

foreword by the mayor and chief executive officer

It is with pleasure that we introduce the inaugural Annual Report for Gladstone Regional Council for 2008/2009 - our first full year of operation as a newly amalgamated Council. This report covers the period from the first day of Gladstone Regional Council operations (15 March 2008) to 30 June 2009 and chronicles the development of a new local government organisation.

The theme of this year's Annual Report is that of piecing together a new Council, reminiscent of a puzzle, by building on the strengths of the former organisations (Calliope Shire, Gladstone City and Miriam Vale Shire Councils and Gladstone Calliope Aerodrome Board) and injecting some fresh, new ideas and bringing together thinking that unites our region.

Developing a new organisation has not been without its attendant challenges. Amalgamation has been and will continue to be for some years, a mammoth task. Despite this, Gladstone Regional Council has maintained its focus on leading and governing this region and providing quality services to our community throughout.

The contents of this report highlight our performance and achievements throughout 2008/2009 and now stands as testimony to our motto of "getting on with the job". We look back on the year that has passed, proud of the achievements of our Council.

We take this opportunity to thank Councillors and staff for their perseverance and commitment to establishing and maintaining service levels for the community throughout the year.

We take our role as stewards of this great region very seriously and we hope that this Annual Report provides some insight into the formation of the new organisation, its operation in the inaugural year and our plans for our region for the future.

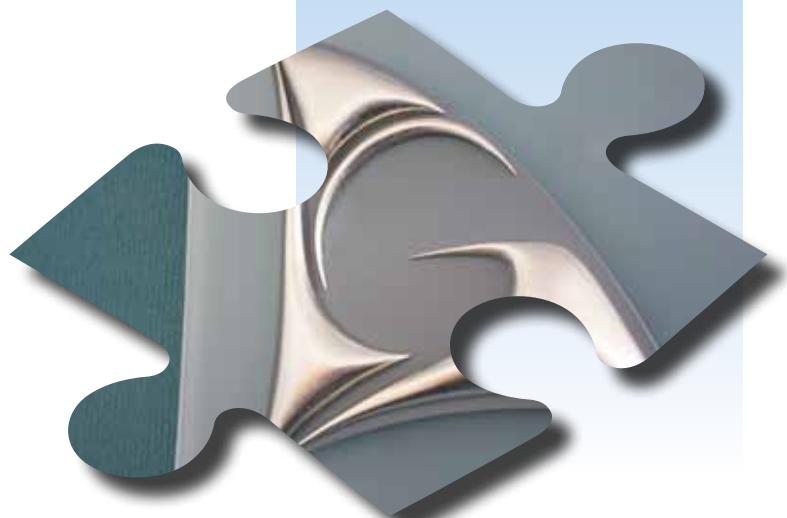
"The theme of this year's Annual Report is that of piecing together a new Council, reminiscent of a puzzle, by building on the strengths of the former organisations"



Mayor George Creed



Graeme Kanofski,
Chief Executive Officer



local government reform

On 27 July 2007, the Local Government Reform Commission handed its report to the former Premier and the then Local Government Minister, recommending sweeping changes to the names, classes, boundaries and electoral arrangements for local government across Queensland.

The Queensland Government accepted the boundary recommendations, which resulted in the amalgamation of Calliope Shire Council, Gladstone City Council, Miriam Vale Shire Council and the Gladstone Calliope Aerodrome Board. These four entities ceased to operate as individual entities on 14 March 2008, immediately prior to the Local Government Elections on 15 March 2008.

The new Gladstone Regional Council has viewed the change as an opportunity to create a new unity within the region and to maximise the efficiencies that result from consolidated service delivery, despite the initial cost of the process.



our community

The Gladstone Regional Council area is the 'Region of Choice' and is located in Central Queensland, about 550 kilometres north of Brisbane. It is bounded by the Coral Sea in the north-east and east, the Bundaberg and North Burnett Regional Council areas in the south, the Banana Shire in the west and the Rockhampton Regional Council area in the north-west.



our community

The Gladstone Regional Council area is a growing residential hotspot, with significant rural, rural residential and industrial development. With a population of some 57,000 people and encompassing a total land area of 10,488 square kilometres, the region comprises national parks, state forests, coastline, beaches, islands and major industry, including two alumina refineries, an aluminium smelter, a power station, cement and chemical manufacturers and Queensland's largest multi-commodity port, based on volume.

In addition, the Gladstone State Development Area is continuing to attract large industry and has been earmarked by several companies as the site for the production and distribution of Australian liquefied natural gas (LNG).

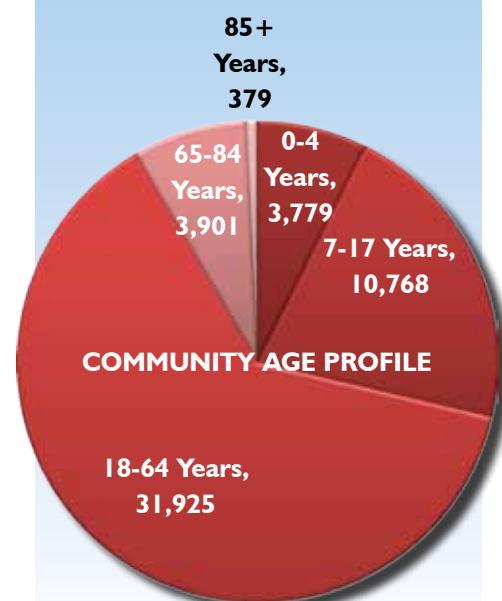
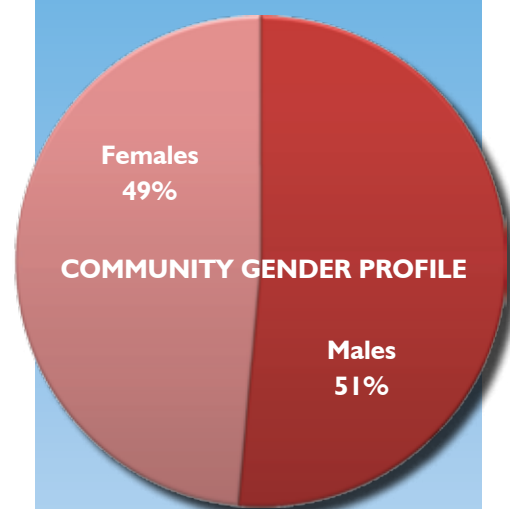
But the Gladstone Region is diverse as it is attractive, providing its population with an enviable lifestyle within a strong and dynamic economy. Employment opportunities abound. A strong retail and service sector within the modern urbanised city of Gladstone, together with major industry, tourism and primary production, provide abundant choice for workers and opportunities for business people. This is balanced with large areas of green open space, national parks, historical sites, bush walks, trails and marine and recreational opportunities.

A strong sense of community with a "can do" attitude and a relaxed and friendly atmosphere permeates throughout the region. Well developed infrastructure and services, including a modern regional airport, continues to support the localised identity of the communities across the region, providing choice in lifestyle.

These communities include the urban centres of Gladstone, Calliope and Tannum Sands/ Boyne Island, plus the smaller towns of Agnes Water, Ambrose, Baffle Creek, Benaraby, Bororen, Builyan, Lowmead, Miriam Vale, Mount Larcom, Many Peaks, Nagoorin, Raglan, Rosedale, Seventeen Seventy, Turkey Beach, Ubobo and Yarwun.

Population characteristics	
Indigenous population	1,569
Australian born	41,941
Overseas born	5,336
Australian citizens	31,989

Source - Australian Bureau of Statistics, *Census of Population and Housing, 2006 and 2001*.





MAYOR GEORGE CREED

Elected to Local Government in 1976

Along with a long-standing career in local government, spanning over 33 years, Mayor Creed also has extensive experience as a primary producer and grazier and runs a cattle property at Raglan. Mayor Creed was awarded an Order of Australia Medal on Australia Day 2006 for services to Local Government and the community.

Representation on External Bodies:

- Local Disaster Management Committee
- Gladstone Economic and Industry Development Board



DEPUTY MAYOR GAIL SELLERS

Elected to Local Government in 1988

Cr Sellers holds a Bachelor of Education and a Graduate Diploma in Teacher Librarianship. She also has extensive experience in operating a successful building company. Cr Sellers commitment to the ethos “representation for all” has led to her strong advocacy in a wide variety of Council projects such as Kirkwood Road and the Healthy Active Gladstone Program. Cr Sellers is the portfolio spokesperson for Parks & Recreation.

Representation on External Bodies:

- Gladstone Calliope Regional Arts Development Fund
- Gladstone & District Sports Foundation
- Clean & Healthy Air for Gladstone
- Gladstone Sub Committee of the Queensland Area Consultative Committee
- Curtis Island Environmental Management Precinct



CR MAXINE BRUSHE

Elected to Local Government in 1991

Cr Brushe has a background in the public service and as a small business operator and holds extensive community development experience. She is passionate about building strong communities that provide lifestyle choice for residents across the region. Cr Brushe is the portfolio spokesperson for Community Services.

Representation on External Bodies:

- Gladstone Calliope Regional Arts Development Fund
- Gladstone Chamber of Commerce & Industry
- CQ A New Millennium
- Wide Bay 2020 Regional Planning Advisory Committee



CR MATT BURNETT

Elected to Local Government in 2000

Born and raised locally, Cr Burnett is the youngest Councillor on the Gladstone Regional Council. Cr Burnett supports the continued growth of the Gladstone Region and encourages Council investment in new and improved infrastructure from roads and sporting fields to libraries and community centres. Cr Burnett is portfolio spokesperson for Infrastructure Services.

Representation on External Bodies:

- Traffic & Environment Advisory Committee
- Gladstone Area Promotion and Development Limited
- Urban Local Government Association
- Queensland Health Central Queensland Cluster Reference Group



CR CRAIG BUTLER

Elected to Local Government in 1997

Cr Butler has extensive experience as a surveyor in the land development, construction and mining sectors and is a registered surveyor with the Surveyors Board of Queensland. His key objective is to work co-operatively with the community, other elected members and Council staff to deliver excellent services and achieve the best outcomes for all residents of the Gladstone Region. Cr Butler is the portfolio spokesperson for Statutory and Strategic Planning.

Representation on External Bodies:

- Gladstone and District Sports Foundation
- Gladstone Entertainment Centre Association
- Civic Beautification Committee
- Gladstone Sub Committee of the Queensland Area Consultative Committee
- Central Queensland Local Government Association
- Central Queensland Waste Management Forum
- Gladstone Area Promotion and Development Limited [should second position become available]
- Capricorn Pest Management Group
- Wide Bay Regional Water Supply Strategy Committee



CR CLYDE CAMERON

Elected to Local Government in 2004

Cr Cameron is a fourth generation Gladstone region resident with a strong rural and Local Government background. His experience in the field of entertainment allows him enthusiastic involvement with the arts and his passion for rational environmental usage encourages his involvement with environmental issues. Cr Cameron is the portfolio spokesperson for the Gladstone Airport.

Representation on External Bodies:

- Valuation Review Committee
- Fitzroy Basin Association
- Baffle Creek Basin Water Resources Plan Community Reference Panel
- Australia Day Committee (disbanded 2008)
- Capricorn Pest Management Group
- Biggenden Monto Taragoola Rail Consultative Committee



CR COL CHAPMAN

Elected to Local Government in 2006

A long-term Gladstone region resident, Cr Chapman has a small business background spanning some 30 years. As both resident and Councillor of the Gladstone Region, Cr Chapman is an ardent supporter of finding a balance between industry and the environment to secure sustainability for the region. Cr Chapman is portfolio spokesperson for Environment & Regulation.

Representation on External Bodies:

- Valuation Review Committee
- Environmental Advisory Committee
- Clean and Healthy Air for Gladstone [Community Representative]



CR RICK HANSEN

Elected to Local Government in 2006

Cr Hansen has a long history as an owner operator in the retail sector. His passion for community service sparked his involvement in Local Government. Cr Hansen holds a particular interest in infrastructure planning, sport and recreational development, communication strategies, health and aged care advocacy and multicultural issues. Cr Hansen is portfolio spokesperson for Corporate Services and Governance.

Representation on External Bodies:

- Palm Drive Junior Sports Club
- Deputy Chairman, Local Disaster Management Group
- PCYC Committee
- Central Queensland Local Government Association
- Baffle Creek Recreational Facility Management Committee
- CQ A New Millennium [Proxy Delegate]



CR LYN PATON

Elected to Local Government in 2000

Cr Paton holds extensive experience in the business sector, having owned and managed a multi award-winning business since 1995. A passion for community involvement has led to an active involvement in numerous committees throughout the region. Cr Paton is the portfolio spokesperson for finance.

Representation on External Bodies:

- Clean and Healthy Air for Gladstone
- Traffic & Environment Advisory Committee
- Murri Liaison Committee
- Gladstone Local Marine Advisory Committee
- Burnett Local Marine Advisory Committee



our senior executives



Graeme Kanofski - Chief Executive Officer

Qualifications and Memberships

- Bachelor of Business
- Local Government Clerks Certificate
- Awarded Public Service Medal in 2002 in recognition of his outstanding contributions to Local Government in Australia
- Past President and life member of Local Government Managers Australia (QLD Division)

Graeme served in the position of Chief Executive Officer of the former Calliope Shire Council for 17 years and has worked in Local Government for almost 30 years.



Cale Dendle - Director Community Services

Directorship Responsibilities

- Community Relations
- Libraries
- Performing Arts
- Arts and Heritage
- Human and Social Services
- Executive Services

Qualifications and Memberships

- Bachelor Business
- Company Directors' Diploma
- Justice of the Peace (Qld) No. 73437
- Member, Local Government Managers' Australia
- Member, Australia Institute of Company Directors

Cale's career as a Local Government professional began with Rockhampton City Council, where he worked in various positions from 1991 until 2003.

Prior to taking up his position as Director Commercial & Community Services with Gladstone City Council (now Gladstone Regional Council) in early 2007, Cale was Chief Executive Officer at Bauhinia Shire (Springsure) on the Central Queensland coalfields from 2003.

our senior executives



Ron Doherty - Director Environment & Regulation

Directorship Responsibilities

- Environmental Health
- Environmental Initiatives
- Rural Land Protection
- Local Law Enforcement
- Animal Control

Regulatory Compliance both internal & external

- Waste
- Litter Enforcement

Qualifications and Memberships

- Health Inspector
- Justice of the Peace
- Australian Institute of Environmental Health member

Ron has extensive experience in Local Government, commencing with the Warwick City Council. Ron also served the councils at Cloncurry, Pittsworth/Clifton, Calliope Shire and Gladstone City.



Mark Holmes - Director Finance

Directorship Responsibilities:

- Financial Management
- Budget
- Rates
- Payroll
- Contracts and Procurement
- Disaster Management

Qualifications and Memberships

- Bachelor of Business (Accounting)
- Graduate Diploma of Business Accounting
- Graduate Diploma of Local Government Administration
- Certified Public Accountant
- Executive Member Local Accountants Association (Qld)
- Local Government Managers Association member

Mark has served Local Government for 14 years, commencing with a traineeship at Dalrymple Shire Council. Mark worked at the former Calliope Shire Council for eight years, serving in the role of Manager of Finance and Director of Corporate & Community Services.

our senior executives



Andrew Kearns - Director Statutory Planning

Directorship Responsibilities

- Town Planning
- Subdivision
- Building
- Plumbing

Qualifications and Memberships

- Bachelor of Applied Science (Surveying)
- Graduate Diploma of Urban and Regional Planning

Andrew's Local Government career commenced with the former Gladstone City Council as a Planning Officer in 1999, progressed to Manager Assessment & Development and took up the role of Director Environment & Development.



Jeff Kidner - Director Parks & Recreation

Directorship Responsibilities

- Parks
- Recreation & Conservation
- Cemeteries
- Litter Removal in Roads & Parks
- Botanic Gardens
- Roadside Slashing
- Corridor Management
- Public Amenities
- Bikeways in Parks
- Trees on Footpaths
- Swimming Pools

Qualifications and Memberships

- Diploma of Horticulture

After retiring from a successful career spanning 28 years as an Army Officer, Jeff commenced his career in Local Government at Redcliffe City Council. He also served Redlands Shire Council and the former Calliope Shire Council as Parks & Recreation Manager.

our senior executives



Mark Larney - Director Corporate Services

Directorship Responsibilities

- Airport
- Financial Services
- Procurement & Stores
- Disaster Coordination
- Internal Audit
- Risk Management
- Information Technology
- Human Resources
- Workplace Health and Safety
- Records
- Fleet Management
- Asset Management Coordination
- GIS (Mapping)
- Rural Transaction Centres

Qualifications and Memberships

- Bachelor of Business (Accounting, Banking and Finance)
- Graduate Certificate in Local Government
- Company Director's Diploma
- MBA
- Local Government Managers' Association member

Mark served as Director of Corporate Services for the former Calliope Shire after beginning his career at Calliope in 1994 as Accountant.



Ross Paroz - Director Infrastructure Services

Directorship Responsibilities

- Roadworks Operations
- Drainage Operations
- Water & Sewerage Operations
- Design Services
- Local Government Public Car Parks
- Street Sweeping
- Footpath Management

Memberships and Qualifications

- Certificate in Civil Engineering - Design Office Technician.

Ross boasts a long standing career in Local Government, spanning over 42 years, 30 of which were with the former Gladstone City Council.

For the past decade, Ross has been employed in senior management roles within the former Gladstone City Council as the Manager of Planning and Design, progressing to Director of Infrastructure Services.

our senior executives



Russell Schuler - Director Strategic Planning

Directorship Responsibilities

- Strategic Planning, including the development of a new regional planning scheme
- Coordinating Strategic Planning for water, sewerage, roads and drainage

Qualifications and Memberships

- Bachelor of Regional and Town Planning
- Planning Institute of Australia member
- Local Government Managers' Association member

Russell has more than 28 years of Local Government experience, serving at the former Calliope Shire Council. He commenced his Local Government career as the first "on staff" planner.



Greg Winter - Director Governance

Directorship Responsibilities

- Internal Audit
- Freedom of Information
- Legal Issues
- Property Management

Qualifications and Memberships

- Bachelor of Business (Accounting)
- Graduate Diploma in Management
- Associate Diploma in Computing
- Master of Business Administration
- Local Government Clerk's Certificate

Greg commenced his local Government career with Dalby Town Council in 1976. He then served the former Gladstone City Council from 1982 as Assistant Town Clerk, Deputy Town Clerk and Director of Corporate Services.



our employees

With 690 employees spread across the 10,488 square kilometres of the Gladstone Region, Council's team of employees is as diverse as the region it serves.

