

**2018-2019**

helping to energise the world

# Annual Report

Isaac Regional Council



# Isaac at a glance

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**58,870**

**square kilometres  
spanning from the coast  
to the coalfields<sub>7</sub>**

**17**

**unique  
communities**

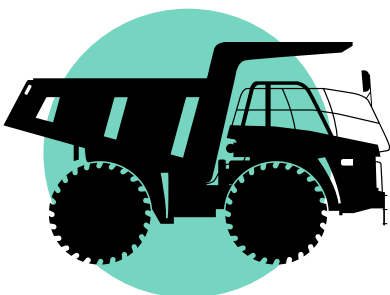
modern mining towns, historical towns, coastal and rural towns. Moranbah is the main service centre, population approx. 8,540<sub>3</sub>

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**\$6.35 billion**

**contributions to QLD's gross state product  
based on a population of only 20,990<sub>5</sub>**

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produces 53% of QLD's  
saleable coal<sub>8</sub>



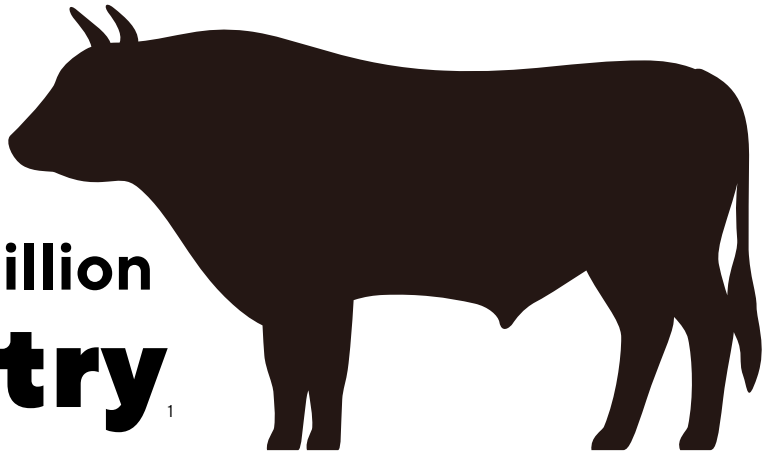
median age 32<sub>2</sub>



13.32% of registered  
businesses are agriculture<sub>1</sub>

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**\$438.5** million  
**beef industry**<sup>1</sup>



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**\$9.6 million**  
sugar cane  
industry<sup>1</sup>

permanent  
population

**20,990**

temporary  
population<sup>6</sup>

fly in/fly out & drive in /drive out

**12,075**

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mining **largest** industry employer  
**27** operating coal mines generating  
**\$1 billion** in royalty payments<sup>7</sup>

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# Introduction

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## **“Communicating our vision and commitments to the community”**

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Welcome to the 2018-19 Annual Report of Isaac Regional Council (Council). This report details our performance in meeting the strategic priorities outlined in our Corporate Plan Isaac 2020 and provides an analysis of our financial performance.

The theme for 2018-19 was Building a Stronger Isaac. This document demonstrates our commitment to supporting our region with vibrant communities, a strong economy, a healthy environment and effective, sustainable infrastructure.

Council provides essential programs and services to the community. This report details our successes and challenges faced over the past 12 months whilst ensuring we remain open and accountable to our stakeholders.

This information is relevant to

- Isaac residents and rate payers
- Local business owners;
- Potential investors;
- Community groups;
- Government agencies;
- Funding bodies; and
- Current and potential staff

The objectives of this Annual Report include:

- Communicating our vision and commitments to the community;
- Reporting on our performance in delivering the Corporate Plan;
- Instilling community confidence in our ability to show strong leadership and deliver on our promises;
- Illustrating our commitment to accountable and transparent government;
- Promote to local, state, national and international stakeholders our vibrant region as a great place to live, work, play and invest;
- Creating sustainability and stimulating the economy by building state and federal partnerships, or obtaining grants or funding for projects;
- Marketing Council as an employer of choice for potential recruits; and
- Meet statutory requirements under the *Local Government Act 2009* (the Act).



# Provide your feedback

For details on any of the content or to obtain a copy of the report, please email [records@isaac.qld.gov.au](mailto:records@isaac.qld.gov.au) or contact Council on 1300 ISAACS (1300 47 22 27).

Hard copies of the report are available for viewing at all Council administration centres and libraries

The report can be viewed online on Council's website: [www.isaac.qld.gov.au](http://www.isaac.qld.gov.au).

**Clermont Office**

Cnr Karmoo and Daintree  
Streets,  
CLERMONT QLD 4721

**Dysart Office**

Shannon Crescent  
DYSART QLD 4745

**Glenden Office**

Ewan Drive  
GLEDEN QLD 4743

**Middlemount Office**

Shopping Centre  
MIDDLEMOUNT QLD 4746

**Moranbah Office**

Grosvenor Complex,  
Batchelor Parade,  
MORANBAH QLD 4744

**Nebo Office**

10 Reynolds Street  
NEBO QLD 4742

**St Lawrence Office**

36 Macartney Street  
ST LAWRENCE QLD 4707

# Building a stronger Isaac

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**“This approach reinforces our ability to continually move forward with resilience”**

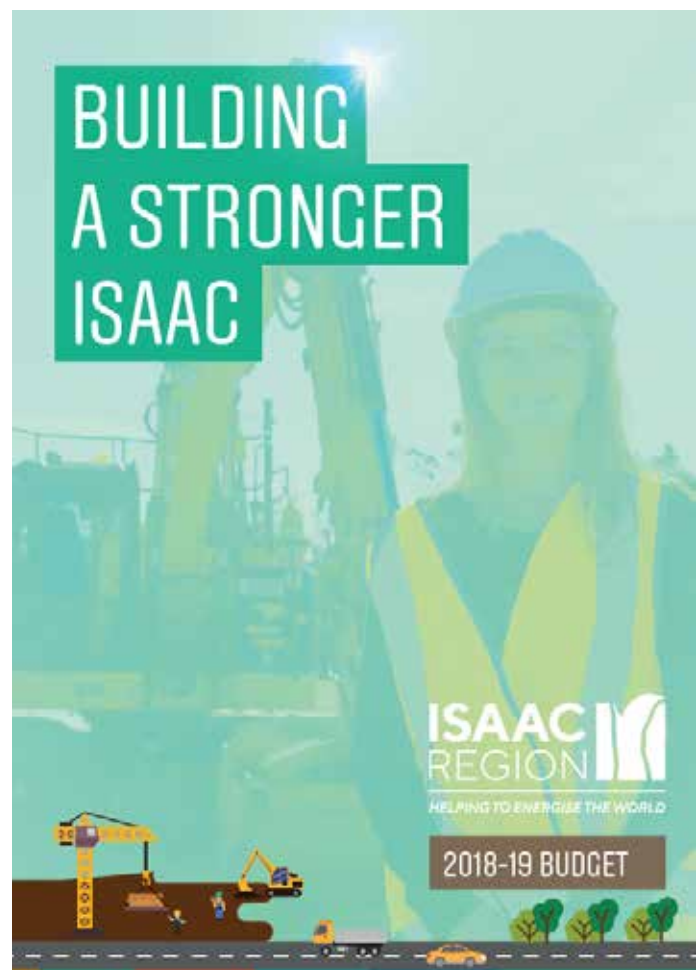
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The sustainable management of our finite resources is increasingly becoming a key priority for Council. The Isaac region is transitioning from an unprecedented mining investment boom, to a community evolving with challenging economic conditions.

There is an increasing demand on Council services and resources, yet there is not a corresponding increase in our rate-base to support the cost of services, nor increases in funding from the state or federal governments.

2018-19 focused on ‘Building a stronger Isaac’ and therefore this Annual Report is illustrative of our commitment to providing core infrastructure that connects and services our communities, businesses and industries.

This approach reinforces our ability to continually move forward with resilience to deliver quality services to our community, and continue our aim to feed, power and build communities.









who we are

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**Our Vision:** To energise the world.

**Our Mission:** To feed, power and build communities.

**Our Vision Statement:** Helping to energise the world. A region that feeds, powers and builds communities.

**Our Values:**

**Professionalism:** We will display accountability, openness, transparency and integrity.

**Continuous Improvement:** All aspects of the organisation's operations are encouraged through a progressive and creative approach.

**Excellence:** The manner in which we approach all aspects of the business for Isaac region, the highest possible outcome will be achieved.

**Procedural Consistency:** There is a consistent approach to the way in which Council conducts its business across the region.

**Customer Focus:** We identify and meet the needs of all customers in a responsive and equitable manner.

**Teamwork and Coordination:** We work together to achieve a common goal.

**Safety and Wellbeing:** We are all committed to working safely and caring for each other's wellbeing.





# Customer Service

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**Isaac Regional Council strives to build stronger communities through trusted customer service and creating value. Our customer service charter outlines our standards and we encourage your feedback.**

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## Our service commitment to you, our customer:

Our customers are any person or any organisation that has any form of dealing with Council. This includes residents, ratepayers, businesses, contractors, elected members and Council staff.

### When you contact us, we will:

- Greet and identify ourselves;
- Listen to you with respect, courtesy and understanding;
- Respond to your enquiry in a professional and timely manner;
- Respect your privacy with confidentiality;
- Work in an environment of continuous improvement; and
- Track outcomes to ensure “we will do what we say we do”.

### When receiving your complaint, we will:

- Listen carefully to your situation and clarify your needs;
- Provide you with a reference number for any further enquiry or follow up;
- Have the matter investigated thoroughly and objectively;
- Work with you so that the matter can be resolved;
- Communicate the progress to you in writing within seven days; and
- Take responsibility for ensuring an outcome has been finalised within an agreed timeframe.

### What we ask from you:

- Provide accurate and complete information in your dealings with us;
- Work with us to solve problems;
- Treat our staff with mutual respect; and
- Respect the community we live in.

### Your feedback is important to us:

We invite written feedback from you about our operation and services. Your comments provide us with valuable information to allow for continuous customer service improvement.

Address any correspondence to the Chief Executive Officer, via:

- Mail: Isaac Regional Council, PO Box 97,  
Moranbah QLD 4744
- Email: [records@isaac.qld.gov.au](mailto:records@isaac.qld.gov.au)
- Website: [isaac.qld.gov.au](http://isaac.qld.gov.au)

The Council General Complaints Process is made under the Local Government Act 2009 and includes the elements required in Chapter 7, part 6, section 268 of the Act.

## Top Four Customer Service Enquiries



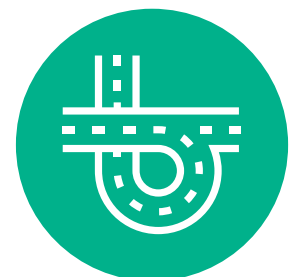
Water and Sewerage



Regulatory Services



Facilities



Roads

# Mayor's Message

CR ANNE BAKER

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**“What makes me know I live in a great region surrounded by amazing people is what happens when tragedy strikes. The resilience, spirit and generosity of the pure people power makes it an honour to serve as your Mayor.”**

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I am pleased to introduce my eighth Annual Report as Mayor of Isaac Regional Council.

As a coal producing region whose communities are closely tied to the resources sector, the tragedy of a workplace fatality reaches deep into the hearts of all our residents.

I wish to acknowledge the memory of those Isaac region resource workers who have lost their lives over the last year.

26 June 2019: David Routledge  
Middlemount Mine

20 February 2019: Bradley Hardwick  
Moranbah North Mine

31 December 2018: Allan Houston  
Saraji Mine

15 November 2018: Connor Milne  
Fairfield Quarry.

To the families, friends and colleagues of these four men, I extend the deepest condolence on behalf of our community. This tragic loss of life is a reminder of the inherent dangers our local workers face every day working in the resource sector.

What makes me know I live in a great region surrounded by amazing people is what happens when tragedy strikes. The resilience, spirit and generosity of the pure people power makes it an honour to serve as your Mayor.

After two years of work, damage caused to Isaac roads and waterways by Severe Tropical Cyclone Debbie has been restored through works jointly funded by the Commonwealth and Queensland Governments under the Natural Disaster Relief and Recovery Arrangements (NDRRA). I am pleased to recognise the completion of the \$50.1 million NDRRA works was completed in May 2019.

This is a great achievement and I acknowledge the support provided by the Federal and State governments to assist us on the path to recovery.

Several essential Isaac assets were restored and upgraded through these works, including Rolfe Creek May Downs Road near Middlemount and Streeters Crossing near Carmila.

The \$5.675 million Isaac Regional Recycling Program project, co-funded by Isaac Regional Council and the Queensland Government, is already providing essential service upgrades to support communities' liveability, regional growth and development. The project works are critical in ensuring Moranbah, Middlemount and Dysart can better manage demand for recycle water use.

There have been a number of exciting events and activities over the past year. We saw the St Lawrence Wetlands Weekend burst with life, as record-breaking attendee numbers turned up to see the ecological treasures. The Nebo Bush Poet's Smoko is another unique Isaac event at Nebo Museum grounds in October. I appreciate the efforts of all Council staff and volunteers who help organise events like these and so many more across the region.

I am excited to see the Clermont Saleyards and Showgrounds revitalisation project is continuing to be implemented to improve this facility for Clermont, which is vital to the region's thriving beef sector.

This last year we farewelled Councillor Peter Freeleagus, who has a civil career spanning more than two decades, including seven years with the amalgamated Isaac Regional Council. Cr Freeleagus was first elected to the former Belyando Shire Council in 1997, appointed Deputy Mayor in 2000 and served as Mayor from 2003 to 2008, when the Belyando, Nebo and Broadsound shires were amalgamated to form Isaac Regional Council. Peter's leadership as an elected representative and contribution to improving this organisation and the wellbeing of our communities will leave a legacy.

The Division 4 vacancy was filled with new Councillor Simon West, who is the President of the Goonyella Riverside CFMEU and brings with him a wide background of experience. It has been a pleasure to work alongside Cr West since April.

I would like to thank CEO Gary Stevenson PSM, my fellow Councillors and all Council staff for your hard work and ongoing support throughout this year. Your continued focus on working as a team to serve our communities is a constant inspiration and I enjoy working alongside you.



# CEO's Message

GARY STEVENSON PSM

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**“Council continues to advocate on behalf of the community for financial support to complete water infrastructure, community facility and road infrastructure priorities.”**

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I would like to welcome you to Isaac Regional Council's 2018-19 Annual Report. This report provides a snapshot of the achievements that we have made over the year, it outlines some of the challenges we have faced and highlights our desire for continuous improvement to maintain transparency and accountability.

There is a lot of valuable insight within the report but at a glance our goal is building a stronger Isaac. That message is especially prevalent as we continued to recover from the devastating impact of Tropical Cyclone Debbie. In the aftermath of the disaster, we have spent the past two years building a more resilient network of roads and infrastructure with funding from the Natural Disaster Relief and Recovery Arrangements.

We are continuing to deliver improved water infrastructure, with the \$7.1 million Nebo Water Supply Project nearing completion in 2019 and the Moranbah reservoir and associated works completed in this financial year.

Council continues to advocate on behalf of the community for financial support to complete water infrastructure, community facility and road infrastructure priorities. The Clermont water enhancement action plan continues to be a priority, with works and upgrades at the Clermont wastewater treatment plant continuing, and the Theresa Creek Dam project benefiting from renewal works.

I am pleased with the number of works that have occurred to parks and facilities across the region, such as the Middlemount Community Hall kitchen refit, the Carmila Beach Development Plan will be implemented and the installation of a new disposal area for the toilet block at St Lawrence Sportsgrounds, the Clermont BMX track was built and maintenance work was done to the Glenden pool and a shade structure at Dysart Fox Park.

For the past two years Isaac Regional Council has been cementing its new vision, mission and values.

Our vision – To energise the world

Our mission – To feed, power and build communities

Our values – Professionalism, continuous improvement, excellence, procedural consistency, customer focus, teamwork and coordination, and safety and wellbeing.

We've devoted a lot of time in telling the story of our region through our brand. From our seams of coal which help to forge the steel and generate the electricity our world needs to our top-class beef, grains, cane and aquaculture, we are a region driven by pure people power. It is with this solid foundation people who do not know Isaac have a much better understanding of the values held by our community and your contribution to making our Isaac a better place to live, work and play.

I would like to give my thanks to Mayor Anne Baker and elected members for their continued support and my appreciation to our staff for their efforts and passion.

Your feedback is always welcome. Your voice and our focus on collaboration is the key to making our region one which is helping to energise the world.



# Elected Representatives

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Mayor Anne Baker

**“Local government is the key to building stronger communities”**

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Mayor Baker is a passionate advocate for the region and has served in local government for more than a decade.

She was elected Mayor in 2012 and returned for a second term in 2016, having served as a divisional councillor in the first term of Isaac Regional Council from 2008.

Mayor Baker has lived in the Bowen Basin with her family for 33 years; the last 22 years spent in Moranbah. She and husband Frank have two adult children and three grandchildren.

She continues to believe that local government is the key to building stronger communities, and also recognises the importance of all three levels of government working, collaborating and aligning priorities.

Her priority for the region is to work towards delivering diversity in order to promote economic

growth and ensure a sustainable future. Improved liveability is also a key goal, and she strives towards this, both as Mayor and a passionate member of her community.

Mayor Baker sits on each of Council's four Standing Committees. She is also chair of the Local Disaster Management Group, Isaac Affordable Housing Trust and the Moranbah Early Learning Centre, and a member of the Advocacy Advisory Committee, Bowen Basin Regional Roads and Transport Committee, Mackay District Disaster Management Group and the Regional Economic Development Corporation.

She is a director and chair of the Greater Whitsunday Council of Mayors (formerly the Whitsunday Regional Organisation of Councils) and represents the Isaac, Mackay and Whitsunday regions on the Policy Executive of the Local Government Association of Queensland.



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## Cr Greg Austen Divison 1

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Cr Austen was elected to represent Division 1 following a by-election on 18 November 2017.

He has lived in the Clermont district for 30 years where he worked as a horse breaker, ringer, professional singer and musician.

After marrying Marie and raising three children, Cr Austen purchased the milk run for Clermont and surrounding districts.

Austen Milk Supplies is a family-run business as well as supplying employment for others. He has also recently purchased a small cattle block north of Clermont and local businesses Clermont Carrying Company and Clermont Signage and Frames.

He is a strong supporter of local businesses and is well aware of the issues faced in this regional area.

Cr Austen is a member of Council's Planning, Environment and Community Services Standing Committee and Engineering and Infrastructure Standing Committee. He is also a member of the Clermont Saleyards Advisory Committee.



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## Cr Nick Wheeler Divison 2

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Councillor Wheeler was elected to represent Division 2 in 2012 and returned for a second term in 2016.

He worked as a miner at Norwich Park mine for 30 years and was CFMEU secretary for eight years. He is married to Freda and they have two children, a daughter in Dysart and son in Blackwater.

Cr Wheeler was Dysart Ladies Softball president for 18 years and involved in the early days of the ambulance centre. He is also the Dysart Lions' Club president, past president of Dysart State School P&C for eight years and spends the majority of his time with community activities and issues.

Cr Wheeler sits on Council's Engineering and Infrastructure Standing Committee and Water and Waste Standing Committee. He is also a member of the Isaac Affordable Housing Trust.



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## Cr Gina Lacey

### Divison 3

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Cr Lacey was re-elected unopposed to represent Division 3 in 2016, her fourth term in local government. She served on the predecessor Belyando Shire Council and was a foundation councillor of Isaac Regional Council in 2008.

She has lived in Moranbah for 45 years, is married to Clint and they have two children. Cr Lacey spent 15 years as CFMEU's office manager and during this time she spent eight years as the event coordinator for May Day, the CFMEU 10km run and the Combined Unions Christmas Party. She also spent 15 years as a proud business owner and operator in Moranbah with Zootown Menswear and The Purple Grape Café and Bar. She is a proud advocate for the long-term liveability and sustainability of our mining communities and dedicated to the Isaac region as a whole being a valued for our enormous contribution to state and federal economies. Cr Lacey sits on Council's Engineering and Infrastructure Standing Committee and Corporate Governance and Financial Services Standing Committee. She is also a director of both the Moranbah Early Learning Centre and the Isaac Affordable Housing Trust board. Cr Lacey is the Chair of both the Community Leasing Advisory Committee and Greg Cruickshank Aquatic Centre Advisory Committee. She is also a Moranbah Youth Community Centre reference group member and Regional Social Development Centre board member.



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## Cr Simon West

### Divison 4

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April 2019 -

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Cr West was appointed as councillor for Division 4 in April 2019 for the remainder of the four-year local government term following the resignation of former councillor Peter Freeleagus.

With years of experience in hospitality management, the mining sector and through union roles, Cr West is a well-recognised community representative.

Elected as an executive member of the CFMEU in 2008, Cr West is currently the President of the Goonyella Riverside CFMEU. He represents CFMEU members in and around Moranbah as an elected member of the Queensland Board of Management of the CFMEU Mining and Energy Division.

With his wife Fiona and son, Cr West has lived in Moranbah since 2001. He is an active community member and leader, assisting in multiple fundraising events such as the May Day Festival and mental health projects.



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## Deputy Mayor Kelly Vea Vea Divison 5

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Cr Vea Vea was elected to Council in 2012 and re-elected for a second term in 2016. In May 2018 she was appointed as Deputy Mayor. She grew up in Collinsville and moved to Moranbah with her young family about 12-and-a-half years ago.

As former chairperson of the Moranbah Action Group and president of Queensland Mining Communities, Cr Vea Vea is a strong advocate for the Isaac region on the key issues of population balance, affordable housing, liveability and infrastructure investment. She is passionate about lobbying for policy change and better funding for our region.

Cr Vea Vea chairs Council's Planning, Environment and Community Services Standing Committee and is a member of the Corporate Governance and Financial Services Standing Committee. She is also a member of the Isaac Affordable Housing Trust, on the board for the Mayor's Charity Trust and MELC. Outside of Council, Cr Vea Vea is president of the Moranbah and District ALP Branch, a board member of the Mayor's Charity Trust and on the Highlanders Swimming Club committee.



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## Cr Lynette Jones Divison 6

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Cr Jones was elected to Council in 2016 to represent Division 6.

A long-term Clermont resident, Cr Jones has played an active role in the community for the past 42 years. She and her husband have owned a cattle carting business located in Clermont for the past 11 years and have one daughter and two grandchildren.

She spent 22 years in the Clermont Department of Primary Industries as an honorary Stock Inspector and is a past member (26 years) of the Clermont Hospital Auxiliary.

Cr Jones is a member of Council's Planning, Environment and Community Services Standing Committee and Water and Waste Standing Committee.

She is also a member of the Clermont Saleyards Advisory Committee, Clermont Consultative Committee and Clermont Health Advisory Network Team.



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## Cr Jane Pickels Divison 7

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Councillor Pickels was re-elected unopposed to represent Division 7 in 2016, having been first elected in 2012. Prior to her election, Cr Pickels had eight years' customer service experience with Isaac Regional Council and the former Broadsound Shire.

She is married to Greg and they have four children, and two grandchildren. A self-confessed 'sports nut', she loves to play and watch sport and is also involved at an administrative level. She is a member of the Middlemount Community Sports' Association and Middlemount Golf & Country Club, and volunteers for the Middlemount Rugby League Club.

Cr Pickels chairs Council's Corporate Governance and Financial Services Standing Committee and is a member of the Planning, Environment and Community Services Standing Committee, as well as a number of Advisory Committees.

She is a member of the boards of both the North Queensland Sports Foundation and Mackay Tourism Limited.



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## Cr Geoff Bethel Divison 8

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Cr Bethel was elected to Council in 2008 as Division 8 representative and returned for consecutive terms in 2012 and 2016. He also served as Deputy Mayor from 2012 until May 2016.

He has been involved in local government for many years, previously serving on the former Broadsound Shire Council, including four years as Deputy Mayor.

Cr Bethel is a landholder in the Isaac region and has been involved in the cattle and grain industries since the 1973 Brigalow Scheme Ballot. He has a keen interest in land care and related initiatives and is married to Ruth with four children; all who live and work in the Isaac region.

Cr Bethel chairs Council's Engineering and Infrastructure Standing Committee and is a member of the Water and Waste Standing Committee.

He also chairs the Clermont Saleyards Advisory Committee, member of Bowen Basin Regional Roads and Transport Committee, Road Accident Action Group and the Nebo Bowen Basin Community Committee.



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## Cr Peter Freeleagus

### Divison 4

July 2018 – February 2019

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Cr Freeleagus resigned from Council effective 26 February 2019 following a civic career spanning more than two decades.

Cr Freeleagus was elected as Council's Division 4 representative in 2012 and returned for a second term in 2016.

He was first elected to the former Belyando Shire Council in 1997, appointed Deputy Mayor in 2000 and served as Mayor from 2003 to 2008, when the Belyando, Nebo and Broadsound shires were amalgamated to form Isaac Regional Council.

Cr Freeleagus chaired the Council's Water and Waste Standing Committee and was a member of the Corporate Governance and Financial Services Standing Committee since their inception. He was also an active member of the Audit and Risk Advisory Committee and Domestic Dog Advisory Committee and a director of the Moranbah Early Learning Centre.





our  
communities

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## CARMILA

Carmila is located at the foot of the Connors Range on the Bruce Highway. The community's main industry is sugar cane growing.



## CLARKE CREEK

The small, rural township of Clarke Creek is located approximately 200 km between Mackay and Rockhampton.



## CLAIRVIEW

Clairview is a beachside community located between Rockhampton and Mackay. It is a popular fishing and crabbing village.



## CLERMONT

Established in 1862, the town of Clermont was the first inland settlement in the tropics and is one of the most historic towns in Northern Australia.

## FLAGGY ROCK

Flaggy Rock is primarily a sugar cane growing district situated between Rockhampton and Mackay. Flaggy Rock Bluff has a 360° view over the valley ranges and Coral Sea, accessible only by 4WD or on foot.



## COPPABELLA

Coppabella was designed to service the junction of two railway lines – Goonyella and Saraji Mines. The town is unique to the region in that it was built entirely by a government department.



## GLEDEN

Glenden was first introduced to the Isaac as a mining town. Mount Isa Mines Ltd proposed a town be built for their workers. Glenden was named after the Queensland Place Name Board advised this is what the area was called in the ballot in 1918.



## DYSART

Dysart is a mining town established in 1973. The family-friendly community has modern facilities, including an olympic-sized swimming pool and nine-hole golf course.

## GREENHILL/ILBILBIE

An idyllic location approximately one hour's drive south of Mackay, Greenhill and Ilbilbie have wonderful views of the ocean and surrounding district with plentiful fishing and bushwalking opportunities.



## MIDDLEMOUNT/MACKENZIE RIVER

Middlemount, established in the early 1980's, is a purpose-built coal mining town with breath taking views from Blue Mountain. Mackenzie River, approximately 35 km south of Middlemount, is a small rural community and cattle grazing area.



## KILCUMMIN

Kilcummin is located approximately 60 km north of Clermont. Surrounded by cattle and cropping properties, the town is underpinned by a supportive, tightknit community.



## MISTAKE CREEK

Mistake Creek is a small and vibrant rural community that earned its name from early settler Jeremiah Rolfe, who mistakenly thought his station was located on the Belyando River.

## MORANBAH

Referred to as the 'new kid on the block', Moranbah is one of the youngest towns in Queensland. Specifically created for miners and their families, Moranbah has grown into a town rich in charm and warmth.



## ST LAWRENCE

St Lawrence was originally built to service the Customs Office for the Port of St Lawrence. Attractions include the St Lawrence Wetlands, freshwater fish habitats and abundant birdlife.



## NEBO

Nebo was officially known as Fort Cooper, however in 1923 the name was changed by popular demand to Nebo; derived from Nebo Creek. Nebo's primary production was originally sheep farming, however the area proved unsuitable for sheep and they were eventually replaced by cattle.



## VALKYRIE

Dysart is a mining town established in 1973. The family-friendly community has modern facilities, including an olympic-sized swimming pool and nine-hole golf course.

# Our People

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## Citizenship Ceremonies

In many respects, the Isaac Region's story is reflective of the Australian story, with people coming from all corners of the globe for an opportunity and finding a reason to stay.

During the 2018-19 financial year, we welcomed 20 new Australian citizens into the Isaac region. Our citizenship ceremonies are a testament to the diversity of the region with participants hailing from 9 different countries,

The region's 2019 Australia Day Citizenship Ceremony acknowledged 70 years since Australian citizenship was introduced into law, with eight residents completing their journey from migrant to citizen at the event

## Australia Day Awards

Australia Day celebrations across our communities are an opportunity to celebrate the pure people power which energises our region.

It is an occasion to acknowledge those individuals, groups and organisations who have made a significant contribution to social, civic, sporting and cultural life locally, nationally and internationally.

The efforts of our unsung heroes and quiet achievers are recognised across the region in six categories: Group Achievement Medallions, Individual Achievement Medallions, Mayor's Awards, Community Event of the Year, Young Citizen of the Year and Citizen of the Year

In 2019, a Vietnam Veteran helping keep the Anzac spirit alive, a community-minded school captain and dux, and a theatrical tribute to the music of the 80s were all honoured with the Isaac region's top Australia Day Awards.

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🕒 **Citizenship Ceremony: Gerardo and Samantha Marasigan and Darlence Fajilan.**

🕒 **Australia Day Winners: Richard Crabb and Bailey Richardson**

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### Citizen of the Year: Richard Crabb

Illbilbie resident Richard Crabb was honoured with the Isaac region's Citizen of the Year Award for 2019, selected from a field of 21 nominees. Richard, a Vietnam Veteran, was recognised for his work in organising the Greenhill Anzac Dawn Service since 2005.

What started out in 2002 with Richard and a group of good friends having a rum and milk by a small fire on the beach at dawn has grown into a moving annual event. The first official service in 2005 attracted a dozen people, but the event has since grown to a crowd in excess of 200.

Richard is a very humble man who is truly passionate about the Anzac tradition. Greenhill's Anzac Day dawn service is an absolute credit to Richard for his continued work and dedication for a day of remembrance close to his heart.



### Event of the Year: Back to the 80's

Involved approximately 80 volunteer performers and production crew drawn from Clermont, Moranbah and Dysart. It required an immense commitment from all those involved as rehearsals occurred across the three towns.

The event worked to develop the local creative skills and cultural pursuits of all those involved in the show while also engaging the wider community. The musical was performed to an audience of more than 1400 people across three locations within the Isaac region.

Back to the 80's – The Musical showcased the power of the people across the Isaac region to not only coordinate the event but also to build the capacity of locals to deliver such a show. It promoted the arts and the Isaac region as a vibrant, diverse and fun place to live and visit.

### Young Citizen of the Year: Bailey Richardson

Bailey Richardson served as Clermont State High School captain in 2018 and was class dux in her final three years of high school.

She completed all her schooling in Clermont and, over this time, has achieved many athletic awards, representing her school and community at the Central Highlands level. In 2018, she carried the Queen's Baton during the Clermont leg of the Queen's Baton Relay and, in 2017, was also in the cast of The Power Within, a Queensland Music Festival event.

Bailey is regarded as being resilient, empathetic, hardworking and committed to being the best she can be at all times – a shining example to rural youth of what you can achieve if you have a go.





OUR COMMUNITIES



# Event Highlights

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**July** | Isaac Skateboarding Tour



**October** | Nebo Bush Poet's Smoko



**August** | Seniors Week



**August** | Mayor's Charity Ball



**September** | 4U2 Concert



**December** | Christmas Lights Comp.



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**January|** Australia Day Celebrations



**April|** Anzac Day



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**January|** Regional Australia Day Awards



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**May|** Clermont Show



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**March|** International Women's Day



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**June|** St Lawrence Wetlands Weekend



# our council

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# Corporate Plan

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Council's performance against the Corporate Plan is highlighted in Annual Reports. This Annual Report documents the achievements and outcomes delivered during the past 12 months of the Corporate Plan Isaac 2020. The Corporate Plan Isaac 2020 was developed through a series of internal workshops, external stakeholder sessions across the region and a community leadership Forum. The Corporate Plan outlines a shared vision and covers five priority areas including:

## **Communities**

Isaac will have resilient, connected and diverse communities whose lifestyles and wellbeing are supported and whose regional identity is cherished.

## **Economy**

Isaac will continue to be Queensland's number one performing regional economy based on a thriving, diverse and resilient mix of industry sectors.

## **Infrastructure**

Isaac will have effective and sustainable infrastructure that supports the needs of the region's communities and economic sectors.

## **Governance**

Council will be a strong, ethical and effective advocate for the Isaac region, providing transparent and quality decision making, and efficient and cost-effective service delivery.

## **Environment**

Isaac will have an appropriate and sustainable balance between environment, economy and community to ensure our natural resources are sustainably managed and protected.

We deliver on our priorities by implementing our Annual Operational Plan, which includes key projects and activities that directly respond to the priority areas of the Corporate Plan.

During the 2018-19 year Council produced quarterly Operational Plan performance reports (available on our website), which provides a more detailed analysis of our performance and identifies progress on projects and performance against set measures during the financial year.

A majority of the set priorities and activities for the 2018-19 Annual Operational Plan were met. There were outside factors that influenced those that did not reach their performance targets which were reprioritised during the year.

Council is constantly enhancing the manner in which it prepares, monitors and reports on its Annual Operational Plan, and is committed to

presenting improved transparent and accountable progress in achieving its, and the communities, priorities into the future.

Another key focus, aligning with our 2018-19 Budget, has been Council's commitment to focusing on our key infrastructure and improving the sustainability and viability of our assets to connect and service our community, business and industry sectors.

We have completed many projects across the region aimed at revitalising community facilities, strengthening infrastructure and ensuring our public spaces are vibrant, green and clean.

This focus continues our aim to diversify our economy and build a secure, sustainable region for future generations. Please refer to page xx for a more detailed account of our performance for 2018-19.



# Legislation

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**Local government plays an important role in community governance and is a forum for local decision-making, charged with ensuring good rule and government of its local government area. As a local government, Council must be accountable, effective, efficient and sustainable and consistent with the local government principles contained in the Act.**

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These five principles are founded on the following:

1. Transparent and effective processes and decision-making in the public interest;
2. Sustainable development and management of assets and infrastructure, and delivery of services;
3. Democratic representation, social inclusion and meaningful community engagement;
4. Good governance of, and by, local government; and
5. Ethical and legal behaviour of local government employees.

The Act clearly distinguishes between the roles and responsibilities of the executive and administrative/operational arms of local governments:

- The executive arm, the Mayor and Councillors make local laws and determine policy and other matters at a strategic level; and
- The administrative/operational arm consists of the Chief Executive Officer, who manages the day-to-day operations in accordance with the plans and policies determined by the executive arm.

Council represents the largest mining region in Queensland and governs 17 unique communities, from our agricultural areas, the coalfields to the coast. One of our highest priorities is advocating at state and federal level for solutions to issues impacting Isaac communities.

Due to Council's vast area (over 58,000 square km), there are seven Administration offices throughout the region, located at Clermont, Dysart, Glenden, Middelmount, Moranbah (main office), Nebo and St Lawrence.



### **Strategic and Operational Framework**

In April 2015, Council adopted the new 20 Year Community Strategic Plan Isaac 2035 followed by the 5 Year Corporate Plan. Isaac 2035 forms a blueprint for the future of the Isaac region, outlining our strategies towards enabling strong, vibrant, diverse and sustainable communities for our people.

The 5 Year Corporate Plan uses the key themes from Isaac 2035 to identify clear goals, strategies and performance indicators to show how we will achieve our vision for the future. Our Annual Operational Plan is a short-term strategy outlining how our organisation will work towards achieving the goals set out in our 5 Year Corporate Plan.

Each year we also adopt a Budget which is carefully aligned to the above key planning documents, to ensure we continue to meet the needs of our communities.

# Organisational Structure

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The organisational structure aligns Council's four directorates with Corporate Plan goals and objectives.

The Executive Leadership Team (ELT) is led by the Chief Executive Officer. ELT is charged with the responsibility of ensuring the delivery of the strategic intent of Council and to provide leadership to all employees.

The ELT comprises of four directorates in addition to the Office of the Chief Executive Officer:

- Corporate, Governance and Financial Services;
- Planning, Environment and Community Services;
- Engineering and Infrastructure; and
- Water and Waste.

The most valued resource of Council is its staff. Council, as at 30 June 2019, had approximately 464 full-time equivalent staff who are located across the region.

**Isaac Regional Council**



**Mayor**



**Chief Executive Officer**



**Directorates**

## **Directorates**

Corporate, Governance and  
Financial Services

Planning, Environment and  
Community Services

Engineering and  
Infrastructure

Water and Waste



# Executive Leadership Team

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## **GARY STEVENSON PSM**

Chief Executive Officer

**“Passionate for local government service and ensuring the future of communities is sustainable.”**

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Gary Stevenson, Chief Executive Officer for Isaac Regional Council since July 2016, is local government leader with a very strong track record. Gary has experienced the full spectrum of leadership roles, and possesses extensive knowledge in, local government. Gary's local government experience spans three states over 39 years, fulfilling roles from rural community councils through to large city councils.

Gary has 25 years' experience as a CEO, serving the City of Perth, Redland City Council, Rockhampton City Council and Corangamite Shire Council. With a robust and caring leadership style, Gary has a strong passion for grass roots local government service and ensuring the future of communities is sound and sustainable.

Listed amongst Gary's achievements is being awarded the Public Service Medal in the 2008 Queen's Birthday Honours List for leadership in local government at local, regional and state levels. He has a Master's Degree of Business Administration, Company Directors Diploma - Australian Institute of Company Directors, post-graduate studies in local government and engineering, and an undergraduate degree in civil engineering.

Aside from being responsible for the administration arm of Council, Gary responsibilities also cover organisational leadership, administration and strategic management, elected member support, Council meeting management and administration, human resource performance and development and advocacy.



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## PAT MOORE

Director Infrastructure and Engineering

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Pat joined Isaac Regional Council in February 2014 as a principal Engineer, progressing through the organisation during the years and successfully being appointed to the Director of Engineering & Infrastructure in August 2017.

With an Engineering Degree (Civil), Pat has worked in both the public and private sector throughout his career, public sector experience including the Department of Main Roads and Fitzroy Shire Council. Pat has 18 years' experience in the industry, 12 of which are in the private sector in engineering design & construction roles.

Pat is a member of Institute of Public Works Engineering Australasia, Queensland (IPWEAQ) and the Local Government Managers Association (Qld).

Responsibilities in Pat's portfolio include parks and recreation, corporate properties, roads, drainage and urban services, plant and fleet management, workshops and depot management, infrastructure planning and technical services, infrastructure construction and maintenance.



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## GREG SEARLE

Director Water and Waste

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Joining Isaac Regional Council on 31st July 2017, Greg is the first Director of Water and Waste with the Directorate coming into effect on the 1 July 2017.

Working in the water industry for 32 years, before joining Isaac Regional Council Greg has eleven (11) years' local government experience in both New South Wales and New Zealand. Greg has also worked overseas installing and commissioning water and wastewater treatment plants in Sri Lanka, Iraq and China, to name a few.

Greg is a member of Asset Management Council, Australian Water Association, SAI Global, Water Standards Australia, Local Government Managers Association (Qld), QLD Water - WAA Liveable Communities Committee and WIOA Management Committee.

Greg is responsible for the water and wastewater network, water supply operations, wastewater treatment operations, recycled water services, Water and Waste infrastructure design, construction and maintenance, water product quality management and environmental licence compliance. Waste Services includes the operation and maintenance of Landfills and Transfer Stations, kerbside collection and materials recycling.



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## **SCOTT GREENSILL**

Director Corporate,  
Governance and Financial  
Services

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Joining Isaac Regional Council in December 2017, Scott brings a wealth of local government knowledge and experience. Scott has had a successful career in local government as Chief Executive Officer (or General Manager) in six (6) Councils spanning both Queensland and New South Wales over 36 years.

His qualifications include Bachelor of Business Degree and Masters of Business Administration which along with his experience brings very solid knowledge of local government and business management to the role.

Scott's responsibilities include financial services, legal and insurance administration, media and communication, information technology, asset management, governance, strategic, corporate and business continuity planning, risk and disaster management, safety and procurement.



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## **JEFF STEWART-HARRIS**

Director Planning,  
Environment & Community  
Services

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Jeff joined Council in February 2017, with 36 years' experience in a variety of organisations. Jeff has held positions such as CEO, Chief Operating Officer, Senior Executive and Board roles in Local Government, Regional Development, the Port, Logistics, Airport and Infrastructure sectors.

He has qualifications in Local Government Law and Finance, Human Resource Management, Strategy and Leadership, Services Marketing and Environmental Health. Jeff is a Fellow of Local Government Management Australia, a Fellow of Australian Institute of Management and Graduate Australian Institute of Company Directors.

Areas of responsibility in Jeff's portfolio include economic development, customer service, community engagement programs and events, environment and biodiversity, stock route and land management, regulatory and building compliance, planning and land development, arts and library services.





A woman wearing a wide-brimmed straw hat with an orange band and a high-visibility orange safety vest over a dark blue shirt is the central figure. She is looking down and smiling slightly. In the background, another person in a yellow high-visibility vest and a straw hat is working on a construction site. The scene is outdoors with a clear blue sky and some construction equipment visible.

our staff

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# People and Performance

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## Recognition of Service

Council is committed to recognising the long and valued service of its staff. A group of staff with pure intentions to power the region into the future were recognised during Council's annual All Staff Gathering ceremony held at the Clermont Showgrounds on 20 September 2018. Council's longest serving employees, who between them shared 125 years of dedicated service towards building a better Isaac were honoured.

- 40 years of service: Desley Jeffs;
- 30 years of service: Bill Bruggemann and Julie-Ann Smith;
- 25 years of service: Richard Elly.

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**Isaac Regional Council is an organisation driven by pure people power. The commitment, dedication and innovation of our staff, and their embodiment of the organisation's values and vision, are our greatest asset.**

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### **Trainee and Apprenticeship Program**

Council is dedicated to helping people in our communities develop industry skills and knowledge which contributes not only to the success of their individual futures, but to the long-term future of Isaac.

Providing a career path in local government by supporting apprentices and trainees to complete their qualifications is a key priority for the organisation. Council successfully recruited twelve (12) new apprentices and trainees in the 2018-19 financial, enrolled in the following qualifications.

- Cert III Business, engaged within People & Performance, Brand Media & Communications and Contracts & Procurement departments. (3 Trainees);
- Cert III in Carpentry, engaged within the Corporate Properties & Fleet department (1 Apprentice);
- Cert III Civil Construction Plant Operations within Infrastructure department (1 Apprentice);
- Cert III in Library and Information Services within the Arts and Library department (2 Trainees);
- Cert III Local Government (Regulatory Services) within the Environmental Services department (1 Trainee)
- Cert III in Plumbing within the Water & Waste and Corporate Properties & Fleet departments. (2 Apprentices);
- Cert III in Water Industry Treatment within the Water & Waste department (2 Trainees).

During the 2018-19 financial year Council had seven (7) trainees complete the following qualifications:

- Cert III Business (2 Trainees);
- Cert III Conservation and Land Management (1 Trainee);
- Cert III Local Government (Regulatory Services) (1 Trainee);
- Cert III Civil Construction Plant Operations (1 Apprentice); and
- Cert IV Library and Information Services (1 Trainee and 1 School Based).

Council is privileged to have the support of supervisors and staff who devoted their time and passed on their knowledge to these students; all of whom we are proud to say now hold nationally recognised qualifications.





## **Annual Education and Career Pathway Expo**

The Expo was held at Moranbah State High School on August 9, 2018. Throughout the day, representatives across Council made themselves available at the Council booth and responded to student enquiries. Mayor Anne Baker said the Expo's exceptional collaboration between Council, the schools and the wider business community made the day a phenomenal stepping stone for the region's youth.

"We are a region rich in resources, made richer by its people, their hopes and their dreams," she said.

Students participated in activities set up at the booth, the highlight was the water sample testing activity. More than approximately 750 attended the day including students, parents, and teachers from Moranbah State High School, Middlemount Community School, Dysart State High School and Clermont State High School.

## **Work Experience Program**

Council hosted 22 work experience students across the region during the 2018-19 financial year in areas of Parks & Gardens, Water & Waste, Workshop, Libraries, People and Performance and Information Communication Technologies.

## **Women in Local Government Advisory Committee**

In early 2018, a Women in Local Government Working Group (WILGWG) was established by Council with the aim of helping to attract and retain women in senior leadership roles within Council. The WILGWG, through consultation, provided recommendations which were considered by the new established Women in Local Government Advisory Committee (WILGAC) late 2018 who provide advice to Council in relation to the implementation of the 13 recommendations of the WILGWG.

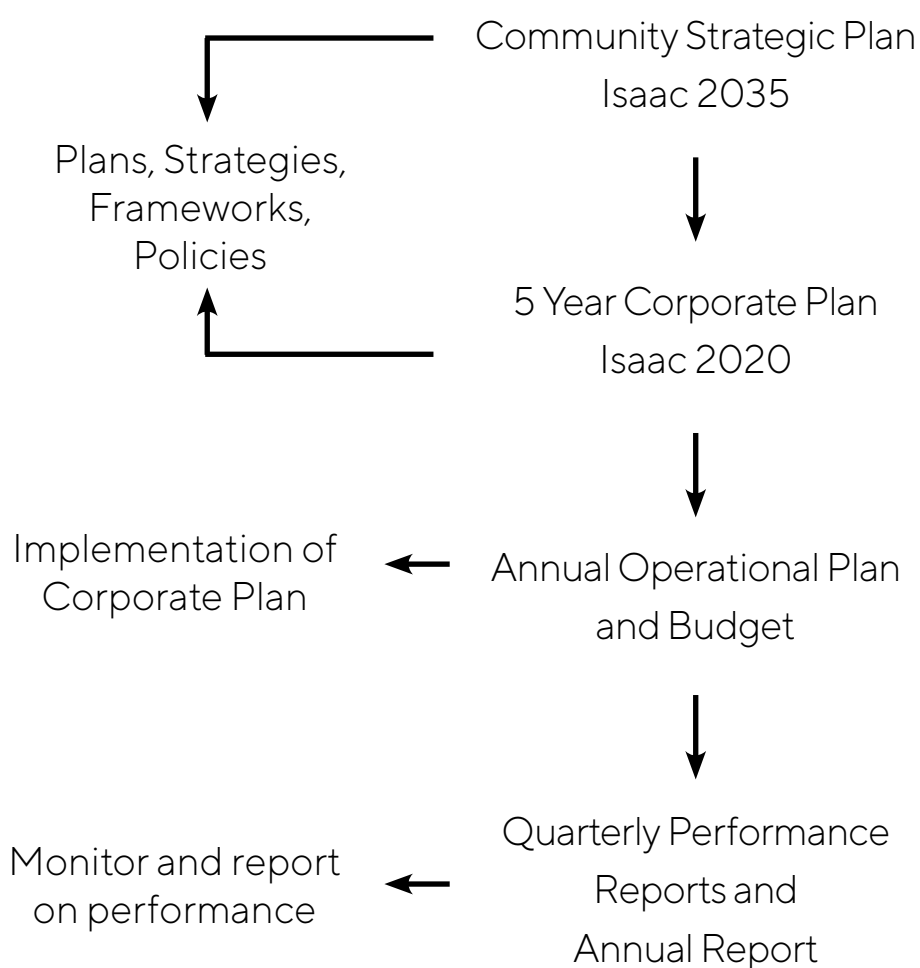
Since its constitution in late 2018, the WILGAC has endorsed seven recommendations with the remaining recommendations relating to flexible work arrangements, implementation of a mentoring program and a leadership framework close to finalisation.

# CEO Assessment

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Isaac Regional Council is committed to performance and accountability. We use governance arrangements to contribute to our overall performance in achieving our strategic priorities. The strategic planning and performance management framework (below) sets the context for our reporting requirements, highlighting the link with the long term planning documents and the (operational) implementation documents.

The following Framework (also referred to on page 46) demonstrates the relationships of our key strategic guiding documents and those that Council draws from in developing its priorities – namely the Community Strategic Plan – Isaac 2035 and 5 Year Corporate Plan. Both of these documents are driven and influenced by the Isaac Community.



The following section provides a summary of Council's progress towards the implementation of our 5 Year Corporate Plan and the 2018-19 Annual Operational Plan. Council's 5 Year Corporate Plan and Annual Operational Plan report against five key strategic themes:

**Communities:** Isaac will have resilient, connected and diverse communities whose lifestyles and wellbeing are supported and whose regional identity is cherished.

**Economy:** Isaac will continue to be Queensland's number one performing regional economy based on a thriving, diverse and resilient mix of industry sectors.

**Infrastructure:** Isaac will have effective and sustainable infrastructure that supports the needs of the region's communities and economic sectors.

**Environment:** Isaac will have an appropriate and sustainable balance between environment, economy and community to ensure our natural resources are sustainably managed and protected.

**Governance:** Council will be a strong, ethical and effective advocate for the Isaac region, providing transparent and quality decision making, and efficient and cost-effective service delivery.

For more information, please visit Council's website: [isaac.qld.gov.au](http://isaac.qld.gov.au) to view the quarterly performance reports.

#### Projected Projects & Activities in 2018-19.

	Completed/ On Target	On Target*	Off Target	Did Not Proceed	Total
<b>Communities</b>	45	-	10	-	55
<b>Economy</b>	10	1	2	-	13
<b>Infrastructure</b>	42	-	3	2	52
<b>Environment</b>	19	1	4	-	24
<b>Governance</b>	17	1	4	-	24
<b>Total of Corporate Plan/Operational Plan Links</b>	135 / 81%	2 / 1%	29 / 17%	2 / 1%	168 / 100%

\*actions on target to meet project planning post 30 June 2019





highlights

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# Communities



## On Target / Completed

- Adopted Arts and Cultural Policy and Action Plan
- Community Grants – refer to page 92 for more information
- Environmental health and related inspection programs
- Community Grants Program – 148 grants approved
- Access to Community/Recreation Halls, Centres and Showgrounds
- Regional Arts Development Fund – 18 funded applications
- Facilitated applications within standards for private works related to traffic management plans, heavy vehicle permits and road closures – within targeted timeframes
- Street Lighting Program
- Delivery Water and Wastewater services



## Not on target

- Development of a Youth Management Strategy & Policy (deferred to 2019-20)
- Development of a Social Infrastructure Strategy (deferred to 2019-20)
- Development of a new Public Art Strategy (drafted and to be finalised 2019-20)



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🕒 **Community Artist Stall: St Lawrence Wetlands Weekend**

🕒 **Middlemount Races**

🕒 **Clermont Show: Jimmy Dixon and Emily Dwyer**

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## The unmarked graves of 51 returned servicemen/woman now have a plague installed recognising their life and contribution.



### Cemetery Management - Clermont

The unmarked graves of 51 returned servicemen/woman located in the Return Services League (RSL) Sections in the Clermont Cemetery now have a plague installed recognising their life and contribution. This project was delivered with the help and support of the Clermont RSL.

The project to recognise soldiers that were interred in paupers' graves began in 2017 when members from the Clermont RSL Sub-Branch and Isaac Regional Council began researching the names and record of service for the unmarked graves at the Clermont Cemetery.

Council subsequently transferred the historic burial rights of the graves to the Clermont RSL Sub-Branch, with the support of the Clermont community, in 2018.

Thanks to financial support from the Pioneer-Fitzroy-Highlands District (PFHD) RSL, the design, creation and placement of the plaques is complete, listing the name and record of service for each of the graves.

A ceremony was held on 8 March 2019 to commemorate and acknowledge those that served in our armed forces.

### Regional Arts Development Fund (RADF)

18 applications were received with 15 received through the local grants program for the four rounds and three applications being Council initiated projects to support the arts and cultural activities of St Lawrence Wetlands Weekend.

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⬆ Clermont Cemetery

➡ Havini at the Toy Health Clinic

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## Library Operations & Cultural Services

Isaac operations eight Libraries across the region, providing 1580 programs throughout 2018-19. In total, 17,666 participants attended these Programs which included First 5 Forever, National Simultaneous, Coding & Robotics, Children's Book Week, Leather Workshop (Dysart), Summer Reading Club and much more.

The Coding & Robotics Program delivered a 10-week program with 714 participants. Included the successful delivery of the LEGO Robotics Challenge and the Library Tech Fest with 159 attendees.

The libraries throughout the Isaac Region provided many services and programs to our community. Here is a snapshot of what happened during 2018-19:

- Development of Masonic Lodge exhibition
- Monthly exhibitions at the Coalface Gallery, Moranbah including local, regional and touring artists
- Well attended Museums and Galleries across the region
- Nebo Bush Poets Smoko
- Toy Health Clinics
- Build a Droid Workshops

Council has an active Volunteer Program for the library and cultural program and acknowledges the assistance of its volunteers in the region that assist with the delivery of some of these programs.





## St Lawrence Wetlands Weekend

More than 720 people revelled like flock stars among the Isaac region's stunning birdlife in one of the most significant wetlands on the Queensland coast on June 7-9, 2019.

2019 Gold Logie nominee and popular television personality Costa Georgiadis and Queensland's food ambassador and professional chef Matt Golinski were the biggest drawcard for the St Lawrence Wetlands Weekend.

The pair delighted the crowd during a three-day nature adventure celebrating St Lawrence's exquisite food produce and the breath-taking backdrop which is listed in the Directory of Important Wetlands in Australia.

The usually quite wetlands burst into life with nature tours, arts, and bush skills workshops, chilli mud crabs, lantern parade, Bushman's dinner, glamping, interactive reptile displays, local markets and presentations from leading environmentalists attracted nature and food lovers.

Council proudly supports this event with community groups and volunteers from the St Lawrence community to showcase the natural beauty and opportunities along the Isaac Coast. Other supporters include Greater Whitsunday Food Network, Reef Catchments, Mackay Tourism and Fitzroy Basin Association.

## Arts and Cultural Policy and Action Plan

In September 2018, Council adopted the Arts & Cultural Policy. This Policy was the result of a substantial community consultation process across the region to gather feedback and influence the development of the policy and associated action plan.

The Arts and Cultural Policy and the Arts and Cultural Action Plan 2018 – 2022 provide a framework to support artistic practice, and build social capacity in the Isaac region. These documents define Council's commitment to arts and cultural development in the Isaac region and informs Council in setting arts and cultural priorities for programs, facilities and activities in the region.

Culture is the characteristic features of everyday life shared by a community in a place and time. Our people shape our culture through their stories, values, resilience, creativity, generosity and way of life. The Isaac communities proudly reflect their identity through the arts, cultural practice, and recognition and protection of their rich heritage.

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## Community Grants

Effectively administered the community grants and donations fund with over \$336,000 investment into local communities and including community support funding from State Government.

More information can be found on page 92, which details recipients of the Minor, Major and Individual grants available through Council's Community Grants Program.

# Economy



## On Target / Completed

- Adopted Economic Development Strategy
- Endorsed Economic Development Framework, Tourism Development Strategy and Business Support Strategy
- Provision of maintained and effective Saleyards & Aerodrome
- Advocacy activities

## Not on target

- Investment Attraction Framework (deferred to 2019-20)
- Investment Prospectus (deferred to 2019-20)



## Small Business Week

Small Business Week was held May 27 to 1 June 2019, with 17 workshops held across the region (Clermont, Dysart, Glenden, Nebo, Middlemount, St Lawrence and Moranbah) ranging from Business Basics, Mentoring, Social Media Trends, Human Resources and legal Basics and Digital Marketing.

Council, with many other local organisations contributed to the success of Small Business Week, which saw some of the region's influential presenters share their expert knowledge across a series of events. These included, but not limited to, Local Buying Foundation, the Bowen Basin Business Development Initiative and in conjunction with the Greater Whitsunday Alliance (GW3), Moranbah Traders Association, Belyando Enterprise Network Incorporated, the Clermont Community Business Group and the Dysart Business Group Inc.







## Saleyards

Council continued to deliver services through the Clermont Saleyards, providing and maintaining an effective facility for the community.

Aside from ensuring a regular calendar of events for cattle sales, the facility is used to cater for many other needs as the community requires. In addition, there is a programed approach to capital maintenance and upgrades, with Council allocating and completing these capital projects as part of the annual budget.

2018-19 saw the adoption of the Saleyards Master Plan which will give guidance and direction for future Capital upgrades for the next 20 years. Part of this Master Plan was Water Infrastructure Upgrades and IT Data Upgrades which will be completed August 2019. This will bring the facility into line with other leading facilities in the country.

2018-19 was a strong year for through put of stock with 13 000 head sold through monthly sale. Another 21 500 head of cattle spelled and loaded out of the facility by rail and another 45 000 head of spell and loading out by road.

The services that the Saleyards provided include;

- Monthly Combined Fat and Store Sales;
- Weekly cattle trains;
- Road/rail interchange;
- Vital rail loading facility;
- Selling centre for the Isaac region;
- EU Certification; and
- Cattle Tick Clearing Certification.

## Advocacy

As Queensland's largest mining region, Council continually advocates at state and national level for solutions to issues impacting Isaac communities. Forum that Council actively participates for change is through the Local Government Association of Queensland (LGAQ) by submitting motions for consideration.

Other advocacy activities saw IRC actively lobby:

- A review of funding for communities that permanently house fly-in, fly-out/drive-in, drive-out workforces, so that it is based on both resident and non-resident populations.
- To advocate to the State Government to engage with eligible councils before making changes to the eligibility criteria for funding under the Building our Regions (BoR) program.
- An amendment to the *Environmental Protection Act 1994* (Qld) allowing residents to operate generators 24 hours per day during disaster events.

# Infrastructure



## On Target / Completed

- Road infrastructure maintained across the region, including compliance with state government agreements and traffic management
- National Disaster Relief Recovery Arrangements (NDRRA) Reconstruction Programs
- Bridge Renewal/Replacement Program
- Disaster Management – preparedness activities, and update of Local Disaster Management Plan and sub plans
- Supply of safe and reliable recycled water
- Maintained open spaces and public conveniences across the region to a high standard
- Effective maintenance of residential assets
- Flood monitoring systems (installation)

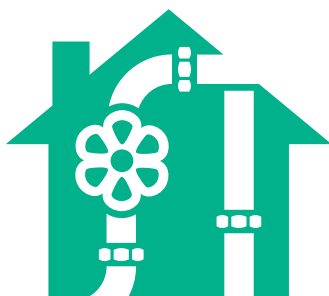


## Not on target

- Adoption of Open Space & Recreation Strategy (drafting commenced 2018-19, final adoption deferred to 2019-20). Includes Regional Park Strategy



76 building applications



88 plumbing applications



1051 notifiable works

## **Road project for works on 85% of the roads across Isaac (council owned/controlled) being restored**



### **National Disaster Relief Recovery Arrangements (NDRRA) Reconstruction Programs**

In May 2019, all restoration works and betterment projects as a result of the 2016 and 2017 weather events were completed.

Early 2018, Council received a major government-funded road project for works on 85% of the roads across Isaac (council owned/controlled) being restored. \$50 million was spent in delivering the project which is jointly funded by Commonwealth-State Natural Disaster Relief and Recovery Arrangements (NDRRA). The works included restoration of unsealed roads, reconstruction of sealed roads and reconstruction of drainage structures around Clermont, Middlesbrough, Dysart, Moranbah, St Lawrence and Glenden. The focus is to ensure our road infrastructure is more resilient.

This work saw works completed on:

- 6 creek Crossings improving fish passages
- 20 km Pave and Seal works
- 15 Concrete Floodways
- Over 105,000m<sup>3</sup> of gravel resheeting
- Over 374km grading works

## Isaac Region Water Recycling Project

Construction towards a \$5.675 million Isaac Regional Water Recycling Program commenced early in the 2018-19 financial year and completed in March 2019. Isaac Regional Water Recycling Program is a joint initiative of Isaac Regional Council and the Queensland Government under the Local Government Grants and Subsidies Program (LGGSP). The Queensland Government has contributed \$3.405 million to the project with Council's contributing the remaining \$2.270 million.

The flagship project, co-funded by Isaac Regional Council, will provide essential service upgrades to support regional growth and development.

The program, to be rolled out in Moranbah, Middlemount and Dysart, will provide a potable water offset in these local communities. This project is a proactive step in reducing the reliance on potable water for irrigation and greening open spaces as the projects not only expand on irrigation opportunities for Recycled Water but increase the level of treatment from Class "C" to Class "A" which opens up unrestricted use for all Recycled Water in these communities.

This project is critical in ensuring Moranbah, Middlemount and Dysart can better manage demand for recycled water use to serve the regional community, mining sector and supporting industries.







## Roads & Park Infrastructure Upgrades

Many road infrastructure projects took place throughout the Isaac region during the 2018-19 period.

Tropical Cyclone Trevor impacted the delivery slightly to the program, but this was quickly resolved to deliver the capital infrastructure program across the region.

Projects include:

- Draining works have commenced for Pasha Road Widening and Seal
- Carmila Depot Smoko Room replacement
- Edgerly St kerb and channel replacement (Dysart)
- Utah Drive embankment stabilisation
- Turrawulla Road - Embankment Reconstruction
- Lavinia Park Road - Pipe Replacement
- Rehabilitation works - Mills Avenue
- Forest Drive Redirection of Storm
- Music Street, Carmila - Asphalt
- Notch Point Road - Rehabilitation
- 16/17 Event NDRRA Delivery
- Planning has commenced for Golden Mile Rd pavement rehabilitation
- Capella Streetscape. Remove and replace 800 m2 substandard full width footpath including property drainage and provision of disability ramps. Works undertaken in Herschel, Capella and Daintree Streets.
- Laglan Seal Extension. Over 6km seal extension
- Resheeting - 65km of road

## Disaster Management and Flood Monitoring

The flood monitoring program continued with the installation of flood monitoring system upstream Grosvenor Creek (Railway Bridge).

To enhance awareness of the newly established Disaster Dashboard, regional wide communication initiatives included billboard advertisements which met with increased knowledge of this effective tool. This tool is a one-stop shop and can not only be used in times of disaster, but generally every day to check road conditions, power outages, weather warnings and has links to state agency social media feeds.

[dashboard.isaac.qld.gov.au](https://dashboard.isaac.qld.gov.au)

# Environment



## On Target / Completed

- Local Government Infrastructure Plan
- Development Assessment applications all actioned and assessed within prescribed timeframes
- Biodiversity revegetation and pest management Projects
- Waste management program and services
- Coastal and Natural Resources, Pest and Stock Route Management
- Environmental health – Food safety and vector control

## Not on target

- Adoption of a new Regional Planning Scheme
- Stormwater & Leachate Management & Rehabilitation Program



9 waste management facilities



243.64 ha of parks and gardens to mow and manage



104 parks and gardens



39 playgrounds across Isaac

## Waste Services

Council has nine (9) Waste Management Facilities across the region. Council's aim is to provide a cost effective, user-friendly and sustainable waste disposal service to meet the community's needs.

2018-19 projects included:

- Dysart Waste Management Facility - Stormwater, Leachate Management and Rehabilitation Works.
- Dysart Waste Management Facility - Restriction of waste acceptance to address ongoing breach of annual tonnage limit
- Development of a new Isaac Regional Waste Strategy commenced. This Strategy will identify themes and actions that will deliver a contemporary Waste Management Service for the next 5 years and beyond and will be completed in 2019-20
- Waste Collection Services Contract - a new 7 year contract for kerbside waste collection and bulk waste transfer services was awarded to North Queensland Resource Recovery (Cleanaway) creating significant savings
- Upgrades to Council's waste data system, Moranbah CCTV and other improvements to enable "levy-readiness" for new State Government Waste levy introduced on 01 July 2019
- Moranbah Waste Management Facility - New purpose-built litter fences

## Environmental Services

The Environmental team were kept busy during 2018-19. An overview of activities include:

- Revegetation projects at St Lawrence Wetlands and Clermont Weir
- Communication awareness and education program on Flying Foxes
- responsible pet ownership communication campaign
- delivered pest control programs across region, with joint projects with Whitsunday Regional Council
- Biodiversity and sustainability presentations at regional events (eg Great Rats Tailgrass workshops).
- Development of biodiversity profile investigating important areas of ecological significance through the region
- Flying fox management, dispersal, communication education in three impacted communities - Clermont, Moranbah and Glenden
- Food Premises Licensing renewal program

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## New Planning Scheme

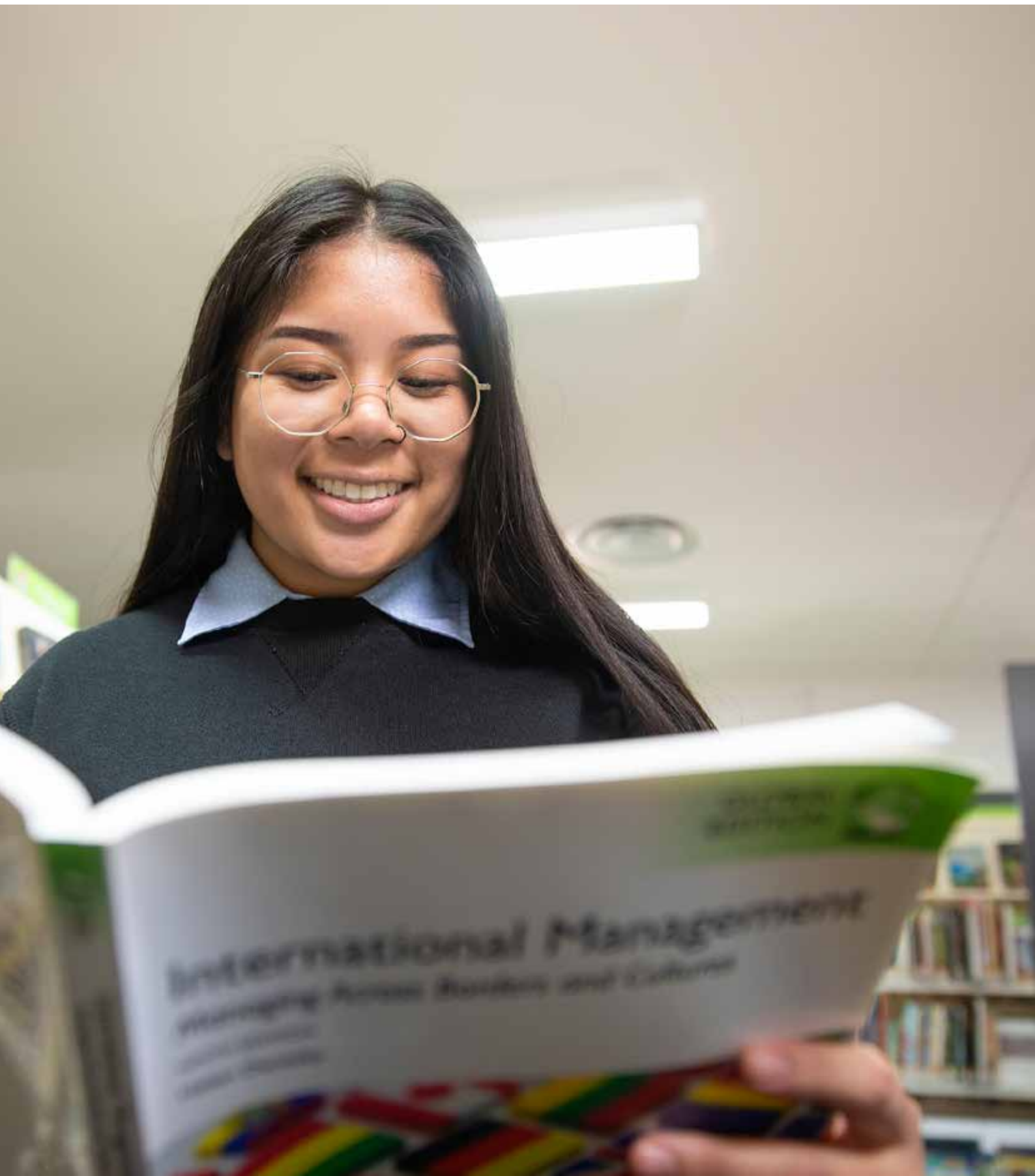
Isaac Regional Council has been developing of a new Planning Scheme to replace the Belyando, Nebo and Broadsound Schemes since May 2016. Statutory consultation and engagement program approved by the State has been completed. Council undertook further consultation sessions with the coastal community to capture local knowledge about coastal inundation and erosion. The Department has extended the paused period for the Plan Scheme Making process

The new Local Government Infrastructure Plan (LGIP) for Belyando, Broadsound and Nebo planning schemes was adopted.

The new Planning Scheme will provide one local planning framework for the Isaac region. There are several stages to preparing and having a planning scheme adopted, which includes preparation, internal reviews and community consultation and several ministerial reviews. The new Planning scheme is expected to be finalised during 2019-20.



# Governance



## On Target / Completed

- Annual Traineeship & Apprenticeship program
- External Communications & Media Relations – Marketing, media and communication activities met targets and service standards (refer page xx for more stats)
- Financial reporting met targets and compliance requirements
- Governance related activities met targets and service standards – Right to Information requests, management of administrative actions complaints
- Internal audit work plan
- Preferred Supplier Arrangements



## Not on target

- Leasing Policy and Strategy review
- Rollout of new Customer Service Delivery and Customer Relation Management System

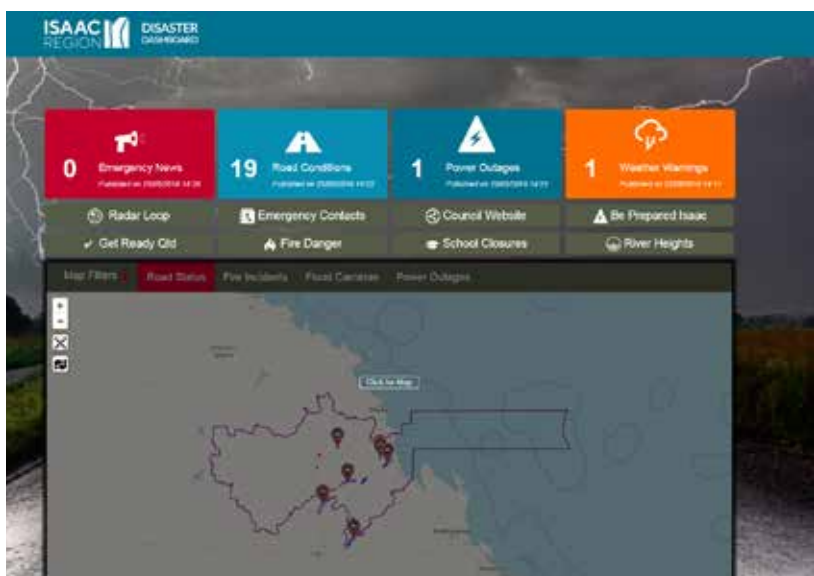


⬅ Council trainee Aisha undertaking her studies

⬅ Council staff and trainee intake

➡ SES and Disaster Management Staff

➡ Isaac Disaster Dashboard



## Communication and Media

The community's growing reliance on social media as a primary information source was reflected by an increase of almost 15 per cent in Council's audience on its Facebook platform during 2018-19.

Facebook continues to be Council's core social channel for engaging with the Isaac community, with marketing enhancing the organisation's reach online.

However, Council also achieved average audience growth of close to 30 per cent on professional networking site LinkedIn and visual social channel Instagram throughout the year. Growth on Twitter remained static.

The number of 'likes' on Council's Facebook page increased from 6,653 to 7,638, while Council's following on LinkedIn reached 3,094, Instagram has 724 followers and 488 on Twitter at year's end.

Council's website continues to be an information source of information for the community.

In 2018-19 there were 55,122 homepage visits to [www.isaac.qld.gov.au](http://www.isaac.qld.gov.au) and 490,812 total website page views.

Council's community magazine Isaac News was distributed to local households, businesses and post boxes on a bi-monthly basis throughout the year and remains an effective tool in communicating directly with Isaac residents.

Direct mail via Australia Post or targeted letterbox drops to households and business are also utilised to connect with the community.

In addition to direct communication with the community, Council maintains productive working relationships with regional media outlets which play an important role in assisting the organisation to communicate with the Isaac community and promote the region further afield.

During 2018-19, Council issued 506 public notices to the community, distributed for publication and broadcast 175 media releases highlighting achievements of the organisation and community initiatives.

It also responded to 203 inquiries from regional and national media organisations about the Isaac region and Council's activities.



**7,638**

Facebook likes



**506**

public notices



**55,122**

website visits



**22,565**

inbound calls

## Asset Management

Council is committed to ensuring sustainable and effective management of its assets. Council has a small group dedicated to the asset management processes. Activities included asset revaluation, asset condition monitoring, updating of asset registers and long term financial requirements.

An Asset Management Policy and an Asset Management Framework are in place to underpin how we manage the assets in our care and ownership through our governance structure and roles and responsibilities, principles and related processes, to stakeholders and desired outcomes. Council is committed to developing and reviewing its Strategic Asset Management Plan (SAMP), with the aim of ensuring asset and financial sustainability.

The SAMP and its subsidiary documents will provide more detailed assessments which articulate whole of asset lifecycle issues, levels of service, how demand will be met and continuous improvement strategies.

Council's core Principles of Asset Management are:

- Fit for purpose assets;
- Alignment with long term financial planning;
- Optimal whole of life cost;
- Contribute to the fulfilment of our mission;
- Move away from reactive to proactive asset management;
- Optimise the use of our assets;
- Ensure long term sustainability of assets and services;
- Value for money;
- Minimise environmental impact and promote purchase of environmentally friendly goods and services; and
- Risk management, mitigation and reduction.



## **“An improved Local Disaster Centre was the activation of a new site that has enhanced technological and communication capabilities”**



### **Intergrated Water Cycle Management Strategy (IWCMS)**

The IWCMS has been developed to provide solutions that will ensure Moranbah township has a reliable and resilient water supply that meets any possible population growth. Through the IWCMS, alternate water supplies have been identified as a substitute for potable water for irrigation purposes such as stormwater, underground springs and recycled water. each of these sources can enhance the community parks, gardens and other areas of community significance and develop and sustain liveable Community spaces.

The IWCMS also incorporates IRC's developing water cycle management systems including the Leakage Management Plan, Demand Management Plan, and operational enhancements including Automation of Water & Waste water treatment plant implementation and system monitoring. Leakage and water demand influence the requirement of water supply greatly and with better management, costs of treatment & supply of potable water can be reduced.

It is the aim of the Water and Waste directorate to refine the management of the water supply system, so it is streamlined to benefit the whole of the Isaac Region and its Communities.

## Asset Management - Project Accountability Gateway

Council is committed to ensuring sustainable and effective asset management. Council is continuing its activities in improving its management of assets.

In 2018-19 Council implemented the inaugural Project Accountability Gateway (PAG) process. The PAG was the key driver for the development of the 2019-20 capital works budget and was developed to ensure a consistent, rigorous approach to assessing projects to ensure they meet Council's long term plan, assess and prioritise the actual need, likelihood of success and benefit to the community.

The process identifies the critical stages in a project's lifecycle, from the initial assessment of the service required, through to delivery and then ongoing operation. This assists decision makers in identifying priorities and the adoption of a budget that provides sustainable and long term planning for the region.

The PAG has been embedded into the annual budget planning calendar.

## Disaster Management

Council continued to work closely with relevant external stakeholders in preparing and updating Local Disaster Management Plans (LDMP) and subplans (eg Local Recovery, Bushfire Sub Plan, activation of LDMG, Cyclone Sub Plan). Learnings from the previous weather events including the November 2018 bushfires have been incorporated in an effort of continuous improvement for the future of the region. Emergency preparedness and response planning continued.

An improved Local Disaster Centre saw Council facilitate upgrades to the Moranbah SES training facility to allow technological and communication capabilities, as well as being a fit for purpose facility in times of disaster.

## Traineeship Program

Council continues its commitment to the development of our youth and other members of the community. Funding of \$148,500 from the Queensland Government's Skilling Queenslanders For Work Programs has provided Council with a significant subsidy to boost our intake of trainees.



# Other Highlights



## Mayor's Charity Ball

On the 11 August 2018 the Mayor's Charity Ball raised approximately \$40,000 with 50 per cent of the net proceeds being donated to help support our drought-affected farmers while the remainder will continue the work of the Isaac Regional Charity Fund in supporting mental health initiatives.

More than 300 guests attended the Ball with the aim of the event, hosted by the Isaac Regional Charity Fund, to continue to place mental health as the main conversational piece on the table.

Since 2014, the wonderful generosity of our Isaac community and event sponsors has helped the Isaac Regional Charity Fund raise more than \$170,000 for worthwhile causes which assist the most vulnerable in our society.



## Land Development Advisory Committee (LDAC) Establishment

During 2018-19 Council formed the Land Development Advisory Committee, with a view to get ahead of the curve on future development demand in local communities as economic activity ramps up across the region.

The intent of the committee is to guide strategic planning and development of land for housing to ensure the region was prepared for a projected economic boom, driven by growth in the resources and renewables sectors.

Council is determined to be ahead of the curve this time, with strategies in place and land available to support housing development when it is needed, helping balance demand and supply. The Land Development Advisory Committee will play a central role in this process.



- 
- ➞ **Mayor's Ball Entertainment**
  - ➞ **Mayor Anne Baker speaking at the Mayor's Charity Ball**
  - ➞ **Mayor Anne Baker and appointed Division 4 Councillor Simon West**
-

## Division 4 Appointment

Following the resignation of long-standing Councillor Peter Freeleagus, effective 26 February 2019, the process to fill this vacancy was by appointment, as per section 166 of the Local Government Act 2009.

As the vacancy in Division 4 had occurred less than 18 months, but greater than six months, prior to a quadrennial local government election, Council was able to fill the position by appointment for the remainder of 2016–2020 term, rather than through a bi-election.

Following an expression of interest process, including interviews of nominees, Simon West was appointed by resolution, on April 23, 2019, who then took the Declaration of Office on 24 April 2019. Council acknowledges the contribution of Peter Freeleagus during his tenure with Council.

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## Works4Queensland

Council has benefited from \$795,000 over the years through this Works4Queensland program. During 2018–19 the following projects were undertaken:

- Moranbah Eastern Sporting Fields Amenities improvements
- Clermont BMX Track
- Capella Street Clermont Streetscape
- Hoods Lagoon Cycleway Stage 1
- Clermont Sports Grounds Announcers box
- Recreational park fencing, Rebound walls, Irrigation and Lighting Upgrade program

## Organisational Development Plan

On the 13 December 2016, Council adopted the Organisational Development Plan (ODP). Along with the Annual Operational Plan, this document sets direction for the organisation and significant operational strategies/priorities for the next few years and beyond. Fundamentally setting out the direction and operational focus for organisational continual improvement.

During 2017–2018, the Organisational Development Plan was been expanded to include the outcomes/recommendations from two significant initiatives. These were the ELT Re-Set and Women in Local Government Working group. These have been embedded into the Organisational Development Plan.

To achieve the Vision and to develop the organisation to attain its desired future state, there are many issues that will need to be addressed. The plan for action is structured with three key themes, with a fourth\* added in 2018–19:

G - Governance and Planning

P - People

O - Organisation and Operations

W - Women in Local Government

There are approximately 300 actions split across several years, commencing 2016/17 through to 2020–21 financial years. A significant number of these actions have been completed and where necessary becoming business as usual activities and included in Department Business Plans.

Many of these actions underpin operational effectiveness of, and complement, the Annual Operational Plan. The ODP actions are progressed alongside the Annual Operational Plan priorities and Departmental Programs and Services activities.

The Organisational Development Plan Quarterly performance reports are available on the Council's Website [www.isaac.qld.gov.au/publications-and-policies](http://www.isaac.qld.gov.au/publications-and-policies)

## Organisational Safety

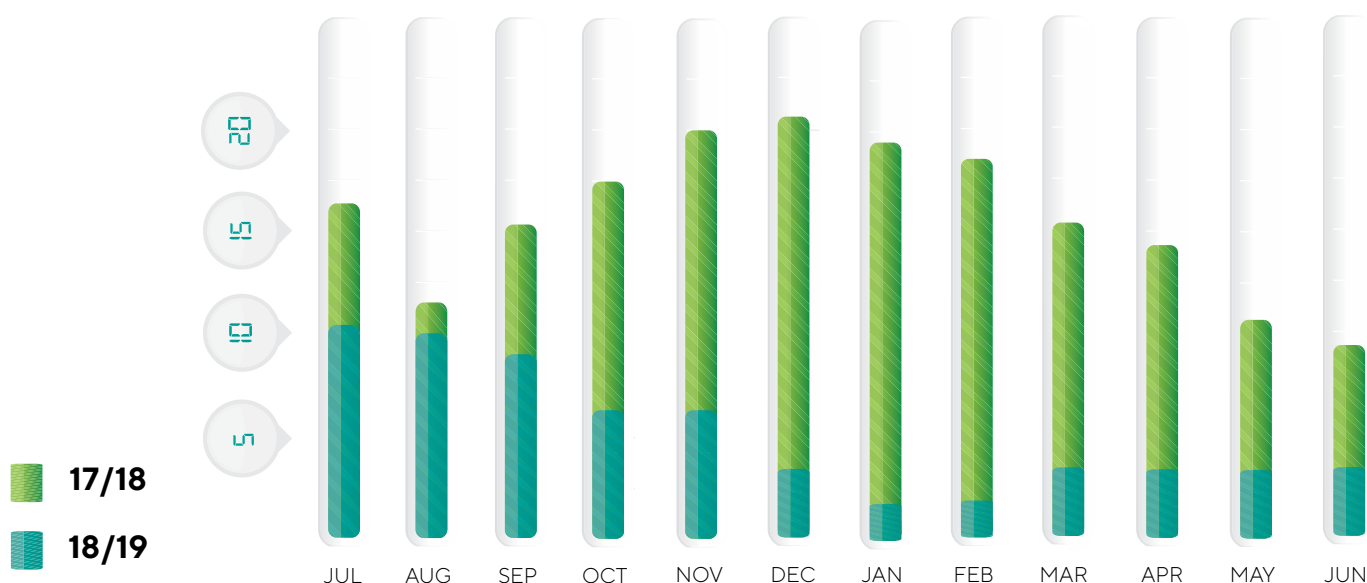
During 2018-19 Council progressed areas of Workplace Health and Safety (WHS) and continued to achieve results in both lead indicators (i.e. systems development) and lag indicators relating to Lost Time Injury frequency rates (see graph below).

The WHS Improvement Plan was developed from a gap analysis and endorsed by Council in December 2018.

Isaac Lost Time Injuries (LTI)	Rolling LTI 17/18	Rolling LTI 18/19
July	16.09	10.91
August	12.85	10.87
September	16.00	8.06
October	17.53	6.45
November	19.01	4.85
December	20.50	3.23
January	18.95	1.58
February	17.31	1.58
March	15.70	3.18
April	14.10	3.16
May	12.52	3.16
June	9.38	3.17



**Isaac Lost Time Injuries (LTI) Days Per Month Comparison**



# Community Grants

## REGIONALLY FUNDED MAJOR GRANTS

During the 2018-19 financial year, Council approved grants totaling \$25,000, which were regionally funded by Divisions 1 to 8.

Grant Recipient	Description	Amount
Heart of Australia	Contribution to offset monthly travel expenses for the Heart of Australia service	\$15,000
Isaac Regional Charity Fund	Mayor's Charity Ball	\$10,000



## DIVISION 1 (RURAL CLERMONT AND GLENDEN)

A total of \$24,296.19 was given in Major Grants to Division 1 community groups during the financial year, excluding \$4,786.50 in Minor Grants, Individual or Team Development Grants, School Bursaries and Emergency Grants.

Grant Recipient	Description	Amount
Glenden State School P&C	Glenden School Fete	\$5,000
Coalfields Training Excellence Centre	Annual Career & Education Pathways Expo (equal funding from Divisions 1, 2, 3, 4, 5, 6,7)	\$1,142.86
Glenden Community Group	"Business Phase" for Glenden Day Care Centre	\$7,320
Blair Athol Bush Sports Inc	Blair Athol Bush Sports Day	\$2,500
Clermont Rodeo & Show Committee	Beef Expo	\$5,000
Isaac Performing Arts	"The Great Australian Rock Musical"	\$833.33
Belyando Enterprise Network	Aged Care Workshops	\$2,500



## DIVISION 2 (DYSART)

A total of \$29,201.19 was given in Major Grants to Division 2 community groups during the financial year, excluding \$7,866.00 in Minor Grants, Individual or Team Development Grants, School Bursaries and Emergency Grants.

<b>Grant Recipient</b>	<b>Description</b>	<b>Amount</b>
Dysart Golf Club	Sponsorship of Dysart Pro Am	\$5,000
Dysart Community Support	Burn Bright Festival	\$5,000
Dysart Junior Rugby League	Community Christmas Party	\$5,000
Dysart Senior Rugby League	Repairs and Upgrades	\$4,950
Coalfields Training Excellence Centre	Annual Career & Education Pathways Expo (equal funding from Divisions 1, 2, 3, 4, 5, 6 and 7)	\$1,142.86
Moranbah Arts Council- Dysart Branch	Upgrades of premises	\$2,275
QLD Blue Light Association – Dysart Branch	Blue Light Discos	\$5,000
Isaac Performing Arts	“The Great Australian Rock Musical”	\$833.33



## DIVISION 3, 4 & 5 (MORANBAH)

A total of \$130,047.91 was given in Major Grants to Division 3, 4 and 5 community groups during the financial year, excluding \$21,241.15 in Minor Grants, Individual or Team Development Grants, School Bursaries and Emergency Grants.



<b>Grant Recipient</b>	<b>Description</b>	<b>Amount</b>
Hornery 4U2	Hornery 4U2 Concert	\$20,000
Quota International Moranbah	Annual Debutante Ball	\$2,000
Moranbah Race Club	Moranbah Races Spring Carnival	\$10,000
Oasis Life Church	Moranbah Carols in the Square	\$10,000
Coalfields Training Excellence Centre	Annual Career & Education Pathways Expo dual funding from Divisions 1, 2, 3, 4, 5, 6,7)	\$1,142.86
Emergency & Long-Term Accommodation Moranbah	Moranbah Labour Day Festival	\$6,000
Moranbah & District Support Service	Moranbah Community NAIDOC Celebrations	\$5,000
Moranbah Arts Council	Upgrade of premises	\$5,000
Mackay Regional Council for Social Development	Community Workshops	\$5,000
Moranbah Junior Rugby League	Battle in the Bah Boxing	\$5,000
Run For MI Life	Traffic Management Plans	\$5,000
Moranbah Relay For Life	Relay for Life Walk	\$5,000
Moranbah Gymnastics	New Flooring	\$10,000
Moranbah Kart Club	Track Repairs	\$10,000
Moranbah Bowls Club	Annual Bowls Fundraiser	\$2,5000
Simply Sunshine Childcare Centre	Building maintenance	\$5,000
Moranbah Highlanders Swim Club	Moranbah Swimming Competition	\$5,000
Isaac performing Arts	"The Great Australian Rock Musical"	\$2,500
Moranbah Horse & Pony Club	Purchase equipment	4,905.05
Moranbah & District Support Services	Eat Street Event	\$6,000
Moranbah & District Support Services	Community Safety Program	\$5,000

## DIVISION 7 (MIDDLEMOUNT AND RURAL DYSART)

A total of \$47,876.86 was given in Major Grants to Division 7 community groups during the financial year, excluding \$5,250 in Minor Grants, Individual or Team Development Grants, School Bursaries and Emergency Grants.

<b>Grant Recipient</b>	<b>Description</b>	<b>Amount</b>
Middlemount Golf & Country	Middlemount Christmas Carols	\$5,000
Middlemount Rodeo Association	Middlemount Campdraft and Rodeo	\$5,000
Middlemount Golf Club	Middlemount Pro Am	\$2,500
Middlemount Race Club	Middlemount Races	\$13,000
Coalfields Training Excellence Centre	Annual Career & Education Pathways Expo (equal funding from Divisions 1, 2, 3, 4, 5, 6, 7)	\$1,142.86
Clarke Creek Campdraft Association	Clarke Creek Campdraft events (equal funding from Division 8)	\$2,500
Middlemount Boxing & Fitness	Fight Night	\$5,000
Middlemount Golf & Country Club	Charity Golf Day	\$3,000
Middlemount Community Sports	Equipment purchase	\$5,000
Middlemount Rodeo Association	CRCA Final	\$2,500
Middlemount Golf & Country Club	Playground fencing	\$3,234

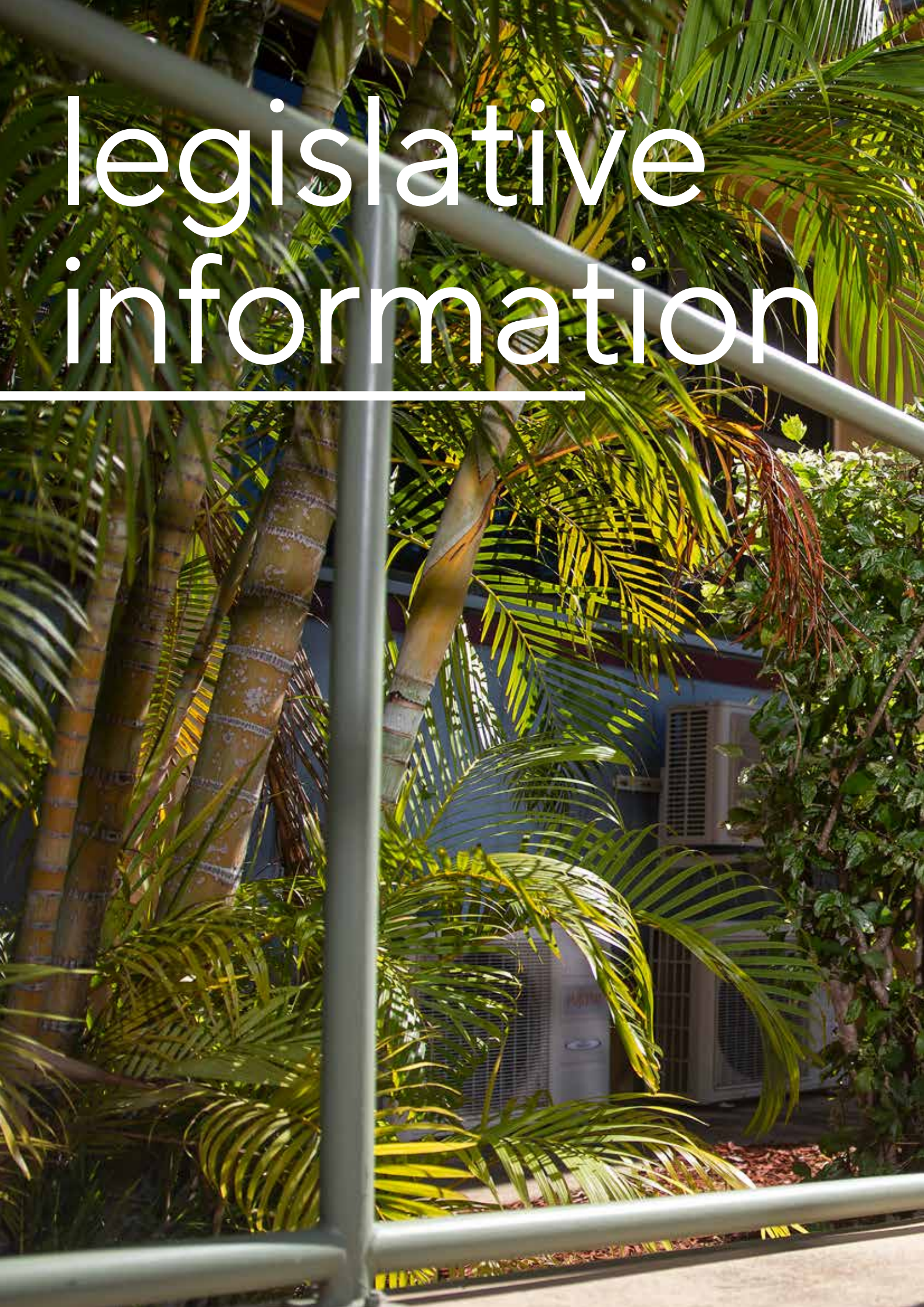
## DIVISION 8 (COPPABELLA, NEBO AND COASTAL COMMUNITIES)

A total of \$19,500 was given in Major Grants to Division 8 community groups during the financial year, excluding \$10,735.20 in Minor Grants, Individual or Team Development Grants, School Bursaries and Emergency Grants.

Grant Recipient	Description	Amount
Nebo Bushman's Carnival Inc.	Nebo Rodeo	\$5,000
St Lawrence State School P&C	Engrave plaques and develop a garden area	\$5,000
Nebo Community Sport & Recreation Club	Nebo Annual Christmas Fair	\$5,000
Nebo Bushman's Carnival Inc	Nebo Cutting Show	\$2,000
Valkyrie State School P&C	Valkyrie Mini Olympics	\$2,500

Council does not facilitate a Councillor discretionary fund (s189) policy.





# legislative information

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# Policies

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**This section contains a range of information important to Council as an organisation, including statutory information and public interest disclosures required under the Act such as key governance activities, rates, Council meetings and Councillor related information.**

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## **Debt Policy**

Loans are used to fund major capital and infrastructure works so that repayments are spread over a number of years, as they have extended useful lives.

Our Debt Policy details new borrowings, the purpose of the borrowings and repayment terms.

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## **Revenue Policy**

The revenue policy (adopted annually at the budget meeting) governs our revenue raising activities.

The policy provides details on how rates are levied and explains the differential rating system.

All water, sewerage and waste charges are based on this policy, as well as special levies, rate remissions, recovery of overdue rates and charges, payments and discounts, cost recovery methods and the extent to which physical and social infrastructure costs for a new development.



# Remuneration

## Executive Remuneration

The following is a summary of the total remuneration paid to senior executive employees, including the CEO, during the financial year.

Executive staff members (the CEO and Directors) are engaged under fixed-term, performance-based contracts. The remuneration bands shown include a cash-base salary, superannuation, allowances and non-monetary benefits (e.g. professional memberships, mobile, vehicle, housing).

### Total of all Remuneration Packages Payable

\$1,658,808.29

Band	
\$200,000 - \$300,000	0
Band	
\$300,000 - \$400,000	5



## Councillor Remuneration and Expenses

This table reflects total Councillor remuneration including superannuation, and total expenses including mobile phone and vehicle allowances for the financial year.

Division	Councillor	Total Remuneration*	Total Expenses**
Mayor	Cr Anne Baker	143,136.15	\$19,620
Division 1	Cr Greg Austen	74,342.88	\$6,098
Division 2	Cr Nick Wheeler	76,040.17	\$7,799
Division 3	Cr Gina Lacey	74,342.88	\$15,278
Division 4	Cr Peter Freeleagus	51,747.22	\$3,604
Division 4^	Cr Simon West	12,304.58	\$2,206
Division 5^^	Cr Kelly Ve a Ve a	87,462.85	\$17,501
Division 6	Cr Lynette Jones	74,342.88	\$3,499
Division 7	Cr Jane Pickels	74,342.88	\$14,555
Division 8	Cr Geoff Bethel	76,040.17	\$11,235

<sup>^</sup> Refer page 24 Councillor Freeleagus resigned effective 26 February 2019. Cr West was appointment to the position of Division 4 Councillor on 23 April 2019.

<sup>^^</sup> Deputy Mayor

\* Includes superannuation. Differing remuneration amounts reflect individuals who additionally contribute to their superannuation

\*\* Expenses cover mileage, mobile phone and representation at conferences and forums on behalf of Council, e.g. Local Government Association of Queensland Annual Conference, National General Assembly, LGAQ Leadership Summit, Developing Northern Australia conference, Gladstone Leadership summit, Northern Alliance of Councils, Queensland Resource Assembly

## Overseas Travel

There was no overseas travel in 2018-19.

## Councillor Conduct

During 2018-19 period no incidents of Councillors being involved in or alleged in any reportable actions under the former version of the Act (1 July 2018-2 December 2018) or current Act (3 December 2018-30 June 2019).

# Council Meetings

Section 257 of the *Local Government Regulation 2012* (the Regulation) requires Council to meet once a month to make decisions on governing the local government area of Isaac.

Council meetings are attended by the Mayor, Deputy Mayor, Councillors, the Chief Executive Officer, Directors, administration staff and other staff as required for assisting decision making by Council.

Ordinary meetings are open to the public and are attended by members of the media, interested ratepayers/electors and community members. Generally, Council's meetings are held on the

fourth Tuesday of the month, commencing at 9am and held at the Council Chambers at Moranbah, Bachelor Parade.

Council resolved in July 2018 to rotate the location of Council's ordinary monthly meeting around the communities of the region every second month. The rotational schedule of meetings has been an opportunity for residents across the Isaac region to see the process of local government.

Locations, dates and times for Ordinary Council Meetings is available on the website [isaac.qld.gov.au/meetings-and-minutes](http://isaac.qld.gov.au/meetings-and-minutes)

## During 2018-19, Council held twelve Council Meetings:

DIVISION	COUNCILLOR	ORDINARY MEETINGS	*SPECIAL MEETINGS	STANDING COMMITTEE MEETINGS			
				CG&FS	E&I	PECS	W&W
Mayor	Cr Anne Baker	12	4	8	7	5	4
Division 1	Cr Greg Austin	11	4	2	10	10	2
Division 2	Cr Nick Wheeler	11	3	1	10	-	10
Division 3	Cr Gina Lacey	11	4	10	8	5	2
Division 4^	Cr Peter Freeleagus	7	2	4	2	2	7
Division 4	Cr Simon West	2	1	1	-	-	1
Division 5	Cr Kelly Veale	10	4	11	3	11	3
Division 6	Cr Lynette Jones	12	4	2	1	11	11
Division 7	Cr Jane Pickels	12	4	10	1	10	2
Division 8	Cr Geoff Bethel	10	4	10	10	10	10

<sup>^</sup> Refer page 27 Councillor Freeleagus resigned effective 26 February 2019. Cr West was appointed to the position of Division 4 Councillor on 23 April 2019.

## Standing Committees

Council has four standing committees:

- Corporate, Governance and Financial Services Standing Committee (CG&FS);
- Engineering and Infrastructure Standing Committee (E&I);
- Planning, Environment and Community Services Standing Committee (PECS); and
- Water and Waste Standing Committee (W&W).

### **CG&FS: Corporate, Governance and Financial Services**

Cr Jane Pickels (Chair), Mayor Anne Baker, Cr West, Cr Gina Lacey, Cr Kelly Vea Vea

### **E&I: Engineering and Infrastructure**

Cr Geoff Bethel (Chair), Mayor Anne Baker, Cr Greg Austen, Cr Nick Wheeler, Cr Gina Lacey

### **PECS: Planning, Environment and Community Services**

Cr Kelly Vea Vea (Chair), Mayor Anne Baker, Cr Lynette Jones, Cr Jane Pickels, Cr Greg Austen

### **W&W: Water and Waste**

Cr Nick Wheeler (Chair), Mayor Anne Baker, Cr Geoff Bethel, Cr Lynette Jones, Cr West

## Special Meetings

During 2018-19, Council held four Special Meetings:

### **17 July 2018**

- 2018-19 Budget (adoption) and related matters

### **21 August 2018**

- Consider LGAQ Motions for submission to the LGAQ Conference

### **9 April 2019**

- Division 4 – Appointment to Vacancy of Office – Shortlisting of nominees
- Infrastructure Agreements Update – various proponents
- Carmichael Rail Network – Interface Agreement

### **13 June 2019**

- Infrastructure Access Agreement – Carmichael Mine and Rail Project
- Consider Application for Simultaneous Road Closure and Opening



# Audits

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## Internal Audit

Council manages its risk via its Audit and Risk Committee. The Committee oversees audit and risk assessment function within Council. The main responsibility of the Audit and Risk Committee is to ensure:

- Key areas of risk within Council are determined and controls are established to reduce or manage these risks;
- Appropriate internal controls exist within Council's policies, processes and procedures;
- The internal and external audit functions are effective;
- The audit programs are sufficiently comprehensive; and
- Council's Annual Financial Statements are endorsed.

As per the Audit and Audit and Risk Committee Policy and Audit and Risk Committee Charter the Audit and Risk Committee composition consists of two Independent members and two councillors. The members of the Audit and Risk Committee as at 30 July 2019 are:

- Mr Hayden Wright (Independent Chair);
- Ms Carolyn Eagle (Independent member);
- Cr Gina Lacey\*; and
- Cr Jane Pickels

\*Cr Freeleagus was a member of the Audit and Risk Committee until his resignation, effective 26 February 2019. At Council's meeting held 23 April, 2019, Cr Lacey was appointed to fill this vacancy.

Alternative Members:

- Cr Kelly Veale; and
- Cr Mayor Anne Baker.

## Reviews

During the 2018-19 financial year four reviews were undertaken across Council.

Of these reviews, findings and recommendations arising are being actioned to facilitate business improvement and enhance Council's internal control environment.

- Legislative compliance;
- Contractor Management and Project Delivery;
- Revenue CAATs for various streams; and
- Expenditure CAATs for various streams.

Crowe Horwath are Council's Internal Auditors, having been successful in a tender process early 2018. The contract is for a period of two years, with an option to extend for 12 months at Council's sole discretion. Through the Internal Auditors, the Audit & Risk Committee develop/facilitate a rolling three-year Internal Audit Plan, which is also presented to Council.

Independent Chair Mr Hayden Wright joined the Audit & Risk Committee being the successful applicant following an expression of interest process early 2017.

Mr Wright joined the Committee at its meeting on 24 July 2017, at which time he also assumed the role of Chair. Mr Wright has extensive experience as an Audit Committee member, being a member of several local government Audit Committees for a number of years, has executive level experience in local government and is the Principal of HGW Consulting.

## Reviews Continued ..

Independent member Ms Carolyn Eagle, a Director of Pacifica Chartered Accountants, also has extensive experience as an Audit Committee member and also as a contract internal auditor to local government and other clients. Ms Eagle will conclude her tenure on the Committee in July 2019, at which time the new independent member Mr Stephen Coates will join the Committee following an Expression of Interest process. Mr Coates has been a Director of a number of private and not-for-profit organisations, as well as having a lengthy career in governance, risk & compliance, particularly as it relates to technology. Mr Coates is involved with numerous Audit & Risk Management Committees in the public sector, both from a membership perspective and advisor.

All other Councillors are invited guests to all meetings, as is the CEO and Senior Management who are required to report on matters of interest. The Committee meets bimonthly, or as required for urgent matters.

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## Non-Reportable Items

During the reportable financial period, Isaac Regional Council did not have any activity in the following areas:

- Invitations to change tenders; and
- Competitive neutrality complaints.

Council did not conduct any significant business activities during 2018-19.

Council's Water and Wastewater business has been identified as a future Significant Business Activity. The code of competitive conduct will be applied to the business activity in the future.

There were no Commercial Business Units operated by Council for the reportable period.

## Registers

The following is a list of registers Council maintains. Some of these registers are open for inspection and/or are available on Council's website – [isaac.qld.gov.au](http://isaac.qld.gov.au)

- Asbestos Register;
- Authorised Persons;
- Cemetery Burial Record Register;
- Complaints about the conduct or performance of Councillors Register;
- Contact with Lobbyists Register;
- Contaminated Land Register;
- Councillor Conduct Register;
- Delegations by CEO Register;
- Delegations by Council Register;
- Development Applications Register;
- Disclosure Log;
- Dog Register;
- Fees and Charges Register;
- Forms Register;
- Gifts and Benefits Register;
- Impoundment of Animals Register;
- Local Laws Register;
- Policy Register;
- Roads and Road Maps Register; and
- Tenders and Contracts Register.

# Expenditure, Rates and Charges

## Service Facility or Activity Expenditure

Council operates, in partnership with Smart Service Queensland, the Queensland Government Agent Program at Middlemount.

## For Which Local Government Levied Special Rates or Charges

Service	Special Rate Levied	2018-19 Expenditure
Lot 1 on MLG1782:ML1782, Parish of Dunsmure, Dysart and others and Lot 1 on MLG70331:ML70331, Parish of Vermont.	No special charge levied in 2018-19	\$460,158
Lot 1 on MLG1831:ML1831, Parish of Bul Bul and Lot 1 on MLG70171:ML70171, Parish of Foxleigh.	No special charge levied in 2018-19	\$2,375

Council levy a special charge on behalf of the Rural Fire Brigade and charges an administration fee for collection of the same.

## Business Activities

In accordance with Section 45 of the Act, Council conducted the following business activities during the financial year:

- Saleyards and Showgrounds;
- Airport Services;
- Private and Recoverable Works;
- Community and Recreation Facilities;
- Fleet Operations;
- Water and Wastewater; and
- Waste Management

Council did not conduct any significant business activities during 2018-19.

Council reported in its 2015-16 Annual Report that the Water and Wastewater Business would

commence as a significant business activity on 1 July 2017, however on 31 January 2017 (resolution #4780) Council adopted to amend its "target date for implementation of commercialisation of the water and wastewater business activity from 1 July 2017 to 1 July 2018". This was to prepare the business and establish an appropriate model to transition effectively.

On 26 June 2018 (#5449) Council adopted "that it's Water and Wastewater business activity is not at this time a Significant Business Activity as defined by Section 43(4) of Local Government Act 2009" and "Acknowledges that its previous decision to apply reform (commercialisation) full cost pricing and full cost recovery are therefore superseded by this annual resolution."

# Concessions

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## Rates, Rebates and Concessions

Section 119 of the Regulation provides that Council may grant concessions for rates and charges. The local government may grant a concession only if it is satisfied one of the criteria in Section 120 of the Regulation is fulfilled. Council applied the following concessions for the reporting period:

### Summary of Concessions for Rates and Charges

Concession Total*	Financial Cost
Discount	\$5,607,646
Pensioner concession	\$235,371
Economic or social incentives	\$366,951

*\*no concessions were granted under the natural hardship clause*

### Discount

In accordance with the provisions of Section 130 of the Regulation, discount at the rate of ten per cent shall be allowed on general rates, excluding all special rates and charges, provided payment of the full amount of outstanding and overdue rates and interest is paid by the due date.

If Council is satisfied that a person liable to pay a rate has been prevented, by circumstances beyond the person's control, from paying the rate in time to benefit from a discount under Section 130 of the Regulation, then Council under Section 130(10) of the Regulation, may still allow the discount following written application by the ratepayer.

## Pensioner Concessions

To alleviate the impact of rates and charges on approved pensioners, Council shall provide concessions of 30 per cent on general rates, water, sewerage and cleaning charges (excluding state fire levy and excess water charges) in addition to the State Pensioner Subsidy.

## Natural Hardship

Council may, at its discretion allow other concessions or remissions if it is of the opinion that some unusual and serious circumstances exist which may prevent payment within the appointed time or otherwise delay the payment of rates and charges as they fall due.

Applications for concession or remission should be able to demonstrate unusual and severe difficulty rather than the usual frustration and trial to which everyone is subjected from time to time.

## Economic or Social Incentives

Council may allow rating concessions as an incentive to attract business to the region in an industrial estate development or in a project with similar economic benefit to the region.

At Council's discretion, it may remit some or all of the rates and charges that would otherwise be payable by certain clubs or organisations that, in the opinion of the Chief Executive Officer, fulfil useful social and/or charitable community needs, as identified in Council's 5 Year Corporate Plan.

# Customer Service

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## Complaints

During the 2018-19 period no incidents of Councillors being involved or alleged to be involved in the following:

- Incidents for which an order or recommendation was made under the Act.
- Misconduct, complaints or inappropriate conduct; and
- Incidents for which Council is required to have an administrative actions complaints process to deal with complaints received.

This includes administrative actions of Council, a decision or failure to make a decision, failure to provide a written statement regarding a reason for a decision, failure to do an act, formulation of a proposal, or intention and making of a recommendation.

This ensures compliance with provisions of the Act and the Regulation, and guides Council employees in resolving and learning from administrative action complaints.

However, the administrative action complaints policy does not apply to a complaint:

- That could be made under Chapter 3 of the Act about competitive neutrality issues;
- About official misconduct that should be directed to the Crime and Corruption Commission;
- Made under the *Public Interest Disclosure Act 2010*;
- That is a customer request for information or a request made to Council for some action to be taken on behalf of a customer; and
- That is about a member of staff which an order or recommendation was made under the Act.

The following objectives have been established for Council complaint handling activities:

- To be fair, efficient and consistent in the treatment of complaints about decisions and other administrative actions of Council;
- Implement an administrative action complaints policy that is easy to understand and is readily accessible to all;
- Detect and rectify administrative errors;
- Identify areas for improvement in Council administrative practices ;
- Increase awareness of:
  - The administrative action complaints policy for Council staff and the community
  - Enhance community confidence in the complaints process, and the reputation of Council as being accountable and transparent; and
- Build the capacity of staff to effectively manage complaints in an environment of continuous improvement.

The administrative action complaints process has been instituted to ensure that all complaints are dealt with fairly, promptly, professionally, in confidence (subject to any legal requirements) and in a manner respectful to the complainant.

Complaints can be made in a number of ways:

- Verbally by telephone or in person to a Council Officer;
- By email to [records@isaac.qld.gov.au](mailto:records@isaac.qld.gov.au) (subject-Complaint) or online via Council's website; and
- In writing (by letter, fax, or by completing the Council complaints form, whether signed or unsigned).

All written and electronic complaints must be addressed to the Chief Executive Officer.

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## Administrative Action Complaints Summary 2018-2019

General Complaints	Number
Complaints resolved by the local government under the complaints management process	59
Complaints not resolved by the local government under the complaints management process that were made in the previous financial year	0

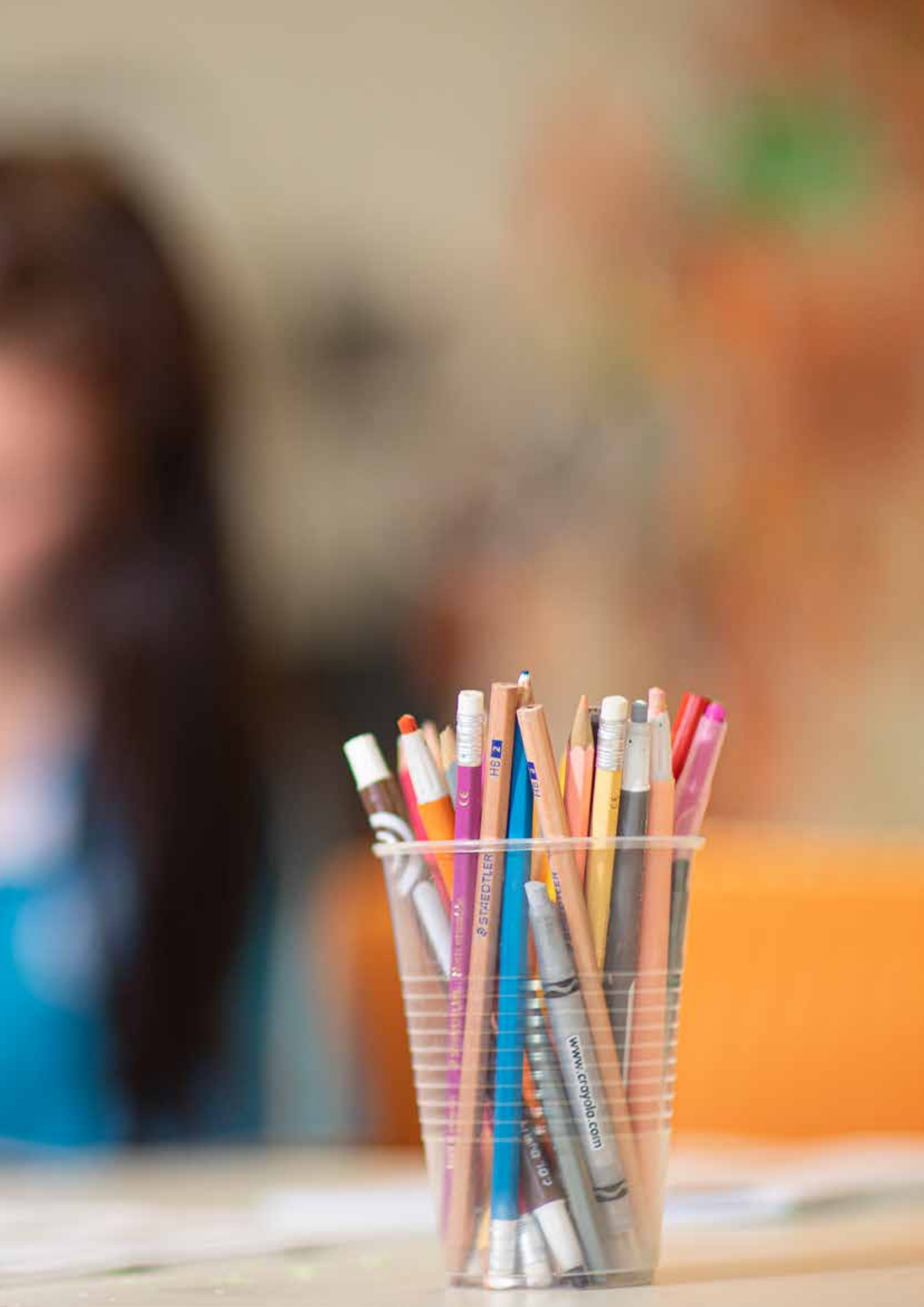
Administrative Action Complaints	Number
Complaints made to the local government	2
Complaints resolved by the local government under the administrative action complaints process	4*

(\*Two complaints were carried over from 2017-18, and were resolved in July 2018.)



financials

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# Financial Reporting

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**This section outlines our financial performance and position during 2018-19, including a summary in plain language and financial statements that have been prepared in accordance with relevant legislation and accounting standards.**

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## **Community Financial Report**

The community financial report provides a plain English explanation of our financial statements so they can be easily understood by our community and others who wish to read the annual report.

Financial statements are often difficult to understand when prepared in accordance with accounting standards. The following provides a summary and an analysis of Isaac Regional Council's financial performance and position for the 2018-19 financial year.

It is important that Council remains financially sustainable. The Regulation states that the relevant measures of financial sustainability are the following measures:

- a. asset sustainability ratio;
- b. net financial liabilities ratio; and
- c. operating surplus ratio.

These measures and other financial information are provided in the following pages.

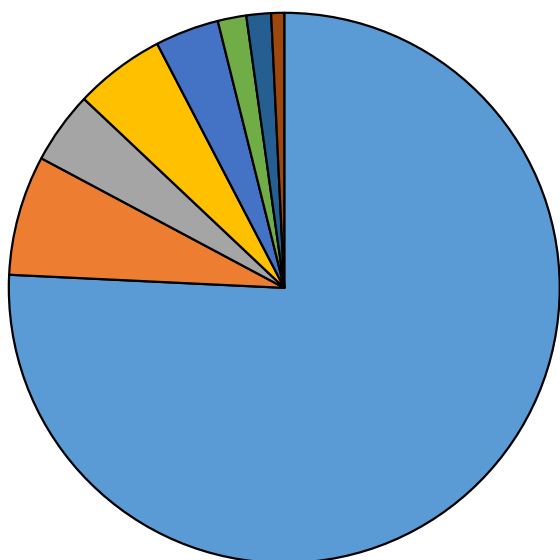
The Community Financial Report is a simplified version of the information contained in Council's Financial Statements (page 122 and on disk).

# Financial Position

## Income

The total income for the financial year was approximately \$149.7 million. This included operating revenue of \$105.4 million and capital revenue of \$44.3 million.

The graph below shows the breakup of operating revenue, which is predominantly derived from rates and levies.

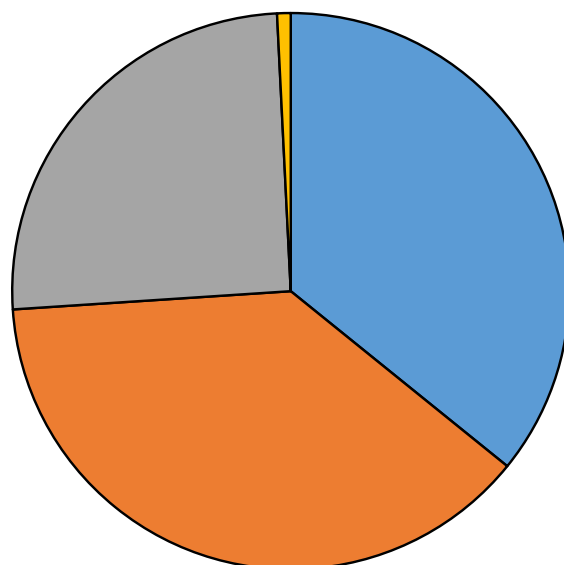


<span style="color: blue;">■</span>	76%	Rates and levies (\$79.8 million)
<span style="color: orange;">■</span>	7%	Operating grants, subsidies and contributions (\$7.4 million)
<span style="color: grey;">■</span>	4%	Sale of goods and major services (\$4.5 million)
<span style="color: yellow;">■</span>	5%	Sale of contract and recoverable works (\$5.6 million)
<span style="color: blue;">■</span>	4%	Fees and charges (\$4 million)
<span style="color: green;">■</span>	2%	Interest received (\$1.8 million)
<span style="color: darkblue;">■</span>	1%	Rental and levies (\$1.5 million)
<span style="color: brown;">■</span>	1%	Other recurrent revenue (\$802 thousand)

## Expenses

The total expenditure incurred for the year in providing services to the community was approximately \$105 million. Council undertook regular reviews of expenditure levels to ensure that funds were expended in the most efficient and effective way possible.

Council operating expenses, as shown in the graph below totalled \$99.3 million. Capital expenses, typically costs in recognising the replacement of old assets, totalled \$5.8 million. Council also invested over \$102 million on capital projects over the year.



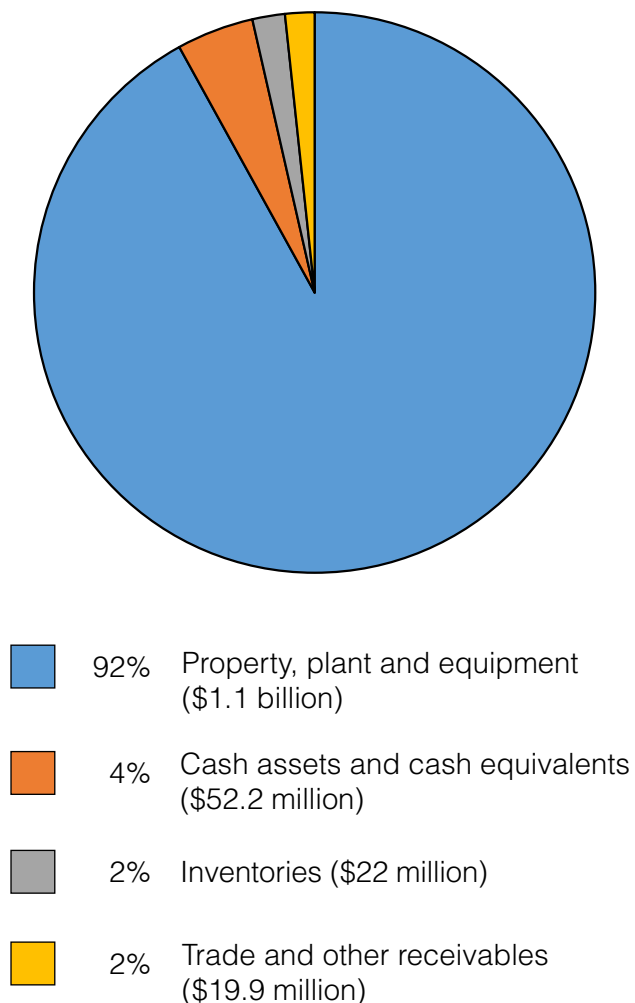
<span style="color: blue;">■</span>	36%	Materials and services (\$35.6 million)
<span style="color: orange;">■</span>	38%	Employee costs (\$37.9 million)
<span style="color: grey;">■</span>	25%	Depreciation and amortisation (\$25 million)
<span style="color: yellow;">■</span>	1%	Finance costs (\$781 thousand)

# Assets

## Assets - What We Own

Isaac Regional Council owns a variety of assets which are a significant investment for the community. The majority of these assets are infrastructure assets such as roads, water and wastewater, which need to be maintained in a sustainable fashion to ensure the continued provision of services to the community.

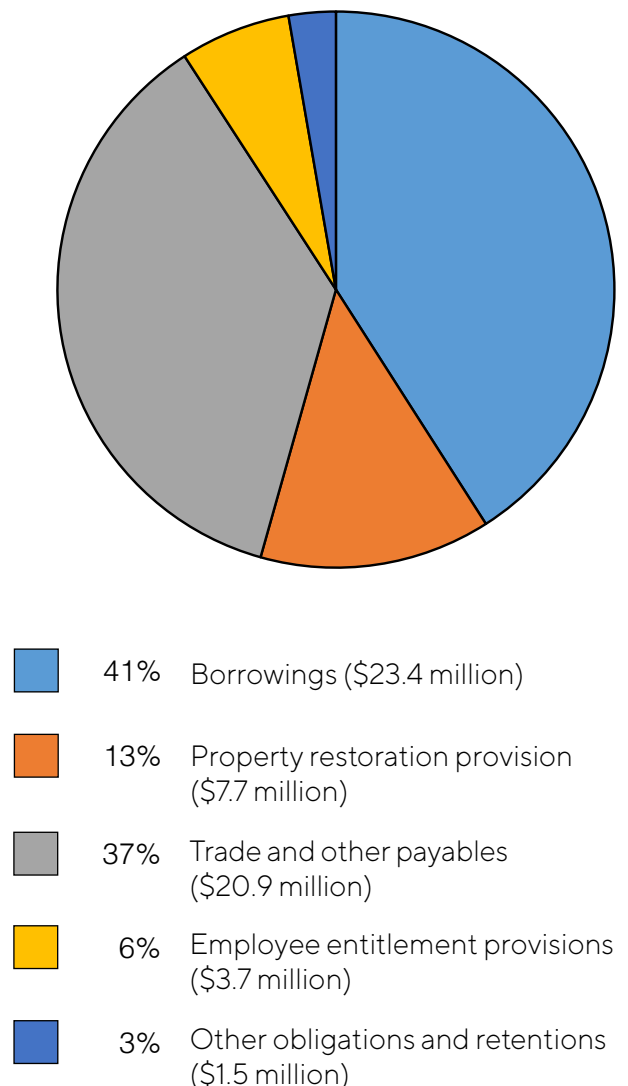
As at 30 June 2019 the total value of assets held by Council was around \$1.2 billion, which has been broken up into the respective components in the graph below.



## Liabilities - What We Owe

Our liabilities are reviewed regularly as part of our long term financial strategy. As at 30 June 2019 the value of total liabilities of Council was approximately \$57 million. The largest part of liabilities is borrowings, which have been used to fund investment in long life infrastructure.

Using borrowed funds is a way of spreading the cost of assets across the generations who will receive the associated benefits.



## Our Net Worth

Our community's net worth (what we own less what we owe) at the end of the financial year was approximately \$1.1 billion.

In the Statement of Financial Position, this represents the Total Community Equity.

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## Resolutions

In July 2015, under resolution number 4186, Council resolved to appropriately identify Commonwealth grant funding in Council publications, including annual reports.

In accordance with this resolution, Council received \$5,478,592 in federal funding through the Financial Assistance Grants program for 2018-19.

This funding makes a valuable contribution towards Council's continued delivery of important community services and infrastructure.

Council did not make any resolutions relating to sections 250 and 206 of the *Local Government Regulation 2012* during the reportable financial period.

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## \$6,609,276 Operational Grants

This includes the Financial Assistance Grant, traineeships, stock routes and coastal developments.

## \$9,380,911.29 Capital Grants

This includes the Transport Infrastructure Development Scheme, Pasha Road upgrades and Works for Queensland program.



# Financial Health

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## Financial Sustainability Ratios

Financial Ratios assist in determining the current and future financial health of Isaac Regional Council. These ratios provide a snap shot of the financial performance without having to read the complete Financial Statements (as at 30 June 2019).

Ratio Type	Description	Performance
Asset Sustainability ratio	Capital expenditure on the replacement of assets divided by depreciation expense	358%
Operating surplus ratio	Operating surplus divided by total operating revenue	5.8%
Net financial liability	Total liabilities less current assets divided by total operating revenue	-29.8%
Change in community equity ratio	The percentage change in the net wealth of the council	-2.9%
Interest cover ratio	Net interest expense divided by total operating revenue	-0.6%
Debt servicing ratio	The percentage that the Council's total recurrent revenue that is used to service loan interest and principal repayments	2.2%
General rate revenue ratio	The Council's dependence on general rate revenue as a percentage of total recurrent revenue	55%
Revenue ratio	The Council's dependence on net rates and utility charges as a percentage of total recurrent revenue	75.8%
Debt exposure ratio	The percentage of Council's capital debt to total community equity	2.1%
Working capital ratio	Unrestricted current assets available to meet current liabilities	2.9 : 1
Rate arrears ratio	The percentage of rates and charges receivable to net rate and charges revenue	5.6%

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## Controlled Entities

Controlled entities of Council during the reporting period were Isaac Affordable Housing Trust (IAHT) and Moranbah Early Learning Centre (MELC)

Isaac Affordable Housing Trust is a company limited by guarantee and does not have any share capital. Council is the sole shareholder however the board operates autonomously to Council. Of the seven directors, four positions are allocated to Council representatives, with remaining members being the Company Secretary, 1 x external Corporate (Vacant) and 1 x Community (Vacant). Control is able to be exercised by Council by determining the composition of the Board as well as the capacity to appoint and remove directors and approve grant funding.

Moranbah Early Learning Centre is a company limited by guarantee and does not have any share capital. Council is the sole shareholder however the board operates autonomously to Council. Of the five directors, three positions are allocated to Council representatives (the five members includes the Company Secretary). Control is able to be exercised by Council by determining the composition of the Board as well as the capacity to appoint and remove directors and approve grant funding.

As a controlled entity of a local government, IAHT and MELC are classified as a public-sector entity under the Auditor-General Act 2009. As such IAHT and MELC will be audited annually by the Auditor-General of Queensland.

For a summary of these entities, their net assets and results ended 30/6/2019, refer to note 26.

## Financial Statements

This section contains a copy of the following financial documents:

- Management Certificate;
- Independent Auditor's Report;
- Financial Sustainability Statement; and
- Certificate of Accuracy

Our independent Auditor's Report can be found in full at the back of this Annual Report

## ISAAC REGIONAL COUNCIL

### Financial Statements

For the year ended 30 June 2019

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### MANAGEMENT CERTIFICATE

For the year ended 30 June 2019

These general purpose financial statements have been prepared pursuant to sections 176 and 177 of the Local Government Regulation 2012 (the Regulation) and other prescribed requirements.

In accordance with section 212(5) of the Regulation we certify that

- (i) the prescribed requirements of the Local Government Act 2009 and Local Government Regulation 2012 for the establishment and keeping of accounts have been complied with in all material respects; and
- (ii) the general purpose financial statements, as set out on pages 1 to 36, present a true and fair view, in accordance with Australian Accounting Standards, of the Council's transactions for the financial year and financial position at the end of the year.

  
\_\_\_\_\_  
Acting Mayor

Name: Cr Kelly Vea Vea

Date: 3 / 10 / 19.

  
\_\_\_\_\_  
Chief Executive Officer

Name: Mr Gary Stevenson PSM

Date: 3 / 10 / 19

## INDEPENDENT AUDITOR'S REPORT

To the Councillors of Isaac Regional Council

### Report on the audit of the financial report

#### Opinion

I have audited the accompanying financial report of Isaac Regional Council (the council).

In my opinion, the financial report:

- a) gives a true and fair view of the council's financial position as at 30 June 2019, and of its financial performance and cash flows for the year then ended
- b) complies with the *Local Government Act 2009*, the Local Government Regulation 2012 and Australian Accounting Standards.

The financial report comprises the statement of financial position as at 30 June 2019, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes to the financial statements including significant accounting policies and other explanatory information, and the management certificate given by the Acting Mayor and the Chief Executive Officer.

#### Basis for opinion

I conducted my audit in accordance with the *Auditor-General of Queensland Auditing Standards*, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial report* section of my report.

I am independent of the council in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code and the *Auditor-General of Queensland Auditing Standards*.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

#### Other information

Other information comprises the information included in Isaac Regional Council's annual report for the year ended 30 June 2019, but does not include the financial report and my auditor's report thereon. At the date of this auditor's report, the other information was the current year financial sustainability statement and the long-term financial sustainability statement.

My opinion on the financial report does not cover the other information and accordingly I do not express any form of assurance conclusion thereon. However, as required by the Local Government Regulation 2012, I have expressed a separate opinion on the current year financial sustainability statement.

In connection with my audit of the financial report, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report and my knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this information, I am required to report that fact. I have nothing to report in this regard.

### **Responsibilities of the council for the financial report**

The council is responsible for the preparation of the financial report that gives a true and fair view in accordance with the *Local Government Act 2009*, the *Local Government Regulation 2012* and Australian Accounting Standards, and for such internal control as the council determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

The council is also responsible for assessing the council's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless it is intended to abolish the council or to otherwise cease operations of the council.

### **Auditor's responsibilities for the audit of the financial report**

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for expressing an opinion on the effectiveness of the council's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the council.

- Conclude on the appropriateness of the council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the council's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. I base my conclusions on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the council to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the council regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

#### **Report on other legal and regulatory requirements**

In accordance with s.40 of the *Auditor-General Act 2009*, for the year ended 30 June 2019:

- a) I received all the information and explanations I required.
- b) In my opinion, the prescribed requirements in relation to the establishment and keeping of accounts were complied with in all material respects.



Carolyn Dougherty  
as delegate of the Auditor-General

9 October 2019

Queensland Audit Office  
Brisbane

## ISAAC REGIONAL COUNCIL

### Long-Term Financial Sustainability Statement Prepared as at 30 June 2019

#### Measures of financial sustainability

(i) **Operating surplus ratio**

Operating surplus (Net result excluding all capital items) divided by total operating revenue (excludes capital revenue).

(ii) **Asset sustainability ratio**

Capital expenditure on the replacement of infrastructure assets (renewals) divided by depreciation expense on infrastructure assets.

(iii) **Net financial liabilities ratio**

Total liabilities less current assets divided by total operating revenue.

Council's performance at 30 June 2019 against key financial ratios:

		Operating surplus ratio	Asset sustainability ratio	Net financial liabilities ratio
Target		between 0% and 10%	greater than 90%	not greater than 60%
Actuals at 30 June 2019		5.77%	358.00%	-29.78%
Projected for the years ended	30 June 2020	1.5%	95.3%	-26.9%
	30 June 2021	2.7%	100.0%	-26.1%
	30 June 2022	2.5%	100.0%	-28.7%
	30 June 2023	2.4%	100.0%	-31.3%
	30 June 2024	2.3%	100.0%	-33.9%
	30 June 2025	2.3%	99.9%	-36.4%
	30 June 2026	2.3%	99.9%	-39.0%
	30 June 2027	2.4%	99.9%	-41.7%
	30 June 2028	2.4%	99.9%	-44.3%

#### Financial Management Strategy

Council measures revenue and expenditure trends over time as a guide to future requirements and to make decisions about the efficient allocation of resources to ensure the most effective provision of services. Council ensures that its financial management strategy is prudent and that its long-term financial forecast shows a sound financial position whilst also being able to meet the community's current and future needs.

### Certificate of Accuracy

For the long-term financial sustainability statement prepared as at 30 June 2019

This long-term financial sustainability statement has been prepared pursuant to Section 178 of the Local Government Regulation 2012 (the regulation).

In accordance with Section 212(5) of the Regulation we certify that this long-term financial sustainability statement has been accurately calculated.

  
Acting Mayor

Name: Cr Kelly Vea Vea

Date: 3 / 10 / 19

  
Chief Executive Officer

Name: Mr Gary Stevenson PSM

Date: 3 / 10 / 19





*HELPING TO ENERGISE THE WORLD*