

Annual Report 2021/22





About this Report

This Annual Report of the Diamantina Shire Council is for the period 1 July 2021 to 30 June 2022

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 Michelle Dillon allowing use of her photos, including the cover.



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A Message from our Mayor

This financial year like last year was still about dealing with the COVID situation. We finally emerged from this and have begun as a community to have our lives return back to normal. It has been fantastic to have our nationally famous events such as the Big Red Bash, The Birdsville Races (twice) and the Bedourie Camel Races back up and running as well as both the Betoota and Bedourie Races being held. These events are not only important for our area but the whole of the North and South west of Queensland. To make these events happen is no mean feat and I would like to congratulate the organizing committees of all the events and the council staff who assist with all of the support functions that we do to make things happen.



Council has been developing a Reflect Reconciliation Action Plan. The first meeting of this committee has been held and this was an important step in achieving a greater understanding of our First nation peoples and what community issues need to be addressed.

Roads are still the most important asset in the shire. Council continues to work with the Department of Transport and Main Roads and we value this important relationship. Together we have continued with our efforts to get a fully sealed bitumen road from Bedourie to Birdsville where at the end of the current work we will only have 18 kilometers remaining. My thanks to all of the works crew and our contractors for their continued efforts in completing these works.

Yet again our employees have worked tirelessly this year to deliver a record year of project delivery and this report showcases some of their major achievements as we spend the millions of dollars' in stimulus funding we have received.

Council has also completed or near completed many important road projects this year:

- Old Roseberth project – the crews have completed a 16.8 km section at a total cost of 5.3 million dollars
- NDRRA works have been completed on the Betoota- Mooraberee road, Cordillo Road and the Cacoory-Stony Crossing Road.
- Council contractors have also been completing works on the Griffith Tank Coorabulka Road.

As well as these Road projects we have nearly completed the following non-road projects:

- Five new houses in Bedourie under Works for Queensland
- The Birdsville Anzac Park programme
- Line marking at the Bedourie and Birdsville airport

Council has also made a number of important purchases this year with Two Western Star Prime Movers being purchased as well as a new Caterpillar grader and some tri-axle dolly's and lighting equipment and two vibrating drum rollers.

Council is continuing to progress the selling or leasing of the Birdsville Tourist Park and Birdsville Lodge either separately or together. Council has also worked hard in keeping the other assets upgraded and running successfully these included our Building Assets, Airports, Water, Parks & Recreation and all of our tourist related assets. Council has been very successful in obtaining funding from a range of different programs.



A Message from our Mayor (continued)

Diamantina Shire Council continues to work closely with the Remote Area Planning and Development Board and the newly formed Western Queensland Alliance of Councils. RAPAD is very highly respected within Queensland government circles and provides many services throughout the area. Through the WQAC, the voice of 22 rural and remote western Queensland is finally being heard through this this united effort. Its priorities for the immediate future are roads and housing. The association continues to fight hard for our Rural Communities and being so far from Brisbane it is important to have a strong voice so we can stand up for our communities.

The Annual Report Details Councils progress in delivering its Corporate and Operational plans. Council has developed its corporate plan for 2022-2027 and I sincerely thank those residents that were involved in the consultation. This document will help guide council over the next five (5) years and provides us with the list of priorities and strategies that we would like to achieve.

The financial statements for the year lay out the extraordinary year Council has had in terms of funding. Its pleasing to have had a strong financial year which will help keep our head above water when the funding buckets dry up. Council had a slightly increased surplus and our asset base or community equity is now just under 200 million dollars. Council took out a small loan this year of 1M to cover the increased cost of housing construction.

I would lastly like to provide my farewells to two of my councillors who have recently handed in their resignations Doug Cooms and Don Rayment who have served the Diamantina Shire very well. I would also like to thank Leon Love for his services as our CEO for the last 8 years.

I would finally like to again thank the staff for their continued efforts throughout the year. As well as our road crews I must acknowledge our staff in administration, visitor centres and accommodation who have been put under a lot of strain to keep the wheels of a council turning in this very different year. It's fair to say that with the vacancies that we are carrying, all staff have been doing a couple of jobs at once.

Robbie Dare

Mayor



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,

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.

2021-22 Highlights

Western Queensland Heavy Rainfall and Flooding Events - Flood damage works

Council and contractor crews recently carried out approximately \$6.6 million worth of flood damage repair works on roads throughout the Diamantina Shire. Works consisted of heavy formation grading, drainage work and gravel re-sheeting. This work was funded by the Queensland Reconstruction Authority (QRA).



Figure one: Heavy formation grading



Figure two: Heavy formation grading



Figure three: Gravel re-sheeting



Figure four: Road damage



Figure five: Road damage

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:

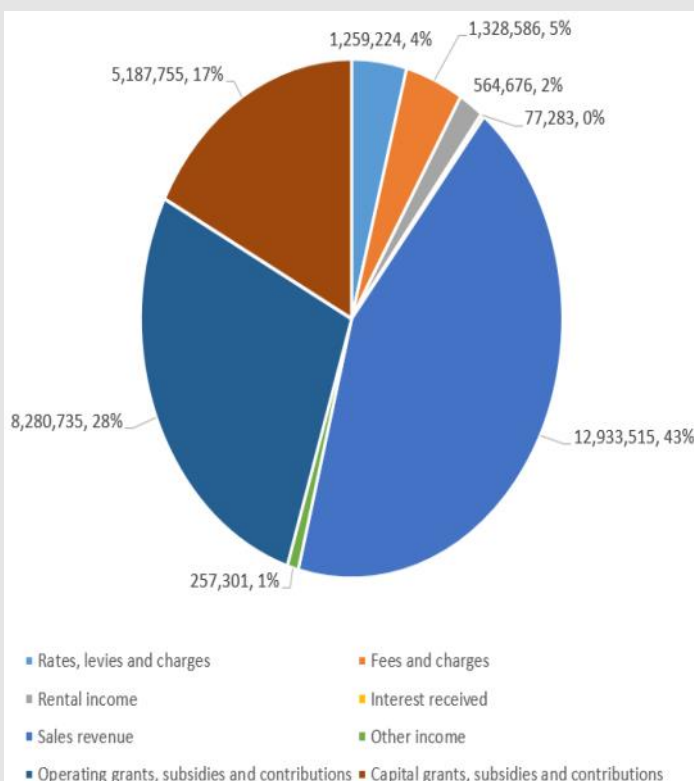
- ◆ Statement of Comprehensive Income
- ◆ Statement of Financial Position
- ◆ Statement of Changes in Equity
- ◆ Statement of Cash Flows
- ◆ Measures of Financial Sustainability

Statement of Comprehensive Income

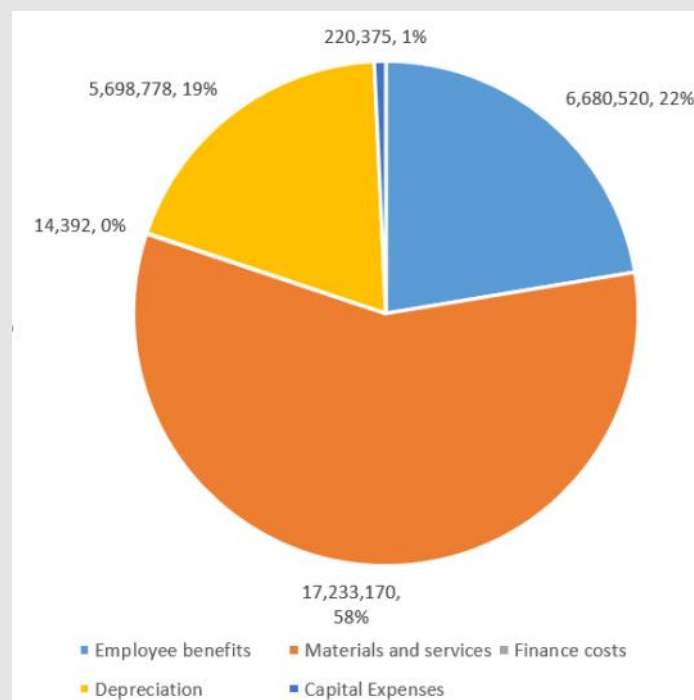
The Statement of Comprehensive Income is often referred to as the Profit and Loss statement. This statement shows what Council has earned (revenue) and what costs Council has incurred (expenses) during the year. In summary, Council's result for the reporting period was:

	\$
What we have earned (revenue)	
Recurrent Revenue	24,701,319
Capital Revenue	5,187,755
Total Revenue	29,889,075
What we have spent (expenses)	
Recurrent Expenses	29,626,859
Capital Expenses	220,375
Total Expenses	29,847,234
Net Result	41,841

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.

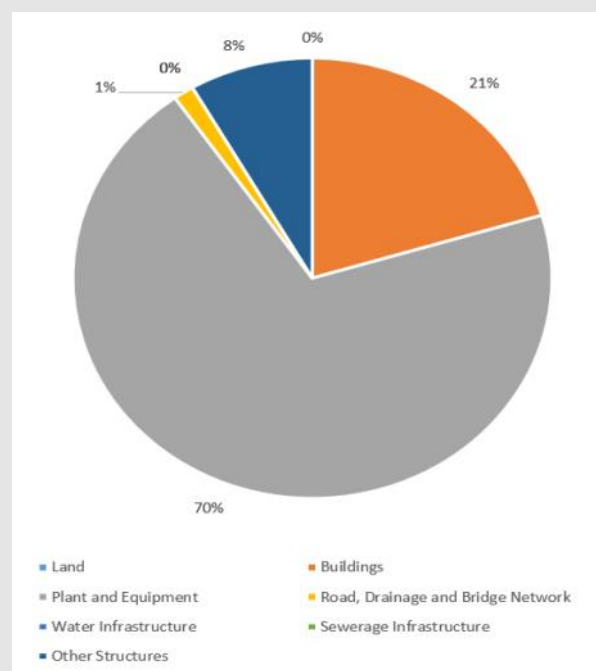
What do we own?

Council's major asset class is Property, plant and equipment, making up 89% of Council's assets.

What do our assets consist of?	%	\$
Cash and cash equivalents	9.29	15,991,414
Trade and other receivables	0.38	734,990
Contract assets	1.41	2,728,660
Inventories	1.06	1,818,695
Property, plant and equipment	89	172,123,318
TOTAL ASSETS		193,397,078

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 \$4,108,476 to renew, upgrade and build new assets for the community. The graph below shows how the money was spent in different asset classes.

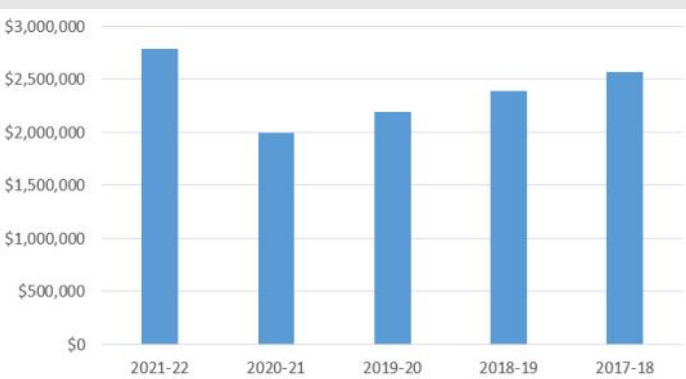


What do we owe?

With debt repayments amounting to \$207,643 for the year, Council's debt at June 30, 2021 totalled \$2,785,304. 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.

What do our liabilities consist of?	%	\$
Trade and other payables	47.8	1,313,777
Contract liabilities	13.56	372,662
Borrowings	6.13	168,465
Provisions	32.52	893,770
TOTAL LIABILITIES		2,748,674

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.

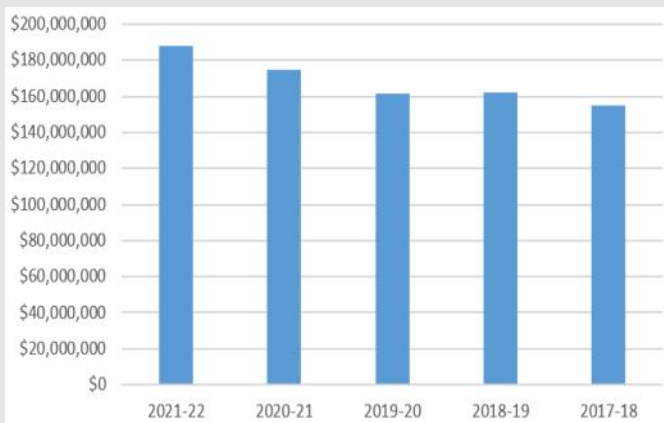
Cash at Beginning	\$14,067,543
Inflow from Operating Activities	434,035
Inflow from Investing Activities	697,626
Inflow from Financing Activities	792,210
CASH AT END	\$15,991,414

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 2022 this was an amount of \$187,779,206.

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 reasonably steady over the last five years as show in the graph below.



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:

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

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 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 = 8.2%

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.

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:

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

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: -63.4%

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:

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

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: -19.9%

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

Community Financial Report

Five Years at a Glance - A Financial Snapshot

Financial Year	2021/22	2020/21	2019/20	2018/19	2017/18
Net Rates & Charges	\$1,259,224	\$1,045,750	\$1,107,003	\$1,137,791	\$1,087,806
Total Revenue	\$29,889,075	\$32,676,893	\$19,463,488	\$19,942,637	\$19,831,409
Total Expenses	\$29,847,234	\$24,446,754	\$20,202,848	\$17,783,204	\$19,192,788
Net Result	\$41,841	\$5,302,536	(\$739,361)	\$2,159,432	\$638,621
Capital Additions	\$4,108,476	\$12,466,704	\$8,668,437	\$5,824,838	\$6,260,280
Debt Repayment	\$207,643	\$199,729	\$192,261	\$185,017	\$259,705
Loan Balance	\$2,785,304	\$1,992,947	\$2,192,676	\$2,384,937	\$2,569,954
Total Assets	\$193,397,078	\$180,367,195	\$168,992,593	\$166,422,569	\$159,012,973
Total Liabilities	\$5,617,872	\$5,529,519	\$7,399,456	\$4,209,498	\$4,120,360
Total Equity	\$187,779,206	\$174,841,676	\$161,593,137	\$162,213,071	\$154,892,613
Depreciation Expense	\$5,698,778	\$4,901,176	\$4,468,729	\$4,380,630	\$4,159,354

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".



Our Shire

Our Towns



Eyre Creek, Bedourie

Bedourie, the Shire's administration centre, boasts many modern amenities including a community centre, Health Clinic, 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 hosts the Bedourie Camel Races in July each year and is attended by thousands who have driven from the Big Red Bash.

Bedourie has a population of approximately 100 people.



Browns Creek, Betoota

Betoota, was originally a Cobb & Co rest 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.



Diamantina River, Birdsville

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

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.

Our Councillors

Mayor Robbie Dare, Elected 2020



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 Council 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.

Deputy Mayor 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.

Our Councillors

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.

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 Finniss 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/Yarliyadi, Mithaka, Wangkamahdla, Pitta Pitta and Maiawali/Karuwali countries home.

This is Francis' first term as councillor.

Councillor Don Rowlands, Elected: 2021



Don Rowlands is a well-known local identity, leader and respected elder of the Wangkangurru people. He lives in Birdsville with his family. Growing up is where he learnt the beliefs, traditions, and cultures of Wangkangurru from his elders particularly his grandmother. His grandmother taught him how to understand the dreamtime and how these narratives spiritually bonded the Wangkangurru people to the Munga-Thirri (Simpson Desert).

Don is a strong proponent of "the ways of the old people", with a sincere belief that all Australians can benefit enormously from developing an understanding of their country by appreciating the culture and beliefs that sustained the indigenous people of Australia for thousands of years.

For the past 28 years Don, has worked for Queensland Parks & Wildlife Services, with added value of managing his traditional lands, protecting the cultural sites and places has been a wonderful gift and reward for Don, his family, and his people.

Don has tried many times to be elected to council without success, now finally he has a seat at the table. He loves this challenge and pledges to do everything in his power to represent the Diamantina Shire (Birdsville, Bedourie and

Our Council

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](#).

Councillors were provided with suitable ICT support including a laptop computer or iPad.

Councillor Remuneration and Attendance

Council did not adopt a resolution regarding their remuneration for the 2021/22 Financial year. As such, the remuneration schedule for Category 1 local governments, as set out in the Local Government Remuneration Commission Annual Report 2020, determined the Councillor's remuneration.

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	\$62,435.06	\$0.00	\$7,492.20	\$600.00		\$70,527.26
Cr R Dare	11	\$108,656.04	\$0.00	\$10,865.64	\$600.00		\$120,121.68
Cr Don Rowlands	12	\$54,110.04	\$0.00	\$5,411.04	\$600.00	\$2,340	\$62,461.08
Cr F Murray	12	\$54,110.04	\$0.00	\$5,411.04	\$600.00	\$3,390.10	\$63,511.18
Cr D Rayment	10	\$51,103.92	\$0.00	\$6,132.46	\$600.00	\$2,338	\$60,174.38
Total		330,415.08	\$0.00	\$35,312.38	\$3,000.00	\$8,068.10	\$376,795.58

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.

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.

Ronald Fenner, Governance and Compliance Manager



Commenced employment in September 2021.

Ron has extensive experience in senior Local Government Management roles, more recently in Cape York and prior to that in Central Queensland and has a Bachelors' degree from the University of Southern Queensland.

Ron's focus is on providing good governance systems in order to assist council in better managing its affairs.

He enjoys the outdoor lifestyle remote councils provide.

Amanda Schnitzerling, Governance and Environment Manager



Commenced employment in September 2021.

Ron has extensive experience in senior Local Government Management roles, more recently in Cape York and prior to that in Central Queensland and has a Bachelors' degree from the University of Southern Queensland.

Ron's focus is on providing good governance systems in order to assist council in better managing its affairs.

He enjoys the outdoor lifestyle remote councils provide.

Amanda left this position in September 2021.

Stephen Schwer, Community Sustainability Manager



Stephen's 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.

Stephen left this position in January 2022.

Our People and Services



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 in the Financial Year 2021-22 with a significant investment in safety training:

- Commencement Inductions
- Hamm Roller, Lighting Towers, Western Star Movers and 150M Grader Induction for Plant Operators
- Tele-handler Training for Plant Operators
- First Aid and CPR Training
- Aerodrome Reporting Officers and Works Safety Officer Course
- Aeronautical Radio Operator Certificate (AROC) Course
- Test and Tag
- Magiq Infoexpert
- SynergySoft
- Project Management Workshop
- Fleet Management Workshop for Asset Services Coordinator
- Microsoft Word and Microsoft Excel Training
- Practical Ethics for Local Government Training
- Wildlife Hazard Management
- Working in Proximity to Traffic Training
- Traffic Awareness Training
- Incident Investigation Training
- OHS – Lead Auditor Training for WHSQ Coordinator

A strong partnership with RAPAD Skilling, PEAK Services and numerous other training and service providers 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. 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 and Services

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 continues to be committed to the Health, Safety and Wellbeing of all workers and also to the continued improvement of Council's safety and quality management system. Council continues to develop and implement strategies and initiatives that are designed to establish and maintain a culture of 'safety first' to bring safety and wellbeing to the forefront in everything we do.

Council developed and delivered an Annual Start Up Work Health and Safety Induction refresher program. This was achieved by staff completing an online training program via a PowerPoint presentation which included narration. This induction was rolled out to all workers including contractors. This training program was successful as well as providing flexibility with many staff working from different locations.

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

Council greatly increased its membership and usage of the Plant Assessor Software with plant and equipment pre-starts now being available on phones and tablets. In addition, Council also rolled out the Plant Assessor Program to all of our contractors to better enable Council to discharge its health and safety obligations with regards to contractor management.

Council had our 3rd party External Quality Audit against the requirements of ISO 9001:2015 in March and as a result all outstanding opportunities for improvement and observations were successfully closed out. There were no non-conformances identified.

As part of the Local Government Workcare (LGW) Mutual Responsibilities and Obligations Program (MROP), all councils are assigned specific objectives for each financial year, these include completing specific and targeted Surveillance Audits, completion of an Annual Safety Report, Work Health and Safety Annual Plan and participation in 3rd Party External Audit against the requirements of ISO 45001:2018 and the National Audit Tool. Each of these obligations have specified completion times set by LGW and Diamantina Shire Council are proud of our achievement in having completed all of the requirements within the specified timeframes.

Diamantina Shire Council was one of 16 Queensland Councils that were required to participate in the 3rd Party External Audit against the requirements of ISO 45001:2018 and the National Audit Tool, this audit was conducted in June 2022. The audit consisted of 5 Elements with Elements 1, 2, 4, & 5 achieving a total of 19 Conformances and the all important Element 3 requiring a minimum score of 70% with Council scoring 72.74%. Diamantina Shire Council was 1 of only 3 Councils out of the 16 participating Councils that achieved the pass mark with the auditor making special note in his report of the exceptional work and commitment that was evidenced during the audit. The following are the results of the 16 member councils:

- Member Councils achieved over 70% - 3 Member Councils
- Member Councils who achieved over 65% - 2 Member Councils
- Member Councils who achieved over 60% - 3 Member Councils
- Member Councils who achieved over 55% - 2 Member Councils
- Member Councils who achieved over 50% - 1 Member Council
- Member Councils who achieved over 45% - 3 Member Councils
- Member Councils who achieved over 40% - 1 Member Council
- Member Councils who achieved over 30% - 1 Member Council

Our People and Services

Children Services

The aims of the Shire's Children's Services are to prepare children for formal education, to strengthen the bond between career and child and to equip the career with tools to raise healthy and happy children. Once again the Queensland State Government through the Department of Education have continued to financially support the Children's Services in the Diamantina Shire. With their funding and other assistance, both Bedourie and Birdsville have been able to host Playgroups for children aged 0-8 and their carers in 2021/2022.

Bedourie had a major disruption last year with the Playgroup building having to be closed down for works to be done due to a bush rat infestation, however the Bedourie Playgroup was then held in the Information Centre while all the works were being completed. All works have been completed and Playgroup is running as normal. Birdsville Playgroup has seen numbers fluctuate during the year. We also partnered with local emergency services, schools and other agencies to run events, such as our always popular Under 8s Day, NAIDOC Day, book week in conjunction with Birdsville State School.

Library Services

The Bedourie and Birdsville Libraries, located at the two Visitor Information Centers, have always been popular with families in the Shire. With not only books, the libraries also have toys, DVDs, audio books and other resources, as well as hosting Playgroup sessions. Membership of the library in Bedourie or Birdsville also gives membership to the whole Rural Libraries Queensland network, including online resources such as audio books and e-books. During the 2021/2022 financial year, we have seen more travelers use the Library as they are able to borrow and return their books at either of the Shire Libraries. Feedback from travelers regarding this has been great. It has been great to see that the Playgroups in the Shire also use these facilities and have library days with the children and careers attending. Thanks go to the State Library of Queensland and the Rural Libraries Queensland network for their continued support for our services.

Staff Statistics at a Glance

As at 30 June	2021/22	2020/21	2019/20
Administrative/Community Services Staff	27	23	24
Construction & maintenance Staff	34	40	34
Total, excluding casuals	61	63	58
Executive			
> Male	3	3	3
> Female	1	1	2
Elected Members			
> Male	5	6	5
> Female	-	-	1
All employees			
> Male	35	36	45
> Female	26	27	23
Aboriginal & Torres Strait Islander employees	11	16	12
Employees with a disability	0	0	0
Staff Turnover	34%	34%	23%

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

1.1.2 Greater uptake of renewable energy and energy efficient products.

Our Challenges

Council has been experiencing issues with the new solar power project with many of the systems malfunctioning.

Our Achievements

Solar power systems have been installed on all former Bedourie Aboriginal Corporation houses.

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

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

The Bedourie Landfill layout and operations have been significantly amended, resulting in a clean and tidy space that is well maintained.

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

Irrigation plans for ANZAC Park continue to be developed to assist in management of the grounds.

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

Council continues to work with neighbouring local governments through the Central West Regional Pest Management Group to develop pest management plans.

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

Funding for bores continues to be difficult to source.

Our Achievements

Preliminary planning for further bore developments have been undertaken.

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

Securing funding for undertaking projects has been difficult to acquire.

Our Achievements

Work on implementing a Council Reconciliation Action Plan has begun .

Plan for Two Boys Dreaming site finalised.

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.

Our Achievements

Council increased the housing subsidy for Council employees from 50% to 57.5%.

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 establishment and maintenance of parks and gardens difficult and labour intensive.

Our Achievements

Town streetscapes are being maintained as resources allow.

Parks are being maintained as resources allow.

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.

Our Achievements

Council provides the ground services at the Bedourie airport at a subsidised rate.

Freight is sourced from Mt Isa, and Brisbane to Bedourie and to Birdsville from Adelaide on regular fortnightly services.

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 and require a 50% deposit.

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

Our Achievements

Council has implemented a significant housing development incentive offering up to \$45,000 in assistance to build private housing.

2.6 Where volunteering in the community is a given and community spirit is visible.

2.6.1 Active and well-resourced community groups

Our Challenges

Community events were cancelled due to COVID-19 through-out the year.

Our Achievements

As COVID-19 restrictions eased in the back half of the financial year, community events have been able to go ahead.

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 continues to support the town clinics.

Council has supported State Emergency Service (SES) groups in Bedourie and Birdsville.

With the support of Council and the dedication and hard work of volunteers a lot of training has been completed.

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.

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

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

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

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 continues to support the town clinics.

Council has supported State Emergency Service (SES) groups in Bedourie and Birdsville.

With the support of Council and the dedication and hard work of volunteers a lot of training has been completed.

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

Council's solar roof top project has had teething issues that have resulted in some solar panels not functioning to their full capacity.

Our Achievements

Council's solar project continues to provide more affordable power to Council-owned house tenants.

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.

Our Achievements

Construction of the Bedourie Multi-Use Complex Amenities was completed.



Our Goals

Goal 2: Our Community (continued)

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

Zoom Room facilities available for use by the community in the Bedourie Administration Centre and the Wirrarri 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.

Our Achievements

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

REPA funds used to restore Shire Roads damaged by natural disasters

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

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

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 prior to restrictions being lifted.

Majority of events were cancelled due to COVID-19 in 2020.

Our Achievements

Birdsville Tourist Park and Lodge was open throughout the year.

New town entry signs have began to be installed.

Pise House, Bedourie received internal refurbishment and external paintwork.

Purchased land on which Birdsville Courthouse located.

3.3 Benefits from a growing population with full employment.

3.3.1 The population of the shire continues to increase.

3.3.2 The employment rate maintained at more than 95%.

Our Challenges

Attracting people to come and live and work in the shire is difficult in COVID-19 times and vacancy rates have increased.

Our Achievements

Council has implemented an easy way for locals to apply for casual jobs in the shire by submitting an expression of interest to join our casual pool.

Participation in a RAPAD Human Resources group bringing together HR officers across the region.

Unemployment rate is extremely low.

Our Goals

Goal 3: Our Economy (continued)

3.4 Is led by Council and the business community, together growing and diversifying business and

3.4.1 The Economic Development Strategy priorities are progressed.

3.4.2 Additional utilisation of vacant land in Bedourie and Birdsville

3.4.3 Town Planning scheme which will meet community needs and growth into the future.

Our Challenges

Our Achievements

Council has implemented a significant housing development incentive offering up to \$45,000 in assistance to build private housing.

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 upgrading the Eyre Developmental Road between Bedourie and Birdsville and the design issues particularly around Cuttaburra.

Our Achievements

Council commenced work on the “Old Roseberth” section of road between Bedourie and Birdsville on the Eyre Development Road.

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 throughout the years.

Inductions are now online.

Council continues to meet its legislative obligations relating to governance.

Council has continued to improve the utilisation of Synergysoft.

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

The community was consulted regarding the updated Corporate Plan.

Community BBQ's were held in both towns.

Regular public notices were issued informing the community

4.3 Is a leader in the region which supports regional co-operation, resource sharing and

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

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

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

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



Our Goals

Goal 5: Our Organisation (continued)

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)				
<table border="1"><thead><tr><th>Our Challenges</th><th>Our Achievements</th></tr></thead><tbody><tr><td>Plant Hire income being impacted by vacancies.</td><td>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 was undertaken throughout the year.</td></tr></tbody></table>		Our Challenges	Our Achievements	Plant Hire income being impacted by vacancies.	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 was undertaken throughout the year.
Our Challenges	Our Achievements				
Plant Hire income being impacted by vacancies.	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 was undertaken throughout the year.				

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

CASA audits completed showing standards have been met at airports.

Footpaths completed from Birdsville airport Terminal to Graham Street and on Eyre St/Spinifix Ct corner, Bedourie

Bedourie Multipurpose complex electricity supply and distribution renewed with new switchboard

Transfer of Bedourie Aboriginal Corporation Houses to council finalised and work began on restoring the houses.

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

Planning of new bore developments has commenced.

The CED system in both towns remains very reliable. Pressure line to CED evaporation ponds cleaned out.

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

Complaints about the conduct or performance of Councillors. Under the Act, each complaint is required to be referred to the Independent Assessor. 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
150I(2)	Orders made for unsuitable meeting conduct	0
150AH(1)	Orders made for inappropriate conduct	0
150AR(1)	Decision, orders and recommendations made in Disciplining a Councillor	0
150P(2)(a)	Complaints about councillor conduct referred to the Assessor	0
150P(3)	Complaints about councillor conduct referred to the Crime and Corruption Commission	0
150R(2)	Local government official must notify assessor about particular conduct	0
150S(2)(a)	Local Government must notify assessor about misconduct	0
150W(1)(a), (b) & (e)	Decision about Conduct	0
150AC(3)(a)	Referral of suspected inappropriate conduct	0
150AF(4)(a)	Investigating suspected misconduct	0
	Occasions the local government asked another entity to investigate, under chapter 5A, part 3, division 5 of the Act for the local government, the suspected inappropriate conduct of a councillor	0
	Applications heard by the conduct tribunal under chapter 5A, part 3, division 6 of the Act about whether a councillor engaged in misconduct or inappropriate conduct.	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.

Executive Remuneration s201 LGA 2009

Total remuneration paid to Executive employees was as follows:

Package Value \$100,000—\$200,000—3 employees

Package Value \$200,000—\$300,000—1 employees

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

The total remuneration packages payable in 2021-22 to executive employees is \$801,206.11.

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 2021, 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

Administrative Action Complaints s187 LGR 2012

Council is committed to dealing fairly with administration action complaints through its Complaint Management Process. The following table shows the number of complaints received during 2021/22

Unresolved Complaints (BF 1/7/21)	Complaints Received	Complaints Resolved	Unresolved Complaints
0	2	2	0

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	Purpose	Contribution
Betoota Race Club	Contribution to building of new jockey shed	\$25,000 (approved but not paid as of 30/6/22)

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 2021-22 financial year.

Changes to Tenders s228(8) LGR 2012

Council made 17 invitations to change tenders during the financial year.

Registers kept by Council s190 (1)(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
Register of Development Applications
Register of Food Licences
Register of Right to Information and Intellectual Property Requests

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

Diamantina Shire Council made no concessions on rates and charges for the 2021-22 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 visit to Council in March 2022.

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 2021/22 financial year.

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

There were no competitive neutrality complaints received during 2021-22.

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

There were no responses on competitive neutrality complaints received during 2021-22.



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.