



MINUTES

For the Ordinary Council Meeting

Held on the 31st January 2025



A handwritten signature in blue ink, appearing to read "Ian Holland".

Ian Holland

CHIEF EXECUTIVE OFFICER

31st January 2025

Disclaimer:

The Shire of Yalgoo gives notice to members of the public that any decisions made at the meeting, can be revoked, pursuant to the Local Government Act 1995. Therefore members of the public should not rely on any decisions until formal notification in writing by Council has been received. Any plans or documents in agendas and minutes may be subject to copyright. The express permission of the copyright owner must be obtained before copying any copyright material.

Contents

1	DECLARATION OF OPENING	4
2	ATTENDANCE/APOLOGIES/LEAVE OF ABSENCE.....	4
3	DISCLOSURE OF INTERESTS	4
4	PUBLIC QUESTION TIME	5
5	PETITIONS/DEPUTATIONS/PRESENTATIONS/SUBMISSIONS	5
6	NOTICE OF MATTERS TO BE DISCUSSED BEHIND CLOSED DOORS.....	5
7	APPLICATIONS FOR LEAVE OF ABSENCE	5
8	ANNOUNCEMENTS CONCERNING MEETINGS ATTENDED	5
9	CONFIRMATION OF MINUTES.....	5
9.1	Minutes of the Ordinary Council Meeting – 20 th December 2024.....	5
10	MINUTES OF COMMITTEE MEETINGS	6
11	TECHNICAL REPORTS.....	6
11.1	CAPITAL PROGRESS REPORT	6
11.2	TECHNICAL SERVICES REPORT AS OF 22 nd January 2025.....	9
12	DEVELOPMENT, PLANNING AND ENVIRONMENTAL HEALTH REPORTS	12
13	FINANCIAL REPORTS	12
13.1	LIST OF ACCOUNTS	12
13.2	INVESTMENT REPORT	20
13.3	MONTHLY FINANCIAL STATEMENTS AS AT 31 DECEMBER 2024	22
14	ADMINISTRATION REPORTS	24
14.1	General Report	24
14.2	Sale of CAT Prime Mover	26
14.3	Local Government Elections 2025	27
14.4	Removal of Grid on Yalgoo-Ningham Road	28
14.5	Party to Native Title Application	30
14.6	New Policy - Agenda Briefings.....	32
14.7	New Policy – Affixing of Common Seal	33
14.8	Policy – Recording of Council Meetings.....	35
14.9	New Policy – Related Party Disclosures	37
14.10	Policy Manual V6 Full Review	39
	Items 14.11 to 14.14 were presented en bloc	42
14.11	Sundry Debtor #20062 – Write Off	42
14.12	Sundry Debtor #20072 – Write Off	43

Minutes – Ordinary Council Meeting – Friday 31st January 2025

14.13	Sundry Debtor #20112 – Write Off	44
14.14	Sundry Debtor #20132 – Write Off	45
15	NOTICE OF MOTIONS	46
16	URGENT BUSINESS	46
17	MATTERS FOR WHICH THE MEETING MAY BE CLOSED TO THE PUBLIC	46
17.1	Confidential Item – DFES EPAR.....	46
18	NEXT MEETING	47
19	MEETING CLOSURE.....	47

Minutes – Ordinary Council Meeting – Friday 31st January 2025

1 DECLARATION OF OPENING

The Shire President welcomed those in attendance and declared the meeting open at 11.49am.

2 ATTENDANCE/APOLOGIES/LEAVE OF ABSENCE

In accordance with section 14 of the Local Government (Administration) Regulations 1996 “Meetings held by electronic means in public health emergency or state of emergency (Act s. 5.25(1)(ba))”, the President to declare that this Meeting may take place via instantaneous communication. All Councillors and staff are to be available either via telephone (teleconference) or in person.

President Cr Raul Valenzuela

Deputy President Cr Gail Trenfield - telephonic

Councillors
Cr Stanley Willock
Cr Tamisha Hodder
Cr Kieran Payne
Cr Angus Nichols

Chief Executive Officer Ian Holland

Acting DCEO Karren MacClure

Executive Assistant Diane Hodder

APOLOGIES NIL

LEAVE OF ABSENCE NIL

3 DISCLOSURE OF INTERESTS

Councillors and Officers are reminded of the requirements of s5.65 of the Local Government Act 1995, to verbally disclose any interest during the meeting before the matter is discussed or to provide in writing the nature of the interest to the CEO before the meeting.

NIL

Minutes – Ordinary Council Meeting – Friday 31st January 2025

4 PUBLIC QUESTION TIME REPONSES TO QUESTIONS TAKEN ON NOTICE NIL

QUESTIONS TAKEN WITHOUT NOTICE
NIL

5 PETITIONS/DEPUTATIONS/PRESENTATIONS/SUBMISSIONS Citizenship Ceremony

6 NOTICE OF MATTERS TO BE DISCUSSED BEHIND CLOSED DOORS 17.1 – DFES EPAR Application

7 APPLICATIONS FOR LEAVE OF ABSENCE NIL

8 ANNOUNCEMENTS CONCERNING MEETINGS ATTENDED

Date	Location	Meeting	Attendance
24/01/2025	Geraldton	RFDS Political	Cr Valenzuela, CEO Ian Holland
30/01/2025	Mount Magnet	Councillor Training – LG Financials	Cr Valenzuela, Cr Nichols, Cr Willock

9 CONFIRMATION OF MINUTES

9.1 Minutes of the Ordinary Council Meeting – 20th December 2024

RECOMMENDATION

That the minutes of the Council Meeting held on the 20th December 2024 as attached be confirmed as a true and correct record.

COUNCIL RESOLUTION – C2025-01-01

Moved: Cr Stanley Willock Seconded: Cr Kieran Payne

That the minutes of the Council Meeting held on the 20th December 2024 as attached be confirmed as a true and correct record.

CARRIED: 6/0

Motion Carried unopposed by: Cr Valenzuela, Cr Trenfield, Cr Hodder, Cr Payne, Cr Nichols & Cr Willock.

10 MINUTES OF COMMITTEE MEETINGS

NIL

11 TECHNICAL REPORTS

11.1 CAPITAL PROGRESS REPORT

Applicant:	Shire of Yalgoo
Date:	10 January 2025
Reporting Officer:	Charles Brown/Karren MacClure
Disclosure of Interest:	NIL
Attachments:	Capital Expenditure Report

SUMMARY

To receive the Progress Report on the 2024/25 Capital Works Program to 31 December 2024.

BACKGROUND

The Shire in its 2024/2025 Annual Budget has allocated the sum of \$6,185,999 for the acquisition of capital assets and the undertaking of infrastructure works.

COMMENT

The Capital Projects detailed in the attached report are projects incorporated in the 2024/2025 Annual Budget.

STATUTORY ENVIRONMENT

NIL

POLICY/FINANCIAL IMPLICATIONS

To deliver the Capital Works Program within budgeted allocations.

VOTING REQUIREMENT

Simple Majority

OFFICERS RECOMMENDATION

That Council receive the Progress Report on the Capital Works Program as at 31 December 2024.

COUNCIL RESOLUTION – C2025-01-02

Moved: Cr Angus Nichols Seconded: Cr Gail Trenfield

That Council receive the Progress Report on the Capital Works Program as at 31 December 2024.

CARRIED: 6/0

Motion Carried unopposed by: Cr Valenzuela, Cr Trenfield, Cr Hodder, Cr Payne, Cr Nichols & Cr Willock.

Minutes – Ordinary Council Meeting – Friday 31st January 2025

Prog	SP	COA	Job	Description	Current Budget	YTD Actual	< 10%	11% to 20%	21% to 30%	31% to 40%	41% to 50%	51% to 60%	61% to 70%	71% to 80%	81% to 90%	91% to 100%	> 100%
05	0501	4050130		FIRE - Plant & Equipment (Capital)													
05	0501	4050130	4500	Dfes Tank	\$35,000.00	\$56,338.57											161%
05	0503	4050330		OLOPS - Plant & Equipment (Capital)	\$250,000.00	\$0.00	0%										
09	0901	4090110		STF HOUSE - Building (Capital)													
09	0901	4090110	BC020	Staff Housing - 1 (Lot 27) Stanley St - Building (Capital)	\$0.00	\$6,889.29											
10	1007	4100711		COM AMEN Anthropology Report Cemetery	\$35,000.00	\$0.00	0%										
10	1007	4100730		COM AMEN - Plant & Equipment (Capital)													
10	1007	4100730	8022	2Nd Hand 12 Seater Bus	\$50,000.00	\$0.00	0%										
11	1101	4110110		HALLS - Building (Capital)													
11	1101	4110110	BC002	Yalgoo Hall - Building (Capital)	\$300,000.00	\$136,313.78					45%						
11	1103	4110309		REC - Other Rec Land (Capital)	\$150,000.00	\$35,733.55			24%								
11	1103	4110310		REC - Other Rec Facilities Building (Capital)													
11	1103	4110310	BC006	Railway Station Building (Capital)	\$45,000.00	\$14,327.33				32%							
11	1103	4110310	BC015	Paynes Find Community Centre - Building (Capital)	\$0.00	\$97.43											
11	1103	4110370		REC - Infrastructure Parks & Gardens (Capital)													
11	1103	4110370	BC039	Tennis Court (Capital)	\$100,000.00	\$0.00	0%										
11	1103	4110370	PC010	Water Treatment Railway Bore	\$100,000.00	\$0.00	0%										
12	1201	4120110		ROADC - Building (Capital)													
12	1201	4120110	BC005	Works Depot (Capital)	\$200,000.00	\$46,787.90			23%								
12	1201	4120110	BC043	Depot Storage Shed	\$50,000.00	\$0.00	0%										
12	1201	4120110	BC044	Shed For Community Buses	\$45,000.00	\$0.00	0%										
12	1201	4120140		ROADC - Roads Built Up Area - Sealed - Council Funded													
12	1201	4120140	RC003	Campbell St (Capital)	\$0.00	\$561.77											
12	1201	4120140	RC050	Piesse Street	\$100,000.00	\$17,020.00		17%									
12	1201	4120140	RC075	Paynes Find Town Rd (Capital)	\$150,000.00	\$0.00	0%										
12	1201	4120141		ROADC - Roads Outside BUA - Sealed - Council Funded													
12	1201	4120141	LRC008	Lrci - Yalgoo Ninghan Road	\$592,977.00	\$42,173.36	7%										
12	1201	4120141	LRC076	Lrci - Morawa - Yalgoo Rd	\$60,000.00	\$0.00	0%										
12	1201	4120141	RC008	Yalgoo - Ninghan Rd (Capital)	\$785,000.00	\$11,284.74	1%										
12	1201	4120143		ROADC - Roads Outside BUA - Formed - Council Funded													
12	1201	4120143	RC009	Yalgoo North Rd (Capital)	\$0.00	\$1,123.56											
12	1201	4120143	RC056	Joker Mine Rd (Capital)	\$40,000.00	\$0.00	0%										
12	1201	4120143	RC077	Paynes Find - Thundelarra Rd (Capital)	\$50,000.00	\$0.00	0%										
12	1201	4120145		ROADC - Roads Outside BUA - Sealed - Roads to Recovery													
12	1201	4120145	R2R008	Yalgoo - Ninghan Rd (R2R)	\$664,022.00	\$11,960.00	2%										
12	1201	4120147		ROADC - Roads Outside BUA - Formed - Roads to Recovery													
12	1201	4120147	R2R010	Gabyon - Tardie Rd (R2R)	\$0.00	\$749.04											
12	1201	4120149		ROADC - Roads Outside BUA - Sealed - Regional Road Group													
12	1201	4120149	RRG008	Yalgoo - Ninghan Rd (Rrg)	\$450,000.00	\$0.00	0%										
12	1201	4120151		ROADC - Roads Outside BUA - Formed - Regional Road Group													
12	1201	4120151	RRG085	Rubbish Tip Rd (Rrg)	\$0.00	\$735.70											
12	1201	4120155		ROADC - Roads Outside BUA - Formed - Black Spot													
12	1201	4120155	BS009	Yalgoo North Rd (Black Spot)	\$0.00	\$9,984.63											
12	1201	4120158		ROADC - Roads Outside BUA - Gravel - Flood Damage													
12	1201	4120158	RFD012	Paynes Find - Sandstone Rd - Flood Damage	\$0.00	\$85.25											
12	1201	4120159		ROADC - Roads Outside BUA - Formed - Flood Damage													
12	1201	4120159	RFD009	Yalgoo North Rd - Flood Damage	\$0.00	\$2,335.80											
12	1201	4120159	RFD025	Maranalgo Rd - Flood Damage	\$0.00	\$255.74											
12	1201	4120159	RFD026	Ninghan Rd - Flood Damage	\$0.00	\$2,472.20											
12	1201	4120159	RFD027	Mt Gibson Rd - Flood Damage	\$0.00	\$23,775.50											
12	1201	4120159	RFD048	Thundelarra Rd - Flood Damage	\$0.00	\$85.24											
12	1201	4120159	RFD082	Tardie - Yuin Rd - Flood Damage	\$0.00	\$376.40											

Minutes – Ordinary Council Meeting – Friday 31st January 2025

Prog	SP	COA	Job	Description	Current Budget	YTD Actual	< 10%	11% to 20%	21% to 30%	31% to 40%	41% to 50%	51% to 60%	61% to 70%	71% to 80%	81% to 90%	91% to 100%	> 100%
12	1201	4120190		ROADC - Infrastructure Other (Capital)													
12	1201	4120190	6000	Tourist Projects As Per Plan	\$50,000.00	\$0.00	0%										
12	1201	4120190	ES001	Paynes Find Entry Statement	\$19,000.00	\$0.00	0%										
12	1201	4120190	FS001	Various Flood Stabilisation & Mitigation	\$100,000.00	\$0.00	0%										
12	1201	4120190	SL001	Street Lighting	\$50,000.00	\$0.00	0%										
12	1203	4120330		PLANT - Plant & Equipment (Capital)													
12	1203	4120330	8002	Slasher With Catcher	\$35,000.00	\$31,045.46									89%		
12	1203	4120330	8005	Grader	\$450,000.00	\$0.00	0%										
12	1203	4120330	8010	Box Top Trailer	\$10,000.00	\$0.00	0%										
12	1203	4120330	8011	Sat Phones & Vehicle Tracking	\$10,000.00	\$4,723.64					47%						
12	1203	4120330	8017	Cranes X 3	\$15,000.00	\$0.00	0%										
12	1203	4120330	8021	Drop Deck Float	\$150,000.00	\$0.00	0%										
12	1203	4120330	8023	Pole Mounted Camera	\$20,000.00	\$0.00	0%										
13	1301	4130130		RURAL - Plant & Equipment (Capital)	\$60,000.00	\$0.00	0%										
13	1302	4130210		TOUR - Building (Capital)													
13	1302	4130210	BC007	Caravan Park (Capital)	\$0.00	\$1,484.74											
13	1302	4130290		TOUR - Infrastructure Other (Capital)	\$200,000.00	\$5,650.00	3%										
13	1306	4130610		ECON DEV - Building (Capital)	\$500,000.00	\$0.00	0%										
14	1402	4140230		ADMIN - Plant and Equipment (Capital)													
14	1402	4140230	8012	Motor Vehicle (Rav4 Replace)	\$70,000.00	\$0.00	0%										
14	1402	4140230	8013	Motor Vehicle (Mfin)	\$50,000.00	\$0.00	0%										
14	1402	4140230	8014	Computer Hardware System Upgrades & Phone Replace	\$135,000.00	\$0.00	0%										
14	1402	4140230	8015	Conference Equipment	\$35,000.00	\$0.00	0%										
14	1402	4140230	8016	External Monitor Display	\$25,000.00	\$0.00	0%										
14	1402	4140290		ADMIN - Infrastructure Other (Capital)	\$40,000.00	\$0.00	0%										
					\$6,275,999.00	\$464,370.62	7%										
		508		Land	\$0.00	\$0.00											
		512		Buildings	\$380,000.00	\$164,436.75					43%						
		514		Buildings Specialised	\$945,000.00	\$82,521.45	9%										
		520		Furniture & Equipment	\$0.00	\$0.00											
		530		Plant & Equipment	\$1,400,000.00	\$92,107.67	7%										
		540		Roads	\$2,891,999.00	\$126,492.60	4%										
		550		Drainage	\$0.00	\$0.00											
		570		Parks & Ovals	\$200,000.00	\$90.33	0%										
		590		Other Infrastructure	\$459,000.00	\$5,650.00	1%										
					\$6,275,999.00	\$471,298.80											

11.2 TECHNICAL SERVICES REPORT AS OF 22nd January 2025

Applicant:	Shire of Yalgoo
Date:	22 January 2025
Reporting Officer:	Darren Hawkins Acting Works Foreman
Disclosure of Interest:	NIL
Attachments:	NIL

SUMMARY

That Council receive the Technical Services Report as at the 22nd January 2025

COMMENT

Road Construction and Capital

- Yalgoo North Road – Replace old culvert.

Road Maintenance

- Maintenance Grading carried out on Dalgaranga Road.

Other Infrastructure

- Yalgoo/Morawa Road – Potholes Repairs.

Parks, Reserves and Properties

4.1 Art & Culture Centre

- General gardening maintenance carried out.

4.2 Community Town Hall

- Renovations still ongoing.

4.3 Community Town Oval

- General gardening maintenance carried out.

4.4 Community Park, Gibbons Street

- General gardening maintenance conducted on a weekly basis mowing, pruning and watering.

4.5 Community Park, Shamrock Street

- General gardening maintenance conducted on a weekly basis – Mowing, pruning & watering.

4.6 Water Park

- General gardening maintenance conducted.

4.7 Yalgoo Caravan Park

- Renovations being done on the center lawn.

4.8 Paynes Find Tip

- NIL

4.9 Railway Station

- General gardening maintenance conducted on a weekly basis – Mowing, pruning & watering.

4.10 Staff Housing

- NIL

4.11 Yalgoo Rubbish Tip

- Pushed over on a weekly basis.

4.12 Yalgoo & Paynes Find Airstrip

- Paynes Find Airstrip – checked and all good.
- Yalgoo Airstrip – checked and all good.

5. Staff

- NIL

6. Purchasing

- NIL

STATUTORY ENVIRONMENT

NIL

POLICY/FINANCIAL IMPLICATIONS

To deliver the Capital Works Program within budgeted allocations.

VOTING REQUIREMENT

Simple Majority

OFFICERS RECOMMENDATION

That Council receive the Technical Services Report as of 22nd January 2025.

COUNCIL RESOLUTION – C2025-01-03

Moved: Cr Stanley Willock Seconded: Cr Angus Nichols

That Council receive the Technical Services Report as of 22nd January 2025.

CARRIED: 6/0

Motion Carried unopposed by: Cr Valenzuela, Cr Trenfield, Cr Hodder, Cr Payne, Cr Nichols & Cr Willock.

12 DEVELOPMENT, PLANNING AND ENVIRONMENTAL HEALTH REPORTS
NIL

13 FINANCIAL REPORTS

13.1 LIST OF ACCOUNTS

Applicant:	Shire of Yalgoo
Date:	10 January 2025
Reporting Officer:	Charles Brown/ Karren MacClure
Disclosure of Interest:	NIL
Attachments:	Accounts Paid December 2024

SUMMARY

The attached list of accounts paid during the month of December 2024, under Delegated Authority, is provided for Council's information and endorsement.

COMMENT

The Local Government Act 1995 and the Local Government (Financial Management) Regulations 1996 requires the Chief Executive Officer to present a list of accounts paid and/or payable to Council and to record those accounts in the minutes of the meeting.

STATUTORY ENVIRONMENT

Local Government Act 1995

6.10 Financial Management regulations

Regulations may provide for –

- a. The security and banking of money received by a local government' and
- b. The keeping of financial records by a local government; and
- c. The management by a local government of its assets, liabilities and revenue; and
- d. The general management of, and the authorisation of payments out of –
 - I. The municipal fund; and
 - II. The trust fund, of a local government.

Local Government (Financial Management) Regulations 1996

13. Payments from municipal fund or trust fund by CEO, CEO's duties as to etc.

1. If the local government has delegated to the CEO the exercise of its power to make payments from the municipal fund or the trust fund, a list of accounts paid by the CEO is to be prepared each month showing for each account paid since the last such list was prepared –
 - I. The payee's name; and
 - II. The amount of the payment; and

- III. The date of the payment; and
- IV. Sufficient information to identify the transaction.
- 2. A list of accounts for approval to be paid is to be prepared each month showing –
 - a. For each account which requires council authorisation in that month –
 - I. The payee's name; and
 - II. The amount of the payment; and
 - III. Sufficient information to identify the transaction; and
 - b. The date of the meeting of the council to which the list is to be presented.
- 3. A list prepared under sub regulation (1) or (2) is to be –
 - a. Presented to the council at the next ordinary meeting of the council after the list is prepared; and
 - b. Recorded in the minutes of that meeting.

13A. Payments by employees via purchasing cards

- (1) If a local government has authorised an employee to use a credit, debit or other purchasing card, a list of payments made using the card must be prepared each month showing the following for each payment made since the last such list was prepared —
 - (a) the payee's name;
 - (b) the amount of the payment;
 - (c) the date of the payment;
 - (d) sufficient information to identify the payment.
- (2) A list prepared under sub regulation (1) must be —
 - (a) presented to the council at the next ordinary meeting of the council after the list is prepared; and
 - (b) recorded in the minutes of that meeting.

POLICY/FINANCIAL IMPLICATIONS

NIL

VOTING REQUIREMENT

Simple Majority

OFFICERS RECOMMENDATION

That Council receive the schedule of accounts paid during December 2024 as listed covering EFT's directly debited payments, Credit Card Payments and wages as numbered and totalling \$1,142,154.78 from the Shire of Yalgoo's Municipal Bank Accounts.

COUNCIL RESOLUTION – C2025-01-04

Moved: Cr Stanley Willock Seconded: Cr Angus Nichols

That Council receive the schedule of accounts paid during December 2024 as listed covering EFT's directly debited payments, Credit Card Payments and wages as numbered and totalling \$1,142,154.78 from the Shire of Yalgoo's Municipal Bank Accounts.

CARRIED: 6/0

Motion Carried unopposed by: Cr Valenzuela, Cr Trenfield, Cr Hodder, Cr Payne, Cr Nichols & Cr Willock.

Minutes – Ordinary Council Meeting – Friday 31st January 2025

List of Accounts Due & Submitted to Council

Paid December 2024

Chq/EFT	Date	Name	Description	Amount
DD5463.1	04/12/2024	Horizon Power	Street Light x 46 Charges for November 2024	-\$1,019.13
DD5466.1	13/12/2024	Telstra Corporation Ltd	Vehicle Tracking - November 2024	-\$1,149.50
DD5468.1	13/12/2024	Telstra Corporation Ltd	Monthly Telstra Phone, Mobile & Cloud Charges - November 2024	-\$9,282.19
DD5490.1	31/12/2024	Tourism Council WA Ltd	2024-2025 Membership Renewal - Toukrism Business Micro/Owner Operator	-\$275.00
DD5492.1	14/12/2024	Bank of Bendigo Credit Card	Credit Card Usage for November 2024	-\$2,463.93
DD5495.1	01/12/2024	Bendigo Bank	Bank Fees 0112	-\$6.00
DD5495.2	16/12/2024	Bendigo Bank	Bank Fees	-\$5.40
DD5495.3	17/12/2024	Bendigo Bank	Bank Fees	-\$1.95
DD5495.4	18/12/2024	Bendigo Bank	Bank Fees	-\$1.50
DD5495.5	19/12/2024	Shire of Yalgoo Municipal Fund	Super Payrun # 119	-\$11,278.07
DD5495.6	20/12/2024	Department of Transport	DOT Taking	-\$163.50
DD5495.7	23/12/2024	Shire of Yalgoo Municipal Fund	Payrun 119	-\$42,531.55
DD5495.8	23/12/2024	Department of Transport	Dot Takings	-\$106.60
DD5495.9	23/12/2024	Bendigo Bank	Tyro Bank Fees	-\$267.07
DD5497.1	01/12/2024	National Australia Bank	Bank Fees NAB	-\$10.00
DD5495.10	02/12/2024	Bendigo Bank	Bank Fees 0212	-\$3.86
DD5495.11	04/12/2024	Bendigo Bank	Bank Fees 0412	-\$0.75
DD5495.12	06/12/2024	Department of Transport	DOT Takings 0612	-\$395.35
DD5495.13	10/12/2024	Shire of Yalgoo Municipal Fund	Super Pay Run # 118	-\$12,084.80
DD5495.14	11/12/2024	Shire of Yalgoo Municipal Fund	Pay Run 118	-\$45,064.59
DD5495.15	11/12/2024	Bendigo Bank	Bank Fees	-\$3.90
DD5495.16	12/12/2024	Department of Transport	DOT Takings	-\$271.10
EFT2711	16/12/2024	FleetNetwork	Payroll Deductions/Contributions	-\$1,392.64
EFT2712	16/12/2024	G.J. Tomkies & V.J. Tomkies t/as G.T. Movers W.A.	Freight from Perth to Yalgoo - Corsign	-\$440.00
EFT2713	16/12/2024	Wheatbelt Vet Services Pty Ltd Wongan Hills Clinic	Animal Rescue Medication Fees	-\$140.70
EFT2714	16/12/2024	Holiday Inn West Perth	Accommodation for Training in Perth - Peta Kroon	-\$656.00
EFT2715	16/12/2024	Bunnings Building Supplies Pty Ltd	Assorted Items for Shire Properties and Depot on PO 11835	-\$146.94
EFT2716	16/12/2024	David Rocke	Reimbursement for Paynes Find Fire Brigade	-\$49.95
EFT2717	16/12/2024	Gail Trenfield	YACC 409 Emu Kids Painting	-\$100.00
EFT2718	16/12/2024	Geraldton Mower & Repair Specialist	Replacement Tools for Town Gardens on PO 11828	-\$33.20

Minutes – Ordinary Council Meeting – Friday 31st January 2025

Chq/EFT	Date	Name	Description	Amount
EFT2719	16/12/2024	Geraldton Toyota	100,000km service for Shire Office Vehicle	-\$497.84
EFT2720	16/12/2024	Elisha Hodder	Reimbursement for Work Phone Repairs	-\$329.95
EFT2721	16/12/2024	Lo-Go Appointments	Contracting Services - H St George Cooper WE 30/11/24	-\$2,261.12
EFT2722	16/12/2024	Cekas Pest Management	Repair and Retile Railway Toilet & Shower on PO 11798	-\$6,090.13
EFT2723	16/12/2024	Hersey'S Safety Pty Ltd	Workshop Consumables & PPE on Delivery Invoice 50764	-\$2,630.22
EFT2724	16/12/2024	Corsign	Signs for Morawa-Yalgoo Rd on PO 11807	-\$3,460.60
EFT2725	16/12/2024	Message4U Pty Ltd t/as Sinch MessageMedia	Monthly Access Fee - SMS Platform - December 2024	-\$120.12
EFT2726	16/12/2024	Fleet Complete Australia Pty Ltd	Iridium Failover - November 2024	-\$569.94
EFT2727	16/12/2024	ATOM Supply	Air-Conditioning Cleaning Bag and Chemicals for Shire Buildings and Houses	-\$1,186.90
EFT2728	16/12/2024	BOC Limited	Oxygen and Assorted Gas Supply November 2024	-\$123.91
EFT2729	16/12/2024	Canine Control	Ranger Services for Thursday 28th November 2024	-\$1,530.38
EFT2730	16/12/2024	Landgate	Mining Tenement Schedule M2024/09 dated 06/08/2024 - 03/09/2024	-\$205.48
EFT2731	16/12/2024	Pemco Diesel Pty Ltd	200000km Major Service - YA 453	-\$2,850.43
EFT2732	16/12/2024	Pivotel Satellite Pty Limited	Satellite and Spot Tracking for December 2024	-\$192.98
EFT2733	16/12/2024	Veolia Environmental Services	Domestic & Commercial Waste Services for November 2024	-\$3,225.11
EFT2734	16/12/2024	Datacom Solutions (AU) Pty Ltd	Data Retention November 2024	-\$151.33
EFT2735	16/12/2024	Charmaine Simpson	YACC251 - Blue Beaded Earrings	-\$33.75
EFT2736	16/12/2024	Gladys Hodder	YACC348 - Blue & White Leaf Resin Earrings	-\$56.25
EFT2737	16/12/2024	Cekas Pest Management	Repair & Retile Railway Toilet & Shower on PO 11798	-\$2,425.00
EFT2738	16/12/2024	Url Networks Pty Ltd	Fees for November 2024	-\$112.63
EFT2739	16/12/2024	Kieran Thomas Payne	Councillor Sitting Fees and Allowances for November 2024	-\$596.98
EFT2740	16/12/2024	Angus Troup Nichols	Councillor Sitting Fees and Allowances for November 2024	-\$626.68
EFT2741	16/12/2024	Bunnings Building Supplies Pty Ltd	Fencing for Shire Property	-\$2,770.31
EFT2742	16/12/2024	Gail Trenfield	Councillor Sitting Fees and Allowances for November 2024	-\$733.17
EFT2743	16/12/2024	Tamisha Hodder	Councillor Sitting Fees and Allowances for November 2024	-\$1,111.01
EFT2744	16/12/2024	M & B Sales P/L	Pine Blue H2 Beams on PO 11712	-\$323.75
EFT2745	16/12/2024	Stanley Willock	Councillor Sitting Fees and Allowances for November 2024	-\$291.67

Minutes – Ordinary Council Meeting – Friday 31st January 2025

Chq/EFT	Date	Name	Description	Amount
EFT2746	16/12/2024	Mcdonalds Wholesalers	Items for the Shire Christmas Party	-\$238.65
EFT2747	16/12/2024	G.J. Tomkies & V.J. Tomkies t/as G.T. Movers W.A.	Freight Charges from Yalgoo to Perth	-\$137.50
EFT2748	16/12/2024	Battery Mart	Battery & Terminal Clamp for YA453	-\$173.80
EFT2749	16/12/2024	Bridged Group Pty Ltd	Monthly Billing for November 2024	-\$693.00
EFT2750	16/12/2024	Civic Legal	Legal Fees	-\$20,252.72
EFT2751	16/12/2024	Refuel Australia	Monthly Fuel Usage - November 2024	-\$14,141.77
EFT2752	16/12/2024	Mcdonalds Wholesalers	Assorted Items for Resale at the Caravan Park	-\$280.45
EFT2753	16/12/2024	Midwest Windscreens	Replacement Windscreen for Community Bus	-\$1,020.00
EFT2754	16/12/2024	Cloud Payment Group	Debt Collection Fees December 2024	-\$38.96
EFT2755	16/12/2024	Zenith Minerals Ltd - Zacatecas Minerals Pty Ltd	Rates refund for assessment A2236 LOT E59/02623 MINING TENEMENT YALGOO WA 6635	-\$4,660.93
EFT2756	16/12/2024	Karara Mining Limited	Rates refund for assessment A1284 LOT E59/01170 MINING TENEMENT YALGOO WA 6635	-\$315.28
EFT2757	16/12/2024	MQ Minerals Pty Ltd	Rates refund for assessment A2127 LOT E59/02377 MINING TENEMENT YALGOO WA 6635	-\$3,037.67
EFT2758	17/12/2024	Red Dust Prospecting Pty Ltd	Rates refund for assessment A2207 LOT E59/02554 MINING TENEMENT YALGOO WA 6635	-\$582.30
EFT2759	17/12/2024	LGISWA	Insurances - Various - 30.06.24 - 30.06.25	-\$188,895.37
EFT2760	18/12/2024	Down South Timber Company Pty Ltd As Trustee For Down South Timber Company Unit Trust T/a M.C. Civil Contractors	Flood Damage AGRN962 & AGRN1021 - Flood Recovery Works Claim #6	-\$628,380.72
EFT2761	18/12/2024	Bunnings Building Supplies Pty Ltd	Fertiliser for Town Gardens on PO 11562	-\$69.78
EFT2762	18/12/2024	Core Business Australia Pty Ltd	AGRN 1021 - 8962 Supervision - Floodworks	-\$49,328.84
EFT2763	18/12/2024	Pool & Spa Mart	Chemicals for Waterpark on PO 11563	-\$392.00
EFT2764	18/12/2024	Lo-Go Appointments	Contracting Services - H St George Cooper WE 07.12.24	-\$3,369.50
EFT2765	18/12/2024	Cekas Pest Management	Repairs and Retiling Railway Toilet & Shower on PO 11798	-\$3,127.50
EFT2766	18/12/2024	Vizona	Second and Final 75% Payment for Goods	-\$14,041.50
EFT2767	18/12/2024	Bai Communications Pty Ltd	Re Broadcasting Bi-Monthly - Power Recovery to 21/11/2024	-\$221.75
EFT2768	18/12/2024	I.T. Vision Software Pty Ltd (t/a Readytech)	Rate Services for December 2024	-\$3,603.60
EFT2769	18/12/2024	Siteminder Limited	Demand Plus - November 2024	-\$21.00
EFT2770	20/12/2024	Red Dot Store Geraldton	Assorted Decorations for Shire Office on PO 11557	-\$103.85
EFT2771	20/12/2024	TKPH Pty Ltd t/as OTR Tyres	Tyres, Disposal & Wheel Alignment - YA 894	-\$840.00
EFT2772	20/12/2024	ABCO	Assorted Cleaning Products	-\$217.96

Minutes – Ordinary Council Meeting – Friday 31st January 2025

Chq/EFT	Date	Name	Description	Amount
EFT2773	20/12/2024	Geraldton Trophy Centre	Medals for Australia Day Dart Comp 2025, 4 x Gold & 4 x Silver with ribbons and engraving	-\$88.00
EFT2774	20/12/2024	Winc Australia Pty Limited	Assorted Depot, Office and Cleaning supplies	-\$1,647.68
EFT2775	20/12/2024	Mcdonalds Wholesalers	Assorted Items for Resale at Caravan Park	-\$818.40
EFT2776	20/12/2024	Lo-Go Appointments	Contracting Services - DCEO - Karren MacClure - WE 07.12.24	-\$5,713.02
EFT2777	20/12/2024	Midwest Bounce & Fun	Waterslide Hire - Community Christmas Party	-\$2,132.80
EFT2778	20/12/2024	Tmt Electrical	Various Electrical Repairs to Carvan Park and Shire Properties	-\$6,986.87
EFT2779	20/12/2024	Murchison Hardware	Assorted items for Shire Office on PO 11561	-\$53.85
EFT2780	20/12/2024	Kmart - Geraldton	Shire of Yalgoo Childrens Christmas Gifts on PO 11558	-\$1,903.75
EFT2781	20/12/2024	A.V.A. Asset Valuation Advisory	Asset Valuation	-\$13,970.00
EFT2782	20/12/2024	Kieran Thomas Payne	Cr Sitting Fees and Allowances for December 2024	-\$602.92
EFT2783	20/12/2024	Angus Troup Nichols	Cr Sitting Fees and Allowances for December 2024	-\$626.68
EFT2784	20/12/2024	Gail Trenfield	Cr Sitting Fees and Allowances for December 2024	-\$733.17
EFT2785	20/12/2024	Raul. Valenzuela	Cr Sitting Fees and Allowances for October/November 2024	-\$3,783.09
EFT2786	20/12/2024	Tamisha Hodder	Cr Sitting Fees and Allowances for December 2024	-\$527.67
EFT2787	20/12/2024	Stanley Willock	Cr Sitting Fees and Allowances for December 2024	-\$527.67

-\$1,142,154.78

30065 - Refuel Australia Allocation Details

EFT2751	16/12/2024			
		Job Description		Amount
		RAV4 STNSDN YEAR: 2022 (YA 805)		\$266.68
		3-AXLE SPV Cat Grader: 2016 (YA 860)		\$2,798.77
		Hino Table Top (YA 1000)		\$498.22
		Mitsub Pajaro Sports stnsdn (YA 0)		\$114.36
		TOYOTA FORTNR STNSDN YEAR: 2022 (YA 800)		\$455.65
		TOYOTA LCRUSR FIRETD YEAR: 2012 (YA 778)		\$180.55
		Toyota Costr Bus (YA 415)		\$59.48
		3-AXLE SPV Cat Grader: 2016 (YA 860)		\$1,092.09
		John Deere 620G Motor Grader YA 856		\$1,092.10
		KUBOTA TRACPL YEAR: 2009 (YA 486)		\$51.93
		2022 Toyota Hilux - Parks & Gardens 1GDR 633		\$222.73

Minutes – Ordinary Council Meeting – Friday 31st January 2025

Chq/EFT	Date	Name	Description	Amount
		HILUX TTOP YEAR: 2019 (YA 804)		\$256.51
		John Deere 620G Motor Grader YA 856		\$2,807.22
		RAV4 STNSDN YEAR: 2022 (YA 805)		\$38.00
		John Deere 620G Motor Grader YA 856		\$2,798.78
		Hino Table Top (YA 1000)		\$38.00
		KUBOTA TRACPL YEAR: 2009 (YA 486)		\$47.07
		KUBOTA TRACPL YEAR: 2009 (YA 486)		\$38.00
		GST Input (Asset)		\$1,285.63
				\$14,141.77
30839 - Bank of Bendigo Credit Card Allocation Details				
DD5492.1	14/12/2024			
		Job Description	Comments	Amount
		Paynes Find Iveco Daily	DoT Transaction	\$17.64
		Paynes Find Iveco Daily	DoT Transaction	\$18.64
		Yalgoo Iveco Daily	DoT Transaction	\$17.64
		Yalgoo Iveco Daily	DoT Transaction	\$18.64
		TOYOTA LCRUSR FIRETD YEAR: 2012 (YA 778)	DoT Transaction	\$28.27
		FIRETD LCRUSR TOYOTA YEAR: 2008 (YA 898)	DoT Transaction	\$28.27
		GST Input (Asset)	GST	\$195.31
		ADMIN - Courses Seminars & Conference	River Glen Chalets	\$702.41
		ADMIN - Subscriptions and Memberships	Microsoft Subscription	\$30.00
		ADMIN - Bank Charges	Zoom Transaction Fee	\$0.67
		ADMIN - Bank Charges	Bendigo Bank - Card Fee	\$4.00
		ADMIN - Computer Maintenance and Support	Adobe - Subscription x 3 Licenses	\$95.43
		STF HOUSE - Maintenance/Operations	Staff Housing - Airconditioners	\$310.75
		MEMBERS - Receptions & Refreshments.	Melbourne Cup Lunch	\$40.82
		MEMBERS - Other Expenses	Zoom Monthly Video Conferencing Subscription	\$20.35
		MEMBERS - Members Travel and Accommodation	River Glen Chalets	\$812.59
		MEMBERS - Conference Expenses.	ALGA Conference	\$113.64
		RATES - Other Expenses Relating To Rates	Postage	\$8.86
				\$2,463.93

13.2 INVESTMENT REPORT

Applicant:	Shire of Yalgoo
Date:	10 January 2025
Reporting Officer:	Charles Brown / Karren MacClure
Disclosure of Interest:	NIL
Attachments:	Investment Register

SUMMARY

That Council receive the investment report as at 31 December 2024.

COMMENT

Money held in the Municipal Fund of the Shire of Yalgoo that is not required for the time being may be invested under the Trustee Act 1962 Part III.

STATUTORY ENVIRONMENT

Local Government Act 1995.

6.14 Power To Invest.

Local Government (Financial Management) Regulations 1996

19 Investments, control procedures for

19C Investment of money, restrictions on (Act s6.14(2)(a))

Shire Delegated Authority

POLICY/FINANCIAL IMPLICATIONS

VOTING REQUIREMENT

Simple Majority

OFFICERS RECOMMENDATION

That Council Receive the Investment Report as at 31 December 2024.

COUNCIL RESOLUTION – C2025-01-05

Moved: Cr Stanley Willock Seconded: Cr Gail Trenfield

That Council Receive the Investment Report as at 31 December 2024.

CARRIED: 6/0

Motion Carried unopposed by: Cr Valenzuela, Cr Trenfield, Cr Hodder, Cr Payne, Cr Nichols & Cr Willock.

Minutes – Ordinary Council Meeting – Friday 31st January 2025

Monthly Investment Register

For the Period Ended: December 2024
Date of Compilation: 10/01/2025

Compliance
The Investments outlined below have been undertaken in accordance with Council Policy

Deposit Ref	Deposit Date	Institution	Term (Days)	Maturity Date	Invested Rate	Expected Interest	UP TO 31	32 - 60	61 - 90	91 - 120	121 +	Total
Municipal												
508324540	1/07/2023	National Bank	365	30/06/2024	1.30%	1,142	87,833					87,833
						1,142	0	0	0	0	87,833	87,833
Reserve		Term Deposits										
4910074	23/12/2024	Bendigo Bank	91	24/03/2025	4.80%	2,262	188,985					188,985
4910076	23/12/2024	Bendigo Bank	91	24/03/2025	4.80%	6,305	526,894					526,894
4910066	23/12/2024	Bendigo Bank	91	24/03/2025	4.80%	15,164	1,267,121					1,267,121
4910065	23/12/2024	Bendigo Bank	91	24/03/2025	4.80%	4,335	362,219					362,219
4910075	23/12/2024	Bendigo Bank	31	23/01/2025	4.20%	4,122	1,155,533					1,155,533
4910084	23/12/2024	Bendigo Bank	91	24/03/2025	4.80%	12,900	1,077,968					1,077,968
						45,088	0	0	4,578,721	0	0	4,578,721
		Total Funds Invested				46,229	0	0	4,578,721	0	87,833	4,666,554
Other Bank Accounts												
Account		Institute				Balance						
24-831-4222	Muni	National Bank				11.72						
171336274		Bendigo Bank				1,345,439.77						
171336282		Bendigo Bank				25,857.49						
		Total				1,371,308.98						

13.3 MONTHLY FINANCIAL STATEMENTS AS AT 31 DECEMBER 2024

Applicant:	Shire of Yalgoo
Date:	10 January 2025
Reporting Officer:	Charles Brown / Karren MacClure
Disclosure of Interest:	NIL
Attachments:	Page: 1-20 Statement of Financial Activity Page: 21-38 Detailed Schedules Page: 39-41 Variances at Sub Program Level Page: 42 Rates Levied

SUMMARY

The Statement of Financial Activity report for the month ended 31 December 2024 is presented to council in accordance with *Regulation 34 of the Local Government (Financial Management) regulations 1996*.

COMMENT

Income and Expenditure Variance Operating.

As at 31 December 2024, year to date revenue from operating activities is up by 3.2% against budget, with expenditure from operating activities down 21.51% against budget.

Further explanation of Variances at Sub Program Level can be seen in the attached and the detailed look at individual COA or Job numbers can also be seen.

STATUTORY ENVIRONMENT

Local Government Act 1995 - Section 6.4

Local Government (Financial Management) Regulations 1996 - Regulation 34

POLICY/FINANCIAL IMPLICATIONS

The adoption of the Statements of Financial Activity is retrospective. Accordingly, the financial implications associated with adopting this are nil.

VOTING REQUIREMENT

Simple Majority

RISK IMPLICATIONS

The Financial Activity report is presented monthly and provides a retrospective picture of the activities at the shire. Contained within the report is information pertaining to the financial cost and delivery of strategic initiatives and key projects.

To mitigate the risk of budget over-runs or non-delivery of projects, the Chief Executive Officer (CEO) has implemented internal control measures such as regular Council and Management reporting and a quarterly process to monitor financial performance against budget estimates.

Materiality reporting thresholds have been established by council of \$10,000 for budget operating and capital items to alert management prior to there being irreversible impacts.

Minutes – Ordinary Council Meeting – Friday 31st January 2025

It should be noted that there is an inherent level of risk of misrepresentation of the financials through either human error or potential fraud.

The establishment of control measures through a series of efficient systems, policies and procedures, which fall under the control of the CEO as laid out in the *Local Government (Financial Management) Regulations 1996 regulation 5*, seek to mitigate the possibility of this occurring.

These controls are set in place to provide daily, weekly and monthly checks to ensure that the integrity of the data provided is reasonably assured.

OFFICERS RECOMMENDATION

That Council receive the Statement of Financial Activity for the period ended 31 December 2024 in accordance with Regulation 34 of the Local Government (Financial Management) Regulations 1996.

COUNCIL RESOLUTION – C2025-01-06

Moved: Cr Kieran Payne

Seconded: Cr Angus Nichols

That Council receive the Statement of Financial Activity for the period ended 31 December 2024 in accordance with Regulation 34 of the Local Government (Financial Management) Regulations 1996.

CARRIED: 6/0

Motion Carried unopposed by: Cr Valenzuela, Cr Trenfield, Cr Hodder, Cr Payne, Cr Nichols & Cr Willock.

14 ADMINISTRATION REPORTS

14.1 General Report

Applicant:	Shire of Yalgoo
Date:	26/01/2025
Reporting Officer:	Ian Holland Chief Executive Officer
Disclosure of Interest:	NIL
Attachments:	NIL

SUMMARY

That Council consider the Chief Executive Officers general operation report.

COMMENT

Yalgoo Hotel Business Case

A valuation has been received for the Yalgoo Hotel and based on a financial assessment a business case will not be required. Pending the adoption of the budget review, a proposal to purchase the property will be presented along with operational models. Administration is developing an Expression of Interest which will require Council endorsement before publication.

Councillor Training

Finance for non-financial people – LG Professionals (February)

Bookings will be made for two nights in Perth for Councillors who are able to attend this Course.

A Digital Access and Inclusion conference is being hosted by Wet Tech Assemblage and the City of Stirling on Thursday the 20th of February 2025. The conference is supported by WALGA and interested Councillors are encouraged to attend.

Consultation on regulations for CEO KPIs and Public Registers

Submissions have been invited by the Department of Local Government on proposed regulations to publish CEO performance indicators and other public information registers. An explanatory paper and the draft regulations are available on the DLGSC website, to assist in preparing submissions. Administration has contacted the Hon Sabine Winton Minister for Prevention of Family and Domestic Violence requesting consideration of an exemption for residential properties. A number of questions have also been submitted to the Department in the form of a submission.

Objection to Lease over Jokers Tunnel - FIJV

Lawyers for FIJV have asked the Shire to withdraw its objection against Mining Lease M59/780. This correspondence is available to Councillors.

Paynes Find Bushfires

Multiple fires occurred in Paynes Find over the Christmas break. Tremendous support was received from DFES Regional Office over this period.

External CEO Movements December

24th January - RFDS political announcement Geraldton

STATUTORY ENVIRONMENT

Local Government Act 1995

POLICY/FINANCIAL IMPLCATIONS

NIL

VOTING REQUIREMENT

Simple Majority

OFFICERS RECOMMENDATION

That Council receive the Chief Executive Officers General Report.

COUNCIL RESOLUTION – C2025-01-07

Moved: Cr Stanley Willock Seconded: Cr Gail Trenfield

That Council receive the Chief Executive Officers General Report.

CARRIED: 6/0

Motion Carried unopposed by: Cr Valenzuela, Cr Trenfield, Cr Hodder, Cr Payne, Cr Nichols & Cr Willock.

14.2 Sale of CAT Prime Mover

Applicant:	Shire of Yalgoo
Date:	20/01/2025
Reporting Officer:	Chief Executive Officer Ian Holland
Disclosure of Interest:	NIL
Attachments:	NIL

SUMMARY

That Council consider an auction amount for the CAT Prime Mover

COMMENT

Cooling of the market has resulted in multiple auctions returning sub-par results. A final offer of \$50,000 has been received for the outgoing Prime Mover which is short of the \$70,000 reserve.

The vehicle has been through 4 auctions and it is unlikely that the market will return to the initial high values received last year due with the resumed importation of new vehicles.

It is suggested that Council accept the \$50,000 offer received at public auction.

POLICY/FINANCIAL IMPLCATIONS

NIL

VOTING REQUIREMENT

Simple Majority

OFFICERS RECOMMENDATION

That Council accept the sale of the CAT Primer Mover for \$50,000 being the highest bid at public auction.

COUNCIL RESOLUTION – C2025-01-8

Moved: Cr Angus Nichols Seconded: Cr Tamisha Hodder

That Council accept the sale of the CAT Prime Mover for \$50,000 being the highest bid at public auction.

CARRIED: 6/0

Motion Carried unopposed by: Cr Valenzuela, Cr Trenfield, Cr Hodder, Cr Payne, Cr Nichols & Cr Willock.

14.3 Local Government Elections 2025

Applicant:	Shire of Yalgoo	
Date:	20/01/2025	
Reporting Officer:	Chief Executive Officer Ian Holland	
Disclosure of Interest:	NIL	
Attachments:	Page:1-3	Estimate Election Process

SUMMARY

That Council consider engaging the Electoral Commission to conduct the 2025 Ordinary Election for the Shire of Yalgoo.

COMMENT

As in previous years a cost estimate has been received from the Western Australian Electoral Commission (WAEC). An estimate of \$10,000 (ex GST) has been received which is the same as the 2024 extraordinary election.

At this stage a local government is required to confirm the cost estimate and advise the WAEC in writing of the intention to engage them to manage an election. Further correspondence will then be received to officially appoint the Electoral Commissioner.

POLICY/FINANCIAL IMPLCATIONS

Inclusion into the 2025/26 Annual Budget.

VOTING REQUIREMENT

Simple Majority

OFFICERS RECOMMENDATION

That Council confirms the cost estimate for the Western Australian Electoral Commission to conduct the 2025 Shire of Yalgoo Ordinary Election.

COUNCIL RESOLUTION – C2025-01-09

Moved: Cr Stanley Willock Seconded: Cr Tamisha Hodder

That Council confirms the cost estimate for the Western Australian Electoral Commission to conduct the 2025 Shire of Yalgoo Ordinary Election.

CARRIED: 6/0

Motion Carried unopposed by: Cr Valenzuela, Cr Trenfield, Cr Hodder, Cr Payne, Cr Nichols & Cr Willock.

14.4 Removal of Grid on Yalgoo-Ninghan Road

Applicant:	Shire of Yalgoo
Date:	20/01/2025
Reporting Officer:	Chief Executive Officer Ian Holland
Disclosure of Interest:	NIL
Attachments:	NIL

SUMMARY

That Council approves the removal of a stock grid on Yalgoo-Ninghan Road.

COMMENT

Since late last year a grid on the boundary of Thundelarra and Warriendar Stations has required repairs multiple times. Heavy vehicles continue to rip loose and deform the railway steel on the grid.

This grid does not support a fence line and sits within a State Park that manages no stock. While the grid has historical significance there are numerous other functioning examples on the same road and within the local government area.

It is suggested that the grid be removed and replaced with a drainage culvert as part of general maintenance. Most steel sections will be kept as they may be usable in other locations. It is not suggested that any consultation be undertaken with the Department of Biodiversity, Conservation and Attractions.



POLICY/FINANCIAL IMPLCATIONS

NIL

VOTING REQUIREMENT

Simple Majority

OFFICERS RECOMMENDATION

That Council approve the removal of a stock grid at SLK 61.73 on the Yalgoo-Ningham Road

COUNCIL RESOLUTION – C2025-01-10

Moved: Cr Stanley Willock Seconded: Cr Kieran Payne

That Council approve the removal of a stock grid at SLK 61.73 on the Yalgoo Ningham Road.

CARRIED: 6/0

Motion Carried unopposed by: Cr Valenzuela, Cr Trenfield, Cr Hodder, Cr Payne, Cr Nichols & Cr Willock.

14.5 Party to Native Title Application

Applicant:	Shire of Yalgoo
Date:	20/01/2025
Reporting Officer:	Chief Executive Officer Ian Holland
Disclosure of Interest:	NIL
Attachments:	Page: 5-7 Notification of Application WAD258/2024

SUMMARY

That Council considers a Native Title application registered over part of the local government area.

COMMENT

The Native Title Registrar has accepted application WAD258/2024 for registration. A description of the area is provided in the attached notice.

Native Title claim proceedings normally involve the following stages: registration, connection material and determination (contested or by consent).

Land where native title has not been extinguished, potentially including land administered by local governments, will be directly impacted by the outcome of a native title claim, as any native title rights and interests deemed to exist will co-exist with any pre-existing interests. Administration is not aware of any current or past assets in the determination area.

It should be noted that as part of a determination of a native title claim local governments may also choose to negotiate Indigenous Land Use Agreements with the native title holders to address issues such as compensation and land use post determination.

Based on the location of the claim and legal fees for existing applications Administration does not propose submitting a Notice of Intention to become a Party. Administration will consult further with other involved local governments and further advice may be provided closer to the date required for filing being 12th May 2025.

POLICY/FINANCIAL IMPLCATIONS

NIL

VOTING REQUIREMENT

Simple Majority

OFFICERS RECOMMENDATION

That Council note application WAD258/2024 for Native Title within a portion of the Shire of Yalgoo.

COUNCIL RESOLUTION – C2025-01-11

Moved: Cr Angus Nichols Seconded: Cr Kieran Payne

That Council note application WAD258/2024 for Native Title within a portion of the Shire of Yalgoo.

CARRIED: 3/3

Motion Carried by: Cr Trenfield, Cr Payne, Cr Nichols.

Opposed by Cr Willock, Cr Hodder & Cr Valenzuela

14.6 New Policy - Agenda Briefings

Applicant:	Shire of Yalgoo
Date:	20/01/2025
Reporting Officer:	Chief Executive Officer Ian Holland
Disclosure of Interest:	NIL
Attachments:	Page: 8-9 Policy – Agenda Briefings

SUMMARY

That Council consider the following policy on Agenda Briefing Meetings and Forums.

COMMENT

It is important to note that Agenda Briefing Sessions are not occasions for debate and should be seen as fact-finding opportunities. All questions should go through the Chair and no free flowing discussion or debate between Councillors is permitted.

The attached new policy is provided for Council Consideration.

POLICY/FINANCIAL IMPLCATIONS

New Policy

VOTING REQUIREMENT

Simple Majority

OFFICERS RECOMMENDATION

That Council adopt the as presented Policy on Agenda Briefings.

COUNCIL RESOLUTION – C2025-01-12

Moved: Cr Stanley Willock Seconded: Cr Kieran Payne

That Council adopt the as presented Policy on Agenda Briefing.

CARRIED: 6/0

Motion Carried unopposed by: Cr Valenzuela, Cr Gail Trenfield, Cr Hodder, Cr Payne, Cr Nichols & Cr Willock.

14.7 New Policy – Affixing of Common Seal

Applicant:	Shire of Yalgoo
Date:	20/01/2025
Reporting Officer:	Chief Executive Officer Ian Holland
Disclosure of Interest:	NIL
Attachments:	Page: 10 Policy – Affixing of Common Seal

SUMMARY

Council does not currently have a policy relating to the execution of documents and affixing of the Common Seal, a new policy has been developed and is presented to council for review/adoption.

COMMENT

The Shire of Yalgoo is required to comply with The Local Government Act 1995, sections 9.49A (execution of documents) and 9.49 (documents, how authenticated). These sections detail the requirements for documents to be duly executed by a local government including the use of Common Seal.

Under the Act, for a document to be considered duly executed, the document must be executed in one of the following ways:

1. By affixing the Common Seal of the Shire in the presence of the Shire President and Chief Executive Officer [s9.49A(3) of the act]; or
2. Without affixing the Common Seal, by the Chief Executive Officer, another employee or agent of the Shire who has been authorized by resolution of Council to sign documents on behalf of the Shire [s9.49A(4) of the Act].

There is currently no policy giving guidance to officers to ensure the consistent and correct execution of documents/agreements and use of the Common Seal.

POLICY/FINANCIAL IMPLICATIONS

The introduction of this new policy gives clear direction regarding the execution of documents and use of Shire of Yalgoo Common Seal.

The implications of officers not executing documents correctly could have detrimental legal and financial implications to the Shire.

VOTING REQUIREMENT

Simple Majority

OFFICERS RECOMMENDATION

That Council adopt the attached new policy EXECUTION OF DOCUMENTS AND AFFIXING OF COMMON SEAL, to be inserted into the current Policy Manual.

COUNCIL RESOLUTION – C2025-01-13

Moved: Cr Stanley Willock Seconded: Cr Angus Nichols

That Council adopt the new policy EXECUTION OF DOCUMENTS AND AFFIXING OF COMMON SEAL, to be inserted into the current Policy Manual.

CARRIED: 6/0

Motion Carried unopposed by: Cr Valenzuela, Cr Trenfield, Cr Hodder, Cr Payne, Cr Nichols & Cr Willock.

14.8 Policy – Recording of Council Meetings

Applicant:	Shire of Yalgoo
Date:	17/01/2025
Reporting Officer:	Chief Executive Officer Ian Holland
Disclosure of Interest:	NIL
Attachments:	Page: 12-18 Policy – Recording of Council Meetings Explanatory Paper – Recording of Council Meetings

SUMMARY

That Council adopt the new Policy ‘Recording of Council Meetings’ in line with legislative changes requiring the recording of Council Meetings from the 1st January 2025.

COMMENT

Major reforms to the Local Government Act 1995 are being delivered through:
1st Tranche – Local Government Amendment Act 2023: and
2nd Tranche – Local Government Amendment Act 2024

These changes have differing start dates and officers are currently working through those affecting Shire of Yalgoo as a class 4 Local Government.

One change introduced through the 1st Tranche and taking effect from 1st January 2025 is the requirement to audio record council meetings and make those recordings publicly available.

The attached policy sets a framework for the Shire of Yalgoo to work within to ensure compliance and the attached explanatory paper gives further detail on the legislative requirements relating to this topic (available on the Department of Local Governments website).

Overview of changes:

- Commencement – 1st January 2025
- Audio recording of all Ordinary Council Meetings, Special Council Meetings and AGMs required:
- To be made available to the public on the website within 14 days (open proceedings)
- Audio recording of closed meetings will not be made available to the public, however the recordings are to be retained by the Local Government for 5 years.
- All recordings retained for a period of 5 years

POLICY/FINANCIAL IMPLICATIONS

NIL

VOTING REQUIREMENT

Simple Majority

OFFICERS RECOMMENDATION

That Council adopt the attached policy RECORDING OF COUNCIL MEETINGS, to be inserted into the Policy Manual.

COUNCIL RESOLUTION – C2025-01-14

Moved: Cr Kieran Payne Seconded: Cr Gail Trenfield

That Council adopt the attached policy RECORDING OF COUNCIL MEETINGS, to be inserted into the Policy Manual.

CARRIED: 5/1

Motion Carried by: Cr Valenzuela, Cr Trenfield, Cr Hodder, Cr Payne, Cr Nichols.

Motion Opposed by Cr Willock.

14.9 New Policy – Related Party Disclosures

Applicant:	Shire of Yalgoo
Date:	20/01/2025
Reporting Officer:	Deputy CEO K MacClure/CEO I Holland
Disclosure of Interest:	NIL
Attachments:	Page: 20-26 Policy – Related Party Disclosures

SUMMARY

In response to a significant audit finding whereby it was found that Council does not have a policy for Related Party Disclosures, we now present for Council's consideration and adoption, a new Related Party Disclosures Policy.

COMMENT

The Local Government (Financial Management) Regulations 1996, require all local governments to comply with the Australian Accounting Standards (AAS).

One such Accounting Standard that we are required to adhere to is AASB124 Related Party Disclosures. The objective of AASB124 is to ensure that an entity's financial statements contain disclosures necessary to draw attention to the possibility its financial position and profit and loss may have been affected by the existence of related parties and by transactions and outstanding balances with such parties. Disclosures including related party relationships, transactions and outstanding balances are to be recorded in the Shires Annual Financial Statements.

This new policy explains the application of AASB 124 Related Party Disclosures on the Shire of Yalgoo and outlines the requirement mechanisms to meet the disclosure requirements including who is required to make a Related Party Disclosure, what is required to be disclosed and the process to facilitate this.

Significant Audit Finding

A significant finding by the external auditors for the Financial Year 2019 (and carried forward for 2020 and 2021 audit findings) is that *"There is no documented Related Party Policy"*. The Audit recommendation was for the Shire to develop and implement a Related Party Policy. In response to this finding a policy has now been developed.

POLICY/FINANCIAL IMPLICATIONS

The objective of AASB124 is to ensure that an entity's financial statements contain disclosures necessary to draw attention to the possibility its financial position and profit/loss may have been affected by the existence of related parties and by transactions and outstanding balances with such parties. Without a policy to guide these requirements there is a possibility of the Annual Financial Reports containing incorrect related party information.

VOTING REQUIREMENT

Simple Majority

OFFICERS RECOMMENDATION

That Council adopt the attached new policy RELATED PARTY DISCLOSURES, to be inserted into the current Policy Manual.

COUNCIL RESOLUTION – C2025-01-15

Moved: Cr Stanley Willock Seconded: Cr Kieran Payne

That Council adopt the attached new policy RELATED PARTY DISCLOSURES, to be inserted into the current Policy Manual.

CARRIED: 6/0

Motion Carried unopposed by: Cr Valenzuela, Cr Trenfield, Cr Hodder, Cr Payne, Cr Nichols & Cr Willock.

14.10 Policy Manual V6 Full Review

Applicant:	Shire of Yalgoo	
Date:	20/01/2025	
Reporting Officer:	CEO I Holland	
Disclosure of Interest:	NIL	
Attachments:	Page: 27-241	Policy Manual V6

SUMMARY

The last full review of the Policy Manual adopted by council was in April 2020, as such a number of policies are overdue for review, a point that has been referenced in the auditors findings. We therefore present for Councils review and adoption the complete Organisational Policy Manual (version 6).

COMMENT

Section 2.7 (2)(b) of the *Local Government Act 1995* prescribes that a primary function of the Council is determining the local government's policies.

The last full review and adoption of the Policy Manual by council was April 2020 OCM. Changes to policies, and introduction of new policies have occurred since this date, and form part of the current Policy Manual attached. As many of the policies have not been formally reviewed/approved since 2020 it is timely for Council to undertake a general review of all current policies.

For ease of reference a summary of the changes proposed and included in the attached document are below. Further it should be noted that all new policies are being presented under separate agenda items for councils consideration and therefore not included in this review document.

Summary of Changes made to Policy Manual V6 attached:

Policy 1.6 Council Representation in External Organisations & Committees – table of delegates updated

Policy 1.10 Organisational Risk Management – audit finding 2022 – found that ISO 31000:2019 was incorrectly quoted in the policy. This has been updated to show ISO 3100: 2018 Risk Management Guidelines, which is the correct title. (audit issue resolved)

FREQUENCY OF POLICY REVIEW

Currently the policy Manual states that the policy manual should be reviewed at least once a year. This frequency is not achievable and not common practice in other councils, however as this is the current direction in the policy manual, this is how we are assessed by the auditors.

Changes have been made in the attached version to allow for each policy to be given a Review Frequency of up to 4 years. The sections changed are found on page 7 of the Manual titled **New Policies** and **Review Frequency of Policies**. In addition, each policy now has a *Review Frequency* inserted as clear guidance.

Current Wording (Policy Manual V5 2024)

Minutes – Ordinary Council Meeting – Friday 31st January 2025

New Policies

Council may make new policies at any time. However, unless specifically resolved that the authority is to be included in the Policy Manual, the direction to act is for a specific matter, and is not a general or on-going direction. They must ensure that new or updated policies are also updated in the appropriate Management guidelines and manuals as appropriate (refer to the diagram on the following page)

Review of Policies

There is no required timetable for the review of policy, however, it is suggested that it should be done regularly to ensure that policies are relevant, current and understood. It is a requirement of the Local Government Act s.5.18 and s.5.46 (1) that all delegations made under the authority of that Act, be reviewed at least once in each financial year. To maintain the Policy Manual up to date, it should be reviewed at least once a year, and a report made to Council on matters needing amendment or inclusion.

New Wording (Policy Manual V6 2025):

New Policies

Council may make new policies at any time by council resolution. The resolution should include a direction to include the said policy in the Policy Manual.

NB: New or updated policies are also to be updated in any appropriate Management guidelines and manuals as appropriate (refer to the diagram on the following page)

Review Frequency of Policies

Policies are to be reviewed based on the Review Frequency applied to each policy (between 1 and 4 years) and the reviewed policy is to be approved by council resolution. If a Review Frequency has not been stated then a period of 4 years will apply.

When deciding on a Review Frequency for a policy the following should be considered:

- any statutory requirements impacting review timeframes
- potential risks:
 - Financial
 - Health & Safety
 - Reputational
 - Compliance
- Is change likely to occur often

Policies can be reviewed/updated at any time before the stated Review Frequency date if changes are required.

POLICIES TO BE REVOKED

On review there are 2 Policies that are no longer relevant to be retained as policies and we are therefore requesting that they be revoked.

- 1.4 Council Chambers Usage (and Citizenship Dress Code)
- 3.7 Press Releases

Update on Audit Findings relating to Policies

Audit concerns regarding policies were raised as a Significant Audit Finding in 2019, 2020 & 2021 financial year audits. It is pleasing to report to council that all items raised have now been actioned by management. A summary of the findings is below for your reference:

Extract from Audit Report:

8. Out of date council policy manual

Status 2021

Finding:

Whilst completing our testing, we identified instances where the Council Policy Manual does not reflect current practices and is potentially out of date.

- Code of Conduct for Elected Members not in place (fixed - Policy 1.1)
- Investment Policy not located in Policy Manual (fixed – Policy 7.11)
- No Related Party Policy (fixed – policy in January 25 OCM Agenda for adoption)
- Policy 7.2 Purchasing missing Walga eQuotes & tender limit wrong (fixed)
- **Numerous policies in the manual state either out of date or further work required (fixed – January25 OCM agenda - Full Policy Manual v6 for review/adoption)**

POLICY/FINANCIAL IMPLICATIONS

Section 2.7 (2)(b) of the *Local Government Act 1995* prescribes that a primary function of the Council is determining the local government's policies.

VOTING REQUIREMENT

Simple Majority

OFFICERS RECOMMENDATION

That Council:

1. Adopt the reviewed Organisational Policy Manual V6 as attached.
2. Revoke Policy 1.4 Council Chambers Usage (and Citizenship Dress Code) and remove from the current Policy Manual; and
3. Revoke Policy 3.7 *Press Releases* and remove from the current Policy Manual.

COUNCIL RESOLUTION – C2025-01-16

Moved: Cr Kieran Payne

Seconded: Cr Angus Nichols

That Council:

1. Adopt the reviewed Organisational Policy Manual V6 as attached.
2. Revoke Policy 1.4 Council Chambers Usage (and Citizenship Dress Code) and remove from the current Policy Manual; and
3. Revoke Policy 3.7 *Press Releases* and remove from the current Policy Manual.

CARRIED: 6/0

Motion Carried unopposed by: Cr Valenzuela, Cr Trenfield, Cr Hodder, Cr Payne, Cr Nichols & Cr Willock.

Minutes – Ordinary Council Meeting – Friday 31st January 2025

Items 14.11 to 14.14 were presented en bloc

Moved: Cr Kieran Payne

Seconded: Cr Angus Nichols

CARRIED: 6/0

14.11 Sundry Debtor #20062 – Write Off

Applicant:	Shire of Yalgoo
Date:	10 January 2024
Reporting Officer:	H St. George Cooper – Corporate Services
Disclosure of Interest:	NIL
Attachments:	NIL

SUMMARY

That Council consider the write off for Sundry Debtor #20062 totalling \$186.00

COMMENT

Two invoices were raised, one 26 May 2021 – accommodation at the Caravan Park, for \$26.00, the other on 24 November 2021 – also for accommodation at the Caravan Park for \$160.00, being for visiting personnel from State Government departments.

However, on investigation it has been found that the invoices were paid but not correctly allocated to the Sundry Debtors' invoices.

STATUTORY ENVIRONMENT

Local Government Act 1995

POLICY / FINANCIAL IMPLICATIONS

This will not have a significant impact on projected 2024 – 2025 income.

VOTING REQUIREMENTS

Absolute Majority

OFFICERS RECOMMENDATION

That Council write off the outstanding debt of \$186.00 for debtor #20062.

COUNCIL RESOLUTION – C2025-01-17

Moved: Cr Stanley Willock

Seconded: Cr Angus Nichols

That Council write off the outstanding debt of \$186.00 for debtor #20062.

CARRIED: 6/0

Minutes – Ordinary Council Meeting – Friday 31st January 2025

14.12 Sundry Debtor #20072 – Write Off

Applicant:	Shire of Yalgoo
Date:	10 January 2024
Reporting Officer:	H St. George Cooper – Corporate Services
Disclosure of Interest:	NIL
Attachments:	NIL

SUMMARY

That Council consider the write off for Sundry Debtor #20072 totalling \$185.00

COMMENT

An invoice was raised on 30 June 2020 for a Food Business License Application.

However, on investigation it has been found that the invoice was paid but not correctly allocated to the Sundry Debtors' invoices.

STATUTORY ENVIRONMENT

Local Government Act 1995

POLICY / FINANCIAL IMPLICATIONS

This will not have a significant impact on projected 2024 – 2025 income.

VOTING REQUIREMENTS

Absolute Majority

OFFICERS RECOMMENDATION

That Council write off the outstanding debt of \$185.00 for debtor #20072.

COUNCIL RESOLUTION – C2025-01-17

Moved: Cr Stanley Willock Seconded: Cr Angus Nichols

That Council write off the outstanding debt of \$185.00 for debtor #20072.

CARRIED: 6/0

14.13 Sundry Debtor #20112 – Write Off

Applicant:	Shire of Yalgoo
Date:	10 January 2024
Reporting Officer:	H St. George Cooper – Corporate Services
Disclosure of Interest:	NIL
Attachments:	NIL

SUMMARY

That Council consider the write off for Sundry Debtor #20112 totalling \$160.00

COMMENT

An invoice was raised on 06 May 2021, for a payment received for accommodation of two units for 18 May 2021 at the Shire of Yalgoo's Caravan Park.

However, on investigation it was an invoice raised instead of a receipt for a payment made in advance.

STATUTORY ENVIRONMENT

Local Government Act 1995

POLICY / FINANCIAL IMPLICATIONS

This will not have a significant impact on projected 2024 – 2025 income.

VOTING REQUIREMENTS

Absolute Majority

OFFICERS RECOMMENDATION

That Council write off the outstanding debt of \$160 for debtor #20112.

COUNCIL RESOLUTION – C2025-01-17

Moved: Cr Stanley Willock Seconded: Cr Angus Nichols

That Council write off the outstanding debt of \$160.00 for debtor #20112.

CARRIED: 6/0

Minutes – Ordinary Council Meeting – Friday 31st January 2025

14.14 Sundry Debtor #20132 – Write Off

Applicant:	Shire of Yalgoo
Date:	10 January 2024
Reporting Officer:	H St. George Cooper – Corporate Services
Disclosure of Interest:	NIL
Attachments:	NIL

SUMMARY

That Council consider the write off for Sundry Debtor #20132 totalling \$185.00

COMMENT

An invoice was raised on 30 June 2020, for a Food Business License Application.

However, on investigation it has been found that the invoice was paid but not correctly allocated to the Sundry Debtors' invoice.

STATUTORY ENVIRONMENT

Local Government Act 1995

POLICY / FINANCIAL IMPLICATIONS

This will not have a significant impact on projected 2024 – 2025 income.

VOTING REQUIREMENTS

Absolute Majority

OFFICERS RECOMMENDATION

That Council write off the outstanding debt of \$185.00 for debtor #20132.

COUNCIL RESOLUTION – C2025-01-17

Moved: Cr Stanley Willock Seconded: Cr Angus Nichols

That Council write off the outstanding debt of \$185.00 for debtor #20132.

CARRIED: 6/0

Motion Carried unopposed by: Cr Valenzuela, Cr Trenfield, Cr Hodder, Cr Payne, Cr Nichols & Cr Willock.

12.14pm Cr Nichols left the meeting.

12.15am Cr Nichols returned to the meeting.

15 NOTICE OF MOTIONS

NIL

16 URGENT BUSINESS

NIL

17 MATTERS FOR WHICH THE MEETING MAY BE CLOSED TO THE PUBLIC

COUNCIL RESOLUTION – C2025-01-18

Moved: Cr Stanley Willock Seconded: Cr Tamisha Hodder

That Council move behind closed doors to discuss the items in section 17 as they have been identified as relating to s5.23(2) Subsection/s (a).

CARRIED: 6/0

Motion Carried unopposed by: Cr Valenzuela, Cr Trenfield, Cr Hodder, Cr Payne, Cr Nichols & Cr Willock.

17.1 Confidential Item – DFES EPAR

Applicant:	Shire of Yalgoo
Date:	28/01/2025
Reporting Officer:	Ian Holland Chief Executive Officer
Disclosure of Interest:	NIL
Attachments:	Non approval of Cost Estimate for Essential Public Asset Reconstruction Works under the Disaster Recovery Funding Arrangements Western Australia (DRFAWA) for AGRN1021 – Flooding Midwest and Gascoyne (26 March – 3 April 2022). Non approval of Cost Estimate for Essential Public Asset Reconstruction Works under the Disaster Recovery Funding Arrangements Western Australia (DRFAWA) for AGRN962 – Storm, Heavy Rain and Associated Flooding in the Mid-West and Southwest Land Division (1-5 March 2021). Civic Legal – Advice in Review of Decision by Department of Fire and Emergency Services AGRN962 & AGRN1021 Timeline Additional DFES Correspondence Letter from the Minister for Emergency Services Draft Press Release

COUNCIL RESOLUTION – C2025-01-19

Moved: Cr Stanley Willock

Seconded: Cr Angus Nichols

That Council:

1. Confidentially considers the legal advice provided by Civic Legal;
2. Support the development of a submission to the Parliamentary Commissioner for Administrative Investigations;
3. Considers budget cuts and the use of reserve funds in conjunction with the Shires Mid-Year Budget Review as the preferred method of cost recovery, over loan funds;
4. Provides the attached legal advice to other Local Governments seeking interest in cost sharing or a class action against Department of Fire and Emergency Services: and
5. Endorses a final press release and authorizes the Shire President and Chief Executive Officer to discuss the claims process and Council's intentions publicly.

CARRIED: 5/1

Motion Carried by: Cr Valenzuela, Cr Hodder, Cr Payne, Cr Nichols & Cr Willock.

Motion Opposed By Cr Trenfield.

COUNCIL RESOLUTION – C2025-01-20

Moved Cr Angus Nichols

Seconded: Cr Stanley Willock

That Council move out from behind closed doors.

CARRIED: 6/0

Motion Carried unopposed by: Cr Valenzuela, Cr Trenfield, Cr Hodder, Cr Payne, Cr Nichols & Cr Willock.

18 NEXT MEETING

Subject to Councillors approval, the next Ordinary Meeting of Council is due to be held in the Council Chambers, Gibbons Street Yalgoo on Friday 28th February 2025 commencing at 10.30 am.

19 MEETING CLOSURE

There being no further business the Shire President declared the Ordinary meeting closed at 12.31 pm.



WESTERN AUSTRALIAN
Electoral Commission

Mr Ian Holland
Chief Executive Officer
Shire of Yalgoo
PO Box 40
YALGOO WA 6635

Dear Mr Holland,

Cost Estimate Letter: 2025 Local Government Ordinary Election

As you are aware, the next local government ordinary election will be held on 18 October 2025. This letter is your Cost Estimate for the Western Australian Electoral Commission to conduct your election, should you proceed with making a declaration under the *Local Government Act 1995* for us to do so.

Cost Estimate

The Commission has estimated the cost to conduct your Council's election in 2025 as a postal election at approximately \$10,000 (ex GST).

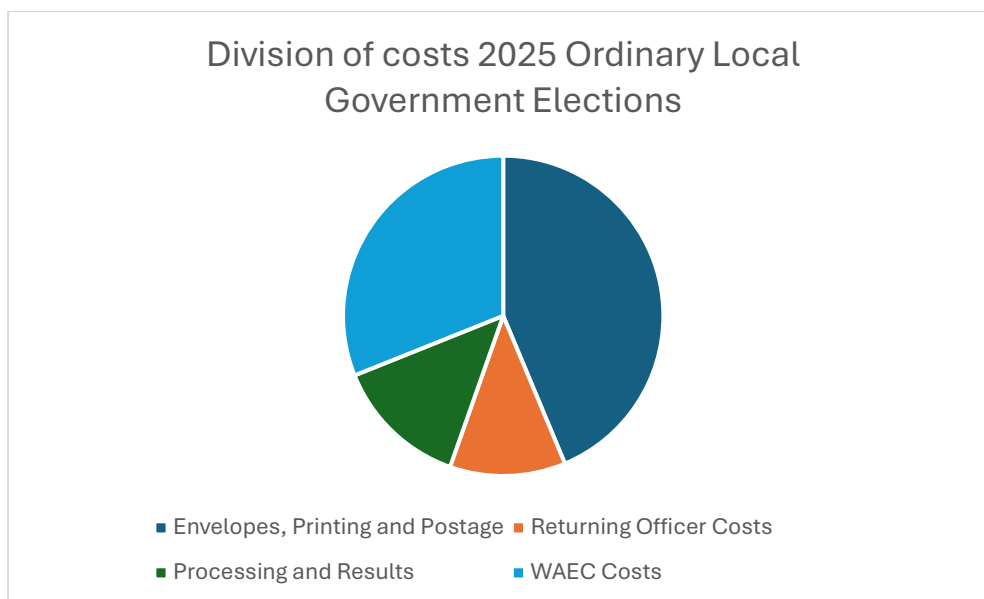
This cost has been based on the following assumptions:

- The method of election will be postal;
- 2 Councillor(s) vacancies;
- 100 electors;
- response rate of approximately 65%
- appointment of a local Returning Officer; and
- count to be conducted at your office using CountWA.

If any of these assumptions are not correct, please contact us and we can provide a new cost estimate.

Cost Methodology

To provide your estimate, the Commission has estimated the costs of all aspects of the election, from supply of materials to staffing costs. For the 2025 Local Government elections, we have applied the following apportionment across the State:



For individual local Governments the exact apportionment of costs may differ slightly from the above, as the cost categories are determined by applying the following variables:

- Envelopes, Printing and Postage, and WAEC Costs are determined by the number of electors in your Local Government;
- Processing and Results is determined by the expected response rate for your election; and
- Returning Officer Costs are determined by the complexity of the election for the Returning Officer; we classify Local Governments into bands depending on a number of factors including number of Wards, number of vacancies and the number of candidates, and then we pay our Returning Officers a rate which reflects this band.

Estimated Cost of 2025 Local Government Elections

The Commission estimates that the total cost of conducting the Local Government Elections across Western Australia in 2025 will increase by \$1.3 million, compared to 2023. The key drivers for this cost increase are as follows:

- a 45% cost increase from Australia Post, comprising of a 25% increase which came into effect in March 2024, and an additional 20% proposed increase currently being considered by the Australian Competition and Consumer Commission, which if approved will take effect in July 2025; and
- a 9% increase in the salaries paid to Returning Officers as required by the Public Sector CSA Agreement 2024.

Variations to the final costs for your Council

In accordance with the *Local Government (Elections) Regulations 1997*, the Commission conducts elections on the basis of full accrual cost recovery. This means that should the actual costs incurred to conduct the election be less or greater than what we have estimated, the final cost may differ from the cost estimate you have been provided.

Whilst we aim to keep additional costs at a minimum wherever possible, the following are examples of where cost increases may arise:

- If a Returning Officer is selected that is not local to your area;
- If you elect for Australia Post Priority Service for the lodgement of your election package;
- If casual staff are required for the issuing of Replacement Election Packages;
- If casual staff are required to assist the Returning Officer on election day or night; or
- Unanticipated cost increases from our suppliers.

We will endeavour to keep you informed of any unanticipated cost increases as they are incurred during the election.

Service Commitment

The Commission is committed to conducting elections impartially, effectively, efficiently and professionally. Following each election event, we review our performance and identify ways to improve our service delivery.

The Commission acknowledges that during the 2023 Local Government Ordinary Elections, the results for many Local Governments were delayed. Since this time we have improved our Count Processes, and as demonstrated through extraordinary elections conducted in 2024, we are now able to finalise our results more quickly whilst still retaining accuracy and integrity.

If you have any suggestions for improvements we can make to deliver your election, your feedback is welcome at all times.

Next Steps

Should you wish to accept this cost estimate and proceed with the Electoral Commission undertaking this election, there are specific steps that must be taken under the *Local Government Act 1995*. These steps are summarised in the attached flow chart (Attachment A).

As outlined in the flow chart, if you accept this Cost Estimate then please advise of us this in writing, so that we can issue a Written Agreement letter. Both the Cost Estimate letter, and the Written Agreement letter then need to be taken to Council for a decision.

If you have any queries, please contact lgelections@waec.wa.gov.au .

Yours sincerely,



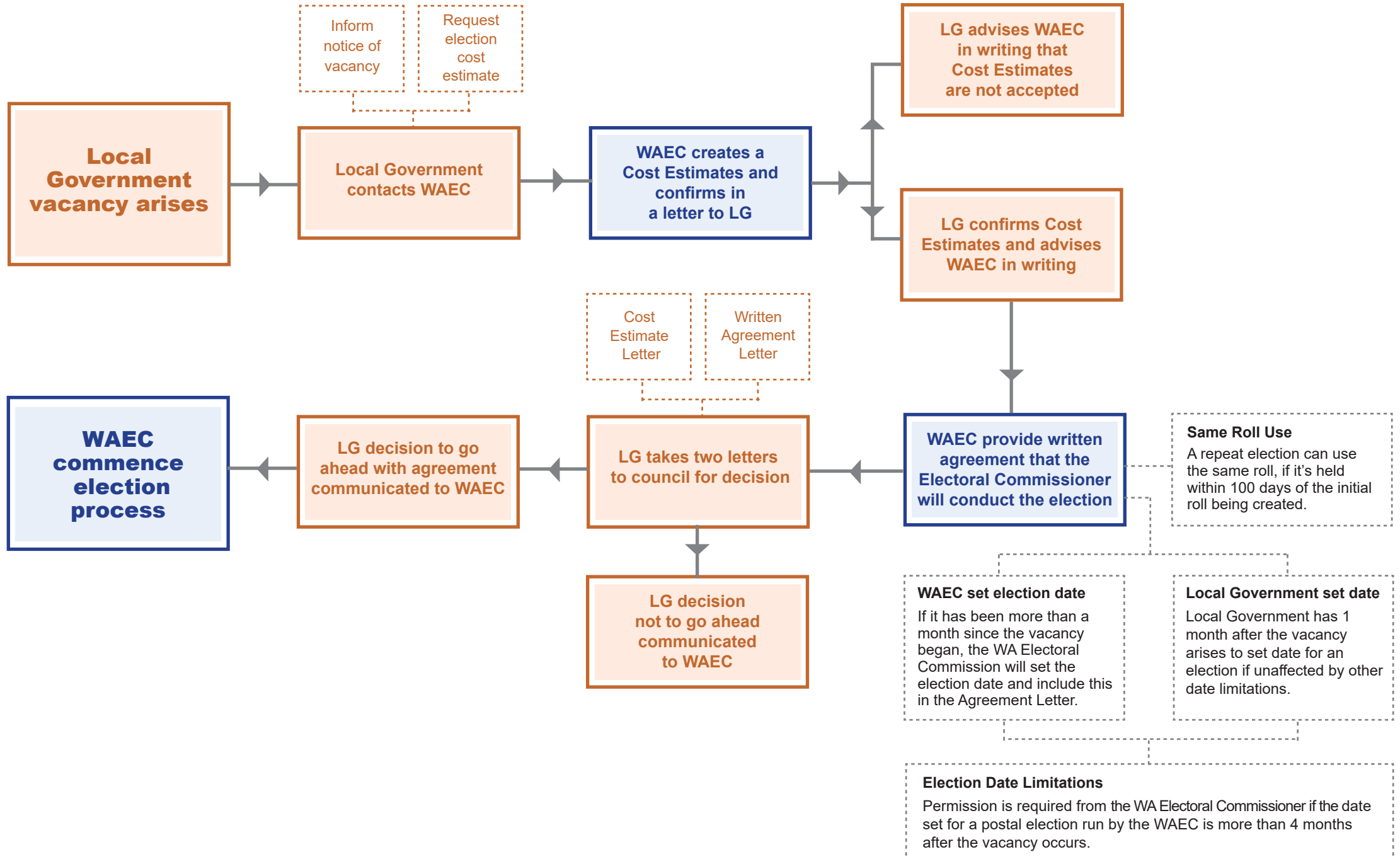
Robert Kennedy
ELECTORAL COMMISSIONER

12 December 2024

Local Government Extraordinary Election Process

General Attachments - Ordinary Council Meeting - Friday 31 January 2025

4





Reference: WC2024/005

22 January 2025

Ian Holland
Chief Executive Officer
Shire of Yalgoo
37 Gibbons Street
Yalgoo WA 6635

By email: ceo@yalgoo.wa.gov.au

Dear Mr Holland

WAD258/2024 Ashley Bell & Ors on behalf of Badimia Barna Native Title Claim Group and State of Western Australia (WC2024/005)

On 12 September 2024, the above native title determination application was filed in the Federal Court of Australia (the Federal Court).

The *Native Title Act 1993* (Cth) (the Act) requires the Federal Court to give the application to the Native Title Registrar (the Registrar) to consider for registration. On 14 November 2024, the Registrar decided to accept the application for registration. This means that details of the application were entered on the Register of Native Title Claims. The native title claimants can now exercise certain rights under the Act, including the right to negotiate about certain proposed acts in the area covered by the application.

Once the registration decision is made, the Registrar is required to notify certain people and organisations of the details of the application. Under s 66(3)(a) of the Act, those people and organisations include:

- any proprietary interest holders in the area covered by the application;
- any registered native title claimants and registered native title bodies corporate in the area covered by the application;
- any relevant representative Aboriginal and Torres Strait Islander bodies;
- the Commonwealth Minister;
- any relevant local government authorities; and

- any person whose interests may be affected by a determination in relation to the application.

Shire of Yalgoo has been identified as a local government authority in the area covered by the above application.

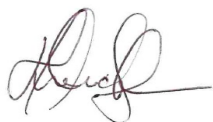
A copy of the public notice is enclosed to provide you with the details of the application. The notice also indicates that under the Act, there can be only one determination of native title for a particular area. If a person with native title rights and interests does not become a party to the application, there may be no other opportunity for the Federal Court, in making its determination, to take into account those native title rights and interests in relation to the area concerned.

The Act requires that the application be notified for a period of three months. The notification day for this application is **12 February 2025**.

If you wish to become a respondent party to this application, you must file a Form 5 (Notice of Intention to become a Party) with the Federal Court **on or before 12 May 2025**, being three months from the notification day. After this date, you will need to seek leave from the Federal Court to become a party. For information regarding how to file a Form 5, please visit the Federal Court's website www.fedcourt.gov.au or call 1300 720 980.

The National Native Title Tribunal cannot provide legal advice, however should you require further information about native title please email claimsassistance@nntt.gov.au or visit our website www.nntt.gov.au.

Yours faithfully



Huia McGrath
Senior Officer - Legal & Compliance

Telephone (08) 6317 5442

Email huia.mcgrath@nntt.gov.au

Encl. Copy of Public Notice

Notice of an application for determination of native title in Western Australia

General Attachments - Ordinary Council Meeting - Friday 31 January 2025



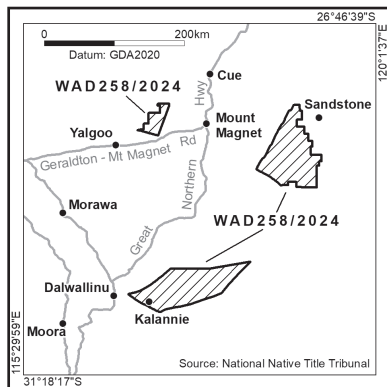
National Native Title Tribunal

Notification day: 12 February 2025

This is an application by a native title claim group which is asking the Federal Court of Australia (Federal Court) to determine that the group holds native title in the area described below.

If you want to become a party to this application, you must file a Form 5 (Notice of Intention to become a Party) with the Federal Court, **on or before 12 May 2025**. Further information regarding how to file a Form 5 is available from www.fedcourt.gov.au. After **12 May 2025**, you will need to seek leave from the Federal Court to become a party.

Under the *Native Title Act 1993* (Cth) there can be only one determination of native title for a particular area. If a person with native title rights and interests does not become a party to this application, there may be no other opportunity for the Federal Court, in making its determination, to take into account those native title rights and interests in relation to the area concerned.



Application name: Ashley Bell & Ors on behalf of Badimia Barna Native Title Claim Group and State of Western Australia

Federal Court File No: WAD258/2024

Date filed: 12 September 2024

Registration test status: The Native Title Registrar has **accepted** this application for registration

Description of area: The application area consists of three discreet areas with a total combined area of about 11,230 sq km, located in the Mid West and Wheatbelt regions in the vicinity of Kalannie, Mount Magnet and Sandstone Townsites

Relevant LGAs: Shires of Dalwallinu, Koorda, Mount Magnet, Mount Marshall, Sandstone, Wongan-Ballidu and Yalgoo

For assistance and any further information about this application, including the description of the area, call Huia McGrath on 08 6317 5442 or visit www.nntt.gov.au.

Shire of Yalgoo Council Policy

X.XX Agenda Briefings

Objective For proper decision-making, Councillors must have the opportunity to gain maximum knowledge and understanding of any issue presented to the Council on which they must vote. It is reasonable for Councillors to expect that they will be provided with all the relevant information they need to understand issues listed on the agenda for the next or following Ordinary Council Meetings. The objectives of Councillor Agenda Briefing Sessions are:

1. For the Executive to brief Councillors on Agenda items; and
2. For Councillors to ask questions of the Executive, to better inform themselves in relation to Agenda items.

Scope This policy applies to Agenda Briefing Sessions

History **New Policy** **31 Jan 25 [Council Resolution XXXXX]**

Policy Statement

Definitions

Act means the *Local Government Act 1995*

Policy means this Shire of Yalgoo policy

Principles

It is imperative that the presiding person applies appropriate procedures between Councillors when agenda items are being covered and that the following principles are applied:

- Accountability
- Openness and Transparency
- Probity and Integrity
- Authority for the Chair
- Meeting Notification

Guidelines for Agenda Briefings

The following guidelines aim to ensure proper standards of probity and accountability at Councillor Agenda Briefing Sessions:

1. There is to be no decision-making during Agenda Briefing Sessions.
2. Agenda Briefing Sessions are to be held in the Council Chamber (or other nominated venue) and are open to the general public, unless discussing confidential items.
3. Agenda Briefing papers will endeavour to be distributed to all Councillors at least three days (72 hours) prior to the meeting.

Shire of Yalgoo Council Policy

4. Agenda Briefing documents will be loaded on the Shire's website 2 days (48 hours) prior to the briefing session.
5. The Agenda Briefing Session Chair is to be the Shire President. If the Shire President is unavailable, the Deputy Shire President shall be the Chair. If the Deputy Shire President is unavailable, the attending Councillors shall select a Chair.
6. Relevant Managers, staff and other parties, as required by the Chief Executive Officer for the provision of information to Councillors, shall attend Agenda Briefing Sessions.
7. Councillors, employees, consultants and other participants shall disclose their financial and conflicting interests in matters to be discussed.
8. Interests are to be disclosed in accordance with the provisions of the Act as they apply to Ordinary Council Meetings. Persons disclosing a financial interest will not participate in that part of the briefing relating to their interest and will leave the meeting room.
9. There is to be no opportunity for a person with an interest to request that they continue in the briefing.
10. As no decisions will be made during the Agenda Briefing Session there is no requirement to keep a formal record (minutes) for each meeting.
11. Items to be addressed will be limited to matters listed on the forthcoming agenda or completed and scheduled to be listed within the next two meetings.
12. Briefings will only be given by staff or consultants for the purpose of ensuring that Councillors are more fully informed; and
13. There will be no debate-style discussion as this needs to take place in the Ordinary Meeting of Council when the issue is set for decision. Councillors are to avoid expressing their opinions for or against a proposal and should stick to asking questions.

Relevant Legislation

Local Government Act 1995

Local Government (Administration) Regulations 1996

Local Government Act 1995

Miscellaneous provisions

Part 9

Documents

Division 3**s. 9.49A**

officially certified means certified by an officer who purports to be authorised to so certify.

[Section 9.48 amended: No. 49 of 2004 s. 74(1) and (4).]

Division 3 — Documents**9.49A. Execution of documents**

- (1) A document is duly executed by a local government if —
 - (a) the common seal of the local government is affixed to it in accordance with subsections (2) and (3); or
 - (b) it is signed on behalf of the local government by a person or persons authorised under subsection (4) to do so.
- (2) The common seal of a local government is not to be affixed to any document except as authorised by the local government.
- (3) The common seal of the local government is to be affixed to a document in the presence of —
 - (a) the mayor or president; and
 - (b) the CEO,each of whom is to sign the document to attest that the common seal was so affixed.
- (4) A local government may, by resolution, authorise the CEO, another employee or an agent of the local government to sign documents on behalf of the local government, either generally or subject to conditions or restrictions specified in the authorisation.
- (5) A document executed by a person under an authority under subsection (4) is not to be regarded as a deed unless the person executes it as a deed and is permitted to do so by the authorisation.

Livestreaming and Recording of Council Meetings

Guide: Explanatory paper

Contents

1. [Introduction \(#1\)](#)
2. [Commencement and timing \(#2\)](#)
3. [No livestreaming or recording requirements for committee meetings \(#3\)](#)
4. [Technology requirements \(#4\)](#)
5. [Livestreaming requirements \(#5\)](#)
6. [Electronic and remote attendance \(#6\)](#)
7. [Recording requirements \(#7\)](#)
8. [Meetings at locations that are not the usual meeting place \(#8\)](#)
9. [Livestreaming technology failure \(#9\)](#)
10. [Recording technology failure \(#10\)](#)
11. [Closed proceedings \(meetings behind closed doors\) \(#11\)](#)
12. [Public access and notices \(#12\)](#)
13. [Defamation \(#13\)](#)
14. [Retention and disposal of records \(#14\)](#)
15. [Summary of requirements \(#15\)](#)

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Tags

- [council](#)
(</department/publications/-/tags/tags/council>)
- [live streaming](#)
(</department/publications/-/tags/tags/live-streaming>)

1. Introduction

Section 58 of the [Local Government Amendment Act 2023](/department/legislation/local-government-amendment-act-2023) (the Amendment Act) inserts a new section 5.23A into the [Local Government Act 1995](/department/legislation/local-government-act-1995) (the Act) covering electronic broadcasting (livestreaming) and video and audio recording of council meetings.

Section 5.23A(2) of the Act is a power that allows regulations to be made that may require, regulate, or otherwise make provision for any of the following matters:

- electronic broadcasting of council meetings
- making or retaining recordings of council meetings
- making recordings of council meetings publicly available
- provision, or otherwise making available, recordings of council meetings.

The requirements for livestreaming and recording of council meetings are aimed at increasing transparency and accountability in local government. This reform will also increase access to council meetings.

Requirements for livestreaming and recording apply differently depending on a local government's class.

A [list of all local governments and their respective classes](#) ([local-government/local-government-reform/changes-to-local-government-representation](#)) are prescribed in Schedule 2 of the [Local Government \(Constitution\) Regulations 1998](#) [↗](#) and on the Department of Local Government, Sport and Cultural Industries (DLGSC) website.

2. Commencement and timing

The [Local Government Regulations Amendment Regulations \(No. 3\)](#) [↗](#) was published on 18 October 2023. Section 58 of the Amendment Act was commenced on 19 October 2023, as part of the [Local Government Amendment Act 2023 Commencement Proclamation \(No. 3\) 2023](#) [↗](#).

Part 2A of the [Local Government \(Administration\) Regulations 1996](#) [↗](#) (the Administration Regulations), titled Electronic broadcasting and video or audio recording of council meetings, will apply to meetings of council held on or after 1 January 2025.

Local governments can livestream or record council meetings before this commencement date.

The requirements for livestreaming and recording commence on 1 January 2025.

3. No livestreaming or recording requirements for committee meetings

While section 5.23A of the Act provides regulation-making powers to deal with the broadcasting and recording of committee meetings, the requirements set out in the regulations apply only to council meetings – ordinary council meetings and special council meetings.

There is no legislative requirement under the regulations to livestream or record committee meetings. However, local governments may choose to do so.

It is important to note that the existing requirements for electronic meetings and electronic attendance at meetings continue to apply to committee meetings.

Local governments are not required to livestream or record committee meetings.

4. Technology requirements

Technical specifications for broadcasting and recording council meetings are not prescribed to allow local governments flexibility to use equipment that best meets their needs.

The minimum requirement is that recordings are of a standard that enable people to effectively watch (if video is required) and listen to council meeting proceedings.

5. Livestreaming requirements

General Attachments - Ordinary Council Meeting - Friday 31 January 2025

Shire of Walloo

Regulation 14H of the Administration Regulations requires class 1 and 2 local governments to broadcast meetings of council electronically.

Electronic broadcasting is defined in section 5.23A(1) of the Act as 'broadcasting by way of the internet or other electronic means.' Another common term for electronic broadcasting is 'livestreaming'.

Class 1 and 2 local governments are required to broadcast (livestream) council meetings from the council's usual meeting place. As the term suggests, this is the place where the council ordinarily holds council meetings, noting that some local governments may sometimes hold meetings in different locations.

Local governments are also required to broadcast meetings conducted entirely by electronic means (electronic meetings) in accordance with the existing requirements of the Administration Regulations.

Class 1 and 2 local governments are required to broadcast video and audio of council meetings.

6. Electronic and remote attendance

Where a council member attends a council meeting remotely by electronic means, the minimum requirement is for an audio broadcast of that council member.

Although class 1 and 2 local governments are required to livestream and record both video and audio of electronic council meetings, there is no legislative requirement for a council member to participate with a live video feed (for example, webcam).

Audio participation is the acceptable minimum standard for council members attending meetings remotely. This minimum requirement acknowledges that there are certain circumstances where video participation may not be necessary or practical due to available technology or internet connectivity.

For example, if a person's camera fails, or is turned off momentarily, the recording requirements of the meeting have been satisfied if they are in audio contact with all other meeting participants.

7. Recording requirements

Regulation 14I of the Administration Regulations requires class 1 and 2 local governments to make and retain video and audio recordings of council meetings for a period of up to 5 years. Class 3 and 4 local governments are required to make and retain audio recordings of council meetings, at a minimum.

Recordings of council meetings must be published on the local government's website or another external website with a link placed on the local government's website.

The recording must be published within 14 days of the meeting taking place.

There may be circumstances where local governments are required to provide a copy (for instance, downloadable file) of a council meeting recording at the request of the DLGSC's Director General.

Both audio and video recordings must be of a quality sufficient to effectively watch (if applicable) and listen to the deliberations and communications that are part of the meeting proceedings. This standard requirement is consistent with the existing requirements for electronic attendance and electronic meetings.

Meeting recordings can be regarded in a similar way to the taking of meeting minutes. It is the responsibility of council to record the meeting. However, in practice, the local government administration would be performing the task of organising the recording.

All local governments are required to retain recordings of council meetings for a period of 5 years. Recordings of open proceedings are to be published on the local government's website.

8. Meetings at locations that are not the usual meeting place

If a meeting is held outside of the council's usual meeting place, the minimum requirement for all classes of local government is for an audio recording to be made.

If a local government regularly holds council meetings at different meeting locations where recording technology is not installed, appropriate portable recording technology should be utilised to ensure that meetings can be recorded with sufficient quality.

Portable recording technology can also be used for improvised recordings in the case of technological failure.

9. Livestreaming technology failure

- not required by Shire of Yalgoo

If livestreaming technology fails, a local government may decide to continue with the meeting. However, the local government must publish the reasons why the meeting was unable to be broadcast on its official website within 14 days of the meeting taking place.

10. Recording technology failure

If technology failure prevents a council meeting (or part of a meeting) from being recorded, the meeting may still proceed if the local government does everything reasonably practicable to make an improvised recording of the meeting.

The quality of the improvised recording must be of a quality sufficient to effectively watch and listen to the deliberations of the council meeting.

If a council meeting is recorded by improvised recording, the local government must publish a notice on the local government's website stating the following:

- that it was not possible for a recording of the meeting or part of the meeting to be made by means of the local government's recording technology (with an explanation of why that was the case)
- that the improvised recording was made by means other than the local government's recording technology
- the means by which the improvised recording was made (for example, the technology used)
- any deficiencies in the improvised recording (with an explanation of the reasons for those deficiencies).

If a local government was unable to make an improvised recording, the local government must publish a notice on the local government's website stating the following:

- that it was not possible for a recording of the meeting or part of the meeting to be made by means of the local government's recording technology (with an explanation of why that was the case)
- that no improvised recording was made
- that it was not reasonably practicable for the local government to make any improvised recording (with an explanation of why that was the case).

In the event of a technology failure for recording, local governments are to make an improvised recording or otherwise publish the reasons why they were unable to make a recording.

11. Closed proceedings (meetings behind closed doors)

Local governments must not publish recordings of closed proceedings of council meetings where confidential matters are deliberated by council (see section 5.23(2) of the Act).

As a minimum standard for all classes of local governments, audio recordings of closed proceedings of a council meeting are required under regulation 14(2)(a)(ii) of the Administration Regulations.

Local governments must audio record closed proceedings.

Local governments must not livestream or publish recordings of closed proceedings.

12. Public access and notices

Local governments must provide public access to electronic broadcasts and recordings of council meetings through their website. Public access may be provided by making a broadcast or recording available to view on the local government's website, or alternatively by providing a link on the local government's website to the

broadcast or recording on another external website. Local governments are required to provide notice to members of the public that broadcasts and recordings of council meetings will be made.

Regulation 14J of the Administration Regulations requires a local government to take reasonable steps to notify members of the public in attendance at a council meeting, that either or both of the following applies:

- the meeting will be livestreamed
- a recording of the meeting will be made.

The notice must be provided in advance of the meeting taking place. In practice, this may take the form of a sign or notice at the entrance to the council chamber.

Presiding members may also wish to notify members of the public in their announcements at the beginning of a meeting.

In the case of video broadcasts and recordings, members of the public do not need to be visible but do need to be heard if they are participating in the meeting (for example, public question time).

13. Defamation

Section 9.57A of the Act provides local governments with protections from liability for defamation in relation to broadcasts of council meetings.

Regulation 14K of the Administration Regulations provides a defamation protection for local governments in relation to the electronic broadcasting or recording requirements.

As a further practical safeguard, it is recommended that local governments do not provide the option for members of the public to provide comments in relation to livestreams or recordings (for example, turning off comments in the settings options for the livestreaming or recording platform).

14. Retention and disposal of records

Regulation 14I of the Administration Regulations requires local governments to retain recordings of council meetings for a period of 5 years.

Local governments should retain recordings of meetings in accordance with the [State Records Act 2000](#).

15. Summary of requirements

Class 1 and 2 local government

— not Shire of Maitland

- video and audio livestreaming of council meetings (open proceedings)
- no livestreaming of closed proceedings
- video and audio recording of council meetings (open proceedings)
- audio recordings of closed proceedings
- livestreaming and recording technology installed at the council's usual meeting place
- portable technology for meetings held outside of the usual meeting place or in case of a technological failure.

Shire of Kalbar requirement

- livestreaming not required
- no livestreaming of closed proceedings
- audio recording of council meetings (open proceedings)
- audio recordings of closed proceedings
- recording technology installed at the council's usual meeting place
- portable technology for meetings held outside of the usual meeting place or in case of a technological failure.

Page reviewed 5 Mar 2024

Shire of Yalgoo Council Policy

X.XX Related Party Disclosures

Objective	Local Government (Financial Management) Regulations 1996, require local governments to comply with the Australian Accounting Standards (AAS). This policy explains the application of The Australian Accounting Standard Board 124 Related Party Disclosures (AASB 124) on the Shire of Yalgoo and outlines the required mechanisms to meet the disclosure requirements.	
Scope	This policy explains what a Related Party disclosure is, identifies who is required to make a Related Party Disclosure, what is disclosed and the process to facilitate this.	
History	New Policy	31 Jan 25 [Council Resolution XXXXX]

Policy Statement

Background

The objective of AASB 124 is to ensure that an entity's financial statements contain disclosures necessary to draw attention to the possibility its financial position and profit or loss may have been affected by the existence of related parties and by transactions and outstanding balances with such parties. Disclosures including related party relationships, transactions and outstanding balances are to be recorded in its Annual Financial Reports.

Related Party Disclosure differs from a conflict of Interest in that a conflict need not exist for a related party relationship to be present. That is, the presence of the relationship alone warrants its disclosure and is regardless of whether a transaction has occurred or not. This is to foster transparency and accountability.

For each financial year, the Shire of Yalgoo must make an informed judgement to identify who it considers to be key management personnel. It is these personnel who are then required to complete the disclosure of related parties and transactions.

The purpose of this procedure is to identify key management personnel, related parties and transactions in the assessment process of AASB 124.

Identification of Key Management Personnel (KMP)

The Western Australian Department of Local Government and Communities define KMP as personnel who have the authority and responsibility to plan, direct, control and influence the activities of Council, either directly or indirectly.

Shire of Yalgoo Council Policy

The Shire of Yalgoo has identified the following persons as meeting the definition of a KMP:

- An elected member of Council or a Committee member.
- Persons employed under section 5.36 of the Local Government Act 1995 (the Act) in the capacity of the Chief Executive Officer or Deputy Chief Executive Officer; and

All local government entities are required to capture the related party disclosure of all identifiable KMP's for the previous financial year reporting period. This is irrespective if the personnel are no longer a current employee or elected member.

Identification of Related Parties

The KMP must identify related parties with whom their relationship may have an element of significant influence that can potentially impact the reporting entity (Shire of Yalgoo) a KMP or a close family member of the KMP. The impact may be real, perceived or potential. The extent of the influence must be significant and not minor.

The Shire of Yalgoo has identified the following parties as meeting the definition of a related party:

- **Close members of family** include the person's child, spouse, parents, siblings or domestic partner, and the children, parents, siblings or dependents of a spouse or domestic partner.
- **Entities that are controlled** or jointly controlled by a KMP or their close family members, such as companies, trusts, joint ventures, partnerships and non-profit associations such as sporting clubs.

Declarations involving these related parties will have any associated transactions assessed.

Identification of Transactions

Related Party Transactions

A Related Party Transaction is a transfer of resources, services or obligations between the reporting entity (Shire of Yalgoo) and the related party, regardless of whether a price is charged.

For the purpose of determining whether a Related Party Transaction has occurred, the following transactions or provision of services have been identified as meeting this criteria:

- Use of Shire of Yalgoo owned facilities, including Townhall, Art Centre, Railway Station, Core Stadium, Men's Shed (whether charged a fee or not)
- Lease agreements for housing rental (whether for a Shire owned property or property sub-leased by the Shire through a Real Estate Agent)
- Lease agreements for commercial properties
- Sale or purchase of any property or asset to or from the Shire
- Application fees paid to the Shire for licenses, approvals or permits
- Trading Arrangements - Monetary and non-monetary transactions with the Shire in exchange for goods and/or services proved by/to the Shire

Shire of Yalgoo Council Policy

- Contracts and agreements for construction, consultancy or services
-
- Paying rates
- Fines
- Employee compensation whether it is for KMP or close family members of KMP
- Loan Arrangements

Some of the transactions listed above, occur on terms and conditions no different to those applying to the general public and have been proved with the course of delivering public service objectives. These transactions are those that an ordinary citizen would undertake with council and are referred to as an Ordinary Citizen Transaction (OCT). Where the Town can determine that an OCT was provided at arm's length, and in similar terms and conditions to other members of the public and, that the nature of the transaction is immaterial, no disclosure in the annual financial report will be required.

Ordinary Citizen Transactions (OCT)

Transactions with related parties of Council which are of a nature that any ordinary citizen would undertake will not be captured and reported. These transactions are not material transactions because of their nature. However, if the OCT occurs on terms and conditions that are different to those offered to the general public the transaction may become material and subsequently disclosed.

OCTs include:

- Paying Rates
- Fines
- Use of Shire owned facilities (whether charged as fee or not) at arm's length
- Attending council functions that are open to the public

Where these services were not provided at arm's length and under the same terms and conditions applying to the general public, Elected Members and KMP's will be required to make a declaration in the 'Related Party Disclosures – Declaration Form' (appendix A) about the nature of any discount or special terms received.

Disclosure Requirements

KMP's are required to complete the 'Related Party Disclosure Declaration Form' (appendix A) annually for the previous financial year. The form is to be provided by 31 July and not before 1 July. KMP may additionally be required to complete the declaration form at other intervals such as elections coinciding with a change in elected members and the employment commencement and cessation of senior management (and no later than 30 days in these circumstances). All KMP have an ongoing responsibility to advise the Shire of Yalgoo immediately of any Related Party Transactions.

The declaration form will be collated and assessed by the Shire of Yalgoo.

Shire of Yalgoo Council Policy

OCT transactions involving a related party and all non-OCT transactions must be specified on the declaration form.

Should a KMP have any uncertainty as to whether a transaction may constitute a Related Party Transaction, they should contact the Deputy CEO who will make a determination.

The Shire will maintain and keep up to date a record of Related Party "Transactions declared by KMP's. The records include details of:

- Description of the Related Party Transaction
- Name of the Related Party Transaction
- Nature of the related party's relationship with the Shire of Yalgoo
- Whether the notified Related Party Transaction is existing or potential
- A description of related documents that are the subject of the related party

Confidentiality and Privacy

All information contained in a disclosure form will be treated in confidence. All data stated in the annual financial reports will be described in an aggregate, non-identifiable manner (subject to any disclosure requirements of AASB 124). The Shire has discretion to request additional information from a KMP in regard to the disclosure of a transaction to determine materiality.

The following persons are permitted to access, use and disclose the information provided in a related party disclosure or contained in the Shire of Yalgoo records:

- Chief Executive Officer;
- Deputy Chief Executive Officer;
- An Auditor of the Shire of Yalgoo;
- Other Officers as determined by the Chief Executive Officer.

The above persons may access, use and disclose information in a Related Party Disclosure or contained in records of Related Party Transactions to assess and verify the Related Party Transaction, reconcile identified Related Party Transactions against those disclosed or contained in records or to comply or verify compliance with the disclosure requirements of AASB 124.

Materiality

The Shire will review and determine the materiality of disclosed transactions. Consideration will be given to both the size and nature of the transaction, individually and collectively.

Definitions

Close members of KMP

Shire of Yalgoo Council Policy

Those members who may be expected to influence⁴, or be influence⁴ed by, the KMP in their dealings with the reporting entity

Committee Member

A person appointed to committees by Council in accordance with section 5.10 of the Act.

KMP

Key Management Personnel who have the authority and responsibility to plan, direct, control and influence the activities of Council, either directly or indirectly.

Material (Materiality)

The assessment of whether a transaction, either individually or in aggregate with other transactions, by omitting it or misstating it, could influence decisions that users make on the basis of an entity's financial statements.

Related Party

A person or entity that is related to the entity preparing its financial statements (referred to as the 'reporting entity')

Related Party Transaction

A transfer of resources, services or obligations between a reporting entity and a related party, regardless of whether a price is charged.

OCT

Ordinary Citizen Transactions, that an ordinary citizen would undertake with Council, which is undertaken on arm's length terms and in the ordinary course of carrying out Council's functions and activities. Examples of ordinary citizen transactions assessed to be not material in nature are:

- Paying rates and utility charges; and
- Using Council's public facilities after paying the corresponding fees.

Relevant Legislation

- *The Australian Accounting Standard Board 124 Related Party Disclosures (AASB124)*
- Local Government (Financial Management) Regulations 1996
- *Local Government Act 1995*

S5.36 Local Government Employees

Appendix A

Related Party Disclosures Form

RELATED PARTY DISCLOSURES

DECLARATION FORM

To be completed by Key Management Personnel
(Elected Members, CEO & Deputy CEO – due 31 July)



Name:			
Position:		Full Year Ending:	

Council is required to disclose transactions with its Key Management Personnel (KMP) in the annual, audited Financial Statements each year. (per Australian Accounting Standard AASB124 Related Party Disclosures) as such this form is required to be completed yearly for the previous financial year.

Please refer to Councils *Related Party Disclosure Policy* for further information.

RELATED PARTY DISCLOSURES: *please complete the following & return to the CEO, Shire of Yalgoo.*

1. USE OF COUNCIL OWNED FACILITIES – Town Hall, Core Stadium, Art Centre etc

Prompt question - did you, a close family member or related entity use a council owned facility AND receive a discount or other special term that would not be otherwise offered to another member of the public?

Name of person/entity using the facility	Facility Used	Nature of transaction	Nature of discount or special condition

2. A. LEASE AGREEMENTS - residential & Commercial

2. B. PURCHASE/SALE OF PROPERTY OR ASSETS – land, buildings, vehicles, plant etc

Example - housing lease as part of employment or buying a vehicle from council

Prompt question - did you, a close family member or related entity (a) have a residential or commercial lease agreement with the Shire (either as lessee or lessor) or (b) purchase/sell property or assets from/to the shire?

Name on the lease	Property address	Term of lease & rental value	Detail of any non-arm's length conditions

Shire of Yalgoo Council Policy

3. FEES & CHARGES - paid to Council

Prompt question - did you, a close family member or related entity make application to Council for a trading, building, planning or development application, licence or approval, or any other type of permit or licence?

Name of person/ entity	Application Type	Value	Application/receipt number

4. A. TRADING ARRANGEMENTS - provide or receive goods or services**4. B. CONTRACTS/AGREEMENTS – construction contracts, service contracts like cleaning, maintenance**

Prompt question - did you, a close family member or related entity (a) provide goods or services to the Shire with differing terms to those available to the general public or (b) enter into a contract or agreement with Shire?

Name of person/ entity	Goods or services provided	Approx. value for the reporting period	Terms & Conditions

5. OTHER

Example – close family members working for council

Prompt question – please list any other agreement or arrangement you believe is a related party transaction and should be declared.

Name of person/ entity	Description	Value	Terms & Conditions

DECLARATION

I declare that, to the best of my knowledge, the above information is a complete and accurate record of related party transactions with Council involving myself, close family members or entities controlled or jointly controlled by myself or close family members. For any close family members noted above, I have informed them about the purpose of this declaration and how the information will be used and disclosed. I make this declaration after reading the Shire of Yalgoo *Related Party Disclosures Policy*.

Signature:

Date:



Organisational Policy Manual



VERSION 6: /JANUARY 2025

REFER HISTORY SUMMARY

Reviewed	–	20 November 2008
Reviewed	–	26 November 2009
Reviewed	–	20 February 2014
Reviewed	–	27 May 2016
Reviewed	–	11 January 2017
Reviewed	–	4 April 2017
Reviewed	–	23 February 2018 (C2018-0214)
Version 2.3	–	April 2019
Version 3	–	September 2019
Version 4	–	March 2020
Reviewed & Amended	–	November 2020
Version 5	–	December 2024
Version 6	–	January 2025

CONTENTS

HISTORY SUMMARY	4
INTRODUCTION	5
POLICY HEIRACHY 2019	8
1. COUNCIL / GOVERNANCE	0
1.1 Shire of Yalgoo Code of Conduct for Council Members, Committee Members and Candidates	0
1.1b Shire of Yalgoo Code of Behaviour Complaint Management Policy	9
1.2 Standing Orders	21
1.3 Authorised Meetings Payment Claim	28
1.4 Council Chambers Usage (and Citizenship Dress Code)	28
1.4b Portraits in Council Chambers	29
1.5 Councillors Recognition of Service	30
1.6 Council Representation in External Organisations and Committees.....	31
1.7 Elected Member Records Capture and Management	33
1.8 Shire Logo	35
1.9 Community Engagement and Consultation.....	36
1.10 Organisational Risk Management.....	38
1.11 Media Communications Policy	41
1.12 Councillors IT Equipment Condition of Use and Purchase	46
1.13 Standards for CEO Rcruitment, Performance and Termination	47
1.14 Council Member Continuing Professional Development Policy	55
1.14b Attendance at Events Policy	62
2. ACCOUNTING / AUDIT	67
2.1 Deleted	67
2.2 Deleted	67
2.2 A Replacement Non-Current Asset Accounting Policy.....	67
2.3 Deleted	69
2.4 Deleted	69
2.5 Deleted	69
2.6 Deleted	69
2.7 Integrated Planning: Long Term Financial Planning Policy	69
2.8 Sundry Debtor Recovery	70
3. ADMINISTRATION / ORGANISATION	71
3.1 Customer Service Charter	71
3.2 Attendance at Events Policy 2020	72
3.3 Destruction of Records	78
3.4 Professional Advice	78
3.5 Legal Representation Costs Indemnification	78
3.6 Usage of Information Technology	80
3.7 Press Releases.....	84
3.8 Complaints	84

3.8A	Grievances, Investigations and Resolution Policy	86
3.8B	Discrimination, Harassment and Bullying Policy	88
3.9	Social Media Policy	91
4.	BUILDING / DEVELOPMENT	95
5.	PUBLIC FACILITIES	96
5.1	Library	96
5.2	Shire Facilities – Hiring.....	96
5.3	Deleted	97
5.4	Shire Facilities – Tables & Chairs	97
5.5	Swimming Pool – Criteria for Planning	97
5.6	Event Management Policy	98
5.7	Hire of Land-borne Inflatable Devices Policy.....	104
6.	ENVIRONMENTAL HEALTH	104
7.	FINANCIAL MANAGEMENT	105
7.1	Purchasing Policy	105
7.2	Corporate Credit Card.....	112
7.4	Outstanding Rates	116
7.5	Annual Budget – Rates Calculation	117
7.6	Annual Budget – Preparation timetable	118
7.7	Donations and Sponsorship	119
7.8	Deleted	123
7.9	Shire of Yalgoo Education Scholarships and Donations	123
7.10	Christmas Party for Children Residing in the Shire	124
7.11	Investment Policy	125
8.	FIRE CONTROL.....	128
8.1	Bush Fire Brigade Vehicles	128
9.	NATURAL RESOURCE MANAGEMENT.....	128
9.1	Native Flora and Fauna	128
9.2	Wild Dog Bounty Scheme Policy	129
10.	ORGANISATIONAL POLICIES	132
10.1	Occupational Health and Safety	132
10.2	Employees Health and Safety Policy – Included in HR Manual	133
10.3	Sexual Harassment Policy	135
10.3	Drugs, Alcohol and Fatigue – (Previously Fitness for Work).....	137
10. 4	Integrated Planning: Workforce Planning and Management Policy	142
10.5	Integrated Planning: Asset Management Policy.....	144
11.	PERSONNEL and STAFF HOUSING.....	146
11.1	Designated Staff.....	146
11.1.1	Selection Panels	147
11.1.2	CEO Performance Review Process Policy	148
11.1.3	Acting CEO Appointment	152
11.2	Removal Expenses	153
11.3	Shire Housing – Tenancy Conditions	154

11.4	Staff Housing – Subsidies	155
11.5	Superannuation – Revised Policy	157
11.6	Interview Travel Cost	157
11.7	Severance and Redundancy Pay	159
11.8	Offer of Employment – Included in HR Manual	164
11.9	Gratuitous Payments to Employees	166
11.10	Gifts to Employees by Third Parties	167
11.11	Emergency Services – Call Outs During Work Hours	168
11.12	Employee Code of Conduct	169
12.	PLANT and EQUIPMENT	179
12.1	Private use of Council Vehicles – REVISED POLICY	179
12.2	Community Bus	180
12.3	Plant Replacement Cycles	183
13.	WORKS and SERVICES	185
13.1	Extraction of Gravel and Other Materials	185
13.2	Airstrip Grades	185
13.3	Road Asset Management Priorities	186
13.4	Assessing Applications to Operate Restricted Access Vehicles (RAV) on Shire of Yalgoo Roads	195
13.5	Heavy Vehicle Cost Recovery	199
13.6	Permanent Closure of a Road (or Road Reserve) Policy	203
	UNCLASSIFIED	203
14.1	Acquisition and disposal of land	203

HISTORY SUMMARY

Version	Meeting / Action	Purpose	Policy affected
1.1	August 2008	Adoption	All (full review)
1.2	November 2008	Review	2.1, 5.4, 7.3, 8.1, 9.1, 11.2, 11.4
1.3	February 2009	Inserted	Adopted 2.4
1.4	June 2009	Inserted	Adopted 2.5
1.5	August 2009	Inserted	Adopted 1.8, 13.3
1.6	November 2009	Review	Amended – 1.3, 1.7, 7.6, 11.5 Adopted – 1.9, 2.6 5.5, 7.8, 7.9, 11.11, 12.4 Confirmed – 10.1
1.7	January 2010	Amended	Amended – 3.2 (C2010-0135) Conference & Training
2	DRAFT – currently being prepared from review with Council Nov 2010	Proposed but not completed	All (Full review) NB: the litany of events (flood, fire, mining agreements, IPR, staff turnover) and ambitious (successful) capital works and community program 2010-2013 meant that the full review of policy was not completed. Policy was updated on as needs/urgent basis and a number of new strategic policies were added. Refer recommendation to February 2014 ordinary meeting – recommend that Council resources a comprehensive review of policy and delegations to improve efficiency, compliance and useability.
1.7	Updates from August 2011 to December 2013		▪ C2010-0135 Policy & schedules 3.2 Conference and Training ▪ C2011-0804 Policy 2.4 Material Variances ▪ C2011-0706 Policy 2.1 Capitalisation of Assets ▪ C2011-0513 Policy 11.1.1 Selection Panels (new) ▪ C2012-0706 Policy 3.8 Complaints ▪ C2012-0418 Policy 11.5 Superannuation ▪ C2012-0419 Policy 11.6 Interview Travel Cost and 3.2 Conference and Training C2012-0419 ▪ C2013-0202 Policy 13.4 Assessment of CA07 Applications (Restricted Access Vehicles on Shire Roads) (new) ▪ C2013-0520 Policy 11.12 Integrated Planning: Workforce Planning and Management (new) ▪ C2013-0506 Policy 13.5 Road use (RAV Haulage) (new) ▪ C2013-1005 Policy 2.7 Long Term Financial Planning (new) ▪ C2013-1208 Amend Policy 1.6 –Recognition of Service ▪ C2013-1209 Amendment to Policy 11.4 Staff Housing - Subsidies
1.8	February 2014	Review	Amend: 1.3, 7.1, 13.4, 13.5 (C2014-0239) Delete: 2.1, 2.3, 2.4, 2.6 (2014-0238)
2.0	23 February 2018 (C2018-0214)	Adopted & Inserted New	Policy 3.8 Complaints – Inserted 3.8(A) Grievances, Investigations & Resolution Policy, and 3.8(b) Discrimination, Harassment and Bullying Policy

Version	Meeting	Purpose
3	September 2019 Inserted	• 1.12 Organisational Risk Management • 1.13 Social Media Policy • 5.6 Event Management Policy • 7.2A Buy Local Policy • 7.2B Regional Preference Policy • 10.5 Integrated Planning – Asset Management Policy • 11.1.2 CEO performance review process • 10.3 Drugs Alcohol and Fatigue (update) • 12.1 Private use of vehicles (amended) • Policy Manual, Policy ASSB 1051 replaced with Policy Hierarchy Model 2019
3 /4	September 2019 Inserted	Policy 7.10 Christmas party for children residing in Shire (Inserted in version 3 March 2020 updated in version 4 post first event)
4	March 2020 C2012-0419 deleted Reviewed and updated to become 3.2A	Policy 3.2 - Conference and Training Policy deleted, replaced by officers training policy in Employee orientation and HR Manual. Councillors attendance at Events Policy 7.2B Purchasing thresholds (updated) Policy 7.9 SOY Education scholarships & Donations (value reviewed) April20 OCM Adopted full Policy Manual V4
5	December 2024 Updated with OCM approved changes 2020 to 2024	▪ Policy 11.2 Removal Expenses (amended - CEO) [C2020-0911] ▪ Policy 7.7 Donations & Sponsorship (amended - St Johns) [C2020-0914] ▪ Policy 7.9 Education Scholarships & Donations (amended) [2020-1011] ▪ Policy 11.1.2 CEO Performance Review Process Policy (amended) [C22020-1211] ▪ Policies 1.1, 1.1b, 1.2, 1.3, 1.4, 1.4b, 1.5, 1.6, 1.7, 1.8, 1.9, 1.10, 1.11, 1.12, 1.13, 1.14, 1.14b (New & Amended) to align with "Governance & Policy Manual" full review approved [C2021-079] ▪ Policy 9.2 Wild Dog Bounty (new) [C2021-0617] ▪ Policy 13.4Restricted Access Vehicles... (amended) [C2021-0313] ▪ Policy 13.5 Heavy Vehicle Cost Recovery (amended) [C2021-0313] ▪ Policy 12.2 Community Bus (amended – Primary School) [C2021-0314] ▪ Policy 13.6 Permanent Closure of Road (or Road Reserve) (new) [C2021-0515] ▪ Policy 11.1.3 Acting CEO Appointment (new) [C2021-0611] ▪ 3.1 Customer Service Charter (new) [27 August21 OCM resolved] ▪ Policy 7.2 Corporate Credit Cards (replaced & number/name change) [C2021-1009] – <i>formerly 7.3 Credit Card Facilities</i> ▪ Policy 11.12 Employee Code of Conduct [2022-01-14] ▪ Policy 1.14b Attendance at Events (amended - Walga) [2022-01-15] <i>(note – 1.14b updated in Governance & Policy Manual Version 2 also)</i> ▪ Policy 7.10 Christmas Party for Children.... (amended) [2022-01-15] ▪ Policy 7.11 Investment Policy (amended) [2022-01-15] ▪ Policy 5.7 Hire of Land borne Inflatable devices (new) [2022-01-16] ▪ Policy 7.1 Purchasing Policy (amended) [C2024-06-11] ▪ Policy 2.8 Sundry Debtor Recovery (new) [2024-11-13]
6	January 2024	▪ Full Policy Manual Review Jan05 OCM adoption (Policy review frequency added, 1.6 Table of external committee members updated [C2024-05-03])

INTRODUCTION

This Policy Manual has been prepared to complement the Delegations Register adopted by Council. Should a discrepancy exist between Delegation and Policy, the Delegation is to be followed.

Statutory Context

Policy is subordinate to Delegations, which have a statutory context in which they are made, whereas Policy does not.

The Council is responsible for functions and activities under numerous Acts and other legislation, many of which permit Council to delegate responsibilities and authority to various officers.

Delegation gives authority or instructs a particular action to be carried out. Generally, policy details how a function is to be carried out, or the standards to be met, where the action is considered to be normal duties of a position.

Definitions

The LG Act has not defined the term “delegation” or “delegated power”, however:

s.5.16 refers to “... the exercise of any of its powers and duties ...”

s.5.42 refers to “... the exercise of any of its powers or the discharge of any of its duties ...”

The term “policy” is not defined anywhere in the LG Act.

Accordingly, throughout this document, the following terms apply, insofar as they are consistent with all enabling legislation referred to within each of the specific delegations.

- “Authority” means the permission or requirement for a Committee or an officer to act in accordance with:
 - the Local Government Act or other legislation or regulation,
 - a delegation made by Council,
 - a policy made by Council, or
 - a specific decision by Council.

“Delegation” means the authority for a Committee or the CEO to act on behalf of Council, where the power is either specifically or by implication, intended to be exercised by the elected members, rather than an organisational responsibility.

“Policy”, as the context requires, means either:

- a procedural direction to officers to implement Council’s wishes or instructions in a specific way; or
- the authority for officers to act, where that authority is not considered to be a delegation, but more procedural in nature.

“Instruction” means the requirement for a staff member to act in accordance with a direction given by a senior officer of Council.

DLGRD Guidelines No.17 – Delegations

The Department of Local Government and Regional Development has published Guidelines for the formation of Delegations.

Of note, the Guidelines outline the concept of “delegation” and “acting through” in parts 3 and 4, particularly in paragraph 13 where it is stated –

... the key difference between a delegation and “acting through” is that a delegate exercises the delegated decision- making function in his or her own right. The principal issue is that where a person has no discretion in carrying out a function, then that function may be undertaken through the “acting through” concept. Alternatively, where the decision allows for discretion on the part of the decision maker, then that function needs to be delegated for another person to have that authority.

In effect, “acting through” is an action that could reasonably be expected to be carried out as the result of a decision by Council (e.g. advertising of a tender), or as a function reasonably expected of the position that a person holds.

Not all matters which will be recorded in Policy are “acting through” matters, similarly, not all “acting through” matters will have listed. Policy describes how that action or some other action, is to be carried through.

New Policies

Council may make new policies at any time by council resolution. The resolution should include a direction to include the said policy in the Policy Manual.

NB: New or updated policies are also to be updated in any appropriate Management guidelines and manuals as appropriate (refer to the diagram on the following page)

Review Frequency of Policies

Policies are to be reviewed based on the Review Frequency applied to each policy (between 1 and 4 years) and the reviewed policy is to be approved by council resolution. If a Review Frequency has not been stated, then a period of 4 years will apply.

When deciding on a Review Frequency for a policy the following should be considered:

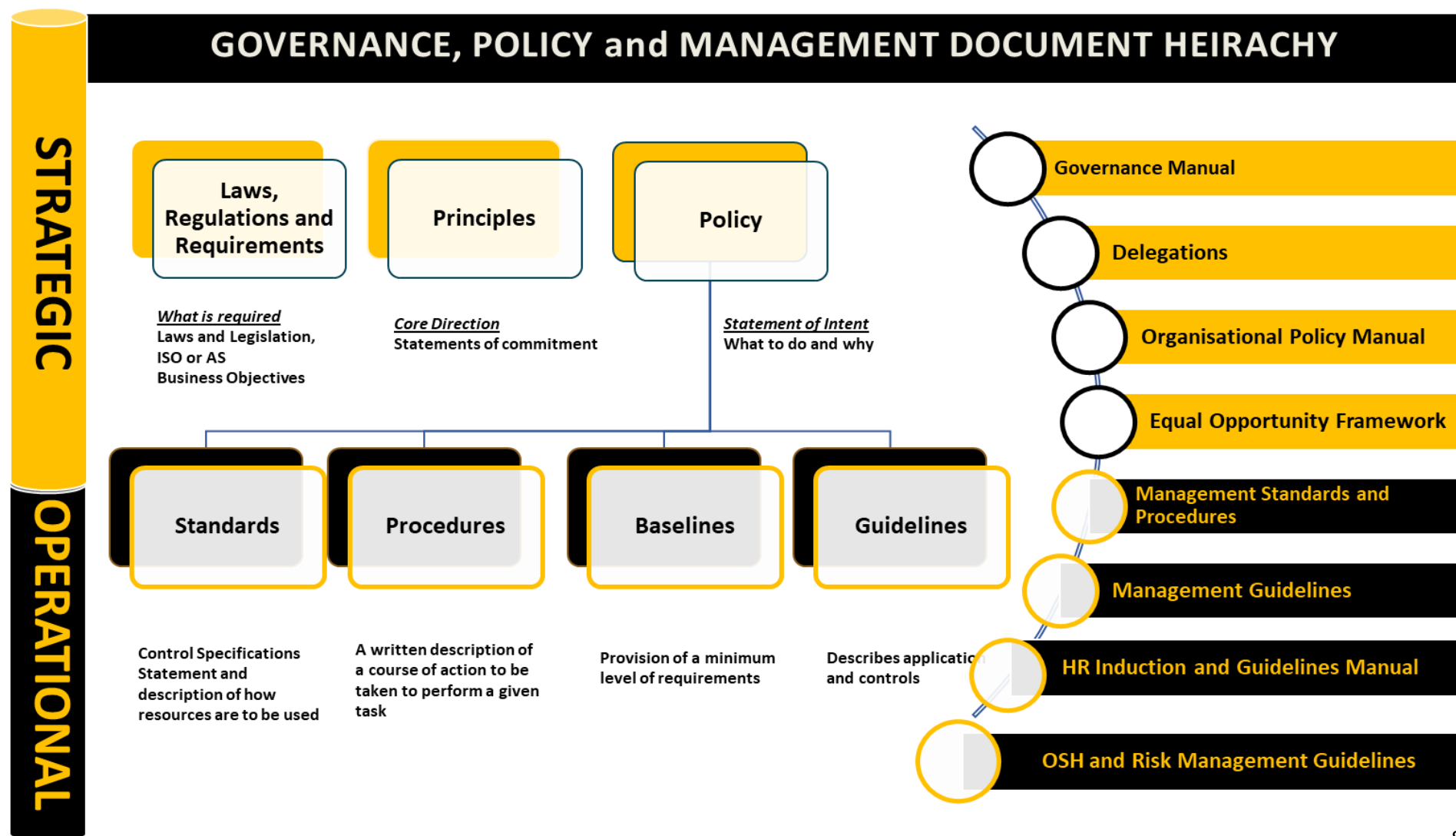
- any statutory requirements impacting review timeframes
- potential risks:
 - Financial
 - Health & Safety
 - Reputational
 - Compliance
- Is change likely to occur often

Policies can be reviewed/updated at any time before the stated Review Frequency date if changes are required.

NB: The policies in Section One of this Council Policy Manual have been duplicated in the Elected Members Governance Manual used for inductions of new Councillors and must be updated there when changes are made, or new Governance Policies approved.

POLICY HEIRACHY 2019

The policies outlined in this document have been classified for review and approval using the following hierarchy to demonstrate effective and appropriate governance and management of policies and procedures



1. COUNCIL / GOVERNANCE

1.1 Shire of Yalgoo Code of Conduct for Council Members, Committee Members and Candidates

History	Adopted 19 July 2007 Review adopted OCM Apr2020
Former Policy	1.1 November 2020 Governance Organisational Policy Manual C2021-0413 Code of Conduct
Amended / confirmed	Review 30 th July 2021 C2021-079
Review Frequency	4 yearly

Policy Statement

This Policy is adopted in accordance with section 5.104 of the Local Government Act 1995.

Division 1 — Preliminary provisions

1. Citation

This is the Shire of Yalgoo Code of Conduct for Council Members, Committee Members and Candidates.

2. Terms used

(1) In this code —

Act means the Local Government Act 1995;

candidate means a candidate for election as a council member;

complaint means a complaint made under clause 11(1);

publish includes to publish on a social media platform.

(2) Other terms used in this code that are also used in the Act have the same meaning as they have in the Act, unless the contrary intention appears.

Division 2 — General principles

3. Overview of Division

This Division sets out general principles to guide the behaviour of council members, committee members and candidates.

4. Personal integrity

(1) A council member, committee member or candidate should —

(a) act with reasonable care and diligence; and

(b) act with honesty and integrity; and

(c) act lawfully; and

(d) identify and appropriately manage any conflict of interest; and

(e) avoid damage to the reputation of the local government.

(2) A council member or committee member should —

(a) act in accordance with the trust placed in council members and committee members; and

- (b) participate in decision making in an honest, fair, impartial and timely manner; and
- (c) actively seek out and engage in training and development opportunities to improve the performance of their role; and
- (d) attend and participate in briefings, workshops and training sessions provided or arranged by the local government in relation to the performance of their role.

5. Relationship with others

- (1) A council member, committee member or candidate should —
 - (a) treat others with respect, courtesy and fairness; and
 - (b) respect and value diversity in the community.
- (2) A council member or committee member should maintain and contribute to a harmonious, safe and productive work environment.

6. Accountability

A council member or committee member should —

- (a) base decisions on relevant and factually correct information; and
- (b) make decisions on merit, in the public interest and in accordance with statutory obligations and principles of good governance and procedural fairness; and
- (c) read all agenda papers given to them in relation to council or committee meetings; and
- (d) be open and accountable to, and represent, the community in the district.

Division 3 — Behaviour

7. Overview of Division

This Division sets out —

- (a) requirements relating to the behaviour of council members, committee members and candidates; and
- (b) the mechanism for dealing with alleged breaches of those requirements.

8. Personal integrity

- (1) A council member, committee member or candidate —
 - (a) must ensure that their use of social media and other forms of communication complies with this code; and
 - (b) must only publish material that is factually correct.
- (2) A council member or committee member —
 - (a) must not be impaired by alcohol or drugs in the performance of their official duties; and
 - (b) must comply with all policies, procedures and resolutions of the local government.

9. Relationship with others

A council member, committee member or candidate —

- (a) must not bully or harass another person in any way; and
- (b) must deal with the media in a positive and appropriate manner and in accordance with any relevant policy of the local government; and

- (c) must not use offensive or derogatory language when referring to another person; and
- (d) must not disparage the character of another council member, committee member or candidate or a local government employee in connection with the performance of their official duties; and
- (e) must not impute dishonest or unethical motives to another council member, committee member or candidate or a local government employee in connection with the performance of their official duties.

10. Council or committee meetings

When attending a council or committee meeting, a council member, committee member or candidate —

- (a) must not act in an abusive or threatening manner towards another person; and
- (b) must not make a statement that the member or candidate knows, or could reasonably be expected to know, is false or misleading; and
- (c) must not repeatedly disrupt the meeting; and
- (d) must comply with any requirements of a local law of the local government relating to the procedures and conduct of council or committee meetings; and
- (e) must comply with any direction given by the person presiding at the meeting; and
- (f) must immediately cease to engage in any conduct that has been ruled out of order by the person presiding at the meeting.

11. Complaint about alleged breach

- (1) A person may make a complaint, in accordance with subclause (2), alleging a breach of a requirement set out in this Division.
- (2) A complaint must be made —
 - (a) in writing in the form approved by the local government; and
 - (b) to a person authorised under subclause (3); and
 - (c) within 1 month after the occurrence of the alleged breach.
- (3) The local government must, in writing, authorise 1 or more persons to receive complaints and withdrawals of complaints.

12. Dealing with complaint

- (1) After considering a complaint, the local government must, unless it dismisses the complaint under clause 13 or the complaint is withdrawn under clause 14(1), make a finding as to whether the alleged breach the subject of the complaint has occurred.
- (2) Before making a finding in relation to the complaint, the local government must give the person to whom the complaint relates a reasonable opportunity to be heard.
- (3) A finding that the alleged breach has occurred must be based on evidence from which it may be concluded that it is more likely that the breach occurred than that it did not occur.
- (4) If the local government makes a finding that the alleged breach has occurred, the local government may —
 - (a) take no further action; or
 - (b) prepare and implement a plan to address the behaviour of the person to whom the complaint relates.
- (5) When preparing a plan under subclause (4)(b), the local government must consult with the person to whom the complaint relates.

- (6) A plan under subclause (4)(b) may include a requirement for the person to whom the complaint relates to do 1 or more of the following —
 - (a) engage in mediation;
 - (b) undertake counselling;
 - (c) undertake training;
 - (d) take other action the local government considers appropriate.
- (7) If the local government makes a finding in relation to the complaint, the local government must give the complainant, and the person to whom the complaint relates, written notice of —
 - (a) its finding and the reasons for its finding; and
 - (b) if its finding is that the alleged breach has occurred — its decision under subclause (4).

13. Dismissal of complaint

- (1) The local government must dismiss a complaint if it is satisfied that —
 - (a) the behaviour to which the complaint relates occurred at a council or committee meeting; and
 - (b) either —
 - (i) the behaviour was dealt with by the person presiding at the meeting; or
 - (ii) the person responsible for the behaviour has taken remedial action in accordance with a local law of the local government that deals with meeting procedures.
- (2) If the local government dismisses a complaint, the local government must give the complainant, and the person to whom the complaint relates, written notice of its decision and the reasons for its decision.

14. Withdrawal of complaint

- (1) A complainant may withdraw their complaint at any time before the local government makes a finding in relation to the complaint.
- (2) The withdrawal of a complaint must be —
 - (a) in writing; and
 - (b) given to a person authorised under clause 11(3).

15. Other provisions about complaints

- (1) A complaint about an alleged breach by a candidate cannot be dealt with by the local government unless the candidate has been elected as a council member.
- (2) The procedure for dealing with complaints may be determined by the local government to the extent that it is not provided for in this Division.

Division 4 — Rules of conduct

16. Overview of Division

- (1) This Division sets out rules of conduct for council members and candidates.
- (2) A reference in this Division to a council member includes a council member when acting as a committee member.

17. Misuse of local government resources

- (1) In this clause —

electoral purpose means the purpose of persuading electors to vote in a particular way at an election, referendum or other poll held under the Act, the *Electoral Act 1907* or the *Commonwealth Electoral Act 1918*;

resources of a local government includes —

- (a) local government property; and
 - (b) services provided, or paid for, by a local government.
- (2) A council member must not, directly or indirectly, use the resources of a local government for an electoral purpose or other purpose unless authorised under the Act, or by the local government or the CEO, to use the resources for that purpose.

18. Securing personal advantage or disadvantaging others

- (1) A council member must not make improper use of their office —
- (a) to gain, directly or indirectly, an advantage for the council member or any other person; or
 - (b) to cause detriment to the local government or any other person.
- (2) Subclause (1) does not apply to conduct that contravenes section 5.93 of the Act or *The Criminal Code* section 83.

19. Prohibition against involvement in administration

- (1) A council member must not undertake a task that contributes to the administration of the local government unless authorised by the local government or the CEO to undertake that task.
- (2) Subclause (1) does not apply to anything that a council member does as part of the deliberations at a council or committee meeting.

20. Relationship with local government employees

- (1) In this clause —

local government employee means a person —

- (a) employed by a local government under section 5.36(1) of the Act; or
 - (b) engaged by a local government under a contract for services.
- (2) A council member or candidate must not —
- (a) direct or attempt to direct a local government employee to do or not to do anything in their capacity as a local government employee; or
 - (b) attempt to influence, by means of a threat or the promise of a reward, the conduct of a local government employee in their capacity as a local government employee; or
 - (c) act in an abusive or threatening manner towards a local government employee.
- (3) Subclause (2)(a) does not apply to anything that a council member does as part of the deliberations at a council or committee meeting.
- (4) If a council member or candidate, in their capacity as a council member or candidate, is attending a council or committee meeting or other organised event (for example, a briefing or workshop), the council member or candidate must not orally, in writing or by any other means —
- (a) make a statement that a local government employee is incompetent or dishonest; or
 - (b) use an offensive or objectionable expression when referring to a local government employee.

- (5) Subclause (4)(a) does not apply to conduct that is unlawful under *The Criminal Code* Chapter XXXV.

21. Disclosure of information

- (1) In this clause —

closed meeting means a council or committee meeting, or a part of a council or committee meeting, that is closed to members of the public under section 5.23(2) of the Act;

confidential document means a document marked by the CEO, or by a person authorised by the CEO, to clearly show that the information in the document is not to be disclosed;

document includes a part of a document;

non confidential document means a document that is not a confidential document.

- (2) A council member must not disclose information that the council member —
- (a) derived from a confidential document; or
 - (b) acquired at a closed meeting other than information derived from a non confidential document.
- (3) Subclause (2) does not prevent a council member from disclosing information —
- (a) at a closed meeting; or
 - (b) to the extent specified by the council and subject to such other conditions as the council determines; or
 - (c) that is already in the public domain; or
 - (d) to an officer of the Department; or
 - (e) to the Minister; or
 - (f) to a legal practitioner for the purpose of obtaining legal advice; or
 - (g) if the disclosure is required or permitted by law.

22. Disclosure of interests

- (1) In this clause —

interest —

(a) means an interest that could, or could reasonably be perceived to, adversely affect the impartiality of the person having the interest; and

(b) includes an interest arising from kinship, friendship or membership of an association.

- (2) A council member who has an interest in any matter to be discussed at a council or committee meeting attended by the council member must disclose the nature of the interest —
- (a) in a written notice given to the CEO before the meeting; or
 - (b) at the meeting immediately before the matter is discussed.
- (3) Subclause (2) does not apply to an interest referred to in section 5.60 of the Act.
- (4) Subclause (2) does not apply if a council member fails to disclose an interest because the council member did not know —
- (a) that they had an interest in the matter; or

- (b) that the matter in which they had an interest would be discussed at the meeting and the council member disclosed the interest as soon as possible after the discussion began.
- (5) If, under subclause (2)(a), a council member discloses an interest in a written notice given to the CEO before a meeting, then —
 - (a) before the meeting the CEO must cause the notice to be given to the person who is to preside at the meeting; and
 - (b) at the meeting the person presiding must bring the notice and its contents to the attention of the persons present immediately before any matter to which the disclosure relates is discussed.
- (6) Subclause (7) applies in relation to an interest if —
 - (a) under subclause (2)(b) or (4)(b) the interest is disclosed at a meeting; or
 - (b) under subclause (5)(b) notice of the interest is brought to the attention of the persons present at a meeting.
- (7) The nature of the interest must be recorded in the minutes of the meeting.

23. Compliance with plan requirement

If a plan under clause 12(4)(b) in relation to a council member includes a requirement referred to in clause 12(6), the council member must comply with the requirement.

Complaint About Alleged Breach Form - Code of conduct for council members, committee members and candidates

Schedule 1, Division 3 of the *Local Government (Model Code of Conduct) Regulations 2021*

NOTE: A complaint about an alleged breach must be made —

- (a) in writing in the form approved by the local government
- (b) to an authorised person
- (c) within one month after the occurrence of the alleged breach.

Name of person who is making the complaint:
Name: _____ <u>Given Name(s)</u> <u>Family Name</u>

Contact details of person making the complaint:
Address: _____ Email: _____ Contact number: _____

Name of the local government (city, town, shire) concerned:

Name of council member, committee member, candidate alleged to have committed the breach:

State the full details of the alleged breach. Attach any supporting evidence to your complaint form.

Date of alleged breach:

/ / 20

SIGNED:

Complainant's signature:

Date of signing: / / 20

Received by Authorised Officer

Authorised Officer's Name:

Authorised Officer's Signature:

Date received: / / 20

NOTE TO PERSON MAKING THE COMPLAINT:

This form should be completed, dated and signed by the person making a complaint of an alleged breach of the Code of Conduct. The complaint is to be specific about the alleged breach and include the relevant section/subsection of the alleged breach.

The complaint must be made to the authorised officer within one month after the occurrence of the alleged breach.

Signed complaint form is to be forwarded to: ceo@yalgoo.wa.gov.au or
37 Gibbons St, YALGOO WA 6635

1.1b Shire of Yalgoo Code of Behaviour Complaint Management Policy

History	New
Former Policy	1.1 November 2020 Governance Organisational Policy Manual C2021-0413 Code of Conduct
Amended / confirmed	Review 30 th July 2021 C2021-079
Review Frequency	4 yearly

Policy Objective

To establish, in accordance with Clause 15(2) of the *Local Government (Model Code of Conduct) Regulations 2021* and the Shire of Yalgoo Code of Conduct for Council Members, the procedure for dealing with complaints about alleged breaches of the behaviour requirements included in Division 3 of the Shire of Yalgoo Code of Conduct for Council Members, Committee Members and Candidates.

To give effect to the Shire of Yalgoo's commitment to an effective, transparent, fair and accessible complaints handling process that supports high standards of behaviour of Council Members, Committee Members and Candidates.

Policy Scope

This Policy applies to complaints made in accordance with Clause 11 of the Shire of Yalgoo Code of Conduct for Council Members, Committee Members and Candidates.

This Policy applies to Council Members, Committee Members, Candidates and any person who submits a complaint in accordance with this Policy.

Definitions

Act means the *Local Government Act 1995*.

Behaviour Complaints Committee means the Committee established by the Council in accordance with s.5.8 of the Act for the purpose of dealing with Complaints. The role of the Behaviour Complaints Committee is outlined in Part 2.3 of this Policy.

Behaviour Complaints Officer means a person authorised in writing *[by Council resolution or by the CEO exercising delegated authority]* under clause 11(3) of the Code of Conduct to receive complaints and withdrawals of complaints. The role of the Behaviour Complaints Officer is addressed in Part 2.1 of this Policy.

Breach means a breach of Division 3 of the Shire of Yalgoo's Code of Conduct for Council Members, Committee Members and Candidates.

Candidate means a candidate for election as a Council Member, whose nomination has been accepted by the Returning Officer under s.4.49 of the Act, but does not include a Council Member who has nominated for re-election. A person is a Candidate from the date on which their nomination is accepted, until the Returning Officer declares the election result in accordance with s.4.77 of the Act.

Candidate Complaint means a Complaint alleging a Breach by a Candidate. Candidate Complaints are dealt with in Part 3.2 of this Policy.

Code of Conduct means the Shire of Yalgoo's Code of Conduct for Council Members, Committee Members and Candidates.

Committee means a committee of Council, established in accordance with s.5.8 of the Act.

Committee Member means a Council Member, employee of the Shire of Yalgoo's or other person who has been appointed by the Council to be a member of a Committee, in accordance with s.5.10(1) of the Act. A person is a Committee Member from the date on which they are appointed, until their appointment expires or is terminated by Council resolution.

Complaint means a complaint submitted under Clause 11 of the Code of Conduct.

Complainant means a person who has submitted a Complaint in accordance with this Policy.

Complaint Assessor means the Behaviour Complaints Officer or a person appointed by the Behaviour Complaints Officer in accordance with Part 2.2 and Part 3.8 of this Policy.

Complaint Documents means the Complaint Form and any supporting information, evidence, or attachments provided by the Complainant.

Complaint Form means the form approved under clause 11(2)(a) of the Code of Conduct *[by Council resolution or by the CEO exercising delegated authority]*.

Council means the Council of the Shire of Yalgoo.

Council or Committee Meeting means a formal meeting of the Council or a Committee that is called and convened in accordance with the Act. It does not include informal meetings, such as workshops or briefings.

Council Member means a person who is currently serving a term of office as an elected member of the Council in accordance with the Act.

Finding means a finding made in accordance with clause 12(1) of the Code of Conduct as to whether the alleged Breach has or has not occurred.

Plan means a Plan that may be prepared and implemented under clause 12(4)(b) of the Code of Conduct, to address the behaviour of the person to whom the complaint relates (the Respondent), if a Finding has been made that a Breach has occurred.

Response Documents means the response provided by the Respondent to the Complaint, and includes any supporting information or evidence that is supplied.

Policy Statement

1. Principles

1.1. Procedural fairness

The principles of procedural fairness, or natural justice, will apply when dealing with a Complaint under this Policy. In particular:

the Respondent will be afforded a reasonable opportunity to be heard before any findings are made, or a plan implemented;

the decision maker should be objective and impartial, with an absence of bias or the perception of bias; and

any findings made will be based on proper and genuine consideration of the evidence.

1.2. Consistency

The application of this Policy should lead to consistency in process and outcomes. While each Complainant and Respondent will be dealt with according to their circumstances, and each Complaint considered and determined on its merits, similar circumstances will result in similar decisions.

1.3. Confidentiality

There is no direct statutory provision for confidentiality of behaviour breach allegations under the Act or Local Government (Model Code of Conduct) Regulations 2021. However the Shire of Yalgoo will take the following steps to protect both the Complainant and Respondent.

In order to allow the Respondent to understand and respond to the complaint against them, the name of the Complainant will be provided to the Respondent, unless the Complainant provides reasons this should not occur.

The Complainant's contact information will not be provided to the Respondent.

The Complainant's name and contact information will not be included in any publicly available documents such as meeting agenda or minutes.

The Complainant should be aware that Complaint Documents may be subject to an FOI request, noting that they must be consulted before any documents are released, and exemptions may apply.

1.4. Accessibility

The Shire will ensure that information on how to make a complaint, including this Policy, is available at the Shire's Administration Building and on the Shire's website. The Shire will make information available in alternative formats if requested.

Any person wishing to make a complaint may contact the Behaviour Complaints Officer if they require assistance in completing the complaint form or otherwise navigating the complaints process.

The Shires Behaviour Complaints Officer is the Chief Executive Officer who can be contacted on 0417 484 840 or ceo@yalgoo.wa.gov.au

2. Roles

2.1. Behaviour Complaints Officer

The Behaviour Complaints Officer is authorised in accordance with clause 11(3) of the Code of Conduct to accept complaints and withdrawal of complaints.

The Behaviour Complaints Officer is not an advocate for the complainant or the respondent. The Behaviour Complaints Officer provides procedural information and assistance to both Complainant and Respondent.

The Behaviour Complaints Officer will liaise with and provide administrative support to a Complaint Assessor appointed under this Policy.

The Behaviour Complaints Officer will liaise with the Local Government to facilitate the calling and convening of Council or Behaviour Complaints Committee meetings if required.

In undertaking their functions, the Behaviour Complaints Officer will apply the Principles of this Policy.

2.2. Complaint Assessor

The Complaint Assessor is appointed by the Behaviour Complaints Officer in accordance with Part 3.8 of this Policy if, by their own opinion, the Behaviour Complaints Officer believes they are unable to act as a Complaint Assessor due to an actual or perceived bias.

The Complaint Assessor will be an impartial third party who will undertake the functions specified in this Policy if the Behaviour Complaints Officer does not believe they can act impartially or that they have sufficient time or experience to carry out an investigation. In undertaking their functions, the Complaint Assessor will apply the Principles of this Policy.

The Behaviour Complaints Officer may appoint a Complaint Assessor at any point during this process with notice to all parties that this has occurred.

The Complaint Assessor will liaise with the Behaviour Complaints Officer to manage the administrative requirements of dealing with the Complaint in accordance with this Policy.

A Complaint Assessor should request a written response from the Respondent and review all documents provided (the Complaint Documents, any Local Government Records identified by the Behaviour Complaints Officer, and Response Documents). If they believe an investigation is required the scope of the investigation shall be determined by the Behaviour Complaints Officer in accordance with the Shires Budget and Purchasing Policy.

2.3. Behaviour Complaints Committee

The Behaviour Complaints Committee is a Committee of Council established in accordance with s.5.8 of the Act for the purpose of dealing with Complaints.

The Behaviour Complaints Committee is a Committee of Council Members only. The membership and purpose of the Behaviour Complaints Committee is outlined in the Complaints Committee Terms of Reference.

Behaviour Complaints Committee Terms of Reference

The Behaviour Complaints Committee is a Committee of Council established in accordance with s.5.8 of the *Local Government Act 1995* (the Act) for the purpose of dealing with Behaviour Complaints made under Division 3 of the Shire of Yalgoo's Code of Conduct for Council Members, Committee Members and Candidates (Code of Conduct).

The extent of authority provided to the Behaviour Complaints Committee is specified in the relevant Delegated Authority, and includes:

- Dismissing a behaviour complaint in accordance with clause 13 of the Code of Conduct and providing reasons for any such dismissal.
- Making a Finding as to whether an alleged complaint has or has not occurred, based upon evidence from which it may be concluded that it is more likely that the breach occurred than it did not occur [*clause 12(3) of the Code of Conduct*].
- Determining reasons for such a Finding.
- Where a Finding is made that a breach has occurred, determining:
 - To take no further action; or
 - Prepare and implement a plan to address the behaviour of the person to whom the complaint relates.

The extent of authority of the Behaviour Complaints Committee is limited by Condition of the Delegated Authority.

Membership

The Complaints Committee is a Committee of Council Members only in accordance with s.5.9(2)(a) of the Act.

Membership of the Behaviour Complaints Committee will comprise of all Council Members with the following condition:

The Delegated Authority Condition prescribes that if an appointed Committee Member is identified in the Complaint as either the Complainant or the Respondent, they are to recuse themselves from the Committee's Function by providing an apology. From the remaining Committee Members the Presiding Member of the Committee is determined by the following order; Shire President, Shire Deputy President, Councillor with longest continuous service or as nominated by the committee, with a blind draw if contested.

Meeting Schedule

Meetings are to be scheduled as required by the CEO as Behaviour Complaints Officer in consultation with the Committee Presiding Member.

Delegated Authority

The Behaviour Complaints Committee will act under Delegated Authority in accordance with s.5.16 of the Act. The delegation is recorded in the Shire Register of Delegations.

It is a Condition of Delegated Authority that the Behaviour Complaints Committee will be unable to exercise delegated authority if the Complainant or Respondent attend as a Complaints Committee Member.

Committee Governance

Complaints Behaviour Committee meetings are required to:

- be called and convened by the CEO, as required, in consultation with the Committee's Presiding Member;
- make the Committee Notice Papers and Agenda publicly available [s.5.94(p), s.5.96A(f)], with the exception of agenda content that relates to that part of the meeting which will be closed to members of the public under s.5.23(2) [Admin.r.14]; and
- make Committee minutes publicly available [s.5.94(n), s.5.96A(h)], with the exception of Minutes content that relates to that part of the meeting which was closed to the public or was determined as confidential under s.5.23(2).

3. Procedure

3.1. Making a complaint

Any person may make a Complaint alleging that a Council Member, Committee Member or Candidate has behaved in a way that constitutes a breach of Division 3 of the Code of Conduct [clause 11(1) of the Code of Conduct].

A Complaint must be made within one (1) month after the alleged Breach [clause 11(2)(c) of the Code of Conduct].

A Complaint must be made by **completing the Behaviour Complaint Form in full** and providing the completed forms to the Behaviour Complaints Officer.

A Complaint must be made in accordance with the Complaint Form and specify which requirement(s) of the Code of Conduct is alleged to have been breached.

A Complaint is required to include the name, signature and contact details of the Complainant therefore anonymous complaints cannot be accepted.

Where a Complaint Form omits required details, the Behaviour Complaints Officer will invite the Complainant to provide this information in order for the Complaint to be progressed.

Where a Complaint is made more than 1 month after the alleged breach, the Behaviour Complaints Officer will give the Complainant written notice that the Complaint cannot be made [clause 11(2)(c) of the Code of Conduct].

3.2. Candidate Complaints

A Complaint in relation to a Candidate must be made in accordance with 3.1, above, but cannot be dealt with unless the Candidate is subsequently declared elected as a Council Member.

Within 7 days after receiving a Candidate Complaint, the Behaviour Complaints Officer will provide written notice:

To the Complainant confirming receipt, and advising of the procedure for candidate complaints; and

To the Respondent, including a summary of the complaint, and advising of the procedure for candidate complaints.

No action will be taken until the results of the election are declared by the Returning Officer. If the respondent is elected, then the complaint will be dealt with in accordance with this Policy. Timeframes that would otherwise commence on the receipt of a Complaint will be taken to commence on the election date.

If the Respondent is not elected, the Behaviour Complaints Officer will provide the Complainant with notice that the Respondent has not been elected and that the Complaint cannot be dealt with *[clause 15(1) of the Code of Conduct]*.

3.3. Withdrawing a Complaint

A Complainant may withdraw their Complaint at any time before a Finding has been made in relation to the Complaint *[clause 14 of the Code of Conduct]*.

A Complainant may withdraw a Complaint by advising the Behaviour Complaints Officer in writing that they wish to do so.

After receiving a written withdrawal of the Complaint, the Behaviour Complaints Officer will take all necessary steps to terminate the process commenced under this Policy.

3.4. Notice to Complainant

Within 7 days after receiving a Complaint, the Behaviour Complaints Officer will provide written notice to the Complainant that:

- confirms receipt of the Complaint;
- outlines the process that will be followed and possible outcomes;
- explains the application of limited confidentiality to the complaint;
- includes a copy of this Policy; and
- if necessary, seeks clarifications or additional information; and
- an offer as outlined in this policy to accept and participate in or decline an Alternative Dispute Resolution.

If the Complainant agrees to an Alternative Dispute Resolution, the Behaviour Complaints Officer will advise the Complainant of the process in accordance with Part 3.6 of this Policy.

3.5. Notice to Respondent

Within 14 days after receiving a Complaint, the Behaviour Complaints Officer will provide written notice to the Respondent that:

- advises that a Complaint has been made in accordance with the Code of Conduct and this Policy;
- includes a copy of the Complaint Documents;
- outlines the process that will be followed, the opportunities that will be afforded to the Respondent to be heard and the possible outcomes;
- includes a copy of this Policy; and
- if applicable, advises that further information has been requested from the Complainant and will be provided in due course.

If the Complainant has agreed to participate in Alternative Dispute Resolution, the Behaviour Complaints Officer will ask the Respondent if they are also willing to participate in accordance with Part 3.6 of this Policy.

3.6. Alternative Dispute Resolution

The Shire of Yalgoo recognises that Alternative Dispute Resolution may support both parties to reach a mutually satisfactory outcome that resolves the issues giving rise to the Complaint. Alternative Dispute Resolution requires the consent of both parties to the Complaint and may not be appropriate in all circumstances.

To commence the process, the Behaviour Complaints Officer will, as the first course of action upon receiving a complaint, offer the Complainant and the Respondent the option of Alternative Dispute Resolution. If both parties agree to participate in Alternative Dispute Resolution, the Behaviour Complaints Officer will pause the formal process.

The objective of Alternative Dispute Resolution will be to reach an agreed resolution that satisfies the Complainant that the formal process is no longer required, allowing them to withdraw the Complaint, in accordance with Part 3.3 of this Policy. For example, an offer by a Respondent to issue a voluntary apology in response to a Complaint, even in the absence of a request from the Complainant, qualifies for consideration as Alternative Dispute Resolution.

If Alternative Dispute Resolution is commenced, both the Complainant and Respondent may decline to proceed with the process at any time. The process may also be terminated on the advice of a third party who is providing assistance to the Local Government, such as a facilitator or mediator.

If Alternative Dispute Resolution is terminated or does not achieve an agreed outcome that results in the withdrawal of the Complaint, the Behaviour Complaints Officer will resume the formal process required under this Policy.

In any case the Behaviour Complaints Officer will act as intermediary and specify a time/cost threshold. For example if no agreement between the parties occurs within a reasonable timeframe, then the Alternative Dispute Resolution will be deemed as unsuccessful, and the formal complaints procedure will resume.

3.7. Order of Complaints

Complaints will normally be dealt with in the order in which they are received.

If more than one Complaint is received that relates to the same alleged behaviour, the Behaviour Complaints Officer may decide to progress those Complaints concurrently.

3.8. Appointment of Complaints Assessor

If Alternative Dispute Resolution is not commenced, is terminated or does not achieve an agreed outcome resulting in the withdrawal of the Complaint, the Behaviour Complaints Officer will appoint a suitably qualified and experienced Complaint Assessor, in accordance with the Shire's Purchasing Policy.

The Behaviour Complaints Officer will endeavour to appoint a Complaint Assessor within a reasonable period. The Behaviour Complaints Officer will provide written notice of the appointment to the Complainant and the Respondent.

The Behaviour Complaints Officer will undertake procurement in accordance with the Local Government's Purchasing Policy, based on sufficiently detailed guidance on suitable qualifications and experience, if Part 2.2 of this Policy requires them to do so.

3.9. Search of Local Government Records

The Complaint Assessor may request the Behaviour Complaints Officer to search for any relevant records in the Shire's Record Management System.

In particular, if the behaviour is alleged to have occurred at a Council or Committee Meeting, the Behaviour Complaints Officer will be requested to identify any Local Government records that provide evidence that may support a decision as to whether:

the behaviour occurred at a Council or Committee Meeting,
the behaviour was dealt with by the person presiding at the meeting, and/or
the Respondent has taken remedial action in accordance with the Shire of Yalgoo Standing Orders.

The Complaints Assessor must provide the Respondent with a copy of any records that are identified. In addition, where a clarification or additional information has been sought from the Complainant by either the Behaviour Complaints Officer or the Complaint Assessor, copies must also be provided to the Respondent.

3.10. Assessment of the Complaint

The Complaint Assessor will undertake an assessment of the Complaint in accordance with the process outlined in the Notices given under Part 3.4 and Part 3.5 of this Policy.

The Complaint Assessor must ensure that the Respondent is provided with a reasonable opportunity to be heard before forming any opinions, or drafting the Complaint Report or recommendations. Indicatively the Respondent should provide a response within 14 days in writing unless another format is reasonable. The Complaints Assessor is to exercise their professional skill and judgment in that regard.

3.11. Complaint Report

The Complaint Assessor will prepare a Complaint Report that will:

- outline the process followed, including how the Respondent was provided with an opportunity to be heard;
- include the Complaint Documents, the Response Documents and any relevant Local Government Records as attachments; and
- include recommendations on each decision that may be made by the Complaints Committee; and
- include reasons for each recommendation, with reference to Part 4 of this Policy.

If the Complaint Report recommends that a Plan is prepared and implemented in accordance with clause 12(4)(b) of the Code of Conduct and Part 4.4 of this Policy, the Complaint Report must include a Proposed Plan.

The Complaint Assessor will liaise with the Behaviour Complaints Officer to include the Complaint Report in the Agenda for a meeting of the Complaints Committee. The Behaviour Complaints Officer will be responsible for preparation of an Officer Report with the Complaint Report provided as a confidential attachment. The recommendations of the Complaint Report will be provided as the Officer Recommendations.

The Respondent is to be provided with the draft Complaint Report so that they can make one final submission within 7 days, before the Complaint Assessor finalises the Complaint Report.

3.12. Complaints Committee Meeting

The Agenda will be prepared on the basis that the part of the meeting that deals with the Complaint Report will be held behind closed doors in accordance with s.5.23(2) of the Act.

The Behaviour Complaints Committee will consider the Complaint Report and attachments and give due regard to the recommendations.

In accordance with Regulation 11(d)(a) of the *Local Government (Administration) Regulations 1996*, reasons for any decision that is significantly different from the Officer Recommendation must be recorded in the meeting minutes.

The Local Government is required to include reasons when providing notice of its decisions under clauses 12(4), 12(7) and 13 of the Code of Conduct. The Complaint Report is required to provide reasons for each of its recommendations, which become the Officer Recommendations.

If the behaviour that is the subject of the Complaint is alleged to have occurred at a Council or Committee Meeting, the Behaviour Complaints Committee will determine whether or not to dismiss the Complaint in accordance with Clause 13 of the Code of Conduct and Part 4.2 of this Policy.

If the Behaviour Complaints Committee dismisses a Complaint, the Behaviour Complaints Officer must give the Complainant and the Respondent written notice of the decision and the reasons for the decision in accordance with clause 13(2) of the Code of Conduct. This concludes the process for this Complaint.

If the Complaint is not dismissed, the Behaviour Complaints Committee will consider the Complaint and make a Finding as to whether the alleged Breach that is the subject of the Complaint has or has not occurred, in accordance with clause 12 of the Code of Conduct and Part 4.3 of this Policy.

If the Behaviour Complaints Committee finds that the alleged Breach **did not** occur, the Behaviour Complaints Officer must give the Complainant and the Respondent written notice of the Finding and the reasons for the Finding in accordance with clause 12(7)(a) of the Code of Conduct. This concludes the process for this Complaint.

If the Behaviour Complaints Committee finds that the alleged breach **did** occur, the Committee will decide whether to take no further action in accordance with clause 12(4)(a) of the Code of Conduct or prepare a plan to address the behaviour in accordance with clause 12(4)(b) of the Code of Conduct and Part 4.4 of this Policy.

If the Behaviour Complaints Committee decides to take no further action, the Behaviour Complaints Officer must give the Complainant and the Respondent written notice of this decision and the reasons for the Finding in accordance with clause 12(7)(a) of the Code of Conduct. This concludes the process for this Complaint.

If the Behaviour Complaints Committee decides to prepare a Plan, the Committee will first consult with the Respondent in accordance with clause 12(5)* of the Code of Conduct. The Behaviour Complaints Committee will consider any submissions made by the Respondent before preparing and implementing a Plan.

*In actioning clause 12(5) of the Code of Conduct, the Respondent may be invited to make an oral submission or provide a written response. If the final decision to implement a Plan is referred to a subsequent meeting of the Committee, the Complaints Assessor or Behavioural Complaints Officer may provide a report attaching the written response and potentially make an associated recommendation as to the effect of a Plan.

3.13. Compliance with Plan Requirement

The Behaviour Complaints Officer will monitor the actions in timeframes set out in a Plan.

Failure to comply with a requirement included in a Plan is a minor breach under section 5.105(1) of the Act and clause 23 of the Code of Conduct.

The Behaviour Complaints Officer must provide a report advising Council of any failure to comply with a requirement included in a Plan.

4. Decision Making

4.1. Objective and Principles

All decisions made under this Policy will reflect the Policy Objectives and the Principles included in Part 1 of this Policy.

4.2. Dismissal

The Behaviour Complaints Committee must dismiss a Complaint in accordance with clause 13(1)(a) and (b) of the Code of Conduct if it is satisfied that -

- (a) the behaviour to which the Complaint relates occurred at a Council or Committee Meeting; and
- (b) either —
 - (i) the behaviour was dealt with by the person presiding at the meeting; or
 - (ii) the Respondent has taken remedial action in accordance with the Shire of Yalgoo Meeting Procedures and Standing Orders.

4.3. Finding

A Finding that the alleged breach has occurred must be based on evidence from which it may be concluded that it is more likely that the breach occurred than that it did not occur *[clause 12(3) of the Code of Conduct]*.

This may involve first considering whether the behaviour occurred, on the balance of probabilities, and then whether that behaviour constituted a breach of a requirement of Division 3 of the Code of Conduct.

4.4. Action

In deciding whether to take no further action, or prepare and implement a Plan, the Complaints Committee may consider:

- the nature and seriousness of the breach(es);
- the Respondent's submission in relation to the contravention;
- whether the Respondent has breached the Code of Conduct knowingly or carelessly;
- whether the Respondent has breached the Code of Conduct on previous occasions;
- likelihood or not of the Respondent committing further breaches of the Code of Conduct;
- personal circumstances at the time of conduct;
- need to protect the public through general deterrence and maintain public confidence in Local Government; and
- any other matters which may be regarded as contributing to or the conduct or mitigating its seriousness.

4.5. Plan Requirements

The Proposed Plan may include requirements for the Respondent to do one (1) or more of the following:

- engage in mediation;
- undertake counselling;
- undertake training;
- take other action the Complaints Committee considers appropriate (e.g. an apology).

The Proposed Plan should be designed to provide the Respondent with the opportunity and support to demonstrate the professional and ethical behaviour expected of elected representatives expressed in the Code of Conduct.

The Proposed Plan may also outline:

- the actions to be taken to address the behaviour(s);
- who is responsible for the actions;
- any assistance the Local Government will provide to assist achieve the intent of the Plan; and
- a reasonable timeframe for the Plan action(s) to be addressed by the Respondent.

4.6. Relevant Legislation

Local Government Act 1995

Local Government (Model Code of Conduct) Regulations 2021

1.2 Standing Orders

Introduction	There is no requirement for a local government to adopt standing orders (as a local law) though it is hard to imagine a Council meeting functioning smoothly without rules of debate. The Shire of Yalgoo recognises this as a broad need and has opted down the path of an abbreviated version of rules in policy format rather than a formal local law.	
Objective	To set down rules of debate for Council or Committee meetings that satisfy the needs of the Shire of Yalgoo.	
History	Adopted	19 July 2007
	Former Policy	1.5
	Amended / confirmed	21 August 2008
	Review adopted	OCM Apr2020
	Amended/confirmed	review 30 th July 2021 C2021-079
Review Frequency	4 yearly	

Policy Statement

The following Policy Schedule 1.2 – Standing Orders is adopted, and forms part of this Statement.

– End of Policy

POLICY SCHEDULE 1.2 – STANDING ORDERS

1. Interpretation

In this policy, unless the contrary intention appears,

“absolute majority”

“CEO”

“committee”

“council”

“councillor”

“local government”

“motion”

“meeting”

“member”

“president”

“presiding member”

“prescribed,”

shall be interpreted as defined in the Local Government Act 1995.

“Agenda” means a customary list of matters for consideration by the Council or Committee.

“Clause” means each numbered clause of this policy.

“Deputation” means any persons appearing before the Council or a Committee on specific business, other than within the time set aside at the commencement of the meeting for submissions and questions from members of the public.

“Reports” means committee or officer reports supported by a précis, administrative comment (where appropriate) and recommendations that are included in the agenda for Council consideration.

“Standing Orders” means this text.

2. Proceedings to be Conducted According to Standing Orders

The proceedings and business of the Council shall be conducted in accordance with Act, the regulations and any other State law, and where not specifically prescribed, according to this policy.

3. Notice of Meeting – Members to Receive Notice

Notice of a Council or Committee meeting shall be given by CEO in accordance with the Act by means of an agenda setting out the matters for consideration.

4. Notices of Motion – Councillor

A councillor may bring forward business in the form of a written motion, which shall be given to the Chief Executive Officer, either at the meeting previous to the meeting at which it is intended to move the motion, or at any time thereafter, up to 24 hours before the close of the agenda.

5. Agenda

Notice required in clause 3 shall be in the form of an agenda setting out the matters for consideration and decision by the council which shall be closed by the CEO at such a time so as to ensure compliance with the requirements of the Act.

6. Urgent Business

General business will not be admitted to Council.

In cases of urgency or other special circumstances, where a matter cannot or should not be deferred until the next meeting, urgent items may, with the consent of a majority of Councillors present, be heard and dealt with. Any such business shall be in the form of a clear motion, and the President may require such a motion to be written and signed by the Councillor or officer proposing the motion or recommendation.

7. Deputations

Persons wishing to appear before Council or a Committee as a deputation should apply to the CEO at least one week before the date of the meeting, specifying the purpose of the deputation and the number of persons in the deputation. Deputations may be permitted at the discretion of the Presiding Member or by a resolution of the Council or Committee (as the case may not be). Not more than two members of a deputation may address the Council or Committee, except to answer questions from members of the Council or Committee. The Presiding Member may receive deputations at any time to suit the order of business, general convenience or good conduct of the meeting.

8. Ordinary Meeting – Order of Business

As far as practicable, proceedings of the ordinary meeting of the Council shall be:

1. Declaration of Opening/Announcement of Visitors
2. Record of Attendance/Apologies/Leave of Absence

3. Disclosures of Interest
4. Public Question Time
 - Response to Questions Taken on Notice
 - Questions Without Notice
5. Petitions/Deputations/Presentations/Submissions
6. Notice of Matters to be Discussed Behind Closed Doors
7. Applications for Leave of Absence
8. Announcements Concerning Meetings Attended
9. Confirmation of Minutes
10. Minutes of Committee Meetings
11. Reports of Officers
12. Notices of Motion
 - Previous Notice received
 - For Consideration at the Following Meeting
13. Urgent Business
14. Matters for which the Meeting may be Closed
15. Next Meeting
16. Meeting Closure

9. Public Conduct at Meetings

- a) Any person or persons may attend meetings of Council provided that there is no expression of dissent, approval or level of conversation that interrupts the proceedings of Council (except by any person making public statements or asking a question in accordance with clause 7).
- b) In the event of an interruption, the Presiding Member may request that the person or the persons cease to do so. If they do not comply, the Presiding Member may direct that the person or persons immediately withdraw from the meeting room. Failure to comply with such a direction shall constitute an offence against these Standing Orders.

10. Role of the Presiding Member

- a) The Presiding Member may direct attention to any matter of interest or relevance to the business of the meeting or propose a change to order of business. Any member may move that a change in order of business proposed by the Presiding Member not be accepted and if carried by majority of members present, the propose change in order will not take place.
- b) The Presiding Member may take part in a discussion upon any question before the council, subject to the same conditions as applicable to any Councillor.
- c) To preserve order, when the Presiding Member indicates a wish to speak during the progress of a debate, any member then speaking shall immediately cease. Every person present shall observe silence in order that the Presiding Member may be heard without interruption. This clause is not to be used by the Presiding Member in the exercise of the right to take part in Council discussion.
- d) A Councillor may move a motion to disagree with a ruling made by the Presiding Member. The Presiding Member must immediately call for a seconder and put the motion without debate.

11 Maintenance of Order

- a) Members shall speak of each other and staff during this meeting by their respective titles of President, Councillor or CEO. Members shall not impute motives or use offensive or objective expressions in reference to any member, officer of the council, or any other person.
- b) If a member commits a breach of the preceding clause, the Presiding Member, or the Council by resolution, may require that member to withdraw unreservedly any offending comment and to make a satisfactory apology. If the member refuses to do so, the Presiding Member shall direct the member to cease speaking.
- c) A Councillor wishing to address a meeting shall indicate by raising a hand. When invited by the Presiding Member to do so the councillor may address the Council through the Presiding Member.
- d) Councillors shall restrict remarks to the matter under discussion, or to an explanation or point of order.
- e) All addresses shall be limited to maximum of five minutes. Extension of time is permissible only with the agreement of the majority of members.
- f) No member shall interrupt another member whilst speaking unless to raise a point of order or call attention to the absence of a quorum.

12 Procedures for Debate of Motions

- a) It shall be the function of the Presiding Member to determine the majority opinion of the Councillors present at a meeting of any motion placed before the meeting.
- b) As determined by the Presiding Member, recommendations presented on the business paper and serially numbered, may be offered to the meeting as a block for Council endorsement and such motions, with or without amendment, may be moved and seconded as a whole as a motion of the Council. Each item adopted by the Council shall become a resolution of the Council and shall be recorded in the minutes.
- c) Block voting shall not apply in cases where an absolute majority voting is required by the Act.
- d) Before debate is opened, the motion must be moved and seconded. A motion not being seconded is to be considered and recoded as lapsed.
- e) The elected member moving a motion is not under any obligation to move the recommendation of an Officer but shall give due consideration to the Officer's recommendation on the matter, which may be moved verbatim, or with changes to the wording. If the Officer's recommendation is varied, either in the original motion or by formal amendment, the elected member moving the motion must also provide the reason for variation, to be recorded in the Minutes, as required by the Act.
- f) When a motion is under debate, no further motion shall be accepted.
- g) The Presiding Member will call speakers to a motion in the following order:
 - (i) The mover to state the motion
 - (ii) A seconder to the motion
 - (iii) The mover to speak to the motion
 - (iv) The seconder to speak to the motion
 - (v) A speaker against the motion
 - (vi) A speaker for the motion
 - (vii) Other speakers against and for the motion, alternating in view, if any
 - (viii) Mover takes right of reply which closes debate

- h) If the Presiding Member believes enough discussion has taken place even though all members may not have spoken, he may offer the right of reply to the mover to close the debate.

13. Procedural Motions

To expedite meetings of Council, procedural motions are not required to be in writing but must be moved and seconded –

- a) *“That the Council do now adjourn until (state time and date).”* If carried, will clause the meeting to stand adjournment as specified to any other time not more than seven days from date of adjournment.
- b) *“That the motion be now put.”* If carried without amendment requires the Presiding Member to offer the mover the right of reply, and then immediately put the motion to the meeting. If carried during debate on an amendment requires the Presiding Member to put the motion without any right of reply.
- c) *“That the Councillor be heard no longer heard.”* If carried this motion requires the Presiding Member not to allow the speaker to speak any further on the motion, excepting the right of reply if the speaker was the mover of the motion.
- d) *“That the ruling of the Presiding Member be disagreed with.”* If carried this will cause the ruling of the Presiding Member to be reversed, and for the meeting to proceed accordingly. Such a motion cannot be moved in the case of the Presiding Member’s adjournment of the meeting to regain order.
- e) *“That the Council meet behind closed doors.”* If carried this will cause the public and any officer or employees the Council determines to leave the room, unless remaining with the consent of Council.
- f) *“That Standing Order (clause or clauses to be stated) be suspended.”* If carried will cause the procedure of these standing orders to be suspended in part or in the whole.
- g) *“That the matter lay on the table until (specify meeting).”* If carried, has the effect that all consideration and discussion of the matter is deferred until the meeting specified.

14. Decision Making Processes

- a) Amendments – Any number of amendments may be proposed to a motion, but whenever any amendment is made upon a motion, no second or subsequent amendment shall be moved or considered until the first amendment has been disposed of.
- b) Foreshadowed Motion – During the course of debate on an amendment to a motion, a member may give notice of intention to move a motion or amendment when the question before the meeting is decided.
- c) Motion – If an amendment to a motion is carried, the motion as amendment shall then be submitted as the motion and shall become the question before the meeting upon which any member may speak and any further amendment may be moved.
- d) Consent of Seconder Required to Accept Alteration of Wording – The mover of a motion may not alter the wording of the motion without the consent of the seconder.
- e) Withdrawal of Motion and Amendments – Council may, without debate, grant leave to withdraw a motion or amendment upon request of the mover of the motion or amendment and with the approval of the seconder provided that there is no voice expressed to the contrary view by any member, in which case discussion on the motion or amendment shall not continue.

- f) Limitation of Motion and Amendments – Where an amendment has been proposed to a motion, the motion shall not be withdrawn, except by consent of the, majority of members present, until the amendment proposed has been withdrawn or lost.
- g) Right of Reply – The mover of a motion shall have the right to reply. After the mover of the motion has commenced the reply, no other member shall speak on the question. The reply must be confined to rebutting arguments raised by previous speakers and no new matter may be introduced.
- h) All Members to Vote – Save where the Act otherwise provides, at every meeting of the Council every member shall vote, and if any member who is entitled to vote fails to vote, the Presiding Member shall call upon the member to vote.
- i) Method of Taking Vote – In putting the questions to the council, the Presiding Member may ask whether there is no objection to the motion, and if not, the motion is deemed carried unanimously. If objection is raised to the motion, the Presiding Member shall put the question as often as necessary to determine the decision from a show of hands before declaring a decision.
- j) Declaration of Vote – The Presiding Member shall declare the vote to be carried or lost, stating the number of votes in favour and against the motion.

15. Points of Order

- a) Procedure – Upon a matter of order a Councillor may raise a point of order including interrupting the speaker. A Councillor shall immediately cease speaking while the Presiding Member considers the point of order.
- b) Definition – The following definitions shall constitute a point of order –
 - Discussion of a matter not before the Council or Committee.
 - Use of offensive or insulting language.
 - Violation of any provision of this policy, provided that the Councillor raising the point of order states the standing order believed to be breached.
- c) Ruling – The Presiding Member shall give a decision on any point of order after the point has been raised by upholding or rejecting it. The ruling of the Presiding Member shall final, unless a majority of the members support a motion of dissent with the ruling.
- d) Precedence – All points of order take precedence over any other debate and until decided and suspends the consideration of every other matter.

16. Committees of Council

- a) The Council shall, at the first meeting held after each ordinary election day, review all appointed committees.
- b) Power and Duties – The power and duties of Committees shall be defined and delegated to them by resolution carried by absolute majority of the Council and recorded in the Delegations Register. The constitution and practice of the Committees shall accord with the Act.
- c) Recommendations of Committees – The recommendations of a Committee shall be presented to the next appropriate Council meeting.
- d) Inspection of Plans – All plans referred to in any recommendation of the Committee shall lay on the table of the Council Chamber for inspection by Councillors at the meeting at which the matter is being considered.

- e) Rights and Responsibilities of Councillors who are not Committee Members – Councillors who are not members of a committee may attend all meetings of all Committees and may participate only at the invitation of the Presiding Member but may not vote. Travel expenses are payable only to Councillors who are members of the Committee unless specifically authorised by Council by resolution prior to the committee meeting.

17. Chief Executive Officer – Duty

It is the duty of the Chief Executive Officer to draw the attention of the Council, any breach or likely breach of these standing orders even if it requires interrupting any person who may be speaking.

– End of Schedule

1.3 Authorised Meetings Payment Claim

Introduction	The Local Government Act 1995 provides two different classifications of expenses that can be reimbursed to members. They are those that “shall” be paid and those that “may” be paid		
Objective	To establish the basis upon which Council will reimburse travel and other expenses (accommodation and meals) pursuant to section 5.98 of the Local Government Act 1995 (Discretionary Expenses)		
History	Adopted	19 April 2007	ref OC0412
	Former Policy	1.3	
	Amended / confirmed	21 August 2008	
	Amended	26 November 2009	
	Amended	20 February 2014,	C2014-0239
	Review adopted	OCM Apr2020	
	Amended / confirmed	Reviewed 30 July 2021	C2021-079
Review Frequency	4 yearly		

Policy Statement

1. Council will reimburse travel and other expenses where Members of Council have been appointed as delegates by resolution of Council as well as where there is a requirement for a Councillor to attend interviews for senior staff or CEO positions.

– End of Policy

1.4 Council Chambers Usage (and Citizenship Dress Code)

Introduction	The purpose of this policy is to ensure the Chamber is used as a fit for purpose space.		
History	Adopted	unknown	
	Amended	unknown	
	Former Policy	1.4	
	Amended / confirmed	19 February 2016	
	Review adopted	OCM Apr2020	
	Former Policy	1.4 Council Chambers usage	
	Amended / Confirmed	Review 30 July 2021 C2021-079	
	(C2020-1010 Citizenship Ceremony Dress Code)		
	Proposed to be Revoked	January 2025 OCM	
Review Frequency	4 yearly		

Policy Statement

1. The Council Chambers are not available for general use.
2. Where the meeting involves the Shire as an organisation or is of importance to the Shire, the CEO has discretion to approve use of the Chambers, for example –
 - meetings with/by visitors (e.g. parliamentarians, government agencies, developers etc)
 - administrative – audit, consultants, meetings requiring additional privacy etc.
3. No meals are to be consumed in the Chambers.
4. Citizenship Ceremonies are ordinarily held in the Yalgoo Shire Council Chambers to fulfil the requirements of the Australian Citizenship Ceremonies Code and provide a venue of significance.
5. Dress Code for Citizenship Ceremonies – The attire of attendees at citizenship ceremonies should reflect the significance of the occasion. Smart Casual, National/Cultural dress welcome.

1.4b Portraits in Council Chambers

Objective	To ensure appropriate portraits are displayed in the Council Chambers	
History	Adopted	22 November 1999
	Former Policy	1.6
	Amended / confirmed	21 August 2008
	Review adopted	OCM Apr2020
	Former policy	1.5 (November 2020 Policy Manual)
	Amended/Confirmed	Review 30 July 2021 C2021-079
Review Frequency	4 yearly	

Policy Statement

That, subject to the agreement by the immediate families, the portraits of Presidents and members of fifteen years service or more of the Council of the Shire of Yalgoo or the Yalgoo Roads Board be exhibited in the Council Chambers.

– End of Policy

1.5 Councillors Recognition of Service

Introduction **The Minister for Local Government must give Councillors written exemption from the requirement to declare a financial interest prior to any change to this Policy.**

This Policy is a Financial Interest as defined by the Local Government Act s.5.60 and 5.60A and an exemption from the Minister under s.5.69, is therefore required prior to any amendment, alteration or revocation of the Policy whatsoever.

Although Councillors can claim travel, meeting expenses etc as of right, it is considered appropriate that there be some recognition from the Shire on behalf of the community, for their commitment to the district. Where qualifying, enquiries should also be made through the Department of Local Government to obtain a Certificate of Appreciation from the Minister.

Objective To recognise the service of, and show appreciation to, departing Councillors.

History	Adopted	16 November 2007	
	Former Policy	3.18	
	Amended / confirmed	21 August 2008	
	Amended	5 December 2013	C2013-1207
	Review adopted	OCM Apr2020	
	Former Policy	1.6	
	Amended / confirmed	Review 30 July 2021	C2021-079

Review Frequency 4 yearly

Policy Statement

1. Each departing Councillor shall receive an appropriate plaque or certificate of service.
2. The CEO is to arrange a suitable gift for departing Councillors, as per section 34AC of the Local Government (Administration) Regulations 1996.
3. Presentation of the plaque or certificate and gift will generally be made at the final meeting being attended by the Councillor, or at the Annual Shire Christmas function.

4. Multiple terms of service as a member of Council are to be considered individually according to each period, and not cumulatively.
5. Where qualifying, application for a Certificate of Appreciation from the Minister is to be made through the Department of Local Government.

1.6 Council Representation in External Organisations and Committees

Introduction	Council nominated representatives to several external organisations from time to time, but the nominated person may not always be available.	
Objective	To ensure that Council is represented by an authorised nominee at meetings, by specifying the organisations and order of precedence to represent Council.	
History	Adopted	21 August 2008
	Amended	26 November 2009
	Review adopted	OCM Apr2020
	Former Policy Representatives	1.7 External Organisations-Council
	Amended / confirmed	30 July 2021 C2021-079
Review Frequency	4 yearly	

Policy Statement

1. Council nominates people to the external organisations or committees listed in the table below at the first meeting following an Ordinary Election or from time to time as required.
2. Nominations as Council representatives to external organisations are to be reviewed at the first meeting following the ordinary Local Government elections, and new nominations to be delegates until the meeting following the next ordinary Local Government elections, subject to the provisions of the Local Government Act.
3. Should a representative or deputy representative resign their nomination or become disqualified to continue as a Councillor, their nomination lapses immediately, and Council will decide a new nomination at the next meeting.
4. Subject to the Constitution or Rules of the Organisation, if precedence needs to be determined due to unavailability or for some other reason, the order of priority will be –
 - a) Council's nominated representative/s
 - b) Council's nominated deputy representative/s
 - c) President
 - d) Deputy President
 - e) Councillors or the CEO as determined by the President

This table is to be updated post Elections each year (administrative change)

Last updated in Policy Manual V6 based on April24 OCM [C2024-05-03]

Organisation or Committee	Delegates
External - Murchison Vermin Regional Council	Cr S Willock Cr T Hoder
External - Murchison Country Zone of WALGA	Cr R Valenzuela Cr G Trenfield Cr S Willock
External - Mid West Regional Road Group	Cr R Valenzuela Cr S Willock Cr A Nichols
External - Murchison Sub Group of the MWRRG	Cr R Valenzuela Cr S Willock Cr A Nichols
External - Gunduwa Conservation Association (EGRCA)	Cr S Willock Cr T Hodder
External - Development Assessment Panel	Cr R Valenzuela Cr S Willock Alternate Cr Trenfield Alternate Cr T Hodder
External - Murchison Executive Group	CEO
Shire of Yalgoo Finance and Audit Committee (Audit and Risk)	All Councillors
Chief Bushfire Control Officer	CEO
Brigade Captain and Deputy Bushfire Control Officer Yalgoo (North)	Craig Holland
Brigade Captain and Deputy Bushfire Control Officer Paynes Find (South)	David Rocke
Fire Control Officer	Gail Pilmoor Richard Ryan (CESM)
External - Mid-West Local Government Emergency Management Network (MWLGEMN) & LEMC	LEMC Chair - Cr R Valenzuela Cr G Trenfield Officer appointed by the CEO
CEO Performance Committee	All Councillors who have completed the required WALGA training as per policy

Development Assessment Panel members are by Ministerial appointment following council nomination, with compulsory training required. Members of this committee are not put forward for re-nomination.

Delegates of Committees and Representatives to external Bodies should be aware of the policies and reference documents guiding the operation of those groups.

1.7 Elected Member Records Capture and Management

Objective	To meet the obligations imposed on elected members and the organisation by the State Records Office (SRO) under the State Records Act.		
History	Adopted	28 August 2009	
	Review adopted	OCM Apr2020	
	Former Policy	1.8 November 2020 Governance Organisation Policy Manual	
	Amended	Review 30 July 2021	C2021-079
Review Frequency	4 yearly		

Policy Statement

1. State Records Office policy which imposes the obligations on elected members and the organisation under the State Records Act, as advised on 30 July 2009, is –

In relation to the recordkeeping requirements of local government elected members, records must be created and kept which properly and adequately record the performance of member functions arising from their participation in the decision-making processes of Council and Committees of Council.

This requirement should be met through the creation and retention of records of meetings of Council and Committees of Council of local government and other communications and transactions of elected members which constitute evidence affecting the accountability of the Council and the discharge of its business.

Local governments must ensure that appropriate practices are established to facilitate the ease of capture and management of elected members' records up to and including the decision-making processes of Council.

2. Each elected member is responsible for determining which records are required for capture and management, and submission of the record to the CEO, for storage.
3. The Shire as an organisation, in meeting its obligations to facilitate the capture and management of elected member records will –
 - provide a collection point readily accessible to each elected member to deposit the required materials
 - materials collected will be separated according to elected member and financial year of deposit

- for electronic records (emails, digital photos etc), a CD suitable for backup of all electronic records will be provided at least once per year,
- the CD then to be deposited with other required materials,
- where a copy of the record is to be retained by the elected member, photocopying or other duplicate as necessary, will be provided without charge.

4. Access to the records created may be required, and is to be facilitated by the CEO –

- as permitted under various legislation such as the Local Government Act, the Freedom of Information Act etc,
- by order of an authorised body such as the Standards Panel or a Court of law etc,
- by a representative an authorised body such as the Ombudsman or Crime and Corruption Commission etc.

In effect, any form of record which may affect accountability or contribute to a decision or action made as a Councillor must be retained. These records may be –

- physical – a letter, a handwritten note, a photo someone sends to you to in explanation/complaint, an agenda where you have made notes on various items, etc
- electronic – an email or document sent as an attachment to an email, digital photo, an e-file that is sent for review or comment
- audio – message left on your answering machine, although this is likely to be unusual, since rarely are many details left in a message, but it is a record.

The records are not only those you receive, but also those that you create, such as –

- a note of a conversation where someone asked you to pursue a particular matter,
- a letter that you write in the capacity of Councillor,
- an email you send as a Councillor

The records only need to relate to those *“affecting the accountability of the Council and the discharge of its business ... up to and including the decision- making processes of Council”*. It is the elected members decision and judgement as to what extent this applies, and it is suggested that this not be further defined.

The principles of relevance and ephemerality apply, for example –

- a note to remind you to phone a person is ephemeral, but notes of the conversation may not be
- a copy of an agenda that has no notes made is irrelevant, as the document can be reproduced by the Shire
- a promotional brochure or conference information is not relevant

- End of Policy

1.8 Shire Logo

Introduction	The Shire’s logo is copyright to the Shire.		
Objective	This Policy is intended to provide guidance concerning use of the logo.		
History	Adopted	26 November 2009	
	Review adopted	OCM Apr2020	
	Former Policy	1.9	
	Amended	30 July 2021 C2021-079	
	(second Logo adopted 25 June 2021 – C2021-0616)		
Review Frequency	4 yearly		

Policy Statement

1. **The logos of the Shire are displayed on this page. The first should be given precedence and progressively replace the second in new revisions of publications.**



2. **The logo should be used –**
 - on all Shire publications, letterheads, promotional materials etc
 - where the Shire has provided sponsorship or support for a program, activity or advertisement
 - o e.g. – scholarship programs, ICP support etc
3. **Private use of the logo is not permitted unless approved.**
 - Private use of the logo will only be permitted where there is some identifiable benefit to the Shire or community. The proposed use benefits the Shire or community through promotion of the district, directly or indirectly, for example –
 - permitted on a tourism promotion brochure indicating a facility or event is located within the Shire
 - not permitted on private communications, advertising etc
 - on materials which are provided by the Shire, or
 - without the prior approval of the CEO
4. Approval for use of materials provided by the Shire or for private use of the logo may be withdrawn if Council is of the opinion that it is being misused or is for an inappropriate purpose.

For example – to imply Shire support of a specific service, activity etc in preference to others, where no such support has been given; or

- to imply Council authorisation or endorsement of a specific person or position, where no such endorsement has been given.

1.9 Community Engagement and Consultation

History	Review adopted	OCM Apr2020
Former Policy	1.11 November 2020 Governance Organisational Policy Manual	
Amended / confirmed	Review 30 th July 2021 C2021-079	
Review Frequency	4 yearly	

Objectives

To provide guidance to Councillors and Officers in planning, implementing and reviewing community engagement and consultation for key projects, strategic planning and policy development. This will ensure informed decision-making, transparency, timely and effective communication with key stakeholders and the general community.

This policy sets out the governing principles for community engagement and consultation that underpin the Integrated Planning and Reporting framework to ensure the strategic direction of the organisation is with in keeping with community values and aspirations.

Policy Statement

- Council is committed to providing leadership and a strong commitment to information sharing, consultation and active participation of the community in contributing to the decision making process.
- Council acknowledges the right of the community to access information, provide feedback, be consulted and actively participate in strategic planning or in key projects of service development. Council's obligations to respond to the community when exercising these rights will be clearly stated in specific consultation processes.
- Objectives for, and limits to, information, consultation and active participation during planning, project and key service development will be defined from the outset. The respective roles and responsibilities of the community (including individuals and groups) and Council (including Councillors and officers) will be made clear as well as to who makes final decisions once the information is analysed.
- The approach for specific consultations will be tailored to the target audiences and consider all other factors outlined in this policy.
- Consultation will be undertaken as early in the planning process as possible to allow to widen the scope of consultation and to improve the outcomes. Adequate time will be made available for consultation to be effective.
- Information provided by Council during planning, project and key service development will be objective, complete and accessible. All those involved in a consultation process will have equal treatment when exercising their rights of access to information and participation.

Council will ensure adequate financial, human and technical resources are available to make a consultation initiative effective. The allocation of resources will be considered in relation to Further policies and other relevant information to be discovered or developed as appropriate.

- Broader budgetary restraints and the implications to existing priorities. Council will support its officers in consultation initiatives.
- Consultation on specific planning, project and key service development will be coordinated across Council to enhance knowledge management, ensure policy coherence, avoid duplication and reduce the risk of “consultation fatigue” within the community.
- Council will be accountable for the use made of input from a consultation process. Council will ensure consultation processes are open, transparent and amenable to external scrutiny and review.
- Council will actively and openly evaluate its consultation processes and practices in planning, project and key service development. The results of evaluation will directly impact upon future consultation initiatives.

Associated Policies, Frameworks and Legislation

DLGC WA Integrated Planning and Reporting Framework 2011

Local Government Act (1995) – Regulation S5.56(2)

Outcomes

Measures of success of consultation will include assessments of whether:

- The interests of all parties have been served;
- Expectations concerning the process have been met;
- Consensus, consent and commitment have emerged;
- The process has encouraged generation of the best options;
- Objective criteria have been used to assess the different options under consideration;
- Understanding has been enhanced;
- Relationships between Council and the community and within the community have been enhanced.
- The decision resulting from the consultation has been stable and enduring.

Responsibility

Responsibility for the implementation of this policy rests with the Council, CEO and staff of the Shire.

1.10 Organisational Risk Management

History	Unknown
Review adopted	OCM Apr2020
Former Policy	1.12 November 2020 Governance Organisational Policy Manual
Amended / confirmed	Review 30 th July 2021 C2021-079
Review Frequency	4 yearly

Objective

The purpose of risk management is to develop a culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects. It also is designed to reduce the potential costs of risk by reducing liability, preventing litigation and improving loss control. Risk management is a key process in developing the strategic direction of the shire.

The key drivers for risk management are the councillor's responsibility for due diligence as good corporate governance practice and the due diligence requirements by the insurance industry which impacts on the cost of insurance.

Policy Statement

This Policy should be read in conjunction with the Shire of Yalgoo Organisational Risk Management Plan.

The Council is committed to managing risk in the Shire and will implement the principles of the ISO 31000: 2018 Risk Management – Guidelines, as the minimum standard.

It is understood by the Shire that risk management is the systematic application of management policies, procedures and practices to the tasks of establishing the context, identifying, analysing, evaluating, treating, monitoring and communicating risk.

The Audit and Risk Committee will be responsible for ensuring there is a Risk Management Plan for the Shire. The Council recognises that adequate resources are needed to implement the risk management program.

The officer responsible for the Risk Management systems and processes of the Shire must ensure that all risk management processes and assessments are fully documented and managed through the records management system.

References

AS / ISO 31000: 2018 _ Risk Management – Guidelines.

Scope

This policy covers all the operations of the Shire, including corporate governance, legal compliance, infrastructure, business risks, capital assets, finances, information technology, human resources, service delivery and events management.

Risk Management Objectives

- To develop and implement the principles and practices of the risk management standard. Management

- To define the Shire's tolerance to risk and communicate it throughout the Shire.
- To communicate with the community about the Shire's approach to risk.
- To protect and enhance the reputation of the council.
- To develop a risk management plan which is aligned to the integrated planning processes.

Responsibilities

Audit and Risk Committee is responsible for:

- Ensuring there is a risk management plan for the Shire,
- Establishing the risk tolerance level of the Shire adopted by council.

CEO: is responsible for:

- Reporting to the Council on the implementation progress of the risk management standard and ongoing management of risks in the organisation on a pre-determined frequency basis.
- Communicating the policy to all Councillors, employees, contractors and consultants
- full implementation of risk management throughout the Shire,
- ensuring that the Risk Management Policy is adopted, communicated throughout the Shire, and included in induction programs.
- ensuring that the Risk Management Policy and Plan are reviewed annually
- Displaying a copy of the policy on staff notice boards or through other relevant communication mediums
- Ensuring that risk management is a standard agenda item at all meetings including toolbox meetings.
- Development of risk management skills through training and education.
- Development of risk management skills through training and education.
- Identifying and measuring performance indicators for risk management that cascade from the risk management plan to position descriptions and performance appraisals.
- Establishing and maintaining the central risk register (hardcopy or electronic)
- Establishing and maintaining the strategic risk planning register

Management are responsible for:

- Identifying and assessing all the potential risks in their area of responsibility.
- Collating, assessing, treating and reporting to the risk management committee of all areas and tasks under their responsibility.

Employees are responsible for:

- To comply with the Shire's risk management policy and procedures.
- To attend the risk management training.
- Actively participate in the risk management program and organisational performance review and evaluation program.
- Actively participate in the Shire's continuous improvement program

Documentation

The Council, CEO and Officers will ensure that all risk management processes, assessments and plans are fully recorded throughout the Shire.

Organisational Risk Management Plan**Guidance Note**

This Risk Management Plan is to be used by the Council, Executive and Line Managers, Staff, Contractors and Volunteers to ensure the effective management of Strategic and Operational Risk across the Organisation in decision making, project management, operations and events.

1.11 Media Communications Policy

History	Unknown
Review adopted	OCM Apr2020
Former Policy	1.13 November 2020 Governance Organisational Policy Manual
Amended / confirmed	Review 30 th July 2021 C2021-079
Review Frequency	4 yearly

Objectives

This policy details legislative obligations and establishes protocols applicable to the Shire's official communications with our community, to ensure the Shire of Yalgoo is professionally and accurately represented and to maximise a positive public perception of the Shire of Yalgoo

Policy Statement

This policy applies to:

1. Communications initiated or responded to by the Shire of Yalgoo with our community; and
2. Council Members when making comment in either their Shire of Yalgoo role or in a personal capacity about matters relevant to the Shire of Yalgoo.

Official Communications

The purposes of the Shire's official communications include:

- Sharing information required by law to be publicly available.
- Sharing information that is of interest and benefit to the Community.
- Promoting Shire of Yalgoo events and services.
- Promoting Public Notices and community consultation / engagement opportunities.
- Answering questions and responding to requests for information relevant to the role of the Shire.
- Receiving and responding to community feedback, ideas, comments, compliments and complaints.

The Shire's official communications will be consistent with relevant legislation, policies, standards and the positions adopted by the Council. Our communications will always be respectful and professional.

The Shire will use a combination of different communication modes to suit the type of information to be communicated and the requirements of the community or specific audience, including:

- Website;
- Advertising and promotional materials;
- Media releases prepared for the Shire President, to promote specific Shire of Yalgoo positions;
- Social media; and
- Community newsletters, letter drops and other modes of communications undertaken by the Shire's Administration at the discretion of the CEO.

Speaking on behalf of the Shire of Yalgoo

The Shire President is the official spokesperson for the Shire of Yalgoo, representing the Local Government in official communications, including; speeches, comment, print, electronic and social media. [s.2.8(1)(d) of the Local Government Act 1995]

Where the Shire President is unavailable, the Deputy Shire President may act as the spokesperson. [s.2.9 and s.5.34 of the Local Government Act 1995]

The CEO may speak on behalf of the Shire, where authorised to do so by the Shire President. [s.5.41(f) of the Local Government Act 1995]

The provisions of the Local Government Act 1995 essentially direct that only the Shire President, or the CEO if authorised, may speak on behalf of the Local Government. It is respectful and courteous to the office of Shire President to refrain from commenting publicly, particularly on recent decisions or contemporary issues, until such time as the Shire President has had opportunity to speak on behalf of the Shire of Yalgoo.

Communications by Council Members and employees, whether undertaken in an authorised official capacity or as a personal communication, must not:

- bring the Shire of Yalgoo into disrepute, [Rules of Conduct Reg.3(d)];
- compromise the person's effectiveness in their role with the Shire in line with the relevant code of conduct;
- imply the Shire's endorsement of personal views [s.2.8(1)(d) of the Local Government Act 1995];
- imply the Council Member or employee is speaking on behalf of the Shire unless authorised to do so; [s.2.8(1)(d) of the Local Government Act 1995]; or
- disclose, without authorisation, confidential information [s.5.93 of the Local Government Act 1995].

Social media accounts or unsecured website forums must not be used to transact meetings which relate to the official business of the Shire of Yalgoo. [State Records Act 2000 / Local Government Record Keeping Plan, s's 5.23(2) and 5.93 of the Local Government Act 1995].

Council member communications must comply with the Code of Conduct and the Local Government (Rules of Conduct) Regulations 2007.

Responding to Media Enquires

All enquiries from the Media for an official Shire of Yalgoo comment, whether made to an individual Council Member or Employee, must be directed to the CEO or a person authorised by the CEO. Information will be coordinated to support the Shire President or CEO (where authorised) to make an official response on behalf of the Shire.

Council Members may make comments to the media in a personal capacity – refer to clause 7.1 below.

Website

The Shire of Yalgoo will maintain an official website, as our community's on-line resource to access to the Shire's official communications.

Social Media

The Shire of Yalgoo uses Social Media to facilitate interactive information sharing and to provide responsive feedback to our community. Social Media will not however, be used by the Shire to communicate or respond to matters that are complex or relate to a person's or entity's private affairs.

The Shire of Yalgoo maintains the following Social Media accounts (delete / add as relevant to each local government):

- Social networks, including - Facebook
- Media Sharing networks, including – Instagram, and YouTube

The Shire of Yalgoo may also post and contribute to Social Media hosted by others, so as to ensure that the Shire's strategic objectives are appropriately represented and promoted.

The Shire actively seeks ideas, questions and feedback from our community however, we expect participants to behave in a respectful manner. The Shire of Yalgoo will moderate its Social Media accounts to address and where necessary delete content deemed to be:

- Offensive, abusive, defamatory, objectionable, inaccurate, false or misleading;
- Promotional, soliciting or commercial in nature;
- Unlawful or incites others to break the law;
- Information which may compromise individual or community safety or security;
- Repetitive material copied and pasted or duplicated;
- Content that promotes or opposes any person campaigning for election to the Council, appointment to official office, or any ballot;
- Content that violates intellectual property rights or the legal ownership of interests or another party; and
- Any other inappropriate content or comments at the discretion of the Shire.

Where a third party contributor to a Shire of Yalgoo social media account is identified as posting content which is deleted in accordance with the above, the Shire may at its complete discretion block that contributor for a specific period of time or permanently.

The Shire will use appropriate forms of social media to communicate and advise its community in relation to emergency management.

Presidential Social Media Official Accounts

The Shire supports the President in using official social media account/s to assist the President in fulfilling their role under Section 2.8 of the Local Government Act 1995, to speak on behalf of the Shire. The content will be administered and moderated in accordance with this Media Policy, by the Chief Executive Officer. (These official social media accounts of the Shire of must not be used by the President for personal communications.

Record Keeping and Freedom of Information

Official communications undertaken on behalf of the Shire, including on the President and Shire's social media accounts and third-party social media accounts, must be created and retained as local government records in accordance with the Shire's Record Keeping Plan and the State Records Act 2000. These records are also subject to the Freedom of Information Act 1992.

Council Member communications that relate to their role as a Council Member are subject to the requirements of the Shire's Record Keeping Plan and the State Records Act 2000. Council Members are responsible for transferring these records to the Shire's administration. Council Member records are also subject to the Freedom of Information Act 1992.

Personal Communications

Personal communications and statements made privately; in conversation, written, recorded emailed, texted or posted in personal social media, have the potential to be made public, whether intended or not.

On the basis that personal or private communications may be shared or become public at some point in the future, Council Members should ensure that their personal or private communications do not breach the requirements of this policy, the Code of Conduct and the Local Government (Rules of Conduct) Regulations 2007.

Council Member Statements on Shire Matters

A Council Member may choose to make a personal statement publicly on a matter related to the business of the Shire of Yalgoo.

Any public statement made by a Council Member, whether made in a personal capacity or in their Local Government representative capacity, must:

1. Clearly state that the comment or content is a personal view only, which does not necessarily represent the views of the Shire of Yalgoo.
2. Be made with reasonable care and diligence [Rules of Conduct Reg.3(a)];
3. Be lawful, including avoiding contravention of; copyright, defamation, discrimination or harassment laws;
4. Be factually correct [Rules of Conduct Reg.3(b) and (f)];
5. Avoid damage to the reputation of the local government [Rules of Conduct Reg.3(d)];
6. Not reflect adversely on a decision of the Council [Local Government's Meeting Procedures and Code of Conduct>];
7. Not reflect adversely on the character or actions of another Council Member or Employee [Rules of Conduct Reg.10(3), [Local Governments Meeting Procedures and Code of Conduct];

8. Maintain a respectful and positive tone and not use offensive or objectionable expressions in reference to any Council Member, Employee or community member [Local Government Code of Conduct].

A Council Member who is approached by the media for a personal statement may request the assistance of the CEO.

Comments which become public and which breach this policy, the Code of Conduct or the Local Government (Rules of Conduct) Regulations 2007, may constitute a minor breach of the Local Government Act 1995 [refer s.5.105] and may be referred for investigation.

That with authority from the Shire President or the Chief Executive Officer, individual Councillors are authorised to make press releases or act as spokesperson on behalf of Council.

That the Chief Executive Officer regularly keeps rate payers and residents informed of Council activities via the Local Newspaper.

That the Chief Executive Officer advertises in the Local Newsletter the names and telephone numbers of each Councillor at least once a year.

1.12 Councillors IT Equipment Condition of Use and Purchase

History	26 th October 2018
Review adopted	OCM Apr2020
Former Policy	1.15 November 2020 Governance Organisational Policy Manual 31 January 2019 (C2019-0111)
Amended / confirmed	Review 30 th July 2021 C2021-079
Review Frequency	4 yearly

Objective

iPads are assigned to Shire of Yalgoo Councillors, where needed for effective and efficient communication, essential to the conduct of Council business.

Policy Statement

This Policy defines the boundaries for the 'acceptable use' of Council provided tablets, laptops, iPads.

1. General Use Conditions

- All iPads are the property of the Shire of Yalgoo and must be used in compliance with applicable licences, notices, contracts and agreements.
- Council provided IT equipment must not be used for electioneering purposes.
- Theft or loss of the Shires IT equipment is to be reported immediately to the CEO.
- Councillors should read the care and maintenance instructions in the User Guide included with their iPads.
- iPads are provided for Council work, limited personal use is acceptable.
- Councillors must not install or download or transmit software programmes, screensavers, system components, graphics, pictures, movies, audio files or similar files without permission from the Chief Executive Officer. Virus protection measures to be implemented.
- Councillors are not allowed to use the issued iPad in an illegal, illicit or offensive manner.
- Councillors must report immediately to the Chief Executive Officer any incorrect or inappropriate communication transmitted and or received.
- If the Councillor is not returned to office, all Council provided equipment must be returned to Council on the first business day following Council elections.
- The Shire of Yalgoo is responsible for insurances, support, maintenance and repairs of the iPads.

2. Purchase of Equipment.

A retiring elected member on expiry of office has an option to purchase the equipment supplied at its written down value (based on a 25% annual depreciation rate) or \$250 whichever is the greater.

1.13 Standards for CEO Recruitment, Performance and Termination

History	April 2021
Former Policy	C2021-0412
Review adopted	OCM Apr2020
Amended / confirmed	Review 30 th July 2021 C2021-079
Review Frequency	4 yearly

Objective

This Policy is adopted in accordance with section 5.39B of the Local Government Act 1995.

Policy Statement

Division 1 — Preliminary provisions

1. Citation

These are the Shire of Yalgoo Standards for CEO Recruitment, Performance and Termination.

2. Terms used

(1) In these standards —

Act means the Local Government Act 1995;

additional performance criteria means performance criteria agreed by the local government and the CEO under clause 16(1)(b);

applicant means a person who submits an application to the local government for the position of CEO;

contract of employment means the written contract, as referred to in section 5.39 of the Act, that governs the employment of the CEO;

contractual performance criteria means the performance criteria specified in the CEO's contract of employment as referred to in section 5.39(3)(b) of the Act;

job description form means the job description form for the position of CEO approved by the local government under clause 5(2);

local government means the Shire of Yalgoo;

selection criteria means the selection criteria for the position of CEO determined by the local government under clause 5(1) and set out in the job description form;

selection panel means the selection panel established by the local government under clause 8 for the employment of a person in the position of CEO.

(2) Other terms used in these standards that are also used in the Act have the same meaning as they have in the Act, unless the contrary intention appears.

Division 2 — Standards for recruitment of CEOs

3. Overview of Division

This Division sets out standards to be observed by the local government in relation to the recruitment of CEOs.

4. Application of Division

- (1) Except as provided in subclause (2), this Division applies to any recruitment and selection process carried out by the local government for the employment of a person in the position of CEO.
- (2) This Division does not apply —
 - (a) if it is proposed that the position of CEO be filled by a person in a class prescribed for the purposes of section 5.36(5A) of the Act; or
 - (b) in relation to a renewal of the CEO's contract of employment, except in the circumstances referred to in clause 13(2).

5. Determination of selection criteria and approval of job description form

- (1) The local government must determine the selection criteria for the position of CEO, based on the local government's consideration of the knowledge, experience, qualifications and skills necessary to effectively perform the duties and responsibilities of the position of CEO of the local government.
- (2) The local government must, by resolution of an absolute majority of the council, approve a job description form for the position of CEO which sets out —
 - (a) the duties and responsibilities of the position; and
 - (b) the selection criteria for the position determined in accordance with subclause (1).

6. Advertising requirements

- (1) If the position of CEO is vacant, the local government must ensure it complies with section 5.36(4) of the Act and the Local Government (Administration) Regulations 1996 regulation 18A.
- (2) If clause 13 applies, the local government must advertise the position of CEO in the manner referred to in the Local Government (Administration) Regulations 1996 regulation 18A as if the position was vacant.

7. Job description form to be made available by local government

If a person requests the local government to provide to the person a copy of the job description form, the local government must —

- (a) inform the person of the website address referred to in the Local Government (Administration) Regulations 1996 regulation 18A(2)(da); or
- (b) if the person advises the local government that the person is unable to access that website address —
 - (i) email a copy of the job description form to an email address provided by the person; or
 - (ii) mail a copy of the job description form to a postal address provided by the person.

8. Establishment of selection panel for employment of CEO
 - (1) In this clause —
independent person means a person other than any of the following —
 - (a) a council member;
 - (b) an employee of the local government;
 - (c) a human resources consultant engaged by the local government.
 - (2) The local government must establish a selection panel to conduct the recruitment and selection process for the employment of a person in the position of CEO.
 - (3) The selection panel must comprise —
 - (a) council members (the number of which must be determined by the local government); and
 - (b) at least 1 independent person.
9. Recommendation by selection panel
 - (1) Each applicant's knowledge, experience, qualifications and skills must be assessed against the selection criteria by or on behalf of the selection panel.
 - (2) Following the assessment referred to in subclause (1), the selection panel must provide to the local government —
 - (a) a summary of the selection panel's assessment of each applicant; and
 - (b) unless subclause (3) applies, the selection panel's recommendation as to which applicant or applicants are suitable to be employed in the position of CEO.
 - (3) If the selection panel considers that none of the applicants are suitable to be employed in the position of CEO, the selection panel must recommend to the local government —
 - (a) that a new recruitment and selection process for the position be carried out in accordance with these standards; and
 - (b) the changes (if any) that the selection panel considers should be made to the duties and responsibilities of the position or the selection criteria.
 - (4) The selection panel must act under subclauses (1), (2) and (3) —
 - (a) in an impartial and transparent manner; and
 - (b) in accordance with the principles set out in section 5.40 of the Act.
 - (5) The selection panel must not recommend an applicant to the local government under subclause (2)(b) unless the selection panel has —
 - (a) assessed the applicant as having demonstrated that the applicant's knowledge, experience, qualifications and skills meet the selection criteria; and
 - (b) verified any academic, or other tertiary level, qualifications the applicant claims to hold; and
 - (c) whether by contacting referees provided by the applicant or making any other inquiries the selection panel considers appropriate, verified the applicant's character, work history, skills, performance and any other claims made by the applicant.

- (6) The local government must have regard to, but is not bound to accept, a recommendation made by the selection panel under this clause.

10. Application of cl. 5 where new process carried out

- (1) This clause applies if the local government accepts a recommendation by the selection panel under clause 9(3)(a) that a new recruitment and selection process for the position of CEO be carried out in accordance with these standards.
- (2) Unless the local government considers that changes should be made to the duties and responsibilities of the position or the selection criteria —
 - (a) clause 5 does not apply to the new recruitment and selection process; and
 - (b) the job description form previously approved by the local government under clause 5(2) is the job description form for the purposes of the new recruitment and selection process.

11. Offer of employment in position of CEO

Before making an applicant an offer of employment in the position of CEO, the local government must, by resolution of an absolute majority of the council, approve —

- (a) the making of the offer of employment to the applicant; and
- (b) the proposed terms of the contract of employment to be entered into by the local government and the applicant.

12. Variations to proposed terms of contract of employment

- (1) This clause applies if an applicant who is made an offer of employment in the position of CEO under clause 11 negotiates with the local government a contract of employment (the negotiated contract) containing terms different to the proposed terms approved by the local government under clause 11(b).
- (2) Before entering into the negotiated contract with the applicant, the local government must, by resolution of an absolute majority of the council, approve the terms of the negotiated contract.

13. Recruitment to be undertaken on expiry of certain CEO contracts

- (1) In this clause —

commencement day means the day on which the Local Government (Administration) Amendment Regulations 2021 regulation 6 comes into operation.
- (2) This clause applies if —
 - (a) upon the expiry of the contract of employment of the person (the incumbent CEO) who holds the position of CEO —
 - (i) the incumbent CEO will have held the position for a period of 10 or more consecutive years, whether that period commenced before, on or after commencement day; and
 - (ii) a period of 10 or more consecutive years has elapsed since a recruitment and selection process for the position was carried out, whether that process was carried out before, on or after commencement day;

and

- (b) the incumbent CEO has notified the local government that they wish to have their contract of employment renewed upon its expiry.
- (3) Before the expiry of the incumbent CEO's contract of employment, the local government must carry out a recruitment and selection process in accordance with these standards to select a person to be employed in the position of CEO after the expiry of the incumbent CEO's contract of employment.
- (4) This clause does not prevent the incumbent CEO's contract of employment from being renewed upon its expiry if the incumbent CEO is selected in the recruitment and selection process referred to in subclause (3) to be employed in the position of CEO.

14. Confidentiality of information

The local government must ensure that information provided to, or obtained by, the local government in the course of a recruitment and selection process for the position of CEO is not disclosed, or made use of, except for the purpose of, or in connection with, that recruitment and selection process.

Division 3 — Standards for review of performance of CEOs

15. Overview of Division

This Division sets out standards to be observed by the local government in relation to the review of the performance of CEOs.

16. Performance review process to be agreed between local government and CEO

- (1) The local government and the CEO must agree on —
 - (a) the process by which the CEO's performance will be reviewed; and
 - (b) any performance criteria to be met by the CEO that are in addition to the contractual performance criteria.
- (2) Without limiting subclause (1), the process agreed under subclause (1)(a) must be consistent with clauses 17, 18 and 19.
- (3) The matters referred to in subclause (1) must be set out in a written document.

17. Carrying out a performance review

- (1) A review of the performance of the CEO by the local government must be carried out in an impartial and transparent manner.
- (2) The local government must —
 - (a) collect evidence regarding the CEO's performance in respect of the contractual performance criteria and any additional performance criteria in a thorough and comprehensive manner; and
 - (b) review the CEO's performance against the contractual performance criteria and any additional performance criteria, based on that evidence.

18. Endorsement of performance review by local government

Following a review of the performance of the CEO, the local government must, by resolution of an absolute majority of the council, endorse the review.

19. CEO to be notified of results of performance review

After the local government has endorsed a review of the performance of the CEO under clause 18, the local government must inform the CEO in writing of —

- (a) the results of the review; and
- (b) if the review identifies any issues about the performance of the CEO — how the local government proposes to address and manage those issues.

Division 4 — Standards for termination of employment of CEOs

20. Overview of Division

This Division sets out standards to be observed by the local government in relation to the termination of the employment of CEOs.

21. General principles applying to any termination

- (1) The local government must make decisions relating to the termination of the employment of a CEO in an impartial and transparent manner.
- (2) The local government must accord a CEO procedural fairness in relation to the process for the termination of the CEO's employment, including —
 - (a) informing the CEO of the CEO's rights, entitlements and responsibilities in relation to the termination process; and
 - (b) notifying the CEO of any allegations against the CEO; and
 - (c) giving the CEO a reasonable opportunity to respond to the allegations; and
 - (d) genuinely considering any response given by the CEO in response to the allegations.

22. Additional principles applying to termination for performance related reasons

- (1) This clause applies if the local government proposes to terminate the employment of a CEO for reasons related to the CEO's performance.
- (2) The local government must not terminate the CEO's employment unless the local government has —
 - (a) in the course of carrying out the review of the CEO's performance referred to in subclause (3) or any other review of the CEO's performance, identified any issues (the performance issues) related to the performance of the CEO; and
 - (b) informed the CEO of the performance issues; and
 - (c) given the CEO a reasonable opportunity to address, and implement a plan to remedy, the performance issues; and
 - (d) determined that the CEO has not remedied the performance issues to the satisfaction of the local government.

- (3) The local government must not terminate the CEO's employment unless the local government has, within the preceding 12 month period, reviewed the performance of the CEO under section 5.38(1) of the Act.

23. Decision to terminate

Any decision by the local government to terminate the employment of a CEO must be made by resolution of an absolute majority of the council.

24. Notice of termination of employment

- (1) If the local government terminates the employment of a CEO, the local government must give the CEO notice in writing of the termination.
- (2) The notice must set out the local government's reasons for terminating the employment of the CEO.

1.14 Council Member Continuing Professional Development Policy

History	New
Former Policy	3.2 Conference and Training March 2020 Policy Manual removed
Amended / confirmed	Review 30 th July 2021 C2021-079
Review Frequency	4 yearly

Objective

To give effect to the Shire's commitment to facilitate continuing professional development of Council Members, which enhances their knowledge and develops their skills, thus augmenting Council's capacity for well-informed decision-making and the provision of good government for our community.

This policy provides a framework to assist Council Members to identify and access relevant training and defines the expenses that will be paid by the Shire.

This policy supports compliance with sections 5.127 and 5.128 of the Local Government Act 1995 (the Act), which require Local Governments to prepare and adopt a policy in relation to the continuing professional development of Council Members, and to provide annual reports on training.

This policy applies to Council Member training and continuing professional development, including mandatory training required under s.5.126 of the Act.

Policy Statement

1. Budget Allocations

The Shire of Yalgoo Annual Budget will include an annual allocation to provide the opportunity for Elected Members to participate in appropriate training and development, including the minimum requirements for mandatory training as legislated.

The allocation is to be used for:

- Council Member Induction, dealt with under Part 2 of this Policy;
- Mandatory Council Member Training, dealt with under Part 3 of this Policy, and
- Council Capacity Building, dealt with under Part 4 of this Policy.

An allocation for each Council Member to be used for individual Continuing Professional Development, as specified under Part 5 of this Policy. Council Members may select training and professional development to be funded from this allocation, subject to approval in accordance with this Policy.

Unexpended allocations at the end of a financial year will not be carried forward to the next financial year.

Any professional development proposal that exceeds an individual Council Member's allocation will be referred for Council decision. Alternatively, the Council Member may choose to privately fund any shortfall. This will not be eligible for reimbursement from a future budget allocation.

2. Council Member Induction

Following each election, the Shire of Yalgoo will conduct a comprehensive induction program, providing newly elected Council Members with information that will support them to understand Council Member roles and responsibilities; legislative obligations; personal responsibilities; and strategic direction of the Local Government. Continuing/previously elected Council Members are encouraged to participate in nominated elements of the induction program, to assist in fostering a team culture and to refresh their understanding.

3. Mandatory Council Member Training

Council Members are required to complete the Council Member Essentials Course within 12-months from the day on which they are elected, unless exempt under Regulation 36 of the Local Government (Administration) Regulations 1996. Council Members should confirm with the Chief Executive Officer whether they are eligible for an exemption.

The Shire's preferred provider is WALGA, and course delivery is available electronically. Council Members will be provided with enrolment options and the Shire will coordinate bookings and arrangements to implement their selection.

Where a majority of Council Members would prefer face to face training, the Shire may arrange on-site or regional delivery and may coordinate this in cooperation with neighbouring Local Governments to achieve cost savings.

Council Members who are not yet required to complete the Mandatory Training may still choose to participate, with associated costs attributed to the Whole of Council Training and Development budget allocation.

4. Council Capacity Building

Within 6 months after an election, a Council Workshop prior to an ordinary meeting will be convened to enable Council Members to collaboratively develop a program of Council Capacity Building. Courses and conferences are to be discussed to guide eligibility under part 5.

The program developed at the workshop will form the basis for regular training provided to all Council Members as a group, to encourage Council to focus on continuous improvement in its function as a governing body and to address the outcomes set out in Part 6 of this policy.

The CEO will coordinate training in accordance with the agreed program, with details of dates and delivery modes to be determined in consultation with Council Members.

5. Continuing Professional Development

Attendance at the annual Western Australian Local Government Association Convention will be included in the Annual Budget for all Councillors. It is expected that up to 4 Councillors attend this event as per the Attendance at Conferences Policy however other delegates may be decided by Council Resolution.

Council generally authorizes the following list of conferences and workshops where sufficient budget allocation has been made and the events are Western Australia based:

- West Australian Local Government Association and Australian Local Government Association conferences.
- Special 'one off' conferences called for or sponsored by the West Australian Local Government
- Association and/or Australian Local Government Association on important issues.

- Annual conferences of the major professions in local government and other institutions of relevance to local government activities.
- Municipal Training Service's Councillor Induction Program.
- West Australian Local Government Association Elected Member Training and Development.
- Other local government-specific training courses, workshops and forums, relating to such things as understanding the roles/responsibilities of Elected Members, meeting procedures, Strategic Community Plans, Financial Reporting etc.

Providers

Continuing Professional Development should be delivered by industry recognised training providers, peak bodies or professional organisations.

Outcomes

In order to be eligible for approval under this policy, Continuing Professional Development must be relevant to the role of a Council Member, and offer demonstrable benefit to the Council as a governing body, the Shire as an organisation, and the broader community.

This includes Continuing Professional Development that:

- Enhances the understanding of Council Member roles and responsibilities, and/or the role and function of Local Government;
- Assists Council Members to develop knowledge and skills in relation to the strategic objectives of the Shire;
- Enables Council Members to further develop personal and professional skills necessary for excellence in performance of the Council Member role; or
- Supports Council Members in developing and maintaining positive and healthy communication, team culture and relationships, to facilitate excellent teamwork to achieve outcomes that deliver good government for the Shire of Yalgoo community.

5.1 Application and Approval

Request for approval

Council Members who wish to attend training or professional development may make application by providing the following details to the CEO and Shire President in writing:

- a) Course or event title, provider or organiser name, location and date;
- b) Copy of, or link to program, course outline or other summary of content;
- c) An outline of the anticipated benefits of attendance, with reference to the eligibility criteria in this policy; and
- d) Total estimated costs including accommodation, travel and sundry expenses.

Applications, including all required details, are to be submitted in reasonable time for registration. Where possible, the Shire will seek to take advantage of reduced prices for early registration.

Approval

Approval for Council Member attendance may be granted by:

- (a) the Chief Executive Officer where the:
 - (i) application complies with this policy and the course has been discussed in the workshop described in Part 4;
 - (ii) event is to be held within Western Australia; and
 - (iii) the Council Member has sufficient funds available in their professional development allocation to meet all costs of attendance.
- (b) resolution of Council where the:
 - (i) application has been refused by the Chief Executive Officer;
 - (ii) application does not comply with this policy;
 - (iii) estimated costs of attendance exceed the available balance of the Council Member's annual professional development allocation; or
 - (iv) event is to be held outside of Western Australia.

Limitations

Training and continuing professional development is for the purpose of enhancing a Council Member's performance of their role. Therefore, in some instances, approval may not be granted where attendance conflicts with scheduled Council or Committee meetings (i.e. a meeting where important strategic decisions are required or where the meeting may lack a quorum), unless Council has otherwise resolved.

Where attendance at a particular training or professional development event would require an extended absence, no more than two Council Members may attend, unless Council has otherwise resolved.

Approval will not be granted for training or continuing professional development that is scheduled to occur in the last six months of a Council Member's term of office.

5.2 Sharing of knowledge

In order to realise the maximum benefit for the Shire Council Members will provide a report on their attendance, key features and benefits of the training or professional development within one month after completion. Council Members may include ideas and innovations identified through the professional development for discussion at future Council Member workshops, where the matter relates to the Shire's strategic objectives.

Knowledge sharing may be provided as a presentation or verbal update to an informal Council workshop, or a written report provided to the Chief Executive Officer and circulated to all Council Members. Where relevant, copies of resources obtained at the event may also be provided to the Chief Executive Officer for circulation to all Council Members.

6. Registration, travel and expenses

The Shire will be responsible for the costs associated with training or professional development approved in accordance with this policy, as detailed in this section.

Event Registration and Bookings

Travel, registration fees and accommodation are to be arranged directly by Shire administration.

Council Members are not to pay such costs and seek reimbursement, except in the case of an emergency or unique circumstances and subject to the Chief Executive Officer's prior approval.

Travel

Where travel is involved, the actual costs of travel to and from the event venue are to be met by the Shire in accordance with the current WA Salaries and Allowances Tribunal Determination for Local Government CEOs and Elected Members (the Determination).

Travel arrangements are to be by the most cost effective and reasonably convenient mode.

A Council Member may seek approval to travel within Western Australia by private motor vehicle and be reimbursed for vehicle costs in accordance with the Determination. Approval may only be granted where the cost is approximately equivalent to the most cost effective mode of travel.

A Council Member may choose to upgrade the mode of travel, however additional costs incurred are to be paid to the Shire by the Council Member before the Shire confirms the booking/s.

Registration

Registration fees may include, where applicable, event registration, conference program dinners, technical tours and accompanying workshops identified within the event program.

Accommodation

Reasonable accommodation will be booked for the Council Member for a room at or in close proximity to the event venue and within the expenditure limitations prescribed in the Determination.

If it is not reasonable to expect travel to occur on the day of the event, the booking may allow for arrival the day prior to commencement, and departure the day following the close of the event.

A Council Member may choose to upgrade their accommodation standard or extend their visit for personal reasons, however additional costs are to be paid to the Shire by the Council Member (including any additional associated or travel costs) prior to the Shire confirming the booking.

Loyalty Program and Reward Points

Council Members are not to obtain personal benefit from expenditure of Shire funds and must not claim personal frequent flyer or accommodation loyalty points for air travel or accommodation paid for by the Shire.

Meals and Incidental Expenses

Funding for meals and incidental expenses is to be provided in accordance with the Determination.

Meal expenses are to be interpreted as reasonable expenses incurred for the purchase of breakfast, lunch and dinner where these meals are not provided at the event or in travel. When meals are included and have been paid for as part of the registration fee or accommodation

costs, claims for alternative meals at venues other than the event will not to be paid by the Shire.

Incidental taxi, economy ride share or public transport modes of transport (i.e. to / from airport, event venue) may be claimed for reimbursement on submission of receipts.

In lieu of reimbursement, Council Members may request a cash advance prior to departure. This is conditional upon the Council Member providing a written acquittal and supporting receipts to the CEO within 7 days of return from travel. If a Council Member fails to provide a reasonable and satisfactory acquittal inclusive of unspent funds, the value of the un-acquitted funds will be incurred as a debt invoiced to the Council Member.

Travel Insurance – Intrastate, Interstate and International

Subject to policy wording and conditions, Council Members are covered by the Shire's corporate travel protection for the duration of their travel relevant to attendance at the approved event, including any incidental private travel taken either side or during the event.

Council Members should review the conditions of the Shire's corporate travel protection policy and member certificate to determine whether it is adequate for their personal needs and circumstances, and so that the Shire and/or the Council Member can make any necessary alternative arrangements.

Accompanying persons/entertainment costs

Council Members are responsible and will be required to pay all costs associated with an accompanying person attending an event (including conference dinners and functions).

The Shire may coordinate accompanying person bookings and registrations for travel, accommodation and the event / function, with costs incurred to be paid to the Shire by the Council Member prior to the Shire confirming the booking/s.

Booking Change / Modification Costs

Costs incurred for changing or modifying a booking for travel or accommodation, where the change or modification is:

- a. At the request of the Council Member, are to be paid by the Council Member; or
- b. A requirement or for the convenience of the Shire are to be paid by the Shire.

Cancellations

Costs incurred for cancellation of registration, travel or accommodation, where the cancellation is:

- a. At the request of the Council Member, are to be attributed to the Council Member's individual allocation; or
- b. A requirement or for the convenience of the Shire are to be paid by the Shire.

7. Report on training

The Shire is required to produce a report detailing the training completed by Council Members during each financial year, in accordance with s.5.127 of the Act.

The report will include the following details of both mandatory training and continuing professional development completed by Council Members:

- Name of Council Member;
- Date of election;
- Whether the Council Member is required to complete Mandatory Training, and if applicable, the due date for completion and date of completion;
- Title of each training course or module completed or event/conference attended;
- The date attended or completed;
- The training provider or event/conference organiser;
- The cost of attendance; and
- Location of the training or event.

The report will be provided to Council Members for their information, before being published on the Shire's website within one month of the end of the financial year.

8. Council Member Commitment

Council Members are committed to:

- a. Take a positive approach to identifying opportunities for improvement and professional development.
- b. Prepare for, participate in and complete professional development and training approved/booked under this policy.
- c. Apply the benefits of professional development to fulfilling their Council Member role, including by sharing their knowledge with other Council Members.
- d. Make reasonable efforts to confirm their availability, or otherwise, to the CEO before booking deadlines.
- e. When requested, advise the CEO of alternative dates / times that they would be available to facilitate their participation in training.
- f. Advise the CEO, at the earliest opportunity, if they are unable to attend planned / booked training. Where training costs are unable to be refunded, applicable costs will be debited to the individual Council Member's allocation.

9. Policy Review

In accordance with s.5.128 of the Act, this policy will be provided for Council's review following each ordinary election. The Shire will ensure the policy review occurs within the first 6-months following each ordinary election.

1.14b Attendance at Events Policy

The Policy should be read in conjunction with Policy 1.14 Council Member Continuing Professional Development Policy

History	March 2020 Policy Manual
Former Policy	3.2C Conference and Training March 2020 Policy Manual removed
Amended / confirmed	Review 30 th July 2021 C2021-079
Amended / confirmed	Amended 28 th January 2022 2022-01-15 (<i>Walga Convention</i>)
Review Frequency	4 yearly

Objectives

- To introduce policy to address section 5.90A. of the Local Government Act 1995 Policy for attendance at events
- To provide elected members and staff with consistent guidelines to ensure transparency, relevance, and value for money for ratepayers.

Policy Statement

In developing the Attendance at Events Policy, council needs to actively consider the purpose of and benefits to the community from council members and CEOs attending events. The policy should not be used to intentionally circumvent conflict of interests which may arise from attending events hosted by a provider who will have a significant matter before council. The Attendance at Events policy is to enable council members to attend events as a representative of council without restricting their ability to participate in council meetings.

This policy addresses attendance at any events, including concerts, conferences, functions or sporting events, whether free of charge, part of a sponsorship agreement, or paid by the local government. The purpose of the policy is to provide transparency about the attendance at events of council members and the Chief Executive Officer (CEO).

Attendance at an event in accordance with this policy will exclude the gift holder from the requirement to disclose an interest if the ticket is above \$300 and the donor has a matter before council. Any gift received that is less than \$300 (either one gift or cumulative over 12 months from the same donor) also does not need to be disclosed as an interest. Receipt of the gift will still be required under the gift register provisions.

LEGISLATION

5.90A. Policy for attendance at events

In this section — event includes the following —

- a concert
- a conference
- a function

- d) a sporting event,
- e) an occasion of a kind prescribed for the purposes of this definition.

A local government must prepare, and adopt* a policy that deals with matters relating to the attendance of council members and the CEO at events, including —

- a) the provision of tickets to events; and
- b) payments in respect of attendance; and
- c) approval of attendance by the local government and criteria for approval; and
- d) any prescribed matter.

A local government may amend* the policy.

*Absolute majority required.

When preparing the policy or an amendment to the policy, the local government must comply with any prescribed requirements relating to the form or content of a policy under this section. The CEO must publish an up-to-date version of the policy on the local government's official website.

Provision of tickets/admittance to events - Invitation

All invitations or offers of tickets for a council member or CEO to attend an event should be in writing and addressed to the Chief Executive Officer. Invitations made directly to an Elected Member are to be handed to the Chief Executive Officer for action to be taken in accordance with this Policy.

Any other invitation or offer of tickets not addressed to an Elected Member or the Chief Executive Officer in general is not captured by this policy and must be disclosed in accordance with the gift and interest provisions in the Act.

A list of events and attendees authorised by the local government in advance of the event is recorded in Attachment A.

Approval of Attendance

In deciding on attendance at an event, the Council will consider:

- who is providing the invitation or ticket to the event,
- the location of the event in relation to the local government (within the district or out of the district),
- the role of the council member or CEO when attending the event (participant, observer, presenter) and the value of their contribution,
- whether the event is sponsored by the local government,
- the benefit of local government representation at the event,
- the number of invitations / tickets received, and
- the cost to attend the event, including the cost of the ticket (or estimated value of the event per invitation) and any other expenses such as travel and accommodation.

Decisions to attend events in accordance with this policy will be made by simple majority or by the CEO in accordance with any authorisation provided in this policy or policy 1.14 Council Member Continuing Professional Development Policy.

Payments with Respect to Attendance

Where an invitation or ticket to an event is provided free of charge, the local government may contribute to reasonable expenses for attendance, such as travel and accommodation, for events outside the district if the council determine attendance to be of public value.

- 6.1 For any events where a member of the public is required to pay, unless previously approved and listed in Attachment A, the council will determine whether it is in the best interests of the local government for a council member or the CEO or another officer to attend on behalf of the council.
- 6.2 If the council determines that a council member or CEO should attend a paid event, the local government will pay the cost of attendance and reasonable expenses, such as travel and accommodation.
- 6.3 Where partners of an authorised local government representative attend an event, any tickets for that person, if paid for by the local government, must be reimbursed by the representative unless expressly authorised by the council.

Limits on the WALGA Convention

- Accommodation by capped to the amount of the event registration
- Meal amounts be limited to \$60 per councillor for each breakfast, lunch and dinner where a meal is not provided as part of the event registration
- Accommodation will only be provided on the night before a conference or event that starts prior to 1pm the following day.
- Accommodation will only be covered where registered training or activities occur after 1pm or it exceeds 8.5 hours including travel.
- A verbal or written report is required at the following Council Meeting for tours or sessions attended that are not part of the main program.

An information sheet is to be provided to all staff and Councillors prior to attending.

Attachment A

Event Description	Date of event	Approved Attendee/s	Approved contribution
Western Australian Local Government Association (WALGA) Annual Conference and AGM	Annual Event	President, Deputy President 2xElected Members CEO	Registration, Accommodation, Travel, Meals and other reasonable cost & living expenses such as parking and laundry. Alcohol will only be covered if it is purchased with a meal and is worth less than 50% of the cost of the whole meal.
Zone Conferences	Periodical	President, Deputy President Elected Members CEO	Registration, Accommodation, Travel, Meals and other reasonable cost & living expenses such as parking and laundry. Alcohol will only be covered if it is purchased with a meal and is worth less than 50% of the cost of the whole meal.
State Government events such as Budget announcements or regional tourism launches	Ongoing	President Deputy President CEO	Registration, Accommodation, Travel, Meals and other reasonable cost & living expenses such as parking and laundry. Alcohol will only be covered if it is purchased with a meal and is worth less than 50% of the cost of the whole meal.
WALGA Road Conference	Annual Event	President Deputy President 2xElected Members CEO Works Foreman	Registration, Accommodation, Travel, Meals and other reasonable cost & living expenses such as parking and laundry. Alcohol will only be covered if it is purchased with a meal and is worth less than 50% of the cost of the whole meal.

Form 4 Register of gifts and contributions to travel - Section 5.82 of the Local Government Act 1995

Name of relevant person making disclosure	Description of gift	Name of person who made gift	Address of person who made gift	Date gift was received	Estimated value of gift at time it was made	Nature of relationship between relevant person and person who made gift

Section 5.83 of the Local Government Act 1995 Name of relevant person making disclosure	Description of contribution	Name of person who made contribution	Address of person who made contribution	Date contribution was received	Estimated value of contribution at time it was made	Nature of relationship between relevant person and person who made contribution	Description of travel	Date of travel

2. ACCOUNTING / AUDIT

2.1 Deleted

COMMENT

C2014-0238: Deleted 20 February 2014

2.2 Deleted

Former policy 4.6 deleted 2019

2.2 A Replacement Non-Current Asset Accounting Policy

Introduction	Non-Current Asset Accounting Policy	
Objective	This policy is intended to outline the prescribed requirements to be followed by Council employed in the acquisition, accounting, control, transfer and disposal of non-current physical assets recognised as property, plant and equipment, and to ensure compliance with the Local Government Act 1995 (Financial Management Regulations 1996 and relevant Australian Accounting Standards	
History	Adopted	March 2020
	Former Policy	2.2
	Amended / confirmed	March 2020
Review Frequency	4 yearly	

Policy Statement

This policy applies to all decision making in respect to current, proposed and future property, plant and equipment which are classified under the land, buildings, plant and equipment, mobile vehicles and plant, furniture and office equipment, recreation equipment and infrastructure

1. **Legislative / Local Law Requirements**
Council employees you will follow the prescribed treatment for property plant and equipment as per the relevant Australian accounting standards and government legislation.
2. **Capitalisation of assets**
any acquisition or construction costs incurred over the life of the asset must be recognised as capital expenditure expense. Capitalisation threshold must be established for the recognition of non-current assets in the statement of financial position i.e. to determine which assets will be capitalised and which ones will be expensed.
 - 2.1 **capitalisation thresholds**
the capitalisation threshold set the value of expenditure for items of property plant and equipment above which the expenditure is deemed to be material and recognised as capital expenditure, and below which expenditure is deemed to be immaterial and charged as expenses in the reporting period which expenditure is incurred.
Capitalisation threshold amounts are to be reviewed annually to ensure they remain relevant and effective in the face of inflation.

Capitalisation thresholds for each asset class are shown below:

Asset class	Capitalisation threshold
Land	Nil
Building	\$5000
Plant and equipment	\$5000
Mobile vehicles and plant	\$5000
Furniture and office equipment	\$5000
Infrastructure	\$5000
Software	\$50,000

The benefit of setting a threshold is to ensure efficient use of Shire's resources balanced against the needs to 'expense' items through depreciation against more than one financial year therefore present financial information accurately.

3. Definitions

Asset: a resource which is controlled as a result of past events and from which future economic benefits are expected to flow

Capitalisation Threshold: the minimum amount whereby the value of the non-current asset must be capitalised. Amounts below the recognition threshold are to be treated as an expense

Non-current asset: an asset held for use rather than exchange which provides an economic benefit for a period greater than one year

4. Relevant management documents

Australian Infrastructure Financial Management Guidelines

WALGA Local Government Accounting Manual (Edition Three)

CPA Guide to Valuation and Depreciation 2013

5. Legislation / Local Law Requirements**State Government Legislation**

Local government act 1995

Local Government (financial management) Regulations 1996

Australian Accounting Standards

AASB5 Non-Current Assets Held for Sale and Discontinued Operations

AA SP13 fair value measurement

AA SP 101 presentation of financial statements

AA SP 116 property plant and equipment

AA SP 116 Australian implementation guidance (heritage and cultural assets)

AA SP 16 impairment of assets

AA SP 1031 materiality

AA SP 116 Australian implementation guidance (heritage and cultural assets)

UIG 1030 appreciation of long-lived physical assets

Relevant AA SP interpretations

2.3 Deleted

COMMENT

C2014-0238: Deleted 20 February 2014

2.4 Deleted

COMMENT

C2014-0238: Deleted 20 February 2014

2.5 Deleted

ASSB 1051 Deleted March 2020

2.6 Deleted

COMMENT

Deleted 20 February 2014

2.7 Integrated Planning: Long Term Financial Planning Policy

Introduction	This Policy is intended to provide clear direction on expectations for long term financial planning and applies to elected members, employees and contractors/consultants engaged by the Shire.		
Objective	The objective of this Policy is to establish a framework for the establishment of Long- Term Financial Planning.		
History	Adopted	C2013-1005	25 October 2013
	Review adopted	OCM Apr2020	
Review Frequency	4 yearly		

Policy Statement

As one of the key informing strategies of the Integrated Planning and Reporting Framework, the Long Term Financial Plan takes into consideration the strategic vision and desired outcomes of the Strategic Community Plan and integrates the financial impact of Asset Management Plans, the Workforce Plan, Capital Works Plans and any other service plans to provide a 10 year (or greater) financial forecast of the local government's operations.

The first four forecast years of the Long Term Financial Plan provide the financial context for the Corporate Business Plan and the first year of the Corporate Business Plan provides the financial context for the annual Budget.

The Shire will plan for the long term financial, resources to be used efficiently and effectively by:

- Preparing a long term financial plan annually;
- Establishing principles for the appropriate use of financial resources such as loans and reserves;
- Establishing principles for the level of revenue generated from rates and fees and charges;
- Consider workforce expenditure requirements detailed in the Workforce Plan;
- Consider asset management renewal, upgrade and replacement needs detailed in the Asset Management Plan;
- Reporting progress against indicators and ratios of financial performance; and
- Undertaking sensitivity analysis to determine the financial impact of various assumptions.

COMMENT

Definitions

The following definitions are relevant to this Policy.

Budget/Annual Budget is a statutory requirement outlining the financial estimates to deliver the Corporate Business Plan.

Corporate Business Plan is a local government's internal business planning tool that translates Council priorities into operations within the resources available. In its entirety, it details the services, operations and projects a local government will deliver over a defined period, the processes for delivering these and the associated cost.

Integrated Planning and Reporting is a framework for establishing community priorities and linking this information into different parts of a local government's functions.

Long Term Financial Planning is the mechanism that enables local governments to determine their capability to sustainably deliver the assets and services required by the community. It allows the local government to set priorities, within its resourcing capabilities, to deliver short, medium and long term community priorities.

Policy Review

The Long Term Financial Planning Policy will be reviewed annually.

References

WA Department of Local Government: *Integrated Planning and Reporting Framework and Guidelines, October 2010.*

WA Department of Local Government: *Long Term Financial Planning Framework and Guidelines, May 2011.*

2.8 Sundry Debtor Recovery

Introduction

Objective Outline the process of debt recovery as applicable to the Shire of Yalgoo and its operations.

History Adopted (NEW) 2024-11-13 29 November 2024

Review Frequency 4 yearly

Policy Statement

1. After 30 days from the raising of the invoice, as statement is to be issued
2. After 30 days from the issuing of the statement, a letter of demand for payment of debt in full within 21 days is to be issued.

3. At the end of the 21 days. The Chief Executive Officer or delegated officer may authorise a Notice of Intent to Summons if the debt is not paid in full within 14 days.
4. At the end of 14 days the Chief Executive Officer may authorise the issue of a summons.
5. The appropriate designated officer is authorised to negotiate with debtors unable to pay sundry debts, an extension of time or a repayment plan. Where conditions of the extension are not complied with, the delegated officer is authorised to give 14 days' notice of intent to commence legal action and institute recovery proceedings.

COMMENT

Related Legislation

Rates and Charges Act 1992

Policy Review

To be reviewed from time to time.

3. ADMINISTRATION / ORGANISATION

3.1 Customer Service Charter

History	Adopted	OCM 27 August 2021
	(3.1 previously called Policy Manual – deleted. Number reused for Customer Service Charter)	

Review Frequency	4 yearly
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Customer Service Charter

Shire of Yalgoo

For all compliments, suggestions, concerns or complaints please contact the Shire of Yalgoo Chief Executive Officer

Telephone (08) 9962 8042

Email pa@yalgoo.wa.gov.au

Post or in person

37 Gibbons Street

Yalgoo WA 6635

Monday to Friday 9:00am to 4:00pm

The Shire of Yalgoo is committed to continuing to review our service provision to ensure ongoing effectiveness and efficiency. We believe strongly in accountability and encourage feedback on how our services can be improved for all users.

We are committed to:

- Respond to your enquiries promptly
- Treat all customers with courtesy, respect and fairness
- Deal with enquires and complaints fairly and professionally
- Keep you informed and provide non confidential information when requested in accessible formats
- Provide informative local knowledge and seek advice

For written and email correspondence we will acknowledge correspondence or provide a written or email reply within 5 working days.

For complex matters we will advise on a timeline and make sure the officer with which you are dealing provides a name and contact details.

We will answer all phone calls and return telephone messages by the end of the next working day.

We will welcome and acknowledge you within 2 minutes of arrival at the Shires Administration Officer.

Our reception areas will be clean and tidy, smoke free safe environments.

You can help us to meet our commitment to you by:

- Treating our staff with courtesy and respect
- Being open and honest in your dealings with us and provide accurate information
- Letting us know when things change such as your address or contact details
- Providing us with feedback
- Make an appointment for a complex enquiry
- Follow the general directions or rules at all Shire Facilities including COVID-19 SafeWA check-ins

Complaints

A complaint is an expression of dissatisfaction with a decision, level or quality of service or behaviour of an employee or agent which can be investigated and acted upon where no right of appeal or review is available under any other legislation

Where a matter cannot be directly addressed or referred the complainant will be provided with a copy of the Shires Complaints Policy and informed of the timeline which will apply.

3.2 Attendance at Events Policy 2020

Deleted C2012-0419 – Officers training policy in Employee Orientation and HR Manual

3.2B Councillors Conference and training Replaced by 3.2C March 2020

Review Frequency 4 yearly

OBJECTIVES

- To introduce policy to address section 5.90A. of the Local Government Act 1995 Policy for attendance at events
- To provide elected members and staff with consistent guidelines to ensure transparency, relevance, and value for money for ratepayers.

POLICY STATEMENTS

- In developing the Attendance at Events Policy, council needs to actively consider the purpose of and benefits to the community from council members and CEOs attending events. The policy should not be used to intentionally circumvent conflict of interests which may arise from attending events hosted by a provider who will have a significant matter before council. The Attendance at Events policy is to enable council members to attend events as a representative of council without restricting their ability to participate in council meetings.
- This policy addresses attendance at any events, including concerts, conferences, functions or sporting events, whether free of charge, part of a sponsorship agreement, or paid by the local government. The purpose of the policy is to provide transparency about the attendance at events of council members and the Chief Executive Officer (CEO).

- Attendance at an event in accordance with this policy will exclude the gift holder from the requirement to disclose an interest if the ticket is above \$300 and the donor has a matter before council. Any gift received that is less than \$300 (either one gift or cumulative over 12 months from the same donor) also does not need to be disclosed as an interest. Receipt of the gift will still be required under the gift register provisions.

LEGISLATION

5.90A. Policy for attendance at events

In this section — **event** includes the following —

- a) a concert
- b) a conference
- c) a function
- d) a sporting event,
- e) an occasion of a kind prescribed for the purposes of this definition.

A local government must prepare, and adopt* a policy that deals with matters relating to the attendance of council members and the CEO at events, including —

- a) the provision of tickets to events; and
- b) payments in respect of attendance; and
- c) approval of attendance by the local government and criteria for approval; and
- d) any prescribed matter.

**Absolute majority required.*

A local government may amend* the policy.

**Absolute majority required.*

When preparing the policy or an amendment to the policy, the local government must comply with any prescribed requirements relating to the form or content of a policy under this section. The CEO must publish an up-to-date version of the policy on the local government's official website.

PROVISION OF TICKETS TO EVENTS

Invitation

- All invitations or offers of tickets for a council member or CEO to attend an event should be in writing and addressed to the Chief Executive Officer. Invitations made directly to an Elected Member are to be handed to the Chief Executive Officer for action to be taken in accordance with this Policy.
- Any other invitation or offer of tickets not addressed to an Elected Member or the Chief Executive Officer in general is not captured by this policy and must be disclosed in accordance with the gift and interest provisions in the Act.
- A list of events and attendees authorised by the local government in advance of the event is recorded in Attachment A.

APPROVAL OF ATTENDANCE

In deciding on attendance at an event, the Council will consider:

- who is providing the invitation or ticket to the event,
- the location of the event in relation to the local government (within the district or out of the district),
- the role of the council member or CEO when attending the event (participant, observer, presenter) and the value of their contribution,
- whether the event is sponsored by the local government,
- the benefit of local government representation at the event,
- the number of invitations / tickets received, and

- the cost to attend the event, including the cost of the ticket (or estimated value of the event per invitation) and any other expenses such as travel and accommodation.

Decisions to attend events in accordance with this policy will be made by simple majority or by the CEO in accordance with any authorisation provided in this policy.

The CEO is authorised to determine matters relating to staff attending conferences, seminars or training (in addition to those listed at Attachment A) that form part of the ongoing operational requirements of the Shire using the considerations as outlined in Training and Development Policy in the Employee Orientation and Induction manual.

PAYMENTS IN RESPECT OF ATTENDANCE

Where an invitation or ticket to an event is provided free of charge, the local government may contribute to appropriate expenses for attendance, such as travel and accommodation, for events outside the district if the council determine attendance to be of public value.

- 6.1 For any events where a member of the public is required to pay, unless previously approved and listed in Attachment A, the council will determine whether it is in the best interests of the local government for a council member or the CEO or another officer to attend on behalf of the council.
- 6.2 If the council determines that a council member or CEO should attend a paid event, the local government will pay the cost of attendance and reasonable expenses, such as travel and accommodation.
- 6.3 Where partners of an authorised local government representative attend an event, any tickets for that person, if paid for by the local government, must be reimbursed by the representative unless expressly authorised by the council.

Attachment A – Attendance at Events Policy

Event Description	Date of event	Approved Attendee/s	Position	Approved contribution	Date of council resolution or CEO authorisation
Western Australian Local Government Association (WALGA) Annual Conference and AGM	Annual Event	President, Deputy President 2 x Elected Members CEO	Elected Members & CEO	Registration, Accommodation, Travel, Meals and other reasonable cost & living expenses.	Elected Members – Adopted March 2020 Staff – CEO discretion – Approval of attendance
Zone Conferences	Periodical	President, Deputy President Elected Members CEO DCEO	Elected Members & CEO DCEO	Registration, Accommodation, Travel, Meals and other reasonable cost & living expenses. .	Elected Members – Adopted March 2020 Staff – CEO discretion – Approval of attendance
State Government Budget announcement, launches and other events	Ongoing	President, Deputy President CEO	Elected Members & CEO	Registration, Accommodation, Travel, Meals and other reasonable cost & living expenses.	Elected Members – Adopted March 2020 CEO discretion – Approval of attendance
WALGA Road Conference	Annual Event	President, Deputy President 2 x Elected Members CEO Works Foreman	Elected Members & CEO Works Foreman	Registration, Accommodation, Travel, Meals and other reasonable cost & living expenses.	Elected Members – Adopted March 2020 CEO discretion – Approval of attendance

Event Description	Date of event	Approved Attendee/s	Position	Approved contribution	Date of council resolution or CEO authorisation
Local Government Professionals Annual Conference	Annual Event	CEO DCEO	CEO DCEO	Registration, Accommodation, Travel, Meals and other reasonable cost & living expenses.	CEO discretion - Approval of attendance
Synergy Soft or Ozone/Datacom IT Annual User Group Conference	Annual Event	CEO	CEO	Registration, Accommodation, Travel, Meals and other reasonable cost & living expenses.	CEO discretion - Approval of attendance
Moore Stephens Annual Budget Finance Conferences	Annual Event	CEO	CEO	Registration, Accommodation, Travel, Meals and other reasonable cost & living expenses.	CEO discretion - Approval of attendance
Works Supervisors Annual Conference	Annual Event	CEO Works Foreman	CEO Works Foreman	Registration, Accommodation, Travel, Meals and other reasonable cost & living expenses.	CEO discretion - Approval of attendance

Event Description	Date of event	Approved Attendee/s	Position	Approved contribution	Date of council resolution or CEO authorisation

3.3 Destruction of Records

Introduction

Objective

History	Adopted	21 August 2008
	Review adopted	OCM Apr2020

Review Frequency 4 yearly

Policy Statement

The CEO may authorise the destruction of records in line with the Local Government General Disposal Authority as prepared by the State Records Office

– End of Policy

3.4 Professional Advice

Introduction

Objective To obtain appropriate advice when necessary for the proper management of the Shire's affairs

History	Adopted	21 August 2008
	Review adopted	OCM Apr2020

Review Frequency 4 yearly

Policy Statement

1. The CEO may obtain from Council's solicitors, auditors, workplace relations representatives etc, such advice and opinion as is considered to be necessary to enable the proper administration of the Shire's business.
2. The advice sought may be in support of a report or submission to the Council or a Committee or to clarify any other matter that requires specialist advice.

– End of Policy

COMMENT

3.5 Legal Representation Costs Indemnification

Introduction From time to time, Members and Officers of Council may need legal representation.

Objective This policy is designed to protect the interests of council members and employees (including past members and former employees) where they become involved in civil legal proceedings because of their official functions. In most situations the local government may assist the individual in meeting reasonable expenses and any liabilities incurred in relation to those proceedings.

History	Adopted	19 July 2001
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Former Policy	1.7
Amended / confirmed	21 August 2008
Review adopted	OCM Apr2020

Review Frequency 4 yearly

Policy Statement

1. Introduction

In each case it will be necessary to determine whether assistance with legal costs and other liabilities is justified for the good government of the district.

2. General Principles

- a) The local government may provide financial assistance to members and employees in connection with the performance of their duties provided that the member or employee has acted reasonably and has not acted illegally, dishonestly, against the interests of the local government, contrary to the local government's Code of Conduct or otherwise in bad faith.
- b) The local government may provide such assistance in the following types of legal proceedings:
 - i) Proceedings brought by members and employees to enable them to carry out their local government functions (e.g. where a member or employee seeks a restraining order against a person using threatening behaviour);
 - ii) Proceedings brought against members or employees. This could be in relation to a decision of Council or an employee which aggrieves another person (e.g. refusing a development application) or where the conduct of a member or employee in carrying out his or her functions is considered detrimental to the person (e.g. defending defamation actions); and
 - iii) Statutory or other inquiries where representation of members or employees is justified.
- c) The local government will not support any defamation actions seeking the payment of damages for individual members or employees in regard to comments or criticisms levelled at their conduct in their respective roles. Members or employees are not precluded, however, from taking their own private action. Further, the local government may seek its own advice on any aspect relating to such comments and criticisms of relevance to it.
- d) The legal services the subject of assistance under this policy will usually be provided by the local government's solicitors. Where this is not appropriate for practical reasons or because of a conflict of interest then the service may be provided by other solicitors approved by local government.

3. Applications for Financial Assistance

- a) Subject to item (e), decisions as to financial assistance under this policy are to be made by Council.
- b) A member or employee requesting financial support for legal services under this policy is to make an application in writing, where possible in advance, to the Council providing full details of the circumstances of the matter and the legal services required.
- c) An application to the Council is to be accompanied by an assessment of the request and with a recommendation, which has been prepared by, or on behalf of, the Chief Executive Officer (CEO).
- d) A member or employee requesting financial support for legal services, or any other person who might have a financial interest in the matter, should take care to ensure compliance with the financial interest provisions of the *Local Government Act 1995*.
- e) Where there is a need for the provision of urgent legal services before an application can be considered by Council, the Chief Executive Officer may give an authorisation to the value of \$10,000
- f) Where it is the Chief Executive Officer who is seeking urgent financial support for legal services the President shall deal with the application.

4. Repayment of Assistance

- a) Any amount recovered by a member or employee in proceedings, whether for costs or damages, will be off set against any moneys paid or payable by local government.
- b) Assistance will be withdrawn where the Council determines, upon legal advice, that a person has acted unreasonably, illegally, dishonestly, against the interests of the local government, contrary to the local government's Code of Conduct or otherwise in bad faith: or where information from the person is shown to have been false or misleading.
- c) Where assistance is so withdrawn, the person who obtained financial support is to repay any moneys already provided. The local government may take action to recover any such monies in a court of competent jurisdiction. – End of Policy

COMMENT

3.6 Usage of Information Technology

Introduction	Information technology resources are provided to support the Shire's administrative and operational activities. These resources include the Shire's network, desktop computer systems and software, internet access, electronic mail (email) and related services. Users of these systems are expected to comply with the following policy schedule which is written with the intent of protecting the integrity of these systems so as to provide reliable IT services to users, and also to protect the right of each employee to work in a healthy and safe environment.	
Objective	This policy deals with the provision of information technology resources by the Council and the associated responsibilities of authorised users when accessing these resources.	
History	Adopted	18 October 2007
	Former Policy	3.17
	Amended / confirmed	21 August 2008
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

1. The following Policy Schedule 3.6 – Information Technology is adopted, and forms part of this Statement.
2. Policy Schedule 3.6 is to be provided to all staff having access to information technology, as part of their induction and employment information provided.

– End of Policy

Policy Schedule 3.6 – Usage of Information Technology – Included in HR Manual

1) Objective

This policy deals with the provision of information technology resources by the Council and the associated responsibilities of authorised users when accessing these resources.

2) Policy

Introduction

Information technology resources are provided to support the Council's administrative and operational activities. These resources include the Council's network, desktop computer systems and software, internet access, electronic mail (email) and related services.

Users of these systems are expected to comply with the following policy which is written with the intent of protecting the integrity of these systems so as to provide reliable IT services to users, and also to protect the right of each employee to work in a healthy and safe environment.

Ethics

Respect the rights of others, and comply with other policies regarding sexual, racial, and other forms of harassment. Do not engage in behaviour, which violates these policies.

Occupational Safety and Health

Employees have a duty not to adversely affect their own or any other person's health and safety at work. Distribution of offensive material that may cause trauma or distress to other employees through the Council's IT systems, or the use of these systems to bully or intimidate other employees may be construed as a breach of the Occupational Safety and Health legislation. This carries a penalty of \$10,000 for an employee who breaches section 19 and \$100,000 for an employer who breaches section 20 of the Occupational Safety and Health Act.

Equal Opportunity

The Equal Opportunity Act 1984 WA prohibits discrimination (on grounds including gender, race and religion) and sexual harassment. Examples of discrimination and harassment include but are not limited to the following:

Referring in emails to a particular class of persons based on their race would be in breach of the EO Act. The sending of pornographic material to a fellow employee via email constitutes sexual harassment and is in breach of the EO Act.

Defamation

A person defames another if they publish a statement or comment (written or verbal) which is likely to cause an ordinary, reasonable member of the community to think less of that other or to shun or avoid that other. Generally any comments which disparage another person's business or professional acumen, suggest that a person may have committed a crime or refer in a disparaging way to a person's sexual chastity would be considered to be seriously defamatory. Any person who is party to the publication of defamation may be liable for payment of substantial damages.

Personal Use

Reasonable personal use of Council IT resources is permitted (in the user's own time) provided that it does not negatively impact upon the users work performance, hinder the work of others nor make any modification to any IT resource.

Such use shall not cause additional cost to the Council.

Reasonable use in a particular circumstance will be a matter to be determined by the user's supervisor.

Restrictions

Users are not permitted to use Council IT Resources to conduct private commercial activities including eBay and similar online auction sites.

Users are not permitted to utilise Council IT resources to access pornographic material or to create, store or distribute pornographic material of any type.

Users are not permitted to utilise the Council's IT resources to gamble or play games.

Users are not permitted to use MP3 download sites such as Kazaa, iTunes, LimeWire.

Consequences

Users found to have breached this policy will be subject to disciplinary action.

Criminal offences will be reported to the Police.

Monitoring

The Council reserves the right to monitor email, internet activity, logs and any electronic files for any reason, including but not limited to, suspected breaches by the user of his or her duties, breaches of Council policy, unlawful activities. The DCEO will monitor use of IT systems.

Maintenance

Maintenance of the Council's IT systems is solely the responsibility of the DCEO. Under no circumstance should any other employee attempt to repair hardware or software faults without the express permission of afore mentioned persons.

3) Access Control

Granting of Access to Information Systems

Access to information systems is controlled by the DCEO. Users are granted access on the basis that their use of IT resources shall be responsible, ethical and lawful at all times.

The Supervisor must advise the DCEO, before a new employee commences, of the level of system access required to carry out their daily tasks.

As a condition of employment all new employees who have requested access to Internet and/or Internet email are required to complete the policy acceptance form.

4) Computer Systems

Work Purpose

Computer systems are provided as a tool to support the operations of the Council. Each computer is installed with a standard operating environment plus additional user specific tools.

Personal Use

Limited personal use of computer systems is allowed provided such use is reasonable in terms of time and cost.

Prohibited Use

Under no circumstance are users to install software or utilities on Council computers that are not licensed and work related. Permission must be obtained from the DCEO before installing applications on Council computers.

Under no circumstance are users to install software or utilities sourced from the internet. This includes but not limited to: ICQ, Gator, Neopets, Bonzibuddy, Internet flowers, Web shots and other screensavers.

Under no circumstances are users to install software on Council computers without the prior permission of the DCEO.

5) Internet

Internet costs are incurred based upon the amount of data that is received from the internet and can be significant. The internet also presents a security risk to the Council's operations. The following points are aimed at reducing the cost and risk of providing internet access.

It should be noted that downloading does not mean only copying a file or document over the internet to a computer. It is all information coming into the system from another computer. The Shire is charged for all data received. Being a satellite system, all information sent out is also charged.

Accordingly, there is no free access to the internet.

Work Purpose

Users are permitted to access the internet for work related purposes as outlined in each user's internet usage application.

Personal Use

Limited personal use of internet facilities is allowed, such as online banking, travel bookings, browsing, provided such use is reasonable in terms of time and cost.

Prohibited Use

- Streaming voice and video media is prohibited unless it is proven to be work related – e.g.: on-line radio
- Online games are prohibited.
- Use of instant messaging applications is prohibited.
- Use of personal Web Mail is prohibited.

User responsibility

It is the user's responsibility to ensure that any internet site they access is within the bounds of acceptable usage, legal and does not pose a risk to the security of the Council's operations.

Web based applications must be approved by the CEO and the DCEO informed of the intended use of the application so that appropriate security measures are taken.

6) Email

Work Purpose

Email is provided to allow electronic communication with the Council's partners, clients and staff.

Personal Use

Limited personal use is allowed provided such use is reasonable in terms of time and cost and does not interfere with Council business or present a security risk.

Prohibited Uses

- a) Users shall not use Council email accounts to conduct a private business.
- b) Users shall not execute any attachments received via email that are not work related. Any executable attachment including but not limited to, movies, sound files, documents containing macros, screen savers can harbour viruses.
- c) Users shall not use their Council provided email address to subscribe to any subscription service, unless approved by the DCEO.
- d) Users shall not send forged messages.
- e) Users shall not use someone else's mail address without authorisation.
- f) Users shall not send aggressive, rude or defamatory messages.
- g) Users shall not transmit sexually explicit material.
- h) Users shall not send unsolicited emails (SPAM).
- i) Use of personal Web Mail is prohibited.

User Responsibilities

Users shall take care to protect their email address and not unwittingly provide it to any party that may include it in mass mailing lists (SPAM). Correspondence via email should be of the same standard for written communication.

Email, which contains offensive or discriminatory material or language, should be reported to the CEO or DCEO.

Users shall maintain compliance with any records procedures regarding email.

Copyright

Respect the legal copyright rules. Copyright provisions also relate to downloading of software and documents. Do not distribute or install software without first obtaining approval from the DCEO. Always assume website content to be subject to copyright unless stated otherwise.

Records Management

Respect the need to maintain other internal systems. All incoming email should be treated the same as other correspondence that is public record. Emails should be forwarded to the Executive Assistant for processing and referenced for filing purposes. Outgoing emails should also be printed, and treated the same as normal correspondence.

Responsibility

It is the responsibility of the Chief Executive Officer to ensure that this policy is disseminated to staff and properly applied.

See also 1.13 Social Media Policy

3.7 Press Releases

Introduction

Objective

History	Adopted	15 September 2005
	Amended	8 October 1997
	Former Policy	5.2
	Amended / confirmed	21 August 2008
	Review adopted	OCM Apr2020
	Proposed to be Revoked	January 2025 OCM

Review Frequency 4 yearly

Policy Statement

1. The Shire President to make press releases or act as spokesperson on behalf of council;
2. With authority from the Shire President, the Chief Executive Officer individual Councillors are authorised to make press releases or act as spokesperson on behalf of Council.
3. That the Chief Executive Officer regularly keeps rate payers and residents informed of Council activities via the Local Newspaper.
4. That the Chief Executive Officer advertises in the Local Newsletter the names and telephone numbers of each Councillor at least once a year.

– End of Policy

COMMENT

3.8 Complaints

Introduction	This policy applies to resolution of disputes arising between an external person or organisation and the operations of the Shire of Yalgoo or its staff. Section 3.8 (A) and (B) refers to internal staff.	
Objective	All persons affected by the operations of the Shire of Yalgoo are entitled to a fair and timely procedure for resolution of complaints.	
History	Adopted	Original policy 25 October 2001
	Former Policy	5.6
	Amended / confirmed	21 August 2008
	Reviewed with new policy adopted	July 2012 (C2012-0706)
	Reviewed with new policy adopted	23 February 2018 (C2018-0214)
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

All persons, whether making a complaint or the subject of a complaint, are entitled to present their case and be heard with respect and courtesy. The laws of natural justice will apply.

Where a complaint is outside the jurisdiction of the Shire or is covered by another process, the complainant will be advised to refer their complaint to the appropriate authority or have the matter dealt with under the appropriate process. Examples include:

- Complaints against Councillors for minor breaches of the Local Government Act s5.121, s5.110(6)(b).
- Other matters that have in place an existing resolution or appeal procedure through legislation or other instrument – eg: planning and development approvals or
- Internal staff disputes – these are covered by the Shire of Yalgoo staff grievance procedures
- Disputes relating to pay and conditions – these are covered under the Shire of Yalgoo Comprehensive Enterprise Agreement
- Matters outside the jurisdiction of the Council – eg: a criminal or civil law matter.

The Shire may refuse to deal with complaints that are scurrilous or vexatious and may seek advice from the Department of Local Government in such cases.

Procedure for managing complaints

- 1) A complaint must be in writing to be formally considered under this policy. However:
 - a) Where a verbal complaint is made, good customer service dictates that the officer to whom the complaint is made will take reasonable measures to resolve, or refer, the complaint.
 - b) Persons with an unresolved verbal complaint will be advised of their right to lodge a written complaint.
- 2) The CEO is responsible for receiving written complaints and ensuring that the appropriate complaint procedure is followed. The CEO may nominate an appropriate senior officer to deal with some or all complaints.
- 3) All written complaints dealt with under the policy/procedure will be recorded in a register of complaints kept by the CEO.
 - a) A complainant has the right to withdraw the complaint at any time by giving notice in writing and if this occurs, the CEO will not record the matter as a formal complaint.
- 4) The complaint will be acknowledged in writing within 7 days of receipt, with a copy of the Council's complaint policy.
 - a) The complainant may be asked to provide further information and/or invited to suggest how they would like the complaint resolved.
 - b) If it is unclear whether a matter is a complaint or not, the correspondent will be asked to confirm in writing whether they want the matter to be considered as a formal complaint.
- 5) The complaint will be referred within 14 days of receipt to the other party/ies for comment. The other party/ies will be invited to provide written comment within 14 days of receipt of the request.
- 6) The CEO will consider the information of all parties and may elect to interview the complainant and/or the other party/ies to obtain further details.
- 7) The CEO will take action to satisfactorily resolve the complaint. Any such action should occur within 14 days of receiving the information of all parties.
- 8) The CEO will advise the complainant and other party/ies in writing within 14 days of any decision regarding the complaint, including advising that any party, if not satisfied with the decision, has the right to have the matter further considered by the Council.
 - a) If requested in writing by the complainant or any party, the CEO will present the matter to the next Council meeting for a decision of Council
 - i) The CEO will inform the complainant in writing of any decision made by the Council

- b) The CEO may decline to place a matter before the Council that in the CEO's opinion is:
- i) Trivial or of a minor operational nature;
 - ii) Frivolous, vexatious or not made in good faith;
 - iii) The complainant does not have enough personal interest or direct knowledge of the matter raised in the complaint.
- 9) In any case, the Chief Executive Officer shall advise complainant of their right to present their complaint to the Parliamentary Commissioner for Administrative Investigations (Ombudsman) or other appropriate authority.

3.8A Grievances, Investigations and Resolution Policy

Introduction	This policy applies to resolution of grievances arising between staff, contractors, Volunteers and Council.		
Objective	The Shire of Yalgoo is committed to the effective and fair resolution of employee grievances. This policy provides a framework to support the resolution of grievances in the workplace in a prompt, respectful and cooperative manner. This is also incorporated in the HR Employee Manual		
History	Adopted	Feb 2018 [C2018-0214]	
	Review adopted	OCM Apr2020	
Review Frequency	4 yearly		

Policy Statement

1. Definitions:

“Grievance” - any work-related disagreement, complaint, or matter which someone believes is unfair or unjustified, and which is causing that person concern or distress. The problem may be real or perceived. The grievance may be between an employee (staff, contractors, volunteers or elected members) and the Shire as a whole, or be between employees, and may involve a union.

Grievances may relate to such matters as:

- Transfer and promotion
- Rosters and assignment of work location
- Approval or taking of leave
- The physical work environment
- Health or safety in the workplace
- Performance appraisal
- Employment conditions
- Changes to human resources policies or procedures
- Disciplinary action
- Discrimination
- Harassment
- Bullying

“Discrimination” - where an employee (staff, contractors, volunteers or elected members) experiences adverse action (such as losing their job, not receiving their correct leave or pay entitlements, having their job

changed to their disadvantage, or being treated differently from other employees) because of their race, colour, sex, sexual preference, age, physical or mental disability, marital status, family or carer responsibilities, pregnancy, religion, political opinion, national extraction or social origin. Discrimination may be direct, indirect or systemic.

“Harassment” - any unwelcome, offensive, abusive, humiliating or threatening comment or action, usually linked to the characteristics of the person being harassed (age, race, sex, religion, etc.). Threats, insults, abuse and taunts.

“Bullying” - repeated unreasonable or inappropriate behaviour directed towards an employee or group of employees that creates a risk to health and safety.

2. General Principles

- Where bullying involves assault or threat of assault, it should be referred to the police.
- The Shire will endeavour to resolve grievances through mediation, consultation and discussion.
- All grievances will be dealt with confidentially. Only those individuals who are directly involved will have access to information (extracts) about the complaint.
- All grievances will be handled impartially and fairly. No action will be taken until all relevant information has been collected, investigated and considered.
- No repercussions or victimisation of the person making the complaint will be tolerated.
- Complaints will be dealt with in a timely manner.
- Trivial or vexatious complaints will not be pursued through this policy.
- Where the process for lodgement and resolution of a grievance is prescribed by legislation, that process will be followed.

3. Making a Complaint

All employees have the right to make a complaint to their supervisor; manager; or the Chief Executive Officer.

Employees may seek advice or assistance from a union or professional association.

Employees may seek advice from, or complain to, an external body (such as the Equal Opportunity Commission or the Fair Work Ombudsman).

Employees must ensure that any complaint they make is factual.

4. Employees who are the Subject of a Complaint

An employee who is the subject of a complaint has the right to –

- Be informed verbally of what behaviour they are being accused of.
- Respond to the allegations and provide witnesses, if appropriate.
- Be treated fairly and impartially.
- Be heard by an unbiased person.

5. Employees Receiving / Dealing with a Complaint

CEO has a responsibility to ensure grievances are dealt with confidentially, impartially, promptly and with a high priority. They must ensure that the principles of natural justice are applied throughout the process.

Throughout the process, the person receiving a complaint is required to ensure that the employee making the complaint is informed of the process to be undertaken and possible time frame. If the time frame is delayed, all parties to the grievance must be informed.

Reported grievances will be dealt with in accordance with the Grievance Management Procedure in the Employee Human Resources Manual.

6. Related Corporate Documents

- Discrimination, Harassment, & Bullying Policy
- Code of Conduct
- Employment Equal Opportunity framework
- Employee Human Resources Manual – Grievances Resolution Procedure & Discrimination, Harassment and Bullying in the workplace
- Local Government Act
- Fairwork Australia
- Occupational Safety and Health Act 1984 WA
- Occupational Safety and Health policy

3.8B Discrimination, Harassment and Bullying Policy

Introduction	This policy is to ensure employees are aware of what constitutes workplace bullying, harassment and discrimination and their responsibilities in preventing and managing such incidents.		
Objective	The Shire of Yalgoo is committed to providing a workplace that is free from any form of bullying, harassment and discrimination, where all employees are treated with dignity, courtesy and respect. This is also incorporated in the HR Employee Manual		
History	Adopted	Feb 2018	[2018-0214]
	Review adopted		OCM Apr2020
Review Frequency	4 yearly		

Policy Statement

1. Workplace bullying, harassment and discrimination are prohibited and will not be tolerated by the Shire. Disciplinary action, which may include termination of employment, will be taken against any person found to have breached this policy.

This policy applies to:

- All Shire employees; and
- Any consultant, volunteer or contractor engaged by the Shire whilst working at a Shire workplace or site.
- Elected Members

2. Definitions

Bullying – is repeated behaviour that a reasonable person, having regard to all of the circumstances, would anticipate being humiliating, intimidating, undermining or threatening and which causes risk to health and safety. Types of behaviour that may amount to bullying include:

- Verbal abuse
- The use of offensive language
- Exclusion or isolation
- Persistent teasing, joking or holding a person up to ridicule

- Repeatedly speaking in a manner which is sarcastic or designed to humiliate
- Repeatedly sending offensive or humiliating emails
- Assigning meaningless tasks unrelated to the job
- Deliberately changing working hours to inconvenience staff
- Deliberately withholding information that is vital for effective work performance; or
- Sabotaging another's work

Some instances of bullying can also amount to unlawful discrimination and/or sexual harassment.

Legitimate, appropriate and reasonable management actions (i.e. managing workplace performance or disciplining a team member), undertaken appropriately, do not constitute bullying.

Code of Conduct – standards of behaviour and conduct that are expected of all Shire of Yalgoo employees, elected members, consultants and contractors.

Discrimination – occurs if a person is treated less favourably than how another person would be treated in comparable circumstances. Discrimination can be direct or indirect.

Direct Discrimination – occurs when a person is treated less favourably than another person due to a specific attribute or characteristic that is protected under anti-discrimination laws.

Indirect Discrimination – occurs when a person with an attribute or characteristic that is protected under anti-discrimination laws cannot comply with a particular policy or condition, with which the majority of persons not having that attribute or characteristic or having a different attribute or characteristic are able to comply (and that policy or condition is unreasonable).

The attributes or characteristics protected by anti-discrimination laws includes sex, marital status, pregnancy, family responsibility, family status, race, religious or political convictions, gender history, impairment, age or sexual orientation.

Harassment – unwelcome behaviour (verbal, written or physical) that has the effect of making a person feel humiliated, intimidated or offended based on an attribute or characteristic (such as race). Harassment may be a single example of offensive behaviour or repeated examples of such behaviour regardless of whether it has been indicated by the individual as unacceptable. Harassment is not just sexual.

Sexual Harassment – includes any verbal, written or physical behaviour of a sexual nature that is unwelcome and uninvited where the harasser in all the circumstances should have reasonably anticipated that the other person would be offended, humiliated or intimidated.

The person does not need to intend to offend, humiliate or intimidate, or even to know that this was the effect of the behaviour for this conduct to be against the law.

Depending on the circumstances, the following kinds of behaviour may be deemed sexual harassment:

- Jokes or cartoons about someone's appearance, body shape, or any other personal matters that may cause embarrassment and make people feel uncomfortable
- Sexual or physical contact such as putting your arm around someone, slapping them, kissing, touching or patting them
- Staring or leering in a sexual manner (looking someone up and down)
- Standing too close to someone or brushing him or her as you walk past

- Verbal abuse or comments that put down or stereotype people because of their sex, appearance or sexual preference. These gestures may not need to be obviously crude for the behaviour to be deemed sexual harassment
- Offensive gestures and “wolf” whistling
- Displaying in the workplace or in personal belongings material that is sexist, sexually explicit or homophobic (anti-gay). This includes offensive emails, screensavers or PC wallpaper
- Repeated sexual invitations and
- Intrusive questions or remarks about a person’s sexual activities or private life.

Vexatious Claims – an allegation that is brought without enough grounds, purely to cause annoyance, disruption or worry to another employee.

Victimisation – occurs where a person is treated or threatened to be treated in an adverse manner as a result of making or threatening to make a complaint. Victimisation also occurs when there is adverse treatment because a person has supported the complaint of another. As with discrimination generally, motive is irrelevant.

It is unacceptable and against the law for any person to be treated differently for the reason that he or she decided to exercise his or her legal rights under anti-discrimination laws or to help someone else to do the same.

Manager – a person at the level of Team Leader, Supervisor, Coordinator, Manager or Executive with one or more direct reports.

3. Unlawful Conduct

Conduct that is a breach of this policy may be **unlawful** under the following legislation:

- Sex Discrimination Act 1984 (Cth)
- Racial Discrimination Act 1975 (Cth)
- Age Discrimination Act 2004 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Australian Human Rights Commission Act 1986 (Cth)
- Fair Work Act 2009 (Cth)
- Equal Opportunity Act 1984 (WA); or
- Occupational Safety and Health Act 1984 (WA).

Persons who engage in conduct that is bullying, harassment and/or discrimination under the above legislation can be held personally liable and penalised. Furthermore, the Shire can be held vicariously liable for breaches of the above legislation by its employees.

4. Accountabilities

Manager are accountable for:

- Promoting a workplace culture free from bullying, harassment and discrimination and may be held personally liable for such conduct of direct reports unless they have taken all reasonable steps to prevent or eliminate the behaviour
- Ensuring their team members are made aware of their obligations and know what action to take if they believe they have been subjected to or witnessed inappropriate behaviour as defined within this Policy
- Actively monitoring the workplace to ensure acceptable standards of conduct are always observed and acting upon either their own concerns and observations, or those that are brought to their attention

- Treating all complaints seriously and confidentially in a timely manner
- Undertaking appropriate training/education to ensure their knowledge in this area is current
- Regularly promoting this Policy and the code of conduct to direct reports (i.e. toolbox meetings, staff forums and the general working environment); and
- Ensuring that no victimisation occurs against the person who makes a complaint.

Employees are accountable for complying with this Policy by:

- Not bullying, harassing, discriminating or victimising other employees
- Ensuring their behaviours and actions are aligned to the Shire's Code of Conduct
- Completing mandatory training on appropriate workplace behaviours as assigned to them
- Reporting to their Manager any concerns they have in relation to other staff who may be the victim or be the perpetrator of bullying, harassing or discriminating behaviours and
- Cooperate with the Shire with respect to any action taken to comply with requirements under all relevant legislation, including if they are called by the CEO or their Manager to participate in any investigation.

5. Complaints Procedure

Complaints about bullying, harassment or discrimination will be treated seriously and dealt with promptly, confidentially, and impartially in accordance with the Shire's Grievances Resolution Procedure.

6. Additional Support

The Shire engages the services of an external Employee Assistance Provider who can provide employees with free and confidential counselling.

7. Related Corporate Documents

- Grievances, Investigation and resolution Policy
- Code of Conduct
- Employment Equal Opportunity Framework
- Occupational Safety and Health policy
- Employee Human Resources Manual – Grievances Resolution Procedure & Discrimination, Harassment and Bullying in the workplace
- Local Government Act

3.9 Social Media Policy

Policy Type:	Organisational	
History: New Policy	Adopted	March 2020
Formerly Policy 1.13		
Review Frequency	4 yearly	

Policy overview and purpose:

Social media is changing the way we communicate. This policy provides practical guidance allowing all parties to benefit from the use of social media, while minimising potential risks and protecting those involved. This policy contains guidelines for the Shire to engage in social media use. It also includes details of breaches of the policy. This policy applies to all persons who are involved with the activities of the Shire

Scope:

Social media refers to any online tools or functions that allow people to communicate and/or share content via the internet. This policy is applicable when using social media as:

1. an officially designated individual representing the Shire on social media; and
2. if you are posting content on social media in relation to the Shire that might affect the Shire's name, business, services, events, Elected Members, Management or Officers reputation.

Using social media in an official capacity:

You must be authorised by President or the CEO as appropriate to the powers of delegation before engaging in social media as a representative of the Shire.

To become authorised to represent the Shire in an official capacity, you demonstrate you have reviewed the education resources at <https://esafety.gov.au/>

As a part of the Shire's personnel you are an extension of the Shire brand. As such, the boundaries between when you are representing yourself and when you are representing the Shire can often be blurred. It is important that you always represent both yourself and the Shire appropriately online.

Guidelines

You must adhere to the following guidelines when using social media related to the Shire:

- **Use common sense**

Whenever you are unsure as to whether or not the content you wish to share is appropriate, seek advice from others before doing so or refrain from sharing the content to be on the safe side.

- **Protecting your privacy**

Be smart about protecting yourself and your privacy. Refrain from posting any content online that you would not be happy for anyone to see, even if you feel confident that a particular individual would never see it. Where possible, privacy settings on social media platforms should be set to limit access. You should also be cautious about disclosing your personal details.

- **Honesty**

Do not say anything that is dishonest, untrue or misleading. If you are unsure, check the source and the facts before uploading or posting anything – if in doubt, do not post or upload. Do not post anonymously, using pseudonyms or false screen names. Be transparent and honest. Use your real name, be clear about who you are and identify any affiliations you have. If you have a vested interest in something you are discussing, point it out. If you make an endorsement or recommendation about something you are affiliated with, or have a close relationship with, you must disclose that affiliation.

The web is not anonymous. You should assume that all information posted online can be traced back to you. You are accountable for your actions both on and offline, including the information you post via your personal social media accounts.

- **Use of disclaimers**

Wherever practical, include a prominent disclaimer stating who you work for or are affiliated with (e.g. member of <club name>) and that anything you publish is your personal opinion and that you are not speaking officially. This is good practice and is encouraged, but don't count on it to avoid trouble — it may not have legal effect.

Reasonable use

If you are an employee of the Shire you must ensure that your personal use of social media does not interfere with your work commitments or productivity.

Respect confidentiality and sensitivity

When using social media, you must maintain the privacy of the Shire's confidential information. This includes information that is not publicly accessible, widely known, or not expected to be shared outside of the Shire. Remember, if you are online, you are on the record—much of the content posted online is public and searchable.

Within the scope of your authorisation by the Shire, it is perfectly acceptable to talk about the Shire and have a dialogue with the community, but it is not okay to publish confidential Shire information. Confidential information includes things such as details about litigation, unreleased product information and unpublished details about our Shire services, practices, financial information and information about staff or Elected Members.

When using social media you should be considerate to others and should not post information when you have been asked not to, or where consent has not been sought and given. You must also remove information about another person if that person asks you to do so.

Permission should always be sought if the use or publication of information is not incidental, but directly related to an individual. This is particularly relevant to publishing any information regarding minors. In such circumstances, parental or guardian consent is mandatory.

Gaining permission when publishing a person's identifiable image

You must obtain express permission from an individual to use a direct, clearly identifiable image of that person. You should also refrain from posting any information or photos of a sensitive nature. This could include accidents, incidents or controversial behaviour. In every instance, you need to have consent of the owner of copyright in the image.

Complying with applicable laws

Do not post or link to content that contains illegal or indecent content, including defamatory, vilifying or misleading and deceptive content.

Abiding by copyright laws

It is critical that you comply with the laws governing copyright in relation to material owned by others and the Shire's own copyrights and brands.

You should never quote or use more than short excerpts of someone else's work, and you should always attribute such work to the original author/source. It is good practice to link to others' work rather than reproduce it.

Discrimination, sexual harassment and bullying

The public in general, and the Shire's employees and elected members, reflect a diverse set of customs, values and points of view. You must not post any material that is offensive, harassing, discriminatory, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate. When using social media you may also be bound by the Shire's values Bullying and Harassment and Equal Employment Opportunity Policies.

Avoiding controversial issues

Within the scope of your authorisation, if you see misrepresentations made about the Shire in the media, you may point that out to the CEO or President. Always do so with respect and with the facts. If you speak about others, make sure what you say is based on fact and does not discredit or belittle that party.

Dealing with mistakes

If the Shire makes an error while posting on social media, be up front about the mistake and address it quickly. If you choose to modify an earlier post, make it clear that you have done so. If someone accuses the Shire of posting something improper (such as their copyrighted material or a defamatory comment about them), address it promptly and appropriately and if necessary, seek legal advice.

Conscientious behaviour and awareness of the consequences

Keep in mind that what you write is your responsibility, and failure to abide by these guidelines could put your employment at risk. You should always follow the terms and conditions for any third-party sites in which you participate.

Branding and intellectual property of the Shire

You must not use any of the Shire's intellectual property or imagery on your personal social media site

- trademarks
- logos
- slogans
- imagery which has been posted on the Shire official social media sites or website.

You must not create either an official or unofficial the Shire presence using the organisation's trademarks or name without prior approval from the Shire.

You must not imply that you are authorised to speak on behalf of the Shire unless you have been given official authorisation to do so by the CEO or the President. Where permission has been granted to create or administer an official Shire social media presence you must adhere to the Shire Branding Guidelines.

Policy breaches

Breaches of this policy include but are not limited to:

- Using the Shire's name, motto, crest and/or logo in a way that would result in a negative impact for the organisation, clubs and/or its members.
- Posting or sharing any content that is abusive, harassing, threatening, demeaning, defamatory or libellous.
- Posting or sharing any content that includes insulting, obscene, offensive, provocative or hateful language.

- Posting or sharing any content in breach of the Shire’s anti-discrimination, racial discrimination, sexual harassment or other similar policy.
- Posting or sharing any content that is a breach of any state or Commonwealth law.
- Posting or sharing any material to our social media channels that infringes the intellectual property rights of others.
- Posting or sharing material that brings, or risks bringing the Shire, its affiliates, Elected Members or Officers into disrepute. In this context, bringing a person or organisation into disrepute is to lower the reputation of that person or organisation in the eyes of the ordinary members of the public.

Reporting a breach

If you notice inappropriate or unlawful content online relating to the Shire or any of its Elected Members or Officers, or content that may otherwise have been published in breach of this policy, you should report the circumstances immediately to the CEO or President as appropriate. For a complaint about the misuse of social media that is general in nature, and/or ongoing or personal refer to the Shire’s Grievance Policy Process.

Investigation

Alleged breaches of this social media policy may be investigated according relevant policies or regulations. Where it is considered necessary, the Shire may report a breach of this social media policy to police.

Disciplinary process, consequences and appeals

Depending on the circumstances breaches of this policy may be dealt with in accordance with the disciplinary procedures of the Shire. Employees who breach this policy may face disciplinary action up to and including termination of employment in accordance with the disciplinary procedures of the Shire.

Appeals

Any person who is sanctioned under a disciplinary process for breach of this policy may have a right of appeal.

Other legal considerations that may be applicable include but are not limited to:

- Defamation
- Intellectual property laws, including copyright and trade mark laws, Privacy, confidentiality and information security laws
- Anti-discrimination laws
- Employment and Equal opportunity laws
- Advertising standards
- Charter of Human Rights and Responsibilities Act 2006
- Information Privacy Act 2000

4. BUILDING / DEVELOPMENT

Deletion date not known

5. PUBLIC FACILITIES

5.1 Library

History	Adopted	16 October 1991
	Amended	08 October 1997
	Amended	23 May 2001
	Amended	27 February 2003
	Former Policy	5.1
	Amended / confirmed	21 August 2008
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

1. Lost or damaged books must be paid for by the offending party. Librarian must be notified on return of item or library membership may be suspended and library card suspended.
2. An invoice is to be raised for the lost or damaged item.
3. If more than three Inter Library Loans are returned after due date, then the Inter Library Loan Service is suspended to that borrower for an indefinite period. The borrower is to be liable to pay to the Shire the full costs associated with the late return of any inter-library loan books.
4. Not more than three items at a time are to be issued to a user, except at the discretion of the librarian who may issue up to ten items to bona fide borrowers who require books for research purposes or to borrowers who live at some distance from the Yalgoo townsite.

– End of Policy

5.2 Shire Facilities – Hiring

History	Adopted	15 September 1993
	Amended	8 October 1997
	Amended	17 July 2003
	Former Policy	7.1.1 and 7.1.3
	Amended / confirmed	21 August 2008
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

1. For the Yalgoo Sporting Complex, Paynes Find Sporting Complex and Shire Hall the following conditions apply –
 - the person hiring the facility is required to do any major cleaning.
 - if equipment is required to be shifted from one facility to another or one room to another, then it is the responsibility of the user to shift the equipment and then return it to its original place of keeping.
 - the appropriate hire fee and security bond is to be paid before the hirer receives the keys.

2. On written application, the CEO is authorised to give permission to hirers of Council property to consume and sell liquor on such premises, under such conditions and in such areas as considered appropriate.
3. Each permit for consumption/sale of alcohol issued is to be advised to Yalgoo Police.

– End of Policy

COMMENT

Policy to be displayed in the buildings.

5.3 Deleted

Deletion date unknown

5.4 Shire Facilities – Tables & Chairs

History	Adopted	27 September 1989
	Amended	25 October 2001
	Former Policy	7.1.5
	Amended / confirmed	21 August 2008
	Amended	20 November 2008
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

- 5 The tables and chairs at Shire facilities are not generally available for public hire for use off-premises. All applications for private use off-premises are to go to Council for decision, and will be subject to such considerations as considered necessary
- 6 In exceptional circumstances where the function being held is for the community, and is not a private event, the Chief Executive Officer has the discretion to allow their use off-premises.

– End of Policy

5.5 Swimming Pool – Criteria for Planning

Introduction	The community has desired the construction of a swimming pool for many years, however, in early 2009, Council made the decision that it was economically unsustainable.		
Objective	This Policy is intended to provide guidance concerning future consideration of construction of a swimming pool in Yalgoo.		
History	Approved in Principle	June 2009	Ref – C2009-0613 and 0614
	Adopted	26 November 2009	
	Review adopted	OCM Apr2020	
Review Frequency	4 yearly		

Policy Statement

1. Consideration will not be given to the construction of a swimming pool, or enclosure courts facilities until such time as all construction funding is firmly committed or in hand.

2. Once capital funding is fully secured, construction will not commence until such time as a minimum of 50% replacement cost of the swimming pool and enclosed courts –
 - is actually held in Reserve specifically for replacement or refurbishment of the facilities, or
 - the funds necessary are secured by enforceable agreement.
- In recognition of changing circumstances, Council has not discarded the concept entirely, but has set in place a number of criteria to be met before further consideration or construction of a swimming pool.

5.6 Event Management Policy

Introduction The Shire of Yalgoo recognises that a public event is a great way of bringing the community together and achieving the objectives of community focussed persons and groups.

Objective The Shire of Yalgoo is required by legislation to ensure events within the district comply with basic requirements and is responsible for guaranteeing environmental sustainability and public safety.

History	Adopted	New
	Amended	New
	Former Policy	N/A
	Amended / confirmed	APRIL 2019, March 2020

Review Frequency 4 yearly

Policy Statement

1. The role of the Shire of Yalgoo, as the approving body for events held on Shire of Yalgoo land (public spaces) or other location (public or private), is to ensure all reasonable and practical precautions are taken by any event organiser regarding risk and so to protect the health and safety of patrons, and the amenity of surrounding residents.
2. Whether an event is private or accessible to the public, if the event takes place in any of the Shire's public spaces or other location, the event organiser is required to obtain the relevant approval. This includes an approval from the Shire and the relevant state government authority if applicable.
3. A public space is land (including buildings or other structures and features) owned by or managed by the Shire and can include:
 - Sports grounds and facilities
 - Public reserves, gardens or open spaces where the public are permitted access

- Thoroughfares including streets, footpaths, laneways or carparks
 - Crown land (except Family Centres and Government Schools).
4. Any place of assembly is a public building. This includes most buildings and places where numbers of people assemble or gather for one or more purposes named in the Health Act and the Health (Public Building) Regulations -does not include hospitals.
 5. This policy does not apply to regular community facility hire or regular public open space users such as sporting groups.
 6. The Comments and Policy Schedule 5.6 forms part of this policy statement, which is to be reviewed every two years.

– End of Policy

COMMENT

Definitions:

Amenity: Has a wide meaning including the comfort, pleasantness and attractiveness of a place, the benefit of a property and its quality and environmental good or even access to facilities.

Public Event: An event conducted by the Shire or another person or organisation in any place of assembly (which is defined under the Health Act and the Health (Public Building) Regulations as a public building).

Relationship to other Policies:

The Event Management Policy is to be read in conjunction with the other policies regarding public facilities.

Relevant legislation, standards and guidelines (including codes of practice) regarding holding an event includes the following:

- AS/NZS 3002 Electrical Installations – Shows and Carnivals
- *Bushfire Regulations 1954* governs the use of fireworks
- *Caravan Parks and Camping Grounds Regulations 1997* regarding camping in relation to an event
- *Civil Aviation Safety Regulations 1998* – Matters regarding fireworks.
- Department of Health's Guidelines for concerts, events and organised gatherings regarding compiling an event application including what would be considered an "event management plan"
- *Environmental Protection (Noise) Regulations 1997* – regarding allowing a CEO of a local government to approve noise emissions exceeding assigned noise levels
- *Food Act 1984, its regulations* and the *Australian Food Safety Standards* regarding the selling of food
- *Health Act 1911* regarding what is, and the use of, a public building. This includes a place of assembly and is the only approval that applies to every event and the *Health (Public Buildings) Regulations 1992* regarding temporary electrical installations and other structures
- *Liquor Control Act 1988* regarding the consuming and selling of alcohol at an event,
- *Misuse of Drugs Act 1981 and the Industry Code of Practice*
- *Occupational Safety and Health Act 1984* and its regulations regarding the construction of structures as well as amusement structures (Shows, carnivals and fairs)

- *Radiation Safety (General) Regulations 1983* and the associated standard and the ‘Code of practice for the safe use of lasers in the entertainment industry (1995)’;
- *Road Traffic Act 1974*, the *Road Traffic (Events on Roads) Regulations 1991* regarding holding an event on a main and/or local road and the Main Roads WA Code of Practice: Traffic Management of Events for the holding of road-based events on both main and local roads and matters regarding parking;
- *Tobacco Products Control Regulations 2006*.

Event Management Policy Schedule –

The Shire of Yalgoo will process an **event application** to hold an event subject to the following criteria:

General Requirements

1. If the event is to be held on a public space or other location, the Shire via an application process will assess and issue a permit, which will outline information on availability, regulations and other approvals required. This includes the matters provided in **Policy Schedule 5.6** and **Guideline A - What Should Be in an Event Application** along with consideration of the following:
 - a. The responsibilities listed for local government approval under the checklist for holding an event listed in Table 1 in the Department of Health's Guidelines for concerts, events and organised gatherings.
 - b. An application may be required for an event on a Shire road and/or a main road. The requirements are detailed in the Main Roads WA Code of Practice: Traffic Management of Events. For a Shire road, the application (Refer to the *Road Traffic (Events on Roads) Regulations 1991* - Form 1) will need to be signed off by the Shire CEO and the local Police. If the event is on a main road, Main Roads WA will also need to sign off on the application.
2. An event application should be submitted at least 8 weeks prior to your event. Should the event be considered large or high risk, an application can be made up to 12 months in advance.

Public Building Approval

3. The *Health Act 1911* requires a local government such as the Shire to issue a Certificate of Approval for an event in a public building. This is so that all health and safety issues are addressed, so that the capacity of the event can be set and whether the event can be closed, or ticket sales prevented.

The Health Act defines any assembly as a public building. The requirements for the issue of a Certificate of Approval include:

- a. Existing building. A Shire building would generally have a Certificate of Approval for its normal type of use, so a Certificate of Approval would not be required
- b. Temporary extension to an existing building. This is considered something that will allow the increase in attendees to an event including a minor alteration to the building, the implementation of temporary toilet facilities, the installation of additional lighting and so on
- c. Temporary structure such as a marquee, tent, spectator stands. Under the Health Act, or the Building Regulations regarding a temporary structure, the CEO may waive the requirement for public building design regarding low risk structures
- d. An event application is considered to meet the requirements regarding a public building approval.

Planning Approval

4. If an event is to be conducted on a site that is not in compliance with the Local (Town) Planning Scheme, the Shire may require a separate planning approval. A formal planning application is not required to approve one-off events.

Temporary Structures

5. With temporary structures used at an event, the CEO will require a certificate of construction/installation to verify that the person erecting the structure has constructed it in accordance with all manufacturer's recommendations and guidelines. However, if it is a low risk structure, the CEO can waive this requirement.

Electrical Installation Approval

6. A Certificate of Electrical Compliance (Form 5) signed off by a licensed electrical contractor is required by the CEO regarding the temporary electrical installations at events in accordance with the *Health (Public Buildings) Regulations 1992*. However, the CEO can apply a concession to this requirement. A concession is defined under the AS/NZS 3002 Electrical Installations – Shows and Carnivals as applying to low risk structures including any booth, display or any other single entertainment unit.

Liquor Licence

7. Commercial and non-commercial events held on Shire public property or other location, where alcohol will be served and consumed by attendees, must submit an application to the Shire for consent to consume liquor. The Shire's fee (including GST) must accompany the application. Note: A separate approval is also required from the Office of Liquor, Gaming and Racing if alcohol is to be sold at the event.

Serving of Food

8. Events held on public spaces or temporary venues owned by the Shire or other location that will sell or serve food or provide food vendors at an event will need to ensure that food standards meet the requirements of the Food Act and its regulations and any other matters required by the Department of Health.

Noise Management and Other Nuisances

9. Generally, noise emitted from a premise must comply with the *Environmental Protection (Noise) Regulations 1997*. A Noise Regulation 18 application should be submitted to the CEO. If the noise emissions from an event are likely to exceed assigned noise levels and the event would lose its character or usefulness in order to meet the assigned levels, the CEO can issue an approval and set conditions for a non-complying event. An application must be made to the Shire at least 60 days before the event and the CEO can charge a \$500 application fee.

Regulation 16 stipulates that noise from "agricultural shows, fairs, fetes, exhibitions and like events" is "exempt noise" that is not required to meet the allowable noise limits. A Noise Regulation 18 approval is therefore not required in these circumstances.

10. The use of any lasers is subject to the requirements of the Radiation Safety (General) Regulations and the associated standard and the 'Code of practice for the safe use of lasers in the entertainment industry (1995)'.
11. The use of pyrotechnics must be encapsulated within the applicant's risk management plan (if applicable). Regulation 39E of the *Bush Fires Regulations 1954* also governs the use of fireworks. Further to this, persons or organisations who wish to conduct firework activities at a place within 3 nautical miles

of an aerodrome (including an airfield or helipad) or if using projectiles capable of reaching more than 400 feet above ground level are required to notify CASA at least 2 working days prior to the conduct of such activities. The notification must be provided to CASA by the operator of the display - that is, the person or organisation that places or fires off the fireworks.

Camping and Recreational Vehicles

12. With regard to camping in relation to an event, the *Caravan Parks and Camping Grounds Regulations 1997* require local governments to approve and manage designated camping areas. However, for short-term use, the CEO may approve alternative arrangements.

Additional public space may be made available to accommodate recreational vehicles (caravans, motor homes).

Guideline A - What Should Be in an Event Application

Event applications should at the very least contain (but not be limited to) the following information:

- A description of the event (type of event, date, time, number of attendees, is alcohol available and so on);
- A letter of consent from the landowner (or owner's agent) stating that the owner has approved the use of the property
- Promoter's previous experience in similar events, together with letters of reference or referees
- A layout plan of the venue which depicts locations of proposed stages, lighting towers, temporary structures, water, toilets, first aid, safety services and muster points, entry & exit points, and other features or attractions
- A risk management plan:
 - Mandatory under the Health (Public Building) Regulations for events over 5,000 people
 - May be required by the Shire for events where alcohol is present
 - May be required by the Shire for other medium and high-risk events
- How waste management will be handled including whether the Shire's assistance is required
- Whether any camping is applicable and/or additional space is required for recreational vehicles
- Prior to the Shire considering any application for the staging of a concert, written comments should be obtained from the Officer in Charge (OIC) of the relevant police station. These comments should be submitted to the Shire with the application for approval
- Parking arrangements should be made with the Shire and an approved parking layout submitted with the application. Parking control measures need to also be advised and can include the use of emergency services personnel, sports groups and other community organisations
- Event organisers must make a separate application to the Shire if road or street closures are required (*Road Traffic (Events on Roads) Regulations 1991* - Form 1); and
- Provide sufficient information to allow approving officers to understand critical safety issues that may be associated with any event structure.

Note: All events are required to be drug free and smoke (i.e. tobacco free)

The CEO is responsible for implementing and administering an Event Management Application Form for the purposes of this guideline and policy.

– End of Schedule

5.7 Hire of Land-borne Inflatable Devices Policy

Objective To address and hazard created by Inflatable amusement devices if they are not set up and operated according to relevant instructions.

History Adopted (new) January 2022 – [2022-01-16]

Review Frequency 4 yearly

Policy Statement

Upon engagement with the Shire, Amusement Companies are required to present their Public Liability Certificate of Currency along with proof that their equipment is either registered with Work Safe or is not required to be registered.

A declaration that Australian Standards are followed with respect to a leasing companies type of equipment.

Inflatable amusement devices can be a hazard if they are not set up and operated according to relevant instructions. Poor inflatable set-up or operation can lead to:

- the amusement device becoming airborne during strong wind gusts.
- the amusement device collapsing and trapping patrons.
- injury to patrons on amusement devices where they can move freely without supervision e.g. an inflatable device (continuously blown) like a jumping castle.

The Hiring Officer or a more senior staff member should check and confirm the following prior to use. All inflatable devices should be:

- secured and anchored with anchor points provided according to the manufacturer's instructions and relevant technical standards.
- evacuated when wind gusts exceed the manufacturer's guidelines or when the wind gusts are over 40 km per hour.
- installed with suitable impact absorbing mats if they are in areas where patrons can fall off the unfenced platform of the inflatable e.g. entrance and exits.
- supervised at all times by people who are competent to operate the device safely.
- monitored so a device is not used at the same time by more than the recommended maximum number of patrons.
- monitored so electrical or other powered components of the inflatable cannot be interfered with by patrons, in particular children.
- patrons should be monitored so only those of similar size and weight are on the amusement device at the same time. This will reduce the risk of injury to smaller patrons. Somersaults, flips or tackling other patrons should not be permitted.

6. ENVIRONMENTAL HEALTH

Legislative and Management Guidelines to be followed

7. FINANCIAL MANAGEMENT

7.1 Purchasing Policy

Introduction	The LGA Financial Management Regulations prescribe the financial management duties of the CEO and bind the CEO to establish efficient systems and processes to ensure proper authorisation for the incurring of liabilities and the making of payments. Employees must be properly authorised before they can commit funds / incur a Shire expense to purchase goods and services that they require to carry out their functions and duties.		
Objective	To limit the authority and allow certain employees to commit budgeted funds / incur a Shire expense for the purchase of goods and services that they require to carry out their duties.		
Statutory Context	Local Government (Financial Management) Regulations 1996 - r.5.(1) (e) Financial Management Duties of the CEO – systems for proper authorisation for the incurring of liabilities - r.11 (2) – A local government is to develop procedures for the approval of accounts to ensure that before payment of an account a determination is made that the relevant <i>debt was incurred by a person who was properly authorised to do so.</i>		
Related Policy and Delegations	- Delegations 2.2 – 2.6 - Policies 7.1 Purchasing and Tenders - 7.3 Credit Cards - Any other delegation, policy, procedure, guideline or instruction as may be force at any time		
History	Adopted	21 August 2008	
	Replaced	20 February 2014	C2014-0239
		31 July 2020	C2020-0708
	Reviewed & Amended	26 November 2020	C2020-1107
	Amended	October 2021	C2021-1009
	Amended	28 June 2024	C2024-06-11
Review Frequency	4 yearly		

Policy Statement

Legislation and Exemptions

The requirements that must be complied with by Local Governments, including purchasing thresholds and processes, are prescribed within the Local Government (Functions and General) Regulations 1996 and in addition for the Shire of Yalgoo this Purchasing Policy. This Policy should be read in conjunction with the Local Government Act 1995 and associated legislation.

Purchasing that is below \$250,000 in total value (excluding GST) must utilise a Request for Quotation process, either direct to the market or through a panel of pre-qualified suppliers (such as a WALGA Preferred Supply Contract).

Purchasing that exceeds \$250,000 in total value (excluding GST) must be put to public Tender unless a regulatory Tender exemption is utilised by the Local Government. Tender exemptions apply in the following instances:

- An emergency situation as defined by the Local Government Act 1995;
- The purchase is from a WALGA Preferred Supply Contract or Business Service. All WALGA Preferred Supply Contracts have been established utilising a competitive public procurement process to pre-qualify suppliers that meet compliance requirements and offer optimal value for money to the Local Government sector.
- The purchase is supplied by or obtained through the government of the State or the Commonwealth or any of its agencies, or a Regional Local Government or another Local Government;
- The purchase is under auction that has been authorised by Council;
- The contract is for petrol, oil, or other liquid or gas used for internal combustion engines; or
- Any of the other exclusions under Regulation 11 of the Local Government (Functions and General) Regulations 1996 that apply.

Determining purchasing value is to be based on the following considerations:

1. The actual or expected value of a contract over the full contract period (including all options to extend); or
2. The extent to which it could be reasonably expected that the Local Government will continue to purchase a particular category of goods, services or works and what total value is or could be reasonably expected to be purchased.

WALGA Note: When making a decision about whether to conduct a public Tender or utilise a Tender exempt arrangement, the Local Government should compare the cost and benefits of both processes.

The compliance requirements, time constraints, costs and risks associated with a public Tender should be evaluated against the value delivered by such a process. This should then be compared with the costs and benefits of using a Tender exempt arrangement which include direct access to pre-qualified suppliers, full regulatory compliance, risk mitigation, administrative efficiencies and cost savings.

Officer Considerations when Incurring Liability

Ethics

Officers are to follow their applicable Code of Conduct, Yalgoo Shire Policies and comply with relevant legislation or audit requirements.

Officers are to act in an honest and professional manner that encompasses the following principles:

- Impartiality – fairness and consistency that results in a competitive process
- Accountability – based on value for money (efficient and effective use of public money)
- Transparency - adequate reporting of decisions that is free from bias (actual or perceived conflicts of interest are appropriately managed)

- Privacy – supplier information is commercial-in-confidence unless permission is obtained from the supplier or dictated by legislation

Value for Money – Cost, Quality and Sustainability

Best value for money is the most advantageous combination of Cost, Quality and Sustainability. A Life Cycle Assessment that is appropriate to the scale of a purchase should be performed.

Cost

An Officer shall consider all relevant Whole of Life Costs for both goods and services. These may include but are not limited to; transaction costs associated with acquisition, delivery, distribution, holding costs, consumables, deployment, maintenance and disposal. It is important to note that obtaining the lowest price is not more important than Specification or Sustainability.

Quality

Officers are to assess the technical merits of the goods or services being offered in terms of compliance with specifications, contractual terms and conditions and any relevant methods of assuring quality. Products and suppliers should be assessed on the following basis:

- The product or service is fit for purpose
- The supplier has a demonstrated financial viability and capacity to deliver the goods or services without risk (or an acceptable mitigated risk)
- That the goods or services offered are competitive when compared to the market (a sufficient number of quotations needs to be obtained)

Sustainability

The Shire of Yalgoo is committed to sustainable procurement of goods and services that have less environmental and negative social impacts than competing products and services.

Officers shall endeavour to procure products and services that –

- Demonstrate environmental best practice in efficiency / and or consumption which can be demonstrated through suitable rating systems and eco-labelling (Energy, Water, Emissions)
- Are environmentally sound in manufacture, use, and disposal with a specific preference for products made using the minimum amount of raw materials from a sustainable resource, that are free of toxic or polluting materials and that consume minimal energy to produce
- Products that can be refurbished, reused, recycled or reclaimed shall be given priority, and those that are designed for ease of recycling, re-manufacture or otherwise to minimise waste

Renewable energy options and safe, energy efficient materials should be seriously considered for any new construction or building redevelopments.

Motor vehicles shall be fit for purpose and within budget. Significant weighting shall be given to fuel efficiency, emission type and volume.

Buy Local

Where the opportunity exists to purchase goods or services of a comparable quality locally, the officer is to have due regard for additional costs arising from a non local purchase such as:

- Freight
- Fuel
- Staff travel
- Project/staff downtime

Support shall be provided to local businesses in the following way:

1. Ensure that specifications are not determined which unfairly disadvantage local business, unless those specifications could be perceived as avoidance of a tender and would contravene Section 12 of the Local Government (Functions and General) Regulations 1996 – Anti-avoidance provision.
2. Ensure that procurement plans address local business capability and local content.
3. Regularly approach local businesses to bid for work and actively seek capability statements so that opportunities to provide work locally are not missed.
4. All weighted criteria used for the evaluation of a tender will include a category of no less than 10% for Tenderers to demonstrate utilization of local labour or purchases through local businesses.

Purchasing Thresholds - Requirements

Below is the purchasing process that must be followed based on the actual or expected value of each purchase by the Local Government:

Purchasing Thresholds (ex GST) Up to \$1,000

Obtain one (1) verbal or written quotation from suppliers supported by evidence of the quotation (eg email, fax, website print screen or record of quotation) in each instance. Verbal quotations should be written on the Purchase Order by the Officer. Officers should regularly test the market by obtaining other quotes or by comparing to similar requests for goods or services.

Purchasing Thresholds (ex GST) \$1,000 - \$9,999

Obtain at least two (2) verbal or written quotations from suppliers supported by evidence of the quotation (eg email, fax, website print screen or record of quotation) in each instance. All quotations from suppliers should be in writing.

OR

Obtain quotations directly from a pre-qualified panel of suppliers which include WALGA Preferred Supply Contracts using a simple quotation process either through eQuotes or directly in writing.

Purchasing Thresholds (ex GST) \$10,000 - \$249,999

Obtain at least three (3) written quotations (eg email, fax or original copy) from suppliers containing price and specification of goods and services. The procurement decision is to be based on all value for money considerations in accordance with the definition stated within this Policy.

OR

Obtain quotations directly from a pre-qualified panel of suppliers which include WALGA Preferred Supply Contracts. It is recommended that wherever possible, the Local Government source multiple competitive quotations (at least three Preferred Suppliers) using a formal Request for Quotation process either through eQuotes or directly in writing.

Purchasing Thresholds (ex GST) \$250,000 and above

Conduct a public Tender process in accordance with this policy and the WALGA Procurement Toolkit (if there is no access to the Toolkit refer to the Local Government Act 1995 and Tender specific Regulations). The procurement decision is to be based on value for money considerations in accordance with the definition stated within this Policy.

OR

Obtain quotations directly from a Tender exempt and pre-qualified panel of suppliers which include WALGA Preferred Supply Contracts. It is recommended that wherever possible, the Local Government source multiple competitive quotations (at least three Preferred Suppliers) using a formal Request for Quotation process either through eQuotes or directly in writing.

The Tender Process is to be conducted in accordance with the Local Government Act 1995 and subsidiary legislation – Specifically Part 4 – Provision of Goods and Services of the Local Government (Functions and General) Regulations 1996.

The preparation of tender documents and calling of a tender must be conducted by way of delegated authority. This decision should be based on a previously adopted Council Resolution which includes the adoption of a budget capital project.

Purchase Orders and Incurring Liability

WALGA Notes

Incurring liabilities is not described in the Local Government Act or Regulations as an express power or duty, rather it is only described as a requirement for the Local Government and the CEO to control by developing “systems and procedures” [see FM Regs 5 and 11].

Incurring liabilities is therefore not an express (written) power or duty which is capable of being delegated.

Therefore the CEO must establish systems and written procedures which give effect to compliance with legislation and purchasing policy and provide appropriate internal controls and risk mitigation for incurring liabilities.

Issuing a Requisition – the Requisition is only a proposal to purchase (FM Regs 5 & 11), describing the goods or services required to enable a decision to issue a Purchase Order. It does not incur a liability as the goods / services may only be provided on the basis of an appropriately issued Purchase Order.

A decision to issue a requisition and therefore Purchase Order, is informed by other, previous Council decisions, for example – the Budget adopted by Council, Council decisions to approve projects or implement policies.

The decision to incur a liability is in fact and in operation a method of implementing a Council decision and therefore accords with the CEO's duties under s.5.41(c) to cause council decisions to be implemented.

Issuing a Purchase Order – The Purchase Order, creates a contract between the supplier and the Local Government. It incurs a liability (FM Regs.5 & 11), provided that the goods or services are ultimately supplied in accordance with the requirements specified in the purchase order. Administrative procedures should establish which positions are authorised to issue Purchase Orders, with pre-requisite requirements for a Purchase Order to only be issued, where due diligence confirms:

- a) Compliance with the Purchasing Policy

- b) The committal value of the Purchase Order is within an appropriate and available budget allocation.
- c) The proposed goods / services are within the scope of implementing a Council decision either specific or generally.

Using Credit or Transaction Cards (store card, fuel card or corporate credit card) are a method of incurring a liability, with the goods or services received and a monthly statement provided to the Local Government for acquittal (verification of a liability) on a monthly basis. Please refer to the Credit Card Policy.

Verification of Liability

Goods / Services Received – Officers are required to check packing slips and follow up directly any discrepancies. Reports and evidence of goods/services are to be kept as per the Shires Record Keeping Plan.

Verification of Invoice or Transaction Card Statement – Officers, their Manager or the CEO are to ensure that charges align with the accepted quote or the contracted schedule or rates and are to sign all such invoices as being both Received and Authorised for payment.

Council through its Audit Committee, may form an opinion as to its satisfaction with the procedures prepared in accordance with FM 11, when it undertakes the review of Internal Controls in accordance with Audit Reg. 17(1)(b).

Internal Controls

The Shire of Yalgoo utilises a Synergy Purchase Order Software Module distributed by Ready Tech.

All Municipal and Trust Payments require dual authorisation so that if a payment batch contains an invoice approved by an officer with Delegation of “Payments from the Municipal or Trust Funds” there is a second officer separating the roles of verifying the liability and approving the payment.

Payment batches require each of the following for a payment to a creditor:

- Quotes or exemption explanations
- A valid purchase order
- Invoice
- An “authorising/received” signature from the issuer of the Purchase Order or their Manager/ the CEO.
- A “checked” signature showing that a second officer has entered the Invoice and compared it to the Purchase Order.
- A signature and date from a Financial Manager or Chief Executive Officer agreeing with the total amount of the batch and its allocations including the allocation of GST.

All purchase orders require the following:

- (i) The date authorised (prior to the services, goods and invoice being received).
- (ii) The appropriate number of supporting quotes or the relevant contract as per the Purchasing Policy. This includes a description of an exemption if it applies such as “Fuel”.

- (iii) An allocation that is within budget or variance. Officers are required to regularly check and operate within adopted budget allocations.
- (iv) The cost of the work (goods or services) - actual or a maximum estimation that is below that particular officers liability threshold.
- (v) A brief description of the services and an itemised list of goods – reference can be made to a quote for itemised descriptions but all other requirements (i) to (v) must be included on the purchase order.
- (vi) The signature of the officer showing that they accept, on behalf of the Shire of Yalgoo, liability for the purchase of the detailed goods or services.

- If instances arise where it is impractical to obtain the requisite number of quotations, the reasons should be recorded and attached to the purchase order at the time of the purchase being made.
- Any quotes obtained verbally should be recorded by the officer on the purchase order that is made out to the successful supplier.

Purchase Order Threshold

Position thresholds based on position titles may be updated via memo by the CEO and placed on an employees file. This excludes the CEO threshold or positions that do not exist under the workforce plan.

≤ \$300,000	≤ \$150,000	≤ \$20,000	≤ \$9,999	≤ \$500
CEO	Works Manager / Foreman	Community Development Officer	Rates Officer	Admin Assistants
	DCEO	Executive Assistant	Administration Officer	Supervisor Parks, Gardens & Town Maintenance
			Caravan Park Manager	

The CEO is to report at the first potential meeting any purchasing near or above the Tender threshold. Any lump sum purchase over the tender threshold including from preferred suppliers will be the decision of Council.

An Officer may, with the verbal or written permission of another officer provide Purchase Orders above their threshold for requested items, that will be countersigned by the requesting officer at the earliest possible opportunity and is not above the Purchase Threshold for the requesting officer.

Officers may provide a Purchase Order above their threshold for a payment that was directly approved via minuted Council Resolution at the verbal or written request of the CEO.

The Council Resolution number and/or WALGA preferred supplier contract number must appear in the purchase order description.

Nothing in this policy authorises an employee to commit the Shire to a loan of money.

Authorising officers are responsible for attaching all supporting documentation to a purchase order.

7.2 Corporate Credit Card

Introduction	This policy should be read in conjunction with the Shires Purchasing Policy.	
History	Adopted (as policy 3.15.2)	18 March 2004
	Amended (as policy 7.3 Credit Card Facilities)	21 August 2008
	Amended	20 November 2008
	Amended	16 December 2016 - C2016-1223
	Review adopted	OCM Apr2020
	Replaced (as policy 7.2 Corporate Credit Card)	October 21 – C2021-1009
Review Frequency	4 yearly	

Objectives

The purpose of the Corporate Credit Card Policy is to establish rules for their use and the responsibilities of cardholders using the Shire's corporate credit cards. The policy ensures that operational and administrative costs and the risks associated with credit card use are minimised while providing cardholders with a convenient method of purchasing goods and services on behalf of the Shire.

Policy Statement

Shire of Yalgoo Corporate Credit Cards may be issued to the Chief Executive Officer and Deputy Chief Executive Officer where it is inappropriate or inconvenient to use the Shire's normal payment system.

The Council must approve the issue of a credit card to the Chief Executive Officer and Deputy Chief Executive Officer and any change to the credit card limit. The following limits apply:

\$10,000	CEO
\$5,000	DCEO

The Local Government Act 1995 does not allow for the issue of Credit Cards to Council members of Local Governments. Councillors are entitled to allowances or the reimbursement of expenses incurred on Council business.

Legislation

The Local Government Act 1995 does not specifically mention the use of Corporate Credit Cards by officers in a Local Government. However, Section 6.5(a) of the Act requires the CEO to ensure that proper accounts and records of the transactions and affairs of the Local Government are kept in accordance with regulations. In addition, the Local Government (Financial Management) Regulation 11(1)(a) requires Local Government to develop procedures for the authorisation and payment of accounts to ensure that there is effective security and appropriate authorisation in place for the use of credit cards.

Purchases

The Shire's Corporate Credit Cards shall only be used for purchases of goods and services in the performance of official duties for which there is a budget provision. Under no circumstances are they to be used for personal or private purposes or for the withdrawal of cash through a bank branch or any automatic teller machine. Most internet transactions provide this ability and any telephone or facsimile communications provide the opportunity to make such a request. If no invoice or receipt is available, as much detail about the transaction should be recorded and used to support the payment when required. (Date, Company, Address, ABN, amount, any GST included). Where a payment is made for entertainment, it is important to note on the

invoice/receipt the number of persons entertained and the names of any Shire of Yalgoo employees in that number. This is required to ensure the Shire pays the correct amount of Fringe Benefits Tax.

Settlement

The provider of the credit card will supply the Shire with a statement for each card each month. This statement will be forwarded to each cardholder for certification and the supply of receipts and tax invoices to support the Shire's claim for the GST component of purchases and services obtained. The Chief Executive Officer will approve the expenses by signing all statements. The credit shall be linked to Council's Municipal bank account and a recoup of expenditure be made, on a monthly basis, via funds transferred from the Shire of Yalgoo Municipal Account.

Lost or Stolen

Cards that are lost or stolen must be reported immediately by the cardholder to the issuing banker by telephone or internet. At the earliest opportunity, written notification must also be given to the Chief Executive Officer so that the cancellation of the card may be confirmed and a reconciliation of the card account from the date the card was lost or stolen may be performed.

Misuse and recover of unauthorized Expenditure

Cards which show unreasonable, excessive or unauthorised expenditure will be subject to audit and may result in the withdrawal of the card from the cardholder. Unauthorised expenditure or expenditure of a private nature that is proved to be inappropriate will be recovered by deductions from the officer's salary.

Internal Audit

The Chief Executive Officer will monitor the use of all credit cards and the adherence to the policy and procedures. The Shire President will also monitor monthly expenditure and sign each monthly statement.

Reward/Bonus Points

Where the Corporate Cards carry rewards or bonus points, usually to encourage the use of the card by the issuing institution, these rewards or points will be accumulated in the name of the Shire of Yalgoo. The Chief Executive Officer will decide how these points are to be utilised and may include a charitable, social or sporting distribution. Under no circumstances are rewards or bonus points to be redeemed for an officer's private benefit.

Return of Card

When the Chief Executive Officer or other Managers cease to occupy a position that is authorised to be issued with a corporate credit card they must return the card to the Chief Executive Officer or Shire President prior to vacating the position so that the card may be cancelled and the account settled.

Administration Responsibilities

The CEO is responsible for arranging the issue of the Corporate Credit Card. The Shires Financial Management Staff or Contractor is responsible for the following:

1. Maintain a Card Register of all cardholders.
2. Arrange the issue/cancellation of the Corporate Cards.
3. Arrange for all cardholders to sign the Card User Instruction Agreement (see Appendix A) on receipt of the new card and ensure the signed agreement is filed with the Card Register.

4. Verify payment of card expenditure on receipt of the card statement from the Bank after certification from the cardholder. Ensure that all receipts and tax invoices are in place prior to authorisation for payment.
5. To keep cardholders informed of any changes to policy and procedures on the use of the Corporate Cards.

Cardholders Responsibilities

Officers who are issued with Corporate Cards must:

1. Ensure the care and safe keeping of the card.
2. Adhere to the policy and procedures in relation to use of the card and its financial limits.
3. Ensure receipts and tax invoices are received when the card is used and to produce them as evidence for settlement with the Bank.
4. Ensure the monthly card statement is certified correct and approved for payment when received from the Administration section and return to the Administration section together with the receipts and tax invoices.
5. To provide an early response to enquiries that may be made by the bank, creditors or related parties, as the case may be.

Appendix A

Card issued To: _____ Title: _____

Date: _____

CORPORATE CARD USER INSTRUCTIONS

You have been provided with a Shire of Yalgoo sponsored Corporate Card in line with your official duties. The limit of this card is \$_____.

The following guidelines are provided for your information.

1. The card is issued in your name. It is a corporate card and all transactions made with it are the responsibility of the Shire of Yalgoo.
2. The card is to be used for official expenditure in the performance of official duties for which there is budget provision. Under no circumstances is it to be used for personal or private purposes.
3. Being in your name, you are responsible for the care and safe keeping of the card and therefore held accountable to the Shire for its proper use.
4. The card is not to be used to withdraw cash even for official functions.
5. Any unauthorised, excessive or unreasonable use of the card will result in an enquiry and appropriate disciplinary action.
6. When using the card, the holder is required to obtain Tax Invoices to support all purchases. A credit card statement or credit card transaction slip is not acceptable as support for purchases. (Only a Tax Invoice allows the Shire to reclaim the GST component of purchases from the Australian Taxation Office). A Tax Invoice should provide a description of the goods or services supplied, the suppliers Australian Business Number and identifies any GST component of the amount paid. If a Tax Invoice is not available, lost or stolen a statutory declaration is to be provided to the Shire President for acceptance or rejection.
7. When a Statement of Account is provided, you are required to certify the correctness of the expenditure and return the Statement to the Administration section together with all supporting Tax Invoices.
8. If the card is lost or stolen, you must immediately notify the issuing bank by phone or internet. The CEO should be notified on the next working day.
9. The card must be returned to the Shire via the CEO if you vacate the position. This must be done prior to your last working day so the card can be cancelled and accounts settled.
10. Please acknowledge the above by signing and returning the duplicate copy of this statement to the CEO to be placed on the Credit Card Folder.

Signature: _____

7.4 Outstanding Rates

Introduction	The Local Government Act 1995 provides for a local government to impose rates and charges on land in its district.	
Objective	To establish a formal standard for the recovery of outstanding rates and charges levied under the Local Government Act 1995.	
History	Adopted	19 July 2007
	Former Policy	4.1
	Amended / confirmed	21 August 2008
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

1. The Chief Executive Officer may accept payment of a rate or service charge due and payable by a person in accordance with an agreement made with the person. Special payment agreements may be entered into for cases of special hardship for payment of rates, service charges, and domestic rubbish removal charges.
2. Subject to an agreement, the following process is to be followed for the recovery of outstanding rates and service charges. Legal proceedings will continue until payment of the rates and service charges are made in full –
 - a) Issue Final Notices –
 - (i) A Final Notice is to be issued 14 days after the due date, to those persons who have made either no payment, or insufficient payment to cover the first instalment. The Final Notice is to specify that the ratepayer/s have seven (7) days to pay in full or to enter into a special repayment arrangement.
 - (ii) Final Notices are not to be issued to eligible persons registered to receive the pensioner rebate under the Rates and Charges (Rebates and Deferments) Act 1992 as such persons have until 30 June in the year of rating to make payment, without incurring any late payment penalties.
 - b) Debt Collections –
 - (i) After (7) days has expired and no action has been recovered all rates and charges are to be sent to Council's debt collector.
 - (ii) The debt collector will follow a process to collect outstanding monies.
 - (iii) The debt collector, if unable to collect outstanding rates and charges will advise the rates officer.
 - (iv) The rates officer will present this to the Deputy Chief Executive Officer who, in liaison with the Chief Executive Officer, will issue the debt collector an instruction to proceed with legal action.
 - (v) Should the debt collector not be able to collect the rates and charges then:
3. Local Government Act 1995 section 6.64 – Sale of Land

If any rates and charges which are due to Council in respect of any rateable land have been unpaid for at least 3 years, Council may take possession of the land under the provisions of Section 6.64 of the Local Government Act 1995. The approval of Council is to be obtained before this course of action is undertaken.

4. Should the arrangement negotiated with the CEO not be kept, the provisions of (2) above may implemented. – *End of Policy*

COMMENT

7.5 Annual Budget – Rates Calculation

Introduction	To determine the percentage by which rates in the dollar and minimum rates should be increased to meet the increasing expenditure demands of a rapidly growing local government and to balance the budget.	
Objective	1. To provide clear direction to members of Council, staff and community members on the process of determining rate changes. 2. To allow sufficient time for ratepayers and electors to make submissions and comment on rate setting as required by the Local Government Act 1995. 3. To ensure that the budget preparation and adoption procedure follows a methodical process with the opportunity being provided for input from members of Council, staff and the community.	
History	Adopted	19 April 2007
	Former Policy	4.5 and 4.8
	Amended / confirmed	21 August 2008
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

1. As a base standard for preparation of the annual budget, staff apply the following principles to establish the rate yield:
2. Using Local Government Cost Index (LGCI), calculate rate yield based on the previous years rate in the dollar or in a revaluation year, calculate rate yield on the previous years rate yield.
3. With reference to section 6.35 of the Local Government Act 1995, the minimum rates set by the Council are the minimum payments due in respect of any assessable property held for any part of the rating year and no refunds or allowances are to be made merely because a property has been surrendered, forfeited or otherwise disposed of during the course of a rating period. This policy recognises the considerable expense incurred by the Council in administering the rating system, and the disproportionate cost of collecting the small sums due as minimum rates.
4. Where land that becomes rateable during the year attracts a minimum rate, the minimum rate be apportioned on the number of days left in the year except where the amount is less than \$20 then the charge not be raised in that year, but be raised in the next subsequent year.
5. Council may adopt or vary the rate used for calculations, to suit Budget considerations.
6. Needs to be aligned with the long term financial plan that council adopted in September 2013

7.6 Annual Budget – Preparation timetable

Introduction	In past years difficulties have arisen in regard to members of Council and staff not being aware when various sections of the budget process are required to be completed to enable a smooth transition to the adoption of the budget. There is a need to ensure that the budget preparation and adoption process follows a methodical process with the opportunity being provided for input from members of Council, staff and the community.	
Objective	- To provide clear direction to members of Council, staff and community members on the budget adoption process to be followed, to ensure adoption of the annual budget in compliance with the Local Government Act 1995. - The policy relates to the need to have guidelines for the adoption of the Budget and Plan for the Future to ensure its smooth transition.	
History	Adopted	19 April 2007
	Former Policy	4.9
	Amended / confirmed	21 August 2008
	Amended	26 November 2009
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

1. All requests for items to be included in the draft budget must be made in writing and be submitted prior to 31 January each year.
2. Provision for ongoing commitments and fixed costs are to be included in the draft budget without reference to a committee.
3. The following Schedule 7.6 – Budget Preparation Timetable is applicable to the Long Term Financial Plan and Budget adoption, and forms part of this Statement.
4. In preparation for Budget, the following inspections are to be arranged by the CEO –
 - roads – date/s to be agreed at the March Council meeting.
 - plant and equipment – on the day of the March Council meeting,
 - public facilities – on the day of May Council meeting
 - Shire Office, Shire Hall, Old Railway Station, Caravan Park, Depot Workshop, Cemetery, St Hyacinth's Chapel etc
5. In preparation for Budget, the EHO is to inspect Shire housing, and buildings, and provide a report to the May Council meeting

– End of Policy

– End of Schedule

7.7 Donations and Sponsorship

Introduction	From time to time, requests are received for Council to donate to particular causes or events, or to support individuals financially.	
Objective	To establish a framework for the consideration of requests for donations, sponsorship or in-kind support	
History	Adopted	15 May 2008
	Former Policy	4.10
	Amended / confirmed	21 August 2008
	Review adopted	OCM Apr2020
	Amended / confirmed	September 2020 [C2020-0914]
Review Frequency	4 yearly	

Policy Statement

- As a general practice, Council will restrict making donations of cash, materials and/or works to organisations which benefit the local community.
- Sponsorship of individuals will not be considered, unless it is determined by Council that –
 - the person is representing the Shire as a community,
 - is acting for the Shire's benefit to some extent, and
 - is authorised by a non-profit and non-government organisation which benefits the community.
- The Shire will support the following organisation by way of donation:
 - Yalgoo St John Ambulance Sub Branch volunteer services - \$2500 annually [C2020-0914]
- The following Policy Schedules are adopted, and form part of this Statement –
 - 7.7 (a) – Request for Support.
 - 7.7 (b) – Criteria for Assessment of Requests

Policy Schedule 7.7 (a) Request for Support

Donation requests should be made before 1 April each year for funding in the next financial year.

Priority is given to new initiatives which enhance the lifestyle of those living within the area.

Previously successful applicants should not assume that funding will always be granted. Other sponsorship priorities and eligibilities are listed on an attached sheet.

This information form is designed to assist you in making your application for donation and to enable us to efficiently deal with your request.

Please return to: Chief Executive Officer Shire of Yalgoo
37 Gibbons Street YALGOO WA 6635

Name of Organisation	
Postal Address	
Contact & Position	

Telephone	(W)	(H)
Aims of Organisation		
When was your organisation established?		
Is your group a non-profit organisation?	YES / NO	
Is your group a registered association?	YES / NO	
Does your group have an ABN?	YES / NO If yes, ABN	

DONATION AGREEMENT

If donation is approved, I agree:

- To provide the Shire of Yalgoo with a tax invoice for the amount granted
- To present the Shire with a report on the event including a financial report of the sponsorship expenditure, copies of material which feature the Shire's logo and a brief assessment of the projects' success (donations over \$500 only)
- Notify Council immediately, if the donation amount granted is used differently to what was listed in the application form.

I certify that the information supplied in this form is correct, and that I am authorised to make application for assistance on behalf of the organisation named

Signature		Name	
Position		Date	

PREVIOUS ASSISTANCE

Details of any previous assistance of your organisation by either direct donation or by waiving service costs

Date	
Amount	
Purpose	

PRESENT APPLICATION

If you have any further information you would like to include with your application form please attach.

Amount requested	
Date when support is required	
Project description	
How will the event/project benefit the Shire of Yalgoo community?	
Is this a regular project or a one-off event? Please provide detail	
Please detail how the support of Shire will be used	
What acknowledgement will the Shire receive for its support?	

BUDGET SUMMARY

Please attach a detailed budget for the project if appropriate.

INCOME	Shire support requested	\$
	Other sources –	\$
		\$
Total		\$

EXPENDITURE		\$
		\$
		\$
		\$
Total		\$

– End of Schedule

Policy Schedule 7.7 (b) – Criteria for Assessment of Requests

Applicants should note that donations will be made at the absolute discretion of Council and that Council may use the following criteria when addressing applications.

Donation requests will not be considered where:

- The applicant is a private and for-profit organisation or association
- The applicant is an individual person
- The applicant is in relation to general fundraising
- The application is for funding for conferences and conventions

Priority will be given where;

- The applicant is a registered not for profit organisation and has a base or visible presence in the Shire of Yalgoo.
- The applicant is a community group based in the Shire of Yalgoo or has visible presence within the Shire of Yalgoo or has a significant impact on residents of the Shire of Yalgoo.
- The applicant can demonstrate that the funds will provide some benefit to the Shire of Yalgoo residents.
- The funds are required for a new initiative or significant once off project.
- The applicant has not received a donation from Council within the previous two years.
- If the donation is for an event, entry to the event is free of charge to Shire of Yalgoo residents to attend and participate.
- The application is made in the financial year prior to the funds being required in time for inclusion in the coming year's budget deliberations.

– End of Schedule

7.8 Deleted

7.9 Shire of Yalgoo Education Scholarships and Donations

Introduction	The purpose is to provide some financial support for deserving students attending Years 7, 8, 9 and 10.		
Objective	This Policy is intended to support administrative and other secondary school expenses for Yalgoo Primary School students, and recognition of achievement for a Meekatharra School of the Air student		
History	Approved in Principle	April 2009	Ref – C2009-0416
	Adopted	26 November 2009	
	Review adopted	OCM Apr2020	
	Amended	October 2020	[2020-1011]
Review Frequency	4 yearly		

Policy Statement

- The following amounts are to be included in the 2009-2010 Annual Budget, and thereafter –
 - Yalgoo Primary School – two scholarships of \$150 each.
 - Meekatharra School of the Air – donation of **\$100** towards graduation gifts/prizes.
- The 2009-2010 base year amounts are to be indexed each year by the same percentage as the rates increase, rounded up to the next \$5.
- Yalgoo Primary School Year 6 Scholarships –
 - are intended to be a rolling three-year scholarship program, with two new scholarships to be awarded each year,
 - to be awarded to up to two graduating year 6 students, selected by the Yalgoo Primary School staff, and not limited solely to academic achievement,
 - the School staff are not required to award either or both scholarships each year,
 - any scholarship not awarded is not cumulative,
 - the scholarship will continue each year for the first three years of secondary education, subject to the student remaining in education,
 - the scholarship will be paid direct to the institution the successful recipient attends, upon notification/claim by the school, to assist paying for items such as fees, books, uniform etc,
 - although the recipient will not receive payment direct, a letter from the Shire confirming the award of the scholarship to the student and the arrangements, should be handed to the student at the time of announcement of the scholarship award,
 - if the student discontinues their education the scholarship will no longer be payable.
- Meekatharra School of the Air Graduation Gifts/Prizes –
 - to be used at the discretion of MSOA, is not limited to graduating students
- The Shire include in its annual 2020-21 budget and thereafter a minimum of \$800 to accomplish points 1-4 as priority and any remaining amounts may be used at the discretion of the CEO to fulfil the policy objective, where a request has been received from an educational institution in the Shire of Yalgoo or

supporting students who reside in the Shire of Yalgoo.

7.10 Christmas Party for Children Residing in the Shire

History	March 2020 Policy Manual
Former Policy	7.10 March 2020 Policy Manual
Review adopted	OCM Apr2020

Amended / confirmed amended January 2022 [2022-01-15]

Review Frequency 4 yearly

Objectives

The purpose of this policy is to provide funds from the Shire budget for the purpose of providing a Christmas party for families with children to come together and share the Christmas spirit. The event is an alcohol-free event that may include a Carols by Candlelight theme and a meal is to be provided.

Policy Statement

Projected costs are to be included in the Annual Budget and Administration are to seek grant funding where possible.

The allocated budget will be used for food, beverages, entertainment and appropriate Christmas gifts for children residing in the Shire of Yalgoo.

A gift up to the value of \$30 or as set by the CEO dependent on the budget will be provided to each eligible child.

The primary purpose of this event to promote social inclusion and wellbeing and add value to the community and:

- Not seek to promote a product, service or company (sponsorship excepted).
- Entry to the event is free and appropriately inclusive
- This event may be supported by a local community group.
- This event is not to promote religious or political ideas.

Parents or carers are encouraged to contact the Shire to confirm eligibility and attendance.

All residents will be notified of the time and date of the event each year via Social Media or the Bulldust. Advert to include – let Santa know who will be in Yalgoo.

Eligibility – Children under 16 years of age who either:

- Currently or have resided in the Shire of Yalgoo that calendar year

An extra allocation of up to 8 gifts for children 8 years or younger will be purchased for children that are in attendance and have not been captured by the Shire but are still eligible. Any surplus will be donated to GRAMS or a charity organisation.

The focus of any gift for school aged children will be educational, artistic or sporting related.

A short summary to be compiled post event relating to costs and attendance to guide management planning in subsequent years.

7.11 Investment Policy

History	Adopted 17 October 2017
Former Policy	Council Ordinary Minutes – Omitted from Policy Manual
Amended / confirmed	January 2022 [2022-01-15]

Review Frequency 4 yearly

Policy Objective

To invest the Shire's surplus funds with consideration of risk and at the most favourable rate of interest available to it at the time, for that investment type, and having regard for the local banks, while ensuring that its liquidity requirements are being met.

Statutory Environment

Local Government Act 1995 – Section 6.14

Trustees Amendment Act 1997 – Part 111 Investments;

Local Government (Financial Management) Regulations 1996 – Regulations 19, 19C, 28, and 49; and

Australian Accounting Standards.

Policy Statement

Whilst exercising the power to invest, consideration is to be given to the preservation of capital, liquidity and the return on investment.

- Preservation of capital is the principal objective of the investment portfolio. Investments are to be performed in a manner that seeks to ensure security and safeguarding the investment portfolio. This includes management of credit and interest risk within identified thresholds and parameters.
- The investment portfolio will ensure there is sufficient liquidity to meet all reasonably anticipated cash-flow requirements, as and when they fall due, without incurring significant costs due to the unanticipated sale of an investment.

The investment is expected to achieve a predetermined market average rate of return that takes into account the Shire's risk tolerance. Any additional return target set by Council will also consider the risk limitation and prudent investment principles.

Delegation of Authority

Authority for implementation of the Investment Policy is delegated by Council to the Chief Executive Officer (CEO) in accordance with the Local Government Act 1995. The CEO may in turn delegate the day-to-day management of Council's investment to senior staff, subject to regular reviews.

Prudent Person Standard

The investment will be managed with the care, diligence and skill that a prudent person would exercise. Officers are to manage the investment portfolio to safeguard the portfolio in accordance with the spirit of this Investment Policy and not for speculative purposes.

Ethics and Conflicts of Interest

Officers shall refrain from personal activities that would conflict with the proper execution and management of the Shire's investment portfolio. This Policy requires Officers to disclose any conflict of interest to the CEO.

Approved Investments

Without approval from Council, investments are limited to:

- State/Commonwealth Government bonds with a term maturity not exceeding 3 years;
- Fixed term deposits placed with an authorised institution for a term not exceeding 3 years; and
- Interest bearing deposits placed with an authorised institution.

Authorised banks or institutions

- National Australia Bank
- Bank of Western Australia Ltd
- Commonwealth Bank of Australia
- Westpac Banking Corporation
- Australia and New Zealand Bank
- WA Treasury Corporation
- Bendigo Bank

Prohibited Investments

This Investment Policy prohibits any investment carried out for speculative purposes including:

- Derivative based instruments;
- Principal-only investments or securities that provide potentially nil or negative cash-flow; and
- Stand-alone securities issued that have underlying futures, options, forwards contracts and swaps of any kind.

This Policy also prohibits the use of leveraging (borrowing to invest) of an investment.

In accordance with the Local Government (Financial Management) Regulations 1996, Regulation 19C, this Policy also prohibits the following:

- Deposits with any institution other than an authorised institution;
- Deposits for a fixed term of more than 3 years;
- Investment in bonds that are not guaranteed by the Commonwealth Government, or a State or Territory Government;
- Investment in bonds with a term maturity of more than 3 years; and
- Investment in a foreign currency.

Risk Management Guidelines

Investments obtained are to comply with three key criteria relating to:

1. Portfolio Credit Framework – limit overall exposure of the portfolio;
2. Counterparty Credit Framework – limit exposure to individual counterparties/institutions; and
3. Term to Maturity Framework – limits based upon maturity of securities.

Overall Portfolio Limits

To control the credit quality on the entire portfolio, the following credit framework limits the percentage of the portfolio exposed to any particular credit rating category.

S&P LONG TERM RATING	S&P SHORT- TERM RATING	DIRECT INVESTMENT MAXIMUM
AAA	A-1+	100%
AA	A-1	100%
A	A-2	100%

Credit Ratings

The short term (0-365 days) rating as defined by Standard and Poor's Australia Ratings is:

A+ Extremely strong degree of safety regarding timely payment

A1 A strong degree of safety for timely payment

A2 A satisfactory capacity for timely payment

Counterparty Credit Framework

The Shire will invest funds with authorised financial institutions that provide a service to the local community by establishing branches or agencies in the Shire. Such institutions must maintain a minimum Standard and Poors rating of A for short term investments.

Performance

Performance benchmarks will be as follows:

INVESTMENT	PERFORMANCE BENCHMARK
Cash	Cash Rate
Enhanced/Direct investments	UBSWA Bank Bill Rate
Diversified Funds	CPI + appropriate margin over rolling 3 year periods (depending on composition of fund)

Report and Review

A monthly report will be provided to Council. The report will detail investment portfolio in terms of performance, percentage exposure of total portfolio, maturity date and changes in market value. This Investment Policy will be reviewed at least once a year or as required in the event of legislative changes.

Documentary evidence must be held for each investment and details thereof maintained in an Investment Register.

Certificates must be obtained from the financial institutions confirming the amounts of the investments held on the Shire's behalf as at 30 June each year and reconciled to the Investment Register.

8. FIRE CONTROL

8.1 Bush Fire Brigade Vehicles

History	Adopted	21 October 1998
	Former Policy	10.7
	Amended / confirmed	21 August 2008
	Amended	20 November 2008
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

1. Fire appliances are to be kept fully fuelled including auxiliary motors and fire-lighters, and fire- fighting water tanks are to be kept full to ensure operational readiness.
2. Fire trucks are not to leave town until authorised by the incident controller. This is to protect personnel and ensure that the trucks are available for fire-fighting service when required.
3. In the case of a rural bush fire, the actual location of the fire will first have to be determined and then a decision made by the incident controller as to the appropriate deployment of resources.
4. Fire appliances are to be equipped to the standard stowage configuration and all equipment is to be regularly serviced, maintained and cleaned to ensure operational readiness.
5. All fire appliance equipment is to be secured appropriately.
6. Fire appliances are to be regularly serviced, maintained and cleaned to ensure operational readiness.

– End of Policy

9. NATURAL RESOURCE MANAGEMENT

9.1 Native Flora and Fauna

Introduction	Approval of the Shire is required before DEC will issue permission to people wishing to pick wildflowers, collect seeds or take native fauna.	
	Local Government Act 1995 –	
	s.3.54 – management of reserves vested or placed under Council’s control	
	Wildlife Conservation Act –	
	protection of native flora and fauna	

Objective

History	Adopted	unknown
	Former Policy	10.1 adopted 21 June 1989
	Former Policy	10.10 adopted 2 August 2003
	Amended / confirmed	21 August 2008
	Amended	20 November 2008
	Review adopted	OCM Apr2020

Review Frequency	4 yearly
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Policy Statement

1. On written application, the CEO may provide permission to pick wildflowers and / or collect seed on lands under Council's control, under the following conditions –
 - it is for their own domestic or hobby use
 - permission is given for a period not exceeding one week
 - the area of picking and/or collection is strictly limited
 - not more than one collector is permitted in any one location
 - a maximum of 10% of seed only to be taken in any one area
2. All applications for commercial picking of wildflowers or collection of seed are to be referred to Council, for consideration of –
 - collector's credentials and purpose (collector includes the permit holder and up to 2 assistants),
 - duration of approval, if any,
 - the area of picking and/or collection
 - not more than one collector being permitted in any one location
 - a maximum of 25% of seed only to be taken in any one area
3. All applications for the collection of reptiles, amphibians and birds from lands under Council's control, are to be referred to Council for consideration, having regard to –
 - collector's credentials
 - purpose of collection – domestic, hobby, display, educational, commercial
 - fauna to be collected – rarity, locality, need for preservation etc
 - locality of collection – ease of access, likelihood of general public-knowledge or access
 - period of duration
4. Where Council has previously permitted an application, the CEO may issue permission in subsequent consecutive years under identical terms and conditions, without further reference to Council.
5. The approval of the Department of Environment and Conservation is mandatory, and Shire permission is invalid without the Department's consent

COMMENT

DEC may issue a permit for a maximum of 1 year.

9.2 Wild Dog Bounty Scheme Policy

History New - Adopted June 21 – C2021-0617

Review Frequency 4 yearly

Purpose

To determine the circumstances in which the Shire of Yalgoo will pay individuals or companies a set bounty for the eradication of a wild dog and the supply of remains for data logging with Meekatharra Rangelands Biodiversity Association.

Objectives

To support the reduction of wild dogs (being a declared pest) within the Shire of Yalgoo. Effective wild dog management requires an integrated approach utilising all available management practices including poison baiting, trapping, exclusion fencing and opportunistic shooting.

The Shire wishes to value add to eradication efforts and not subsidise existing staff or pastoral arrangements. This bounty aims to promote safe and legal opportunistic shooting of wild dogs.

Eligibility:

- a) No payment may be received by the applicant from any other source (before or after) for the destruction, trapping or shooting of any wild dog claimed. Paid positions such as Licensed Pest Management Technicians/Doggers, DBCA employees and Shire Rangers are not eligible.
- b) The wild dog is to have been destroyed within the Shire of Yalgoo, legally and with the written permission of the landholder on which it was destroyed.
- c) The Claim Form is completed correctly and submitted to the Shire of Yalgoo confirming that all eligibility criteria has been met.
- d) The applicant is the person who destroyed the wild dog/s humanly and legally.
- e) Scalps and tails are supplied in an appropriate condition to the Shire of Yalgoo Office or Depot during normal operating hours as per this policy.
- f) Claims are received by the Shire within 2 months of being destroyed.
- g) The Shire has not exhausted its budgeted funds for a particular financial year and applications will be determined in order of receipt.
- h) The dog has at no point been your or an immediate family members pet or the offspring of any such pet.

Acceptable Condition of Wild Dog Body Parts

Applicants must submit pieces of wild dog skin and fur, incorporating both ears and the strip of skin joining them in one piece and the tip of the tail as a second piece, to the Shire of Yalgoo Office at 37 Gibbons Street or the Shire Depot Stanley Street.

- The skin must be submitted in a manner that enables it to be easily identified as a wild dog; for example, being flat and air-dried.
- No blocks of frozen wild dog skins will be accepted.
- Frozen material must be defrosted prior to being submitted.
- No putrefying or rotting material will be accepted.
- No other body parts other than that specified will be accepted.

Legal Considerations

All legislation regarding the use of firearms, poisons, traps, and animal welfare must be adhered to at all times. Shooting must be conducted in an ethical manner that reduces the likelihood of unnecessary suffering of animals.

The scheme supports the use of the National Model Code of Practice for the Humane Control of Wild Dogs and associated Standard Operating Procedures.

Payment of Bounty

The following terms of payment will be carried out per application. The annual scheme will be deemed closed once the budgeted funds have been exhausted and until a new budget is adopted.

- Acceptable wild dog skin pieces, being the ears and the strip of skin joining them and the tip of the tail, will be rewarded at \$100 each exclusive of any GST

- Payment will be made within 30 days of receipt of a claim form. No payments will be made on submissions that are received after funds have been exhausted.
- Eligible applicants will be paid by electronic fund transfer to their nominated account. Payment will not be made on the day of collection.

General Conditions

- No scalps will be accepted after annual funds have been exhausted. Skins will not be taken pro-rata. Council may review the funds allocated per annum at their discretion.
- The Shire of Yalgoo CEO reserves the right to reject material submitted for bounty reward if the CEO deems the submitted material does not meet this policy.
- The decisions of the CEO to accept or reject entire wild dog skin pieces submitted for bounty reward are final and non-negotiable.

Note

1. Payment will not be authorised unless all paperwork is presented and completed correctly.
2. 'CEO' means the Chief Executive Officer, Shire of Yalgoo.
3. 'DBCA' means the Department of Biodiversity, Conservation & Attractions.
4. Some information within this scheme is referenced from other sources.

10. ORGANISATIONAL POLICIES

10.1 Occupational Health and Safety

History	Adopted	21 August 2008
	Confirmed	26 November 2009
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

1. The following Policy Schedule 10.1 – Occupational Health and Safety Statement is adopted, and forms part of this Statement.
2. Policy Schedule 10.1 is to be reviewed and adopted annually as required by the Occupational Health and Safety Act.
3. Policy Schedule 10.1 is to be distributed to all new employees as part of their induction

Policy

The Shire of Yalgoo is committed to providing a safe and healthy work environment, so far as practicable, for all employees, contractors and visitors. To achieve this, the council has allocated responsibilities and accountabilities to all levels of persons within the council to ensure the maintenance of the occupational safety & health program is optimal.

- An annual reduction of workplace injury and disease.
- The provision and maintenance of a safe workplace, plant and systems of work.
- The identification, elimination and control of workplace hazards.
- The provision of information, supervision and training to employees to ensure work is performed safely and to a high standard

The Shire of Yalgoo encourages a consultative process to improve safety within the workplace and will provide the time and resources required to minimise the risk of injury, harm or damage to the council's employees and property.

Safety is considered a shared responsibility and the council will strive to ensure the compliance and integrity of this policy is maintained.

Shire President

Chief Executive Officer

Employee Representative

Date: _____

Review Date: _____

COMMENT

– End of Schedule

10.2 Employees Health and Safety Policy – Included in HR Manual

History	Adopted	25 May 1994
	Amended	8 October 1997
	Former Policy	10.4
	Amended / confirmed	21 August 2008
	Review adopted	OCM Apr2020

Review Frequency 4 yearly

Policy Statement

7. The following Policy Schedule 10.2 – Employees Health and Safety is adopted and forms part of this Statement.
8. The Schedule is to be reviewed annually as required by the OSH Act, adopted and circulated to all staff.

– End of Policy

Policy

The Shire of Yalgoo is committed to providing and maintaining a safe working environment. We have an accident-free record of which we are extremely proud. The aim of this policy is to ensure the safety and welfare, so far as is practicable, of employees and contractors whose services are engaged by the Shire of Yalgoo. It is also to ensure the safety of members of the public who may drive through or visit our worksites.

The Chief Executive Officer is responsible for the management of occupational safety and health. The Shire of Yalgoo identifies the requirements and responsibilities under the Occupational Safety and Health Act 1984, the Occupational Safety and Health Regulations 1996, approved Codes of Practice, Guidance Notes and relevant Australian Standards.

To ensure that the Shire of Yalgoo is a safe place in which to work, the following areas of responsibility must be accepted:

1. All staff, contractors and volunteer workers must take reasonable care to ensure their own safety and health at work and that of other persons in the workplace.
2. All staff, contractors and volunteer workers must observe safe work practices and use personal protective equipment. All staff and volunteer workers are to be provided with personal protective equipment as required. Contractors are to provide, at their own expense, personal protective equipment that meets the conditions of the Shire of Yalgoo.
3. It is the duty of all staff, contractors and volunteer workers to report any incidents, accidents and hazardous situations arising or having been observed in the course of work.
4. It is the duty of all staff, contractors and volunteer workers to maintain a copy of the Occupational Safety and Health Policy and Safety Rules. Contractors must also maintain a copy of the Contractor Check List.

The Shire of Yalgoo seeks the co-operation of all people associated with working for the council in upholding a high standard of personal safety and accident prevention procedures and in maintaining our accident-free record.

This policy will be reviewed annually to ensure relevance, comprehensiveness and clarity of purpose.

Safety Rules

The safety and health of all people working for the Shire of Yalgoo is of primary concern. The following rules are to be observed and complied with to reduce the risk of injury to any person:

1. Safe working practices must be observed at all times. If there is doubt, speak to your supervisor.
2. Report any injury or incident immediately.
3. Safe and appropriate clothing and personal protective equipment (including seatbelts) must be worn while performing work tasks.
4. Council vehicles, machinery, equipment and facilities are to be used only by authorised personnel.
5. Lift all objects safely and correctly. If in doubt, ask someone to assist you or ask your supervisor.
6. In the event of fire or other emergency, follow the instructions of the council emergency procedures.
7. Alcohol and drugs, other than prescribed drugs, must not be consumed at any worksite or work location unless officially authorised. Workers must be free of the influence of alcohol and drugs throughout working hours. Failure to observe this requirement may result in dismissal or suspension without pay.
8. Speed limits on public roads and at work locations must be observed at all times.
9. Machinery, equipment, materials and tools must be secured whilst in transit.
10. Any unsafe working conditions must be reported immediately to the supervisor. You must not work in unsafe conditions.
11. Appropriate road signs must be placed at all points of entry to construction zones, and all machines must have their yellow beacons operating within the work zone.
12. All road works must comply with the MRWA standards as found in the General Field Guide MRWA Traffic Management for Road Works.
13. All plant and equipment is to be inspected regularly to ensure that it is well maintained and in safe condition. These inspections should be carried out at least daily and an inspection checklist should be completed at least fortnightly. Particular attention must be paid to safety devices such as beacons and reversing alarms. Any faults must be brought to the immediate attention of the Supervisor. Any equipment which is unsafe will be stood down until repaired or replaced.
14. Greasing, refuelling or cleaning machinery, plant and equipment that is running is strictly prohibited.

These Safety Rules apply to Contractors as well as to Shire Employees

Safety Guidelines with regard to Contractors

1. Before commencing work on any Shire contract, contractors will be provided with a copy of the Occupational Safety and Health Policy and the Safety Rules, Contractor Safety Checklist and Contractor Safety Agreement.
2. Before commencing work on any Shire contract, contractors will provide the Shire with certificates of currency with regard to Public Liability insurance and, where applicable, Workers Compensation insurance, Plant insurance and Personal Accident insurance.
3. Before commencing work on any Shire contract, contractors provide to the Shire copies of their employees drivers licences and certificates of competency as appropriate.
4. Before commencing work on any Shire contract, contractors will satisfactorily complete and sign both the Contractors Safety Checklist and Contractors Safety Agreement. These documents acknowledge that the Contractor is bound by the Shire's Occupational Safety and Health Policy and Safety Rules and that the contractor is complying with its safety and health responsibilities.
5. All tender documents for Shire works will contain appropriate safety and health provisions.

– End of Schedule

10.3 Sexual Harassment Policy

History	Adopted	21 May 1996
	Former Policy	10.3
	Amended / confirmed	21 August 2008
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

The following Policy Schedule 10.3 – Sexual Harassment Policy is adopted and forms part of this Statement.

Objective

Council strongly supports the concept that every employee, elected member and member of the public employed by or engaged in business with the Council, has a right to do so in an environment which is free from sexual harassment and the Council is committed to providing such an environment. Council considers sexual harassment to be an unacceptable form of behaviour which will not be tolerated and recognises that sexual harassment is unlawful.

Scope

This policy applies:

- To everyone who works at the Shire, including elected members, employees, potential employees, trainees, volunteers and contractors, regardless of whether they work full time, part-time or as casual staff.
- In the workplace and at any other place where a person is a representative of Shire of Yalgoo including work outside normal work hours and at work related events such as conferences, training events and social functions like Christmas party or other functions.

The Equal Opportunity Act 1984 (WA) and the Sex Discrimination Act 1984 (Cth) provide that it is unlawful to engage in sexual harassment. Sexual harassment can be defined as any unwelcome conduct of a sexual nature, such as an unwelcome sexual advance or an unwelcome request for sexual favours, in circumstances in which a reasonable person would anticipate that the person harassed would be offended, humiliated or intimidated.

Some examples of sexual harassment include, but are not limited to:

- Physical contact (touching, rubbing, patting, embracing, brushing up against etc);
- Gestures of a sexual nature
- Leering or staring
- Offensive telephone calls, emails, text messages or notes
- Sexual suggestive jokes or comments
- Tales of sexual exploits
- Repeated requests for a date
- Unwelcome comments or questions about a person's sex life, appearance or dress; and
- Sexually graphic material (poster, calendars, cartoons, graffiti, messages, emails).
- Other acts or behaviours that may amount to an offence of sexual assault under the relevant criminal legislation.

The Shire of Yalgoo is an Equal Opportunity Employer committed to providing a safe workplace that is free from harassment, discrimination and bullying and one where diversity is valued and encouraged.

Elected Members who engage in misconduct as outlined in this policy may be suspended or disqualified from holding office. Employees who engage in misconduct as outlined in this policy may be subject to disciplinary action, which may include instant dismissal.

Responsibilities:**Elected Members**

Shire of Yalgoo's Elected Members must be aware of this policy.

They are responsible for ensuring that:

- Their behaviour in the workplace complies with this policy.
- They must inform the Chief Executive Officer or Shire President as soon as possible if they observe behaviour in the workplace that may contravene this policy.
- They seek assistance from the Chief Executive Officer if they have any questions in relation to this policy. They respect confidentiality in relation any complaint made or any suspected inappropriate conduct.

Elected Members may be personally liable for their actions if they do not comply with the above requirements.

Council recognises that sexual harassment can undermine health, performance and self-esteem of individuals and has the potential to create a hostile and intimidating environment. Council is therefore committed to any action which ensures the absence of sexual harassment in the workplace including general training of the workplace and specific training for officers identified to deal with complaints.

Appropriate disciplinary action will be taken against any individual found to be engaging in such conduct.

Any complaints of sexual harassment made against another person associated with the Council will be viewed seriously, treated confidentially and thoroughly investigated by appropriately trained persons as per the HR Grievances Resolution procedure.

Any person making a claim of sexual harassment will be protected at all times.

An employee whose health or work performance has been affected by sexual harassment will not have their employment status or conditions disadvantaged in any way.

A formal complaints/grievance procedure will be utilised to effectively resolve complaints of sexual harassment.

COMMENT - EMPLOYEES COMPONENT OF SEXUAL HARASSMENT POLICY HAS BEEN TRANSFERRED TO HR MANUAL UNDER DISCRIMINATION, HARASSMENT AND BULLYING IN THE WORKPLACE POLICY.

– End of Schedule

10.3 Drugs, Alcohol and Fatigue – (Previously Fitness for Work)

Introduction	The Shire of Yalgoo is committed to a zero tolerance of alcohol and drugs in the workplace and may conduct random drug and alcohol screening to ensure compliance.		
Objective	The aim of this policy is to ensure a safe workplace free from the effects of drugs and alcohol.		
History	Adopted	21 August 2008	
	Review adopted	OCM Apr2020	
Review Frequency	4 yearly		

Policy Statement

The Shire of Yalgoo's commitment

The Shire of Yalgoo and its employees must take all reasonable care not to endanger the safety of themselves or others (including customers) in the workplace. Alcohol and other drug usage become an occupational safety and health issue if a worker's ability to exercise judgment, coordination, motor control, concentration and alertness at the workplace is impaired. For the purposes of this policy, the term "employee/s" shall extend to cover contractors, volunteers and any person performing work for or with the Shire of Yalgoo in any capacity.

The Individual's Responsibility

Under the Occupational Safety and Health Act 1984 (the OSH Act), workers must take reasonable care of their own safety and health and not endanger the safety and health of others at the workplace. The consumption of alcohol and/or drugs while at work is unacceptable, except in relation to any authorised and responsible use of alcohol at workplace social functions. Employees, Volunteers, Contractors and Elected Members are required to present themselves for work and remain, while at work, capable of performing their work duties safely. An employee who is under the influence of alcohol and/or drugs at the workplace, or is impaired, may face disciplinary action including possible termination of employment.

Elected Members Responsibility

Elected Members should be aware of their standing as community leaders and ensure that alcohol consumption is kept to a minimum, particularly at functions hosted by the Shire. Alcohol should not be consumed prior to or during any Council or Committee meeting. Elected Members behaviour is not to be impaired by mind affecting substances and therefore the use of or consumption of any drug or drug related substance is prohibited.

Reporting Requirements

Employees, Volunteers, Contractors or Elected Members must report to their employer or Shire President (Elected Members) any situation where they genuinely believe that an employee, volunteer/contractor or elected member may be affected by alcohol and/or other drugs.

Drug Use on the Premises

Employees, Volunteers, Contractors or Elected Members who buy, take, or sell drugs on Shire of Yalgoo premises, may be found to have engaged in serious misconduct. Such behaviour may result in disciplinary action up to and including dismissal.

Employees who have been prescribed medication/drugs by a medical practitioner that could interfere with their ability to safely carry out their role must inform their manager or CEO and disclose any side effects that these medication/drugs may cause.

Consumption of Alcohol on the Premises

Except in situations where the Shire of Yalgoo holds a function on the premises and alcohol is provided, employees must not bring in and/or consume alcohol in the workplace.

Drug/Alcohol Treatment Programs

Where an employee acknowledges that they have an alcohol or drug problem and are receiving help and treatment, Shire of Yalgoo will aid the employee.

- Shire of Yalgoo will allow an employee to access any accrued personal or annual leave whilst they are undergoing treatment. And;
- Shire of Yalgoo will take steps to return the employee to its employment position after completion of the treatment program, if practicable in the circumstances.

Where an employee acknowledges that they have an alcohol or drug problem and are receiving help and treatment, the line manager or members of senior management, will review the full circumstances and agree on a course of action to be taken. This may include redeployment to suitable alternative employment, or possible termination from employment if the employee is unable to safely carry out the requirements of their role.

Managers' Responsibilities - Consumption of Alcohol at Work Sponsored Functions

Team managers shall:

- encourage their people to make alternative arrangements for transport to and from work prior to the function;
- ensure that the following is made available: - Low alcohol beer, soft drinks and water - Beverages: Tea, Coffee and Food;
- if the manager believes a person may be over the BAC 0.05 limit, assist the person with safe transport home (including contacting a family member or arranging a taxi); and
- if the manager has to leave the function early, appoint a delegate to oversee the rest of the function.

Pre-Employment Medical Tests

As part of the recruitment selection criteria, preferred candidates for employment positions may be required to attend a medical assessment which includes drug and alcohol testing.

Identification of Impairment & Testing

The Shire reserves the right to conduct pre-employment, random, blanket and suspicion alcohol and drug testing throughout the whole organisation. A qualified Testing Service Provider will perform those tests. The outcome may or may not affect the perception of an employee's fitness for duty on that day and may entail disciplinary action. If the Shire of Yalgoo has reasonable grounds to believe that an employee is affected by drugs and/or alcohol it will take steps to address the issue. Reasonable grounds may include (but are not limited to), where an employee's coordination appears affected, has red or bloodshot eyes or dilated pupils, smells of alcohol, acts contrary to their normal behaviour, or otherwise appears to be affected by drugs and/or alcohol.

If the Shire of Yalgoo suspects that an employee is under the influence of drugs and/or alcohol it may pursue any or all of the following actions:

- direct an employee to attend a medical practitioner and submit to a medical assessment to determine whether the employee is fit to safely perform their duties;

- require that an employee undergo drug and alcohol testing administered by a representative of the Shire of Yalgoo
- direct an employee to go home.

A medical assessment may include a drug and/or alcohol test. Testing shall be conducted in accordance with the Australian Standard AS/NZS 4308:2008. A Testing Service Provider will conduct this form of testing by breathalysing/oral testing the employee first. A urine test may be ordered as a result of the first tests to determine the presence of a serious misconduct, such as a criminal offence or a serious breach of Council's policy providing reasonable grounds for terminating employment (in accordance with the Local Government Act and/or relevant Awards).

In circumstances where an employee indicates the consumption of prescription or pharmacy drugs, the Shire of Yalgoo may request further information from the medical practitioner conducting the assessment about the effects and proper usage of the prescription or pharmacy drugs being taken. The Shire of Yalgoo may direct the employee to go home following the medical assessment until it can be established that they are fit to undertake their duties.

The subject employee will be entitled to full payment of entitlements until such time as the medical examination determines that the employee is unfit for work.

If the employee is deemed fit for work, the employee will be returned to work immediately.

If the employee is deemed unfit for work, the employee will be placed on leave without entitlements until such time as a medical examination determines fitness for duty.

All testing results will be kept private and confidential wherever possible. Refusal to an alcohol and drug testing may result in dismissal.

If an employee refuses to attend a medical examination or refuses to submit to an alcohol or drug test, the employee will be immediately directed to go home. Refusal to attend a medical assessment, undertake an Alcohol and Drug test or refusal to go home constitutes a breach of this policy and may result in disciplinary action being taken against the employee up to and including the termination of employment.

The following steps are to be taken where an employee who has submitted to a medical assessment returns a positive test result for alcohol and/or drugs:

- The employee tested and the supervisor (or respective employer) will be informed of the result;
- A disciplinary discussion will take place in accordance with the disciplinary policies and procedures of the Shire of Yalgoo and HR Drug and Alcohol in the workplace guidelines.

An employee who returns a positive test will be in breach of this policy. A breach of this policy may result in disciplinary action being taken against the employee up to and including the termination of employment.

Other Fitness to work issues

Fatigue

Fatigue can be the result of many different situations. Accordingly, this procedure will directly reflect the implications of fatigue through the following external triggers (but are not limited to):

- lack of sleep due to illness or other personal issues

- voluntary work
- external work commitments

In the interest of safety and health it is important that employees remain alert and function at full capacity whilst at work. When affected by fatigue, actions may be impaired through lack of concentration and poor judgement, therefore increasing the potential to cause injury or harm to themselves, personnel or members of the public.

It is the Shire of Yalgoo policy to provide a safe place of work for its employees. It is the employee's responsibility to report to their supervisors any other work commitments or voluntary commitments outside their employment with the Shire of Yalgoo that may impact accordingly.

Depending on the circumstances, the Shire of Yalgoo may agree to come to a compromise with the employee to ensure there is an equilibrium between regular hours worked at the Shire of Yalgoo, sleep/rest and additional hours worked elsewhere (including paid and voluntary work).

If deprivation of sleep is the cause of fatigue due to other external circumstances (that are not listed above), a drug and alcohol screen may be required. If a positive result occurs, disciplinary action may apply.

If sleep deprivation is due to illness or personal issues the Shire of Yalgoo will endeavour to find a short-term compromise and support the employee in whatever capacity is appropriate.

In circumstances where the employee is unfit to remain at work as to the judgement of their employer, the employee may be stood down from work for the remainder of the day and depending on the circumstances this may occur with or without pay and/or a medical assessment may be requested.

Education, Training & Awareness

The Shire of Yalgoo will provide education and training to all employees at the workplace about the effects of alcohol and other drugs and their risks to safety and health.

Line managers will be given training that they may identify situations where an employee is potentially misusing alcohol or drugs.

Employees who recognise that they have a drink or drug problem, or that they are at risk of developing one, are encouraged to come forward so that they can be assisted to get the appropriate help.

The Shire of Yalgoo engages the services of an external Employee Assistance Provider who can provide the organisation's people with free and confidential counselling

Variation to this Policy

This policy may be cancelled or varied from time to time. All the organisation's employees will be notified of any variation to this policy by the normal correspondence method.

Related Corporate Documents

- Counselling, Disciplinary and Dismissing staff guidelines (Employee Orientation and HR Manual)
- Grievances Resolutions Procedure (where applicable) (Employee Orientation and HR Manual)
- Drugs and Alcohol in the workplace (Employee Orientation and HR Manual)

– End of Schedule

10. 4 Integrated Planning: Workforce Planning and Management Policy

Introduction	Definition of Workforce Planning: Workforce planning is a continuous process of shaping the workforce to ensure it is capable of delivering organisational objectives into the future. It provides the framework for assessing the demand and supply of the workforce and aims to have the right people in the right place at the right time to affect the delivery of organisational goals, resourced through effective long term financial and business plans.		
Objective	The intent of this policy is to demonstrate that the Council of the Shire of Yalgoo is committed to ensuring that strategic, operational and legislative objectives are met by effective workforce planning and resourcing to demonstrate compliance with the Integrated Planning requirements of the Local Government Act (1995) Regulation S5.56(2)		
Type (Council or Operational)	Council Strategic Policy		
History	Adopted	23 May 2013 by Council decision	C2013-0520
	Review adopted	OCM Apr2020	
Review Frequency	4 yearly		

Policy Statement

Principles – Framework - Process

1. Council considers workforce planning to be an essential management function in its operations.
2. Council recognises that the achievement of all goals and objectives are reliant on the appropriate capacity, skills, knowledge of the workforce.
3. Council recognises that the responsibility for managing people lies with the person who has the executive responsibility for the objectives of the service/activity/ function of their division.
4. Council is committed to resourcing workforce requirements through its integrated planning processes.
5. Council will ensure that its Workforce Plan addresses current and future best practice human resource management practices that include:
 - effective and efficient recruitment and retention
 - role and responsibility definition and appropriate performance management
 - support and encouragement for staff to perform
 - staff training and development
 - legislative compliance
 - staff health and wellbeing (occupational safety and health known as OSH)
 - flexibility in employment and work practices to meet organisational and employee needs.

Responsibilities

1. All Elected Members and officers involved in organisational, operational or project planning will ensure that workforce implications are considered and included in all strategic or operational plans.
2. Managers and supervisors have the responsibility and accountability for ensuring that staff under their control are managed appropriately within their own work areas.
3. In each work area current and future demand and supply should be assessed as part of the annual and strategic planning cycles.
4. Executive managers will ensure effective setting of KPIs and performance criteria for their staff that will meet relevant organisational objectives.

5. Staff appraisals will incorporate training and development plans to ensure the current and future skills and knowledge needs are met wherever practicable, with gaps and omissions reported to the CEO or other designated officer for inclusion in the Workforce Planning process.
6. The corporate services team will collect and monitor relevant workforce data and statistics.
7. The relevant organisational planning and performance monitoring personnel will research and relevant workforce data, demographics and trends as part of the integrated planning cycle.

Monitor and Review

1. The Shire's executive will implement a reporting and recording system that will be monitored to ensure human resource supply and demand management is appropriately implemented and sustained across the organisation and there is ongoing identification of issues and trends.
2. Workforce planning key performance indicators, relating to both organisational and personal performance will be developed, implemented and monitored by the Shire's Executive and Council as appropriate and reported as required, being mindful of human resource management confidentiality requirements.

– End of Policy

COMMENT

This policy is the first of a new suite of policies to underpin the Shire's Integrated Planning processes.

In due course the CEO will arrange for a full review of policies such that policies set by Council (strategic) will be separated from operational policies.

The overall policy format will be reviewed at this time but in the meantime the policy manual will be maintained in its current format in the interest of consistency and expediency.

10.5 Integrated Planning: Asset Management Policy

Introduction	Asset Management is inextricably linked with service delivery. The primary goal for the Shire of Yalgoo in managing its assets is to provide the services, and levels of service, consistent with the desires of the community, and within the financial resources of the Shire.		
Objective	The intent of this policy is: To ensure that the Shire's services and infrastructure are provided in a sustainable manner, taking into consideration the whole of life costs of assets and ensure the appropriate levels of service are provided to customers in line with the Shire's Community Strategic Plan and Corporate Plan; To safeguard Shire assets, including physical assets and employees, by implementing appropriate asset management strategies and allocating appropriate financial resources for those assets; To create an environment where all Shire employees take an integral part in overall management of Shire assets by creating and sustaining asset management awareness throughout the organisation; To meet legislative requirements for asset management in accordance with the Integrated Planning requirements of the Local Government Act (1995) Regulation S5.56(2); To ensure resources and operational capabilities are identified and responsibility for asset management is allocated; To demonstrate transparent and responsible asset management processes that align with demonstrated best practice.		
Type (Council or Operational)	Council Strategic Policy		
History	Added	Sept 2019	
	Review adopted		OCM Apr2020
Review Frequency	4 yearly		

Policy Statement

1. Council considers Asset Management to be an essential management function in its operations.
2. A consistent asset management improvement strategy shall be developed for implementing systematic and best practice asset management practices in all of the Shire's operations.
3. All relevant legislative requirements together with political, social and economic environments shall be taken into account in asset management.
4. The asset management process shall be integrated within existing planning and operational processes and supported by a cross functional, multidisciplinary Asset Management Working Group.
5. Asset management plans shall be developed for all major service/asset categories. The plans shall be informed by community consultation and statutory requirements for local government financial planning and reporting;
6. Reviews of current services and service levels shall be undertaken in consultation with the community;
7. An inspection regime shall be used to ensure agreed service levels are maintained and to identify asset renewal priorities;
8. Asset renewals required to meet agreed service levels shall be identified in adopted asset management plans and long-term financial plans and shall form the basis of annual budget estimates, with the service and risk consequences of variations in defined asset renewals and budget resources to be reported annually;

9. Service levels shall be defined in adopted asset management plans and shall form the basis of annual budget estimates with the service and risk consequences of variations in defined services levels and budget resources to be reported annually;
10. Asset renewal plans shall be prioritised and implemented progressively based on agreed service levels and the capacity of the current assets to provide that level of service;
11. Systematic and cyclic reviews shall be applied to all asset classes to ensure that the assets are managed, valued and depreciated in accordance with appropriate best practice and applicable Australian Standards;
12. Future whole of life costs shall be reported and considered in all decisions relating to new services or assets and upgrading of existing services and assets.
13. Preference will be given to renewing infrastructure assets before acquisition of new assets is considered.
14. Training in asset and financial management shall be provided for councillors and relevant staff.

11. PERSONNEL and STAFF HOUSING

11.1 Designated Staff

Introduction	Section 5.37 of the Local Government Act states that a local government may designate employees or persons belonging to a class of employee to be senior employees		
Objective	To nominate the Designated Staff positions in accordance with the Local Government Act s.5.37.		
History	Adopted	21 August 2008	
	Amended	C2013-0523 4. Changes to designated staff as a result of adoption of new workforce structure.	
	Review adopted	OCM Apr2020	
Review Frequency	4 yearly		

Policy Statement

In accordance with the Local Government Act s.5.37, the following positions are Designated Staff as defined –

- Chief Executive Officer, as required by the Act,
- Persons belonging to the class of staff known as Executive Managers (C2013-0523).
- Environmental Health Officer

– End of Policy

COMMENT

Employee class	Council involvement	Committee involvement	CEO involvement
CEO	<u>Required</u> . May delegate selection and interview to a Committee, but appointment must be by Council	<u>Permitted</u> to interview and recommend to Council. <u>Not permitted</u> to appoint, manage or direct.	As directed by Council, usually limited to process, research and reporting.
Designated staff LG Act s.3.57	<u>Required</u> to consent to appointment or dismissal. Interview & recommendation can be done by CEO alone or with Council/or input. <u>Not permitted</u> to manage or direct.	<u>Permitted</u> to interview and recommend to Council. <u>Not permitted</u> to appoint, manage or direct.	<u>Required</u> to consent to appointment or dismissal. <u>Statutory</u> function to manage and direct.
EHO	If designated senior officer – as above, otherwise, as below In all cases – approval of Commissioner for Health required for appointment or dismissal.		
Other (non-designated) staff	<u>Prohibited</u> – no involvement permitted in appointment, management or direction.	<u>Prohibited</u> – no involvement permitted in appointment, management or direction.	<u>Statutory</u> function to appoint, manage, direct etc.

To be reviewed when changes to the Local Government Act 1995 are formalised from the 2020 Review

11.1.1 Selection Panels

Introduction	Councillors from time to time sit on interview panels for selection of the CEO and may sit on a panel for other executive staff if invited by the CEO.	
Objective	To ensure that Councillors who sit on interview panels are trained to carry out the task in keeping with equal employment opportunity and other professional considerations.	
History	Adopted	26 May 2011
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

Councillors who sit on, or who are likely to be required to sit on, staff interview panels are to have relevant professional experience or undertake relevant Selection Panel training.

– End of Policy

COMMENT

11.1.2 CEO Performance Review Process Policy

History	Adopted	2019
	Review adopted	OCM Apr2020
	Amended	December 2020 - C2020-1211
Review Frequency	4 yearly	

Objective

A consistent, transparent and accountable performance review process.

Scope

This policy position applies to the conduct of the CEO performance reviews.

Policy Statements

1. Rationale

This process is documented and adopted by Council to ensure a consistent approach to the Shire of Yalgoo CEO performance review.

The review process must be a collaborative, constructive process that is designed to enhance performance and provide guidance for the ensuring twelve months, using the Shire's agreed Strategic Community Plan and Corporate Business Plan.

Councillors must be prepared to take a corporate view of the process. The performance review process should be regarded as an opportunity to build relationships and to increase the effectiveness of individuals, systems and processes which will improve the performance and the profile of the Shire.

Councillors participating in the review must:

- Show an ability to be fair and objective;
- Use good communications skills;
- Possess preparation and evaluation skills;
- Avoid bias;
- Be able to concentrate on outcomes;
- Provide negotiations skills;

2. Briefing Session

It is essential to gain input from Councillors into the review and appraisal process.

A briefing session will be organised to cover the performance appraisal, the procedures followed, keeping in mind current progress of the Strategic Community Plan and the skills required of the panel members; and independent person with relevant skills will be brought in to facilitate the session.

3. Contract

The CEO contract must contain the Shire's dispute resolution policy for both parties. The Shire agrees CEO review procedure shall be contained within the CEO contract (as per Part 5, Division 4, Section 39(3)(b), Local Government Act 1995).

The review procedure contained within the CEO contract can be varied by agreement between the Council and the CEO under an amendment clause between reviews.

The contract should be reviewed by a recognised practitioner to ensure legislative requirements are satisfied.

Shire of Yalgoo CEO Performance Policy & KPIs October 2020 Page | 3

4. Review Periods

It is a statutory requirement that the CEO's performance be reviewed annually (Part 5, Division 4, Section 38, Local Government Act 1995) and the probation period performance assessment undertaken within a month after the probation period has concluded.

The review period is to be aligned to the Shire's Strategic planning processes which run across each financial year (July to June).

For planning purposes, the entire review process should be completed by the end of July each year.

It is recommended planning for the year's key performance indicators (KPIs) commences in March of each year.

In the event that Council has concerns about the performance of the CEO, the Shire President will, at the request of Council, request the CEO Performance Review Panel undertake an interim performance review.

The Shire President must write to the CEO if Council has requested for an interim performance review, outlining the areas of concern to allow the CEO the opportunity to prepare.

The Shire President must allow the CEO a minimum of one week's notice prior to the commencement of an interim performance review.

5. Composition of the Review Panel

The CEO performance review panel will consist of:

- The Shire President; and
- Three (3) Councillors nominated by resolution of Council

The Panel is to be facilitated by an independent, external person appointed by a resolution of Council.

All Councillors seeking appointment to the CEO review panel must undertake the relevant CEO performance review training course provided by appropriate industry body within six months of appointment to the panel; it is important for those actually involved in the appraisal interview to feel comfortable with their skill level and role.

6. Interview Process

The interview process undertaken during the formal performance meeting must be conducted in good faith for all parties.

7. CEO Key Performance Indicators (KPI's) and Key Result Areas (KRAs)

The CEO KPIs:

- Must contain a balance of both tactical and strategic KPIs.
- Must refer to the Strategic Community Plan and Corporate Business Plan.
- Must be within the CEO's control or remit; specific, clear and unambiguous; resourced appropriately; include realistic milestones and reporting requirements.
- Must mirror the expectations of Council and Community.
- Must acknowledge leadership.
- Be reviewed annually and then agreed between CEO and the Council after each review period.
- Once agreed upon, the KPIs shall be not be changed. However, KPIs may be amended during a review period by mutual agreement in the event of unforeseen or extenuating circumstances rendering a KPI no longer relevant or unachievable.

Key Performance Indicators are to be based around the areas of:

1. Leadership & Strategy
2. Organisational Capability and Performance
3. Financial and Risk Management
4. Stakeholders engagement and satisfaction
5. Innovation, Accountability and Sustainability
6. Growth and Prosperity

7. Professional Development

Key result areas are to be negotiated with CEO performance review panel and the CEO and then signed off the full Council.

8. Procedure for the Review of the CEO

Once established, the CEO performance review panel will set the review procedure and timeline requirements for each year. The review procedure must contain the following elements as a minimum:

- Review panel to assign a senior employee or independent external facilitator to assist the panel and ensure the process meets governance requirements as well as facilitate the implementation of the CEO's professional development plan.
- Timely notification of all parties by the review panel of the review procedure, timeline requirements and any other relevant information such as the independent, external facilitator.
- CEO must provide a self-assessment to all elected members. The CEO must provide the selfassessment in written report format as a minimum but may also provide it in other formats of their choice.
- Review panel must assess performance inclusive of feedback from all Councillors.
- Review panel will agree on key focus areas and conduct an appraisal interview with the CEO.
- CEO must be provided with procedural fairness throughout the process including sufficient time to prepare responses and an opportunity to respond to the interview findings.
- Review panel will share the performance review finding with full Council in a briefing session.
- Review panel to manage follow up including remuneration, KPIs, contract variations, review outcomes and analysis of interview feedback.
- Full report must be distributed to all Elected Members and the CEO.

9. Completion of Review

The Shire President, as head of the review panel, must provide the Shire Councillors and the CEO with a formal report that summarises the finding of the review including recommendations of the review panel to Council.

The CEO is to be invited to provide comment.

Council is to consider each review of the performance of the CEO carried out under Part 5, Division 4, Section 38, Local Government Act 1995 and is to accept the review, with or without modification, or to reject the view.

The KPIs for the following review period must be completed and signed off within 28 days of the CEO review process having been completed.

Shire of Yalgoo CEO Performance Policy & KPIs October 2020 Page | 5

10. Completion of Process

The performance review panel must deliver a report to Council that outlines:

- What worked in the process;
- The new KPIs for the next 12 months;
- Recommended changes, if necessary, to this process over the next 12 months.

11. Record Keeping

The Shire President is to hold the record of the performance review, or request the documents to be held by the Human Resource department as confidential documents.

All documents relating to the review process must be registered on the Shire's records management system

Legislative and Strategic Context

Relevant Federal or State legislation, directives, guidelines, Acts or Regulations and/or the strategic context (Strategic Community Plan and Corporate Business Plan) that provide the broad framework within which the policy operates and/or with which it needs to comply.

- Local Government Act 1995;
- Local Government (Administration) Regulations, 1996, Part 4, Regulations 18D.

Review Position and Date

This policy is to be reviewed annually by Council.

Associated Documents

Related strategies, procedures, references, guidelines or other documents that have a bearing on this policy and that may be useful reference materials for users of this policy, follow:

- CEO Employment Contract

11.1.3 Acting CEO Appointment

History New - Adopted June 2021 – C2021-0611

Review Frequency 4 yearly

COMMENT

The appointment of an Acting CEO cannot be delegated by Council, however if Council have already identified the remuneration and that an individual is suitably qualified to Act in the Position of Chief Executive Officer then the date and specifics can be left to the CEO to organise through a policy such as the following.

PURPOSE

To provide for the appointment of one of the Shire's Employees or other Suitable Individuals as Acting Chief Executive Officer during limited absences of the Chief Executive Officer. Under Section 5.36 of the Local Government Act 1995 a local government is to employ a person to be the Chief Executive Officer of the local government along with other persons as the council believes are necessary to enable the functions of the local government and council to be performed.

POLICY SCOPE

1. Council has determined that individuals holding the following positions within the Shire of Yalgoo and the individuals nominated within this policy are considered to be suitably qualified to act in the position of Chief Executive Officer.

Deputy Chief Executive Officer or Individuals Nominated by Council Resolution in accordance with Section 5.36 (Including a review and/or expiry date)

2. Employees or individuals nominated by Council under this policy will be appointed to the role of Acting Chief Executive Officer at the discretion of the Chief Executive Officer, subject to performance.

3. Appointment to the role of Acting Chief Executive Officer shall be made in writing for a defined period that is longer than 5 ordinary working days and does not exceed 6 weeks. A Council resolution is required for periods exceeding 6 weeks and cannot be for a term exceeding 1 year.

4. The Remuneration/Contract for the position of Acting Chief Executive Officer is to be determined by Council for Nominated Individuals and ninety percent (90%) of the CEO cash component for the employee positions listed in this policy.

5. If the CEO is unavailable or the policy is unable to be followed the Shire President will be required to call a special meeting to determine an appropriate outcome.

11.2 Removal Expenses

Introduction

Objective

History	Adopted	21 August 2008
	Amended	20 November 2008
	Review adopted	OCM Apr2020
	Amended	September 2020 [C2020-0911]
Review Frequency	4 yearly	

Policy Statement

1. New employees, with the exception of the Chief Executive Officer, are entitled to reimbursement of reasonable removal expenses to the value of \$6,000 –
 - 50% on commencement, and
 - balance after 12 months service
2. Where a removal company is used –
 - quotes are to be obtained and the CEO's approval for the preferred company sought
 - if the CEO's prior approval is not obtained, the lowest of any quotes received may be used as the basis of reimbursement
 - the Shire will meet the cost of one accompanying vehicle, one way.
3. Should the employee undertake their own relocation, the Shire will meet the costs of –
 - hire of truck or trailer, and fuel for one return trip (i.e. relocation, return of truck / trailer)
 - fuel cost of one accompanying vehicle, one way,
 - where relocation is in excess of 600 km, one night's accommodation only for the employee and dependent persons being relocated.
4. The following applies regarding removal expenses in respect of the appointment of a new Shire CEO:
 - Newly appointed CEO's will provide three quotations for the furniture removal and the Shire of Yalgoo will pay the selected quotation upfront for the furniture removal cost within WA.
 - The newly appointed CEO is required to sign an informal agreement to reimburse half (50%) of the removal cost to the Shire if he/she does not successfully complete the six month probation period or if he/she leaves the Shire employment within twelve months of commencement.

– End of Policy

COMMENT

11.3 Shire Housing – Tenancy Conditions

Introduction

Objective

History	Adopted	24 January 1990
	Amended	8 October 1997
	Former Policies	3.9 and 3.11
	Amended / confirmed	21 August 2008
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

1. All tenancies of Shire residences are subject to the requirements of the Residential Tenancies Act, and the agreement shall provide for the termination of the tenancy on termination of employment with the Shire.
2. Persons other than the direct family of the person renting a Council house, with direct family being their spouse/partner or children, are permitted to stay in the house for a maximum of two weeks after which Chief Executive Officer's approval is required.
3. Unless stipulated in their employment contract, a security bond equivalent to 4 weeks rent is to be paid, and held in accordance with the Residential Tenancies Act.
4. Where the tenants propose to keep pets, a pet bond of \$100 is required.
5. The security bond may be paid by payroll deduction out of their first two full pays, and the pet bond (where applicable) shall be taken out of their third full pay.
6. Shire housing will not generally be available to non-employees, but may be agreed by the CEO in appropriate circumstances, such as –
 - where a terminating employee wishes for members of their family to complete their own employment, school year etc,
 - as short term accommodation for contractors providing services to the Shire,
 provided that –
 - the residence is not currently required for other employees, but is to be vacated within two weeks if subsequently needed,
 - the period of residence as a non-employee is strictly limited,
 - the period of "non-employee" residence is at prevailing market rental, and is not subject to staff subsidies.

– End of Policy

COMMENT

20 February 2014: this policy requires extensive review to simplify, correct out of date matters and provide reward to staff who are in their own home

The Residential Tenancies Act applies to all rental situations, even to those of Shire owned housing to Shire employees. Accordingly, it is a requirement that the Shire comply with this Act, which provides the tenant with rights of use, stipulates periods of notice for inspection, maintenance, or termination etc.

11.4 Staff Housing – Subsidies

History	Adopted	Former Policy	3.12 and 3.14
	Amended / confirmed		21 August 2008
	Amended		20 November 2008
	Amended	5 December 2013	C2013-1208
	Review adopted	OCM Apr2020	
Review Frequency	4 yearly		

Policy Statement

1. Shire Rental – Rental of Shire owned accommodation occupied by an employee is set at \$50 per week for both units and houses.
2. Water –
 - a) The Council will pay water consumption charges at Shire owned housing having individual meters, occupied by an employee –
 1. where the lawns and gardens are not maintained by the tenant, the first 700 kilolitres per year,
 2. where the tenant maintains the lawns and gardens, the first 1200 kilolitres per year,
 3. the allocated kilolitres are to be calculated pro-rata for each billing period or period of occupancy.
 - b) Council will pay all water charges where meters are shared between units / residences.
3. Electricity –
 - a) an employee residing in Shire owned housing shall be entitled to the rental reduction to the value of the following –

- first 2 years of service	40 units per week
- between 2 & 5 years of service	70 units per week
- between 5 & 10 years	100 units per week
- more than 10 years of service	120 units per week
 - b) where an Aerobic Treatment Unit is powered by electricity and supplied through their meter shall be entitled to a further reduction of 50 units per week
 - c) non-salaried staff residing in non-Shire accommodation shall be entitled to be paid the amounts in (a) above, plus their marginal tax rate (including any Medicare or similar levy).
4. Gas –
 - a) the Shire will meet the annual cost of rental for 2 cylinders only, for each Shire-owned residence using gas
 - b) gas consumption is at the employee's cost, as it is considered that energy subsidy is provided through electricity subsidy
5. Private Rental, where Shire accommodation is not available –
 - a) upon production of evidence of rental payments, employees residing in non-Shire accommodation will have their rent subsidised, to the extent that the net cost to the employee is equivalent to staff in Shire owned accommodation
 - b) the subsidy is subject to the rental being charged the employee, not being more than market value for similar accommodation in Yalgoo
 - c) the market value is to be reviewed annually and apply for the following 12 months.
6. Only one staff member per household shall be eligible for staff housing subsidies.
7. The subsidies are not available –
 4. for "cashing up" for inclusion as part of an employee's salary package,
 - to non-employees, or to part-time or casual employees.

– End of Policy

11.5 Superannuation – Revised Policy

Introduction

Objective

History	Adopted	20 March 1996	
	Amended	20 October 1999	
	Former Policy	3.2	
	Amended / confirmed	21 August 2008	
	Amended	26 November 2009	
	Amended	19 April 2012	(C2012-0418)
	Review adopted	OCM Apr2020	
Review Frequency	4 yearly		

Policy Statement

1. Council will contribute towards an employee's personal superannuation as follows –
 - a) where required by the Superannuation Guarantee Levy, as per the Superannuation Guarantee (Administration) Regulations 2018 AG and Superannuation Guarantee (Administration) Act 1992 AG.
 - b) where the employee makes voluntary contributions, either by deduction from pay after tax or by salary sacrifice –
 - up to an additional maximum of 5% of salary/wages,
 - to be on a dollar for dollar basis to the 5% maximum,
 - this contribution is in addition to council's compulsory payment in respect of non-contributory superannuation.
 - c) or as otherwise negotiated in an employee's contract
- (2. Deleted Refer council decision C2012-0418).

– End of Policy

COMMENT

11.6 Interview Travel Cost

Introduction

Objective

History	Adopted	15 February 1995	
	Amended	8 October 1997	
	Former Policy	3.8	
	Amended / confirmed	21 August 2008	
	Amended	19 April 2012	C2012-0419 (rate)
	Review adopted	OCM Apr2020	
Review Frequency	4 yearly		

Policy Statement

1. An applicant attending an interview at the Shire's request, who has to travel in excess of 100 km return, is to be offered a contribution towards their travel cost calculated as follows –
 - distance travelled – the shortest practical route from place of residence, to the site of interview, and return, in excess of 100 km,
 - rate per kilometre – at the rate provided in Item 13.3 of the Shire of Yalgoo Comprehensive Enterprise Agreement - Travel. (Note: If no Comprehensive Enterprise Agreement is current then the amount reverts to the Australian Taxation Office ruling D1 – Work Related Car')
 - reimbursement – distance travelled by rate per kilometre.

Example – Geraldton based applicant attending an interview in Yalgoo

$$= (225\text{km} \times 2) - 100\text{ km} \times 73.7\text{ c/km} = \$257.95.$$

2. Where necessary, Council will pay for travel by public transport (in lieu of contribution above) and accommodation.

– End of Policy

COMMENT

11.7 Severance and Redundancy Pay

History	Adopted	12 May 1997
	Former Policy	3.10
	Amended / confirmed	21 August 2008
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

1. The following Policy Schedule 11.7 – Severance and Redundancy is adopted, and forms part of this Statement.
2. In accordance with the Local Government Act s.5.41 (g), the CEO is to –
 - negotiate all matters relating to “Designated Staff” and report to Council for decision prior to implementation (unless otherwise authorised);
 - negotiate and resolve all matters other than those relating to “Designated Staff”.

– End of Policy

COMMENT

Policy Schedule 11.7 – Severance and Redundancy

Part A – Severance Pay

1. Local Government Act

The purpose of this Policy is to set down the maximum severance payable to terminating employees for the purpose of the Local Government Act section 5.50 (1) (the “Act”). Note however these severance payments may be exceeded in accordance with clause 7 at the discretion of Council.

2. Terminating Employee

A terminating employee is entitled to severance pay and benefits in accordance with –

- a) Any federal or state award or industrial agreement applicable to that employee;
- b) Any applicable provisions within the employee’s contract of employment;
- c) Any applicable award or order made by a federal or state industrial tribunal arising from the circumstances of that employee being specifically brought before that tribunal, subject to any right appeal;
- d) Where Council so agrees, any recommendation made by a federal or state Industrial Commissioner arising from the circumstances of that employee being specifically brought before that Commissioner.

Settlement with a dismissed employee

Where a dismissed employee has taken or is proposing to take litigation for alleged unfair dismissal, Council may decide to settle to avoid expensive litigation.

Matters to be taken into consideration by Council as to whether it will seek settlement and if so, the extent of any financial offers may include:

- a) the strength of the respective cases in any litigation
- b) the cost of legal advocacy and support;
- c) the cost of the witnesses;

- d) the cost of travel and accommodation in running the case;
- e) the cost of having staff tied up in the preparation and hearing of the case; and the disruption to operations.

Part B – Redundancy Benefits

Payment of Redundancy Benefits

Redundancy benefits shall be made pursuant to Council's Redundancy Policy. This does not preclude Council from agreeing to a higher severance benefit where clauses 2 or 3 above apply.

Redundancy benefits are-

- a) A maximum period of notice possible but in any event no less than 4 weeks or payment in lieu of notice to maximum of 4 weeks;
- b) Payment of 2 weeks pay;
- c) Plus 2 weeks pay for each completed year of service with the local government;
- d) The maximum payable under (b) and (c) shall be 2 ~ weeks pay;
- e) Where an employee has been employed with the Local Government for a minimum of 5 years, pro rata long service leave shall be provided if the employee is not otherwise entitled to pro rata long service leave under the Local Government Long Service Leave Regulations;
- f) All other pro rata entitlements payable under the appropriate award or agreement to a terminating employee;
- g) Where the employee was originally engaged from a distant location, reasonable relocation assistance may be provided to the place of engagement or another place (at a cost no more than relocation to original point of hire). Relocation assistance will be Council's discretion and considered according to circumstances;
- h) Where the circumstances of a retrenched employee are such that it will be extremely difficult for that employee to find another job, Council may exercise its discretion to provided additional benefits to such employees. In this event details of the total redundancy package for such an employee shall be published in accordance with section 5.50(2) of the Act.

Mutual settlement with Employees

Council may decide to settle in a situation where an employee, due to illness or impairment is unable to perform his/her job and there has been mutual agreement that employment must end.

Matters to be taken into consideration by Council in determining the extent of any financial offers may include:

- a) the length of service;
- b) the conscientiousness of the employee over the past employment;
- c) the value of the employee's service having regard to position(s) held and the regard given by Council to the employee's contribution;
- d) the length of time to retirement;
- e) the personal circumstances of the employee including family responsibility, future employment prospects and alternative sources of income; and
- f) possible exposure to litigation if the employee was dismissed having regard to obligations of Council under the State Equal Opportunity Act, the Commonwealth Disability Discrimination Act and the Commonwealth Workplace Relations Act.

Definition of a week's pay

The term "weeks pay" means the normal weekly salary or wage payable to the employee including any penalty rates normally paid but excluding overtime or intermitted payments. The term also includes salary or wages specifically sacrificed for additional non-award benefits but does not include the value of any non-award benefit normally provided for the employee's position (such as a vehicle in case of a senior position, the normal superannuation provided to all employees etc).

Additional monies payment in exceptional circumstances

Nothing in this Policy prevents Council from determining that in special circumstances, terminating employees may be paid additional monies or provided additional benefits where justified.

If Council so determines, details of the severance pay and benefits shall be published in accordance with section 5.50 (2) of the Act.

Part C – Redundancy**Background**

The need for a proforma redundancy policy arises because of changes and challenges faced by Local Government –

- a) “Hilmer”, the National Competition Policy, accountability for delivery, cost efficient services demanded by electors, competitive tendering and contracting-out.
- b) New trends in WA Local Government requiring a re-evaluation of existing structures and services, and ways and means of reacting to demands from the State Government and the electors.
- c) The possibility of future amalgamations of local governments, splits of existing large local governments and changes in boundaries.

Commission TCR Standard

The commission’s standard award minimum is the so-called “TCR” standard arising from the Full Bench Termination, Change and Redundancy Decisions. Some organisations have recently chosen to apply higher benefits which have been included in some enterprise agreements. Nevertheless the appropriate award provisions will continue to apply and this policy is to be read in conjunction with those award provisions – see clause 47 of the Local Government Officers’ (WA) Award and clause 6B of the Municipal Employees’ (WA) Award.

Consultation

- a) The Local Government will consult employees likely to be affected by any proposed change as to the need for and/or reason for the change and no definite decision will be made until this process has been followed.
- b) Where an employer has made a definite decision that the employer no longer wishes the job the employee has been doing to continue, and this is not due to the ordinary and customary turnover of labour and the decision may lead to the termination of employment, the employer shall hold discussions with the employees directly affected and with their union or unions.
- c) The discussions shall take place as soon as is practicable after the employer has made a definite decision which will invoke the provisions of paragraph (b) hereof, and shall cover, inter alia, any reasons for the proposed terminations, measures to avoid or minimise the terminations and measures to mitigate any adverse effects of any terminations on the employees concerned.
- d) For the purposes of discussion the employer shall as soon as practicable provide in writing to the employees concerned and their union(s), all relevant information about the proposed terminations including the reasons for the proposed terminations, the number and categories of employees likely to be affected and the number of workers normally employed and the period over which the terminations are likely to be carried out.

Provided that any employer shall not be required to disclose confidential information, the disclosure of which would be inimical to the employer’s interests.

(NOTE: paragraphs (b), (c) and (d) have been taken directly from the awards and reflect the TCR requirements as to discussion prior to termination).

Transfers Within the Organisation

Wherever possible and practical, appropriate employees should be offered a transfer to other positions within the enterprise and also offered the necessary and reasonable training to effect a successful transition.

Where an employee is transferred to other duties for the purpose of avoiding retrenchment and those duties attract a lesser rate of pay than the incumbents previous position, the Local Government will make up the difference between the two rates of pay for the period of twelve months (or 2 years in the case of employees covered by clause 6 below). After this time, the lesser rate will apply.

Severance Benefits

Where a position has been made redundant and a suitable transfer has not been possible, an employee may be retrenched on the following basics:

- a) A maximum period of notice possible but in any event no less than 4 weeks or payment in lieu of notice to a maximum of 4 weeks;
- b) Payment of 2 weeks pay;
- c) Plus 2 weeks pay for each completed year of service with the local government;
- d) The maximum payable under (b) and (c) shall be 26 weeks pay provided that the severance payments shall not exceed the amount which the employee would have earned if employment with the employer had proceeded to the employee's normal retirement date;
- e) Where an employee has been employed with the Local Government for a minimum of 5 years, pro rata long service leave shall be provided if the employee is not otherwise entitled to pro rata long service leave under the Local Government Long Service Leave Regulations;
- f) All other pro rata entitlements payable under the appropriate award or agreement to a terminating employee will be paid;
- g) During the notice period the employee shall be allowed reasonable time off from the job without loss of pay to attend employment interviews or other similar activities to assist the employee find employment.
- h) (Optional provisions for local governments in remote locations). Where the employee was originally engaged from a distant location, reasonable relocation assistance may be provided to the place of engagement or another place (at a cost no more than relocation to original point of hire). Relocation assistance will be at Council's discretion and considered according to circumstances;
- i) Where the circumstances of a retrenched employee are such that will be extremely difficult for that employee to find another job, Council may exercise its discretion to provided additional benefits to such employees. In this event, details of the total redundancy package for such an employee shall be published in accordance with section 5.50(2) of the Local Government Act.
- j) The terms "weeks pay" means the normal weekly salary or wage payable to the employee including any penalty rates normally paid but excluding overtime or intermitted payments. The term also includes salary or wages specifically sacrificed for additional non-award benefits but does not include the value of any non-award benefits but does not include the value of any non-award benefit normally provided for the employee's position (such as a vehicle in the case of a senior position, the normal superannuation contribution provided to all employees etc).

Local Government Boundary Change Amalgamations and Break-ups

- a) Where a restructuring of Local Government boundaries (such as a break up of a Local Government or an amalgamation of Local Governments) results in a surplus of employees. Schedule 2.1 clause 11(4) of the Local Government Act provides for two years guaranteed employment except where employer and employee are able to agree to a mutually acceptable severance package.
- b) Clauses 3 and 4 above will apply. If a transfer is arranged, the “no reduction” provision in clause 4(b) will apply for two years.
- c) Where a transfer is not possible, retrenchment will be offered on the basis of clause 5 above. Additional benefits may be offered in accordance with clause 5(i) in an endeavour to reach a mutually acceptable severance package.
- d) If agreement on a severance package is not possible, the employee will be offered work for two years on conditions no less favourable than the existing contract of employment.
- e) At any time during the two years additional employment the Local Government and employee may re-open negotiations in an endeavour to reach agreement on a mutually acceptable severance package.
- f) Where an employee remains in employment for two years pursuant to schedule 2.1 of the Local Government Act and is then made redundant, there will be no entitlement to the redundancy benefits provided in clause 5. Redundancy benefits in accordance with the appropriate award will still apply.

Counselling

Counselling by a professional counselling service shall be available for any employee who has been or is to be retrenched. In appropriate circumstances an outplacement service may also be offered. In this event no payment in lieu of such service will be made.

Termination During Notice

An employee who has been given notice of retrenchment in accordance with clause 5 may terminate during the period of notice and shall be entitled to the same benefits and payments as if he/she had remained until the expiry of the notice. Provided that in such circumstances, the employee shall not be entitled to payments in lieu of notice.

Alternative Work

Should the Local Government have made suitable arrangement for alternative employment and the employee is not consequently unduly prejudiced, the additional benefits over and above the appropriate award arising from this Policy shall not apply. In addition the Local Government may make application to the Commission to have the award severance pay prescription varied in the case of such an employee according to the particular circumstances.

Exclusions

- a) Benefits provided under this Policy which go beyond the appropriate award shall not apply where employment is terminated as a consequence of conduct that justifies Instant dismissal, including malingering, inefficiency or neglect of duty.
- b) This Policy does not apply in the case of casual or temporary employees who were engaged for a specific time period or for a specific reason or specific task, project or program.
- c) This Policy does not apply to an employee engaged on a fixed term contract where the term of the contract expires.

– End of Schedule

11.8 Offer of Employment – Included in HR Manual

Introduction

Objective

History	Adopted	18 August 1999
	Former Policy	3.13
	Amended / confirmed	21 August 2008
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

1. All letters offering employment shall be signed by the Chief Executive Officer, or the CEO's authorised delegate.
2. All letters offering employment will contain the following details (as and if appropriate to the position):
 - a) The details of any probationary period
 - b) The name of the position
 - c) That the position has been designated "senior" pursuant to s.5.37 of the Act
 - d) The pay rate and hours of work (and salary review provisions)
 - e) A statement as to whether overtime will be paid
 - f) A statement that Council reserves the right to reduce overtime where circumstances warrant
 - g) A statement as to whether Rostered Days Off apply to the position and, if so, the conditions pertaining thereto
 - h) A statement as to any regular allowances that will be paid
 - i) A statement as to award coverage (or workplace agreement coverage)
 - j) A statement concerning travelling and camping
 - k) A statement concerning superannuation
 - l) A statement concerning housing, including the need to enter a written tenancy agreement, the rent payable, the right of council to review rents, the bond payable, and how the bond instalments will be deducted from pay
 - m) A statement of subsidies to be paid
 - n) A detailed statement as to leave, including a statement as to leave entitlement, whether or not leave loading applies (and the rate), a statement that annual leave must be taken at a mutually agreed time, and a statement of obligation to notify as soon as possible concerning unexpected absences.
 - o) A statement concerning relocation expenses
 - p) A statement that a medical examination will be required
 - q) Proposed commencement date
 - r) Any other matter the CEO considers relevant
3. All letters of offices of employment shall have enclosed with them:
 - a) Copy of the current Shire of Yalgoo Code of Conduct
 - b) A copy of the Occupational Health and Safety Policy and Rules
 - c) A copy of the relevant entry in the Delegations Register (where applicable)
 - d) Any other applicable information, such as – Use of Information Technology, Confidential Information etc.

4. All letters of offer of employment shall require the addressee to respond by signing and returning an acceptance that the offeree:
- a) acknowledges and accepts the conditions of employment set out in the letter
 - b) acknowledges and agrees to abide by the Code of Conduct
 - c) acknowledges and agrees to abide by the Safety Policy and Rules
 - d) (where applicable) acknowledges and agrees to act within the delegated authorities of the position

– End of Policy

COMMENT

Included in HR manual under recruitment and selection policy

11.9 Gratuitous Payments to Employees

Introduction	Amendments to this Policy must be advertised and submissions considered in accordance with the Local Government Act, prior to being confirmed.	
	Policy 11.7– Severance and Redundancy Pay only goes so far as to set out circumstances whereby payments may be made for severance and redundancy. This additional policy addresses the situation of gratuitous payments to departing employees who have provided satisfactory service.	
Objective	To show appreciation to valued employees, who are leaving the Shire’s employ and to comply with section 5.50 (1) of the Local Government Act 1995.	
History	Adopted	19 July 2007 and advertised
	Former Policy	3.16A
	Amended / confirmed	21 August 2008
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

- That for the purpose of section 5.50 (1) of the Act, and on the recommendation of the CEO, the following approximate amounts be spent on a presentation gift to employees who retire or resign after a period of satisfactory service –

5 – 10 years \$200	15 – 20 years \$600
10 – 15 years \$400	20 years plus \$1,000
- The CEO may at his/her discretion make a presentation gift where an employee leaves prior to 5 years service, at a value not exceeding \$25 for each year of service.
- The Council reserves the right to pay an additional amount to that set out in this policy, where it considers circumstances warrant, in which event local public notice will be given.

– End of Policy

COMMENT

11.10 Gifts to Employees by Third Parties

Introduction	Various aspects relating to the declaration and receipt of gifts is covered by –		
	- Local Government Act s.5.82 - Administration Regulations 25 and - Rules of Conduct Regulations 12		
Objective	To clarify Council's expectations relating to receiving, notification and declaration of gifts by employees		
History	Adopted	21 August 2008	
	Review adopted		OCM Apr2020
Review Frequency	4 yearly		

Policy Statement

Insofar as is practicable –

- Local Government Act s.5.82
- Administration Regulations 25 and
- Rules of Conduct Regulations 12

are extended so as to apply to –

- o designated officers as per Policy 11.1,
- o employees either exercising a purchasing function, as per Policy 7.1, or making recommendations regarding purchasing to those employees.

– End of Policy

COMMENT

Local Government Act s.5.82 –

- (1) – details of the gift to be disclosed in annual return
- (2) – exclusions from disclosure: if the cumulative total of gifts does not exceed the prescribed amount, or the gift/s is from a relative
- (3) – value of the gift is the value at the time the gift was made
- (4) – definition of “gift”

Administration Reg.25 –

- this regulation deals with the declaration of gifts in annual returns – not notification of gifts to CEO, nor whether or not a gift may or may not be received
- requires that a “relevant person” (elected member or designated employee – refer LG Act s.5.74) must declare any gift over \$200 in an Annual Return
 - o declaration is not limited by the qualifications of Rules of Conduct Regs 12 (2) and (3) – it applies to all gifts
 - o designated employees are the CEO and those as determined by Council. They are required to complete primary and annual returns, and are usually those who prepare reports and recommendations for Council decision,
 - o some employees may prepare reports, exercise a purchasing function, or have effective control of purchasing for a particular area, but not be designated employees

Rules of Conduct Reg.12 –

- this regulation applies to “council members” (i.e. elected members) not employees

- r.12 (2) – over \$300 is prohibited, if from someone who now or in the future, may seek a discretionary decision of Council.
- r.12 (3) – a gift between \$50 and \$300 is notifiable, if from someone who now or in the future, may seek a discretionary decision of Council.
- corollary of (2) and (3) – if the person giving the gift does not, has not, and is never likely to approach Council for a decision, and is not subject to any Shire authority, the gift does not need to be declared, and is not subject to any limits.
 - o **Extreme care** needs to be taken with this corollary, as it would be reasonable to expect that almost every person giving a gift would be likely to have some commercial or regulatory contact with Council at some point that may require a decision to be made.

A gift is not a single occurrence and multiple gifts do not have to be of similar character – it is the total gifts received from a single source within a period of 6 months.

- a gift of \$30 is considered token and does not have to be declared, but if 2 gifts of \$30 in a six-month period are received from the same source, both must be declared.
- the ultimate source of a gift must be considered. A company may have several different business names but be essentially the same entity. The Regulations must not be evaded by declaring different donors when, to all intents and purposes, it is the same person/company.

11.11 Emergency Services – Call Outs During Work Hours

Introduction	Many staff are involved in either the Volunteer Fire Brigade or St John's Ambulance Sub-Centre, and can be called out to attend an emergency during or after work hours.	
Objective	This Policy is intended to ensure that employees are not penalised for volunteering for emergency services.	
History	Adopted	26 November 2009
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

1. Employees who are required to respond to an emergency service call is to be paid for the duration of the call out that overlaps with usual work hours, as though they are at work, so as not to penalise them for their contribution as a volunteer to the community.
2. Where the employee was called out on a weekend or overnight, the principles of the Awards requiring a minimum time off of 10 Hours is to apply.

Example – if after a callout, the employee does not get back to town until 2.00am, they are not expected to commence work until midday, thus giving them a break of 10 hours. As the works crew commences work at 6.30 am, the time between 6.30am and midday would be paid as though worked. This principle also complies with Council's Fitness for Work Policy.
3. In the case of Volunteer Bush Fire Brigade members, as the organisation is the responsibility of the Shire, payment will be continued for the hours "worked" for duration of the emergency, unless the CEO considers it necessary to withdraw or stand-down employees from the emergency duty for whatever reason.
4. In the case of St Johns Ambulance volunteers, as the organisation is not the responsibility of the Shire, the payment will be limited to those hours which would normally have been worked.
5. Where employees may be called out for other purposes (e.g land search, flood evacuation etc), the CEO is to decide whether the principles of (3) or (4) above, are to apply.

6. Should the CEO withdraw or stand-down employees, this does not prevent the person continuing as an unpaid volunteer in their private capacity.

– End of Policy

COMMENT

20 February 2014: cross check against DFES policies for fatigue management

11.12 Employee Code of Conduct

History	Adopted 21 August 2008
Former Policy	1.1 Code of Conduct – Based on WALGA Model of February 2008 (2020 Policy Manual) – <i>note policy 1.1 previously covered employees and Elected Members, now split into 2 policies.</i>
Amended / confirmed	January 2022 [Council Resolution 2022-01-14]

Review Frequency 4 yearly

Introduction

The Shire of Yalgoo Code of Conduct (the Code) provides employees with clear guidelines for the standards of professional conduct expected of them in carrying out their functions and responsibilities.

The Code addresses the broader issue of ethical responsibility and encourages transparency and accountability. The Code expresses the Shire's commitment to high standards of ethical and professional behaviour and outlines the principles in which individual responsibilities are based.

The Code is complementary to the principles adopted in the *Local Government Act 1995* (the Act) and associated regulations, which incorporate four fundamental aims:

- (a) *better decision-making by local governments;*
- (b) *greater community participation in the decisions and affairs of local governments;*
- (c) *greater accountability of local governments to their communities; and*
- (d) *more efficient and effective local government.*

Statutory environment

The Code addresses the requirement in section 5.51A of the Act for the CEO to prepare and implement a code of conduct to be observed by employees of the Local Government, and includes the matters prescribed in Part 4A of the *Local Government (Administration) Regulations 1996*.

The Code should be read in conjunction with the Act and associated regulations. Employees should ensure that they are aware of their statutory responsibilities under this and other legislation.

Application

For the purposes of the Code, the term employees includes persons employed by the Shire of Yalgoo or engaged by the Shire of Yalgoo under a contract for services. The Code applies to all employees, including the CEO, while on the Local Government's premises or while engaged in Local Government related activities. Clause 3.15 of this Code (Gifts), does not apply to the CEO.

Values/vision/mission

Please refer to the Shires Values, Vision and Mission as adopted in the Governance and Organisation Policy Manual.

Code of Conduct

Role of Employees

The role of employees in Local Government is determined by the functions of the CEO as set out in section 5.41 of the Act.

5.41. Functions of CEO

The CEO's functions are to:

- (a) advise the council in relation to the functions of a local government under this Act and other written laws;*
- (b) ensure that advice and information is available to the council so that informed decisions can be made;*
- (c) cause council decisions to be implemented;*
- (d) manage the day to day operations of the local government;*
- (e) liaise with the mayor or president on the local government's affairs and the performance of the local government's functions;*
- (f) speak on behalf of the local government if the mayor or president agrees;*
- (g) be responsible for the employment, management supervision, direction and dismissal of other employees (subject to section 5.37(2) in relation to senior employees);*
- (h) ensure that records and documents of the local government are properly kept for the purposes of this Act and any other written law; and*
- (i) perform any other function specified or delegated by the local government or imposed under this Act or any other written law as a function to be performed by the CEO.*

Local Government Act 1995

Principles affecting employment by the Shire

The principles set out in section 5.40 of the Act apply to the employment of the Shire's employees:

5.40. Principles affecting employment by local governments

The following principles apply to a local government in respect of its employees —

- (a) employees are to be selected and promoted in accordance with the principles of merit and equity; and*
- (b) no power with regard to matters affecting employees is to be exercised on the basis of nepotism or patronage; and*
- (c) employees are to be treated fairly and consistently; and*
- (d) there is to be no unlawful discrimination against employees or persons*

seeking employment by the City on a ground referred to in the Equal Opportunity Act 1984 or on any other ground; and

- (e) employees are to be provided with safe and healthy working conditions in accordance with the Occupational Safety and Health Act 1984; and*
- (f) such other principles, not inconsistent with this Division, as may be prescribed.*

Local Government Act 1995

Personal Behaviour

Employees will:

- (a) act, and be seen to act, properly, professionally and in accordance with the requirements of the law, the terms of this Code and all policies of the Shire;
- (b) perform their duties impartially and in the best interests of the Shire, uninfluenced by fear or favour;
- (c) act in good faith (i.e. honestly, for the proper purpose, and without exceeding their powers) in the interests of the Shire and the community;
- (d) make no allegations which are improper or derogatory (unless true and in the public interest);
- (e) refrain from any form of conduct, in the performance of their official or professional duties, which may cause any reasonable person unwarranted offence or embarrassment; and
- (f) always act in accordance with their obligation of fidelity to the Shire.

Honesty and Integrity

Employees will:

- (a) observe the highest standards of honesty and integrity, and avoid conduct which might suggest any departure from these standards;
- (b) be frank and honest in their official dealing with each other; and
- (c) report any dishonesty or possible dishonesty on the part of any other employee to their Manager, CEO or Shire President in accordance with this Code and the Shire's policies.

Performance of Duties

While on duty, employees will give their whole time and attention to the Shire's business and ensure that their work is carried out efficiently, economically and effectively, and that their standard of work reflects favourably both on them and on the Shire.

Compliance with Lawful and Reasonable Directions, Decisions and Policies

- (a) Employees will comply with any lawful and reasonable direction given by any person having authority to make or give such an order, including but not limited to their Manager or the CEO.
- (b) Employees will give effect to the lawful decisions and policies of the Shire, whether or not they agree with or approve of them.

Administrative and Management Practices

Employees will ensure compliance with proper and reasonable administrative practices and conduct, and professional and responsible management practices.

Intellectual Property

The title to Intellectual Property in all duties relating to contracts of employment will be assigned to the Shire upon its creation unless otherwise agreed by separate contract.

Recordkeeping

Employees will ensure complete and accurate local government records are created and maintained in accordance with the Shire's Recordkeeping Plan.

Dealing with Other Employees

- (a) Employees will treat other employees with respect, courtesy and professionalism, and refrain from behaviour that constitutes discrimination, bullying or harassment.
- (b) Employees must be aware of, and comply with their obligations under relevant law and the Shire's policies regarding workplace behaviour and occupational safety and health listed in this Policy Manual and the Human Resources Manual and Occupational Safety Portal (Safe Working Methods).
- (c) Employee behaviour should reflect the Shire's values and contribute towards creating and maintaining a safe and supportive workplace.

Dealing with community

- (a) Employees will treat all members of the community with respect, courtesy and professionalism.
- (b) All Shire services must be delivered in accordance with relevant policies and procedures, and any issues resolved promptly, fairly and equitably.
- (c) Wherever practical employees should aim to meet the timeframes and level of service outlined in the Shire's Customer Service Charter.

Professional Communications

- (a) All aspects of communication by employees (including verbal, written and electronic), involving the Shire's activities should reflect the status, values and objectives of the Shire
- (b) Communications should be accurate, polite and professional.

Personal Communications and Social Media

- (a) Personal communications and statements made privately in conversation, written, recorded, emailed or posted in personal social media, have the potential to be made public, whether intended or not.
- (b) Employees must not, unless undertaking a duty in accordance with their employment, disclose information, make comments or engage in communication activities about or on behalf of the Shire, it's Council Members, employees or contractors, which breach this Code.
- (c) Employee comments which become public and breach the Code of Conduct, or any other operational policy or procedure, may constitute a disciplinary matter and may also be determined as misconduct and be notified in accordance with the *Corruption, Crime and Misconduct Act 2003*.

Personal Presentation

Employees are expected to comply with professional, neat and responsible dress standards at all times, in accordance with the Shire's relevant policies and procedures.

Gifts

(a) Application

This clause does not apply to the CEO.

(b) Definitions

In this clause –

activity involving a local government discretion has the meaning given to it in the *Local Government (Administration) Regulations 1996*;

activity involving a local government discretion means an activity —

- (a) that cannot be undertaken without an authorisation from the local government; or
- (b) by way of a commercial dealing with the local government;

[r.19AA of the *Local Government (Administration) Regulations 1996*]

associated person has the meaning given to it in the *Local Government (Administration) Regulations 1996*;

associated person means a person who —

- (a) is undertaking or seeking to undertake an activity involving a local government discretion; or
- (b) it is reasonable to believe, is intending to undertake an activity involving a local government discretion

[r.19AA of the *Local Government (Administration) Regulations 1996*]

gift has the meaning given to it in the *Local Government (Administration) Regulations 1996*;

gift —

- (a) has the meaning given in section 5.57 [of the *Local Government Act 1995*]; but
- (b) does not include —
 - (i) a gift from a relative as defined in section 5.74(1); or
 - (ii) a gift that must be disclosed under the *Local Government (Elections) Regulations 1997* regulation 30B; or
 - (iii) a gift from a statutory authority, government instrumentality or non-profit association for professional training; or
 - (iv) a gift from WALGA, the Australian Local Government Association Limited (ABN 31 008 613 876), the Local Government Professionals Australia WA (ABN 91 208 607 072) or the LG Professionals Australia (ABN 85 004 221 818);

[r.19AA of the *Local Government (Administration) Regulations 1996*]

gift means —

(a) a conferral of a financial benefit (including a disposition of property) made by 1 person in favour of another person unless adequate consideration in money or money's worth passes from the person in whose favour the conferral is made to the person who makes the conferral; or

(b) a travel contribution;

travel includes accommodation incidental to a journey;

travel contribution means a financial or other contribution made by 1 person to travel undertaken by another person

[Section 5.57 of the Local Government Act 1995]

relative, in relation to a relevant person, means any of the following —

(a) a parent, grandparent, brother, sister, uncle, aunt, nephew, niece, lineal descendant of the relevant person or of the relevant person's spouse or de facto partner;

(b) the relevant person's spouse or de facto partner or the spouse or de facto partner of any relative specified in paragraph (a),

whether or not the relationship is traced through, or to, a person whose parents were not actually married to each other at the time of the person's birth or subsequently, and whether the relationship is a natural relationship or a relationship established by a written law;

[Section 5.74(1) of the Local Government Act 1995]

prohibited gift has the meaning given to it in the *Local Government (Administration) Regulations 1996*;

prohibited gift, in relation to a local government employee, means —

(a) a gift worth the threshold amount or more; or

(b) a gift that is 1 of 2 or more gifts given to the local government employee by the same person within a period of 1 year that are in total worth the threshold amount or more;

[r.19AA of the Local Government (Administration) Regulations 1996]

reportable gift means:

(i) a gift worth more than \$50 but less than \$300; or

(ii) a gift that is 1 of 2 or more gifts given to the local government employee by the same person within a period of 1 year that are in total worth more than \$50 but less than \$300.

threshold amount has the meaning given to it in the *Local Government (Administration) Regulations 1996*, subject to the CEO's determination under subclause (c);

threshold amount, for a prohibited gift, means \$300 or a lesser amount determined under regulation 19AF.

[r.19AA of the Local Government (Administration) Regulations 1996]

(c) Determination

In accordance with Regulation 19AF of the *Local Government (Administration) Regulations 1996*, the CEO has chosen not to determine a lesser amount.

- (d) Employees must not accept a prohibited gift from an associated person.
- (e) An employee who accepts a reportable gift from an associated person is to notify the CEO in accordance with subclause (f) and within 10 days of accepting the gift.
- (f) The notification of the acceptance of a reportable gift must be in writing and include:
 - (i) the name of the person who gave the gift; and
 - (ii) the date on which the gift was accepted; and
 - (iii) a description, and the estimated value, of the gift; and
 - (iv) the nature of the relationship between the person who is an employee and the person who gave the gift; and
 - (v) if the gift is one of two or more accepted from the same person within a period of one year:
 - (1) a description;
 - (2) the estimated value; and
 - (3) the date of acceptance,
 of each other gift accepted within the one year period.
- (g) The CEO will maintain a register of reportable gifts and record in it details of notifications given to comply with subclause (f).
- (h) The CEO will arrange for the register maintained under subclause (g) to be published on the Shire's official website.
- (i) As soon as practicable after a person ceases to be an employee, the CEO will remove from the register all records relating to that person. The removed records will be retained for a period of at least 5 years.

Conflict of Interest

- (a) Employees will ensure that there is no actual (or perceived) conflict of interest between their personal interests and the impartial fulfilment of their professional duties.
- (b) Employees will not engage in private work with or for any person or body with an interest in a proposed or current contract with the Shire, without first disclosing the interest to the CEO. In this respect, it does not matter whether advantage is in fact obtained, as any appearance that private dealings could conflict with performance of duties must be scrupulously avoided.
- (c) Employees will lodge written notice with the CEO describing an intention to undertake a dealing in land which is within the district of the Shire, or which may otherwise be in conflict with the Local Government's functions (other than purchasing the principal place of residence).
- (d) Employees who exercise a recruitment or any other discretionary function will disclose any actual (or perceived) conflict of interest to the CEO before dealing with relatives or friends and will disqualify themselves from dealing with those persons.
- (e) Employees will conduct themselves in an apolitical manner and refrain from political activities which could cast doubt on their neutrality and impartiality in acting in their professional capacity.

Secondary Employment

An employee must not engage in secondary employment (including paid and unpaid work) without receiving the prior written approval of the CEO.

Disclosure of Financial Interests

- (a) All employees will apply the principles of disclosure of financial interest as contained within the Act.
- (b) Employees who have been delegated a power or duty, have been nominated as ‘designated employees’ or provide advice or reports to Council or Committees, must ensure that they are aware of, and comply with, their statutory obligations under the Act.

Disclosure of Interests Relating to Impartiality

- (a) In this clause, **interest** has the meaning given to it in the *Local Government (Administration) Regulations 1996*.

interest —

- (a) means an interest that could, or could reasonably be perceived to, adversely affect the impartiality of the person having the interest; and
- (b) includes an interest arising from kinship, friendship or membership of an association.

[r.19AA of the *Local Government (Administration) Regulations 1996*]

- (b) An employee who has an interest in any matter to be discussed at a Council or Committee meeting attended by the employee is required to disclose the nature of the interest:
 - (i) in a written notice given to the CEO before the meeting; or
 - (ii) at the meeting immediately before the matter is discussed.
- (c) An employee who has given, or will give, advice in respect of any matter to be discussed at a Council or Committee meeting not attended by the employee is required to disclose the nature of any interest the employee has in the matter:
 - (i) in a written notice given to the CEO before the meeting; or
 - (ii) at the time the advice is given.
- (d) A requirement described under (b) and (c) excludes an interest referred to in Section 5.60 of the Act.
- (e) An employee is excused from a requirement made under (b) or (c) to disclose the nature of an interest because they did not now and could not reasonably be expected to know:
 - (i) that they had an interest in the matter; or
 - (ii) that the matter in which they had an interest would be discussed at the meeting and they disclosed the nature of the interest as soon as possible after the discussion began.
- (f) If an employee makes a disclosure in a written notice given to the CEO before a meeting to comply with requirements of (b) or (c), then:
 - (i) before the meeting the CEO is to cause the notice to be given to the person who is to preside at the meeting; and
 - (ii) at the meeting the person presiding must bring the notice and its contents to the attention of persons present immediately before a matter to which the disclosure relates is discussed.

- (g) If:
- (i) to comply with a requirement made under item (b), the nature of an employee's interest in a matter is disclosed at a meeting; or
 - (ii) a disclosure is made as described in item (e)(ii) at a meeting; or
 - (iii) to comply with a requirement made under item (f)(ii), a notice disclosing the nature of an employee's interest in a matter is brought to the attention of the persons present at a meeting,
- the nature of the interest is to be recorded in the minutes of the meeting.

Use and Disclosure of Information

- (a) Employees must not access, use or disclose information held by the Shire except as directly required for, and in the course of, the performance of their duties.
- (b) Employees will handle all information obtained, accessed or created in the course of their duties responsibly, and in accordance with this Code, the Shire's policies and procedures.
- (c) Employees must not access, use or disclose information to gain improper advantage for themselves or another person or body, in ways which are inconsistent with their obligation to act impartially and in good faith, or to improperly cause harm, detriment or impairment to any person, body, or the Shire.
- (d) Due discretion must be exercised by all employees who have access to confidential, private or sensitive information.
- (e) Nothing in this section prevents an employee from disclosing information if the disclosure:
 - (i) is authorised by the CEO or the CEO's delegate; or
 - (ii) is permitted or required by law.

Improper or Undue Influence

- (a) Employees will not take advantage of their position to improperly influence Council Members or employees in the performance of their duties or functions, in order to gain undue or improper (direct or indirect) advantage or gain for themselves or for any other person or body.
- (b) Employees must not take advantage of their position to improperly influence any other person in order to gain undue or improper (direct or indirect) advantage or gain, pecuniary or otherwise, for themselves or for any other person or body.
- (c) Employees must not take advantage of their positions to improperly disadvantage or cause detriment to the local government or any other person.

Use of Shire Resources

- (a) In this clause –

Shire resources includes local government property and services provided or paid for by the Shire;

local government property has the meaning given to it in the Act.

local government property means anything, whether land or not, that belongs to, or is vested in, or under the care, control or management of, the local government

[Section 1.4 of the *Local Government Act 1995*]**(b) Employees will:**

- (i) be honest in their use of Shire resources and must not misuse them or permit their misuse (or the appearance of misuse) by any other person or body;
- (ii) use Shire resources entrusted to them effectively, economically, in the course of their duties and in accordance with relevant policies and procedures; and
- (iii) not use the Shire's resources (including the services of employees) for private purposes (other than when supplied as part of a contract of employment), unless properly authorised to do so, and appropriate payments are made (as determined by the CEO).

Use of Shire Finances

- (a) Employees are expected to act responsibly and exercise sound judgment with respect to matters involving the Shire's finances.
- (b) Employees will use Shire finances only within the scope of their authority, as defined in position descriptions and policies and procedures.
- (c) Employees with financial management responsibilities will comply with the requirements of the *Local Government (Financial Management) Regulations 1996*.
- (d) Employees exercising purchasing authority will comply with the Shire's Purchasing Policy, and the systems and procedures established by the CEO in accordance with regulation 5 of the *Local Government (Financial Management) Regulations 1996*.
- (e) Employees will act with care, skill, diligence, honesty and integrity when using local government finances.
- (f) Employees will ensure that any use of Shire finances is appropriately documented in accordance with the relevant policy and procedure, including the Shire's Recordkeeping Plan.

Reporting of Suspected Breaches of the Code of Conduct

Employees may report suspected breaches of the Code to their Manager, DCEO or the CEO, in accordance with the Shire's Complaints Policy.

Handling of Suspected Breaches of the Code of Conduct

Suspected breaches of the Code will be dealt with in accordance with the relevant Shire policies and procedures, depending on the nature of the suspected breach.

Reporting Suspected Unethical, Fraudulent, Dishonest, Illegal or Corrupt Behaviour

- (a) Employees may report suspected unethical, fraudulent, dishonest, illegal or corrupt behaviour to their supervisor or the CEO in accordance with the Shire's complaints or human resources policies.
- (b) In accordance with the *Corruption, Crime and Misconduct Act 2003*, if the CEO suspects on reasonable grounds that the alleged behaviour may constitute misconduct as defined in that Act, the CEO will notify:
 - (i) the Corruption and Crime Commission, in the case of serious misconduct; or
 - (ii) the Public Sector Commissioner, in the case of minor misconduct.

- (a) Employees, or any person, may also report suspected serious misconduct to the Corruption and Crime Commission or suspected minor misconduct to the Public Sector Commissioner.
- (d) Employees, or any person, may also make a Public Interest Disclosure to report suspected unethical, fraudulent, dishonest, illegal or corrupt behaviour, using Shire's Public Interest Disclosure Procedures, published on the Shire's website.

Handling of Suspected Unethical, Fraudulent, Dishonest, Illegal or Corrupt Behaviour

Suspected unethical, fraudulent, dishonest, illegal or corrupt behaviour will be dealt with in accordance with the appropriate Shire policies and procedures, and where relevant, in accordance with the lawful directions of the appropriate statutory body.

12. PLANT and EQUIPMENT

12.1 Private use of Council Vehicles

Introduction

Objective To establish parameters for private use of all vehicles purchased, leased or hired by Council. This includes conditions of use for private use.

History	Adopted	20 July 1988
	Amended	8 October 1997
	Amended	28 April 2019
	Former Policy	8.1
	Amended / confirmed	21 August 2008
	Review adopted	OCM Apr2020

Review Frequency 4 yearly

Policy Statement

The primary use of Council vehicles is for the purpose of providing works, services and facilities to the community to achieve corporate and program objectives. Any other use is classified as secondary use for these vehicles.

Supply of Vehicles for Private Use – Senior Staff

Council will provide vehicles for private use to various senior employees. The positions held by employees to whom this refers to are:

- Chief Executive Officer
- Senior Officers as required or appropriate

The type of vehicle supplied for private use will be determined by Council or the Chief Executive Officer., in relation to Executive Officers.

The private use of vehicles for the above-mentioned applies as part of a salary package/contract which has been approved by Council as part of that package.

Supply of Vehicles for Private Use – Other Staff

No private use of any vehicle by all other staff may be approved without the express approval of the Chief Executive Officer, prior to any use.

General Conditions of Use

- a) Where an employee is provided with private use, he/she will ensure the adequate security of the vehicle whilst in private use and carry out regular routine maintenance and cleaning to ensure the vehicle is kept in a safe and clean condition, to agreed standards.
- b) The motor vehicle shall be available for business during normal working hours, except whilst the employee is absent on leave (apart from the CEO's).
- c) The vehicle may be used by any member of staff at the discretion of the Chief Executive Officer.
- d) Council prohibits any member or employee of Council, from smoking in any Council vehicle at any time.

Other Conditions of Use

- a) Unrestricted private use of the vehicle shall be limited to the participating employee and his/her partner. Members of the employee's immediate family who have a current driver's license, may also drive the vehicle, however under no circumstances shall they to use the vehicle for their own private use.
- b) In the event of a Council officer having their license suspended, the officer is forbidden to drive any Council vehicle.
- c) Vehicles are not to be used for rally or endurance racing.

Vehicle Replacement

The replacement of passenger vehicles is to be carried out to provide the most cost-effective return to Council, within budget, as determined by the Chief Executive Officer.

– End of Policy

12.2 Community Bus

Introduction

Objective

History	Adopted	17 February 1999
	Amended	16 August 2001
	Former Policy	10.8
	Amended / confirmed	21 August 2008
	Review adopted	OCM Apr2020
	Amended / confirmed	25 March 2021 [C2021-0314]
Review Frequency	4 yearly	

Policy Statement

The following Policy Schedule 12.2 – Community Bus Conditions of Use is adopted and forms part of this Statement.

– End of Policy

COMMENT

Policy Schedule 12.2 – Community Bus Conditions of Hire

1. Applications for use are to be in writing on forms available from the Shire Office, Lot 173 Gibbons Street, Yalgoo.
2. Each application is treated on its own merits and authority to approve or refuse rests with the Chief Executive Officer.
3. Groups wishing to make permanent bookings may do so only for one calendar year in advance. The applications are then processed according to individual merit having regard to the financial and social needs of the group.
4. Only nominated authorised drivers may operate the bus. Authorised drivers must be nominated at the time of booking the bus. If it is proposed to travel more than 500kms in a single day, at least two authorised drivers must be nominated.
5. To be authorised as a driver, a person must –
 - Hold and produce a valid driver's licence of an appropriate class (i.e. minimum Class LR).
 - Undertake a satisfactory familiarisation session in the operation of the vehicle, under the supervision of a senior officer of the Council.
 - Have a good driving record, and be seen to be a responsible driver within the community of Yalgoo.
6. Approved groups may apply for permission to use their own authorised driver. Organisations wishing to provide their own drivers must provide identification details and proof of licence. All drivers may be required to pass a test run to the satisfaction of a nominated Council representative, if not known to the Shire.
7. All groups using the vehicle shall be required to complete the appropriate forms and abide by the terms and conditions of use.
8. Users shall pay in advance the daily hire fee for use of the bus. The daily charge will be as adopted by the Council from time to time in its Schedule of Fees and Charges.
9. Users shall also pay in advance a security deposit as adopted by the Council from time to time in its Schedule of Fees and Charges. This deposit will be refunded in full only if the bus, on return, is clean, undamaged, and fully refuelled.
10. User groups shall be responsible for any costs incurred for damage to the vehicle while the vehicle is in their care. The cost of any damage (including any insurance excess), will be deducted from the security deposit. In the event that the security deposit is insufficient to meet the costs of damage, the hirer is liable for the value of any damage in excess of the security deposit.
11. Users are to be responsible for cleaning the bus and returning it to the Council in the same condition as they found it. Failure to do so will incur a cleaning cost which will be deducted from the security deposit.
12. The bus will be full of fuel at the commencement of every hiring. It is to be fully refuelled prior to its return at the end of the hiring. Failure to return the bus full of fuel will result in the value of any fuel deficiency being deducted from the security deposit.
13. The vehicle is to be returned on the nominated day and time. Additional fees may be charged for late return of the vehicle. Such additional fees may be deducted from the security deposit.
14. Nothing in these conditions is to be construed as relieving users of any liability in the event that the security deposit is insufficient to cover any or all of additional hire fees, charges for fuel, cleaning charges and charges in respect of damage.
15. Passenger numbers shall not exceed authorised seating. Where seat belts are provided, they are to be worn by occupants.
16. Availability of the vehicle shall be subject to collection/return at times advised by the Booking Officer of the Council.
17. The Vehicle is to be returned in a clean and tidy condition, with any vehicle difficulties to be reported immediately.
18. The vehicle may only be driven on sealed public roads unless specific permission is given to the contrary. Permission may be granted to use the bus on public unsealed roads if there is no practical sealed route to

the hirer's destination. Under no circumstances is the vehicle to be used off public roads (except for designated parking areas).

19. Users of the vehicle shall always obey traffic laws . The Shire of Yalgoo is not responsible for penalties or fines levied on vehicle users under any circumstances.
20. Any accidents shall be immediately reported to the Chief Executive Officer or his nominee and the appropriate form is to be completed and forwarded to the Chief Executive Officer.
21. Drivers are required to complete checklist card prior to operating the vehicle and complete the Log form after each use of the vehicle.
22. The vehicle and keys shall be picked up and returned to the location designated at the time of booking and within the specified time.
23. Fares shall not be sought by user groups from their passengers.
24. Donations may be invited of user groups and/or passengers.
25. The vehicle may only be used for the purpose stated on the application form.
26. Smoking and consumption of food and drinks on the bus is strictly prohibited.
27. The Yalgoo Primary School will be allowed a maximum of 21 days use of the community bus per year at no charge.

– End of Schedule

12.3 Plant Replacement Cycles

Introduction

Objective This Policy is intended to provide guidance as to the timing of changeover of plant and equipment

History Adopted 26 November 2009
Review adopted OCM Apr2020

Review Frequency 4 yearly

Policy Statement

1. The following Policy Schedule 12.4 – Plant Replacement Cycles is adopted, and forms part of this Statement.
2. The cycles are intended as a guide and are subject to annual review and decision by Council, during the Budget process.

– End of Policy

COMMENT

Policy Schedule 12.3 – Plant Replacement Cycles

Description	Recommended cycle earlier of -	Recommended by	Comments
ROAD PLANT and TRAILERS			
Grader	7 Yrs / 10,000hrs	GTS	
Wheel loader	7 Yrs / 10,000hrs	GTS	
Track loader	6 Yrs / 10,000hrs	GTS	
SP Vibrator Roller	6 Yrs / 4,000hrs	GTS	
SP Multi tyre Roller	6 Yrs / 4,000hrs	GTS	
Towed M/T roller	20+ yrs	CEO	
TRUCKS and TRAILERS			
Prime mover	6 years / 300,000km	GTS	
Side Tipper	12-15 yrs	CEO	
Drop deck semi trailer float	8-10 yrs	CEO	
Tri-axle water tanker	12-15 yrs	CEO	
Tandem Dolly	6-7 yrs	CEO	
Service Truck – crew cab	4 Years / 80,000 km	GTS	
Town truck – standard cab	5 Years / 150,000 km	GTS	
FIRE VEHICLES			
Light Tanker	4 Years / 80,000 km	GTS	Subject to FESA
Heavy tanker 3.4	4 Years / 80,000 km	GTS	Subject to FESA
OTHER PLANT			
Backhoe	7 Years / 8,000 hrs	GTS	
Forklift	10 yrs	CEO	
Ride on mower – front deck	5-7 yrs	CEO	
Ride on mower – mid mount	2 yrs	CEO	
Bitumen Sprayer	15-16 yrs	CEO	
TRAILERS			
Box trailers	8-10 yrs	CEO	
Car Trailer	8-10 yrs	CEO	
Fuel Trailer	8-10 yrs	CEO	
LIGHT VEHICLES			
CEO Car	1 yr / 40,000km	CEO	GTS recommend 6 months / 40,000 km
CDO Vehicle	2 Years / 80,000km	GTS	
Dual Cab Work Ute	1 yr / 50,000km	CEO	GTS recommend 2 Years / 80,000km
Gardeners Ute	2 Years / 40,000km	GTS	GTS recommend 2 Years / 80,000km
Community Bus	8 Years / 130,000km	GTS	10 years under funding contract

GTS – indicates recommendation by Greenfields Technical Services 10 September 2009, after contacting representative dealers for the type of vehicle described.

– End of Schedule

13. WORKS and SERVICES

13.1 Extraction of Gravel and Other Materials

History	Adopted	17 October 2002
	Former Policy	6.9
	Amended / confirmed	21 August 2008
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

- 1 That the Shire approach Department of Environment for permits to clear vegetation as applicable.
2. That, where the Shire intends to extract gravel or other materials from land over which a pastoral lease or some sort of mineral tenement exists, the Shire should liaise with the person or persons holding the other rights over the land in order to maintain good relations and to cause minimum disruption to the operations of the person or persons holding those rights.
3. Where the Shire opens up a gravel pit, it will budget for and carry out the rehabilitation of the pit at the conclusion of extraction operations.
4. In relation to subparagraph (2) above, where further use of gravel or other material has not been identified and scheduled, the extraction operations shall be deemed to have concluded and the pit should be promptly rehabilitated."

13.2 Airstrip Grades

History	Adopted	19 November 1997
	Deleted	17 December 1997
	Former Policy	10.6
	Amended / confirmed	27 May 2016
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

1. All private homestead airstrips within the Shire of Yalgoo receive one free grade annually provided that the work is carried out at a time when the council graders are working within the area.
2. Only one airstrip for each holding, individual station or collective, is eligible for grading.
3. The CEO is to compile a list attached to this policy, and amend the details as advised from time to time.
4. That airstrips located on privately run stations be graded once per calendar year, when the Shire of Yalgoo work teams are in the area.
5. DPAW/Government owned/managed stations are to be graded as "private works" at the current charge rate if requested.

A register of the airstrips to be graded (as a Listing to this Policy) to be developed.

Station	Advised	Located	RFDS?
Burnerbinmah	04.07.08	Near homestead	n/s
Jingemarra	30.06.08	Near homestead	Possibly
Warriedar	02.07.08	Near homestead	n/s
Carlaminda or Noongal (TBC)	11.07.08	Carlaminda – near shearing shed Noongal – near homestead	No – need to be longer

Thundelarra	22.07.08	Western side of homestead	n/s
Gabyon / Pindathuna	Phone	Pindathuna	
Ninghan	11.09.08		
Wagga Wagga		PHONE FIRST	

NOT TO BE GRADED Edah 20.09.08 Advised by Leith Peskett

13.3 Road Asset Management Priorities

Introduction The purpose of this policy is to clarify the level of maintenance and attention that is to be given to roads under the Shire's responsibility.

Objective This Policy is intended to provide guidance as to –

- the level of importance of each road, to assist with planning of future construction and general maintenance of the road system
- the frequency and level of maintenance for each road
- priority of works

History Adopted 18 June 2009
Review adopted OCM Apr2020

Review Frequency 4 yearly

Policy Statement

1. The following Schedules are adopted, and form part of this Statement –
 - Policy Schedule 13.3 (a) – Main Roads WA Road Listing
 - Policy Schedule 13.3 (b) – Road Use and Priority Listing
 - Policy Schedule 13.3 (c) – Road Use and Priority Codes
 - Policy Schedule 13.3 (d) – Main Roads Cross Section Types
2. The general order in which works should be undertaken are –
 - 1st urgent works where road conditions are unsafe, or could be considered to be unsafe
 - 2nd flood / storm damaged roads brought to an adequate standard (i.e. fit for use as defined by MRWA), but not necessarily being up to the desired standard
 - 3rd construction works funded wholly or in part by grants or contributions
 - 4th construction works required prior to grant works being done
 - 5th general maintenance
3. Generally, the higher priority road, as defined by Policy Schedule 13.3 (b) should take precedence over lower priority roads.
4. The Frequency and Priority assigned to the roads in Policy Schedule 13.3 (b) are guides, not fixed requirements, and vary according to conditions and need.
5. It is acknowledged that –
 - the Shire has a responsibility to maintain all roads in the Shire that are open to public use, not just the main access routes
 - conditions can vary over the whole of the Shire, and roads may need to remain or be left in a rough but safe condition, in order to attend to higher priority works needed elsewhere
 - simply being rough is not sufficient reason to incur the extra costs in relocating the works crew from one road to another, out of the cycle of the planned work
 - flood / storm damage, additional tied funding for works etc, will interfere with the general cycle of maintenance grading, and will necessarily delay general maintenance works

– End of Policy

COMMENT

Policy Schedule 13.3 (a) – MRWA Road Listing

Source – Main Roads WA (February 2006)

Road No	Road Name	Length (km)	Start Terminus	End Terminus
1	Gibbons St	0.68	M15	Henty St No.5
2	Shamrock Rd	0.27	Henty St No.5	Yalgoo Town Boundary
3	Campbell St	0.46	M15	Queen St
4	Weeks St	0.12	Gibbons St	Campbell St
5	Henty St	0.50	Gibbons St No.1	Dead End
6	Stanley St	0.30	King St No.65	Res 29476 East Corner
7	Queen St	0.13	Gibbons St No.1	Campbell St No.3
8	Yalgoo - Ninghan Rd	137.35	H050	H6
9	Yalgoo North Rd	109.40	Yalgoo North T/S Boundary	Meka-Mt Wittenoom Rd No.46
10	Gabyon - Tardie Rd	76.30	M15	Shire Boundary (Murchison)
11	Mellenbye - Kadji Rd	7.03	Yalgoo-Morawa Rd S78	Shire Boundary (Morawa)
12	Paynes Find - Sandstone Rd	7.60	H6	Shire Boundary (Sandstone)
13	Dalgaranga – Cue	18.00	Dalgaranga-Cue Rd	Shire Boundary (Cue)
14	Old Warriedar Rd	16.30	Paynes Find-Yalgoo Rd 8	New Warriedar Rd 69
15	Warriedar - Perenjori Rd	5.40	Warriedar Rd No.69	Shire Boundary (Perenjori)
16	Burnerbinmah - Nalbarra Rd	50.63	Paynes Find-Yalgoo Rd No.8	Shire Boundary (Mt Magnet)
17	Paynes Find - Wagga Wagga Rd	44.00	M15	Paynes Find-Yalgoo Rd No.8
18	Dalgaranga Rd	53.70	Yalgoo North Rd	Dalgaranga -Cue Rd No.13-Rd51
19	Barnong - Wurarga	23.70	Gabyon Tardie Rd No.10	Yalgoo Morawa Rd S78
20	Meka - Noondie Rd	17.59	Junction Rd 9-Meka Stn	Shire Boundary (Murchison)
21	Barnong Rd	9.20	Yalgoo-Morawa Rd S78	Barnong-Wurarga Rd No.19
22	Gabyon - Pindathuna Rd	50.00	Yalgoo North Rd No.9	Gabyon-Tardie Rd No.10
23	Bunnawarra Rd	11.60	Yalgoo-Morawa Rd S78	Bunnawarra Station
25	Maranalgo Rd	47.90	H6	Shire Boundary (Mt Marshall)
26	Ninghan Rd	11.40	H6 (East)	H6 (West)
27	Mt Gibson	28.00	H6	Mt Gibson Station
28	Woogalong Rd	14.79	Yalgoo North Rd No.9	Out Camp
29	Noongal Rd	10.00	Yalgoo North Rd No.9	Noongal Station
30	Warriedar Copper Mine	4.17	New Warriedar Rd No 69	Copper Mine
31	Badja Rd	12.70	Paynes Find-Yalgoo Rd No.8	Badja Station Homestead
32	Badja Woolshed	20.90	M15	Badja Woolshed
33	Jingemarra - Murgoo Rd	3.20	Yalgoo North Rd No.9	Shire Boundary (Murchison)
35	Pindabunna Rd	16.49	Se Boundary With Sandstone	Road No 25
36	Goodingnow Rd	12.87	H6	Station Outcamp
37	Narndee West Rd	24.40	H6	Shire Boundary (Sandstone)
39	Edah Rd	4.83	M15	Edah Station
40	Carlaminda Woolshed	6.50	M015 Geraldton-Mt Magnet Rd	Woolshed
41	Narloo - Yuin	14.23	Gabyon Tardie Rd No.10	Narloo-Tardie Rd No.42
42	Narloo - Tardie Rd	16.80	Narloo Yuin Rd No.41	Gabyon-Tardie Rd No.10
43	Tardie - Woogalong Rd	33.45	Narloo Tardie Road No 42	Old Out Camp
44	Melangata	21.40	Yalgoo North Rd No.9	Dalgaranga Rd No.18
45	Burnerbinmah Rd	4.50	Burnerbinmah-Nalbarra Rd No.16	Burnerbinmah-Nalbarra Rd No.16

Road No	Road Name	Length (km)	Start Terminus	End Terminus
46	Meka - Mt Wittenoom	8.85	Yalgoo North Rd No.9	Shire Boundary Murchison
47	Oudabunna Access Rd	3.20	H6 Great Northern Hwy	Oudabunna Station
48	Thundelarra Rd	3.27	Paynes Find-Yalgoo Rd No.8	Paynes Find-Yalgoo Rd No.8
51	Dalgaranga - Mt Magnet Rd	28.50	Dalgaranga Rd No.18	Shire Boundary
52	Dalgaranga - Meteorite Rd	23.20	Dalgaranga-Cue Rd No.13	Dalgaranga-Mt Magnet Rd No.51
53	Uanna Hill Rd	11.00	Dalgaranga Meteorite Rd South	Dalgaranga Meteorite Rd North
54	Golden Grove Nth Acc Rd (P)	3.50	Paynes Find-Yalgoo Rd No.8	Scuddles Rd No 73 (P)
56	Joker Mine Rd	1.80	Paynes Find-Yalgoo Rd No.8	Joker Mine
57	Warriedar Access Rd	2.60	Warriedar-Perenjori Rd No.15	Warriedar Station Homestead
58	Paynes Find Battery Rd	4.20	Paynes Find Town Rd No 75	Battery
59	Gnows Nest Rd	1.40	Paynes Find-Yalgoo Rd No.8	Minesite
60	Melville Mines Rd	3.50	Yalgoo North Rd No 9	Mine
61	Fields Find Rd	2.00	Paynes Find Yalgoo Rd No 8	Mine
64	Milligan St	0.30	Gibbons St No.1	Townsite Boundary
65	King St	0.23	Queen St No.7	Stanley St No.6
66	Wanarra East Rd	5.20	H6	Shire Boundary (Perenjori)
67	Paynes Find - Yalgoo Deviation	2.50	Paynes Find-Yalgoo Rd	Badja Woolshed Rd
68	Selwyn St	0.21	Gibbons St No.1	King St No.65
71	Mouroubra Rd	5.40	Paynes Find-Marshall Rd No.25	Paynes Find-Marshall Rd No.25
72	Mellenbye Station Access Rd	3.40	Yalgoo-Morawa Rd S78	Mellenbye Station H/Stead
73	Scuddles Rd	5.68	Scuddles Mine	Golden Grove Townsite
74	Old Paynes Find Hwy Rd North	2.00	Paynes Find Town Rd No 75	No Through Rd
75	Paynes Find Town Rd	0.80	H6 North	H6 South
76	Morawa - Yalgoo Rd	82.95	Shire Boundary	Geraldton-Mt Magnet Rd
77	Paynes Find - Thundelarra Rd	86.40	Yalgoo-Ninghan Rd	H006

– End of Schedule

Policy Schedule 13.3 (b) – Road Use and Priority Listing

Road No.	Road Name	Start SLK	End SLK	Length (Km)	Cross Section	Frequency	Loading	PRIORITY
1	Gibbons St	0	0.68	0.68	6	T	H	4
2	Shamrock Rd	0	0.14	0.14	6	T	H	3
		0.14	0.27	0.13	4	T	M	3
3	Campbell St	0	0.46	0.46	4	D	L	3
4	Weeks St	0	0.12	0.12	4	D	L	1
5	Henty St	0	0.50	0.50	4	D	L	2
6	Stanley St	0	0.30	0.30	5	D	L	2
7	Queen St	0	0.13	0.13	4	D	L	2
8	Yalgoo - Ninghan Rd	0.00	55.00	55.00	6	C	RT	4
		55.00	80.00	25.00	6	C	RT	4
		80.00	137.35	57.35	2	C	RT	4
9	Yalgoo North Rd	0	109.40	109.40	2	T	M	3
10	Gabyon Tardie Rd	0	76.57	76.30	2	T	L	1
11	Mellenbye - Kadji Rd	0	7.03	7.03	1	S	L	1
12	Paynes Find - Sandstone Rd	0	7.60	7.60	3	C	RT	4
13	Dalgaranga - Cue	0	18.00	18.00	2	T	L	2
14	Old Warriedar Rd	0	16.30	16.30	1	S	L	1
15	Warriedar - Perenjori Rd	0	5.40	5.40	2	S	L	1
16	Burnerbinmah - Nalbarra Rd	0	50.63	50.63	2	S	L	1
17	Paynes Find - Wagga Wagga Rd	0	44.00	44.00	1	S	L	1
18	Dalgaranga Rd	0	53.70	53.70	2	S	L	2
19	Barnong - Wurarga	0	23.70	23.70	1	S	L	1
20	Meka - Noondie Rd	0	17.59	17.59	1	S	L	1
21	Barnong Rd	0	9.20	9.20	1	S	L	1
22	Gabyon - Pindathuna Rd	0	50.00	50.00	1	S	L	1
23	Bunnawarra Rd	0	11.60	11.60	1	S	L	1
25	Maranalgo Rd	0	17	17	1	T	M	3
		17	22	22	0	U	U	0
		22	47.90	25.90	1	T	M	3
26	Ninghan Rd	0	11.40	11.40	1	S	L	1
27	Mt Gibson	0	28.00	28.00	1	S	L	1
28	Woogalong Rd	0	14.79	14.79	1	S	L	1
29	Noongal Rd	0	10.00	10.00	1	S	L	1
30	Warriedar Copper Mine	0	4.17	4.17	0	U	L	0
31	Badja Rd	0	12.70	12.70	1	S	L	1
32	Badja Woolshed	0	20.90	20.90	1	S	L	1
33	Jingemarra - Murgoo Rd	0	3.20	3.20	0	U	U	0
35	Pindabunna Rd	0	16.49	16.49	0	U	U	0
36	Goodingnow Rd	0	12.87	12.87	1	S	L	1
37	Narndee West Rd	0	24.40	24.40	1	S	M	2
39	Edah Rd	0	4.83	4.83	1	S	L	1

40	Carlaminda Woolshed	0	6.50	6.50	1	S	L	1
41	Narloo - Yuin	0	14.23	14.23	1	S	L	1
42	Narloo - Tardie Rd	0	7	7	0	U	U	0
		7	16.80	9.80	1	S	L	1
43	Tardie - Woogalong R	0	33.45	33.45	0	U	U	0
44	Melangata	0	21.40	21.40	1	S	L	1
								1
45	Burnerbinmah Rd	0	4.50	4.50	1	S	L	
Road No.	Road Name	Start SLK	End SLK	Length (Km)	Cross Section	Frequency	Loading	PRIORITY
46	Meka - Mt Wittenoom	0	8.85	8.85	2	T	M	3
47	Oudabunna Access Rd	0	3.20	3.20	1	S	L	1
48	Thundelarra Rd	0	3.27	3.27	1	S	L	1
51	Dalgaranga - Mt Magnet Rd	0	22	22.00	2	S	L	2
		22	28.50	6.50	3	S	L	2
52	Dalgaranga - Meteorite Rd	0	3	3.00	3	S	L	2
		3	20	17.00	0	S	L	0
		20	23.20	3.20	3	S	L	2
53	Uanna Hill Rd	0	11.00	11.00	3	S	L	2
54	Golden Grove Nth Acc Rd (P)	0	3.50	3.50	4	C	RT	Mine?
56	Joker Mine Rd	0	1.80	1.80	1	S	L	1
57	Warriedar Access Rd	0	2.60	2.60	1	S	L	1
58	Paynes Find Battery Rd	0	4.20	4.20	0	U	L	0
59	Gnows Nest Rd	0	1.40	1.40	0	U	U	0
60	Melville Mines Rd	0	3.50	3.50	1	S	L	1
61	Fields Find Rd	0	2.00	2.00	1	S	L	1
64	Milligan St	0	0.30	0.30	4	D	L	1
65	King St	0	0.23	0.23	4	D	L	2
66	Wanarra East Rd	0	5.20	5.20	1	S	L	1
67	Paynes Find - Yalgoo Deviation	0	2.50	2.50	Unknown			
68	Selwyn St	0	0.21	0.21	6	T	M	3
71	Mouroubra Rd	0	5.40	5.40	2	T	M	3
72	Mellenbye Station Access Rd	0	3.40	3.40	1	S	L	1
73	Scuddles Rd	0	5.68	5.68	4	C	RT	Mine?
74	Old Paynes Find Hwy Rd North	0	2.00	2.00	4	S	D	1
75	Paynes Find Town Rd	0	0.80	0.80	4	C	RT	4
76	Morawa - Yalgoo Rd	0	53	53	2	C	RT	4
		53	82.95	29.95	4	C	RT	4
77	Paynes Find - Thundelarra Rd	0	86.40	86.40	2	T	M	3
	Town Streets	Estimated						

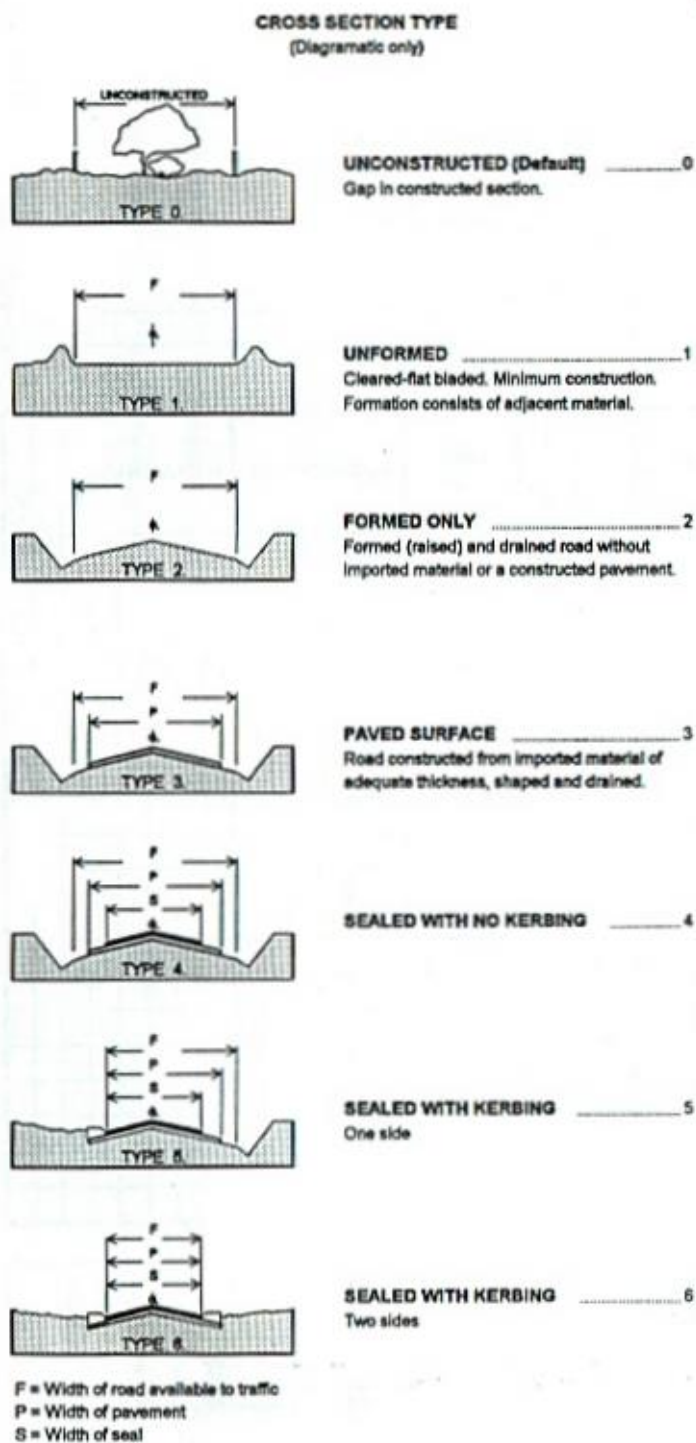
– End of Schedule

Policy Schedule 13.3 (c) –Road Use and Priority Codes

CROSS SECTION – MRWA	
0	Unconstructed
1	Unformed
2	Formed
3	Paved (gravelled)
4	Sealed – not kerbed
5	Sealed – kerbed one side
6	Sealed – kerbed both sides
	<i>Where sealed – shoulders should be pulled up and compacted once a year– patching of potholes done twice a year</i>
FREQUENCY	
U	Unconstructed
S	Station traffic only
T	Through route – occasional heavy transport
D	Town – mainly domestic
C	Constant
LOADING	
U	None – unconstructed
L	Light – essentially cars and 4WD
M	Medium – rigid trucks not uncommon, occasional semi or road train
H	Heavy – frequent semi trailer, occasional road train
RT	Road Trains – regular users
PRIORITY – Number of times to be maintenance / grading each year	
0	None – unconstructed
1	Low – when needed
2	Normal
3	High
4	Peak

– End of Schedule

Policy Schedule 13.3 (d) – MRWA Cross Section Types



– End of Schedule

13.4 Assessing Applications to Operate Restricted Access Vehicles (RAV) on Shire of Yalgoo Roads

Introduction

A Restricted Access Vehicle (RAV) is a vehicle that exceeds a statutory mass or dimension limit as prescribed in the Road Traffic (Vehicles) Regulations 2014. RAVs can only operate on roads approved by Main Roads, under either an Order (Notice) or a permit. A Notice is an instrument of approval that is published in the Government Gazette and grants access for certain types of RAVs on defined networks of roads. All RAVs require a permit unless they are authorised under a Notice.

There are three types of restricted networks; the Standard RAV Network, Concessional Loading RAV Network and the Tri – drive Restricted Access Vehicle Network.

Operators may apply to add or amend a RAV route. It is Main Roads WA policy to consult with Local Governments before adding or amending a RAV route. Local Governments may request that Main Roads WA consider certain conditions for the RAV route. Once a Local Government has provided their conditional approval for a RAV route, Main Roads WA conducts a route assessment and prepares a summary report. The Main Roads Heavy Vehicle Services (HVS) considers the application before the RAV Network is updated.

Objective

The objective of this policy is to provide guidance to Local Government when assessing an application to add or amend a road on the Restricted Access Vehicle network.

History

Adopted	28 May 2013	[C2013-0506]
Former Policy	13.4 Assessment of CA07 Application (Restricted Access Vehicles on Shire Roads)	
Review adopted	OCM Apr2020	
Amended / confirmed	25 March 2021	[C2021-0313]

Review Frequency 4 yearly

Statutory Authority

Road Traffic (Vehicles) Regulations 2014
 Road Traffic (Vehicles) Act 2012
 Road Traffic (Administration) Act 2008
 Road Traffic (Administration) Regulations 2014
 Road Traffic Code 2000
 Land Administration Act 1997 (Sec 55)
 Local Government Act 1995
 Main Roads Act 1930

Definitions

Restricted Access Vehicle (RAV): A Restricted Access Vehicle (RAV) is a vehicle that exceed any of the following:

- a width of 2.5 metres;
- a height of 4.3 metres;
- a length of 19 metres for a vehicle combination;
- a length of 12.5 metres for a rigid vehicle;

- a gross mass of 42.5 tonnes;
- any other mass or dimension limit prescribed in the Road Traffic (Vehicles) Regulations 2014.

Notice: A Notice (or Order) is an approval instrument published in the Government Gazette by the Commissioner of Main Roads that grants access or provides mass or dimension modifications to RAVs.

Permit: A Permit is an approval instrument issued by the Commissioner of Main Roads to grant access or provide mass or dimension modifications to RAVs.

Accredited Mass Management Scheme (AMMS): AMMS is a Main Roads concessional loading scheme that allows vehicles to operate above statutory Mass Limits. Once a transport operator has the appropriate loading control method in place they can apply for an AMMS permit which allows them to operate at the higher mass limits. AMMS allows for three (3) concessional mass levels which provide up to an additional 3.5 tonnes per tri-axle and 1.0 tonne per tandem axle combination.

Policy Statement

The Local Government seeks to achieve a sustainable road network that balances the needs of the community and the provision of an efficient freight network to support economic growth and development. The most recent RAV network routes for the Shire can be found on the Main Roads WA Heavy Vehicles website.

Assessing a RAV Access Application

It is Main Roads' policy that support from the relevant road owner is obtained before an application for RAV access is assessed. Main Roads HVS will forward all applications to the road owner for support. If the Local Government is supportive of the application, then they must undertake a preliminary assessment before endorsing the application. The Main Roads RAV Network Access Strategy is aimed at establishing and maintaining a Strategic Road Freight Network (SRFN). The SRFN consists of roads, agreed on by Main Roads and Local Government, which carry the bulk of freight vehicles. When considering access decisions, Local Governments should be mindful of network wide considerations relating to efficiency, connectivity, sustainability, asset protection, public safety and public amenity. Where a more appropriate route is available, linking to the SRFN, it is reasonable to propose alternative routes to the applicant via the response to Main Roads WA. Approvals for RAV access outside of the SRFN should generally be limited to where access is required to a particular origin and / or destination or loading and unloading locations.

Assessing Support

The Local Government must first determine if it supports the application. The assessment to determine support must be performed by a suitably qualified and experienced Local Government officer or consultant. The assessor must record the basis for the decision and these records should accompany the application when it is referred to Council for approval.

The following criteria should be considered.

1. Is the road identified as a link on the Strategic Road Freight Network on a regional or local plan?
2. What is the designated Main Roads hierarchy?
3. Does the route provide connectivity to activity centres?
4. Does the route provide connectivity to the State road network?
5. Is the proposed RAV rating consistent with the connecting routes?
6. If the route crosses into adjacent Shires, have they been consulted?
7. Are there alternative routes that would be preferable for the RAV access?
8. Does the route impact community facilities e.g. schools, hospitals and town sites?
9. Will the proposed access impact public safety?

10. Is the proposed access likely to result in extraordinary damage to the road pavement? Consult the Local Government Heavy Vehicle Charging Policy.
11. Are there any bridges or other structures that are clearly below the standard required for the proposed access or likely to result in dangerous operating conditions?
12. Are there any known physical or topographical constraints?
13. Is the road listed in ROADS 2030?

Further to this, consideration needs to be given to the benefits of approving RAV access. While a RAV may be a larger vehicle, the routes are assessed to ensure the vehicle can operate safely amongst other traffic. Approving RAV access will potentially reduce vehicle movements for the same transport task, which in turn reduces congestion, emissions, noise, community impact and road wear.

Preliminary Assessment

If the Local Government supports the application, then a preliminary assessment must be performed by the Local Government. If the application is for a road on the Tandem Drive Network to be added to the Tri Drive or Concessional Networks then no preliminary assessment is required by the Local Government. Guidance on performing a preliminary assessment is provided by MR HVS, Framework – Adding a Local Government Road to a Redistricted Access Vehicle Network.

The Guide states that the following criteria should be considered:

- An assessment of the road width to ensure the road is suitable for the level of RAV access being requested.
- An assessment of the steepness of longitudinal grades to ensure they are within the specified limits.
- An assessment of the stacking and sight distance of any railway level crossings on the route.
- Sight distances at intersections must be checked to ensure they comply with the guideline requirements

Operating Conditions

Standard Operating Conditions

Based on the Assessment of Support and the Preliminary Assessment, the Local Government may review their support for the application or recommend a selection of operating conditions to be applied as a condition of permit. Main Roads will apply all or some of the conditions below to very low traffic volume roads when the road's width does not meet the minimum requirements as shown in their reference material below.

These and other similar operating conditions may be applied to the assessment of other roads.

1. When travelling at night, the RAV must travel at a maximum speed of 40km/h and display an amber flashing warning light on the prime mover. Where RAVs are limited to 40km/h advisory signs must be installed for safety to other vehicles who may unexpectedly catch up a vehicle at night.
2. No operation on unsealed road segment when visibly wet, without Road Owners approval.
3. Headlights must be switched on at all times.
4. Speed restrictions. (*40 km/h or 60 km/h in accordance with the Main Roads WA Low Volume Rural Road Minimum Widths of the Standard Restricted Access Vehicle (RAV) Route Assessment Guidelines).
5. Direct radio contact must be maintained with other RAVs to establish their position on or near the road (suggested UHF Ch 40).

6. Road not to be entered until driver has established by radio communication that there is no other RAV on the road travelling in the opposing direction.
7. Operation is not permitted while the school bus is operating on the road. Operators must obtain school bus timetables; or where direct contact can be made with the school bus driver, operation is permitted once the school bus driver confirms all school drop offs/ pickups have been completed on the road.
8. The Operator must obtain written approval from the Road Owner. The approval letter must be carried in the vehicle and produced upon request. Commonly referred to as a CA07 condition.

Other Operating Conditions

The Local Government may consider the need for additional operating conditions for example:

- Road not to be used as a through route. For local delivery and pick up only. Driver must carry proof of local delivery or pick up
- Empty travel only
- Single lane operation only
- Laden ascent travel only
- Speed restrictions
- Warning signs to be installed in accordance with Australian Standards and removed when haulage completed
- One truck movement at a time
- Truck entering signs to be erected by the Local Government and removed when not in use
- Turning restrictions
- No operation during specified months or periods
- No operation on certain days e.g. Saturdays, Sundays or Public Holidays
- No movement permitted between specified times.

The Local Government must justify the need for the additional conditions, which will be approved and applied at Main Roads discretion. Only conditions applied by Main Roads are enforceable.

Restricted Local Access Period Permit

If the road is deemed unsuitable for addition to the RAV network, the assessor may consider the alternative of recommending to Main Roads that the application be considered for “Restricted Local Access”. The “Restricted Local Access” Period Permit provides access to the final destination of a particular transport task. This may include access to a farm gate, local business or pine plantation. A safety assessment is conducted by Main Roads taking into consideration the specific vehicle type and operation. The permit may be issued to a particular vehicle combination and/ or length with particular operating conditions. The assessor should consider the required operating conditions and make recommendations when referring the application back to Main Roads.

Timeframes

The Local Government will endeavour to return the assessment to Main Roads within 4 weeks of receipt. Should Main Roads not receive support from the Local Government within three (3) months, Main Roads reserves the right to undertake an assessment of the road and add to the relevant network if deemed suitable without Local Government support.

Authority

Support of an application to amend a RAV Route shall be a decision of Council unless otherwise delegated.

Reference Material

The RAV assessment process is managed and approved by Main Roads Western Australia. This policy must be applied in accordance with the relevant Main Roads guiding documentation. The latest reference material is

listed below however Main Roads may review and change the process from time to time and Officers applying this policy should ensure they have familiarised themselves with the latest guidelines. The Guidelines can be viewed on the Main Roads website under Heavy Vehicles, RAV Network Access.

1. Restricted Access Vehicles: Prime Mover, Trailer Combinations: Operating Conditions
2. Framework – Adding a Local Government Road to a Restricted Access Vehicle Network
3. Guidelines for Approving RAV Access
4. Framework for Using Consultants to Assess Local Government Roads for Inclusion on a Restricted Access Vehicle Network
5. Standard Restricted Access Vehicle (RAV) Route Assessment Guidelines
6. Tri – Drive Route Assessment Guidelines
7. Concessional Loading Route Assessment Guidelines.

CA07 Applications

Applications are to be issued with a letter from the Shire of Yalgoo permitting the use of the road/s for 1 year, provided that the Shire does not consider the freight task to be extraordinary. In the case that the Shire considers the freight task to be extraordinary please refer to Policy 13.5 Heavy Vehicle Cost Recovery.

13.5 Heavy Vehicle Cost Recovery

Introduction	The serviceable life of a road is dependent on the quantity and type of heavy vehicle passes. A road will typically be designed to last for a defined time period (typically between 20 to 50 years) during which time it will be subjected to a predicted quantity of heavy vehicle passes. The road is designed and constructed to fit its intended purpose. If an industry or mining operation proposes a transport task that increases the volume of heavy vehicles well above the quantity that it was designed and constructed to carry, then the life of the road will be consumed at a much higher rate than anticipated. The road will require additional maintenance and may fail prematurely leaving the local government with the cost to reconstruct the road. It is unreasonable for the community to bear this additional cost and the proponent should be charged at a fair rate to offset the cost of additional maintenance and reduction in the life of the road.		
Objective	The objectives of this policy are to present a methodology and framework for heavy vehicle charging for a defined task on a sealed Local Government Road. This includes the calculation of heavy vehicle charges, qualifying scenarios, funding administration and development of agreements.		
History	Adopted	23 May 2013	[C2013-0504]
	Former Policy	13.5 Road Use (RAV Haulage) Agreements Policy	
	Review adopted	OCM Apr2020	
	Amended / confirmed	25 March 2021	[C2021-0313]
Review Frequency	4 yearly		

This Policy is intended to be using in conjunction with the WALGA User Guide – Estimating the Incremental Cost Impact on Sealed Local Roads from Additional Freight Tasks.

Definitions

Agreement: An agreement between the Local Government and a proponent defining the conditions of access including charges for a defined transport task

Proponent: The party that is requesting to use a Local Government road for a defined freight task

Equivalent Standard Axle (ESA): The number of standard axle loads which are equivalent in damaging effect on a pavement to a given vehicle or axle loading. Every vehicle combination can be expressed as a number of ESA.

Annual Design ESA (ADESA): The predicted annual ESA that was used to design a road pavement structure. If this is unknown it may be estimated based on the average annual ESA from historic traffic counts or the annual ESA that would reasonably be expected for a particular Category of road under normal circumstances.

Extraordinary Load: An Extraordinary Load is defined as a freight task that will result in a significant increase in the ADESA resulting in damage to the road pavement and reduction in the structural design life of the road giving rise to extraordinary expenses as a result of increased routine and planned maintenance and premature failure necessitating rehabilitation or reconstruction of the road.

Routine maintenance: Unplanned activities that maintain the serviceability of the road e.g. repairing potholes, cleaning drainage structures, repairing edge breaks and sweeping pavements.

Preservation: Planned maintenance and rehabilitation that are designed to preserve or extend the serviceable design life of the road e.g. crack sealing, resealing with a bituminous sprayed seal, rehabilitation of gravel shoulders and replacing culverts and kerbs.

Statutory Power

- Road Traffic (Administration) Act 2008 Part 7, s.132 & s.136 ; Road authority may recover expenses of damage caused by heavy traffic.

In particular; s.132 (2) states: “Where it appears to the road authority that has functions in relation to the repair of road infrastructure that, having regard to the average expense of repairing road infrastructure in the vicinity, extraordinary expenses have been incurred by the road authority in repairing the road infrastructure because of damage caused by heavy traffic, the road authority may recover the amount of the expenses as may be proved to the satisfaction of the court to have been incurred by the road authority because of damage caused by heavy traffic.”

and s.132(4) states: “A person against whom expenses are or may be recoverable under this section may enter into an agreement with the road authority for payment to it in respect of heavy traffic, and on making the payment as agreed the person is not to be subject to any proceedings under this section.”

- Revised State Planning Policy 3.6 – Development Contributions for Infrastructure, developed under the authority of Planning and Development Act 2005, Section 26.
- Local Government Act 1995 Part 6 – Financial Management, Div 5 – Financing Local Government Activities, Subdivision 2 – Fees and charges, 6.16 – Imposition of fees and charges.

Application

This policy applies to any party that plans to run a defined vehicle freight task on a Local Government Road(s). The task must be deemed to be of such a volume (extraordinary load) that it is likely to cause damage resulting in “extraordinary expenses”, which is damage that is well beyond what would normally be anticipated for the category of road(s) concerned. If the Local Government considers that the defined freight task is likely to also effect roads in adjacent Shire(s) it will notify them accordingly.

Extraordinary Load

An Extraordinary Load is defined as a task that will result in a significant increase in the Annual Design ESA (ADESA) and will result in damage to the pavement and reduction in the structural design life of the road leading to extraordinary expenses.

The ADESA shall be determined by Council based on the most appropriate method or combination of methods:

Method 1. Historical pavement design information

Method 2. Engineering assessment based on traffic counts, pavement structure and condition performance

Method 3. Nominal 50% ADESA for sprayed sealed Local Government roads as per WALGA & ARRB 2015, adapted from Table C.1

The Shire is to approach heavy vehicle users upon receiving a CA07 application or group of applications to determine if a Road Use Agreement is Appropriate.

Cost Calculation

The relevant charge shall be calculated using the User Guide – Estimating the Incremental Cost Impact on Sealed Local Roads from Additional Freight Tasks (WALGA & ARRB 2015). The Proponent shall provide the following information to the Local Government:

1. The type and axle configuration of the vehicles to be used for the task.
2. The annual freight tonnage for the task and the vehicle payload.
3. The number daily vehicle passes.
4. The duration of the task.
5. The task routing and distance.

The total annual ESA used to calculate the charge shall be the proposed annual ESA minus the applicable 50% ADESA or other appropriate percentage. Note that this method was designed for sprayed sealed roads. Asphalt roads will require a modified or different approach. Unsealed roads should be assessed so as to develop them into sealed roads or negotiation should take place for the proponent to maintain the unsealed road.

Negotiation

The following conditions may necessitate negotiation with the Proponent to adjust the calculated charge or to use an alternative methodology:

1. If the Category of road has been purposely constructed to a level that is markedly different to the ADESA, then an appropriate ADESA shall be determined using available engineering data and judgement. The road category shall also be appropriately adjusted for the determination of cost from the User Guide.
2. If the road is in a very poor or failed condition then the Local Government shall negotiate with the proponent on a strategy and cost to bring the road to a serviceable condition before calculating an annual charge.
3. If the magnitude of the freight task is of such a volume that the road is likely to experience structural failure in a short period, then the Local Government shall negotiate an appropriate strategy and charge to

upgrade the structural capacity of the road in advance. This will result in an increased ADESA which will then be used to calculate the ongoing charges.

4. The rates in the User Guide are current for 2015 and the Local Government and the proponent shall agree on a suitable method to calculate escalation.

5. If the proposed ESA are excessively above the limits in the User Guide or if for any other reason this method is deemed inappropriate then the Local Government may elect to calculate the charge using an alternative method.

Funding and Service

Funds collected from the Proponent shall be placed into a dedicated fund and shall only be used for routine maintenance, preservation and structural strengthening activities on the section of road concerned. The Local Government shall keep records of all works and costs. The Local Government will contribute a portion of the cost of works out of its own funds according to what they would have reasonably allocated to the road if the proponents activities were not present. After termination or expiry of an agreement, any remaining funds shall be kept for a period of 12 months (or other agreed time period) after which the road will be inspected and the remaining funds shall be used to repair any defects so that the road is in a similar condition to when the agreement began.

Agreement

The Local Government and the proponent shall enter into an Agreement that includes the following:

- The type and axle configuration of the vehicles to be used for the task.
- The annual quantity of vehicle passes and the payload tonnage. If seasonal then this must be described
- The routing including return journeys
- The duration of the task
- The annual and unit rate charge and method of calculation
- Payment terms and conditions
- The obligations of the parties including works records, expenditure, evidence and audit requirements in relation to the determination of actual payload tonnages and notifications of changes to vehicles, payload or routing
- Conditions on expiry of the agreement
- Hours and conditions of operation
- Breaches and terms of remedy for the Local Government and Proponent
- Duties of Local Government and the Proponent

Duties of Local Government

The Local Government will take all reasonable steps to keep the road in a serviceable condition for the duration of the agreement. The Local Government will keep proper records to ensure transparency of expenditure of all collected charges

Duties of the proponent

The proponent will provide timely (to be determined by the Local Government in Agreement) notification to the Local Government if there are any changes to the type of vehicles and axle configurations, annual payload and routing.

Authority

The authority to enter into an agreement with a Proponent under this policy shall be approved by Council.

13.6 Permanent Closure of a Road (or Road Reserve) Policy

Introduction	The closure of roads in the district will over time reduce funding received from the grants commission who provide funding based on the length of sealed, unsealed and formed roads but funding will also no longer be required for that section of road.		
Objective	This Policy sets out the process required to be undertaken before council consider relinquishing roads.		
History	Adopted (new)	May 2021	[C2021-0515]
Review Frequency	4 yearly		

Policy Statement

1. Advertisement in a newspaper circulating in the district calling for submissions within 35 days of the date of advertisement.
2. Notices on the Shires Website and Notice Board
3. Letters advising of the proposal and seeking comments within 35 days sent to:
 - a) Department of Planning, Lands and Heritage (Planning Division);
 - b) All service authorities, ie Water Corporation, Western Power etc;
 - c) All adjoining owners;
 - d) Any other relevant government department or agency.
 Ordinary Council Meeting Agend - 28 May 2021 33
4. At the close of the advertising period, the proposal (including submissions) is presented to Council for their consideration.
5. If Council resolves to refuse the application, the road reserve cannot be closed.
6. If Council supports the closure, it forwards its recommendation to DPLH.
7. If the Minister for Lands agrees to closure, the land from the closed road reserve becomes unallocated Crown land before being on-sold by the DPLH to adjoining owner(s).

UNCLASSIFIED

14.1 Acquisition and disposal of land

Introduction		
Objective		
History	Adopted	21 August 2008
	Review adopted	OCM Apr2020
Review Frequency	4 yearly	

Policy Statement

1. Although enquiries may be made prior in accordance with Council's interests and general direction, all proposals to purchase or sell land, even if disclosed in the Budget are to be referred to Council for direction, prior to any commitment being given, as required by Delegation 2.2 clause (4).

2. All leasing or rental of property for more than 12 months to be referred to Council for decision, except for staff in Shire owned housing.
3. The CEO may determine leases, licences or rental of land or property for periods of less than 12 months or less, in accordance with any guidelines or conditions as set by Council from time to time.

– End of Policy

COMMENT

SHIRE OF YALGOO

MONTHLY FINANCIAL REPORT

**(Containing the required statement of financial activity and statement of financial position)
For the period ended 31 December 2024**

LOCAL GOVERNMENT ACT 1995

LOCAL GOVERNMENT (FINANCIAL MANAGEMENT) REGULATIONS 1996

TABLE OF CONTENTS

Statement of Financial Activity	2
Statement of Financial Position	3
Note 1 Basis of Preparation	4
Note 2 Net Current Assets Information	5
Note 3 Explanation of Material Variances	6

SHIRE OF YALGOO
STATEMENT OF FINANCIAL ACTIVITY
FOR THE PERIOD ENDED 31 DECEMBER 2024

Note	Adopted Budget Estimates (a) \$	YTD Budget Estimates (b) \$	YTD Actual (c) \$	Variance* \$ (c) - (b) \$	Variance* % ((c) - (b))/(b) %	Var.
OPERATING ACTIVITIES						
Revenue from operating activities						
General rates	3,206,893	3,201,893	3,126,060	(75,833)	(2.37%)	
Grants, subsidies and contributions	5,298,501	459,374	532,960	73,586	16.02%	▲
Fees and charges	288,035	165,946	223,615	57,669	34.75%	▲
Interest revenue	203,430	101,716	116,884	15,168	14.91%	▲
Other revenue	9,000	2,502	1,246	(1,256)	(50.20%)	
Profit on asset disposals	160,694	8,032	64,768	56,736	706.37%	▲
	9,166,553	3,939,463	4,065,533	126,070	3.20%	
Expenditure from operating activities						
Employee costs	(2,383,772)	(1,225,240)	(897,002)	328,238	26.79%	▲
Materials and contracts	(6,664,856)	(5,462,747)	(4,304,576)	1,158,171	21.20%	▲
Utility charges	(98,350)	(47,856)	(49,653)	(1,797)	(3.76%)	
Depreciation	(1,333,372)	(672,176)	(668,935)	3,241	0.48%	
Insurance	(351,558)	(276,664)	(138,136)	138,528	50.07%	▲
Other expenditure	(227,480)	(140,996)	(84,314)	56,682	40.20%	▲
	(11,059,388)	(7,825,679)	(6,142,616)	1,683,063	21.51%	
Non cash amounts excluded from operating activities	2(c) 1,174,273	664,144	605,441	(58,703)	(8.84%)	
Amount attributable to operating activities	(718,562)	(3,222,072)	(1,471,642)	1,750,430	54.33%	
INVESTING ACTIVITIES						
Inflows from investing activities						
Proceeds from capital grants, subsidies and contributions	2,655,793	376,000	210,961	(165,039)	(43.89%)	▼
Proceeds from disposal of assets	305,000	0	88,636	88,636	0.00%	
	2,960,793	376,000	299,597	(76,403)	(20.32%)	
Outflows from investing activities						
Payments for property, plant and equipment	(2,725,000)	(1,612,500)	(339,066)	1,273,434	78.97%	▲
Payments for construction of infrastructure	(3,550,999)	(1,391,501)	(132,233)	1,259,268	90.50%	▲
	(6,275,999)	(3,004,001)	(471,299)	2,532,702	84.31%	
Amount attributable to investing activities	(3,315,206)	(2,628,001)	(171,701)	2,456,300	93.47%	
FINANCING ACTIVITIES						
Inflows from financing activities						
Transfer from reserves	1,322,802	0	142,802	142,802	0.00%	
	1,322,802	0	142,802	142,802	0.00%	
Outflows from financing activities						
Transfer to reserves	(1,343,229)	0	(247,196)	(247,196)	0.00%	
	(1,343,229)	0	(247,196)	(247,196)	0.00%	
Amount attributable to financing activities	(20,427)	0	(104,394)	(104,394)	0.00%	
MOVEMENT IN SURPLUS OR DEFICIT						
Surplus or deficit at the start of the financial year	2(a) 4,009,195	4,009,195	3,819,919	(189,276)	(4.72%)	
Amount attributable to operating activities	(718,562)	(3,222,072)	(1,471,642)	1,750,430	54.33%	▲
Amount attributable to investing activities	(3,315,206)	(2,628,001)	(171,701)	2,456,300	93.47%	▲
Amount attributable to financing activities	(20,427)	0	(104,394)	(104,394)	0.00%	
Surplus or deficit after imposition of general rates	(45,000)	(1,840,878)	2,072,182	3,913,060	212.56%	▲

KEY INFORMATION

▲ ▼ Indicates a variance between Year to Date (YTD) Budget and YTD Actual data outside the adopted materiality threshold.

▲ Indicates a variance with a positive impact on the financial position.

▼ Indicates a variance with a negative impact on the financial position.

Refer to Note 3 for an explanation of the reasons for the variance.

This statement is to be read in conjunction with the accompanying notes.

SHIRE OF YALGOO
STATEMENT OF FINANCIAL POSITION
FOR THE PERIOD ENDED 31 DECEMBER 2024

	Actual 30 June 2024	Actual as at 31 December 2024
	\$	\$
CURRENT ASSETS		
Cash and cash equivalents	8,130,502	6,040,663
Trade and other receivables	1,242,905	1,562,923
TOTAL CURRENT ASSETS	9,373,407	7,603,586
NON-CURRENT ASSETS		
Investment in associate	20,793	20,793
Property, plant and equipment	12,907,024	12,930,737
Infrastructure	76,301,079	76,057,072
TOTAL NON-CURRENT ASSETS	89,228,896	89,008,602
TOTAL ASSETS	98,602,303	96,612,188
CURRENT LIABILITIES		
Trade and other payables	786,535	270,849
Other liabilities	154,025	545,812
Employee related provisions	193,220	193,220
TOTAL CURRENT LIABILITIES	1,133,780	1,009,881
NON-CURRENT LIABILITIES		
Employee related provisions	61,582	61,582
TOTAL NON-CURRENT LIABILITIES	61,582	61,582
TOTAL LIABILITIES	1,195,362	1,071,463
NET ASSETS	97,406,941	95,540,725
EQUITY		
Retained surplus	37,778,789	35,808,273
Reserve accounts	4,474,326	4,578,719
Revaluation surplus	55,153,824	55,153,824
TOTAL EQUITY	97,406,939	95,540,816

This statement is to be read in conjunction with the accompanying notes.

SHIRE OF YALGOO

NOTES TO THE STATEMENT OF FINANCIAL ACTIVITY

FOR THE PERIOD ENDED 31 DECEMBER 2024

1 BASIS OF PREPARATION AND MATERIAL ACCOUNTING POLICIES

BASIS OF PREPARATION

This prescribed financial report has been prepared in accordance with the *Local Government Act 1995* and accompanying regulations.

Local Government Act 1995 requirements

Section 6.4(2) of the *Local Government Act 1995* read with the *Local Government (Financial Management) Regulations 1996*, prescribe that the financial report be prepared in accordance with the *Local Government Act 1995* and, to the extent that they are not inconsistent with the Act, the Australian Accounting Standards. The Australian Accounting Standards (as they apply to local governments and not-for-profit entities) and Interpretations of the Australian Accounting Standards Board were applied where no inconsistencies exist.

The *Local Government (Financial Management) Regulations 1996* specify that vested land is a right-of-use asset to be measured at cost, and is considered a zero cost concessionary lease. All right-of-use assets under zero cost concessionary leases are measured at zero cost rather than at fair value, except for vested improvements on concessionary land leases such as roads, buildings or other infrastructure which continue to be reported at fair value, as opposed to the vested land which is measured at zero cost. The measurement of vested improvements at fair value is a departure from AASB 16 which would have required the Shire to measure any vested improvements at zero cost.

Local Government (Financial Management) Regulations 1996, regulation 34 prescribes contents of the financial report. Supplementary information does not form part of the financial report.

Accounting policies which have been adopted in the preparation of this financial report have been consistently applied unless stated otherwise. Except for cash flow and rate setting information, the financial report has been prepared on the accrual basis and is based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and liabilities.

PREPARATION TIMING AND REVIEW

Date prepared: All known transactions up to 00 January 1900

THE LOCAL GOVERNMENT REPORTING ENTITY

All funds through which the Shire controls resources to carry on its functions have been included in the financial statements forming part of this financial report.

All monies held in the Trust Fund are excluded from the financial statements.

MATERIAL ACCOUNTING POLICIES

Material accounting policies utilised in the preparation of these statements are as described within the 2024-25 Annual Budget. Please refer to the adopted budget document for details of these policies.

Critical accounting estimates and judgements

The preparation of a financial report in conformity with Australian Accounting Standards requires management to make judgements, estimates and assumptions that effect the application of policies and reported amounts of assets and liabilities, income and expenses.

The estimates and associated assumptions are based on historical experience and various other factors believed to be reasonable under the circumstances; the results of which form the basis of making the judgements about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

As with all estimates, the use of different assumptions could lead to material changes in the amounts reported in the financial report.

The following are estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year and further information on their nature and impact can be found in the relevant note:

- Fair value measurement of assets carried at reportable value including:
 - Property, plant and equipment
 - Infrastructure
- Impairment losses of non-financial assets
- Expected credit losses on financial assets
- Assets held for sale
- Investment property
- Estimated useful life of intangible assets
- Measurement of employee benefits
- Measurement of provisions
- Estimation uncertainties and judgements made in relation to lease

SHIRE OF YALGOO
NOTES TO THE STATEMENT OF FINANCIAL ACTIVITY
FOR THE PERIOD ENDED 31 DECEMBER 2024

2 NET CURRENT ASSETS INFORMATION

(a) Net current assets used in the Statement of Financial Activity

Current assets

Cash and cash equivalents
Trade and other receivables

Less: current liabilities

Trade and other payables
Other liabilities
Employee related provisions

Net current assets

Less: Total adjustments to net current assets

Closing funding surplus / (deficit)

Note	Adopted Budget Opening 1 July 2024	Actual as at 30 June 2024	Actual as at 31 December 2024
	\$	\$	\$
	3,831,176	8,130,502	6,040,663
	1,242,905	1,242,905	1,562,923
	5,074,081	9,373,407	7,603,586
	(786,535)	(786,535)	(270,849)
	(192,957)	(154,025)	(545,812)
	343,951	(193,220)	(193,220)
	(635,541)	(1,133,780)	(1,009,881)
	4,438,540	8,239,627	6,593,705
2(b)	(4,438,540)	(4,419,708)	(4,522,828)
	0	3,819,919	2,070,877

(b) Current assets and liabilities excluded from budgeted deficiency

Adjustments to net current assets

Less: Reserve accounts
Add: Current liabilities not expected to be cleared at the end of the year
- Current portion of employee benefit provisions held in reserve

Total adjustments to net current assets

	Adopted Budget Estimates 30 June 2025	YTD Budget Estimates 31 December 2024	YTD Actual 31 December 2024
	\$	\$	\$
	(160,694)	(8,032)	(64,768)
	1,333,372	672,176	668,935
	1,595		1,274
	1,174,273	664,144	605,441

(c) Non-cash amounts excluded from operating activities

Adjustments to operating activities

Less: Profit on asset disposals
Add: Depreciation
Movement in current employee provisions associated with restricted cash

Total non-cash amounts excluded from operating activities

CURRENT AND NON-CURRENT CLASSIFICATION

In the determination of whether an asset or liability is current or non-current, consideration is given to the time when each asset or liability is expected to be settled. Unless otherwise stated assets or liabilities are classified as current if expected to be settled within the next 12 months, being the local governments' operational cycle.

AASB 101.10(e) **SHIRE OF YALGOO**
AASB 101.51 **NOTES TO THE STATEMENT OF FINANCIAL ACTIVITY**
AASB 101.112 **FOR THE PERIOD ENDED 31 DECEMBER 2024**

FM Reg 34 (2)(b) **3 EXPLANATION OF MATERIAL VARIANCES**

The material variance thresholds are adopted annually by Council as an indicator of whether the actual expenditure or revenue varies from the year to date actual materially.

The material variance adopted by Council for the 2024-25 year is \$10,000 and 10.00% whichever is the greater.

Description	Var. \$	Var. %	
	\$	%	
Revenue from operating activities			
Grants, subsidies and contributions	73,586	16.02%	▲
Fees and charges	57,669	34.75%	▲
Interest revenue	15,168	14.91%	▲
Profit on asset disposals	56,736	706.37%	▲
Expenditure from operating activities			
Employee costs	328,238	26.79%	▲
Materials and contracts	1,158,171	21.20%	▲
Insurance	138,528	50.07%	▲
Other expenditure	56,682	40.20% Timing	▲
Inflows from investing activities			
Proceeds from capital grants, subsidies and contributions	(165,039)	(43.89%)	▼
Outflows from investing activities			
Payments for property, plant and equipment	1,273,434	78.97%	▲
Payments for construction of infrastructure	1,259,268	90.50%	▲
Surplus or deficit after imposition of general rates	3,913,060	212.56%	▲

SHIRE OF YALGOO

SUPPLEMENTARY INFORMATION

TABLE OF CONTENTS

1	Key Information	2
2	Key Information - Graphical	3
3	Cash and Financial Assets	4
4	Reserve Accounts	5
5	Capital Acquisitions	6
6	Disposal of Assets	8
7	Receivables	9
8	Payables	10
9	Other Current Liabilities	11
10	Grants and contributions	12
11	Capital grants and contributions	13
12	Investment in Associates	14

BASIS OF PREPARATION - SUPPLEMENTARY INFORMATION

Supplementary information is presented for information purposes. The information does not comply with the disclosure requirements of the Australian Accounting Standards.

SHIRE OF YALGOO
SUPPLEMENTARY INFORMATION
FOR THE PERIOD ENDED 31 DECEMBER 2024

1 KEY INFORMATION

Funding Surplus or Deficit Components

Funding surplus / (deficit)				
	Adopted Budget	YTD Budget (a)	YTD Actual (b)	Var. \$ (b)-(a)
Opening	\$4.01 M	\$4.01 M	\$3.82 M	(\$0.19 M)
Closing	(\$0.05 M)	(\$1.84 M)	\$2.07 M	\$3.91 M

Refer to Statement of Financial Activity

Cash and cash equivalents		
	\$6.04 M	% of total
Unrestricted Cash	\$1.46 M	24.2%
Restricted Cash	\$4.58 M	75.8%

Refer to 3 - Cash and Financial Assets

Payables	
	\$0.27 M
Trade Payables	\$0.00 M
0 to 30 Days	100.0%
Over 30 Days	0.0%
Over 90 Days	0.0%

Refer to 8 - Payables

Receivables		
	\$1.01 M	% Collected
Rates Receivable	\$0.56 M	81.5%
Trade Receivable	\$1.01 M	% Outstanding
Over 30 Days		100.1%
Over 90 Days		41.5%

Refer to 7 - Receivables

Key Operating Activities

Amount attributable to operating activities			
Adopted Budget	YTD Budget (a)	YTD Actual (b)	Var. \$ (b)-(a)
(\$0.72 M)	(\$3.22 M)	(\$1.47 M)	\$1.75 M

Refer to Statement of Financial Activity

Rates Revenue		
YTD Actual	\$3.13 M	% Variance
YTD Budget	\$3.20 M	(2.4%)

Grants and Contributions		
YTD Actual	\$0.53 M	% Variance
YTD Budget	\$0.46 M	16.0%

Refer to 10 - Grants and Contributions

Fees and Charges		
YTD Actual	\$0.22 M	% Variance
YTD Budget	\$0.17 M	34.8%

Refer to Statement of Financial Activity

Key Investing Activities

Amount attributable to investing activities			
Adopted Budget	YTD Budget (a)	YTD Actual (b)	Var. \$ (b)-(a)
(\$3.32 M)	(\$2.63 M)	(\$0.17 M)	\$2.46 M

Refer to Statement of Financial Activity

Proceeds on sale		
YTD Actual	\$0.09 M	%
Adopted Budget	\$0.31 M	(70.9%)

Refer to 6 - Disposal of Assets

Asset Acquisition		
YTD Actual	\$0.13 M	% Spent
Adopted Budget	\$3.55 M	(96.3%)

Refer to 5 - Capital Acquisitions

Capital Grants		
YTD Actual	\$0.21 M	% Received
Adopted Budget	\$2.66 M	(92.1%)

Refer to 5 - Capital Acquisitions

Key Financing Activities

Amount attributable to financing activities			
Adopted Budget	YTD Budget (a)	YTD Actual (b)	Var. \$ (b)-(a)
(\$0.02 M)	\$0.00 M	(\$0.10 M)	(\$0.10 M)

Refer to Statement of Financial Activity

Borrowings	
Principal repayments	\$0.00 M
Interest expense	\$0.00 M
Principal due	\$0.00 M

Reserves	
Reserves balance	\$4.58 M
Net Movement	\$0.10 M

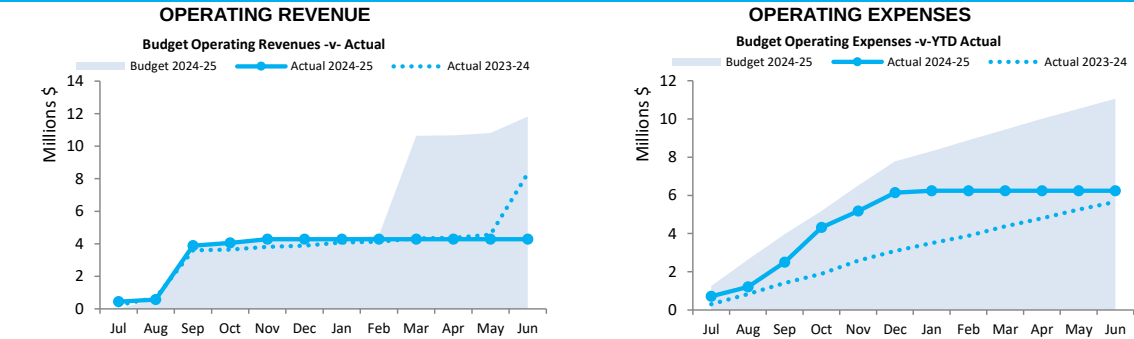
Refer to 4 - Cash Reserves

This information is to be read in conjunction with the accompanying Financial Statements and notes.

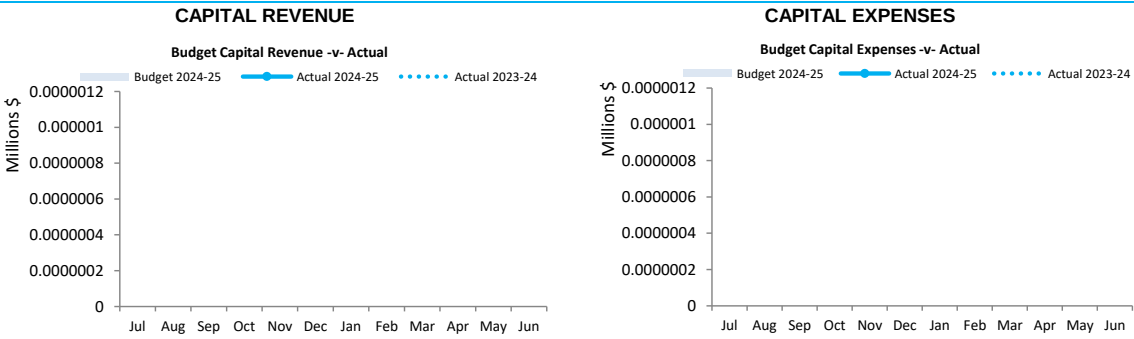
SHIRE OF YALGOO
SUPPLEMENTARY INFORMATION
FOR THE PERIOD ENDED 31 DECEMBER 2024

2 KEY INFORMATION - GRAPHICAL

OPERATING ACTIVITIES



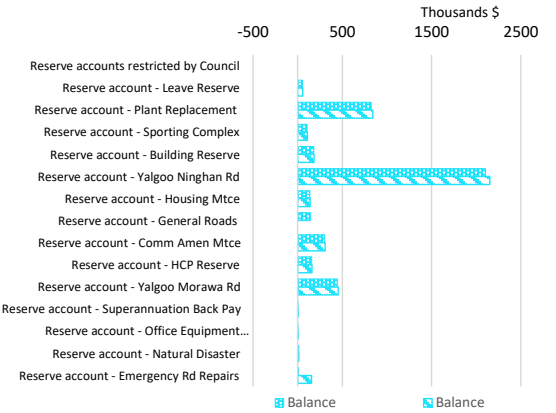
INVESTING ACTIVITIES



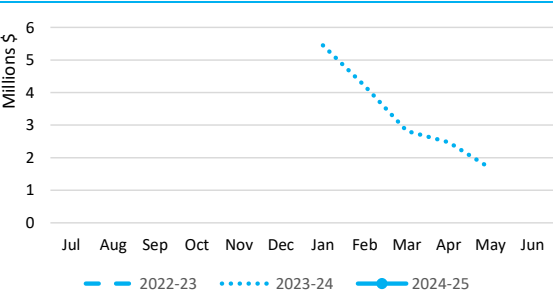
FINANCING ACTIVITIES

BORROWINGS

RESERVES



Closing funding surplus / (deficit)



This information is to be read in conjunction with the accompanying Financial Statements and Notes.

SHIRE OF YALGOO
SUPPLEMENTARY INFORMATION
FOR THE PERIOD ENDED 31 DECEMBER 2024

3 CASH AND FINANCIAL ASSETS AT AMORTISED COST

Description	Classification	Unrestricted	Reserve Accounts	Total	Trust	Institution	Interest Rate	Maturity Date
		\$	\$	\$	\$			
Cash in Municipal Bank		1,461,530		1,461,530				
Cash On Hand - Admin		400		400				
Municipal Investment Account		12		12				
Reserve Bank - Term Deposit Investments		0	4,578,721	4,578,721				
Total		1,461,942	4,578,721	6,040,663	0			
Comprising								
Cash and cash equivalents		1,461,942	4,578,721	6,040,663	0			
		1,461,942	4,578,721	6,040,663	0			

KEY INFORMATION

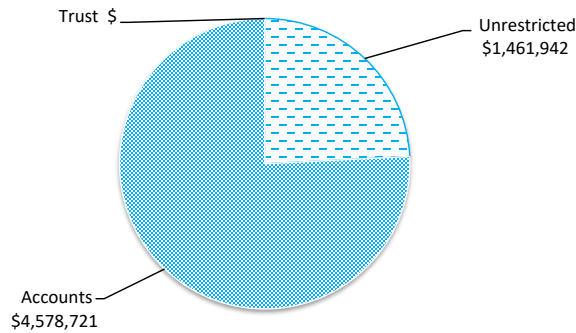
Cash and cash equivalents include cash on hand, cash at bank, deposits available on demand with banks and other short term highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Bank overdrafts are reported as short term borrowings in current liabilities in the statement of net current assets.

The local government classifies financial assets at amortised cost if both of the following criteria are met:

- the asset is held within a business model whose objective is to collect the contractual cashflows, and
- the contractual terms give rise to cash flows that are solely payments of principal and interest.

Financial assets at amortised cost held with registered financial institutions are listed in this note other financial assets at amortised cost are provided in Note 7 - Other assets.



SHIRE OF YALGOO
SUPPLEMENTARY INFORMATION
FOR THE PERIOD ENDED 31 DECEMBER 2024

4 RESERVE ACCOUNTS

Reserve account name	Budget				Actual			
	Opening	Transfers	Transfers	Closing	Opening	Transfers	Transfers	Closing
	Balance	In (+)	Out (-)	Balance	Balance	In (+)	Out (-)	Balance
	\$	\$	\$	\$	\$	\$	\$	\$
Reserve accounts restricted by Council								
Reserve account - Leave Reserve	54,618	52,743	0	107,361	54,618	1,274	0	55,892
Reserve account - Plant Replacement	822,837	141,330	(680,000)	284,167	822,837	19,198	0	842,035
Reserve account - Sporting Complex	106,188	5,334	0	111,522	106,188	2,478	0	108,666
Reserve account - Building Reserve	179,868	9,034	0	188,902	179,868	4,197	0	184,065
Reserve account - Yalgoo Ninghan Rd	2,102,348	204,290	0	2,306,638	2,102,348	49,052	0	2,151,400
Reserve account - Housing Mtce	136,626	6,863	0	143,489	136,626	3,188	0	139,814
Reserve account - General Roads	142,775	0	(142,775)	0	142,775	0	(142,775)	(0)
Reserve account - Comm Amen Mtce	301,070	515,122	(500,000)	316,192	301,070	7,025	0	308,095
Reserve account - HCP Reserve	157,148	7,893	0	165,041	157,148	3,667	0	160,815
Reserve account - Yalgoo Morawa Rd	443,315	102,267	0	545,582	443,315	10,343	0	453,658
Reserve account - Superannuation Back Pay	27	0	(27)	0	27	0	(27)	0
Reserve account - Office Equipment Reserve	4,016	50,229	0	54,245	4,016	121	0	4,137
Reserve account - Natural Disaster	14,197	50,713	0	64,910	14,197	331	0	14,528
Reserve account - Emergency Rd Repairs	9,293	197,411	0	206,704	9,293	146,323	0	155,616
	4,474,326	1,343,229	(1,322,802)	4,494,753	4,474,326	247,196	(142,802)	4,578,720

SHIRE OF YALGOO
SUPPLEMENTARY INFORMATION
FOR THE PERIOD ENDED 31 DECEMBER 2024

INVESTING ACTIVITIES

5 CAPITAL ACQUISITIONS

Capital acquisitions		Adopted		YTD Actual	YTD Variance
		Budget	YTD Budget		
		\$	\$	\$	\$
Buildings - non-specialised	514	945,000	620,000	82,521	(537,479)
Buildings - specialised	512	380,000	322,500	164,437	(158,063)
Plant and equipment	530	1,400,000	670,000	92,108	(577,892)
Acquisition of property, plant and equipment		2,725,000	1,612,500	339,066	(1,273,434)
Infrastructure - roads	540	2,891,999	1,082,501	126,493	(956,008)
Infrastructure - Airports	590	459,000	309,000	5,650	(303,350)
Infrastructure - Others	570	200,000	0	90	90
Acquisition of infrastructure		3,550,999	1,391,501	132,233	(1,259,268)
Total of PPE and Infrastructure.		6,275,999	3,004,001	471,299	(2,532,702)
Total capital acquisitions		6,275,999	3,004,001	471,299	(2,532,702)
Capital Acquisitions Funded By:					
Capital grants and contributions		2,655,793	376,000	210,961	(165,039)
Other (disposals & C/Fwd)		305,000	0	88,636	88,636
Reserve accounts					
Reserve account - Plant Replacement		680,000		0	0
Reserve account - General Roads		142,775			0
Reserve account - Comm Amen Mtce		500,000		0	0
Reserve account - Superannuation Back Pay		27		27	27
Contribution - operations		1,992,404	2,628,001	171,675	(2,456,326)
Capital funding total		6,275,999	3,004,001	471,299	(2,532,702)

KEY INFORMATION

Initial recognition

An item of property, plant and equipment or infrastructure that qualifies for recognition as an asset is measured at its cost.

Upon initial recognition, cost is determined as the amount paid (or other consideration given) to acquire the assets, plus costs incidental to the acquisition. The cost of non-current assets constructed by the Shire includes the cost of all materials used in construction, direct labour on the project and an appropriate proportion of variable and fixed overheads. For assets acquired at zero cost or otherwise significantly less than fair value, cost is determined as fair value at the date of acquisition.

Assets for which the fair value as at the date of acquisition is under \$5,000 are not recognised as an asset in accordance with *Local Government (Financial Management) Regulation 17A(5)*. These assets are expensed immediately.

Where multiple individual low value assets are purchased together as part of a larger asset or collectively forming a larger asset exceeding the threshold, the individual assets are recognised as one asset and capitalised.

Individual assets that are land, buildings and infrastructure acquired between scheduled revaluation dates of the asset class in accordance with the Shire's revaluation policy, are recognised at cost and disclosed as being at reportable value.

Measurement after recognition

Plant and equipment including furniture and equipment and right-of-use assets (other than vested improvements) are measured using the cost model as required under *Local Government (Financial Management) Regulation 17A(2)*. Assets held under the cost model are carried at cost less accumulated depreciation and any impairment losses being their reportable value.

Reportable Value

In accordance with *Local Government (Financial Management) Regulation 17A(2)*, the carrying amount of non-financial assets that are land and buildings classified as property, plant and equipment, investment properties, infrastructure or vested improvements that the local government controls.

Reportable value is for the purpose of *Local Government (Financial Management) Regulation 17A(4)* is the fair value of the asset at its last valuation date minus (to the extent applicable) the accumulated depreciation and any accumulated impairment losses in respect of the non-financial asset subsequent to its last valuation date.

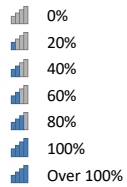
SHIRE OF YALGOO
SUPPLEMENTARY INFORMATION
FOR THE PERIOD ENDED 31 DECEMBER 2024

INVESTING ACTIVITIES

5 CAPITAL ACQUISITIONS (CONTINUED) - DETAILED

Capital expenditure total

Level of completion indicators



Percentage Year to Date Actual to Annual Budget expenditure where the expenditure over budget highlighted in red.

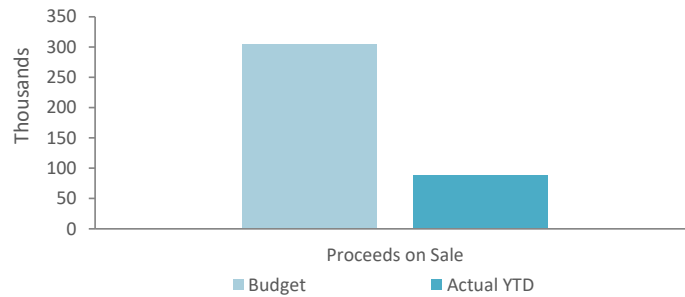
		Adopted		YTD Actual	Variance (Under)/Over
Account Description		Budget	YTD Budget		
		\$	\$	\$	\$
4050130	FIRE - Plant & Equipment (Capital)				
4500	Dfes Tank	\$35,000	\$35,001	\$56,339	(21,338)
4050330	OLOPS - Plant & Equipment (Capital)	\$250,000	\$249,999	\$0	249,999
BC020	Staff Housing - 1 (Lot 27) Stanley St - Building (Capital)	\$0	\$0	\$6,889	(6,889)
4100711	COM AMEN Anthropology Report Cemetery	\$35,000	\$0	\$0	0
4100730	COM AMEN - Plant & Equipment (Capital)				
8022	2Nd Hand 12 Seater Bus	\$50,000	\$50,000	\$0	50,000
4110110	HALLS - Building (Capital)				
BC002	Yalgoo Hall - Building (Capital)	\$300,000	\$300,000	\$136,314	163,686
4110309	REC - Other Rec Land (Capital)	\$150,000	\$75,000	\$35,734	39,266
4110310	REC - Other Rec Facilities Building (Capital)				
BC006	Railway Station (Capital)	\$45,000	\$22,500	\$14,327	8,173
4110370	REC - Infrastructure Parks & Gardens (Capital)				
BC039	Tennis Court (Capital)	\$100,000	\$0	\$0	0
PC010	Water Treatment Railway Bore	\$100,000	\$0	\$0	0
4120110	ROADC - Building (Capital)				
BC005	Works Depot (Capital)	\$200,000	\$0	\$46,788	(46,788)
BC043	Depot Storage Shed	\$50,000	\$0	\$0	0
BC044	Shed For Community Buses	\$45,000	\$45,000	\$0	45,000
4120140	ROADC - Roads Built Up Area - Sealed - Council Funded				
RC050	Piesse Street	\$100,000	\$0	\$17,020	(17,020)
RC075	Paynes Find Town Rd (Capital)	\$150,000	\$150,000	\$0	150,000
4120141	ROADC - Roads Outside BUA - Sealed - Council Funded				
LRC008	Lrci - Yalgoo Ninghan Road	\$592,977	\$0	\$42,173	(42,173)
LRC076	Lrci - Morawa - Yalgoo Rd	\$60,000	\$0	\$0	0
RC008	Yalgoo - Ninghan Rd (Capital)	\$785,000	\$392,502	\$11,285	381,217
4120143	ROADC - Roads Outside BUA - Formed - Council Funded				
RC056	Joker Mine Rd (Capital)	\$40,000	\$39,999	\$0	39,999
RC077	Paynes Find - Thundelarra Rd (Capital)	\$50,000	\$50,000	\$0	50,000
4120145	ROADC - Roads Outside BUA - Sealed - Roads to Recovery				
R2R008	Yalgoo - Ninghan Rd (R2R)	\$664,022	\$0	\$11,960	(11,960)
4120149	ROADC - Roads Outside BUA - Sealed - Regional Road Group				
RRG008	Yalgoo - Ninghan Rd (Rrg)	\$450,000	\$450,000	\$0	450,000
4120158	ROADC - Roads Outside BUA - Gravel - Flood Damage				
RFD012	Paynes Find - Sandstone Rd - Flood Damage	\$0	\$0	\$85	(85)
4120159	ROADC - Roads Outside BUA - Formed - Flood Damage				
RFD009	Yalgoo - North Rd - Flood Damage	\$0	\$0	\$2,336	(2,336)
RFD025	Maranalgo Rd - Flood Damage	\$0	\$0	\$256	(256)
RFD026	Ninghan Rd - Flood Damage	\$0	\$0	\$2,472	(2,472)
RFD027	Mt Gibson Rd - Flood Damage	\$0	\$0	\$23,776	(23,776)
RFD048	Thundelarra Rd - Flood Damage	\$0	\$0	\$85	(85)
4120190	ROADC - Infrastructure Other (Capital)				
6000	Tourist Projects As Per Plan	\$50,000	\$50,001	\$0	50,001
ES001	Paynes Find Entry Statement	\$19,000	\$18,999	\$0	18,999
FS001	Various Flood Stabilisation & Mitigation	\$100,000	\$0	\$0	0
SL001	Street Lighting	\$50,000	\$0	\$0	0
4120330	PLANT - Plant & Equipment (Capital)				
8002	Mower	\$35,000	\$35,000	\$31,045	3,955
8005	Grader	\$450,000	\$0	\$0	0
8010	Box Top Trailer	\$10,000	\$10,000	\$0	10,000
8011	Sat Phones & Vehicle Tracking	\$10,000	\$10,000	\$4,724	5,276
8017	Cranes X 2	\$15,000	\$15,000	\$0	15,000
8021	Drop Deck Float	\$150,000	\$0	\$0	0
8023	Pole Mounted Camera	\$20,000	\$20,000	\$0	20,000
4130130	RURAL - Plant & Equipment (Capital)	\$60,000	\$0	\$0	0
4130290	TOUR - Infrastructure Other (Capital)	\$200,000	\$200,000	\$5,650	194,350
4130610	ECON DEV - Building (Capital)	\$500,000	\$500,000	\$0	500,000
4140230	ADMIN - Plant and Equipment (Capital)				
8012	Motor Vehicle (Rav4 Replace)	\$70,000	\$0	\$0	0
8013	Motor Vehicle (Mfin)	\$50,000	\$50,000	\$0	50,000
8014	Computer Hardware System Upgrades & Phone Replace	\$135,000	\$135,000	\$0	135,000
8015	Conference Equipment	\$35,000	\$35,000	\$0	35,000
8016	External Monitor Display	\$25,000	\$25,000	\$0	25,000
4140290	PLANT - Plant & Equipment (Capital)	\$40,000	\$40,000	\$0	40,000
		6,275,999	3,004,001	449,257	2,554,744

SHIRE OF YALGOO
SUPPLEMENTARY INFORMATION
FOR THE PERIOD ENDED 31 DECEMBER 2024

OPERATING ACTIVITIES

6 DISPOSAL OF ASSETS

Asset Ref.	Asset description	Budget				YTD Actual			
		Net Book	Proceeds	Profit	(Loss)	Net Book	Proceeds	Profit	(Loss)
		Value				Value			
		\$	\$	\$	\$	\$	\$	\$	\$
	Plant and equipment								
3080	Grader	0	90,000	90,000	0			0	0
398	Drop Deck Float	0	50,000	50,000	0			0	0
664	Toyota RAV 4	21,300	30,000	8,700	0			0	0
660	Touota Fortuna	27,013	30,000	2,987	0			0	0
662	Mitsubishi Pajero	29,025	30,000	975	0			0	0
647	Prime Mover YA 807	66,968	75,000	8,032	0			0	0
525	Bomag BW211D Smooth Drum			0	0	18,303	56,136	37,833	0
637	Kubota Front Deck 2017			0	0		12,727	12,727	0
649	Kubota Mid Deck 2019			0	0	5,565	19,773	14,208	0
		144,306	305,000	160,694	0	23,868	88,636	64,768	0

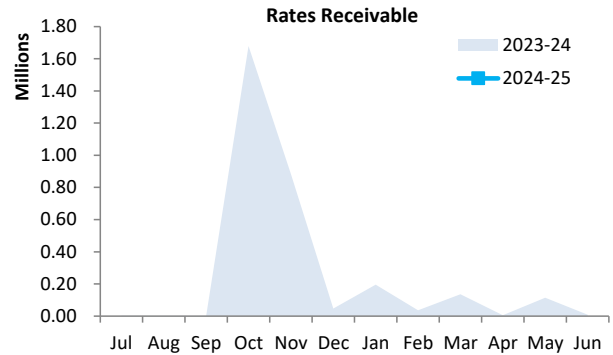


SHIRE OF YALGOO
SUPPLEMENTARY INFORMATION
FOR THE PERIOD ENDED 31 DECEMBER 2024

OPERATING ACTIVITIES

7 RECEIVABLES

Rates receivable	30 Jun 2024	31 Dec 2024
	\$	\$
Opening arrears previous year		132,477
Levied this year		3,126,060
Less - collections to date	132,477	(2,654,209)
Gross rates collectable	132,477	604,328
Allowance for impairment of rates receivable		(46,751)
Net rates collectable	132,477	557,577
% Collected	0.0%	81.5%



Receivables - general	Credit	Current	30 Days	60 Days	90+ Days	Total
	\$	\$	\$	\$	\$	\$
Receivables - general	0	0	32,000	707	23,167	55,875
Percentage	0.0%	0.0%	57.3%	1.3%	41.5%	
Balance per trial balance						
Trade receivables						219,931
GST receivable						157,795
Receivables for employee related provisions						627,620
Total receivables general outstanding						1,005,346

Amounts shown above include GST (where applicable)

KEY INFORMATION

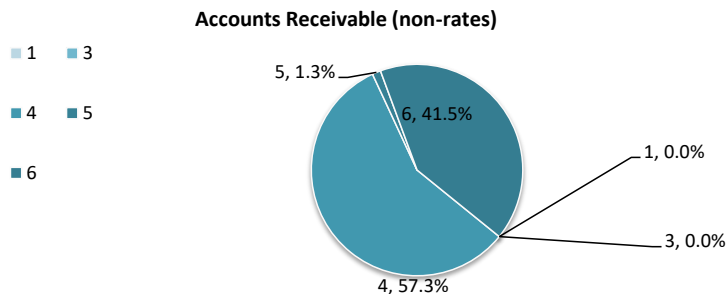
Trade and other receivables include amounts due from ratepayers for unpaid rates and service charges and other amounts due from third parties for goods sold and services performed in the ordinary course of business.

Trade receivables are recognised at original invoice amount less any allowances for uncollectable amounts (i.e. impairment). The carrying amount of net trade receivables is equivalent to fair value as it is due for settlement within 30 days.

Classification and subsequent measurement

Receivables which are generally due for settlement within 30 days except rates receivables which are expected to be collected within 12 months are classified as current assets. All other receivables such as, deferred pensioner rates receivable after the end of the reporting period are classified as non-current assets.

Trade and other receivables are held with the objective to collect the contractual cashflows and therefore the Shire measures them subsequently at amortised cost using the effective interest rate method.



SHIRE OF YALGOO
SUPPLEMENTARY INFORMATION
FOR THE PERIOD ENDED 31 DECEMBER 2024

OPERATING ACTIVITIES

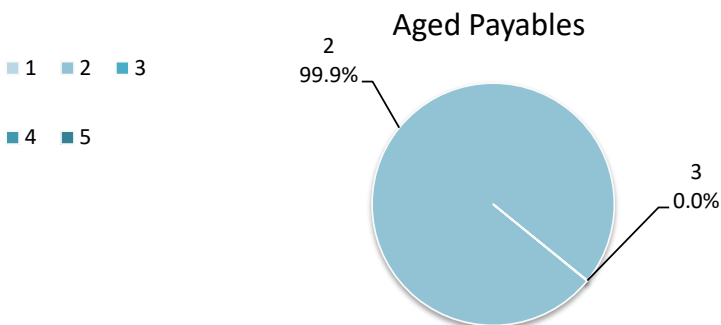
8 PAYABLES

Payables - general	Credit	Current	30 Days	60 Days	90+ Days	Total
	\$	\$	\$	\$	\$	\$
Payables - general	(8)	9,497	0	0		9,489
Percentage	(0.1%)	100.1%	0.0%	0.0%	0.0%	
Balance per trial balance						
Sundry creditors						3,565
Accrued salaries and wages						(636)
ATO liabilities						96,887
Payroll Creditors						(1,393)
Accrued Expenses						92,819
Bonds & Deposits Held in Municipal						51,163
GST Payable						28,444
Total payables general outstanding						270,849

Amounts shown above include GST (where applicable)

KEY INFORMATION

Trade and other payables represent liabilities for goods and services provided to the Shire prior to the end of the period that are unpaid and arise when the Shire becomes obliged to make future payments in respect of the purchase of these goods and services. The amounts are unsecured, are recognised as a current liability and are normally paid within 30 days of recognition. The carrying amounts of trade and other payables are considered to be the same as their fair values, due to their short-term nature.



SHIRE OF YALGOO
SUPPLEMENTARY INFORMATION
FOR THE PERIOD ENDED 31 DECEMBER 2024

OPERATING ACTIVITIES

9 OTHER CURRENT LIABILITIES

	Note	Opening Balance 1 July 2024 \$	Liability transferred from/(to) non current \$	Liability Increase \$	Liability Reduction \$	Closing Balance 31 December 2024 \$
Other current liabilities						
Other liabilities						
Contract liabilities		154,025	0	391,787		545,812
Total other liabilities		154,025	0	391,787	0	545,812
Employee Related Provisions						
Provision for annual leave		157,231	0			157,231
Provision for long service leave		35,989	0			35,989
Total Provisions		193,220	0	0	0	193,220
Total other current liabilities		347,245	0	391,787	0	739,032
Amounts shown above include GST (where applicable)						

A breakdown of contract liabilities and associated movements is provided on the following pages at Note 10

KEY INFORMATION

Provisions

Provisions are recognised when the Shire has a present legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

Provisions are measured using the best estimate of the amounts required to settle the obligation at the end of the reporting period.

Employee Related Provisions

Short-term employee benefits

Provision is made for the Shire's obligations for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and sick leave. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

The Shire's obligations for short-term employee benefits such as wages, salaries and sick leave are recognised as a part of current trade and other payables in the calculation of net current assets.

Other long-term employee benefits

The Shire's obligations for employees' annual leave and long service leave entitlements are recognised as employee related provisions in the statement of financial position.

Long-term employee benefits are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures and are discounted at rates determined by reference to market yields at the end of the reporting period on government bonds that have maturity dates that approximate the terms of the obligations. Any remeasurements for changes in assumptions of obligations for other long-term employee benefits are recognised in profit or loss in the periods in which the changes occur. The Shire's obligations for long-term employee benefits are presented as non-current provisions in its statement of financial position, except where the Shire does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current provisions.

Contract liabilities

An entity's obligation to transfer goods or services to a customer for which the entity has received consideration (or the amount is due) from the customer.

Capital grant/contribution liabilities

Grants to acquire or construct recognisable non-financial assets to identified specifications be constructed to be controlled by the Shire are recognised as a liability until such time as the Shire satisfies its obligations under the agreement.

SHIRE OF YALGOO
SUPPLEMENTARY INFORMATION
FOR THE PERIOD ENDED 31 DECEMBER 2024

OPERATING ACTIVITIES

10 GRANTS, SUBSIDIES AND CONTRIBUTIONS

Provider	Unspent grant, subsidies and contributions liability					Grants, subsidies and contributions revenue		
	Liability	Increase in	Decrease in	Liability	Current	Adopted	YTD	YTD
	1 July 2024	Liability	Liability	31 Dec 2024	Liability	Budget	Budget	Revenue
	\$	\$	(As revenue)	\$	\$	\$	\$	\$
Grants and subsidies								
RATES - Reimbursement of Debt Collection Costs				0		2,750	1,374	4,329
GEN PUR - Financial Assistance Grant - General				0		274,572	137,286	165,017
GEN PUR - Financial Assistance Grant - Roads				0		40,551	20,276	24,371
FIRE - Grants				0		38,123	19,062	19,062
OTH HEALTH - Reimbursements				0		2,750	1,375	0
ROADC - Road Use Agreement EMR				0		150,000	0	15,954
ROADC - Road Use Agreement Rothsay Deflector				0		80,000	40,000	47,243
ROADM - Road Contribution Income				0		4,400,000	0	0
ROADM - Direct Road Grant (MRWA)				0		224,255	224,255	224,255
TOUR - Healthy Community Projects Grants - Silverlake				0		4,000	2,000	2,000
ADMIN - Reimbursements				0		2,500	1,248	43
POC - Fuel Tax Credits Grant Scheme				0		25,000	12,498	7,778
TOUR - Contributions & Donations				0		54,000	0	
MWDC & Shire	10,085			10,085				
HALLS - Contributions & Donations				0		0	0	4,646
POC - Reimbursements				0		0	0	1,763
PWO - Other Reimbursements				0		0	0	16,500
	10,085	0	0	10,085	0	5,298,501	459,374	532,960

SHIRE OF YALGOO
SUPPLEMENTARY INFORMATION
FOR THE PERIOD ENDED 31 DECEMBER 2024

INVESTING ACTIVITIES

11 CAPITAL GRANTS, SUBSIDIES AND CONTRIBUTIONS

Provider	Liability 1 July 2024	Capital grant/contribution		liabilities		Capital grants, subsidies and contributions revenue		
		Increase in Liability	Decrease in Liability (As revenue)	Liability 31 Dec 2024	Current Liability 31 Dec 2024	Adopted Budget Revenue	YTD Budget	YTD Revenue Actual
	\$	\$	\$	\$	\$	\$	\$	\$
Capital grants and subsidies								
HALLS - Contributions & Donations	143,940			143,940		300,000	136,000	130,961
ROADC - Regional Road Group Grants (MRWA)				0		300,000	240,000	80,000
ROADC - Roads to Recovery Grant				0		664,022	0	0
GEN PUR - Grant Funding Infrastructure				0		1,359,771	0	0
FIRE - Grants				0		32,000	0	0
	143,940	0	0	143,940	0	2,655,793	376,000	210,961

SHIRE OF YALGOO
SUPPLEMENTARY INFORMATION
FOR THE PERIOD ENDED 31 DECEMBER 2024

12 INVESTMENT IN ASSOCIATES

(a) Investment in associate

The table below reflects the financial results of the Shire's investment in associates as reported by the associate.

Aggregate carrying amount of interests in associates accounted for using the equity method are reflected in the table below.

Carrying amount at 1 July
Carrying amount at 30 June

Adopted Budget Revenue	YTD Budget	YTD Revenue Actual
\$	\$	\$
		20,793
0	0	20,793

KEY INFORMATION

Investments in associates

An associate is an entity over which the Shire has the power to participate in the financial and operating policy decisions of the investee but not control or joint control of those policies.

Investments in associates are accounted for using the equity method. The equity method of accounting, is whereby the investment is initially recognised at cost and adjusted thereafter for the post-acquisition change in the Shire's share of net assets of the associate. In addition, the Shire's share of the profit or loss of the associate is included in the Shire's profit or loss.

Prog	SP	Type	COA	Job	Description	Current Budget	YTD Budget	YTD Actual
03	0301	2	2030111		RATES - Rates Incentive Scheme	\$1,000.00	\$1,000.00	\$0.00
03	0301	2	2030112		RATES - Valuation Expenses	\$7,500.00	\$3,750.00	\$636.63
03	0301	2	2030113		RATES - Title/Company Searches	\$5,000.00	\$2,502.00	\$0.00
03	0301	2	2030114		RATES - Debt Collection Expenses	\$15,000.00	\$7,500.00	\$4,357.09
03	0301	2	2030118		RATES - Rates Write Off	\$0.00	\$0.00	\$10,138.01
03	0301	2	2030119		RATES - Refund	\$5,000.00	\$2,502.00	\$0.00
03	0301	2	2030152		RATES - Consultants	\$42,500.00	\$21,252.00	\$0.00
03	0301	2	2030187		RATES - Other Expenses Relating To Rates	\$500.00	\$252.00	\$8.86
03	0301	2	2030198		RATES - Staff Housing Costs Allocated	\$8,427.00	\$4,212.00	\$2,999.10
03	0301	2	2030199		RATES - Administration Allocated	\$133,218.00	\$66,612.00	\$57,956.48
Operating Expenditure Total						\$218,145.00	\$109,582.00	\$76,096.17
03	0301	3	3030120		RATES - Instalment Admin Fee	(\$2,000.00)	(\$2,000.00)	(\$4,017.00)
03	0301	3	3030121		RATES - Account Enquiry Charges	(\$500.00)	(\$252.00)	(\$90.91)
03	0301	3	3030122		RATES - Reimbursement of Debt Collection Costs	(\$2,750.00)	(\$1,374.00)	(\$4,328.80)
03	0301	3	3030130		RATES - Rates Levied - Synergy	(\$3,206,893.00)	(\$3,201,893.00)	(\$3,126,060.19)
03	0301	3	3030145		RATES - Penalty Interest Received	(\$20,000.00)	(\$10,002.00)	(\$4,731.66)
03	0301	3	3030146		RATES - Instalment Interest Received	\$0.00	\$0.00	(\$5,635.35)
Operating Income Total						(\$3,232,143.00)	(\$3,215,521.00)	(\$3,144,863.91)
Rates Total						(\$3,013,998.00)	(\$3,105,939.00)	(\$3,068,767.74)
03	0302	2	2030299		GEN PUR - Administration Allocated	\$83,263.00	\$41,634.00	\$36,223.64
Operating Expenditure Total						\$83,263.00	\$41,634.00	\$36,223.64
03	0302	3	3030210		GEN PUR - Financial Assistance Grant - General	(\$274,572.00)	(\$137,286.00)	(\$165,016.54)
03	0302	3	3030211		GEN PUR - Financial Assistance Grant - Roads	(\$40,551.00)	(\$20,276.00)	(\$24,370.96)
03	0302	3	3030215		GEN PUR - Grant Funding Infrastructure	(\$1,359,771.00)	\$0.00	\$0.00
03	0302	3	3030220		GEN PUR - Charges - Photocopying / Faxing	\$0.00	\$0.00	(\$51.81)
03	0302	3	3030245		GEN PUR - Interest Earned - Reserve Funds	(\$173,430.00)	(\$86,716.00)	(\$104,394.15)
03	0302	3	3030246		GEN PUR - Interest Earned - Municipal Funds	(\$10,000.00)	(\$4,998.00)	(\$2,122.78)
Operating Income Total						(\$1,858,324.00)	(\$249,276.00)	(\$295,956.24)
Other General Purpose Funding Total						(\$1,775,061.00)	(\$207,642.00)	(\$259,732.60)
General Purpose Funding Total						(\$4,789,059.00)	(\$3,313,581.00)	(\$3,328,500.34)
04	0401	2	2040101		MEMBERS - Conference Expenses.	\$25,000.00	\$12,498.00	\$8,022.65
04	0401	2	2040104		MEMBERS - Training & Development	\$20,000.00	\$10,002.00	\$14,412.34
04	0401	2	2040109		MEMBERS - Members Travel and Accommodation	\$12,000.00	\$6,000.00	\$12,067.22
04	0401	2	2040111		MEMBERS - Mayors/Presidents Allowance	\$14,000.00	\$7,002.00	\$5,826.84
04	0401	2	2040112		MEMBERS - Deputy Mayors/Presidents Allowance	\$3,500.00	\$1,752.00	\$1,199.84
04	0401	2	2040113		MEMBERS - Members Sitting Fees	\$30,480.00	\$15,240.00	\$9,155.00
04	0401	2	2040114		MEMBERS - Communications Allowance	\$21,000.00	\$10,500.00	\$11,083.46

Prog	SP	Type	COA	Job	Description	Current Budget	YTD Budget	YTD Actual
04	0401	2	2040116		MEMBERS - Election Expenses	\$7,500.00	\$0.00	\$0.00
04	0401	2	2040129		MEMBERS - Donations to Community Groups	\$10,000.00	\$4,998.00	\$68.18
04	0401	2	2040130		MEMBERS - Insurance Expenses	\$1,107.00	\$1,107.00	\$465.50
04	0401	2	2040141		MEMBERS - Subscriptions & Publications	\$36,000.00	\$36,000.00	\$27,238.78
04	0401	2	2040152		MEMBERS - Consultants	\$100,000.00	\$49,998.00	\$12,700.00
04	0401	2	2040187		MEMBERS - Other Expenses	\$5,000.00	\$2,502.00	\$376.82
04	0401	2	2040192		MEMBERS - Depreciation	\$549.00	\$278.00	\$275.16
04	0401	2	2040193		MEMBERS - Receptions & Refreshments.	\$7,500.00	\$3,750.00	\$2,278.48
04	0401	2	2040194		MEMBERS - Contribution to WALGA Murchison Zone	\$3,500.00	\$3,500.00	\$0.00
04	0401	2	2040199		MEMBERS - Administration Allocated	\$333,054.00	\$166,524.00	\$144,894.62
Operating Expenditure Total						\$630,190.00	\$331,651.00	\$250,064.89
Members Of Council Total						\$630,190.00	\$331,651.00	\$250,064.89
Governance Total						\$630,190.00	\$331,651.00	\$250,064.89
05	0501	2	2050110		FIRE - Motor Vehicle Expenses	\$40,000.00	\$19,998.00	\$1,271.10
05	0501	2	2050117		FIRE - CESM	\$27,500.00	\$13,752.00	\$5,611.68
05	0501	2	2050130		FIRE - Insurance Expenses	\$2,977.00	\$2,977.00	\$2,186.82
05	0501	2	2050165		FIRE - Maintenance/Operations	\$25,000.00	\$12,498.00	\$6,997.60
05	0501	2	2050187		FIRE - Other Expenditure	\$0.00	\$0.00	\$45.41
05	0501	2	2050189		FIRE - Building Maintenance			
05	0501	2	2050189	BM010	Fire Shed	\$231.00	\$231.00	\$923.74
05	0501	2	2050189	BM032	Old Police Station - Selwyn St	\$986.00	\$986.00	\$1,186.78
05	0501	2	2050192		FIRE - Depreciation	\$1,718.00	\$866.00	\$861.88
05	0501	2	2050199		FIRE - Administration Allocated	\$33,305.00	\$16,650.00	\$14,489.50
Operating Expenditure Total						\$131,717.00	\$67,958.00	\$33,574.51
05	0501	3	3050110		FIRE - Grants	(\$70,123.00)	(\$19,062.00)	(\$19,061.50)
Operating Income Total						(\$70,123.00)	(\$19,062.00)	(\$19,061.50)
05	0501	4	4050130		FIRE - Plant & Equipment (Capital)			
05	0501	4	4050130	4500	Dfes Tank	\$35,000.00	\$35,001.00	\$56,338.57
Capital Expenditure Total						\$35,000.00	\$35,001.00	\$56,338.57
Fire Prevention Total						\$96,594.00	\$83,897.00	\$70,851.58
05	0502	2	2050266		ANIMAL - Contracr Ranger Services	\$42,000.00	\$21,000.00	\$19,477.50
05	0502	2	2050269		ANIMAL - Sterilisation Program.	\$7,500.00	\$7,500.00	\$4,086.84
05	0502	2	2050287		ANIMAL - Other Expenditure	\$5,000.00	\$2,502.00	\$127.91
05	0502	2	2050292		ANIMAL - Depreciation	\$151.00	\$76.00	\$75.38
05	0502	2	2050299		ANIMAL - Administration Allocated	\$33,305.00	\$16,650.00	\$14,489.50
Operating Expenditure Total						\$87,956.00	\$47,728.00	\$38,257.13

Prog	SP	Type	COA	Job	Description	Current Budget	YTD Budget	YTD Actual
05	0502	3	3050221		ANIMAL - Animal Registration Fees	(\$250.00)	(\$250.00)	(\$100.00)
05	0502	3	3050240		ANIMAL - Fines and Penalties	(\$1,000.00)	(\$498.00)	\$0.00
Operating Income Total						(\$1,250.00)	(\$748.00)	(\$100.00)
Animal Control Total						\$86,706.00	\$46,980.00	\$38,157.13
05	0503	2	2050392		OLOPS - Depreciation	\$719.00	\$362.00	\$360.68
05	0503	2	2050399		OLOPS - Administration Allocated	\$16,653.00	\$8,328.00	\$7,244.73
Operating Expenditure Total						\$17,372.00	\$8,690.00	\$7,605.41
05	0503	4	4050330		OLOPS - Plant & Equipment (Capital)	\$250,000.00	\$249,999.00	\$0.00
Capital Expenditure Total						\$250,000.00	\$249,999.00	\$0.00
Other Law, Order & Public Safety Total						\$267,372.00	\$258,689.00	\$7,605.41
05	0505	3	3050502		ESL BFB - Admin Fee/Commission	(\$4,000.00)	\$0.00	(\$4,000.00)
Operating Income Total						(\$4,000.00)	\$0.00	(\$4,000.00)
Emergency Services Levy - Bush Fire Brigade Total						(\$4,000.00)	\$0.00	(\$4,000.00)
Law, Order & Public Safety Total						\$446,672.00	\$389,566.00	\$112,614.12
07	0704	2	2070411		HEALTH - Contract EHO	\$5,000.00	\$2,502.00	\$1,546.80
07	0704	2	2070412		HEALTH - Analytical Expenses	\$1,000.00	\$498.00	\$372.00
07	0704	2	2070487		HEALTH - Other Expenses	\$1,000.00	\$498.00	\$0.00
07	0704	2	2070499		HEALTH - Administration Allocated	\$16,653.00	\$8,328.00	\$7,244.73
Operating Expenditure Total						\$23,653.00	\$11,826.00	\$9,163.53
07	0704	3	3070420		HEALTH - Health Regulatory Fees & Charges	\$0.00	\$0.00	(\$222.73)
07	0704	3	3070421		HEALTH - Health Regulatory Licenses	(\$185.00)	(\$185.00)	(\$65.00)
Operating Income Total						(\$185.00)	(\$185.00)	(\$287.73)
Preventative Services - Inspection/Admin Total						\$23,468.00	\$11,641.00	\$8,875.80
07	0705	2	2070553		PEST - Pest Control Programs	\$0.00	\$0.00	\$744.64
07	0705	2	2070554		PEST - Mosquito Control Expenses	\$3,500.00	\$1,752.00	\$0.00
Operating Expenditure Total						\$3,500.00	\$1,752.00	\$744.64
Preventative Services - Pest Control Total						\$0.00	\$0.00	\$744.64
07	0706	2	2070692		PREV OTH - Depreciation	\$1,553.00	\$784.00	\$779.20
07	0706	2	2070699		PREV OTH - Administration Allocated	\$8,327.00	\$4,164.00	\$3,622.69
Operating Expenditure Total						\$9,880.00	\$4,948.00	\$4,401.89
Preventative Services - Other Total						\$9,880.00	\$4,948.00	\$4,401.89
07	0707	2	2070766		OTH HEALTH - Dental Services Expenses	\$500.00	\$252.00	\$0.00
07	0707	2	2070789		OTH HEALTH - Building Maintenance			
07	0707	2	2070789	BM009	Nursing Post	\$0.00	\$0.00	\$1,675.30
07	0707	2	2070789	BM011	Ambulance Shed	\$5,500.00	\$4,626.00	\$92.14
07	0707	2	2070798		OTH HEALTH - Staff Housing Costs Allocated	\$4,381.00	\$2,190.00	\$5,976.26

Prog	SP	Type	COA	Job	Description	Current Budget	YTD Budget	YTD Actual
07	0707	2	2070799		OTH HEALTH - Administration Allocated	\$40,025.00	\$20,010.00	\$14,489.50
					Operating Expenditure Total	\$50,406.00	\$27,078.00	\$22,233.20
07	0707	3	3070701		OTH HEALTH - Reimbursements	(\$2,750.00)	(\$1,375.00)	\$0.00
					Operating Income Total	(\$2,750.00)	(\$1,375.00)	\$0.00
					Other Health Total	\$47,656.00	\$25,703.00	\$22,233.20
					Health Total	\$84,504.00	\$44,044.00	\$36,255.53
08	0802	2	2080254		OTHER ED - Community Development Fund	\$2,500.00	\$1,248.00	\$0.00
08	0802	2	2080299		OTHER ED - Administration Allocated	\$8,327.00	\$4,164.00	\$3,622.69
					Operating Expenditure Total	\$10,827.00	\$5,412.00	\$3,622.69
					Other Education Total	\$10,827.00	\$5,412.00	\$3,622.69
08	0807	2	2080799		WELFARE - Administration Allocated	\$16,653.00	\$8,328.00	\$7,244.73
					Operating Expenditure Total	\$16,653.00	\$8,328.00	\$7,244.73
					Other Welfare Total	\$16,653.00	\$8,328.00	\$7,244.73
					Education & Welfare Total	\$27,480.00	\$13,740.00	\$10,867.42
09	0901	2	2090189		STF HOUSE - Staff Housing Building Maintenance			
09	0901	2	2090189	BM008	Staff Housing - Caravan Park	\$2,100.00	\$1,598.00	\$5,976.26
09	0901	2	2090189	BM016	Staff Housing - 48 (Lot 68) Gibbons St	\$5,205.00	\$3,157.00	\$3,603.03
09	0901	2	2090189	BM017	Staff Housing - (Lot 16) Shamrock Rd	\$2,835.00	\$1,759.00	\$1,172.87
09	0901	2	2090189	BM018	Staff Housing - (Lot 17) Shamrock Rd (Nursing)	\$0.00	\$0.00	\$278.21
09	0901	2	2090189	BM019	Staff Housing - 43 (Lot 3) Gibbons St	\$5,228.00	\$2,667.00	\$2,667.09
09	0901	2	2090189	BM020	Staff Housing - 1 (Lot 27) Stanley St	\$3,398.00	\$2,224.00	\$7,806.30
09	0901	2	2090189	BM021	Staff Housing - 13 (Lot 6) Henty St	\$5,979.00	\$3,755.00	\$1,118.22
09	0901	2	2090189	BM022	Staff Housing - 19 (Lot 54) Campbell St	\$6,305.00	\$3,103.00	\$8,213.11
09	0901	2	2090189	BM023	Staff Housing - 12A (Lot 1) Shamrock Rd (18A)	\$5,468.00	\$3,068.00	\$7,971.52
09	0901	2	2090189	BM024	Staff Housing - 12B (Lot 1) Shamrock Rd (18B)	\$3,418.00	\$2,048.00	\$4,081.07
09	0901	2	2090189	BM025	Staff Housing - 12C (Lot 1) Shamrock Rd (18C)	\$5,496.00	\$3,070.00	\$734.26
09	0901	2	2090189	BM026	Staff Housing - 12D (Lot 1) Shamrock Rd (18D)	\$5,996.00	\$3,022.00	\$2,999.10
09	0901	2	2090189	BM027	Staff Housing - 12E (Lot 1) Shamrock Rd (19A Stanley St)	\$4,418.00	\$2,546.00	\$1,306.24
09	0901	2	2090189	BM028	Staff Housing - 12F (Lot 1) Shamrock Rd (19B Stanley St)	\$6,418.00	\$3,548.00	\$1,504.00
09	0901	2	2090189	BM029	Staff Housing - (Lot 74) Weeks St	\$5,020.00	\$2,966.00	\$2,533.69
09	0901	2	2090189	BM030	Staff Housing - (Lot 75) Weeks St	\$7,698.00	\$4,372.00	\$2,877.99
09	0901	2	2090189	BM031	Staff Housing - 9 (Lot 8) Henty St	\$4,550.00	\$2,828.00	\$14,825.16
09	0901	2	2090189	BM041	Staff Housing - 21A (Lot 53) Campbell St	\$4,100.00	\$2,606.00	\$2,707.78
09	0901	2	2090189	BM042	Staff Housing - 21B (Lot 53) Campbell St	\$4,600.00	\$2,600.00	\$2,486.13
09	0901	2	2090188	BO026	STF HOUSE - Building Operations	\$0.00	\$0.00	\$90.67
09	0901	2	2090188	BO031	STF HOUSE - Building Operations	\$0.00	\$0.00	\$2,339.62

Prog	SP	Type	COA	Job	Description	Current Budget	YTD Budget	YTD Actual
09	0901	2	2090165		STF HOUSE - Maintenance/Operations	\$0.00	\$0.00	\$310.75
09	0901	2	2090192		STF HOUSE - Depreciation	\$37,451.00	\$18,880.00	\$20,188.62
09	0901	2	2090198		STF HOUSE - Staff Housing Costs Recovered	(\$175,643.00)	(\$87,822.00)	(\$74,862.03)
09	0901	2	2090199		STF HOUSE - Administration Allocated	\$49,960.00	\$24,978.00	\$21,734.88
Operating Expenditure Total						\$0.00	\$7,188.00	\$44,664.54
09	0901	3	3090101		STF HOUSE - Staff Rental Reimbursements	(\$16,000.00)	(\$8,001.00)	(\$9,200.00)
Operating Income Total						(\$16,000.00)	(\$8,001.00)	(\$9,200.00)
Staff Housing Total						(\$16,000.00)	(\$813.00)	\$35,464.54
09	0902	2	2090292		OTH HOUSE - Depreciation	\$4,569.00	\$2,304.00	\$2,292.40
Operating Expenditure Total						\$4,569.00	\$2,304.00	\$2,292.40
09	0902	3	3090235		OTH HOUSE - Other Income	\$0.00	\$0.00	(\$1,516.61)
Operating Income Total						\$0.00	\$0.00	(\$1,516.61)
Other Housing Total						\$4,569.00	\$2,304.00	\$775.79
Housing Total						(\$11,431.00)	\$1,491.00	\$36,240.33
10	1001	2	2100111		SAN - Waste Collection	\$20,000.00	\$10,002.00	\$7,329.77
10	1001	2	2100117		SAN - General Tip Maintenance	\$22,601.00	\$11,381.00	\$5,409.07
10	1001	2	2100118		SAN - Purchase of Bins (Sulo and Other)	\$2,000.00	\$1,002.00	\$0.00
10	1001	2	2100123		SAN - Refuse Site Maintenance - Yalgoo	\$0.00	\$0.00	\$82.37
10	1001	2	2100199		SAN - Administration Allocated	\$16,653.00	\$8,328.00	\$7,244.73
Operating Expenditure Total						\$61,254.00	\$30,713.00	\$20,065.94
10	1001	3	3100120		SAN - Domestic Refuse Collection Charges	(\$11,150.00)	(\$11,150.00)	(\$10,900.00)
Operating Income Total						(\$11,150.00)	(\$11,150.00)	(\$10,900.00)
Sanitation - General Total						\$50,104.00	\$19,563.00	\$9,165.94
10	1002	2	2100211		SAN OTH - Waste Collection	\$20,000.00	\$10,002.00	\$7,329.78
Operating Expenditure Total						\$20,000.00	\$10,002.00	\$7,329.78
10	1002	3	3100200		SAN OTH - Commercial Collection Charge	(\$3,500.00)	(\$3,500.00)	(\$3,500.00)
Operating Income Total						(\$3,500.00)	(\$3,500.00)	(\$3,500.00)
Sanitation - Other Total						\$16,500.00	\$6,502.00	\$3,829.78
10	1003	3	3100321		SEW - Septic Tank Inspection Fees	(\$500.00)	\$0.00	\$0.00
Operating Income Total						(\$500.00)	\$0.00	\$0.00
Sewerage Total						(\$500.00)	\$0.00	\$0.00
10	1006	2	2100650		PLAN - Contract Town Planning	\$7,500.00	\$3,750.00	\$0.00
10	1006	2	2100652		PLAN - Consultants	\$10,000.00	\$4,998.00	\$0.00
10	1006	2	2100699		PLAN - Administration Allocated	\$16,653.00	\$8,328.00	\$7,244.73
Operating Expenditure Total						\$34,153.00	\$17,076.00	\$7,244.73

Prog	SP	Type	COA	Job	Description	Current Budget	YTD Budget	YTD Actual
10	1006	3	3100623		PLAN - Fees & Charges	(\$2,000.00)	(\$1,002.00)	\$0.00
Operating Income Total						(\$2,000.00)	(\$1,002.00)	\$0.00
Town Planning & Regional Development Total						\$32,153.00	\$16,074.00	\$7,244.73
10	1007	2	2100711		COM AMEN - Cemetery Maintenance/Operations	\$9,894.00	\$5,153.00	\$6,857.61
10	1007	2	2100789		COM AMEN - Public Conveniences Maintenance			
10	1007	2	2100789	BM012	Gibbons St Park	\$55,054.00	\$28,904.00	\$24,981.17
10	1007	2	2100790		COM AMEN - Community Bus Maintenance	\$25,000.00	\$12,498.00	\$14,297.27
10	1007	2	2100792		COM AMEN - Depreciation	\$21,575.00	\$10,876.00	\$10,826.54
10	1007	2	2100799		COM AMEN - Administration Allocated	\$33,305.00	\$16,650.00	\$14,489.50
Operating Expenditure Total						\$144,828.00	\$74,081.00	\$71,452.09
10	1007	3	3100720		COM AMEN - Cemetery Fees	(\$1,500.00)	(\$750.00)	(\$1,200.00)
10	1007	3	3100723		COM AMEN - Community Bus Fees	(\$2,000.00)	(\$1,002.00)	(\$1,101.35)
Operating Income Total						(\$3,500.00)	(\$1,752.00)	(\$2,301.35)
10	1007	4	4100711		COM AMEN Anthropology Report Cemetery	\$35,000.00	\$0.00	\$0.00
10	1007	4	4100730		COM AMEN - Plant & Equipment (Capital)			
10	1007	4	4100730	8022	2Nd Hand 12 Seater Bus	\$50,000.00	\$50,000.00	\$0.00
Capital Expenditure Total						\$85,000.00	\$50,000.00	\$0.00
Other Community Amenities Total						\$226,328.00	\$122,329.00	\$69,150.74
Community Amenities Total						\$324,585.00	\$164,468.00	\$89,391.19
11	1101	2	2110188		HALLS - Town Halls and Public Bldg Operations			
11	1101	2	2110188	BO036	Yalgoo Community Hub (Rage Cage) - Building Operations	\$0.00	\$0.00	\$344.14
11	1101	2	2110189		HALLS - Town Halls and Public Bldg Maintenance			
11	1101	2	2110189	BM002	Yalgoo Hall	\$12,301.00	\$7,038.00	\$4,028.23
11	1101	2	2110189	BM036	Yalgoo Community Hub (Rage Cage)	\$8,761.00	\$5,266.00	\$8,097.66
11	1101	2	2110192		HALLS - Depreciation	\$14,541.00	\$7,330.00	\$7,296.22
11	1101	2	2110199		HALLS - Administration Allocated	\$83,263.00	\$41,634.00	\$36,223.64
Operating Expenditure Total						\$118,866.00	\$61,268.00	\$55,989.89
11	1101	3	3110100		HALLS - Contributions & Donations	(\$300,000.00)	(\$136,000.00)	(\$135,606.55)
11	1101	3	3110120		HALLS - Town Hall Hire	\$0.00	\$0.00	(\$136.36)
Operating Income Total						(\$300,000.00)	(\$136,000.00)	(\$135,742.91)
11	1101	4	4110110		HALLS - Building (Capital)			
11	1101	4	4110110	BC002	Yalgoo Hall - Building (Capital)	\$300,000.00	\$300,000.00	\$136,313.78
Capital Expenditure Total						\$300,000.00	\$300,000.00	\$136,313.78
Public Halls And Civic Centres Total						\$118,866.00	\$225,268.00	\$56,560.76
11	1103	2	2110360		REC - Recreation Grounds Maintenance/Operations			
11	1103	2	2110360	BM039	Tennis Courts	\$1,395.50	\$701.00	\$141.96

Prog	SP	Type	COA	Job	Description	Current Budget	YTD Budget	YTD Actual
11	1103	2	2110360	W0002	Yalgoo Racetrack - Maintenance	\$20,950.00	\$10,476.00	\$752.56
11	1103	2	2110360	W0003	Yalgoo Lookout - Maintenance	\$898.00	\$446.00	\$93.65
11	1103	2	2110360	W0005	Gibbons St Park - Maintenance	\$96,650.00	\$52,328.00	\$10,499.31
11	1103	2	2110360	W0006	Shamrock Park - Maintenance	\$4,800.00	\$2,479.00	\$5,128.85
11	1103	2	2110360	W0007	Yalgoo Community Hub - Maintenance	\$19,854.00	\$13,117.00	\$70.98
11	1103	2	2110360	W0008	Core Stadium Oval - Maintenance	\$77,950.00	\$71,474.00	\$14,109.65
11	1103	2	2110360	W0009	Paynes Find Community Centre - Maintenance	\$4,342.50	\$3,599.00	\$411.85
11	1103	2	2110360	W0010	Railway Station Grounds - Maintenance	\$10,387.00	\$6,096.00	\$2,373.45
11	1103	2	2110360	W0012	Front Fuel Station	\$0.00	\$0.00	\$283.99
11	1103	2	2110360	W0013	Golf Course Maintenance	\$543.00	\$295.00	\$20.94
11	1103	2	2110360	W0014	Wuraraga Camping Ground	\$3,490.00	\$1,742.00	\$971.51
11	1103	2	2110360	W0015	Yalgoo Cemetery Maintenance	\$2,490.00	\$1,244.00	\$10,930.61
11	1103	2	2110360	W0016	Shire Office Garden	\$1,990.00	\$990.00	\$1,251.89
11	1103	2	2110360	W0017	Maintenance At Non Shire Locations	\$995.00	\$498.00	\$106.49
11	1103	2	2110360	W0018	General Yalgoo Street Maintenance (Parks & Gardens)	\$236,950.00	\$118,479.00	\$23,291.58
11	1103	2	2110365		REC - Parks & Gardens Maintenance/Operations	\$0.00	\$0.00	\$1,596.22
11	1103	2	2110387		REC - Other Expenses	\$0.00	\$0.00	\$159.09
11	1103	2	2110389		REC - Other Rec Facilities Building Maintenance			
11	1103	2	2110389	BM006	Railway Station Building	\$106,387.00	\$56,863.00	\$70,407.55
11	1103	2	2110389	BM014	Rifle Range Gun Club Shed And Toilet	\$2,195.00	\$1,094.00	\$373.98
11	1103	2	2110389	BM015	Paynes Find Community Centre	\$13,709.00	\$8,230.00	\$560.17
11	1103	2	2110389	BM034	Mens Shed	\$2,077.00	\$1,328.00	\$1,319.35
11	1103	2	2110389	BM035	Water Park	\$30,420.00	\$17,704.00	\$8,991.58
11	1103	2	2110389	BM037	Core Pavilion (Sports Stadium)	\$4,856.00	\$4,856.00	\$14,146.48
11	1103	2	2110392		REC - Depreciation	\$76,118.00	\$38,374.00	\$38,197.02
11	1103	2	2110399		REC - Administration Allocated	\$83,269.00	\$41,634.00	\$36,223.64
Operating Expenditure Total						\$802,716.00	\$454,047.00	\$242,414.35
11	1103	3	3110320		REC - Fees & Charges	(\$150.00)	(\$72.00)	\$0.00
11	1103	3	3110321		REC - Core Stadium Hire	(\$500.00)	(\$252.00)	\$0.00
11	1103	3	3110322		REC - Oval/Reserve Hire	(\$500.00)	(\$252.00)	\$0.00
11	1103	3	3110324		REC - Mens Shed Hire Fees	(\$200.00)	(\$102.00)	(\$272.72)
Operating Income Total						(\$1,350.00)	(\$678.00)	(\$272.72)
11	1103	4	4110309		REC - Other Rec Land (Capital)	\$150,000.00	\$75,000.00	\$35,733.55
11	1103	4	4110310		REC - Other Rec Facilities Building (Capital)			
11	1103	4	4110310	BC006	Railway Station Building (Capital)	\$45,000.00	\$22,500.00	\$14,327.33
11	1103	4	4110310	BC015	Paynes Find Community Centre - Building (Capital)	\$0.00	\$0.00	\$97.43
11	1103	4	4110310	BC034	Mens Shed (Capital)	\$0.00	\$0.00	\$0.00

Prog	SP	Type	COA	Job	Description	Current Budget	YTD Budget	YTD Actual
11	1103	4	4110310	BC040	Mens Shed (Capital)	\$0.00	\$0.00	\$68.01
11	1103	4	4110370		REC - Infrastructure Parks & Gardens (Capital)			
11	1103	4	4110370	BC039	Tennis Court (Capital)	\$100,000.00	\$0.00	\$0.00
11	1103	4	4110370	PC006	Water Treatment Railway Bore	\$0.00	\$0.00	\$90.33
11	1103	4	4110370	PC010	Water Treatment Railway Bore	\$100,000.00	\$0.00	\$0.00
Capital Expenditure Total						\$395,000.00	\$97,500.00	\$50,316.65
Other Recreation And Sport Total						\$1,196,366.00	\$550,869.00	\$292,458.28
11	1104	2	2110465		TV RADIO - Re-Broadcasting Maintenance/Operations	\$5,000.00	\$2,502.00	\$5,253.76
11	1104	2	2110487		TV RADIO - Other Expenses	\$160.00	\$160.00	\$76.79
11	1104	2	2110499		TV RADIO - Administration Allocated	\$8,327.00	\$4,164.00	\$3,622.69
Operating Expenditure Total						\$13,487.00	\$6,826.00	\$8,953.24
Tv And Radio Re-Broadcasting Total						\$13,487.00	\$6,826.00	\$8,953.24
11	1105	2	2110516		LIBRARY - Postage and Freight	\$500.00	\$252.00	\$370.00
11	1105	2	2110587		LIBRARY - Other Expenses	\$1,500.00	\$750.00	\$25.00
11	1105	2	2110599		LIBRARY - Administration Allocated	\$83,263.00	\$41,634.00	\$36,223.64
Operating Expenditure Total						\$85,263.00	\$42,636.00	\$36,618.64
Libraries Total						\$85,263.00	\$42,636.00	\$36,618.64
11	1106	2	2110652		HERITAGE - Consultants	\$50,000.00	\$25,002.00	\$0.00
11	1106	2	2110689		HERITAGE - Building Maintenance			
11	1106	2	2110689	BM003	Chapel	\$2,786.00	\$1,967.00	\$301.74
11	1106	2	2110689	BM004	Museum And Gaol	\$14,999.50	\$3,376.00	\$1,638.42
11	1106	2	2110689	BM013	Anglican Church	\$6,087.50	\$3,844.00	\$1,372.35
11	1106	2	2110692		HERITAGE - Depreciation	\$10,464.00	\$5,276.00	\$5,250.14
11	1106	2	2110699		HERITAGE - Administration Allocated	\$24,980.00	\$12,492.00	\$10,867.45
Operating Expenditure Total						\$109,317.00	\$51,957.00	\$19,430.10
11	1106	3	3110620		HERITAGE - Sale of History Books	(\$100.00)	(\$48.00)	(\$81.80)
Operating Income Total						(\$100.00)	(\$48.00)	(\$81.80)
Heritage Total						\$109,217.00	\$51,909.00	\$19,348.30
11	1107	2	2110700		OTH CUL - Employee Costs	\$133,290.00	\$70,792.00	\$87,451.56
11	1107	2	2110717		OTH CUL - Community Arts	\$20,000.00	\$10,002.00	\$384.56
11	1107	2	2110724		OTH CUL - Artwork Purchases	\$2,500.00	\$1,248.00	\$2,359.56
11	1107	2	2110725		OTH CUL - Festival & Events			
11	1107	2	2110725	5001	Australia Day	\$5,000.00	\$0.00	\$80.00
11	1107	2	2110725	5002	Anzac Day	\$5,000.00	\$0.00	\$0.00
11	1107	2	2110725	5003	Christmas Party	\$5,000.00	\$5,000.00	\$3,887.73
11	1107	2	2110725	5004	Emu Festival	\$5,000.00	\$2,502.00	\$0.00

Prog	SP	Type	COA	Job	Description	Current Budget	YTD Budget	YTD Actual
11	1107	2	2110725	5005	Reconciliation Day	\$5,000.00	\$2,502.00	\$0.00
11	1107	2	2110725	5006	Naidoc Day	\$5,000.00	\$2,502.00	\$0.00
11	1107	2	2110725	5007	Road Safety Week	\$5,000.00	\$2,502.00	\$0.00
11	1107	2	2110725	5008	Science Week	\$5,000.00	\$2,502.00	\$0.00
11	1107	2	2110725	5009	Halloween	\$5,000.00	\$2,502.00	\$633.86
11	1107	2	2110725	5011	Seniors Morning Tea'S	\$5,000.00	\$2,502.00	\$86.15
11	1107	2	2110725	5012	School Holiday Programs	\$5,000.00	\$2,502.00	\$622.59
11	1107	2	2110725	5013	After School Programs	\$5,000.00	\$2,502.00	\$15,000.00
11	1107	2	2110725	5014	Sports Days	\$5,000.00	\$2,502.00	\$0.00
11	1107	2	2110725	5020	Unallocated Events	\$5,000.00	\$2,502.00	\$5,697.08
11	1107	2	2110741		OTH CUL - Subscriptions & Memberships	\$0.00	\$0.00	\$2,800.00
11	1107	2	2110789		OTH CUL - Building Maintenance			
11	1107	2	2110789	BM033	Yalgoo Art Centre	\$13,665.00	\$8,931.00	\$9,366.41
11	1107	2	2110792		OTH CUL - Depreciation	\$91,471.00	\$46,112.00	\$45,901.64
11	1107	2	2110799		OTH CUL - Administration Allocated	\$16,653.00	\$8,328.00	\$7,244.73
Operating Expenditure Total						\$347,579.00	\$177,935.00	\$181,515.87
11	1107	3	3110702		OTH CUL - Commissions	(\$500.00)	(\$252.00)	(\$516.09)
11	1107	3	3110720		OTH CUL - Sales Arts and Cultural Centre	(\$2,500.00)	(\$1,248.00)	(\$2,172.46)
11	1107	3	3110721		OTH CUL - Chapel and Museum Fees	(\$1,000.00)	(\$498.00)	(\$377.29)
Operating Income Total						(\$4,000.00)	(\$1,998.00)	(\$3,065.84)
Other Culture Total						\$343,579.00	\$175,937.00	\$178,450.03
Recreation & Culture Total						\$1,866,778.00	\$1,053,445.00	\$592,389.25
12	1201	3	3120110		ROADC - Regional Road Group Grants (MRWA)	(\$300,000.00)	(\$240,000.00)	(\$80,000.00)
12	1201	3	3120111		ROADC - Roads to Recovery Grant	(\$664,022.00)	\$0.00	\$0.00
12	1201	3	3120136		ROADC - Road Use Agreement EMR	(\$150,000.00)	\$0.00	(\$15,954.36)
12	1201	3	3120137		ROADC - Road Use Agreement Rothsay Deflector	(\$80,000.00)	(\$40,000.00)	(\$47,243.14)
Operating Income Total						(\$1,194,022.00)	(\$280,000.00)	(\$143,197.50)
12	1201	4	4120110		ROADC - Building (Capital)			
12	1201	4	4120110	BC005	Works Depot (Capital)	\$200,000.00	\$0.00	\$46,787.90
12	1201	4	4120110	BC043	Depot Storage Shed	\$50,000.00	\$0.00	\$0.00
12	1201	4	4120110	BC044	Shed For Community Buses	\$45,000.00	\$45,000.00	\$0.00
12	1201	4	4120140		ROADC - Roads Built Up Area - Sealed - Council Funded			
12	1201	4	4120140	RC003	Campbell St (Capital)	\$0.00	\$0.00	\$561.77
12	1201	4	4120140	RC050	Piesse Street	\$100,000.00	\$0.00	\$17,020.00
12	1201	4	4120140	RC075	Paynes Find Town Rd (Capital)	\$150,000.00	\$150,000.00	\$0.00
12	1201	4	4120141		ROADC - Roads Outside BUA - Sealed - Council Funded			
12	1201	4	4120141	LRC008	Lrci - Yalgoo Ninghan Road	\$592,977.00	\$0.00	\$42,173.36

Prog	SP	Type	COA	Job	Description	Current Budget	YTD Budget	YTD Actual
12	1201	4	4120141	LRC076	Lrci - Morawa - Yalgoo Rd	\$60,000.00	\$0.00	\$0.00
12	1201	4	4120141	RC008	Yalgoo - Ninghan Rd (Capital)	\$785,000.00	\$392,502.00	\$11,284.74
12	1201	4	4120143		ROADC - Roads Outside BUA - Formed - Council Funded			
12	1201	4	4120143	RC056	Joker Mine Rd (Capital)	\$40,000.00	\$39,999.00	\$0.00
12	1201	4	4120143	RC077	Paynes Find - Thundelarra Rd (Capital)	\$50,000.00	\$50,000.00	\$0.00
12	1201	4	4120143	RC009	Yalgoo North Rd (Capital)	\$0.00	\$0.00	\$1,123.56
12	1201	4	4120145		ROADC - Roads Outside BUA - Sealed - Roads to Recovery			
12	1201	4	4120145	R2R008	Yalgoo - Ninghan Rd (R2R)	\$664,022.00	\$0.00	\$11,960.00
12	1201	4	4120145	R2R076	Morawa - Yalgoo Rd (R2R)	\$0.00	\$0.00	\$0.00
12	1201	4	4120147		ROADC - Roads Outside BUA - Formed - Roads to Recovery			
12	1201	4	4120147	R2R010	Gabyon - Tardie Rd (R2R)	\$0.00	\$0.00	\$749.04
12	1201	4	4120147	R2R088	Cemetery Rd (R2R)	\$0.00	\$0.00	\$0.00
12	1201	4	4120149		ROADC - Roads Outside BUA - Sealed - Regional Road Group			
12	1201	4	4120149	RRG008	Yalgoo - Ninghan Rd (Rrg)	\$450,000.00	\$450,000.00	\$0.00
12	1201	4	4120151		ROADC - Roads Outside BUA - Formed - Regional Road Group			
12	1201	4	4120151	RRG089	Railway Dam Rd (Rrg)	\$0.00	\$0.00	\$0.00
12	1201	4	4120151	RRG085	Rubbish Tip Rd (Rrg)	\$0.00	\$0.00	\$735.70
12	1201	4	4120153		ROADC - Roads Outside BUA - Sealed - Black Spot			
12	1201	4	4120153	BS008	Yalgoo - Ninghan Rd (Black Spot)	\$0.00	\$0.00	\$777.97
12	1201	4	4120155		ROADC - Roads Outside BUA - Formed - Black Spot			
12	1201	4	4120155	BS009	Yalgoo North Rd (Black Spot)	\$0.00	\$0.00	\$9,984.63
12	1201	4	4120155	BS027	Mt Gibson Rd (Black Spot)	\$0.00	\$0.00	\$0.00
12	1201	4	4120155	BS088	Cemetery Rd (Black Spot)	\$0.00	\$0.00	\$0.00
12	1201	4	4120157		ROADC - Roads Outside BUA - Sealed - Flood Damage			
12	1201	4	4120157	RFD008	Yalgoo - Ninghan Rd - Flood Damage	\$0.00	\$0.00	\$0.00
12	1201	4	4120158		ROADC - Roads Outside BUA - Gravel - Flood Damage			
12	1201	4	4120158	RFD012	Paynes Find - Sandstone Rd - Flood Damage	\$0.00	\$0.00	\$85.25
12	1201	4	4120159		ROADC - Roads Outside BUA - Formed - Flood Damage			
12	1201	4	4120159	RFD009	Yalgoo North Rd - Flood Damage	\$0.00	\$0.00	\$2,335.80
12	1201	4	4120159	RFD025	Maranalgo Rd - Flood Damage	\$0.00	\$0.00	\$255.74
12	1201	4	4120159	RFD026	Ninghan Rd - Flood Damage	\$0.00	\$0.00	\$2,472.20
12	1201	4	4120159	RFD027	Mt Gibson Rd - Flood Damage	\$0.00	\$0.00	\$23,775.50
12	1201	4	4120159	RFD048	Thundelarra Rd - Flood Damage	\$0.00	\$0.00	\$85.24
12	1201	4	4120159	RFD082	Tardie - Yuin Rd - Flood Damage	\$0.00	\$0.00	\$376.40
12	1201	4	4120159	RFD088	Cemetery Rd - Flood Damage	\$0.00	\$0.00	\$0.00
12	1201	4	4120190		ROADC - Infrastructure Other (Capital)			
12	1201	4	4120190	6000	Tourist Projects As Per Plan	\$50,000.00	\$50,001.00	\$0.00

Prog	SP	Type	COA	Job	Description	Current Budget	YTD Budget	YTD Actual
12	1201	4	4120190	ES001	Paynes Find Entry Statement	\$19,000.00	\$18,999.00	\$0.00
12	1201	4	4120190	FS001	Various Flood Stabilisation & Mitigation	\$100,000.00	\$0.00	\$0.00
12	1201	4	4120190	SL001	Street Lighting	\$50,000.00	\$0.00	\$0.00
Capital Expenditure Total						\$3,405,999.00	\$1,196,501.00	\$172,544.80
Construction - Streets, Roads, Bridges & Depots Total						\$2,211,977.00	\$916,501.00	\$29,347.30
12	1202	2	2120211		ROADM - Road Maintenance - Built Up Areas			
12	1202	2	2120211	RM000	Budget Only	\$146,997.00	\$73,498.00	\$0.00
12	1202	2	2120211	RM001	Gibbons St - Road Maintenance	\$0.00	\$0.00	\$1,854.30
12	1202	2	2120211	RM007	Queen St - Road Maintenance	\$0.00	\$0.00	\$180.00
12	1202	2	2120212		ROADM - Road Maintenance - Sealed Outside BUA			
12	1202	2	2120212	DM009	Yalgoo North Rd - Drainage Maintenance	\$0.00	\$0.00	\$7,922.99
12	1202	2	2120212	DM076	Morawa - Yalgoo Rd - Drainage Maintenance	\$0.00	\$0.00	\$1,189.94
12	1202	2	2120212	DM089	Railway Dam Rd - Drainage Maintenance	\$0.00	\$0.00	\$1,471.41
12	1202	2	2120212	FM001	Gibbons St - Footpath Maintenance	\$0.00	\$0.00	\$70.98
12	1202	2	2120212	RM008	Yalgoo - Ninghan Rd - Road Maintenance	\$0.00	\$0.00	\$69,065.32
12	1202	2	2120212	RM076	Morawa - Yalgoo Rd - Road Maintenance	\$0.00	\$0.00	\$108,123.84
12	1202	2	2120212	RM999	Budget Only	\$1,522,517.00	\$761,259.00	\$0.00
12	1202	2	2120213		ROADM - Road Maintenance - Gravel Outside BUA			
12	1202	2	2120213	FM005	Henty St - Footpath Maintenance	\$0.00	\$0.00	\$1,533.22
12	1202	2	2120213	RM012	Paynes Find - Sandstone Rd - Road Maintenance	\$0.00	\$0.00	\$2,766.63
12	1202	2	2120213	RM053	Uanna Hill Rd - Road Maintenance	\$0.00	\$0.00	\$12,310.75
12	1202	2	2120214		ROADM - Road Maintenance - Formed Outside BUA			
12	1202	2	2120214	RM009	Yalgoo North Rd - Road Maintenance	\$0.00	\$0.00	\$57,192.21
12	1202	2	2120214	RM010	Gabyon - Tardie Rd - Road Maintenance	\$0.00	\$0.00	\$26,747.24
12	1202	2	2120214	RM013	Dalgaranga - Cue Rd - Road Maintenance	\$0.00	\$0.00	\$5,980.76
12	1202	2	2120214	RM018	Dalgaranga Rd - Road Maintenance	\$0.00	\$0.00	\$12,127.11
12	1202	2	2120214	RM022	Gabyon - Pindathuna Rd - Road Maintenance	\$0.00	\$0.00	\$12,759.79
12	1202	2	2120214	RM025	Maranalgo Rd - Road Maintenance	\$0.00	\$0.00	\$5,410.48
12	1202	2	2120214	RM026	Ninghan Rd - Road Maintenance	\$0.00	\$0.00	\$12,215.90
12	1202	2	2120214	RM027	Mt Gibson Rd - Road Maintenance	\$0.00	\$0.00	\$61,773.73
12	1202	2	2120214	RM029	Noongal Rd - Road Maintenance	\$0.00	\$0.00	\$1,563.38
12	1202	2	2120214	RM031	Badja Rd - Road Maintenance	\$0.00	\$0.00	\$4,016.58
12	1202	2	2120214	RM032	Badja Woolshed Rd - Road Maintenance	\$0.00	\$0.00	\$4,416.21
12	1202	2	2120214	RM037	Narndee West Rd - Road Maintenance	\$0.00	\$0.00	\$2,259.05
12	1202	2	2120214	RM042	Narloo - Tardie Rd - Road Maintenance	\$0.00	\$0.00	\$1,616.38
12	1202	2	2120214	RM048	Thundelarra Rd - Road Maintenance	\$0.00	\$0.00	\$3,243.96
12	1202	2	2120214	RM066	Wanarra East Rd - Road Maintenance	\$0.00	\$0.00	\$749.04

Prog	SP	Type	COA	Job	Description	Current Budget	YTD Budget	YTD Actual
12	1202	2	2120214	RM088	Cemetery Rd - Road Maintenance	\$0.00	\$0.00	\$12,320.74
12	1202	2	2120214	RM089	Railway Dam Rd - Road Maintenance	\$0.00	\$0.00	\$575.52
12	1202	2	2120221		ROADM - Road Maintenance Flood Damage - Gravel Outside BUA			
12	1202	2	2120221	FD008	Yalgoo-Ninghan Rd - Roadm Road Maint Flood Damage	\$4,400,000.00	\$4,399,998.00	\$3,226,299.10
12	1202	2	2120221	FD076	Yalgoo - Morawa Rd Flood Damage	\$0.00	\$0.00	\$735.70
12	1202	2	2120234		ROADM - Street Lighting	\$12,000.00	\$6,000.00	\$4,725.11
12	1202	2	2120236		ROADM - Street Trees and Watering	\$7,388.00	\$3,692.00	\$0.00
12	1202	2	2120237		ROADM - Signs Repaired /Replaced	\$5,000.00	\$2,502.00	\$0.00
12	1202	2	2120239		ROADM - Other Road Maintenance - Vegetation & Weed Control	\$15,000.00	\$7,500.00	\$0.00
12	1202	2	2120241		ROADM - Road Inspections after rain	\$5,000.00	\$2,502.00	\$0.00
12	1202	2	2120242		ROADM - Roman Expenses	\$8,500.00	\$8,500.00	\$0.00
12	1202	2	2120252		ROADM - Consultants	\$20,000.00	\$10,002.00	\$0.00
12	1202	2	2120288		ROADM - Depot Building Operations			
12	1202	2	2120288	W9996	Trips To Geraldton	\$0.00	\$0.00	\$31,164.95
12	1202	2	2120288	W9997	Union Meeting	\$1,990.00	\$992.00	\$0.00
12	1202	2	2120288	W9998	Community Emergency Service (Ambulance Officer)	\$2,388.00	\$1,192.00	\$319.48
12	1202	2	2120289		ROADM - Depot Building Maintenance			
12	1202	2	2120289	BM005	Works Depot	\$20,580.00	\$10,289.00	\$127,028.09
12	1202	2	2120289	BM038	Depot - Parks & Gardens	\$2,985.00	\$1,492.00	\$29,882.09
12	1202	2	2120292		ROADM - Depreciation	\$595,730.00	\$300,314.00	\$321,772.54
12	1202	2	2120299		ROADM - Administration Allocated	\$133,263.00	\$66,630.00	\$36,223.64
Operating Expenditure Total						\$6,899,338.00	\$5,656,362.00	\$4,209,608.16
12	1202	3	3120201		ROADM - Road Contribution Income	(\$4,400,000.00)	\$0.00	\$0.00
12	1202	3	3120210		ROADM - Direct Road Grant (MRWA)	(\$224,255.00)	(\$224,255.00)	(\$224,255.00)
Operating Income Total						(\$4,624,255.00)	(\$224,255.00)	(\$224,255.00)
Maintenance - Streets, Roads, Bridges & Depots Total						\$2,275,083.00	\$5,432,107.00	\$3,985,353.16
12	1203	3	3120390		PLANT - Profit on Disposal of Assets	(\$148,032.00)	(\$8,032.00)	(\$64,768.29)
Operating Income Total						(\$148,032.00)	(\$8,032.00)	(\$64,768.29)
12	1203	4	4120330		PLANT - Plant & Equipment (Capital)			
12	1203	4	4120330	8002	Mower	\$35,000.00	\$35,000.00	\$31,045.46
12	1203	4	4120330	8005	Grader	\$450,000.00	\$0.00	\$0.00
12	1203	4	4120330	8010	Box Top Trailer	\$10,000.00	\$10,000.00	\$0.00
12	1203	4	4120330	8011	Sat Phones & Vehicle Tracking	\$10,000.00	\$10,000.00	\$4,723.64
12	1203	4	4120330	8017	Cranes X 3	\$15,000.00	\$15,000.00	\$0.00
12	1203	4	4120330	8021	Drop Deck Float	\$150,000.00	\$0.00	\$0.00
12	1203	4	4120330	8023	Pole Mounted Camera	\$20,000.00	\$20,000.00	\$0.00

Prog	SP	Type	COA	Job	Description	Current Budget	YTD Budget	YTD Actual
Capital Expenditure Total						\$690,000.00	\$90,000.00	\$35,769.10
Road Plant Purchases Total						\$541,968.00	\$81,968.00	(\$28,999.19)
12	1205	3	3120502		LICENSING - Transport Licensing Commission	(\$4,500.00)	(\$2,250.00)	(\$1,145.45)
Operating Income Total						(\$4,500.00)	(\$2,250.00)	(\$1,145.45)
Traffic Control (Vehicle Licensing) Total						(\$4,500.00)	(\$2,250.00)	(\$1,145.45)
12	1206	2	2120665		AERO - Airstrip & Grounds Maintenance/Operations			
12	1206	2	2120665	AP001	Yalgoo Airstrip & Grounds Maintenance/Operations	\$13,437.00	\$7,695.00	\$3,204.10
12	1206	2	2120665	AP002	Paynes Find Airstrip & Grounds Maintenance/Operations	\$24,009.00	\$14,033.00	\$2,278.12
12	1206	2	2120687		AERO - Other Expenses Relating To Aerodromes	\$1,500.00	\$750.00	\$0.00
12	1206	2	2120689		AERO - Building Maintenance			
12	1206	2	2120689	BM040	Yalgoo Airstrip Building	\$14,930.00	\$7,461.00	\$2,686.60
12	1206	2	2120692		AERO - Depreciation	\$24,597.00	\$12,400.00	\$12,342.32
12	1206	2	2120699		AERO - Administration Allocated	\$16,653.00	\$8,328.00	\$7,244.73
Operating Expenditure Total						\$95,126.00	\$50,667.00	\$27,755.87
Aerodromes Total						\$95,126.00	\$50,667.00	\$27,755.87
Transport Total						\$5,119,654.00	\$6,478,993.00	\$4,012,311.69
13	1301	2	2130101		RURAL - Contribution - Southern Rangelands Pastoral	\$10,000.00	\$10,000.00	\$0.00
13	1301	2	2130112		RURAL - Dog Bounty	\$2,000.00	\$1,002.00	\$600.00
13	1301	2	2130165		RURAL - MRVC	\$40,000.00	\$40,000.00	\$44,257.00
13	1301	2	2130187		RURAL - Other Expenses	\$10,000.00	\$4,998.00	\$0.00
13	1301	2	2130199		RURAL - Administration Allocated	\$33,305.00	\$16,650.00	\$14,489.50
Operating Expenditure Total						\$95,305.00	\$72,650.00	\$59,346.50
13	1301	4	4130130		RURAL - Plant & Equipment (Capital)	\$60,000.00	\$0.00	\$0.00
Capital Expenditure Total						\$60,000.00	\$0.00	\$0.00
Rural Services Total						\$155,305.00	\$72,650.00	\$59,346.50
13	1302	2	2130200		TOUR - Employee Costs	\$117,537.00	\$62,752.00	\$62,996.16
13	1302	2	2130204		TOUR - Training & Development	\$0.00	\$0.00	\$14.16
13	1302	2	2130211		TOUR - Tourism Promotion	\$35,000.00	\$17,502.00	\$32,582.27
13	1302	2	2130213		TOUR - Jokers Tunnel Maintenance			
13	1302	2	2130213	W0001	Jokers Tunnel - Maintenance	\$3,533.50	\$1,792.00	\$917.47
13	1302	2	2130214		TOUR - Yalgoo Lookout Maintenance	\$2,036.00	\$1,034.00	\$0.00
13	1302	2	2130242		TOUR - Festivals & Events	\$50,000.00	\$25,002.00	\$0.00
13	1302	2	2130253		TOUR - Town Entry Statements	\$0.00	\$0.00	\$191.27
13	1302	2	2130267		TOUR - Caravan Park General Operation	\$66,260.00	\$34,279.00	\$41,144.99
13	1302	2	2130270		TOUR - Website Development	\$12,000.00	\$12,000.00	\$0.00
13	1302	2	2130271		TOUR - Yalgoo Races Contribution	\$35,000.00	\$17,502.00	\$0.00

Prog	SP	Type	COA	Job	Description	Current Budget	YTD Budget	YTD Actual
13	1302	2	2130289		TOUR - Building Maintenance			
13	1302	2	2130289	BM007	Caravan Park	\$48,050.00	\$24,025.00	\$26,613.44
13	1302	2	2130290		TOUR - Healthy Community Activities	\$1,528.00	\$1,528.00	\$0.00
13	1302	2	2130292		TOUR - Depreciation	\$85,259.00	\$42,984.00	\$42,783.80
13	1302	2	2130293		TOUR - Healthy Community Activities Others	\$20,000.00	\$20,000.00	\$16,469.30
13	1302	2	2130296		TOUR - Healthy Community Projects	\$0.00	\$0.00	\$700.84
13	1302	2	2130298		TOUR - Staff Housing Costs Allocated	\$23,632.00	\$11,814.00	\$8,213.11
13	1302	2	2130299		TOUR - Administration Allocated	\$83,243.00	\$41,622.00	\$36,214.58
Operating Expenditure Total						\$583,078.50	\$313,836.00	\$268,841.39
13	1302	3	3130200		TOUR - Contributions & Donations	(\$54,000.00)	\$0.00	\$0.00
13	1302	3	3130203		TOUR - Healthy Community Projects Grants - Silverlake	(\$4,000.00)	(\$2,000.00)	(\$2,000.00)
13	1302	3	3130221		TOUR - Caravan Park Tourism Sales (Shirts and Store)	(\$500.00)	(\$252.00)	\$0.00
13	1302	3	3130222		TOUR - Caravan Park Chalet Revenue	(\$140,000.00)	(\$60,705.00)	(\$76,754.69)
13	1302	3	3130223		TOUR - Caravan Park Shop Sales	(\$5,000.00)	(\$2,502.00)	(\$4,789.08)
13	1302	3	3130224		TOUR - Prospecting Permits	(\$1,000.00)	(\$498.00)	(\$672.66)
13	1302	3	3130225		TOUR - Caravan Park Camp Site Fees	(\$55,000.00)	(\$32,927.00)	(\$46,709.29)
13	1302	3	3130228		TOUR - Tourism Sales	\$0.00	\$0.00	(\$314.45)
Operating Income Total						(\$259,500.00)	(\$98,884.00)	(\$131,240.17)
13	1302	4	4130290		TOUR - Infrastructure Other (Capital)	\$200,000.00	\$200,000.00	\$5,650.00
13	1302	4	4130210		TOUR - Building (Capital)			
13	1302	4	4130210	BC007	Caravan Park (Capital)	\$0.00	\$0.00	\$1,484.74
Capital Expenditure Total						\$200,000.00	\$200,000.00	\$7,134.74
Tourism And Area Promotion Total						\$523,578.50	\$414,952.00	\$143,251.22
13	1303	2	2130350		BUILD - Contract Building Services	\$5,000.00	\$2,502.00	\$373.38
13	1303	2	2130399		BUILD - Administration Allocated	\$16,653.00	\$8,328.00	\$7,244.73
Operating Expenditure Total						\$21,653.00	\$10,830.00	\$7,618.11
13	1303	3	3130302		BUILD - Commissions - BSL & CTF	(\$500.00)	(\$252.00)	(\$9.10)
13	1303	3	3130320		BUILD - Fees & Charges (Licences)	(\$37,500.00)	(\$36,248.00)	(\$54,516.18)
Operating Income Total						(\$38,000.00)	(\$36,500.00)	(\$54,525.28)
Building Control Total						(\$16,347.00)	(\$25,670.00)	(\$46,907.17)
13	1306	2	2130602		ECON DEV - Fuel Station Maintenance	\$303.00	\$303.00	\$145.89
13	1306	2	2130630		ECON DEV - Insurance Expenses	\$16,879.00	\$0.00	\$0.00
13	1306	2	2130640		ECON DEV - Advertising & Promotion	\$5,000.00	\$0.00	\$0.00
13	1306	2	2130642		ECON DEV - Projects	\$185,000.00	\$0.00	\$0.00
13	1306	2	2130652		ECON DEV - Consultants	\$50,000.00	\$0.00	\$0.00
13	1306	2	2130699		ECON DEV - Administration Allocated	\$16,653.00	\$8,328.00	\$7,244.73

Prog	SP	Type	COA	Job	Description	Current Budget	YTD Budget	YTD Actual
Operating Expenditure Total						\$273,835.00	\$8,631.00	\$7,390.62
13	1306	4	4130610		ECON DEV - Building (Capital)	\$500,000.00	\$500,000.00	\$0.00
Capital Expenditure Total						\$500,000.00	\$500,000.00	\$0.00
Economic Development Total						\$773,835.00	\$508,631.00	\$7,390.62
13	1308	2	2130855		OTH ECON - Community Bus	\$0.00	\$0.00	\$158.67
13	1308	2	2130899		OTH ECON - Administration Allocated	\$16,653.00	\$8,328.00	\$7,244.73
Operating Expenditure Total						\$16,653.00	\$8,328.00	\$7,403.40
Other Economic Services Total						\$16,653.00	\$8,328.00	\$7,403.40
Economic Services Total						\$1,453,024.50	\$978,891.00	\$171,969.31
14	1401	2	2140187		PRIVATE - Other Expenses			
14	1401	2	2140187	PW000	Private Works (Budget Only)	\$2,730.00	\$1,364.00	\$0.00
14	1401	2	2140187	PW001	Private Works Carlaminda Stn	\$0.00	\$0.00	\$0.00
14	1401	2	2140199		PRIVATE - Administration Allocated	\$16,653.00	\$8,328.00	\$7,244.73
Operating Expenditure Total						\$19,383.00	\$9,692.00	\$7,244.73
14	1401	3	3140120		PRIVATE - Private Works Income	(\$3,000.00)	(\$1,500.00)	(\$4,853.00)
Operating Income Total						(\$3,000.00)	(\$1,500.00)	(\$4,853.00)
Private Works Total						\$16,383.00	\$8,192.00	\$2,391.73
14	1402	2	2140200		ADMIN - Employee Costs	\$752,500.00	\$386,751.00	\$234,399.55
14	1402	2	2140201		ADMIN - Salaries & Wages	\$110,000.00	\$55,002.00	\$69,822.73
14	1402	2	2140202		ADMIN - Superannuation	\$0.00	\$0.00	\$25,499.01
14	1402	2	2140204		ADMIN - Training & Development	\$25,000.00	\$12,498.00	\$2,472.72
14	1402	2	2140205		ADMIN - Recruitment	\$5,000.00	\$2,502.00	\$274.75
14	1402	2	2140206		ADMIN - Fringe Benefits Tax (FBT)	\$40,000.00	\$19,998.00	\$11,234.00
14	1402	2	2140209		ADMIN - Travel & Accommodation	\$5,000.00	\$2,502.00	\$3,157.45
14	1402	2	2140210		ADMIN - Motor Vehicle Expenses	\$30,000.00	\$15,000.00	\$19,014.82
14	1402	2	2140215		ADMIN - Printing and Stationery	\$7,500.00	\$3,750.00	\$3,190.06
14	1402	2	2140216		ADMIN - Postage and Freight	\$2,500.00	\$1,248.00	\$0.00
14	1402	2	2140217		ADMIN - Computer Maintenance and Support	\$65,000.00	\$32,502.00	\$47,058.25
14	1402	2	2140220		ADMIN - Communication Expenses	\$0.00	\$0.00	\$654.20
14	1402	2	2140223		ADMIN - Bank Charges	\$5,000.00	\$2,502.00	\$4,368.25
14	1402	2	2140226		ADMIN - Office Equipment Mtce	\$13,500.00	\$6,750.00	\$4,701.32
14	1402	2	2140227		ADMIN - Records Management	\$45,000.00	\$22,500.00	\$0.00
14	1402	2	2140229		ADMIN - Software Licencing	\$47,500.00	\$47,500.00	\$42,840.70
14	1402	2	2140230		ADMIN - Insurance Expenses (Other than Bldg and W/Comp)	\$71,835.00	\$71,835.00	\$28,287.22
14	1402	2	2140231		ADMIN - Electricity	\$3,500.00	\$1,752.00	\$737.41
14	1402	2	2140240		ADMIN - Advertising and Promotion	\$4,000.00	\$1,998.00	\$0.00

Prog	SP	Type	COA	Job	Description	Current Budget	YTD Budget	YTD Actual
14	1402	2	2140241		ADMIN - Subscriptions and Memberships	\$0.00	\$0.00	\$60.00
14	1402	2	2140252		ADMIN - Consultants	\$85,000.00	\$42,498.00	\$28,318.16
14	1402	2	2140263		ADMIN - Courses Seminars & Conference	\$7,500.00	\$3,750.00	\$3,344.20
14	1402	2	2140264		ADMIN - License & Permits	\$1,500.00	\$1,500.00	\$858.18
14	1402	2	2140276		ADMIN - Occupational Health & Safety	\$5,000.00	\$2,502.00	\$705.00
14	1402	2	2140279		ADMIN - Telephone & Internet	\$40,000.00	\$19,998.00	\$30,898.30
14	1402	2	2140280		ADMIN - Water	\$1,500.00	\$750.00	\$0.00
14	1402	2	2140284		ADMIN - Audit Fees	\$60,000.00	\$0.00	\$0.00
14	1402	2	2140285		ADMIN - Legal Expenses	\$75,000.00	\$37,500.00	\$98,503.97
14	1402	2	2140287		ADMIN - Other Expenses	\$15,000.00	\$7,500.00	\$3,004.02
14	1402	2	2140289		ADMIN - Building Maintenance			
14	1402	2	2140289	BM001	Administration Office - 37 (Lot 173) Gibbons St	\$72,830.00	\$36,414.00	\$15,670.24
14	1402	2	2140292		ADMIN - Depreciation	\$35,688.00	\$17,990.00	\$17,908.58
14	1402	2	2140298		ADMIN - Admin Staff Housing Costs Allocated	\$24,703.00	\$12,354.00	\$9,148.11
14	1402	2	2140299		ADMIN - Administration Reallocated	(\$1,656,556.00)	(\$869,346.00)	(\$696,006.42)
Operating Expenditure Total						\$0.00	\$0.00	\$10,124.78
14	1402	3	3140201		ADMIN - Reimbursements	(\$2,500.00)	(\$1,248.00)	(\$42.90)
14	1402	3	3140235		ADMIN - Other Income Relating to Administration	\$0.00	\$0.00	\$4,424.64
14	1402	3	3140290		ADMIN - Profit on Disposal of Assets	(\$12,662.00)	\$0.00	\$0.00
Operating Income Total						(\$15,162.00)	(\$1,248.00)	\$4,381.74
14	1402	4	4140230		ADMIN - Plant and Equipment (Capital)			
14	1402	4	4140230	8012	Motor Vehicle (Rav4 Replace)	\$70,000.00	\$0.00	\$0.00
14	1402	4	4140230	8013	Motor Vehicle (Mfin)	\$50,000.00	\$50,000.00	\$0.00
14	1402	4	4140230	8014	Computer Hardware System Upgrades & Phone Replace	\$135,000.00	\$135,000.00	\$0.00
14	1402	4	4140230	8015	Conference Equipment	\$35,000.00	\$35,000.00	\$0.00
14	1402	4	4140230	8016	External Monitor Display	\$25,000.00	\$25,000.00	\$0.00
14	1402	4	4140290		ADMIN - Infrastructure Other (Capital)	\$40,000.00	\$40,000.00	\$0.00
Capital Expenditure Total						\$355,000.00	\$285,000.00	\$0.00
General Administration Overheads Total						\$339,838.00	\$283,752.00	\$14,506.52
14	1403	2	2140300		PWO - Employee Costs	\$291,863.00	\$196,249.00	\$111,880.59
14	1403	2	2140304		PWO - Training & Development	\$27,500.00	\$13,747.00	\$6,877.61
14	1403	2	2140305		PWO - Recruitment	\$10,000.00	\$10,000.00	\$7,250.00
14	1403	2	2140307		PWO - Protective Clothing	\$1,100.00	\$552.00	\$9,307.15
14	1403	2	2140308		PWO - Other Employee Expenses	\$3,500.00	\$1,749.00	\$0.00
14	1403	2	2140309		PWO - Travel & Accommodation	\$11,000.00	\$5,499.00	\$3,563.35
14	1403	2	2140310		PWO - Motor Vehicle Expenses	\$27,500.00	\$13,752.00	\$15,080.53
14	1403	2	2140316		PWO - Postage and Freight	\$0.00	\$0.00	\$55.00

Prog	SP	Type	COA	Job	Description	Current Budget	YTD Budget	YTD Actual
14	1403	2	2140323		PWO - Sick Pay	\$18,525.00	\$9,263.00	\$19,458.02
14	1403	2	2140324		PWO - Annual Leave	\$108,822.00	\$54,411.00	\$62,933.00
14	1403	2	2140325		PWO - Public Holidays	\$37,046.00	\$11,112.00	\$6,262.02
14	1403	2	2140326		PWO - Long Service Leave	\$0.00	\$0.00	(\$1,558.80)
14	1403	2	2140329		PWO - Insurance Expenses (Except Workers Comp)	\$0.00	\$0.00	\$796.95
14	1403	2	2140328		PWO - Supervision	\$0.00	\$0.00	\$4,177.10
14	1403	2	2140330		PWO - OHS and Toolbox Meetings	\$15,000.00	\$7,500.00	\$11,285.37
14	1403	2	2140344		PWO - Superannuation	\$165,000.00	\$82,498.00	\$65,958.74
14	1403	2	2140362		PWO - Asset Management	\$0.00	\$0.00	\$8,146.50
14	1403	2	2140364		PWO - Satellite Phone & Tracking Expenses	\$2,500.00	\$1,248.00	\$3,355.37
14	1403	2	2140365		PWO - Maintenance/Operations	\$3,479.00	\$3,479.00	\$100.00
14	1403	2	2140387		PWO - Other Expenses	\$5,000.00	\$2,502.00	\$0.00
14	1403	2	2140393		PWO - LESS Allocated to Works (PWO's)	(\$942,025.00)	(\$471,010.00)	(\$332,632.29)
14	1403	2	2140398		PWO - Staff Housing Costs Allocated	\$114,500.00	\$57,252.00	\$48,525.45
14	1403	2	2140399		PWO - Administration Allocated	\$99,690.00	\$49,848.00	\$43,373.00
Operating Expenditure Total						\$0.00	\$49,651.00	\$94,194.66
Public Works Overheads Total						\$0.00	\$49,651.00	\$94,194.66
14	1404	2	2140400		POC - Internal Plant Repairs - Wages & O/Head	\$1,500.00	\$748.00	\$789.33
14	1404	2	2140401		POC - Blades & Tynes	\$12,000.00	\$6,000.00	\$0.00
14	1404	2	2140411		POC - External Parts & Repairs	\$140,000.00	\$70,002.00	\$74,492.78
14	1404	2	2140412		POC - Fuels and Oils	\$175,000.00	\$87,498.00	\$85,479.04
14	1404	2	2140413		POC - Tyres and Tubes	\$20,000.00	\$10,002.00	\$11,857.69
14	1404	2	2140415		POC - Workshop Consumables	\$10,000.00	\$4,998.00	\$2,224.46
14	1404	2	2140416		POC - Licences/Registrations	\$25,000.00	\$0.00	\$7,897.16
14	1404	2	2140417		POC - Insurance Expenses	\$107,185.00	\$53,592.00	\$67,997.42
14	1404	2	2140418		POC - Expendable Tools / Consumables	\$15,000.00	\$7,500.00	\$2,973.04
14	1404	2	2140492		POC - Depreciation	\$331,219.00	\$166,970.00	\$141,817.56
14	1404	2	2140494		POC - LESS Allocated to Works	(\$896,585.00)	(\$448,292.00)	(\$177,640.09)
14	1404	2	2140499		POC - Administration Allocated	\$84,681.00	\$42,342.00	\$36,839.61
Operating Expenditure Total						\$25,000.00	\$1,360.00	\$254,728.00
14	1404	3	3140401		POC - Reimbursements	\$0.00	\$0.00	(\$1,762.52)
14	1404	3	3140410		POC - Fuel Tax Credits Grant Scheme	(\$25,000.00)	(\$12,498.00)	(\$7,778.00)
Operating Income Total						(\$25,000.00)	(\$12,498.00)	(\$9,540.52)
Plant Operating Costs Total						\$25,000.00	\$1,360.00	\$252,965.48
14	1407	2	2140760		UNCLASS - Unclassified Expenditure	\$4,422.00	\$0.00	\$0.00
Operating Expenditure Total						\$4,422.00	\$0.00	\$0.00

Prog	SP	Type	COA	Job	Description	Current Budget	YTD Budget	YTD Actual
14	1407	4	4140781		UNCLASS - Transfers to Reserve	\$1,153,430.00	\$826,716.00	\$104,394.15
Capital Expenditure Total						\$1,153,430.00	\$826,716.00	\$104,394.15
14	1407	5	5140781		UNCLASS - Transfers from Reserve	(\$545,000.00)	\$0.00	\$0.00
Capital Income Total						(\$545,000.00)	\$0.00	\$0.00
Unclassified Total						\$612,852.00	\$826,716.00	\$104,394.15
Other Property & Services Total						\$969,073.00	\$1,157,173.00	\$460,674.54
Grand Total						\$6,121,470.50	\$7,299,881.00	\$2,444,277.93



**NOTES TO THE STATEMENT OF FINANCIAL ACTIVITY
FOR THE PERIOD ENDED, 31 DECEMBER 2024**

Variance Reported at Sub Program Level

Revenue Variances at Sub Program Level		Amended YTD	YTD	Var. \$	Var. %	Comments		
	Amended Annual	Budget	Actual	(b)-(a)	(b)-(a)/(a)			
Code	NAME	Budget	(a)	(b)				
		\$	\$	\$	%			
0301	Rates	3,232,143.00	3,215,521.00	3,144,863.91	(70,657)	(2%)	▲ Interest Better than anticipated	
0302	Other General Purpose Funding	1,858,324.00	249,276.00	295,956.24	46,680	19%		
0501	Fire Prevention	70,123.00	19,062.00	19,061.50	(1)	(0%)		
0502	Animal Control	1,250.00	748.00	100.00	(648)	(87%)		
0505	Emergency Services Levy - Bush Fire Brigade	4,000.00	0.00	4,000.00	4,000			
0704	Preventative Services - Inspection/Admin	185.00	185.00	287.73	103	56%		
0807	Other Welfare	0.00	0.00	0.00	0			
0901	Staff Housing	16,000.00	8,001.00	9,200.00	1,199	15%		
1001	Sanitation - General	11,150.00	11,150.00	10,900.00	(250)	(2%)		
1002	Sanitation - Other	3,500.00	3,500.00	3,500.00	0	0%		
1006	Town Planning & Regional Development	2,000.00	1,002.00	0.00	(1,002)	(100%)	▼ Will even out over the year.	
1007	Other Community Amenities	3,500.00	1,752.00	2,301.35	549	31%		
1101	Public Halls and Civic Centres	300,000.00	136,000.00	135,742.91	(257)	(0%)		
1103	Other Recreation And Sport	1,350.00	678.00	272.72	(405)	(60%)		
1106	Heritage	100.00	48.00	81.80	34	70%		
1107	Other Culture	4,000.00	1,998.00	3,065.84	1,068	53%		
1201	Construction - Streets, Roads, Bridges & Depots	1,194,022.00	280,000.00	143,197.50	(136,803)	(49%)		
1202	Maintenance - Streets, Roads, Bridges & Depots	4,624,255.00	224,255.00	224,255.00	0	0%		
1203	Road Plant Purchases	148,032.00	8,032.00	64,768.29	56,736	706%		▲ Items Sold Early
1205	Traffic Control (Vehicle Licensing)	4,500.00	2,250.00	1,145.45	(1,105)	(49%)		▲ Caravan Park not reach expected Income
1302	Tourism and Area Promotion	259,500.00	98,884.00	131,240.17	32,356	33%		
1303	Building Control	38,000.00	36,500.00	54,525.28	18,025	49%	▲ Building Permits exceeded expectations (Amen Req)	
1308	Other Economic Services	0.00	0.00	0.00	0		▲ Coding allocation	
1401	Private Works	3,000.00	1,500.00	4,853.00	3,353	224%		
1402	General Administration Overheads	15,162.00	1,248.00	-4,381.74	(5,630)	(451%)		
1403	Public Works Overheads	0.00	0.00	16,500.00	16,500			
1404	Plant Operating Costs	25,000.00	12,498.00	9,540.52	(2,957)	(24%)		
		11,794,096.00	4,301,590.00	4,265,436.95	(36,153)	(1%)		

Expense Variances at Sub Program Level		Amended Annual Budget	Amended YTD Budget (a)	YTD Actual (b)	Var. \$ (b)-(a)	Var. % (b)-(a)/(a)	Comments
Code	NAME	\$	\$	\$	\$	%	
0301	Rates	(218,145.00)	(109,582.00)	(76,096.17)	33,486	31%	▲ General Under Expenditure
0302	Other General Purpose Funding	(83,263.00)	(41,634.00)	(36,223.64)	5,410	13%	
0401	Members Of Council	(630,190.00)	(331,651.00)	(250,064.89)	81,586	25%	▲ General Under Expenditure
0402	Other Governance	0.00	0.00	0.00	0		
0501	Fire Prevention	(131,717.00)	(67,958.00)	(33,574.51)	34,383	51%	▲ General Under Expenditure
0502	Animal Control	(87,956.00)	(47,728.00)	(38,257.13)	9,471	20%	
0503	Other Law, Order & Public Safety	(17,372.00)	(8,690.00)	(7,605.41)	1,085	12%	
0505	Emergency Services Levy - Bush Fire Brigade	0.00	0.00	0.00	0		
0704	Preventative Services - Inspection/Admin	(23,653.00)	(11,826.00)	(9,163.53)	2,662	23%	
0705	Preventative Services - Pest Control	(3,500.00)	(1,752.00)	(744.64)	1,007	57%	
0706	Preventative Services - Other	(9,880.00)	(4,948.00)	(4,401.89)	546	11%	
0707	Other Health	(50,406.00)	(27,078.00)	(22,233.20)	4,845	18%	
0801	Pre-School	0.00	0.00	0.00	0		
0802	Other Education	(10,827.00)	(5,412.00)	(3,622.69)	1,789	33%	
0807	Other Welfare	(16,653.00)	(8,328.00)	(7,244.73)	1,083	13%	
0901	Staff Housing	0.00	(7,188.00)	(44,664.54)	(37,477)	(521%)	▼ Will even out over the year.
0902	Other Housing	(4,569.00)	(2,304.00)	(2,292.40)	12	1%	
1001	Sanitation - General	(61,254.00)	(30,713.00)	(20,065.94)	10,647	35%	▲ Will even out over the year.
1002	Sanitation - Other	(20,000.00)	(10,002.00)	(7,329.78)	2,672	27%	
1005	Protection of the Environment	0.00	0.00	0.00	0		
1006	Town Planning & Regional Development	(34,153.00)	(17,076.00)	(7,244.73)	9,831	58%	
1007	Other Community Amenities	(144,828.00)	(74,081.00)	(71,452.09)	2,629	4%	
1101	Public Halls and Civic Centres	(118,866.00)	(61,268.00)	(55,989.89)	5,278	9%	
1102	Swimming Areas and Beaches	0.00	0.00	0.00	0		
1103	Other Recreation And Sport	(802,716.00)	(454,047.00)	(242,414.35)	211,633	47%	▲ General Under Expenditure
1104	TV and Radio Re-Broadcasting	(13,487.00)	(6,826.00)	(8,953.24)	(2,127)	(31%)	
1105	Libraries	(85,263.00)	(42,636.00)	(36,618.64)	6,017	14%	
1106	Heritage	(109,317.00)	(51,957.00)	(19,430.10)	32,527	63%	▲ General Under Expenditure
1107	Other Culture	(347,579.00)	(177,935.00)	(182,251.58)	(4,317)	(2%)	
1202	Maintenance - Streets, Roads, Bridges & Depots	(6,899,338.00)	(5,656,362.00)	(4,209,608.16)	1,446,754	26%	▲ General Under Expenditure
1203	Road Plant Purchases	0.00	0.00	0.00	0		
1205	Traffic Control (Vehicle Licensing)	0.00	0.00	(420.31)	(420)		
1206	Aerodromes	(95,126.00)	(50,667.00)	(27,755.87)	22,911	45%	▲ General Under Expenditure
1301	Rural Services	(95,305.00)	(72,650.00)	(59,346.50)	13,304	18%	▲ Will even out over the year.
1302	Tourism and Area Promotion	(583,078.50)	(313,836.00)	(268,841.39)	44,995	14%	▲ Will even out over the year.
1303	Building Control	(21,653.00)	(10,830.00)	(7,618.11)	3,212	30%	
1306	Economic Development	(273,835.00)	(8,631.00)	(7,390.62)	1,240	14%	
1308	Other Economic Services	(16,653.00)	(8,328.00)	(7,403.40)	925	11%	
1401	Private Works	(19,383.00)	(9,692.00)	(7,244.73)	2,447	25%	
1402	General Administration Overheads	0.00	0.00	(10,124.78)	(10,125)		▼
1403	Public Works Overheads	0.00	(49,651.00)	(94,194.66)	(44,544)	(90%)	▼ Will even out over the year.
1404	Plant Operating Costs	(25,000.00)	(1,360.00)	(254,728.00)	(253,368)	(18630%)	▼
1405	Salaries and Wages	0.00	0.00	0.00	0		
1407	Unclassified	(4,422.00)	0.00	0.00	0		
		(11,059,387.50)	(7,784,627.00)	(6,142,616.24)	1,642,010.76	21%	▲

SHIRE OF YALGOO
SUPPLEMENTARY INFORMATION
FOR THE PERIOD ENDED 31 DECEMBER 2024

General rate revenue

	Rate in \$ (cents)	Number of Properties	Rateable Value	Budget			YTD Actual		
				Rate Revenue	Reassessed Rate Revenue	Total Revenue	Rate Revenue	Reassessed Rate Revenue	Total Revenue
<i>RATE TYPE</i>				\$	\$	\$	\$	\$	\$
Gross rental value									
Non Rateable	0	0	0	0	0	0	0	-265.44	(265)
GRV General	8.0668	36	389,033	31,383		31,383	31,382	(2,414)	28,968
General Vacant	8.0668	0	0	0		0	0	0	0
GRV Mining Inf	30.6425	8	1,473,400	451,487		451,487	451,487	(79,290)	372,197
Unimproved value									
UV Pastoral Rural	7.1151	24	937,583	66,710		66,710	66,710	(1,938)	64,772
UV Mining / Mining Tenements	32.9600	140	6,945,833	2,289,347		2,289,347	2,289,346	9,605	2,298,951
UV Exploration /Prospecting	21.6719	209	1,493,482	323,666	5,000	328,666	323,666	(1,229)	322,437
Sub-Total		417	11,239,331	3,162,592	5,000	3,167,592	3,162,591	(75,531)	3,087,060
Minimum payment									
Gross rental value									
GRV General	300.00	5	6,462	1,500		1,450	1,200	0	1,200
General Vacant	300.00	12	1,570	3,600		3,480	3,600	0	3,600
GRV Mining Inf	300.00	1	10	300		0	300	0	300
Unimproved value									
UV Pastoral Rural	300.00	8	10,008	2,400		2,320	2,400	0	2,400
UV Mining / Mining Tenements	300.00	10	6,433	3,000		3,770	3,000	0	3,000
UV Exploration /Prospecting	300.00	95	77,783	28,500		28,710	28,500	0	28,500
Sub-total		137	102,266	39,300	0	39,730	39,000	0	39,000
Total general rates			11,341,597	3,201,892	5,000	3,207,322	3,201,591	(75,531)	3,126,060