



Annual Report

2013-2014



OZMosaics (c) Panel 2 Woorabinda Mosaic Mural 2014

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Introduction

This Annual Report offers the public insight into the primary activities undertaken by and financial position of the Woorabinda Aboriginal Shire Council throughout 2013-2014.

The Report discloses, as legislated by the Local Government Act 2009, the Audited Financial Statements for the 2013 - 2014 financial year. Also coupled with the long term vision of the corporate plan this demonstrates the Council's commitment to open and accountable governance and provides a medium by which the Council's community may generate an understanding of the Council's financial position and performance during the period in question.

The Annual Report communicates, to the public at large, the highlights and major achievements of the Council as of 30th June 2014.

Contacting Council

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Woorabinda QLD 4713

Postal Address:	C/Post Office
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Woorabinda QLD 4713

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Report from the Mayor

I would like to acknowledge the Traditional Owners of this country as well as the families of the Historical people who were brought to this country from 1927 onwards.

It is with pleasure that I present our Annual Report 2013/14 to you. The report highlights achievements of Council during the year.

During the year a number of town meetings were conducted in order to engage with the community and seek their views as well as providing an update on Council activities and programmes. Similarly regular meetings were held with government agencies to present proposals and seek their support.

In 2013, Council adopted a new Corporate Plan 2013 – 2018. Our vision is a “community of opportunity” and I believe that we are on track to achieving that vision. We have reached agreement to continue to build more houses and we set up a framework to increase employment opportunities and business opportunities in the forthcoming years. Our relationship with local service providers and government agencies was strengthened and always protected country and focused on maintaining our strong cultural identity.

During the year, Council undertook an internal audit and commenced the implementation of the recommendations as a result of that audit. We thank the local Government Association of Queensland for their assistance.

As Chair of the Woorabinda Pastoral Company, I along with the Deputy Mayor William Gulf and Councillor Archie Williams worked alongside independent representatives on the Board to ensure the Pastoral Company continue to return a benefit to the sole shareholder, (Woorabinda Aboriginal Shire Council) on behalf of the community. The Pastoral Company financial status forms a part of the consolidated financial statements within this report.

Government continues to tighten its financial belt and we must continue to improve our effectiveness in deliver of appropriate services and support to the community. With predicted reductions in grants for the coming financial year Council will be under increasing pressure to generate other revenue streams. The next financial



year will require Council to focus on the business of Council to ensure financial sustainability is at the forefront of our thinking.

Finally I would like to thank the Elected Members and staff along with the community of Woorabinda for assisting in making this year a successful one.



Councillor Terrence Munns

Mayor

Report from the CEO

It is with pleasure that I support the Mayor in commending this Annual Report 2013/14 to you.

I would like to acknowledge the roles of the former Chief Executive Officers who held this position during this period of time and the work that they undertook to progress the organisation during a time of significant change.

The Council maintained its focus on the objectives of the adopted Corporate Plan for 2013-18 in accordance with the Local Government Act. The vision for the Woorabinda Aboriginal Shire Council, 'A COMMUNITY OF OPPORTUNITY' gives voice to the future expected for Woorabinda and its people. The direction of Council during this time moved us towards achieving those objectives with a focus on greater employment opportunities, business growth and involvement with the Woorabinda Pastoral Company.

Social housing negotiations are proceeding well with Council poised to build houses within the forthcoming financial years along with undertaking the major renovations of houses. This will provide an opportunity for the employment and training of a number of local residents. The Mimosa Creek bore was commenced during this year and this project will help secure water for the town water supply.

Our financial position remains reasonably healthy but we are mindful that funding sources may continue to decrease and that we must ensure that we continue to improve efficiencies, contain expenditure and find new funding sources if we are to remain sustainable in both the short and long term. This will be a big challenge for the foreseeable future.

We remain committed to responsible management and the timely provision of services to the community. We will work with Council and the community to provide the services that are needed and we will assist Council to lobby and advocate for those services.

Finally, I wish to thank the Council and staff for their commitment and support during the year.

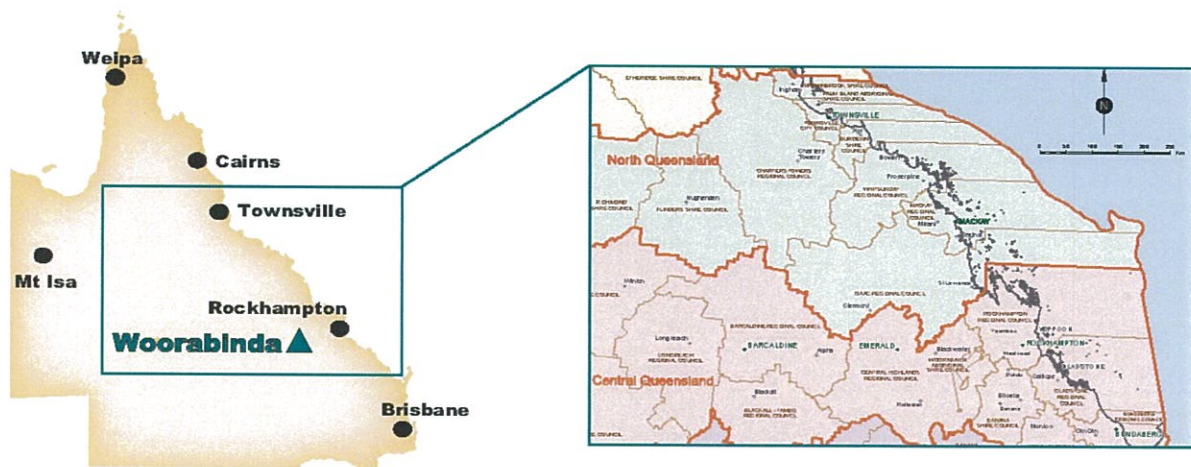


Ron Smith

Chief Executive Officer



Woorabinda Shire Profile



Location

The town of Woorabinda is located in Central Queensland, 170 km south west of Rockhampton. Woorabinda is situated on the traditional lands of the Wadja Wadja / Yungulu Aboriginal people.

Councils area covers 391.2km.

Services available in Woorabinda

Woorabinda has a pastoral company, a hospital, a community hall, a sports complex, a swimming pool, a general store and a primary school (1928). There are two churches and the Aboriginal Inland Mission has resident lay pastors. Police are stationed within the community and emergency services (fire, ambulance and SES) are based next door. An airstrip is located on the outskirts of town.

Woorabinda People

Population

Approximately 945 people live in Woorabinda. There is a much higher proportion of people under the age of 18 in Woorabinda than in the wider non-indigenous community. There are approximately 52 tribes represented in the community.

Woorabinda's census populations have been:

Who usually lives in Woorabinda (S) LGA?

A total of 945 people with the following traits:

Male	447
Female	498
Median Age	22
Aged under 15 years	340
Aged 15 - 54 years	514
Aged 55+ years	89
Born in Australia	993
Aboriginal and Torres Strait Islander	876

Source: ABS 2011 Census of Population and Housing.

Note: Age groups will not necessarily add to total people. Cells in this table have been randomly adjusted to avoid the release of confidential data.

Dwelling Characteristics

Number of private dwellings	271
Average people per household	3.8
Average motor vehicles per dwelling	0.8

Source: ABS 2011 Census of Population and Housing

Woorabinda recorded comparatively high unemployment rates and numbers of people of (53.3%) 2010 ABS data.

The highest proportions of children were recorded in the Indigenous communities of New Mapoon (L) (43.1%) and Umagico (L) (42.4%) both at the tip of Cape York Peninsula, Dajarra (L) (46.3%) south of Mount Isa and Woorabinda (41.0%).

Shire History

The Wadja Wadja people lived on the country between the Expedition Ranges and the Dawson River, and followed traditional patterns of hunting and gathering, fishing and trade, for many thousands of years before the arrival of the first Europeans to the region.

The community came about from the transfer of the Taroom settlement when the Dawson Valley irrigation works encroached on the area. In 1926 the Wooroona property was acquired by the State Government and placed under the management of a State Supervisor who named it Woorabinda. The word Woorabinda means 'kangaroo sit down'. The settlement began in 1927. Beginning with cattle grazing, the settlement diversified into fruit, vegetables, dairying and fodder production. Substantial land clearing and fencing were needed.

In 2002 the Woorabinda Aboriginal Shire Council was formed. Its area is 391sq km, with responsibility for lands at Woorabinda and north of Duaringa and south of Bauhinia.



Challenges We Face

The three things that Council considers as significant challenges for the Woorabinda community moving forward are:

1. High unemployment
2. Housing
3. Education

The most significant challenge facing Woorabinda community in the 2013/2014 financial year and into the future is that Indigenous Australians have much lower employment rates than other Australians. The unemployment rate within Woorabinda is approximately 70%.

- Reasons for the lower employment rates include lower levels of education, training and skill levels (human capital), poorer health, fewer labour market opportunities, higher levels of arrest and interactions with the criminal justice system, and lower levels of job retention.
- There has been a substantial increase in Indigenous employment over the period 1994 to 2014, especially in the private sector. It is important to have policies that both increase the demand for Indigenous workers and increase the number of Indigenous people who want paid employment and have the necessary skills to fill available vacancies.

As with other Indigenous Councils across Queensland housing is supplied by the State via commonwealth funding. Council has developed a new subdivision with the support of the state with space available for 7 houses. Further to this a second subdivision is planned with 40 allotments to be available in line with Councils Planning Scheme.

While home ownership may be considered a positive step forward within the community; lack of employment will hinder the ability to secure loans and make payments over the long term to purchase homes within indigenous communities.

Regular attendance at school is still an issue in the community. Without the prospect of employment within the local community it is difficult to focus on higher education. Without quality education community members will find it difficult to secure employment. Lack of employment as mentioned earlier then prevents people from making lifestyle decisions.

This circle of lack of employment, lack of affordable housing choices and poor attendance at school can cripple the community's aim of quality and purposeful living.

Opportunities Ahead

In spite of the challenges faced by the Woorabinda community there are still many opportunities available for the community. These include, but are not limited to:

- Tourism development
- Economic development
- Indigenous cultural development

The tourism industry has not been explored to its full extent at Woorabinda and Council has resolved within its 2013-2018 Corporate Plan to work toward a tourism strategy that will showcase the natural environment and showcase our own Indigenous culture and heritage. Woorabinda will develop its existing infrastructure that can be used for the tourism industry and encourage local residents to become a part of an industry that will generate employment opportunities and economic development for the town.

Throughout the years several different types of industries have been developed and have fallen by the wayside at Woorabinda. However, this in no way prohibits future prospects of economic development. With the increase of mining activity in the neighbouring Council areas Woorabinda is in a prime location to benefit from the population coming to work at the mines. Woorabinda Aboriginal Shire Council is in the unique position where it has care and control of a significant area of land that will lend itself to future economic development.

This large area of land is significant agricultural land as well as being an environmental asset to the community. It is imperative that Council identify sacred sites on the land and utilise it not just for agricultural pursuits but also cultural pursuits. Identifying and recording any culturally significant sites on the land is important for future generations as well as providing a sense of identity for the current generations.

The draft Planning Scheme was adopted in 2013/14 and is supported through Council's new Corporate Plan 2013-2018. The Planning Scheme may be altered from time to time to accommodate growth.



The Council

Five (5) Councillors are elected for a four year term to represent the community of Woorabinda.

Councillors must:

- Attend Council meetings regularly and all other meetings as required from time to time;
- Vote on matters requiring a decision;
- Perform their duties and responsibilities in a transparent, impartial and faithful manner at all times.

An election was held in April 2012. The community elected 2 male and 2 female Councillors and a Mayor.

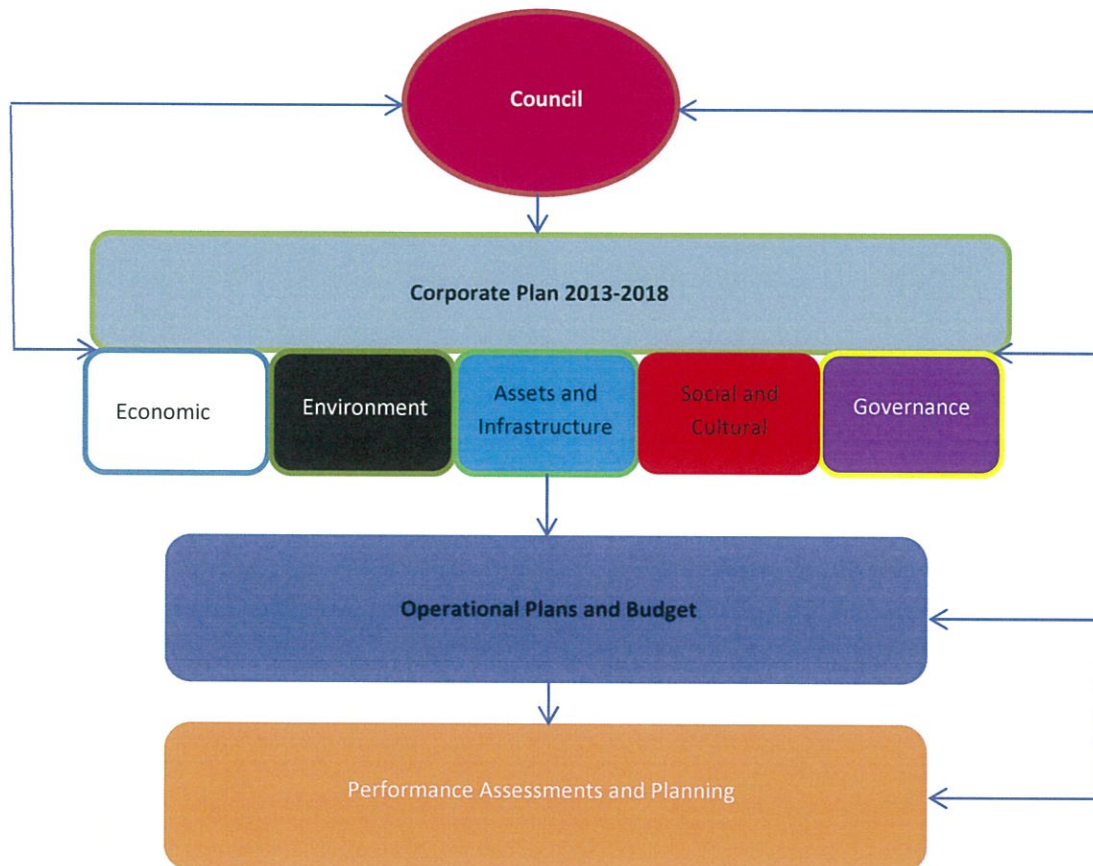
Attendance at meetings of elected members is as follows:

June 2013 – June 2014

<u>Councillor</u>	<u>Ordinary Council Meetings Attended</u>	<u>Special Council Meeting Attended</u>
Mayor Terrence Munns	11	1
Deputy Mayor William Gulf	11	1
Councillor Archie Williams	6	1
Councillor Dellas Walker	11	
Councillor Pamela Adams	12	1

Links to Council's Corporate Plan

The Corporate Plan 2013 - 18 is used as a basis on which to develop the annual business plan and budget. The annual business plan and budget is then disseminated to responsible officers through the operational plan. The annual report provides a feedback mechanism that shows how Council met its annual business plan and budget targets.



Council set out within its Corporate Plan 2013-2018 the Vision, Purpose and Values under which it would operate as follows:

Our Vision

A community of opportunity

Our Purpose

Woorabinda Aboriginal Shire Council will:

- Provide adequate infrastructure to support the needs of the community
- Facilitate and support the development of employment and business opportunities
- Work with local service providers, State and Federal Government to maximise the effectiveness of its services
- Protect Country and maintain strong cultural identity

Our Values

Respect – We respect and value our country, our culture, our people and our neighbours

Strong Creative Leadership – We welcome the responsibilities given to Council by the State and Commonwealth Governments and we are committed to maximising the Council's role in community advancement.

Fairness – We recognise that all residents must be treated equally with sincerity and honesty while respecting the rights of individuals

Honesty – We value honesty and appreciate its importance in the development of trust

Efficiency – We value efficiency because it allows us to achieve more

Further to this Council's Corporate Plan includes mechanisms to undertake linked tasks such as:

- Corporate goals and strategies reviewed every four years
- Operational Plan and budget outputs, activities and measures determined every year
- Responsible Officers actual performance is assessed against identified targets. This information is utilised for future planning

Community Financial Report

Council's accounts were prepared under the accrual accounting method. Wooralabinda Pastoral Company accounts have been consolidated with Council's.

This Community Consolidated Financial Report is a summary and analysis of the Council's financial management and performance for 2013/2014.

Income Statement

Revenue raised during the financial year was \$18,040,980.00 and includes operating income of \$12,178,763.00 for Council's day to day activities plus a capital contribution of \$5,862,217.00.

Total expenditure during the financial year was \$14,806,182.00 and includes the day-to-day operations of Council of \$11,291,157.00 and capital expenditure of \$3,515,025.00. The aforementioned figure includes unfunded depreciation expenditure of \$1,936,158.00.

The capital expenditure includes the loss of \$3,237,341.00 resulting on the sale of houses, contributed by the Department of Communities to Council, back to the Department of Communities as per the 40-year Lease Agreement and compliance with the Australian Accounting Standards.

Balance Sheet

Councils total assets are \$85,185,023.00 and total liabilities or financial obligations of Council are \$1,086,733.00.

The difference between total assets and total liabilities results in net community assets of \$83,817,248.00 being an increase of \$3,344,468.00 from the previous year.

The value of net community assets is the financial interest the community has in the Council and it represents total community equity. The net result and any adjustments, show how much the value of the community equity has changed throughout the financial year.

Statement of Cash flows

Council's cash increased by \$1,381,711.00 and as at the 30th June 2014 had a cash balance of \$4,627,552.00.

Long-Term Financial Sustainability Measures as at 30 June 2013

Measures of Financial Sustainability	Measure	Target	Actuals	Actuals	Projected							
			30 June 2013	30 June 2014	30 June 2015	30 June 2016	30 June 2017	30 June 2018	30 June 2019	30 June 2020	30 June 2021	30 June 2022
Consolidated												
Operating surplus ratio	Net result divided by total operating revenue	Between 0% and 10%	-7.24%	7.29%								
Asset sustainability ratio	Capital expenditure on the replacement of assets (renewals) divided by depreciation expense.	greater than 90%	4.51%	18.27%								
Net financial liabilities ratio	Total liabilities less current assets divided by total operating revenue	not greater than 60%	-50.80%	-69.00%								
Council												
Operating surplus ratio	Net result divided by total operating revenue	Between 0% and 10%	-7.66%	-4.98%	-4.31%	1.68%	1.68%	1.61%	1.52%	1.45%	2.15%	2.01%
Asset sustainability ratio	Capital expenditure on the replacement of assets (renewals) divided by depreciation expense.	greater than 90%	0.00%	20.66%	336.12%	194.89%	130.30%	129.18%	137.95%	129.88%	129.49%	125.72%
Net financial liabilities ratio	Total liabilities less current assets divided by total operating revenue	not greater than 60%	-41.08%	-63.00%	-26.00%	-24.39%	-24.18%	-22.85%	-21.47%	-20.16%	-29.53%	-27.32%

Glossary

Asset Sustainability Ratio

Asset Sustainability Ratio indicates whether the Council is renewing or replacing existing non-financial assets at the same rate as its overall stock of assets is wearing out. The ratio is calculated by measuring capital expenditure on renewal and replacement of assets relative to the level of depreciation. Where a Council has a soundly based Infrastructure and Asset Management Plan, a more meaningful asset sustainability ratio is calculated by measuring the actual level of capital expenditure on renewal and replacement of assets (or proposed in the Annual Budget) with the optimal level identified in the Plan.

Financial Assets

Financial Assets include cash, investments, loans to community groups, receivables and prepayments, but excludes equity held in Council businesses. Also, inventories and land held for resale are not regarded as financial assets.

Financial Sustainability

Financial Sustainability is where planned long-term service and infrastructure levels and standards are met without unplanned and disruptive increases in rates or cuts to services.

Net Financial Liabilities

Net Financial Liabilities equals total liabilities less financial assets, where financial assets for this purpose includes cash, investments, loans to community groups, receivables and prepayments, but excludes equity held in Council businesses, inventories and land held for resale.

Net Financial Liabilities Ratio

Net Financial Liabilities Ratio expresses Net Financial Liabilities as a percentage of total operating revenue. The ratio allows interested parties to readily equate the outstanding level of the Council's accumulated financial obligations against the level of one-year's operating revenue. Where the ratio is falling over time, it generally indicates that the Council's capacity to meet its financial obligations is strengthening.

Net Lending/ (Borrowing)

Net Lending/ (Borrowing) equals Operating Surplus / (Deficit), less net outlays on non-financial assets. The Net Lending / (Borrowing) result is a measure of the Council's overall (i.e. Operating and Capital) budget on an accrual basis. Achieving a zero result on the Net Lending / (Borrowing) measure in any one year essentially means that the Council has met all of its expenditure (both operating and capital) from the current year's revenues.

Non-financial or Physical Assets

Non-financial or Physical Assets means infrastructure, land, buildings, plant, equipment, furniture and fittings, library books and inventories.

Operating Deficit

Operating Deficit is where operating revenues less operating expenses is negative and operating income is therefore not sufficient to cover all operating expenses.

Operating Expenses

Operating Expenses are operating expenses including depreciation but excluding losses on disposal or revaluation of non-financial assets.

Operating Revenues

Operating Revenues are operating revenues shown in the Income Statement but exclude profit on disposal of non-financial assets and amounts received specifically for new/upgraded assets, e.g. from a developer.

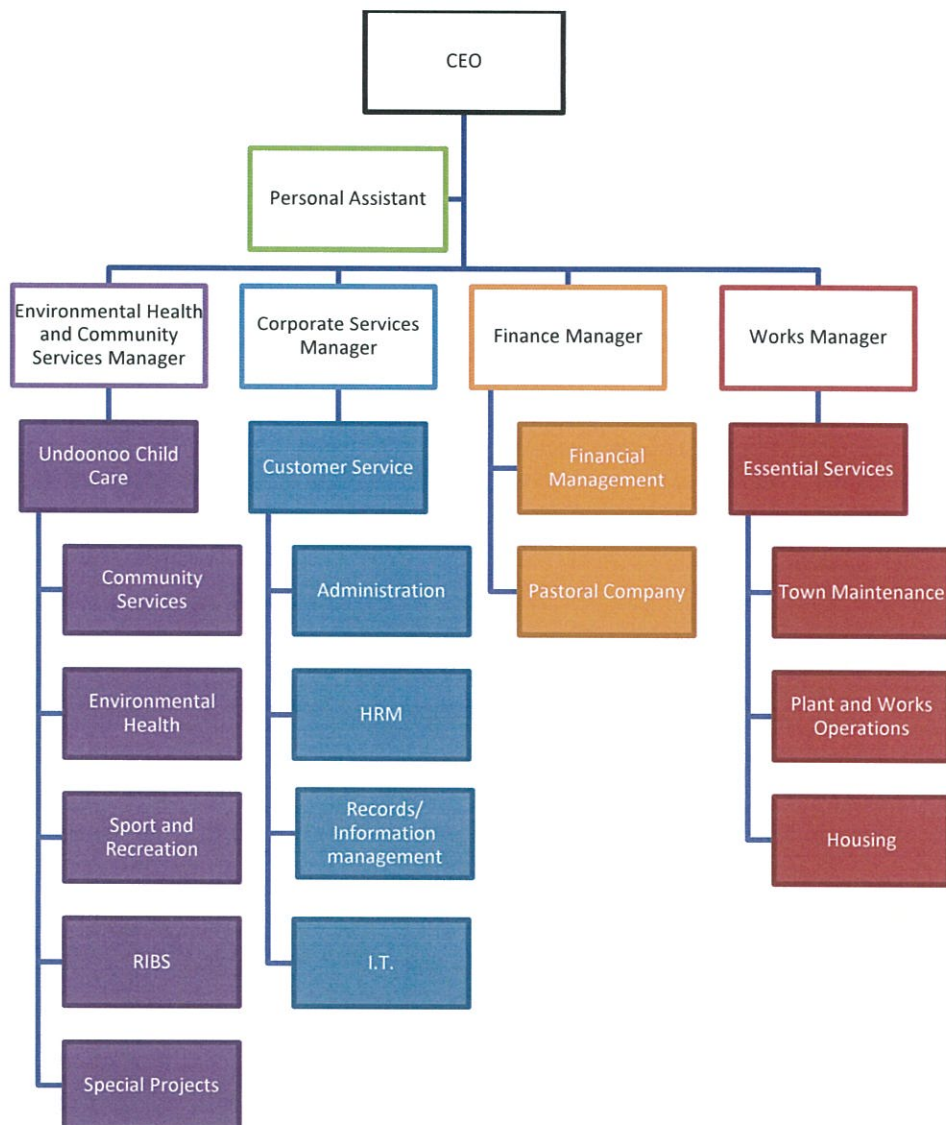
Operating Surplus

Operating Surplus is where operating revenues less operating expenses is positive and operating revenue is therefore sufficient to cover all operating expenses.

Operating Surplus Ratio

Operating Surplus Ratio expresses the operating surplus (deficit) as a percentage of general and other rates.

Organisation Structure



Statutory Information

1. Councillors and Councillor Remuneration

The following table displays the total Councillor remuneration for the year 2012-2013;

<u>SURNAM E</u>	<u>GIVEN NAMES</u>	<u>SALARY</u>	<u>SUPERANNUATION</u>	<u>EXPENSES CLAIMED</u>	<u>FACILITIES PROVIDED</u>
Munns	Terence Gregory	\$91,375.96	\$5,482.36	NIL	Mobile Phone/Office, Car/Fuel
Gulf	William Charles	\$52,717.08	\$3,285.82	NIL	Mobile Phone
Williams	Archie Edward	\$45,688.24	\$2, 741.44	NIL	Mobile Phone
Walker	Dellas Paula	\$45,688.24	\$2,741.44	NIL	NIL
Adams	Pamela Jessie	\$45, 688.24	\$2, 741.44	NIL	NIL

2. Councillor's Code of Conduct

In accordance with sections 114(1)(f)(g) and (h) of the Local Government (Finance, Plans and Reporting) Regulation 2010 the annual report must provide the following information:

Section 114(1)(f):

- I. No orders and recommendations were made under sections 180(2) or (4) of the Act for any Councillor.
- II. No orders were made under section 181 of the Act for any Councillor.

Section 114(1)(g):

- I. No order or recommendation was made under sections 180 or 181 of the Act for any Councillor.
- II. No Councillor engaged in misconduct or inappropriate conduct.

Section 114(1)(h):

- I. There were no complaints about the conduct or performance of councillors assessed as frivolous or vexatious under section 177(4) of the Act.
- II. No complaints were referred to the department's chief executive under section 177(5)(a) of the Act for any Councillor.
- III. No complaints were referred to the mayor under section 177(5)(b) of the Act for any Councillor.
- IV. No complaints were referred to the department's chief executive under section 177(6) of the Act for any Councillor.
- V. No complaints were assessed by the chief executive officer as being about official misconduct by any Councillor.
- VI. No complaints were heard by a conduct review panel about any Councillor.
- VII. No complaints were heard by the tribunal about any Councillor.
- VIII. No complaints were dealt with by the chief executive officer under section 177(8) of the Act about any Councillor.

3. Councillor's Reimbursement and Expenditure Policy

Council adopted its reimbursement and Expenses Policy at its meeting 16th November 2011. The Policy was adopted by the new elected members at the Council meeting held on the 18th of April 2013.

Council adopted its Remunerations Schedule (to be applied 1st of January 2013) at its meeting held on the 24th of January 2013.

4. Administrative complaints

In accordance with section 115 of the Local Government (Finance, Plans and Reporting) Regulation 2010 the annual report must contain a statement about the Council's commitment in dealing fairly with administrative complaints and provide information on complaints received and dealt with during the financial year.

Council is committed in dealing with all administrative complaints in a fair, just and equitable manner. During the period four administrative action complaints were received and investigated and two of these complaints were resolved through mediation.

The Ombudsman's Office received no complaints against Council.

5. Overseas travel

In accordance with section 116 of the Local Government (Finance, Plans and Reporting) Regulation 2010 the annual report must contain information about any overseas travel made by a Councillor or Council employee.

During the 2013/2014 financial year no Councillor or Council employee travelled overseas in an official capacity.

6. Expenditure on grants to community organisations

In accordance with section 117 of the Local Government (Finance, Plans and Reporting) Regulation 2010 the annual report must contain a summary of expenditure by the Council on grants to community organisations.

During the 2013/2014 financial year 5 grants were paid to community organizations, to the total of \$3,500.

7. Reserves and controlled roads

In accordance with section 118 of the Local Government (Finance, Plans and Reporting) Regulation 2010 the annual report must contain a note of land that is a reserve under the land Act and under control of the Council as well as roads under the Control of Council it does not own.

No land that is a reserve under the Land Act or roads that are not owned by the Council were under the control of the Council at any time during the financial year.

8. Corporate plan and annual operational plan

The Council adopted its Corporate Plan 2013-2018 at its meeting held on the 20th of June 2013. The corporate plan sets out the strategic direction of the Council's operations and activities for the above mentioned period. The operational plan is developed annually and is linked to the objectives in the corporate plan. The operational plan sets out the projects and services Council will deliver in the financial year.

9. Equal employment opportunity

Woorabinda Aboriginal Shire Council is an equal opportunity employer and does not discriminate against any individual or members of groups. The Council is committed and dedicated throughout its management and operations in recruiting and retaining the best available staff to:

- Improve the Council's efficiency and productivity, and
- Ensure effective and efficient service delivery to the community of Woorabinda, and
- Meet and fulfill its obligations of equity and fairness.

10. Remuneration - contract employees

During 2013/14 Woorabinda Aboriginal Shire Council employed 5 senior contract employees. Details of the total remuneration packages for the senior contract employees are as follows:

- 4 senior contract employees with a total remuneration package in the range of \$100,000 to \$125,000, and
- 1 senior contract employees with a total remuneration package in the range of \$126,000 to \$149,000.

11. Registers kept by Council

The following registers are open for inspection:

- Minutes of Council meetings
- Personal interest of Councillors
- Personal interest of Chief Executive Officer and Senior Executive Managers
- Budget
- Annual Report
- Statement of accounts
- Regulatory Fees and Charges
- Corporate Plan
- Operational Plan

12. Internal Audit

In accordance with section 119(1) of the Local Government (Finance, Plans and Reporting) Regulation 2010 the annual report must contain a report on the internal audit for the year.

The Council appointed the Local Government Association Limited (LGAQ LTD) as its internal auditors. The internal auditors work with management to identify and recommend improvements in Council's operations, systems and processes.

The internal audit plan is reviewed and considered annually by management and covers all the operations of Council to ensure that the desired outcomes and results are achieved. The audit plan for 2013/2014 covered human resources, councillor administration, business continuity, asset management, reporting, contractor management, internal control and financial systems. The audit recommendation, conducted in January 2013, is being implemented.

Community Services

This report is an opportunity to provide to Council, the community and other stakeholders, the progress of activities undertaken in the past twelve months from management and staff of Community Services. The activities undertaken are to focus on improvements of health, culture, social and emotional well-being for healthy people and a healthy community. It is by no means an end to future improvements within the community.

This report highlights the achievements of the past twelve months which is indicative of the partnerships formed with various stakeholders.

Indigenous Knowledge Centre

The Indigenous Knowledge Centre is now fully operational and caters for the community on a weekly basis with opening times meeting the needs of the community. The centre is located on the grounds of the Woorabinda primary school and opening times are 2 – 7pm.

Aboriginal and Torres Strait Islander Public Health Program Environmental Health

Health and hygiene awareness education (No Germs on Me) was delivered in schools by Council staff.

A Community clean-up was held prior to the wet season, advising people to place large items on the footpaths for Council workers to collect and transfer to the refuse tip. The ongoing collection of rubbish from the front of residences and litter collection has greatly increased the reduction of litter around the Woori Mall and the streets. Further litter awareness education will be ongoing in the community. The reduction in rubbish and litter reduces the risk of infection and disease.

Animal Management

Staff members have implemented the Animal Management (Cats and Dogs) Act 2008 and Council's Local Law Animal Management. An education program and a service provided by the Vet and staff has resulted in an increase in dogs and cats being micro chipped. The Vet also undertakes worming, desexing and health checks of animals on a regular basis. This was a free service to the owners of animals and funded from Council's Animal Management Program.

Community Health Action Network (CHAN)

The Community Health Action Network (CHAN) group has continued with meetings held monthly.

Remote Indigenous Broadcasting Services

Boongarra Radio operates on 99.7 FM daily between the hours 8am to 12 noon. A number of programs are provided, namely community announcements. The school has made use of the radio for news, weather, music, interviews and cultural announcements. Visiting services also make use of the radio to keep the community informed of activities delivered by their respective agencies.

The Radio Announcer is employed for 27 hours per week.

Sport and Recreation

Sporting organisations within the Woorabinda Aboriginal community include:

- Kangaroo Sport Association,
- Sports Reference Group,
- PCYC, and
- Various sporting clubs.

PCYC contributed to the Sports and Recreation activities in Woorabinda, a gym was been operated by Council Sports and Recreation staff in the Opal Hall. The gym is open to the public from 9am – 12pm and 1pm-5pm Monday to Friday.

Swimming Pool

The swimming was operated for the season with. During the financial year a number of community members had been trained in CPR, Lifesaving and First Aid. Since the closure of the pool a number of operational issues were addressed to ensure the pool can be open for the summer season in 2014/15.

Undoonoo Childcare Centre

Undoonoo is a Multifunctional Aboriginal Children's Service (MACS) which is licensed for 62 children aged 6 weeks to 5 years. It is one of three MAC services operating in Queensland and we are able to offer a diversity of programs in consultation families and other community members and agencies. We strive to engage the broader community as much as possible to build a strong network of support for all stakeholders. We believe that parents and carers are the first and most influential educators of children and our vision is to be part of a holistic approach to improve outcomes for the future leaders of our community.

The past twelve months has been an extremely dynamic time for Undoonoo. The Centre has undergone ongoing refurbishment to ensure that it meets with the new National Quality Standards and National Childcare Regulations as well as the overarching State Act. All of our educators are either qualified or enrolled and undertaking relevant course as we have a real focus on up skilling our staff.

Enrolments for the past twelve months have been consistent with last year. A total of ??? children were enrolled at 30 June 2014. Attendance has been strong and we are committed to nurturing a love of learning in our children that will see them move into their school years with enthusiasm and a thirst for knowledge.

The educators at Undoonoo must program to both a State and a National Curriculum- when they are planning their program, it is with reference to the principals, practices and outcomes prescribed in the Early Years Learning Framework (Belonging, Being, Becoming). Weekly staff meetings also mean we get together to share experiences and concerns and to support each other in our roles as educators. Undoonoo's staff is working very hard to juggle the demands of work, study and family and we are very proud of their efforts.

The children and families have participated in a diverse range of programs and experiences this year. We have a vegetable garden in the Centre that the children have planted and tend to with great excitement. They have learned about the importance of healthy eating and the rewards for their hard work. These activities all contribute to our sustainability plan. Children can learn about these systems from a very early age and develop a sense of ownership and belonging to the projects they are involved in.

To help develop the children's sense of community, we participate in as many community events as possible. These include NAIDOC Week celebrations, National Aboriginal and Islander Children's Day and tree planting day. We also encourage families and community members to join us for open days, birthdays, parent/carer days, and parties. Most importantly we strive to embed Indigenous Culture in all parts of the Undoonoo educational program. We recognise that if our children are strong in Culture, they will become leaders and ensure a bright and prosperous future for themselves and the broader community.

We would like to give our thanks to all of the community members, families and agencies in Woorabinda who have partnered with us to provide a safe, stimulating, nurturing and Culturally strong environment for our children.

Corporate Services

Customer Services

Customer services functions have been the overall responsibility of Corporate Service. Council's strategic focus has been to provide best practice in customer service systems and operations that deliver quality outcomes to the organisation.

Council has addressed this by implementing the following strategies:

- Reviewing and implementation of administrative management processes,
- Newsletter production and dissemination,
- Website interaction, and
- Development of policies



Council's office is open to the public Monday to Thursday from 8am to 5pm and on Friday from 8am to 12:30.

Administration

Council has established a plan of response to customer service issues experienced and encountered through interaction with customers, clientele and the general community.

Council commenced the review of a number of local laws during the financial year. The review also involves a significant community engagement process and as such the local laws won't be finally adopted until 2014/15 financial year.

Council Policies

Council has review a number of its Policies in this financial year. This will continue as part of the Councils continual improvement program.

Human Resource Management

Council has focused on the recruitment and retention of employees within council. Emphasis has been place on the application process for all its positions within Council. Council's recruitment policy emphasises the requirement for applicants to address a selection criteria for the job that they are applying for, this process intends to ensure that all applicants have a degree of motivation to apply for the job, and ensure our investment in training and up skilling is given to employees who demonstrate such motivation. Another focus has been reviewing all employees to ensure that the correct award and levels are being applied in accordance with nature of work and skill of the individual.

DEPARTMENT	MALE	FEMALE	17- 25	26- 35	36- 49	50+	TOTAL
CORPORATE SERVICES	2	4	2	1	1	4	8
FINANCIAL SERVICES	2	2	0	3	0	1	4
OPERATIONAL SERVICES	18	2	5	5	7	2	19
COMMUNITY SERVICES	4	23	12	7	2	3	24
TOTAL	25	32	13	16	18	11	57

Woorabinda Pastoral Company

Directors Report

Directors

The names of directors in office during the financial year and until the date of this report are:

Name	Date
Mr Gerald Doyle	Appointed 29 th May 2012
Mr Campbell Leisha	Appointed 29 th May 2012
Mr Terrence Munns (Chairman)	Appointed 29 th May 2012
Mr William Gulf	Appointed 29 th May 2012
Mr Archie Williams	Appointed 29 th May 2012

There were no changes to Board meeting membership during the period.

Principal Activities

The principal activities of the company were cattle grazing and crop farming.

Significant Events after Balance Date

There has not been any significant change to the entity's state of affairs. There has not been any event since year end which have significantly affected or may significantly affect the operations, results or state of affairs.

Results

The net profit of the company for the financial year was \$1,139,690.00 compared to the 2013 loss of \$199,091.00.

No provision for income tax has been made as the company is exempt from payments of income tax.

Review of Operations

The total profit from cattle sales amounted to \$1,269,719.00 compared to a sales profit of \$146,578.00 for the year ended 30 June 2013. Cattle on hand at 30 June 2014 is 8588 head compare with 8166 head at the end of the previous year.

The farming operation for the Company resulted in a net loss of \$130,029.00 compared to a net loss of \$345,669.00 in the 2012/13 financial year.

No dividend was paid to Council.

Indemnification and Insurance of Directors

The company has not, during or since the financial year in respect of any person who is or has been an officer or auditor of the company or related body corporate:

- Indemnified or made any relevant agreement for indemnifying against a liability incurred as an officer or auditor, including costs and expenses in successfully defending legal proceedings, or;
- Paid or agreed to pay a premium in respect of a contract insuring against a liability incurred as an officer or auditor for the costs or expenses to defend legal proceedings.

No director has received or become entitled to receive during or since the financial year a benefit because of a contract made by the company or a related body corporate with the director, a firm of which the director is a member or a company of which the director has a substantial financial interest.

Works and Essential Services

There is bore water running through the Water Treatment Plant and it is cutting down the water consumption from the Baralaba weir.

Infrastructure

The work on the Mimosa bore was commenced before 30 June 2014.

Housing

Council employs a small construction gang who work on the upgrading of houses within the community in partnership with BAS. The refurbishment of houses was undertaken during the year.

Works were also completed on a new subdivision that will make available space for an additional houses in the coming year.

Council adopted a Planning Scheme in partnership with the Program office and a planning solicitor. This Scheme is designed to consider growth and changes within the community over the next 10 years. As part of the planning phase for the Scheme several streets within the community have been realigned and infrastructure changed to incorporate planning for the future.



Plant and Works Operation

A condition assessment of Council's plant and equipment has been undertaken as part of Council's Assets and Services Management Plan.

Most of the equipment was purchased second-hand and will have to be replaced in the next few years.

Town Maintenance

Improved planning has resulted in the improvement of the overall look of the town as work teams complete programmed clean up and maintenance of the community.

Water and Sewerage

Council maintained its water and sewerage operations within the required legislated compliance levels.

Council also participated in the Queensland Urban Potable Water and Sewerage Benchmarking program that is produced by the Queensland Water Directorate. The program looked at aspects of capacity and viability, customer service, condition of assets, management and performance. Council has taken some learnings from the program and will implement them over forthcoming years.