



SUSTAINABLY DEVELOPING THE OUTBACK

Annual Report 2019/20





About this Report

This Annual Report of the Diamantina Shire Council is for the period 1 July 2019 to 30 June 2020

It profiles the Diamantina Shire and reports on the activities undertaken by Council and aims to provide the reader with a record of Council's performance during 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 1600 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

Photos in this publication have been kindly provided by community members and Council staff. A special thanks to Lorraine Kath and Michelle Dillon





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A Message from our Mayor

The year started off fairly normally in July 2019. It was green around the towns from the flooding, but outside the towns it remained dry and dusty with the shire continuing to be drought declared. The tourist numbers were high with record crowds at the Big Red Bash and Bedourie Camel Races. Our Simpson Desert Racing carnival went off without a hitch with mostly great weather.

So then early in 2020 we heard a whisper of a mystery virus in China. Probably none of us thought it would have much of an impact out here but by March we were closing facilities, cancelling events and the state and federal governments were closing borders. Luckily Queensland was able to open up travel sufficiently to allow some tourists through to us.

The Local Government elections were held in March. I am very honoured to have been selected by the community to represent the shire as Mayor and I'm sure that Councillors Steve Cramer, Don Rayment, Doug Cooms and Francis Murray feel the same. I take this opportunity to thank Geoff Morton for his incredible contribution to the Diamantina Shire and acknowledge that for much of the period of this report he was Mayor. I would also like to thank Bev Maunsell for her term as Councillor and wish her the best in Jundah.

Council continues to provide enormous support to all local events, helping to ensure the economic flow on effect for all of our community. This year has seen significant funding being directed to upgrades at the Betoota, Bedourie and Birdsville Racecourses and the Birdsville Bronco Branding Yards. All three racecourses have had power upgrades to ensure a safe and reliable supply of power for the future. The redevelopment of the Birdsville Golf Course has also been supported allowing golf to return to Birdsville.

As always our community and Council has been busy running events and charitable activities. They are too numerous to list them all but I've included a few of them that did occur around COVID-19 limitations:

- Riders Ride 4 a Cure - four riders set out to ride from Bedourie to Birdsville to raise funds for cancer research. A great success with 200 people attending the gala dinner and contributing generously.
- Birdsville School Open Day— received amazing support and showed off the recent upgrades.
- Council Auction—many people were able to pick up a bargain and we sold a few blocks of land too.
- Anzac Day—the normal Anzac day celebrations had to be cancelled but like the rest of the nation many of our community stood at the end of their driveways with lights or candles at dawn.

Yet again our employees have worked tirelessly this year and this report showcases some of their major achievements.

This has been a difficult year for our businesses and Council has made a number of adjustments to our operations in an attempt to provide support. I hope that all our businesses will be in a position to “gear up” for what we all hope will be a bumper 2021.

Robbie Dare
Mayor





A Message from our CEO

It feels like we have lived in two different worlds during the period of this annual report.

Business as usual for the first 8 months with the balance impacted by COVID-19. Up to this point it was a busy tourist season following the floods earlier in 2019 putting significant water into Lake Eyre. This flooding not only provided the pastoralists with a very productive year with all properties at full stock capacity, it generated great tourist numbers to our area, many using Birdsville as the departure point for scenic flights across Lake Eyre.

The Big Red Bash drew a record crowd as a result of its spectacular line of artists, equally spectacular location and the professional manner in which it is managed. The Bedourie Camel and Pig Races capitalised on the record numbers with numbers attending their event swelling significantly. Similarly the Birdsville Races continues to underpin the outback racing calendar. Both events result in significant revenue being brought into not only the shire but the greater Central and South west regions of Queensland.

Contrast this with near zero tourists due to COVID-19. All events were cancelled as a result of travel restrictions within Queensland and border closures. Thankfully our residents were not affected by the health crisis however the economic effects were plain to see on the businesses.

Luckily, due to our isolation, Council was generally able to continue with its works program without much disruption. During the period we managed to pave and seal 9km of the Big Red Road with funding from the Works for Qld Program and Roads to Recovery and earlier 4km of the Eyre Developmental Road was sealed at 'Sunshine Flat'.

Council has also been the recipient of significant funding from the Australian and Queensland Governments in order to stimulate the economy. This has seen funding totalling \$14.5 million committed towards the Eyre Developmental Road (Bedourie-Birdsville), ironically a week after the Business Case for the Sealing of the Eyre Developmental Road was completed by KPMG.

Council's reliance on external funding continues and has gratefully received further funding from special COVID allocations from Works for Qld, Roads to Recovery, Local Roads and Community Infrastructure Program.

Council has commenced its energy efficiency program through the installation of ceiling and under floor insulation in its houses. We have also been successful in receiving \$944,860 in funding to install solar power systems on its house and high consumption council facilities. We appreciate the ongoing support from our funding partners.

Despite COVID-19 it has been a very busy year and I must acknowledge the efforts of Council's staff in getting through a vast amount of work this year under difficult circumstances. Many have gone above and beyond expectations while others have been happy to gain new skills and try new jobs.

It would be remiss of me not to acknowledge Geoff Morton's contribution as Mayor over the past 2 terms and wish him and Bev Maunsell all the best in their post Council lives.

Leon Love
Chief Executive Officer





Our Vision, Mission, and Core Values

Vision

Diamantina, a friendly, growing and safe Shire of community minded residents, provides our outback community with all-weather access by bitumen road, state of the art health, education, communication and transport services with the necessary infrastructure to promote sustainable private commercial enterprise and significant levels of private housing ownership while preserving our unique environment.

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 quality of life.

Our Core Values

Innovation and Continuous Improvement

Council and staff seek to overcome challenges and take advantage 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.





2019-20 Highlights

Safety Management System and Quality Management System

We are in the final stages of the improvements to the Safety Management System and improving the Quality Management System with a lot of hard work from all teams, the following are the major milestones we have achieved:

- Development and implementation of an online WHS and Quality Induction Process for all Employees and Contractors;
- Development and implementation of a visitor and minor contractor induction and sign in process;
- Achieved 94.62% in the surveillance audits conducted by JLT in June on behalf of LGW and TMR;
- Quality Certification Audit conducted by CACS resulted in all previous observations and non-conformance satisfactorily closed out;
- Improved and re-implemented monthly hazard inspection program;
- Roll out of the AltusERM Hazard and Incident Database;
- Developed and implemented WHS Metrics and KPI's for all positions;
- Developed and implemented verification of current competencies (VOCC);
- Improved Daily Pre-Start Process including records;



There has been a major effort in regards to training in all areas of the business in relation to WHS and Quality especially in regards to the above major milestones, the Big Red Road project was used as the benchmark for construction WHS and Quality requirements.

Big Red Road

The first half of the Big Red Road upgrade has been completed and entailed the pave and seal works at chainages 9.800km - 19.151km. The second half (1.8km-9.8km) will commenced in the second half of the year. Funding for this project has been provided by:

- Queensland Government - Queensland Reconstruction Authority Betterment Fund - \$3,300,000
- Queensland Government - Works for Queensland - \$1,020,000
- Australian Government - Roads to Recovery - \$1,000,000

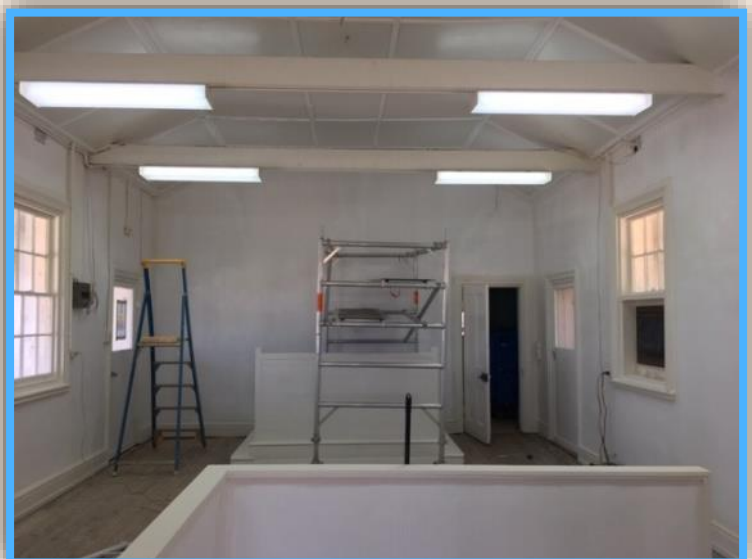




2019-20 Highlights

Birdsville Courthouse

The courthouse has been renovated including asbestos removal, resheeting of walls, painting, replacing broken glass, fixing casement windows, rewiring. This was completed utilising funding from the Qld Government Local Government Grants and Subsidies Program. All work was completed in accordance with the Heritage Management Plan





2019-20 Highlights

Birdsville Tourist Park and Lodge Management

The largest accommodation facilities in the Diamantina Shire are owned by Council, being the Birdsville Tourist Park and Birdsville Lodge. For several years these facilities have been operated by an accommodation management company, however in early 2020 Council decided to discontinue this arrangement and manage the onsite operations of both sites. This coincided with the introduction of COVID-19 restrictions so for 3 months the sites were closed to all except Council employees.

Council was fortunate to secure the service of experienced Park managers and staff just prior to the reopening of travel restrictions. A concerted effort has been made to beautify the grounds and upgrade the facilities. Work completed during the year included the completion of underground services to a small number of sites, the bitumen sealing of the main internal roads and planting of numerous trees.

It has been a difficult year because of COVID-19 and the increased cleaning regime, however cooperation between Council departments has enabled the various peaks and troughs to be handled.

The Birdsville Tourist Park consists of nine budget rooms, three standard cabins, four deluxe cabins, almost 100 powered sites and almost 500 unpowered sites, plus a camp kitchen, three ablution blocks, two guest laundries and many other common areas such as BBQs and picnic tables. The Birdsville Lodge has 49 ensuited rooms and a communal kitchen. The size and scale of the two facilities combined is larger than most regional hotel complexes, and larger than many regional tourist parks.





Community Financial Report

The purpose of the Community Financial Report is to give community members a plain English, easy to follow summary of Council’s Financial Statements in accordance with Section 179 of *Local Government Regulation 2012*. The Council’s annual financial statements are part of the annual report and should be viewed for more detailed financial information.

Council’s Financial Statements must be certified by both the Mayor and the Chief Executive Officer as “presenting fairly” the Council’s financial results for the year. They are also required to be adopted by Council—ensuring both responsibility and ownership of the Financial Statements by management and elected representatives.

In addition, Council’s Financial Statements are audited by the Queensland Audit Office. The auditor provides an audit report which gives an opinion on whether the Financial Statements fairly present Council’s financial performance and position.

This report focuses on:

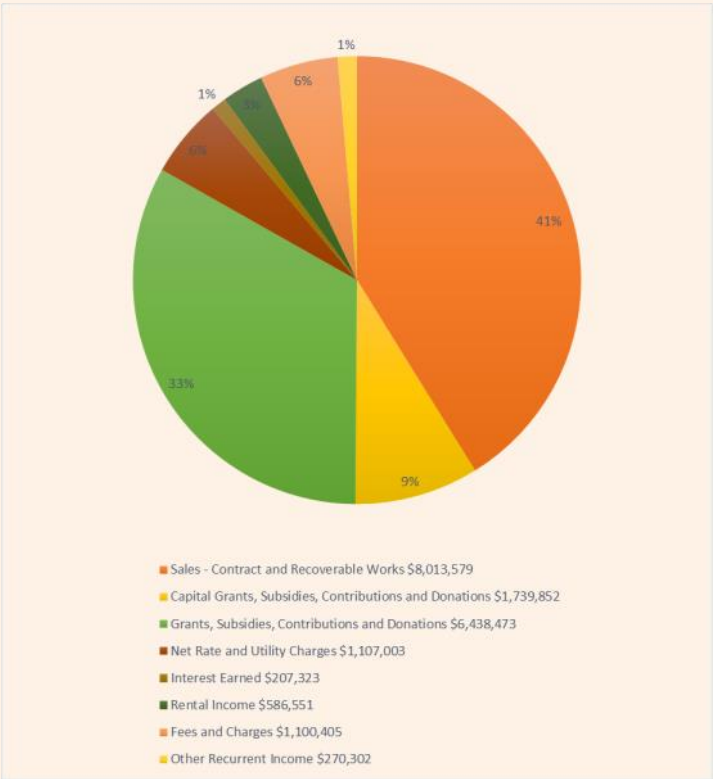
- ◆ Statement of Comprehensive Income
- ◆ Statement of Financial Position
- ◆ Statement of Changes in Equity
- ◆ Statement of Cash Flows
- ◆ Measures of Financial Sustainability

Statement of Comprehensive Income

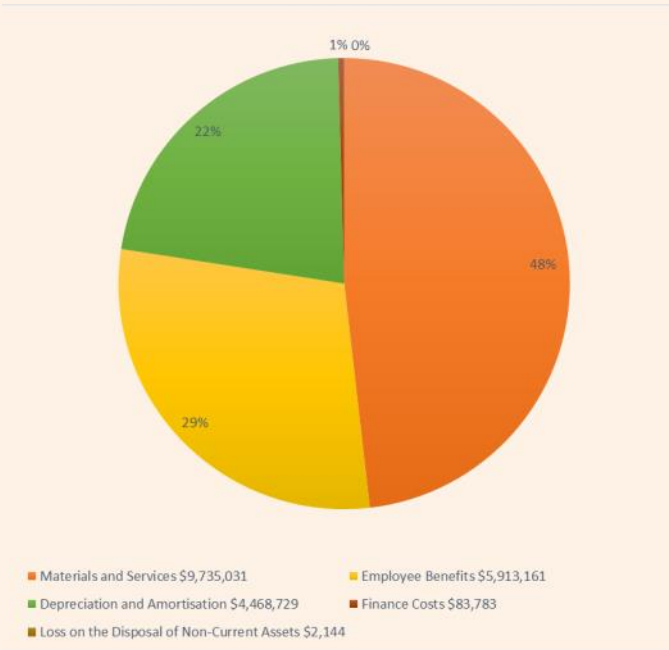
The Statement of Comprehensive Income is often referred to as the Profit and Loss statement. This statement shows what Council has earned (revenue) and what costs Council has incurred (expenses) during the year. In summary, Council’s result for the reporting period was:

	\$
What we have earned (revenue)	
Recurrent Revenue	17,723,636
Capital Revenue	1,739,852
Total Revenue	19,463,488
What we have spent (expenses)	
Recurrent Expenses	20,200,704
Capital Expenses	2,144
Total Expenses	20,202,848
Net Result	(739,361)

What we have earned



What we have spent



Community Financial Report

Statement of Financial Position

The Statement of Financial Position is often referred to as the Balance Sheet. The statement 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.

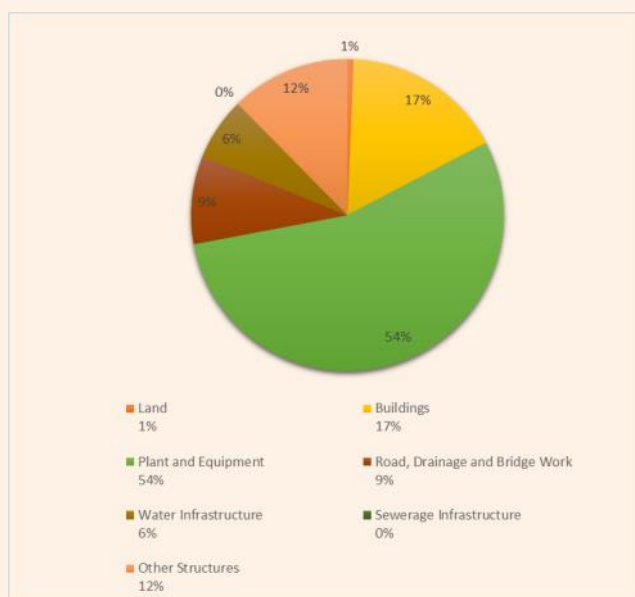
What do we own?

Council's major asset class is Property, plant and equipment, making up 88% of Council's assets.

What do our assets consist of?	%	\$
Cash and cash equivalents	9.10	15,371,114
Trade and other receivables	0.86	1,457,357
Contract assets	0.57	962,646
Inventories	0.95	1,609,782
Property, plant and equipment	88.52	149,591,693
TOTAL ASSETS		168,992,593

What did we spend on assets?

A significant amount of Council's activities is focussed on the maintenance, upgrade and construction of fixed assets to ensure there is adequate infrastructure services for community use. This year Council spent \$6,374,694 to renew, upgrade and build new assets for the community. The graph below shows how the money was spent in different asset classes.

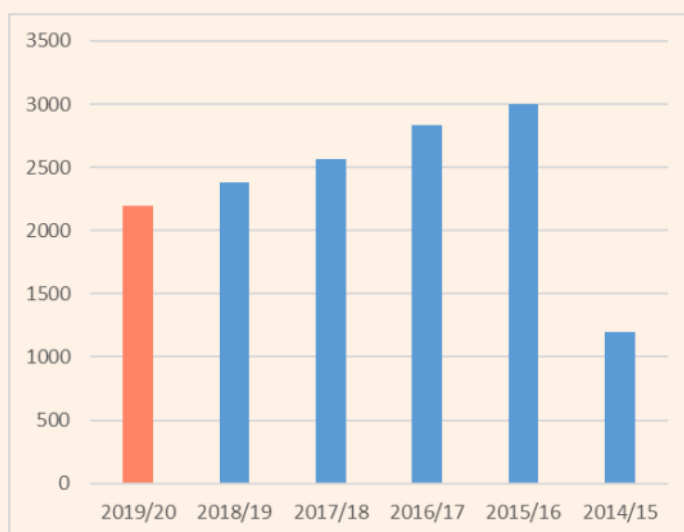


What do we owe?

With debt repayments amounting to \$192,261 for the year, Council's debt at June 30, 2020 totalled \$2,192,676. Council continues to manage its debt responsibly, electing only to borrow further after taking into account the economic conditions of the period, with the view that the borrowing will provide a benefit to future generations. No new borrowings were made during the year.

What do our liabilities consist of?	%	\$
Trade and other payables	20	1,480,026
Contract liabilities	38	2,834,840
Borrowings	30	2,192,676
Provisions	12	891,913
TOTAL LIABILITIES		7,399,455

Changes in Council debt over the last six years:



Statement of Cash Flows

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. This differs from the earlier reports as "non-cash items", such as depreciation are excluded.

While our current cash balance is \$15,371,114 it is important to note that \$1,024,524 is restricted as reserves for specific purposes, such as future capital works.

Cash at Beginning	\$16,531,922
Inflow from Operating Activities	\$5,172,270
Inflow from Investing Activities	(\$6,140,818)
Inflow from Financing Activities	(\$192,261)
CASH AT END	\$15,371,114



Community Financial Report

Statement of Changes in Equity

The difference between assets and liabilities is the total community equity or the net wealth of Council. The statement shows the overall 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. At 30 June 2020 this was an amount of \$161.5M (ie Assets \$169M less Liabilities \$7.5M).

This community equity consists of an asset revaluation reserve and retained surpluses. The community ownership in the infrastructure and services council provides to the community has been steady over the last five years as show in the graph below.

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.



Measures of Financial Sustainability

The financial sustainability statement and the associated measures (ratios) provide evidence of Council’s ability to continue operating and provide an acceptable level of service and infrastructure to the community both now and into the future. Section 169 (5) of the *Local Government Regulation 2012* outlines the three measures of financial sustainability on which Council must report as being:

- ◆ Asset Sustainability Ratio
- ◆ Net Financial Liabilities Ratio
- ◆ Operating Surplus Ratio.

Asset Sustainability Ratio

This ratio (expressed as a percentage) is an approximation of the extent to which the infrastructure assets managed by a local government are being replaced as these reach the end of their useful lives. The target is greater than 90% per annum (on average over the long term). The formula used to calculate the ratio is:

Capital expenditure on replacement of assets (renewals) is an indicator of the extent to which the infrastructure assets are being replaced. Depreciation expenditure represents an estimate of the extent to which the infrastructure assets have been consumed in a period. Infrastructure Assets refer to those

$$\frac{\text{Capital Expenditure on Replacement of Assets (Renewals)}}{\text{Depreciation Expenditure}}$$

significant, long-life assets that provide ratepayers with access to social and economic facilities and services. Examples include: water and sewerage, roads, buildings, parks, pools and airports.

Target Range = > 90%

Council’s Result = 46.4%

Comment: Council elects to expense the restoration of flood damage on shire roads rather than capitalise it, reducing this ratio. The replacement of plant and machinery is more than 50% of Councils asset renewal spend but is excluded from this ratio. This year funds were allocated towards additional assets rather than renewals in some asset classes.





Community Financial Report

Net Financial Liabilities Ratio

This ratio (expressed as a percentage) is an indicator of the extent to which the net financial liabilities of a local government can be serviced by its operating revenues. The target is less than 60% per annum (on average over the long term). The formula used to calculate the ratio is:

$$\frac{\text{Total Liabilities} - \text{Current Assets}}{\text{Total Operating Revenue (excluding Capital Items)}}$$

Total Operating Revenue (excluding Capital Items)

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.

Target Range = < 60%

Council's Result: -67.7%

Comment: Council continues to be able to service its current debt. Current loans have funded the Birdsville Lodge Construction, Birdsville Airport Runway resealing and Optic Fibre infrastructure.

Operating Surplus Ratio

This ratio (expressed as a percentage) 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 formula used to calculate the ratio is:

$$\frac{\text{Net Result (excluding Capital Items)}}{\text{Total Operating Revenue (excluding Capital Items)}}$$

Total Operating Revenue (excluding Capital Items)

The target is between 0% and 10% per annum (on average over the long term). 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.

Target Range > 0% and < 10%

Council's Result: -14.0%

Comment: It is recognised by all levels of government that Council is reliant on funding from higher levels of government to maintain its operations and assets.





Community Financial Report

Five Years at a Glance - A Financial Snapshot

Financial Year	2019/20	2018/19	2017/18	2016/17	2015/16
Net Rates & Charges	\$1,107,003	\$1,137,791	\$1,087,806	\$967,756	\$918,693
Total Revenue	\$19,463,488	\$19,942,637	\$19,831,409	\$26,293,759	\$21,688,940
Total Expenses	\$20,202,848	\$17,783,204	\$19,192,788	\$24,003,543	\$22,010,719
Net Result	(\$739,361)	\$2,159,432	\$638,621	\$2,290,216	(\$321,779)
Capital Additions	\$8,668,437	\$5,824,838	\$6,260,280	\$9,733,792	\$4,913,147
Debt Repayment	\$192,261	\$185,017	\$259,705	\$246,826	\$428,338
Loan Balance	\$2,192,676	\$2,384,937	\$2,569,954	\$2,829,659	\$3,076,485
Total Assets	\$168,992,593	\$166,422,569	\$159,012,973	\$158,636,871	\$163,865,117
Total Liabilities	\$7,399,456	\$4,209,498	\$4,120,360	\$4,382,880	\$4,209,451
Total Equity	\$161,593,137	\$162,213,071	\$154,892,613	\$154,253,992	\$159,655,666
Reserves	\$1,256,799	\$1,024,524	\$510,000	\$1,228,086	\$3,135,874
Depreciation Expense	\$4,468,729	\$4,380,630	\$4,159,354	\$2,941,148	\$2,963,034

Summary

Council's financial position is sound but is reliant on ongoing funding from external sources, particularly for road works. Council, like any organisation, must prioritise its requirements so as to ensure the long-term sustainability and viability of the organisation.

Council's focus will be on renewing assets in priority to creating new assets unless new assets are revenue generating or reduce operating expenditure.





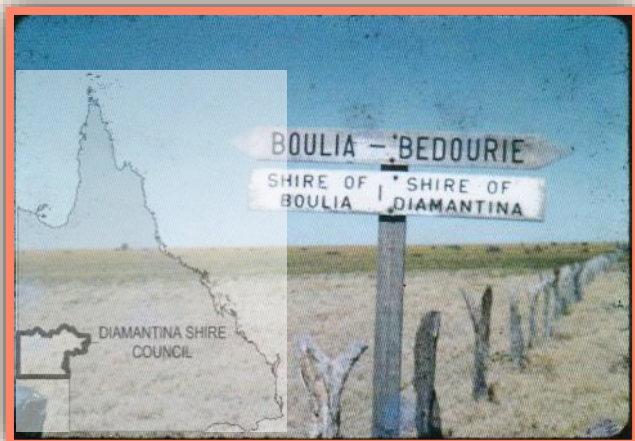
Our Shire

Our Location

The Diamantina Shire covers almost 95,000 km², which is larger than Tasmania and twice the size of Denmark! It is the second largest Local Government area in Queensland but yet has the second smallest population.

Located in the far western corner of Queensland, the Shire borders the Northern Territory and South Australia. It is part of the "Channel Country", an area of Western Queensland that is renowned for some of the best grazing land in Australia. During infrequent floods, rivers and streams stretch across the channel country like fingers which flow south into Lake Eyre in South Australia. It is home to the mighty Diamantina and Georgina Rivers and Eyre Creek.

In their wake, the floods leave vast plains of rejuvenated land that sustains cattle, wildlife and an abundance of wildflowers. To the west lies the arid Simpson Desert, the world's largest area of parallel sand dunes, attracting thousands of four-wheel-driving travellers each year intent on conquering the 1200 sand dunes. 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 to produce organic beef that is exported throughout the world. Along with beef production, tourism is the life blood of Diamantina Shire.

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 for all visitors.

The Diamantina Shire's three towns are Birdsville, Bedourie and Betoota.

Our History

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 McKinlay. 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 by Walker Bros at Maryborough Queensland for the Royal Australian Navy.



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 was 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".



Birdsville Racecourse circa 1926





Our Shire

Our Towns

Bedourie, the Shire's administration centre, boasts many modern amenities including a community centre, Health Clinic,



Bedourie Hotel 1964

School, historic hotel, motel, roadhouse, caravan-park, unique desert golf course, flood lit tennis courts, and arguably the town's premier facility an aquatic centre with an artesian hot spa. The town's water, sourced directly from the great artesian basin, is celebrated as being Australia's best.

Bedourie, meaning 'dust storm', was first established as a Cobb & Co coach stop and watering point for drovers on the north-south stock route.

Bedourie has a population of approximately 100 people.

Betoota, has an official population of zero and is therefore Australia's smallest town. Also originally a Cobb & Co rest



Unidentified (1903). Store in Betoota, 1903.
John Oxley Library, State Library of Queensland

stop, Betoota, all but disappeared after the last horse-drawn Cobb & 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.

The hotel is open again after Get Stuffed Outback Events Pty Ltd purchased it in 2018 and commenced trading in 2020. The town continues to host the annual gymkhana and race meeting that attracts visitors from all over Australia.

Birdsville, lies 12 kilometres north of the SA border. Pre-federation, the town was a tolling point for the drovers



Old Hotel Birdsville 1974

transporting cattle between the colonies. After federation, in 1901, tolls were abolished and the town fell into decline.

However in recent times, Birdsville has grown to meet the demands of the growing domestic tourism industry and is now home to a historic and charismatic hotel/motel, one of Australia's only licenced bakeries, two service stations, tourist park, budget accommodation, hardware store, steel fabricator and a number of tourism operators.

Birdsville hosts the iconic Birdsville Races and Big Red Bash each year.

Birdsville's population is approximately 100.





Our Council

Diamantina Shire Council was established on 31 March 1903 after the previous Diamantina Divisional Board was abolished. It administers Local Government within the Shire, as required by the *Local Government Act 2009*. Council provides a range of community services, is responsible for local planning and policy, fosters social and economic development, and maintains a significant road construction and maintenance business and tourism enterprises.

The elected Council's responsibilities

Diamantina Shire Council comprises of five elected Councillors including the Mayor. Elections are held every 4 years, the most recent being in March 2020.

Robbie Dare was elected Mayor, Francis Murray elected as a Councillor and Doug Cooms, Steve Cramer, and Don Rayment were re-elected as Councillors. Cr Doug Cooms was appointed as Deputy Mayor.

Up to the election Geoff Morton served as Mayor and Cr Bev Maunsell served as Councillor. Cr Steve Cramer served as Deputy Mayor.

As defined in the *Local Government Act 2009*, our Councillors represent the interests of the community. They facilitate communication between the community and the Council and participate in the Shire's decision making processes, translating the community's needs and aspirations into the future of our Shire to ensure that the Diamantina is the best place to live, visit, work and do business.

Meetings of Council

Council's ordinary meetings are usually held on the third Monday of every month. Meetings commence at 9.00am and are held at the Council Administration Centre, Herbert Street, Bedourie.



Mayor (to April 11 2020)

Councillor Geoff Morton

Geoff is a fourth generation grazier of Roseberth Station within which the town of Birdsville sits. He is the second of four children and the only

son to Lyle and Phyllis Morton. Born in 1954 Geoff attended primary school by correspondence until year four, after which he attended boarding school at Scotch College Melbourne until finishing Year 12. Following his education, Geoff returned to Roseberth Station and took over the management of the station after his father's retirement in 1991. Married to Bev, they have two sons – Kerry and Stephen. Kerry assists with the management of Roseberth Station and is raising his own family in the Diamantina Shire.

Geoff was serving his second term as Mayor with his involvement in Council stretching back to 1980. Geoff is a great supporter of the Diamantina Shire community and served as the President of the Betoota Race Club for 32 years.



Mayor (from 11 April 2020)

Councillor Robbie Dare

Born in 1955 in Charleville Queensland, Robbie is the oldest son of Bob and Marie Dare and has four siblings.

Robbie attended Windorah primary school until 1967 and then completed grade

10 at Nudgee College Brisbane in 1969.

His first job in 1969 was on the Don Burgess bridge on Whitula Creek west of Windorah. He worked with his father fixing windmills then on Macs roadworks west of Windorah.

He has worked for Diamantina shire in a number of roles: as storeman in 1986, cost clerk in 1987, and then director of works from 1989 to 1997. Breeding thoroughbred horses and Angus cattle on his property near Toowoomba keeps Robbie busy.

Robbie served as Diamantina Shire Mayor from 2004 to 2012.

Robbie is married to wife Adele and has three children Ben, Jeff, and Jaime.



Our Council

Deputy Mayor

Councillor Doug Cooms

Elected: 2016



Born in Charters Towers and raised in the Winton, Boulia and Mt Isa districts by parents Bev and Bruiser Cooms. Doug has one elder brother John and a youngest sister Nerida. Doug spent his early schooling years in the Winton Boulia districts and completed his junior schooling in Mt Isa before attending boarding school at Mt Carmel College in Charters Towers.

Doug and his now wife Tracy left Boulia in their late teens and moved to Townsville where Doug worked for an earthmoving Company throughout Queensland for seven years. From there Doug and Tracy moved to the Darling Downs and brought a small farm outside Crows Nest and later on Oakey where they raised their two girls Shahn and Jasmine. In 1989 Doug joined the cement and concrete industry where he worked for 22 years mostly in the technical division throughout the Darling Downs and Central Queensland.

In 2011 Doug and Tracy had an opportunity to move back to the bush to invest in and manage the Simpson Desert Oasis Roadhouse in Bedourie. During the past 5 years Doug has been an active member of numerous community events and clubs.

Councillor Francis Murray

Elected: 2020



Francis Murray was raised in Birdsville and Bedourie by his parents Wesley and Sandra Murray. Wesley was a son of Arthur and Flora Murray who moved to Birdsville from Finnis Springs Station, north of Marree, in the early 1950s working the cattle industry as drovers, fencers and yard builders.

Francis' brother, Wesley jnr, was the last child born in the Birdsville Clinic and a few years later Francis married Michelle Cain in the Bedourie Hall. Together they established their truck business working for the Diamantina Shire. Francis and Michelle have two children, Ryder and Jonti, and when Francis' parents passed away, they also raised Wesley jnr.

Francis and Michelle now live in Birdsville from where they continue to run their business. Francis is proudly descended from the Arabana, Dieri, Barngarla and Scottish peoples of South Australia but, having lived and worked almost all of his life across the Diamantina Shire, he considers the Wangkangurru/Yarliyandi, Mithaka, Wangkamahdla, Pitta Pitta and Maiawali/Karuwali countries home.

This is Francis' first term as councillor.

Councillor Don Rayment

Elected: 2012



Councillor Don Rayment was re-elected in 2016 for his second term on the Diamantina Shire Council. However Local Government is not new to Don as he served two terms on the Winton Shire Council. At the time he was one of the youngest Councillors elected to the Winton Shire.

Born in Brisbane and raised in the Diamantina Shire by parents Charlie and Pauline Rayment on Kurran Station, Don is second eldest son, with three brothers and one sister.

Since finishing school he has been employed in the rural industry undertaking contract mustering, yard building and fencing. Don spent ten years contract mustering for MDH around Winton and Boulia and also did a stint as Rural Protection Officer/Rural Lands Officer with Department of Natural Resources and Local Government bodies.

Don & Judy shifted to the Diamantina Shire in 2005 to manage the organic cattle property Adria Downs, 130km north west of Birdsville. Their 6 adult children and grandchildren (7 at present) are regular visitors from various places within Queensland.

Councillor Steve Cramer

Elected: 2011



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 schooling at Glen Innes High School. On leaving school, Steve attended Longreach Agricultural College and went on to work at S. Kidman & Co.'s Sandringham Station as a ringer.

At Sandringham Station he met Jeena Kleinschmidt who came to work as a governess. After Sandringham they moved to Peak Crossing while Steve worked in the stockyards at the meatworks at Dinmore and broke in horses on the side. When Steve and Jeena married in 1999, they re-joined S. Kidman & Co and moved to Morney Plains, Windorah as Head Stockman for 18 months, then up to Ruby Plains Outstation Sturt Creek, in the Kimberleys of North Western Australia.

After seven years running Sturt, Steve was relocated to Glengyle Station in December, 2007. Steve and Jeena have four children - Cody, Bridey, Beau and Jack.



Our Council



Previous Councillor Bev Maunsell

Term: 2016—2020

Born in Pittsworth to parents, Flora and Vince Barr, farmers and dozer contractors at Captains Mountain. Bev was the third child of six children having a set of twins older and a set younger. Her father purchased a farm at Ackland, and later properties in the Meandarra area, where she grew up.

Bev attended Concordia College in Toowoomba and on completion of Secondary Education continued employment at a Drapery & Manchester store in Meandarra until she secured a position on the Windorah Telephone Exchange. She married Graham Maunsell in Toowoomba in 1966 and her eldest, Jeffrey, was born in Toowoomba prior to moving to Brisbane where Tanya and Toni were born. Fourth child Raelene arrived in Charleville in 1977 shortly after leaving Currawilla Station. Bev's husband passed away in January 1996.

Bev was employed at Jundah State School for 22 years as a Teacher Aide, was on various Committees, and also served as a Councillor on Barcoo Shire Council for a Term before moving to Diamantina Shire in 2000 to commence employment with life long friend Robbie Dare and wife Del.

Councillor Expense Reimbursement

In accordance with section 250 of the *Local Government Regulation 2012*, Council must have an Expense Reimbursement Policy for Councillors. The objective of this policy is to ensure the payment of legitimate and reasonable expenses incurred by Councillors for carrying out their duties and responsibilities, and to provide facilities to Councillors for those purposes. It provides clear and concise instruction on what expenses can be reimbursed to Councillors. The full policy is available on our [website](#).

This policy was reviewed and amended at the Council Ordinary meeting held on 20 April 2020, where the following resolution was adopted:

Minute No. 2020.04.20-OM-17

Moved Cr Cooms, Seconded Cr Murray

'That Council adopt the Expense Reimbursement - Councillors Policy with the following amendment:

Remove "and can travel in a council vehicle if a seat is available" from clause 3.6 Spouse/Partner Arrangements'

There was no overseas travel made by a Councillor or employee in an official capacity during 2019/20. Councillors were provided with

home office and suitable ICT support including Laptop, iPad and for the Mayor a mobile telephone.

Councillor Remuneration and Attendance

At the Council Ordinary meeting held on 21 January 2019, the following resolution was adopted:

Minute No. 2019.01.21-OM-15

Moved Cr Rayment, Seconded Cr Maunsell

'That Council approve the following remuneration levels for the Mayor, Deputy Mayor and Councillors from 1 July 2019.'

- **Mayor \$85,697**
- **Deputy Mayor \$36,725**
- **Councillor \$26,118.'**

In accordance with section 186 of the *Local Government Regulation 2012*, the following table details:

- the number of meetings attended by each Councillor;
- the total remuneration, including superannuation contributions, paid to each councillor; and
- the expenses reimbursed under the Expense Reimbursement—Councillors Policy

Councillor	Ordinary Meetings Attended	Remuneration	Expenses Reimbursed	Superannuation Contribution	Communication Allowance	Travel Allowance	Total
Cr D Cooms	12	\$27,696.66	\$0.00	\$3,323.52	\$600.00		\$31,620.18
Cr S Cramer	12	\$34,848.06	\$0.00	\$4,181.76	\$600.00	\$100.20	\$39,730.02
Cr R Dare	2	\$15,067.61	\$0.00	\$1,431.41	\$100.00		\$16,599.02
Cr B Maunsell	10	\$21,329.26	\$0.00	\$2,559.43	\$500.00		\$24,388.69
Cr G Morton	10	\$70,690.74	\$0.00	\$8,482.80	\$500.00	\$24,455.76	\$104,129.30
Cr F Murray	2	\$4,341.05	\$0.00	\$412.40	\$100.00	\$317.30	\$4,853.45
Cr D Rayment	12	\$26,136.74	\$0.00	\$3,136.32	\$600.00	\$2,722.10	\$32,595.16
Total		\$200,110.12	\$0.00	\$23,527.64	\$3,000.00	\$27,595.36	\$253,915.82



Our People



Leon Love—Chief Executive Officer

Leon joined Council as CEO in October 2013 and has extensive experience in Queensland local government having worked in various Councils over the past 29 years in Toowoomba, Roma, Normanton and Mundubbera.

Assisting Council to maintain and improve the communities infrastructure and services in a sustainable way is Leon's key focus in addition to seeing the continued sealing of Main Roads.

The unique and diverse landscapes and friendly residents make the Diamantina an enjoyable place to live and work.

Married to Allison, together they have five children who love nothing more than to get back to Bedourie.



Trevor Stewart—Infrastructure Manager

Trevor started with the Diamantina Shire Council in January 1983 as a labourer and plant operator then became Works Foreman 1992.

In 1996 he became Works Overseer before leaving the Shire in July 2001 to work for a civil construction company in Toowoomba. One of Trevor's biggest achievements when working for the company was being made foreman in charge of the civil works on the multi-story carpark at the Brisbane International Airport.

Trevor returned in 2011 as Works Manager.

He has three children, two of whom went to primary school in both Bedourie and Birdsville.



Cassie White—Deputy Chief Executive Officer

Cassie joined the Diamantina Shire and Bedourie community in January 2018, accompanied by her partner Mick and daughter Isla.

Cassie hosts 18 years industry experience, is an Associate CPA member and holds a Bachelor of Commerce with a dual degree in Advanced Accounting and Management Law. In early 2018 Cassie was recognised by the LGMA as one of the most successful young members of Local Government and is an active member and advocate with the LGFP as the Junior Vice President.

Cassie has a passion for remote and rural Local Governments and enjoys the challenges and learning experiences that come with rural and remote placements.



Jessica Greenaway—Community Sustainability Manager

Jess joined Council in 2017, bringing with her industry experience from large metropolitan, remote and regional Councils from across Australia.

Born and raised in Brisbane, she travelled extensively throughout Australia before joining Local Government in 2010, in Kalgoorlie, Western Australia. From here her passion for local government only grew as she learned the vital role Councils' played in shaping regional communities.

Jess left Council in January 2020 to take up a position at Winton Shire Council.



Amanda Schnitzerling—Governance and Environment Manager

Amanda started working for Council in March 2014 as Executive Assistant. She lives in Bedourie with her partner Dave Roberts, who works for Council as Facilities Maintenance Coordinator. She commenced in the position of Governance and Environment Manager in September 2019.

Coming from Maryborough on the east coast, the move to the Diamantina was both exciting and challenging but Bedourie is now proudly called Home.

Amanda holds a Bachelor of Business - Accounting and worked for the Queensland University of Technology as a Project Manager for 17 years.



Stephen Schwer—Community Sustainability Manager

Stephen joined Council in March 2020.

His background is in economic development, specifically in the tourism and hospitality sector. This is Stephen's first government role, having worked previously in the for profit and not for profit sectors. With qualifications in education, tourism, business and project management, he is keen to be an agent for the growth of the Diamantina economy and population.

Gardening is Stephen's passion outside of work, and one of the motivations for moving to the Diamantina was the soil, abundance of water and growing conditions of the region.





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 is committed to learning and development and promotes study assistance as well as assistance with course fees to all employees. It aims to spend approximately 4% of its pure wages and salary expense on staff training. Individual training needs are identified as part of the Performance Review process.

All new outside employees are offered the opportunity to complete a Certificate III in Civil Construction.

Following is a selection of the training undertaken this year with a significant investment in safety training:-

- ◆ Stabiliser Induction
- ◆ Basic Library operations and STEM Library programming
- ◆ Synergy Soft
- ◆ First Aid
- ◆ Procurement rules and guidelines
- ◆ Supervisor Safety
- ◆ National Heavy Vehicle ' '
- ◆ Magiq
- ◆ SES Road Crash and Rescue
- ◆ Dogging
- ◆ Airport Reporting Officer

A strong partnership with RAPAD Skilling was maintained with competencies in various plant being completed.

Employee Assistance Program

The Employee Assistance Program was again offered to all employees and their immediate family. The 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 and assistance with the reduction of negative effects of stress that can arise within the workplace and community.

Recruitment and selection

Recruiting and retaining skilled staff continues to be a challenge but Council actively funding and implementing ideas to reduce the cost of living and make working in the shire more attractive.

Trainee and apprenticeship program

DSC is committed to maintaining a skilled workforce and providing opportunities to local residents to increase their potential employment opportunities. Wherever possible DSC will recruit local residents as trainees and apprentices to enhance skill development in the shire and to skill up potential long-term employees. This year we employed one mature age Administration Officer—Trainee and an Apprentice Diesel Mechanic . We also currently have a young Operational Works Trainee completing a Certificate III in Civil Construction (Plant Operation).

Council acknowledges that older staff may be interested in furthering their skills and they are also encouraged to apply for trainee or apprentice positions.



Our People

Diversity and Inclusion

Council is committed to preventing discrimination and adhering to equal opportunity principles. Our Anti-Discrimination and Equal Opportunity Policy is a key part of all new employees and contractors induction. All our employees have a right to work in an environment free from discrimination.

Safety and Wellbeing

Council is committed to the health, safety and wellbeing of its employees with wellbeing initiatives being actively implemented. Complacency is one of the biggest challenges for the health, safety and wellbeing of our employees. We are developing and implementing initiatives to establish a culture of safety first to bring safety and wellbeing to the forefront in everything we do.

Influenza vaccinations were again offered to staff and their immediate family, and membership of the Paraplegic Benefit Fund and Corporate BUPA was maintained.

Continuous improvement of our safety management system has resulted in a score of 94% on the construction audit conducted by JLT on behalf of TMR, we are continuing the continuous improvement journey across all of the safety and quality management systems.

We have recently implemented the AltusERM Database to record all hazards, incidents and near misses, this database enables increased visibility of the process, allows timely reporting over a range of data, ability to analyse trends etc. and assists in improving the quality and security of the data. We have increased the level of investigations being conducted in relation to injuries and other incidents to ensure root cause/s and contributing factors are established so that we can implement effective control measures.

We made some major changes to the drug and alcohol testing as part of an overall fit for work policy, the number of tests being completed has risen dramatically and the message is clear to all employees and contractors, you will, be tested anytime and anywhere. To assist in the testing we have also introduced passive testing of all employees on start-up day both in Bedourie and Birdsville.

	2019/20	2018/19	2017/18
Staff excluding casuals			
Administrative/Community Services Staff	24	20	19
Construction & maintenance Staff	34	31	38
Total	58	51	57
Gender			
Executive/Senior Management			
> Male	3	2	2
> Female	2	2	2
Elected Members			
> Male	5	4	4
> Female		1	1
Total Employees			
> Male	45	30	37
> Female	23	21	16
Other Statistics			
Aboriginal & Torres Strait Islander employees	12	14	18
Employees with a disability	0	0	0
Staff Turnover	23%	43%	48%





Our Community

Remembrance Day

November 2019

Once again our proud residents gathered to commemorate Remembrance Day



Christmas Light Competition

December 2019



New Years

December 2019



Birdsville residents gathered for a good time at New Years

Cleanup Australia Day

March 2020

Once again our proud residents have volunteered their time to keep our towns tidy.





Our Community

Big Red Bash

July 2020



Pig and Camel Races

July 2020



Bedourie Campdraft and Gymkhana

July 2019





Our Community

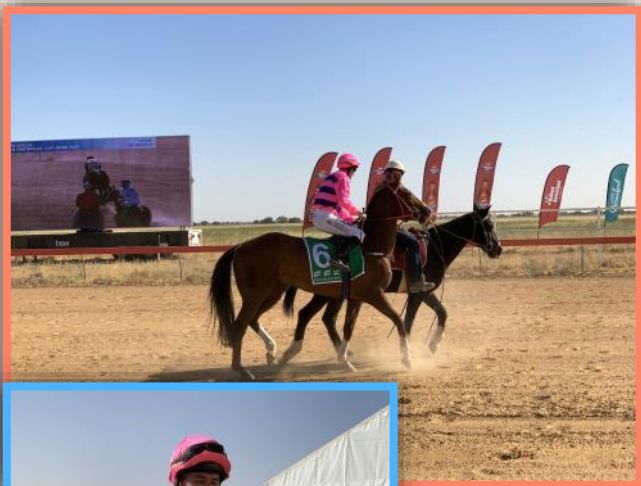
Betoota Races

August 2019



Birdsville Races

September 2019



Bedourie Races

September 2019





Our Community

Betoota Horse & Motorbike Gymkhana

August 2019



Bedourie Handlebars & Horns

November 2019





Our Community

Splash n Arts Camp November 2019





Our Community

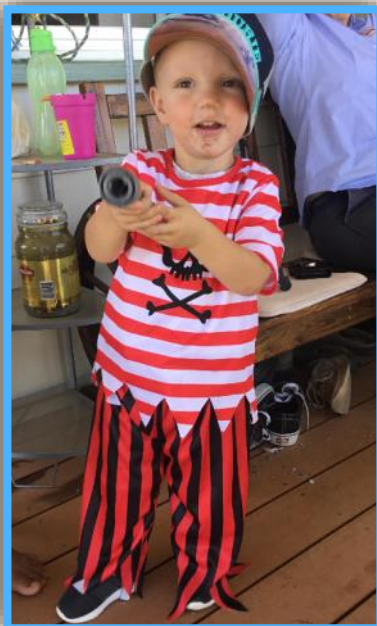
Children Services

Each year, the Diamantina Shire Council partners with the Queensland Department of Education to host Playgroups in Bedourie and Birdsville.

The aim of Playgroup is to help children and their parents/carers prepare for the child's transition to school. To do this, Council's Children's Services Facilitators run a series of activities designed to develop the capabilities of children and their parents/carers. It's a fun program that leads to great childhood development.

As is the story with most of the Community Sustainability Department's services, COVID-19 impacted our Playgroups in the 2019/2020 financial year. Both Playgroups ceased face to face activities for a period, with Bedourie offering activity kits with instructions to parents to keep the children entertained and learning. With a reduction in numbers in Birdsville, the Playgroup there then remained closed.

The good news was that with the gradual easing of COVID-19 related restrictions, Bedourie Playgroup was able to reopen. In the 2020/2021 financial year, Birdsville Playgroup will be reopening also. Thank you to our Children's Services Facilitators, all the parents/carers who nurture our future, and of course our wonderful children who brighten our days!





Our Community

Our Community Grants

Council supported the following events held during the year:

July 2019—Pigs and Camel Races

July 2019—Bedourie Gymkhana

August 2019—Betoota Races

September 2019—Birdsville Races

September 2019—Bedourie Races

September 2019—Betoota Horse and Bike Gymkhana

November 2019—Bedourie Handlebars and Horns

November 2019—SplashnArts Camp

Council continues to be extremely generous in providing in-kind support to all events in the shire including major support for the Birdsville Races. COVID-19 has meant that all community events in 2020 were cancelled.





Our Goals

Goal 1: Our Environment

- | | |
|-------|--|
| 1.1 | Benefits from the utilisation of renewable energy sources. |
| 1.1.1 | Energy producers partner with Council and/or community to maximise the use of renewable energy production. |
| 1.1.2 | Greater uptake of renewable energy and energy efficient products. |

Our Challenges



Our Achievements

In May funding of \$944,860 was received from Building our Regions Round 5 to install roof mounted solar panels on all Council owned houses and community buildings in Bedourie and Birdsville. Council is working with Ergon to allow the power generated to be fed back into the micro-grids in each town.

Low energy LED lights have been installed in the Bedourie Community Centre, Bedourie Workshop and the Store replacing sodium vapour lights.



- | | |
|-------|---|
| 1.2 | Is protected from degradation by practices which ensure environmental sustainability. |
| 1.2.1 | Harm to the environment is kept to a minimum where possible, given Council's available resources. |
| 1.2.2 | Effective waste management practices meeting EPA conditions |

Our Challenges

Limitations on our ability to take advantage of Queensland Government Container Recycling programme.

Our Achievements

Continue to meet environmental obligations under the Environmental Protection Act (EPA).

Investigation was conducted into the Queensland Government Container Recycling scheme but unfortunately we're not eligible for funding to return eligible containers to recycling centres.





Our Goals

Goal 1: Our Environment (continued)

1.3	Is recognised as contaminate free.
1.3.1	The Shire's image as being clean and green is enhanced.

Our Challenges

Our Achievements

Working with 'organic' properties in undertaking roadside weed spraying activities using low impact chemicals.

1.4	Is relatively free from pest weeds and animals.
1.4.1	Pest weed and animal numbers are reduced.
1.4.2	Council cooperates at a regional level to prevent pest weed and animal spread into the shire.

Our Challenges

Our Achievements

Undertaking weed spraying activities as part of the Department of Transport and Main Roads (DTMR) Roads Maintenance Performance Contracts (RMPC).

Completed the project funded under the Communities Combating Pests and Weeds Impacts During Drought Program. The \$150,000 was used to fund the position of Pest and Compliance Office and to purchase spraying equipment. The project has successfully reduced weed along roadsides to help stop erosion and to allow for the natural vegetation to grow more abundantly.

Councils continues to offer a \$30 bounty for wild dog scalps and pay for the cost of a plane to assist with coordinated aerial baiting campaigns.

Central West Regional Pest Management Group (CWRPMG) meetings attended by Mayor in November and February. The CEO is on the technical committee of this group.





Our Goals

Goal 1: Our Environment (continued)

1.5	Includes a healthy Great Artesian Basin.
1.5.1	Membership of relevant lobby groups is maintained.
1.5.2	Australian and Queensland Governments continue to fund the GABSI bore capping program.

Our Challenges

Council continues to seek funding for the repair of leaking artesian bores in the north east of the shire, however due to a continued lack of government funding that hasn't been possible.

Our Achievements

Membership is current
Funding for the GABSI bore capping program has continued.





Our Goals

Goal 2: Our Community

2.1	Recognises the value of preserving the unique culture of the area.
2.1.1	Effective management of cultural heritage and native title.
2.1.2	Financially viable and strongly supported traditional social events.
2.1.3	Preservation of historical sites and artefacts.

Our Challenges

Without Council support, traditional events are not financially viable.

COVID-19 forced the cancellation of all the major events in the shire.

Increasing regulation by bodies such as Qld Racing are putting pressure on Council and clubs to upgrade race track venues.

Finding adequate volunteers is an ongoing issue in a small community.



Our Achievements

Cultural Heritage Act obligations being met with various Native title holders.

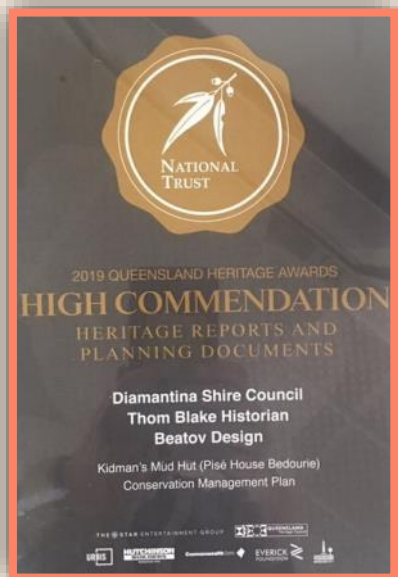
Council agreed to commence Indigenous Land Use Agreement (ILUA) negotiations with the Wangkamahdla Nation as a joint project with Boulia Shire Council.

Council continues to provide high levels of support to community events.

Council is supporting the Watti Watti Cultural Services on an aboriginal heritage walking trail in Birdsville.

Council has engaged a consultant to develop oral history of Birdsville's significant sites.

Council received a High Commendation for work on the Kidman's Mud Hut Conservation Management Plan.



2.2	A Community Where The Cost Of Living Is Comparable To The South East Of The State
2.2.1	The cost of living in the Shire is reduced

Our Challenges

The cost of living in the shire is predominately related to the cost of food and fuel which is controlled by businesses within the shire.

Business and residents rely on road freight to get goods into the shire which is expensive.

Low population in both towns do not provide economies of scale.

Our Achievements

Installed ceiling and underfloor insulation in all Council owned housing increasing comfort and reducing electricity costs.

Lobbying resulted in REX providing a community fare scheme for flights to/from Bedourie and Birdsville lowering airfares.

Successfully applied for funding under Building our Regions Round 5 to install roof mounted solar panels on all Council and Community housing and Council facilities. This will significantly reduce electricity costs for all Councils tenants.





Our Goals

Goal 2: Our Community (continued)

2.3 Has attractive, green and clean towns of which residents are proud.

2.3.1 Recognition through the tidy town’s awards.

2.3.2 Streetscapes maintained and parks developed as funds allow.

Our Challenges

The harsh environment makes the maintenance of parks and gardens labour intensive.



Our Achievements

Town streetscapes are being maintained as resources allow.

Parks are being maintained as resources allow.

Organised to have trees pruned on all council controlled land within the townships of Bedourie and Birdsville to ensure safety and promote growth.

Birdsville Jardine Street Park upgrade completed.

Birdsville Anzac Park, Jardine St Park and Town Hall master plans adopted. These master plans provide a vision for the community and a plan Council can implement as funds become available.

Further review of watering of footpaths to be undertaken to avoid water wastage.

2.4 Has access to the full range of affordable transport Services.

2.4.1 A reliable, regular air service at prices comparable to Brisbane to Mt Isa costs.

2.4.2 A reliable weekly freight service at prices comparable to Brisbane to Mt Isa freight costs.

Our Challenges

Unsealed roads from the east and south makes freight difficult, expensive and dependent on weather conditions.

Providing sustainable and adequate work to freight companies to ensure ongoing and reliable service.

COVID-19 has disrupted domestic air travel.

Our Achievements

REX introduced a Community Fare in July 2019 significantly reducing the cost of air travel to and from the shire.

When REX announced it would suspend flying the subsidised RPT routes in Queensland in March, Council lobbied to secure agreement from REX and the Queensland Government to continue providing the services.

D&E continue to provide a freight service from Mt Isa. Emerald Refrigerated Logistics continues to provide a fortnightly service to Bedourie from Brisbane via Boulia. Birdsville Transport continues to provide a regular service to Birdsville from Adelaide.





Our Goals

Goal 2: Our Community (continued)

2.5	Has significant private home ownership with all residents appropriately housed.
2.5.1	Private home ownership continues to increase


Our Challenges

Banks continue to be reluctant to lend to remote areas

A transient population that is not inclined to financially commit to a long term stay in the shire.

Our Achievements

A Land and Surplus Plant and Equipment auction was held in November 2019. Three residential blocks, 2 in Birdsville and 1 in Bedourie were sold.



OPEN TO OFFERS ☆

Address available on request,
Birdsville

1,500 m²
Residential Land



OPEN TO OFFERS ☆

Address available on request,
Bedourie

1,000 m²
Residential Land

2.6	Where volunteering in the community is a given and community spirit is visible.
2.6.1	Active and well-resourced community groups
2.6.2	The Shire's youth are actively involved in the community
2.6.3	Engage a Community Development Officer

Our Challenges

Youth numbers are predominately at boarding school which prevents meaningful discussions to resolve or implement holiday programs.

Staff vacancies have meant reduced interaction with youth in the shire.

Our Achievements

The community grants program was advertised in March 2019 for events to be held between May 2019 and April 2020. Community Grants were offered again in March 2020 for events to be held between May 2020 and April 2021. Most events in 2020 have been cancelled due to COVID-19.





Our Goals

Goal 2: Our Community (continued)

2.7 Is Safe and Crime Free

2.7.1 The Community remains safe and crime free

Our Challenges

The absence of local police from either of our towns means that coverage is provided from the other town. This results in a reduction in QGAP services and inability to attend to emergencies in two locations at once during a significant period during the year.

Transient population creates difficulty in ensuring SES and Rural Fire Brigade have well trained and sufficient members.



Our Achievements

Council supported SES volunteers to attend flood boat training in Mt Isa in December.

With the support of Council and the dedication and hard work of volunteers a lot of training has been completed. The training included flood boat operations, storm damage operations, participate in a rescue operation, working at height operations and also a joint SES and RFS airport emergency exercise.

A major grant for a trailer mounted generator was successful. This generator can be used for any SES / RFS response and will be of great benefit. The generator will also benefit the community as it can be utilised at community events.



The Birdsville SES shed was extended utilising funds secured from Department of Emergency Services.

Negotiations with the QPS District Inspector continue to ensure the policing needs of the Birdsville Races

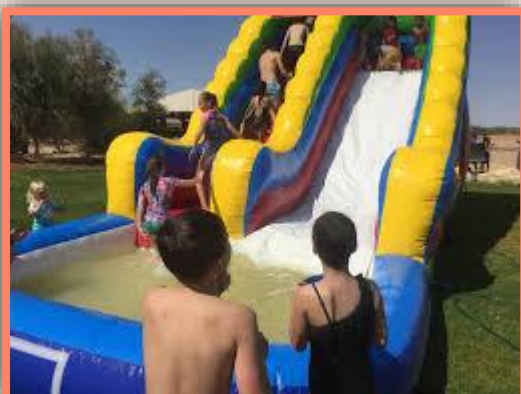
are met.

Disaster Management Plan is up to date.

2.8 Cares for its residents of all ages.

2.8.1 Services are provided for our aged, youth and children as appropriate

Our Challenges



Our Achievements

Playgroup services continue to be provided in Bedourie and Birdsville with a small break in 2020 due to COVID-19.

Council continues to donate the Community facilities for community run events.





Our Goals

Goal 2: Our Community (continued)

2.9	Has access to fully operational medical and pharmacy facilities run by a quality service provider offering affordable access to onsite general practitioners and other health professionals.
2.9.1	A community that is fully aware of and responsive to primary health care needs.
2.9.2	Maintain a partnership with Central West Hospital and Health Board to provide a quality health service.
2.9.4	Quality health infrastructure that meets community needs
2.9.5	Ambulance Services throughout the Shire and at Community Events are retained

Our Challenges

Developing lease agreements with Queensland Health for the clinic facilities and associated housing.

Our Achievements

Council continues to provide clinic facilities and associated housing to Central West Health and is working on lease arrangements.

Council supports all health initiatives through provision of facilities and advertising through our community emails and Desert Yarns.

Queensland Health undertakes regular community surveys .

Ambulance services continue to be provided at Community Events.

Providing important information to the community during the pandemic.

2.10	Has access to a reliable and affordable renewable electricity supply.
2.10.1	Affordable power supplies are available.
2.10.2	Renewable energy production is increased.

Our Challenges

Working with Ergon to integrate renewable energy production with the current micro grid to eliminate the need for energy storage.

Sourcing adequate funding.

Our Achievements

Council was successful in securing a \$943,000 Building our Regions grant for a solar roof top project. This project aims to install solar power to all Council owned houses and community buildings in Bedourie and Birdsville bringing significant financial relief to Council and Council's tenants. Works will include installation of roof mounted solar panels of various sizes and power capacity.





Our Goals

Goal 2: Our Community (continued)

2.11 Has quality sporting facilities with high participation rates.

- 2.11.1 Well maintained, quality sporting facilities which meet community needs with additional facilities as appropriate for the communities.

Our Challenges

Our harsh weather conditions make it difficult to maintain outdoor sporting fields and facilities.

Our small population means that playing team sport is difficult.



Betoota Racecourse Roof



Birdsville Racecourse Roof

Our Achievements

Funding sourced for the irrigation of the Bedourie and Birdsville sports ovals.

Betoota Racecourse has had an electrical upgrade, a new roof constructed, a disabled toilet and shower unit installed and the footings in the day stalls fixed.

Birdsville Racecourse has had an electrical upgrade and a new roof constructed.

Bedourie Racecourse has had an amenities block constructed through funding from Department of Sport and Recreation and Qld Racing

Management agreement for access to Birdsville School pool is in place.



Bedourie Racecourse Amenities

2.12 Has better telecommunication and internet access than South East Queensland.

- 2.12.1 Phone and internet services are reliable and effective.

Our Challenges

Now that we have optic fibre the challenge is to procure and implement the best technologies.

Our Achievements

Implementing Zoom Room facilities available for use by the community in the Bedourie Administration Centre and the Wirrarrri Visitor Information Centre.





Our Goals

Goal 3: Our Economy

3.1 Is underpinned by the beef cattle industry and the expanding organic market.

3.1.1 Support sustainability of the cattle industry.

3.1.2 Improve animal welfare outcomes.

Our Challenges

The shire maintains over 1,684 km of road the majority of which are gravel.



Resheeting in progress

Our Achievements

Council continues to lobby for the sealing of the main road network in the shire with the current priority being the Eyre Developmental Road. To this end, a Business Case for the sealing of the Eyre Developmental Road has been completed by KPMG and funded by Council and Department of State Development.

Ongoing maintenance of both sealed and gravel sections of road continues as funding allows.

A 2.3km section of Eyre Development Road was sealed at Sunshine Flat.



Fixing Potholes

3.2 Flourishes from a growing tourism industry and continuation of major events.

3.2.1 More tourists visit year on year.

3.2.2 The Birdsville Tourist Park and Birdsville Lodge contribute significantly to the Birdsville economy.

3.2.3 A cooperative group of businesses and individuals are united in promoting the Shire as a destination.

3.2.4 Birdsville Courthouse and Bedourie Pise' House established as must see tourist attractions

Our Challenges

COVID-19 was a huge challenge this year and reduced the number of tourists visiting the shire.

All events were cancelled due to COVID-19.

Our Achievements

The Birdsville Courthouse has been renovated in accordance with the heritage guidelines and will be ready to be opened to the public in 2021/2022.

The installation of an interpretive experience has been delayed due to COVID however is well underway.

Council took back the management of the Birdsville Tourist Park and Lodge to ensure it had more control over its operations.





Our Goals

Goal 3: Economic (continued)

3.5 Will be much stronger when there is sealed road access to Birdsville.

3.5.1 All Main Roads in Shire are bitumen sealed.

Our Challenges

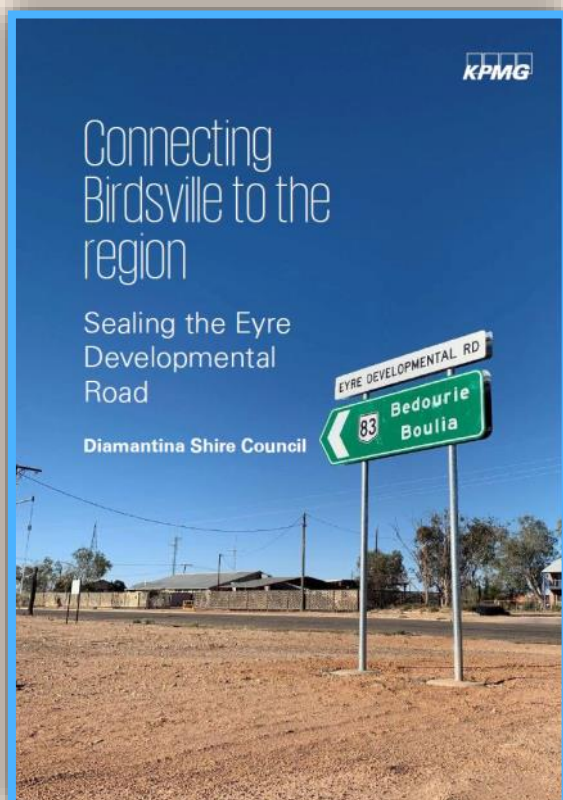
The high cost of sealing the Eyre Developmental Road between Bedourie and Birdsville and the design issues particularly around Cuttaburra.

Our Achievements

A Business Case for the Eyre Developmental Road has been completed. This business case will be instrumental in helping Council source funding to seal the remaining gravel sections of the road.

Sunshine Flats Pave and Seal project has been completed.

Queensland Government has announced \$10 million towards the sealing on this road and the Australian government has committed \$4.5 million. Work will commence in 2021.





Our Goals

Goal 4: Our Organisation

4.1 Is a sustainable and effective organisation

4.1.1 A quality, effective and motivated workforce.

4.1.2 Best practice Corporate Governance

4.1.3 Effective knowledge management systems and policies in place.

4.1.4 Long term financial sustainability.

4.1.5 Quality administration and service which meets customer needs.

Our Challenges

Attracting and retaining quality staff.

Reliance on external funding remains high impacting our sustainability.



Our Achievements

Council continues to provide training and induction to all staff at the beginning of each year.

Feedback on pay and conditions was gathered at the 2020 Induction to help inform a review of the Human Resources policy and implement various attraction and retention strategies.

Council has continued to implement Synergy modules including Grants and Tenders registers.

The Customer Services Synergy module has been partially implemented.



4.2 Is engaged with its residents.

4.2.1 Effective community engagement.

Our Challenges

Timing engagement which maximises attendance is difficult given the small population and busy lives of all wishing to be involved.

Our Achievements

Community engagement was undertaken to help develop the Eyre Developmental Road Business Plan.

The masterplan for Birdsville Anzac Park, Jardine St Park and Birdsville Hall were completed incorporating feedback from residents and users.





Our Goals

Goal 5: Our Organisation (continued)

4.3	Is a leader in the region which supports regional co-operation, resource sharing and partnerships.
4.3.1	Council participates in projects which advance regional co-operation and resource sharing

Our Challenges

Identifying projects where regional agreement and cooperation can be reasonably achieved due to varying priorities and circumstances.

Our Achievements

Cooperate with neighbouring Shires in resource sharing activities where mutually beneficial.

Participate in regional bodies such as RAPAD, OQTA, ORRG, CWRPMG.

Shared machinery with Boulia Shire Council.

Staff involved with regional groups relating to human resources, tourism, workplace safety, records management.

4.4	Is recognised as the sole road construction provider in the shire
4.4.1	Maintain a profitable plant operation.
4.4.2	Council owns and operates a quality plant fleet.
4.4.3	Council maintains its sole invitee status for all Department of Main Roads (DMR)

Our Challenges

Plant rates submitted to QRA acceptance and pending outcome.

Plant Hire income being impacted by vacancies.

Our Achievements

Plant rates submitted to QRA were accepted. Plant Hire income is a major source of income for Council and can be impacted by staff vacancies.

Plant Replacement program 100% complete. Major acquisitions included: 24t excavator, primemover, garbage truck, new camps for construction and patrol crews, multi-tyre roller, skid steer loader, step deck trailer and cement powder tankers.

Council offered flood restoration contract works at Marion Downs by DTMR and completed a pave and seal project at 'Sunshine Flats'.





Our Goals

Goal 5: Our Infrastructure

- 5.1 Is constructed and maintained in a sustainable manner which meets community needs.
- 5.1.1 A well maintained Shire road network which meets the needs of the road users.
- 5.1.2 Airports and services that meet community and CASA requirements.
- 5.1.3 Well maintained community assets with additional facilities as appropriate for the communities.

Our Challenges

Access to water in remote locations for road maintenance.

Our Achievements

Numerous Road projects were completed including the Big Red Road Stage 1 and Sunshine Flat pave and seal projects.

CASA audits completed showing standards have been met at airports.

Works completed on a number of community assets including racecourse power upgrades, provision of disabled toilets, Jardine St Park roof, power upgrade for the Birdsville Gym.



Bus Stop Bore



Jardine St Park Roof



Birdsville Gym Power Upgrade



Betoota Power Upgrade



Betoota Racecourse Disabled Toilet



Birdsville Racecourse Roof



Birdsville Racecourse Power Upgrade



Our Goals

Goal 5: Our Infrastructure

5.2 Guarantees quality potable urban water supply and waste water treatment.

5.2.1 Secure potable water sources are maintained for Bedourie and Birdsville.

5.2.2 A secure and effective waste water treatment system is maintained in each town.

Our Challenges

Rates revenue is not sufficient to cover maintenance costs so external funding continues to be sought.

Our Achievements

Bedouries potable water supply has been assured with the construction of a new town bore and its connection into the town supply.

The CED system in both towns remains very reliable.



Bedourie Bore



Bedourie Bore



Compliance Reporting

The following pages list all other information that is required to be included in the Annual Report by the *Local Government Act 2009* ('LGA') or the *Local Government Regulation 2012*. ('LGR').

Councillor Conduct

The local government Act 2009 provides a framework for assessing complaints about the conduct or performance of Councillors. Under the Act, each complaint is required to be assessed to determine whether its is about misconduct, inappropriate conduct, corrupt conduct, or another matter. If the complaint is not frivolous, vexatious or lacking in substance, it is then referred to the appropriate individual, panel or tribunal for further action. Orders and complaints about Councillors during the year are shown in the table below.

Section of the Local Government Act	Type of order or complaint	Number
180(2) and (4)	Orders and recommendations made about misconduct	0
181(2)	Orders made for inappropriate conduct	0
176C(2)	Complaints about Councillor conduct or performance for which no further action was taken	0
176C(3)(a)(i)	Complaints referred to the department's Chief Executive about inappropriate conduct of the Mayor or Deputy Mayor	0
176C(3)(a)(ii) or (b)(i)	Complaints referred to the Mayor about inappropriate conduct by a Councillor other than the Mayor or Deputy Mayor	0
176C(4)(a)	Complaints about misconduct referred to the department's Chief Executive	0
176C(4)(b)	Complaints about misconduct referred to the regional conduct review panel or the tribunal	0
176C(5)	Complaints assessed by the Chief Executive Officer as being about corrupt conduct	0
176C(6)	Complaints about another matter	0

Public Sector Ethics Disclosures

Pursuant to the provisions of the *Public Sector Ethics Act 1994*, Council is required to report on actions taken regarding implementation of the legislation. During the reporting period, Council provided training and education to its workforce through inductions of new staff members, together with re-inductions of all existing staff. Council supports its ongoing procedures and practices to ensure employees abide by and embrace the principles of the legislation. Council's Code of Conduct is provided to all new employees upon commencement and is provided to all of Council if and when it is reviewed.

Right to Information Act 2009

Council is an agency under the *Right to Information Act 2009*. Members of the public may make application to Council under this legislation to access documents. People wishing to access documents under this Act must make application in writing to the Chief Executive Officer, including an application fee. During the twelve months to the 30 June 2020, Council received no right to information applications. This Annual Report satisfies the requirements of section 21 of the Act.

Identifying Significant Business Activities s45 LGA 2009

As required under Section 45 of the Local Government Act 2009, listed in the following table are business activities conducted during the year. None of these activities were deemed "significant" according to the Local Government Regulation 2012. It was resolved by Council not to apply the code of competitive conduct to any business activities.

Business Activity	Significant	Pre-scribed	Competitive Neutrality Principle Applied	Conducted in Previous Financial Year
Birdsville Caravan Park	No	Yes	No	Yes
Building Certification	No	No	No	Yes
Birdsville Lodge	No	No	No	No
Roads Operation	No	No	No	Yes
Aerodromes	No	No	No	Yes
Bedourie Caravan Park	No	No	No	Yes
Water Supply and Sewerage	No	No	No	Yes
Waste Management	No	No	No	Yes

Executive Remuneration s201 LGA 2009

Total remuneration paid to Executive employees was as follows:

Package Value \$100,000—\$200,000—1 employee

Package Value \$200,000—\$300,000—3 employees

Package Value \$300,000—\$400,000—1 employee

The total remuneration packages payable in 2019/2020 to executive employees is \$1,087,354.

No Councillor advisors were appointed during the year.

Reserves and Controlled Roads s118 LGR 2012

Diamantina Shire Council has control of:

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

Administrative Action Complaints s187 LGR 2012

Council is committed to dealing fairly with administration action complaints through it's Complaint Management Process. The following table shows the number of complaints received during 2019/2020.

Unresolved Complaints (BF 1/7/19)	Complaints Received	Complaints Resolved	Unresolved Complaints
0	9	9	0

Complaints against the Chief Executive Officer are referred to the Mayor in accordance with Council's policy.





Compliance Reporting

Overseas Travel s188 LGR 2012

No Councillors or employees undertook overseas travel in an official capacity during the financial year.

Expenditure on Grants to Community

Organisations s189 LGR 2012

Councillors do not have a discretionary expenditure fund. Council incurred expenditure, in the form of cash, hall hire, labour and machinery hire, on grants to community organisations:

Organisation	Event	Contribution
Bedourie Amateur Race Club	Bedourie Races	\$??
Bedourie Golf & Leisure Club	Pig & Camel Races Handlebars and Horns	\$?? \$1,824
Bedourie Gymkhana Club	Camp Draft and Rodeo	\$??
Betoota Race Club Inc.	Betoota Races	\$?
Betoota Social Club	Insurance	\$3,000
Birdsville Race Club Inc.	Birdsville Races	\$306,000
Bedourie State School P&C	Splash and Arts Camp	\$6,685

Expenditure and Action Relating to Joint Ventures and Special Rates s190(1)(d)(i)(ii) LGR 2012

Council did not enter into any joint venture agreements or levy any special rates during the 2019/2020 financial year.

Changes to Tenders s190(1)(e) LGR 2012

Council made six invitations to change tenders during the 2019/2020 financial year.

Registers kept by Council s190 (i)(f) LGR 2012

Assets Register
 Register of Roads
 Register of Land Records
 Register of Delegations by Council
 Register of Delegations by Chief Executive Officer
 Register of Interests for Employees and Councillors
 Register of Local and Subordinate Local Laws
 Register of Cost Recovery Fees
 Register of Complaints against Councillors

Rates and Charges Concessions s190 (1)(g) LGR 2012

Diamantina Shire Council made no concession of rates or charges for the 2019/2020 financial year.

Internal Audit Function s190(1)(h) LGR 2012

Council undertook a procurement process to appoint new internal auditors for the period 1 July 2019 to 30 June 2022. Walsh Accounting were appointed and made a preliminary visit to Council in March.

As required by the Local Government Act 2009 and the Local Government Regulation 2012, the Internal Audit function to be undertaken is to:-

- Prepare an Internal Audit Plan; and
- Carry out an internal audit; and
- Prepare a progress report for the internal audit; and
- Assess compliance with the internal audit plan.

The Local Government Remuneration and Discipline Tribunal Report 2016 re-categorised Diamantina Shire Council from a Category 3 to a Category 1 Council. This meant an Internal Audit Committee was no longer required and at the March 2017 Council meeting it was resolved to not have one. Council has continued to operate without an Internal Audit Committee during the 19/20 financial year to the satisfaction of the External Auditors.

Summary of Investigation Notices under s49 for Competitive Neutrality Complaints s190 (1)(i) LGR 2012

There were no competitive neutrality complaints received during 2019/2020.

Responses on QCA Recommendations on Competitive Neutrality Complaints s190 (1)(j) LGR 2012

There were no responses on competitive neutrality complaints received during 2019/2020.





Financial Statements

Financial Statements are formal records of an organisation's financial performance and activities. They provide a comprehensive overview of our current financial position. As a local government agency, we are committed to transparent reporting on our financial performance throughout the year against the delivery of our Corporate Plan Goals and operational deliverables.