



Annual Report 2013/14

SUSTAINABLY DEVELOPING THE OUTBACK





Piece of history

The Bonding of Diamantina's

The origin of the name Diamantina starts back in 1862, when a river that starts north-west of Longreach some thousand kilometres from this shire was discovered by the explorer John McKinley in April 1882. He named it Mueller Creek after the noted botanist Baron Von Mueller.

Some years later in 1886, the river was rediscovered and renamed the Diamantina by William Landsborough, thereby honouring Lady Diamantina Roma Bowen, the wife of the first Governor of Queensland, Sir George Ferguson Bowen.

The name Diamantina was conferred in 1943 to a river class Frigate that was being built Walkers of Maryborough for the Royal Australian Navy, (which was decommissioned in 1980). In 2000 a new HMAS Diamantina was launched. This vessel is a Huon Class Minehunter fitted with the latest systems technologies.

The Training Ship Diamantina was officially launched in 2008 and is based in Brisbane.

The Shire's logo is interesting as it bonds all the Diamantina's with the remote outback and the connection to the cattle industry. Originally the Shire's logo featured a lone bull. As the years progressed Council seeing the crest of HMAS Diamantina and that of Lady Diamantina Roma Bowen requested the use of both to form a new logo for the Diamantina Shire.

Originally this request was denied, however Council being persistent were later granted permission to combine both crests to create the crest of the Diamantina Shire.

A bronco branding rope replaced the naval rope, and a bull was placed on top of the crest instead of the ship. Wildflowers from the shire were incorporated to create a colourful and unique crest which you see today, with the Shire motto "Sustainably Developing the Outback".



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Welcome to the Diamantina Shire

This Diamantina Shire Council Annual Report is for the period July 1, 2013 to June 30, 2014.

The Annual Report profiles the Diamantina Shire and the Council and reports on Council's performance financially and operationally for the financial year.

The report contains information on Council's objectives, achievements, short and long-term challenges and demonstrates Council's commitment to reporting to the Diamantina community in an open, accurate and transparent manner.

This report meets Diamantina Shire Council's statutory obligations under the Local Government Act 2009 and the Local Government Regulation 2012.

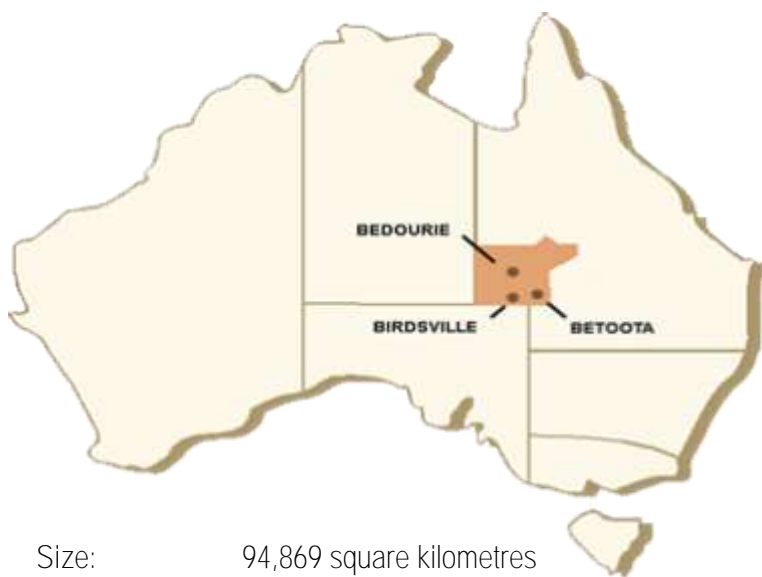
Copies of this publication can be obtained by contacting the Council administration centre on (07) 4746 1202 or by **visiting Council's website at www.diamantina.qld.gov.au.**

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

DIAMANTINA SHIRE COUNCIL

17 Herbert Street
BEDOURIE QLD 4829
Phone: (07) 4746 1202
Facsimile: (07) 4746 1272
Website: www.diamantina.qld.gov.au

Shire Profile



Size: 94,869 square kilometres

National Parks: 17,082 square kilometres

Road Length: 1,545 km

Population: 322

The Diamantina Shire covers almost 95,000 square kilometres, which is larger than Tasmania. It lies **between the Simpson Desert and what's known as the 'Channel Country', an area of Western Queensland that is renowned as some of Australia's best grazing land.** During infrequent floods, rivers and streams stretch across the channel country like fingers, flowing into Lake Eyre in South Australia. In their wake, floods leave vast plains of rejuvenated land that sustains cattle, wildlife and an abundance of wildflowers. To the west, the arid Simpson Desert, the world's largest area of parallel sand dunes, attracts thousands of four-wheel-driving travellers each year intent on conquering the approximate 1200 sand dunes.

The Diamantina Shire is home to 14 beef-producing pastoral properties, some of which are still managed **by descendants of the region's early settlers.** Many of these stations are certified organic and produce organic beef that is exported to Asia and the Middle East. The average size of these properties is 6,857 square kilometres. Alongside tourism, **beef production is the Diamantina Shire's largest industry.**

Located in the far western corner of Queensland, the Diamantina Shire borders the Northern Territory and South Australia. The junction of the three states is called **'Poeppel Corner', named after the first surveyor of the Simpson Desert.** Within the shire there are 1,545 kilometres of roads, the majority of which are dirt or gravel. There are only 276 kilometres of bitumen road in the whole shire.

The Diamantina Shire's three towns are Birdsville, Bedourie and Betoota. Bedourie, the Shire's administration centre, boasts many modern amenities including a hotel, motel, roadhouse, caravan park, a unique desert golf course and a community centre with an indoor tennis court. Arguably the town's best facility is a well-maintained aquatic centre with an artesian spa. Bedourie means **'dust storm' in the local Wangkamardla language** and was first established as a Cobb and Co. coach stop and watering point for drovers on the north-south stock route. **The town's water, pumped directly from the great artesian basin, is celebrated as being Australia's best.**



Mud Hut at Bedourie



Border Marker at Poeppel Corner

Shire Profile

The iconic town of Birdsville lies 12 kilometres north of the Queensland border. Pre-federation, the town was a tolling point for drovers transporting cattle between the colonies. Then, Birdsville was a thriving town of approximately 300 people that boasted three hotels, a blacksmith store, a cordial factory, market gardens and police and customs facilities. After federation, in 1901, tolls were abolished and the town fell into decline. However, in recent decades, Birdsville has grown to meet the demands of the growing domestic tourism industry and is now home to an historic and charismatic hotel, one of **Australia's only licenced bakeries, two service stations, a caravan park and a number of tourism operators.** The famous Birdsville Races, held on the first weekend of September annually, attract over 7000 visitors to the town and are known nationally as **'the Melbourne Cup of the outback'.**

The Shire's third town, Betoota, has an official population of zero and is therefore Australia's smallest town. Also originally a Cobb and Co. rest stop, Betoota all but disappeared after the last horse-drawn Cobb and Co. coach service ran in 1924. However, Sigmund (Simon/Ziggy) Remienko, a polish immigrant who had been working as a grader driver in nearby Boulia, bought the Betoota Hotel in 1953. He lived in and managed the hotel, which was a popular fuel and rest stop for outback travellers, until his retirement in 1997 when he closed the hotel doors, but continued to live there as Betoota's sole resident until his death in 2004. Despite its population, Betoota hosts an annual gymkhana and race meet that attracts visitors from all over Australia as well as pastoral workers from surrounding properties.

The Diamantina Shire's unique events, such as the Simpson Desert Racing Carnival, the Bedourie Pig and Camel Races, Birdsville Bronco Branding and numerous rodeos, campdrafts and gymkhanas draw large crowds of outback locals and urban travellers alike. Attractions like the Simpson Desert's majestic dunes, historic buildings, rare species of flora and fauna, uninterrupted horizons and bright night skies ensure that the Diamantina is a diverse and memorable travel destination.



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.

Our Council

A Message from our Mayor

The previous financial year has been a very busy one for the Diamantina Shire. The council has been involved in some significant changes to our health services, has provided funding and assistance for an event that has a substantial **impact on our shire's tourism as well as hosted visits from various state and federal members of parliament.**

The 2013/2014 end of financial year marked the transition of our two health clinics to Queensland Health, the state government health provider. This change will lead to improved provision of health care for our residents as well as relieve the financial pressure of sustaining the quality of service from council. The health clinics are now run as part of **Queensland's standardised health service and are providing health care in-line** with the rest of the state.

Council continued to support the 'Big Red Run' and 'Big Red Bash' in the 2013/2014 financial year. These events, envisioned and run by external stakeholders, bring a significant amount of visitors to the shire and council pledged both financial and in-kind support to assist with the logistics and running of the event.

In 2013/2014, council continued to press hard and lobby for fibre optic telecommunications, which remains paramount **to council, in conjunction with Barcoo Shire. The Diamantina and Barcoo Shires are the only two of Queensland's 73** local government areas that do not have sufficient mobile telephone coverage. Council is seeking federal support for a 400 kilometre fibre optic tail from Boulia to Birdsville via Bedourie, which will vastly improve communications and ensure that the Diamantina Shire can enjoy equality with the rest of Australia in its telecommunications services.

Council has continued to deliver on plant fleet upgrades and water and sewerage capital works in accordance with its 20-year asset management plans. Likewise, it has heavily invested in housing maintenance to ensure its assets are well preserved and very liveable, which has benefits for staff retention.



Geoff Morton
Mayor



Big Red Bash 2013



Sunrise over Birdsville Billabong

A Message from our CEO

The 2013/2014 financial year saw the development and introduction of our new corporate plan and corporate structure within the Diamantina Shire Council. After a comprehensive community consultation period, the new corporate plan was introduced in early 2014. We believe that this corporate plan will guide our actions and decisions to result in the provision of good service and effective financial management to ultimately maintain the highest possible standard of living for our residents.

The Diamantina Shire is still gripped by drought and therefore council has managed its resources prudently. Council has always resisted the temptation to increase resources and instead has sought to employ contractors to assist with peak workloads to provide it with the flexible dynamic to reconfigure itself when workloads decrease. Unfortunately, council is facing the continued problem of gravel road maintenance during a period of limited water availability.

As can be seen by scrutiny of the financial statements contained within this annual report, council has been very successful in significantly growing its financial position to ensure it is well-placed to deliver services, maintain assets and provide infrastructure for the future to support a vibrant and growing part of Australia.

We take this opportunity to thank all elected members and staff for their commitments over the past year and encourage them to continue with dedication as we strive to provide efficient services and lead the Diamantina Shire into the future. For further details about council meetings, contact the Diamantina Shire Council on (07) 4746 1202 or visit our website at www.diamantina.qld.gov.au



Leon Love

Chief Executive Officer

Our Council

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
- 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 8am from October to March and 9am from April to September and are held at the council administration centre, Herbert Street, Bedourie, with one meeting a year held in Birdsville at the Birdsville community hall.

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

Mayor

Cr Geoff Morton



Local grazier Geoff Morton has been involved with the Diamantina Shire Council since 1980. This term is his seventh term as a councillor and he has performed two terms as deputy mayor.

Geoff is the second of four children, the only son to Lyle and Phyllis Morton, and is a ninth generation grazier of Roseberth Station, on which Birdsville sits. He was born in Adelaide in 1954.

Geoff attended primary school by correspondence until year four, after which he attended boarding school at Scotch College in Melbourne until finishing year 12.

Following his education, Geoff returned to Roseberth **Station and took over management of the station after his father's retirement in 1991.**

Geoff and his wife Bev have two sons; Kerry and Steven. Kerry assists his father with management of Roseberth station and is raising his own family in the Diamantina Shire.

Our Council



Deputy Mayor

Cr Garth Tully

This is also Garth's seventh term as a councillor for Diamantina Shire Council.

He was born in Charleville in 1960 to Colin and Betty Tully and attended primary school in Bedourie until year five. The eldest of four boys, Garth moved to Brisbane to attend high school at Nudgee College.

Following school, Garth was employed by the Milson family who then owned Cluny Station. For a time Garth managed Diamantina Lakes Station before returning to Cluny Station as manager in 1990.

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



Cr Jody Barr

Councillor Jody Barr was elected for his first term as councillor representing the Diamantina Shire in 2012.

Born and raised in the Diamantina Shire by parents Jean and Kevin Barr, Jody is the eldest of three boys. Jody spent his early schooling years in the Bedourie and Birdsville State Schools before leaving to attend boarding school in Longreach and then The Scots PGC College in Warwick.

Jody has spent most of his working life in the earthmoving industry and is currently employed as a Leading Hand Machinery Operator.

Jody is strongly involved in Diamantina Shire community groups and events and is a founding member of the Bedourie Bikekhana as well as an active member of the Birdsville Social Club.

Our Council



Cr Don Rayment

Born in Brisbane and raised in the Diamantina Shire, Don is one of five children to Charlie and Pauline Rayment of Kurran Station.

Don began primary school in Longreach, completed years six and seven by correspondence and moved to Winton to complete his high school education. Don was appointed school captain in year ten.

Don has since been continuously employed in rural industry in fields such as contract mustering, yard building and fencing. He spent ten years contract mustering for McDonald Holdings in the areas surrounding Winton and Boulia. He has also worked as a Rural Protection Officer and Rural Lands Officer for the Department of National Resources and local government bodies.

Don married Judy (nee Brown) in 1993. The Rayment's relocated to the Diamantina Shire in 2005 to manage the organic cattle property Adria Downs, near Birdsville, where they are still located.



Cr Steve Cramer

Born in Glen Innes, NSW, in 1976 to Philip and Moira Cramer, Steve is the third of four children. Steve completed primary school at Glen Innes State School before attending secondary school at Glen Innes High School.

On leaving school, Steve attended Longreach Agricultural College before being employed as a **station hand at S. Kidman & Co's Sandringham Station**. It was at Sandringham where he met governess Jeena Kleinschmidt, whom he married in 1999.

The couple spent seven years as managers of Ruby Plains Outstation Sturt Creek, in the West Australian Kimberley region. Steve and Jeena relocated to the channel country in 2007 when Steve was appointed manager of Glengyle Station, near Bedourie.

Steve and Jeena have four children; Cody, Bridey, Beau and Jack.

Councillor Remuneration Schedule

COUNCILLOR EXPENSES REIMBURSEMENT AND FACILITIES PROVISION POLICY

INTRODUCTION

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;

- \$0.8085 per kilometre for sedan-type vehicles
- \$1.2966 per kilometre for four-wheel drive vehicle
- \$300 per hour for Cessna plane.

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

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 that 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.



Councillors and Senior Staff on annual road run

Councillor Remuneration Schedule

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 that 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.

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. 'Smartphones') - 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 that comply with the requirements of this policy should be forwarded to the Deputy Chief Executive Officer. Any expenses claims or reimbursement requests that 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.

Councillor Remuneration Schedule



Councillors inspecting machinery acquisitions



Sustainability Awards Knauf Nomination

RESOLUTIONS RELATING TO REMUNERATION SCHEDULE AND EXPENSES REIMBURSEMENT POLICY

The following resolutions were adopted:

*Minute 2013.02.18 Ordinary meeting held 18/02/2013
Moved by Cr Morton and Seconded by Cr Tully.
That Diamantina Shire Council adopt the following
remuneration for councillors effective January 1, 2013.
Carried 5/0*

*Minute 2012.06.25 Ordinary meeting held 25/06/2012
Moved by Cr Cramer and Seconded by Cr Barr
That Diamantina Shire Council adopt the Councillors
Expenses Reimbursement and Facilities Provision Policy
subject to the following amendment. Further, that this
Policy supersedes the current Policy.*

***“Air travel by private aircraft to be reimbursed at the rate
of \$300 per hour for a Cessna 182 aeroplane – subject
to periodic review”***

Carried 5/0

*Minute 2011.1.7 Ordinary meeting held 01/07/2011
Moved by Cr Gaffney and Seconded by Cr Hanna.
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. Carried 4/0.*

Our Council

Council Remuneration and Attendance

COUNCILLOR	MEETINGS ATTENDED	REMUNERATION	EXPENSES REIMBURSED	SUPERANNUATION CONTRIBUTION	TOTAL
Cr G Morton	12	81,753	24,792	9,810	116,355
Cr G Tully	12	35,690	1,245	4,049	40,984
Cr J Barr	9	20,992	4,562	3,048	28,602
Cr S Cramer	12	21,742	2,023	2,609	26,374
Cr D Rayment	12	20,243	5,410	2,375	28,028
TOTAL		\$180,420	\$38,244	\$21,891	\$240,343



The Dreamtime Serpent at Betoota

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 prepared a comprehensive training matrix to ensure that training is managed in a structured way and staff and community members are provided with regular relevant training courses. Many staff are involved in certificate level courses such as Certificate 3 and 4 in Horticulture and Certificate 3 in Civil Construction (Plant Operations). Other training courses include Traffic Control, Work in Confined Spaces, Manual Handling, Blue Card/White Card, New Staff Inductions and First Aid.

EMOTIONAL ASSISTANCE PROGRAM

Offered to all employees and immediate family members of employees of the Diamantina Shire Council, the emotional assistance program provides access to a clinical psychologist both over the phone and face to face. Introduced in the 2009/2010 financial year, the program has been accessed by various staff members throughout the year and provides support for employees and their immediate families, assisting with the reduction of negative effects of stress that can arise within the workplace and community.

EQUAL OPPORTUNITY IN EMPLOYMENT (EOE)

Council reviewed its Equal Opportunity Policy to meet legislation and workplace requirements.

AIM: The aim of this policy is to ensure that claims of discrimination, victimisation, sexual harassment and

vilification are investigated, managed and resolved objectively and fairly.

POLICY: Diamantina Shire Council is an equal opportunity employer and is committed to providing a workplace where all employees are treated on their merits, without regard to race, age, sex, relationship status or any other factor not applicable to the position. Employees are valued according to how well they perform their duties, and on their ability to maintain the **council's standards of service.**

OBJECTIVES: Diamantina Shire Council is committed to achieving the following EOE objectives:

- Ensure all employees are treated fairly
- Fully utilise and develop the potential of every employee
- Keep all policies and procedures consistent with equal opportunity principles
- Augment employee morale and motivation by increasing staff confidence in the fairness of our human resource practices and access to opportunities
- Ensure achievement of our objectives through our equal opportunity program, which includes the training of staff on EOE and related issues

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

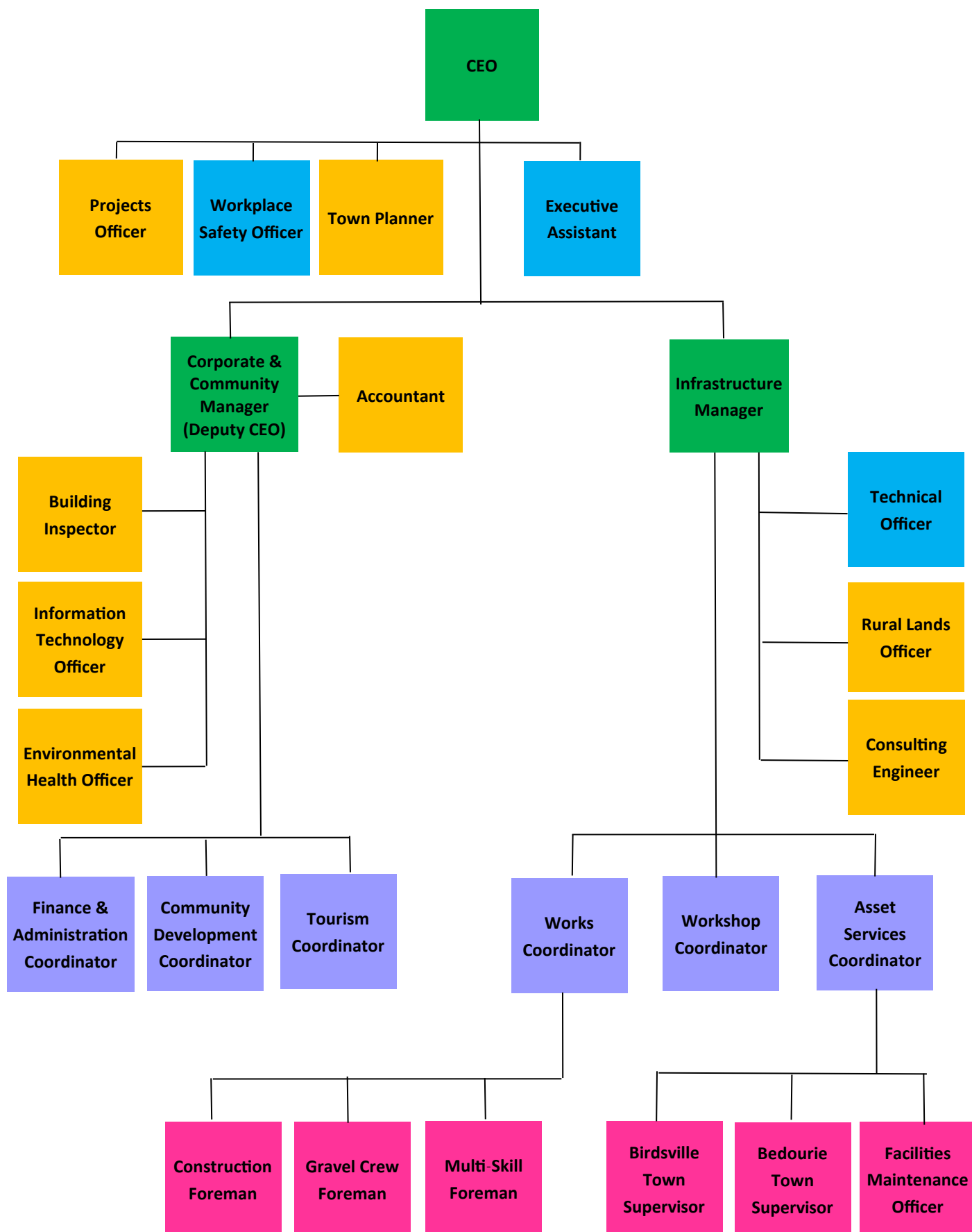
Our People

Staff Statistics at a Glance

Staff Numbers (FTE)	2013-14	2012-13	2011-12	2010-11	2009-10	2008-09
Number of Employees (excluding casuals) who worked for Council during the year. (Establishment of approximately 79).	79	83	82	91	81	81
- Internal	32	36	43	42	31	28
- External	47	47	39	49	50	53
Gender Balance						
Executive/Senior Management						
> Male	3	4	5	4	4	4
> Female	0	0	1	2	0	0
Elected Members						
> Male	5	5	7	4	4	4
> Female	0	0	1	1	1	1
Total Employees						
> Male	49	54	44	57	50	53
> Female	30	29	38	34	31	28
Other Statistics						
Aboriginal & Torres Strait Islander employees	23	26	23	30	29	33
Disabled employees	0	0	0	0	0	1
Staff Turnover	44%	31%	35%	36%	32%	26%

Our People

Corporate Structure



Funded Programs

Diamantina Shire Council delivers 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 or subsidies. Diamantina Shire Council would like to acknowledge the following funding bodies for activities funded in the 2013/2014 financial year;

Level of Government	Department	Funding Program	Project Delivered
Federal	Department of Infrastructure and Regional Development	Roads to Recovery Program	Provided funds to upgrade 6 grids on the Sandringham Road and Coorabulka Road
	Department of Social Services		Provision of Access Point Services in Bedourie and Birdsville
State	Department of Science, Information Technology, Innovation & Arts (Arts Qld)	Regional Arts Development Funds (RADF)	Supports the development of the arts in the shire.
	Department of Communities, Child Safety and Disability Services	Drought Relief Community Support Measures	Busby Marou Drought Relief Concert at Birdsville
	Department of Communities, Child Safety and Disability Services	Home & Community Care (HACC)	Provision of HACC services to eligible residents
	Department of Community Safety	State Emergency Service Annual Local Government Subsidy	Financial support towards the costs of maintaining the Bedourie and Birdsville SES units
	Department of Community Safety	Natural Disaster Resilience Program	Bedourie Levy Bank Upgrade
	Department of Education, Training and Employment	Apprenticeship Funding	Support provided in Councils employment of Apprentices and trainees
	Department of Education, Training and Employment	Early Childhood Education & Care Funding	Funds provided to support Playgroups in Bedourie and Birdsville
	Department of Local Government, Community Recovery & Resilience	General Purpose Financial Assistance Grant and Identified Road Grant	Supports the general operations of Council
	Department of Local Government, Community Recovery & Resilience	Graffiti STOP Program	Purchase of pressure cleaners to remove graffiti from public places
	Department of Local Government, Community Recovery & Resilience	Local Government Grants & Subsidies Program	Purchase and install 4 x Tourism Roadside Shade Shelter
	Department of Local Government, Community Recovery & Resilience	Local Government Grants & Subsidies Program	Birdsville sewerage & water projects
	Department of Local Government, Community Recovery & Resilience	Local Government Grants & Subsidies Program	Bedourie sewerage and water projects
	Department of Local Government, Community Recovery & Resilience	Local Government Grants & Subsidies Program	Bedourie School and Town Hall Drainage Investigation.
	Department of Local Government, Community Recovery & Resilience	Local Government Grants & Subsidies Program	Birdsville School and Town Hall Drainage Investigation.
	Department of Local Government, Community Recovery & Resilience	Local Government Grants & Subsidies Program	Bedourie Flood Levee Bank Upgrade
	Department of Local Government, Community Recovery & Resilience	Cyclone & Flood Warning Subsidy	Purchase of a Satellite Phone and 4 handheld two way radios
	Department of Local Government, Community Recovery & Resilience	Get Ready Qld	Provision of first aid kits to households
	Department of State Development, Infrastructure and Planning	Royalties for Regions	Flood mitigation project funding – Cacoory - Stoney Crossing Road – Pave and Seal Benditoota Crossing
	Department of Health	Home & Community Care (HACC)	Provision of HACC services to eligible residents
	Queensland Reconstruction Authority	Flood Recovery & Reconstruction	The restoration of flood damage on shire roads
	Central West Health	Service Agreement	Funded the provision of Health services at Bedourie and Birdsville Clinics
	State Library of Queensland	Service Level Agreement	Library Materials and Equipment

Funded Programs

A FUNDING PROGRAM IN DETAIL

The Diamantina Shire is one of the most drought affected areas of Queensland in what is being publicised as the worst drought in a century.

As part of a state-wide drought relief initiative, the Queensland State Government made available approximately \$30,000 to a number of local governments with the specific intention of holding an event that would lift the spirits of drought-affected communities. Funding was provided through the Remote Area Planning and Development Board (RAPAD).

Upon discussion, the Diamantina Shire Councillors decided that a music event would appeal to the largest amount of community members and that the \$30,000 would be spent on a single event in order to attract the most well-known artist possible.

A number of high profile artists were contacted, including Lee Kernaghan and Troy Casser Daley. However, the up-and-coming Busby Marou presented the only affordable option and were very supportive of **council's efforts to keep the cost of the event within the available budget.**

The band's manager supplied all staging, lighting and freight of equipment for free and also brought two supporting acts free of charge.

The concert was held on the Birdsville oval and attracted approximately 250 people, most of which were shire residents. Council received many positive comments from residents regarding the quality of the artists and the organisation of the concert, much of which can be attributed to the generosity of the band and their management.



Funded by



Corporate Governance



Bedourie Races

The following lists all other information as required by the *Local Government Act 2009* '(LGA)' and the *Local Government Regulation 2012* '(LGR)'

REMUNERATION DETAILS s201 LGA 2009

Total remuneration for senior contract employees is as follows:

Range of \$100,000-\$200,000—2

Range of \$200,000-\$300,000—1

COUNCILLOR DISCIPLINARY ACTION s180(2) and (4) and s181 LGA 2009

There have been no actions under section 180(2) and (4) and section 181 of the Act during the 2013/2014 financial year resulting in orders or recommendations.

COMPLAINTS ABOUT CONDUCT OR PERFORMANCE OF A COUNCILLOR s176 LGA 2009

There was one complaint lodged regarding councillor conduct during 2013/2014.

ADMINISTRATIVE ACTION COMPLAINTS s187 LGR 2012

(1) (a) Administrative action complaints encompass all complaints made to Council about its administrative actions. Council is committed to dealing fairly with all complaints in a timely manner and at the local level where possible.

(b) The complaints management process comprises an initial assessment undertaken by Council's Complaints Officer, referral following consideration by the CEO for a comprehensive assessment and remedial

action as appropriate.

(2) During the period under review and the previous financial year there were no administrative action complaints received.

OVERSEAS TRAVEL s188 LGR 2012

No councillors or council employees travelled overseas in an official capacity during the 2013/2014 financial year.

EXPENDITURE ON GRANTS TO COMMUNITY ORGANISATIONS s189 LGR 2012

During the 2013/2014 financial year, council provided the following cash support to community organisations:

Organisation	\$
Bedourie Amateur Race Club	22,170.00
Bedourie Gymkhana Club	5,146.00
Betoota Social Club	2,508.00
Betoota Race Club Inc	21,455.00
Birdsville Race Club Inc	31,301.00
North Old Helicopter Service	5,000.00
Bedourie P&C	4,750.00
Other Donations	100.00
	\$92,430.00

RESERVES AND CONTROLLED ROADS s118 LGR 2012

Diamantina Shire Council has control of:

- 9,523.71ha of land (including 11.4ha leased) classified as reserves under the Land Act 1994; and
- 621kms of road that is not owned by council but is in its control.

EXPENDITURE AND ACTION

RELATING TO JOINT VENTURES s190(1)(d)(i) LGR 2012

Diamantina Shire Council did not enter into any joint venture agreements during the 2013/2014 financial year.

CHANGES TO TENDERS s190(1)(e) LGR 2012

Diamantina Shire Council did not make a change to a tender during the 2013/2014 financial year.

REGISTERS KEPT BY COUNCIL s190 (i)(f) LGR 2012

- 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 Cost Recovery Fees and Commercial Charges

RATES AND CHARGES CONCESSIONS s190 (1)(g) LGR 2012

Diamantina Shire Council made no concession of rates or charges for the 2013/2014 financial year.

INTERNAL AUDIT FUNCTION s190(1)(h) LGR 2012

Council did not have an internal audit function during 2013/2014.

SUMMARY OF INVESTIGATION NOTICES UNDER s49 FOR COMPETITIVE NEUTRALITY COMPLAINTS s190 (1)(i)

There was no competitive neutrality complaints received during 2013/2014.

RESPONSES ON QCA RECOMMENDATIONS ON COMPETITIVE NEUTRALITY COMPLAINTS s190 (1)(i)

There were no responses on competitive neutrality complaints received during 2013/2014.

REPORTING REQUIREMENTS: PUBLIC SECTOR DISCLOSURE ACT 2010 s30

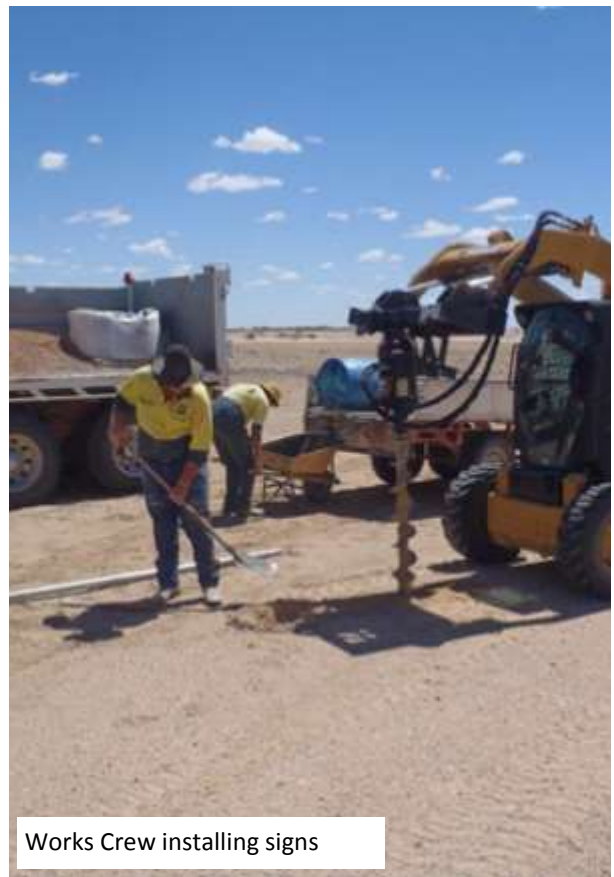
There were no disclosures received or referred under Part 2 during the reporting period.

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 Community Plan, five year Corporate Plan and annual Operational Plan. The 2014-2019 Corporate Plan was reviewed in early 2014 and, following community consultation, was adopted on 17th March, 2014.

Diamantina Shire Council undertakes a wide range of roles that are not traditionally carried out by Local Government in Queensland and therefore its corporate response to the community vision is broad, addresses a wide range of issues and is based on the delivery of outcomes that 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 that take into account social, environmental, economic and governance aspects in order to deliver a balanced and sustainable outcome.



Works Crew installing signs



Bedourie Aquatic Centre

Assessment of Local and Regional Issues

Arts and Cultural Development

The Diamantina Shire has a rich and unique culture that has developed over the years with influences from both its Aboriginal and European residents. The recognition, identification and **preservation of this culture is at the forefront of the council's** actions and planning. This includes 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 and the annual celebration of NAIDOC week.

The strategies that have been identified in council's corporate plan deliver these outcomes including 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 disaster mitigation and management. Due to the nature of the Channel Country, the council actively manages the risks involved in and responds 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

Diamantina Shire Council continues to work collaboratively with cattle and tourism business operators, industry peak bodies, representative groups and the community to identify and grow economic development opportunities. A growing community and a fledgling housing market are setting the pace in Bedourie and Birdsville. Sealed roads and 21st century information technology and communications will provide the tools for ongoing and secure economic development.

Environmental Management

The protection and sustainability of the unique Channel Country environment has been a priority for council for many years. The Integrated Environmental Management System (IEMS) addresses the potential environmental risks associated with the **operation of council's environmentally relevant activities and sets out council's position for compliance with environmental** legislation as well as setting the strategy for achieving best practice in environmental management.

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

Diamantina Shire Council is in the unusual position of not only providing the standard environmental health services delivered by local government, but also of providing primary health care services in Bedourie and Birdsville. Through funding partnerships with both State and Commonwealth governments, the Shire Health Clinics offer a range of preventative and primary health care to the community. The services include regular general practitioner visits, as well as visiting specialists and ancillary health care professionals. The operation of these clinics will be transferred to Central West Health from 1st July, 2014 with Council retaining ownership of the buildings.

Community Development and Human Services

Council's most recent corporate plan emphasises an increased focus on community development and human services. Initiatives such as community event co-ordination, a community assets development plan, funding community events and through the work of the community development officer, the Diamantina communities continue to develop, and the council is able to provide services that build social capital and improve the quality of life of residents. The community plan will pull together the club facilities development program, 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.

Housing

Council has put significant effort into housing in recent years and this has addressed many of the problems faced by the community. However, increased expectations and employment growth has again increased demand for quality housing. Council is now looking to provide for future demand by ensuring that housing stocks are developed and that land and infrastructure is available to meet that housing need.

Population

Diamantina Shire Council continues to work toward the identified population targets set out in the corporate and community plans. We aim to grow the Diamantina Shire population in a sustainable manner.

Inextricably linked to economic development, employment growth and the development of infrastructure including community services and housing, Diamantina Shire Council is well progressed in realising the objective of an increased and sustainable population.

Performance: What We Achieved

Environment

Goal	Strategies to achieve this Goal	Progress and Achievements
A community that is actively maintaining practices that ensure 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 and the Department of Agriculture Fisheries and Forestry in the areas of plant and animal pest management. Review of local and subordinate local laws is expected to be finalised and adopted by October 2014.
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 within the community 	<ul style="list-style-type: none"> Water and sewerage infrastructure maintained as per council's scheduled ten year capital works replacement schedule. Water quality continually monitored to ensure standards meet guidelines. Water Quality Management plan has been drafted and has been lodged with the department for approval.
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 continues to work towards the completion of the new Bedourie residential subdivision, which will increase house blocks available within the town. Investigation of an aircraft graveyard and military training activities has continued with no definite results at this stage. Child care has been identified as a significant area that hinders possible employment of residents. Investigation continues on possible strategies to improve child care within Bedourie and Birdsville.
Towns that are attractive, green and clean with communities that take pride in their homes and towns.	<ul style="list-style-type: none"> Maintain membership of Keep Australia Beautiful council 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 Keep Australia Beautiful council continues. Working with both town foremen in Bedourie and Birdsville, progress has been made towards continued implementation of and also reviewing current town streetscape plans. A waste management strategy has been adopted and is being progressively implemented.

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 for construction works
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 Desert Yarns Newsletter during 2012/2013. Arrangements were made to have this study available for the wider public by displaying on Council's website.
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 Dept of Transport and SkyTrans (air service provider). Council continues to attend 'Air User Group' meetings
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"> Council ceased its release of houses for sale in Birdsville and Bedourie in 2012/2013 as it had been identified that council is now facing a shortage of appropriate residences.
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 Diamantina Shire 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 2013/2014 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 secretarial support as well as financial support to progress youth initiated projects and 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 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 Queensland Police Service. A police column for both towns is included in council's Desert Yarns newsletter each month. Crime remains low within the shire. Council adopted its new Disaster Management Plan in early 2013. Regular reports from SES and Rural Fire Brigades are received and reported to council.

Performance: What We Achieved

Social

A well coordinated and cooperative group of businesses and individuals that deal with the public and successfully promote the community.	<ul style="list-style-type: none"> Facilitate the establishment of community development boards in each town Source an appropriate customer service program 	
Full employment.	<ul style="list-style-type: none"> Make Council training activities available to community members if appropriate Implement strategies to improve child care opportunities 	<ul style="list-style-type: none"> Training programs have been regularly advertised to community Child care has been identified as a significant area that hinders possible employment of residents. Investigation continues in possible strategies to improve child care within Bedourie and Birdsville. Discussions have been held with the QLD Department of Education and Training about the introduction of family day-care in both 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 specialist medical care.	<ul style="list-style-type: none"> Implement health issues awareness activities in the workforce Subsidise the cost of council's bus for groups wishing to access specialist medical services Lobby the state health service to provide half -yearly dental visits Encourage council's health provider to coordinate visits by specialist health services including cardio, ENT etc. Ensure health service contracts protect council's intellectual property rights Monitor and review the performance of the health services contractor Construct mortuary and storage facilities at the Birdsville Health Clinic Carry out expansion of the Bedourie Clinic as per plans 	<ul style="list-style-type: none"> NWML continue to work closely with Council in implementing health awareness workshops. NWML continues to meet its obligations under the service agreement in providing health services to the communities of Bedourie and Birdsville. Negotiations completed with Qld Health to transfer the operation of both Clinics to Central West Health from 1 July 2014.
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 ten 	<ul style="list-style-type: none"> Training programs have been regularly advertised to community members Information on the establishment of schooling to year ten has been requested from the Department of Education.
Quality sporting facilities	<ul style="list-style-type: none"> 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 further planning has been completed towards the construction of a sports complex/community facility in Bedourie. Funding has not been secured for this project.

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 implementation of the Tourism Development Plan has commenced.
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 2000 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 to contribute up to \$300,000 yearly to the sealing of main roads Identify and prioritise black spot projects 	<ul style="list-style-type: none"> Works as per works program continues Lobbying of Government for the improvement of road networks affecting the Diamantina Shire continues All DTMR and Council NDRRA Road Work completed on time.
Council is a leader in the region, which supports regional cooperation and resource sharing	<ul style="list-style-type: none"> Initiate discussions with neighbouring shires to undertake a resource sharing options review 	<ul style="list-style-type: none"> Council continues to work closely with the shires of Barcoo and Boulia on several initiatives. Initiatives include joint ventures in tourism, purchasing, operational information research and joint employment arrangements.
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 Grants Officer whose main function is to research and submit 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"> Council endorsed an Economic Development Plan in the 1st quarter of 2012/2013.
Own and operate a quality plant fleet.	<ul style="list-style-type: none"> Review plant hire rates and performance periodically Carry out plant changeover in accordance with plant replacement program 	<ul style="list-style-type: none"> Plant hire rates were reviewed Plant was replaced as required.
Quality council assets that 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 an Asset Management Plan The seeking of financial assistance for the development of community assets continues.

Performance: What We Achieved

Economic

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 Information Centre 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 areaA large number of private operators have expressed interest in renting offices for the duration of 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 \$2,400,000 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.Funding of \$5.25 M has been secured from Royalties for Regions Program.

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 that 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 that are in line with council's 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 • Develop and maintain a Risk Management Plan • Maintain an effective records management policy and procedure • Maintain an effective information management system • Develop, implement and maintain a 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 to ensure that customers receive a high-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"> • A new training matrix is being prepared to better meet council staff needs. • 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 council's systems. Improvements in dissemination of information and in-house programs and publications have improved employee focus on workplace health and safety. • Quality Assurance System (Integrated Management System), have been audited. • Council completed an overhaul of its electronic data records management system in late 2012/2013. • 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 ensure maximum potential is received. • The methodology of the Code of Competitive Conduct continues to be applied to areas such as water, sewerage and road construction. • In 2013/2014 council struggled to provide adequate resources to ensure that administration and customer service functions are carried out effectively, in particular the recruitment and retention of staff. • 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 undertaken to develop a community engagement plan and this shall be furthered in the 2014/15 financial year.

Performance: What We Achieved

Governance

<p>A sustainable and effective organisation</p>	<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 system• 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">• 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.
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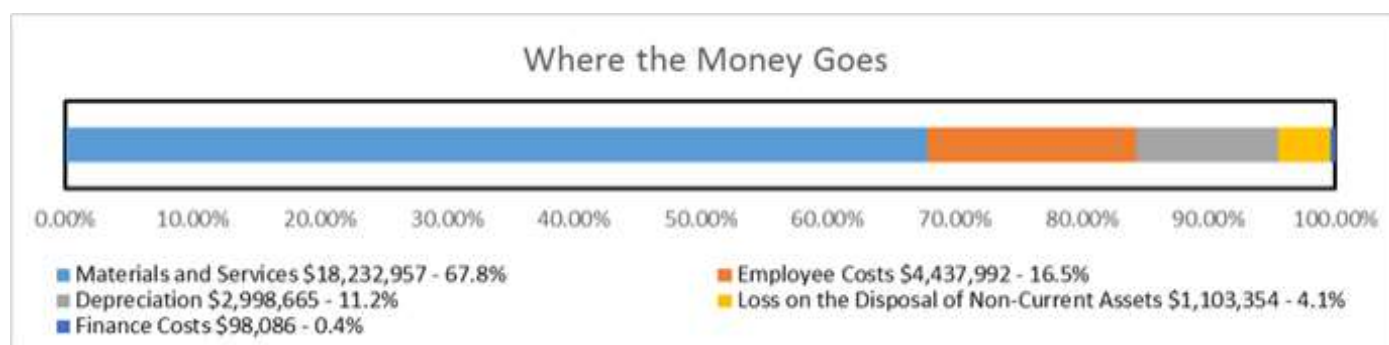
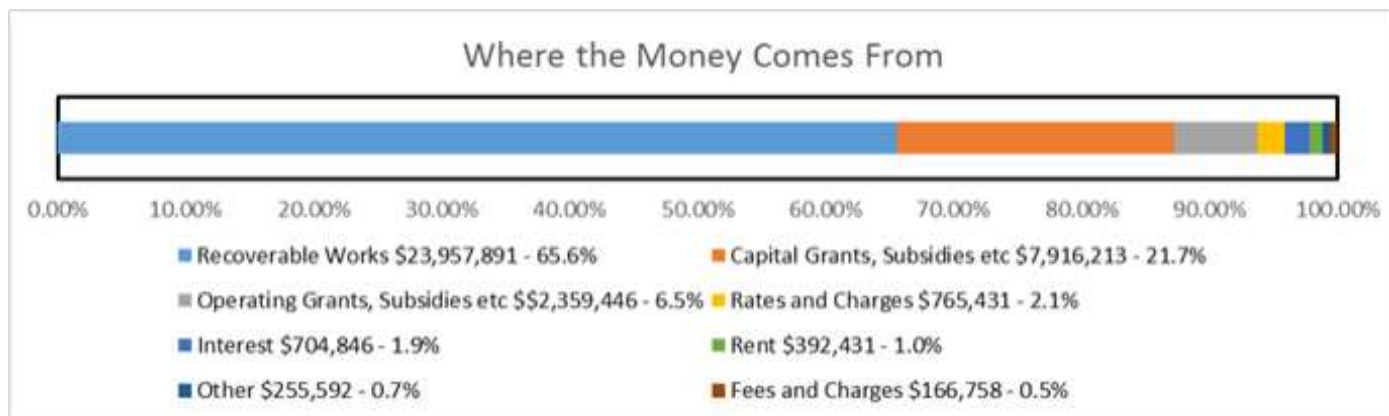
Sunset at Deon's Lookout

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 council's annual financial statements are part of the annual report and should be viewed for more detailed financial information (See Part B, commencing on page 35).

COUNCIL'S FINANCIAL PERFORMANCE

The Income Statement reflects how we take the money we receive in our day to day operations and spend it to provide the level of services the community expects from our organisation. This year council's total revenue amounted to \$36.5 million and total expenses amounted to \$26.9 million returning an operating surplus of \$9.6 million.



Five Years at a Glance – A Financial Snapshot

	2013-14	2012-13	2011-12	2010-11	2009-10
Net Rate & Charges	\$765,431	\$736,162	\$642,858	\$603,151	\$548,774
Total Revenue	\$36,518,634	\$59,948,958	\$42,853,538	\$39,484,739	\$38,262,800
Total Expenses	\$26,871,054	\$36,077,198	\$44,729,041	\$34,490,971	\$34,280,808
Net Result	\$9,647,580	\$23,871,759	(\$1,875,503)	\$4,993,768	\$3,956,531
Capital Additions	\$14,963,063	\$16,244,524	\$7,016,467	\$7,188,601	\$3,165,567
Debt Repayment	\$332,874	\$313,649	\$300,539	\$224,072	\$214,180
Loan Balance	\$1,085,552	\$1,418,426	\$1,732,075	\$2,032,614	\$1,756,686
Total Assets	\$164,034,545	\$156,032,411	\$132,544,442	\$90,509,318	\$83,996,279
Total Liabilities	\$2,031,779	\$3,223,475	\$4,670,739	\$4,746,798	\$3,703,052
Total Equity	\$162,002,766	\$152,808,936	\$127,873,703	\$85,762,520	\$80,293,227
Reserves	\$3,135,874	\$2,030,814	\$1,907,314	\$2,049,293	\$1,967,972
Depreciation Expense	\$2,998,665	\$3,201,463	\$2,810,874	\$2,190,525	\$2,000,300

Community Financial Report

COUNCIL'S FINANCIAL POSITION

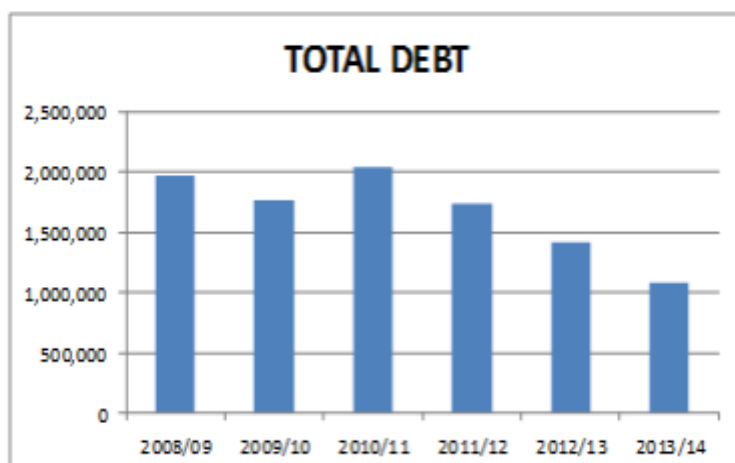
The balance sheet measures what council owns and owes at the end of the financial year. The result of these two components determines the net wealth of council, which is therefore the net wealth of the community.

What do our assets consist of?	%	\$
Cash and cash equivalents	11.55%	18,955,194
Trade and other receivables	2.24%	3,680,548
Inventories	0.85%	1,394,274
Other financial assets	0.02%	25,616
Investments - Non-current assets held for resale	0.65%	1,063,000
Property, plant and equipment	84.69%	138,915,913
TOTAL ASSETS		\$164,034,545

What do our liabilities consist of?	%	\$
Trade and other payables	38.46%	781,411
Borrowings	53.43%	1,085,552
Provisions	8.11%	164,816
TOTAL LIABILITIES		\$2,031,779

OUR DEBT

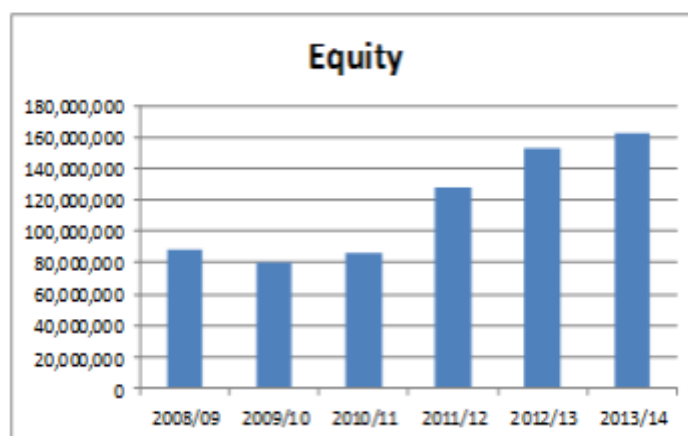
With debt repayments amounting to \$332,874 for the year, council's balance of debt at June 30, 2014 amounted to \$1,085,552. Council continues to manage its debt responsibly, electing only to borrow new debt by taking into account the economic conditions of the period, with the view that the borrowing will provide a benefit to future generations.



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 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 flow 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	\$17,798,877
Inflow from Operating Activities	\$7,305,644
Outflow from Investing Activities	(\$5,816,453)
Outflow from Financing Activities	(\$332,874)
CASH AT END	\$18,955,194

While our current cash balance is \$18,955,194 it is important to note that \$3,135,874 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 that 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, and proposed changes to NDRRA requirements, 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 section 178 Local Government Regulation 2012 it is a requirement for council to display relevant measures of financial sustainability for the financial year to which the statement relates. A local government's long-term financial sustainability statement must state the relevant measures of financial sustainability for the 9 financial years following the year to which the statement relates and an explanation of the local government's financial management strategy that is consistent with the long-term financial forecast.

Ratio	2013/2014 <i>Actual</i>	2014/15 <i>Budget</i>	2015/16 <i>Budget</i>	2016/17 <i>Budget</i>	2017/18 <i>Budget</i>	2018/19 <i>Budget</i>	2019/20 <i>Budget</i>	2020/21 <i>Budget</i>	2021/22 <i>Budget</i>	2022/23 <i>Budget</i>
Operating Surplus Ratio	2.2%	(15.7)%	(15.6)%	(15.2)%	(14.7)%	(14.3)%	(14.0)%	(13.6)%	(13.3)%	(13.0)%
Net Financial Liabilities Ratio	(77.6)%	(68.6)%	(67.4)%	(61.1)%	(68.5)%	(69.0)%	(64.6)%	(62.5)%	(61.7)%	(60.1)%
Asset Sustainability Ratio	376.8%	198.7%	71.6%	153.3%	59.1%	158.1%	114.0%	89.5%	72.4%	132.6%

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 - 10%

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 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%