



GLADSTONE
REGIONAL COUNCIL

GENERAL MEETING NOTICE AND AGENDA

**TO BE HELD AT THE BOROREN COMMUNITY HALL
15 HICKMAN STREET, BOROREN**

On Tuesday 7 October 2025

Commencing at 10.00am

**Leisa Dowling
CHIEF EXECUTIVE OFFICER**

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G/1. MAYORAL STATEMENT OF CURRENT ISSUES

G/2. CONFIRMATION OF MINUTES

G/2.1. CONFIRMATION OF GENERAL MEETING MINUTES FOR 16 SEPTEMBER 2025

Responsible Officer: Chief Executive Officer

Prepared By: Executive Secretary

Council Meeting Date: 7 October 2025

File Ref: CM7.2

Purpose:

Confirmation of the minutes of the General Meeting held on 16 September 2025.

Officer's Recommendation:

That the minutes of the General Meeting of Council held on 16 September 2025 be confirmed.

Attachments:

1. Minutes of the General Meeting of Council held 16 September 2025.

G/3. DEPUTATIONS

G/4. OFFICERS' REPORTS

G/4.1. RENEWABLE ENERGY COMMUNITY BENEFITS SHARING POLICY

Responsible Officer: General Manager Finance Governance and Risk

Prepared By: Strategic Project Specialist

Council Meeting Date: 7 October 2025

File Ref: CM28.2

Purpose:

The purpose of this report is to present the Renewable Energy Community Benefits Sharing Policy for Council consideration and to establish a charge for Council involvement in the negotiation, establishment and monitoring of Community Benefit Agreements with renewable energy proponents.

Officer's Recommendation:

That Council adopt the Renewable Energy Community Benefits Sharing Policy provided as Attachment 1.

Summary:

This policy establishes the framework for large-scale renewable energy generation and storage developments to share benefits with the Gladstone Region. The policy lays the foundation for the consistent negotiation and execution of Community Benefit Agreements with Council.

Link to Corporate Plan:

- Accountable Council - We are providing good stewardship built on a foundation of trust.
- Connecting Communities - We work with you and for you, supporting the success of our communities.
- Resilient Economy - We play our part in supporting the success of our region.

Background:

In July 2025, the Queensland Government enacted the Planning (Social Impact and Community Benefit), and Other Legislation Amendments Act 2025, introducing key changes to the Planning Act 2016 and the Local Government Act 2009.

Under the reforms, proponents of wind and solar farms with a capacity of one megawatt or more must complete a Social Impact Assessment and establish a Community Benefit Agreement (CBA) with the relevant local government before lodging a development application.

The proposed Renewable Energy Community Benefits Sharing Policy sets out expectations and requirements for negotiating and establishing a CBA with Council.

Risk Management Summary:

The policy has been developed with Council's risk appetite for a more open and opportunity-focused approach. Mitigation measures embedded in the policy include robust Council-led governance and alignment to strategic priorities and objectives for investing in community betterment. These measures will ensure Council's decision making with regards to the policy are fair, transparent and accountable.

Should Council adopt the policy, the policy is deemed to uphold Council's measured approach for reputation management and commitment to assess the impacts of its decision and activities on community and its customers.

The policy does, however, carry service implications to deliver the associated contract management, monitoring and reporting obligations required annually. To mitigate this burden, the policy incorporates controls by including a prescribed five per cent additional contribution to cover ongoing associated costs once a CBA is active. Collectively, the controls embedded in the policy will enable Council to monitor its effectiveness, ensuring outcomes remain consistent with community needs and organisational priorities.

Options and Opportunity Analysis:

Option 1 – Adopt the proposed policy as presented (officer's recommendation)

Policy development has been the subject of well-defined strategic direction set by Council and leverages Council's understanding of local needs, coordinate projects, exercise sound governance, and maximise returns on investment for community betterment.

The strategic objectives of the proposed policy are to promote benefit sharing strategies associated with a development that:

- Create real social, economic and environmental benefits for the community, guided by Social Impact Assessment and aligned with Council's policies and priorities for sustainable infrastructure, program and services.
- Ensure the Gladstone Region's competitive advantage in the economic transition continues to attract investment across all industry sectors.

An effective policy provides clear direction, achieves intended outcomes, and balances community needs with legislative compliance. The policy proposed is considered to have strong governance framing, structure, financial clarity and a workable pathway that enables Council to exercise its powers to secure demonstrable public benefit through structured Community Benefit Agreements.

Option 2 – Adopt the proposed policy with amendments

Council may seek to have further amendments made to the proposed policy and an alternative recommendation could be:

That Council:

1. *adopt the Renewables Energy Community Benefits Sharing Policy provided as Attachment 1 to the Officer's Report, subject to the following amendments;*
 - a.
 - b.

and

2. *Adopt a new charge for negotiating, establishing and monitoring Community Benefit Agreements on a cost recovery basis.*

Stakeholder Engagement:

Councillor input, together with advice from external local government and industry stakeholders, has informed the development of the proposed policy. The policy has also been shaped by the expertise of Council's subject matter experts across relevant business areas.

Legal and Regulatory Implications:

Pursuant to Section 106Z of the *Planning Act 2016*, the policy has been established for Council to define its expectation and expectations and requirements for negotiating and establishing a Community Benefit Agreement (CBA) to deliver a demonstrable public benefit for the community.

Financial and Resource Implications:

Pursuant to Section 98 of the Local Government Act 2009, administrative costs linked to Social Impact Assessments and CBA negotiations, including mediation are recoverable from proponents. These costs will be set out in Council's Fees and Charges Register.

Anticipated Resolution Completion Date:

Within two weeks of resolution.

Attachments:

1. Proposed Renewable Energy Community Benefits Sharing Policy.

G/4.2. CONTRACT AND EXPENDITURE APPROVAL - TENDER 109-25 ROUNDHILL RESERVOIR

Responsible Officer: General Manager Finance Governance and Risk

Prepared By: Manager Contracts and Procurement

Council Meeting Date: 7 October 2025

File Ref: FM21.1

Purpose:

This report seeks resolution from Council to enter into a contract and to resolve expenditure approval in accordance with Council's Register of Financial Delegations with McCosker Contracting Pty Ltd (McCosker) for Tender 109-25 Round Hill Reservoir Renewal and Round Hill 2 Reservoir Construction (Tender 109-25).

Officer's Recommendation:

That Council:

1. Endorse the Tender Evaluation Panel's recommendation to accept the offer and enter into a Contract with McCosker Contracting Pty Ltd for Tender 109-25; and
2. Authorises the expenditure of \$10,652,444.00 ex GST with McCosker Contracting Pty Ltd for Tender 109-25 in accordance with Council's Register of Financial Delegations; and
3. Authorise the Chief Executive Officer to enter into a contract with McCosker Contracting Pty Ltd Tender 109-25.

Summary:

An Invitation to Tender (ITT) was conducted in accordance with the tender process requirements set out in s228 of the Local Government Regulation 2012. The recommendation is to appoint McCosker under Tender 109-25. Following the Council resolution, officers will negotiate and finalise a Contract with McCosker.

Link to Corporate Plan:

Resilient Economy - We play our part in supporting the success of our region.

Background:

Council proposes to construct a second permanent Round Hill Reservoir (RH2R) to gain resilience in the water network and enable the existing Round Hill Reservoir (RHR) to be repaired and refurbished to a more resilient standard. Council is committed to resilience building activities, to better equip the community to deal with the increasing prevalence of natural disasters.

Once the RH2R is complete, it will allow the main RHR to be taken offline to address risk factors of the current reservoir to improve resilience of the infrastructure and reduce the risks of impacts from bushfire or major storms/cyclones.

The project consists of two separable portions as part of delivery:

- Separable Portion 1 – construction of a new 4ML concrete reservoir; and
- Separable Portion 2 – renewal of the existing 12ML concrete reservoir

This project will ensure the water network achieves the standards of service for both operating and firefighting scenarios with enhanced water storage during the development of the new reservoir RH2R, during renewal works on RHR and after the completion of the project.

Tender Process - Invitation to Tender (ITT)

Market research

As per s228 of the Local Government Regulation 2012 and value being greater than \$200,000 ex GST, an ITT is required. Market research was undertaken, which identified a list of local and non-local businesses with potential capability and experience to undertake the works. This identified a list of 13 local and non-local businesses with potential capability and experience to undertake both portions of the works. As part of this research, it was noted that five of the businesses identified have tendered on Council projects recently, with three of those being current contractors to Council for major projects. Feedback was sought from all businesses however no responses were received. Council will issue further requests for feedback following completion of the tender process.

Tender release

The ITT was released via VendorPanel on 15 March 2025. The businesses identified through market research were sent a targeted email notifying them of the public tender.

A mandatory tender briefing and site inspection was held on 1 April 2025, with 9 businesses in attendance. The tender was originally due to close on the 15 April 2025, but following 2 requests from prospective tenderers to extend the closing date, the tender closed on 1 May 2025. The extension was requested as summarised below:

- Extension one – The tenderer proposed that given the complexity of the project and the time required to ensure a high-quality and comprehensive proposal, additional time would allow for a more thorough and competitive submission.
- Extension two – The tenderer requested an extension due to the number of upcoming public holidays, citing the holidays had impacted their ability to coordinate with suppliers/subcontractors and finalise required documentation.

As a result, Council received five offers for Tender 109-25 from the following offerors:

- McCosker Contracting Pty Ltd (McCosker)
- Silverstrand Developments Pty Ltd (Silverstrand)
- Tallai Project Group Pty Ltd (Tallai)
- Utilstra Pty Ltd (Utilstra)
- Grassworx Queensland

The offer from Grassworx Queensland and Silverstrand were deemed as non-confirming and further details are listed in Attachment 1 – Confidential Tender 109-25 Award Report. Feedback will be provided following completion of the tender process.

Tender evaluation

The offers from McCosker, Tallai and Utilstra progressed to technical evaluation. Conforming offers were evaluated by a panel of subject matter experts, based on the criteria disclosed in the ITT which included:

Objective Evaluation Criteria	Weighting
Proposed Program/Schedule meets Council's timing requirements and includes all key milestones/tasks	25%
Offer demonstrates understanding of the scope and Council's requirements and includes Quality Assurance Management, Testing and Commissioning, a Resourcing Plan and Site Construction Map which address all aspects of the scope and Council's requirements.	35%
Nominated past projects performed meet Council's experience and requirements	20%
Proposed Key Personnel have the qualifications, experience and allocation to the scope as required by Council	20%

Refer to Attachment 1 – Confidential Tender 109-25 Award Report for full summary of level 1 and 2 evaluations.

Overall ITT Summary

The evaluation panel agreed to shortlist McCosker for award, on the basis that they demonstrated best value for money and suitable technical score. McCosker received the full geographical location benefit as a local contractor and nominated high percentage of spend with local suppliers and subcontractors within their Procurement Plan.

The tender evaluation panel recommends the submission from McCosker as it presents the best overall offer to Council.

Risk Management Summary:

Failure to proceed with the RH2R project presents a risk to water security, community wellbeing, and operational safety.

The current infrastructure is requiring increasing levels of reactive maintenance and lacks the capacity and resilience to meet future demand, exposing the community to potential supply shortfalls, reduced water quality, and heightened public health risks during peak periods and climate events. Council are increasingly required to manage reactive maintenance, placing strain on resources and elevating safety concerns.

From a financial and service delivery perspective, ongoing deterioration will drive up operational costs, increase the likelihood of asset failure, and compromise Council's ability to meet long-term service and sustainability objectives.

Proceeding with the project materially reduces these risks and supports improved safety, compliance, operational efficiency / resilience, and whole-of-life cost outcomes. Residual risk post-delivery is considered low and aligns with Council's strategic priorities and risk appetite.

Options and Opportunity Analysis:

Option 1 – Endorse Tender 109-25 (Officer's Recommendation)

Endorse the Tender Evaluation Panel's recommendation to accept the offer and enter into a Contract with McCosker Contracting Pty Ltd for Tender 109-25 based on the Tender being conducted in accordance with section 228 of the Local Government Regulation 2012 and Council's Procurement Policy and Procedures. As part of the process, this includes the evaluation methodology and criteria in the ITT.

In the interests of probity, an amendment to the evaluation methodology and/or criteria may require referral back to tenderers so that they can each have the opportunity to make any changes to their offers having regard to the amended criteria prior to re-evaluation.

Option 2 – Refer back to officers for re-evaluation

If Council is not satisfied with the evaluation methodology and criteria or the application thereof, Council may refer the matter back to officers for re-evaluation. This may delay the mitigation of ongoing risks associated with equipment failure, manual intervention, and treatment inefficiencies.

Stakeholder Engagement:

Internal stakeholder engagement has taken place during the planning and tender stages of Tender 109-25.

Legal and Regulatory Implications:

Council sought offers via VendorPanel in accordance with section 228 of the Local Government Regulation 2012 and Council's Procurement Policy.

Council's endorsement of this tender award is in accordance with the Register of Delegations - Exercise of Statutory Powers and Financial Delegation Register.

Financial and Resource Implications:

The contract value is \$10,652,444.00 excluding GST and is included within the Capital Portfolio Program.

Anticipated Resolution Completion Date:

The contract will be awarded in October 2025.

Attachments:

1. CONFIDENTIAL – Tender 109-25 Award Report

G/4.3. MONTHLY FINANCIAL STATEMENTS FOR THE PERIOD ENDING 30 SEPTEMBER 2025

Responsible Officer: General Manager Finance Governance and Risk

Prepared By: Management Accounting Specialist

Council Meeting Date: 7 October 2025

File Ref: FM15.1

Purpose:

This report seeks Council adoption of the Monthly Financial Statements for the year 2025-26 to date, for the period ended 30 September 2025.

Officer's Recommendation:

That Council adopt the Monthly Financial Statements attached to the officer's report for the 2025-26 year to date, for the period ended 30 September 2025, as required under Section 204 Local Government Regulation 2012.

Summary:

N/A

Link to Corporate Plan:

Accountable Council - We are providing good stewardship built on a foundation of trust.

Background:

Comparatives in both the Statement of Income & Expenditure and Statement of Financial Position are still reflecting 30 June 2024. These figures will be updated to reflect 30 June 2025 upon completion of the end of year audit and sign-off of the annual Financial Statements in October 2025.

To allow for greater transparency and scrutiny of Councils operating position throughout the year, annual rating revenue and service charges have been applied across 12 months of the year rather than in the period in which rates are generated.

Summary:

Overall Position

As of 30 September 2025, 25.21% of the financial year had passed. Accounts are therefore expected to fall within the range of 15% to 35% (+/- 10%) of the budget year to date.

- We remain **on track** to meet our budgeted \$1.5m surplus for 2025–26.
- As at 30 September 2025, variance is \$8.5m unfavourable; the position is forecast to improve to a \$1.5m favourable operating result by 30 June 2026 as rates, grants and dividends are received.

Money we receive (revenue)

- \$57.6m in revenue has been collected so far (21.71% of budget) – slightly below target.
- The majority of income from grants and dividends will be received later in the year.
- All other revenue (like fees, sales and operating income) is on track.

Money we spend (expenditure)

- \$66.1m has been spent so far (25.05% of budget) – right on track.
- Employee costs, contractors and service delivery are consistent with the budget.
- Consultant spending is lower than expected so far. This is normal for this time of year.
- Investment in tools, hardware, and fleet parts is occurring early in the year, which is causing the equipment and motor vehicle expenses lines to look high.

Financial Health

- Cash balances remain healthy at \$133.4m, of which \$48.0m is invested in term deposits.
- Receivables remain high as rates have been billed but are not yet paid.
- Liabilities look inflated due to unearned rate revenue; this will reduce each month as rates are recognised on the income statement.

Capital Works & Projects

Due to time constraints, the monthly capital forecast has not been updated in this report and remains at August totals.

- \$19.9m invested in capital projects (18.97% of budget).

Rates Snapshot

- Rates are due 22 October 2025.
- Outstanding rates are at \$2.9m (1.49%), slightly lower than last year at the same time.
- 2,882 households are paying their rates in advance, totalling \$3.0m. An increase of 1,223 compared to last month.

The high-level YTD summary above is supported by detailed comparison tables and variance explanations in the sections that follow.

Statement of Income and Expenditure

Income

Recurrent Revenue

Total recurrent revenue	2025-26	Actual as %
Actual	\$57.6m	
Budget	\$265.4m	21.71%
Forecast	\$265.4m	21.71%

Of note:

Net rates and utility charges	2025-26	Actual as %
Actual	\$46.4m	
Budget	\$211.6m	21.91%
Forecast	\$211.6m	21.91%

Council's primary source of recurrent revenue is the generation of annual rates, along with access charges for water, sewerage and waste. This generation is completed in July, with notices issued to ratepayers in August. These charges are split across the course of the year to align with the delivery of these services.

To date, discounts of \$5.1 million have been applied in 2025-26 for payments received by the due date. In addition, concessions amounting to \$0.3 million have been granted.

Total interest revenue	2025-26	Actual as %
Actual	\$1.5m	
Budget	\$6.1m	24.08%
Forecast	\$6.1m	24.08%

Interest revenue at a rate of 4.10% has been received from Queensland Treasury Corporation for the month of September and current term deposit rates are yielding up to a 4.16% return to Council.

General purpose grant	2025-26	Actual as %
Actual	\$1.3m	
Budget	\$10.3m	12.51%
Forecast	\$10.3m	12.51%

Council received preliminary confirmation of the Financial Assistance Grant allocations from the Department of State Development for the 2025-26 year in June, being \$10.4 million.

A pre-payment of the grant was received on 26 June 2025 totalling \$5.2 million. This amount represents approximately 50% of the 2025-26 allocation and is required to be treated as income when received, therefore was recorded in the 2024-2025 financial year.

The remaining funding will be received as quarterly payments throughout the 2025-26 financial year. The 2025-26 budget also includes an anticipated advanced payment for the 2026-27 financial assistance grant in June 2026.

Capital Revenue

Capital revenue	2025-26	Actual as %
Actual	\$4.4m	
Budget	\$28.2m	15.63%
Forecast	\$28.2m	15.63%

Capital revenue includes state and federal grant funding as well as developer contributions.

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

Capital grants revenue budgeted and recognised for significant projects is detailed below along with the corresponding expenses for these funded projects. Included in the table is the year-to-date (YTD) revenue as a percentage of the anticipated whole-of-life funding.

Project	Revenue Budget	Whole of Life Funding	Revenue YTD Actual	Expense YTD Actual	% Whole of Life Funding
State Government Grants & Subsidies					
Blackman Gap SWP replacement	\$0.40m	\$0.40m	\$0.01m	\$0.03m	3.60%
Backup power generator GECC	\$0.6m	\$0.64m	\$0.01m	\$0.01m	1.02%
Granite Creek Bridge - Lowmead Road	\$2.85m	\$6.70m	\$0.86m	\$1.15m	12.79%
Deepwater National Park Fire Trail Stage 1	\$2.00m	\$2.00m	\$0.01m	\$0.01m	0.39%
Stage 2 - GWWTP Inlet Distribution Structure Replacement	\$5.62m	\$8.77m	\$0.94m	\$0.97m	10.75%
Lake Awoonga Water Main Renewal - Auckland Street	\$1.32m	\$1.42m	\$0.06m	\$0.29m	4.23%
Round Hill 2 Reservoir	\$4.12m	\$4.26m	\$0.01m	\$0.02m	0.27%
Other State Government Funding	\$0.80m	\$1.48m	\$0.28m	\$0.35m	18.79%
TOTAL State Government Funding	\$17.70m	\$25.68m	\$2.18m	\$2.83m	

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Project	Revenue Budget	Whole of Life Funding	Revenue YTD Actual	Expense YTD Actual	% Whole of Life Funding
Federal Government Grants & Subsidies					
Boyne Tannum Aquatic Centre	\$4.04m	\$15.00m	\$0.27m	\$0.69m	1.78%
Harbour Arbour	\$0.25m	\$5.33m	\$0.24m	\$0.55m	4.54%
Agnes Water Skate Park	\$0.88m	\$0.97m	\$0.01m	\$0.02m	1.05%
Red Rover Road Bridge, Gladstone	\$1.39m	\$1.54m	\$0.01m	\$0.01m	0.57%
Tableland Road, Calliope - Pavement Rehabilitation	\$1.17m	\$0.60m	-	\$0.02m	-
Other Federal Government Funding	\$1.49m	\$2.11m	-	\$0.01m	0.09%
TOTAL Federal Government Funding	\$9.22m	\$25.56	\$0.53m	\$1.30m	
TOTAL State and Federal Funding	\$26.92m	\$51.23m	\$2.71m	\$4.13m	

Expenditure

Recurrent expenditure

Total recurrent expenditure	2025-26	Actual as %
Actual	\$66.1m	
Budget	\$263.9m	25.05%
Forecast	\$263.9m	25.05%

Of note:

Employee benefits	2025-26	Actual as %
Actual	\$22.5m	
Budget	\$86.3m	26.04%
Forecast	\$86.3m	26.04%

Employee benefits are the largest component of Council's recurrent expenditure. A vacancy rate of 7.0% has been factored into the 2025-26 budget. The YTD average vacancy rate to September is 5.6%

Consultants	2025-26	Actual as %
Actual	\$0.4m	
Budget	\$5.1m	7.23%
Forecast	\$5.1m	7.23%

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Consultant spend has been minimal year to date. Significant consultant budgets for 2025-26 include:

- Asset Planning – Budget \$1.3m, spend \$0.1m
- Strategy and Improvement – Budget \$0.5m
- Information & Technology – Budget \$0.5m, spend \$0.1m
- Environment – Budget \$0.5m, spend \$0.04m
- Waste – Budget \$0.4m, spend \$0.04m
- Development Services – Budget \$0.4m
- Finance – Budget \$0.4m

Contractors	2025-26	Actual as %
Actual	\$27.7m	
Budget	\$27.7m	22.01%
Forecast	\$27.7m	22.01%

Activities with significant contractor budgets for 2025-26 include:

- Water & Sewerage Services – Budget \$8.7m, spend \$1.9m
- Waste Services – Budget \$7.0m, spend \$1.6m
- Parks & Cemeteries – Budget \$3.6m, spend \$0.8m
- Road Services – Budget \$2.1m, spend \$0.9m
- Entertainment and Events – Budget \$1.5m, spend \$0.1m
- Recoverable Works – Budget \$1.3m, spend \$0.2m

Equipment and Software Expenses	2025-26	Actual as %
Actual	\$1.3m	
Budget	\$3.2m	40.02%
Forecast	\$3.2m	40.02%

Spending on equipment and software expenses trends high YTD, predominantly due to:

- Loose tools \$0.2m (79.43%) – Primarily water services, parks, roads and workshops due to timing of tool purchases at the beginning of the year, together with some inaccurate costing of materials, which will be rectified.
- External plant and equipment hire \$0.6m (42.16%) – Primarily:
 - Workshops, roads, parks, water and waste finance will continue to monitor this account to understand if this is a timing difference or if a forecast revision is required next month.
- Library books \$0.2m (47.13%). Timing of libraries' public funding spend on books and library resources.

Statement of Financial Position

	Current Value	Budget	Variance (Actual to Budget)	Forecast	Variance (Actual to Forecast)
Year-to-date Assets	\$3.1b	\$3.3b	-1.06%	\$3.3b	-1.06%
Year-to-date Liabilities	\$337.1m	\$166.3m	102.72%	\$166.3m	102.72%
Year-to-date Liabilities (excl. unearned rates revenue)	\$187.4m	\$166.3m	12.69%	\$166.3m	12.69%

Liabilities have been presented both including and excluding unearned rates revenue. The two will converge and be the same by June 2026, as all rates revenue is recognised on the profit and loss.

The budget for assets and liabilities reflects the expected positions at 30 June 2026.

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

- Cash to increase as rates are paid.
- Receivables to decrease as rates are paid.
- Cash to decrease as expenses are incurred and loan repayments are made.
- Property, plant and equipment balances to move based on in year capital additions and disposals.
- Unearned rates revenue to decrease as recognised on the profit and loss each month.
- Borrowings to decrease as loan repayments are made.

Capital Expenditure

Regular forecasting is undertaken by the project delivery team. The estimate for capital expenditure for the 2025-26 year is \$102.6m.

The updated forecast and actuals are provided throughout the tables and graphs below.

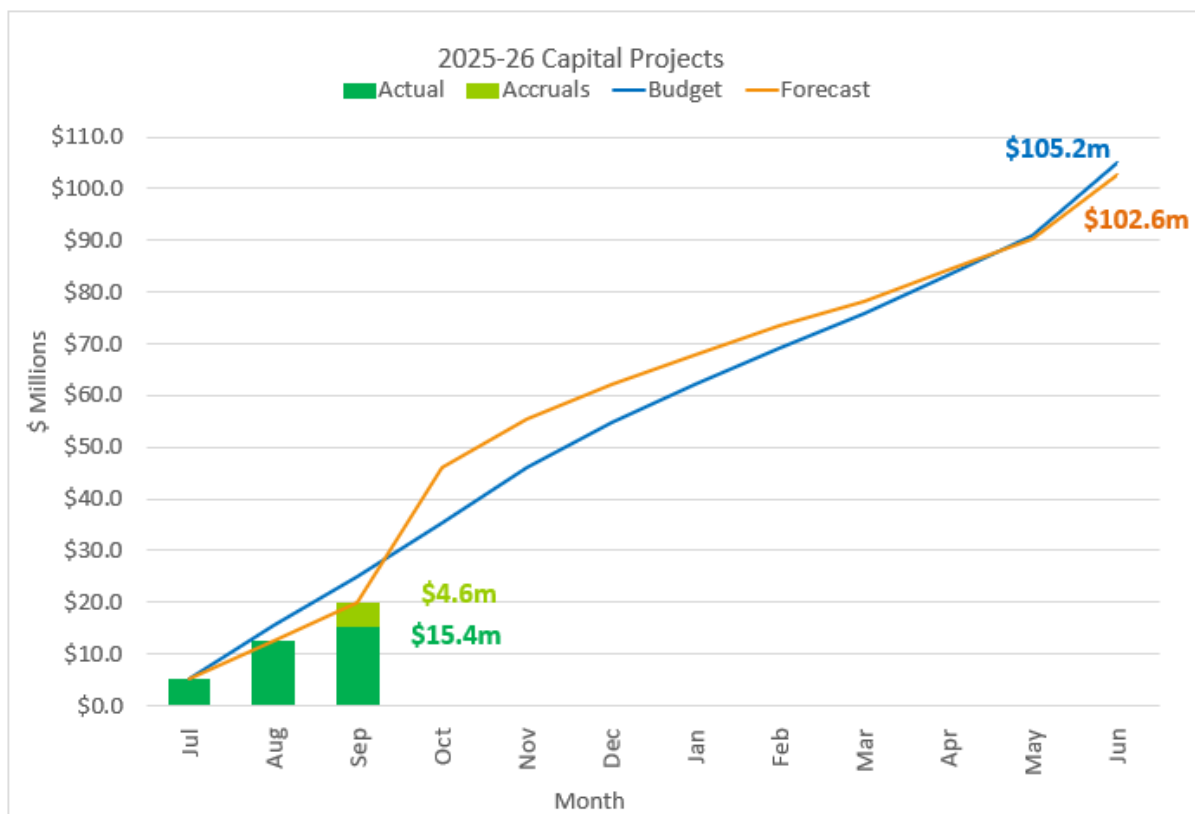
	Actual	Budget	Actual as % of Budget	Forecast	Actual as % of Forecast
Year to date capital expenditure	\$19.9m	\$105.2m	18.97%	\$102.6m	19.45%

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

Group	YTD Actual	Budget	Actual as % of Budget	Forecast	Actual as % of Forecast
Roads	\$10.0m	\$26.2m	26.93%	\$30.2m	23.39%
Sewerage	\$4.4m	\$26.5m	9.83%	\$23.7m	10.99%
Delivery Support and Performance	-\$0.1m	\$6.0m	-4.00%	\$6.0m	-4.00%
Property Assets	\$0.0m	\$0.4m	3.43%	\$0.0m	0.00%
Asset Governance	\$0.0m	\$5.0m	0.00%	\$6.0m	0.00%
Waste	\$0.5m	\$2.6m	16.05%	\$1.9m	21.52%
Parks	\$0.1m	\$5.6m	1.04%	\$5.3m	1.10%
Community & Lifestyle	\$0.1m	\$0.4m	3.35%	\$0.4m	3.34%
Water	\$3.0m	\$19.8m	6.40%	\$16.3m	7.76%
Strategic Projects	\$1.2m	\$10.9m	7.87%	\$10.6m	8.07%
Other	\$0.7m	\$1.7m	30.03%	\$2.1m	25.33%
Total	\$19.9m	\$105.2m	18.97%	\$102.6m	19.45%

Accrual estimates of \$4.6m have been included in the actuals to account for major claims relating to September work.



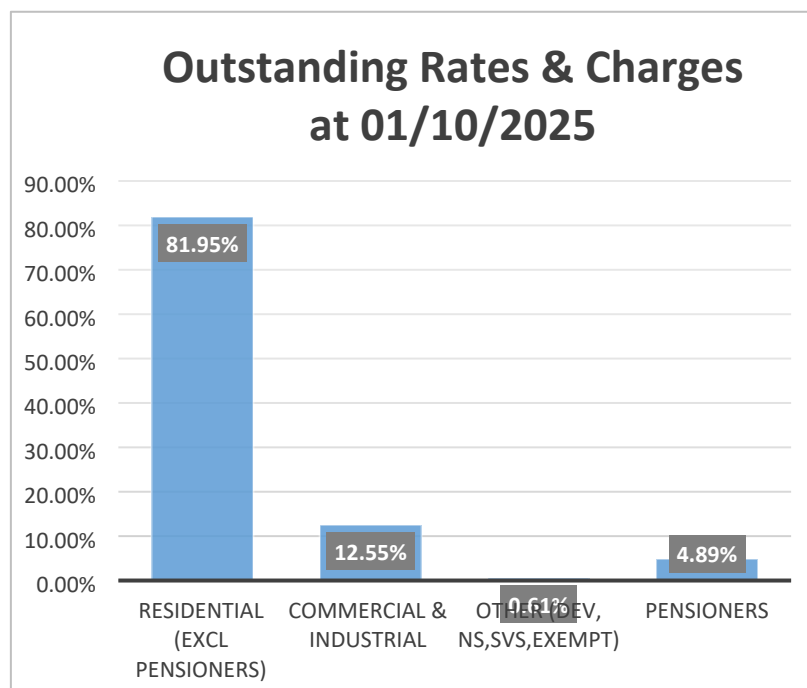
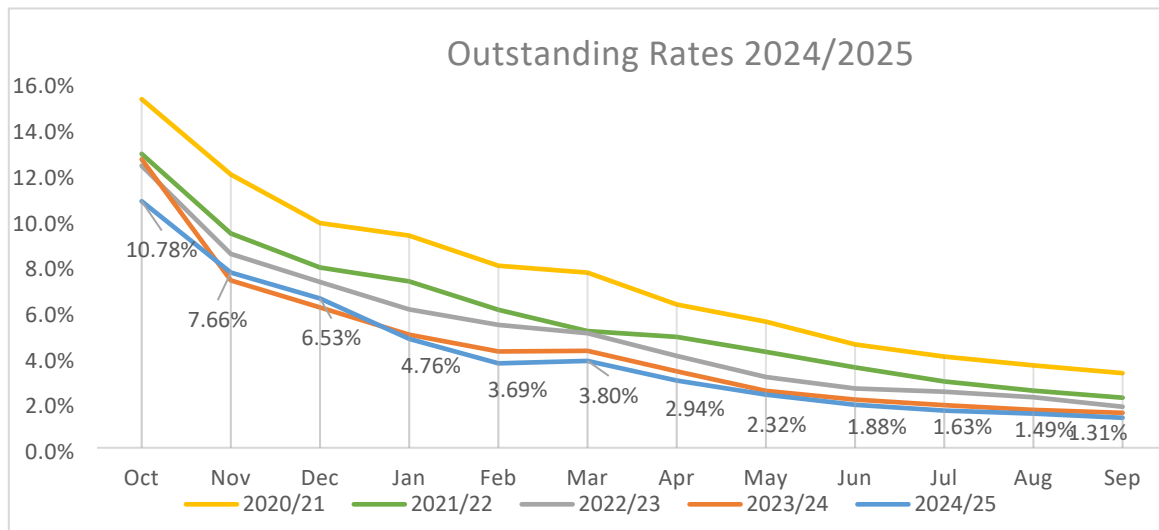
Outstanding Rates

Outstanding rates, as a percentage of gross rates levied 2024-25, and collectible, is at 1.31% at the end of September 2025, compared to 1.53% for the same period last year 2023-24. Rates are levied in July for the 25-26 financial year but are not due until 22 October 2025.

Of the \$2.9m of outstanding rates, 12.55% relates to commercial/industrial assessments and 87.45% represents residential assessments. Compared to the 2023-24 prior year, same period, outstanding rates were \$3.0m, represented by 12.70% commercial/industrial and 87.30% residential assessments.

\$3.14m of rates are currently being repaid under an authorised payment plan, for which there were 17 commercial/industrial assessments and 947 residential assessments. A total of 964 assessments, which is an increase of 491 assessments compared to August 2025 (this movement is a result of new arrangements entered into since rates notices were issued in August). This is an increase of 268 assessments for the same period of the prior year.

There were 2882 ratepayers who had paid their rates in advance, totalling \$3.0m. An increase of 1223 compared to last month.



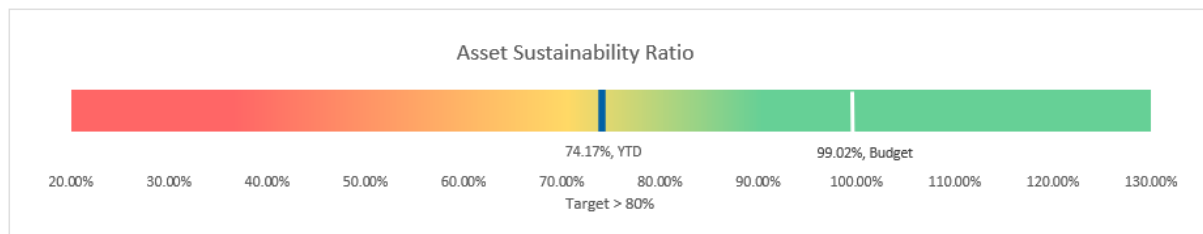
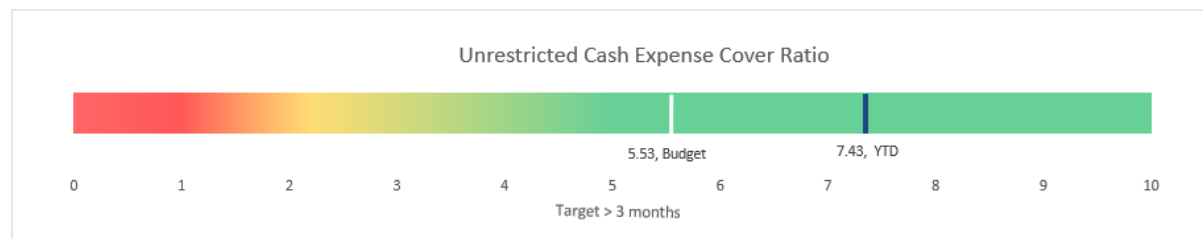
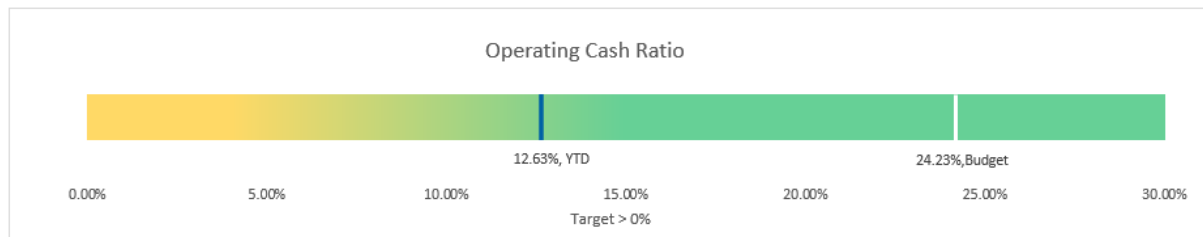
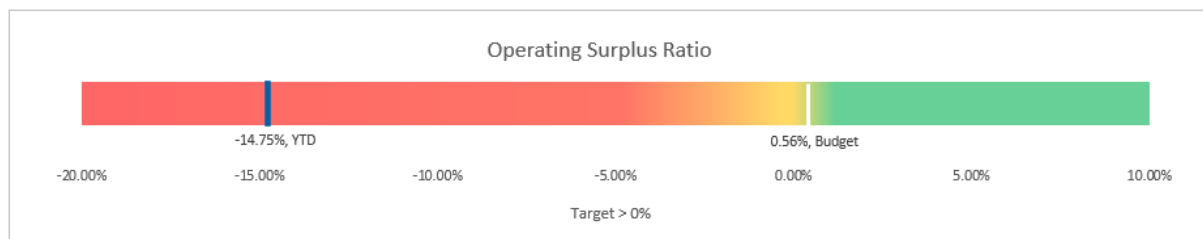
Sustainability Ratios

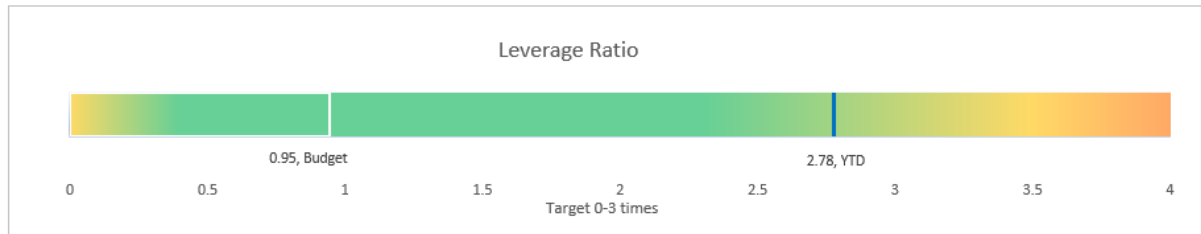
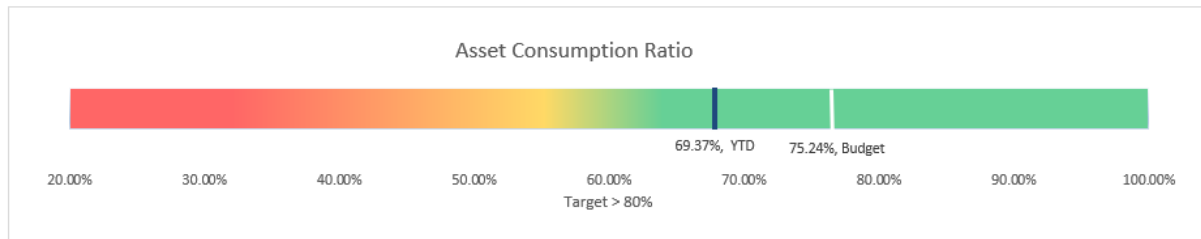
Financial ratios provide a useful snapshot of Council's financial status and emerging trends. Individual ratios do not provide enough information to form a comprehensive opinion of Council's financial position and performance, but when the right mix of ratios are considered together, they become a valuable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

Ratio Explanation	Target	2025-26 Budget	Current YTD		5 Year Average		Commentary
Financial Capacity							
Council Controlled Revenue Ratio: This ratio is contextual only, therefore, has no target measure		87.75%	90.25%		83.31%		Although there is no target for this ratio, the high 5-year average and current YTD indicate Council's continued strong position to generate revenue without heavy reliance on other external sources.
Population Growth Ratio: This ratio is contextual only, therefore, has no target measure Ratio is measured annually		2.35%	1.84%		1.40%		For Gladstone, maintaining financial sustainability amidst its unique population growth patterns will require a balanced approach, integrating both proactive infrastructure investment and cautious financial management.
Operating Performance							
Operating Surplus Ratio: Target measured over a five-year average	> 0%	0.56%	-14.75%		-0.74%		The current year's result is affected by minimal dividend and grant income recognised to date. As both the dividend and financial assistance grant are expected in the last quarter of the year, this ratio may continue on a negative trend; however, an operating surplus is forecast in 2025-26.
Operating Cash Ratio: Target measured over a five-year average	> 0%	24.23%	12.63%		23.32%		Both the YTD and 5-year average results of this ratio reflect the continuing strong cash position of Council proportional to operating costs.
Liquidity							
Unrestricted Cash Expense Cover Ratio: Target measured over a single year	> 3 mths	5.53	7.43		NA		The high budget and YTD result of this ratio shows Council is in a strong cash position to cover planned and unplanned expenditure into the future.
Asset Management							
Asset Sustainability Ratio: Target measured over a five-year average	> 80%	99.02%	74.17%		84.90%		Infrastructure renewals have accounted for 57.58% of capital expenditure YTD, with the balance on new and upgrade projects.
Asset Consumption Ratio: Target measured over a five-year average	> 60%	75.24%	69.37%		70.37%		Both the YTD and budgeted ratio results indicate that Council's assets are being broadly consumed in line with their estimated useful lives.

GLADSTONE REGIONAL COUNCIL GENERAL MEETING AGENDA - 7 OCTOBER 2025

Asset Renewal Funding Ratio: This ratio is contextual only, therefore, has no target measure Ratio is measured over the 10-year long-term financial forecast period		NA	108.97%		NA		The asset renewal ratio indicates a well-aligned relationship between Council's capital requirements and the forecasted renewal program, supporting the delivery of infrastructure and assets required to meet community needs in the future.
Debt Servicing Capacity							
Leverage Ratio: Target measured over a five-year average	0-3 times	0.95	2.78	●	1.78	●	Both the YTD and 5-year average results of this ratio reflect Council's ongoing ability to manage its debt.





Stakeholder Engagement:

This report seeks specialist input from relevant internal sources.

Legal and Regulatory Implications:

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

Anticipated Resolution Completion Date:

N/A

Attachments:

1. Monthly Financial Statements for the period ending 30 September 2025
2. Operating Statements for the period ending 30 September 2025

G/4.4. CANCELLATION OF GENERAL MEETING 21 OCTOBER 2025

Responsible Officer: General Manager Finance Governance and Risk

Prepared By: Executive Secretary

Council Meeting Date: 7 October 2025

File Ref: CM7.2

Purpose:

To allow Council to consider the cancellation of the 21 October 2025 General Meeting.

Officer's Recommendation:

That the General Meeting for 21 October 2025 be cancelled.

Summary:

Council has previously resolved that General Meetings are to be held on the first and third Tuesday of each month. On Tuesday 21 October 2025, several councillors will be unable to attend the General Meeting due to various commitments, including conference attendance. This report proposes to cancel the General Meeting scheduled for 21 October 2025.

Link to Corporate Plan:

Accountable Council - We are providing good stewardship built on a foundation of trust.

Background:

Due to councillor attendance at the LGAQ Annual Conference, it is proposed to cancel the General Meeting scheduled for Tuesday 21 October 2025.

Risk Management Summary:

There are no risks associated with the cancellation of the 21 October 2025 General Meeting. The next General Meeting is scheduled for Tuesday 4 November 2025. Should any urgent decisions be required from Council between 8 October 2025 and the next General Meeting of 4 November 2025, a Special Meeting of Council can be called.

The Local Government Regulation 2012 (LGR) requires Council to present the financial report at a meeting of the local government once a month. A financial report is included in the agenda for the General Meeting 7 October 2025 and therefore this requirement has been satisfied.

Options and Opportunity Analysis:

Option 1 – Cancel the General Meeting 21 October 2025 (Officer's Recommendation)

It is proposed that due to Councillor availability, the General Meeting scheduled for Tuesday 21 October 2025 be cancelled.

GLADSTONE REGIONAL COUNCIL GENERAL MEETING AGENDA - 7 OCTOBER 2025

Option 2 – Proceed with the General Meeting 21 October 2025 as scheduled.

Council could proceed with the General Meeting 21 October 2025 as scheduled.

Option 2 suggested resolution:

That Council proceed with the General Meeting 21 October 2025 as scheduled.

Option 3 – Reschedule the General Meeting 21 October 2025

Council could reschedule the General Meeting 21 October 2025 to another date.

Option 3 suggested resolution:

That Council reschedule the General Meeting 21 October 2025 to _____ October 2025

Stakeholder Engagement:

Nil

Legal and Regulatory Implications:

Section 256 of the Local Government Regulation 2012 (LGR) provides that Council must set its General Meeting schedule at the Post Election Meeting. Once resolved, the schedule is required to be published on Council's website and displayed in a conspicuous place in Council's public office (s254B of the LGR).

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

Financial and Resource Implications:

There are no financial or resource implications associated with the officer's recommendation.

Anticipated Resolution Completion Date:

The amended 2025 General Meeting schedule will be published by Friday 10 October 2025.

Attachments:

Nil

G/4.5. COUNCILLOR APPOINTMENT - LOCAL GOVERNMENT ASSOCIATION QUEENSLAND ENERGY AND RESOURCES ADVISORY GROUP

Responsible Officer: Chief Executive Officer

Prepared By: Manager Governance and Risk

Council Meeting Date: 7 October 2025

File Ref: CM7.1

Purpose:

For Council to consider and appoint a representative to the Local Government Association Queensland (LGAQ) Energy and Resources Advisory Group.

Officer's Recommendation:

That Council appoint Cr McClintock to the Local Government Association Queensland Energy and Resources Advisory Group.

Summary:

The Local Government Association of Queensland (LGAQ) recently invited Expressions of Interest (EOI) from elected members, CEO's and senior officers from Councils most impacted by the resources and energy sector, for the LGAQ Energy and Resources Advisory Group for the current term of local government (2024 – 2028).

Link to Corporate Plan:

Accountable Council - We are providing good stewardship built on a foundation of trust.
Connecting Communities - We work with you and for you, supporting the success of our communities.
Resilient Economy - We play our part in supporting the success of our region.

Background:

While the LGAQ Policy Executive is ultimately responsible for the determination of the Association's policy on behalf of member councils, advisory groups provide critical input and support to the LGAQ advocacy agenda.

LGAQ have advised that the role of the LGAQ Advisory Group is to:

- Assist the LGAQ to identify emerging issues of strategic importance to local government.
- Make recommendations on strategic policy and advocacy priorities, including the proposal of relevant topics for Annual Conference resolutions, to the LGAQ Policy Executive.
- Advise LGAQ professional officers regarding emerging issues that require an urgent policy response.

The LGAQ is establishing a Local Government Energy and Resources Advisory Group as a forum to discuss and inform the State Government commitments to support growth in the resources sector and other energy and resources related reforms, for councils to raise other emerging and important issues for local communities, and to provide critical input and support to the LGAQ's advocacy on these matters.

Risk Management Summary:

Council is open to taking moderate risk to enhance service delivery and provide better community outcomes. Appointment of a Council representative to the LGAQ Local Government Energy and Resources Advisory Group provides an opportunity to enhance State Government outcomes and minimise the impact to the community.

Options and Opportunity Analysis:

Option 1 – Appoint a Councillor representative (Officer’s Recommendation)

LGAQ invited Council to nominate a representative to the Local Government Energy and Resources Advisory Group which was due in early August. LGAQ subsequently accepted the nomination of Councillor Simon McClintock and this Option now seeks to formally appoint Cr McClintock to the Advisory Group.

Option 1 suggested resolution:

That Council appoint Cr McClintock to the Local Government Association Queensland Energy and Resources Advisory Group.

Option 2 – Not appoint a Councillor representative

Option 2 suggested resolution:

That Council do not appoint a Councillor representative to the Local Government Association Queensland Energy and Resources Advisory Group.

Stakeholder Engagement:

Nil

Legal and Regulatory Implications:

The appointed Councillor representative will be obliged to comply with Council’s policies in particular, the Councillor Code of Conduct Policy, as well as the LGAQ Terms of Reference.

Financial and Resource Implications:

Should a Councillor be appointed to the LGAQ Energy and Resources Advisory Group, it will require time in fulfilling the duties and responsibilities of the role.

Anticipated Resolution Completion Date:

Within one month of resolution.

Attachments:

1. CONFIDENTIAL – LGAQ EOI and LGAQ Advisory Groups 2024 – 2028 Terms of Reference

G/4.6. CONFERENCE ATTENDANCE - ASIA PACIFIC HYDROGEN SUMMIT 2025 SYDNEY

Responsible Officer: General Manager People and Strategy

Prepared By: General Manager People and Strategy

Council Meeting Date: 7 October 2025

File Ref: CM6.1

Purpose:

To seek approval for Councillor attendance at the 2025 Asia Pacific Hydrogen Summit in Sydney, New South Wales, from 20 to 21 November.

Officer's Recommendation:

That Council endorse attendance of the following Councillor/s at the 2025 Asia Pacific Hydrogen Summit in Sydney, New South Wales, from 20 to 21 November 2025:

Summary:

The 2025 Asia Pacific Hydrogen Summit Exhibition will bring together leaders from government, industry, and research to explore the future of hydrogen. The summit will focus on accelerating hydrogen deployment, investment opportunities, infrastructure development, and policy frameworks to support a clean energy transition.

Attendance at this Exhibition will provide Council with insights into emerging hydrogen technologies and strategies and offer opportunities to network with key stakeholders in the energy sector. This aligns with Council's commitment to sustainability, innovation, and economic resilience.

Link to Corporate Plan:

- Delivering Value - We work efficiently to deliver value for your rates.
- Resilient Economy - We play our part in supporting the success of our region.

Background:

Hydrogen is increasingly recognised as a key component of Australia's clean energy future. The Asia Pacific Hydrogen Summit Exhibition will feature keynote presentations, panel discussions, and case studies, highlighting best practices and investment pathways.

Gladstone is positioned as a strategic hub for hydrogen development, with several major projects underway. Councillor attendance will support Council's role in advocating for regional opportunities and ensuring alignment with national and international hydrogen strategies.

Risk Management Summary:

Attendance by a Councillor at the 2025 Asia Pacific Hydrogen Summit Exhibition is consistent with Council's Risk Appetite and supports informed decision-making in the energy and infrastructure sectors.

Options and Opportunity Analysis:

Option 1 – Officer’s Recommendation:

Council nominates who they would like to be their representative at this event.

Option 2 – No Attendance:

Council may elect not to send a representative to this event. Not attending could result in missed opportunities for knowledge sharing, stakeholder engagement and investment attraction to the region. This would not preclude an officer attending the event, which may still be deemed a suitable investment from our Economic Development team.

Option 2 suggested resolution:

That Council do not send a Councillor to the 2025 Asia Pacific Hydrogen Summit Exhibition in Sydney, New South Wales, from 20 to 21 November 2025.

Stakeholder Engagement:

Internal consultation occurred with Councillors during the development of the 2025/2026 Operating Budget for conference attendance.

External Stakeholder engagement with our economic development partners in State Government as well as members of the Gladstone Region Economic Development Practitioners Network is ongoing, to ensure a coordinated and aligned ‘Team Gladstone’ approach to all investment attraction to the region.

Legal and Regulatory Implications:

In accordance with Council’s Councillor Expenses Reimbursement and Provision of Facilities Policy, attendance at a conference outside Queensland must be supported by a resolution of Council.

Financial and Resource Implications:

Attendance at this event has been included in the 2025/2026 budget. Estimated costs for attendance are outlined below.

Item	Estimated Cost per attendee
Registration - Exhibition	\$0
Flights	\$1,100
Accommodation	\$1,200
Meals	\$400
TOTAL	\$2,700

Anticipated Resolution Completion Date:

10 October 2025

Attachments:

Nil

G/4.7. CONFERENCE ATTENDANCE - NATIONAL LOCAL ROADS CONGRESS

Responsible Officer: General Manager People and Strategy

Prepared By: General Manager People and Strategy

Council Meeting Date: 7 October 2025

File Ref: CM6.1

Purpose:

To seek approval for Councillors to attend the 2025 National Local Roads, Transport and Infrastructure Congress, held from 11 to 12 November 2025 in Bendigo, Victoria.

Officer's Recommendation:

That Council endorse attendance of the following Councillor/s at the 2025 National Local Roads, Transport and Infrastructure Congress in Bendigo, Victoria from 11 to 12 November 2025:

Summary:

The 2025 National Local Roads, Transport and Infrastructure Congress is a key annual event hosted by the Australian Local Government Association (ALGA), bringing together local government leaders, infrastructure experts, and policymakers to address the challenges and opportunities in managing Australia's road and transport networks and community assets.

Held in regional Victoria, the Congress will feature a comprehensive program focused on mobility, road safety, infrastructure planning, and community resilience. It provides a valuable opportunity for Council to engage with national and regional stakeholders, explore innovative approaches to infrastructure delivery, and advocate for the needs of the Gladstone Region.

Link to Corporate Plan:

- Delivering Value - We work efficiently to deliver value for your rates.
- Resilient Economy - We play our part in supporting the success of our region.

Background:

The Congress will include keynote presentations from leading academics, government officials, and industry experts, including sessions on funding strategies, infrastructure innovation, and productivity enhancement. Topics such as climate resilience, emergency management, and the integration of smart technologies into local infrastructure will be explored in depth.

Council's participation will support strategic planning for local road networks, enhance knowledge of funding opportunities, and strengthen advocacy for infrastructure investment in the region.

Risk Management Summary:

Attendance by a Councillor at the 2025 National Local Roads Congress is consistent with Council's Risk Appetite and supports informed decision-making in infrastructure and asset management.

Options and Opportunity Analysis:

Option 1 – Officer’s Recommendation:

Council nominates who they would like to be their representative at this event.

Option 2 – No Attendance:

Council may elect not to send a representative to this event.

Not attending could result in missed opportunities for learning, knowledge sharing and stakeholder engagement valuable for future decisions made by Council.

Option 2 suggested resolution:

That Council do not send a Councillor to the 2025 National Local Roads, Transport and Infrastructure Congress in Bendigo, Victoria from 11 to 12 November 2025.

Stakeholder Engagement:

Internal consultation occurred with Councillors during the development of the 2025/2026 Operating Budget for conference attendance.

Legal and Regulatory Implications:

In accordance with Council’s Councillor Expenses Reimbursement and Provision of Facilities Policy, attendance at interstate conferences must be supported by a resolution of Council to be eligible for reimbursement.

Financial and Resource Implications:

Attendance at this conference has been included in the 2025/2026 budget. Estimated costs for two Councillors attendance are outlined as follows:

Item	Estimated Cost
Registration	\$2,200
Welcome Function	\$100
Congress Dinner	\$500
Flights	\$2,400
Accommodation	\$1,200
Meals	\$800
TOTAL	\$7,200

Anticipated Resolution Completion Date:

10 October 2025

Attachments:

Nil

G/5. COUNCILLORS REPORT

G/6. URGENT BUSINESS

G/7. NOTICE OF MOTION

G/7.1. RESTRICTION OF ACTIVITIES AT 1770 SES GROUNDS

Notice of Motion - Council Meeting Date: 7 October 2025

Notice of Motion submitted by: Mayor Burnett

Purpose:

To consider a Notice of Motion from Mayor Matt Burnett in relation to the protection of the Rainbow Bee-eaters at the Seventeen Seventy SES Grounds.

Councillor's Recommendation:

That due to the potential harm to the breeding of the Rainbow Bee-eater species (*Merops Ornatus*) Council does not grant any future approvals or permits for events, activities or venue hire bookings within the Rainbow Bee-eater's primary nesting area at the SES Grounds at Captain Cook Drive, Seventeen Seventy between 1 August and 31 January each year.

Officer's Commentary:

- Council is trustee of the State Emergency Services Grounds ("SES Grounds") at Captain Cook Drive, Seventeen Seventy (Lot 17 on SP178795) which is from time to time used to host community events including the 1770 Cultural Connections Immersion Festival, the Agnes Blues, Roots and Rock Festival, and Rotary Markets.
- The SES Grounds is a known breeding ground for Rainbow Bee-eaters from August through to January.
- Rainbow Bee-eaters are classified as least concern species under the *Nature Conservation (Animals) Regulation 2020* and are colonial breeders, their breeding places are protected from unauthorised interference.
- Events and activities at the SES Grounds during the Rainbow Bee-eater breeding season has the potential to cause harm to the species.
- In June 2023 Council's Animal Management Local Law and Subordinate Local Law was amended to enhance protection for the Rainbow Bee-eaters by designating the SES Grounds as dog on-lease during the breeding season.
- A five-year Venue Hire Agreement (ending 2029) over the SES Grounds was granted to Gidarjil Development Corporation to hold the Cultural Immersion Festival subject to obtaining the necessary permits and approvals. The Agreement references the Rainbow Bee-eaters and includes a requirement to comply with relevant legislation.
- A five-year Park Booking approval under *Local Law No.1 (Administration) 2011* and *Subordinate Local Law 1.12 (Operation of Temporary Entertainment Events) 2011* for the SES Grounds, was granted to Gidarjil Development Corporation to hold the Cultural Immersion Festival in 2023 (ending 2028).
- Council has a cautious appetite for environmental impacts arising from normal business activities or projects, however, is open to innovative practices for the betterment of the environment and compliance with legislative requirements. Council will tolerate environmental impacts necessary to deliver enduring benefits to our community but has no tolerance for a failure to minimise the risk of significant impacts on the environment or cultural heritage.

G/8. CONFIDENTIAL ITEMS

G/8.1. NOTICE OF MOTION - STRATEGIC ACQUISITION OF LAND FROM CLAVA LIMITED

Notice of Motion - Council Meeting Date: 7 October 2025

Notice of Motion submitted by: Cr Mellissa Holzheimer

Reason for Confidentiality:

This notice of motion is **CONFIDENTIAL** in accordance with Section 254J of the Local Government Regulation 2012, the meeting is to be closed to the public to discuss business relating to the following: -

(g) negotiations relating to a commercial matter involving the local government for which a public discussion would be likely to prejudice the interests of the local government.