



GLADSTONE
REGIONAL COUNCIL

**GENERAL MEETING NOTICE
AND AGENDA**

**TO BE HELD AT THE COUNCIL CHAMBERS – CIVIC CENTRE
101 GOONDOON STREET, GLADSTONE**

On Tuesday 20 September 2022

Commencing at 9.00am

**Leisa Dowling
CHIEF EXECUTIVE OFFICER**

Table of Contents

| ITEM | PAGE |
|--|-----------|
| G/1. MAYORAL STATEMENT OF CURRENT ISSUES..... | 3 |
| G/2. CONFIRMATION OF MINUTES..... | 4 |
| G/2.1. CONFIRMATION OF GENERAL MEETING MINUTES FOR 6 SEPTEMBER 2022 | 4 |
| G/3. OFFICERS' REPORTS | 5 |
| G/3.1. RECONCILIATION ACTION PLAN REFERENCE GROUP - NEW MEMBERS AND MEMBERSHIP | 5 |
| G/3.2. BOYNE ISLAND AND TANNUM SANDS SHORELINE EROSION MANAGEMENT PLAN | 8 |
| G/3.3. FLYING-FOX ROOST MANAGEMENT | 10 |
| G/3.4. EXPENDITURE APPROVAL - MICROSOFT LICENSING | 13 |
| G/3.5. METZ SOLE SUPPLIER | 15 |
| G/3.6. ALTO PACIFIC SOLE SUPPLIER | 17 |
| G/3.7. MONTHLY FINANCIAL REPORT FOR THE PERIOD ENDING 31 AUGUST 2022..... | 19 |
| G/3.8. RESCHEDULING OF 18 OCTOBER GENERAL MEETING | 31 |
| G/4. DEPUTATIONS | 33 |
| G/5. COUNCILLORS REPORT..... | 34 |
| G/5.1. WELCOMING CITIES | 34 |
| G/5.2. DEVELOPING NORTHERN AUSTRALIA CONFERENCE | 38 |
| G/6. URGENT BUSINESS..... | 41 |
| G/7. NOTICE OF MOTION | 41 |
| G/8. CONFIDENTIAL ITEMS | 41 |

G/1. MAYORAL STATEMENT OF CURRENT ISSUES

G/2. CONFIRMATION OF MINUTES

G/2.1. CONFIRMATION OF GENERAL MEETING MINUTES FOR 6 SEPTEMBER 2022

Responsible Officer: Chief Executive Officer

Council Meeting Date: 20 September 2022

File Ref: CM7.2

Purpose:

Confirmation of the minutes of the General Meeting held on 6 September 2022.

Officer's Recommendation:

That the minutes of the General Meeting of Council held on 6 September 2022 be confirmed.

Attachments:

1. Minutes of the General Meeting of Council held on 6 September 2022.

Tabled Items:

Nil

Report Prepared by: Executive Secretary

G/3. OFFICERS' REPORTS

G/3.1. RECONCILIATION ACTION PLAN REFERENCE GROUP - NEW MEMBERS AND MEMBERSHIP

Responsible Officer: General Manager Community Development and Events

Council Meeting Date: 20 September 2022

File Ref: CR3.3

Purpose:

To allow Council to consider extending the membership of the Reconciliation Action Plan Reference Group from seven community members to ten community members and appoint four new members.

Officer's Recommendation:

That:

1. Section 4.1 of the Reconciliation Action Plan Reference Group Terms of Reference be amended so that the membership of the group shall consist of ten (10) community members consisting of Aboriginal and Torres Strait Islander residents and service providers.
2. Council appoint four new Reconciliation Action Plan Reference Group members:
 - (a) Chantal Johnson (Gooreng Gooreng)
 - (b) Djuran Johnson (Gooreng Gooreng)
 - (c) Paul Olsen (Wakka Wakka)
 - (d) Skye Alberts (Ghungalu, Wulli Wulli and Goreng Goreng)

Background:

The Reconciliation Action Plan (RAP) Reference Group, which operates in accordance with the RAP Reference Group Terms of Reference ("Terms of Reference"), plays a pivotal role in informing and influencing the direction of Council's commitment to reconciliation.

The group consists of:

- Two councillors, one of which shall be a co-chairperson;
- Up to seven community members consisting of Aboriginal and Torres Strait Islander residents and service providers; and
- One council staff member that identifies as Aboriginal Torres Strait Islander.

The RAP Reference Group were instrumental in developing Council's Innovate RAP and its subsequent endorsement by Council and registration with Reconciliation Australia. Council's next RAP is currently in development and the RAP Reference Group will again play a vital role in this process.

One member of the group recently resigned as a member due to work commitments and officers subsequently called for expressions of interest in accordance with the Terms of Reference.

Options, Risk and Opportunity Analysis:

In response to the expression of interest, nine applications were received, all of which had a wide range of knowledge and experience. Suitable applicants participated in a panel interview consisting of:

- First Nations Liaison Officer;
- Manager Culture and Capability; and
- Manager Governance and Risk.

Each officer on the panel are part of Council's RAP Champions group.

In a semi-formal interview, the panel assessed the applicants on the following criteria:

- Work experience/qualifications;
- Involvement with community – the First Nations community specifically;
- Cultural knowledge;
- Knowledge of First Nations Bailai, Gurang, Gooreng Gooreng and Taribelang Bunda peoples; and
- Willingness to meaningfully contribute to the RAP Reference Group.

Council has three options:

1. Extend the membership of the RAP Reference Group to accommodate 10 community members and in accordance with the panel's recommendation appoint:
 - (a) Chantal Johnson (Gooreng Gooreng)
 - (b) Djuran Johnson (Gooreng Gooreng)
 - (c) Paul Olsen (Wakka Wakka)
 - (d) Skye Alberts (Ghungalu, Wulli Wulli and Goreng Goreng); or
2. Do not extend the membership of the RAP Reference Group and in accordance with the panel's recommendation appoint:
 - (a) Paul Olsen (Wakka Wakka); and
 - (b) Skye Alberts (Ghungalu, Wulli Wulli and Goreng Goreng)
3. Council may choose not to appoint any of the proposed applicants in which case, a new expression of interest process will be required to be initiated.

Compared to previous calls for expressions of interest, Council received a strong response of high calibre applications. Officers are seeking to take advantage of the high interest in the RAP Reference Group and extend representation of community members in the RAP Reference Group. This additional representation will provide a broader representation of Traditional Owner families and First Nation community members and will increase the diversity of the RAP Reference Group in terms of gender and age. The additional membership will also help accommodate the instances where not all members are able to attend RAP Reference Group meetings.

Communication and Consultation:

An Expression of Interest for new members to join the RAP Reference Group was advertised via Council's social media and website.

The RAP Reference Group have been informed of the recommendation to appoint four new members and were generally supportive of the appointments.

Applicants who participated in the process have been informed if they were a recommended applicant or not. Each of the applicants that have been recommended have confirmed that they are prepared to accept appointment to the RAP Reference Group.

Legal Strategy and Policy Implications:

The RAP Reference Group is governed by the Terms of Reference. A copy of the Terms of Reference are included as Attachment 1.

The selection process has been consistent with the Terms of Reference.

Financial and Resource Implications:

A budget for RAP deliverables has been approved by Council under the broader 2022/23 Engagement and Partnerships budget.

Summary:

Nil

Anticipated Resolution Completion Date:

20 September 2022

Attachments:

1. Reconciliation Action Plan Reference Group Terms of Reference

Tabled Items:

Nil

Report Prepared by: First Nations Liaison Officer

G/3.2. BOYNE ISLAND AND TANNUM SANDS SHORELINE EROSION MANAGEMENT PLAN

Responsible Officer: General Manager Strategic Asset Performance

Council Meeting Date: 20 September 2022

File Ref: CM31.09

Purpose:

To propose the repeal of the current Boyne Island and Tannum Sands Shoreline Erosion Management Plan (BITS SEMP) 2014.

Officer's Recommendation:

That Council repeal the Boyne Island and Tannum Sands Shoreline Erosion Management Plan 2014, noting it will be replaced by the Boyne Island and Tannum Sands Shoreline Erosion Management Plan 2022.

Background:

In 2014 Council established a Shoreline Erosion Management Plan for the Boyne Island and Tannum Sands area following weather events in 2013 and 2014 that caused significant erosion to the Boyne Island and Tannum Sands foreshores. The Boyne Island and Tannum Sands Shoreline Erosion Management Plan (BITS SEMP) was developed to enable Council to plan and implement reasonable and practical erosion and coastal protection initiatives.

In 2020 and 2021 Council undertook a funded project to deliver a region wide Coastal Hazard Adaptation Study and the *Our Coast Our Future* Strategic Plan was developed and endorsed in 2021. This contained numerous environmental, economic, and social investigations to develop a long-term strategy to address coastal hazards within the Gladstone Region.

Options, Risk and Opportunity Analysis:

As the BITS SEMP is an operational management plan, there is an opportunity to provide the BITS SEMP progress through annual updates of the *Our Coast Our Future* Strategic Plan, as the long-term strategic direction.

Option One (officer's recommendation)

Repeal the current BITS SEMP 2014 (Attachment 1), noting it will be replaced by the BITS SEMP 2022 (Attachment 2). As a Management Plan, the 2022 version has undergone significant review by Council Officers and the Asset Management Steering Committee.

Option Two

Do not repeal the BITS SEMP 2014. This could delay the delivery of required management actions, cause confusion as to what actions are current and their priority and create misalignment with the *Our Coast Our Future* Strategic Plan.

Communication and Consultation:

Internal consultation has occurred regarding the decision to repeal the BITS SEMP 2014. The BITS SEMP 2022 has been consulted internally and externally with both the community and Department of Environment and Science.

Legal Strategy and Policy Implications:

The repeal of the BITS SEMP 2014 will not impact on legal, strategy or policies. A new BITS SEMP will be approved operationally in line with Council's Business Documents and Frameworks Corporate Standard.

Policy Implication:

The Environment Policy outlines that we will achieve our Corporate Plan Goal by implementing the *Our Coast Our Future* Strategic Plan to adapt to coastal hazard impacts.

Strategy Implication:

Our Coast Our Future sets the strategic direction for coastal hazard impacts and calls out this review, with the approval of the BITS SEMP 2022 progressing the actions identified above.

Financial and Resource Implications:

The repeal of the BITS SEMP 2014 will have little to no additional resource and financial implications.

Actions requiring capital works funding will be assessed through the IDF process and incorporated into the Capital Works Program for future funding. Operational actions will continue to be planned and implemented through existing operational budgets.

Summary:

Council will continue to deliver shoreline erosion management actions in the Boyne Island and Tannum Sands area as per the BITS SEMP 2022.

Anticipated Resolution Completion Date:

Within two weeks of resolution.

Attachments:

1. Existing Boyne Island and Tannum Sands Shoreline Erosion Management Plan 2014; and
2. Boyne Island and Tannum Sands Shoreline Erosion Management Plan 2022.

Tabled Items:

Nil

Report Prepared by: Manager Environment and Conservation

G/3.3. FLYING-FOX ROOST MANAGEMENT

Responsible Officer: General Manager Strategic Asset Performance

Council Meeting Date: 20 September 2022

File Ref: CM31.09

Purpose:

To propose the adoption of the updated Statement of Management Intent (SoMI) for Flying-fox Roost Management 2022 and to propose the repeal of the current Miriam Vale Flying-fox Management Plan (MVFFMP) 2019.

Officer's Recommendation:

That Council:

1. Repeal the Statement of Management Intent for Flying-fox Roost Management 2014;
2. Adopt the Statement of Management Intent for Flying-fox Roost Management 2022 provided as Attachment 2; and
3. Repeal the Miriam Vale Flying-fox Management Plan 2019, noting it will be replaced by the Regional Flying-fox Management Plan 2022 (RFFMP).

Background:

The clearing of native habitats is pushing flying-foxes to increasingly roost and forage in urban areas where their presence often results in conflict with the community, presenting issues including noise, smell, droppings, visual amenity impacts and fear of disease.

The management of flying-fox roosts is regulated under the *Nature Conservation Act 1992*. Council's have an 'as-of-right' authority to manage flying-fox roosts in accordance with a Code of Practice. In 2014, Council adopted a Statement of Management Intent (SoMI) for Flying-fox Roost Management that provides our intentions and considerations in managing flying-fox roosts throughout the region. The SoMI has not been reviewed or updated since 2014.

In 2017 Council adopted the Miriam Vale Flying-fox Management Plan (MVFFMP), most recently updated in 2019, to manage the significant community concern and public health risk associated by the presence of flying-fox in Alf Larson Lions Park. The Plan included several actions aimed at reducing the impact of flying-foxes on the Miriam Vale community, including rapid response dispersal from flying-foxes returning to the fig tree in Alf Larson Lions Park.

There are an additional three flying-fox roosts currently occupying parts of Council-controlled land across the region, including at Canoe Point, Tannum Sands; Leixlip Creek, Calliope; and Blain Drive, Gladstone. Management of flying-fox roosts must carefully balance the needs of the community with flying-fox conservation and welfare. The Regional Flying-fox Management Plan (RFFMP) includes management actions for all roosts on Council-controlled land as well as a process for responding to changes in roost locations or newly emerging roosts.

Options, Risk and Opportunity Analysis:

Option One - Officer's recommendation

That Council resolve to repeal the SoMI 2014 (Attachment 1) and adopt the SoMI 2022 (Attachment 2). Officers also propose the repeal of the MVFFMP 2019 (Attachment 3), noting it will be replaced by the Regional Flying-Fox Management Plan 2022 (RFFMP) (Attachment 4).

The SoMI sets the strategic position and intent whereas the MVFFMP is an operational management plan providing guidance. Both documents have undergone significant review by Council Officers and the Asset Management Steering Committee. This option creates a documented process to guide management of flying-fox roosts on Council controlled land across the region.

Option Two – Do Nothing

This could result in missing opportunities to apply for state government funding and delay delivery of management actions. There would also remain no documented process to guide management of other flying-fox roosts outside of Miriam Vale. This option generates reputational risk as it is not clearly defined what activities Council can undertake, additionally resources and Officer time would be required to manage the enquiries.

Communication and Consultation:

Internal consultation has occurred regarding the decision to update the SoMI and the MVFFMP 2019. Both documents were developed internally and have undergone internal consultation. No external consultation has occurred due to the community having limited influence on the way Council manage flying-fox roosts within state legislation and guidelines.

Legal Strategy and Policy Implications:

Under section 100K of the *Nature Conservation Act 1992*, a local government may be required to publish a statement of management intent for protected wildlife.

The adoption of the 2022 SoMI and repeal of the MVFFMP 2019 will not impact on legal, strategy or policies. The new RFFMP will be approved operationally in line with Council's Business Documents and Frameworks Corporate Standard.

Policy Implication:

Council's Environment Policy outlines that Council will achieve the Corporate Plan Goal by maintaining compliance with all legislative obligations, including those relevant to flying-fox roost management.

Council's intent towards flying-fox management defined by the SoMI remains unchanged, however the 2022 update provides additional context surrounding flying-foxes in the Gladstone region and Council's approach to roost management.

Strategy Implication:

Managing Flying-fox roosts ensures we continue to meet our Corporate Plan Goals and achieve biodiversity outcomes in our region, as identified in the Biodiversity Strategy.

Financial and Resource Implications:

The adoption of the SoMI 2022 and repeal of the MVFFMP 2019 will have no additional resource and financial implications.

Actions contained in the 2022 RFFMP requiring capital works funding will be assessed through the IDF process and incorporated into the Capital Works Program for future funding. Operational actions will continue to be planned and implemented through existing operational budgets.

Approval of the RFFMP will also enable Council to apply for the state government flying-fox grants program to support delivery of actions.

Summary:

Council will continue to deliver flying-fox roost management across the region in line with the SoMI 2022 and RFFMP 2022.

Anticipated Resolution Completion Date:

Within two weeks of resolution.

Attachments:

1. Existing Statement of Management Intent for Flying-fox Roost Management 2014;
2. Proposed Statement of Management Intent for Flying-fox Roost Management 2022;
3. Existing Miriam Vale Flying-fox Management Plan 2019;
4. Regional Flying-fox Management Plan 2022

Tabled Items:

Nil

Report Prepared by: Manager Environment and Conservation

G/3.4. EXPENDITURE APPROVAL - MICROSOFT LICENSING

Responsible Officer: General Manager Finance Governance and Risk

Council Meeting Date: 20 September 2022

File Ref: PE1.1

Purpose:

This report seeks resolution from Council, in accordance with Council's Register of Financial Delegations, to approve expenditure in relation to Microsoft Licensing Subscription.

Officer's Recommendation:

That Council approve the expenditure of \$434,743 ex GST (year 1) and approximately \$434,743 ex GST per annum for years 2 and 3 for a 3-year Microsoft licensing agreement with Data #3 Limited.

Background:

Council utilises Microsoft license subscriptions for office, servers, SQL and other applications. These licenses are provided through registered Microsoft partners, which are tiered based on volume sales. Data #3 Limited is a Platinum partner which is the top tier and has been providing Council with Microsoft licensing for many years.

The current license expires on 30 September 2022.

Options, Risk and Opportunity Analysis:

Council has access to a contract entered into by Local Buy for ICT Solutions & Services. This contract is an LGA Arrangement – BUS274. Data #3 Limited is a supplier on the BUS274 contract.

Council has considered approaching an alternate supplier (Microsoft partner), however pricing is fixed on the basis of the supplier's tier and as Data #3 Limited as a platinum partner, have access to the best pricing. Changing suppliers would present minimal (if any) benefit for the time and cost associated with a market approach.

Value for money is achieved through the engagement with a platinum partner and a recent review of requirements has resulted in a \$50-70k saving per annum.

Communication and Consultation:

Consultation has occurred throughout the Strategic ICT team.

Legal Strategy and Policy Implications:

Council seeks to engage Data #3 Limited via an LGA Arrangement in accordance with Section 234 of the Local Government Regulation 2012, which states that:

A local government may enter into a contract for goods and services without first inviting written quotes or tenders if the contract is entered into under an LGA arrangement.

Council's approval of this expenditure is in accordance with the Financial Delegation Register.

Financial and Resource Implications:

The expenditure for year 1 will be \$434,743 ex GST. The estimated value for the 3-year license term is \$1,304,229 ex GST*.

*As the licensing requirements in years 2 and 3 of the agreement are currently unconfirmed, the costs for those years is only an estimate.

Summary:

N/A

Anticipated Resolution Completion Date:

The license agreement will be executed in September 2022.

Attachments:

Nil

Tabled Items:

Nil

Report Prepared by: Manager Contracts and Procurement.

G/3.5. METZ SOLE SUPPLIER

Responsible Officer: General Manager Finance Governance and Risk

Council Meeting Date: 20 September 2022

File Ref: PE1.1

Purpose:

This report seeks resolution from Council to make use of the provisions in s235 of the Local Government Regulation 2012 that allows for exceptions to the requirement for written quotes or tenders. The use of this provision is in relation to the supply of Metz ceramic pool tiles.

Officer's Recommendation:

That Council resolves, in accordance with Section 235(a) of the Local Government Regulation 2012, that it is satisfied Metz Specialty Materials Pty Ltd is the only supplier reasonably available to it to supply Metz ceramic pool tiles.

Background:

Council is in the process of executing Stage 3 of the Gladstone Aquatic Rejuvenation Project (GNC0234). This stage of the project includes the retiling of the 50m pool using commercial grade ceramic tiles.

German ceramic pool tiles are commonly used for lining commercial pools with two main suppliers within the Australian market. Council previously selected Metz ceramic pool tiles from Metz Specialty Materials Pty Ltd for the 25m indoor pool renewal, based on quality and deliverability. To attain commonality in the tiling of both pools it is necessary to procure the same Metz ceramic tiles needed for the 50m pool renewal from Metz Specialty Materials Pty Ltd.

The tiles require special importation from Germany, with a general lead time of 16 weeks. Council has planned to undertake the renewal of the 50m pool early in 2023 and therefore wish to have these long lead items mitigated through pre-purchase of the tiles.

Options, Risk and Opportunity Analysis:

Metz Specialty Materials Pty Ltd are the manufacturer and importer of Metz ceramic tiles to Australia. Whilst there are alternate distributors of Metz tiles within Australia, all sourcing is via Metz Specialty Materials Pty Ltd.

Engagement with the manufacturer and importer, presents value to Council with the removal of layers and additional costs in the supply chain.

Communication and Consultation:

Nil

Legal Strategy and Policy Implications:

It is a requirement of the Local Government Regulation 2012 section 225 to invite written quotations or tenders where the supply of goods or services with a cost greater than \$15,000 ex GST.

The Regulation under section 235 (a) states the following exemption:

Where Council resolves that it is satisfied that there is only one supply reasonably available to it.

Financial and Resource Implications:

The estimated cost of this purchase is \$148,746.88 ex GST, which is included in the 22/23 approved capital budget.

Summary:

Nil

Anticipated Resolution Completion Date:

A purchase order will be issued to Metz Specialty Materials Pty Ltd in October 2022.

Attachments:

Nil

Tabled Items:

Nil

Report Prepared by: Manager Contracts and Procurement.

G/3.6. ALTO PACIFIC SOLE SUPPLIER

Responsible Officer: General Manager Finance Governance and Risk

Council Meeting Date: 20 September 2022

File Ref: PE1.1

Purpose:

This report seeks resolution from Council to make use of the provisions in s235 of the Local Government Regulation 2012 that allows for exceptions to the requirement for written quotes or tenders. The use of this provision is in relation to the water heating system currently installed at the Gladstone Aquatic Centre.

Officer's Recommendation:

That Council resolves, in accordance with Section 235(a) of the Local Government Regulation 2012, that it is satisfied Alto Pacific Pty Ltd is the only supplier reasonably available to it to make modifications to the water heating system currently installed at the Gladstone Aquatic Centre.

Background:

In March 2022 Gladstone Regional Council entered into a contract (117-22) with Alto Pacific Pty Ltd for the design and implementation of a new heating system to temporarily heat the 50m pool whilst performing upgrades to the existing 25m indoor pool. This contract was awarded following a request for quote process conducted in February 2022 with eight (8) contractors invited and only one offer received from Alto Pacific Pty Ltd. This contract reached completion in May 2022.

The new water heating system installed was intended to future proof the facility with the ability to heat either the 50m or 25m, allowing for complete replacement of the old 25m pool heating system which is nearing end-of-life.

The 25m pool renewal project is now heading towards completion which allows for the electrical design modifications and implementation to heat the renewed 25m pool using the new heat pump system.

Options, Risk and Opportunity Analysis:

Due to the new water heating system and installation still being covered under the warranty period provided by Alto Pacific Pty Ltd, it is recommended that Alto Pacific Pty Ltd perform the change-over of the water heating system from the 50m pool to the renewed 25m pool.

Alto Pacific Pty Ltd having designed and constructed the current water heating system, are responsible for the warranty on the system, therefore they are the only supplier reasonably available to council to perform this work.

Communication and Consultation:

Nil

Legal Strategy and Policy Implications:

It is a requirement of the s225 of the Local Government Regulation 2012 to invite written quotations or tenders where the supply of goods or services with a cost greater than \$15,000 ex GST.

The Regulation under section 235 (a) states the following exemption:

Where Council resolves that it is satisfied that there is only one supply reasonably available to it.

Financial and Resource Implications:

The estimated cost of these works is \$88,657.57 ex GST, which is included in the 22/23 approved capital budget.

Summary:

Nil

Anticipated Resolution Completion Date:

A purchase order will be issued to Alto Pacific Pty Ltd in October 2022.

Attachments:

Nil

Tabled Items:

Nil

Report Prepared by: Manager Contracts and Procurement

G/3.7. MONTHLY FINANCIAL REPORT FOR THE PERIOD ENDING 31 AUGUST 2022

Responsible Officer: General Manager Finance Governance and Risk

Council Meeting Date: 20 September 2022

File Ref: FM15.1

Purpose:

This report seeks Council adoption of the Monthly Financial Statements for the 2022-23 year to date, for the period ended 31 August 2022.

Officer's Recommendation:

That Council adopt the Monthly Financial Statements attached to the officer's report for the 2022-23 year to date, for the period ended 31 August 2022 as required under Section 204 Local Government Regulation 2012.

Background:

The 2022-23 budget was adopted on 25 July 2022, with an operating surplus of \$0.5m.

Comparatives in both the Statement of Income and Expenditure and Statement of Financial Position are reflecting 30 June 2021. These figures will be updated to reflect 30 June 2022 upon completion of the end of year audit and sign-off of the annual Financial Statements in October 2022.

To allow for greater transparency and scrutiny of Councils operating position throughout the year, annual rating revenue and service charges have been applied across the year rather than in the period of the rates generation. This represents a significant change to the way that these reports have previously been presented, but will allow for more meaningful analysis.

The percentage of year passed (pro-rata rate) as at 31 August 2022 is 16.99%.

Major movements and variances from budget are as follows:

Statement of Income and Expenditure

Income

Recurrent Revenue

| Total recurrent revenue | 2022-23 | Actual as % |
|--------------------------------|-----------------|---------------|
| Actual | \$29.0m | |
| Budget | \$210.9m | 13.77% |
| Forecast | \$210.9m | 13.77% |

GENERAL MEETING AGENDA 20 SEPTEMBER 2022

Of note:

| Net rates and utility charges | 2022-23 | Actual as % |
|--------------------------------------|-----------------|---------------|
| Actual | \$24.1m | |
| Budget | \$170.5m | 14.16% |
| Forecast | \$170.5m | 14.16% |

Council's primary source of recurrent revenue is the generation of annual rates, along with access charges for water, sewerage and waste. This generation was completed in July, with notices to be issued to ratepayers in August and a payment due date of 26 October 2022. These charges have been split across the course of the year, to align with the delivery of these services.

Water consumption revenue for 2022-23 will be raised upon completion of the water meter reading cycles during the year.

The total budget for discounts in 2022-23 is \$13.8m.

| Total interest revenue | 2022-23 | Actual as % |
|-------------------------------|---------------|---------------|
| Actual | \$0.3m | |
| Budget | \$1.3m | 24.69% |
| Forecast | \$1.3m | 24.69% |

Interest revenue at a rate of 2.18% has been received from Queensland Treasury Corporation for the month of August. The budget for interest revenue was prepared with conservative estimates, due to ongoing economic uncertainty. If interest rates continue to rise, it is likely that interest revenue will exceed the budgeted amount.

| Income tax equivalents | 2022-23 | Actual as % |
|-------------------------------|---------------|-------------|
| Actual | \$0.0m | |
| Budget | \$5.2m | - |
| Forecast | \$5.2m | - |

The budget for 2022-23 includes \$5.0m from the Gladstone Area Water Board, which is generally confirmed and paid in the final quarter of the year.

The remaining budget relates to income tax equivalents from the Gladstone Airport Corporation, which are received and recognized at the end of each quarter.

GENERAL MEETING AGENDA 20 SEPTEMBER 2022

| Other recurrent revenue | 2022-23 | Actual as % |
|--------------------------------|---------------|--------------|
| Actual | \$0.3m | |
| Budget | \$3.4m | 9.23% |
| Forecast | \$3.4m | 9.23% |

This category of income includes fines and penalties, commissions, rental receipts, events and entertainment income and all other income not separately categorized.

Events and entertainment income is at 4.72% of budget. Income of this nature is received in a non-linear fashion throughout the year as events are held.

| General purpose grants | 2022-23 | Actual as % |
|-------------------------------|---------------|--------------|
| Actual | \$0.5m | |
| Budget | \$8.2m | 6.66% |
| Forecast | \$8.2m | 6.66% |

Council has received confirmation of the Financial Assistance Grant allocations for the 2022-23 year.

The budget was prepared based on advice received in December 2021 that Council should expect a 4% decrease in its allocation from the State Government. A further assumption has been made that Council will receive 75% of the 2023-24 allocation in the final quarter of 2023-24.

The actual allocation for 2022-23 has increased by \$0.4m on the 2021-22 allocation. This will be adjusted in the next forecast.

The first quarterly payment of \$0.5m has been received in August.

Capital Revenue

| Capital grants revenue | 2022-23 | Actual as % |
|-------------------------------|----------------|--------------|
| Actual | \$0.3m | |
| Budget | \$12.4m | 2.49% |
| Forecast | \$12.4m | 2.49% |

Capital grants revenue is recognised as project milestones are met. Therefore, the revenue recognised on the Statement of Income and Expenditure does not necessarily reflect the funding received during the year. Where milestones are still to be achieved, revenue is recognised as a contract liability on the Statement of Financial Position.

Minimal capital revenue has been recognised for the year to date.

Expenditure

Recurrent expenditure

| Total recurrent expenditure | 2022-23 | Actual as % |
|------------------------------------|-----------------|---------------|
| Actual | \$34.7m | |
| Budget | \$210.5m | 16.49% |
| Forecast | \$210.5m | 16.49% |

Of note:

| Employee benefits | 2022-23 | Actual as % |
|--------------------------|----------------|---------------|
| Actual | \$12.3m | |
| Budget | \$67.4m | 18.21% |
| Forecast | \$67.4m | 18.21% |

Employee benefits are the largest component of Councils recurrent expenditure. A vacancy rate of 7.5% has been factored into the 2022-23 budget. The average vacancy rate year to date is 8.4%.

Overtime expenses year to date are \$0.3m, compared to a full year budget of \$0.9m. It is likely that overtime will need to be increased in the next forecast.

| Contractors and consultants | 2022-23 | Actual as % |
|------------------------------------|----------------|---------------|
| Actual | \$3.0m | |
| Budget | \$26.9m | 11.19% |
| Forecast | \$26.9m | 11.19% |

Spending on contractors and consultants typically lags throughout the year. Due to the variety of areas in Council that utilise these services, only major invoices are accrued at month end. This results in a timing difference during the year that generally corrects when year-end accruals are undertaken.

Activities with significant consulting budgets include:

- Asset management - \$2.0m
- Systems support - \$1.0m

Activities with significant contractor budgets include:

- Water and sewerage - \$6.7m
- Waste - \$5.1m
- Parks and cemeteries - \$3.1m
- Roads - \$2.8m

GENERAL MEETING AGENDA 20 SEPTEMBER 2022

| Fuel | 2022-23 | Actual as % |
|-------------|---------------|---------------|
| Actual | \$0.4m | |
| Budget | \$1.7m | 21.52% |
| Forecast | \$1.7m | 21.52% |

Fuel usage across Council is down compared to the same period last year, however fuel prices remain volatile.

| Motor vehicle expenses | 2022-23 | Actual as % |
|-------------------------------|---------------|---------------|
| Actual | \$0.3m | |
| Budget | \$1.4m | 24.30% |
| Forecast | \$1.4m | 24.30% |

The cost of repairs and maintenance is exceeding the pro-rata budget due to logistical issues with the replacement of an aging fleet. As items are replaced, these maintenance costs should reduce.

| Other materials and services | 2022-23 | Actual as % |
|-------------------------------------|---------------|---------------|
| Actual | \$1.9m | |
| Budget | \$8.3m | 22.63% |
| Forecast | \$8.3m | 22.63% |

Actuals include a bill for debt recovery services that was not budgeted for \$0.3m. This amount is fully recoverable and is reflected in fees and charges income.

| Finance costs | 2022-23 | Actual as % |
|----------------------|---------------|---------------|
| Actual | \$0.5m | |
| Budget | \$1.6m | 29.99% |
| Forecast | \$1.6m | 29.99% |

The Gladstone Airport Corporation makes quarterly contributions to cover the interest on the runway loan held by Council. These payments are received at the end of each quarter and will reduce the actual cost to be in line with pro-rata.

Statement of Financial Position

| | Current Value | Budget | Variance (Actual to Budget) | Forecast | Variance (Actual to Forecast) |
|---|----------------------|-----------------|------------------------------------|-----------------|--------------------------------------|
| Year-to-date Assets | \$2.7b | \$2.6b | 4.18% | \$2.6b | 4.18% |
| Year-to-date Liabilities | \$300.9m | \$143.1m | 113.67% | \$149.3m | 113.67% |
| Year-to-date Liabilities (excl. unearned rates revenue) | \$166.0m | \$143.1m | 16.00% | \$149.3m | 16.00% |

The forecast for assets and liabilities reflect the expected positions at 30 June 2023.

Due to the change in reporting for unearned rates revenue, liabilities have been presented both including and excluding this line item. The two will converge and be the same by June 2023, as all rates revenue is recognised on the profit and loss.

Significant balance sheet movement is still expected to occur throughout the year:

- Cash to decrease as expenses are incurred and loan repayments are made
- Receivables to decrease as rates and other debts are paid
- Property, plant and equipment to increase as the capital program is delivered, and decrease through depreciation
- Unearned rates revenue to decrease as recognised on the profit and loss each month
- Borrowings to decrease as loan repayments are made

Capital Expenditure

| | Actual | Budget | Actual as % of Budget | Forecast | Actual as % of Forecast |
|------------------------------------|----------------|---------------|------------------------------|-----------------|--------------------------------|
| Year to date capital expenditure | \$4.9m | \$51.4m | 9.64% | \$51.4m | 9.64% |
| Commitments (open purchase orders) | \$10.2m | | | | |
| Total | \$15.1m | | 29.43% | | 29.43% |

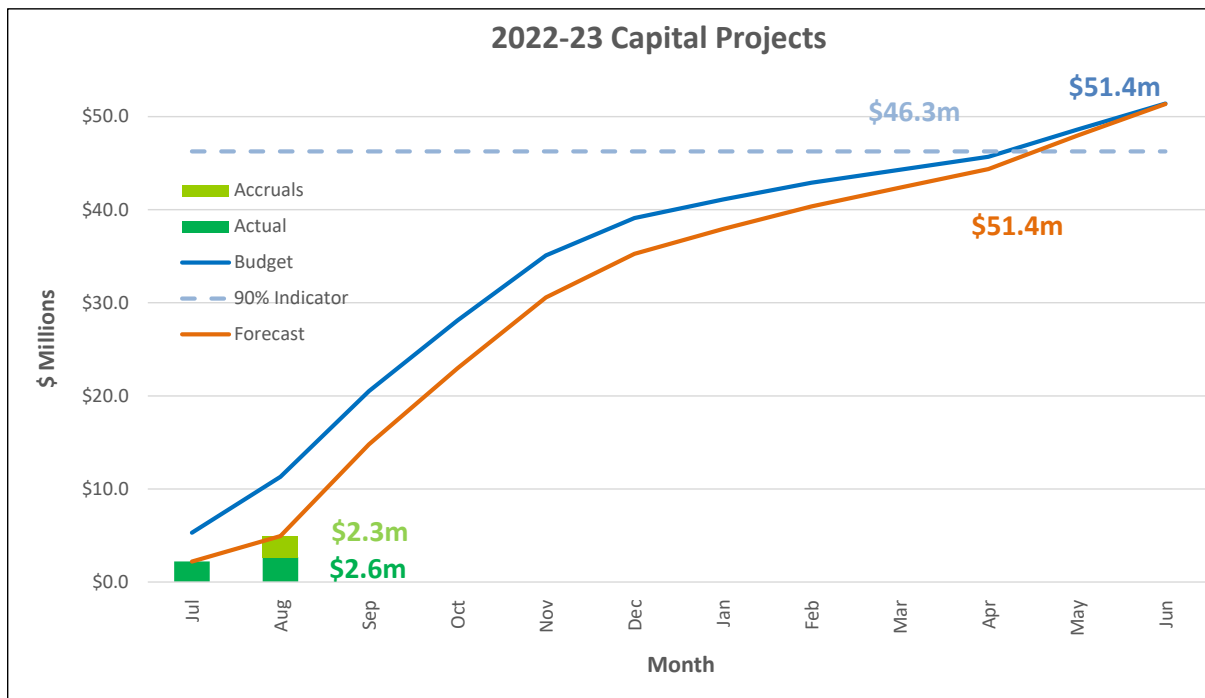
Of the \$10.2m in commitments, \$3.7m relates to the Stockbridge Road bridge renewal and \$1.9m relates to Bindaree Road investigation and design work.

Accrual estimates of \$2.3m have been included in the actuals, to account for major claims relating to August work.

GENERAL MEETING AGENDA 20 SEPTEMBER 2022

Capital expenditure against groups with significant capital expenditure budgets are shown in the table below:

| Group | YTD Actual | Commitments | Budget | Actual as % of Budget | Forecast | Actual as % of Forecast |
|----------------------------------|---------------|----------------|----------------|-----------------------|----------------|-------------------------|
| Road Assets | \$2.1m | \$8.1m | \$21.4m | 10% | \$21.4m | 10% |
| Sewerage Assets | \$1.2m | \$1.3m | \$9.9m | 12% | \$9.9m | 12% |
| Delivery Support and Performance | \$0.1m | \$0.6m | \$6.0m | 1% | \$6.0m | 1% |
| Property Assets | \$1.2m | | \$4.1m | 28% | \$4.1m | 28% |
| Asset Governance | | | \$1.0m | 0% | \$1.0m | 0% |
| Waste Assets | \$0.0m | | \$2.1m | 1% | \$2.1m | 1% |
| Parks & Environment Assets | \$0.1m | | \$1.7m | 3% | \$1.7m | 3% |
| Property Services | \$0.1m | \$0.1m | \$1.4m | 8% | \$1.4m | 8% |
| Community Development & Events | \$0.0m | | \$1.1m | 4% | \$1.1m | 4% |
| Water Assets | \$0.2m | \$0.1m | \$1.0m | 18% | \$1.0m | 18% |
| Strategic Projects | | | \$0.9m | 0% | \$0.9m | 0% |
| Other | \$0.1m | \$0.0m | \$0.7m | 14% | \$0.7m | 14% |
| Total | \$4.9m | \$10.2m | \$51.4m | 10% | \$51.4m | 10% |



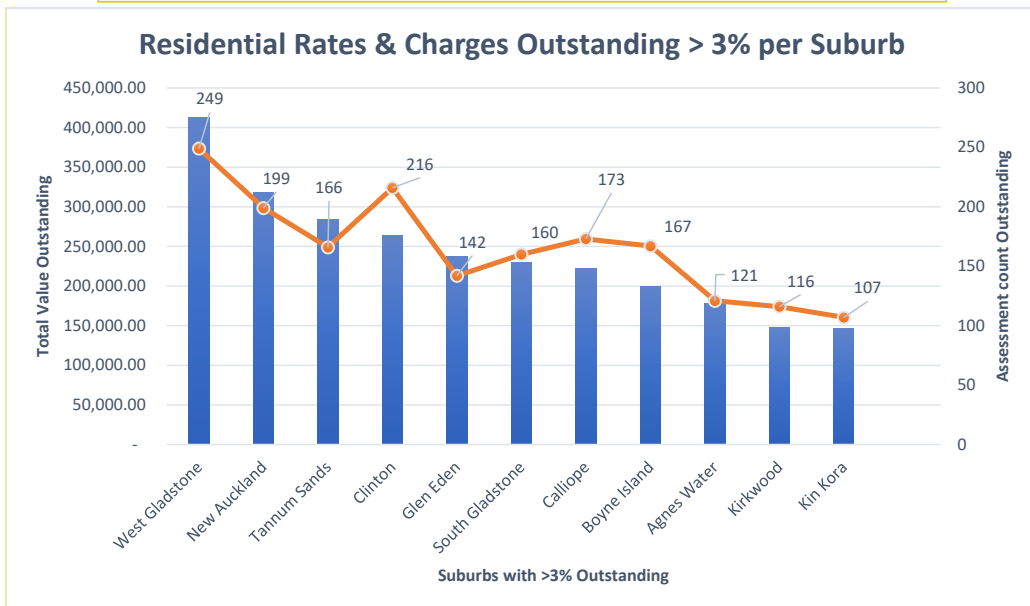
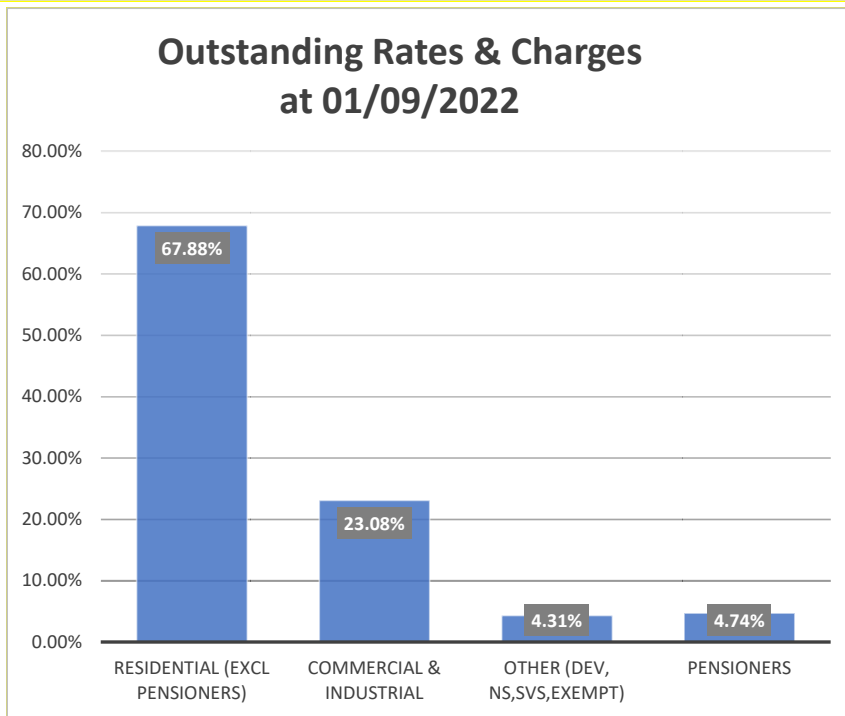
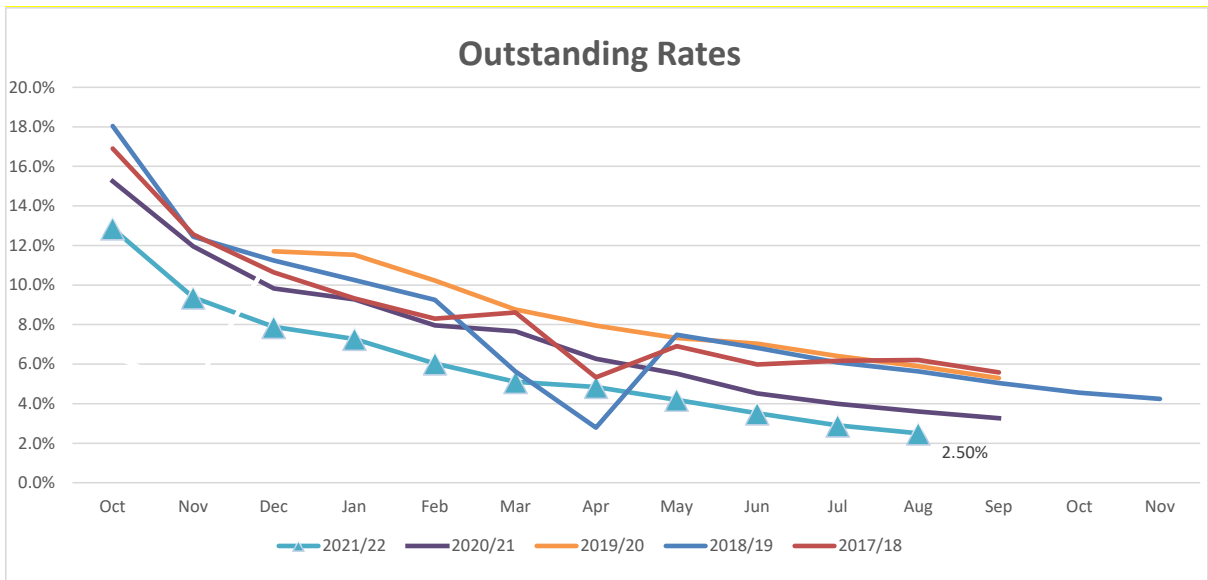
Outstanding Rates

Outstanding rates, as a percentage of gross rates levied for 2021-22, and collectible, is at 2.50% at the end of August 2022, compared to 3.60% for the same period last year.

Of the \$4.7m of outstanding rates 23.08% relates to commercial/industrial assessments and 76.92% represents residential assessments.

These figures include \$2.0m of rates that are currently being repaid under an authorised payment plan, for which there were 27 commercial/industrial assessments and 623 residential assessments. A total of 650 assessments, which is an increase from 35 assessments in July 2022. This movement is a result of new arrangements entered into since rates notices were issued.

There were 1,315 ratepayers who had paid their rates in advance totalling \$1.6m.



Sustainability Ratios

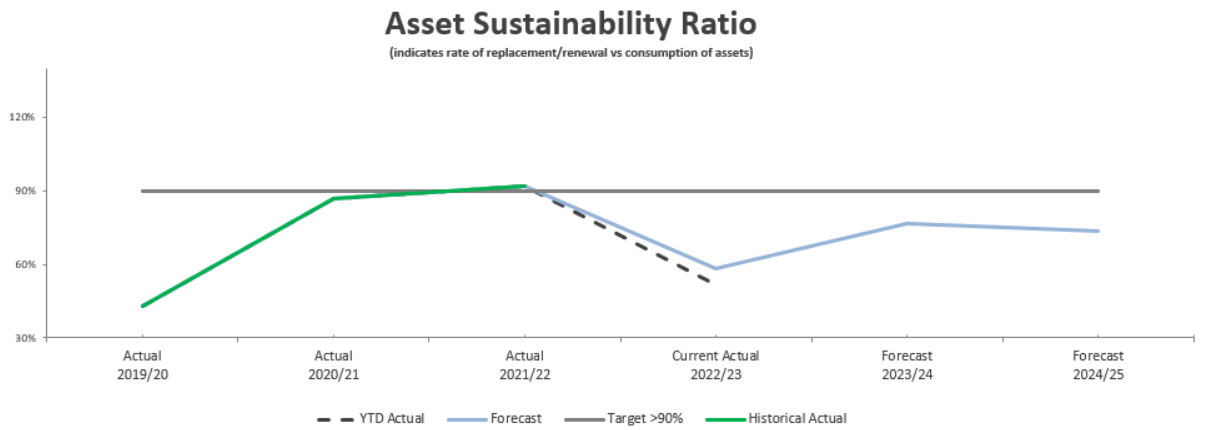
Financial ratios provide a useful snapshot of Council’s financial status and emerging trends. Individual ratios do not provide enough information to form a comprehensive opinion of Council's financial position and performance, but when the right mix of ratios are considered together, they become a valuable tool in analysing Council's overall financial performance.

Asset Sustainability Ratio

This ratio compares Council's expenditure on capital renewal assets with the rate at which our assets are depreciating. As Council invests in the renewal of its asset base on a rolling cycle, the expected results can vary from year to year. The results for a single year are dependent on the delivery of renewal projects in the capital program.

Infrastructure renewals have accounted for 78.39% of capital expenditure with the balance on new and upgrade projects.

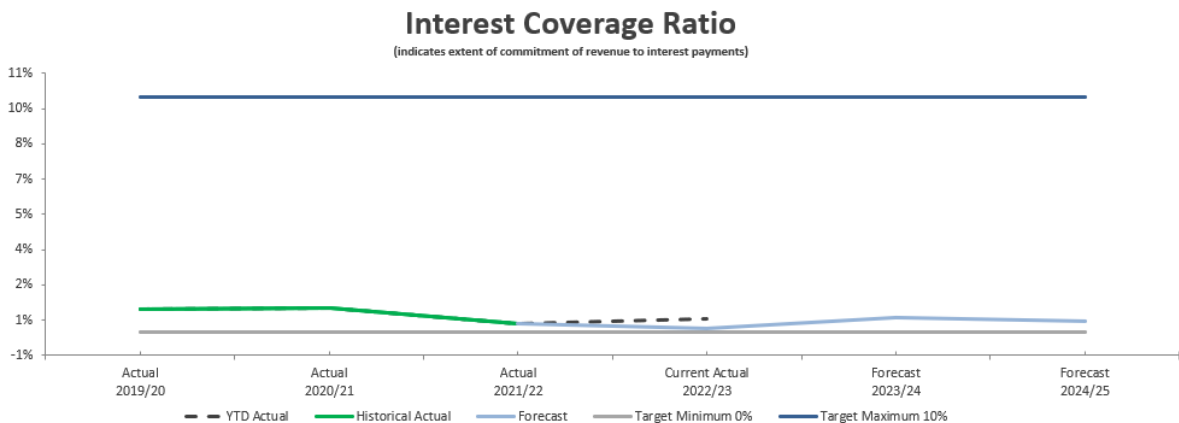
| Asset Sustainability Ratio | | | |
|-----------------------------------|--------|----------|--------|
| CURRENT YTD | BUDGET | FORECAST | TARGET |
| 51.68% | 58.30% | 58.30% | >90% |



Interest Coverage Ratio

This ratio indicates the percentage of operating revenue required to cover net interest costs. The results of this ratio indicate that Councils interest costs do not place an excessive burden on its recurrent revenue.

| Interest Coverage Ratio | | | |
|--------------------------------|--------|----------|---------|
| CURRENT YTD | BUDGET | FORECAST | TARGET |
| 0.57% | 0.15% | 0.15% | 0 - 10% |

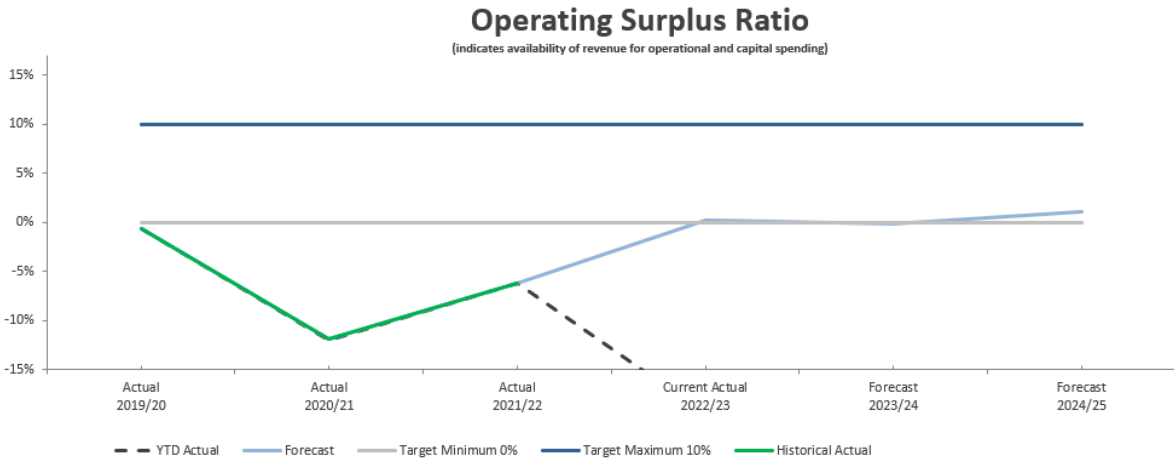


GENERAL MEETING AGENDA 20 SEPTEMBER 2022

Operating Surplus Ratio

A positive result for this ratio indicates that operating revenue can be used to fund capital expenditure, on top of the operational costs of Council. The results are negative due to the year-to-date operating deficit.

| Operating Surplus Ratio | | | |
|--------------------------------|---------------|-----------------|----------------|
| CURRENT YTD | BUDGET | FORECAST | TARGET |
| (19.49%) | 0.22% | 0.22% | 0 - 10% |

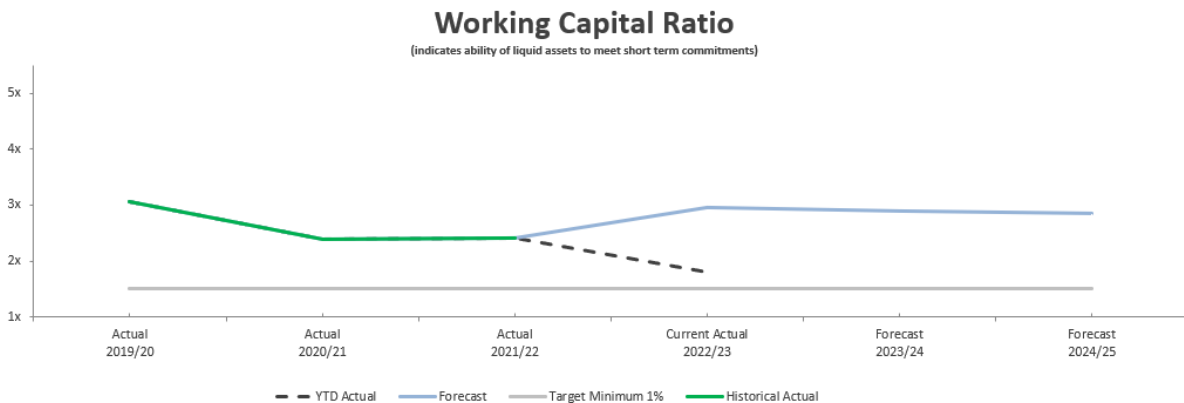


Working Capital Ratio

The working capital ratio shows the ability of Councils current assets, to cover the commitments of its current liabilities. Following the rates generation, Council has a significant balance of receivables, causing this ratio to reflect favorably.

To account for the change in reporting of rates revenue, the ratio has also been presented excluding the liability for unearned rates revenue, as this does not recognise an obligation to pay, simply an accounting adjustment for reporting. The two will converge and be the same by June 2023, as all rates revenue is recognised on the Statement of Comprehensive Income.

| Working Capital Ratio | | | |
|---|---------------|-----------------|-------------------------|
| CURRENT YTD | BUDGET | FORECAST | TARGET |
| 1.30x | 2.45x | 2.45x | Greater than 1:1 |
| Working Capital Ratio (excl. unearned rates revenue) | | | |
| 4.54x | | | |



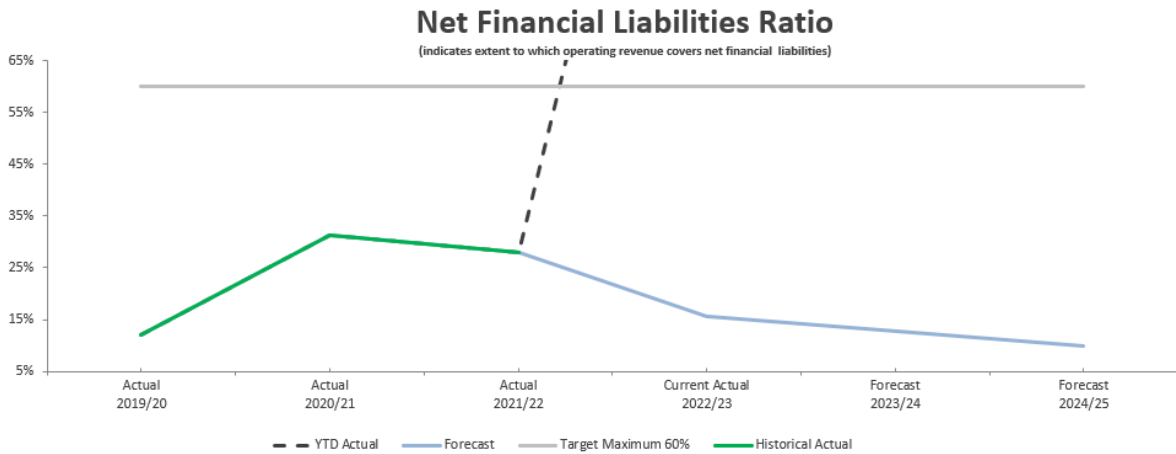
Net Financial Liabilities Ratio

The ratio shows the extent to which operating revenue covers net financial liabilities.

To account for the change in reporting of rates revenue, the ratio has also been presented excluding the liability for unearned rates revenue, as this does not recognise an obligation to pay, simply an accounting adjustment for reporting. The two will converge and be the same by June 2023, as all rates revenue is recognised on the Statement of Comprehensive Income.

Excluding unearned rates revenue provides a clearer picture, showing that the target ratio has been well exceeded. This is to be expected at this time of year, when Council holds a large receivables balance following the rates generation.

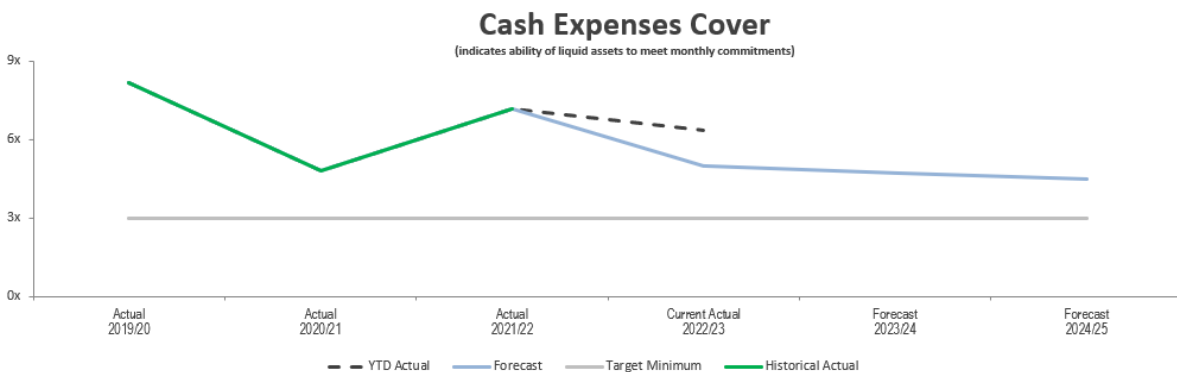
| Net Financial Liabilities Ratio | | | |
|---|--------|----------|--------|
| CURRENT YTD | BUDGET | FORECAST | TARGET |
| 175.37% | 15.58% | 15.58% | < 60% |
| Net Financial Liabilities Ratio (excl. unearned rates revenue) | | | |
| (52.62%) | | | |



Cash Expenses Cover Ratio

This ratio indicates the number of months that Councils cash balance could cover its monthly cash expenses. The current result reflects a continuing strong cash position proportional to operating costs.

| Cash Expenses Cover Ratio | | | |
|----------------------------------|--------|----------|--------|
| CURRENT YTD | BUDGET | FORECAST | TARGET |
| 6.36x | 5.00x | 5.00x | > 3x |



Options, Risk and Opportunity Analysis:

Nil

Communication and Consultation:

The report seeks specialist input from the following internal sources:

Investing activity – Team Leader Financial Operations
Procurement and supply – Manager Contracts and Procurement
Vacancies – Recruitment, Remuneration and Benefits Business Partner
Capital expenditure – Manager Works Planning and Scheduling
Outstanding rates and prepaid rates – Manager Revenue Services.

Legal Strategy and Policy Implications:

Council is required to receive an update at least monthly relative to its financial position, *Section 204 Local Government Regulation 2012*.

Financial and Resource Implications:

Nil

Summary:

Nil

Anticipated Resolution Completion Date:

20 September 2022.

Attachments:

1. Monthly Financial Statements for the period ending 31 August 2022
2. Operating Statements for the month end August

Tabled Items:

Nil

Report Prepared by: Systems Modelling and Metrics Specialist

G/3.8. RESCHEDULING OF 18 OCTOBER GENERAL MEETING

Responsible Officer: General Manager Finance Governance and Risk

Council Meeting Date: 20 September 2022

File Ref: CM 7.2

Purpose:

To allow Council to consider rescheduling the 18 October 2022 General Meeting in absence of a quorum.

Officer's Recommendation:

That the General Meeting for 18 October 2022 be rescheduled to 25 October 2022.

Background:

Council has previously resolved that General Meetings are to be held on the first and third Tuesday of each month.

Due to councillor attendance at the Local Government Association Queensland's (LGAQ) Annual Conference, held from Monday 17 to Wednesday 19 October 2022 in Cairns, Council will not have a quorum for the General Meeting scheduled for 18 October 2022.

It is proposed that the 18 October 2022 General Meeting be rescheduled to 25 October 2022.

Options, Risk and Opportunity Analysis:

The Council Meeting Procedures Policy *P2020-19* at section 6.5 and s259 of the *Local Government Regulation 2012*, provides that the quorum for General and Special Meetings is a majority of Councillors. In the case of Gladstone Regional Council which has a Mayor and 8 Councillors, a quorum is 5 Councillors.

The Mayor, Deputy Mayor and Councillors Branthwaite, Cameron and Muszkat will be attending the LGAQ Annual Conference and Councillor Trevor has an approved leave of absence for the 18 October 2022 General Meeting.

The rescheduling of the 18 October 2022 General Meeting to 25 October 2022 will mean that there is limited disruption to the business of Council. Alternatively, Council may elect to cancel the meeting and not to reschedule.

Communication and Consultation:

The Executive Leadership Team were consulted and indicated that the business required a second General Meeting in October 2022.

Legal Strategy and Policy Implications:

Section 256 of the *Local Government Regulation 2012* ("LGR") provides that Council must set its General Meeting schedule at the Post Election Meeting. Once resolved, the schedule is required to be published on Council's website and display the schedule in a conspicuous place in Council's public office (s 254B of the LGR).

Section 254B(4) of the LGR provides that Council is required, as soon as practicable, to notify any change to the days and times of the general meeting schedule.

Financial and Resource Implications:

There is not any financial or resource implications associated with the officer's recommendation.

Summary:

N/A

Anticipated Resolution Completion Date:

The revised General Meeting schedule will be published by Friday 23 September 2022.

Attachments:

Nil

Tabled Items:

Nil

Report Prepared by: Manager Governance and Risk

G/4. DEPUTATIONS

G/5. COUNCILLORS REPORT

G/5.1. WELCOMING CITIES

Responsible Officer: Cr. Natalia Muszkat

Council Meeting Date: 20 September 2022

File Ref: CM6.1

Purpose:

To submit a report on attendance at the Welcoming Interactive Symposium on behalf of Welcoming Australia.

Councillor's Recommendation:

That Council:

1. Continue its membership with Welcoming Cities Australia;
2. Commit to creating a welcoming community and champion the principles of welcoming and inclusion by adopting a public Welcoming Statement:
Gladstone Regional Council is actively aligning with best practice multiculturalism as identified in the National Welcoming Cities Standards and declares itself a welcoming community. We embrace diversity, foster social cohesion and are focused on building economic success.

Council endeavours to use a whole of community approach to not only embrace diversity, but also harness its strength and identify opportunities to enhance our multicultural focus. As a council, we will benchmark cultural diversity and inclusion policies and practices across the organisation and continue to identify how further efforts can be directed.

Conference Summary:

On 15 March, Council endorsed the attendance of Councillor Natalia Muszkat and Kylie Lee, General Manager Community Development and Events to attend the Welcoming Interactive Conference in Charlotte, North Carolina on 18-20 May 2022, following an invitation from Welcoming Australia.

Welcoming Australia recommended Gladstone Regional Council to participate in the Welcoming Cities Rural Exchange to present on our Rural Welcoming Strategies, alongside the County of Gunnison in Colorado. The Welcoming Cities Rural Exchange is part of the Welcoming International coalition that shares tools, resources, and technical expertise to contribute to advancing local inclusion.

The Welcoming Interactive conference is hosted by Welcoming America and highlights successful practices and inspiring stories about immigrant inclusion, programs, policies and partnerships on economic development, civic engagement, and government leadership.

Gladstone Regional Council shared their progress with respect to the Welcoming Cities initiative, and the challenges faced by our migrant population and the opportunities that exist to foster inclusion and participation and the benefits that diversity brings to community.

There was also an opportunity to discuss migrant representation in government decision-making and tried and tested strategies to welcome and connect culturally diverse communities.

GENERAL MEETING AGENDA 20 SEPTEMBER 2022

Key Learnings:

Council's presentation focused on the following: -

- The story of welcoming in Gladstone;
- Challenges for migrants in Gladstone for equitable access to services, social and civic inclusion, and a sense of belonging;
- Strategies to support social / civic inclusion and belonging of migrant populations;
- Council's progress with First Nation inclusion;
- Strategies for leadership development and civic engagement for migrants to inform decision making and have decision making power within government.

Cr Muszkat was invited to speak at the Welcoming Interactive Networking Reception, at the Mint Museum Ballroom and Terrace, Charlotte. Introduced by the Welcoming America Board Vice Chair and Director of Public Affairs, Western Union, Mario Hernandez. A video capturing Cr Muszkat's speech will be made available at the General Meeting.

One of the learnings taken from the Welcoming Interactive Symposium is that globally, migrants are experiencing similar challenges with respect to equitable access to services, social inclusion and belonging.

Through the Welcoming Interactive opportunity and the subsequent networking, Council now has access to an international network of community development peers that are focused on converting their good intentions of creating welcoming cities through the development of policies, strategies and engagement opportunities.

From a local perspective, over the past three years, Council's diversity and inclusion programming has aligned with the Welcoming Cities Standard, which supports Councils and their communities in the advancement of Australia as a welcoming, prosperous and cohesive nation.

The Standard has five levels of accreditation, acknowledging the work that Councils have undertaken across six (6) categories including: -

1. Leadership
2. Social and Cultural Inclusion
3. Economic Development
4. Learning and Skills Development
5. Civic Participation
6. Places and Spaces

To date, Council has implemented the following initiatives on the journey to achieve the Established Accreditation as a Welcoming City: -

- Commitment to connect communities in the GRC Corporate Plan 2021-2026
- Council's SERVICE values include inclusivity, "we create and value diversity, we actively demonstrate our commitment to equity and inclusivity."
- The Aboriginal and Torres Strait Islander flags are raised on the flagpoles at the GRC Chambers every business day Council operates.
- GRC has developed and is actively implementing two Reconciliation Action Plans, Reflect RAP and Innovate RAP, and is currently developing its third RAP, Stretch RAP.
- Cultural Awareness Training developed and delivered to Councillors and across the organisation.

GENERAL MEETING AGENDA 20 SEPTEMBER 2022

- A RAP Reference Group has been established consisting of Traditional Owners, First Nation community, Councillors and employees.
- Welcome to Port Curtis Coral Coast Country' road highway signage was installed.
- NAIDOC Week, GRC engaged a local First Nations community member to facilitate staff training on National Sorry Day and Mabo Day.
- GRC is a member of Supply Nation, the Australian leader in supply diversity.
- Reconciliation Elders Morning Tea is held in conjunction with National Reconciliation Week.
- Council's website features a Reconciliation page communicating the RAP journey and providing links to additional resources.
- Update of Naming of Infrastructure Assets Policy to seek approval for use of Indigenous names from the PCCC.
- Development of Indigenous Land Use Agreement with neighbouring council's North Burnett Regional Council and Bundaberg Regional Council.
- Implementation of procedures to ensure Native Title and Cultural Heritage matters for works undertaken by Council on Reserve Land is compliant with the ILUA.
- Arts and Culture Policy embraces culture and history and celebrates cultural diversity.
- Cultural Protocol for Events Policy developed and in use.
- Welcome to Country and Acknowledgement of Country performed at significant events, meetings and sponsored events.
- Welcoming Place acknowledgement signage installed at Council's six libraries.
- Uluru Statement of the Heart adopted and signage to be installed in venues and offices.
- Cultural Heritage tours delivered for the community.
- First Nation artwork features on the four pillars at the Gladstone Regional Art Gallery & Museum.
- Founding partner of the Port City Language Cafe operating from Council libraries.
- Tondoon Botanic Gardens hosts community events such as the Multicultural Festival, and the Bonsai Showcase.
- Virtual Neighbourhood Centre developed and hosts content such as Let's Talk Conversational English classes, dementia prevention in culturally and linguistically diverse communities.
- Philip Street Advisory Committee has a dedicated position to represent the culturally and linguistically diverse community.
- Online engagement platform to encourage participation and input into decision-making.
- Council's website includes the functionality to convert to multiple different languages.

The Established Level of Accreditation is described as:

"An established Welcoming City has taken action towards becoming a more connected and cohesive community. Established Welcoming Cities have cemented their status as a key member of the network and driver of cultural change. They have a clear assessment of their current position."

To achieve the Established Level of Accreditation, the remaining piece of work is to adopt a public statement that Council is committed to creating a welcoming community and will champion the principles of welcoming and inclusion.

GENERAL MEETING AGENDA 20 SEPTEMBER 2022

The proposed public statement is below for consideration: -

Gladstone Regional Council is actively aligning with best practice multiculturalism as identified in the National Welcoming Cities Standards and declares itself a welcoming community. We embrace diversity, foster social cohesion and are focused on building economic success.

Council endeavours to use a whole of community approach to not only embrace diversity, but also harness its strength and identify opportunities to enhance our multicultural focus. As a council, we will benchmark cultural diversity and inclusion policies and practices across the organisation and continue to identify how further efforts can be directed.

This public statement would be published on Council's website and collateral related to the Welcoming Cities program.

A further recommendation has been made through this report to continue Council's membership with Welcoming Australia to continue to align work with the Welcoming Cities Standard and for access to the relevant networks, tools and resources.

Gladstone Regional Council has expressed their gratitude to Welcoming Australia and Welcoming America for extending the opportunity for Cr Muszkat and Kylie Lee to attend and present at the Welcoming Interactive Symposium and the International Exchange initiative. Gifts crafted by the Gurang peoples were presented to senior representatives of Welcoming America in appreciation of their invitation and generosity.

Financials:

| | |
|-----------------------------|--|
| Registration Cost | \$0 Provided complimentary by Welcoming America |
| Travel / Accommodation Cost | \$0 Provided complimentary by Welcoming America |
| Sundries / Other | \$849.73 (meals and transport) |
| Total | \$849.73 |

Attachments:

Nil

Tabled Items:

Nil

Report Prepared by: Cr Natalia Muszkat and General Manager Community Development and Events

G/5.2. DEVELOPING NORTHERN AUSTRALIA CONFERENCE

Responsible Officer: Cr. Glenn Churchill

Council Meeting Date: 20 September 2021

File Ref: CM6.1

Purpose:

Councillor Glenn Churchill and Economic Development Specialist Garry Scanlan to provide a report on attendance at the Developing Northern Australia Conference – Mackay Entertainment and Convention Centre: 6-8 July 2022.

Councilor's Recommendation:

That Council receives the report from Councillor Glenn Churchill and Economic Development Specialist.

Conference Summary:

The annual Developing Northern Australia Conference (DNA) “A Lead on Inclusive Development for the 21st Century” was held in Mackay 6-8 July 2022 with over 440 attendees from across Australia.

This conference was the largest held to date and the 8th conference held in Northern Australia.

Cr Churchill and Garry Scanlan, Economic Development Specialist attended all days of the conference and participated in the events around the conference.

The conference program focused on the pathways for northern development that deliver social, cultural and environmental outcomes as well as economic outcomes. There were over 90 presenters from across a broad range of regions and market sectors that shared their aspirations and experiences for the sustainable development of Northern Australia.

There was a strong focus on the importance of the human services sector and the unique difficulties across northern Australia in building the regions livability and economy. There was a strong focus on attraction and retention into regions and what it would take to make that sustainable through regional development, environmental development and the new clean energy transition. Again, there was a focus on supporting the economic aspirations of the Traditional Owners in Northern Australia with some empowering case studies on how they are talking the unique challenges they face in establishing economic development.

The new Minister for Resources and Northern Australia – the Hon Madeline King MP opened the conference and committed the new Government to picking up the Developing Northern Australia agenda and focusing on the priorities, issues and solutions that will deliver genuine progress. As well as reinstating the Northern Australia Ministerial Forum including the Indigenous Reference Group. Senator Murray Watt – Minister for Agriculture, Fisheries and Forestry; Emergency Management followed with a commitment to sustainable agriculture in the north through a focus on water and food security. The Hon Glenn Butcher – Minister for Regional Development and Manufacturing: Water joined his Western Australian and Northern Territory colleagues to discuss the common regional issue of delivering enabling infrastructure to support regional and remote communities.

GENERAL MEETING AGENDA 20 SEPTEMBER 2022

Key Learnings:

Like the Gladstone Region most regions across Northern Australia are dealing with the change in the energy mix for the region. In particular, dealing with the growth in the number of renewable energy projects and the infrastructure that is required to network these projects and get the full benefit from the generation. Be that through mining and or manufacturing opportunities. The Copper String 2.0 project highlighted the slow pace of development in this sector which is affecting the development of critical mineral deposits/mines and manufacturing critical to the new economy and the availability of new economy minerals. The City of Karratha and the NT had similar experiences, with the City of Karratha highlighting the need for renewable energy storage and dispatchable power which battery technology cannot currently provide the necessary capacity. This is consistent with the discussions on the Gladstone Region Transition to a less intensive carbon-based energy environment where significant renewable energy and dispatchable storage will be required.

Coupled with the wave of renewable development across the north is the national problem of the skills and labor shortage. Presenters reinforced the critical lack of skilled trades persons to support the enabling infrastructure delivery as well as the soft skills required in social services, health and social enterprises. Most proposed pathways and strategies that have been and are still being considered and pursued in the Gladstone Region. A common theme wasn't skills development but livability, regional resilience and housing/accommodation for workforces and their families. The focus on attraction and retention through better social infrastructure, health, education and a suite of housing and accommodation options was a recurrent theme through the conference. There was a projected \$92B worth of projects across Northern Australia within excess of 33,000 direct jobs. A more evidence-based approach is proposed to identify the skills required, the numbers and type, over what time frame and the subsequent education and training products required. This is thought to be achieved by being more forensic when identifying project labor demand forecasts and the skills assessment required to deliver the project. Gladstone Region Stakeholders are currently undertaking similar work to identify the skills gap, the population impact if all the jobs were filled and the community infrastructure that is required to house and retain a local workforce. Recent studies on workforce mobility by CQU highlighted that poor understanding of the regions across northern Australia and misconceptions of the opportunities, their sustainability and progression presented in region was the number one limiting factor when a potential employee was considering relocation to the regions.

A continuing theme from last year is of the changing economy in Northern Australia on the back of innovation and the emergence of renewable energy in the agri-food, manufacturing, tourism, and lifestyle sector. Again, there was also a strong focus on the challenges of delivering enabling infrastructure particularly in terms of water availability and security, digital connectivity, and supply chain reliability. In the new GIG economy, the workforce is demanding not only digital connectivity but supply chain, social, transport and cultural connectivity.

The Developing Northern Australia Conference continues to be a key driver for focus on the Northern Australia development agenda. It is well respected and attended across the political spectrum. Attendance at the next conference in Darwin, NT in 2023 should be considered.

Financials:

Cr. Churchill costs: -

| | |
|-----------------------------|-----------|
| Registration Cost | \$961.30 |
| Travel / Accommodation Cost | \$502.55 |
| Sundries / Other | \$108.60 |
| Total | \$1572.45 |

GENERAL MEETING AGENDA 20 SEPTEMBER 2022

Attachments:

1. Conference Program
2. Post Conference Key Messages

Tabled Items:

Nil

Report Prepared by: Cr Glenn Churchill and Economic Development Specialist

G/6. URGENT BUSINESS

G/7. NOTICE OF MOTION

G/8. CONFIDENTIAL ITEMS