



GENERAL MEETING MINUTES

**HELD AT THE COUNCIL CHAMBERS - CIVIC CENTRE
101 GOONDOON STREET, GLADSTONE**

On Tuesday 20 June 2023

Commencing at 11.00am

**Leisa Dowling
CHIEF EXECUTIVE OFFICER**

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Elected Members

Councillor - Mayor M J Burnett
Councillor G G Churchill
Councillor K Goodluck
Councillor R A Hansen
Councillor D V O'Grady
Councillor C A Trevor
Councillor N Muszkat
Councillor C Cameron
Councillor D Branthwaite

Officers

Mrs L Dowling (Chief Executive Officer)
Mrs R Millett (Executive Secretary)
Mrs T Whalley (Manager Governance and Risk)
Mr M Holmes (General Manager Finance Governance and Risk)
Ms C Quinn (General Manager Strategy and Transformation)
Ms K Lee (General Manager Community Development and Events) (teams)
Mr J Tumbers (General Manager Operations)
Mr M Francis (General Manager Strategic Asset Performance)
Ms A Moore (General Manager Customer Experience, Acting)
Mr T Mienie (General Manager People Culture and Safety)
Ms K Marxsen (Manager Strategy and Improvement, Acting)
Ms G SIRRIS (First Nations Liaison Officer)
Ms T McDonald (Principal Planning Lead)
Ms H Robertson (Manager Development Services)
Ms A Dankwa (Planning Officer)
Ms C Canniffe (Planning Officer)
Mrs V Hankinson (Governance Business Partner)
Ms B Janson (Manager Community Partnerships)
Ms L Steel (Forecasting Analyst)
Mr G Scanlan (Economic Development Specialist)
Ms H Elphinstone (Local Law Officer)

G/0.3.2. APOLOGIES AND LEAVE OF ABSENCE

Nil

G/0.3.3. MESSAGES OF CONDOLENCE

Nil

G/0.3.4. DECLARATION OF INTERESTS

Cr O'Grady

Councillor Desley O'Grady advised that she has a declarable conflict of interest in Agenda Item G/3.1. YARALLA SPORTS CLUB as her daughter is an employee of Yaralla Sports Club.

Cr O'Grady advised that although she has a declarable conflict of interest, she believes a reasonable person would perceive her to be impartial because any decision in relation to the Gladstone Golf Course will not have a significant impact on herself or her daughter, neither would they stand to gain a benefit from any decision made today. Cr O'Grady requested to remain in the meeting and participate in the decision.

GM/23/5024 Council Resolution

Moved Cr Goodluck

Seconded Cr Branthwaite

That notwithstanding Cr O'Grady's declarable conflict of interest, it is in the public interest for Cr O'Grady to remain in the room and participate in the decision without restriction.

CARRIED

Cr O'Grady advised that she has a declarable conflict of interest in Agenda Item G/4.1. DEVELOPMENT APPLICATION DA/28/2022 MATERIAL CHANGE OF USE OF PREMISES FOR EDUCATIONAL ESTABLISHMENT (3 STAGES) AT 2744 ROUND HILL ROAD, AGNES WATER as the land that is the subject of the application is in close proximity to land owned by her brothers, Neil Mergard and John Mergard, and has the potential to impact upon her brothers' property or future use of the property.

Cr O'Grady advised that she would leave the meeting room for the consideration of Item G/4.1.

G/1. MAYORAL STATEMENT OF CURRENT ISSUES

We have just returned from the National General Assembly, which Councillor Darryl Branthwaite, Sha Phelps (Principal Executive Assistant to the Mayor) and I attended in Canberra with the majority of the 537 councils around the country. There were 1,100 delegates that attended the National General Assembly. We also saw the return of the Australian Councils of Local Government, a fantastic opportunity for us to meet with, talk to and hear from ministers and the Prime Minister at a Local Government level. I think it was a fantastic conference, I'm sure Cr Branthwaite would agree. Our motion on local representation in the National Transition Authority was passed unanimously on the conference floor and now we just need the Federal Government to listen to that to ensure that voices from our local communities are included in the National Transition Authority.

As we did have the opportunity to speak with ministers, I made sure that they understood that even in communities like Gladstone, we're going through a very different transition than the likes of our neighbours in the Banana Shire and Central Highlands. This is a transition authority that needs to understand that communities are going through very different transitions, although some of us, like Gladstone, Banana Shire, Central Highlands are going through much different transitions than other parts of the state and nation.

Saturday 16 June 2023 was the 25th anniversary of Tannum Sands State High School, congratulations to all involved in the celebration there. I know a number of Councillors attended and it would've been a fantastic event I'm sure. Unfortunately, I was unable to attend, thank you councillors who attended and happy birthday to Tannum Sands State High School.

Also celebrating their birthday is the Queensland Country Women's Association (QCWA) in Gladstone who celebrated their 100th anniversary yesterday. It is going to be a year long celebration with a big event next year which Council will be supporting. Many QCWA's across our region have been celebrating the 100th anniversary recently.

Coming up we have National Aboriginals and Islanders Day Observance Committee (NAIDOC) week, commencing Sunday 2 July 2023 until Sunday 9 July 2023. Council will be involved in a number of activities around the region.

This weekend is the great Mt Larcom Show. It's going to be an amazing weekend, there is wood chopping, chain saw racing, horse events, motorbikes and of course the pavilions will be absolutely packed and everything you would expect to see at a local agricultural show.

I also want to acknowledge Robert (Bob) McCosker for service to the community through a range of organisations; Josephine (Cecily) Burkett for service to the communities of Boyne Island and Tannum Sands; and Mrs Linda Hall for service to the community of Boyne Island who were recently acknowledged in the King's Birthday Honours Awards. All three deserve a round of applause.

I would like to acknowledge Inspector Darren Somerville and Senior Sergeant Toni Poli who were awarded Australian Police Medals. Congratulations to Darren and Toni, fantastic local community representatives and members of our community.

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I would also like to acknowledge Theo Beeltje who worked for Council from 3 January 1995 as a labourer based at the Miriam Vale Shire depot. He remained at the Miriam Vale depot and has undertaken various roles during that time including truck driver, leading hand, labourer, ganger, foreman, construction supervisor, roads inspector, senior technical quality and assurance officer, technical officer and most recently he was the team leader for roads in the southern part of our region from April 2019 until May 2021. He then relocated to the Civil Construction Specialist position from May 2021 until his retirement on 19 May 2023. To Theo and his wife, Julie, who live in Miriam Vale, thank you for your service to the Gladstone Region.

G/2. CONFIRMATION OF MINUTES

G/2.1. CONFIRMATION OF GENERAL MEETING MINUTES FOR 6 JUNE 2023

Responsible Officer: Chief Executive Officer

Prepared By: Executive Secretary

Council Meeting Date: 20 June 2023

File Ref: CM7.2

Purpose:

Confirmation of the minutes of the General Meeting held on 6 June 2023.

Officer's Recommendation:

That the minutes of the General Meeting of Council held on 6 June 2023 be confirmed.

GM/23/5025 Council Resolution:

Moved Cr Churchill

Seconded Cr Trevor

That the Officer's Recommendation be adopted.

CARRIED

G/3. DEPUTATIONS

G/3.1. YARALLA SPORTS CLUB

Responsible Officer: Chief Executive Officer

Prepared By: Executive Secretary

Council Meeting Date: 20 June 2023

File Ref: CM7.6

Purpose:

Yaralla Sports Club will discuss the five-year outlook of the existing Gladstone Golf Course, a proposal to purchase part of Lot 32 on PL646 and closure of part of an unformed road reserve being Schulz Road.

Officer's Recommendation:

That the deputation from Yaralla Sports Club be received.

GM/23/5026 Council Resolution:

Moved Cr Hansen

Seconded Cr Branthwaite

That the Officer's Recommendation be adopted.

CARRIED

G/4. OFFICERS' REPORTS

G/4.1. DEVELOPMENT APPLICATION DA/28/2022 MATERIAL CHANGE OF USE OF PREMISES FOR EDUCATIONAL ESTABLISHMENT (3 STAGES) AT 2744 ROUND HILL ROAD, AGNES WATER

Responsible Officer: General Manager Customer Experience

Prepared By: Principal Planning Lead

Council Meeting Date: 20 June 2023

File Ref: DA/28/2022, DB1.7

Cr O'Grady (declarable conflict of interest)
left the room for Agenda Item G/4.1. and did not participate in the decision.
(refer G/0.3.1. Disclosure of Interest section of the minutes - page 4)

Development Application:

Application Number: DA/28/2022
Applicant: Goora Gan Steiner School Inc
C/- Zone Planning Group
Owner: Goora Gan Steiner School Inc
Date Of Receipt: 26 April 2023
Location: 2744 Round Hill Road, AGNES WATER QLD 4677
RPD: Lot 36 RP 619982
Area: 1.9 hectares
Current Use of Land: Vacant Lot
Zoning: Rural Residential – Bicentennial Drive Enterprise Precinct
Proposal: Educational Establishment (3 Stages)
Submissions Close Date: 13 July 2022
Number Of Submissions: One (1) Not Properly Made Submission

Purpose:

The purpose of this report is to consider and determine the applicant's request for a change to the Negotiated Decision Notice dated 13 December 2023. Specifically in relation to Conditions 1, 2, 8, 14, 15, 16, 18 and 25.

Officer's Recommendation:

That the request for a Change (Minor) Decision Notice for Development Application 28/2022 for a Material Change of Use for an Educational Establishment (3 stages) located at 2744 Round Hill Road, Agnes Water, be approved in part subject to the following conditions.

Approved Documentation

1. Development is to be carried out generally in accordance with the submitted application including the following plans and supporting documentation except where amendments are required to satisfy the conditions of this approval:

Drawing Number	Revision	Description	Author	Date
A110	5	Site Plan and Landscape Plan	WD Architects	20/04/2023

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Drawing Number	Revision	Description	Author	Date
A120	1	Roadworks and Parking Layout	WD Architects	01/03/2022
A130	1	Staging Plan	WD Architects	01/03/2022
A1-300	5	Administration Building Floor Plan	WD Architects	23/02/2023
A400	2	Administration Building Sections	WD Architects	01/03/2022
A1-500	2	Administration Building Elevations	WD Architects	01/03/2022
A900	2	Administration Building Perspectives	WD Architects	01/03/2022
A2-300	4	Classroom Building Floor Plan	WD Architects	23/02/2023
A400	2	Classroom Building Sections	WD Architects	01/03/2022
A500	2	Classroom Building Elevations	WD Architects	01/03/2022
A900	2	Classroom Building Perspectives	WD Architects	01/03/2022
A300	2	Proposed Library/Resource Centre Floor Plan	WD Architects	24/03/2023
A500	2	Proposed Library/Resource Centre Elevations and Sections	WD Architects	24/03/2023
A900	2	Proposed Library/Resource Centre Perspectives	WD Architects	24/03/2023
A300	2	Specialty Classroom and Workshop Floor Plan	WD Architects	01/03/2022
A500	2	Specialty Classroom and Workshop Elevations and Sections	WD Architects	01/03/2022
A900	2	Specialty Classroom and Workshop Perspectives	WD Architects	01/03/2022

And supporting documents

Document Number	Revision	Description	Author	Date
21562	2	Effluent Disposal Report	Engineers Plus	27 April 2022
21562	0	Site Specific Stormwater Management Report	Engineers Plus	26 April 2022
-	A	Traffic Impact Assessment	Access Traffic Consulting	8 March 2022

21110	-	Noise Impact Assessment	SoundBase Consulting Engineers	21 April 2022
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Operational Works

2. **A Development Permit for Operational Works must be obtained from Council prior to the commencement of Building Work for Stage 1. The Development Application for Operational Works is to include the following:**

- (a) Earthworks (including retaining walls);
- (b) Road works (including signage and vehicle access);
- (c) Stormwater Management (quantity, quality, flood and drainage control);

2b. **A Development Permit for Operational Works must be obtained from Council prior to the commencement of civil works for Stage 1. The Development Application for Operational Works is to include the following:**

- (a) Pedestrian / Cycle Footpath works;
- (b) Street lighting, electrical and telecommunications; and
- (c) Landscaping, environmental protection and associated works.

3. Development Applications for Operational Works shall be designed and constructed in accordance with Australian Standards, the Engineering Design Planning Scheme Policy under the Our Place Our Plan Gladstone Regional Council Planning Scheme or any other applicable standards at the time of lodgement. Prior to the commencement of the use, all Operational Works conditioned by this approval must be accepted "on maintenance" by Council.

Advisory Note: The Capricorn Municipal Development Guidelines within the Engineering Design Planning Scheme Policy is the current document for preparing any Development Application for Operational Works which is found at <http://www.cmdg.com.au/index.htm>.

Building, Plumbing and Drainage Works

- 4. The Applicant is required to obtain a Development Permit and Building Final for Building Works in accordance with the *Planning Act 2016* for each stage. Construction is to comply with the *Building Act 1975*, the National Construction Code and the requirements of other relevant authorities.
- 5. The Applicant is required to obtain a Development Permit for Plumbing and Drainage Works and Plumbing and Drainage Final in accordance with the *Planning Act 2016* for each stage. Construction is to comply with the *Plumbing and Drainage Act 2018* and the requirements of other relevant authorities.
- 6. Prior to the commencement of the use for each stage, all plant and equipment (including air conditioners, exhaust fans and the like) are to be housed, screened and located so that these do not cause environmental nuisance or harm to other uses in the surrounding area.
- 7. Prior to the commencement of the use for each stage, all lighting at ground level and associated with illuminating ground level areas must be focused downwards and be provided with hoods, shades or other permanent devices to direct illumination downwards and not allow upward lighting to adversely affect the residential uses on this site and the adjoining sites.

Water Infrastructure

8. **As part of the Development Application for Building Works for Stage 1, the Applicant must submit for approval to Council, an Engineering Services Report prepared by a Registered Professional Engineer of Queensland (RPEQ) that assess and recommends the necessary onsite water requirements for the entire proposed development, noting the relevant water standard qualities that must be adhered to.**
9. Prior to the commencement of the use for each stage, the Applicant must install and construct the necessary water facilities as per Condition 8 approved Engineering Services Report for onsite Water.

Sewerage Infrastructure

10. As part of any Development Application for Plumbing and Drainage Works, the Applicant must design and construct the onsite effluent disposal system as recommended in the approved Effluent Disposal Report.
11. As part of the Development Application for Plumbing and Drainage Works for Stage 1, the Applicant must install the recommended fencing and planting as outlined in the approved Effluent Disposal Report.
12. Any future request to connect into Council Sewerage Infrastructure once available shall be at the expense of the owner.

Stormwater Infrastructure

13. As part of the Development Application for Operational Works for Stage 1, the Applicant is to submit for approval by Council an amended Site Based Stormwater Management Plan. The Site Based Stormwater Management Plan must address both stormwater quantity and quality and be in accordance with the Engineering Design Planning Scheme Policy under the *Our Place Our Plan Our Place Our Plan Gladstone Regional Council Planning Scheme* and the *State Planning Policy – July 2017*. The Site Based Stormwater Management Plan must be certified by a Registered Professional Engineer of Queensland experienced in this type of work

Transportation Services

14. **As part of the Development Application for Operational Works for Stage 1, the Applicant must construct the auxiliary left turn and basic right turn design recommendations for the site as per the approved Traffic Impact Assessment Report prepared by Access Traffic Consulting and dated 8 March 2022.**
15. As part of the first application for Operational Works, the Applicant is to submit a Pedestrian/Cycle Network Plan demonstrating provision of a concrete footpath with a minimum width of 2.5 metres to be located within the road reserve and to be constructed:-
 - along the frontage of the subject site;
 - inclusive of a delineated road crossing of Round Hill Road;
 - continue along the northern side of Round Hill Road; and
 - connect into the footpath network at the frontage of 2853 Round Hill Road (Lot 214 on SP262272) required as a Condition of DA/18/2017 for the Shopping Centre.

The design of which shall comply with Austroads Standards and Council's Standard Drawing Concrete Pathway/Bikeway Details and is to be certified by an RPEQ experienced in that type of work. The footpath is to be constructed and on maintenance prior to the commencement of use of the first stage.

Advisory Note: Council's standard drawing is located within the Capricorn Municipal Development Guidelines - Drawings and Specifications at <http://www.cmdg.com.au/index.htm>.

16. **An Operational Plan to address Pedestrian & Cycle safety of patrons of the facility shall be submitted to Council prior to commencement of the use. The Operational Plan shall outline strategies to improve road safety for patrons of the facility and how unsafe practices can be avoided.**
17. Prior to the commencement of Stage 1, a minimum of 18 car parking spaces are to be constructed on site generally in accordance with the approved plans, including designated disabled car parking spaces. These spaces and all vehicle movement areas are to be constructed, sealed, line marked, provided with wheel stops and maintained in accordance with the Engineering Design Planning Scheme Policy under the Our Place Our Plan Gladstone Regional Council Planning Scheme and AS2890.1.
18. Prior to the commencement of Stage 1, a minimum of 10 bicycle spaces are to be constructed onsite within 30m walking distance to the entry of the use. All bicycle spaces are to be constructed in accordance with AS2890.3.
19. As part of the Development Application for Operational Works for Stage 1, a Commercial Driveway is to be constructed in accordance with Council's Standard Drawing Urban Commercial/Industrial Driveway.

Advisory Note: Council's standard drawing is located within the Capricorn Municipal Development Guidelines - Drawings and Specifications at <http://www.cmdg.com.au/index.htm>.

20. Prior to the commencement of Stage 1, shade street trees are to be constructed within the designated vehicle parking area at a rate of 1 tree per 6 vehicle parking spaces in accordance with Table 9.3.5.3.2 - Plant Species List of the Landscaping Code of the Our Place Our Plan Gladstone Regional Council Planning Scheme and the Capricorn Municipal Development Guidelines - Landscaping C273 Construction Specification.

Landscaping

21. As part of the Development Application for Operational Works for Stage 1, all grassed footpath areas disturbed by the development are to be top dressed and turfed following completion of construction activity.
22. As part of the Development Application for Operational Works for Stage 1, a full Landscaping Plan is to be provided in accordance with Table 9.3.5.3.2 - Plant Species List of the Landscaping Code of the Our Place Our Plan Gladstone Regional Council Planning Scheme and the Capricorn Municipal Development Guidelines - Landscaping C273 Construction Specification. The Landscaping Plan must include all recommendations outlined in the supporting approved reports, approved plans and conditioned within this package. The full Landscaping Plan is to be certified by a Landscape Architect.

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23. As part of the first Development Application for Operational Works for Stage 1, all landscaping areas are to be constructed with an appropriate irrigation system. Details of the irrigation system are to be provided as part of the full Landscaping Plan.

Advisory Note: Council's construction specification is located Capricorn Municipal Development Guidelines - Drawings and Specifications at <http://www.cmdg.com.au/index.htm>.

24. As part of the Development Application for Operational Works for Stage 1, street trees are to be constructed along the Round Hill Road frontage, at a rate of 1 tree per 10m in accordance with Table 9.3.5.3.2 - Plant Species List of the Landscaping Code of the Our Place Our Plan Gladstone Regional Council Planning Scheme and the Capricorn Municipal Development Guidelines - Landscaping C273 Construction Specification.

Advisory Note: Council's standard drawing is located within the Capricorn Municipal Development Guidelines - Drawings and Specifications at <http://www.cmdg.com.au/index.htm>.

25. **Prior to the commencement of use of Stage 1, construction of a minimum 1.2m high post and wire fence for the full extent of the boundaries must be completed. Details of which are to be included within any Development Application for Building Works.**

Waste Management

26. As part of any Development Application for Operational Works for Stage 1, a Waste Management Plan is to be submitted and approved by Council. The Waste Management Plan is to be in accordance with the Waste Management Planning Scheme Policy of the Gladstone Regional Planning Scheme.
27. Prior to the commencement of the use for Stage 1, refuse bins are to be provided in accordance with the Waste Management Plan.
28. Prior to the commencement of the use for Stage 1, the waste storage area/s are to be sufficient in size to house all waste collection containers including recycling waste containers. The waste storage area/s must be suitably enclosed and imperviously paved, with a hose cock and hose fitted in close proximity to the enclosure to ensure the area can be easily and effectively cleaned.
29. Prior to the commencement of the use for Stage 1, open storage areas shall be adequately screened so as not to detract from the visual amenity of the area. One way of achieving compliance with this condition is as follows:
 - a. Outdoor storage areas are situated in locations not visible from the street; and
 - b. A 1.8m solid screen fence is located around storage areas.

Environmental Health

30. At all times, the development must achieve the noise generation levels set out in the *Environmental Protection (Noise) Policy 2019*, as amended.
31. At all times, the development must achieve the air quality design objectives set out in the *Environmental Protection (Air) Policy 2019*, as amended.

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32. Upon commencement of the use, should service deliveries occur outside the timeframes of 7am-7pm, an Environmental Management Plan is to be submitted to Council for approval which outlines the management strategies to minimise noise impacts to the adjacent residential uses. The Environmental Management Plan is to be in accordance with the maximum limits as per the *Environmental Protection (Noise Policy) 2008* under the *Environmental Protection Act 1994*.

Lawful Commencement

33. Prior to the commencement of this use, the Applicant is to request that a Compliance Inspection be undertaken by Council to confirm that all conditions of this Development Permit are considered compliant.
34. Upon receipt of confirmation from Council that all conditions of this Development Permit are considered compliant, the Applicant is to notify Council within 20 business days that this approved use has lawfully commenced.

GM/23/5027 Council Resolution:

Moved Cr Goodluck
Seconded Cr Churchill

That the Officer's Recommendation be adopted.

CARRIED

In favour of the motion: Cr Goodluck, Cr Branthwaite, Cr Trevor, Cr Cameron, Cr Muszkat, Cr Hansen, Cr Churchill, Mayor Burnett

Against the motion: Nil

Not eligible: Cr O'Grady

G/4.2. PROPOSED AMENDMENTS TO THE ANIMAL MANAGEMENT LOCAL LAW AND SUBORDINATE LOCAL LAW

Responsible Officer: General Manager Finance Governance and Risk

Prepared By: Governance Business Partner

Council Meeting Date: 20 June 2023

File Ref: LE3.1

Purpose:

This report provides an opportunity for Council to consider the public submissions on proposed changes to the Animal Management Local Law and Subordinate Local Law and to decide if Council should proceed with making the amendments as proposed.

Officer's Recommendation:

That Council resolve:

1. To make *Animal Management (Amendment) Local Law (No. 1) 2023* as advertised.
2. To make *Animal Management (Amendment) Subordinate Local Law (No. 1) 2023* as advertised, but amended as follows—
 - a) *Animal Management (Amendment) Subordinate Local Law (No. 1) 2023*, section 8 (Amendment of sch 8 (Requirements for proper enclosures for animals)) subsection (1)(b), '10m²'—
omit, insert—
'9m²'; and
 - b) *Animal Management (Amendment) Subordinate Local Law (No. 1) 2023*, section 9(6)—
omit, insert—
'(6) Schedule 13, definition **multi-residential premises**—
omit, insert—
'**multi-residential premises** means each of the following—
 - (a) a residence which forms part of a group of 2 or more residences in circumstances where 2 or more of the residences of the group are directly adjacent to each other and share—
 - (ii) a common wall; or
 - (iii) a ceiling in circumstances where 1 residence is directly under the floor of another residence; or
 - (b) a residence which forms part of a group of 2 or more residences in circumstances where 2 or more of the residences of the group are adjacent to each other and share common facilities, for example, community facilities for carparking, entertainment, dining or recreation; or
 - (c) a residence situated on a lot which forms part of a community titles scheme as defined in the *Body Corporate and Community Management Act 1997*.

Examples of multi-residential premises—

Flats, boarding houses, tenement buildings, home units, town houses and duplexes'.

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3. To adopt, pursuant to section 32 of the Local Government Act 2009, in the form attached to this report to Council, consolidated versions of each of *Local Law No. 2 (Animal Management) 2011* and *Subordinate Local Law No. 2 (Animal Management) 2011*.
4. To adopt the *Queensland Racing Pigeon Federation Inc Australia Code of Practice - Keeping and Racing Pigeons, Version 2.0, 2000* to provide guidance to Council in assessing and determining the standards to apply in keeping racing pigeons in accordance with Section 8(2), Schedule 5 of *Subordinate Local Law No. 2 (Animal Management) 2011*.
5. In accordance with Section 12(2) of *Animal Management (Cats and Dogs) Act 2008*, Council has adopted Council issued registration tags as its '*registration device*' to help identify dogs.

GM/23/5028 Council Resolution:

Moved Cr Goodluck
Seconded Cr Cameron

That the Officer's Recommendation be adopted.

CARRIED

G/4.3. MONTHLY FINANCIAL STATEMENTS FOR THE PERIOD ENDING 31 MAY 2023

Responsible Officer: General Manager Finance Governance and Risk

Prepared By: Management Accounting Specialist

Council Meeting Date: 20 June 2023

File Ref: FM15.1

Purpose:

This report seeks Council adoption of the Monthly Financial Statements for the year 2022-23 to date, for the period ended 31 May 2023.

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 May 2023 as required under Section 204 Local Government Regulation 2012.

GM/23/5029 Council Resolution:

Moved Cr Hansen
Seconded Cr O'Grady

That the Officer's Recommendation be adopted.

CARRIED

G/4.4. ENDORSEMENT OF RECONCILIATION ACTION PLAN - INNOVATE RAP

Responsible Officer: General Manager Community Development and Events

Prepared By: First Nations Liaison Officer

Council Meeting Date: 20 June 2023

File Ref: CR3.3

Purpose:

The purpose of this report is to seek final endorsement of Council's Innovate Reconciliation Action Plan (RAP) 2023-2025. Upon Council's approval the Innovate RAP will then be submitted to the Reconciliation Australia for a final endorsement.

Officer's Recommendation:

For Council to approve the Innovate Reconciliation Action Plan (RAP) 2023-2025 (addendum 1).

GM/23/5030 Council Resolution:

Moved Cr Muszkat
Seconded Cr Branthwaite

That the Officer's Recommendation be adopted.

CARRIED

**G/4.5. REGIONAL ARTS DEVELOPMENT FUNDING ROUND 1 22/23 TURKEY BEACH
PROGRESS ASSOCIATION**

Responsible Officer: General Manager Community Development and Events

Prepared By: Manager Arts and Entertainment, Acting

Council Meeting Date: 20 June 2023

File Ref: CC7.16

Purpose:

The purpose of this report is to seek Council endorsement of the Regional Arts Development Fund Committee's recommendations for the Turkey Beach Progress Association Application.

Officer's Recommendation:

That Council:

1. Accepts the recommendations of the RADF Committee and approves a further \$900 of funding to the Turkey Beach Progress Association for the Turkey Beach 50th Birthday Celebration: Research the history behind street names, to bring the total project funding to \$1,000.

GM/23/5031 Council Resolution:

Moved Mayor Burnett

Seconded Cr Churchill

That the Officer's Recommendation be adopted.

CARRIED

G/4.6. CQ REGIONAL WASTE AND RESOURCE RECOVERY MANAGEMENT PLAN

Responsible Officer: General Manager Strategy and Transformation

Prepared By: Manager Strategy and Improvement, Acting

Council Meeting Date: 20 June 2023

File Ref: WM12.1

Purpose:

The purpose of this report is to present the final draft of the Regional Waste and Resource Recovery Management Plan – Central Queensland, for Council endorsement. The plan is then proposed for endorsement by the Central Queensland Regional Organisation of Councils (CQROC) at their meeting on 27 June 2023.

Officer's Recommendation:

That Council:

1. Endorse the Regional Waste and Resource Recovery Management Plan – Central Queensland; and
2. Continue to work with the Central Queensland Regional Organisation of Councils (CQROC) to seek the necessary funding and support to implement the plan.

GM/23/5032 Council Resolution:

Moved Cr Hansen

Seconded Cr Goodluck

That the Officer's Recommendation be adopted.

CARRIED

G/4.7. 2023 WORLD HYDROGEN SUMMIT - ROTTERDAM

Responsible Officer: General Manager Strategy and Transformation

Prepared By: Economic Development Specialist

Council Meeting Date: 20 June 2023

File Ref: CM7.2

Purpose:

To provide an update following participation as a delegate in the Austrade delegation to the World Hydrogen 2023 Summit and Exhibition, 9-11 May 2023 in Rotterdam, Netherlands. Attendance was at the invitation of the Queensland Government, Department of Energy and Public Works (EPW) - Strategic Engagement and Coordination | Hydrogen.

Officer's Recommendation:

That Council receives the World Hydrogen 2023 Summit and Exhibition attendance report from the Economic Development Specialist.

GM/23/5033 Council Resolution:

Moved Cr Goodluck
Seconded Cr Hansen

That the Officer's Recommendation be adopted.

CARRIED

G/5. COUNCILLORS REPORT

Councillor Desley O'Grady presented a video of the ESPN / ABC teaser "Special Olympics World Games Berlin 2023: Breaking Down Walls". Cr O'Grady advised that Gladstone has a small contingency of people over at the Special Olympics World Games at the moment including Karen Messmer, who lives in Rockhampton but is a member of the Gladstone Special Olympics, competing in Equestrian; Debbie Knust who is Assistant to the Head of Delegation for the Australian team; and Ruby Lawler who is the Australian representative for the World Congress and presented her project "Inclusion Revolution in the Gladstone Community". Cr O'Grady noted that the Special Olympics World Games has athletes representing 190 countries and is the world's largest inclusive sporting event. Cr O'Grady mentioned that Suzie, Ruby's mother, attended Ruby's presentation and noted that Ruby was amazing and was very proud of the work that Ruby has done to get to this point. Cr O'Grady noted that Ruby's mentor is Kirsten Jones, who as a volunteer has supported Ruby for six years. Councillor Darryl Branthwaite reaffirmed Cr O'Grady's comments and noted that Ruby spoke at the Sport and Leisure Expo that was held recently which was very inspirational.

Councillor Glenn Churchill mentioned that he had the opportunity to officially open the Embroiders Guild Gladstone Branch 40th Anniversary exhibition at Gladstone Regional Art Gallery and Museum (GRAGM) which is now on display. Cr Churchill further mentioned that the winter collection is open and will be displayed for the next few months.

Cr Churchill noted that the Gladstone Independent School Music Association of approximately 100 students have come together this week to form an orchestra which will perform on Thursday 22 June 2023 at 4:30pm at the Gladstone Marina Main Stage.

Cr Churchill mentioned that he was pleased and proud to report that the Gladstone Region Police-Citizen's Youth Club (PCYC) redevelopment reaches stage 2 and will be open this Saturday 24 June 2023 at 9:00am. Cr Churchill noted that there are two more stages of the redevelopment still to come.

G/6. URGENT BUSINESS

Nil

G/7. NOTICE OF MOTION

Nil

G/8. CONFIDENTIAL ITEMS

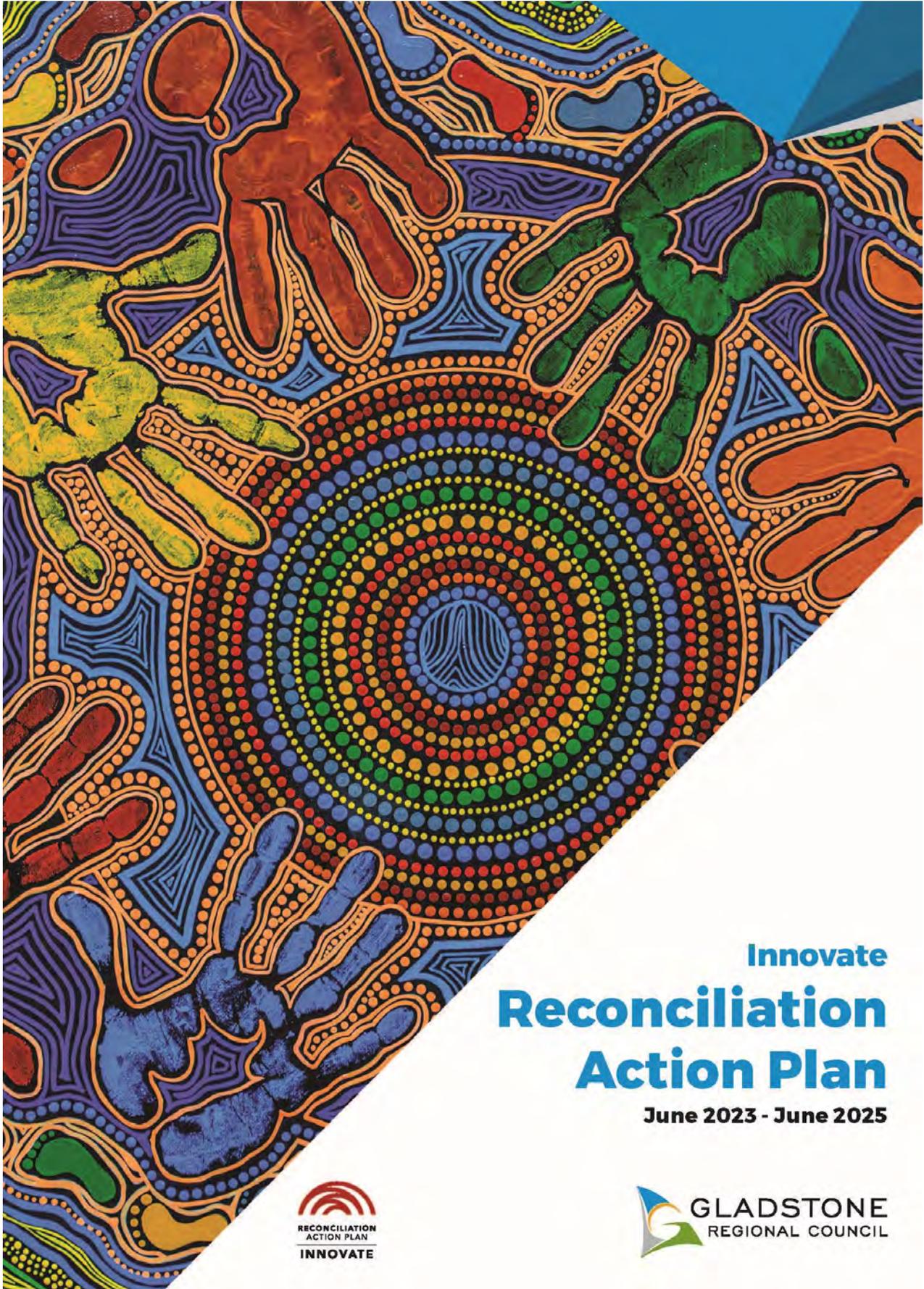
Nil

There being no further business the Mayor formally closed the meeting.

THE MEETING CLOSED AT 1:05pm.

ATTACHMENTS

Addendum 1



Acknowledgement of Country

Gladstone Regional Council would like to acknowledge the traditional custodians of this land, the Bailai, the Gurang, the Gooreng Gooreng and the Taribelang Bunda people.

We pay respect to their Elders past, present and emerging.

We would also like to extend that respect to all other First Nations people in our region.

Acknowledgements

We would like to thank the Gladstone Regional Council's RAP Reference Group, RAP Champions and employees for their valued input and commitment to developing Council's Innovate Reconciliation Action Plan (RAP).

Innovate RAP

This second Innovate Reconciliation Action Plan (RAP) outlines the actions Council will undertake over the next two years to support our lasting and meaningful relationships, encourage respect and promote opportunities for First Nations people in our region.

The commitments within Council's third RAP are aspirational and innovative, while also being achievable and measurable.

The implementation of this RAP will ensure we continue to learn through the journey of our shared history and reconciliation process. We look forward to further strengthening our relationships with each other and developing and piloting strategies that embrace and empower First Nations people living in this region.

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MESSAGE FROM THE MAYOR AND CEO

The Gladstone Region is an area of great social, cultural and spiritual importance to the Bailai, the Gurang, the Gooreng Gooreng and the Taribelang Bunda people.



Cr Matt Burnett
Mayor

Gladstone Regional Council is proud to present this third Reconciliation Action Plan (RAP) and second Innovate RAP.

An initiative of our 2022/23 Operational Plan, it continues the work we began with Reconciliation Australia on our first Reflect RAP in 2018 and the initial Innovate RAP in 2021.



Leisa Dowling
CEO

This two-year plan represents further progress in our commitment to reconciliation, as we build stronger relationships with First Nations people and detail practical actions for our people and other stakeholders across the region.

It outlines how we will further nurture a culture of inclusion, connectedness and understanding, acknowledging our region is richer when all facets of diversity are embraced.

A RAP program is a specific framework to support and advance reconciliation, by embedding First Nations considerations in the way we think and work.

Since 2018, Council has addressed these by introducing activities, establishing processes, protocols and policies to demonstrate that reconciliation with First Nations people is a priority.

These changes are now layered on top of the traditional and annual support for events celebrating National Reconciliation Week and NAIDOC Week.

The first Innovate RAP covered the period from 2021 to January 2023. Significant actions representing our commitment to the values of inclusiveness and diversity, included using Traditional Owner language to name Council

buildings at the Philip Street Communities and Families Precinct and meeting rooms around the Gladstone Region.

In May 2021, Council invited applications for the newly created First Nations Fire Officer role to lead our strategy on bushfire mitigation and land management using First Nations techniques.

Additionally, our General Meeting on 20 July 2021 endorsed the Uluru Statement from the Heart – another proud moment advancing reconciliation and supporting First Nations people, while aligning with the pillars of our RAPs.

In 2022, Council commissioned digitised First Nations artwork for the Philip Street Precinct and the upgraded heated pool at the Gladstone Aquatic Centre.

We will ensure future actions allow us to be aspirational and innovative, so we better understand our ability to influence and find the best way to move forward with reconciliation.

It is important to acknowledge our RAP Reference Group (elected members, community members and Council's First Nations Liaison Officer) and internal RAP Champions for their valued work in this area.

They have supported the First Nations Liaison Officer to reach this milestone and our RAP champions look forward to promoting it to the organisation.

Gladstone Regional Council will continue working towards reconciliation, as there is more to be done to achieve understanding, respect, empowerment and opportunity for our First Nations people.

Mayor Matt Burnett
Gladstone Regional Council

Leisa Dowling
Chief Executive Officer,
Gladstone Regional Council

MESSAGE FROM RAP REFERENCE GROUP CO-CHAIRPERSON

CR NATALIA MUSZKAT



For us at Gladstone Regional Council, reconciliation continues to be a priority. Since 2019, I have had the privilege of co-chairing our Reconciliation Action Plan Reference Group. Together, with the knowledge and

passion of all committee members, we have guided and supported GRC in delivering our previous RAP activities. Recent highlights include:

- Naming of Council assets in Traditional Owner language – meeting rooms in various locations around the region and three buildings at the newly built Philip Street Communities and Families Precinct
- Committing formally to the Uluru Statement from the Heart through a Council resolution
- Employing a First Nations Fire Officer. This role will work closely with Traditional Owners to establish healthy management of Country and its environment
- Including in GRC's protocols and policies a Welcome to Country and Acknowledgement of Country at major events and internal activities

- Celebrating and recognising First Nations culture during National Reconciliation and NAIDOC Weeks
- Displaying of Acknowledgement of Country plaques in Council offices in various locations
- Commissioning of Traditional Owner artist to do artwork on panels for buildings featuring Traditional Owner totems at the Philip Street Communities and Families Precinct
- Digitalisation and displaying of First Nations artwork on windows at the newly upgraded heated pool at the Gladstone Aquatic Centre

To cement these achievements and build strongly and confidently toward a Stretch Reconciliation Action Plan, we have now completed our second Innovate RAP. This new plan will be implemented between June 2023 and June 2025. By investing in a second Innovate RAP, we will further strengthen the foundations and relationships required to ensure success in our region's reconciliation journey.

We know there are challenges that we need to overcome, but Council is proudly committed to its reconciliation journey and we will continue to work hard to embed First Nations considerations into the way we work, we think and we operate.

MESSAGE FROM RAP REFERENCE GROUP CO-CHAIRPERSON

ANNETTE RUTHERFORD



I am very thankful to work with great people to achieve our goals and dream beyond.

Thank you to the people who were the first responders to the call to initiate the

Gladstone Regional Council's Reconciliation Action Plan (RAP) Reference Group.

Some have remained and others have moved forward to share their skill and experience with others. I welcome our new members who have continued to push for reconciliation actions to be ongoing and relevant.

Reconciliation Australia says that reconciliation is about strengthening

relationships between Aboriginal people and Torres Strait Islander people and non-Indigenous peoples, for the benefit of all Australians, and I believe that Gladstone Regional Council has made big steps but has a way to go. The RAP Reference Group has worked hard with Gladstone Regional Council's RAP Champions to ensure the five dimensions of reconciliation are reflected in the everyday actions and words of Council.

It will take hard work and dedication to continue to support Gladstone Regional Council to be a voice for future generations. I am positive that the RAP Reference Group will support and participate in actions today for an Australia that values and understands Aboriginal people and Torres Strait Islander people now and in the future.



MESSAGE FROM RECONCILIATION AUSTRALIA CEO

KAREN MUNDINE



Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Gladstone Regional Council continues to be part of a strong network of more than 1,100 corporate, government and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types - Reflect, Innovate, Stretch and Elevate - allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that

Gladstone Regional Council will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Gladstone Regional Council using the lens of reconciliation to better understand its core business, sphere of influence and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Gladstone Regional Council to strengthen these relationships, gain crucial experience and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Gladstone Regional Council will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Gladstone Regional Council's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Gladstone Regional Council on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

OUR BUSINESS

Gladstone is located approximately 550km north of Brisbane with the Gladstone Local Government region within an area of 10,500km².

Our region has a population of more than 63,515 people with 6.2 per cent being of First Nations heritage.

Gladstone Regional Council operates from two central offices located in Calliope and Gladstone and currently employs over 750 employees, which includes 12 First Nations employees .

Smaller satellite offices operate as Rural Transaction Centres in Agnes Water and Mount Larcom and our Conservation and Land Management Officers operate from the Gladstone Tondoon Botanic Gardens.

From these core locations, Council provides a network of services to the community including public libraries, arts and entertainment, parks and recreation spaces, community centres as well as planning for the provision of infrastructure such as roads, reticulated water, sewer and growth.



COUNCIL'S VISION FOR RECONCILIATION

Gladstone Regional Council's vision for reconciliation is for a region that encourages and promotes First Nations peoples' histories and cultures.

Our Council's Reconciliation Action Plan (RAP) will continue to create relationships and foster respect with First Nations people. We will continue to create employment opportunities and investigate opportunities to incorporate First Nations supplier diversity within Council's procurement and identify partnership opportunities to enhance First Nations participation in activities throughout our local government area.

Through our reconciliation process Council will continue to work with Traditional Owners to strengthen connection to Country.

Council's vision through an understanding of cultural practices and protocols will continue to recognise and respect the oldest living culture in the world.

Together as future-thinkers and opportunity seekers, we will deliver a RAP that will give us the courage to shape a better future for Council and all First Nations community in Gladstone and surrounding areas.

OUR RAP

The Gladstone Regional Council acknowledges that the development and implementation of a third RAP and Council's second Innovate RAP will continue to support Council's connectivity and inclusiveness with First Nations communities in our region. We will also continue to deliver programs to enhance partnerships between Council and First Nations people.

RAP Working Group

Council's RAP is a strategic document with a practical plan. Council's Executive Leadership Team (ELT) forms our RAP Working Group and will ensure that the RAP deliverables are achievable, with regular progress reports to check that deliverables are actioned in the allocated timeframe.

Council's RAP is a tool for change and is a document that shows how Council commits to reconciliation with First Nations people.

- Leisa Dowling - Chief Executive Officer
- Kylie Lee - General Manager Community Developments and Events
- Rob Huth - General Manager Customer Experience
- Mark Holmes - General Manager Finance Governance and Risk
- John Tumbers - General Manager Operations
- Theunis Mienie - General Manager People, Culture and Safety
- Mark Francis - General Manager Strategic Asset Performance
- Carly Quinn - General Manager Strategy and Transformation

RAP Reference Group

In 2018 Council introduced an external group, the RAP Reference Group. This group consists of two elected members, 10 First Nations community members and Council's First Nations Liaison Officer. The RAP Reference Group's purpose is to provide Council with strategic advice on the RAP, the

views, needs and interests of First Nations people in the Gladstone Region.

- Councillor Natalia Muszkat - Co Chair
- Annette Rutherford - Co Chair
- Gay SIRRiss - Secretariat
- Councillor Desley O'Grady
- Anne-Marie Johnson
- Cecelia Eggmoesse
- Chantelle Johnson
- Djuran Johnson
- Megan Nixon
- Patricia Coleman
- Paul Olsen
- Skye Alberts
- Tia Sorensen

RAP Champions

In 2021, Council introduced a RAP Champions program, which is an internal group consisting of employees from various business units. The purpose of this group is to act as champions of reconciliation throughout Council.

- Belinda Cockerell - Accounts Payable Officer
- Emma Catlin - Disaster Response Specialist
- Enya Lange - Neighbourhood Centre Support Officer
- Gay SIRRiss - First Nations Liaison Officer
- Glenda Farrar - Destination and Event Attraction Specialist
- Hannah Webb - Community Engagement Officer
- Kylie Lee - General Manager Community Development and Events
- Leslie Seminutin - Manager Culture and Capability
- Libby Cattermole - Community Investment Officer
- Tanya Whalley - Manager Governance and Risk

OUR RECONCILIATION JOURNEY

Gladstone Regional Council's journey on building relationships and fostering respect first began in 2015 and gained momentum early in 2016 following the election of Council's current Mayor. The symbolic flags representing First Nations people continue to be raised every business day that Council operates.

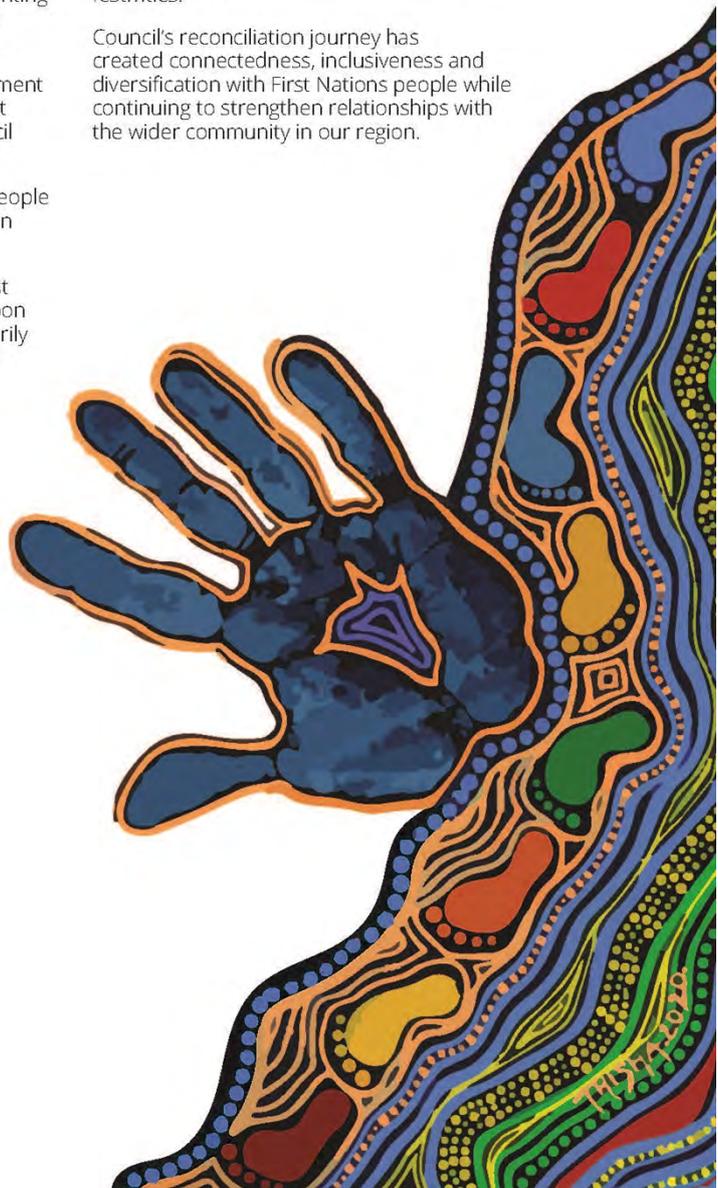
In May 2018 Council received an endorsement from Reconciliation Australia to implement its first Reflect RAP. In January 2021 Council endorsed its Innovate RAP.

Council has supported the First Nations people by sponsoring and regularly participating in significant events.

For NAIDOC each year celebrations consist of a march along the main street (Goondoon Street) and every year the march temporarily pauses within the forecourt of the Council chamber.

The Mayor addresses the march by acknowledging the Traditional Owners and all other First Nations people and encourages all community to participate in the NAIDOC festivities.

Council's reconciliation journey has created connectedness, inclusiveness and diversification with First Nations people while continuing to strengthen relationships with the wider community in our region.



ACHIEVEMENTS FROM INNOVATE RAP JANUARY 2021-2023

RELATIONSHIPS

December 2020

Council endorsed its second RAP, an Innovate RAP.

May 2021

Develop, implement and communicate an anti-discrimination policy for our organisation.

On 7 September 2021, Council repealed both the Anti-Harassment and Anti-Discrimination Policies and adopted a People and Culture Policy (2019) which includes a commitment to 'providing a workplace that is free from stigma, discrimination and any form of intimidation, violence, harassment (sexual or other) or bullying of any kind'.

This policy outlines Council's commitment to our people and culture and it is considered duplication to have additional policies on specific topics relating to our people and culture.

The Certified Agreement includes a grievance and dispute settling procedure along with the requirements around investigations and disciplinary processes.

Council has also adopted a Complaint Management Policy and Corporate Standard which includes processes associated with the reporting and managing of employee conduct concerns.

Council has been actively working towards streamlining and simplifying its policy framework.

Additionally, there is a variety of governing legislation in this space – *Anti-Discrimination Act 1991*, *Industrial Relations Act 2016*, *Human Rights Act 2019* and the *Local Government Act 2009*.

May 2021

Encourage Councillors, General Managers and all employees to participate in at least one external event to recognise and celebrate National Reconciliation Week.

Information sessions were organised for community, Councillors and employees. Topics included National Sorry Day, 1967 Referendum and Mabo Day.

All sessions were well attended by community, Councillors and employees.

May 2022

Encourage Councillors, Executive Leadership Team (ELT) and all employees to participate in at least one external event to recognise and celebrate National Reconciliation Week.

Be Brave. Make Change.

Strong Steps to Reconciliation through powerful conversations - 3-day workshops hosted by Khonnect's Annette Rutherford.

Each workshop was attended by Councillors, ELT, employees and community members.

NRW Bush Tucker Luncheon – catered by Flavours Marina

The luncheon was attended by Councillors, employees and RAP Reference Group members.

RESPECT

May 2021

Consult with Council representatives and First Nations Bailai, Gurang, Gooreng Gooreng and Taribelang Bunda people to identify key places for the provision of informative signage.

Traditional language used to name three buildings at the Philip Street Communities and Families Precinct. All names were approved by the Traditional Owners.

- a. Ngallil (nar-lee-ill), meaning 'All of Us' in the Gurang language for the Gladstone Regional Council Community & Neighbourhood Centre
- b. Gumar (goo-mar), meaning 'Shield' in the Bailai language for the The Salvation Army Building
- c. Nutchee, (na-chee) meaning 'Family' in the Gooreng Gooreng language for the Communities for Children Building

April 2021

Engage local Traditional Owners to develop face to face cultural awareness training that increases understanding and appreciation of the culture, history and achievements of First Nations people. Engage local Traditional Owners to contribute to the development of an online cultural awareness training module for Councillors and Council employees.

Cultural Awareness training was delivered to Councillors, ELT, Managers and the Philip Street Precinct partners Gladstone Regional Council Community and Neighbourhood Centre, Gladstone Salvation Army and GAPDL's Community for Children. The training was delivered by Gurang Elder Uncle Shayne Blackman and Port Curtis Coral Coast (PCCC) Trust General Manager Daniel Reeves.

July 2021

Create awareness and encourage Council employees to participate in NAIDOC Events that aim to build respect for First Nations people, culture and histories.

Through Council's Community Investment Program (CIP) Gladstone NAIDOC received \$5000 to invest into the Community NAIDOC Family Day. Council employees participated in the festivities joining the NAIDOC March and entered a stall at the Family Day.

August 2021

Increase employee understanding of the purpose and significance behind cultural protocols, for Acknowledgement of Country and Welcome to Country protocols.

Council adopted First Nations People Cultural Protocol for Events Policy. The purpose of this policy is to recognise the valued contribution of First Nations people in Australian culture and history. First Nations people are the original owners of the land. It is important this unique position is recognised and incorporated as part of official protocol at events to enable the wider community to share in this culture and heritage, facilitating better relationships between First Nations people and other residents of Australia.

September 2021

Create and display an Acknowledgement of Country plaque in Council's Administration Offices.

Acknowledgement of Country plaques are proudly displayed at Council's Civic Centre, Gladstone Entertainment Convention Centre, Gladstone Regional Art Gallery & Museum, Gladstone City Library, Agnes Water Library, Agnes Water Rural Transaction Centre, Boyne Tannum Community Centre, Calliope Library and Transaction Centre, Miriam Vale Library, Miriam Vale Office and Mount Larcom Rural Transaction Centre.

July 2022

Deliver at least one creative event annually and incorporate other internal stakeholders.

Get Up! Stand Up! Show Up! NAIDOC Expo Inaugural Event held during NAIDOC Week was designed for Community to see what services were available in the Gladstone and Rockhampton region. This event was a collaborative effort between Council and The Salvation Army.

January 2023

Engage and collaborate with local Aboriginal and/or Torres Strait Islander artists to design themed corporate shirts

Polo shirts incorporating Council's RAP artwork have been designed for Councillors, ELT, RAP Reference Group, RAP Champions and Council's First Nations Liaison Officer.

Opportunities

June 2021

Assess the feasibility of establishing a GRC Ranger Program. Table a feasibility report and implement recommendations to Council.

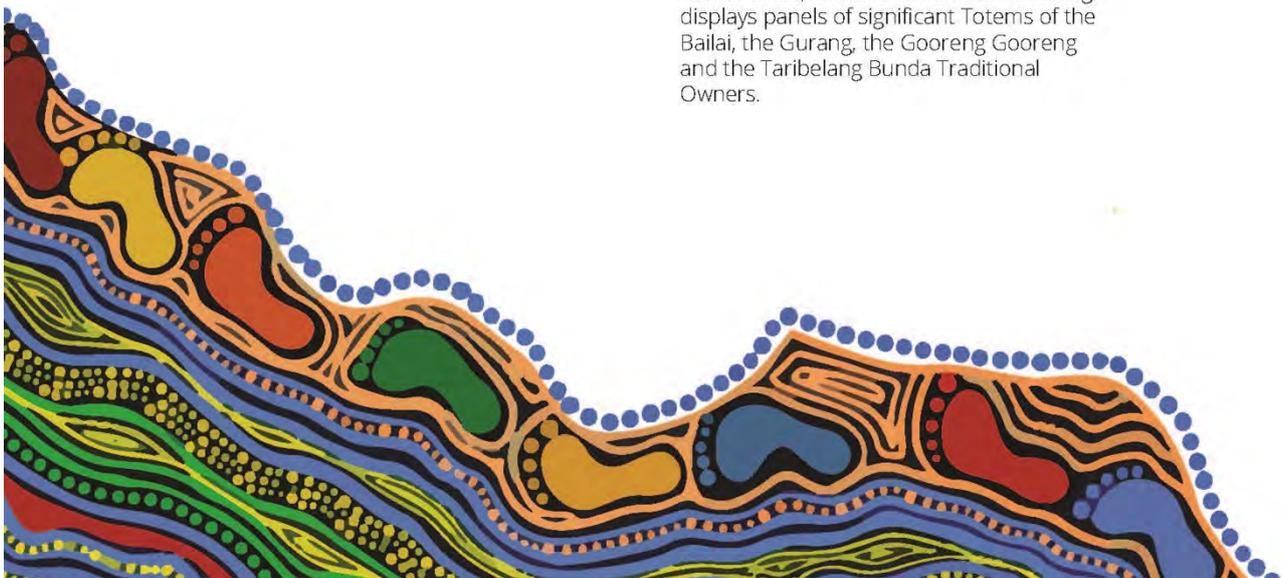
The selection and appointment were completed for a First Nations Fire Officer position to start with Council on 22 August 2022. This role has been made possible through funding from the Australian Government's Black Summer Bushfire Recovery Grants Program.

The purpose of this position is to support Council's commitment to bushfire mitigation and land management utilising First Nations land management techniques. This role will be responsible for the planning and delivery of land management including the application of cultural fire on Council controlled land, in partnership with First Nation stakeholders.

July 2021

Develop an art project to promote PCCC First Nations Bailai, Gooreng Gooreng, Gurang and Taribelang Bunda people's languages.

The newly built Philip Street Communities and Families Precinct consists of four buildings with Aboriginal Art by Traditional Owner artist, Howard Butler. Each building displays panels of significant Totems of the Bailai, the Gurang, the Gooreng Gooreng and the Taribelang Bunda Traditional Owners.



ROLE OF OUR RAP REFERENCE GROUP

Gladstone Regional Council's RAP Reference Group plays a vital role in Council's reconciliation journey and will enhance connectivity and partnerships.

The purpose of Council's RAP Reference Group is to inform and guide the wider community of the RAP actions and the work that Council does in the First Nations space.

The RAP Reference Group also provides Council with strategic advice on the views, needs and interests of First Nations people in the Gladstone Region.



Front Row: Annette Rutherford, Leslie Seminutin, Cecelia Eggmolesse, Skye Alberts, Chantelle Johnson, Gay SIRRIS
Back Row: Erya Lange, Emma Catlin, Cr Desley O'Grady, Megan Nixon, Patricia Coleman, Cr Natalia Muszkat

ROLE OF OUR RAP CHAMPIONS

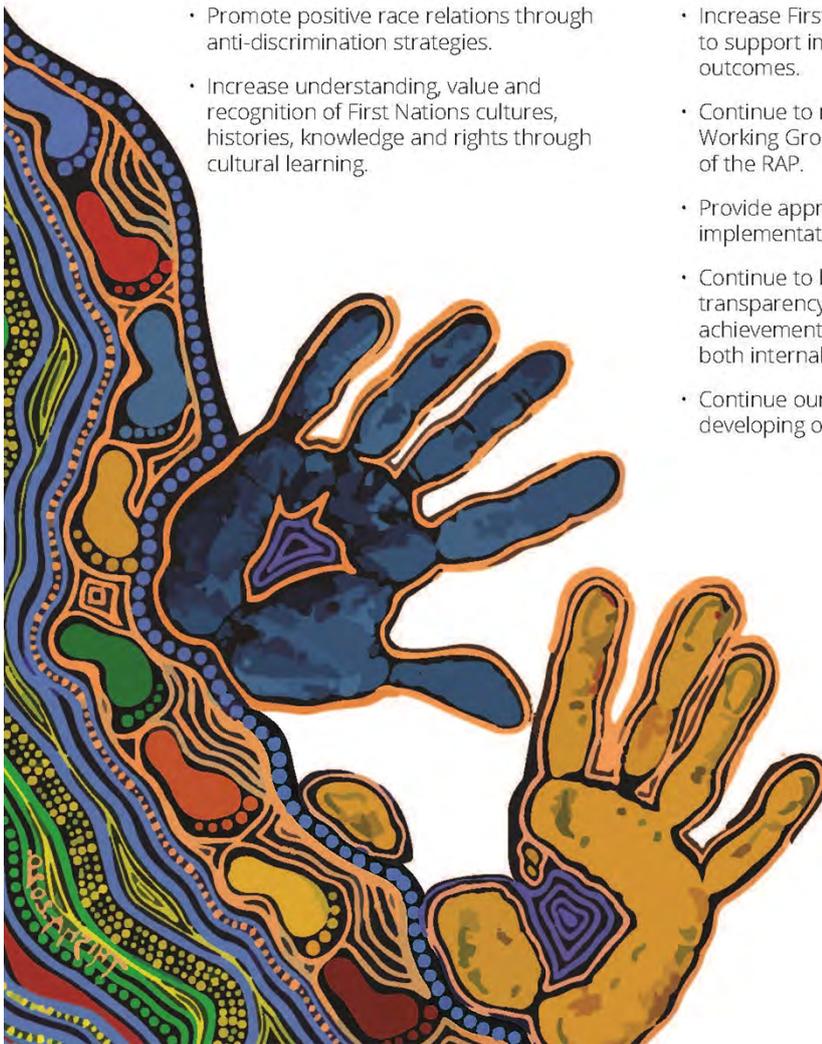
Gladstone Regional Council's RAP Champions are active and positive leaders for reconciliation across Council.

Council's RAP Champions are from various business units who meet quarterly to discuss Council's RAP progress.

They help their colleagues to understand and embrace the RAP actions throughout the two-year life of the Innovate RAP.

COMMITMENTS IN OUR SECOND INNOVATE RAP

- Continue to establish and maintain mutually beneficial relationships with First Nations stakeholders and organisations.
- Continue to build relationships through celebrating National Reconciliation Week (NRW).
- Promote reconciliation through our sphere of influence.
- Promote positive race relations through anti-discrimination strategies.
- Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning.
- Demonstrate respect to First Nations people by observing cultural protocols.
- Continue to build respect for First Nations cultures and histories by celebrating NAIDOC Week.
- Improve employment outcomes by increasing First Nations recruitment, retention and professional development.
- Increase First Nations supplier diversity to support improved economic and social outcomes.
- Continue to maintain an effective RAP Working Group (RWG) to drive governance of the RAP.
- Provide appropriate support for effective implementation of RAP commitments.
- Continue to build accountability and transparency through reporting RAP achievements, challenges and learnings, both internally and externally.
- Continue our reconciliation journey by developing our next RAP.



RELATIONSHIPS



Gladstone Regional Council will continue to build mutually beneficial relationships with First Nations people by increasing our engagement with external stakeholders, the RAP Reference Group and other spheres of influence in decision-making for Council’s First Nations projects. Council will continue to promote positive race relations through our anti-discrimination strategies and develop and deliver programs focused on First Nations people, cultures and languages. Council will also promote its commitment to the Uluru Statement from the Heart.

RELATIONSHIPS			
Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with First Nations stakeholders and organisations.	Meet with local First Nations stakeholders and organisations to develop guiding principles for future engagement.	August 2023	Lead: GM Community Development and Events Support: Manager Community Partnerships
	Develop and implement an engagement plan for First Nations stakeholders and organisations.	December 2023	Lead: GM Community Development and Events Support: Manager Community Partnerships
	Communicate Council's yearly projects of importance for First Nations people to the RAP Reference Group.	July 2023, 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer

RELATIONSHIPS			
Action	Deliverable	Timeline	Responsibility
2. Promote Council's commitment to the Uluru Statement from the Heart.	Establish a communication plan to communicate Council's commitment to the Uluru Statement from the Heart.	June 2023	Lead: GM Community Development and Events Support: Manager Communications
	Council to display the official Uluru Statement from the Heart in Council buildings.	June 2023	Lead: GM Community Development and Events Support: Manager Brand
	Engage key stakeholders to facilitate workshops designed to inform community and council employees about Uluru Statement from the Heart.	June 2023	Lead: GM Community Development and Events Support: First Nations Liaison Officer



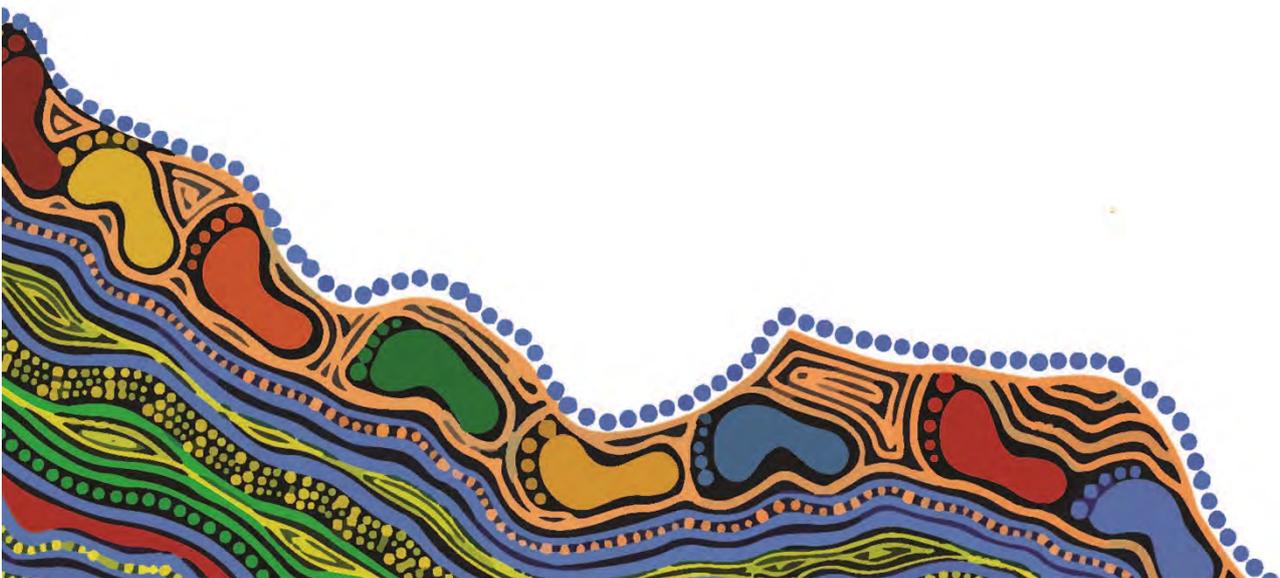
RELATIONSHIPS			
Action	Deliverable	Timeline	Responsibility
3. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to Council employees.	May 2023, 2024 and 2025	Lead: GM Community Development and Events Support: Manager Communications
	RAP Working Group and RAP Champions to participate in two external NRW events per year.	27 May-3 June 2023, 2024 and 2025	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Encourage and support employees and senior leaders to participate in at least one external event per year to recognise and celebrate NRW.	27 May-3 June 2023, 2024 and 2025	Lead: GM Community Development and Events Support: Manager Community Partnerships
	Organise at least one NRW event each year.	27 May-3 June 2023, 2024 and 2025	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2023, 2024 and 2025	Lead: GM Community Development and Events Support: Manager Communications
	Erect National Reconciliation Week street banners in partnership with Reconciliation Australia.	March 2023, 2024 and 2025	Lead: GM Community Development and Events Support: Manager Brand/ Maintenance and Logistic Specialist

RELATIONSHIPS			
Action	Deliverable	Timeline	Responsibility
4. Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Develop and implement an employee engagement strategy to raise awareness of reconciliation across our workforce.	January 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Meet quarterly with Port Curtis Coral Coast (PCCC) Trust General Manager to discuss Council's RAP initiatives and Council business.	June, September, December 2023 March, June, September, December 2024 March, June 2025	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Communicate our commitment to reconciliation publicly.	June 2024, 2025	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Collaborate with other like-minded organisations with RAP's to develop ways to advance reconciliation.	June 2023	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Support advocacy submissions to parliament on topics like Close the Gap and Uluru Statement from the Heart.	January 2025	Lead: GM Community Development and Events/ GM Strategy and Transformation Support: First Nations Liaison Officer
	Engage all employees in the RAP by working with relevant managers to give quarterly updates at internal meetings, including managers meetings and toolbox talks across the business.	July, October 2023 January, April, July, October 2024 January, April 2025	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Create a standard meeting agenda for Business Units linked to key RAP deliverables.	June 2023	Lead: GM Community Development and Events Support: First Nations Liaison Officer

RELATIONSHIPS			
Action	Deliverable	Timeline	Responsibility
5. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	January 2024	Lead: GM Finance Governance and Risk Support: Manager Governance and Risk
	Engage with First Nations employees and/or First Nations advisors to consult on our anti-discrimination policy.	July 2023	Lead: GM People, Culture and Safety Support: Manager People Services
	Review and update the anti-discrimination policy for our organisation.	January 2024	Lead: GM Finance Governance and Risk Support: Manager Governance and Risk
	Educate senior leaders on the effects of racism.	January 2024, 2025	Lead: GM People, Culture and Safety Support: Manager People Services
	Host a relevant film screening for employees and facilitate a discussion following the film about race relations and anti-discrimination.	January 2025	Lead: GM Community Development and Events Support: Manager Community Partnerships



RELATIONSHIPS			
Action	Deliverable	Timeline	Responsibility
6. Engage First Nations communities in the Council's projects and decision-making process.	Develop a framework focused on increasing participation of First Nations young people in Council's decision-making processes.	October 2023	Lead: GM Community Development and Events Support: Manager Community Partnerships
	Develop, maintain and promote an internal database of First Nations networks and organisations for engagement, consultation and expressions of interest opportunities.	October 2023	Lead: GM Community Development and Events Support: Manager Community Partnerships
	Develop a GRC First Nations working group to proactively identify and define specific concerns or barriers that exist in Council's day to day operations.	January 2025	Lead: GM Community Development and Events Support: Manager Community Partnerships



RESPECT



Gladstone Regional Council will continue to respect First Nations cultures, histories, knowledge and rights through cultural learning and observing cultural protocols. Council will increase and improve its knowledge and understanding of processes around cultural heritage protection and share within the broader communities the history, heritage, cultures and social values of First Nations people in the Gladstone Region.

RESPECT			
Action	Deliverable	Timeline	Responsibility
7. Develop and deliver public library programs focused on increasing engagement and understanding of First Nations people, cultures and languages.	Deliver a minimum of six First Nations themed Story Time sessions per year within National Reconciliation Week, NAIDOC Week, First Nations Children's Week, First Nations Literacy Day, Children's Week and the Summer Reading Challenge.	June 2025	Lead: GM Community Development and Events Support: Manager Regional Libraries
	Provide First 5 Forever early years outreach, in the form of 10 Little Binnas (little ears) sessions per year, to families connected with service providers.	June 2025	Lead: GM Community Development and Events Support: Manager Regional Libraries
	Provide a special collection of First Nations resource materials aimed to raise awareness of the depth of traditional cultures and histories of First Nations people.	June 2025	Lead: GM Community Development and Events Support: Manager Regional Libraries

RESPECT			
Action	Deliverable	Timeline	Responsibility
8. Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	September 2023	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Consult local Traditional Owners and other First Nations advisors on the development and implementation of a cultural learning strategy.	December 2023	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Develop, implement and communicate a cultural learning strategy document for our employees.	February 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Provide opportunities for the RAP Reference Group, RAP Champions, HR Managers and other key leadership employees to participate in formal and structured cultural learning.	July 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Create an opportunity to light up the Council Civic Centre for First Nations significant events.	June 2023, 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Ensure all employees undertake formal and structured cultural awareness training, targeting 100 per cent employee participation in eLearning module.	June 2025	Lead: GM Community Development and Events Support: First Nations Liaison Officer

RESPECT			
Action	Deliverable	Timeline	Responsibility
9. Demonstrate respect to First Nations people by observing cultural protocols.	Review and increase employee's understanding of purpose and significance around Acknowledgment of Country, Welcome to Country and other cultural protocols.	June 2023, 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Consult with RAP Reference Group and RAP Champions for a review of Council's cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	June 2023, 2024 and 2025	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Review and update Council's First Nations People Cultural Protocol for Events Policy.	October 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Engage a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocols at significant events each year.	June 2023, 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	June 2023, 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Establish guidelines to protect First Nations stakeholders' cultural and intellectual property.	June 2024	Lead: GM Finance, Governance and Risk Support: Manager Governance and Risk

RESPECT			
Action	Deliverable	Timeline	Responsibility
10. Build respect for First Nations cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	July 2023, 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Review HR policies and procedures to remove barriers for employees to participate in NAIDOC Week.	January 2024, 2025	Lead: GM Finance, Governance and Risk Support: Manager Governance and Risk
	Promote and encourage participation in external NAIDOC events to all employees.	July 2023, 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	In consultation with Gladstone NAIDOC Committee, Council may partner to organise at least two NAIDOC Week events.	June 2023, 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer and Neighbourhood Centre Coordinator
	Source banners from the national NAIDOC body to fly in the main thoroughfares of the Gladstone Region during NAIDOC Week.	June 2023, 2024	Lead: GM Community Development and Events Support: Maintenance and Logistic Specialist
	Work with the RAP Reference Group to evolve Council's annual NAIDOC events, with the aim to increase their significance as a celebration of First Nations cultures.	June 2023, 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer

RESPECT			
Action	Deliverable	Timeline	Responsibility
	Develop key indicators to measure Council's annual NAIDOC events.	June 2023, 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	RAP Champions to participate in an internal NAIDOC Week event yearly.	June 2023, 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Implement HR policies and procedures for employees to participate in Council events such as the NAIDOC Flag Raising Ceremony and NAIDOC Services Expo.	December 2024	Lead: GM Finance, Governance and Risk Support: Manager Governance and Risk



RESPECT			
Action	Deliverable	Timeline	Responsibility
11. Increase knowledge within the broader community of the histories, heritage, cultures and social values of First Nations people in the Gladstone Region.	Apply for funding to appoint a consultant to undertake First Nations historic research and provide content to promote histories at the Gladstone Regional Art Gallery & Museum.	November 2023	Lead: GM Community Development and Events Support: Manager Arts and Entertainment
	Capture the stories of local First Nations people through video, art and photography to be used in programs such as Council's Our Priceless Past or displays at significant events such as National Reconciliation Week or NAIDOC.	June 2023, 2024	Lead: GM Community Development and Events Support: Manager Arts and Entertainment
	Engage with local Traditional Owners to explore using traditional language on signage for parks and reserves throughout Council.	September 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Research the possibility of a dual name for topographic features and townships, in consultation with Traditional Owners.	June 2024	Lead: GM Community Development and Events Support: Manager Brand/ Manager Communications
	Utilise outdoor billboards a minimum of two times throughout the year to acknowledge Country and feature First Nations artwork.	September 2023, 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer

RESPECT			
Action	Deliverable	Timeline	Responsibility
12. Investigate opportunities to further support local First Nations communities through Council programs and planning.	Include First Nations data in the Community Profiles to support conscious planning of infrastructure, programs and services.	April 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Provide disaster awareness workshops to local First Nations vulnerable community members.	July 2023, 2024	Lead: GM Finance Governance and Risk Support: Disaster Response Specialist/ Neighbourhood Centre Coordinator
	Establish a partnership to conduct research to establish the need and feasibility in providing programs that focus on increased health and fitness opportunities for First Nations people.	October 2024	Lead: GM Community Development and Events Support: Manager Community Partnerships
	Collaborate with stakeholders to provide life skills training to First Nations communities.	October 2024	Lead: GM Community Development and Events Support: Manager Community Partnerships/ Neighbourhood Centre Coordinator

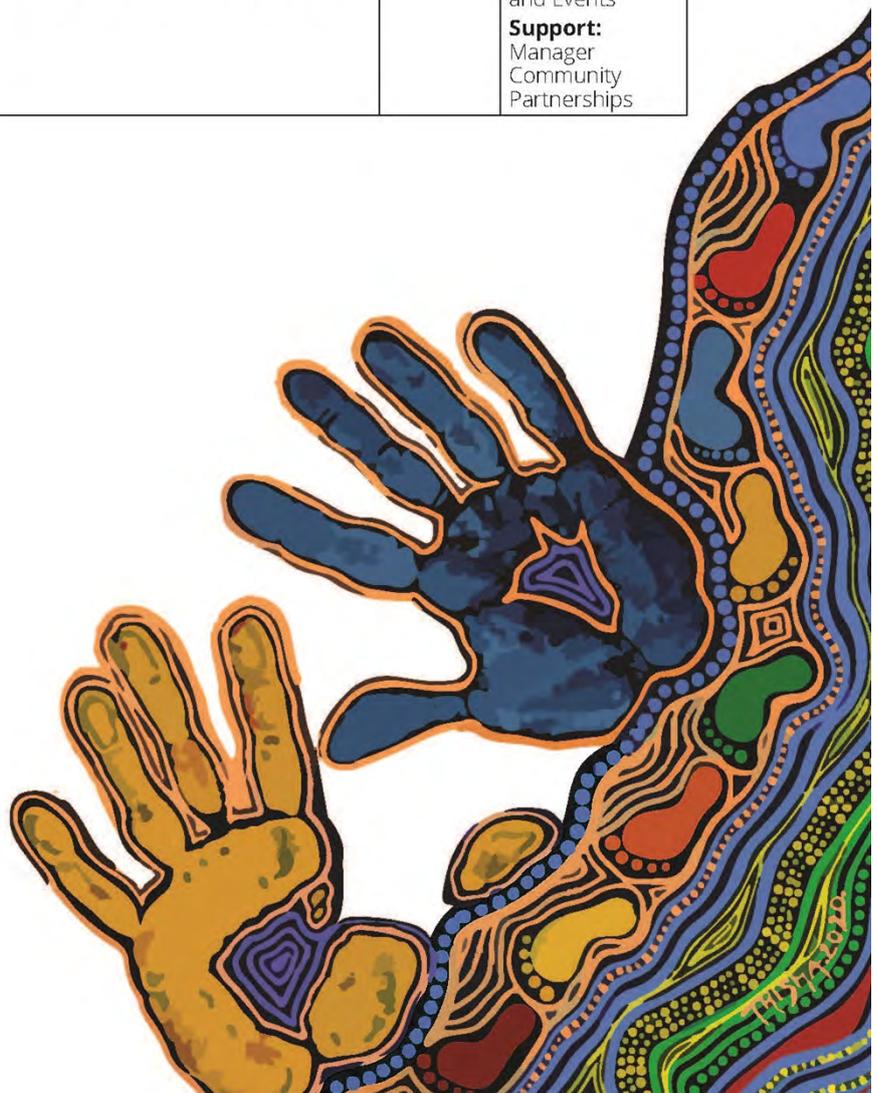
OPPORTUNITIES



Gladstone Regional Council will create opportunities for First Nations communities, organisations and businesses in our region through Council's Community Investment Program (CIP). Council will create opportunities to improve employment outcomes by increasing recruitment, retention and professional development, and increase supplier diversity to support economic and social outcomes for First Nations people in our region.

OPPORTUNITIES			
Action	Deliverable	Timeline	Responsibility
13. Increase effectiveness of the Council's grant and sponsorship program for First Nations groups, organisations and businesses.	Promote Council's CIP to First Nations people by advertising in First Nations media and promoting through community and stakeholder networks.	June 2024	Lead: GM Community Development and Events Support: Manager Brand
	Provide targeted CIP grant writing workshops for First Nations community members.	June 2024	Lead: GM Community Development and Events Support: Manager Community Partnerships/ Community Investment Officer
	Review Council's CIP, ensuring relevant clauses to strengthen and drive reconciliation outcomes continue.	June 2024	Lead: GM Community Development and Events Support: Manager Community Partnerships/ Community Investment Officer

OPPORTUNITIES			
Action	Deliverable	Timeline	Responsibility
	Develop and implement a communications plan to ensure all First Nations residents of the region are aware of the services offered by Council.	October 2024	Lead: GM Community Development and Events Support: Manager Community Partnerships/ Manager Communications
	Identify and respond to any service gaps and barriers to accessing services in Council for First Nations people.	October 2024	Lead: GM Community Development and Events Support: Manager Community Partnerships



OPPORTUNITIES			
Action	Deliverable	Timeline	Responsibility
14. Increase First Nations supplier diversity to support improved economic and social outcomes.	Develop and implement a First Nations procurement strategy.	June 2024	Lead: GM Finance, Governance and Risk Support: Manager Contracts and Procurement
	For Council's major events refer to the procurement strategy to ensure a diverse range of First Nations procurement, businesses and media networks receive procurement opportunities.	August 2024	Lead: GM Finance, Governance and Risk Support: Manager Contracts and Procurement
	Investigate Supply Nation or equivalent membership.	June 2025	Lead: GM Finance, Governance and Risk Support: Manager Contracts and Procurement
	Develop and communicate opportunities for procurement of goods and services from First Nations businesses to employees.	June 2025	Lead: GM Finance, Governance and Risk Support: Manager Contracts and Procurement
	Review and update procurement practices to remove barriers to procuring goods and services from First Nations businesses.	June 2025	Lead: GM Finance, Governance and Risk Support: Manager Contracts and Procurement
	Provide an annual education session on Council's procurement process at Council First Nations sponsored events.	June 2023, 2024 and 2025	Lead: GM Finance, Governance and Risk Support: Manager Contracts and Procurement

OPPORTUNITIES			
Action	Deliverable	Timeline	Responsibility
	Consider First Nations artworks for Council's corporate gift register.	June 2025	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Establish and maintain a formal two-way partnership with First Nations businesses. Target a minimum of two contracts engaging First Nations suppliers per annum.	July 2024	Lead: GM Finance, Governance and Risk Support: Manager Contracts and Procurement
	Hold a minimum of two workshops on how to tender for work at Council, specifically for First Nations businesses.	June 2024, 2025	Lead: GM Finance, Governance and Risk Support: Manager Contracts and Procurement
	Ensure that procurement contracts include relevant clauses to strengthen and drive reconciliation outcomes, including: <ul style="list-style-type: none"> • Awareness of First Nations suppliers • Relationships with First Nations suppliers • Partnerships with First Nations suppliers 	January 2025	Lead: GM Finance, Governance and Risk Support: Manager Contracts and Procurement



OPPORTUNITIES			
Action	Deliverable	Timeline	Responsibility
15. Identify, develop and promote opportunities to expand First Nations cultural tourism.	Encourage the development of Cultural Tourism in partnership with the RTO, Gladstone Region Promotion and Development Ltd, to identify and develop new tourism opportunities and build capacity in the areas of marketing, promotion and product development.	June 2024	Lead: GM Community Development and Events Support: Manager Arts and Entertainment
	Assess the feasibility of establishing a First Nations Cultural and Visitors Centre.	June 2024	Lead: GM Community Development and Events Support: Manager Arts and Entertainment



OPPORTUNITIES			
Action	Deliverable	Timeline	Responsibility
16. Improve employment outcomes by increasing First Nations recruitment, retention and professional development.	Build understanding of current First Nations employees to inform future employment and professional development opportunities.	January 2025	Lead: GM People, Culture and Safety Support: Manager People Services
	Ensure equal opportunity language is present in any new policies or corporate standards.	January 2025	Lead: GM Finance Governance and Risk Support: Manager Governance and Risk
	Engage with First Nations employees to consult on our recruitment, retention and professional development strategy.	June 2023	Lead: GM People, Culture and Safety Support: Manager People Services
	Develop and implement a First Nations recruitment, retention and professional development strategy.	January 2025	Lead: GM People, Culture and Safety Support: Manager People Services
	Advertise job vacancies to effectively reach First Nations stakeholders.	June 2023, 2024 and 2025	Lead: GM People, Culture and Safety Support: Manager People Services
	Review HR and recruitment procedures and policies to remove barriers to First Nations participation in our workplace.	January 2024	Lead: GM People, Culture and Safety Support: Manager People Services
	Encourage First Nations people to participate in Council's traineeship program.	January 2024, 2025	Lead: GM People, Culture and Safety Support: Manager People Services
	Council employees to attend Open days and Career Expos to promote First Nations employment opportunities within Council.	June 2025	Lead: GM People, Culture and Safety Support: Manager People Services

OPPORTUNITIES			
Action	Deliverable	Timeline	Responsibility
	Conduct a feasibility study to establish a First Nations Cultural Heritage specialist position for Council. Include this in the Workforce Planning Strategic Overview.	June 2024	Lead: GM Strategic Asset Performance Support: Manager Environment and Conservation
	Assess the feasibility of establishing a funded First Nations Collection Officer to support the management of the First Nations collection and exhibitions at the Gladstone Regional Art Gallery & Museum. Include this in the Workforce Planning Strategic Overview.	December 2023	Lead: GM Community Development and Events Support: Manager Arts and Entertainment
	Include a First Nations employee in the interview panel process, when a position relates to First Nations communities and cultures.	June 2023, 2024 and 2025	Lead: GM People, Culture and Safety Support: Manager People Services
	For the design of the next RAP, put out an Expression of Interest (EOI) for a First Nations Graphic Designer. Include this in the Workforce Planning Strategic Overview.	June 2024	Lead: GM Community Development and Events Support: Manager Brand
17. Strengthen Council's First Nations Cultural Fire Management Program.	Undertake a feasibility study for Council's Cultural Fire Management Program. Include this program in Council's Workforce Planning Strategic Overview.	February 2024	Lead: GM Strategic Asset Performance Support: Manager Environment and Conservation
	Plan to develop the First Nations Fire Team to include a First Nations Fire Officer and two First Nations Fire Trainees with access to relevant training and equipment.	June 2024	Lead: GM Strategic Asset Performance Support: Manager Environment and Conservation

GOVERNANCE



Gladstone Regional Council will maintain an effective drive for the governance of its Reconciliation Action Plan (RAP) by providing support for the RAP commitments and being accountable and transparent by reporting the RAP’s achievements, challenges and learnings both internally and across its sphere of influences. Council looks forward to continuing our reconciliation journey and to the development of our next RAP.

GOVERNANCE			
Action	Deliverable	Timeline	Responsibility
18. Establish and maintain an effective RAP Working Group to drive governance of the RAP.	Maintain First Nations representation on the RAP Working Group.	June 2023, 2024 and 2025	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Review the RAP Working Group Terms of Reference.	June 2023, 2024 and 2025	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Meet at least four times per year to drive and monitor RAP implementation.	June 2023, 2024, 2025 September 2023, 2024 December 2023, 2024 March 2024, 2025	Lead: GM Community Development and Events Support: First Nations Liaison Officer

GOVERNANCE			
Action	Deliverable	Timeline	Responsibility
19. Establish and maintain ongoing guidance from RAP Reference Group in RAP development and implementation.	Secure commitment from the ELT to ensure the RAP Reference Group participates in the co-design process of developing future RAPs as a means of creating positive change and continued relevance.	June 2023, 2024	Lead: GM Community Development and Events Support: Manager Community Partnerships
	Create an annual “Meet and Greet” with Councillors, ELT, RAP Champions and the RAP Reference Group to discuss RAP implementation.	June 2023, 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Establish standard meeting agenda items for RAP Reference Group meetings and RAP Champion meetings linked to key RAP objectives.	June 2023	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	If required, review, amend and/or adopt Council policies to align and support the adopted RAP actions	June 2024	Lead: GM Finance, Governance and Risk Support: Manager Governance and Risk
20. Provide appropriate support for effective implementation of RAP commitments.	Hold a luncheon for Elders and the ELT at least once per year to advise how Council's RAP implementation is progressing.	June 2024, 2025	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Define resource needs for RAP implementation.	June 2023	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Engage Council employees in the delivery of RAP commitments.	June 2023	Lead: GM Community Development and Events Support: First Nations Liaison Officer

GOVERNANCE			
Action	Deliverable	Timeline	Responsibility
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	December 2023	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Appoint and maintain an internal RAP Champion from senior management.	June 2025	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Include an update on the progress of RAP deliverables as an agenda item for the ELT meetings through the First Nations report.	December 2023, 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Include an update on the progress of the RAP as part of the Councillor Information Session at least two times a year.	June 2023, 2024 and 2025 December 2023, 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Include an update on the progress of the RAP at Connected Leaders' forums at least twice per year.	June 2023, 2024 and 2025 December 2023, 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer



GOVERNANCE			
Action	Deliverable	Timeline	Responsibility
21. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2023, 2024 and 2025	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Contact Reconciliation Australia to request our unique link to access the online RAP Impact Measurement Questionnaire.	December 2023	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2023, 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Report RAP progress to all Council employees quarterly.	December 2023, 2024 March 2024, 2025 June 2024, 2025 September 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Publicly report against our RAP commitments annually, outlining achievements, challenges and learnings.	September 2023, 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	March 2024	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	June 2025	Lead: GM Community Development and Events Support: First Nations Liaison Officer
	22. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2024

CARING FOR COUNTRY IS IN SAFE HANDS



Gladstone Regional Council was proud to appoint a First Nations Fire Officer to its Environment and Conservation team in August 2022, completing an action of the first Innovate RAP 2020 – 2022.

Michael Willmot is a proud Wakka Wakka man who was born on the Cherbourg Aboriginal Settlement.

He is a carpenter by trade and has had extensive experience in both Federal and State Park management as a ranger.

Michael was introduced to cultural burning at Uluru-Kata Tjuta National Park where he had the opportunity to learn from Anangu (Central Desert Aboriginal people) and develop his skills as a fire practitioner.

In turn, he was able to pass on this knowledge to the younger generation of the Uluru, Central Desert region.

Michael brings passion and experience in caring for Country in the Gladstone Region and is keen to share his knowledge.

Council recognises the importance of cultural land management and burning as the most appropriate way to mitigate the effects of bushfires.

“I would really like to see First Nations people back working on and caring for Country, and to be able to continue traditional practices and knowledge transfer,” he said.

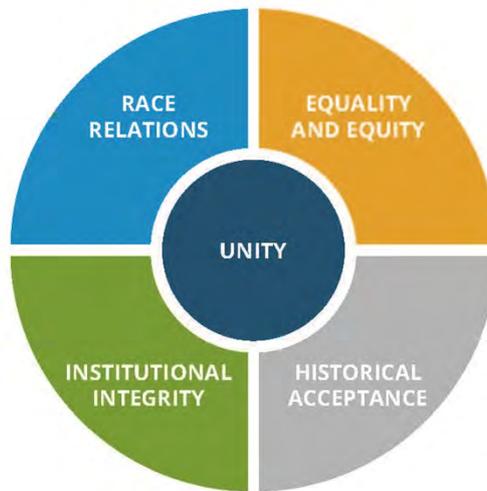
“Historical records and First Nations knowledge tell of how good the landscape was prior to colonisation.

“Unfortunately, the decline of the natural environment under contemporary management has not been good and current management and usage techniques need to be reconsidered.

“A return to Traditional land management techniques can not only improve the health of Country, but has the potential to engage and improve the health and future of Traditional Owners in their role as custodians and carers of this great land.”

Michael will work closely with the region’s Traditional Owners to establish healthy management of Country.

THE FIVE DIMENSIONS OF RECONCILIATION



Reconciliation Australia's vision of reconciliation is based on **five interrelated dimensions**: race relations, equality and equity, institutional integrity, unity and historical acceptance.

These five dimensions do not exist in isolation; they are interrelated and Australia can only achieve full reconciliation if we progress in all five.



WE SUPPORT THE ULURU STATEMENT FROM THE HEART

The Uluru Statement from the Heart is an invitation to the Australian people from First Nations Australians. It asks us to support a First Nations voice in the Constitution and begin our journey to a better Australia.

On Tuesday 20 July 2021, Councillor Natalia Muszkat tabled a Notice of Motion recommending Gladstone Regional Council support the Uluru Statement from the Heart and to walk with First Nations in a people's movement for voice, treaty and truth.

It is a proud moment on our reconciliation journey and aligns with the pillars of our Reconciliation Action Plan and the work we have already undertaken as a business.

We are a proud Council that truly values inclusiveness and equality and while the Uluru Statement from the Heart has been adopted state-wide by the Local Government Association of Queensland, and nationally by the Australian Local Government Association, it is wonderful to have it adopted at a local level.

Council invites everyone in the Gladstone Region - home of the Bailai, the Gurang, the Gooreng Gooreng and the Taribelang Bunda people - to walk with us in a movement of the Australian people for a better future.

DEFINITIONS OF FIRST NATIONS FLAGS

Aboriginal Flag

Black – represents the Aboriginal people of Australia.

Yellow circle – represents the Sun, the giver of life and protector.

Red – represents the red earth, the red ochre used in ceremonies and Aboriginal peoples' spiritual relation to the land.

TSI Flag

Green panels at the top and the bottom of the flag symbolise the land

Blue panel in the centre represents the waters of the Torres Strait.

Thin black stripes between the green and blue panels signify the Torres Strait Islanders themselves.

White five-pointed star at the centre of the flag represents the five major island groups - the Western, Eastern, Central, Port Kennedy and (N.P.A.) Mainland.

White dhari (dancer's headdress) around it also symbolises the Torres Strait Islands people. White symbolises peace, while the star is a symbol for navigation.

CULTURALLY SIGNIFICANT DATES

13 February Anniversary of National Apology Day

On 13 February 2008, Prime Minister Kevin Rudd delivered the National Apology to Australia's Aboriginal and Torres Strait Islander people for the injustices of past government policies, particularly to the Stolen Generations.

16 March National Close the Gap Day

National Close the Gap Day is an annual event that raises awareness and seeks to close the gap with respect to life expectancy, child mortality, educational and employment outcomes between Aboriginal and Torres Strait Islander people, and non-Indigenous Australians.

26 May National Sorry Day

National Sorry Day provides an opportunity for people to come together and share the journey towards healing for the Stolen Generations, their families and communities.

27 May 1967 Referendum

The 1967 Referendum was a landmark achievement following decades of activism by Aboriginal and Torres Strait Islander and non-Indigenous people, where more than 90 percent of Australians voted in favour of amending two sections of the Australian Constitution.

27 May - 3 June National Reconciliation Week

National Reconciliation Week celebrations commemorate two significant milestones in the reconciliation journey—the anniversaries of the successful 1967 Referendum and the High Court Mabo Decision.

3 June Mabo Day

On June 3 1992, the High Court of Australia overturned the principle of “terra nullius” or “nobody's land” as claimed by the British when they first arrived in this country. The decision has paved the way for Native Title legislation.



1 July

Coming of the Light

The Coming of the Light is celebrated annually by Torres Strait Islander people. It marks the adoption of Christianity through island communities during the late 19th century.

2-9 July

NAIDOC Week

NAIDOC Week celebrations are held across Australia to celebrate history, culture and achievements of Aboriginal and Torres Strait Islander people.

4 August

National Aboriginal and Torres Strait Islander Children's Day

National Aboriginal and Torres Strait Islander Children's Day is an opportunity for all Australians to learn about the crucial impact that community, culture and family play in the life of every Aboriginal and Torres Strait Islander child.

9 August

International Day of the World's Indigenous Peoples

The United Nations' annual International Day of the World's Indigenous Peoples encourages people to spread the United Nations' message on the protection and promotion of the rights of indigenous peoples.

1 September

Indigenous Literacy Day

Indigenous Literacy Day is a national celebration of culture, stories, language and literacy. This day raises awareness of the disadvantages experienced in remote communities and advocates for more access to literacy resources.

13 September

Anniversary of the UN Declaration on the Rights of Indigenous People

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) was adopted by the General Assembly on Thursday, 13 September 2007.



RAP Artwork is by
Patricia COLEMAN, Byellee
Hand In Hand Walking Together.

The hands are representative of the First Nations people Byellee, Gurang, Gooreng Gooreng and Taribelang Bunda and the Gladstone Region people. The feet are the First Nations people Byellee, Gurang, Gooreng Gooreng and Taribelang and the people of the Gladstone Region walking together.

The colours of the hands and feet are from the Gladstone Regional Council logo and the colours of the ochre that was used by the First Nations people and are a part of the land on which we were born, live and return to.

Innovate Reconciliation Action Plan

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Innovate Reconciliation Action Plan June 2023 - June 2025

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