

NOTICE OF MEETING

Dear Councillors

You are requested to attend the following meeting of Council.

ORDINARY MEETING OF
ISAAC REGIONAL COUNCIL

TO BE HELD ON
WEDNESDAY 27 AUGUST 2025
COMMENCING AT 10.00AM
ISAAC EVENTS CENTRE,
MILLS AVENUE, MORNBAH
CENTRAL MEETING ROOM

CALE DENDLE
Chief Executive Officer

LOCAL GOVERNMENT ACT 2009

Local Government Regulation 2012

Chapter 8, Part 2 Local Government Meetings and Committees

Division 1A, Requirements for Local Government Meetings Generally

254J Closed meetings

- (1) A local government may resolve that all or part of a meeting of the local government be closed to the public.
- (2) A committee of a local government may resolve that all or part of a meeting of the committee be closed to the public
- (3) However, a local government or a committee of a local government may make a resolution about a local government meeting under subsection (1) or (2) only if its councillors or members consider it necessary to close the meeting to discuss one or more of the following matters—
 - (a) the appointment, discipline or dismissal of the chief executive officer;
 - (b) industrial matters affecting employees;
 - (c) the local government's budget;
 - (d) rating concessions;
 - (e) legal advice obtained by the local government or legal proceedings involving the local government including, for example, legal proceedings that may be taken by or against the local government;
 - (f) matters that may directly affect the health and safety of an individual or a group of individuals;
 - (g) negotiations relating to a commercial matter involving the local government for which a public discussion would be likely to prejudice the interests of the local government;
 - (h) negotiations relating to the taking of land by the local government under the [*Acquisition of Land Act 1967*](#);

- (i) a matter the local government is required to keep confidential under a law of, or formal arrangement with, the Commonwealth or a State;
 - (j) an investigation report given to the local government under chapter 5A, part 3, division 5 of the Act.
- (4) However, a local government or a committee of a local government must not resolve that a part of a local government meeting at which a decision mentioned in section [150ER](#)(2), [150ES](#)(3) or [150EU](#)(2) of the [Act](#) will be considered, discussed, voted on or made be closed.
- (5) A resolution that a local government meeting be closed must—
 - (a) state the matter mentioned in subsection (3) that is to be discussed; and
 - (b) include an overview of what is to be discussed while the meeting is closed.
- (6) A local government or a committee of a local government must not make a resolution (other than a procedural resolution) in a local government meeting, or a part of a local government meeting, that is closed.

254K Participating in meetings by audio link or audio visual link

- (1) A local government may allow a person to take part in a meeting of the local government by audio link or audio visual link.
- (2) A committee of a local government may allow a person to take part in a meeting of the committee by audio link or audio visual link.
- (3) A councillor or committee member who takes part in a local government meeting under subsection (1) or (2) is taken to be present at the meeting if the councillor or member was simultaneously in audio contact with each other person at the meeting.
- (4) In this section—

audio link see the [Evidence Act 1977, section 39C](#).

audio visual link see the [Evidence Act 1977, schedule 3](#).

ORDINARY MEETING
OF ISAAC REGIONAL COUNCIL
TO BE HELD ON
WEDNESDAY 27 AUGUST 2025
COMMENCING AT 10.00AM
ISAAC EVENTS CENTRE,
MILLS AVENUE, MORANBAH

AGENDA

1. OPENING OF THE MEETING
 - 1.1 WELCOME
 - 1.2 ACKNOWLEDGMENT OF TRADITIONAL OWNERS
 - 1.3 VIDEO CONFERENCE PARTICIPATION
2. APOLOGIES AND LEAVE OF ABSENCES
3. CONDOLENCES
4. DECLARATION OF CONFLICTS OF INTEREST
5. DEPUTATIONS
6. CONSIDERATION OF NOTICE OF MOTIONS
7. CONFIRMATION OF MINUTES
8. BUSINESS ARISING FROM PREVIOUS MEETING
9. STANDING COMMITTEE REPORTS
10. OFFICER REPORTS
11. CONFIDENTIAL REPORTS
12. COUNCILLOR QUESTION TIME
13. CONCLUSION

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1. OPENING OF MEETING

2. APOLOGIES AND LEAVE OF ABSENCES

3. CONDOLENCES

- CONNOLLY, Lorraine Levena formerly of Carmila
- STEWART, Margaret Ann late of Dysart
- BRYANT, Roy Cecil 'Sparrow' late of Clermont
- HORNE, John Stephen late of Upper Flaggy Rock
- SHANNON, Margaret Elizabeth formerly of "Saltbush Park"
- CRITTENDEN, Stephen 'Critter' formerly of Moranbah
- GARNHAM, Beryl Marjorie late of Carmila
- SANT, Alma Mary late of Carmilla
- CAREY, Shirley Ann formerly of Coppabella
- FORD, Lorraine Frances formerly of Moranbah
- NOLAN, Geraldine formerly of Glenden

4. DECLARATION OF CONFLICTS OF INTEREST

5. DEPUTATIONS

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6. CONSIDERATION OF NOTICE OF MOTION

6.1 ISAAC REGIONAL COUNCIL INTERIM MONTHLY FINANCIAL REPORT AS AT 31 JULY 2025

EXECUTIVE SUMMARY

In accordance with the *Local Government Regulation 2012 (s204)* a monthly financial report is required to be presented to Council stating the progress made in relation to the budget for the period of the financial year as near as practicable to the end of the month before the meeting is held.

7. CONFIRMATION OF MINUTES

- Ordinary Meeting of Isaac Regional Council held in the Middlemount Board Room, 11 Carter Place, Middlemount, on the 23 July 2025 at 10.00am.

8. BUSINESS ARISING FROM PREVIOUS MEETING

8.1 BUSINESS OUTSTANDING TABLE FOR ORDINARY MEETING OF COUNCIL – JULY 2025

EXECUTIVE SUMMARY

The business outstanding table is used as a tool to monitor outstanding items resolved at previous Ordinary Meetings of Council. The current Business Outstanding Table for the Ordinary Meeting of Council is presented for Councillors' information.

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9. STANDING COMMITTEE REPORTS

9.1 ISAAC REGIONAL COUNCIL INTERIM MONTHLY FINANCIAL REPORT AS AT 31 JULY 2025

EXECUTIVE SUMMARY

In accordance with the Local Government Regulation 2012 (s204) a monthly financial report is required to be presented to Council stating the progress made in relation to the budget for the period of the financial year as near as practicable to the end of the month before the meeting is held.

9.2 SAFETY AND RESILIENCE UPDATE

EXECUTIVE SUMMARY

This report is provided as an update to Council on the current status of the Health, Safety and Wellbeing Management System (HSWMS).

9.3 POLICY UPDATE – DISASTER AND EMERGENCY MANAGEMENT

EXECUTIVE SUMMARY

This report is to present an updated Disaster and Emergency Management policy for consideration.

9.4 ANNUAL OPERATIONAL PLAN 2024-2025 – FOURTH QUARTER REPORT

EXECUTIVE SUMMARY

This report provides a fourth and final quarter overview of Council's progress towards achieving the Annual Operational Plan 2024-2025 objectives. Council achieved 77% of it's initiatives in the 2024-2025 financial year. Other than the 3 initiatives not proceeding, the remaining 22 are continuing into the new financial year.

9.5 ENTERPRISE RISK MANAGEMENT – STRATEGIC RISK REGISTER, RISK APPETITE AND TOLERANCE STATEMENT 2025/26 EXECUTIVE SUMMARY

This report presents Council's Strategic Risk Register and Risk Appetite and Tolerance Statement 2025/26 for endorsement.

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9.6 PEOPLE AND CAPABILITY MONTHLY REPORT

EXECUTIVE SUMMARY

The purpose of this report is to provide information and highlights on the monthly activities of the People and Capability Department.

9.7 ISAAC REGIONAL COUNCIL 2025 ANNUAL CHRISTMAS AND NEW YEAR CLOSURE

EXECUTIVE SUMMARY

Isaac Regional Council proposes to close for the annual shut down over the Christmas and New Year Period from close of business, Friday 20 December 2024 to Friday 3 January 2025, reopening for business on Monday 5 January 2025.

9.8 2025 SPECIAL AND SHOW HOLIDAY'S NOMINATIONS

EXECUTIVE SUMMARY

Council is required to submit nominations of Special and Show Holiday dates to the State Government Office of Industrial Relations.

9.9 MAJOR PROJECTS UPDATE REPORT

EXECUTIVE SUMMARY

This report is provided to update Council on the status of major projects across Isaac.

9.10 MINOR COMMUNITY GRANTS SUMMARY JULY 2025

EXECUTIVE SUMMARY

This report summarises the minor community grants approved under delegation for the period 1 July to 31 July 2025.

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9.11 ISAAC MUSEUMS CLOSURE ARRANGEMENTS 2025-2026FY

EXECUTIVE SUMMARY

This report seeks Council's endorsement of the proposed operating arrangements for the region's two staffed museums, Clermont Museum and Historic Nebo Museum, for the period December 2025 to March 2026.

9.12 PRELIMINARY ANALYSIS OF CUSTOMER SERVICE REQUESTS AND SYSTEM USE

EXECUTIVE SUMMARY

This report presents a high-level snapshot of customer service request trends and Customer Request Module (CRM) system use across Council, highlighting variation in practices, closeout rates, and areas for future improvement.

9.13 OUTCOMES OF THE 2025 APPROVED SELECTIVE AND SYSTEMATIC DOG MANAGEMENT INSPECTION PROGRAMS

EXECUTIVE SUMMARY

The purpose of this report is to present to Council the outcomes of the Approved Selective and Systematic Inspection Programs undertaken across Isaac Regional Council between 3 February 2025 and 2 May 2025.

9.14 ILLEGAL DUMPING MANAGEMENT AND INTERVENTION PLAN ACTION PLAN

EXECUTIVE SUMMARY

The purpose of this report is to provide an update on the implementation of the Illegal Dumping Management and Intervention Plan, adopted by Council on 16 November 2022 (Resolution No. 8115). The report outlines progress against the five intervention mechanisms and related actions designed to reduce illegal dumping within the Isaac Region.

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9.15 TRIAL CAT TRAPPING PROGRAM IN MORANBAH TOWN SQUARE

EXECUTIVE SUMMARY

This report is presented to Council in response to concerns raised by Councillors regarding the number of stray cats in Moranbah town square and a further request made by the Director Planning, Environment and Community Services (PECS) for a project scope to be prepared for a trial cat trapping program. An inspection of Moranbah Town Square identified significant harbourage and food sources contributing to stray cat activity, including substantial impacts to Council infrastructure. These are long-term issues requiring future mitigation. After the investigation was undertaken, a Draft Project Brief for a Trial Cat Trapping Program has been developed for consideration.

9.16 MACKAY TOURISM LTD (T/A MACKAY ISAAC TOURISM) FUNDING 2025/2026

EXECUTIVE SUMMARY

This report seeks Council's endorsement to fund Mackay Tourism Ltd (MTL) to provide tourism destination marketing and attraction of visitation to the Isaac region for the 2025/26 financial year.

9.17 EXCEPTION BASED CONTRACTUAL ARRANGEMENTS - LOCAL GOVERNMENT REGULATIONS (2012) – SOLE SOURCE SUPPLIER FOR PROCUREMENT PURPOSES – COUNTRY UNIVERSITIES ISAAC LTD (CUC ISAAC LTD)

EXECUTIVE SUMMARY

The purpose of this report is to seek endorsement to enter a sole source arrangement with Country Universities Issac LTD (CUC Isaac LTD) to allow payment for procured services under the exception provisions for entering into medium or large sized contractual arrangements within s235 (b) of the Local Government Regulations 2012.

9.18 ISAAC RESOURCES EXCELLENCE PRECINCT - INTERNAL CONSTRUCTION – AUTHORITY TO TENDER

EXECUTIVE SUMMARY

The purpose of this report is to seek authority to tender, through council resolution, for the internal construction elements of the Isaac Resources Excellence Precinct.

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9.19	PLANNING, ENVIRONMENT AND COMMUNITY SERVICES FY2025/2026 CAPITAL PROJECTS PROGRESS REPORT AS AT 22 JULY 2025

EXECUTIVE SUMMARY

This report is to provide an update to Council on the progress in the delivery of the Planning, Environment and Community Services 2025-2026 Capital Works Program.

9.20	ENGINEERING AND INFRASTRUCTURE 2025/2026 CAPITAL PROJECTS PROGRESS REPORT – JULY 2025

EXECUTIVE SUMMARY

This report is to provide an update to the Engineering and Infrastructure Standing Committee and Council of the progress in delivery of the Engineering and Infrastructure 2025/2026 Capital Works Program.

9.21	INFRASTRUCTURE DEPARTMENT MONTHLY UPDATE – JULY 2025

EXECUTIVE SUMMARY

This report is to provide a monthly update to Council on the current operational status of the Infrastructure Department.

9.22	INFRASTRUCTURE PLANNING AND TECHNICAL SERVICES DEPARTMENT OPERATIONAL UPDATE – 1 APRIL 2025 TO 31 JULY 2025

EXECUTIVE SUMMARY

The intent of the report is to provide an update on the operational activities undertaken by the Infrastructure Planning and Technical Services department during the period 1 April to 31 July 2025.

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9.23 COMPENSATION AGREEMENT ML70342

EXECUTIVE SUMMARY

The purpose of this report is for Council to consider the Compensation Agreement for Mining Lease ML70342 with Stanmore IP Coal Pty Ltd.

9.24 WATER AND WASTE 2025-26 CAPITAL PROJECTS PROGRESS REPORT

EXECUTIVE SUMMARY

This report aims to update the Water and Waste Standing Committee and Council on the delivery of the Water and Waste 2025/26 Capital Works Program.

9.25 WATER AND WASTE 2024-25 CAPITAL PROJECTS SUMMARY REPORT

EXECUTIVE SUMMARY

This report provides the Water and Waste Standing Committee and Council with an update on the delivery status of the Water and Waste 2024/25 Capital Works Program, as at 30 June 2025. It offers a high-level overview of physical progress, financial status, and project performance across the program.

9.26 SAPSORB WATER SERVICES PTY LTD

EXECUTIVE SUMMARY

The purpose of this report is to seek Council's approval to extend the recently expired contract arrangement with Sapsorb Water Services for the supply of a Water and Wastewater contract Operator for St Lawrence and Carmila, as an exception to the competitive bidding requirements of the Local Government Regulations 2012 for medium or large sized contractual arrangements.

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9.27 WATER AND SEWERAGE CONNECTIONS, DISCONNECTIONS AND BILLING POLICY

EXECUTIVE SUMMARY

The purpose of this report is to present the updated Water and Sewerage Connections, Disconnections and Billing Policy for adoption and seek endorsement to repeal the Water Meter Reading and Billing Policy.

9.28 2026 CLEAN UP AUSTRALIA DAY

EXECUTIVE SUMMARY

The purpose of this report is to present options for Council's consideration regarding future participation in Clean Up Australia Day, a nationally recognised environmental initiative aimed at reducing litter and illegal dumping through volunteer action.

10. OFFICER REPORTS

10.1 CHIEF EXECUTIVE OFFICER PERFORMANCE REVIEW 2024/25 AND PERFORMANCE AGREEMENT 2025/26

EXECUTIVE SUMMARY

Mayor reporting on Chief Executive Officer Performance Review for 2024/25 and proposed Performance Agreement for 2025/26.

10.2 IRC-E&I-1124-T406 PROVISION OF TRAFFIC CONTROL SERVICES ISAAC REGION RANKED PANEL OF SUPPLIERS

EXECUTIVE SUMMARY

This report seeks approval of award for a ranked Panel of Suppliers, being the provision of Traffic Control Services within the Isaac Region for an initial period of twelve (12) months, with the option to extend the Agreement for two periods of 1 year each, at Council's discretion.

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10.3

**2024-2025 PROPOSED CAPITAL CARRY FORWARD AND
2025-2026 BUDGET AMENDMENTS**

EXECUTIVE SUMMARY

A full review of Capital Carried Forward Projects from the 2024-2025 financial year has been undertaken with each of the respective Departmental Managers and then reviewed by their respective Directors and the Executive Leadership Team.

10.4

CHANGES TO ORGANISATION STRUCTURE

EXECUTIVE SUMMARY

Chief Executive Officer seeking endorsement of proposed changes to organisation structure.

11. CONFIDENTIAL

CONFIDENTIAL REPORT

Closed under S254J (3e) of the Local Government Regulation 2012 - legal advice obtained by the local government or legal proceedings involving the local government

11.1

**PLANNING AND ENVIRONMENT COURT UPDATE – CIVEO COPPABELLA
WORKERS CAMP APPEAL**

EXECUTIVE SUMMARY

This report seeks to provide Council with an update regarding Civeo's appeal in the Planning and Environment Court against Council's refusal of their development application for a worker's camp at Coppabella.

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CONFIDENTIAL REPORT

Closed under 254J(3) (g) negotiations relating to a commercial matter involving the local government for which a public discussion would be likely to prejudice the interests of the local government.

11.2 AUTHORITY TO NEGOTIATE AND PURCHASE A PROPERTY IN MORANBAH, QLD 4744

EXECUTIVE SUMMARY

This report seeks authority for officers to investigate, and under restricted circumstances, negotiate and purchase a property in Moranbah, QLD 4744.

12. GENERAL BUSINESS

13. CONCLUSION

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Cr Kelly Ve a Ve a

AUTHOR POSITION

Mayor

6.1 NOTICE OF MOTION OWNERSHIP OF ELGIN ROAD AND MORAY CARMICHAEL BOUNDARY ACCESS ROAD

EXECUTIVE SUMMARY

Mayor Ve a Ve a gives notice of her intention to propose the following motion at Ordinary Meeting on 27 August 2025.

MAYOR'S MOTION:

That:

- 1. Council records its extreme disappointment that the Queensland Government did not require Bravus/Adani to honour its long-standing commitment (2019) to upgrade Elgin Road and Moray Carmichael Boundary access roads as part of its recent royalty referral deal for ongoing development of the Adani Carmichael Mine.***
- 2. Accordingly, Council renews its request of the Queensland Government to take over and assume responsibility for Elgin Road and Moray Carmichael Boundary Road as a road of State significance as the primary access to the Galilee Basin.***
- 3. The Mayor is authorised to communicate this resolution to the Queensland Government in the strongest possible terms.***

BACKGROUND

On 19 August 2025, the Queensland Premier, Queensland Treasurer and Queensland Mines Minister jointly announced a \$50 million expansion of Bravus/Adani's Carmichael Coal Mine enabled by agreement reached to continue deferral of that company's coal royalty payments. The fairness of that decision is for taxpayers and other companies paying coal royalties to judge.

Regrettably, in making this deal, government officials made no attempt to have Bravus/Adani honour its long-standing (2019) commitment to upgrade Elgin Road and Moray Carmichael Boundary access roads. The company's failure to honour this commitment has been the subject of Supreme Court proceedings since December 2023.

History of Access Road Arrangements:

In 2012, discussions began between Isaac Regional Council and Adani Mining Pty Ltd (now Bravus) around an Infrastructure Access Agreement. After extended negotiations, the Agreement was finalised in June 2019.

The Agreement satisfied:

- Section 2, Condition 7 of the EIS Report published by the Office of the Coordinator-General.
- Clause 6.3 of the Compensation Agreement between Adani Mining and Council.

A key obligation under the Agreement required Adani to upgrade Elgin Road and Moray Carmichael Boundary Road by **1 December 2022**. Following the resolution of an early dispute, Council extended the deadline to **31 March 2023**. These works remain incomplete.

Council supported Adani during mine construction by deferring works on the identified roads, allowing operations to commence sooner and easing upfront financial impacts. This was done in good faith with the understanding that post-construction, the road upgrades would be prioritised.

Current Litigation

In December 2023, following an unsuccessful Alternative Dispute Resolution process, Council commenced court proceedings against Adani Mining. The dispute concerns road width standards:

- Adani proposes Council accept an 8.0m width (as per initial sectional approvals).
- Council maintains that, based on revised traffic volumes and safety requirements for Type 2 Road Trains, the minimum width must be **8.6m**.

Council's position is informed by Adani's revised traffic impact assessment, which significantly increased expected volumes from fewer than 100 vehicles/day (minimal heavy vehicles) to **176–179 vehicles/day, 70% heavy vehicles**.

Previous Engagement with State Government

In 2016, Council formally requested that Elgin Road and Moray Carmichael Boundary Road be gazetted as State Controlled Roads, recognising the strategic role as primary access to the Galilee Basin and the significance to the State economy. The Department of Transport and Main Roads declined this request.

The matter was raised again in 2020 during a subsequent meeting with then-Director General who reiterated the Department's previous position to decline the request.

Council has maintained its position, including through Resolution 6964 (October 2020), that if the State has an interest in the matter, these roads should be declared State Controlled Roads.

Key Points

- Council has acted in good faith throughout negotiations, deferring works to enable project delivery and now seeking fair resolution to ensure safe, compliant infrastructure.
- Revised traffic volumes fundamentally changed the safety and compliance requirements for these roads.
- These roads are strategically important beyond local government boundaries, serving as primary access to the Galilee Basin and underpinning significant contributions to the Queensland economy.

-
- Council remains open to renewed discussions with the State on transitioning Elgin Road and Moray Carmichael Boundary Road to the State network, aligning responsibilities with their strategic importance.

Report prepared by:

CALE DENDLE
Chief Executive Officer

Date: 20 August 2025

Report authorised by:

CR KELLY VEA VEA
Mayor

Date: 20 August 2025

ATTACHMENTS

- Nil

REFERENCES

- Nil

UNCONFIRMED MINUTES

ORDINARY MEETING OF ISAAC REGIONAL COUNCIL

HELD ON
WEDNESDAY, 23 JULY 2025
COMMENCING AT 10.00AM

ISAAC REGIONAL COUNCIL,
11 CARTER PLACE, MIDDLEMOUNT
BOARD ROOM

UNCONFIRMED MINUTES

ISAAC REGIONAL COUNCIL

UNCONFIRMED MINUTES OF THE ORDINARY MEETING

HELD AT ISAAC REGIONAL COUNCIL, BOARD ROOM, MIDDLEMOUNT

WEDNESDAY 23 JULY 2025

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UNCONFIRMED MINUTES

ISAAC REGIONAL COUNCIL

UNCONFIRMED MINUTES OF THE ORDINARY MEETING

HELD AT ISAAC REGIONAL COUNCIL

HELD AT ISAAC REGIONAL COUNCIL, BOARD ROOM, MIDDLEMOUNT

WEDNESDAY 23 JULY 2025

ATTENDANCE

Mayor Kelly Vea Vea, Chair
Deputy Mayor, Cr Jane Pickels, Division Six
Cr Terry O'Neill, Division One
Cr Melissa Westcott, Division Three (*by Video Conference*)
Cr Simon West, Division Four
Cr Alaina Earl, Division Five
Cr Rachel Anderson, Division Seven
Cr Viv Coleman, Division Eight

OFFICERS PRESENT

Mr Cale Dendle, Chief Executive Officer
Mr Robert Perna, Director Engineering and Infrastructure
Mr Scott Casey, Director Water and Waste
Mr Jason Rivett, Acting Director Corporate Governance and Financial Services
Mrs Trudi Liekefett, Manager People and Performance
Mr Scott Jarvis, Acting Manager Economy and Prosperity
Mrs Tricia Hughes, Coordinator Executive Support, Office of the Mayor and CEO

1. OPENING

Mayor Kelly Vea Vea declared the meeting open at 10.01am and welcomed all in attendance for the July Ordinary Meeting.

The Mayor acknowledged the traditional custodians of the land, the Barada Barna People and paid her respects to their Elders past, present and emerging Leaders.

2. LEAVE OF ABSENCE AND APOLOGIES

A leave of absence has been received from Cr Vern Russell due to personal leave commitments.

Resolution No.: 9274

Moved: Cr Jane Pickels

Seconded: Cr Viv Coleman

That Council grant a leave of absence for Councillor Vern Russell for the July Ordinary Meeting.

Carried

3. CONDOLENCES

- FINGER, Catherine Jean "Cathy" late of "Glen Prairie" Clermont
- BAILEY, Lorraine Catherine late of Clermont
- BENNETT, Wendy Margaret late of Clermont
- TURLEY, Daniel John formerly of Clermont
- HARRISON, Joan May late of Clermont
- CARR, Rosemary 'Rosie' late of Moranbah
- LEES, Clem Danger late of Moranbah
- LOVI, John Bertram formerly of Moranbah
- JORDAN, Prue late of Moranbah
- MARTELL, Shannon Russ 'Goat' formerly of Dysart

4. DECLARATION OF CONFLICTS OF INTEREST

DECLARABLE CONFLICT OF INTEREST

Cr Alaina Earl declared a declarable conflict of interest for 9.7 Major Grant Applications Summary - Round Four FY 2024-2025 Application 10 as she is a member of the Moranbah Arts Executive Committee.

UNCONFIRMED MINUTES

NOTE:

Council acknowledges that Chapter 5B Councillors' Conflicts of Interest of the Local Government Act 2009 does not apply to a Councillor if the matter to be resolved relates to a corporation or association that arises solely because of a nomination or appointment of the councillor by the local government to be a member of the board of the corporation or association.

5. DEPUTATIONS

No deputations this meeting.

6. CONSIDERATION OF NOTICE OF MOTIONS

No notice of motions for this meeting.

7. CONFIRMATION OF MINUTES

Ordinary Meeting of Isaac Regional Council held at Isaac Regional Council, Batchelor Parade, Moranbah on Monday 30 June 2025

Resolution No.: 9275

Moved: Cr Alaina Earl

Seconded: Cr Simon West

The Minutes of the Ordinary Meeting of Isaac Regional Council held at Isaac Regional Council, Batchelor Parade, Moranbah on Monday 30 June 2025 are confirmed.

Carried

8. BUSINESS ARISING FROM PREVIOUS MEETING

8.1 Business Outstanding Table for Ordinary Meeting of Council – June 2025

EXECUTIVE SUMMARY

The business outstanding table is used as a tool to monitor outstanding items resolved at previous Ordinary Meetings of Council. The current Business Outstanding Table for the Ordinary Meetings of Council is presented for Councillors' information.

OFFICER'S RECOMMENDATION

That Council:

1. *Receives and Notes the Business Outstanding Table for the Ordinary Meetings of Council.*

Resolution No.: 9276

Moved: Cr Terry O'Neill

Seconded: Cr Viv Coleman

That Council:

1. **Receives and notes the Business Outstanding Table for the Ordinary Meetings of Council as at June 2025.**

Carried

9. STANDING COMMITTEE REPORTS

9.1 Isaac Regional Council Monthly Financial Report as at 30 June 2025

EXECUTIVE SUMMARY

In accordance with the *Local Government Regulation 2012* (s204) a monthly financial report is required to be presented to Council stating the progress made in relation to the budget for the period of the financial year as near as practicable to the end of the month before the meeting is held.

COMMITTEE'S RECOMMENDATION

Resolution No.: CGFS0996

Moved: Cr Vern Russell

Seconded: Cr Terry O'Neill

That the Committee recommends that Council:

1. Receives the financial statements for the period 30 June 2025 pursuant to, and in accordance with, the *Local Government Regulation 2012* (s204).

Carried

Resolution No.: 9277

Moved: Cr Terry O'Neill

Seconded: Cr Simon West

That Council:

1. Receives the financial statements for the period 30 June 2025 pursuant to, and in accordance with, the *Local Government Regulation 2012* (s204).

Carried

9.2 Safety and Resilience Update

EXECUTIVE SUMMARY

This report is provided as an update to Council on the current status of Health, Safety and Wellbeing Management System (HSWMS).

UNCONFIRMED MINUTES

COMMITTEE'S RECOMMENDATION

Resolution No.: CGFS0997

Moved: Cr Terry O'Neill

Seconded: Cr Vern Russell

That the Committee recommends that Council:

1. *Notes the Safety and Resilience report provided on the current status of Health, Safety and Wellbeing Management System.*

Carried

Resolution No.: 9278

Moved: Cr Alaina Earl

Seconded: Cr Viv Coleman

That Council:

1. **Notes the Safety and Resilience report provided on the current status of the Health, Safety and Wellbeing Management System.**

Carried

9.3

Exception Based Contractual Arrangement – Local Government Regulations 2012 – Lucidity Software

EXECUTIVE SUMMARY

The purpose of this report is to seek Council's approval to extend the recently expired contract arrangement with the supplier of Isaac Regional Council's Safety Management System software as an exception to the competitive bidding requirements of the *Local Government Regulations 2012* for medium or large sized contractual arrangements.

COMMITTEE'S RECOMMENDATION

Resolution No.: CGFS0998

Moved: Cr Jane Pickels

Seconded: Cr Vern Russell

That the Committee recommends that Council:

UNCONFIRMED MINUTES

1. *Endorses an extension of the contract with Lucidity Software until further notice, and in so doing;*
2. *Resolves that in accordance with section 235 (b) of the Local Government Regulations (2012), it is impractical for the Council to invite quotes, due to the specialised nature of the services arrangement; and*
3. *Authorise the Chief Executive Officer to negotiate, execute and vary the contract as required, with Lucidity, as detailed in Clause 1 and 2 above.*

Carried

Resolution No.:	9279		
Moved:	Cr Terry O'Neill	Seconded:	Cr Jane Pickels
That Council:			
1.	Endorses an extension of the contract with Lucidity Software until further notice, and in so doing;		
2.	Resolves that in accordance with section 235 (b) of the Local Government Regulations (2012), it is impractical for the Council to invite quotes, due to the specialised nature of the services arrangement; and		
3.	Authorise the Chief Executive Officer to negotiate, execute and vary the contract as required, with Lucidity, as detailed in Clause 1 and 2 above.		
Carried			

9.4

People and Capability Monthly Report – June 2025

EXECUTIVE SUMMARY

The purpose of this report is to provide information and highlights on the monthly activities of the People and Capability Department.

COMMITTEE'S RECOMMENDATION

Resolution No.: CGFS0999

Moved: Cr Vern Russell

Seconded: Cr Terry O'Neill

UNCONFIRMED MINUTES

That the Committee recommends that Council:

1. *Receives and notes the People and Capability monthly report.*

Carried

Resolution No.: 9280

Moved: Cr Simon West

Seconded: Cr Rachel Anderson

That Council:

1. **Receives and notes the People and Capability monthly report.**

Carried

9.5 Minor Community Grants Summary June 2025

EXECUTIVE SUMMARY

This report summarises the minor community grants approved under delegation for the period 1 June to 28 June 2025.

COMMITTEE'S RECOMMENDATION

Resolution No.: PECS1325

Moved: Cr Terry O'Neill

Seconded: Cr Alaina Earl

That the Committee recommends that Council:

1. *Notes the minor community grants approved under delegation for the month of June 2025.*

Carried

UNCONFIRMED MINUTES

Resolution No.: 9281

Moved: Cr Rachel Anderson

Seconded: Cr Jane Pickels

That Council:

- Notes the minor community grants approved under delegation for the period 1 June to 28 June 2025.**

Carried

9.6 Additional Approval - Major Grant Applications FY2024-2025 – Moranbah Race Club

EXECUTIVE SUMMARY

The purpose of this report is to consider approval of \$5,000 from the Major Grants Program – Round Four FY 2024/2025, in addition to \$5,000 approved from Round Two FY2024/2025 via resolution number 8999, to Moranbah Race Club for Council's Premier Sponsorship of the Moranbah Races.

COMMITTEE'S RECOMMENDATION

Resolution No.: PECS1326

Moved: Cr Melissa Westcott

Seconded: Cr Terry O'Neill

That the Committee recommends that Council:

- Approves \$5,000 (excluding GST) in addition to the \$5,000 (excluding GST) approved by Council resolution number 8999, totalling \$10,000 (excluding GST) for the Moranbah Race Club as follows:**

<i>Application</i>	<i>MORNABAH RACE CLUB</i>
<i>Project</i>	<i>Moranbah Race Club are hosting their annual November Races in 2025 at the Moranbah Racecourse. They are seeking Council's support of \$10,000 for the Premier sponsorship package which includes naming rights. Total funds requested is \$10,000. Premier sponsorship includes naming rights, 24 general admission tickets for 4 designated tables, 3 catering platters, drink tickets, presentation opportunity for winning horse, Mayoral opening, flyers, radio, social media, display of promotional material, logo on photo backdrop.</i>

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	<i>The total cost of the event is \$70,000. This meets co contribution requirements.</i>
<u>Committee Recommendation</u>	
<i>Details</i>	<i>Approves \$5,000 (excluding GST) in addition to \$5,000 (excluding GST) approved by Council resolution number 8999, totalling \$10,000 (excluding GST)</i>
<i>Budget Source</i>	<i>Divisional split between 3, 4 and 5</i>

2. *Advises the applicant the grant constitutes sponsorship of the project and Isaac Regional Council is to be recognised in the same manner as equivalent corporate sponsors in addition to any acknowledgement requirements within the Community Grants Guidelines.*

Carried

Resolution No.: 9282	
Moved:	Cr Alaina Earl
Seconded:	Cr Jane Pickels
That Council:	
1. Approves \$5,000 (excluding GST) in addition to the \$5,000 (excluding GST) approved by Council resolution number 8999, totalling \$10,000 (excluding GST) for the Moranbah Race Club as follows:	
Application	MORNABAH RACE CLUB
Project	Moranbah Race Club are hosting their annual November Races in 2025 at the Moranbah Racecourse. They are seeking Council's support of \$10,000 for the Premier sponsorship package which includes naming rights. Total funds requested is \$10,000. Premier sponsorship includes naming rights, 24 general admission tickets for 4 designated tables, 3 catering platters, drink tickets, presentation opportunity for winning horse, Mayoral opening, flyers, radio, social media, display of promotional material, logo on photo backdrop. The total cost of the event is \$70,000. This meets co contribution requirements.

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Committee Recommendation	
Details	Approves \$5,000 (excluding GST) in addition to \$5,000 (excluding GST) approved by Council resolution number 8999, totalling \$10,000 (excluding GST)
Budget Source	Divisional split between 3, 4 and 5

2. Advises the applicant the grant constitutes sponsorship of the project and Isaac Regional Council is to be recognised in the same manner as equivalent corporate sponsors in addition to any acknowledgement requirements within the Community Grants Guidelines.

Carried

9.7 Major Grant Applications Summary - Round Four FY 2024-2025

EXECUTIVE SUMMARY

The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.

COMMITTEE RECOMMENDATION

Resolution No.: PECS1327

Moved: Cr Terry O'Neill

Seconded: Cr Melissa Westcott

That the Committee recommends that Council:

- Approves application 1 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 1	CLERMONT STATE SCHOOL P&C
Project	Clermont State School P&C are hosting a fundraising bingo night on 29 August 2025. They are seeking Councils support of \$2,000 to go towards the

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	cost of catering and bingo supplies. The quotes supplied are: Coles- \$251.30 (catering), Big W - \$419.55, BSG (bingo supplies) - \$537.16. The overall cost for the event is \$9,900.00 This meets the co-contribution requirement of 30% of project costs.
<u>Committee Recommendation</u>	
Details	Approves \$2,000 (excluding GST)
Budget Source	Division 6
Carried	

Resolution No.: PECS1328

Moved: Cr Alaina Earl

Seconded: Cr Melissa Westcott

That the Committee recommends that Council:

- Approves application 2 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 2	MIDDLEMOUNT RACE CLUB
Project	Middlemount Race Club are holding their annual race day on 26 July 2025. They are seeking Council's support of \$12,500 as a Platinum Sponsor. The agreement includes naming rights, 16 tickets for entry, sponsors brunch, beverage and food package. The overall cost of the event is \$181,827. This meets the co contribution requirement of 30% of project costs.
<u>Committee Recommendation</u>	
Details	Approves \$12,500 (excluding GST) Platinum Sponsorship
Budget Source	Division 7
Carried	

Resolution No.: PECS1329

Moved: Cr Alaina Earl

Seconded: Cr Melissa Westcott

That the Committee recommends that Council:

- Approves application 3 for the Community Grants Round Four, FY 2024-2025 as follows:

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Application 3 MORANBAH TENNIS CLUB	
Project	<i>Moranbah Tennis Club are seeking to replace the ageing electrical meter box at their club house due to increasing requirements for repairs and maintenance and to reliably service growing demand for usage of the courts. The quote for the for REZZ Industries (electrical contractor) is \$10,215.70. The overall cost of the project is \$10,215.70. This meets the co contribution amount of 30% of project costs.</i>
Committee Recommendation	
Details	<i>Approves \$5,000 (excluding GST)</i>
Budget Source	<i>Approves equally from Divisions 3, 4 and 5</i>
Carried	

Resolution No.: PECS1330

Moved: Cr Viv Coleman

Seconded: Cr Melissa Westcott

That the Committee recommends that Council:

- Approves application 4 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 4 NEBO PONY CLUB (AUSPICING FOR BLUE MOUNTAIN CAMPDRAFT)	
Project	<i>Nebo Pony Club (auspicing for Blue Mountain Campdraft) are hosting their annual Blue Mountain Campdraft on 15-17 August 2025. They are seeking Councils support of \$1,500 to go towards Queensland Ambulance Service costs. The quote for ambulance services is \$4,345.76. The overall cost of the event is \$59,525. This meets the co contribution requirement of 30% of project costs.</i>
Committee Recommendation	
Details	<i>Approves \$1,500 (excluding GST)</i>
Budget Source	<i>Division 8</i>
Carried	

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Resolution No.: PECS1331

Moved: Cr Terry O'Neill

Seconded: Cr Melissa Westcott

That the Committee recommends that Council:

- Approves application 5 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 5	BUSH BLOOM COLLECTIVE
Project	Bush Bloom Collective are hosting a lady's luncheon "Thriving through Menopause" at the Clermont Showgrounds Pavillion on 13 August 2025. They are seeking Councils support of \$5,000 to go towards the cost of the guest speaker and catering. Quotes supplied are: Julie Cross (guest speaker) - \$5,500, Penny's Plaza (catering at \$32 per head x 150 people) - \$4,800. The overall cost of the event is \$10,300. This meets the co contribution requirement of 30% of project costs.
<u>Committee Recommendation</u>	
Details	Approves \$2,500 (excluding GST)
Budget Source	Division 6
Carried	

Resolution No.: PECS1332

Moved: Cr Alaina Earl

Seconded: Cr Melissa Westcot

That the Committee recommends that Council:

- Approves application 6 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 6	DYSART FOOTBALL CLUB
Project	Dysart Football Club are hosting a soccer carnival on the 31 st of August. They are seeking Councils support of \$5,000 to contribute to the day and to purchase items for the club. Quotes supplied are: Hart Supplies (sports/obstacle course supplies) - \$2,075.75, First Aid Kits Australia (first aid kits) - \$713.50, Verax Hire (amenities hire) - \$1,354.39, BCF (esky) - \$1,049.97, Square up – (square terminal) - \$329.00, Verax Hire (popcorn machine) - \$200.00. These quotes represent a total of \$5,722.61 for the event. This does not meet the co contribution requirement of 30% of project costs.

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<u>Committee Recommendation</u>	
Details	Approves \$3,433.56 (excluding GST)
Budget Source	Division 2
Carried	

Resolution No.: PECS1333

Moved: Cr Terry O'Neill

Seconded: Cr Melissa Westcott

That the Committee recommends that Council:

- Approves application 7 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 7	CLERMONT ARTSLINK
Project	Clermont Artslink is hosting their annual Gold and Coal festival on 15 & 16 August 2025. They are seeking Councils support of \$5,000 to assist in the costs of running the event. Quotes supplied are: Promotions warehouse (signs and postage) - \$500.96, G.S.B Trading Pty Ltd (kid's train) - \$2750.00, Splash and Whimsy \$896.00 (bar stools) and \$600.00 (labour and night watch), Florence Studio (photography) - \$810.00, Verax Hire (amenities hire) - \$2,750. These quotes represent a total of \$8,306.96. The total cost of the event is \$12,289. This meets the co contribution requirement of 30% of project costs.
<u>Committee Recommendation</u>	
Details	Approves \$5,000 (excluding GST)
Budget Source	Division 6
Carried	

Resolution No.: PECS1334

Moved: Cr Terry O'Neill

Seconded: Cr Alaina Earl

That the Committee recommends that Council:

- Approves application 8 for the Community Grants Round Four, FY 2024-2025 as follows:

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Application 8 CLERMONT COMMUNITY HOUSING (AUSPICING FOR KILCUMMIN GROUP AND SELECTORS ASSOCIATION)	
Project	Clermont Community Housing (auspicing for Kilcummin Group and Selectors Association) are hosting a ladies day luncheon "Wildflowers and Wine" at Kilcummin hall on 25 October 2025. Proceeds from the event will go to improving the Kilcummin hall. They are seeking Councils support of \$5,000 to go towards hiring the marquee for the day. The quote from Emerald Party Hire for the marquee is \$10,230. The overall cost of the event is \$60,668. This meets the co contribution requirement of 30% of project costs.
<u>Committee Recommendation</u>	
Details	Approves \$5,000 (excluding GST)
Budget Source	Division 1
Carried	

Resolution No.: PECS1335

Moved: Cr Alaina Earl

Seconded: Cr Terry O'Neill

That the Committee recommends that Council:

- Approves application 9 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 9 MORANBAH KART CLUB	
Project	Moranbah Kart Club are seeking Councils support to purchase security cameras and new helmets at the club. Their current helmets are approaching their safety expiry dates and security cameras are to prevent vandalism. Quotes supplied are: AMX Superstore Mackay (helmets) - \$2,786.40, Bunnings (security cameras) - \$1,399. These quotes represent a total of \$4,185.40 for the entire project. This does not meet the co contribution requirement of 30% of project costs.
<u>Committee Recommendation</u>	
Details	Approve \$2,929.78
Budget Source	Approve equally from Divisions 3, 4 and 5
Carried	

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Resolution No.: PECS1336

Moved: Cr Melissa Westcott

Seconded: Cr Terry O'Neill

That the Committee recommends that Council:

- Approves application 10 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 10 MORANBAH ARTS	
Project	Moranbah Arts is coordinating four travelling productions by Jally Entertainment (Shake and Stir Roald Dahl, Romeo and Juliet and Snow White and the 7 Dudes) to come to Moranbah in September/October 2025. Jally Entertainment has quoted \$10,000 for the four shows. This is proposed to be a free community event held at Town Square Moranbah. Moranbah Arts is seeking Councils support of \$5,000 to contribute to the costs of the shows. The overall cost of the event program is \$14,250 This meets the co contribution requirement of 30% of project costs.
<u>Committee Recommendation</u>	
Details	Approves \$5,000 (excluding GST)
Budget Source	Approves equally from Divisions 3, 4 and 5
Carried	

Resolution No.: PECS1337

Moved: Cr Terry O'Neill

Seconded: Cr Alaina Earl

That the Committee recommends that Council:

- Approves application 11 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 11 TWIN HILLS RACE CLUB	
Project	Twin Hills Race Club are seeking Councils support of \$5,000 to pay the unplaced starters of \$200 per trainer/race and the jockey incentive payment of \$25 per rider per race as per the trainer jockey incentives and bonuses scheme which encourages both trainers and jockeys to attend isolated race meetings. There is no way to verify cash payments and there are no quotes that can complete this application. The overall cost of the event is \$17,750. This meets the co contribution requirement of 30% of project costs.

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<u>Committee Recommendation</u>	
<i>Details</i>	<i>Approves \$5,000 (excluding GST)</i>
<i>Budget Source</i>	<i>Division 1</i>
<i>Carried</i>	

Resolution No.: PECS1338

Moved: Cr Alaina Earl

Seconded: Cr Melissa Westcott

That the Committee recommends that Council:

- Approves application 12 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 12	MORANBAH TOUCH FOOTBALL ASSOCIATION
<i>Project</i>	<i>Moranbah Touch Football are completing installation works at their club house. They are installing security cameras, TV'S and a new aircon unit. They are seeking Councils support of \$5,000 to go towards the electrical work by Wiked electrical. The quote for the works is \$5,879.85. This does not meet the co contribution requirement of 30% of project costs.</i>
<u>Committee Recommendation</u>	
<i>Details</i>	<i>Approves \$3,527.91 (excluding GST)</i>
<i>Budget Source</i>	<i>Approves equally from Divisions 3, 4 and 5</i>
<i>Carried</i>	

Resolution No.: PECS1339

Moved: Cr Melissa Westcott

Seconded: Cr Terry O'Neill

That the Committee recommends that Council:

- Approves application 13 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 13	MIDDLEMOUNT COMMUNITY SPORTS ASSOCIATION
<i>Project</i>	<i>Middlemount Community Sports Association are holding their annual 2025 netball carnival on 17 August. This will be an all-day round robin with teams travelling from Mackay, Clermont, Blackwater and Emerald. They are seeking</i>

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	Councils support of \$5,000 to go towards the payment of toilet hire (Ensuite hire Mackay) and trophies (Mackay trophy house). Quotes supplied are: Mackay Trophy House (trophies) - \$2,663.71, Ensuite Hire Mackay (amenities) - \$2,770. This does not meet the co contribution requirement of 30% of project costs.
Committee Recommendation	
Details	Approves \$3,260.22 (excluding GST)
Budget Source	Division 7
Carried	

Resolution No.: PECS1340

Moved: Cr Terry O'Neill

Seconded: Cr Alaina Earl

That the Committee recommends that Council:

- Approves application 14 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 14	CLERMONT PONY CLUB
Project	Clermont Pony Club are holding their annual Campdraft on 11-12 October. They are seeking Councils support of \$5,000 to go towards the cost of the hire of Clermont Saleyards and Queensland ambulance service costs. Quotes supplied are Clermont saleyards - \$2,380 and Queensland Ambulance Service - \$2,011.45. This does not meet the co contribution requirement of 30% of project costs.
Committee Recommendation	
Details	Approves \$2,500 (excluding GST)
Budget Source	Division 1 and 6
Carried	

Resolution No.: PECS1341

Moved: Cr Terry O'Neill

Seconded: Cr Alaina Earl

That the Committee recommends that Council:

- Approves application 15 for the Community Grants Round Four, FY 2024-2025 as follows:

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Application 15	
CLERMONT COMMUNITY BUSINESS GROUP (AUSPICING FOR POWER LEARNING)	
Project	Clermont Community Business Group (auspicing for Power Learning) are hosting 'Pink My Town' on 20 September 2025. They are seeking Councils support of \$5,000 to go towards the purchase of Tutus, feather boas, meat, food, cold room hire, games. Quote supplied is Temu \$892.15. Overall cost of event is \$5,129. This does not meet the co contribution requirement of 30% of project costs.
<u>Committee Recommendation</u>	
Details	Approves \$2,000 (excluding GST) for a minor grant
Budget Source	Division 6
Carried	

Resolution No.: PECS1342

Moved: Cr Viv Coleman

Seconded: Cr Alaina Earl

That the Committee recommends that Council:

- Approves application 16 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 16	
NEBO COMMUNITY SPORTS	
Project	Nebo Community Sports and Recreation are holding their annual Community Christmas event on 15 November 2025. They are seeking Councils support of \$5,000 to go towards the cost of the amusement rides. Hibbles Amusements Mackay have quoted \$25,000 for the amusement rides. This meets the co contribution requirement of 30% of project costs.
<u>Committee Recommendation</u>	
Details	Approves \$5,000 (excluding GST)
Budget Source	Division 8
Carried	

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Resolution No.: PECS1343

Moved: Cr Terry O'Neill

Seconded: Cr Melissa Westcott

That the Committee recommends that Council:

- Approves application 17 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 17	QUEENSLAND COUNTRY WOMEN'S ASSOCIATION- CLERMONT BRANCH
Project	Queensland Country Women's Association- Clermont branch are celebrating 100 years with a "Springtime Centenary Ball" on 6 September 2025. They are seeking Councils support of \$5,000 to go towards the cost of catering. Penny's Plaza Coffee Shop have quoted \$8,100 for the catering. This meets the co contribution requirement of 30% of project costs.
<u>Committee Recommendation</u>	
Details	Approve \$4,000 (excluding GST)
Budget Source	Division 6
Carried	

Resolution No.: PECS1344

Moved: Cr Alaina Earl

Seconded: Cr Terry O'Neill

That the Committee recommends that Council:

- Advises the applicants the grant constitutes sponsorship of the event and Isaac Regional Council is to be recognised in the same manner as equivalent corporate sponsors in addition to any acknowledgement requirements within the Community Grants Guidelines.
- Determines Application 9 - Mackay Hospital Foundation as unsuccessful, noting that the applicant will be contacted to provide a clear explanation of the outcome:
 - While the Mackay Hospital Foundation provides valuable services that benefit Isaac communities, it is located outside the Isaac region and therefore does not meet the eligibility criteria outlined on page 6 of the Isaac Community Grants Guidelines.

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- b) Furthermore, Council has already allocated a \$10,000 contribution to the Foundation as a budgeted line item for the 2024/2025 financial year. As such, this additional request for \$10,000 through the Community Grants Program falls outside the scope and intent of the Community Grants Management Framework.

Carried

Resolution No.: 9283	
Moved: Cr Rachel Anderson	Seconded: Cr Jane Pickels
That Council:	
1. Approves application 1 for the Community Grants Round Four, FY 2024-2025 as follows:	
Application 1	CLERMONT STATE SCHOOL P&C
Project	Clermont State School P&C are hosting a fundraising bingo night on 29 August 2025. They are seeking Councils support of \$2,000 to go towards the cost of catering and bingo supplies. The quotes supplied are: Coles- \$251.30 (catering), Big W - \$419.55, BSG (bingo supplies) - \$537.16. The overall cost for the event is \$9,900.00 This meets the co-contribution requirement of 30% of project costs.
Details	Approves \$2,000 (excluding GST)
Budget Source	Division 6
Carried	
Resolution No.: 9284	
Moved: Cr Rachel Anderson	Seconded: Cr Alaina Earl
That Council:	
1. Approves application 2 for the Community Grants Round Four, FY 2024-2025 as follows:	
Application 2	MIDDLEMOUNT RACE CLUB
Project	Middlemount Race Club are holding their annual race day on 26 July 2025. They are seeking Council's support of \$12,500 as a Platinum Sponsor. The agreement includes naming rights, 16 tickets for entry, sponsors brunch, beverage and food package. The overall cost of the

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	event is \$181,827. This meets the co contribution requirement of 30% of project costs.
Details	Approves \$12,500 (excluding GST) Platinum Sponsorship
Budget Source	Division 7
Carried	

Resolution No.: 9285

Moved: Cr Alaina Earl

Seconded: Cr Simon West

That Council:

- Approves application 3 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 3	MORANBAH TENNIS CLUB
Project	Moranbah Tennis Club are seeking to replace the ageing electrical meter box at their club house due to increasing requirements for repairs and maintenance and to reliably service growing demand for usage of the courts. The quote for the for REZZ Industries (electrical contractor) is \$10,215.70. The overall cost of the project is \$10,215.70. This meets the co contribution amount of 30% of project costs.
Details	Approves \$5,000 (excluding GST)
Budget Source	Approves equally from Divisions 3, 4 and 5
Carried	

Resolution No.: 9286

Moved: Cr Viv Coleman

Seconded: Cr Alaina Earl

That Council:

- Approves application 4 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 4	NEBO PONY CLUB (AUSPICING FOR BLUE MOUNTAIN CAMPDRAFT)
Project	Nebo Pony Club (auspicing for Blue Mountain Campdraft) are hosting their annual Blue Mountain Campdraft on 15-17 August 2025. They are seeking Councils support of \$1,500 to go towards Queensland

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	Ambulance Service costs. The quote for ambulance services is \$4,345.76. The overall cost of the event is \$59,525. This meets the co contribution requirement of 30% of project costs.
Details	Approves \$1,500 (excluding GST)
Budget Source	Division 8
Carried	

Resolution No.: 9287

Moved: Cr Terry O'Neill

Seconded: Cr Jane Pickels

That Council:

- Approves application 5 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 5	BUSH BLOOM COLLECTIVE
Project	Bush Bloom Collective are hosting a lady's luncheon "Thriving through Menopause" at the Clermont Showgrounds Pavillion on 13 August 2025. They are seeking Councils support of \$5,000 to go towards the cost of the guest speaker and catering. Quotes supplied are: Julie Cross (guest speaker) - \$5,500, Penny's Plaza (catering at \$32 per head x 150 people) - \$4,800. The overall cost of the event is \$10,300. This meets the co contribution requirement of 30% of project costs.
Details	Approves \$2,500 (excluding GST)
Budget Source	Division 1 and 6
Carried	

Resolution No.: 9288

Moved: Cr Simon West

Seconded: Cr Alaina Earl

That Council:

- Approves application 6 for the Community Grants Round Four, FY 2024-2025 as follows:

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Application 6 DYSART FOOTBALL CLUB	
Project	Dysart Football Club are hosting a soccer carnival on the 31 st of August. They are seeking Councils support of \$5,000 to contribute to the day and to purchase items for the club. Quotes supplied are: Hart Supplies (sports/obstacle course supplies) - \$2,075.75, First Aid Kits Australia (first aid kits) - \$713.50, Verax Hire (amenities hire) - \$1,354.39, BCF (esky) - \$1,049.97, Square up – (square terminal) - \$329.00, Verax Hire (popcorn machine) - \$200.00. These quotes represent a total of \$5,722.61 for the event. This does not meet the co contribution requirement of 30% of project costs.
Details	Approves \$3,433.56 (excluding GST)
Budget Source	Division 2
Carried	

Resolution No.: 9289

Moved: Cr Jane Pickels

Seconded: Cr Viv Coleman

That Council:

- Approves application 7 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 7 CLERMONT ARTSLINK	
Project	Clermont Artslink is hosting their annual Gold and Coal festival on 15 & 16 August 2025. They are seeking Councils support of \$5,000 to assist in the costs of running the event. Quotes supplied are: Promotions warehouse (signs and postage) - \$500.96, G.S.B Trading Pty Ltd (kid's train) - \$2750.00, Splash and Whimsy \$896.00 (bar stools) and \$600.00 (labour and night watch), Florence Studio (photography) - \$810.00, Verax Hire (amenities hire) - \$2,750. These quotes represent a total of \$8,306.96. The total cost of the event is \$12,289. This meets the co contribution requirement of 30% of project costs.
Details	Approves \$5,000 (excluding GST)
Budget Source	Division 6
Carried	

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Resolution No.: 9290

Moved: Cr Terry O'Neill

Seconded: Cr Viv Coleman

That Council:

- Approves application 8 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 8 CLERMONT COMMUNITY HOUSING (AUSPICING FOR KILCUMMIN GROUP AND SELECTORS ASSOCIATION)	
Project	Clermont Community Housing (auspicing for Kilcummin Group and Selectors Association) are hosting a ladies day luncheon "Wildflowers and Wine" at Kilcummin hall on 25 October 2025. Proceeds from the event will go to improving the Kilcummin hall. They are seeking Councils support of \$5,000 to go towards hiring the marquee for the day. The quote from Emerald Party Hire for the marquee is \$10,230. The overall cost of the event is \$60,668. This meets the co contribution requirement of 30% of project costs.
Details	Approves \$5,000 (excluding GST)
Budget Source	Division 1
Carried	

Resolution No.: 9291

Moved: Cr Simon West

Seconded: Cr Alaina Earl

That Council:

- Approves application 9 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 9 MORANBAH KART CLUB	
Project	Moranbah Kart Club are seeking Councils support to purchase security cameras and new helmets at the club. Their current helmets are approaching their safety expiry dates and security cameras are to prevent vandalism. Quotes supplied are: AMX Superstore Mackay (helmets) - \$2,786.40, Bunnings (security cameras) - \$1,399. These quotes represent a total of \$4,185.40 for the entire project. This does not meet the co contribution requirement of 30% of project costs.

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Details	Approve \$2,929.78
Budget Source	Approve equally from Divisions 3, 4 and 5
Carried	

DECLARABLE CONFLICT OF INTEREST

Cr Alaina Earl declared a declarable conflict of interest for 9.7 Major Grant Applications Summary - Round Four FY 2024-2025 Application 10 as she is a member of the Moranbah Arts Executive Committee. Cr Earl left the meeting room at 10.16am and did not participate in the discussions and vote for Application 10.

Resolution No.: 9292

Moved: Cr Rachel Anderson

Seconded: Cr Melissa Westcott

That Council:

- Approves application 10 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 10	MORANBAH ARTS
Project	Moranbah Arts is coordinating four travelling productions by Jally Entertainment (Shake and Stir Roald Dahl, Romeo and Juliet and Snow White and the 7 Dudes) to come to Moranbah in September/October 2025. Jally Entertainment has quoted \$10,000 for the four shows. This is proposed to be a free community event held at Town Square Moranbah. Moranbah Arts is seeking Councils support of \$5,000 to contribute to the costs of the shows. The overall cost of the event program is \$14,250 This meets the co contribution requirement of 30% of project costs.
Details	Approves \$5,000 (excluding GST)
Budget Source	Approves equally from Divisions 3, 4 and 5
Carried	

ATTENDANCE

Cr Alaina Earl returned to the meeting room at 10.16am.

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Resolution No.: 9293

Moved: Cr Terry O'Neill

Seconded: Cr Jane Pickels

That Council:

- Approves application 11 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 11	TWIN HILLS RACE CLUB
Project	Twin Hills Race Club are seeking Councils support of \$5,000 to pay the unplaced starters of \$200 per trainer/race and the jockey incentive payment of \$25 per rider per race as per the trainer jockey incentives and bonuses scheme which encourages both trainers and jockeys to attend isolated race meetings. There is no way to verify cash payments and there are no quotes that can complete this application. The overall cost of the event is \$17,750. This meets the co contribution requirement of 30% of project costs.
Details	Approves \$5,000 (excluding GST)
Budget Source	Division 1
Carried	

Resolution No.: 9294

Moved: Cr Alaina Earl

Seconded: Cr Simon West

That Council:

- Approves application 12 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 12	MORANBAH TOUCH FOOTBALL ASSOCIATION
Project	Moranbah Touch Football are completing installation works at their club house. They are installing security cameras, TV'S and a new aircon unit. They are seeking Councils support of \$5,000 to go towards the electrical work by Wiked electrical. The quote for the works is \$5,879.85. This does not meet the co contribution requirement of 30% of project costs.
Details	Approves \$3,527.91 (excluding GST)
Budget Source	Approves equally from Divisions 3, 4 and 5
Carried	

UNCONFIRMED MINUTES

Resolution No.: 9295

Moved: Cr Rachel Anderson

Seconded: Cr Viv Coleman

That Council:

- Approves application 13 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 13	MIDDLEMOUNT COMMUNITY SPORTS ASSOCIATION
Project	Middlemount Community Sports Association are holding their annual 2025 netball carnival on 17 August. This will be an all-day round robin with teams travelling from Mackay, Clermont, Blackwater and Emerald. They are seeking Councils support of \$5,000 to go towards the payment of toilet hire (Ensuite hire Mackay) and trophies (Mackay trophy house). Quotes supplied are: Mackay Trophy House (trophies) - \$2,663.71, Ensuite Hire Mackay (amenities) - \$2,770. This does not meet the co contribution requirement of 30% of project costs.
Details	Approves \$3,260.22 (excluding GST)
Budget Source	Division 7
Carried	

Resolution No.: 9296

Moved: Cr Jane Pickels

Seconded: Cr Terry O'Neill

That Council:

- Approves application 14 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 14	CLERMONT PONY CLUB
Project	Clermont Pony Club are holding their annual Campdraft on 11-12 October. They are seeking Councils support of \$5,000 to go towards the cost of the hire of Clermont Saleyards and Queensland ambulance service costs. Quotes supplied are Clermont saleyards - \$2,380 and Queensland Ambulance Service - \$2,011.45. This does not meet the co contribution requirement of 30% of project costs.
Details	Approves \$2,500 (excluding GST)

UNCONFIRMED MINUTES

Budget Source	Division 1 and 6
Carried	
Resolution No.: 9297	
Moved: Cr Simon West	Seconded: Cr Jane Pickels
That Council:	
1. Approves application 15 for the Community Grants Round Four, FY 2024-2025 as follows:	
Application 15	CLERMONT COMMUNITY BUSINESS GROUP (AUSPICING FOR POWER LEARNING)
Project	Clermont Community Business Group (auspicing for Power Learning) are hosting 'Pink My Town' on 20 September 2025. They are seeking Councils support of \$5,000 to go towards the purchase of Tutus, feather boas, meat, food, cold room hire, games. Quote supplied is Temu \$892.15. Overall cost of event is \$5,129. This does not meet the co contribution requirement of 30% of project costs.
Details	Approves \$2,000 (excluding GST) for a minor grant
Budget Source	Division 6
Carried	
Resolution No.: 9298	
Moved: Cr Viv Coleman	Seconded: Cr Alaina Earl
That Council:	
1. Approves application 16 for the Community Grants Round Four, FY 2024-2025 as follows:	
Application 16	NEBO COMMUNITY SPORTS
Project	Nebo Community Sports and Recreation are holding their annual Community Christmas event on 15 November 2025. They are seeking Councils support of \$5,000 to go towards the cost of the amusement

UNCONFIRMED MINUTES

	rides. Hibbles Amusements Mackay have quoted \$25,000 for the amusement rides. This meets the co contribution requirement of 30% of project costs.
Details	Approves \$5,000 (excluding GST)
Budget Source	Division 8
Carried	

Resolution No.: 9299

Moved: Cr Jane Pickels

Seconded: Cr Terry O'Neill

That Council:

- Approves application 17 for the Community Grants Round Four, FY 2024-2025 as follows:

Application 17	QUEENSLAND COUNTRY WOMEN'S ASSOCIATION - CLERMONT BRANCH
Project	Queensland Country Women's Association- Clermont branch are celebrating 100 years with a "Springtime Centenary Ball" on 6 September 2025. They are seeking Councils support of \$5,000 to go towards the cost of catering. Penny's Plaza Coffee Shop have quoted \$8,100 for the catering. This meets the co contribution requirement of 30% of project costs.
Details	Approve \$4,000 (excluding GST)
Budget Source	Division 6
Carried	

Resolution No.: 9300

Moved: Cr Rachel Anderson

Seconded: Cr Viv Coleman

That Council:

- Advises the applicants the grant constitutes sponsorship of the event and Isaac Regional Council is to be recognised in the same manner as equivalent corporate sponsors in addition to any acknowledgement requirements within the Community Grants Guidelines.

2. **Determines Application 9 - Mackay Hospital Foundation as unsuccessful, noting that the applicant will be contacted to provide a clear explanation of the outcome:**
- a) **While the Mackay Hospital Foundation provides valuable services that benefit Isaac communities, it is located outside the Isaac region and therefore does not meet the eligibility criteria outlined on page 6 of the Isaac Community Grants Guidelines.**
 - b) **Furthermore, Council has already allocated a \$10,000 contribution to the Foundation as a budgeted line item for the 2024/2025 financial year. As such, this additional request for \$10,000 through the Community Grants Program falls outside the scope and intent of the Community Grants Management Framework.**

Carried

9.8 Regional Pool Status Report – April 2025

EXECUTIVE SUMMARY

This report provides an overview of the operating and administrative status of the region's swimming pools for the period ending April 2025.

COMMITTEE'S RECOMMENDATION

Resolution No.: PECS1345

Moved: Cr Alaina Earl

Seconded: Cr Melissa Westcott

That the Committee recommends that Council:

1. *Receives and acknowledges the status of the region's swimming pools in relation to operating status.*

Carried

UNCONFIRMED MINUTES

Resolution No.: 9301

Moved: Cr Rachel Anderson

Seconded: Cr Alaina Earl

That Council:

1. **Receives and acknowledges the status of the region's swimming pools in relation to operating status.**

Carried

9.9

Planning, Environment and Community Services FY2024-2025 Capital Projects Progress Report as at 23 June 2025

EXECUTIVE SUMMARY

This report is to provide an update to Council on the progress in the delivery of the Planning, Environment and Community Services 2024-2025 Capital Works Program.

COMMITTEE'S RECOMMENDATION

Resolution No.: PECS1346

Moved: Cr Alaina Earl

Seconded: Cr Melissa Westcott

That the Committee recommends that Council:

1. *Receives and notes the monthly Planning, Environment and Community Services 2024-2025 Capital Progress Summary Report as at 23 June 2025.*

Carried

Resolution No.: 9302

Moved: Cr Viv Coleman

Seconded: Cr Melissa Westcott

That Council:

1. **Receives and notes the monthly Planning, Environment and Community Services 2024-2025 Capital Progress Summary Report as at 23 June 2025.**

Carried

9.10

Planning Environment and Community Services Quarterly Departmental Report – Liveability and Sustainability

EXECUTIVE SUMMARY

The purpose of this report is to provide an overview and status update of the Liveability and Sustainability Department's projects and operational commitments.

COMMITTEE'S RECOMMENDATION

Resolution No.: PECS1347

Moved: Cr Melissa Westcott

Seconded: Cr Terry O'Neill

That the Committee recommends that Council:

1. Receives and notes the report, providing an overview and status update on the projects and operational commitments of the Liveability and Sustainability Department.

Carried

Resolution No.: 9303

Moved: Cr Alaina Earl

Seconded: Cr Jane Pickels

That Council:

1. Receives and notes the report, providing an overview and status update on the projects and operational commitments of the Liveability and Sustainability Department.

Carried

9.11 Engineering and Infrastructure 2024/2025 Capital Projects Progress Report – June 2025

EXECUTIVE SUMMARY

This report is to provide an update to the Engineering and Infrastructure Standing Committee and Council of the progress in delivery of the Engineering and Infrastructure 2024/2025 Capital Works Program.

OFFICER'S RECOMMENDATION

Resolution No.: E&I0833

Moved: Cr Viv Coleman Seconded: Cr Alaina Earl

That the Committee recommends that Council:

1. Receives and notes the monthly Engineering and Infrastructure 2024/2025 Capital Projects Progress Summary Report for June 2025.

Carried

Resolution No.: 9304

Moved: Cr Terry O'Neill Seconded: Cr Alaina Earl

That Council:

1. Receives and notes the monthly Engineering and Infrastructure 2024/2025 Capital Projects Progress Summary Report for June 2025.

Carried

UNCONFIRMED MINUTES

9.12 Infrastructure Department Monthly Update – June 2025

EXECUTIVE SUMMARY

This report is to provide a monthly update to Council on the current operational status of the Infrastructure Department.

COMMITTEE'S RECOMMENDATION

Resolution No.: E&I0834

Moved: Cr Terry O'Neill Seconded: Cr Alaina Earl

That the Committee recommends that Council:

1. Notes the Infrastructure Department monthly update for June 2025.

Carried

Resolution No.: 9305

Moved: Cr Rachel Anderson Seconded: Cr Jane Pickels

That Council:

1. Notes the Infrastructure Department monthly update for June 2025.

Carried

9.13 Parks and Recreation Department Operational Update – June 2025

EXECUTIVE SUMMARY

This report is to provide Council with an operational update on the Parks and Recreation Department.

COMMITTEE'S RECOMMENDATION

Resolution No.: E&I0835

Moved: Cr Alaina Earl Seconded: Cr Terry O'Neill

UNCONFIRMED MINUTES

That the Committee recommends that Council:

1. *Notes the Parks and Recreation Departments Operational update as of June 2025.*

Carried

Resolution No.: 9306

Moved: Cr Jane Pickels

Seconded: Cr Terry O'Neill

That Council:

1. **Notes the Parks and Recreation Departments Operational update as of June 2025.**

Carried

9.14

Register of Pre-Qualified Suppliers' Arrangement – Provision for Supply of Quarry Materials

EXECUTIVE SUMMARY

The purpose of this report is to recommend the appointment of selected tenderers to a Register of Pre-Qualified Suppliers (RPQS) Arrangement for the provision for Supply of Quarry Materials IRCT-ALL4-1222-312 to Isaac Regional Council.

COMMITTEE'S RECOMMENDATION

Resolution No.: E&I0836

Moved: Cr Alaina Earl

Seconded: Cr Rachel Anderson

That the Committee recommends that Council:

1. *Endorses the award of tender IRCT-ALL4-1222-312, for the creation of a panel of Register of Pre-Qualified Suppliers for the Supply of Quarry Materials, for an initial term of one year from 1 August 2025 with 2 (two) additional twelve months extension options.*
2. *Endorses the list of Pre-Qualified suppliers detailed in the report.*

UNCONFIRMED MINUTES

3. *Authorises the Chief Executive Officer to negotiate, execute and vary the Pre-Qualified Suppliers Agreements as required.*

Carried

Resolution No.: 9307

Moved: Cr Simon West

Seconded: Cr Rachel Anderson

That Council:

- 1. Endorses the award of tender IRCT-ALL4-1222-312, for the creation of a panel of Register of Pre-Qualified Suppliers for the Supply of Quarry Materials, for an initial term of one year from 1 August 2025 with 2 (two) additional twelve months extension options.**
- 2. Endorses the list of Pre-Qualified suppliers detailed in the report.**
- 3. Authorises the Chief Executive Officer to negotiate, execute and vary the Pre-Qualified Suppliers Agreements as required.**

Carried

9.15

Galilee and Bowen Basin Department Operational Update Until June 2025

EXECUTIVE SUMMARY

The intent of the report is to provide an update on the activities undertaken by the Galilee and Bowen Basin Operations department over the previous financial year.

COMMITTEE'S RECOMMENDATION

Resolution No.: E&I0837

Moved: Cr Viv Coleman

Seconded: Cr Rachel Anderson

That the Committee recommends that Council:

- 1. Notes the operational update provided for the Galilee and Bowen Basin Operations Department – 2024-25 Financial Year.*

Carried

UNCONFIRMED MINUTES

Resolution No.: 9308

Moved: Cr Viv Coleman

Seconded: Cr Terry O'Neill

That Council:

1. Notes the operational update provided for the Galilee and Bowen Basin Operations Department – 2024-25 Financial Year.

Carried

9.16 Quarry Pit Access Update

EXECUTIVE SUMMARY

The Minister for Local Government and Water and Minister for Fire, Disaster Recovery and Volunteers recently announced a major policy change to support access to quarry pits for crucial BAU works such as infrastructure maintenance and upgrades. The announcement made at the Queensland Disaster Management Conference held by the LGAQ in partnership with the State Government and Emergency Services Agencies will enable councils to continue to deliver critical emergency works and BAU works while the current quarry sales permit renewal process continues.

The intent of the policy change is to give certainty to councils in accessing quarry pits, where there is no reasonably practicable alternative by utilising s143 of the *Local Government Act* to safely build and maintain community infrastructure.

COMMITTEE'S RECOMMENDATION

Resolution No.: E&I0838

Moved: Cr Terry O'Neill

Seconded: Cr Rachel Anderson

That the Committee recommends that Council:

1. Notes the update on the policy change to support access to quarry pits.

Carried

UNCONFIRMED MINUTES

Resolution No.: 9309

Moved: Cr Jane Pickels

Seconded: Cr Terry O'Neill

That Council:

- 1. Notes the update on the policy change to support access to quarry pits.**

Carried

9.17 Water and Waste 2024-2025 Capital Projects Progress Report

EXECUTIVE SUMMARY

This report aims to update the Water and Waste Standing Committee and Council on the delivery of the Water and Waste 2024/25 Capital Works Program.

COMMITTEE'S RECOMMENDATION

Resolution No.: W&W0575

Moved: Cr Vern Russell

Seconded: Cr Viv Coleman

That the Committee recommends that Council:

- 1. Receives and notes the monthly Water and Waste 2024/2025 Capital Projects Progress Summary Report.*

Carried

Resolution No.: 9310

Moved: Cr Simon West

Seconded: Cr Alaina Earl

That Council:

- 1. Receives and notes the monthly Water and Waste 2024/2025 Capital Projects Progress Summary Report.**

Carried

9.18 Water Quality Investigation Action Plan Update - July 2025

EXECUTIVE SUMMARY

The purpose of this report is to update Council on the Water Quality Reliability Investigation Action Plan Deliverables following the 2021/22 Christmas Period water quality incidents and provide a summary of the current state of water quality security.

COMMITTEE'S RECOMMENDATION

Resolution No.: W&W0576

Moved: Cr Viv Coleman

Seconded: Cr Vern Russell

That the Committee recommends that Council:

- 1. Receives and notes the update report for the Water Quality Investigation Action Plan Deliverables*
- 2. Receives future updates through exception reporting.*
- 3. Notes an additional recommendation to develop and implement a technical standard for capital works projects is to be added to the Action Plan Deliverables.*

Carried

Resolution No.: 9311

Moved: Cr Viv Coleman

Seconded: Cr Alaina Earl

That Council:

- 1. Receives and notes the update report for the Water Quality Investigation Action Plan Deliverables**
- 2. Receives future updates through exception reporting.**
- 3. Notes an additional recommendation to develop and implement a technical standard for capital works projects is to be added to the Action Plan Deliverables.**

Carried

UNCONFIRMED MINUTES

9.19 Business Services Departmental Report – Integrated Management System

EXECUTIVE SUMMARY

The purpose of this report is to provide an overview and status update on the Water and Waste (W&W) Directorate Integrated Management System (IMS).

COMMITTEE'S RECOMMENDATION

Resolution No.: W&W0577

Moved: Cr Vern Russell

Seconded: Cr Viv Coleman

That the Committee recommends that Council:

1. *Receives and notes this report outlining the Integrated Management System related activities in the Water and Waste Directorate.*

Carried

Resolution No.: 9312

Moved: Cr Simon West

Seconded: Cr Terry O'Neill

That Council:

1. **Receives and notes this report outlining the Integrated Management System related activities in the Water and Waste Directorate.**

Carried

9.20 Water and Waste Monthly Departmental Report – Waste Services

EXECUTIVE SUMMARY

The purpose of this report is to provide an update to Council on the Waste Services Department within the Water and Waste Directorate.

UNCONFIRMED MINUTES

COMMITTEE'S RECOMMENDATION

Resolution No.: W&W0578

Moved: Cr Viv Coleman

Seconded: Cr Vern Russell

That the Committee recommends that Council:

1. *Receives and notes this report outlining Waste Services Department's activities within the Water and Waste Directorate.*

Carried

Resolution No.: 9313

Moved: Cr Alaina Earl

Seconded: Cr Simon West

That Council:

1. **Receives and notes this report outlining Waste Services Department's activities within the Water and Waste Directorate.**

Carried

10. OFFICER REPORTS

10.1 Clermont Pioneer Park – Chinese Wall

EXECUTIVE SUMMARY

This report is to bring to the Councils attention the structural concerns and overall structural integrity of the Chinese Wall at the Pioneer Park in Clermont.

OFFICER'S RECOMMENDATION

That Council:

- 1. Approves the demolition of the Chinese Wall based on the findings and recommendations provided by Steve McKenzie Consultant Engineer Pty Ltd (SMCE) in their structural inspection report:**
 - a. Cracking of the Chinese Wall**
 - i. Due to the extent of the cracking in and around the arch of the wall along with poor construction methods, the structure is deemed unsafe to the public.**
 - b. Soil Conditions**
 - i. The poor soil conditions adjacent to the drain have exasperated the problem and the wall should not be rebuilt in the same location unless extensive testing of the soil profiles are done and certified engineering plans are made available for both the foundations and the wall itself.**

Resolution No.: 9314

Moved: Cr Jane Pickels

Seconded: Cr Viv Coleman

That Council:

- 1. Approves the demolition of the Chinese Wall based on the findings and recommendations provided by Steve McKenzie Consultant Engineer Pty Ltd (SMCE) in their structural inspection report:**
 - a. Cracking of the Chinese Wall**
 - i. Due to the extent of the cracking in and around the arch of the wall along with poor construction methods, the structure is deemed unsafe to the public.**
 - b. Soil Conditions**
 - i. The poor soil conditions adjacent to the drain have exasperated the problem and the wall should not be rebuilt in the same location unless extensive testing of the soil profiles are done, and certified engineering plans are made available for both the foundations and the wall itself.**

UNCONFIRMED MINUTES

2. Notes the prioritisation by the Clermont Tourism Group for telling the story of the Chinese history in Clermont and their investigation into future projects.
3. Requests proactive communication to community from the Divisional Councillor.

Carried

10.2 Local Government Association Queensland 2025 Conference Motions

EXECUTIVE SUMMARY

The Local Government Association Queensland (LGAQ) requests member councils to bring forward for discussion at the Annual Conference any subject connected with the objects of the Association or pertaining to matters of common concern to Members. Two motions have been drafted for consideration of Council for the 2025 LGAQ Conference.

OFFICER'S RECOMMENDATION

That Council:

1. *Authorises the Mayor and Chief Executive Officer to finalise and submit the following motions to the 2025 Local Government Association Queensland (LGAQ) Annual Conference by the closing date of 29 July 2025, requesting that the LGAQ call on the State Government to:*
 - a) *Motion 1: Undertake planning for road networks to support renewable and resource project growth*
 - b) *Motion 2: Support for operational and/or capital funding of Regional University Study Hubs*
2. *Endorses the Mayor and Deputy Mayor as voting delegates for the 2025 Local Government Association Queensland (LGAQ) Annual Conference.*

Resolution No.: 9315

Moved: Cr Alaina Earl

Seconded: Cr Viv Coleman

That Council:

UNCONFIRMED MINUTES

1. Authorises the Mayor and Chief Executive Officer to finalise and submit the following motions to the 2025 Local Government Association Queensland (LGAQ) Annual Conference by the closing date of 29 July 2025, requesting that the LGAQ call on the State Government to:
 - a) Motion 1: Undertake planning for road networks to support renewable and resource project growth
 - b) Motion 2: Support for operational and/or capital funding of Regional University Study Hubs
2. Endorses the Mayor and Deputy Mayor as voting delegates for the 2025 Local Government Association Queensland (LGAQ) Annual Conference.
3. Endorses the Mayor and Chief Executive Officer to submit a motion regarding Reef Guardian Funding if required.

Carried

PROCEDURAL MOTION:

Resolution No.: 9316

Moved: Cr Jane Pickels

Seconded: Cr Simon West

That Council closes the meeting to the public at 11.12am under *Local Government Regulations 2012* Section 254J(3) (g) to receive confidential briefings for Confidential Reports 11.1 Isaac Resources Excellence Precinct – Project Update as at 25 June 2025 and 11.2 QTC Guarantee Request for BM Alliance Water Supply Agreement Extension and under *Local Government Regulations 2012* Section 254J(3) (b) for Confidential Reports 11.3 Additional Full Time Employee – Process Engineer and 11.4 Proposed Changes to Organisation Structure.

Carried

ATTENDANCE

Mr Robert Perna left the meeting room at 11.28am and returned to the meeting room at 11.30am.
Ms Jarrah Butler, Senior People and Capability Business Partner and Ms Tanya Fitzpatrick, People and Capability Business Partner video conferenced into the meeting at 11.30am.
Cr Melissa Westcott ended her video conference with the meeting at 11.56am.

UNCONFIRMED MINUTES

PROCEDURAL MOTION:

Resolution No.: 9317

Moved: Cr West

Seconded: Cr O'Neill

That Council open the meeting to the public at 11.57am.

Carried

11. CONFIDENTIAL REPORTS

CONFIDENTIAL REPORT

Closed under S254J(3) (g) negotiations relating to a commercial matter involving the local government for which a public discussion would be likely to prejudice the interests of the local government

11.1 Isaac Resources Excellence Precinct – Project Update as at 25 June 2025

EXECUTIVE SUMMARY

This report is to provide an update to Council on the Isaac Resources Excellence Precinct (IREP) as at 25 June 2025.

COMMITTEE'S RECOMMENDATION

Resolution No.: PECS1350

Moved: Cr Melissa Westcott

Seconded: Cr Alaina Earl

That the Committee recommends that Council:

1. *Receives and notes the Isaac Resources Excellence Precinct update report as at 25 June 2025.*

Carried

UNCONFIRMED MINUTES

Resolution No.: 9318

Moved: Cr West

Seconded: Cr Earl

That Council:

- 1. Receives and notes the Isaac Resources Excellence Precinct update report as at 25 June 2025.**

Carried

CONFIDENTIAL REPORT

Closed under 254J(3) (b) industrial matters affecting employees;

11.2

Additional Full Time Employee – Process Engineer

EXECUTIVE SUMMARY

The purpose of this report is to seek approval for the conversion of an external contract resource to an additional full-time employee in the position of Process Engineer.

This position will be responsible for improvement and optimisation of the water and wastewater treatment processes (ensuring they remain compliant with regulations), training staff, trouble-shooting process issues and developing work procedures to capture critical corporate knowledge.

There is a net cost saving from the conversion of this position from contract to a permanent position.

COMMITTEE'S RECOMMENDATION

Resolution No.: W&W0581

Moved: Cr Vern Russell

Seconded: Cr Viv Coleman

That the Committee recommends that Council:

- 1. Endorses the creation of a new permanent, full-time position of a Process Engineer within the Water and Waste Directorate.*

Carried

UNCONFIRMED MINUTES

Resolution No.: 9319

Moved: Cr Coleman

Seconded: Cr West

That Council:

- 1. Endorses the creation of a new permanent, full-time position of a Process Engineer within the Water and Waste Directorate.**

Carried

CONFIDENTIAL REPORT

Closed under S254J(3) (g) negotiations relating to a commercial matter involving the local government for which a public discussion would be likely to prejudice the interests of the local government

11.3

QTC Guarantee Request for BM Alliance Water Supply Agreement Extension

EXECUTIVE SUMMARY

In October 2024, the Water and Waste Directorate exercised its option to extend the Water Supply Agreement (Agreement) between Isaac Regional Council (Council) and BM Alliance Coal Operations Pty Ltd until 30 June 2030. As per the conditions of the Agreement, Council must extend the Queensland Treasury Corporation (QTC) guarantee of \$1.5 million with BMA to align with the new contract end date.

OFFICER'S RECOMMENDATION

That Council:

- 1. Endorse the guarantee request with Queensland Treasury Corporation (QTC) of \$1.5 million for Isaac Regional Council's obligations with third party beneficiary Central Queensland Coal Associates Joint Venture for the extension of the Moranbah Water Supply Agreement for a further five (5) year period from 1 July 2025 to 30 June 2030.***

UNCONFIRMED MINUTES

Resolution No.: 9320

Moved: Cr Pickels

Seconded: Cr Earl

That Council:

1. Endorses the guarantee request with Queensland Treasury Corporation (QTC) of \$1.5 million for Isaac Regional Council's obligations with third party beneficiary Central Queensland Coal Associates Joint Venture for the extension of the Moranbah Water Supply Agreement for a further five (5) year period from 1 July 2025 to 30 June 2030.

Carried

CONFIDENTIAL REPORT

Closed under 254J(3) (b) industrial matters affecting employees;

11.4 Proposed Changes to Organisation Structure

EXECUTIVE SUMMARY

Chief Executive Officer proposing changes to organisation structure.

OFFICER'S RECOMMENDATION

That Council:

1. *Endorses the proposed changes to the organisation structure for the purposes of consulting with staff and the Joint Consultative Committee.*

UNCONFIRMED MINUTES

Resolution No.: 9321

Moved: Cr Anderson

Seconded: Cr West

That Council:

1. **Endorses the proposed changes to the organisation structure for the purposes of consulting with staff and the Joint Consultative Committee.**

Carried

ATTENDANCE

Ms Jarrah Butler and Ms Tanya Fitzpatrick ended their video conference with the meeting at 11.58am.

12. COUNCILLOR QUESTION TIME

12.1

Glenden Water and Recycling Advertisements

Cr Alaina Earl wished the Glenden Water team all the best for the Trans-Tasman Best Tasting Tap Water competition which will see the Glenden water compete with New Zealand's national winner, Timaru District Council's Seadown Supply this evening in Newcastle. Good Luck to the Isaac Glenden Water Team.

Cr Alaina Earl also advised Council that the recent advertisements/social media posts relating to recycling have been well received and are a great initiative.

12.2

Sri Chinmoy Oneness-Home Peace Run

Cr Jane Pickels advised Council that she had the pleasure of welcoming the Sri Chinmoy Oneness-Home Peace Run to Clermont recently. During the visit Council was presented with a Peace Run Certificate of Appreciation, "Listen to Nature" Living in Harmony with the Earth book written by Sri Chinmoy and "When you give peace, you get peace" Artwork.

During the Sri Chinmoy Oneness-Home Peace Run visit to Clermont the participated in an interactive program with students and planted a peace tree with School Leaders at Clermont State School.

The Sri Chinmoy Oneness-Home Peace Run is a global torch relay that offers everyone in the world a chance to express their longing for peace. Since its founding in 1987, the Run has visited almost every country on earth – over 150 nations and territories – and touched the lives of millions of people.

12.3

Mayoral Update

The Mayor advised the Council that she had recently distributed an email to Councillors providing a Mayoral update on recent meetings, events and upcoming diary commitments.

The Mayor also highlighted to Council that Moranbah Early Learning Centre (MELC) is currently reviewing obligations for the new legislation around child safety – The Mayor assured Council that MELC management team have anticipated the new legislation changes and taken on the obligations and measures required with regards to the new legislation.

12.4

2026 Australia Day Nominations

Just a reminder that nominations are open for 2026 Australia Day Awards. Nominations close on Friday 31 October 2025. This year we have streamlined the categories to make it easier for nominations. Head over to www.isaac.qld.gov.au/Australia-Day and nominate someone who deserves to be recognised this Australia Day.

REGIONAL AWARDS

- Held in the town of the previous year's winner
- Citizen of the Year (age 27+)
- Young Citizen of the Year (aged 16-26)
- Community Event of the Year
- Corporate Community Contribution of the Year

LOCAL AWARDS

- Awarded in each town at their local Australia Day celebrations
- Community Champion Award (**One award per community**)

Councillors are asked to share this information with their networks.

UNCONFIRMED MINUTES

13. CONCLUSION

There being no further business, the Mayor declared the meeting closed at 12.06pm.

These minutes will be confirmed by Council at the Ordinary Meeting to be held in Moranbah on Wednesday 27 August 2025.

.....
MAYOR

..... / /
DATE

MEETING DETAILS

Ordinary Meeting

Wednesday 27 August 2025

AUTHOR

Teika Kirkman

AUTHOR POSITION

Executive Assistant to the Office of the Mayor and CEO

8.1

BUSINESS OUTSTANDING TABLE FOR ORDINARY MEETINGS OF COUNCIL – JULY 2025

EXECUTIVE SUMMARY

The business outstanding table is used as a tool to monitor outstanding items resolved at previous Ordinary Meetings of Council. The current Business Outstanding Table for the Ordinary Meetings of Council is presented for Councillors' information.

OFFICER'S RECOMMENDATION

That Council:

- 1. Receives and notes the Business Outstanding Table for the Ordinary Meetings of Council as at 31 July 2025.***

BACKGROUND

A monthly report is submitted to Council detailing the status of all Council Resolutions that have business outstanding. This information is provided on the Business Outstanding table; please see the attached document for further details

IMPLICATIONS

The Business Outstanding Table is provided for Councillor information and the Chief Executive Officer is responsible for ensuring actions are completed within a timely manner.

CONSULTATION

Executive Leadership Team

BASIS FOR RECOMMENDATION

Transparent reporting to Elected Members

ACTION ACCOUNTABILITY

Office of the Chief Executive Officer

KEY MESSAGES

Council is committed to meeting its legislative requirements and ensuring all decision making is transparent.

Report prepared by:

TEIKA KIRKMAN
**Executive Assistant to the
Office of the Mayor and CEO**

Date: 21 August 2025

Report authorised by:

CALE DENDLE
Chief Executive Officer

Date: 21 August 2025

ATTACHMENTS

- Attachment 1 - Business Outstanding Table for Ordinary Meeting – July 2025
- Attachment 2 - Business Outstanding Table for Ordinary Meeting - June2025
- Attachment 3 - Business Outstanding Table for Ordinary Meeting - May 2025
- Attachment 4 - Business Outstanding Table for Ordinary Meeting - April2025
- Attachment 5 - Business Outstanding Table for Ordinary Meeting - March 2025
- Attachment 6 - Business Outstanding Table for Ordinary Meeting – February 2025

REFERENCE DOCUMENT

- Nil

Council Resolution Register - January 2025 (Business Outstanding Table)

Meeting Type	Meeting Date	Item No.	Report Title	Executive Summary	Res No	Council Resolution	Responsible Officer/s	Action Accountability	Action Comments	Action Status	If Not Yet Complete - Expected Completion Date	Completion Date	Link to minutes
Ordinary Meeting	Wednesday 23 July 2025	2	LEAVE OF ABSENCE AND APOLOGIES	Procedural Motion	9274	That Council grant a leave of absence for Councillor Vern Russell for the July Ordinary Meeting	Office of the CEO	Update leave register		Complete			
Ordinary Meeting	Wednesday 23 July 2025	7	CONFIRMATION OF MINUTES	Ordinary Meeting of Isaac Regional Council held at Isaac Regional Council, Batchelor Parade, Moranbah on Monday 30 June 2025	9275	The Minutes of the Ordinary Meeting of Isaac Regional Council held at Isaac Regional Council, Batchelor Parade, Moranbah on Monday 30 June 2025 are confirmed.	Office of the CEO	Update Minutes to Confirmed and add to the IRC Website. Print Minute Book for Mayor's Signature		Complete			
Ordinary Meeting	Wednesday 23 July 2025	8.01	BUSINESS ARISING FROM PREVIOUS MEETING	The business outstanding table is used as a tool to monitor outstanding items resolved at previous Ordinary Meetings of Council. The current Business Outstanding Table for the Ordinary Meetings of Council is presented for Councillors' information.	9276	Receives and notes the Business Outstanding Table for the Ordinary Meetings of Council as at June 2025.	Office of the CEO	Noting Report with ongoing review and reporting to Council.	Complete	Complete			
Ordinary Meeting	Wednesday 23 July 2025	9.01	Isaac Regional Council Monthly Financial Report as at 30 June 2025	In accordance with the Local Government Regulation 2012 (s204) a monthly financial report is required to be presented to Council stating the progress made in relation to the budget for the period of the financial year as near as practicable to the end of the month before the meeting is held.	9277	Receives the financial statements for the period 30 June 2025 pursuant to, and in accordance with, the Local Government Regulation 2012 (s204).	Jason Rivett	Not Applicable.	Information only report, no action required.	Complete			
Ordinary Meeting	Wednesday 23 July 2025	9.02	Safety and Resilience Update	This report is provided as an update to Council on the current status of Health, Safety and Wellbeing Management System (HSWMS).	9278	Notes the Safety and Resilience report provided on the current status of the Health, Safety and Wellbeing Management System.	Marcelle King	Senior Safety and Resilience Partner Senior Wellbeing and Resilience Partner Senior Disaster and Emergency and Resilience Partner	Information only report, no action required.	Complete			
Ordinary Meeting	Wednesday 23 July 2025	9.03	Exception Based Contractual Arrangement – Local Government Regulations 2012 – Lucidity Software	The purpose of this report is to seek Council's approval to extend the recently expired contract arrangement with the supplier of Isaac Regional Council's Safety Management System software as an exception to the competitive bidding requirements of the Local Government Regulations 2012 for medium or large sized contractual arrangements.	9279	1. Endorses an extension of the contract with Lucidity Software until further notice, and in so doing; 2. Resolves that in accordance with section 235 (b) of the Local Government Regulations (2012), it is impractical for the Council to invite quotes, due to the specialised nature of the services arrangement; and 3. Authorise the Chief Executive Officer to negotiate, execute and vary the contract as required, with Lucidity, as detailed in Clause 1 and 2 above.	John Squire	Yearly Purchase Orders are to be raised by the Safety team and approved by the Contracts and Procurement team for one-year agreements as an outcome of this report.	Purchase order has been raised.	Complete			
Ordinary Meeting	Wednesday 23 July 2025	9.04	People and Capability Monthly Report – June 2025	The purpose of this report is to provide information and highlights on the monthly activities of the People and Capability Department.	9280	Receives and notes the People and Capability monthly report.	Trudi Liekefett	Not Applicable.	Complete	Complete			
Ordinary Meeting	Wednesday 23 July 2025	9.05	Minor Community Grants Summary June 2025	This report summarises the minor community grants approved under delegation for the period 1 June to 28 June 2025	9281	Notes the minor community grants approved under delegation for the period 1 June to 28 June 2025.	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete			
Ordinary Meeting	Wednesday 23 July 2025	9.06	Additional Approval - Major Grant Applications FY2024-2025 – Moranbah Race Club	The purpose of this report is to consider approval of \$5,000 from the Major Grants Program – Round Four FY 2024/2025, in addition to \$5,000 approved from Round Two FY2024/2025 via resolution number 8999, to Moranbah Race Club for Council's Premier Sponsorship of the Moranbah Races.	9282	1. Approves \$5,000 (excluding GST) in addition to the \$5,000 (excluding GST) approved by Council resolution number 8999, totalling \$10,000 (excluding GST) for the Moranbah Race Club as follows: Application MORANBAH RACE CLUB Moranbah Race Club are hosting their annual November Races in 2025 at the Moranbah Racecourse. They are seeking Council's support of \$10,000 for the Premier sponsorship package which includes naming rights. Total funds requested is \$10,000. Premier sponsorship includes naming rights, 24 general admission tickets for 4 designated tables, 2 catering platters, drink tickets, presentation opportunity for winning horse, Marquee seating, items, trade, social media, display of promotional material, sign on photo backdrop. The total cost of the event is \$70,000. This meets no contribution requirements.	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Funding offer made	Complete			
Ordinary Meeting	Wednesday 23 July 2025	9.06	Additional Approval - Major Grant Applications FY2024-2025 – Moranbah Race Club	The purpose of this report is to consider approval of \$5,000 from the Major Grants Program – Round Four FY 2024/2025, in addition to \$5,000 approved from Round Two FY2024/2025 via resolution number 8999, to Moranbah Race Club for Council's Premier Sponsorship of the Moranbah Races.	9282	Committee Recommendation Details Approves \$5,000 (excluding GST) in addition to \$5,000 (excluding GST) approved by Council resolution number 8999, totalling \$10,000 (excluding GST). Budget Source Discretionary spent between 3, 4 and 5 2. Advise the applicant the grant constitutes sponsorship of the project and Isaac Regional Council is to be recognised in the same manner as equivalent corporate sponsors in addition to any acknowledgment requirements within the Community Grants Guidelines.	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete			
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9283	3. Approves application 1 for the Community Grants Round Four, FY 2024-2025 as follows: Application 1 CLERMONT STATE SCHOOL P&C Clermont State School P&C are hosting a fundraising bingo night on 29 August 2025. They are seeking Council's support of \$2,000 to go towards the cost of catering and bingo supplies. The sponsor supplied are: Cakes: \$251.50 (catering), Big W: \$419.55 (550 bingo supplies), \$537.16. The overall cost for the event is \$9,000.00. This meets the co-contribution requirement of 50% of project costs. Details Approves \$2,000 (excluding GST). Budget Source Division 6 Carried	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete			

Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9284	Resolution No. 9284 Moved: C/ Rachel Anderson Seconded: C/ Aina Eart That Council: Approves application 2 for the Community Grants Round Four, FY 2024-2025 as follows: Application 2 MOULMOINT RACE CLUB Project Moulmoirt Race Club are holding their annual race day on 28 July 2025. They are seeking Council's support of \$12,800 as a Platinum Sponsor. The agreement includes naming rights, 16 tickets for entry, sponsors brunch, beverage and food package. The overall cost of the event is \$181,827. This meets the co-contribution requirement of 30% of project costs. Details Approves \$12,800 (excluding GST) Platinum Sponsorship Budget Source Division 7	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9284	Approves application 3 for the Community Grants Round Four, FY 2024-2025 as follows: Application 3 MORANDAH TENNIS CLUB Project Morandah Tennis Club are seeking to replace the ageing electrical meter box at their club-house due to increasing requirements for repairs and maintenance and to reliably service growing demand for usage of the courts. The quote for the for REZZ Industries (electrical contractor) is \$10,216.70. The overall cost of the project is \$10,216.70. This meets the co-contribution amount of 30% of project costs. Details Approves \$8,000 (excluding GST). Budget Source Approves equally from Divisions 3, 4 and 5 Carried	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9285	Approves application 3 for the Community Grants Round Four, FY 2024-2025 as follows: Application 3 MORANDAH TENNIS CLUB Project Morandah Tennis Club are seeking to replace the ageing electrical meter box at their club-house due to increasing requirements for repairs and maintenance and to reliably service growing demand for usage of the courts. The quote for the for REZZ Industries (electrical contractor) is \$10,216.70. The overall cost of the project is \$10,216.70. This meets the co-contribution amount of 30% of project costs. Details Approves \$8,000 (excluding GST). Budget Source Approves equally from Divisions 3, 4 and 5 Carried	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9286	1. Approves application 4 for the Community Grants Round Four, FY 2024-2025 as follows: Application 4 NEBO PTY CLUB (AUSPACING FOR BLUE MOUNTAIN CAMPGRAFF) Project Nebo Pty Club (auspacing for Blue Mountain Campdraft) are hosting their annual Blue Mountain Campdraft on 16-17 August 2025. They are seeking Council's support of \$1,800 to go towards Queenstand	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9286	Approves application 5 for the Community Grants Round Four, FY 2024-2025 as follows: Application 5 BUSH BLOOM COLLECTIVE Project Bush Bloom Collective are hosting a lady's luncheon "Teaching Through Menopausal" at the Clement Shingungra Pavilion on 12 August 2025. They are seeking Council's support of \$4,000 to go towards the cost of the guest speaker and catering. Quotes supplied are: Julie Cross (guest speaker) - \$5,500; Penny's Place (luncheon at \$32 per head x 150 people) - \$4,800. The overall cost of the event is \$10,300. This meets the co-contribution requirement of 30% of project costs. Details Approves \$3,600 (excluding GST). Budget Source Division 8 Carried	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9287	Approves application 5 for the Community Grants Round Four, FY 2024-2025 as follows: Application 5 BUSH BLOOM COLLECTIVE Project Bush Bloom Collective are hosting a lady's luncheon "Teaching Through Menopausal" at the Clement Shingungra Pavilion on 12 August 2025. They are seeking Council's support of \$4,000 to go towards the cost of the guest speaker and catering. Quotes supplied are: Julie Cross (guest speaker) - \$5,500; Penny's Place (luncheon at \$32 per head x 150 people) - \$4,800. The overall cost of the event is \$10,300. This meets the co-contribution requirement of 30% of project costs. Details Approves \$3,600 (excluding GST). Budget Source Division 1 and 6 Carried	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9288	Approves application 6 for the Community Grants Round Four, FY 2024-2025 as follows: Application 6 DIYART FOOTBALL CLUB Project DIYart Football Club are hosting a soccer carnival on the 31st of August. They are seeking Council's support of \$8,000 to contribute to the day and to purchase items for the club. Quotes supplied are: Hart Supplies (sports/athletic course supplies) - \$2,075.15; First Aid Kits Australia (first aid kits) - \$715.50; Versa Hire (jammers hire) - \$1,354.38; BCP (jams) - \$1,048.97; Squire up - (squire terminal) - \$205.00; Versa Hire (generator machine) - \$205.00. These quotes represent a total of \$5,720.41 for the event. This does not meet the co-contribution requirement of 30% of project costs. Details Approves \$3,433.65 (excluding GST). Budget Source Division 3 Carried	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9288	Approves application 6 for the Community Grants Round Four, FY 2024-2025 as follows: Application 6 DIYART FOOTBALL CLUB Project DIYart Football Club are hosting a soccer carnival on the 31st of August. They are seeking Council's support of \$8,000 to contribute to the day and to purchase items for the club. Quotes supplied are: Hart Supplies (sports/athletic course supplies) - \$2,075.15; First Aid Kits Australia (first aid kits) - \$715.50; Versa Hire (jammers hire) - \$1,354.38; BCP (jams) - \$1,048.97; Squire up - (squire terminal) - \$205.00; Versa Hire (generator machine) - \$205.00. These quotes represent a total of \$5,720.41 for the event. This does not meet the co-contribution requirement of 30% of project costs. Details Approves \$3,433.65 (excluding GST). Budget Source Division 3 Carried	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9289	Approves application 7 for the Community Grants Round Four, FY 2024-2025 as follows: Application 7 CLERMONT ARTSLINK Project Clermont Artists is hosting their annual Gold and Coal Festival on 18 & 19 August 2025. They are seeking Council's support of \$5,000 to assist in the costs of running the event. Quotes supplied are: Promotions warehouse (signs and postage) - \$600.94; O.S.B Trading Pty Ltd (Julex travel) - \$2750.00; Splash and Whorby \$300.00 (bar stools) and \$600.00 (labour and night watch); Florence Studio (photography) - \$910.00; Versa Hire (jammers hire) - \$2,750. These quotes represent a total of \$6,206.94. The total cost of the event is \$12,206. This meets the co-contribution requirement of 30% of project costs. Details Approves \$5,000 (excluding GST). Budget Source Division 5 Carried	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete				

Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9290	1. Approves application 8 for the Community Grants Round Four, FY 2024-2025 as follows: Application 8 CLERMONT COMMUNITY HOUSING (AUSPICING FOR KILCUMMIN GROUP AND SELECTORS ASSOCIATION) Clermont Community Housing (Ausspicing for Kilcummin Group and Selectors Association) are hosting a ladies day luncheon "Wildflowers and Wine" at Kilcummin hall on 25 October 2025. Proceeds from this event will go to improving the Kilcummin hall. They are seeking Councils support of \$3,000 to go towards hiring the marquee for the day. The quote from Emerald Party for the marquee is \$10,300. The overall cost of the event is \$60,886. This meets the co contribution requirement of 30% of project costs. Details Approves \$5,952 (excluding GST) Budget Source Division 1 Carried	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9291	1. Approves application 9 for the Community Grants Round Four, FY 2024-2025 as follows: Application 9 MORRIBAH KART CLUB Morrishah Kart Club are seeking Councils support to purchase security cameras and new helmets at the club. Their current helmets are approaching their safety expiry date and security cameras are to prevent vandalism. Quotes supplied are: ANIX Superstore Mackay (helmets) - \$2,788.40, Bunnings (security cameras) - \$1,399. These quotes represent a total of \$4,188.40 for the entire project. This does not meet the co contribution requirement of 30% of project costs. Details Approves \$379.79 Budget Source Approve equally from Divisions 3, 4 and 6 Carried	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9291	1. Approves application 9 for the Community Grants Round Four, FY 2024-2025 as follows: Application 9 MORRIBAH KART CLUB Morrishah Kart Club are seeking Councils support to purchase security cameras and new helmets at the club. Their current helmets are approaching their safety expiry date and security cameras are to prevent vandalism. Quotes supplied are: ANIX Superstore Mackay (helmets) - \$2,788.40, Bunnings (security cameras) - \$1,399. These quotes represent a total of \$4,188.40 for the entire project. This does not meet the co contribution requirement of 30% of project costs. Details Approves \$379.79 Budget Source Approve equally from Divisions 3, 4 and 6 Carried	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9292	1. Approves application 10 for the Community Grants Round Four, FY 2024-2025 as follows: Application 10 MORRIBAH ARTS Morrishah Arts is coordinating four travelling productions by Jolly Entertainment (Shake and Stir Roadshow, Runes and Jaded and Bone White and the 7 Dukes) to come to Morrishah in September/October 2025. Jolly Entertainment has quoted \$10,300 for the four shows. This is proposed to be a free community event held at Town Square Morrishah. Morrishah Arts is seeking Councils support of \$5,000 to contribute to the costs of the shows. The overall cost of the event program is \$14,300. This meets the co contribution requirement of 30% of project costs. Details Approves \$5,000 (excluding GST) Budget Source Approves equally from Divisions 3, 4 and 6 Carried	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9293	1. Approves application 11 for the Community Grants Round Four, FY 2024-2025 as follows: Application 11 TWIN HILLS RACE CLUB Twin Hills Race Club are seeking Councils support of \$5,000 to pay the unplaced starters of \$200 per trainer/race and the jockey incentive payment of \$25 per rider per race as per the trainer jockey incentive and bonuses scheme which encourages both trainers and jockeys to attend isolated race meetings. There is no way to verify cash payments and there are no quotes that can complete this application. The overall cost of the event is \$17,750. This meets the co contribution requirement of 30% of project costs. Details Approves \$5,000 (excluding GST) Budget Source Division 1 Carried	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9294	1. Approves application 12 for the Community Grants Round Four, FY 2024-2025 as follows: Application 12 MORRIBAH TOUCH FOOTBALL ASSOCIATION Morrishah Touch Football are requesting permission to work at their club house. They are installing security cameras, TVs and a new aircon unit. They are seeking Councils support of \$5,000 to go towards the electrical work by Wiland electrical. The quote for the works is \$5,879.86. This does not meet the co contribution requirement of 30% of project costs. Details Approves \$3,527.81 (excluding GST) Budget Source Approves equally from Divisions 3, 4 and 6 Carried	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9295	1. Approves application 13 for the Community Grants Round Four, FY 2024-2025 as follows: Application 13 MIDDLEMOUNT COMMUNITY SPORTS ASSOCIATION Middlemount Community Sports Association are hosting their annual 2025 netball carnival on 17 August. This will be an all-day round robin with teams travelling from Mackay, Clermont, Blackwater and Emerald. They are seeking Councils support of \$5,000 to go towards the payment of travel for (travels to Mackay) and trophies (Mackay trophy house). Quotes supplied are: Mackay Trophy House (trophies) - \$2,983.71, Emerald like Mackay (travels) - \$2,776. This does not meet the co contribution requirement of 30% of project costs. Details Approves \$3,260.22 (excluding GST) Budget Source Division 2 Carried	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9296	1. Approves application 14 for the Community Grants Round Four, FY 2024-2025 as follows: Application 14 CLERMONT POLY CLUB Clermont Poly Club are holding their annual Campdraft on 11-12 October. They are seeking Councils support of \$5,000 to go towards the cost of the hire of Clermont Raceyards and Queensland ambulance service costs. Quotes supplied are Clermont Raceyards - \$2,380 and Queensland Ambulance Service - \$2,614.45. This does not meet the co contribution requirement of 30% of project costs. Details Approves \$3,550 (excluding GST)	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9296	1. Approves application 14 for the Community Grants Round Four, FY 2024-2025 as follows: Application 14 CLERMONT POLY CLUB Clermont Poly Club are holding their annual Campdraft on 11-12 October. They are seeking Councils support of \$5,000 to go towards the cost of the hire of Clermont Raceyards and Queensland ambulance service costs. Quotes supplied are Clermont Raceyards - \$2,380 and Queensland Ambulance Service - \$2,614.45. This does not meet the co contribution requirement of 30% of project costs. Details Approves \$3,550 (excluding GST) Budget Source Divisions 1 and 6 Carried	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete				

Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9297	6. Approves application 15 for the Community Grants Round Four, FY 2024-2025 as follows: <table><tr><td>Application 15</td><td>CLERMONT COMMUNITY BUSINESS GROUP (AUSPICING FOR POWER LEARNING)</td></tr><tr><td>Project</td><td>Clermont Community Business Group (austspicing for Power Learning) are hosting 'Pink My Town' on 20 September 2025. They are seeking Councils support of \$5,000 to go towards the purchase of T-shirts, banner, food, drink, cold room hire, games. Quote supplied is Terms \$892.15. Overall cost of event is \$5,129. This does not meet the co-contribution requirement of 30% of project costs.</td></tr><tr><td>Details</td><td>Approves \$2,000 (excluding GST) for a minor grant</td></tr><tr><td>Budget Source</td><td>Division 6</td></tr><tr><td></td><td>Carried</td></tr></table>	Application 15	CLERMONT COMMUNITY BUSINESS GROUP (AUSPICING FOR POWER LEARNING)	Project	Clermont Community Business Group (austspicing for Power Learning) are hosting 'Pink My Town' on 20 September 2025. They are seeking Councils support of \$5,000 to go towards the purchase of T-shirts, banner, food, drink, cold room hire, games. Quote supplied is Terms \$892.15. Overall cost of event is \$5,129. This does not meet the co-contribution requirement of 30% of project costs.	Details	Approves \$2,000 (excluding GST) for a minor grant	Budget Source	Division 6		Carried	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete			
Application 15	CLERMONT COMMUNITY BUSINESS GROUP (AUSPICING FOR POWER LEARNING)																						
Project	Clermont Community Business Group (austspicing for Power Learning) are hosting 'Pink My Town' on 20 September 2025. They are seeking Councils support of \$5,000 to go towards the purchase of T-shirts, banner, food, drink, cold room hire, games. Quote supplied is Terms \$892.15. Overall cost of event is \$5,129. This does not meet the co-contribution requirement of 30% of project costs.																						
Details	Approves \$2,000 (excluding GST) for a minor grant																						
Budget Source	Division 6																						
	Carried																						
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9298	4. Approves application 16 for the Community Grants Round Four, FY 2024-2025 as follows: <table><tr><td>Application 16</td><td>NERO COMMUNITY SPORTS</td></tr><tr><td>Project</td><td>Nero Community Sports and Recreation are hosting their annual Community Christmas event on 18 November 2025. They are seeking Councils support of \$5,000 to go towards the cost of the amusement</td></tr></table>	Application 16	NERO COMMUNITY SPORTS	Project	Nero Community Sports and Recreation are hosting their annual Community Christmas event on 18 November 2025. They are seeking Councils support of \$5,000 to go towards the cost of the amusement	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete									
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Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9300	7. Advises the applicants the grant constitutes sponsorship of the event and Isaac Regional Council is to be recognised in the same manner as equivalent corporate sponsors in addition to any acknowledgement requirements within the Community Grants Guidelines.	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete													
Ordinary Meeting	Wednesday 23 July 2025	9.07	Major Grant Applications Summary - Round Four FY 2024-2025	The purpose of this report is to consider the Community Grants Evaluation Panel's recommendations on the applications received during round four (4) of the Community Grants Program for FY 2024-2025. A total of 18 applications were received for round four.	9300	2. Determines Application 9 - Mackay Hospital Foundation as unsuccessful, noting that the applicant will be contacted to provide a clear explanation of the outcome: a) While the Mackay Hospital Foundation provides valuable services that benefit local communities, it is located outside the Isaac region and therefore does not meet the eligibility criteria outlined on page 6 of the Isaac Community Grants Guidelines. b) Furthermore, Council has already allocated a \$10,000 contribution to the Foundation as a budgeted line item for the 2024-2025 financial year. As such, this additional request for \$10,000 through the Community Grants Program falls outside the scope and intent of the Community Grants Management Framework. Carried	Donna Wilson	Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.	Complete	Complete													
Ordinary Meeting	Wednesday 23 July 2025	9.08	Regional Pool Status Report – April 2025	This report provides an overview of the operating and administrative status of the region's swimming pools for the period ending April 2025.	9301	1. Receives and acknowledges the status of the region's swimming pools in relation to operating status	Michael St Clair	Program Leader Leased Council Facilities to manage and oversee the application of corrective actions.	Information Report	Complete													
Ordinary Meeting	Wednesday 23 July 2025	9.09	Planning, Environment and Community Services FY2024-2025 Capital Projects Progress Report as at 23 June 2025	This report is to provide an update to Council on the progress in the delivery of the Planning, Environment and Community Services 2024-2025 Capital Works Program.	9302	1. Receives and notes the monthly Planning, Environment and Community Services 2024-2025 Capital Progress Summary Report as at 23 June 2025.	Mark Davey	The Program Manager – Capital Delivery in conjunction with the PECS leadership team and under the guidance of Director PECS hold responsibility for the scoping, procurement and the completion of the projects identified within the 2024-2025 Capital Program.	Information Report	Complete													
Ordinary Meeting	Wednesday 23 July 2025	9.1	Planning Environment and Community Services Quarterly Departmental Report – Liveability and Sustainability	The purpose of this report is to provide an overview and status update of the Liveability and Sustainability Department's projects and operational commitments.	9303	1. Receives and notes the report, providing an overview and status update on the projects and operational commitments of the Liveability and Sustainability Department.	Kent Worsley	The Manager Liveability and Sustainability is responsible for the strategic direction and operational deliverables of the Liveability and Sustainability Department, including reporting on delivery of its Business Plan and approved operational projects.	Information Report	Complete													

Ordinary Meeting	Wednesday 23 July 2025	9.11	Engineering and Infrastructure 2024/2025 Capital Projects Progress Report – June 2025	This report is to provide an update to the Engineering and Infrastructure Standing Committee and Council of the progress in delivery of the Engineering and Infrastructure 2024/2025 Capital Works Program.	9304	1. Receives and notes the monthly Engineering and Infrastructure 2024/2025 Capital Projects Progress Summary Report for June 2025.	Robert Perna	That the Managers and the Director Engineering and Infrastructure oversee the scoping, procurement and the completion of the projects identified within the 2024/2025 Capital Projects Progress Summary spreadsheet. Furthermore, that the appropriate Managers and the Director Engineering and Infrastructure are held accountable for the delivery of the project stages and are completed within the identified timeframes.	No further action	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.12	Infrastructure Department Monthly Update – June 2025	This report is to provide a monthly update to Council on the current operational status of the Infrastructure Department.	9305	1. Notes the Infrastructure Department monthly update for June 2025.	Jason Frost	Not applicable.		Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.13	Parks and Recreation Department Operational Update – June 2025	This report is to provide Council with an operational update on the Parks and Recreation Department.	9306	1. Notes the Parks and Recreation Departments Operational update as of June 2025.	Michael Buckley	Not applicable.		Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.14	Register of Pre-Qualified Suppliers Arrangement – Provision for Supply of Quarry Materials	The purpose of this report is to recommend the appointment of selected tenderers to a Register of Pre-Qualified Suppliers (RPQS) Arrangement for the provision for Supply of Quarry Materials IRCT-ALL4-1222-312 to Isaac Regional Council.	9307	1. Endorses the award of tender IRCT-ALL4-1222-312, for the creation of a panel of Register of Pre-Qualified Suppliers for the Supply of Quarry Materials, for an initial term of one year from 1 August 2025 with 2 (two) additional twelve months extension options. 2. Endorses the list of Pre-Qualified suppliers detailed in the report. 3. Authorises the Chief Executive Officer to negotiate, execute and vary the Pre-Qualified Suppliers Agreements as required.	Robert Perna	The Manager - Contracts and Procurement is responsible for ensuring that the tender process has been performed in compliance with the requirements of the Local Government Regulation 2012.	Tenders Notified	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.15	Galilee and Bowen Basin Department Operational Update Until June 2025	The intent of the report is to provide an update on the activities undertaken by the Galilee and Bowen Basin Operations department over the previous financial year.	9308	1. Notes the operational update provided for the Galilee and Bowen Basin Operations Department – 2024-25 Financial Year.	Sean Robinson	Manager Galilee and Bowen Basin Operations to continue to lead and develop team members to ensure continued service delivery for internal and external customers.	No further action.	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.16	Quarry Pit Access Update	The Minister for Local Government and Water and Minister for Fire, Disaster Recovery and Volunteers recently announced a major policy change to support access to quarry pits for crucial BAU works such as infrastructure maintenance and upgrades. The announcement made at the Queensland Disaster Management Conference held by the LGAQ in partnership with the State	9309	1. Notes the update on the policy change to support access to quarry pits.	Lila Fry	Coordinator Natural Resources – lead the coordination and strategy for extractive site access and ensure that land access for extractive activities is compliant.	No further action.	Complete				
Ordinary Meeting	Wednesday 23 July 2025	9.17	Water and Waste 2024-2025 Capital Projects Progress Report	This report aims to update the Water and Waste Standing Committee and Council on the delivery of the Water and Waste 2024/25 Capital Works Program.	9310	1. Receives and notes the monthly Water and Waste 2024/2025 Capital Projects Progress Summary Report.	Amal Meegawattagala	The Managers and the Director of Water and Waste oversee the scoping, procurement, and completion of the projects identified within the 2024/25 Capital Projects Progress Summary spreadsheet. Furthermore, the appropriate Managers and the Director Water and Waste are held accountable for the delivery of the project stages which are completed within the identified timeframes.	Information Only	Complete	23/07/2025			
Ordinary Meeting	Wednesday 23 July 2025	9.18	Water Quality Investigation Action Plan Update - July 2025	The purpose of this report is to update Council on the Water Quality Reliability Investigation Action Plan Deliverables following the 2021/22 Christmas Period water quality incidents and provide a summary of the current state of water quality security.	9311	1. Receives and notes the update report for the Water Quality Investigation Action Plan Deliverables 2. Receives future updates through exception reporting. 3. Notes an additional recommendation to develop and implement a technical standard for capital works projects is to be added to the Action Plan Deliverables.	Scott Casey	The Director of Water and Waste will continue to lead all aspects of the improvement in reliability of the water supply schemes across the Region.	This has been actioned	Complete	23/07/2025			
Ordinary Meeting	Wednesday 23 July 2025	9.19	Business Services Departmental Report – Integrated Management System	The purpose of this report is to provide an overview and status update on the Water and Waste (W&W) Directorate Integrated Management System (IMS).	9312	1. Receives and notes this report outlining the Integrated Management System related activities in the Water and Waste Directorate.	Angela Elliott		Information Only	Complete	23/07/2025			

Ordinary Meeting	Wednesday 23 July 2025	9.2	Water and Waste Monthly Departmental Report – Waste Services	The purpose of this report is to provide an update to Council on the Waste Services Department within the Water and Waste Directorate.	9313	1. Receives and notes this report outlining Waste Services Department's activities within the Water and Waste Directorate.	Jason Grandcourt	The Manager Waste Services is responsible for strategic-level delivery of Waste Management services across the region, comprising waste and recycling collector services and operation of Waste Management Facilities, and related environmental compliance within the Isaac Region Action.	Information Only	Complete	23/08/2025		
Ordinary Meeting	Wednesday 23 July 2025	10.01	Clermont Pioneer Park – Chinese Wall	This report is to bring to the Councils attention the structural concerns and overall structural integrity of the Chinese Wall at the Pioneer Park in Clermont.	9314	1. Approves the demolition of the Chinese Wall based on the finding and recommendations provided by Steve McKenzie Consultant Engineer Pty Ltd (SMCE) in their structural inspection report: a. Cracking of the Chinese Wall i. Due to the extent of the cracking in and around the arch of the wall along with poor construction methods, the structure is deemed unsafe to the public. b. Soil Conditions i. The poor soil conditions adjacent to the drain have exasperated the problem and the wall should not be rebuilt in the same location unless extensive testing of the soil profiles are done, and certified engineering plans are made available for both the foundations and the wall itself. 2. Notes the prioritisation by the Clermont Tourism Group for telling the story of the Chinese history in Clermont and their investigation into That Council: 1. Authorises the Mayor and Chief Executive Officer to finalise and submit the following motions to the 2025 Local Government Association Queensland (LGAQ) Annual Conference by the closing date of 29 July 2025, requesting that the LGAQ call on the State Government to: a) Motion 1: Undertake planning for road networks to support renewable and resource project growth b) Motion 2: Support for operational and/or capital funding of Regional University Study Hubs 2. Endorses the Mayor and Deputy Mayor as voting delegates for the 2025 Local Government Association Queensland (LGAQ) Annual Conference. 3. Endorses the Mayor and Chief Executive Officer to submit a motion regarding Reef Guardian Funding if required.	Michael Buckley	Manager of Parks and Recreation to oversee completion of works.	Engagement ongoing	In Progress - On schedule			
Ordinary Meeting	Wednesday 23 July 2025	10.02	Local Government Association Queensland 2025 Conference Motions	The Local Government Association Queensland (LGAQ) requests member councils to bring forward for discussion at the Annual Conference any subject connected with the objects of the Association or pertaining to matters of common concern to Members. Two motions have been drafted for consideration of Council for the 2025 LGAQ Conference.	9315	1. Approves the demolition of the Chinese Wall based on the finding and recommendations provided by Steve McKenzie Consultant Engineer Pty Ltd (SMCE) in their structural inspection report: a. Cracking of the Chinese Wall i. Due to the extent of the cracking in and around the arch of the wall along with poor construction methods, the structure is deemed unsafe to the public. b. Soil Conditions i. The poor soil conditions adjacent to the drain have exasperated the problem and the wall should not be rebuilt in the same location unless extensive testing of the soil profiles are done, and certified engineering plans are made available for both the foundations and the wall itself. 2. Notes the prioritisation by the Clermont Tourism Group for telling the story of the Chinese history in Clermont and their investigation into That Council: 1. Authorises the Mayor and Chief Executive Officer to finalise and submit the following motions to the 2025 Local Government Association Queensland (LGAQ) Annual Conference by the closing date of 29 July 2025, requesting that the LGAQ call on the State Government to: a) Motion 1: Undertake planning for road networks to support renewable and resource project growth b) Motion 2: Support for operational and/or capital funding of Regional University Study Hubs 2. Endorses the Mayor and Deputy Mayor as voting delegates for the 2025 Local Government Association Queensland (LGAQ) Annual Conference. 3. Endorses the Mayor and Chief Executive Officer to submit a motion regarding Reef Guardian Funding if required.	Beau Jackson	Council is being proactive and consistent in its advocacy. Council is taking the opportunity this year to raise priority advocacy matters with the LGAQ and other local governments to advocate for change and to ensure Isaac and its communities are sustainable, liveable communities for future generations.		Complete			
Ordinary Meeting	Wednesday 23 July 2025	11.01	Isaac Resources Excellence Precinct – Project Update as at 25 June 2025	This report is to provide an update to Council on the Isaac Resources Excellence Precinct (REP) as at 25 June 2025.	9318	1. Receives and notes the Isaac Resources Excellence Precinct update report as at 25 June 2025	Mark Davey	The Program Manager – Capital Delivery in conjunction with the external project management team, under the direction of the Project Control Group and under the guidance of Director PECS hold responsibility for the scoping, procurement and the completion of the Isaac Resources Excellence Precinct.	Information Report Only	Complete			
Ordinary Meeting	Wednesday 23 July 2025	11.02	Additional Full Time Employee – Process Engineer	The purpose of this report is to seek approval for the conversion of an external contract resource to an additional full-time employee in the position of Process Engineer. This position will be responsible for improvement and optimisation of the water and wastewater treatment processes (ensuring they remain compliant with regulations), training staff, trouble-shooting	9319	1. Endorses the creation of a new permanent, full-time position of a Process Engineer within the Water and Waste Directorate.	Scott Casey	Manager Operations and Maintenance to work with People and Capability to update the Organisation Chart and fill position accordingly. People and Capability to progress the recruitment process.	Position Approved.	Complete			
Ordinary Meeting	Wednesday 23 July 2025	11.03	QTC Guarantee Request for BM Alliance Water Supply Agreement Extension	In October 2024, the Water and Waste Directorate exercised its option to extend the Water Supply Agreement (Agreement) between Isaac Regional Council (Council) and BM Alliance Coal Operations Pty Ltd until 30 June 2030. As per the conditions of the Agreement, Council must extend the Queensland Treasury Corporation (QTC) guarantee of \$1.5 million with BMA to align with the new contract end date.	9320	1. Endorses the guarantee request with Queensland Treasury Corporation (QTC) of \$1.5 million for Isaac Regional Council's obligations with third party beneficiary Central Queensland Coal Associates Joint Venture for the extension of the Moranbah Water Supply Agreement for a further five (5) year period from 1 July 2025 to 30 June 2030.	Tait Suridge	The Manager of Business Services is responsible for all actions which arise from this report.	BMA notified	Complete	23/07/2025		
Ordinary Meeting	Wednesday 23 July 2025	11.04	Proposed Changes to Organisation Structure	Chief Executive Officer proposing changes to organisation structure.	9321	1. Endorses the proposed changes to the organisation structure for the purposes of consulting with staff and the Joint Consultative Committee.	Cale Dendie	The Chief Executive Officer is responsible for the architecture and delivery of the proposed changes and is being supported by People and Capability personnel along with Executive Leadership Team.	Follow up report on Agust Agenda	Complete			

Council Resolution Register - June 2025 (Business Outstanding Table)													
Meeting Type	Meeting Date	Item No.	Report Title	Executive Summary	Res No	Council Resolution	responsible Officer	Action Accountability	Action Comments	Action Status	If Not Yet Complete - Expected Completion Date	Completion Date	Link to minutes
Ordinary Meeting	30/06/2025	9.05	Updated Procurement Policy	This report seeks Council's consideration to review and adopt the updated Procurement Policy CORP-POL-122.	9213	Adopts the revised Procurement Policy (CORP-POL-122).	John Squire	Directors are responsible for their directorate and shall ensure staff are utilising the revised Procurement Policy. The Contracts and Procurement team shall oversee the compliance of the Procurement Policy and shall provide reporting via the Audit and Risk Committee when and as required.	Updated Procurement Policy has been uploaded to IRIS.	Complete			
Ordinary Meeting	30/06/2025	10.01	Isaac Regional Charity Fund – Mayor's Ball Sponsorship for 2025, 2026 and 2027	This report is a request for sponsorship approval for the Isaac Regional Charity Fund 2025, 2026 and 2027 Mayor's Charity Balls.	9238	1. Approves the sponsorship at Event Partner level (\$12,000 per year) for the Isaac Regional Charity Fund 2025, 2026 and 2027 Mayor's Charity Ball Events. 2. Approves in-kind support for the hire of the Isaac Events Centre including equipment such as tables, chairs, crockery, glasses and other event related items for each year.	Tricia Hughes	Office of the Chief Executive Officer will be responsible for finalising the sponsorship and in-kind contributions with the Isaac Regional Charity Fund.		Complete			
Ordinary Meeting	30/06/2025	10.02	2025-2026 Annual Operational Plan Report	The purpose of this report is to request that Council consider and adopt the 2025-2026 Annual Operational Plan.	9239	Adopts the 2025-2026 Annual Operational Plan and delegates authority to the Mayor and Chief Executive Officer to approve administrative and design changes to finalise the 2025-2026 Annual Operational Plan no later than 14 July 2025.	Peta Eyschen	Upon adoption, the Manager Governance and Corporate Services will ensure that: • The 2025-2026 Annual Operational Plan is published on Council's website; • Directorate's receive relevant documentation to provide quarterly progress reports to their respective Standing Committee; and • Council receives a consolidated quarterly report on progress towards the AOP progress.	AOP Published	Complete			
Ordinary Meeting	30/06/2025	11.7	Dealings with Vitrinite - Notifiable Road Use	The report seeks to provide Council the supporting information and background following a request from Vitrinite to vary the existing Notifiable Road Use Agreement to reduce the minimum spacing requirements for Coal Haulage Vehicles.	9273	been demonstrably advanced (i.e. finance secured, designs finalized and/or works commenced) by 31 December 2025. f) Within two months of execution of a revised Notifiable Road Use Agreement, Vitrinite shall undertake or fund a detailed traffic study (for a minimum of 14 consecutive days) that verifies the current traffic volume and composition on Goonyella Road, Moranbah Access Road and Peak Downs Mine Road including confirming the percentage impact from its Coal Haulage activities and Council reserves its right to seek road infrastructure contributions should Vitrinite's traffic movements exceed 5% of the overall total traffic volume on the nominated road, including requiring Vitrinite to construct or fund appropriate Heavy Vehicle Rest Areas should that prove necessary. g) Expects that Vitrinite will: a) participate actively in Road Safe Moranbah and b) deliver a comprehensive communications and consultation plan about the pending changes and throughout the period of the agreement. h) Acknowledges previous delegations conferred upon the Chief Executive Officer (Resolution 6980) authorising variation to the Notifiable Road Use Agreements with Queensland Coking Coal Pty Ltd, QLD Coal Aust No 1 (collectively Vitrinite).	Sean Robinson	Chief Executive Officer negotiate terms of variation. MGBBO to facilitate the drafting of the required documents. MGBBO to ensure to ensure both Council and Vitrinite continue to be compliant under applicable agreements.	Communications Underway	Complete			

Council Resolution Register - May 2025 (Business Outstanding Table)													
Meeting Type	Meeting Date	Item No	Report Title	Executive Summary	Res No	Council Resolution	Responsible Officer/s	Action Accountability	Action Comments	Action Status	If Not Yet Complete - Expected Completion Date	Completion Date	Link to minutes
Ordinary Meeting	Tuesday 27 May 2025	9.16	ISAAC LIBRARIES REPLACEMENT OF PUBLIC ACCESS COMPUTERS – USE OF PLANNING, ENVIRONMENT AND COMMUNITY SERVICES DEPRECIATION FUNDS	This report seeks Council approval to utilise unspent Planning, Environment and Community Services depreciation funds to replace ageing public access computers across Council facilities. The current fleet of computers is now two years beyond warranty and is no longer considered fit for purpose in delivering reliable and secure digital access to the community	9176	1. Approves the allocation of a maximum of \$45,000 of unspent Planning, Environment and Community Services depreciation funds for the replacement of public access computers across council facilities. 2. Endorses the purchase of new computers and associated hardware to ensure continued, reliable digital access for the community.	Barb Franklin	The Coordinator Community Hubs and Information and Communication Technology Coordinator will coordinate procurement and installation of the new equipment. Manager Financial Services to manage financial reporting requirements	Procurement will commence pending Resolution of 2025/2026 Capital Budget	In Progress - On schedule			
Ordinary Meeting	Tuesday 27 May 2025	9.17	Moranbah Highlanders Swimming Club Incorporated – Tenure Arrangements	The purpose of this report is to seek Council endorsement of an exception under the provisions of Section 236 (2) and 236 (1)(b)(ii) of the Local Government Regulations 2012 to dispose part of Greg Cruickshank Aquatic Centre, being part of Lot 18 on SP249143, located at 20 Batchelor Parade, Moranbah, by way of a five (5) year Licence to Occupy.	9177	1. Under the provisions of Section 236 (2) of the Local Government Regulations 2012 resolve that an exception from inviting written quotes or tenders is granted for tenure over part of the Greg Cruickshank Aquatic Centre being part of Lot 18 on SP249143, located at 20 Batchelor Parade, Moranbah, by way of a five (5) year Licence to Occupy. 2. Under the provisions of Section 236 (1)(b)(ii) of the Local Government Regulations 2012 resolve to enter into a five (5) year Licence to Occupy or whilst the Greg Cruickshank Aquatic Centre is managed by Isaac Regional Council, whichever is the lesser period, with Moranbah Highlanders Swimming Club over part of the Greg Cruickshank Aquatic Centre being part of Lot 18 on SP249143, located at the 20 Batchelor Parade, Moranbah. a) Licensing fees to be charged at a peppercorn rate of \$1.00 per annum. b) Acknowledging that the building structure is owned by Isaac Regional Council therefore all repairs and maintenance responsibilities will be in accordance with the Base Building Inclusions and Exclusions over the area subject to the Licence to Occupy documentation. 3. Authorises the Chief Executive Officer to negotiate, vary and execute the legal instruments to action clause 2 above.	Ken Tucker	Preparation of tenure documentation and engagement to be completed internally by the Senior Community Leasing Officer.	Club Notified	Complete			
Ordinary Meeting	Tuesday 27 May 2025	9.18	Middlemount Community Sports Association Inc – Tenure Arrangements for Netball	The purpose of this report is to seek Council endorsement of an exception under the provisions of Section 236 (2) and 236 (1)(b)(ii) of the Local Government Regulations 2012 to dispose netball courts being part of Lot 22 on M112143, located at 1 Prince Place, Middlemount, by way of a five (5) year Licence to Occupy with a five (5) year option.	9178	1. Under the provisions of Section 236 (2) of the Local Government Regulations 2012 resolve that an exception from inviting written quotes or tenders is granted for tenure the netball courts being part of Lot 22 on M112143, located at 1 Prince Place, Middlemount, by way of a five (5) year Licence to Occupy with a five (5) year option. 2. Under the provisions of Section 236 (1)(b)(ii) of the Local Government Regulations 2012 resolve to enter into a five (5) year Licence to Occupy with a five (5) year option with Middlemount Community Sports Association Inc over the netball courts being part of Lot 22 on M112143, located at the 1 Prince Place, Middlemount. a) Tenure fees to be charged in accordance with 2024-2025 Fees & Charges – annual tenure fee \$968.00 incl GST, matrix attached. b) Acknowledging that the building structure is owned by Isaac Regional Council therefore all repairs and maintenance responsibilities will be in accordance with the Base Building Inclusions and Exclusions over the area subject to the License to Occupy. 3. Authorises the Chief Executive Officer to negotiate, vary and execute the legal instruments to action clause 2 above.	Ken Tucker	Preparation of tenure documentation and engagement to be completed internally by the Senior Community Leasing Officer. Manager Community Facilities to progress tenure documentation.	Club Notified	Complete			
Ordinary Meeting	Tuesday 27 May 2025	9.19	Clermont Community Housing and Other Services Inc – Residential Tenure Arrangements	The purpose of this report is to seek Council endorsement of an exception under the provisions of Section 236 (2) and 236 (1)(b)(ii) of the Local Government Regulations 2012 to dispose of Lot 2 on C95119, located at Playfair Street, Clermont, by way of a thirty (30) year Trustee Lease to Clermont Community Housing and Other Services Inc.	9179	1. Under the provisions of Section 236 (2) of the Local Government Regulations 2012 resolve that an exception from inviting written quotes or tenders is granted for tenure over Lot 2 on C95119, located at Playfair Street, Clermont, by way of a thirty (30) year Trustee Lease to Clermont Community Housing and Other Services Inc. 2. Under the provisions of Section 236 (1)(b)(ii) of the Local Government Regulations 2012 resolve to enter into tenure by way of a thirty (30) year Trustee Lease to Clermont Community Housing and Other Services Inc. c) Tenure fees to be charged in accordance with 2024-2025 Fees and Charges – annual rent/usage fee \$142.00 ex GST, matrix. d) Acknowledging that all assets have been constructed by Clermont Community Housing and Other Services Inc, repairs and maintenance responsibilities will be the responsibility of the asset owner. 3. Authorises the Chief Executive Officer to negotiate, vary and execute the legal instruments to action clause 2 above.	Ken Tucker	Preparation of tenure documentation and engagement to be completed internally by the Senior Community Leasing Officer. Manager Community Facilities to progress endorsement of tenure documentation.	Club Notified	Complete			
Ordinary Meeting	Tuesday 27 May 2025	9.2	Tenure Arrangements – Clermont and District Tennis Association Inc	The purpose of this report is to seek Council endorsement of an exception under the provisions of Section 236 (2) and 236 (1)(b)(ii) of the Local Government Regulations 2012 to dispose part of Lot 1 on SP296846, located at 65 Collins Street, Clermont, by way of a three (3) year trustee lease to Clermont and District Tennis Association Inc.	No Resolution	Under the provisions of Section 236 (2) of the Local Government Regulations 2012 resolves that an exception from inviting written quotes or tenders is granted for tenure over Lot 1 on SP296846, located at 65 Collins Street, Clermont. 2. Under the provisions of Section 236 (1)(b)(ii) of the Local Government Regulations resolves to approve to enter into a three-year trustee lease agreement with Clermont and District Tennis Association Inc. a) Lease fees to be charged in accordance with 2024-2025 Fees & Charges – annual rent/usage fee \$730.00 ex GST, matrix attached. b) All outgoings will be at the expense of the Trustee Lessee as detailed in the Standard Terms Documents. c) Council to cover the cost of survey/sketch plan and registration of lease on Title as the Clermont Sporting Precinct has not previously been subject to tenure. d) Acknowledging that the courts are a Council asset, all repairs and maintenance responsibilities will be in accordance with the Base Building Inclusions and Exclusions as detailed in the Standard Terms Documents and acknowledging that the clubhouse is owned by the Clermont and District Tennis Association Inc., therefore all repairs and maintenance responsibilities will be the responsibility of the club. 3. Authorises the Chief Executive Officer to negotiate, vary and execute the legal instruments to action clause 2 above.	Ken Tucker	Preparation of tenure to be completed internally by the Senior Community Leasing Officer. Manager Community Facilities to progress tenure documentation.	Club notified and accepted terms	Complete			
Ordinary Meeting	Tuesday 27 May 2025	9.21	Planning, Environment and Community Services Fy2024 - 2025 Capital Projects Progress Report as at 28 April 2025	This report is to provide an update to Council on the progress in the delivery of the Planning, Environment and Community Services 2024-2025 Capital Works Program.	9180	Receives and notes the monthly Planning, Environment and Community Services 2024-2025 Capital Progress Summary Report as at 28 April 2025.	Mark Davey	The Program Manager – Capital Delivery in conjunction with the PECS leadership team and under the guidance of Director PECS hold responsibility for the scoping, procurement and the completion of the projects identified within the 2024-2025 Capital Program.	No further action	Complete			
Ordinary Meeting	Tuesday 27 May 2025	9.24	Central Queensland Helicopter Rescue Service Ltd – 3 Year Funding Agreement Renewal	Central Queensland Helicopter Rescue Service Ltd (CQ Rescue) is seeking support from Council to renew a three (3) year multiyear agreement. CQ Rescue is an aeromedical and search and rescue helicopter organisation providing vital services within the Isaac region.	9183	Approves the renewal of a three (3) year funding agreement for Central Queensland Helicopter Service Ltd (CQ Rescue) to the amount of \$55,000 per year, commencing from 2025/26 Financial Year.	Donna Wilson	Manager Engaged Communities to action.	Recipient Notified	Complete			

Ordinary Meeting	Tuesday 27 May 2025	9.25	Aveling and Porter Showcase at National Historical Machinery Association Rally – Kingsthorpe Park	This report seeks Council's approval to send Isaac Regional Council representatives and the Aveling & Porter steam traction engine from Clermont Museum to Kingsthorpe Park to participate in the 19th National Historical Machinery Association Rally in August 2025.	9184	1. Loan the historic Aveling & Porter traction engine to the National Historical Machinery Association to be showcased at Kingsthorpe Park as part of the 19th NHMA National Rally in August 2025. 2. Send representatives from Isaac Regional Council to share the story of the engine as a significant part of Queensland's history. 3. Approves expenditure of up to \$5,000 from existing budget for insurance and public liability coverage while the engine is located offsite at Kingsthorpe Park for the duration of the event.	Barb Franklin	The Manager Engaged Communities will oversee participation in the rally, coordinate with external partners, and manage all associated logistics. Brand, Media, and Communications will be responsible for developing public notices, managing social media coverage, and leveraging any additional promotional opportunities. Economy and Prosperity will provide tourism promotional materials for distribution to attendees at the event.	Rally attended	Complete			
Ordinary Meeting	Tuesday 27 May 2025	9.26	Community Leasing Invoicing – Engagement Strategy	The purpose of this report is to seek endorsement of an Engagement Strategy to guide Council's engagement with community groups regarding the recommencement of council invoicing for community leases.	9185	Endorses the Community Leasing Engagement Strategy related to invoicing for community leases.	Michael St Clair	Director PECS to issue formal written correspondence to lease holders. Manager Community Facilities (or delegate) to respond to any follow-up enquiries from lease holders. Manager Community Facilities (or delegate) to inform Councillors of the outcomes of any follow-up engagements with community groups as per Action 3.	Clubs Notified	Complete			
Ordinary Meeting	Tuesday 27 May 2025	9.27	ISAAC REGIONAL COUNCIL PROJECT PROGRESS REPORTS - CUC ISAAC	This report provides an update on the CUC Isaac Moranbah fitout and seeks Council's endorsement to investigate the potential repurposing of the old Clermont Library for the CUC Isaac Clermont campus.	9186	1. Receives and notes the CUC Isaac Project progress report. 2. Endorses the repurposing of the Old Clermont Library (21 Daintree Street, Clermont) for use as the CUC Isaac Clermont centre, subject to building and suitability assessment and appropriate consultation with CUC Isaac Board. 3. Requests that an alternative option is brought back to Council for consideration if the repurposing of the Old Clermont Library is not able to proceed. 4. Delegates authority to the Mayor and Chief Executive Officer to negotiate any relevant agreements/contracts regarding the CUC Isaac Clermont Centre. NOTE: Council has requested that an alternative functioning meeting space be investigated should the Clermont Board Room be the preferred CUC site for Clermont.	Beau Jackson	Executive Manager of Advocacy and External Affairs and Director of Planning, Environment and Community Services will be responsible for any actions associated with this report. They will be supported by the Program Manager Capital Delivery.	Moranbah CUC completed, CUC Clermont Commenced	In Progress - On schedule			
Ordinary Meeting	Tuesday 27 May 2025	9.3	Renaming of Red Rock Road and Unnamed Road at Mackenzie River Locality	A formal request has been received for renaming of Red Rock Road and naming of a currently unnamed road at Mackenzie River locality that is currently known as 'Unnamed Road'.	9189	1. Receives the report on the proposed names for the roads currently known as Red Rock Road and Unnamed Road. 2. Adopts renaming the current Red Rock Road to Fairhills Road providing consistency across council boundaries. 3. Consider and formally adopt a name, from the proposed options, for the Unnamed Road. 4. Adopt proposed road name Burngrove Road, to now be the name of the Unnamed Road.	Guy Stevenson	Manager Infrastructure Planning and Technical Services is responsible in ensuring that implementation actions are undertaken as per council's policy 'Naming of Roads and Community Infrastructure'.	Names Adopted	Complete			
Ordinary Meeting	Tuesday 27 May 2025	9.31	Simultaneous Road Opening and Closure – Junee National Park	This report serves to recommend adoption of a non-objection by Council of the simultaneous opening of a new length of road reserve to replace an existing length of the Junee National Park access track/road reserve, and the closing of the section of the existing Junee National Park access track/road reserve which will be replaced by the proposed opening	9190	1. Adopts a non-objection to the proposed simultaneous road opening and closing, however, Council will not share or contribute to the costs (survey or otherwise) of the road opening and closing, and 2. Delegates the authority to the Chief Executive Officer to sign the Authorisation of the Road Closure application.	Guy Stevenson	Manager Infrastructure Planning and Technical Services to provide a letter of non-objection to Consolidated Pastoral Company Pty Ltd in support of the proposed simultaneous road opening and closing.	Applicant notified	Complete			
Ordinary Meeting	Tuesday 27 May 2025	9.32	Compensation Agreement ML700073	The purpose of this report is for Council to consider the Compensation Agreement with Queensland Coking Coal Pty Ltd and QLD Coal Aust No.1 Pty Ltd.	9191	1. Supports the negotiation to enter into a compensation agreement with Queensland Coking Coal Pty Ltd and QLD Coal Aust No.1 Pty Ltd in accordance with section 279 of the Mineral Resources Act 1989 (Qld) [MRA]. 2. Delegates authority to the Chief Executive Officer to negotiate, vary and execute the proposed Compensation Agreement in relation to ML700073 in accordance with section 279 of the Mineral Resources Act 1989 (Qld) [MRA].	Sean Robinson	Manager Galilee and Bowen Basin Operations to ensure executed copies are returned to Vitrinite and the compensation under the agreement and Council's costs are paid.	GBBO team progressing the Compensation Agreement	In Progress - On schedule			
Ordinary Meeting	Tuesday 27 May 2025	9.33	Compensation Agreement ML70109	The purpose of this report is for Council to consider the Compensation Agreement with New Lenton Coal Pty Ltd and MPC Lenton Pty Ltd.	9192	1. Supports the negotiation to enter into a compensation agreement for ML70109 with New Lenton Coal Pty Ltd and MPC Lenton Pty Ltd in accordance with section 279 of the Mineral Resources Act 1989 (Qld) [MRA]. 2. Delegates authority to the Chief Executive Officer to negotiate, vary and execute the proposed Compensation Agreement in relation to ML70109 in accordance with section 279 of the Mineral Resources Act 1989 (Qld) [MRA].	Sean Robinson	Manager Galilee and Bowen Basin Operations to ensure executed copies are returned to Bowen Coking Coal and the compensation under the agreement and Council's costs are paid.	GBBO team progressing the Compensation Agreement	In Progress - On schedule			
Ordinary Meeting	Tuesday 27 May 2025	9.36	WATER QUALITY INVESTIGATION ACTION PLAN UPDATE	The purpose of this report is to update Council on the Water Quality Reliability Investigation Action Plan Deliverables following the 2021/22 Christmas Period water quality incidents.	9195	1. Receives and notes the quarterly update report for the Water Quality Investigation Action Plan Deliverables. 2. A report to be presented to the July 2025 Standing Committee with the Water Quality Investigation Action Plan items, status of items and findings outlined. This will provide assurance to the committee and determine the proposed ceasing of monthly reporting and agree to only report on this matter unless there is a serious deviation by exception reporting.	Scott Casey	The Director of Water and Waste will continue to lead the improvement in reliability of the water supply schemes across the Region.	Report presented to July Standing Committee Meeting	Complete			
Ordinary Meeting	Tuesday 27 May 2025	9.37	Water and Waste Monthly Departmental Report – Waste Services	The purpose of this report is to provide an update to Council on the Waste Services department within the Water and Waste Directorate.	9196	1. Receives and notes this report outlining Waste Services Department's activities within the Water and Waste Directorate.	Jason Grandcourt	The Manager Waste Services is responsible for strategic-level delivery of Waste Management services across the region, comprising waste and recycling collection services and operation of Waste Management Facilities, and related environmental compliance within the Isaac Region.	No further action	Complete			
Ordinary Meeting	Tuesday 27 May 2025	10.01	Nebo Showgrounds Master Plan Advisory Committee Minutes – 8 April 2025	The purpose of this report is to present to Council the minutes of the Nebo Showgrounds Master Plan Advisory Committee (NSMPAC) meeting held on Tuesday, 8 April 2025.	9197	1. Receives and notes the minutes of the Nebo Showgrounds Master Plan Advisory Committee held on 8 April 2025; and 2. Adopts the recommendations of the Nebo Showgrounds Master Plan Advisory Committee held on 8 April 2025, in particular, that Council: i. Repeals the Nebo Showgrounds Master Plan Advisory Committee Terms of Reference November 2024. ii. Receives and adopts the Nebo Showgrounds Master Plan Advisory Committee Terms of Reference April 2025, noting the changes to membership and inclusion of community members to the committee. iii. Receives and note the Nebo Showground Master Plan Advisory Committee Action List as at 8 April 2025 (Attachment 1 – Nebo Showgrounds Master Plan Advisory Committee Action List as at 8 April 2025). iv. Receive and note the Nebo Showgrounds Master Plan Stage 1 works update and convene the Nebo Showgrounds Master Plan working group to consider avenues that would enable delivery of the pending construction works and associated bookings for events to occur. v. Requests the Chief Executive Officer (or delegate) to develop a communication plan for Nebo Showgrounds booked event holders advising on Nebo Showgrounds Master Plan stage 1 works. vi. Acknowledges the amendment of scope of Stage 1 the defers delivery of associated amenities to be considered for Stage 2 for Pony Club and Polocrosse fields	Scott Jarvis	Through the Chief Executive Officer and Planning, Environment and Community Services directorate, the Economy and Prosperity department to lead the administration of the NSMPAC and Master Plan projects delivery and reporting to Council. Economy and Prosperity team and Council's project delivery team to continue to deliver on Stage 1 works and provide reporting updates to the Committee and Council ongoing. Economy and Prosperity team with Brand, Media and Communication team to develop a communication plan for Nebo Showgrounds booked event holders advising on Stage 1 works.					
Ordinary Meeting	Tuesday 27 May 2025	10.3	Exception Based Contractual Arrangements – Local Government Regulation 2012	The purpose of this report is to seek endorsement by way of Council resolution to engage the services of Thorn Air Conditioning & Refrigeration as an exception to the Default Contracting Procedures within section 235(b) of the Local Government Regulation 2012 ('the Regulation'). This section of the Regulation allows Council to enter into a medium or large-sized contractual arrangement without first inviting written quotes or tenders, where because of the specialised or confidential nature of the services that are sought, it would be impractical or disadvantageous for Council to do so.	9199	Endorse the following exception, to enter into a medium or large-sized contractual arrangement pursuant to section 235(b) of the Local Government Regulation 2012 for a 12-month period for the specialist services of Thorn Air Conditioning & Refrigeration to complete works required under Capital Works Project CW233103, Moranbah West Wing Grosvenor Complex, Air-Conditioning Upgrade – Project budget value: \$500,000.00.	Tamara Bateman	Technical Officer Corporate Assets to ensure project is delivered as per required scope and budget. Manager Contracts and Procurement is accountable for compliance with section 235 of the Local Government Regulation 2012.	Contractor Engaged	Complete			

Ordinary Meeting	Tuesday 27 May 2025	11.1	Sale of Land for Overdue Rates and Charges CONFIDENTIAL REPORT	This report has been prepared to seek Council's approval to commence Sale of Land procedures where rates and charges have been overdue for at least three years, in accordance with the Local Government Regulation 2012.	9202	1. Pursuant to section 140(2) of the Local Government Regulation 2012, Council proceed with action to sell the land described within updated Confidential Attachment 1 – Sale of Land Schedule as at 12 May 2025 to the report in accordance with Chapter 4, Part 12, Division 3 of the Local Government Regulation 2012 to recover outstanding rates and charges; and 2. Delegates to the Chief Executive Officer the power to take all further steps under Chapter 4, Part 12, Division 3 of the Local Government Regulation 2012 to effect sale of the land, including, for avoidance of doubt, the power to end sale procedures.	Zoe Behrendt	Manager Financial Services to communicate outcome to Manager Rates and Accounts.		In Progress - On schedule			
Ordinary Meeting	Tuesday 27 May 2025	11.3	ADDITIONAL FULL-TIME EQUIVALENT POSITION FOR A PLANNER ROLE IN THE PLANNING, ENVIRONMENT AND COMMUNITY SERVICES DIRECTORATE CONFIDENTIAL REPORT	The purpose of this report is to seek approval for a change in Council's organisational structure by creating an additional permanent full-time equivalent position for a Planner role in the Planning, Environment and Community Services Directorate	9204	Approves creation of an additional full-time equivalent position for a Planner role within the Planning, Environment and Community Services Directorate.	Michael St Clair	People and Capability to execute and oversee the recruitment processes of the Planner role.	Position Advertised	Complete			
Ordinary Meeting	Tuesday 27 May 2025	11.4	Clermont Swimming Centre Funding CONFIDENTIAL REPORT	Council has received confirmation of a \$3.2 million funding commitment from the Queensland Government for the upgrade of the Clermont Swimming Centre. This report seeks Council's approval on the scope of works to be delivered through this funding commitment and proposed community engagement activities.	9205	1. Notes the \$3.2 million funding commitment from the State Government for the upgrade of the Clermont Swimming Centre and delegate authority to the Chief Executive Officer to negotiate and execute any relevant funding agreement; 2. Endorses scoping and timeframes for project development for the Clermont Swimming Centre Project for the \$3.2 million funding received. 3. Approves the consultation with targeted community stakeholders.	Michael St Clair	Chief Executive Officer to execute funding agreement when received and reviewed. Manager Community Facilities to lead delivery of public consultation activities with support from Brand, Media and Communications and Engaged Communities Department. Program Manager – Capital Delivery to coordinate the mobilisation of project management resources with support from Manager Community Facilities.	Director of PECS has been liaison with a Queensland Government representative regarding funding agreement. Scope for funding is being further refined with funding options to be presented to council at the August Ordinary Meeting.	In Progress - On schedule			
Ordinary Meeting	Tuesday 27 May 2025	11.5	Glenden Community Hub CONFIDENTIAL REPORT	This report seeks Council's endorsement to establish a Glenden Community Hub and provides an update on recent engagement with the State Government regarding funding commitments.	9206	1. Endorses the establishment of a Glenden Community Hub and notes the offer of funding from the Queensland Government for the project; 2. Requests officers provide recommendations to a future Council meeting on a preferred site selection informed by stakeholder consultation and site suitability investigations;	Michael St Clair	Chief Executive Officer to execute funding agreement when received and reviewed. Manager Engaged Communities to manage follow-up engagement with the community regarding the project following execution of a funding agreement.	Funding endorsement signed	Complete			

Council Resolution Register - April 2025 (Business Outstanding Table)													
Meeting Type	Meeting Date	Item No.	Report Title	Executive Summary	Res No	Council Resolution	Responsible Officer/s	Action Accountability	Action Comments	Action Status	If Not Yet Complete - Expected Completion Date	Completion Date	Link to minutes
Ordinary Meeting	Wednesday 23 April 2025				9116	Approves the following application 2 for the Community Grants Round Three FY2024-2025 as follows: Application 2Clermont Rodeo And Show (Auspicing For Gold Cup Campdraft) ProjectClermont Rodeo and Show (auspicing for Gold Cup Campdraft) are hosting their annual Campdraft on 19-22- June 2025. They are seeking Council's support of \$5,000.00 to contribute towards the payment of the ambulance and announcer. The quote for the ambulance is \$6,393.22. The quote for the announcer is \$4,350. The overall cost of the event is \$146,450. This meets the co contribution requirements. Details☐ Approves \$5,000.00 (excluding GST) Budget Source Division 1 and 6			Applicant Notified	Complete			
Ordinary Meeting	Wednesday 23 April 2025				9117	Approves the following application 3 for the Community Grants Round Three FY2024-2025 as follows: Application 3Clermont Race Club Project Clermont Race Club are hosting their annual races on the 21 June 2025. They are seeking Councils support of \$5,000 to go towards the payment of security. The quote for the for security is \$8,000.00. The overall cost of event is \$54,400. This meets the co contribution amount. Detail Approves \$5,000.00 (excluding GST) Budget Source Division 1 and 6			Applicant Notified	Complete			
Ordinary Meeting	Wednesday 23 April 2025				9118	Approves the application 4 for the Community Grants Round Three FY2024-2025 as follows: Application 4 Clermont Community Business Group (Auspicing For Motherland) Project Clermont Community Business Group (auspicing for Motherland Australia) are hosting a Mother's Day luncheon on 6 June 2025. They are seeking Councils support of \$5,000 to go towards the cost of catering and the keynote speaker. The quote for Pennys Plaza is \$2,510. The quote for Grace Brennan \$5,000. The overall cost of the event is \$19,500. This meets the co contribution amount. DetailsApproves \$1,000.00 (excluding GST) for a minor grant Budget Source Division 1 and 6			Applicant Notified	Complete			
Ordinary Meeting	Wednesday 23 April 2025				9119	Approves the application 5 for the Community Grants Round Three FY2024-2025 as follows: Application 5 Clermont Community Business Group (Auspicing For Lily's Mission- Clermont Challenge) Project Clermont Community Business Group (auspicing for Lily's Mission- Clermont Challenge) are hosting their annual fundraiser on the 19 July 2025. This year's proceeds will go to Navicare and shop Isaac cards. They are seeking Councils support of \$5,000 to go towards the payments of Shop Isaac cards, butcher, Bidfood, Clermont signs, photography, prizes and event styling. Shop Isaac cards is \$2,000. The quote for the butcher is \$1,264. The quote for Bidfood is \$404.61. The quote for Clermont signs is \$487.74. The quote for prizes is \$370.00. The quote for event styling is \$2,000. The overall cost of the event is \$9,000. This meets the co contribution amount. Details☐ Approves \$2,500.00 (excluding GST) Budget Source☐ Division 6			Applicant Notified	Complete			
Ordinary Meeting	Wednesday 23 April 2025				9125	Approves the application 11 for the Community Grants Round Three FY2024-2025 as follows: Application 11Moranbah Bulldogs (Australian Football Association) ProjectMoranbah Bulldogs (Australian Football Association) are celebrating their 50 years with a date to be confirmed. They are waiting for the final draw to be announced so they can make sure it coincides with their home game. They are seeking Councils support of \$5,000 to go towards the payment of their jerseys. The overall cost of event is \$13,000. The quote for the jerseys is \$10,131. This meets the co contribution amount. Details Approves \$1,000 (excluding GST) for a minor grant Budget Source☐Approve equally from Divisions 3, 4 and 5			Applicant Notified	Complete			

Ordinary Meeting	Wednesday 23 April 2025				9127	Approves the application 13 for the Community Grants Round Three FY2024-2025 as follows: Application 13 Clermont Community Housing Project Clermont Community Housing are preparing renovations to the Lagoon offices. They are creating two new office spaces for visiting service providers. They are seeking Councils support of \$10,000 to contribute towards the works and materials. The quote for C-MACS Solution \$9,246.61. The quote for the builder \$4,950. The overall cost of event is \$18,000. This meets the co contribution amount. Details Approves \$5,000.00 (excluding GST) Budget Source Division 6			Applicant Notified	Complete			
Ordinary Meeting	Wednesday 23 April 2025				9128	Approves the application 14 for the Community Grants Round Three FY2024-2025 as follows: Application 14Clermont Rodeo and Show (Auspicing For Hoch And Wilkinson) Project Clermont Rodeo and Show (auspicing for Hoch and Wilkinson) are hosting their annual Beef Expo and Trade Display. They are seeking Councils support of \$5000 for the sponsorship of the Grand Champion Exhibit of the day. Details Approves \$5,000.00 (excluding GST Budget Source Division 6			Applicant Notified	Complete			
Ordinary Meeting	Wednesday 23 April 2025				9129	Approves the application 15 for the Community Grants Round Three FY2024-2025 as follows: Application 15 Clermont Isolated Children's Parents Association ProjectClermont Isolated Children's Parents Association are hosting their annual sports camp on 24-29 August 2025. They are seeking Councils support of \$5,000 to go towards the camp shirts. The quote for the shirts is \$7,699.50. The overall cost of the event is \$77,700. This meets the co contribution amount. Details Approves \$4,600 (excluding GST Budget Source Division 1 and 6			Applicant Notified	Complete			
Ordinary Meeting	Wednesday 23 April 2025				9130	Approves the application 16 for the Community Grants Round Three FY2024-2025 as follows: Application 16 Dysart Golf Club Project Dysart Golf Club are building a mini golf attraction at the club. This will be opened to the public and attract tourists to Dysart. They are seeking Councils support of \$5,000 to pay for the giant black headed python, echidna and green frog. A plaque will be set to recognise Council. The quote for Nature works (stage 2) design is \$12,000. The overall cost of the project is \$317,450. This meets the co contribution amount. Details Approves \$5,000.00 (excluding GST) Budget Source Division 2			Applicant Notified	Complete			
Ordinary Meeting	Wednesday 23 April 2025				9139	Approves the application 17 for the Community Grants Round Three FY2024-2025 as follows: Application 17 Nebo Bushman's Carnival Project Nebo Bushman's Carnival are hosting their three annual major events for 2025. Nebo Rodeo, Nebo Cutting Show and Nebo Campdraft. They are seeking Councils support of \$15,000 to contribute towards transport costs. The quote for transport is \$15,000 for each of the three events at a total of \$45,000. The overall cost of the project is \$189,000. This meets the co contribution amount. Details Approves \$15,000.00 (excluding GST) Budget Source Division 8			Applicant Notified	Complete			
Ordinary Meeting	Wednesday 23 April 2025	9.1	Clermont Community Housing and Other Services Inc. – Lagoon Tenure Arrangements	The purpose of this report is to seek Council endorsement of an exception under the provisions of Section 236 (2) and 236 (1)(b)(ii) of the Local Government Regulations 2012 to dispose of Lot 3 on C9569, located at 2 Lime Street, Clermont, by way of a three (3) year Licence to Occupy plus a three (3) year option to Clermont Community Housing and Other Services Inc.	9133	1.Under the provisions of Section 236 (2) of the Local Government Regulations 2012 resolve that an exception from inviting written quotes or tenders is granted for tenure over Lot 3 on C9569, located at 2 Lime Street, Clermont, by way of a three (3) year Licence to Occupy plus a three (3) year option to Clermont Community Housing and Other Services Inc.2.Under the provisions of Section 236 (1)(b)(ii) of the Local Government Regulations 2012 resolve to enter into tenure by way of a three (3) year Licence to Occupy plus a three (3) year options to Clermont Community Housing and Other Services Inc. a.Tenure fees to be charged in accordance with 2024-2025 Fees & Charges – annual rent/usage fee \$473.00 incl GST, matrix attached.b.Acknowledging that the facility is a Council asset with additions and alterations being conducted by Clermont Community Housing and Other Services Inc, repairs and maintenance responsibilities will be in accordance with the Base Building Inclusions and Exclusions. 3.Authorises the Chief Executive Officer to negotiate, vary and execute the legal instruments to action clause 2 above.	Ken Tucker	Manager Community Facilities to progress tenure documentation.	Applicant Notified	Complete			

Ordinary Meeting	Wednesday 23 April 2025	9.1	Moranbah Tennis Association Incorporated – Tenure Arrangements	The purpose of this report is to seek Council endorsement of an exception under the provisions of Section 236 (2) and 236 (1)(b)(ii) of the Local Government Regulations 2012 to dispose of BSP214729 being part of Lot 133 on GV265, located at the Eastern Sporting Fields via Tallon Street, Moranbah, by way of a ten (10) year trustee lease to Moranbah Tennis Association Incorporated.	9134	1. Under the provisions of Section 236 (2) of the Local Government Regulations 2012 resolve that an exception from inviting written quotes or tenders is granted for tenure over BSP214729 being part of Lot 133 on GV265, located at the Eastern Sporting Fields via Tallon Street, Moranbah, by way of a ten (10) year trustee lease to Moranbah Tennis Association Incorporated. 2. Under the provisions of Section 236 (1)(b)(ii) of the Local Government Regulations 2012 resolve to enter into a ten (10) year trustee lease over BSP214729 being part of Lot 133 on GV265, located at the Eastern Sporting Fields via Tallon Street, Moranbah, to Moranbah Tennis Association Incorporated. a. Lease fees to be charged in accordance with 2024-2025 Fees and Charges – annual rent/usage fee \$473.00 including GST per annum, matrix attached. b. All outgoing will be at the expense of the Trustee Lessee as detailed in the Standard Terms Documents.c. Acknowledging that all built assets are owned by the Moranbah Tennis Association Incorporated therefore all repairs and maintenance will be the responsibility of the club. 3. Authorises the Chief Executive Officer to negotiate, vary and execute the legal instruments to action clauses 2 and 3 above.	Ken Tucker	Manager Community Facilities to progress tenure documentation	Applicant Notified	Complete			
Ordinary Meeting	Wednesday 23 April 2025	9.1	Playgroup Queensland Ltd – Tenure Arrangements	The purpose of this report is to seek Council endorsement of an exception under the provisions of Section 236 (2) and 236 (1)(b)(ii) of the Local Government Regulations 2012 to dispose of GSP214729 being part of Lot 133 on GV265, located at the Eastern Sporting Fields, via McCool Street, Moranbah, by way of a ten (10) year trustee lease to Playgroup Queensland Ltd.	9135	1. Under the provisions of Section 236 (2) of the Local Government Regulations 2012 resolve that an exception from inviting written quotes or tenders is granted for tenure over GSP214729 being part of Lot 133 on GV265, located at the Eastern Sporting Fields, via McCool Street, Moranbah, by way of a ten (10) year trustee lease to Playgroup Queensland Ltd. 2. Under the provisions of Section 236 (1)(b)(ii) of the Local Government Regulations 2012 resolve to enter into a ten (10) year trustee lease agreement with Playgroup Queensland Ltd over GSP214729 being part of Lot 133 on GV265, located at the Eastern Sporting Fields, via McCool Street, Moranbah. a. Lease fees to be charged in accordance with 2024-2025 Fees and Charges – annual tenure fee \$803.00 incl GST, matrix attached. b. All outgoing will be at the expense of the Trustee Lessee as detailed in the Standard Terms Documents. c. Acknowledging that the building structure is owned by Isaac Regional Council therefore all repairs and maintenance responsibilities will be in accordance with the Base Building Inclusions and Exclusions over the area subject to the trustee lease; and acknowledging that all play equipment is owned by Playgroup Queensland Ltd therefore repairs and maintenance responsibilities will be the remit of the organisation. 3. Authorises the Chief Executive Officer to negotiate, vary and execute the legal instruments to action clause 2 above.	Ken Tucker	Manager Community Facilities to progress tenure documentation.	Applicant Notified	Complete			
Ordinary Meeting	Wednesday 23 April 2025	9.1	Planning, Environment and Community Services Quarterly Departmental Report – Engaged Communities	The purpose of this report is to provide an overview of the Engaged Communities Department's current status and future direction.	9136	1.Receives and notes the content of the Planning, Environment and Community Services Quarterly Departmental Report – Engaged Communities.	Maggi Stanley	The Manager Engaged Communities is responsible for strategic-level delivery of Engaged Communities functions across the region.	Ongoing operations progressing as per report No further Action	Complete			
Ordinary Meeting	Wednesday 23 April 2025	9.1	Planning, Environment and Community Services FY2024/2025 Capital Projects Progress Report as at 24 March 2025	This report is to provide an update to Council on the progress in the delivery of the Planning, Environment and Community Services 2024/2025 Capital Works Program.	9137	1.Receives and notes the monthly Planning, Environment and Community Services FY2024/2025 Capital Progress Summary Report as at 24 March 2025.	Mark Davey	The Program Manager – Capital Delivery in conjunction with the PECS leadership team and under the guidance of Director PECS hold responsibility for the scoping, procurement and the completion of the projects identified within the 2024-2025 Capital Program.	Ongoing Capital Delivery is progressing as per report No further Action	Complete			
Ordinary Meeting	Wednesday 23 April 2025	9.1	Planning Environment and Community Services Quarterly Departmental Report – Economy and Prosperity	The purpose of this report is to provide an overview and status update of the Economy and Prosperity Department's projects and operational commitments.	9138	Receives and note the content of the report which provides an overview and status update of the Economy and Prosperity Department's projects and operational commitments.	Joel Redden	The Manager Economy and Prosperity is responsible for strategic direction and operational deliverable of the of the Economy and Prosperity department, and leading delivery and reporting of its Business Plan and approved Operational and Capital works project	Ongoing operations progressing as per report No further action	Complete			

Ordinary Meeting	Wednesday 23 April 2025	9.2	2024 – 2028 Local Government Grants and Subsidies Program Stage 2 Application – Nebo Staff Housing	This report seeks Council's endorsement of the 2024-2028 Local Government Grants and Subsidies Program (LGGSP) Nebo Staff Housing Stage 2 application.	9143	1. Endorses a Stage 2 application to the Local Government Grants and Subsidies Program for the development of 5 x 2-bedroom units in Nebo. 2. Approves Councils contribution of approximately \$1,127,454 representing 40% of the total project costs. 3. Delegates Authority to the Chief Executive Officer to submit the required application to the Department of Housing, Local Government, Planning and Public Works. 4. Be provided with information that satisfies that the background work has been completed to ensure that all available Nebo Council Controlled Properties have been considered for this project including Ann Street.	Jessica Bugeja	Research and Policy Advisor to prepare Stage 2 Application package Chief Executive Officer (or delegate) to approve Stage 2 Application package for submission.	Funding approved	Complete			
Ordinary Meeting	Wednesday 23 April 2025	9.2	Request for Waiver of Waste Disposal Fees from a Not-For-Profit – Moranbah Op Shop	The purpose of this report is to consider a request from a Not-For-Profit, Moranbah Op Shop to waive waste disposal fees.	9150	Requests that the Waiver of Waste Disposal Fees for Registered Not-For-Profit organisations is presented to the Water and Waste Standing Committee Meeting in June 2025 for consideration following discussions held at a Councillor Workshop Day being held in May 2025. Requests that a report be presented to the June 2025 Water and Waste Standing Committee responding to the emerging issue of unlawful or inconsiderate disposal of household and other waste at places other than public waste management facilities	Jason Grandcourt	Manager Waste Services is responsible for the administration of any fee waiving of waste disposal fees on behalf of Council.	On-going	In Progress - On schedule		11/06/2025	
Ordinary Meeting	Wednesday 23 April 2025	10	AICD Training for Elected Members 2024—2028 Term of Council	This report is provided on the request from Resolution No.: 9032 (26 February 2025) point 3 "requests that a report is presented to Council at the March Ordinary Meeting on AICD Training for Elected Members for the 2024-2028 term of Council".	9151	1. Consistent with the Councillor Professional Development Calendar (presented to Ordinary Meeting, 26 February 2025), affirms its intention to afford each councillor the opportunity to complete the Australian Institute of Company Directors' Company Directors Course, noting that some councillors have already done so. 2. Extends the same offer to remaining councillors noting that the Mayor and Chief Executive Officer are authorised to approve professional development activities in line with Councillor Support (Expenses Reimbursement) Policy within budgetary limits. 3. Acknowledges that the following Councillors have expressed their interest in attending the AICD Training: •Cr Rachel Anderson (Moranbah only for 2025) •Cr Melissa Westcott (2025) •Cr Terry O'Neill (only if held in Moranbah 2025 or 2026) •Cr Viv Coleman (2025 only if late August and September or 2026) •Cr Vern Russell (2026) •Cr Alaina Earl (2026)	Kielly Glanville	Chief Executive Officer to progress the Councillor development program.	Calendar Endorsed	Complete			
Ordinary Meeting	Wednesday 23 April 2025	10	St Lawrence Wetlands Weekend 2025 – Additional Fees and Charges	The purpose of this report is to seek endorsement of St Lawrence Wetlands Weekend 2025 additional event fees and charges.	9152	1. Adopts the additional fees and charges for the 2025 St Lawrence Wetlands Weekend ticket sales, inclusive of GST: Name Cost Recovery or Non Cost Recovery Head of Power GST 2024/25 FY Fee Purchase of tickets via ticket agencies will incur transaction and merchant fees, which are charged at the discretion of the ticketing platform provider FOOD EXPERIENCES The Flakyard's 6 Course Degustation Dining Experience NCR Y \$350.00 2. Adds the additional regulated fees listed under the section 'St Lawrence Wetlands Weekend 2024' of Council's fees and charges schedule 2024/2025, adopted under Council Resolution No: 9081. 3. Provides delegation to the Chief Executive Officer to set fees and charges for the St Lawrence Wetlands Weekend event, subject to prior consultation with councillors and notification of decisions via a public notice.	Joel Redden	The Economy and Prosperity team to prepare the ticketing website for release of the tickets and work with the Brand Media and Communications team to deliver aligned marketing and communications for the event. The Finance department to add to the 2025 St Lawrence Wetlands Weekend event's Fees and Charges.	Event Staged	Complete			

Ordinary Meeting	Wednesday 23 April 2025	11	CONFIDENTIAL REPORT Nebo Pool Lease and Management Agreement Extension	The purpose of this report is to seek Council endorsement of an exception under the provisions of Section 236 (c)(iii) of the Local Government Regulations 2012 to dispose of Lot 59 on N1101, located at 20 Reynolds Street, Nebo, by way of a two (2) year extension to the current lease to Paine Industries Pty Ltd t/as Nebo Swimming Pool.	9157	1. Under the provisions of Section 236(c)(iii) of the Local Government Regulations 2012 resolve that an exception from inviting written quotes or tenders is granted for tenure over Lot 59 on N1101, located at 20 Reynolds Street, Nebo, on the basis that a lease renewal for the property is proposed for the existing tenant. 2. Resolve to vary the existing contracts with Paine Industries Pty Ltd t/as Nebo Swimming Pool to extend the lease and management agreement for the Nebo Swimming Pool for a period of two (2) years, to expire on 31 August 2027; 3. Authorises the Chief Executive Officer to negotiate, vary and execute the legal instruments to action clause 1 and 2 above.	Ken Tucker	Manager Community Facilities to progress discussions with the Pool Lessee to provide an extension in the lease to 2027.	APPLICANT NOTIFIED 14/05/25 Resolution received from DPECS. •19/05/25 Emailed Preston Law to request they prepare a new lease for the current lessee. •20/05/25 Preston Law phoned to ask if Council is satisfied with a Form 13 Amendment to Lease, SCLO confirmed this was acceptable. •20/05/25 Preston Law emailed the Form 13 Amendment to Lease •20/05/25 SCLO emailed Program Leader Leased Council Facilities to ask if he was going to arrange the document to be signed and ask if so, to upload a new version to ECM5370968 once signed. •20/05/25 Prepared a DRA and Memorandum to accompany the Form 13 once signed by lessee to obtain CEO's signature. •20/05/25 Emailed Program Leader Leased Council Facilities to confirm he will be obtaining original signatures and once signatures obtained to ensure the original paperwork is returned to Memorandum	Complete			

Council Resolution Register - March 2025 (Business Outstanding Table)													
Meeting Type	Meeting Date	Item No.	Report Title	Executive Summary	Res No	Council Resolution	Responsible Officer/s	Action Accountability	Action Comments	Action Status	If Not Yet Complete - Expected Completion Date	Completion Date	Link to minutes
Ordinary Meeting	Wednesday 26 March 2025	9.11	St Lawrence Recreation Group Incorporated – Tenure Arrangements	The purpose of this report is to seek Council endorsement of an exception under the provisions of Section 236 (2) and 236 (1)(b)(ii) of the Local Government Regulations 2012 to dispose of part of Lot 105 on MC532, located at 593 St Lawrence Connection Road, St Lawrence, by way of a three (3) year Licence to Occupy plus two (2) x three (3) year options to St Lawrence Recreation Group Incorporated.	9078	1. Under the provisions of Section 236 (2) of the Local Government Regulations 2012 resolve that an exception from inviting written quotes or tenders is granted for tenure over part of Lot 105 on MC532, located at 593 St Lawrence Connection Road, St Lawrence, by way of a three (3) year Licence to Occupy plus two (2) x three (3) year options to St Lawrence Recreation Group Incorporated. 2. Under the provisions of Section 236 (1)(b)(ii) of the Local Government Regulations 2012 resolve to enter into tenure by way of a three (3) year Licence to Occupy plus two (2) x three (3) year options to St Lawrence Recreation Group Incorporated. a.Tenure fees to be charged in accordance with 2024-2025 Fees and Charges – annual rent/usage fee \$880.00 ex GST, matrix attached. b. Acknowledging that all built assets onsite have been provided by both the St Lawrence Recreation Group Incorporated and Isaac Regional Council therefore repairs and maintenance will be the responsibility of the asset owner. 3. Authoriseste Chief Executive Officer to negotiate, vary and execute the legal instruments to action clause 2 and 3 above.	Ken Tucker	Manager Community Facilities to progress tenure documentation.	Applicant Notified	Complete			
Ordinary Meeting	Wednesday 26 March 2025	9.12	Dysart Lifestyle Centre Inc. – Tenure Arrangements	The purpose of this report is to seek Council endorsement of an exception under the provisions of Section 236 (2) and 236 (1)(b)(ii) of the Local Government Regulations 2012 to dispose of part of Lot 1 on SP239822, located at 29 Queen Elizabeth Drive, Dysart, being the Dysart Recreation Centre by way of a five (5) year Licence to Occupy plus a five (5) year option to Dysart Lifestyle Centre Inc.	9079	1. Under the provisions of Section 236 (2) of the Local Government Regulations 2012 resolve that an exception from inviting written quotes or tenders is granted for tenure over part of Lot 1 on SP239822, located at 29 Queen Elizabeth Drive, Dysart, being the Dysart Recreation Centre by way of a five (5) year Licence to Occupy plus a five (5) year option to Dysart Lifestyle Centre Inc. 2. Under the provisions of Section 236 (1)(b)(ii) of the Local Government Regulations 2012 resolve to enter into tenure by way of a five (5) year Licence to Occupy plus a five (5) year option to Dysart Lifestyle Centre Inc. c.Tenure fees to be charged – weekly usage fee \$575.00 ex GST based on partial cost recovery for electricity usage. d. Acknowledging that all built assets are owned by Isaac Regional Council therefore repairs and maintenance responsibilities will be in accordance with the Base Building Inclusions and Exclusions over the area subject to the Licence to Occupy. 3. Authorises the Chief Executive Officer to negotiate, vary and execute the legal instruments to action clause 2 above.	Ken Tucker	Manager Community Facilities to progress tenure documentation.	Applicant Notified	Complete			
Ordinary Meeting	Wednesday 26 March 2025	9.13	Expression of Interest – Lease A Being Part of Lot 10 on Sp237952, Old Southern Cross Grounds, 27 Pony Club Road, Dysart	The purpose of this report is to seek Council endorsement of the Expression of Interest lodged by Dysart Men’s Shed Qld Inc. for the use of Lease A being part of Lot 10 on SP237952, Old Southern Cross Grounds, located at 27 Pony Club Road, Dysart.	9080	1. Approve to enter into a ten (10) year trustee lease agreement with the Dysart Men’s Shed Qld Inc. for the use of Lease A being part of Lot 10 on SP237952, Old Southern Cross Grounds, 27 Pony Club Road, Dysart. a. Tenure fees to be charged in accordance with 2024-2025 Fees and Charges – annual rent/usage fee \$430.00 ex GST, matrix attached. b.All outgoings will be at the expense of the Trustee Lessee as detailed in the Standard Terms Documents. c. Acknowledging that the Dysart Men’s Shed Qld Inc., plans to repair and upgrade the existing facilities and as such all assets will be owned by Dysart Men’s Shed Qld Inc. therefore all repairs and maintenance responsibilities will be the remit of the club. 2. Authorises the Chief Executive Officer to negotiate, vary and execute the legal instruments to action clause 1 above.	Ken Tucker	Manager Community Facilities to progress tenure documentation.	Applicant Notified	Complete			
Ordinary Meeting	Wednesday 26 March 2025	9.19	Asset Installation and Maintenance Licence – Waterway Crossing Off Ellensfield Road	The report seeks to delegate the authority to the Chief Executive Officer to execute a Licence for the installation, use and maintenance of an existing waterway crossing and access track within the stock route 831ISAA adjoining the Burton Dam wall.	9086	1.Delegates authority to the Chief Executive Officer to negotiate, execute and vary the Asset Installation and Maintenance Licence – Waterway Crossing off Ellensfield Road for the installation, use and maintenance of an existing waterway crossing and access track within the stock route 831ISAA adjoining the Burton Dam wall in accordance with the terms attached in the report.	Robert Perna	Galilee and Bowen Basin Operations department to lead negotiations under the guidance of Director Engineering and Infrastructure and Chief Executive Officer. Chief Executive Officer to execute the Licence. Manager Galilee and Bowen Basin Operations to ensure a copy of the executed document is provided to the proponent and obligations under the Licence are adhered to.	Licence Executed	Complete			
Ordinary Meeting	Wednesday 26 March 2025	10.02	Country Roads Connect Program – Cotherstone Road	The report is seeking delegation to the Chief Executive Officer to submit a nomination under the Country Roads Connect Program for Pave and Seal Activities on Cotherstone Road.	9100	1. Delegates the Authority to the Chief Executive Officer to submit the Nomination form under the 2025 Round of the Country Roads Connect Program for Pave and Seal works on Cotherstone Road for a total project cost of \$3,000,000 inclusive of a 20% co-contribution. 2. Subject to the Nomination being successful, supports the Co-Contribution amounts to be included in future year budgets as outlined below a) \$20,000 2025-26 Financial Year. b) \$300,000 2026-27 Financial Year. c) \$280,000 2027-28 Financial Year.	Sean Robinson	Galilee and Bowen Basin Operations Department to complete the Nomination form for review by Director Engineering and Infrastructure and Chief Executive Officer	Funding Announced	Complete			

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1	Council Resolution Register - February 2025 (Business Outstanding Table)													
2	Meeting Type	Meeting Date	Item No	Report Title	Executive Summary	Res No	Council Resolution	Responsible Officer/s	Action Accountability	Action Comments	Action Status	If Not Yet Complete - Expected Completion Date	Completion Date	Link to minutes
24	Ordinary Meeting	Wednesday 26 February 2025	9.19	Compensation Agreement ML1865	The purpose of this report is for Council to consider the Compensation Agreement with Plentygold Miclere Pty Ltd.	9045	That Council: 1.Supports the negotiation to enter into a compensation agreement with Plentygold Miclere Pty Ltd in accordance with section 279 of the Mineral Resources Act 1989 (Qld). 2.Delegates authority to the Chief Executive Officer to negotiate, vary and execute the proposed Compensation Agreement in relation to ML1865 in accordance with section 279 of the Mineral Resources Act 1989 (Qld).	Sean Robinson	Manager Galilee and Bowen Basin Operations to ensure executed copies are returned to Plentygold and the compensation under the agreement and Council's costs are paid.	MGBBO completed executed documents and provided copies to the proponent and ensuring obligations are met under the licence.	Complete			

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Jason Rivett

AUTHOR POSITION

Manager Financial Services

9.1

ISAAC REGIONAL COUNCIL INTERIM MONTHLY FINANCIAL REPORT AS AT 31 JULY 2025

EXECUTIVE SUMMARY

In accordance with the *Local Government Regulation 2012 (s204)* a monthly financial report is required to be presented to Council stating the progress made in relation to the budget for the period of the financial year as near as practicable to the end of the month before the meeting is held.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

- 1. Receives the financial statements for the period ended 31 July 2025 pursuant to, and in accordance with, the Local Government Regulation 2021(s204).*

Resolution No.: CGFS1002

Moved: Cr Jane Pickels

Seconded: Cr Terry O'Neill

That the Committee recommends that Council:

- 1. Receives the interim financial statements for the period 31 July 2025 pursuant to, and in accordance with, the *Local Government Regulation 2012 (s204)*.**

Carried

Note:

A verbal update provided on progression of 2024/25 financial statements. Manager Financial Services advised that in consultation with Queensland Audit Office there has been a change in opinion to no longer consolidate accounts with the Isaac Affordable Housing Trust and Moranbah Early Learning Centre. General discussions had around position and relevant accounting reasons.

A verbal update provided on proposed 2024/25 capital carry forward program and that is to be workshopped with council next week prior to a direct report going to the August Council meeting.

The Director Corporate, Governance and Financial Services (CGFS) gave an overview on the CGFS program.

A general discussion resulted in request for information around historical delivery to assist with the workshop.

BACKGROUND

Statutory Obligation Table – Isaac Regional Council

The table below outlines key statutory obligations relating to the requirement for monthly financial reporting.

Requirement	Date
Budget 2025/2026	Budget adopted 30 June 2025
Financial Statements 2024/2025	Financial Statements planned to be adopted 29 October 2025

IMPLICATIONS

Financial performance is monitored to ensure that Council remains within budget and continues to deliver efficient and effective services to the community.

With 31 July 2025 representing the start of the 2025/2026 financial year, any budget variances are anticipated to come in line with budget over the remainder of the financial year.

Year to date actual figures represent the position as at 30 July 2025 to meet the reporting timelines for the July Standing Committee Meeting.

Operating Position:

The operating result for July shows Council is behind the budgeted operating position by \$269,771. The unfavourable outcome is due to:

- Operating revenue is \$11,312 unfavourable when compared to the YTD budget.
- Operating expenditure is \$258,458 unfavourable when compared to the YTD budget, this is primarily due to:
 - o **Employee Expenses** are unfavourable to the adopted budget by \$103,550. This variance is predominantly due to higher than budgeted annual leave taken partially offset by lower long service leave accrued.
 - o **Materials and Services** are unfavourable to the adopted budget by \$124,869 due to the accrual of sundry creditors (invoices received but not approved) partially offset by the timing of invoicing for the waste levy.

Capital Revenue:

Capital revenue for July shows Council is ahead of the budgeted position by \$906,891. This favourable variance is predominantly due to the developer contribution received for infrastructure charges.

Net result:

The operating position combined with the capital revenue equates to Council having a current net result of \$11,110,685 which gives a month end favourable variance to budget of \$637,120.

Capital Expenditure:

Capital expenditure of \$1.6M is under YTD budget of \$855K excluding commitments, noting that it is early in the financial year. A portion of the actuals (\$802K) and commitments (\$3M) relate to 2025 financial year capital works, which are yet to have their budget carried forward. It is noted that most of the expenditure in July were payments for works undertaken in the prior financial year which were accrued back through end of year processes.

It is anticipated that expenditure will come in line throughout the financial year.

CONSULTATION

Financial Services.

BASIS FOR RECOMMENDATION

Requirement of legislation for a financial report to be presented to council at least monthly.

ACTION ACCOUNTABILITY

Not Applicable.

KEY MESSAGES

Council is committed to meeting its legislative requirements, ensuring its financial sustainability and transparent decision making.

Report prepared by:

JASON RIVETT
Manager Financial Services

Date: 5 August 2025

Report authorised by:

DARREN FETTELL
Director Corporate, Governance and Financial Services

Date: 5 August 2025

ATTACHMENTS

- Monthly Financial Statements 31 July 2025

REFERENCE DOCUMENT

- Nil

FINANCIAL STATEMENTS REPORT TO COUNCIL

Current as at 31 July 2025

Presented by **Corporate, Governance and Financial Services**



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FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 JULY 2025

EXECUTIVE SUMMARY

At the end of July, the operating result is \$269,771 behind budgeted operating position, noting the actual result is a loss of \$12,248,576. Council's operating result will be budgeted as a loss until the rates are issued during the September period.

Capital Revenue for July is \$1,137,891 which combined with the Operating Position leads to a net deficit of \$11,110,685.

PRELIMINARY JULY FINANCIAL STATEMENTS AT A GLANCE					
	YTD Actual	YTD Original Budget	Variance	Full Year Original Budget	Completion
	\$	\$	\$	\$	%
Total operating revenue	1,584,861	1,596,174	(11,312)	155,784,611	1.0%
Total operating expenses	13,833,437	13,574,979	(258,458)	153,181,919	9.0%
Operating position	(12,248,576)	(11,978,805)	(269,771)	2,602,692	(470.6%)
Capital revenue	1,137,891	231,000	906,891	32,036,458	3.6%
Net result	(11,110,685)	(11,747,805)	637,120	34,639,150	(32.1%)

BACKGROUND

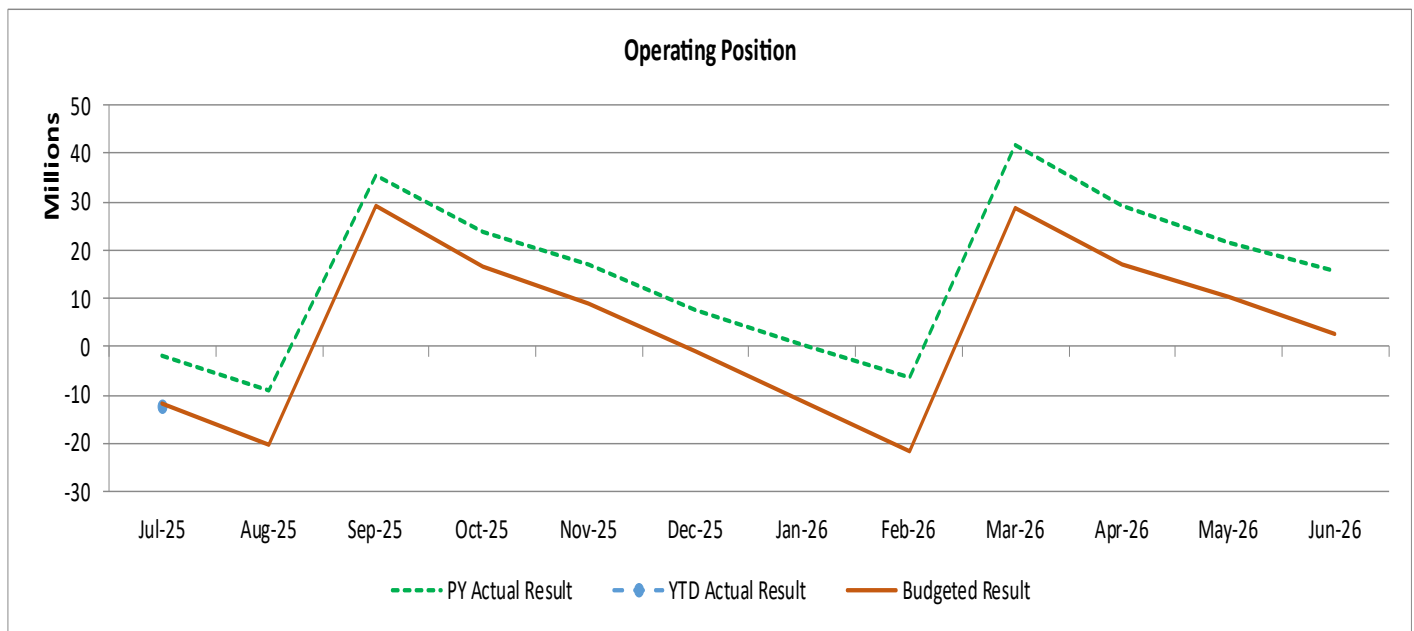
Each month, year to date financial statements are prepared in order to monitor actual performance against the latest adopted budget. Attached are the financial statements for the period ended 31 July 2025. Actual amounts are compared against year to date adopted Budget figures. (See appendix 1 for detailed financial statements).

Being early in the financial year, any budget variances will most likely be corrected through the course of the financial year or be assessed and adjusted in a budget review.

Council is cognisant of the current economic climate and will be paying particular attention to how the various revenue streams are tracking throughout the year. Expenditure items will also be monitored to ensure that Council remains within budget and delivers efficient and effective services to the community.

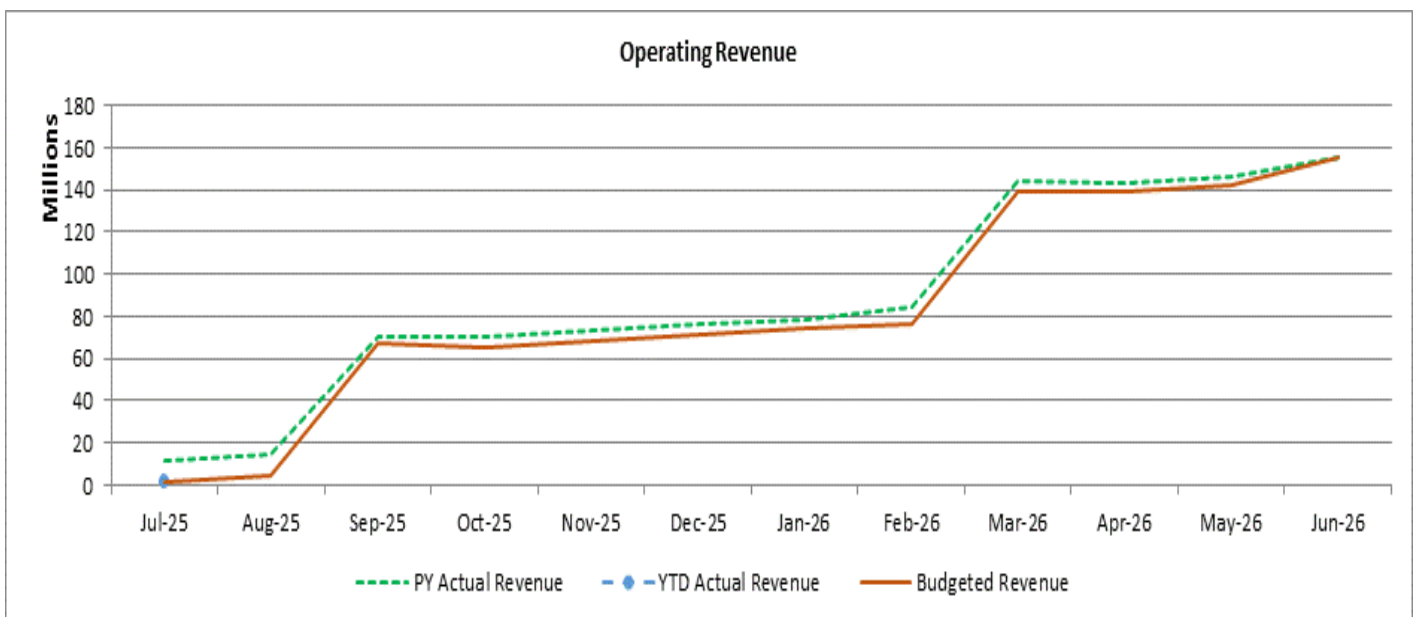
It should be noted that figures provided are accurate as at date of publication. Figures reported are cumulative year to date which may include adjustments for revenue or expenses accrued to prior accounting periods.

OPERATING POSITION



The current operating position for July has resulted in a deficit of \$12,248,576. This is unfavourable when compared to the YTD budget by \$269,771. Operating Revenue is \$11,312 unfavourable compared to YTD budget in addition to Operating Expenses which are \$258,458 unfavourable when compared to YTD budget.

OPERATING REVENUE

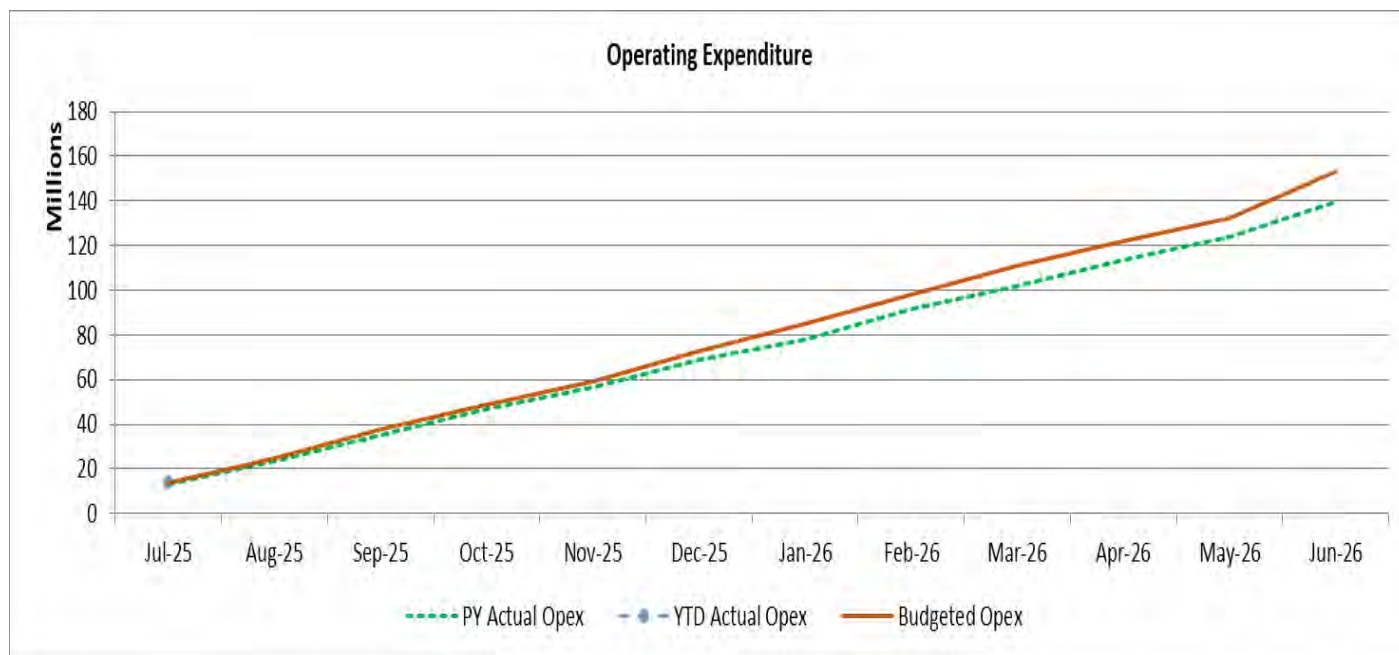


Operating Revenue comprises the following items – Rates and Utility Charges, Fees and Charges, Rental Income, Interest Received, Sale of Contract and Recoverable Works, Operating Grants, Subsidies & Contributions and Other Recurrent Revenue.

The operating revenue for July was \$1,584,861 which is unfavourable when compared to the YTD budget by \$11,312.

It is noted that cashflow projections will be reviewed throughout the year. Any adjustments made will be a redistribution of existing budget amounts and have no bottom-line impact on the budget.

OPERATING EXPENDITURE

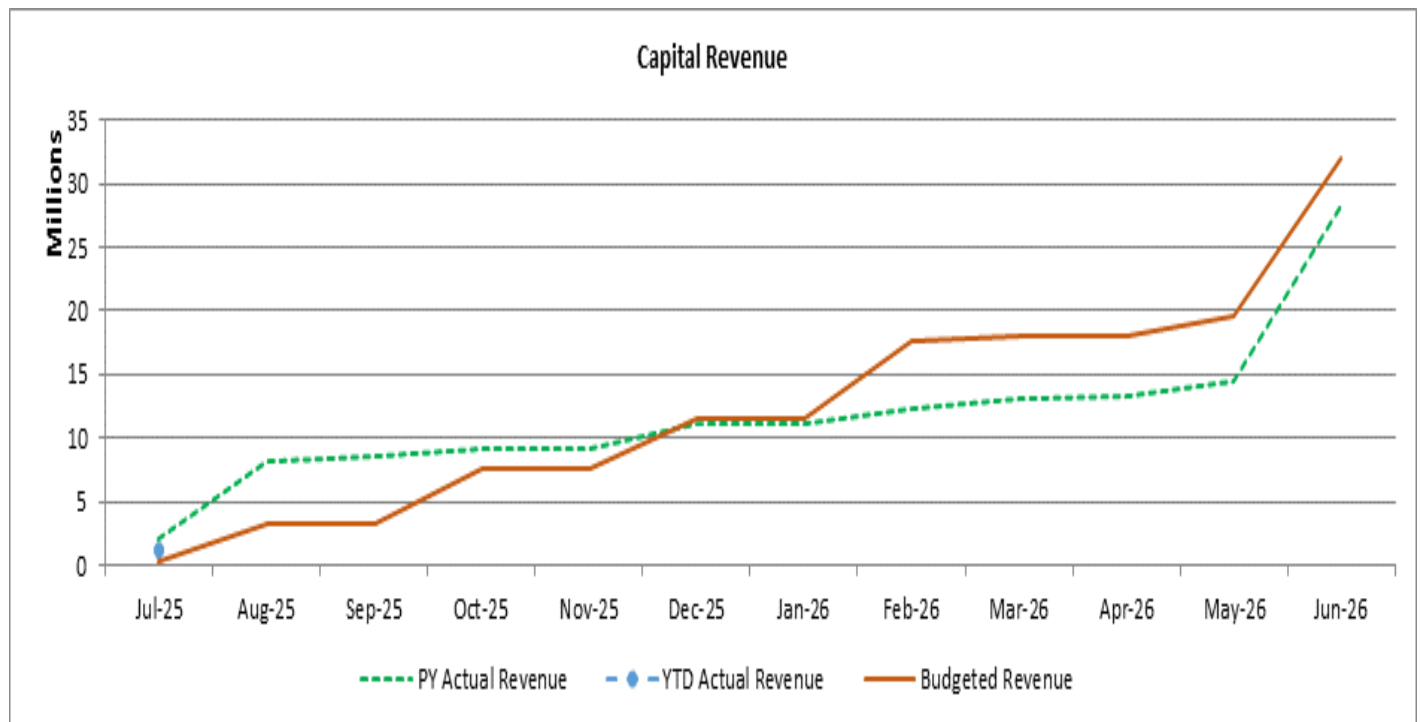


Operating expenditure consists of Employee Expenses, Materials and Services, Finance Costs and Depreciation.

Actual operating expenditure for July was \$13,833,437 which is unfavourable to YTD budget by \$258,458. This unfavourable result is due to the allocation of budgeted cashflow.

It is noted that cash flowing of projects will be reviewed throughout the year. Any adjustments made will be a redistribution of existing budget amounts and have no bottom-line impact on the budget.

CAPITAL REVENUE

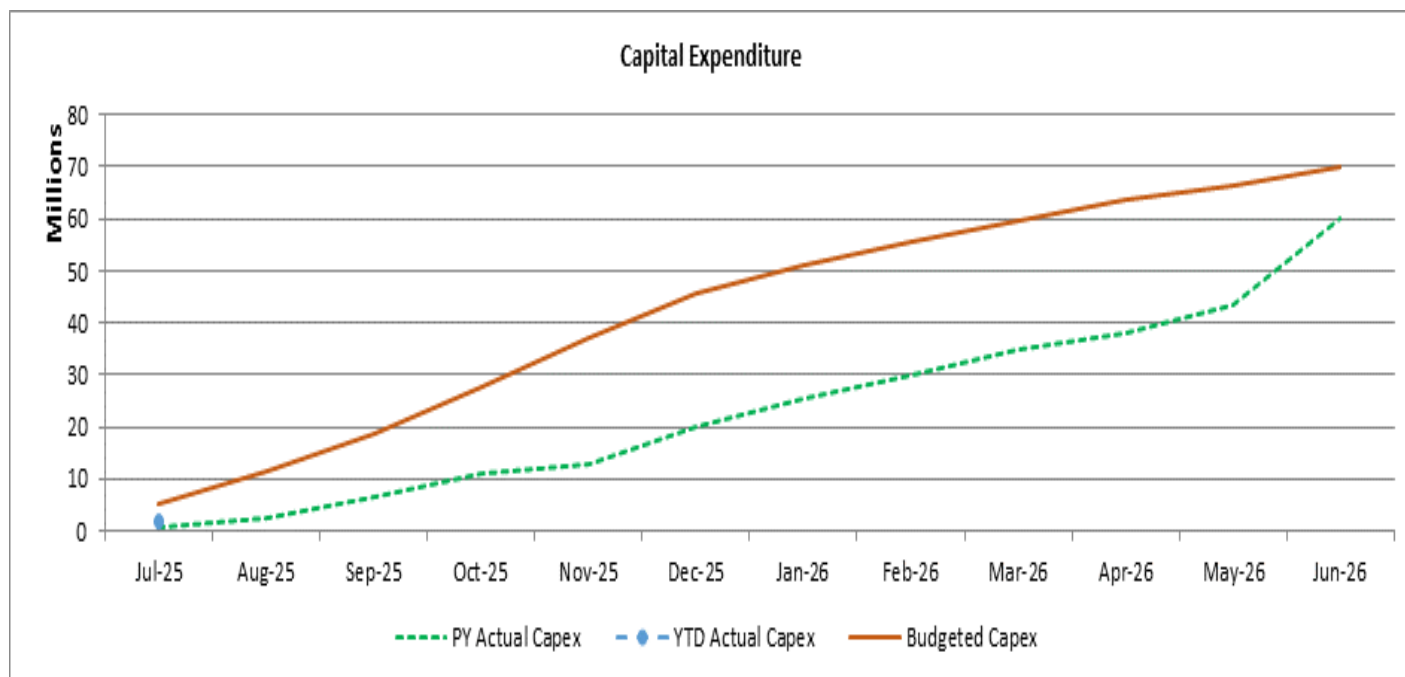


Capital Revenue for July YTD is \$1,137,891 (which consists of a developer contribution and a grant receipt) which is favourable by \$906,891 when compared to YTD budget. This favourable variance is predominantly due to the developer contribution payment received for infrastructure charges.

Budgeted capital revenue for 2025/2026 is detailed below:

Grants	Full Year Budget	YTD Actuals
Resource Community Infrastructure Fund	10,200,000	-
Philips Creek Bridge	13,005,000	-
Bridges Renewal Program	336,000	-
Roads to Recovery Program	2,500,000	-
Nebo Showgrounds Masterplan Stage 1	1,100,000	-
Transport Infrastructure Development Scheme	1,496,718	-
W4QLD 24 - 27	800,000	231,111
Sale of Plant and Equipment	800,000	-
REFF	1,300,000	-
Local Government Grants and Subsidies Program	141,833	-
Building our Regions	103,953	-
Solar Grant	145,563	-
STIP	107,391	-
Developer Contributions	-	906,780
Total	32,036,458	1,137,891

CAPITAL EXPENDITURE



Capital expenditure (\$1.6M) is above YTD budget (\$855K) excluding commitments, noting that it is early in the financial year. A portion of the actuals (\$802K) and commitments (\$3M) relate to 2025 financial year capital works, which are yet to have their budget carried forward. It is noted that the majority of expenditure in July were payments for works undertaken in the prior financial year which were accrued back through end of year processes. It is anticipated that expenditure will come in line throughout the financial year.

Major budgeted projects for 2025/2026 financial year are:

Project	Full Year Budget	YTD Actuals	YTD Commitments
Phillips Creek Bridge Construction	14,560,000	2,110	12,302,030
Isaac Resources Excellence Precinct	10,200,000	23,211	3,405,771
Fleet / Plant replacement program	4,077,000	906,358	2,778,897
REG Sealed Surface Renewal program	3,850,000	-	3,452,566
MBH Goonyella Road Intersection Upgrade	3,720,000	1,141	347,722
MBH Rectification of Landfill Cell	3,500,000	2,027	317,293
REG Resheeting Program	3,464,743	3,288	236,290
STL - WTP Upgrade	1,763,000	-	-
CORP Residential Renewals 2026	1,700,000	6,015	-
MBH - Recycled Water Network	1,600,000	6,145	22,159
Isaac Country University Centres	1,300,000	6,216	104,600
CORP sewer relining 2025	1,200,000	6,317	580,726
CAR - WTP Upgrade	1,115,000	-	-
NBO Showgrounds Masterplan Stage 1	1,100,000	-	2,554,223

CAPITAL FUNDING AND PROJECT COMMITTALS

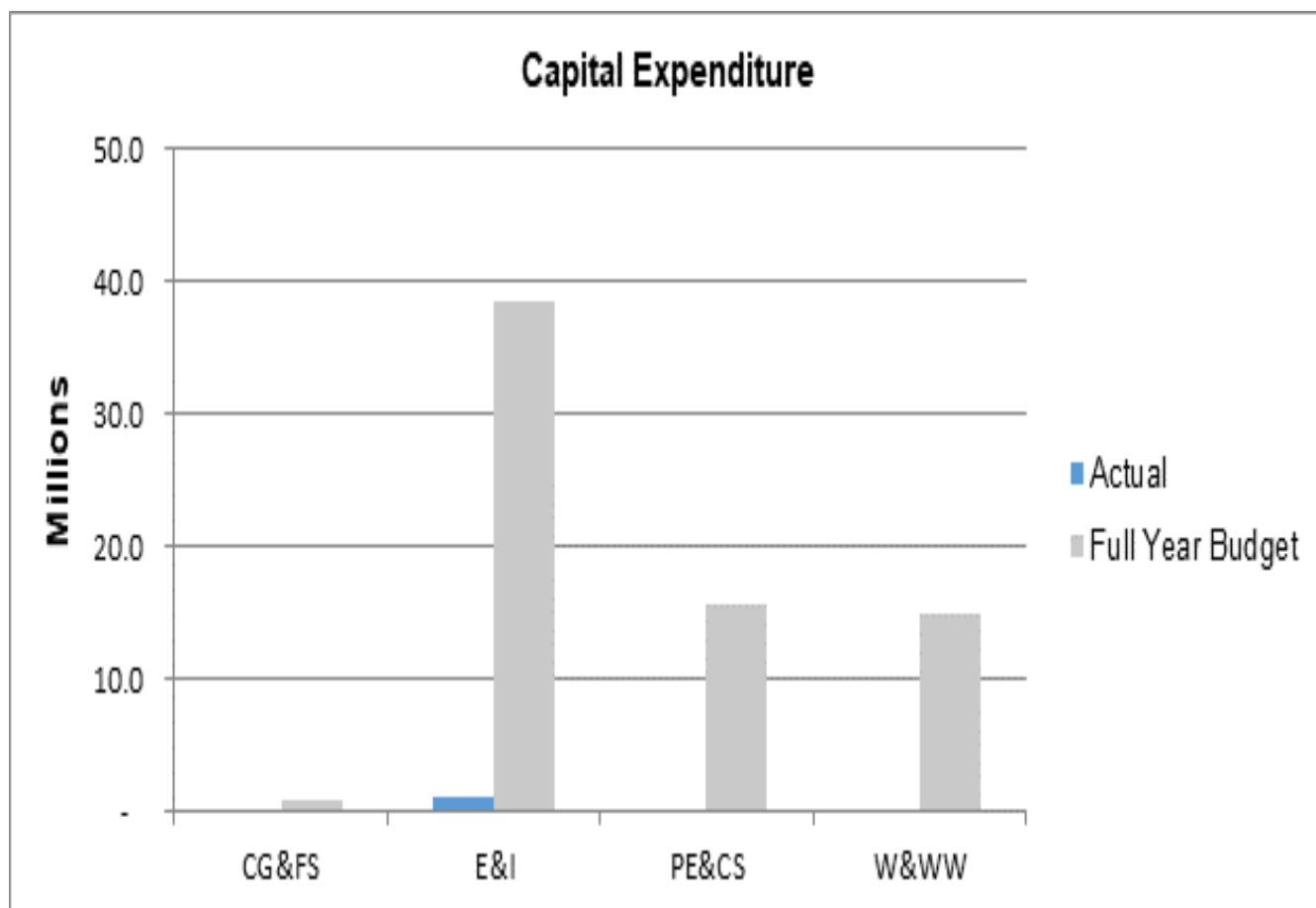
Capital expenditure is financed through loan borrowings, proceeds on disposal of assets, general reserves and the future capital sustainability reserve.

The future capital sustainability reserve represents accumulated funded depreciation monies which are held to maintain capital value under Council's long-term asset management plan.

The following table illustrates the Council's capital project expenditure as at July 2025.

Department	YTD Actual	YTD Commitment	YTD Total Expenditure	Full Year Budget	% Complete	% Complete
					(YTD Actual vs FY Budget)	(YTD Total vs FY Budget)
CG&FS	-	208,364	208,364	762,000	0.0%	27.3%
E&I	1,149,538	23,082,240	24,231,778	38,523,974	3.0%	62.9%
PE&CS	169,958	7,004,632	7,174,590	15,735,000	1.1%	45.6%
W&WW	261,018	4,370,215	4,631,233	14,799,011	1.8%	31.3%
TOTAL	1,580,514	34,665,451	36,245,965	69,819,985	2.3%	51.9%

The following graph illustrates the data above.



FINANCIAL SUSTAINABILITY RATIOS

In accordance with s169(5) of the Local Government Regulation 2012, the following financial sustainability ratios have been provided.

The ratios are designed to provide an indication of the performance of Council against key financial sustainability criteria which must be met to ensure the prudent management of financial risks.

Ratio	Overview	Target (Tier 4)	YTD Actual Result	5 Year Average Actual Result	FY Budget
Financial Capacity					
Council Controlled Revenue Ratio	Council's financial flexibility, ability to influence its operating income and capacity to respond to unexpected financial shocks.	N/A	44.77%	80.59%	83.49%
Population Growth Ratio	Key driver of a Council's operating income, service needs and infrastructure requirements into the future.	N/A	0.06%	1.28%	0.39%
Operating Performance					
Operating Surplus Ratio	Indicates operating revenues generated cover operational expenses. Any operating surplus would be available for capital funding or other purposes.	> 0%	-772.85%	1.93%	1.69%
Operating Cash Ratio	Council's ability to cover its core operational expenses and generate a cash surplus excluding depreciation, amortisation and finance costs.	> 0%	-591.87%	27.03%	24.40%
Liquidity					
Unrestricted Cash Expense Cover Ratio	Indicator of the unconstrained liquidity available to a Council to meet ongoing and emergent financial demands, which is a key component to solvency.	> 4 months	3.22	NA	4.58
Asset Management					
Asset Sustainability Ratio	Indicates the infrastructure assets managed by a Council are being replaced as they reach the end of their useful lives.	> 80%	14.90%	78.05%	73.31%
Asset Consumption Ratio	Council's infrastructure assets have been consumed compared to what it would cost to build a new asset with the same benefit to the community.	> 60%	63.05%	66.75%	65.43%
Debt Servicing Capacity					
Leverage Ratio	Council's ability to repay its existing debt. It measures the relative size of the Council's debt to its operating performance.	0 - 3 times	-0.2	0.66	0.63
Asset Renewal Funding Ratio	Council's ability to fund its projected infrastructure asset renewable/replacements in the future.	N/A	TBA	N/A	TBA

1. **Council Controlled Revenue Ratio** - Council controlled revenue is an indicator of a Council's financial flexibility, the ability to influence its operating income and capacity to respond to unexpected financial shocks. As Council controlled revenue is a contextual measure, there are no targets specified for this ratio. The ratio is currently positive 44.77%, which is lower than Council's budget (83.49%) and average five year actuals (80.59%). This ratio is expected to improve with the issuing of the first rate notices in September.
2. **Population Growth Ratio** - Population growth is a key driver of a Council's operating income, service needs and infrastructure requirements into the future. As population growth is a contextual measure, there are no targets specified for this measure. The population estimates are sourced from Queensland Government Statistician's Office based on the official population estimate published by the Australian Bureau of Statistics.
3. **Operating Surplus Ratio** - This ratio is an indicator of the extent to which revenues raised cover the operational expenses only or are available for capital funding purposes. The target result for this ratio is greater than 0% per annum for a tier 4 local government group. With the net operating profit year to date a deficit of \$12,248,576 the ratio is currently negative 772.85%, which is outside of Council's budget and benchmark range. This is not uncommon for the first few months of the financial year considering the main income source (Rates Revenue) will be generated in September 2025 and March 2026 for Council.
4. **Operating Cash Ratio** - The operating cash ratio is a measure of a Council's ability to cover its core operational expenses and generate a cash surplus excluding depreciation, amortisation and finance costs. The target result for this ratio is greater than 0% per annum for a tier 4 local government group. The ratio is currently negative 591.87%, which is less than Council's benchmark range, budget (24.40%) and average five year actuals (27.03%).
5. **Unrestricted Cash Expense Cover Ratio** - The unrestricted cash expense cover ratio is an indicator of the unconstrained liquidity available to a Council to meet ongoing and emergent financial demands, which is a key component to solvency. It represents the number of months a Council can continue operating based on current monthly expenses. The target result for this ratio is greater than 4 months for a tier 4 local government group. The ratio is currently 3.22 months, which is lower than Council's benchmark range and budget. This ratio is expected to improve when payment is received from the first rate issuance in October.
6. **Asset Sustainability Ratio** - This ratio is a guide as to whether infrastructure assets managed by Council are being replaced as they reach the end of their useful lives. Council's target is to have a result of greater than 80% per annum for a tier 4 local government group. With capital expenditure just commencing in July the ratio is low at 14.90%, which is below the 80% benchmark and the 73.31% budgeted. This ratio is expected to improve throughout the financial year.
7. **Asset Consumption Ratio** - The asset consumption ratio approximates the extent to which Council's infrastructure assets have been consumed compared to what it would cost to build a new asset with the same benefit to the community. The target result for this ratio is greater than 60% per annum for a tier 4 local government group. The ratio is currently positive 63.05%, which is greater than Council's benchmark, but lower than Council's budget (65.43%) and average five year actuals (66.75%).

- 
8. **Leverage Ratio** - The leverage ratio is an indicator of a Council's ability to repay its existing debt. It measures the relative size of the Council's debt to its operating performance. The target result for this ratio is between 0-3 times for a tier 4 local government group. The ratio is currently at negative 0.2 times which is less than Council's benchmark, Council's budget (0.63) and average five year actuals (0.66).
9. **Asset Renewal Funding Ratio** - The asset renewal funding ratio measures the ability of a council to fund its projected infrastructure asset renewal/replacements in the future. As the asset renewal ratio is a contextual measure, there are no targets specified for this ratio. Ideally, the asset renewal funding ratio should be as close to 100% as possible, as this indicates that a council is appropriately funding and delivering the entirety of its required capital program as outlined by its asset management plans. This ratio is under review and will be available in the August report.

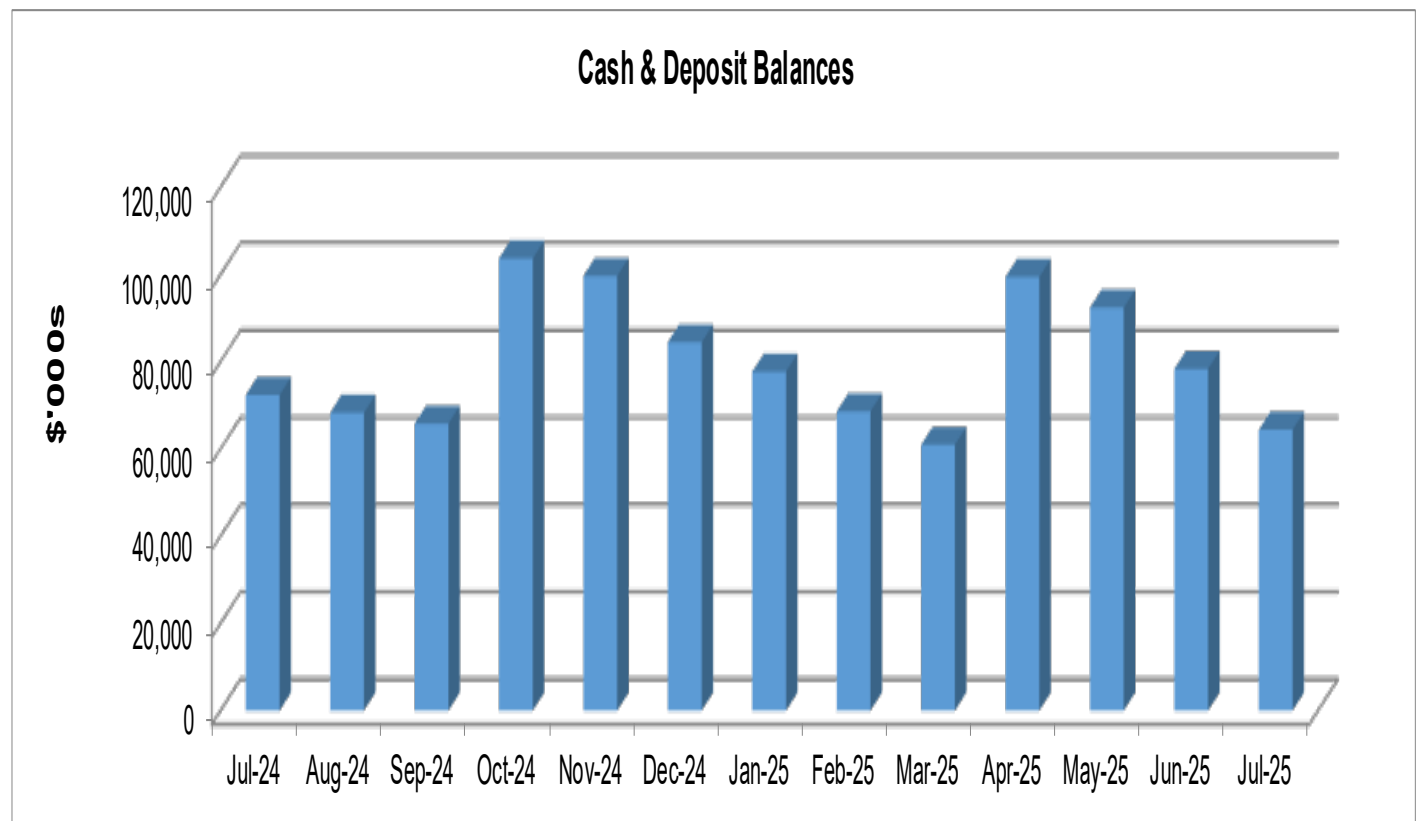
INVESTMENTS AND CASH BALANCES

The following is a list of all investments held by Council as at the period ending 31 July 2025.

ISAAC REGIONAL COUNCIL					
Investments					
For the Period Ended 31 July 2025					
Account	Description	Institution	Amount	Maturity Date	Interest Rate
6006-001-1124	Suncorp Term Deposit	SUNCORP	5,000,000	7-Aug-25	5.13%
10-000-1113	Cash at Bank - ANZ	ANZ	637,001		
10-000-1114	Cash at Bank NAB	NAB	240,859		3.35%
10-000-1115	NAB Savings account	NAB	3,026,160		4.00%
10-000-1116	QTC Operating Fund	QTC	50,314,277		4.33%
10-000-1118	Cash at Bank - NAB	NAB	5,172,955		3.35%
10-000-1131	Petty Cash		2,550		
10-000-1132	Floats		6,700		
Total Investments			64,400,501		

Bank	Credit Rating	% of Funds	Policy Total Profile
Queensland Treasury Corporation	QTC	78.13%	No Limit
National Australia Bank	AA-	13.11%	Maximum 60%
ANZ Banking Group	AA-	1.00%	Maximum 60%
Suncorp Bank	AA-	7.76%	Maximum 60%

The following chart outlines the Council's cash and deposit balances for the previous twelve months up to the period ending 31 July 2025.



LOANS

ISAAC REGIONAL COUNCIL							
Loans							
For the Period Ended 31 July 2025							
						Repayment Due 16 Sep 2025	
Loan Name	Balance as at 31 July 2025	Rate as at 31 July 2025	Approved Term	Remaining Term	Principal	Interest	Total
Land Purchase - Moranbah	\$8,455,287	5.1	20	7.38	\$233,149	\$107,784	\$340,932
Land Development Moranbah	\$6,548,014	4.37	20	7.88	\$172,041	\$71,537	\$243,578
Waste Loan	\$2,084,242	2.22	20	15.88	\$27,225	\$11,541	\$38,766
Moranbah Community Centre	\$5,826,678	5.32	20	18.89	\$44,782	\$77,568	\$122,350
Total	\$22,914,221				\$477,197	\$268,430	\$745,627

Debt service repayments are made quarterly. The fourth quarter repayment for 2024/2025 financial year was made on 16 June 2025. The first repayment for the 2025/2026 financial year is due on 16 September 2025.

ACCOUNTS RECEIVABLE

The following is a breakdown of the Council's accounts receivable by age for the period ending 31 July 2025.

Accounts Receivable Ageing Analysis at 31 July 2025			
Ageing	Number of Documents	Amount Outstanding	% of Total Outstanding
Current	226	7,948,077.94	75.74%
30 Day	53	1,217,332.23	11.60%
60 Day	6	217,413.50	2.07%
90 Day	56	1,111,574.48	10.59%
Total	341	10,494,398.15	100.00%

The Accounts Receivable balance at 31 July 2025 is \$10,494,398.15 which has increased from 30 June 2025 balance of \$5,236,207.35

- 30 day balance has increased this month due to large waste, water and mining compensation invoices ageing to 30 days.
- 60 day balance has increased due to Maintenance Contribution invoices ageing to 60 days.
- 90 days and over receivables have decreased due to various Backflow Prevention Device & Trade Waste annual invoices being paid, as well as a portion of a mining compensation invoice being credited. There are 56 invoices totalling \$1,111,574.48 in 90 days which are made up of the following charges:
 - o 1 Invoice totalling \$519,363.54 relates to a Capital Works Project that is currently subject to legal proceedings.
 - o 3 Invoices totalling \$494,792.07 relate to infrastructure access agreement invoices. 2 invoices are subject to a Dispute Notice issued under the agreement. A part payment has been received on the arrears, with negotiations underway to finalise the dispute.
 - o 1 Invoice totalling \$55,324.50 relates to historic planning/infrastructure charges which is currently being assessed by Liveability & Sustainability.
 - o 33 Invoices totalling \$27,048.67 relate to Community Education & Compliance invoices in various stages of recovery.
 - o 1 Invoice totalling \$8,341.48 relates to Planning charges which is currently being assessed by Liveability & Sustainability.
 - o 11 Invoices totalling \$3,718.19 relate to Housing invoices. The management & recovery of Housing invoices is the responsibility of Corporate Properties & Fleet.
 - o The remaining 6 Invoices totalling \$2,986.03 relate to other charges in various stages of collection.

A review was undertaken at the end of the previous financial year to write off debts deemed as non-recoverable. Therefore, at this point in time the remaining outstanding balance is believed to be recoverable.

ACCOUNTS PAYABLE

The following is a breakdown of the Council's accounts payable by age for the period ending 31 July 2025.

Accounts Payable Ageing Analysis at 31 July 2025			
Ageing	Number of Documents	Amount Outstanding	% of Total Outstanding
Current	161	1,254,737.65	97.14%
30 Day	2	3,500.90	0.27%
60 Day	8	34,023.45	2.63%
90 Day	18	-517.34	-0.04%
TOTAL	189	1,291,744.66	100.00%

The outstanding Accounts Payable balance as at 31 July was \$1,291,744.66. The 30, 60 & 90 day ageing accounts total \$37,007.01.

At the date this report was prepared the following invoices remain unpaid:

- 30-day balances - \$3,500.90 (2 invoices) remain unpaid of which \$515.90 relate to suppliers within the IRC region. The 30-day balance consists of 1 invoice (\$2,985.00) waiting on information from the creditor and 1 invoice (\$515.90) awaiting approval.
- 60-day balances – \$34,023.45 (7 invoices, 1 credit) remain unpaid of which \$2,209.90 relate to suppliers within the IRC region. The 60-day balance consists of 3 invoices (\$29,676.96) under discussion with creditor, 4 invoices (\$4,680.64) awaiting approval and 1 credit (-\$334.15) to be allocated to future invoices.
- 90-day balances – -\$517.34 (3 invoices, 15 credit notes) remain unpaid of which \$3,528.62 relate to suppliers within the IRC region. The 90-day balance consists of 3 invoices (\$5,538.87) awaiting approval, 15 credit (-\$6,056.21) to be allocated to future invoices.

YEAR TO DATE RATES REPORT

The following is a breakdown of the Council's rates transactions the year to date as at 31 July 2025.

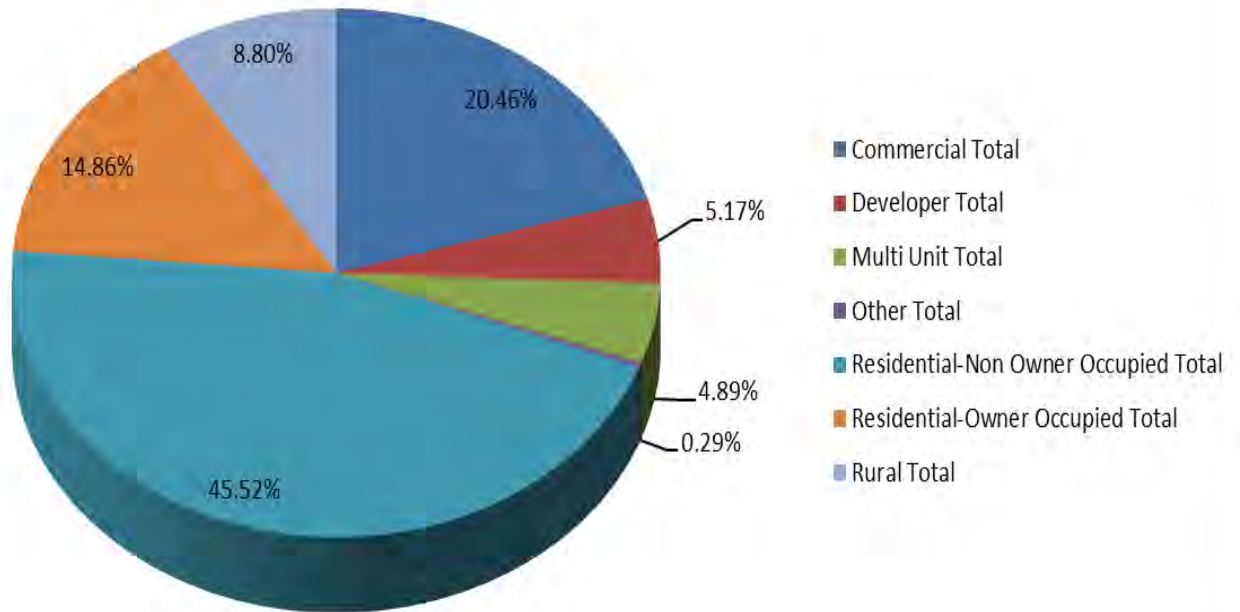
Rates Balancing Report As At 31 July 2025		
	31 Jul 2025	YTD 31 Jul 2024
Opening Balance	2,297,750	3,277,319
Rates Charges		
Rates Levied	(24,960)	560
Interest	28,647	29,940
Refunds	10,077	0
Total Rates	13,764	30,500
Discounts and Receipts		
Discounts	(264)	(128)
Receipts	(480,122)	(675,835)
Government Subsidy	(126)	74
Council Subsidy	(543)	321
Remissions	0	(609)
Write Offs	0	0
Total Discounts & Receipts	(481,054)	(676,177)
Legal	1,472	0
Closing Balance	1,831,932	2,631,643

Rates Breakdown	As At 31 Jul 2025
Rates in Credit	(1,464,187)
Rates Not Due Yet	34,317
Rates In Arrears	3,261,802
Total Rates Balance	1,831,932

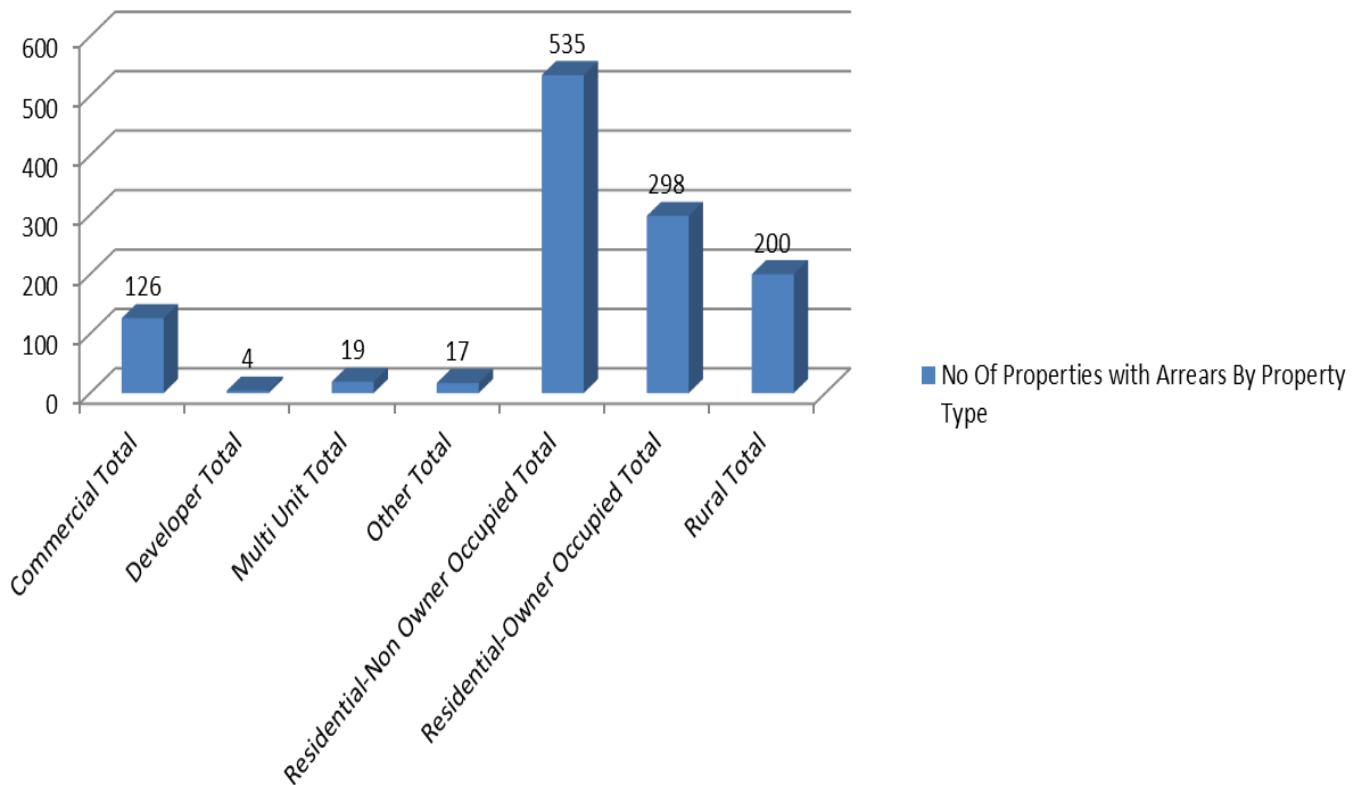
Variances in prior year comparisons can relate to the timing of rates processing and subsequent due dates.

Prior 2021	2021/22	2022/23	2023/24	2024/25	TOTAL
1,353,927	211,865	281,243	387,148	1,027,619	3,261,802
41.51%	6.50%	8.62%	11.87%	31.50%	100.00%

Percentage of Arrears By Property Type



No Of Properties with Arrears By Property Type



APPENDIX 1 – FINANCIAL STATEMENTS

Attached are the financial statements for the period ended 31 July 2025. Actual amounts are compared against the year to date Original Budget.

Financial statement included:

- **Statement of Comprehensive Income** – Displays Council's year to date profit and loss up to the period end.
- **Statement of Financial Position** – Summarises Council's assets, liabilities and community equity up to the period end.
- **Statement of Cash Flows** – Summarises the changes in the Council's cash and cash equivalents by operating, investing, and financing activities.

ISAAC REGIONAL COUNCIL
Statement of Comprehensive Income
For the Period Ended 31 July 2025

	Notes	YTD Actual \$	Commitments \$	YTD Actual + Commitments \$	YTD Original Budget \$	Variance \$	Full Year Original Budget \$	Completion %
Income								
Operating Revenue								
Net Rates & Utility Charges		(27,986)	-	(27,986)	(19,427)	(8,559)	110,630,242	(0.0%)
Fees & Charges		353,237	-	353,237	310,900	42,337	4,375,400	8.1%
Rental Income		196,742	-	196,742	174,444	22,298	2,093,327	9.4%
Interest Received		275,441	-	275,441	282,679	(7,238)	3,392,150	8.1%
Sales of Contract & Recoverable Works		9,702	-	9,702	8,677	1,025	6,581,465	0.1%
Operating Grants, Subsidies & Contributions		391,977	-	391,977	417,257	(25,279)	15,252,354	2.6%
Other Recurrent Revenue		385,748	-	385,748	421,644	(35,896)	13,459,673	2.9%
		1,584,861	-	1,584,861	1,596,174	(11,312)	155,784,611	1.0%
Expenses								
Operating Expenses								
Employee Expenses	1	3,998,890	-	3,998,890	3,895,340	103,550	53,914,075	7.4%
Materials & Services	2	6,966,356	14,844,385	21,810,740	6,841,487	14,969,253	64,170,168	34.0%
Finance Costs		47,540	-	47,540	17,500	30,040	1,249,859	3.8%
Depreciation and Amortisation		2,820,651	-	2,820,651	2,820,651	-	33,847,817	8.3%
		13,833,437	14,844,385	28,677,822	13,574,979	15,102,843	153,181,919	18.7%
Operating Position Before Capital Items		(12,248,576)	(14,844,385)	(27,092,961)	(11,978,805)	(15,114,156)	2,602,692	(1041.0%)
Capital Revenue								
Capital Revenue	3	1,137,891	-	1,137,891	231,000	906,891	31,236,458	3.6%
Proceeds from Sale of Land & PPE		-	-	-	-	-	800,000	0.0%
		1,137,891	-	1,137,891	231,000	906,891	32,036,458	3.6%
Net Result Attributable to Council in Period		(11,110,685)	(14,844,385)	(25,955,070)	(11,747,805)	(14,207,265)	34,639,150	(74.9%)
Total Comprehensive Income		(11,110,685)	(14,844,385)	(25,955,070)	(11,747,805)	(14,207,265)	34,639,150	(74.9%)
Council's operating position at month end is a \$12.2M deficit								

- 
- 1. Employee Expenses** are unfavourable to the adopted budget by \$103,550. This unfavourable variance is predominately due to higher than budgeted annual leave taken partially offset by a reduction in long service leave accrued.
 - 2. Materials & Services** actual expenses for the year to date are \$6,966,356 with \$14,844,385 being recorded in commitments, resulting in an unfavourable variance to the adopted budget by \$14,969,253. This unfavourable variance is due to the inclusion of commitments which relate to future reporting periods. Excluding commitments YTD expenditure would be approximately \$124,869 above YTD budget predominantly due to the accrual of sundry creditors offset by timing of invoicing for the waste levy. Large commitments of note are \$3.6M Galilee and Bowen Basin recoverable works, \$2.5M Water purchases \$1.3M RMPC works, \$579K Agency Temp Staff and \$335K Digital Strategy.
 - 3. Capital Revenue** for the financial year is \$906,891 favourable when compared to YTD budget. This favourable variance is predominantly due to a developer contribution payment received for infrastructure charges.

ISAAC REGIONAL COUNCIL				
Statement of Financial Position				
For the Period Ended 31 July 2025				
	Notes	Actual YTD	30 June 2025	Variance
		\$	\$	%
Current Assets				
Cash & Cash Equivalents		64,400,501	78,360,009	82.2%
Trade & Other Receivables		14,074,087	19,125,082	73.6%
Inventories		19,462,847	19,439,772	100.1%
Other Financial Assets		4,671,003	5,217,500	89.5%
Total Current Assets		102,608,439	122,142,363	84.0%
Non-Current Assets				
Property, Plant and Equipment		1,220,679,267	1,222,958,926	99.8%
Capital Work in Progress		31,936,460	30,311,790	105.4%
Total Non-Current Assets		1,252,615,727	1,253,270,716	99.9%
TOTAL ASSETS		1,355,224,166	1,375,413,079	98.5%
Current Liabilities				
Trade & Other Payables		7,959,134	17,681,345	45.0%
Borrowings - Interest Bearing		2,113,132	2,023,655	104.4%
Provisions		10,348,329	10,334,830	100.1%
Other Current Liabilities		(69,345)	-	0.0%
		20,351,250	30,039,830	67.7%
Non-Current Liabilities				
Borrowings - Interest Bearing		20,971,572	20,971,572	100.0%
Borrowings - Interest Bearing		2,058,868	2,058,868	100.0%
Non Current Provision		728,947	717,383	101.6%
Non Current Creditors		25,391,565	25,391,565	100.0%
Total Non-Current Liabilities		49,150,952	49,139,388	100.0%
TOTAL LIABILITIES		69,502,202	79,179,218	87.8%
NET COMMUNITY ASSETS		1,285,721,964	1,296,233,861	99.2%
Community Equity				
Retained Surplus		926,555,576	938,203,309	98.8%
Asset revaluation reserve		308,899,683	308,901,738	100.0%
Other reserves		50,266,705	49,128,814	102.3%
TOTAL COMMUNITY EQUITY		1,285,721,964	1,296,233,861	99.2%

ISAAC REGIONAL COUNCIL

Statement of Cash Flows

For the Period Ended 31 July 2025

	Actual YTD	30 June 2025	Variance
	\$	\$	%
Cash Flows from Operating Activities			
Receipts from customers	6,597,468	155,200,911	4.3%
Payments to suppliers and employees	(20,686,562)	(111,442,754)	18.6%
Cash provided by / (used in) net result	(14,089,094)	43,758,157	(32.2%)
Cash Flows from Investing Activities			
Profit / (Loss) on sale of capital assets	-	(10,793,195)	0.0%
Grants, subsidies, contributions and donations	1,137,891	27,814,643	4.1%
Payments for property, plant and equipment	(1,097,206)	(56,903,424)	1.9%
Net movement in loans to Community Organisations			0.0%
Net cash provided by investing activities	40,685	(39,881,976)	(0.1%)
Cash Flow from Financing Activities			
Proceeds from borrowings	-	(1,942,648)	0.0%
Repayment of borrowings	89,477	88,530	101.1%
Net cash provided by financing activities	89,477	(1,854,118)	(4.8%)
Net Increase / (Decrease) in Cash Held	(13,958,932)	2,022,063	(690.3%)
Cash at the beginning of the period	78,359,434	76,337,945	102.6%
Cash at the end of the Reporting Period	64,400,501	78,360,009	82.2%

Appendix 2 – Preliminary Executive Level Reports

Executive Level operating statements provide information on the performance of each Directorate for the period ended 31 July.

Actual amounts and commitments are compared against the year to date Original Budget.

Commitment balances are reported at a point of time and will continue to be reviewed as the year progresses. It should be noted that commitments are not currently able to be cash flowed across the financial year.

ISAAC REGIONAL COUNCIL Statement of Comprehensive Income For the Period Ended 31 July 2025								
Office of the CEO								
	Notes	YTD Actual	Commitments	YTD Actual + Commitments	YTD Original Budget	Variance	Full Year Original Budget	Completion
		\$	\$	\$	\$	\$	\$	%
Income								
Operating Revenue								
Operating Grants, Subsidies & Contributions		7,046	-	7,046	29,167	(22,121)	350,000	2.0%
		7,046	-	7,046	29,167	(22,121)	350,000	2.0%
Expenses								
Operating Expenses								
Employee Expenses		414,379	-	414,379	410,710	3,669	4,872,068	8.5%
Materials & Services	1	387,090	330,047	717,137	500,397	216,739	2,065,766	34.7%
Finance Costs		(10)	-	(10)	-	(10)	-	0.0%
Corporate Overheads & Competitive Neutrality Costs		(415,450)	-	(415,450)	(415,450)	-	(4,985,402)	8.3%
		386,009	330,047	716,056	495,658	220,398	1,952,432	36.7%
Operating Position Before Capital Items		(378,963)	(330,047)	(709,010)	(466,491)	(242,519)	(1,602,432)	44.2%
Capital Revenue								
		-	-	-	-	-	-	0.0%
Net Result Attributable to Council in Period		(378,963)	(330,047)	(709,010)	(466,491)	(242,519)	(1,602,432)	44.2%
Total Comprehensive Income		(378,963)	(330,047)	(709,010)	(466,491)	(242,519)	(1,602,432)	44.2%

1. Materials & Services for the financial year to date are \$216,739 unfavourable with \$387,090 of actual expenditure and \$330,047 in commitments against YTD budget of \$500,397. This unfavourable variance is due the inclusion of commitments which relate to future reporting periods. Excluding commitments YTD expenditure would be \$113,307 below YTD budget.

ISAAC REGIONAL COUNCIL Statement of Comprehensive Income For the Period Ended 31 July 2025								
Corporate, Governance & Financial Service								
	Notes	YTD Actual \$	Commitments \$	YTD Actual + Commitments \$	YTD Original Budget \$	Variance \$	Full Year Original Budget \$	Completion %
Income								
Operating Revenue								
Net Rates & Utility Charges		(27,784)	-	(27,784)	(7,548)	(20,236)	75,565,702	(0.0%)
Fees & Charges		13,515	-	13,515	10,175	3,340	122,100	11.1%
Interest Received		258,621	-	258,621	264,233	(5,612)	3,170,800	8.2%
Sales of Contract & Recoverable Works		9,702	-	9,702	7,500	2,202	90,000	10.8%
Operating Grants, Subsidies & Contributions		37,885	-	37,885	9,872	28,013	7,630,078	0.5%
Other Recurrent Revenue		1,472	-	1,472	8,333	(6,862)	100,000	1.5%
		293,411	-	293,411	292,566	845	86,678,680	0.3%
Expenses								
Operating Expenses								
Employee Expenses	1	299,698	-	299,698	111,402	188,296	10,547,319	2.8%
Materials & Services	2	5,146,640	1,055,323	6,201,963	4,483,894	1,718,069	14,814,364	41.9%
Finance Costs		14,021	-	14,021	17,500	(3,479)	484,789	2.9%
Depreciation and Amortisation		147,005	-	147,005	147,005	-	1,764,060	8.3%
Corporate Overheads & Competitive Neutrality Costs		(1,481,528)	-	(1,481,528)	(1,481,528)	-	(17,778,337)	8.3%
		4,125,835	1,055,323	5,181,158	3,278,273	1,902,886	9,832,194	52.7%
Operating Position Before Capital Items								
		(3,832,424)	(1,055,323)	(4,887,747)	(2,985,707)	(1,902,041)	76,846,486	(6.4%)
Capital Revenue								
		-	-	-	-	-	-	0.0%
Net Result Attributable to Council in Period								
		(3,832,424)	(1,055,323)	(4,887,747)	(2,985,707)	(1,902,041)	76,846,486	(6.4%)
Total Comprehensive Income								
		(3,832,424)	(1,055,323)	(4,887,747)	(2,985,707)	(1,902,041)	76,846,486	(6.4%)

- 
- 1. Employee Expenses** for the financial year are unfavourable compared to YTD budget by \$188,296 due to Corporate Employee expenses which are consolidated for the whole of Council in this Directorate. Excluding Corporate Employee expenses, the position would be \$61,852 unfavourable. This unfavourable variance is predominately due to higher than budgeted annual leave taken and the budgeted 11% vacancy rate, partially offset by a reduction in long service leave accrued.
 - 2. Materials & Services** for the financial year to date are \$1,718,069 unfavourable with \$5,146,640 in actual expenditure and \$1,055,323 in commitments against the YTD budget of \$4,483,894. Excluding commitments YTD expenditure would be \$662,746 above YTD budget predominantly due to the accrual of sundry creditors in this Directorate. Large commitments to note are \$335K of IT expenses associated with the Digital Strategy and \$264K for computer hardware / software licence expenses.

ISAAC REGIONAL COUNCIL Statement of Comprehensive Income For the Period Ended 31 July 2025								
Engineering & Infrastructure Services								
	Notes	YTD Actual	Commitments	YTD Actual + Commitments	YTD Original Budget	Variance	Full Year Original Budget	Completion
		\$	\$	\$	\$	\$	\$	%
Income								
Operating Revenue								
Fees & Charges		29,994	-	29,994	22,917	7,078	345,000	8.7%
Rental Income		157,980	-	157,980	146,295	11,685	1,755,545	9.0%
Sales of Contract & Recoverable Works		(0)	-	(0)	1,177	(1,177)	6,491,465	(0.0%)
Operating Grants, Subsidies & Contributions		347,046	-	347,046	288,700	58,346	5,552,450	6.3%
		535,020	-	535,020	459,089	75,931	14,144,460	3.8%
Expenses								
Operating Expenses								
Employee Expenses	1	1,353,961	-	1,353,961	1,489,227	(135,266)	16,953,554	8.0%
Materials & Services	2	487,804	7,309,870	7,797,673	619,048	7,178,625	16,029,483	48.6%
Depreciation and Amortisation		1,469,609	-	1,469,609	1,469,609	-	17,635,309	8.3%
Corporate Overheads & Competitive Neutrality Costs		1,041,544	-	1,041,544	1,041,544	-	12,498,530	8.3%
		4,352,918	7,309,870	11,662,787	4,619,428	7,043,359	63,116,876	18.5%
Operating Position Before Capital Items		(3,817,897)	(7,309,870)	(11,127,767)	(4,160,339)	(6,967,428)	(48,972,416)	22.7%
Capital Revenue								
Capital Revenue	3	534,996	-	534,996	-	534,996	17,590,672	3.0%
Proceeds from Sale of Land & PPE		-	-	-	-	-	800,000	0.0%
		534,996	-	534,996	-	534,996	18,390,672	2.9%
Net Result Attributable to Council in Period		(3,282,901)	(7,309,870)	(10,592,771)	(4,160,339)	(6,432,432)	(30,581,744)	34.6%
Total Comprehensive Income		(3,282,901)	(7,309,870)	(10,592,771)	(4,160,339)	(6,432,432)	(30,581,744)	34.6%

- 
1. **Employee Expenses** are favourable compared to the adopted budget by \$135,266. This favourable variance is predominantly due to employee vacancies, some of which are currently being backfilled through Agency Temp Staff (current actuals \$22K and commitments of \$57K).
 2. **Materials & Services** for the financial year to date are \$7,178,625 unfavourable with \$487,804 of actual expenditure and \$7,309,870 in commitments against YTD budget of \$619,048. This unfavourable variance is due to the inclusion of commitments which relate to future reporting periods. Excluding commitments YTD expenditure would be approximately \$131,244 below YTD budget. Large commitments of note are \$3.6M Galilee and Bowen Basin recoverable works and \$1.3M for RMPC works.
 3. **Capital Revenue** for the year to date is \$534,996 which is favourable to YTD budget by \$534,996. This favourable variance is due to a developer contribution payment received for infrastructure charges.

ISAAC REGIONAL COUNCIL Statement of Comprehensive Income For the Period Ended 31 July 2025								
Planning, Environment & Community Service								
	Notes	YTD Actual	Commitments	YTD Actual + Commitments	YTD Original Budget	Variance	Full Year Original Budget	Completion
		\$	\$	\$	\$	\$	\$	%
Income								
Operating Revenue								
Fees & Charges		268,488	-	268,488	227,175	41,313	2,726,100	9.8%
Rental Income		29,241	-	29,241	18,917	10,325	227,000	12.9%
Operating Grants, Subsidies & Contributions		-	-	-	89,518	(89,518)	1,160,096	0.0%
Other Recurrent Revenue		49	-	49	3,583	(3,535)	43,000	0.1%
		297,778	-	297,778	339,193	(41,415)	4,156,196	7.2%
Expenses								
Operating Expenses								
Employee Expenses		1,173,817	-	1,173,817	1,129,249	44,568	12,888,896	9.1%
Materials & Services	1	455,126	1,657,117	2,112,244	590,107	1,522,137	9,888,795	21.4%
Finance Costs		31,563	-	31,563	-	31,563	719,812	4.4%
Depreciation and Amortisation		251,216	-	251,216	251,216	-	3,014,592	8.3%
Corporate Overheads & Competitive Neutrality Costs		274,852	-	274,852	274,852	-	3,298,219	8.3%
		2,186,574	1,657,117	3,843,692	2,245,424	1,598,268	29,810,314	12.9%
Operating Position Before Capital Items		(1,888,797)	(1,657,117)	(3,545,914)	(1,906,231)	(1,639,683)	(25,654,118)	13.8%
Capital Revenue								
Capital Revenue		231,111	-	231,111	231,000	111	13,400,000	1.7%
		231,111	-	231,111	231,000	111	13,400,000	1.7%
Net Result Attributable to Council in Period		(1,657,686)	(1,657,117)	(3,314,803)	(1,675,231)	(1,639,572)	(12,254,118)	27.1%
Total Comprehensive Income		(1,657,686)	(1,657,117)	(3,314,803)	(1,675,231)	(1,639,572)	(12,254,118)	27.1%

1. Materials & Services for the financial year to date are \$1,522,137 unfavourable with \$455,126 of actual expenditure and \$1,657,117 in commitments against YTD budget of \$590,107. This unfavourable variance is due to the inclusion of commitments which relate to future reporting periods. Excluding commitments YTD expenditure would be approximately \$134,981 below YTD budget. Large commitments of note are \$406K Legal Fees and \$264K for Consultancy.

ISAAC REGIONAL COUNCIL
Statement of Comprehensive Income
For the Period Ended 31 July 2025

Water & Waste

	Notes	YTD Actual \$	Commitments \$	YTD Actual + Commitments \$	YTD Original Budget \$	Variance \$	Full Year Original Budget \$	Completion %
Income								
Operating Revenue								
Net Rates & Utility Charges		(202)	-	(202)	(11,879)	11,677	35,064,540	(0.0%)
Fees & Charges		41,240	-	41,240	50,633	(9,394)	1,182,200	3.5%
Rental Income		9,521	-	9,521	9,232	289	110,782	8.6%
Interest Received		16,820	-	16,820	18,446	(1,626)	221,350	7.6%
Operating Grants, Subsidies & Contributions		-	-	-	-	-	559,730	0.0%
Other Recurrent Revenue		384,228	-	384,228	409,727	(25,499)	13,316,673	2.9%
		451,606	-	451,606	476,159	(24,553)	50,455,275	0.9%
Expenses								
Operating Expenses								
Employee Expenses		757,035	-	757,035	754,752	2,283	8,652,238	8.7%
Materials & Services	1	489,696	4,492,028	4,981,724	648,041	4,333,683	21,371,760	23.3%
Finance Costs		1,965	-	1,965	-	1,965	45,258	4.3%
Depreciation and Amortisation		952,821	-	952,821	952,821	-	11,433,856	8.3%
Corporate Overheads & Competitive Neutrality Costs		580,583	-	580,583	580,583	-	6,966,991	8.3%
		2,782,100	4,492,028	7,274,129	2,936,197	4,337,932	48,470,103	15.0%
Operating Position Before Capital Items		(2,330,495)	(4,492,028)	(6,822,523)	(2,460,038)	(4,362,485)	1,985,172	(343.7%)
Capital Revenue								
Capital Revenue	2	371,784	-	371,784	-	371,784	245,786	151.3%
		371,784	-	371,784	-	371,784	245,786	151.3%
Net Result Attributable to Council in Period		(1,958,711)	(4,492,028)	(6,450,739)	(2,460,038)	(3,990,701)	2,230,958	(289.1%)
Total Comprehensive Income		(1,958,711)	(4,492,028)	(6,450,739)	(2,460,038)	(3,990,701)	2,230,958	(289.1%)

- 
1. **Materials & Services** for the financial year to date are \$4,333,683 unfavourable, with \$489,696 in actual expenditure and \$4,492,028 in commitments against YTD budget of \$648,041. The unfavourable variance is due to the inclusion of commitments which relate to future reporting periods. Excluding commitments YTD expenditure would be approximately \$158,345 below YTD budget primarily due to timing of invoicing for the waste levy. Large commitments of note are \$2.5M Water purchases and \$334K for Agency Temp Staff.
 2. **Capital Revenue** for the year to date is \$371,784 which is favourable to YTD budget by \$371,784. This favourable variance is due to a developer contribution payment received for infrastructure charges.

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Warren Clough

AUTHOR POSITION

Senior Safety and Resilience Partner

9.2

SAFETY AND RESILIENCE UPDATE

EXECUTIVE SUMMARY

This report is provided as an update to Council on the current status of Health, Safety and Wellbeing Management System (HSWMS).

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

- 1. Notes the Safety and Resilience report provided on the current status of Health, Safety and Wellbeing Management System.***

Resolution No.: CGFS1003

Moved: Cr Vern Russell

Seconded: Cr Terry O'Neill

That the Committee recommends that Council:

- 1. Notes the Safety and Resilience report provided on the current status of Health, Safety and Wellbeing Management System.**

Carried

BACKGROUND

Review of safety statistics to monitor the effectiveness of Health, Safety and Wellbeing (HSW) Management System and identify incident trends, discuss relevant Health, Safety and Wellbeing issues, referring to statistics in the attached report.

The main focus for the month has been:

- S&R Partners completed Safety and Risk Audits, at the Moranbah Depot which included the stores, workshop, parks, roads and facilities workshop. The animal management centre along with the Moranbah water and wastewater treatment plants were also completed during the month.
- Fire mitigation activities underway across the region.

IMPLICATIONS

That the system is monitored to ensure compliance and continuous improvement of the Health, Safety and Wellbeing Management System. To ensure that recommendations from the Local Government Workcare (LGW) audit are implemented to support continuous improvement of the HSWMS.

CONSULTATION

- Executive Leadership Team
- HSW Operational and Strategic Safety Committee (bi-monthly)
- Joint Consultative Committee (as required)
- Safety and Resilience Team

BASIS FOR RECOMMENDATION

The updated attachments include the normal monthly update.

ACTION ACCOUNTABILITY

- Senior Safety and Resilience Partner
- Senior Wellbeing and Resilience Partner
- Senior Disaster and Emergency and Resilience Partner

KEY MESSAGES

Positive progression of the Safety Improvement, strategic objectives and updated KPI's amendments.

Report prepared by:

WARREN CLOUGH
Senior Safety and Resilience Partner

Date: 31 July 2025

Report authorised by:

DARREN FETTEL
Director Corporate, Governance and Financial Services

Date: 4 August 2025

ATTACHMENTS

- Attachment 1 – Safety and Resilience Monthly Report July 2025

REFERENCE DOCUMENT

- Nil

SAFETY AND RESILIENCE MONTHLY REPORT

DATE	31 July 2025
TO	August 2025, Ordinary Council meeting
FROM	Senior Safety and Resilience Partners

1. SUMMARY

S&R Partners completed Safety and Risk Audits, at the Moranbah Depot which included the stores, workshop, parks, roads and facilities workshop. The animal management center along with the Moranbah water and wastewater treatment plants were also completed during the month.

The team created an audit schedule along with meeting invites for our external MRO audit, that commences on the 18th of August.

S&R Partner along with Wellbeing and Resilience Support Partner attended the LGAQ safety conference.

Fire mitigation activities underway across the region.

Review and renewal of first aid kits across the region continues.

Explanatory Note:

The green section lists the objective and the target measure. **OBJECTIVE** – what we plan to achieve.

The blue aligns with the due diligence index elements (DDI-S) standard.

TARGET – how we are going to measure and track the achievement of the objective, this will not always be strict numbers for data trending and may only captured as an annual achievement

2. BEST PRACTICE SYSTEM

Know about safety matters, monitoring and continuously improving our systems, aiming for best practice documentation.

OBJECTIVE: To review all policies, procedures, and work instructions biannually or on a risk basis.

TARGET: 100% of documents reviewed within required time limits.

STATUS: Ongoing document review continuing, with focus on staff engagement and consultation.

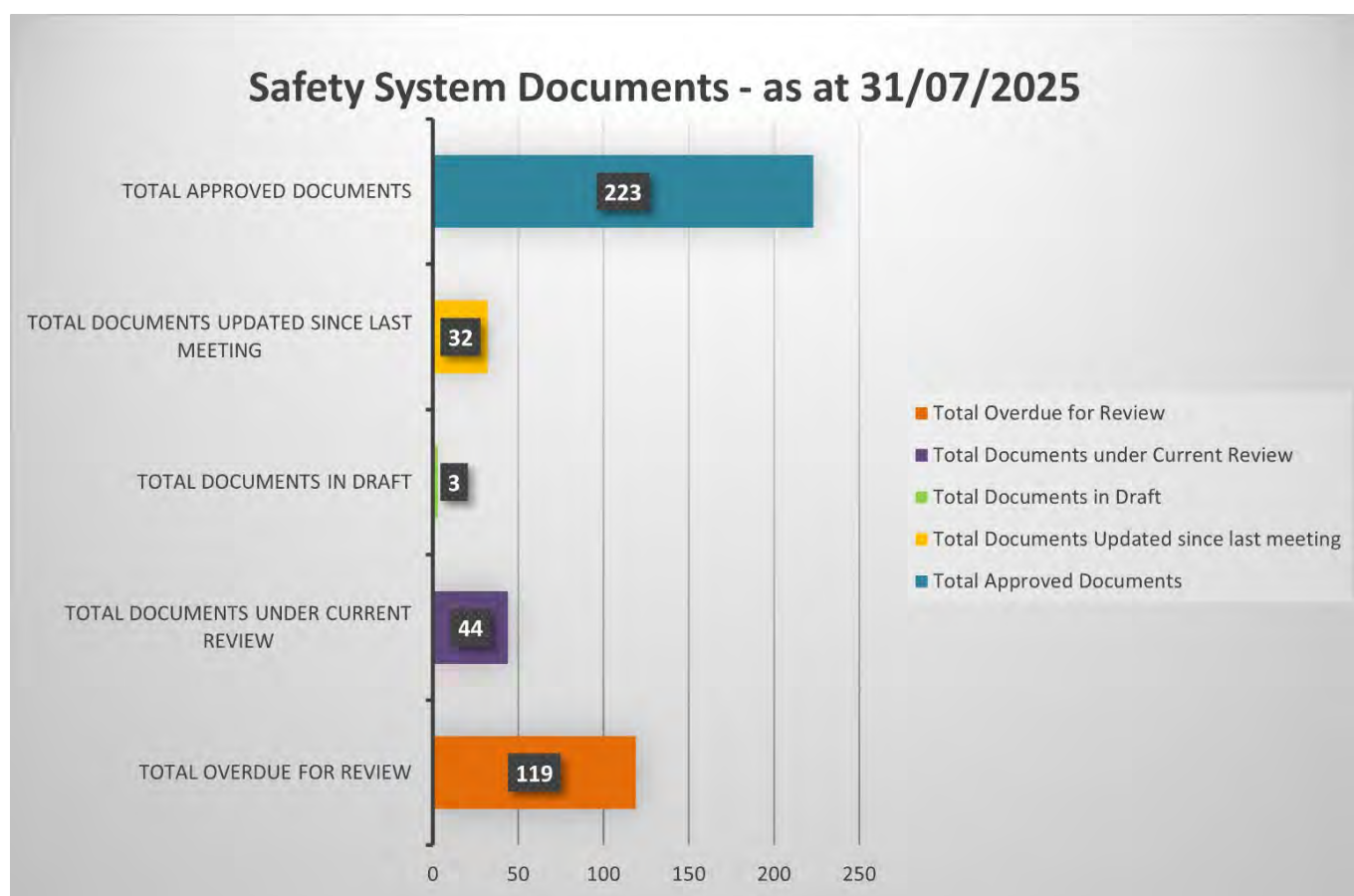
- Review all Policies, Procedures and work instructions biennially to maintain compliance against current legislative requirements.
- Policy reviewed as required by CEO. To ensure effective procedures and ensuring they comply with legislation. That there is a master document register to track updating
- 100% documents reviewed within timeframes

**BEST PRACTICE
SYSTEM**



SAFETY AND RESILIENCE MONTHLY REPORT

Document Type	223 Approved	119 Overdue	44 Reviewing	3 Draft	32 Updated
Checklists	5	8	1		1
Process / Flowcharts	17	10	6		2
Forms	57	23	11		7
Guidelines	43	42	14	1	4
Miscellaneous	2	2	1	1	
Plans	9	4	1		
Policies	3	0	4		
Procedures	18	8	5		8
SWMS	8	1	0		1
Templates	17	5	0		
Terms of Reference	2	1	1		1
Work Instructions	42	15	0	1	8



2.1 LEGISLATIVE OR OTHER CHANGES

Nil updates.

*It is noted that all documents remain in place until reviewed and are updated as required. Documents have been reviewed and updated as legislation/regulation or processes change rather than waiting for schedules review times.

SAFETY AND RESILIENCE MONTHLY REPORT

3. OBJECTIVES AND TARGETS

This is how we ensure due diligence to compliance with obligations.

OBJECTIVE: To establish annual LPIs to support the policy and maintain the HSW improvement plan.

TARGET: Complete quarterly review of the HSW improvement plan. Set LPIs and monitor.

STATUS: LPIs are being actively monitored refer to section 8 of this report for current compliance with LPIs.

- Establish annual KPI's which align to the policy to ensure leaders are meeting the objectives and targets
- Ensure that the objectives are embedded into Corporate documents.
- Updating the improvement plan and reporting
- Ensuring implementation of the improvements
- Completion of Quarterly review and reporting against WHS improvement plan.
- Annual setting and review of KPI's

ESTABLISHING OBJECTIVES AND TARGETS



4. EFFECTIVE RISK MANAGEMENT

Monitor hazards, risks, and incidents and ensure they are managed promptly.

4.1 HAZARD HUNTER

OBJECTIVE: to ensure risk management activities completed by identifying hazards.

TARGET: Number of hazards reported and rectified.

STATUS: 15 hazards were identified for 01/07/25 - 31/07/25, and 6 have been fully managed and closed.

There has been an increase in reporting of hazards since the last report.

7 – Draft

2 – Approved

6 – Closed

0 – Complete

7 remain still at draft stage with no action taken within Lucidity, 2 have been approved with actions assigned, 6 closed out with actions assigned and completed.

- To ensure that risk management activities are undertaken to support our systems, investigate incident, hazard hunter program, development of Work Instruction, maintenance of risk assessments and registers

- #incident open after 30 days
- record the # hazards per month
- Site based risk assessments to be established and revised biennially."

EFFECTIVE RISK MANAGEMENT



4.2 EVENT REVIEW

OBJECTIVE: Risk management activities to support our systems and investigate accidents promptly.

TARGET: ZERO events in DRAFT after 7 Days (as EOM).

STATUS: 39 events are still sitting at draft stage requiring attention. The Safety and Resilience teams continuous review of all "Draft" items has not revealed any high-risk items.

The concerted effort by the team in conducting a review of historical data along with following up responsible managers has resulted in an improvement in our total events in draft compared to the last monthly reports of 68 in June and 136 in May.

SAFETY AND RESILIENCE MONTHLY REPORT

4.3 EVENTS RECORDED DURING JULY

There have been **67** events recorded during the month to **31 July**, of these:

- **15** events within draft waiting for action from the manager responsible
- **11** at approved stage with actions assigned.
- **35** closed out with actions assigned, then completed and event finalised.
- **6** events at complete stage with actions closed out waiting for final review and closeout.

The table below doesn't capture opportunities for improvement, hence a total of 65.

Event by Type	Hazard	Injury	Plant	Property	Security Threats	Near Miss	Theft	Incident report	Non-conformance
E&I	4							25	1
PECS	7			1				4	
CGFS	1							2	
OCEO									
W&W	3			3				11	3

4.4 EMERGENCY MANAGEMENT COMMITTEE

No meeting was held during this period; however, this is something being considered following review and update of the Emergency and Business Continuity Management Plan at ELT 15 July 2025.

4.5 CONTRACTOR MANAGEMENT

OBJECTIVE: Evaluation of contractor and project management documentation and processes.

TARGET: report on # approved contractors and highlight where nonconformance issues arise.

STATUS: APPROVED contractor companies

There has been a reduction the amount of approved contractors during the month, a review of Lucidity highlights the cause of this being a combination of expired Workcover, Public & Product Liability Insurance.

There has been no evidence of non-conformance during July. Automated emails to those contractors whose documentation was expiring is sent on multiple occasions prior to the expiry date.

SAFETY AND RESILIENCE MONTHLY REPORT



5. IMPROVING WORKER CONSULTATION

This is how we seek to understand the nature of operations by engaging with the workforce.

5.1 HEALTH, SAFETY, AND WELLBEING COMMITTEES

There was no HSW meeting held during the month of July

OBJECTIVE: Completed schedules of meetings.

TARGET: 100% of meetings completed against a target at the end of the year.

STATUS: The meeting schedule specifically attendance at the HSW strategic committee is being monitored for Tier 1 compliance for ELT

No HSW strategic meeting was held during this reporting period.

- Schedule for toolbox and WHS Committees. To ensure effective communication and consultation with worker.
- Continue to develop and evaluate the check in chat as another tool for communicating

• 95% of meetings against schedule completed

IMPROVING WORKER CONSULTATION



6. WELLBEING & CAPACITY TO WORK

Ensuring we understand, resource, and monitor employee's health and wellbeing at work.

6.1 VACCINATIONS

We continue to monitor the vaccination register to ensure all workers who are required to have vaccination as part of their employment are reminded and scheduled to receive vaccination.

- 0 Workers contacted to undergo work related vaccinations
- 11 In progress
- 7 Have not actioned/overdue

- To develop a strategy that supports staff in maintain physical and mental health.
- To ensure that we are able to retain staff through appropriate programs that deal with the worker holistically.
- Establish wellbeing programs through committees
- To provide early intervention and numbers of workers support engagement

• # check in chats
• # staff engaged in worker support program

WELLBEING AND CAPACITY TO WORK



SAFETY AND RESILIENCE MONTHLY REPORT

6.2 DRUG & ALCOHOL TESTING

The Safety & Resilience Partners conducted no onsite D&A testing during the month; however, the Senior S&R partner undertook ongoing follow up testing of a worker as part of a worker support program.

- 6 tests were conducted as part of the follow up.

6.3 WORKERS' COMPENSATION AND REHABILITATION

The Wellbeing and Resilience Partners actively monitor all work and non-work-related injuries and illnesses. Ongoing support is provided to staff rehabilitation cases.

- 9 active (accepted) workers compensation cases.
- 17 non-work-related cases.
- 1 pending workers compensation case awaiting a response from LGW.

6.4 FLUORIDE TESTING

All workers exposed to fluoride in the workplace have been contacted for annual fluoride testing. Below are the current outcomes. The W&R Team will continue to follow up with workers until all fluoride limits have been successfully monitored.

- 0 workers overdue for fluoride testing
- 0 awaiting pathology results

All other workers within acceptable fluoride limits.

7. AUDIT/ INSPECTIONS

Conducting audits and inspections ensures we comply with our compliance requirements and verify the council's activities.

OBJECTIVE: Develop an audit schedule considering the risks of individual sites.

TARGET: 100% of audits completed against the plan.

STATUS: 8 WHS &/OR Environmental Audits completed against the plan.

S&R Partners completed audits at the Moranbah Depot which included stores, workshop, parks, roads and facilities workshop. The animal management center along with the Moranbah water and wastewater treatment plants were also completed during the month

There was no major safety risks identified within the above audits, with general housekeeping being the main point of concern.

- Develop an audit and inspection schedule which includes sites audits, system audits and procedural audits.
- To ensure our systems are effectively implemented and understood at site levels.

- 100% of audits completed against schedule
- target for audits to be above 85%

**MAINTAIN AUDITS
AND
INSPECTIONS**



SAFETY AND RESILIENCE MONTHLY REPORT

8. CONTINUOUS IMPROVEMENT

This is the ongoing verification of due diligence activities.

Expired actions from Event Management and Forms modules, as well as the number of actions overdue >30 days. A focus on training and email reminders will continue.

OBJECTIVE: Ensure identified corrective actions followed to completion.

TARGET: 0 actions greater than >30 days overdue

STATUS: STATUS -Total 55 overdue open actions as of 31 July 2025, with 21 of these being overdue >30 days.

- There are currently 55 overdue open actions as of the end of 31 July 2025.
- Of these 55 overdue open actions, 21 are overdue by greater than 30 days, down from 25 in June.
- The Safety and Resilience teams' continuous review of assigned actions has not revealed any high-risk items, requiring immediate attention.
- There has been an increase in the number of overdue actions since the last report. We send a reminder email prior to the end of month reporting, along with conducting a review of Lucidity and emailing those who have overdue actions.

- Ensure that any identified corrective actions from incidents, hazards, audits have been entered and followed through to completion
- Ensuring that actions raised are followed through to completion.
- Establish Change Management processes
- Ensuring that change is effectively consulted and managed to gain the greatest benefit.
- # corrective actions completed and open at EOM

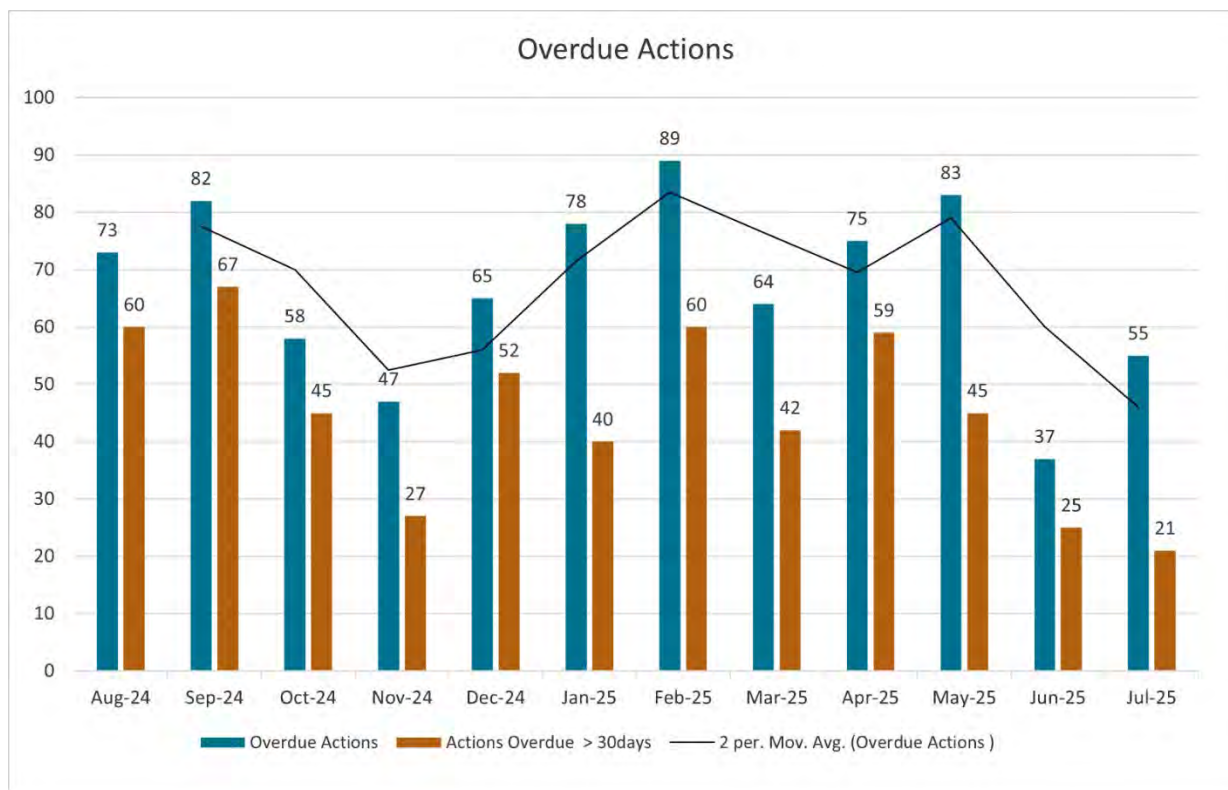
**CONTINUOUS
IMPROVEMENT**



Expired Actions by directorate and type:

Action by Type:	Audits and inspections	Hazards	Incidents	Regulatory Notification	Meetings	Report Only	Improvement opportunity
E&I	2	1	7				
PECS	7	12	1				
CGFS	1						
OCEO							
W&W	4	3	1	1	15		

SAFETY AND RESILIENCE MONTHLY REPORT



9. EMPOWERING AND SUPPORTING LEADERSHIP

This is further verification to ensure that resourcing, monitoring, and compliance activities completed and recorded.

OBJECTIVE: Establish LPIs for individual managers.

The monthly report will capture tier 3 LPIs, with the annual report capturing the Tier 1 and Tier 2 achievements against objective. Monitored monthly by ELT.

TIER 3 LPIs – ELT & SLT Members

Each month, every ELT and SLT member must complete two of the below LPIs.

The Safety and Resilience team have been collaborating and reviewing the current way in which we report LPIs and who are required to complete these. Once relevant documentation has been updated, this will be communicated to staff.

- Continuing turnover, vacancies are noted as contributing factors for a drop in LPIs being completed.
- It is acknowledged that communication and engagement with SLT has yet to occur.
- It was planned to review our existing ELT and SLT membership, however with competing demands of the team and leave, this hasn't occurred. This will allow us to reset the way we capture and report on the number of LPIs that have been completed against those who are required to complete them. This should also allow us to update the graph to better reflect compliance.

- Providing leaders with knowledge and tools to effectively manage the wellbeing and risk resilience of our workers
- Support supervisors in cultural leadership

• # 95% manager attendance at Safety leadership training

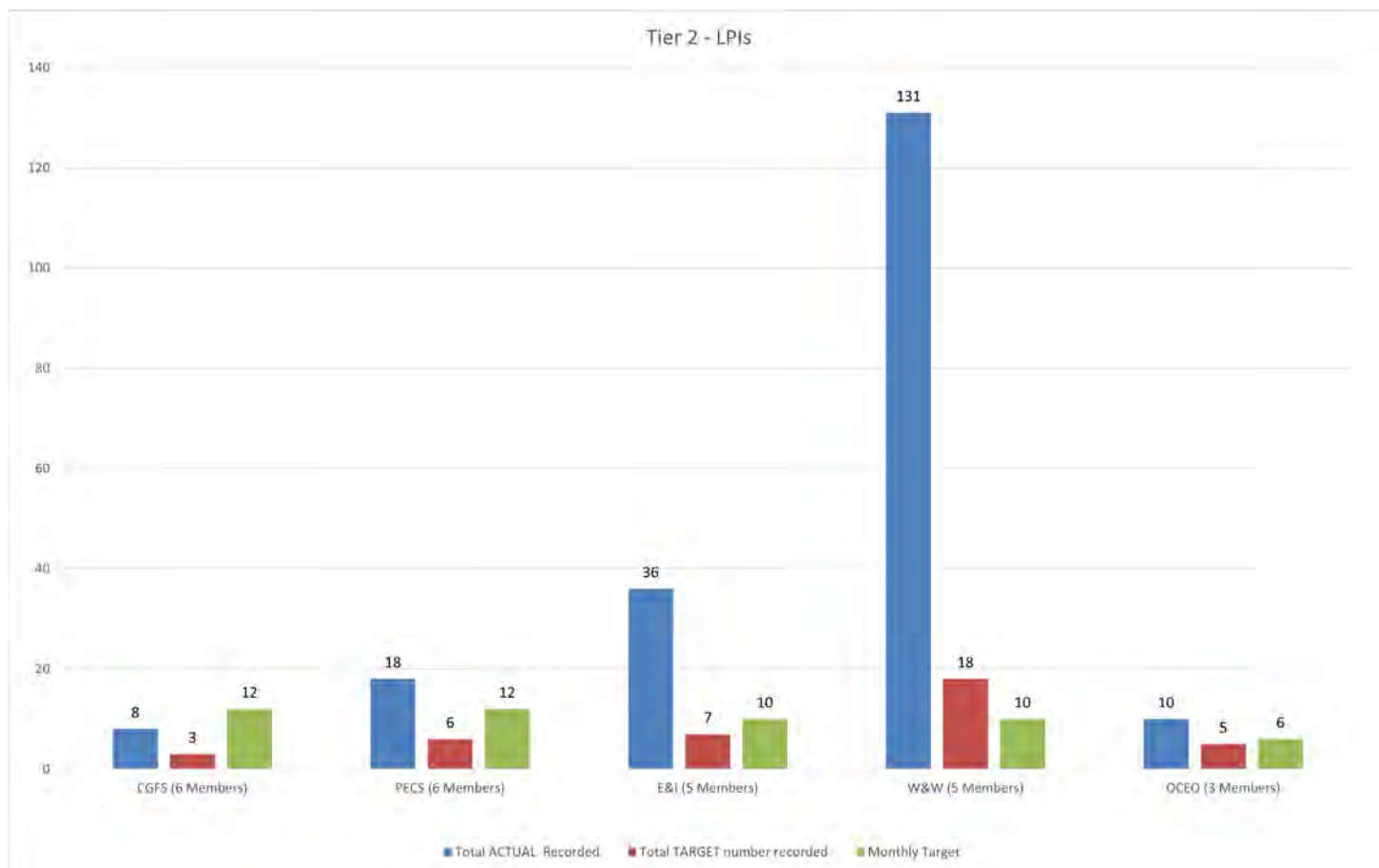
**EMPOWERING
AND
SUPPORTING
LEADERSHIP**



SAFETY AND RESILIENCE MONTHLY REPORT

TIER 3 LEAD PERFORMANCE INDICATORS ELT, SLT and OLT members - 2 per month - 24 per year

Lead a Team Talk with your team	Lead a Prestart Talk with your team	Conduct and record a Safety Chat	Provide feedback on HSW procedure or policy	Conduct and record a Post Project Supplier Evaluation form	Conduct and record a Project Monitoring Inspection form	Conduct and record a Site Hazard Inspection	Conduct and record a Wellness Chat	Conduct a coaching session	Conduct a Leadership Activities Report



MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Maria Borg

AUTHOR POSITION

Senior Disaster and Emergency Resilience Partner

9.3 POLICY UPDATE – DISASTER AND EMERGENCY MANAGEMENT

EXECUTIVE SUMMARY

This report is to present an updated Disaster and Emergency Management policy for consideration.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

- Adopts the updated Disaster and Emergency Management Policy (CORP-POL-036).*

Resolution No.: CGFS1004

Moved: Cr Jane Pickels

Seconded: Cr Terry O'Neill

That the Committee recommends that Council:

- Adopts the updated Disaster and Emergency Management Policy (CORP-POL-036).**

Carried

BACKGROUND

The Disaster and Emergency Management Policy was scheduled for review, having last been endorsed by Council in 2022.

Following the review, no amendments were deemed necessary, apart from updating the Department name to reflect its new title: Safety and Resilience.

The Executive Leadership Team reviewed and endorsed this update at its meeting held on 15 July 2025.

IMPLICATIONS

Ensure that Council's Policies are up to date, meet best practice principles and forms the basis of sound decision making in the future.

CONSULTATION

- Executive Leadership Team
- Safety and Resilience Team
- Health, Safety and Wellbeing Committees

BASIS FOR RECOMMENDATION

Ensuring the policies are updated and align with Corporate Policy Framework and values of continuous improvement.

ACTION ACCOUNTABILITY

Manager Safety and Resilience to liaise with the Manager Governance and Corporate Services to ensure the Policy is updated on Council's intranet and website.

Safety and Resilience to arrange the Disaster and Emergency Management Policy Statement for signing by the Chief Executive Officer pending endorsement by Council and other stakeholders.

KEY MESSAGES

The policy provides a guide to best practice activities in Council operations.

Demonstrates Council's commitment to continuous improvement and transparency.

Report prepared by: MARIA BORG Senior Disaster and Emergency Resilience Partner Date: 31 July 2025	Report authorised by: DARREN FETTEL Director Corporate, Governance and Financial Services Date: 4 August 2025

ATTACHMENTS

- Attachment 1 - Disaster and Emergency Management Policy (CORP-POL-036)
- Attachment 2 – Disaster and Emergency Management Policy Statement

REFERENCE DOCUMENT

- Nil

POLICY



DISASTER AND EMERGENCY MANAGEMENT

APPROVALS

POLICY NUMBER	ADM-POL-036	DOC.ID	36433 1
CATEGORY	Administrative		
POLICY OWNER	Manager ~~Organisational Safety~~ <u>Safety and Resilience</u>		
APPROVAL DATE	20 November 2018	RESOLUTION NUMBER	5723

Doc Number: ADM-POL-036
Date Effective: 20/11/2018
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Document Owner: Organisational Safety
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ISAAC REGIONAL COUNCIL ABN 39 274 142 600

POLICY



OBJECTIVE

Isaac Regional Council (IRC) is dedicated to fulfilling its duty of care by implementing effective disaster and emergency management strategies, as mandated by relevant Acts and Regulations. These operations are designed to minimise the potential adverse effects of events, prioritising the safety of the community and workers by preventing situations that could lead to injury or harm during operations. Isaac Regional Council (IRC) has a duty of care under the relevant Act(s) and Regulations to mitigate the potential adverse effects of an event, through effective disaster and emergency management operations; ensuring where possible, that the community and its workers are not placed in a position that may cause injury or harm during operations.

SCOPE

This policy applies to all Council employees, contractors, volunteers and visitors to the workplace.

The Policy will address commitment, responsibilities, resourcing, implementation and improvement of the council disaster and emergency management systems.

DEFINITIONS

TERM / ACRONYM	MEANING
IRC	Isaac Regional Council.
DISASTER	A disaster is a serious disruption in a community, caused by the impact of an event that requires a significant coordinated response by the State and other entities to help the community recover from the disruption.
EMERGENCY	An emergency is a situation that poses an immediate risk to health, life, property, or environment.
EVENT	An event may be natural or caused by human acts or omissions.
IRC	Isaac Regional Council.

POLICY STATEMENT

Isaac Regional Council is committed to enhancing community safety and resilience through strict adherence to the *Disaster Management Act 2003*, *Work Health and Safety Act 2011*, and other relevant legislation. By effectively applying these regulations, the Council aims to protect people, property, and the environment from the impacts of disasters. IRC will empower local communities by providing support and resources to manage disaster risks effectively, while also developing comprehensive strategies and plans

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POLICY



for prevention, preparedness, response, and recovery from emergency situations. Isaac Regional Council will through effective application and compliance to the *Disaster Management Act 2003 & Regulations 2014*; the *Building Fire Safety Regulations 2008*, *Work Health and Safety Act 2011 & Regulations 2011* any other applicable legislation and standards; strive to safeguard people, property and the environment from disaster or emergency impacts. IRC will empower and support local communities to manage disaster risks, respond to events and be more resilient. IRC will develop effective strategies and plans to prepare, respond and recover from emergency and/or disaster situations.

STRATEGIES

To ensure effective disaster and emergency management systems IRC will:

- Ensure disaster and emergency operation capabilities are responsive and effective.

POLICY

- Resource and train our staff to ensure effective response to disaster and emergency situations.
- Effectively collaborate and share responsibilities for disaster management across all levels of government, industry and communities.
- Effectively communicate to engage all stakeholders in disaster management.
- Incorporate ~~risk-based~~ risk-based planning into disaster and emergency management decision making.
- Maintain fire installations and other equipment and infrastructure to support effective disaster and emergency management operations.
- Continuously improve disaster and emergency management through effective analysis and implementation of lessons learned.

LEGISLATIONS AND RELATED GUIDELINES

- [Disaster Management Act 2003](#)
- [Disaster Management Regulation 2014](#)
- [State Emergency Services Act 2024](#)
- [Work Health and Safety Act 2011](#)
- [Fire Services Act 1990](#) ~~Fire and Rescue Service Act 1990~~
- [Building Fire Safety Regulation 2008](#)
- [Disaster Management Act 2003](#)
- [Disaster Management Regulation 2014](#)

REFERENCES

TYPE	DOCUMENT ID/NAME
PROCEDURE PLANS	Emergency and Business Continuity Plan [CORP-PLN-021]
	Response Management Plan
	Local Disaster Management Plan [CORP-PLN-081]

Commented [MC1]: Are these procedures or plans?

DISASTER AND EMERGENCY MANAGEMENT POLICY STATEMENT

Isaac Regional Council is committed to enhancing community safety and resilience through strict adherence to the *Disaster Management Act 2003*, *Work Health and Safety Act 2011*, and other relevant legislation. By effectively applying these regulations, the Council aims to protect people, property, and the environment from the impacts of disasters. IRC will empower local communities by providing support and resources to manage disaster risks effectively, while also developing comprehensive strategies and plans for preparedness, response, and recovery from emergency situations.

To ensure effective disaster and emergency management systems IRC will:

- ✓ Ensure disaster and emergency operation capabilities are responsive and effective.
- ✓ Resource and train our staff to ensure effective response to disaster and emergency situations.
- ✓ Effectively collaborate and share responsibilities for disaster management across all levels of government, industry and communities.
- ✓ Effectively communicate to engage all stakeholders in disaster management.
- ✓ Incorporate risk-based planning into disaster and emergency management decision making.
- ✓ Maintain fire installations and other equipment and infrastructure to support effective disaster and emergency management operations.
- ✓ Continuously improve disaster and emergency management through effective analysis and implementation of lessons learned.

This policy is communicated and understood within the organisation, is published and available to interested parties and will be reviewed at least annually for continued suitability, compliance and relevance.

CALE DENDLE

Chief Executive Officer

Date Effective: XX/XX/XXXX

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Peta Eyschen

AUTHOR POSITION

Manager Governance and Corporate Services

9.4 ANNUAL OPERATIONAL PLAN 2024-2025 – FOURTH QUARTER REPORT

EXECUTIVE SUMMARY

This report provides a fourth and final quarter overview of Council's progress towards achieving the Annual Operational Plan 2024-2025 objectives. Council achieved 77% of its initiatives in the 2024-2025 financial year. Other than the 3 initiatives not proceeding, the remaining 22 are continuing into the new financial year.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

- 1. Receive and note the Fourth Quarter Performance Report on the 2024-2025 Annual Operational Plan, for the period ending 30 June 2025.**

Resolution No.: CGFS1005

Moved: Cr Jane Pickels

Seconded: Cr Vern Russell

That the Committee recommends that Council:

- 1. Receive and note the Fourth Quarter Performance Report on the 2024-2025 Annual Operational Plan, for the period ending 30 June 2025.**

Carried

Note:

A general discussion with Director providing verbal update on initiatives not completed for Corporate, Governance and Financial Services.

Discussion around intent for any initiatives not completed and not included in the 2025/26 AOP to be managed through business as usual and monitored through respective Standing Committees.

BACKGROUND

Section 174(1) of the *Local Government Regulation 2012* requires Council to prepare and adopt an Annual Operational Plan (**Operational Plan**) for each financial year. Council adopted the 2024-2025 Operational Plan at its meeting held 26 June 2024 (resolution number 8788).

The Operational Plan outlines programs, activities and targets that Council will deliver within the 2024-2025 financial year. These programs and activities are aligned to the priority areas in Council's Corporate Plan 2023-2028.

The attached Performance Report provides Council with the fourth and final quarter review of Council's implementation of the programs and activities outlined in the 2024-2025 Operational Plan. This Performance Report outlines Council's status as at 30 June 2025, incorporating factors such as staffing vacancies, resource availability, external conditions (e.g. material access and costs), and other unforeseen influences currently impacting operations.

Following its adoption, the Fourth Quarter Performance Report for the period ending 30 June 2025, will be made available on Council's website.

IMPLICATIONS

The Operational Plan and associated quarterly reporting is a legislative requirement pursuant to the *Local Government Act 2009* and *Local Government Regulation 2012*.

CONSULTATION

All Managers and Executive Leadership Team have been given the opportunity to provide feedback on progress updates of the Operational Plan.

BASIS FOR RECOMMENDATION

In accordance with section 174(3) of the *Local Government Regulation 2012*, Council must be presented with a written assessment of Council's progress towards implementing the Operational Plan on a quarterly basis.

ACTION ACCOUNTABILITY

Upon approval, the Manager Governance and Corporate Services will arrange for the Fourth Quarter Performance Report for the period ending 30 June 2025, to be published on Council's website.

KEY MESSAGES

Council is demonstrating transparency on how it is performing against the Operational Plan.

Report prepared by:

PETA EYSCHEN

Manager Governance and Corporate Services

Date: 31 July 2025

Report authorised by:

DARREN FETTEL

Director Corporate, Governance and Financial Services

Date: 4 August 2025

ATTACHMENTS

- 2024-2025 Annual Operational Plan Fourth Quarter Performance Report

REFERENCE DOCUMENT

- 2024-2025 Annual Operational Plan

2024-2025

helping to energise the world

Annual Operational Plan Performance Report

Isaac Regional Council

4th Quarter Performance Report
Period Ending 30 June 2025
Resolution Number XXXX

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ANNUAL OPERATIONAL PLAN PERFORMANCE REPORTING OVERVIEW

Council adopted its 2024-2025 Annual Operational Plan on 26 June 2024 (resolution number 8788). The Annual Operational Plan provides an activity and program-based plan on how and what Council will do during the financial year to respond to the priorities in Council’s and the Communities long term planning documents.

The Annual Operational Plan is structured against five priority areas and reflects the objectives of the Community Corporate Plan and Council’s long-term vision for the region:

- Communities,
- Economy,
- Infrastructure,
- Environment, and
- Governance.

The following provides an overview of council’s progress towards implementing the 2024-2025 Annual Operational Plan for the period ending 30 June 2025.

Each Program/Activity has been given a status on how each is progressing, identifying where targets are being met or highlighting where exceptions are occurring or expected in the new financial year. The following legend provides an overview on the actions and their status.

LEGEND	TOTAL ACTIONS
On Target	32
Monitor	4
Below Target	18
Not Proceeding	3
Completed	52
TOTAL	109

4TH QUARTER PERFORMANCE REPORT – APRIL TO JUNE 2025

AOP Reference	Corporate Plan Theme	Operational Plan Initiatives	Department	Directorate	4 th Quarter Commentary - As at June 2025	Measure Tracking to Date
AOP01	C1 Provide, operate and maintain venues and community facilities to deliver, safe, efficient and cost-effective services	Moranbah Community Centre Revitalisation	Council Operated Community Facilities	PECS	Construction of the Moranbah Community Centre completed, and centre opened for public bookings on 28 May 2025.	Completed
		Provide a modern and engaged library service, including program delivery	Community Hubs	PECS	This quarter saw strong community engagement through regular programming, school holiday activities, and outreach initiatives that support literacy, lifelong learning, and digital inclusion.	Completed
		Provide access to community facilities throughout the Isaac region, including centres and halls, that are safe, efficient and cost effective	Community Facilities	PECS	Community Facilities Department continues to maintain and make available community facilities.	Completed
		Provide access to well-maintained recreational facilities	Community Facilities / Economy & Prosperity / Parks & Recreation	PECS / E&I	TCD management agreement extended by 1-year option	On Target
		Continue to deliver capital and operational programs, renewal and compliance activities on our parks, open spaces, recreational facilities etc	Community Facilities / Economy & Prosperity / Parks & Recreation	PECS / E&I	Continued delivery Stage 1 of the Nebo Showgrounds Master Plan with construction to commence Q1 FY25/26. TCD Master Plan projects continue to be investigated for funding opportunities or works to extend assets end of life.	On Target
		MiWater system and Taggle enquiries investigated and responded to in a timely manner	Business Services	W&W	All MiWater and Taggle requests have been responded to within 7 days.	Completed
		Site-based management plan to comply with the environmental authority requirements across treatment plants	Operations Water & Wastewater	W&W	Final Drafts completed	Completed
		Operations and maintenance manuals for water and sewerage treatment plants	Operations Water & Wastewater	W&W	Final Drafts completed	Completed
		Water fund price path continuation	Business Services	W&W	Changes endorsed by Council in June 2025. Action progressing as planned.	On Target
AOP02	C2 Facilitate a focused range of social, cultural, sporting, recreational, health and education services and programs to build thriving, connected and resilient communities	Facilitate and deliver a calendar of events and programs which celebrate the Isaac region, its diverse communities and interests	Engaged Communities / Economy & Prosperity	PECS	Regional and place-based events being delivered on an ongoing basis. Developing evaluation metrics to inform continuous improvement.	Completed

		Provide culturally supportive and historically relevant museum and gallery services at regional venues	Community Hubs	PECS	The Community Hubs team continues to provide culturally supportive and historically relevant museum and gallery services across the region. This quarter included the successful delivery of the Clermont Museum Open Day, which attracted strong community attendance and positive feedback, showcasing local heritage and strengthening regional engagement with our museum services.	Completed
		Collaborate on cultural development through initiatives such as the Regional Arts Development Fund	Engaged Communities	PECS	RADF program being delivered on an ongoing basis.	Completed
		Implement a Community Education and Compliance regime, with the aim to promote proactive compliance	Community Education & Compliance	PECS	Policy is in place ongoing operationally. Department proforma templates are regularly reviewed to improve delivery of community education across the department.	On Target
		Implementation of a youth engagement framework	Engaged Communities	PECS	Youth summit delivered, Isaac Youth Action Group formed - project shark tank pitch scheduled July	Completed
AOP03	C3 Facilitate and encourage strategic partnerships that enable self-sustainable community associations and volunteer groups to pursue their diverse aspirations yet come together to tackle common opportunities and challenges	Deliver best practice community engagement initiatives	Engaged Communities	PECS	IAP 2 training provider sourced - dates for training being confirmed. Engagement policy framework scheduled for review FY26	Completed
		Administer annual Community and Cultural Grants Program	Engaged Communities	PECS	Community grants program being administered on an ongoing basis.	Completed
AOP04	C4 Undertake programs to promote liveability (including urban design and affordable housing), health and wellbeing and community safety across the region	Embed Council's Social Sustainability Policy in all decision-making and strategies	Director PECS	PECS	Principles incorporated within social baseline project	Completed
		Adopt a Social Infrastructure Framework		PECS	Social Baseline development commenced to be completed FY26	Below Target
		Review and adopt a new Arts and Culture Action Plan	Engaged Communities	PECS	Deferred FY26	Below Target
AOP05	C5 Promote programs that celebrate the uniqueness and diversity of our communities including appropriate recognition of our First Nations communities	Develop and deliver programs, events and projects supported by external organisations, groups that celebrate all of our community	Engaged Communities	PECS	Ongoing	Completed
		Develop and implement Council's Reconciliation Action Plan	Advocacy & External Affairs	OCEO	First Nations Engagement Framework has been developed with report to be presented to Council before the end of 2025.	On Target
AOP06	EC1 Plan, design and provide sustainable infrastructure, facilities and services that encourage and support economic growth and development	Deliver Stage 1 works of the Nebo Showgrounds Master Plan	Economy & Prosperity	PECS	Continued delivery Stage 1 of the Nebo Showgrounds Master Plan with construction to commence Q1 FY25/26.	On Target
		Deliver works enabling Country University Centres in Clermont and Moranbah	Director PECS	PECS	Nearing completion - completion scheduled for July 2025 with official opening scheduled for August 2025	On Target

AOP07	EC2 Proactively engage with and support all industry sectors, commerce and government to foster constructive partnerships to support and promote ongoing economic vitality	Continue to participate with Greater Whitsunday (GW3) alliance	Chief Executive Officer	OCEO	GW3 delegation to Queensland Parliament 28-20 April 2025 attended by Mayor and CEO. GWCoM (aided by GW3) scheduled delegation to Australian Parliament, 1-3 September 2025.	Completed
		Review and refresh the panels of preferred and pre-qualified suppliers	Contracts & Procurement	CGFS	Doing business with Council forum held in region 20 May, with trade services panel launched.	Completed
AOP08	EC3 Identify opportunities for economic development through strategic analysis of regional resources and the provision of planning and policies that support sustainable economic development	Implement the Economic Development Strategy actions and priorities	Economy & Prosperity	PECS	Current IRC Economic Development Strategy out of date, however delivery of existing economic development actions and priorities ongoing. Development of an IRC Economic Development Action Plan 2026-2030 to commence Q1 FY25/26.	On Target
		Deliver Small Business Month program	Economy & Prosperity	PECS	Activities usually delivered during Small Business Month to occur across the year with other stakeholders.	Below Target
		Implementation of Investment Attraction Framework	Economy & Prosperity	PECS	Continued delivery of Investment attraction framework. Coordinator Property Development and Renewable Energy Coordinator positions assist. Actions from framework to be included in IRC Economic Development Action Plan 2026-2030.	On Target
AOP09	EC4 Undertake Council's commercial businesses with appropriate business and entrepreneurial acumen, as effective participants in the region's economic activity	Engage in business development planning for the Clermont Saleyards	Economy & Prosperity	PECS	Review of positions required underway. More work to be done on alternative operating models in 2025/26.	Below Target
		Develop land sale strategy for Isaac Regional Council residential land developments	Economy & Prosperity	PECS	Ongoing work on Anne Street with report to come to Council in Q2 once final flood studies have been completed by Liveability and Sustainability, proposed completion September/October 2025.	On Target
AOP10	EC5 Promote and advocate for the region and our diverse range of industries, to attract people to live, invest in and visit the region	Implement the Tourism trail strategy actions	Economy & Prosperity	PECS	Tourism trail strategy actions to be incorporated into the development of IRC Tourism Action Plan 2026-2030 with implementation of Tourism trails to be marketed by IRC and MIT.	Below Target
		Continue to engage and participate in regional economic and tourism development	Economy & Prosperity	PECS	Ongoing participation in regional economic and tourism development. Contributions to QLD Destination 2045 plan. Further alignment and KPI's need to be agreed with MIT for 2025/26.	On Target
AOP11	EC6 Proactively promote and support local businesses within the region	Implementation of Local Business Support Strategy	Economy & Prosperity	PECS	Development of an IRC Economic Development Action Plan 2026-2030 to commence Q1 FY25/26. Ongoing to support and capability building activities with Isaac Business Chamber.	Below Target
		Continue promotion of Isaac businesses through the Shop Isaac, Buy Local Program	Economy & Prosperity	PECS	Continued support to program delivery. Ongoing to support and capability building activities with Isaac Business Chamber. Marketing campaigns to progress Q2 FY25/26.	Monitor
		Support through Council's Local Preference Policy	Economy & Prosperity	PECS	Doing business with Council forum held in region 20 May, with trade services panel launched. Ongoing to support and capability building activities with Isaac Business Chamber.	On Target

AOP12	I1 Plan, provide and maintain effective and sustainable road infrastructure to meet the needs of key economic and community activities	Continue to deliver the capital program, including maintenance on our transport infrastructure Key Projects • Saraji/Peak Downs Mine Road intersection (partnership) • Regional Re-seal Program • Construction of various floodways • Cooroora Creek Bridge design and construction • Regional Rural Roads Re-sheeting Program • Phillips Creek Bridge replacement and upgrade	Roads	E&I	Saraji/Peak Downs Int - complete Reseal -complete Floodways -complete Cooroora Ck - design complete, in construction Phillips creek - under construction Resheeting - 95% complete	On Target
AOP13	I2 Provide effective and sustainable water supply, wastewater and waste management infrastructure while progressively achieving environmental compliance	Ensure safe asset management of project works and the safety of our customers and residents	Projects & Planning	W&W	Regulatory compliance and the safety of operators and the public remain top priorities. Proactive risk controls are applied during project delivery, with contractors closely monitored to ensure safe work practices and minimal operational impact.	On Target
		Moranbah Water Treatment Plant Sludge Management Plan to meet environment, safety and community exposure compliance obligation	Operations Water & Wastewater	W&W	Deferred project to 25/26	Below Target
		CCTV recording of remaining sewerage areas of Moranbah, Dysart (excluding plastic pipes)	Operations Water & Wastewater	W&W	Progress is continuing as part of the three-year capital project.	On Target
		A Waste Compositional Analysis is to take place	Operations Water & Wastewater / Business Services	W&W	This project is being arranged for August 2025, with the report being provided in September 2025. There was a delay in procuring due to the wet weather in the first half of the year. For future planning, this work will be planned for the dry seasons.	Below Target
		Supply of safe and reliable recycled water	Operations Water & Wastewater	W&W	Nearing tender stage	Monitor
		Maintain water supply arrangements with third parties	Business Services	W&W	Water security remains a high priority, and discussions are ongoing with the resource sector and SunWater	On Target
AOP14	I3 Provide and maintain a network of parks, open spaces and natural features to support the community's quality of life	Staged implementation of the Recreation and Open Space Strategy as budget and grant funding allows	Parks & Recreation	E&I	Completed last quarter	Completed
		Maintaining our parks and recreation areas in a safe condition to sustainable service standards	Parks & Recreation	E&I	Dedicated inspector with program of inspections	Completed

AOP15	I4 Maintain high preparedness and capability to respond to natural disasters that impact on regional communities and infrastructure	Continue to liaise, consult and strengthen relationships with all key stakeholders for emergency management (State Government agencies, QFES, SES, QPS, key community groups, etc)	Safety & Resilience	CGFS	LDMG meetings held as required.	Completed
		Continue to actively review Local Disaster Management Plan and sub-plans	Safety & Resilience	CGFS	The reviewed and updated 2024 Local Disaster Management Plan has been uploaded to the IRC website for public accessibility.	Completed
AOP16	I5 Strategically operate, maintain and utilise and review the delivery of Council assets to ensure the efficient and cost-effective services to the community are met and continuously improved	Continue to enhance the capital works program development process	Strategic Assets	CGFS	Project Accountability Gateway process utilised for development of 25/26 capital budget, adopted 30 June 2025.	Completed
		Project Accountability Gateway	Strategic Assets	CGFS	Project Accountability Gateway process utilised for development of 25/26 capital budget, adopted 30 June 2025.	Completed
		Maintain the Asset Management Framework and Asset Registers	Strategic Assets	CGFS	Update of assets in the Operating Asset Register, including update with capitalised data and data cleansing undertaken in preparation for financial statements and external audit.	Completed
		Implement the Strategic Asset Management Plan and supporting Asset Class Asset Management Plans	Strategic Assets	CGFS	Executive summary from all draft asset class asset management plans presented to April Standing Committee. Review and refresh of draft Asset Class Asset Management Plans with respective asset owners continuing.	On Target
		Ensure safety management of water and waste sites and observation of workplace health and safety procedures	Operations Water & Wastewater / Waste Services	W&W	On going progress	On Target
		Ensure appropriate compliance and maintain the implementation of the Integrated Management System for Water and Waste	Operations Water & Wastewater / Business Services	W&W	Recertification audit completed with no non-conformances identified. W&W remains certified as meeting the international standards for Safety, Environment and Quality for a further three (3) years.	Completed
		Provision of reliable water supply and wastewater services	Operations Water & Wastewater	W&W	Met target for 24/25	Completed
		Ensure proactive asset management of water, wastewater and waste assets	Operations Water & Wastewater	W&W	ACAMPS currently under review. Preventative Maintenance Program was completed a programmed within budget. Evidence indicating the costs of reactive maintenance is reducing 24-25.	Completed
AOP17	I6 Ensure that the assets maintained and constructed are appropriate to the current and future needs of the region's industries	Deliver capital works programs	Chief Executive Officer	OCEO	Councillors have reasonable expectations about capital delivery and organization performance has been varied in response. It is likely that we have under-delivered even a reduced capital program for 2024/25 and need to improve in this area.	Below Target

		Maintain the long-term capital replacement program (facilities, fleet and plant)	Corporate Properties & Fleet	E&I	All replacement vehicles ordered however Suppliers have not met delivery timeframes so outstanding deliveries	Monitor
		Maintain strong relationships with industry and ensure appropriate agreements and approvals are met for the security and support of the community (i.e. compensation agreements, road infrastructure agreements)	Galilee & Bowen Basin Operations	E&I	On going	On Target
		Maintain strong relationships with First Nations people and work together in the development of Indigenous Land Use Agreements and maintaining cultural heritage	Advocacy & External Affairs	OCEO	Ongoing engagements continue with Traditional Custodians	Completed
		Effective and efficient capital works delivery	Chief Executive Officer	OCEO	Councillors have reasonable expectations about capital delivery and organization performance has been varied in response. It is likely that we have under-delivered even a reduced capital program for 2024/25 and need to improve in this area.	Below Target
		Effective asset management with the implementation of programmed (preventative) maintenance across all key assets - water treatment plants, wastewater treatment plants and sewerage pump stations	Operations Water & Wastewater	W&W	Met target for 24/25	Completed
		Effective stormwater management	Waste Services	W&W	Implementation of adopted water management plans occurring	On Target
		Transfer station asset management and maintenance	Waste Services	W&W	R&M occurring of assets as budgeted	On Target
		Delivery of actions of the Waste Management Strategy	Waste Services	W&W	Provided to Council an outline of the timeframes for the review of the current IRC Waste Management Strategy	On Target
AOP18	EN1 Adopt responsible strategic land use planning to balance community, environmental and development outcomes	Isaac Regional Council Planning Scheme implementation and review (amendments, mapping, etc.)	Liveability & Sustainability	PECS	Consultation has been delayed due to resourcing challenges and delays in deliverables from consultants. Consultation is scheduled to be undertaken in August 2025, with adoption in late 2025 / early 2026.	Below Target

		Align infrastructure with revised Local Government Infrastructure Plan	Liveability & Sustainability	PECS	Finalising Schedule of Works (SOW) and Extrinsic Report. Preparation of Adopted Infrastructure Charges and community engagement still to occur. Anticipate LGIP will be ready for adoption in December 2025.	Below Target
		Completion of revocation process for the Moranbah Priority Development Area	Liveability & Sustainability	PECS	Completed 2 nd quarter	Completed
		Implement actions of the Social Infrastructure Framework and Social Sustainability Action Plan	Director PECS	PECS	Social Baseline development commenced to be completed FY26	Below Target
AOP19	EN2 Manage and promote natural resources, including culturally significant sites and coastal environments in a responsible and sustainable manner	Undertake detailed flood hazard studies for coastal and inland communities	Liveability & Sustainability	PECS	Completed 1 st quarter	Completed
		Continued implementation of the coastal hazard adaptation strategy	Liveability & Sustainability	PECS	No funding applications were progressed this financial year due to competing priorities and constrained capacity to deliver.	Not Progressing
AOP20	EN3 Minimise Council's impact on the natural environment through effective waste management, recycling and environmental management policies and programs	Continuation of Illegal Dumping Management Program	Community Education & Compliance	PECS	Since April 2025 18 illegal dumping cases investigated. 2 Show Cause Notices issued. Offenders removed approx. 400 litres of dumped material. 3rd Quarter 51 cases reported by members of the public in the last quarter. This is a 64% decrease in matters reported last quarter. Hotspot monitoring conducted in Moranbah, Dysart, and Clermont	On Target
		Development of an emissions reduction framework and implementation plan	Liveability & Sustainability	PECS	Emission reduction plan is complete but no longer requires adoption as a final measure as Council is not setting reduction targets. It is currently running operationally as an accepted strategy	Completed
		Ensure there is appropriate safety and environmental interactions and management, including reporting environmental incidents	Water & Waste	W&W	Site Hazard Inspection Program implemented and on track. LPIs being consistently recorded by the W&W Leadership team. IMS audits also on track.	Completed
		Recycled Water Strategy	Operations Water & Wastewater / Projects & Planning	W&W	Nearing tender stage 1	Monitor

		Effective environmental management including observance of environmental procedures and field audits	Water & Waste	W&W	Site Hazard Inspection Program implemented and on track. LPIs being consistently recorded by the W&W Leadership team. IMS audits also on track.	Completed
		Ensure effective waste management operations and maintenance	Waste Services	W&W	Services implemented in accordance with Waste Services Business Plan.	On Target
		Effective management of landfills and transfer stations, ensuring compliance with Environmental Authority	Waste Services	W&W	The issues raised by DETSI have been addressed with rectification actions listed in the action plan.	On Target
		Effective management of customer complaints	Business Services	W&W	Complaints are managed through the CRM system as per the Water and Waste Service Complaints Policy.	Completed
AOP21	EN4 Advocate to all forms of government on matters which impact on the health, wellbeing and sustainability of our region's natural environment	Continue strong advocacy activities with Queensland and Commonwealth Governments	Advocacy & External Affairs	OCEO	Engagement with all Federal Election Candidates through our Federal Election Advocacy Campaign	Completed
		Maintain strong working and collaborative relationships with regional bodies	Advocacy & External Affairs	OCEO	Joint Advocacy Meetings held with a combined advocacy plan prepared for the Federal Election. Ongoing engagement with LGAQ and GW3 for advocacy related matters.	Completed

AOP22	EN5 Partner with industry and community to minimise environmental harm through appropriate education and regulation	Continued implementation of the Community Education and Compliance Program	Community Education & Compliance	PECS	Commercial Use of Roads Reform to align with the Local Law. Providing clarity and transparency to vendors, increasing pre-approved roadside vending locations throughout the region. Adopted at the June Council meeting. (Included a review of the Commercial use of roads application forms, proforma templates, approval documents, internal department work instruction, and public website information. The Systematic Inspection Program – Dysart saw the following results; • Properties Attended: 1,440 • Dog Ownership Rate: 26.35% • Fully Compliant Properties: 31.89% The Selective Inspection Program – All Region • Properties Attended: 497 • Dog Ownership Rate: 66.19% • Fully Compliant Properties: 52.15% Food - Annual local government reporting for activities under the Food Act 2006 for 2024-2025 - Desktop assessment of New Food Licence Applications, issuing Provisional Food Licence in the interim until EHO appointed. - Temporary Food Licences for the St Lawrence Wetlands Weekend. Personal Appearance Service - Annual local government reporting for Public Health (Infection Control for Personal Appearance Services) Act 2003: local government activities 2024-25 Factsheets developed & approved - Decommissioning a pool or spa - Controlling mosquitoes in swimming pools and spas	On Target
		Communication and engagement around Illegal Dumping Management and Intervention Plan	Community Education & Compliance	PECS	The Illegal Dumping and Community Awareness Survey was available for Community Completion via Speak Up between 27 February and 31 March 2025. A total of 86 people participated.	On Target

AOP23	EN6 Through proactive communication and partnering, increase community awareness of the benefits of having a healthy and diverse environment	Develop and implement an engaging education and awareness program to ensure the community is aware of both the rules that apply throughout the region and for which Council has a regulatory or enforcement function and the reasons for them	Community Education & Compliance	PECS	This is ongoing - Ongoing social media campaign scheduled to deliver engaging community education content to the wider Isaac Communities 19 Microchipping vouchers were issued as a result of the Microchipping in March program. 1 Desexing Voucher was issued as a result of the desexing incentive draw. This campaign is ongoing with additional chances to win in August 2025. Social media Education Campaign Topics include: - Noisy Neighbours - Building Compliance - School Holidays & pet owner responsibilities - Easter, Pets and Chocolate - Fireworks can be beautiful for us, but they're terrifying for many animals. - Backyard Burning & Campfires - Responsible Trade Waste Management	On Target
AOP24	G1 Inform, collaborate with and facilitate the empowerment of the community and community groups to make local decisions through effective promotion, communication and engagement	Effective and regular media and communication activities	Advocacy & External Affairs	OCEO	Target media and communication activities met throughout this period with over 40 opportunities	Completed
		Maintain effective relationships with media outlets	Advocacy & External Affairs	OCEO	Active monthly engagement with all media outlets and continues on a regular basis	Completed
		Respond to and implement opportunities for improvement from Community Satisfaction Survey findings	Director PECS	PECS	Social Baseline development commenced to be completed FY26	Below Target
		Continue to deliver organisational and community publications to inform our stakeholders	Advocacy & External Affairs	OCEO	Community Newsletters created and published this quarter	Completed
		Development and review of Indigenous Land Use Agreements	Advocacy & External Affairs	OCEO	Engagement with Marrawah Law regarding the BKY determination. Currently no active ILUA negotiations required.	Completed
AOP25	G2 Develop policies, strategic plans and processes to address local and regional issues, guide service provision and ensure operational effectiveness	Oversight of controlled entities	Chief Executive Officer	OCEO	Council resolved to create Shareholder Agreement with Isaac Affordable Housing Trust in November 2024. Council resolved to repeal its divestment resolutions (2017 and 2018) for Moranbah Early Learning Centre on 29 January 2025.	Completed
		Systematic review of local laws	Governance & Corporate Services	CGFS	Internal stakeholder engagement completed with proposed amendments to local laws commenced.	On Target
		Continue to develop and implement key organisational policies and frameworks to support our people	People & Capabilities	OCEO	Policy reviews ongoing as part of business-as-usual activities. Priority review of Flexible Work Policy and Framework in progress	On Target

		Development of Climate Change Policy and implement framework	Director PECS	PECS	Deferred to FY26	Below Target
		Review innovative customer service opportunities and develop a Customer Experience Strategy	Community Hubs	PECS	Deferred to FY26	Below Target
		Implement Social Investment Prospectus	Director PECS	PECS	With AEA	Not progressing
		Draft and implement Social Investment Guideline	Director PECS	PECS	With AEA	Not progressing
		Implement Social Impact Assessment procedure	Director PECS	PECS	SIA procedure completed	Completed
AOP26	G3 Pursue financial sustainability through effective use of Council's resources and assets and prudent management of risk	Continuation of Digital Strategy, including upgrade of TechOne system and review/improvement of ICT infrastructure and systems. Progression of strategic risk management.	Director CGFS	CGFS	Progression of modules (Finance, Supply Chain, Enterprise Assets, Human Resources & Payroll) in line with schedule for go-live 1 July 2026. Enterprise Risk Framework Maturity Assessment Completed, revised strategic risk register and risk appetite statement prepared through ELT for workshopping with Council 16 July 2025.	On Target
		Maintenance and monitoring of Strategic and Operational Risk Registers	Governance & Corporate Services	CGFS	Regular review and reporting of operational risk registers undertaken to Audit & Risk committee. Review and update of strategic risk register and risk appetite statement prepared through ELT for workshopping with Council 16 July 2025.	Completed
		Contract and tender management	Contracts & Procurement	CGFS	Regular review and reporting of procurement activities, including exceptions, along with monthly update of Contracts > \$200k undertaken in line with regulation.	Completed
		Financial asset management	Strategic Assets / Financial Services	CGFS	The Financial Services department's asset team continues to process capitalisation of assets and manage the WIP amount outstanding. Revaluations undertaken for Roads, Bridges and Council land held for sale.	Completed
		Continue to enhance the Enterprise Risk Management Framework	Governance & Corporate Services	CGFS	Enterprise Risk Framework Maturity Assessment Completed, revised strategic risk register and risk appetite statement prepared through ELT for workshopping with Council 16 July 2025.	Completed
		Delivery of Water and Waste Capital Program	Projects & Planning	W&W	The capital program is progressing with a focus on best value, efficient delivery, and sound risk and asset management to support long-term financial sustainability.	On Target
		Reduce disruptions due to capital works projects on essential services	Chief Executive Officer	OCEO	Councillors have reasonable expectations about capital delivery and organization performance has been varied in response. It is likely that we have under-delivered even a reduced capital program for 2024/25 and need to improve in this area.	Below Target
AOP27	G4 Deliver unique customer focused and responsive services that are based upon a program of continuous improvement	Frontline customer service delivery and effective relationship management	Community Hubs	PECS	Community Hubs Department continues to deliver.	Completed

		Enhance corporate website and expand social media presence	Advocacy & External Affairs	OCEO	Council Website upgrades are completed, and regular social media posts and engagement exceeds the 8% target	Completed
		Continue to improve how we do business internally and with our customers using best practice and new technology	Chief Executive Officer	OCEO	A rolling routine of reporting “What does this budget buy me?” presentations to Standing Committee enables councillors to gain a deeper understanding of discrete elements of the Council organization and for staff to demonstrate value for the budget allocated to their program.	Below Target
AOP28	G5 Provide transparent and accountable planning, decision-making, performance monitoring and reporting to the community in order to continuously improve	Transparent and timely reporting	Governance & Corporate Services / Financial Services	CGFS	Finance Reports are prepared on a monthly basis and reported to the CGFS Standing Committee, Council and the Audit and Risk Committee. Reports have all been completed on time and to standard.	Completed
		Facilitation of an internal audit program	Governance & Corporate Services	CGFS	OCM have been engaged as internal auditors and Council has facilitated a program with a focus on key audit areas and outstanding action improvement.	Completed
		Production of appropriate legislative and statutory documentation and reporting (annual budget and long-term financial forecast, operational plan performance reports, annual report)	Governance & Corporate Services / Financial Services	CGFS	Annual Operational Plan, Annual Budget and Long-Term Financial Forecast adopted in line with legislative and regulatory requirements, 30 June 2025.	Completed
		IMS surveillance audits	Business Services	W&W	Internal and External IMS Audits are on track as per the W&W IMS Consultation and Performance Evaluation Plan.	Completed

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Peta Eyschen

AUTHOR POSITION

Manager Governance and Corporate Services

9.5

ENTERPRISE RISK MANAGEMENT – STRATEGIC RISK REGISTER, RISK APPETITE AND TOLERANCE STATEMENT 2025/26

EXECUTIVE SUMMARY

This report presents Council's Strategic Risk Register and Risk Appetite and Tolerance Statement 2025/26 for endorsement.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

- 1. Receive and endorse the Strategic Risk Register and Risk Appetite and Tolerance Statement as Council's current position on Enterprise Risk Management.***

Resolution No.: CGFS1006

Moved: Cr Jane Pickels

Seconded: Cr Vern Russell

That the Committee recommends that Council:

- 1. Receive and endorse the Strategic Risk Register and Risk Appetite and Tolerance Statement as Council's current position on Enterprise Risk Management.**

Carried

BACKGROUND

On 16 July 2025, Council participated in a workshop with the Executive Leadership Team (ELT) to review Strategic Risk Register and Risk Appetite and Tolerance Statement 2025/26. The Strategic Risk Register was further updated to include additional causal factors.

Council accepts that there are 10 strategic risks which impact the organisation. The Executive Leadership Team control and manage these risks with additional treatments to reduce possible consequences based on Council's appetite. Council's appetite and tolerance for certain risk and opportunities is outlined in the Risk Appetite and Tolerance Statement 2025/26.

To ensure that risk management is embedded in Council, regular review of the strategic risks will be undertaken to allow Council timely consideration of matters which impact the strategic direction and operation of the organisation.

IMPLICATIONS

Financial: Management of Council's Enterprise Risk Management Framework is resourced through the Governance and Corporate Services department, with assistance from Council's internal auditors, O'Connor Marsden.

CONSULTATION

All Councillors and Executive Leadership Team have been given the opportunity to provide feedback on the Strategic Risk Register and Risk Appetite and Tolerance Statement 2025/26.

BASIS FOR RECOMMENDATION

Endorsement of the Strategic Risk Register and Risk Appetite and Tolerance Statement will allow Council to use these artifacts to reference and guide Directorate Operational Risk Registers and Council's Enterprise Risk Management Framework generally.

ACTION ACCOUNTABILITY

KEY MESSAGES

Corporate Plan 6.8: We will continually review our processes and procures to assess evolving risks and mitigate exposure to our organisation.

Report prepared by:

PETA EYSCHEN

Manager Governance and Corporate Services

Date: 31 July 2025

Report authorised by:

DARREN FETTEL

Director Corporate, Governance and Financial Services

Date: 4 August 2025

ATTACHMENTS

- Attachment 1 - IRC Strategic Risk Register 21 July 2025
- Attachment 2 - IRC Risk Appetite and Tolerance Statement 25/26

REFERENCE DOCUMENT

- Nil

Isaac Regional Council – Strategic Risk Register

#	Impact Area	Issue	Risk	Causes(s)	Impact/Consequence	Controls	Residual Risk			Additional Treatments	Risk Owner	Risk Appetite	Within Appetite	Status once additional treatments implemented
							Consequence Level	Likelihood Level	Risk Rating					
1	Financial	Financial Sustainability	There is a risk that Council fails to maintain its long-term financial sustainability due to external factors (revenue and costs) resulting in adverse financial implications, impacts to service delivery and reputational damage.	Disaster recovery funding arrangements Inflationary Pressure Insufficient rate revenue Economic Uncertainty Cost shifting from other tiers of government Inadequate government funding/grants Meeting increased community expectations Changing regulatory environment resulting in higher standards for compliance Uncertainty over the resource sector, especially pertaining to the coal industry over the medium to long, and the direct and indirect impact on Isaac's community at large.	Inability to deliver required services Inability to deliver and maintain required infrastructure Council put under administration Deterioration of assets Loss of reputation for Council Continual significant budget reviews and amendment	Long term financial forecast Budgetary processes, reporting and reviews Regular management reporting of financial information Asset management planning Recruitment and continual training of appropriately skilled and qualified staff Lobbying/advocacy of Governments Reviewing levels of service to be provided Enterprise Risk Framework Gateway Project PAG ELT Capital Peer Review panel Audit and Risk Committee Reporting and participation in standing and advisory committees providing open dialogue and accountability between Councillors and operational staff .	(4) Major	(1) Rare	Medium 5	1 Development/on-gong reviews of long-term financial plan to outline principles of budgeting and financial management going forward. 2 Undertake review of rating methodology to maintain equitable rating burden and anticipate any potential major changes to rates base (i.e. mining/coal shifts over time). 3 Undertake review of Council's service provision and service delivery levels. 4 Investigate the opportunity to leverage AI and other technical advancements to improve quality, reduce the use of resources (people, capital, operational, etc), while provide the same or better community outcomes	DCGFS	Cautious	Yes	
2	Business Performance & Capability	Cyber Risk	There is a risk that Council could lose availability, reliability, integrity and/or confidentiality of critical systems, information and/or infrastructure due to a significant cyber security incident resulting in the disruption of service delivery, legal ramifications and reputational damage	Ability to proactively manage cyber security Ability to respond to a cyber attack Key supplier failure/third party contracts Cyber security failure	Long term failure of systems which significantly impacts on Council's ability to provide services and support the Community. Reputational impacts Financial impacts Asset management impacts Workforce impacts Public and Workforce Safety	Overarching IT governance IT Business Continuity Plan IT Management Policy/Principles Operational Policies and Procedures Cyber Security Training and Standards Councillor and Workforce awareness Role Base Access Control Phishing Testing and Training External Partnerships with key suppliers Data Backup Management Australian Cyber Security Centre Budget to Support Cyber improvements Penetration Testing	(3) Moderate	(4) Likely	High 12	Security Operations Centre and Framework Network Operations Centre Security Incident Response Plan Governance improvements to align with Essential 8	DCGFS	Cautious	No	
3	Assets	Assets and Infrastructure	There is a risk that Council's ongoing infrastructure investment does not align with asset management requirements resulting in impacts to service delivery, reputational damage and financial implications.	Capacity to finance Assets & Infrastructure management Cost of upgrading/better of assets Inflation impact on costs to maintain/upgrade/renew/revalue assets and infrastructure (leading to depreciation impacts) Capacity to finance Assets & Infrastructure management Cost of upgrading/betterment of assets Difficulties in obtaining sufficient resources (people, equipment, materials, etc) to complete works Adequate project and contract management Management of community expectations around asset standards/service delivery levels Ineffective long term strategies and short term focus Inadequate maintenance of assets Degradation of assets as a result of unbudgeted consumption	Decrease in asset condition Budget impacts through increased costs and variations Budget impacts to fund increased costs/procurement and depreciation expenses Negative community/stakeholder sentiment Around safety and public liability	SAMP (all categories) Corporate Governance Framework Local Government Infrastructure Plan Strategic Asset Management Department Asset Management Steering Committee Integration of asset management planning into long term financial forecasting and budget Capital Peer Review Group Project and Contract Management tools and templates Project Accountability Gateway (Budgeting Process)	(3) Moderate	(3) Possible	Medium 9	Whole of life cycle approach to maintaining assets Asset Class Asset Management Plans Asset Management Software Implementation and Upgrade	DCGFS	Cautious	Yes	

#	Impact Area	Issue	Risk	Causes(s)	Impact/Consequence	Controls	Residual Risk			Additional Treatments	Risk Owner	Risk Appetite	Within Appetite	Status once additional treatments implemented
							Consequence Level	Likelihood Level	Risk Rating					
4	Environmental, Public Health & Cultural	Climate Change and environmental hazards	There is a risk that Council is unable to adequately prepare and respond to the impacts of climate change on the environment resulting in failure to meet environmental priorities, reputational damage and financial implications.	Impacts of weather events (i.e flood, bush fires, cyclones, droughts, rising sea levels) Lack of resources Not currently identified in planning (corporate) Lack of acceptance of climate change risks and potential impacts Lack of understanding of the impacts in this area Impacts of climate change not assessed Insufficient disaster recovery funding	Liability for development and planning approvals Inability to maintain required water services Changes to land use and consequent revenue impacts Increased costs of extreme climatic events	Planning Scheme – mitigation strategies coastal protection Coastal hazard adaptation strategy Disaster Management Plans Biosecurity Strategy Integrated Water Cycle Management Strategy Waste Management Strategy Recycled Water Strategy Transport Infrastructure Design Standards Use of recycled products Reef Guardian Council requirements Dam safety management Climate Change/Resilience Strategy	(3) Moderate	(3) Possible	Medium 9	On-going implementation and upkeep of the strategies and plans	CEO	Open	Yes	
5	Business Performance & Capability	Disaster management	There is a risk of natural disasters impacting on the Isaac region which impacts on community preparedness, resilience and recovery.	Floods Fires Pandemics Exotic diseases (EI) Lack of appropriate plans, relationships Coastal hazards Stability of land slip (grades)	Resources diverted Additional resources engaged Constraints on staff access Increased risk to staff and environment Timing and capacity of recovery Recovery can take time, could be generational Increased risks to workers responding	LDMP - Local Disaster Management Plan Regular LDMP meetings Good relationships between Council staff and emergency services Planning Scheme – mitigation strategies coastal protection Coastal hazard adaptation strategy Disaster Management processes Biosecurity Plan Integrated Water Cycle Management Strategy Waste Management Strategy Recycled Water Strategy Transport Infrastructure Design Standards Use of recycled products Reef Guardian Council requirements Dam safety management Resilience Strategy Business Continuity processes	(4) Major	(2) Unlikely	Medium 8	On-going implementation and upkeep of the strategies and plans	DCGFS	Cautious	Yes	
6	People & Safety	Workforce Attraction and Retention	There is a risk that Council fails to maintain an appropriately resourced and qualified workforce due to Council's employment conditions and the external employment environment, resulting in failure to meet strategic and operational objectives, impacts to service delivery and reputational damage.	Limited capacity to attract and retain professional staff Inadequate employee numbers Rapidly rising employment market costs Compliance with employee health, safety and wellbeing regulation Challenges of managing a remote workforce with increased expectation of WFH arrangements Workplace safety – protection from community & the psychological impact Managing staff productivity and performance Managing workers' compensation claims Depth of the labour market and Local Government competing for talent with the private industry Budgetary constraints Lack of employment opportunities for partners/family members in regional areas Availability of affordable housing of a sufficient quality, for workforce, resulting in limiting new workforce members as well as retaining the existing workforce.	Community Dissatisfaction Lower morale High turnover Culture Skills shortage in key areas - water, wastewater, engineering and key professions Staff turnover/Burnout Compensation claims Negative psychosocial impacts Loss of corporate knowledge Unable to provide requisite level of service/outcomes to the community Increased costs through paying higher rates or for contractors/consultants Unattractiveness of the location	Human Resources Policies and Procedures Corporate Property Support (Benefits available) Flexible work arrangements Supplementing turnover and gaps with contract/agency staff.	(4) Major	(4) Likely	High 16	Workforce planning Review of organisational resourcing.	Manager People and Capability	Cautious	No	
7	People & Safety	Safety	There is a risk that Council fails to maintain a safe and healthy workplace due to critical safety hazards occurring throughout Council resulting in death, injuries, illness, asset damage, legal ramifications and financial implications.	Accidents Psychosocial Unsafe practices Poor culture Poor safety leadership	Fatalities (single/multiple) Physical injuries Mental health issues Lost time Increased costs Workcover cost increases Reduced productivity.	Safety leadership Safety Management system Training on safety Incident reporting Health and wellbeing programs Safety risk assessments	(4) Major	(2) Unlikely	Medium 8	Continue to implement and monitor the safety strategic plan initiatives	DCGFS	Averse	No	

#	Impact Area	Issue	Risk	Causes(s)	Impact/Consequence	Controls	Residual Risk			Additional Treatments	Risk Owner	Risk Appetite	Within Appetite	Status once additional treatments implemented
							Consequence Level	Likelihood Level	Risk Rating					
8	Business Performance & Capability	Business Continuity Planning	A major unplanned event beyond Council's control could impact on Council's ability to deliver services to the community.	Serious IT failure Loss of major building Failure of major treatment plant Loss of plant fleet Loss of key staff Failure to have an effective Business Continuity Plan Criminal or terrorist act(s)	Destruction of Council assets/infrastructure due to natural and other disasters Loss of data, records Adverse environmental outcomes Reputation loss Financial loss Cannot operate business	Emergency & Business Continuity Plan IT Business Continuity Plan IT backup off site Trained relief operators Multiple sites Business continuity processes Alternate delivery models IT Steering Committee SCADA Steering Committee	(4) Major	(3) Possible	High 16	Finalise key Plans and fully implement	DCGFS	Engaged	Yes	
9	Legal & Compliance	Advocacy, Statutory and Regulation	Changes to federal and state government legislation may cause significant changes to Council's operations and the CAPEX and OPEX costs	Compliance changes Workforce capacity and capability gaps Ineffective systems Ineffective management of change Ineffective management of key legal and compliance risks such as the Local Government Act, Environmental Protections, First Nations obligations, waste, etc).	Council's adopted strategic direction is compromised Non-delivery of strategic objectives Failure to comply with relevant legislation Increased costs Excessive management time and effort Changes to Council Operations Negative reputation Legal disputes Fines & penalties Fraud	Corporate Plan Annual Operational Plan Corporate Management Framework Internal Audit Function	(3) Moderate	(2) Unlikely	Medium 6	Maintain existing control	DCGFS	Open	Yes	
10	Leadership & Reputation	Engagement and Reputation	Council unable to sufficiently meet community expectations owing to limited understanding and sufficient recourses, resulting in significant community dissatisfaction.	Not sufficiently aware of community needs Inability to meet community expectations No details of complainant Lack of education of community as to acceptable standards (e.g. water quality) Immediacy of actions and need for replies Escalation of issues within a community Council not seen as sufficiently responsive Lack of a coordinated response to issues raised Failure to identify and proactively manage key/influential community groups, such as First Nations, mining sector, chamber of commerce, health, senior citizens, etc.	Diversion of resources Reputation loss Prolonged issues as complainant not known	Encouraging social media to use 1300Isaac and register their complaints Recurrent focus on key messages Proactive communication Public notices Communication Engagement Framework Constant monitoring of social media Social Media Policy Proactive management of community expectations	(2) Minor	(3) Possible	Medium 6	Service Delivery Review Organisational Capability Review	CEO	Open	Yes	

RISK APPETITE AND TOLERANCE STATEMENT

Isaac Regional Council's risk appetite is defined as the amount of risk it is willing to accept, retain, transfer, or avoid in pursuit of its strategic vision; objectives; delivery of services and projects. This Risk Appetite Statement is intended to guide Isaac Regional Council's decision making and ability to accept and manage risks.

Below is a legend of Risk Appetite and definitions for each category to assist in calibrating and understanding Council's Risk Appetite for each Risk Category.

Risk Appetite and Tolerance Level	
	Averse All reasonably practical and affordable measures to minimise, and where possible, eliminate the risk must be taken. This usually means that the residual risk rating should be low. Zero appetite is the most risk averse risk appetite.
	Cautious Preferring risk mitigation to the outcome of taking risks. A balanced approach should be taken, weighing risk versus reward. This usually means residual risks should be between low and medium.
	Open Consider risk taking in order to achieve strategic objectives, provided that effective measures are in place to monitor the risk and limit significant adverse outcomes. Risk management plans with controls and mitigation measures must be implemented. This usually means residual risks should be between medium to high.
	Engaged Risks to be taken in order to gain highly valued strategic objectives. Focus in on achieving the outcome, with innovation and an acceptance of the potential for failure. Risk management plans with controls and mitigation measures must be implemented. This means that residual risks could be high or extreme.

The following table outlines the actions required to ensure risks are in line with Council's Risk Appetite:

Risk Rating	Action Required
Green = Low	Risk may be managed by routine operations or procedures and trends are monitored. Risk Owner* authorises and approves further treatments.
Yellow = Medium	Monitor trends and plan for improvement opportunities. Risk Owner* authorises and approves further treatments. Risk Register: Manager approves risk.
Orange = High	Implement a detailed action plan to manage the risk and if possible, reduce risk rating. Risk Owner* authorises and approves further treatments. Risk Register: Director approves risk. Escalation is required to CEO, through Manager, for further review and approval.
Red = Extreme	Implement a detailed action plan to manage the risk and if possible, reduce risk rating. Risk Owner* authorises and approves further treatments. Risk Register: Director approves risk. Escalation is required to CEO, through Manager/Director, for further review and approval. Upon discretion, CEO may escalate to Council.

VISUAL OVERVIEW OF THE RISK APPETITE AND TOLERANCE STATEMENT

The following table is a visual overview of ISAAC's baseline risk appetite statement. This will be reviewed annually as part of the annual budget and operational planning process or more frequently as required.

ISAAC'S RISK APPETITE and Tolerance STATEMENT				
Risk Category	Averse	Cautious	Open	Engaged
Financial Risks relating to the financial performance of the Council.	← Ability to meet cashflow requirements Activities and processes for fraud and corruption protection	Investment of surplus cash Procurement of material and services	Renewal of asset initiatives Borrowing to meet key objectives	→ Responsible proactive financial management
Assets (Assets, Property, Infrastructure, IT and Communications) Risks relating to management and delivery of Council facilities, roads, water, and other structure required to support the community and Council.	← Maintenance and replacement of essential infrastructure Maintenance and replacement of coast infrastructure Management of our waterways Cyber Security Information Security Information Management	Maintenance of formal parks Maintenance and replacement of Community Facilities Maintenance and replacement of non-essential infrastructure Improvements to existing technology	Projects and programs to deliver Council's Corporate-Community plan objectives New systems Automation of manual systems/activities	→ Digital Channels/Innovative Technologies
People & Safety (Physical and Mental) Risks relating to wellbeing and safety of the workforce.	← Safety and welfare of staff, contractors and the community Serious Code of Conduct Breach Adherence to culture and values Unlawful conduct Avoidable incidents	Minor Code of Conduct Breach Employee Performance Sufficient workforce (capability and capacity)	Recruitment and retention of staff Staff Training	→

ISAAC'S RISK APPETITE and Tolerance STATEMENT

Risk Category	Averse	Cautious	Open	Engaged
Business Performance & Capability (provision of service/performance & capacity) Risks related to the delivery services to the community or internally to the organisation to facilitate delivery of those services.	Delivery of essential services Delivery of essential services during a crisis (e.g pandemic, terrorism cyclone, flood, bushfire)	Delivery of core services Business Continuity Management	Delivery of non-essential services Reduced costs or improved efficiency Disaster and Business Continuity preparedness	Continuous improvement
Environmental, Public Health & Cultural Risks relating to the environment, public health and cultural aspects of the region.	Compliance Obligations Drinking water quality Loss of habitat and native animals as a result of planned development	Activities relating to management of biosecurity threats Operational capacity of waste and water facilities	Climate change management Sustainable development planning and approvals	
Leadership and Reputation Risks relating to the decision making of Council, relationships with external parties and the effect this has on the confidence of the community.		Making key decisions that may damage the reputation of Council	Maintaining collaborative relationships with all stakeholders including the State and Commonwealth Governments Advocacy	
Legal and Compliance Risks relating to the legislative requirement of Council and the effect of noncompliance.	Compliance with key Acts (such as Electoral, Local Government and EPA) Breach that put operating licences in jeopardy Delegations of authority	Commencement of legal proceedings Enforcement activities	Enforcement of local laws Compliance with legislation Adequacy of insurance coverage	Contract negotiations and management

MEETING DETAILS

Ordinary Meeting

Wednesday 27 August 2025

AUTHOR

Trudi Liekefett

AUTHOR POSITION

Manager People and Capability

9.6

PEOPLE AND CAPABILITY MONTHLY REPORT

EXECUTIVE SUMMARY

The purpose of this report is to provide information and highlights on the monthly activities of the People and Capability Department.

OFFICER'S RECOMMENDATION

That the Committee recommends that:

- 1. The People and Capability monthly report be received and noted.*

Resolution No.: CGFS1007

Moved: Cr Vern Russell

Seconded: Cr Terry O'Neill

That the Committee recommends that Council:

- 1. Receives and notes the People and Capability monthly report.**

Carried

HIGHLIGHTS:

Speak Out Isaac Platform

The Isaac Speak Out platform went live on Monday 28 July 2025, providing employees with a confidential and independent way to report serious workplace concerns. This initiative is a collaboration between the People and Capability (P&C) and the Governance and Corporate Services departments and is managed by Core Integrity (independent third party). The platform enables anonymous reporting of serious issues such as harassment, fraud, safety concerns, and breaches of IRC policy. Reports can be submitted online via the website or email, by phone, or by post through secure channels. This initiative supports a safe, ethical, and respectful work environment by promoting transparency, accountability and a supportive workplace culture. Employees are encouraged to use the platform responsibly and in good faith.

Introduction of Practical Interview Component for Plant Operator Recruitment

The People and Capability (P&C) department, in collaboration with the Engineering & Infrastructure (E&I) directorate, is developing a practical interview component for Plant Operator recruitment. This initiative introduces supervised, hands-on tasks at the depot, allowing candidates to demonstrate basic operational

skills in a safe and controlled setting. This is designed to assess job-specific skills, confirm competency, and reduce hiring risks in a more comfortable environment for the candidates. Candidates may complete tasks such as equipment identification, pre-start safety checks, PPE use, fault response, documentation, and hazard awareness.

Proposed Organisational Changes

Consultation commenced with employees in July on some proposed changes to the IRC organisational structure. The proposed changes are intended to better align management responsibilities and clarify accountabilities but also look at the way IRC deliver services to the community. Additionally, it is proposed to simplify some of the titles used for positions and parts of the organisation.

Employee Engagement Survey

Work is continuing on the engagement survey results. All members of the Executive Leadership Team (ELT) have completed their individual coaching sessions, equipping them to engage in further conversations with staff about the survey findings. The People and Capability team has reviewed its own results and confirmed key action plan priorities for the first 12 months of the program. In addition, the team is actively partnering with leaders across the organisation to finalise departmental action plans.

LGAQ Workforce Census results 2024

The LGAQ has released the 2024 Workforce Census online dashboard, aligned with the Queensland Local Government Workforce Strategy 2024–2028. It explores four key themes: Workforce Snapshot, Payroll & Leave, Recruitment & Organisational Development and HR Strategy & Operations. Key findings include a slight decrease in total employee numbers (from 45,208 to 44,849) and an increase in attrition (from 17.3% to 18%). Encouragingly, councils are actively investing in workforce development through cadetships, graduate and trainee programs, higher duties arrangements, and emerging leaders' initiatives. The People and Capability team is reviewing the data and will provide further analysis on how IRC's workforce trends align or compare to the report.

Work Experience

The Plumbing crew in Nebo is hosting a work experience student one (1) day per week for the remainder of the school year. This placement will provide the student with practical hands-on experience, an introduction to the trades industry and a pathway to future employment opportunities with IRC.

Dealing with Difficult People training

July witnessed the roll-out of dealing with difficult people training to over fifty (50) IRC employees across our organisation. The training was a combination of online modules and virtual workshops allowing for different ways to learn and access training.

WWILT Challenge Day

The internal WWILT Challenge allowed the teams to compete with each other while undertaking a range of tasks that simulate different business-related situations that council manages on a day-to-day basis. As some of these situations or issues may be outside the team members' usual role, it provided the perfect opportunity to broaden the understanding and appreciation of what council does and what other people within council manage every day. Following the challenge each situation will be assessed on how well each team worked together, how they resolved differences of opinion, how they ensured that they kept on track and managed the tasks. The teams are also assessed on what they produced (e.g. reports, presentations etc.). The

PEOPLE AND CAPABILITY

Challenge was facilitated by the Learning and Development team and provided some hard fun for WWILT members.

RECRUITMENT AND ONBOARDING UPDATE:

The People and Capability team successfully recruited and onboarded seventeen (17) new and existing employees up to 31 July 2025:

Directorate	Position Title	Work Location
W&WW	Business Services Trainee	Moranbah
CGFS	Senior Governance Officer	Clermont
E&I	Cleaner	St Lawrence
PECS	Frontline Service Officer	Middlemount
E&I	Works Admin Officer	Moranbah
PECS	Frontline Service Officer	Middlemount
PECS	Planner	Moranbah
E&I	Labourer	Nebo
E&I	Labourer	Nebo
CGFS	Chief Information Officer	Moranbah
CGFS	Senior Accountant (Budgets & Statutory Reporting)	Moranbah
E&I	Property Officer East	Moranbah
PECS	Community Development Officer - Nebo & Glenden	Moranbah
PECS	Program Leader Social Impact	Moranbah
CGFS	Purchasing/Stores Officer	Moranbah
E&I	LR Truck Driver	Moranbah
E&I	Labourer	Nebo

There were twelve (12) employee separations up to the 31 July 2025:

Directorate	Position Title	Work Location
PECS	Casual Pool Lifeguard	Moranbah
PECS	Frontline Service Officer	Moranbah
CGFS	Purchasing/Stores Officer	Nebo
E&I	Manager Infrastructure	Moranbah
CGFS	Systems Officer	Moranbah
PECS	Manager Community Facilities	Moranbah
CGFS	Manager Safety & Resilience	Moranbah
CGFS	Senior Disaster and Emergency Resilience Partner	Moranbah
CGFS	Purchasing/Stores Officer	Moranbah
CGFS	Senior Systems Officer	Moranbah
E&I	Tractor Slasher Operator	Dysart

PEOPLE AND CAPABILITY

E&I	Overseer - Infrastructure	Nebo
E&I	Labourer	Nebo

PEOPLE AND CAPABILITY LEARNING & DEVELOPMENT UPDATE:

The upward trend toward a personal development learning focus for our employees continues in July with some higher-level qualifications being supported within directorates.

Three (3) employees from the Contracts and Procurement department enrolled in the Diploma of Procurement and Contracting. The Cadet within the Community Education and Compliance department enrolled in Certificate IV in Government Investigations (Regulatory Compliance).

Top three (3) Go1 training themes for July

- Emotional intelligence
- Dealing with difficult people
- Cultural heritage

Figure 1.0 Estimated Data - Employee Training July 2025

Directorate	OCEO	E&I	PECS	W&W	CGFS
Number of Employees - July 2025	6	3	30	15	9

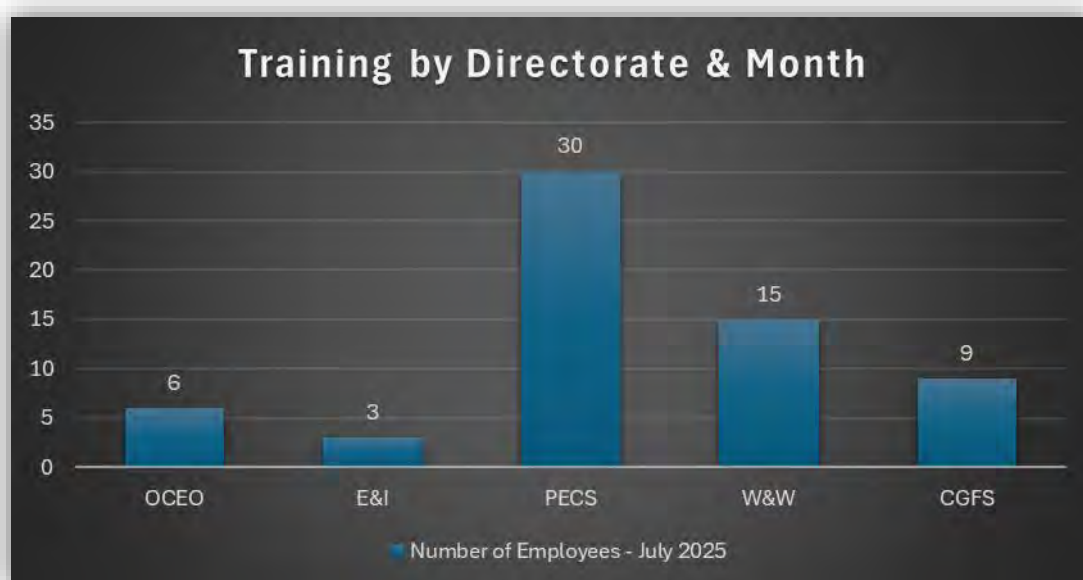


Figure 2.0 Estimated Data – Training Separated by Mandatory VS Desirable

Mandatory	Desirable
11	52

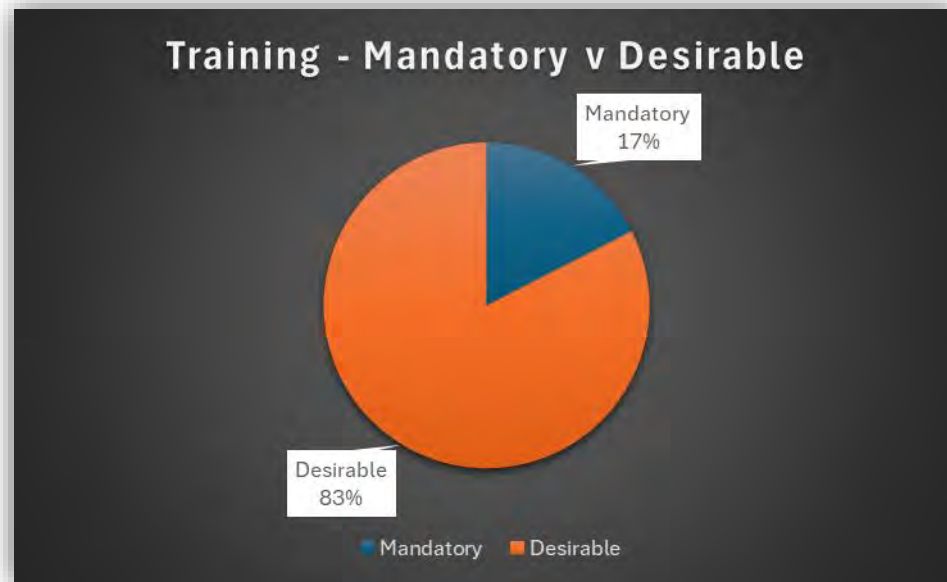
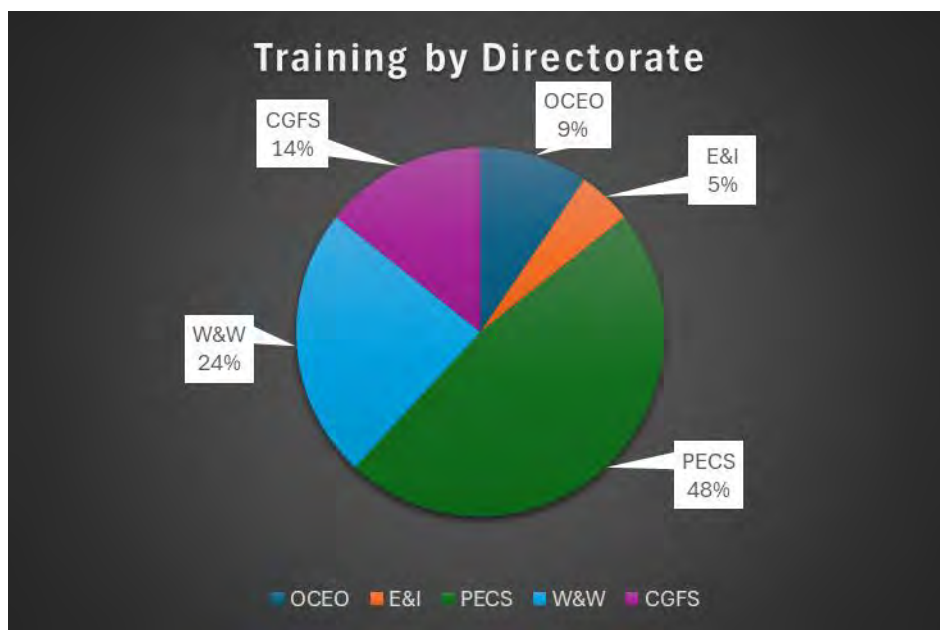


Figure 3.0 Estimated Data - Total Hours of Training – July 2025

Training Course	Hours	OCEO	E&I	PECS	W&W	CGFS
Block Training	35.00		1			
Construction Card	5.00				1	
Dealing with Confrontational People	108.00	1		23	8	7
Executive Management Programme	90.00		1	3		
Discover the future of Industrial Automation	22.50				1	
LGMA: Time Management: staying organised under pressure	3.00	3				
LGMA: Personal communication styles: How do you communicate in the workplace?	2.00	2				
Operate a Forklift	22.50					1
Propeller	30.00			2		
Provide CPR	28.00		1	1	4	1
RMLV (Responsible Management of a Licenced Venue	9.50			1		
Water Industry Operations Conference	15.00				1	
Total	355.50	6	3	30	15	9



FINANCIAL REPORT:

People and Capability is tracking to budget for the month of July 2025.

DEVIATION FROM BUDGET AND POLICY:

NIL

ACTION ACCOUNTABILITY:

Not Applicable.

Report prepared by:

TRUDI LIEKEFETT
Manager People and Capability

Date: Monday 4 August 2025

Report authorised by:

CALE DENDLE
Chief Executive Officer

Date: Day Date August 2025

ATTACHMENTS

- Attachment 1 - People and Capability Establishment Report

REFERENCE DOCUMENT

- NIL

DATE: 31 July 2025

PEOPLE AND CAPABILITY

EXECUTIVE SUMMARY:

Highlight	Details
Workforce establishment	- Approved FTE remained highly stable, reflecting a well-defined and consistent permanent workforce structure. - All Positions FTE showed expected variability due to temporary staffing, with peaks aligning with project or leave coverage needs.
Employee demographics and tenure	- The workforce has a strong representation of employees aged 40–60, highlighting the importance of managing an aging workforce through succession planning and retirement transitions. - Tenure data shows a high proportion of early-career employees (less than 3 years), balanced by a solid base of experienced staff. - We continue to support formal transition to retirement arrangements. There are three (3) long-serving employees transitioning to retirement, with two retired in July alongside three (3) others, totalling 90.79 years of service. - As at 31 July, 455 employees working across eight towns. Moranbah has the most staff, while Carmila has the fewest. Field-based positions are steady in each town whilst office-based positions are less evenly spread, with a much higher number located in Moranbah compared to other towns. - Employee housing allocation totals 129 across the seven (7) towns, reflecting workforce needs and operational priorities across the region.
Employee turnover	Annual turnover rate: 21.10%, which is a decrease from 21.45% in June 2025. - Turnover reasons: employees leaving the Isaac region (21%), better job opportunities, family/personal reasons (15%) and family/personal reasons/retirement (13%).
Recruitment update	Vacancies reduced to 65 positions, from June at 68 and 73 in May. This progressive decline over the past three (3) months reflects improved recruitment efficiency and highlights the team's continued efforts and commitment to actively progressing recruitment actions across the directorates. 32 positions were on hold which is an increase from 31 positions in June 2025, a gradual increase in paused recruitment. Majority of positions were under review or temporarily backfilled.

INFORMATION BULLETIN

Labour hire engagement	- Labour hire continues to support operational continuity across directorates, especially in W&W and E&I. - Engagements are primarily for backfilling vacancies or supporting project roles.
Workforce leave	- Leave utilisation across directorates remained steady, with patterns reflecting operational demands and workforce composition. - Core leave types such as sick leave, annual leave, and rostered days off were broadly accessed, other categories like parental leave and leave without pay were more selectively utilised. - Over last 12 months, 29,731.93 sick leave hours, 46,589.60 RDO hours, and 55,743.19 annual leave hours were taken. Sick leave remained steady with an average of 5% across all directorates, with moderate fluctuations during the 12 months.
Absenteeism	- July report introduces absenteeism analysis to enhance transparency and support strategic workforce planning. - Overall absenteeism: 5.50%; CGFS and E&I highest. Cover 1 Aug 2024–25 July 2025 across five directorates. Include sick/carers, LWOP and workers' compensation leave.
Workforce TOIL	- Between August 2024 and July 2025, E&I consistently held the highest TOIL balance, with varying levels across other directorates. - The P&C team continues to work with department managers for effective workload management and equitable time-off allocation.
Workforce overtime	- From August 2024 to July 2025, overtime usage continues to be prominent in the Water & Waste (W&W) and Engineering & Infrastructure (E&I) directorates, with notable peaks in January and November 2024. - Data suggests a sustained reliance on overtime to maintain service delivery during periods of heightened activity or vacant roles.

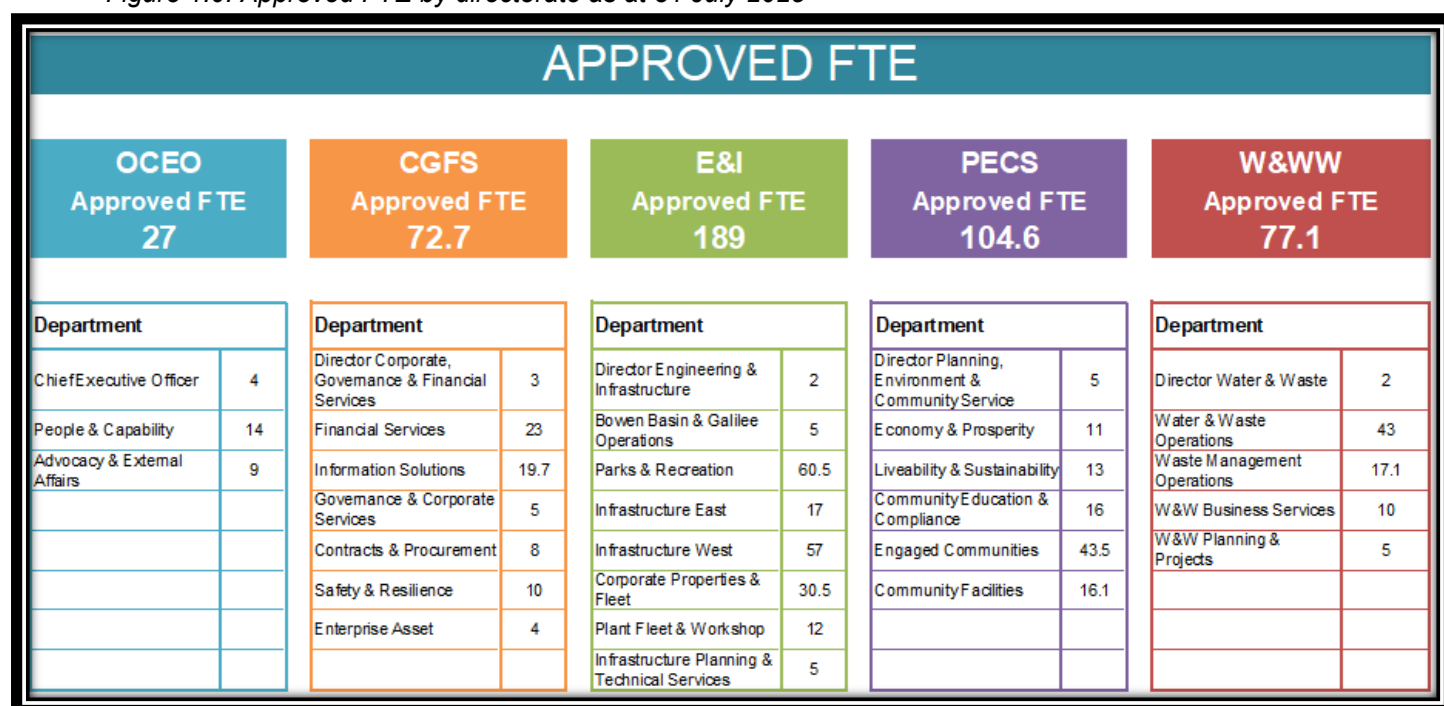
1. WORKFORCE ESTABLISHMENT UPDATE:

1.1. Approved FTE Update

The approved budgeted Full-Time Equivalent (FTE) as at 31 July 2025 is 470.40 with no changes to the approved FTE for the month of July 2025.

Figure 1.0 shows the approved budgeted full time equivalent (FTE) by directorate. This data excludes temporary short-term positions created for short term projects/activities and long-term leave coverage. The P&C department ensures all structural changes are carefully considered, align with operational requirements and maintain budget neutrality. New permanent positions can only be established with a Council resolution.

Figure 1.0: Approved FTE by directorate as at 31 July 2025



APPROVED FTE	FILLED	VACANT	HEADCOUNT
470.40	407.00	63.40	421.00

Note: Permanent positions approved and endorsed by Council consist of full-time, part-time and casual. Headcount: Approved FTE: Number of employees sitting against an approved and endorsed position by Council.

INFORMATION BULLETIN

Month	FTE Movement	Description	OCEO	CGFS	E&I	PECS	W&WW	FTE
Aug-2024			24.00	71.70	191.70	105.50	77.10	470.00
Sep-2024	1	Advocacy & External Affairs (13010)	25.00	72.70	190.70	105.50	77.10	471.00
Oct-2024	-1	Economy & Prosperity (62507)	25.00	72.70	190.70	104.50	77.10	470.00
Nov-2024			25.00	72.70	190.70	104.50	77.10	470.00
Dec-2024			25.00	72.70	190.70	104.50	77.10	470.00
Jan-2025	1 -0.40	Advocacy & External Affairs (13009) & Liveability & Sustainability (63532)	26.00	72.70	190.70	104.10	77.10	470.60
Feb-2025	-0.50	Community Facilities (67638)	26.00	72.70	190.70	103.60	77.10	470.10
Mar-2025	-1.00	Parks & Recreation (52224)	26.00	72.70	189.70	103.60	77.10	469.10
Apr-2025	1	People & Capability (11117)	27.00	72.70	189.70	103.60	77.10	470.10
May-2025			27.00	72.70	189.70	103.60	77.10	470.10
Jun-2025	1 -1	Liveability & Sustainability (63535) & Corporate Properties (57503)	27.00	72.70	189.00	104.60	77.10	470.40
Jul-2025			27.00	72.70	189.00	104.60	77.10	470.40

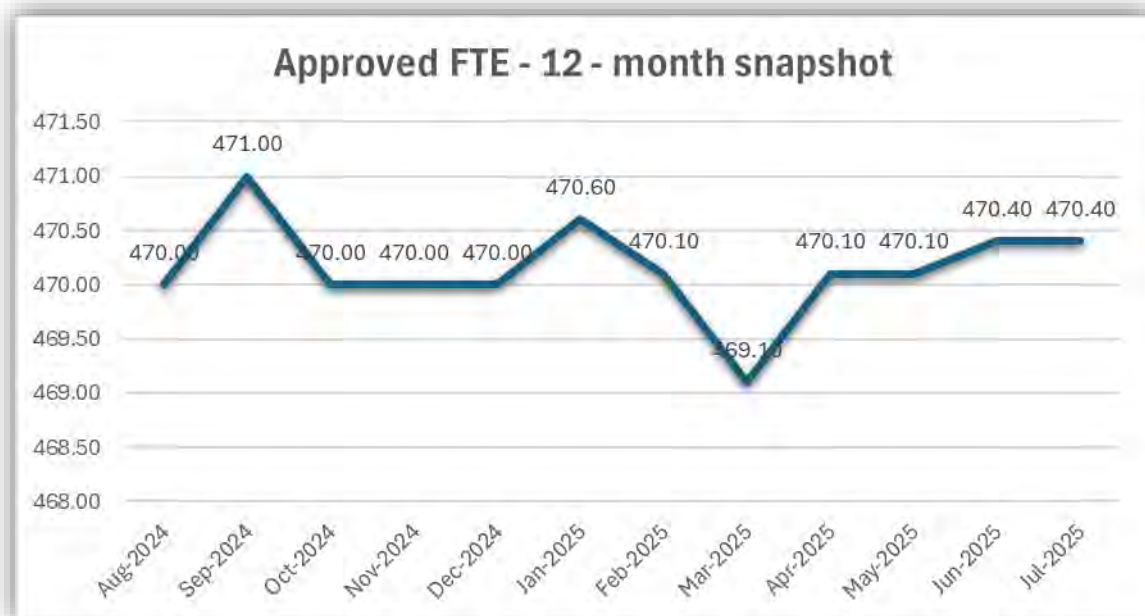
The Approved FTE has continued to remain steady at 470.40 during the 12 months (August 2024 – July 2025). Minor adjustments were observed as follows:

Increases: Nil

Decreases: -Nil

The final count was 470.40 in July 2025, showing an increase of +0.40 FTE over the year.

Figure 2.0: Approved FTE: August 2024 – July 2025 - 12-month snapshot



INFORMATION BULLETIN

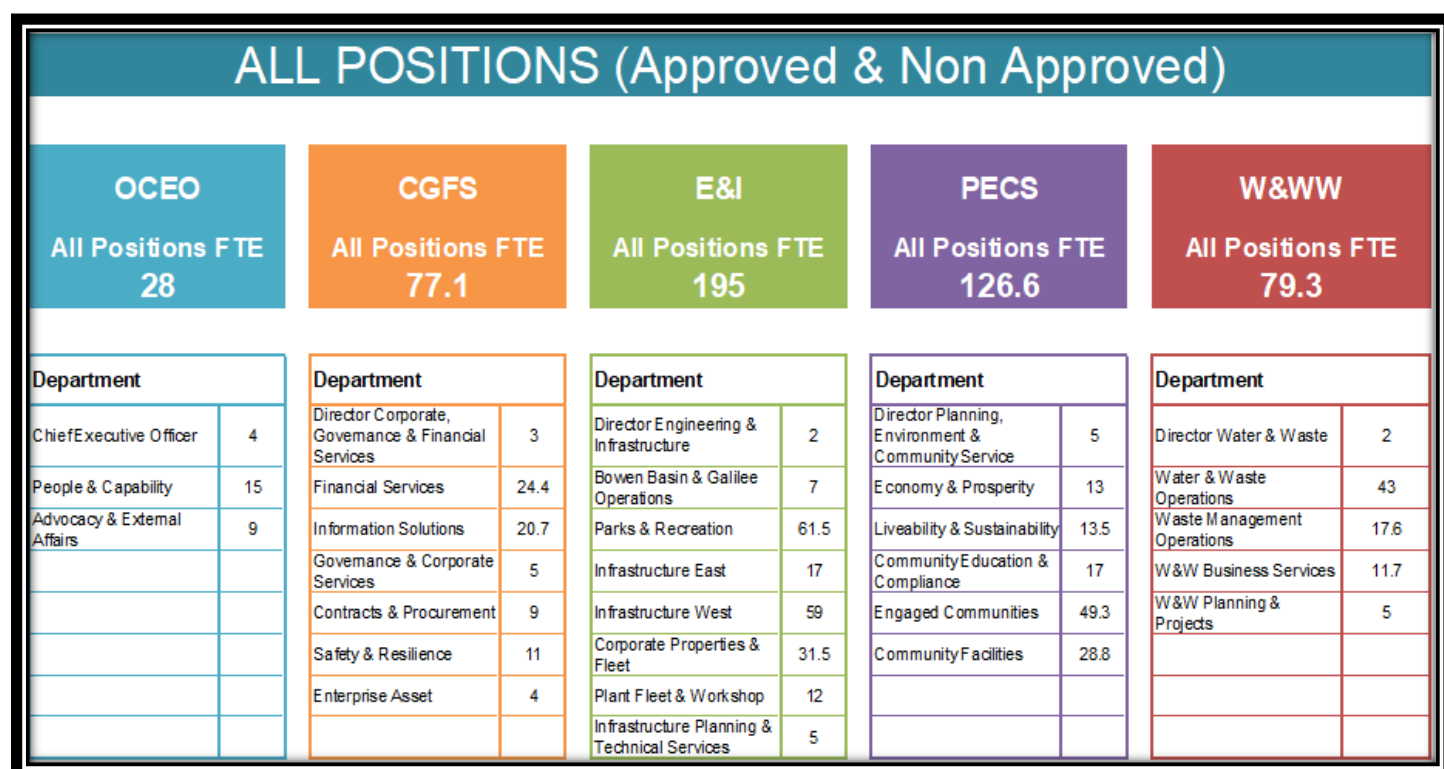
1.2. All Positions (FTE)

The All Positions FTE, which includes both permanent and temporary roles, began at 502.70 in August 2024, reflecting temporary roles. Fluctuations were observed as follows:

Peaked at 508.40 in September 2024 due to multiple new temporary positions.

Notable drops: January (-2.3 FTE), March (-2.3 FTE). Recovery: Gradual increases between April and June due to new temporary roles. The final count was 503.80, an increase of +1.10 FTE over the year.

Figure 3.0: All Positions FTE by directorate as at 31 July 2025



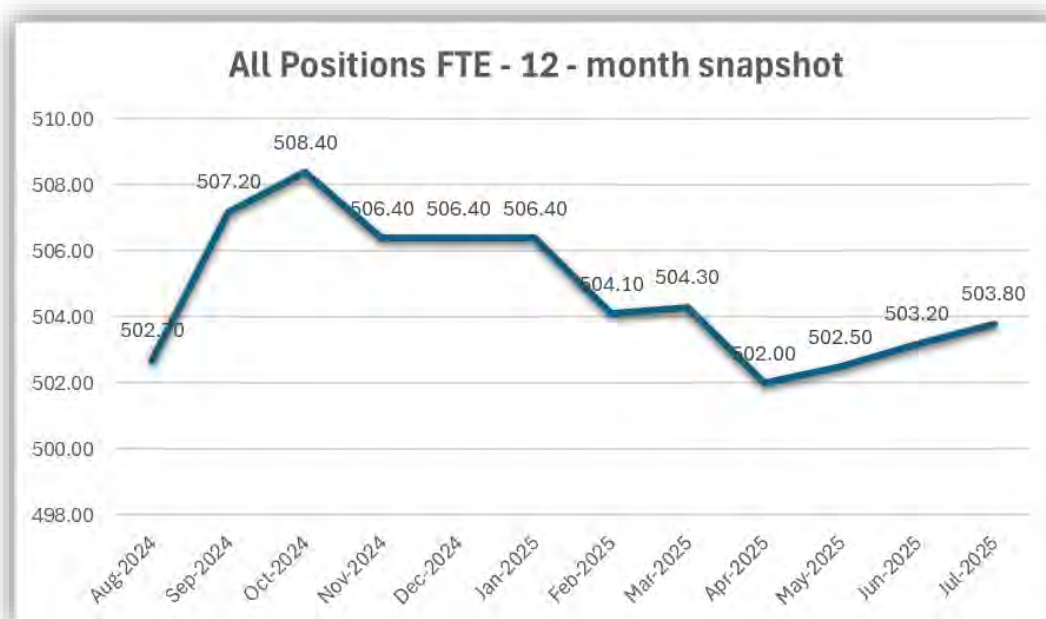
ALL POSITIONS	FILLED	VACANT	HEADCOUNT
506.00	439.10	66.90	455.00

Note: Temporary positions approved by the CEO for fixed-term engagement for a specific task or period. Consist of full-time, part-time and casual. Positions will be removed from the organisation structure upon completion of the term. Examples of engagement: Filling a position due to known absences like approved long term leave, parental leave, secondment. Project with a known end date, like Capital Works Projects, Community Support State Funding. Filling short-term vacancy needs before finalisation of the recruitment process. Handling unexpected short-term workload increases. Headcount: Number of employees sitting against approved and temporary positions within the organisational structure.

INFORMATION BULLETIN

Month	FTE Movement	Description	OCEO	CGFS	E&I	PECS	W&WW	FTE
Aug-2024	4.5	OCEO (11001.3), CGFS (47008.2) PECS (67530.3 + 67610.3 + 67632.3) W&WW (83006.3 + 84406.2)	28.70	75.70	194.40	127.60	80.80	502.70
Sep-2024	1.2	Removed Positions (56104 + 64540 + 64553 + 65611.3 + 67632.3 + 83008.3) New Positions (11102.2 + 66753.3 + 67511.3 + 67527.3 + 83007.3)	30.70	76.70	193.40	126.30	81.30	507.20
Oct-2024	-2.0	Removed Positions (58214 + 62507 + 62508.2 + 81027) New Positions (56207 + 84411)	30.70	76.70	193.40	124.30	81.30	508.40
Nov-2024			30.70	76.70	193.40	124.30	81.30	506.40
Dec-2024			30.70	76.70	193.40	124.30	81.30	506.40
Jan-2025	-2.3	Removed Positions (11114 + 1116 + 4106.2 + 44214.3 + 46204.3 + 64530 + 66753.3 + 67502.3 + 67610.3 + 83006.3) New Positions (11103.3 + 13009 + 44212.2 + 52204.2 + 56064.2 + 58000.3 + 60004.2 + 63545 + 66723.3 + 67624.3 + 67625.3)	31.00	74.70	195.40	122.70	80.30	504.10
Feb-2025	0.2	Removed Positions (11001.3 + 52206 + 58000.3 + 67624.3 + 67625.3 + 67638) New Positions (56066 62501.2 + 66710.3 + 66743.1)	30.00	74.70	195.40	123.90	80.30	504.30
Mar-2025	-2.3	Removed Positions (11103.3 + 11113.3 + 52224 + 56065 + 67511.3 + 67530.3 + 83007.3) New Positions (41,041 + 66703.3 + 67633.2 + 84406.3)	28.00	75.40	193.70	124.60	80.30	504.30
Apr-2025	0.5	Removed Positions (11109.2 + 58203 + 58204 + 60004.2 + 66703.3 + 67527.3) New Positions (11117 + 44214.3 + 56217.3 + 57000 + 57002 + 62500.3)	28.00	76.40	194.70	123.10	80.30	502.00
May-2025	0.7	Removed Positions (41200 + 56064.2 + 66723.3) New Positions (41034 + 45050 + 47007.3)	28.00	77.60	194.70	122.60	80.30	502.50
Jun-2025	0.6	Removed Positions (44,214.3, 51,505.3, 57,503, 60,000.3, 66,743.1, 84,406.3) New Positions (46,203.3, 62,506.2, 63,535, 67,620.2, 67,632.2)	28.00	77.60	193.00	125.90	79.30	503.20
Jul-2025	0.6	Removed Positions (47,007.3, 62,501.2) New Positions (56,064.2, 57,503.3, 66,742.20, 66,743.10)	28.00	77.60	193.00	125.90	79.30	503.80

Figure 4.0: All Positions FTE: August 2024 – July 2025 - 12-month snapshot

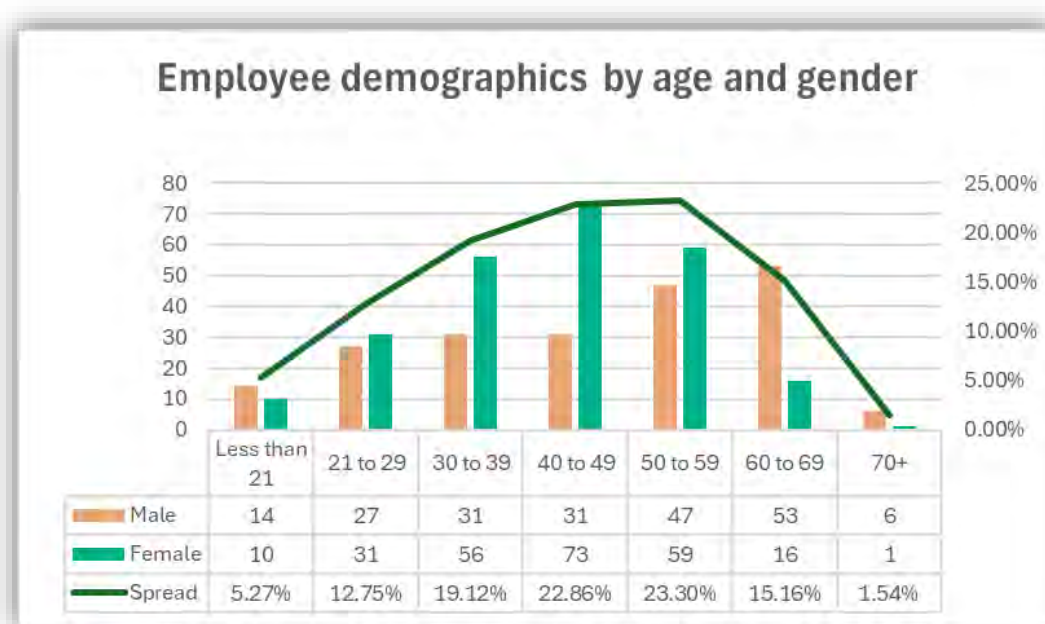


2. EMPLOYEE TRENDS UPDATE:

2.1. Employee Demographics

The current age demographics of Council employees highlight the need to effectively manage an aging workforce. We acknowledge and recognise the importance of leveraging the experience and skills of older employees while ensuring a productive and inclusive work environment. The age demographics continues to show a strong presence of employees aged 40 to 49 and a notable portion aged 50 to 69. To manage workforce aging, the P&C department supports retirement transitions, succession planning, and knowledge transfer, ensuring continuity, inclusivity, and the retention of valuable experience and skills. Figure 5.0 shows Council's current workforce by age groups.

Figure 5.0: Employee demographics by age and gender as at 31 July 2025



2.2. Transition to Retirement

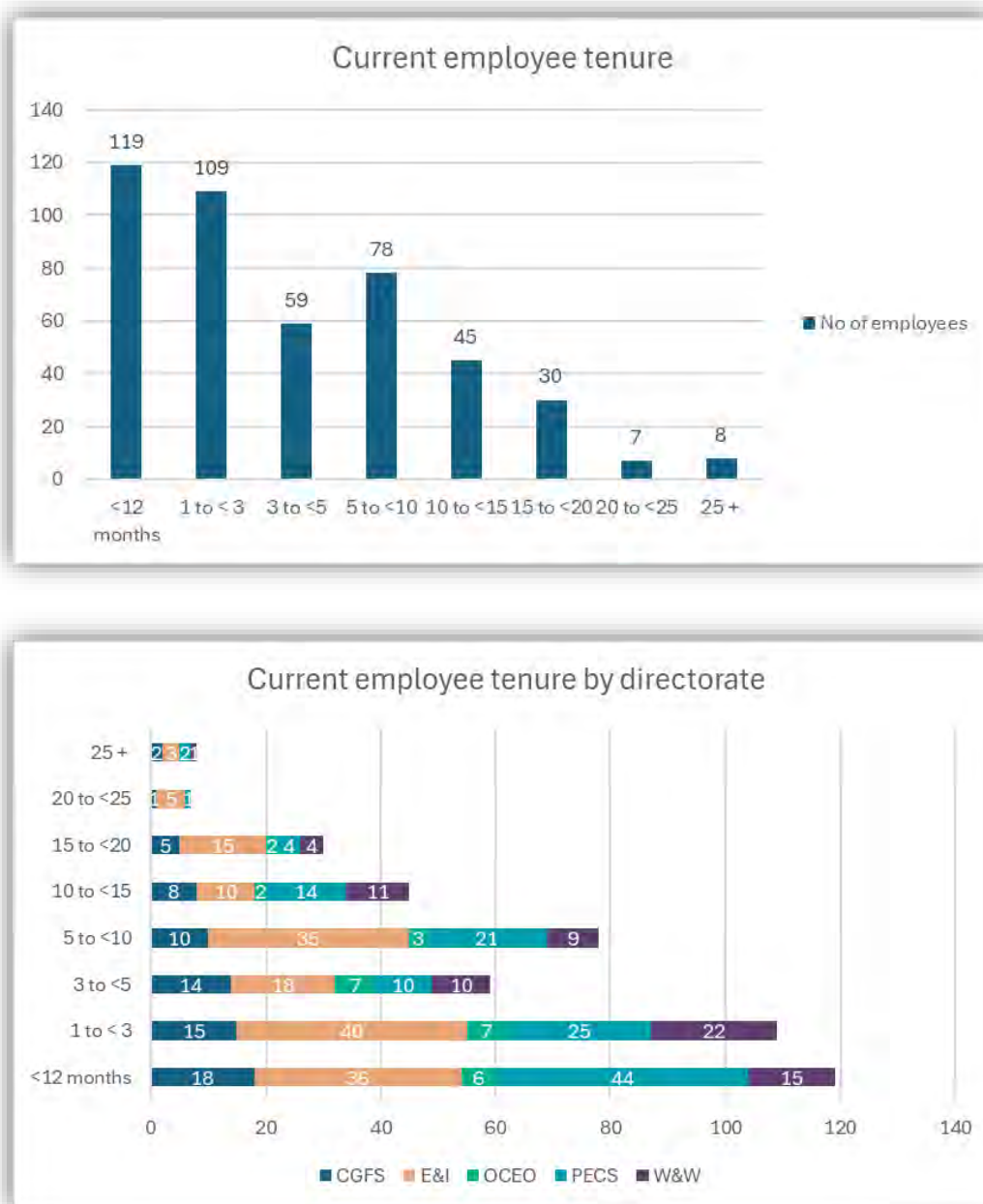
Council is currently supporting the transition to retirement for three (3) long-serving employees. During the month of July, two (2) of our long serving employees under the formal transition to retirement plan retired along with three (3) other employees, a combined total of 90.79 years. This leaves three (3) employees actively participating in the transition to retirement plan. These employees have collectively contributed nearly 35 years of service to the Isaac Regional Council, including their tenure within the shires prior to the 2008 amalgamation. This transition is being managed with fixed-term part-time positions to ensure knowledge transition and therefore mitigate any potential operational risks associated with their departure.

- Corporate, Governance & Financial Services | Financial Services | 19 years
- Engineering & Infrastructure | Infrastructure - West | 7.5 years
- Engineering & Infrastructure | Infrastructure - West | 7.5 years

2.3. Employee Tenure

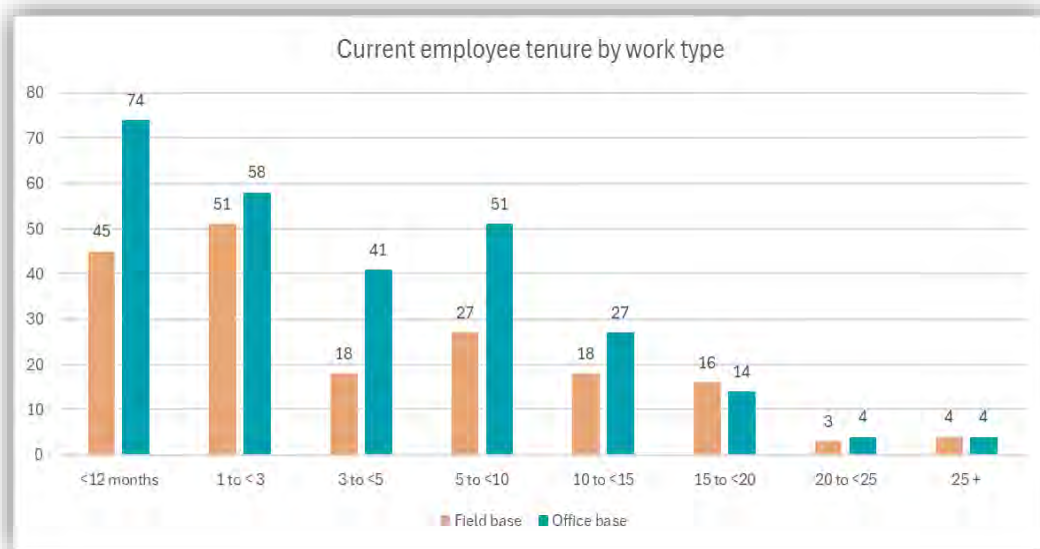
Council's workforce tenure data guides our focus on retention. We aim to enhance onboarding, career development, employee recognition, wellness support, flexible work, mentoring and knowledge transfer. The tenure distribution as of 31 July shows the largest employee group remains those with less than 12 months of service (119 employees), followed by 1 to <3 years (109) and 5 to <10 years (78). Mid-tenure groups include 3 to <5 years (59) and 10 to <15 years (45). Long-tenured employees include 15 to <20 years (30), 20 to <25 years (7), and 25+ years (8).

Figure 6.0: Employee tenure and by directorate as at 31 July 2025



Most office-based employees have been with Council for less than three (3) years and have more people in most work length groups, except for the 15 to <20 group where field employees have slightly more. Employees who've worked for 20+ years are evenly split between office and field roles.

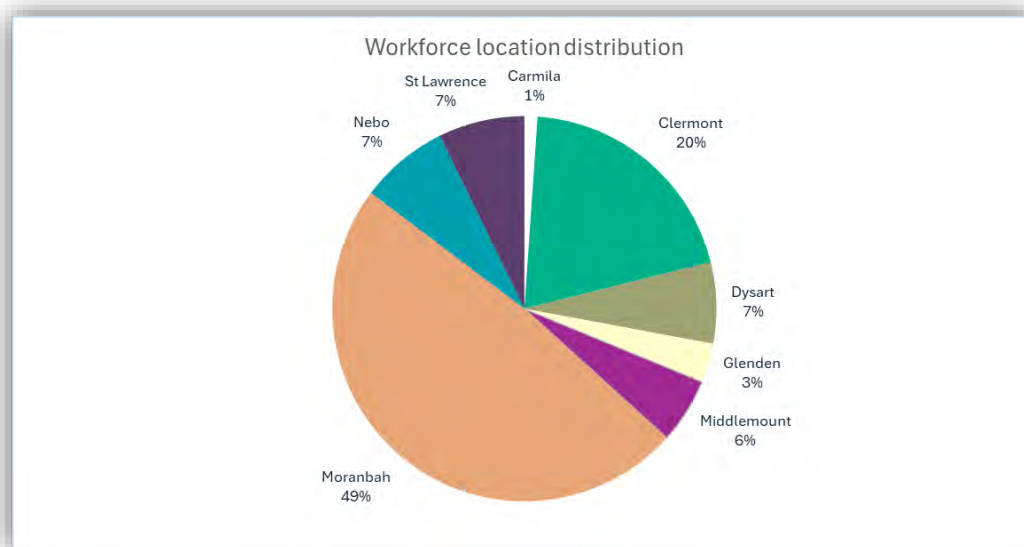
Figure 6.1: Employee tenure and by work type as at 31 July 2025



2.4. Employee work type and location distribution

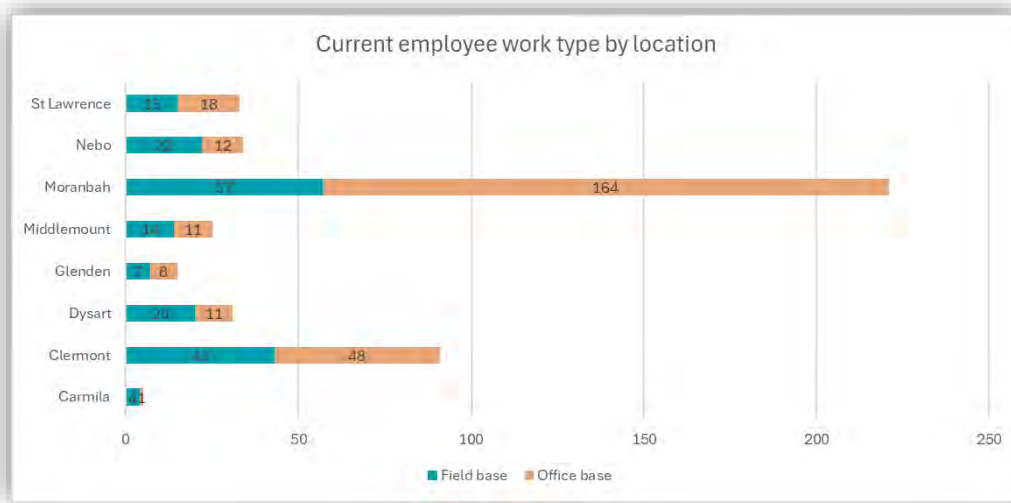
Council's workforce is distributed across eight locations, Moranbah having the largest number of employees (221), Clermont (91), Nebo (34), St Lawrence (33), Dysart (31), Middlemount (25), Glenden (15), and Carmila (5). The total workforce as at 31 July is 455 employees.

Figure 6.2: Employee tenure and by work type as at 31 July 2025



Field-based positions across towns remain relatively stable, reflecting Council's commitment to maintaining operational presence in each location. Office-based positions, however, show significant variation, particularly in Moranbah which has a notably higher concentration. There is an opportunity to review office-based role distribution to ensure genuine consideration of alternative locations, optimise resource allocation and support equitable service delivery across the region.

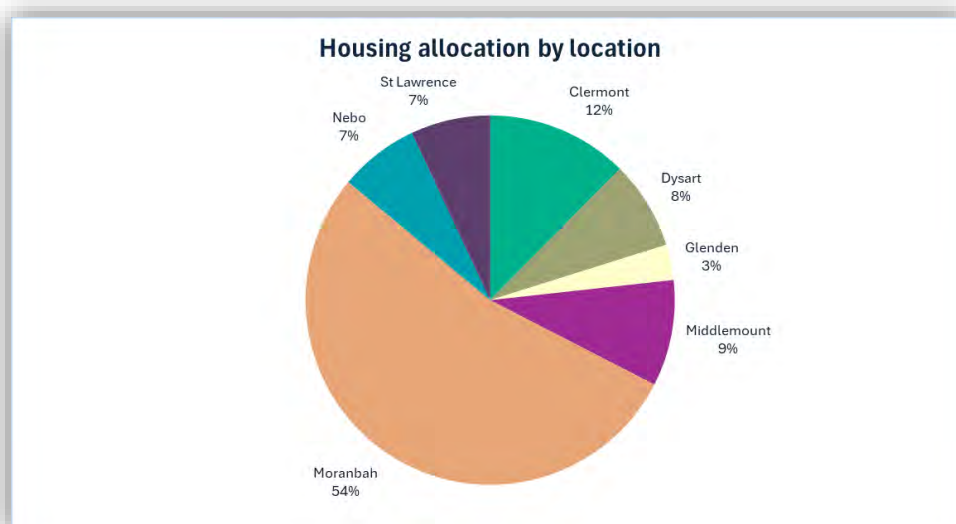
Figure 6.3: Employee location by work type as at 31 July 2025



2.5. Housing allocation distribution

As at 31 July 2025, the total employee housing allocation is 129 - Clermont (16), Dysart (10), Glenden (4), Middlemount (12), Moranbah (69), Nebo (9) and St Lawrence (9).

Figure 6.4: Employee housing allocation by location as at 31 July 2025



The data includes the following categories of employee housing allocation:

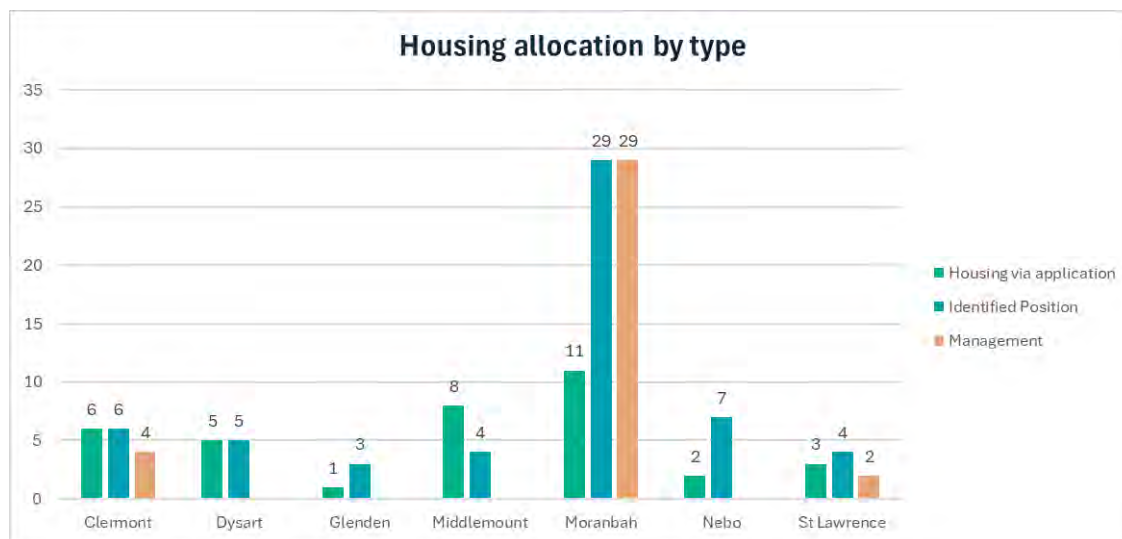
Management and Identified Positions

Housing is provided to employees as part of their formal employment contract when the role qualifies as a contractual entitlement, based on operational need, recruitment difficulty, and strategic importance. Eligibility is tied to the position, not the individual. The identified position category includes housing offered at a subsidised rental rate. This supports recruitment, retention, and operational continuity.

Housing via application

Housing is available via application for employees whose positions do not include the housing contractual entitlement. This category supports employees working in areas with high rental costs or limited availability and is offered at a subsidised rental rate.

Figure 6.5: Employee housing allocation by type as at 31 July 2025



2.6. Employee Turnover

The employee turnover rate from August 2024 to 31 July 2025 is 21.10%, based on data collected through exit surveys and resignation letters. The primary reasons for turnover include employees leaving the Isaac region (21%), better job opportunities (15%) and family/personal reasons/retirement (13%). The People and Capability team continues to engage with departing employees to understand their reasons for leaving and identify opportunities for improvement.

Figure 7.0: Employee turnover by Directorate for 12-month period 1 August 2024 to 31 July 2025. (Approved establishment only).

Directorate	Appointed	Turnover	Current	Percent (%)
Office of the CEO	6	3	26	11.54%
Corporate, Governance & Financial Services	16	8	68	11.76%
Engineering and Infrastructure	39	41	157	26.11%
Planning, Environment and Community Services	36	22	97	22.68%
Water and Waste	18	14	69	20.29%
TOTAL	115	88	417	21.10%

Figure 7.1: Turnover Reasons for period 1 August 2024 to 31 July 2025 (12 months).

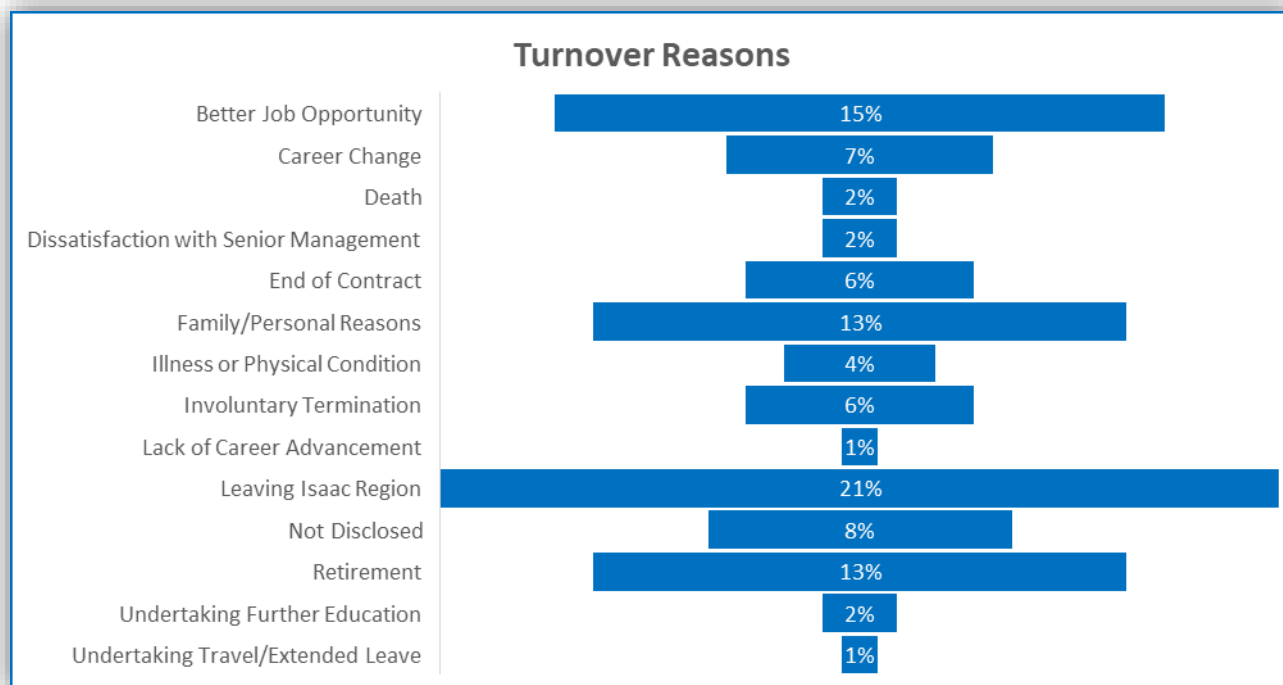
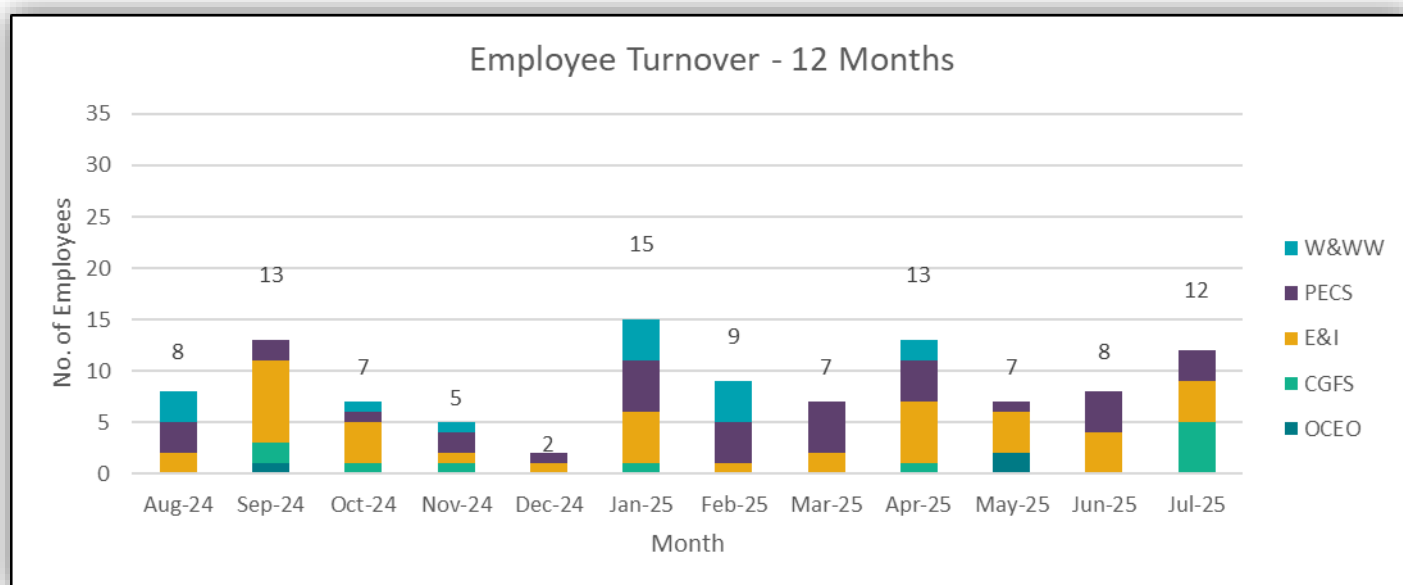


Figure 7.2: Turnover rate 5-year period

Turnover - Calendar Year	Percent (%)
1 August 2020 to 31 July 2021	20.40%
1 August 2021 to 31 July 2022	25.45%
1 August 2022 to 31 July 2023	25.06%
1 August 2023 to 31 July 2024	23.85%
1 August 2024 to 31 July 2025	21.10%

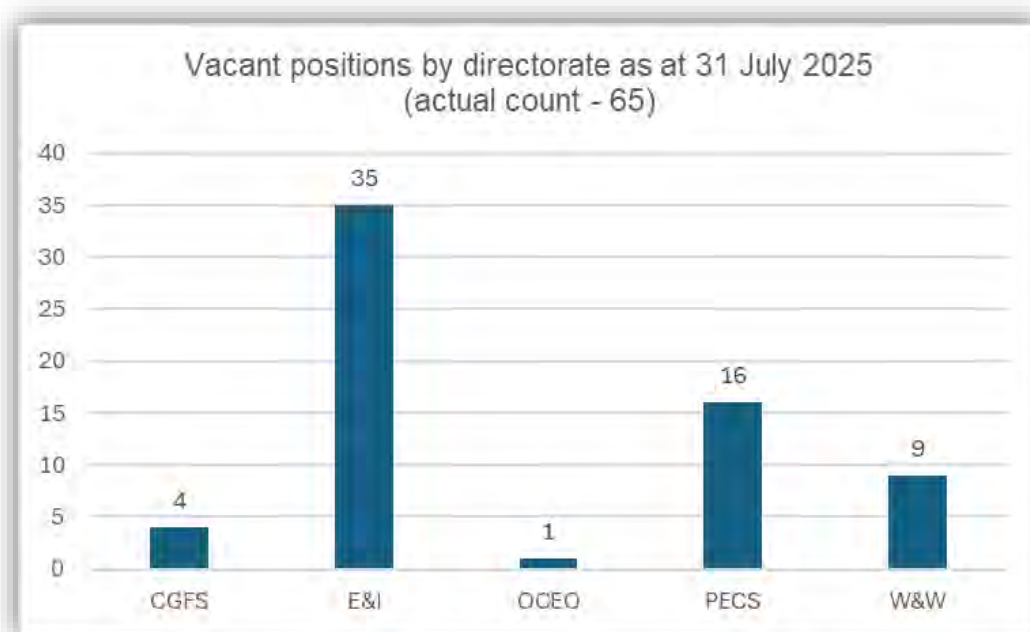
Figure 7.3: Turnover Demographics –1 August 2024 to 31 July 2025



3. Workforce recruitment

As at 31 July 2025, the number of vacant positions under active recruitment has shown a consistent downward trend, decreasing from 73 in May to 68 in June and further to 65 in July. This progressive decline over the past three (3) months reflects improved recruitment efficiency and highlights the team's continued efforts and commitment to actively progressing recruitment actions across the directorates. E&I had the most vacant positions with 35, PECS with 16, W&W with 9, CGFS with 4 and OCEO with 1.

Figure 8.0: Turnover Demographics –1 August 2024 to 31 July 2025



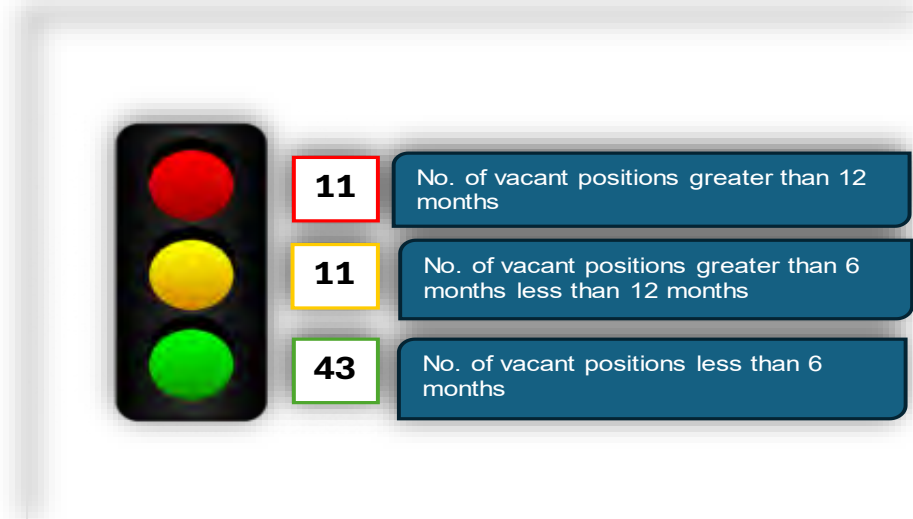
3.1. Vacancy Risk

The People and Capability team recognises the risks associated with prolonged vacancies and is actively working to address them. The team continues to work closely with hiring managers to prioritise the recruitment of critical roles. Where immediate coverage is needed, temporary labour hire and internal acting or higher duties are currently used to maintain service continuity and support staff development.

As at 31 July 2025, the number of positions vacant for “*greater than 12 months*” decreased slightly from 12 in June to 11. Vacancies “*greater than 6 months but less than 12 months*” decreased slightly from 12 to 11, while those vacant for “*less than 6 months*” decreased from 44 to 43.

The drop in vacancy numbers from May to July shows that recruitment is moving in the right direction. The data shows the team is working steadily to fill both new and older positions with extra attention given to positions that have been vacant for extended periods.

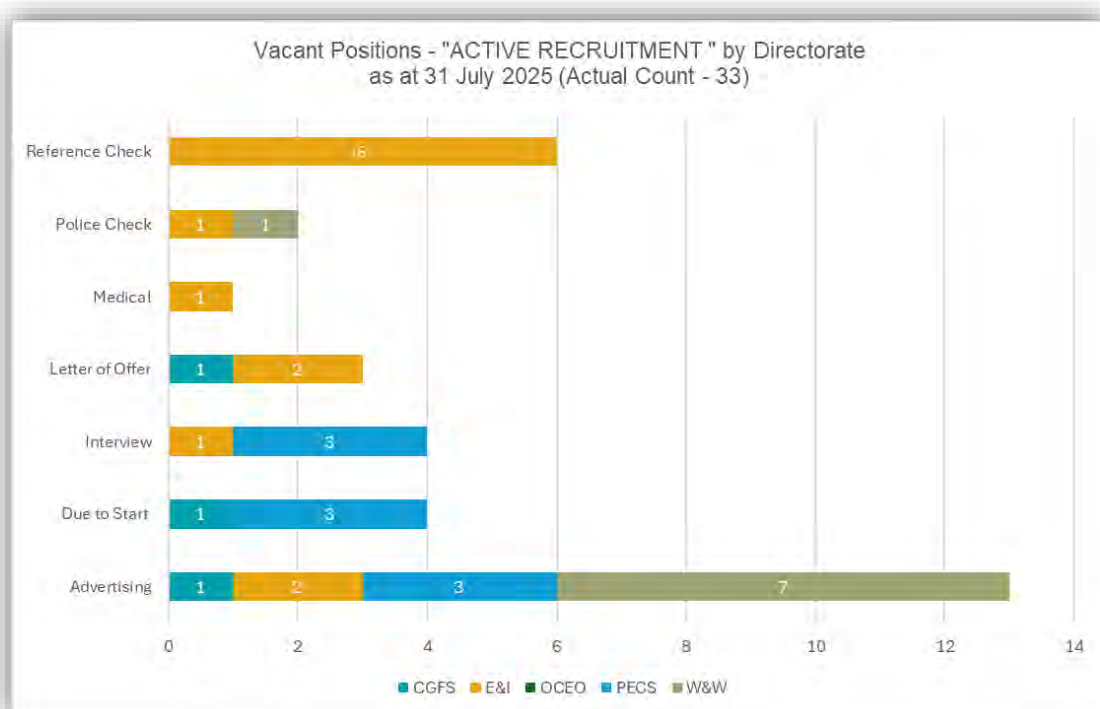
Figure 8.1: shows "length of time vacant" as of 31 July 2025 (actual count - 65).



3.2. Vacancy Active Recruitment

As at 31 July 2025, the number of vacant positions under active recruitment decreased to 33, down from 37 in the month of June indicating progress in filling roles. July showed increased activity in final recruitment stages with several candidates moving closer to commencement.

Figure 8.2: Active recruitment, vacancies by directorate and status



INFORMATION BULLETIN

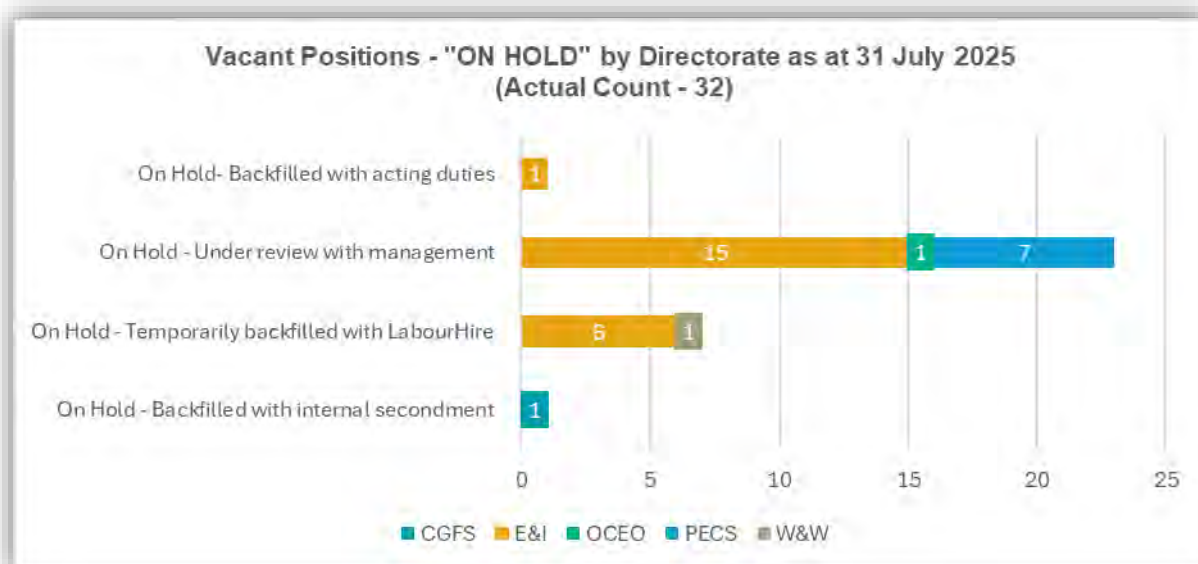
Vacant Positions “ACTIVE RECRUITMENT” as of 31 July 2025

Position No.	Position Title	No of Days Vacant	Vacancy Status
CEO Office			
Nil			
Corporate Governance and Financial Services			
44,221.00	Senior Systems Officer	3	Advertising
44,222.00	Systems Officer	15	Letter of Offer
47,000.00	Manager Safety & Resilience	130	Due to Start
Engineering and Infrastructure			
52,223.00	Labourer	4	Interview
52,228.00	Apprentice Parks and Recreation	183	Police Check
55,205.00	Plant Operator	44	Letter of Offer
55,305.00	Plant Operator	151	Reference Check
55,311.00	Water Truck Operator	30	Medical
55,502.00	Overseer - Infrastructure	1	Advertising
56,000.00	Manager Infrastructure	15	Reference Check
56,223.00	Truck Driver	79	Reference Check
56,416.00	Labourer	76	Reference Check
57,515.00	Trade Assistant	72	Letter of Offer
57,622.00	Cleaner	398	Advertising
58,206.00	Technical Officer - Mechanical Planning	79	Reference Check
59,000.00	Manager Infrastructure Planning and Technical Serv	235	Reference Check
Planning, Environment and Community Services			
60,602.00	Saleyard & Showground Labourer	24	Advertising
64,542.00	Community Compliance Officer	397	Advertising
65,605.00	Program Leader Community Events and Activation	29	Advertising
65,611.00	Community Development Officer - Moranbah	241	Due to Start
66,713.00	Frontline Service Officer	18	Interview
67,511.00	Casual Pool Lifeguard	20	Interview
67,525.00	Team Leader - Moranbah Pool	4	Due to Start
67,630.00	Centre Operations Leader - Moranbah	35	Interview
67,634.00	Hospitality Casual	265	Due to Start
Water and Waste			
81,013.00	Senior Water & Wastewater Operator	835	Advertising
81,014.00	Water & Wastewater Operator	111	Advertising
81,022.00	Electrician	129	Police Check
81,023.00	Water & Wastewater Operator	150	Advertising
81,024.00	Water & Wastewater Operator	150	Advertising
81,030.00	Senior Water & Wastewater Operator	491	Advertising
81,086.00	Water & Wastewater Operator	75	Advertising
84,406.00	Administration Officer	4	Advertising

3.3. Vacancy - Recruitment on hold

As at 31 July 2025, the number of positions on hold across directorates increased to 32, up from 31 in June and 27 in May indicating a gradual upward trend in delayed recruitment activity. Most of these roles are currently under review by management. In July, three (3) E&I roles were taken off hold and are progressing through the recruitment stages whilst five (5) positions across CGFS, E&I and PECS were placed on hold due to internal reviews, reclassification and secondments. This shows that some roles are moving ahead while others are paused to allow time for review or changes.

Figure 8.3: On Hold positions ("Positions on Hold – Under Review" reflect position changes, position description updates or recruitment challenges.)



Vacant Positions "ON HOLD" as of 31 July 2025 (Actual count 32)

Position No.	Position Title	No of Days Vacant	Vacancy Status	Vacancy Status
CEO Office				
13,010.00	Advocacy Coordinator	223	On Hold - Under review with management	Position has been put on hold with manager and backfilled with consultant.
Corporate Governance and Financial Services				
46,203.00	Purchasing/Stores Officer	15	On Hold - Backfilled with internal secondment	Advertised twice - Current secondment for potential direct appointment.
Engineering and Infrastructure				
51,507.00	Civil Engineering Student	300	On Hold - Under review with management	Position to be advertised later in 2025 to align with Uni breaks.
52,227.00	Parks Maintenance Officer	379	On Hold - Under review with management	Reviewing internal staff and potential qualifications to internally upskill.

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Engineering and Infrastructure				
52,295.00	Labourer	49	On Hold - Under review with management	Advertising in October.
56,066.00	Trainee - Administration	118	On Hold - Under review with management	Position to be advertised later in 2025 to align with end of school
56,210.00	Plant Operator	94	On Hold - Temporarily backfilled with LabourHire	Backfilled with labour hire - awaiting communication from manager.
56,214.00	Grader Operator	135	On Hold - Under review with management	Awaiting JCC for consultation.
56,418.00	Tractor Slasher Operator	2	On Hold - Under review with management	PAM being raised to reclassify position before advertising.
56,428.00	Grader Operator	215	On Hold - Under review with management	Awaiting JCC for consultation.
56,429.00	Semi Water Truck Driver	41	On Hold - Under review with management	Manager reviewing.
56,610.00	Roller Plant Operator	104	On Hold - Temporarily backfilled with LabourHire	Awaiting JCC for consultation.
56,611.00	Grader Operator	364	On Hold - Temporarily backfilled with LabourHire	Awaiting JCC for consultation.
56,612.00	Labourer	701	On Hold - Temporarily backfilled with LabourHire	Awaiting JCC for consultation.
56,613.00	Truck Driver	713	On Hold - Temporarily backfilled with LabourHire	Awaiting JCC for consultation.
56,614.00	Water Truck Driver	556	On Hold - Temporarily backfilled with LabourHire	Awaiting JCC for consultation.
57,000.00	Manager Corporate Properties	84	On Hold- Backfilled with acting duties	Acting in place.
57,507.00	Apprentice Carpenter	170	On Hold - Under review with management	Potential to restructure team - awaiting confirmation.
57,509.00	Electrician	294	On Hold - Under review with management	Potential to restructure team - awaiting confirmation
57,510.00	Apprentice Electrician	144	On Hold - Under review with management	Potential to restructure team - awaiting confirmation
57,513.00	Plumber - Commercial	254	On Hold - Under review with management	Potential to restructure team - awaiting confirmation
57,600.00	Program Leader Maintenance	76	On Hold - Under review with management	Potential to restructure team - awaiting confirmation
57,610.00	Maintenance Officer West	189	On Hold - Under review with management	Potential to restructure team - awaiting confirmation
59,015.00	Design and Planning Engineer	100	On Hold - Under review with management	Restructure underway.
Planning, Environment and Community Services				
60,001.00	Team Leader - Business Services PECS	30	On Hold - Under review with management	PAM awaiting approval for position title change.
63,544.00	Student Planner	14	On Hold - Under review with management	Not recruiting at this time, manager to confirm.

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Planning, Environment and Community Services				
64,501.00	Community Education Officer	552	On Hold - Under review with management	Manager has reviewed PD, currently with P&C. Advertised X 8 since vacant. Offered twice however candidates withdrew.
64,551.00	Environmental Health Officer	1125	On Hold - Under review with management	Advertised position x 3 in last 2 months, no suitable applications - manager reviewing the PD.
64,552.00	Lead Environmental Health Officer	90	On Hold - Under review with management	Advertised position x 3 in last 2 months, no suitable applications - manager reviewing the PD.
67,522.00	Casual Lifeguard	80	On Hold - Under review with management	Advertising in July for summer period.
67,610.00	South & West Facilities Area Leader	46	On Hold - Under review with management	Recently advertised with no suitable applications, temporary backfill with higher duties.
Water and Waste				
86,606.00	Project Manager	403	On Hold - Temporarily backfilled with LabourHire	Backfilled with labour hire.

3.4. Labour hire engagement

Labour hire personnel are engaged to support vacant and project-specific roles across directorates, ensuring continuity of service delivery and operational effectiveness during ongoing permanent recruitment processes or in response to short-term staffing and project requirements.

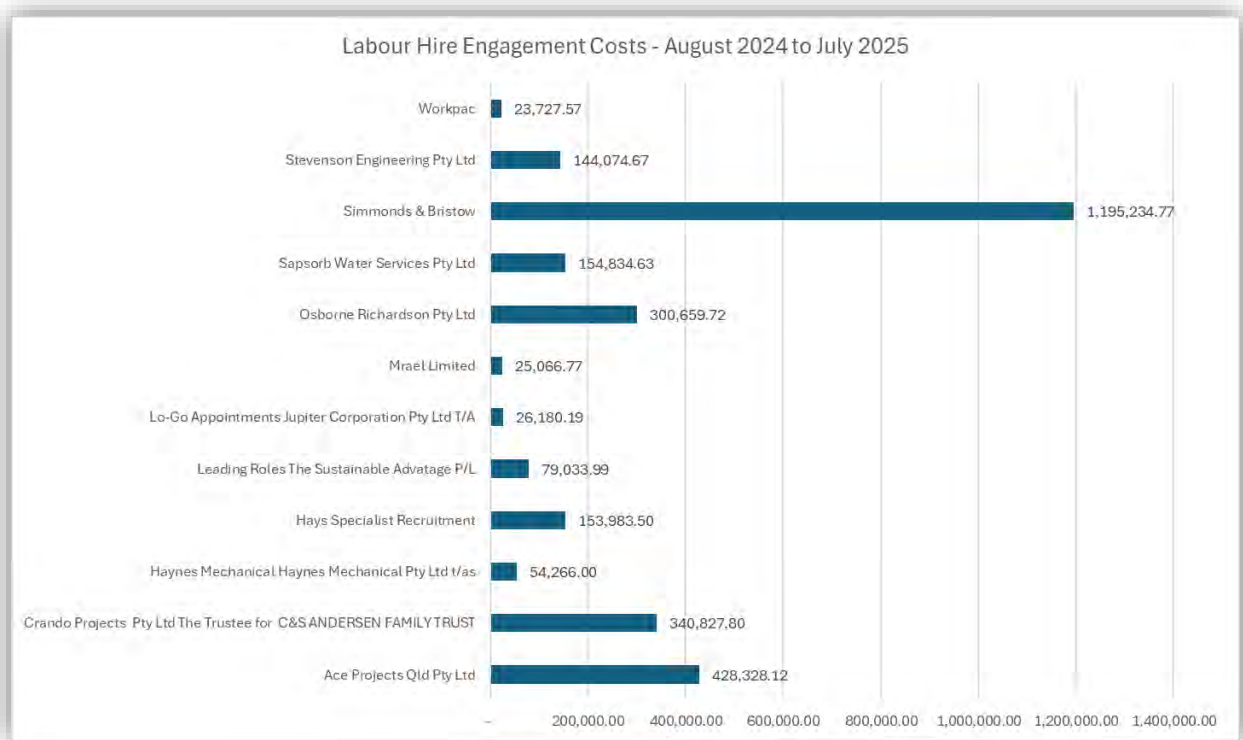
Labour hire personnel as of 30 June 2025

Directorate	Position Number	Position	Agency	Reason for Engagement	Start Date	End Date
OCEO	n/a	People and Capability Officer	Hays	Labour hire to assist with current workload, Officers acting in BP roles. Organisation restructure work.	28/07/2025	30/01/2026
E&I	57,610.00	Maintenance Officer - West	Osborne Richardson	Labour hire required to backfill vacancy.	24/03/2025	26/09/2025
E&I	59,000.00	Manager Infrastructure Planning and Technical Services	Stevenson Engineering Pty Ltd	Labour hire required to backfill vacancy.	31/03/2025	26/09/2025
E&I	56,500.00	Coordinator Infrastructure West	GBA Consultants	Labour hire required to backfill vacancy.	29/07/2025	31/10/2025
PECS	n/a	Animal Management Centre Attendant	Haynes	Labour Hire required to assist with Animal Management Duties whilst short staffed.	3/08/2024	30/01/2026
PECS	n/a	Saleyard and Showgrounds Officer	Osborne Richardson	Labour hire required to assist with sales as required.	25/02/2023	26/06/2026
PECS	n/a	Animal Management Centre Attendant	Haynes	Labour hire required to backfill vacancy.	7/07/2025	30/01/2026
PECS	n/a	Community Education and Compliance Administration Officer	Hays	Labour hire required to backfill vacancy.	21/7/2025	21/11/2025
W&W	81,013.00	Water and Wastewater Operator	Simmonds & Bristow	Labour hire required to backfill vacancy.	15/01/2024	31/08/2025
W&W	81,023.00	Water and Wastewater Operator	Simmonds & Bristow	Labour hire required to backfill vacancy.	12/02/2024	31/08/2025
W&W	81,030.00	Senior Water and Wastewater Operator	Simmonds & Bristow	Labour hire required to backfill vacancy.	8/06/2022	31/08/2025
W&W	81024	Water and Wastewater Operator	SAPSORB	Emergent coverage post resignation	1/01/2025	30/12/2025
W&W	n/a	Project Administration Officer	Hays	Project Work	11/08/2025	30/06/2026
W&W	Projects	Process Engineer	Simmonds & Bristow	Project Work	12/01/2024	31/10/2025
W&W	Capital	Capital Works Project Manager	Chris Andersen Consultancy	Project Work	13/05/2024	1/05/2026
W&W	Capital	Project Consultant	ACE Projects	Project Work	1/01/2022	12/12/2025
W&W	Capital	Administration Officer	Osborne Richardson	Project Work	9/08/2024	30/06/2026

3.5. Labour hire expenditure

Labour hire costs across providers from August 2024 to July 2025. Payments through accounts payable.

Labour hire Agency	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Total
Ace Projects Qld Pty Ltd	33,851.40	34,378.30	33,706.20	32,736.00	33,173.80	34,362.02	20,072.36	38,684.80	34,633.72	54,594.32	35,768.04	37,358.20	38,860.36	428,328.12
Crando Projects Pty Ltd The Trustee for C&S ANDERSEN FAMILY TRUST		28,679.09	26,821.69	40,525.39	28,151.37	15,890.50	27,381.04	28,625.75	28,507.16	36,507.41	21,643.11	27,490.65	30,604.64	340,827.80
Haynes Mechanical Haynes Mechanical Pty Ltd t/as	5,330.62	2,049.30	2,932.98	4,786.65	2,138.40	935.55	5,741.73	5,004.45	4,207.50	4,613.40	5,314.24	7,143.40	9,398.40	54,266.00
Hays Specialist Recruitment	27,049.99	26,077.60	24,647.78	20,251.25	24,301.49	12,635.34	15,538.87	6,912.84	10,325.55	-	3,865.45	1,460.28	7,967.05	153,983.50
Leading Roles The Sustainable Advantage P/L	27,812.40	22,633.05	17,307.49	33,204.60	5,888.85	-	-	-	-	-	-	-	-	79,033.99
Lo-Go Appointments Jupiter Corporation Pty Ltd T/A	16,598.96	17,421.81	8,758.38	-	-	-	-	-	-	-	-	-	-	26,180.19
Mrael Limited	-	-	-	-	-	-	-	-	-	-	3,347.43	11,287.83	10,431.51	25,066.77
Osborne Richardson Pty Ltd	56,094.02	55,870.63	51,964.81	35,473.03	17,814.12	18,327.77	20,316.88	15,298.85	15,594.30	23,686.08	13,837.14	10,898.82	21,577.29	300,659.72
Sapsorb Water Services Pty Ltd	-	-	-	-	-	-	-	17,393.75	24,805.00	39,355.25	22,067.38	28,041.75	23,171.50	154,834.63
Simmonds & Bristow	172,202.50	81,150.99	128,387.03	87,468.97	-	189,656.91	19,008.45	271,736.58	91,926.81	75,038.72	121,500.06	52,730.21	76,630.04	1,195,234.77
Stevenson Engineering Pty Ltd	-	-	-	-	-	-	-	-	-	36,818.57	-	79,399.15	27,856.95	144,074.67
Workpac	-	10,074.54	-	-	-	-	-	-	459.39	13,193.64	-	-	-	23,727.57
Total	338,939.89	278,335.31	294,526.36	254,445.89	111,468.03	271,808.09	108,059.33	383,657.02	210,459.43	283,807.39	227,342.85	255,810.29	246,497.74	2,926,217.73



4. Workforce leave

4.1. All leave taken (hours)

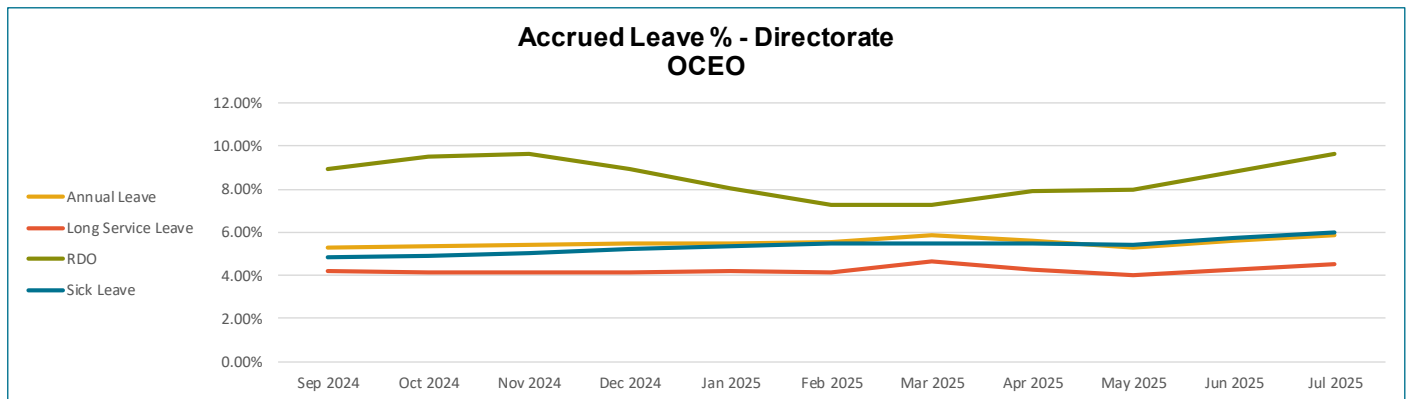
Across all directorates, a total of 29,731.93 hours of sick leave, 46,589.60 hours of RDO and 55,743.19 hours of annual leave were taken over the 12-month period. E&I directorate recorded the highest leave usage overall, noting that E&I has the largest number of employees. This includes the most long service leave and workers compensation hours. Parental leave was most significant in PECS and CGFS. Leave without pay was also notable in CGFS, PECS and E&I.

ALL LEAVE (HOURS TAKEN) - 1 August 2024 to 25 July 2025							
Directorate	Sick Leave	RDO	Annual Leave	Long Service Leave	Workers Compensation	Parental Leave	Leave With Out Pay
- CGFS							
Financial Services	1,319.01	3,034.47	3,076.20	104.00	0.00	812.00	94.98
Information Solutions	1,780.69	2,867.98	2,410.29	0.00	0.00	590.50	1,844.18
Governance & Corporate Services	277.76	177.98	402.17	0.00	0.00	0.00	35.78
Contracts & Procurement	597.75	809.94	599.96	0.00	0.00	0.00	2.60
Safety & Resilience	655.65	1,540.90	1,455.98	42.18	0.00	1,863.25	226.25
Director Corporate, Governance & Financial Services	92.61	201.50	307.99	0.00	0.00	0.00	122.93
Enterprise Asset	121.21	551.48	455.98	0.00	0.00	0.00	0.00
CGFS Total	4,844.68	9,184.25	8,708.57	146.18	0.00	3,265.75	2,326.72
- E&I							
Director Engineering & Infrastructure	82.32	201.50	324.74	0.00	0.00	0.00	0.00
Infrastructure East	1,220.26	215.56	2,519.16	1,090.56	84.00	0.00	8.80
Infrastructure West	3,590.58	1,329.83	5,471.28	952.10	436.50	1,214.25	512.80
Parks & Recreation	5,354.27	9,673.71	8,334.57	1,616.86	1,244.60	688.75	659.59
Corporate Properties & Fleet	1,753.67	2,049.91	2,857.93	862.00	911.89	84.00	213.60
Plant Fleet & Workshop	740.61	808.46	2,060.23	364.00	155.00	0.00	19.62
Infrastructure Planning & Technical Services	181.28	248.26	286.80	0.00	0.00	0.00	0.00
Bowen Basin & Galilee Operations	198.08	646.63	766.06	0.00	0.00	0.00	0.00
E&I Total	13,121.07	15,173.86	22,620.77	4,885.52	2,831.99	1,987.00	1,414.41
- OCEO							
Chief Executive Officer	243.42	606.32	751.49	0.00	0.00	0.00	0.00
People & Capability	607.96	1,550.41	1,446.50	1.82	0.00	580.00	300.38
Advocacy & External Affairs	209.52	576.29	731.82	0.00	0.00	0.00	4.03
OCEO Total	1,060.90	2,733.02	2,929.81	1.82	0.00	580.00	304.41
- PECS							
Economy & Prosperity	576.66	1,467.77	1,835.44	0.00	8.06	435.00	59.55
Liveability & Sustainability	724.43	1,491.73	1,416.29	0.00	0.00	0.00	110.75
Community Education & Compliance	1,086.24	1,955.71	1,835.86	0.00	0.00	1,080.25	222.90
Engaged Communities	2,641.83	4,763.61	4,945.56	731.54	430.10	2,515.75	850.10
Community Facilities	892.29	1,448.05	1,533.89	0.00	0.00	300.00	90.75
Director Planning, Environment & Community Service	193.75	300.70	577.11	0.00	0.00	1,087.50	3.34
PECS Total	6,115.20	11,427.57	12,144.15	731.54	438.16	5,418.50	1,337.39
- W&WW							
Director Water & Waste	0.00	64.48	170.38	0.00	0.00	0.00	48.34
Water & Waste Operations	2,115.03	6,019.96	5,139.57	152.00	17.50	0.00	65.55
Waste Management Operations	1,740.05	804.75	2,508.86	409.40	0.00	0.00	28.75
W&W Business Services	553.05	1,036.63	1,261.37	246.25	0.00	0.00	81.52
W&W Planning & Projects	181.95	145.08	259.71	0.00	0.00	0.00	10.20
W&WW Total	4,590.08	8,070.90	9,339.89	807.65	17.50	0.00	234.36
Grand Total	29,731.93	46,589.60	55,743.19	6,572.71	3,287.65	11,251.25	5,617.29

Office of the CEO

OFFICE OF THE CEO												
PERCENTAGE	Month	Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Apr 2025	May 2025	Jun 2025	Jul 2025
	Annual Leave	5.30%	5.35%	5.41%	5.50%	5.46%	5.53%	5.86%	5.62%	5.29%	5.59%	5.88%
	Long Service Leave	4.19%	4.16%	4.12%	4.13%	4.18%	4.13%	4.66%	4.29%	4.00%	4.25%	4.52%
	RDO	8.91%	9.48%	9.62%	8.94%	8.05%	7.29%	7.29%	7.94%	7.95%	8.81%	9.66%
	Sick Leave	4.83%	4.90%	5.06%	5.25%	5.37%	5.50%	5.50%	5.50%	5.42%	5.74%	5.98%

NUMBER OF WEEKS ACCRUED												
LEAVE TYPE		Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Apr 2025	May 2025	Jun 2025	Jul 2025
	Annual Leave	100.07	103.73	106.63	103.22	91.96	96.64	105.19	102.71	94.84	102.54	106.80
	Long Service Leave	108.45	108.76	109.00	109.55	110.03	109.48	123.39	113.60	104.68	110.02	113.54
	RDO	9.63	11.08	11.83	9.05	7.45	7.25	7.25	8.69	8.96	9.85	10.74
	Sick Leave	133.03	136.19	140.99	144.84	147.36	151.07	151.07	151.23	150.64	156.29	158.78



Corporate, Governance and Financial Services

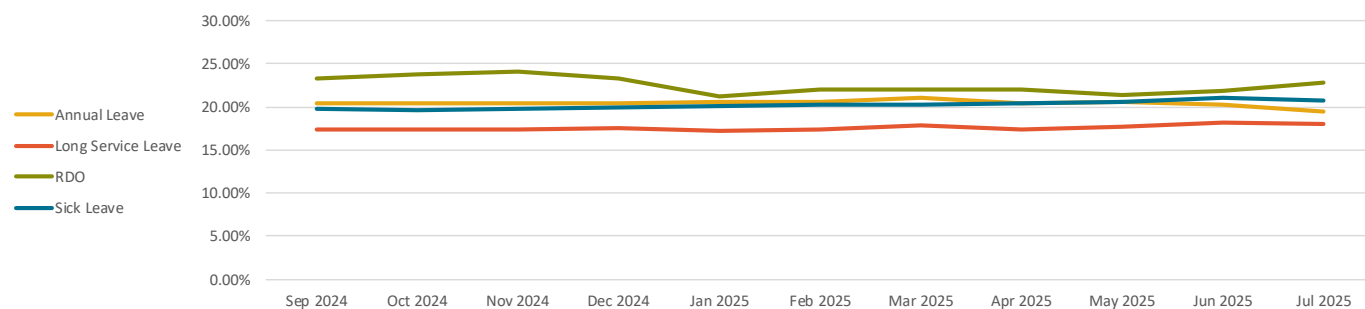
CORPORATE, GOVERNANCE & FINANCIAL SERVICES

PERCENTAGE	Month	Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Apr 2025	May 2025	Jun 2025	Jul 2025
	Annual Leave	20.47%	20.48%	20.49%	20.40%	20.56%	20.62%	21.08%	20.42%	20.51%	20.30%	19.38%
	Long Service Leave	17.39%	17.39%	17.43%	17.55%	17.22%	17.33%	17.86%	17.38%	17.77%	18.18%	18.05%
	RDO	23.29%	23.80%	24.03%	23.22%	21.24%	21.95%	21.95%	22.09%	21.43%	21.92%	22.86%
	Sick Leave	19.72%	19.68%	19.70%	20.01%	20.12%	20.29%	20.29%	20.48%	20.52%	21.12%	20.73%

NUMBER OF WEEKS ACCRUED

LEAVE TYPE	Month	Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Apr 2025	May 2025	Jun 2025	Jul 2025
	Annual Leave	386.58	397.12	404.07	383.15	346.27	360.52	378.58	373.19	367.69	372.52	352.04
	Long Service Leave	450.35	454.53	460.63	465.49	453.32	459.53	472.48	460.58	465.56	471.14	453.11
	RDO	25.16	27.80	29.53	23.49	19.66	21.83	21.83	24.18	24.15	24.52	25.43
	Sick Leave	543.62	546.31	549.30	552.05	552.48	557.36	557.36	563.17	570.24	574.59	550.61

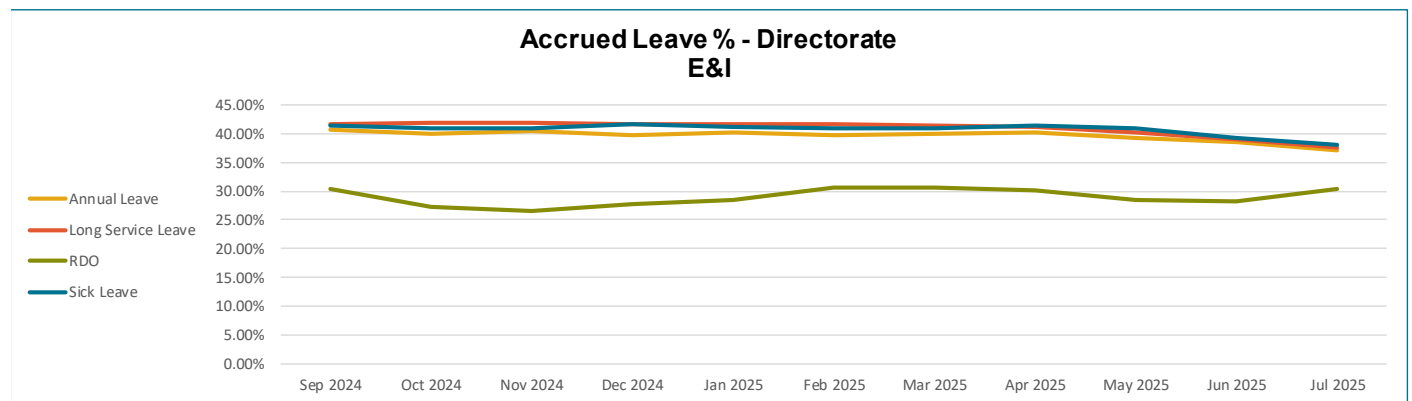
Accrued Leave % - Directorate CGFS



Engineering and Infrastructure

ENGINEERING & INFRASTRUCTURE												
PERCENTAGE	Month	Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Apr 2025	May 2025	Jun 2025	Jul 2025
	Annual Leave	40.68%	40.04%	40.35%	39.82%	40.16%	39.80%	40.07%	40.17%	39.31%	38.48%	37.00%
	Long Service Leave	41.71%	41.91%	42.02%	41.76%	41.60%	41.69%	41.41%	41.20%	40.18%	39.06%	37.62%
	RDO	30.48%	27.27%	26.51%	27.64%	28.50%	30.71%	30.71%	30.26%	28.57%	28.21%	30.36%
	Sick Leave	41.35%	41.05%	41.00%	41.62%	41.22%	40.89%	40.89%	41.35%	40.95%	39.19%	38.10%

NUMBER OF WEEKS ACCRUED												
LEAVE TYPE		Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Apr 2025	May 2025	Jun 2025	Jul 2025
	Annual Leave	768.23	776.48	795.81	747.80	676.32	695.78	719.82	734.35	704.80	704.80	672.01
	Long Service Leave	1080.09	1095.46	1110.75	1107.69	1095.03	1105.33	1095.42	1091.85	1052.53	1052.53	944.67
	RDO	32.93	31.85	32.57	27.96	26.37	30.54	30.54	33.12	32.20	32.20	33.77
	Sick Leave	1139.61	1139.83	1143.15	1148.49	1132.15	1123.32	1123.32	1136.92	1138.10	1138.10	1012.02

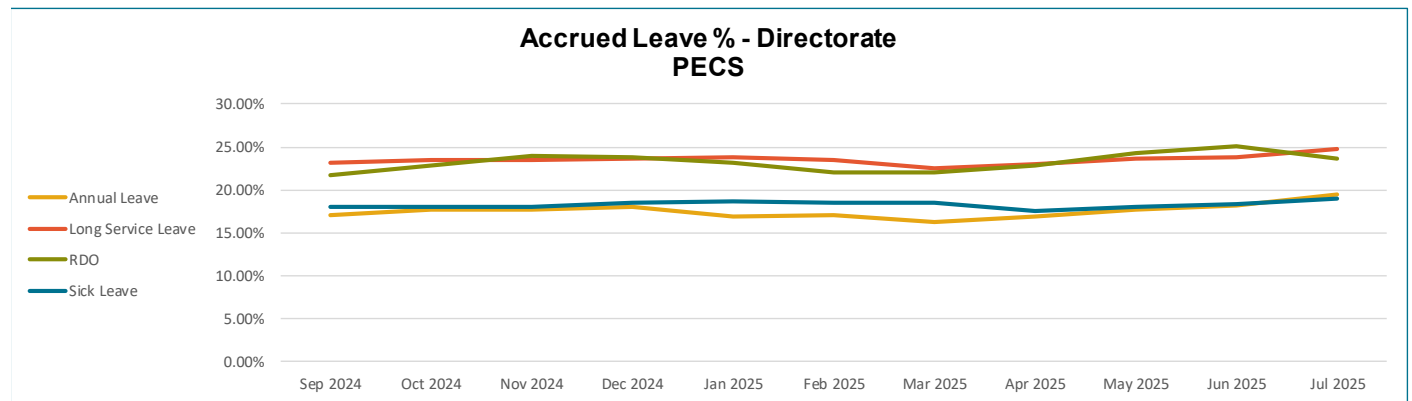


INFORMATION BULLETIN

Planning, Environment and Community Services

PLANNING, ENVIRONMENT & COMMUNITY SERVICES												
PERCENTAGE	Month	Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Apr 2025	May 2025	Jun 2025	Jul 2025
	Annual Leave	17.11%	17.66%	17.64%	17.96%	16.93%	17.13%	16.26%	16.95%	17.70%	18.15%	19.54%
	Long Service Leave	23.11%	23.45%	23.45%	23.59%	23.79%	23.54%	22.45%	23.03%	23.59%	23.85%	24.79%
	RDO	21.67%	22.76%	23.91%	23.73%	23.15%	22.02%	22.02%	22.76%	24.26%	25.13%	23.56%
	Sick Leave	17.95%	18.00%	17.98%	18.53%	18.69%	18.48%	18.48%	17.60%	17.95%	18.31%	19.01%

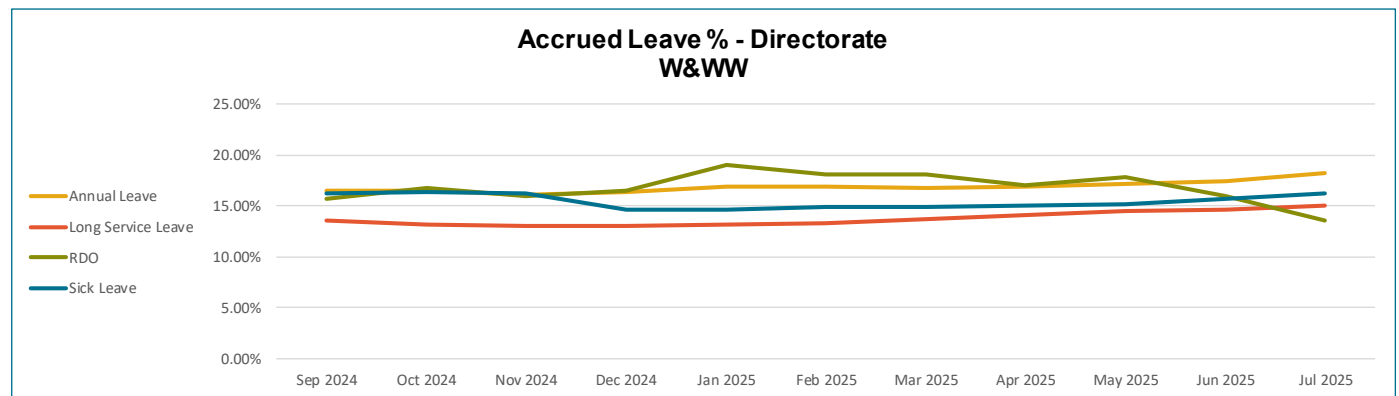
NUMBER OF WEEKS ACCRUED												
LEAVE TYPE		Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Apr 2025	May 2025	Jun 2025	Jul 2025
	Annual Leave	323.10	342.39	347.88	337.32	285.06	299.50	292.15	309.75	317.32	333.05	354.93
	Long Service Leave	598.42	612.93	619.80	625.86	626.03	624.11	593.78	610.45	617.93	1011.98	622.54
	RDO	23.42	26.59	29.38	24.01	21.42	21.89	21.89	24.91	27.35	28.12	26.21
	Sick Leave	494.69	499.85	501.44	511.34	513.36	507.63	507.63	483.96	498.85	498.07	505.10



Water and Waste

WATER & WASTE												
PERCENTAGE	Month	Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Apr 2025	May 2025	Jun 2025	Jul 2025
	Annual Leave	16.43%	16.48%	16.12%	16.32%	16.89%	16.91%	16.73%	16.84%	17.19%	17.48%	18.19%
	Long Service Leave	13.61%	13.09%	12.98%	12.97%	13.21%	13.31%	13.62%	14.10%	14.46%	14.67%	15.02%
	RDO	15.65%	16.68%	15.92%	16.47%	19.06%	18.03%	18.03%	16.96%	17.79%	15.93%	13.55%
	Sick Leave	16.15%	16.36%	16.26%	14.59%	14.60%	14.85%	14.85%	15.07%	15.16%	15.64%	16.18%

NUMBER OF WEEKS ACCRUED												
LEAVE TYPE		310.31	319.52	317.87	306.41	284.52	295.64	300.51	307.90	308.16	320.64	330.28
	Annual Leave	310.31	319.52	317.87	306.41	284.52	295.64	300.51	307.90	308.16	320.64	330.28
	Long Service Leave	352.32	342.09	343.17	344.08	347.61	352.90	360.33	373.75	378.71	380.01	377.12
	RDO	16.91	19.49	19.56	16.66	17.64	17.93	17.93	18.56	20.05	17.82	15.08
	Sick Leave	445.06	454.36	453.23	402.59	400.95	407.94	407.94	414.40	421.45	425.55	429.89

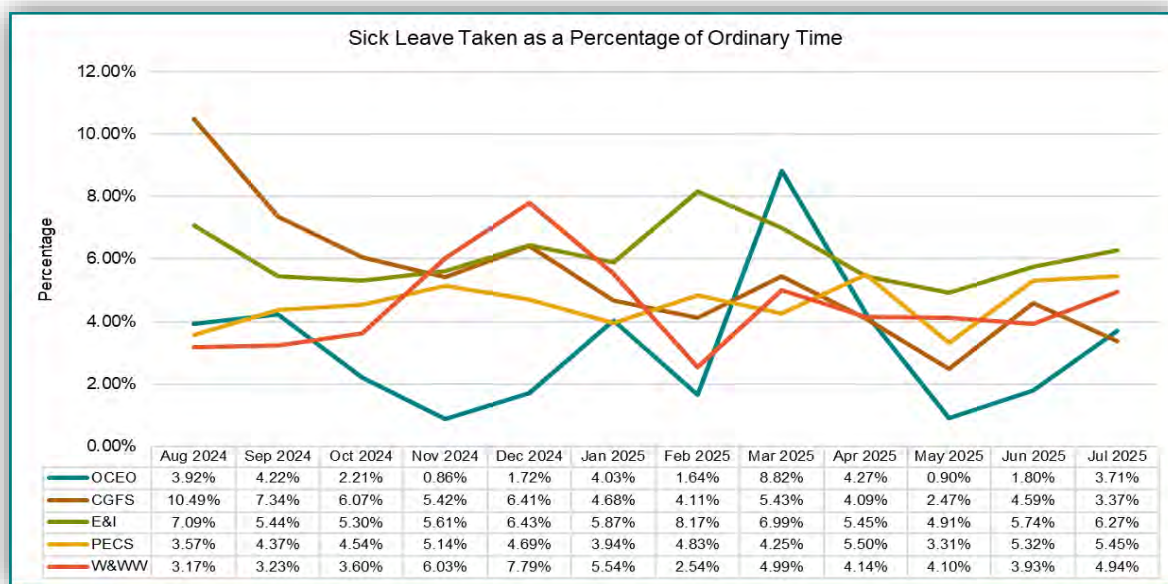


4.2. Sick leave

From August 2024 to July 2025, sick leave trends varied across directorates, with E&I consistently showing the highest rates and OCEO the lowest. August and December 2024 and March 2025 marked a noticeable increase in both sick leave and work hours across the board. Overall, sick leave remained steady with an average of 5% across all directorates, with moderate fluctuations during the 12 months.

Directorate level

Sick leave as a percentage of Ordinary Time - 1 August 2024 to 31 July 2025

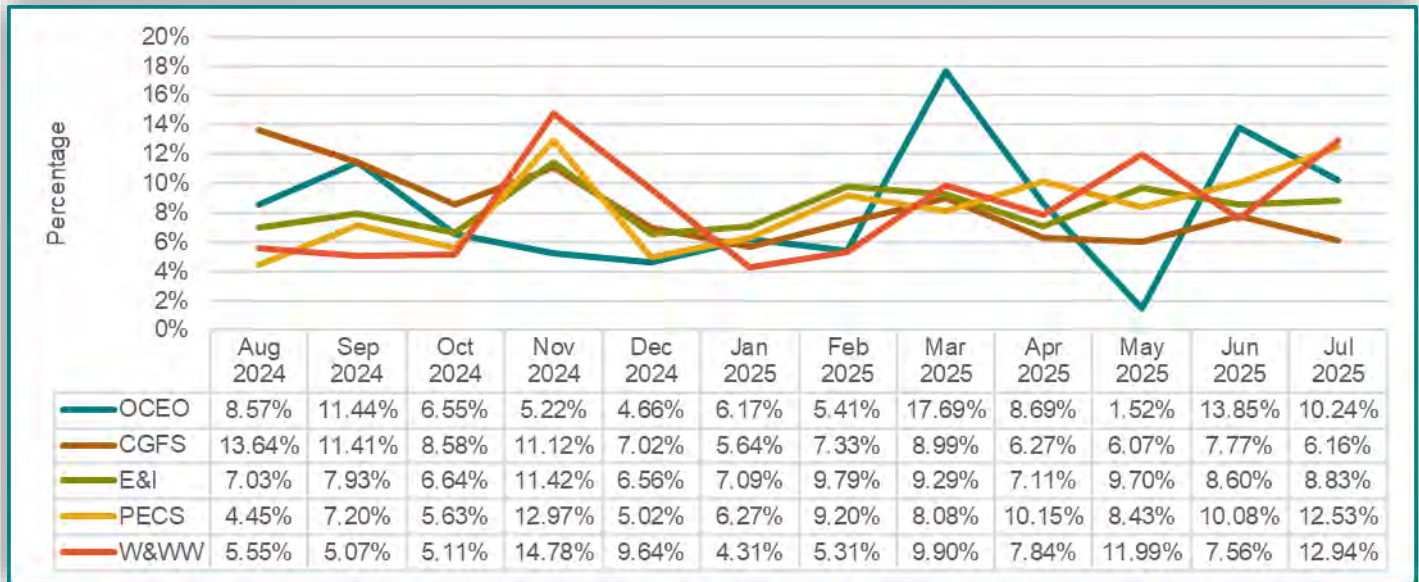


PERCENTAGE		Month	Aug 2024	Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Apr 2025	May 2025	Jun 2025	Jul 2025
		OCEO	3.92%	4.22%	2.21%	0.86%	1.72%	4.03%	1.64%	8.82%	4.27%	0.90%	1.80%	3.71%
		CGFS	10.49%	7.34%	6.07%	5.42%	6.41%	4.68%	4.11%	5.43%	4.09%	2.47%	4.59%	3.37%
		E&I	7.09%	5.44%	5.30%	5.61%	6.43%	5.87%	8.17%	6.99%	5.45%	4.91%	5.74%	6.27%
		PECS	3.57%	4.37%	4.54%	5.14%	4.69%	3.94%	4.83%	4.25%	5.50%	3.31%	5.32%	5.45%
		W&WW	3.17%	3.23%	3.60%	6.03%	7.79%	5.54%	2.54%	4.99%	4.14%	4.10%	3.93%	4.94%
		ALL	5.99%	5.09%	4.73%	5.16%	5.84%	5.01%	5.18%	5.83%	4.90%	3.60%	4.82%	5.08%

SICK LEAVE	OCEO	\$	6,707.28	\$	7,304.62	\$	3,954.83	\$	1,664.26	\$	3,265.00	\$	4,234.76	\$	4,518.62	\$	16,509.71	\$	7,926.76	\$	1,479.99	\$	3,352.40	\$	11,284.70
	CGFS	\$	44,098.35	\$	32,256.45	\$	24,912.13	\$	25,580.63	\$	27,941.63	\$	11,255.82	\$	28,193.65	\$	25,717.61	\$	18,284.59	\$	9,351.19	\$	20,335.29	\$	25,633.54
	E&I	\$	58,930.75	\$	45,406.30	\$	40,010.56	\$	47,935.49	\$	53,843.83	\$	28,276.54	\$	97,549.30	\$	58,818.33	\$	43,153.91	\$	32,255.37	\$	44,818.04	\$	76,202.81
	PECS	\$	19,787.31	\$	24,690.24	\$	24,485.63	\$	30,283.09	\$	28,613.91	\$	13,629.40	\$	44,731.00	\$	27,212.09	\$	32,431.67	\$	18,651.93	\$	34,186.58	\$	52,469.77
	W&WW	\$	12,554.21	\$	12,686.13	\$	13,397.00	\$	22,918.36	\$	29,199.69	\$	15,219.88	\$	14,986.65	\$	19,891.86	\$	16,283.72	\$	14,335.40	\$	16,002.54	\$	30,666.62
	TOTAL	\$	142,077.90	\$	122,343.74	\$	106,760.15	\$	128,381.83	\$	142,864.06	\$	72,616.40	\$	189,979.22	\$	148,149.60	\$	118,080.65	\$	76,073.88	\$	118,694.85	\$	196,257.44

ORDINARY TIME	OCEO	\$	171,213.26	\$	172,991.25	\$	178,654.79	\$	193,326.94	\$	190,317.31	\$	105,069.73	\$	275,226.81	\$	187,160.69	\$	185,836.89	\$	163,806.07	\$	186,521.57	\$	304,004.50
	CGFS	\$	420,280.60	\$	439,379.46	\$	410,680.40	\$	471,549.25	\$	435,825.75	\$	240,530.38	\$	685,279.64	\$	473,292.67	\$	446,554.10	\$	378,526.87	\$	443,318.69	\$	760,145.50
	E&I	\$	831,214.26	\$	834,221.11	\$	754,862.67	\$	854,850.76	\$	836,837.46	\$	481,477.94	\$	1,194,719.52	\$	841,414.86	\$	792,221.45	\$	656,498.80	\$	780,556.69	\$	1,215,816.24
	PECS	\$	553,892.75	\$	564,424.86	\$	539,167.96	\$	589,373.91	\$	609,873.78	\$	346,308.89	\$	926,185.05	\$	639,573.40	\$	590,110.46	\$	563,292.70	\$	642,916.81	\$	963,249.73
	W&WW	\$	395,834.21	\$	392,817.32	\$	371,943.48	\$	380,035.45	\$	374,763.39	\$	274,759.10	\$	589,640.50	\$	398,503.08	\$	393,402.22	\$	349,285.50	\$	407,212.39	\$	620,837.84
	TOTAL	\$	2,372,435.08	\$	2,403,834.00	\$	2,255,309.30	\$	2,489,136.31	\$	2,447,617.69	\$	1,448,146.04	\$	3,671,051.52	\$	2,539,944.70	\$	2,408,125.12	\$	2,111,409.94	\$	2,460,526.15	\$	3,864,053.81

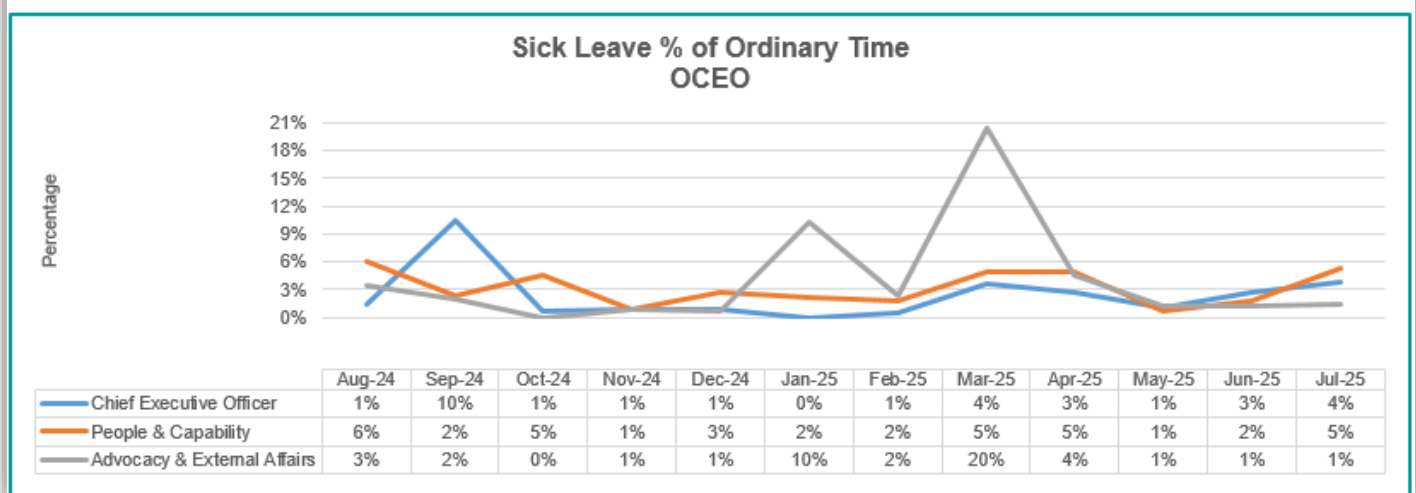
Sick Leave Taken percentage by Directorate up to Pay Period Ending (PPE) 25 July 2025.



Department level

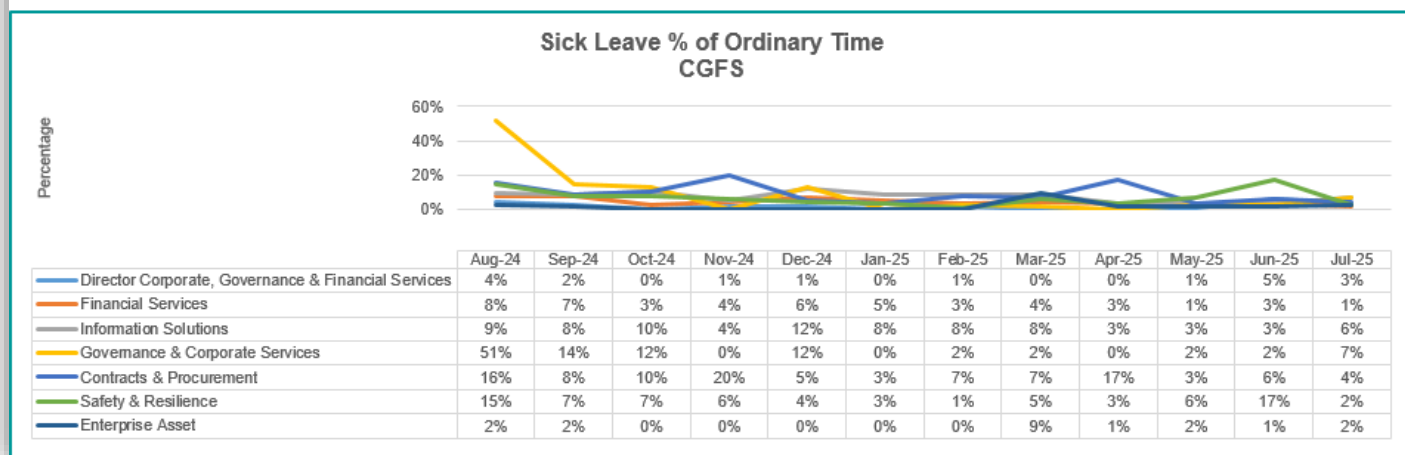
Office of the CEO

Department	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Chief Executive Officer	1%	10%	1%	1%	1%	0%	1%	4%	3%	1%	3%	4%
People & Capability	6%	2%	5%	1%	3%	2%	2%	5%	5%	1%	2%	5%
Advocacy & External Affairs	3%	2%	0%	1%	1%	10%	2%	20%	4%	1%	1%	1%



Corporate, Governance & Financial Services

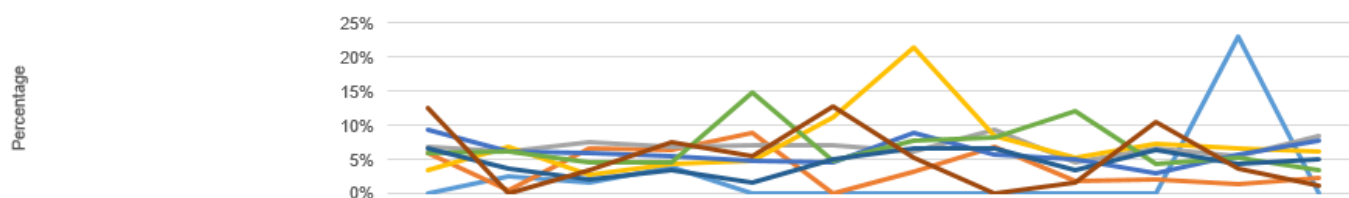
Department	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Director Corporate, Governance & Financial Services	4%	2%	0%	1%	1%	0%	1%	0%	0%	1%	5%	3%
Financial Services	8%	7%	3%	4%	6%	5%	3%	4%	3%	1%	3%	1%
Information Solutions	9%	8%	10%	4%	12%	8%	8%	8%	3%	3%	3%	6%
Governance & Corporate Services	51%	14%	12%	0%	12%	0%	2%	2%	0%	2%	2%	7%
Contracts & Procurement	16%	8%	10%	20%	5%	3%	7%	7%	17%	3%	6%	4%
Safety & Resilience	15%	7%	7%	6%	4%	3%	1%	5%	3%	6%	17%	2%
Enterprise Asset	2%	2%	0%	0%	0%	0%	0%	9%	1%	2%	1%	2%



Engineering & Infrastructure

Department	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Director Engineering & Infrastructure	0%	2%	2%	4%	0%	0%	0%	0%	0%	0%	23%	0%
Bowen Basin & Galilee Operations	6%	0%	7%	6%	9%	0%	3%	7%	2%	2%	1%	2%
Parks & Recreation	7%	6%	8%	7%	7%	7%	6%	9%	5%	7%	6%	8%
Infrastructure East	3%	7%	3%	4%	5%	11%	21%	9%	5%	7%	7%	6%
Infrastructure West	9%	6%	6%	6%	5%	5%	9%	6%	5%	3%	6%	8%
Corporate Properties & Fleet	6%	6%	5%	5%	15%	5%	8%	8%	12%	4%	5%	3%
Plant Fleet & Workshop	7%	4%	2%	3%	2%	5%	7%	7%	4%	6%	4%	5%
Infrastructure Planning & Technical Services	13%	0%	4%	8%	6%	13%	5%	0%	2%	11%	4%	1%

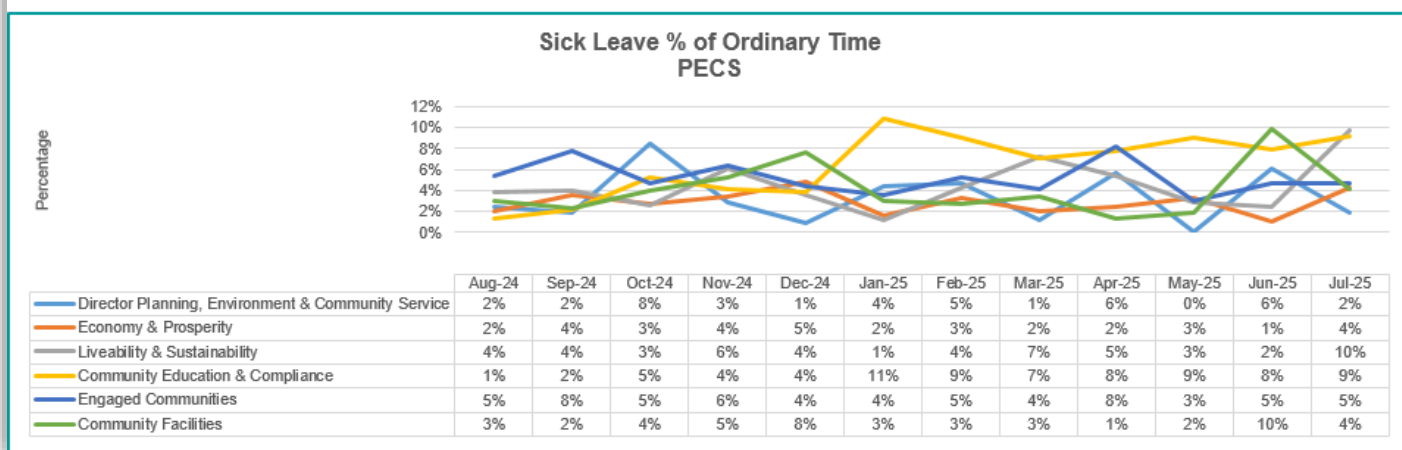
**Sick Leave % of Ordinary Time
E&I**



	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Director Engineering & Infrastructure	0%	2%	2%	4%	0%	0%	0%	0%	0%	0%	23%	0%
Bowen Basin & Galilee Operations	6%	0%	7%	6%	9%	0%	3%	7%	2%	2%	1%	2%
Parks & Recreation	7%	6%	8%	7%	7%	7%	6%	9%	5%	7%	6%	8%
Infrastructure East	3%	7%	3%	4%	5%	11%	21%	9%	5%	7%	7%	6%
Infrastructure West	9%	6%	6%	6%	5%	5%	9%	6%	5%	3%	6%	8%
Corporate Properties & Fleet	6%	6%	5%	5%	15%	5%	8%	8%	12%	4%	5%	3%
Plant Fleet & Workshop	7%	4%	2%	3%	2%	5%	7%	7%	4%	6%	4%	5%
Infrastructure Planning & Technical Services	13%	0%	4%	8%	6%	13%	5%	0%	2%	11%	4%	1%

Planning, Environment & Community Services

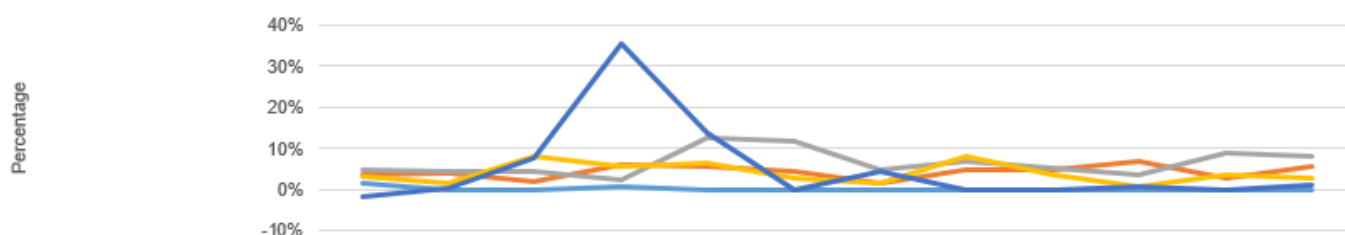
Department	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Director Planning, Environment & Community Service	2%	2%	8%	3%	1%	4%	5%	1%	6%	0%	6%	2%
Economy & Prosperity	2%	4%	3%	4%	5%	2%	3%	2%	2%	3%	1%	4%
Liveability & Sustainability	4%	4%	3%	6%	4%	1%	4%	7%	5%	3%	2%	10%
Community Education & Compliance	1%	2%	5%	4%	4%	11%	9%	7%	8%	9%	8%	9%
Engaged Communities	5%	8%	5%	6%	4%	4%	5%	4%	8%	3%	5%	5%
Community Facilities	3%	2%	4%	5%	8%	3%	3%	3%	1%	2%	10%	4%



Water & Waste

Department	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Director Water & Waste	1%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%
Water & Waste Operations	3%	4%	2%	6%	6%	4%	2%	5%	5%	7%	3%	6%
Waste Management Operations	5%	4%	4%	2%	13%	12%	5%	7%	5%	3%	9%	8%
W&W Business Services	3%	1%	8%	6%	7%	3%	2%	8%	4%	1%	3%	3%
W&W Planning & Projects	-2%	0%	8%	35%	14%	0%	4%	0%	0%	1%	0%	1%

**Sick Leave % of Ordinary Time
W&WW**



	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Director Water & Waste	1%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%
Water & Waste Operations	3%	4%	2%	6%	6%	4%	2%	5%	5%	7%	3%	6%
Waste Management Operations	5%	4%	4%	2%	13%	12%	5%	7%	5%	3%	9%	8%
W&W Business Services	3%	1%	8%	6%	7%	3%	2%	8%	4%	1%	3%	3%
W&W Planning & Projects	-2%	0%	8%	35%	14%	0%	4%	0%	0%	1%	0%	1%

4.3. Absenteeism overview

The July report marks the introduction of an absenteeism analysis section. This new inclusion aims to provide greater transparency around patterns of unplanned leave across Council and to support strategic decision-making in relation to workforce planning, wellbeing and operational risk.

The initial analysis covers the 12-month period from 1 August 2024 to 25 July 2025, based on data from the five (5) directorates. This includes personal leave (sick and carers), unpaid leave (LWOP) and workers' compensation leave. Part-time employees were included based on their work patterns ensuring proportional representation in the calculation of working days and absenteeism rates. Casual employees have been excluded from this analysis due to the variability in their work patterns and the absence of consistent scheduled hours which limits the reliability of absenteeism rate calculations.

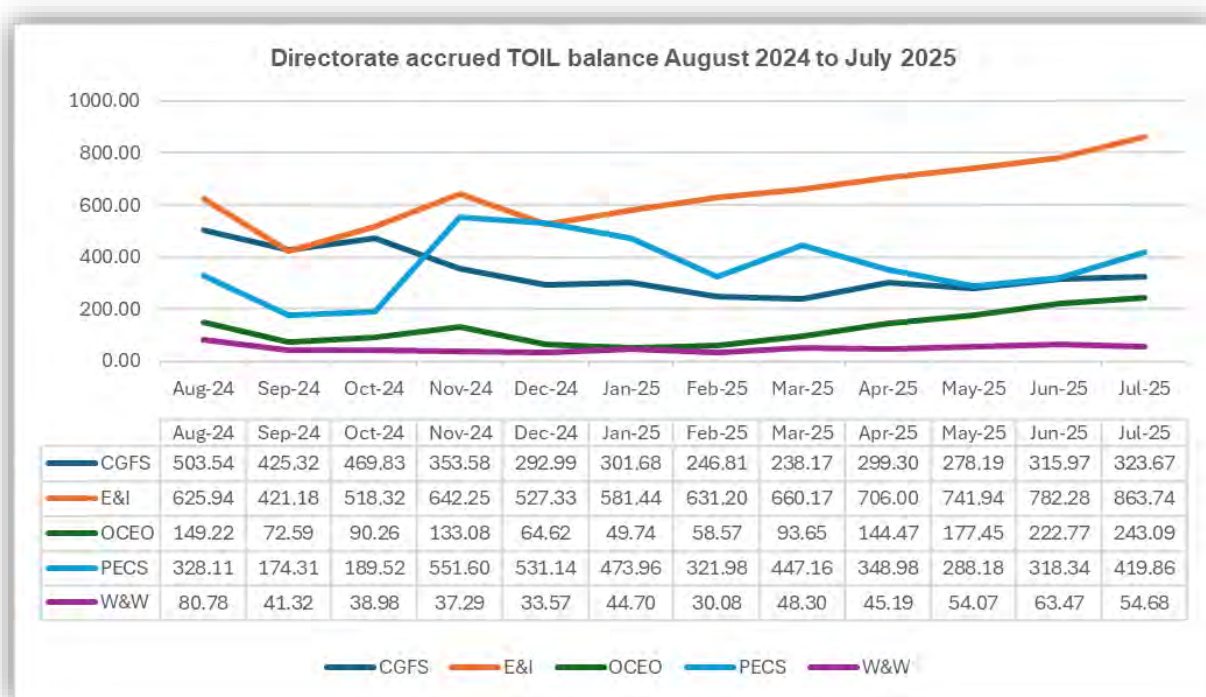
Across the directorates, 6,355.92 days of unplanned leave were recorded against 115,624.94 available working days resulting in an overall absenteeism rate of 5.50%. CGFS and E&I reported the highest rates, at 6.98% and 6.21%. This data will now be monitored monthly to identify emerging trends, inform targeted interventions, and strengthen organisational resilience through timely and evidence-based workforce insights.

Absenteeism rate displayed as a percentage (%); total days absent/total available workdays.

Absenteeism - 1 August 2024 to 25 July 2025			
Directorate	Unplanned Leave Taken (Days)	Number of Working (Days)	Absenteeism %
OCEO	216.61	6,306.93	3.43%
CGFS	1,282.32	18,370.25	6.98%
E&I	2,842.24	45,774.29	6.21%
PECS	1,246.68	26,704.94	4.67%
W&WW	768.07	18,468.53	4.16%
Total	6,355.92	115,624.94	5.50%

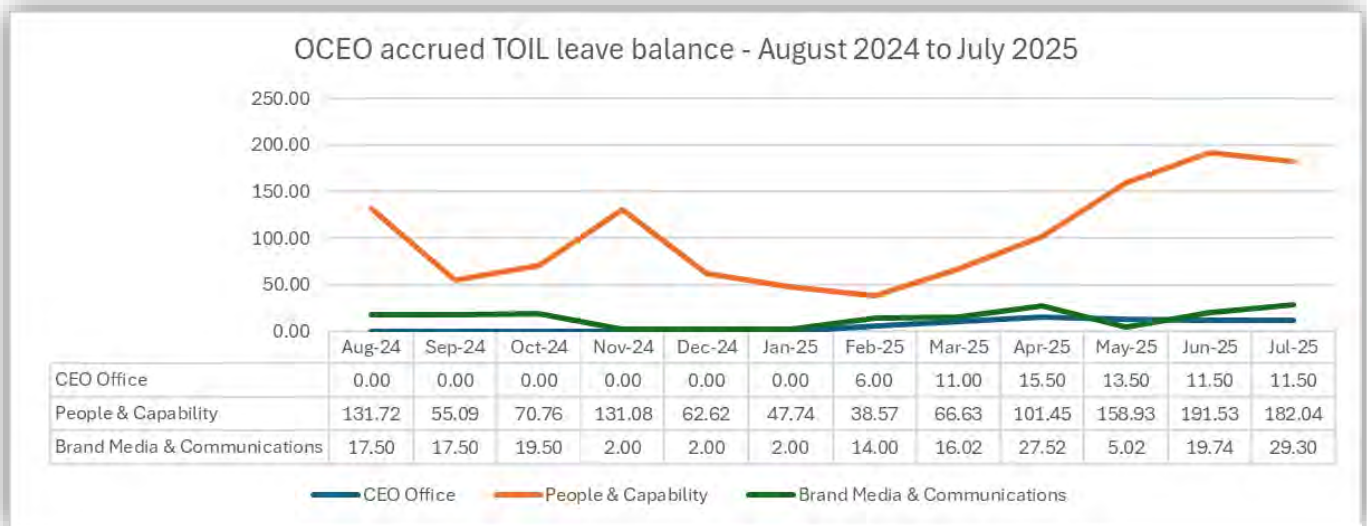
4.4. TOIL

Between August 2024 and July 2025, E&I consistently held the highest TOIL balance, rising from 625.94 to 863.74 hours, indicating sustained workload or underutilised leave. CGFS showed a decline until January 2025, then gradually increased. PECS experienced significant fluctuations, peaking in December. OCEO maintained low but slightly increasing balances, while W&W remained consistently low. These trends suggest varying workload pressures and TOIL management practices across directorates. The team continues to provide departments with TOIL balance reports, enabling leaders to engage in meaningful conversations with their team members about their current leave status.



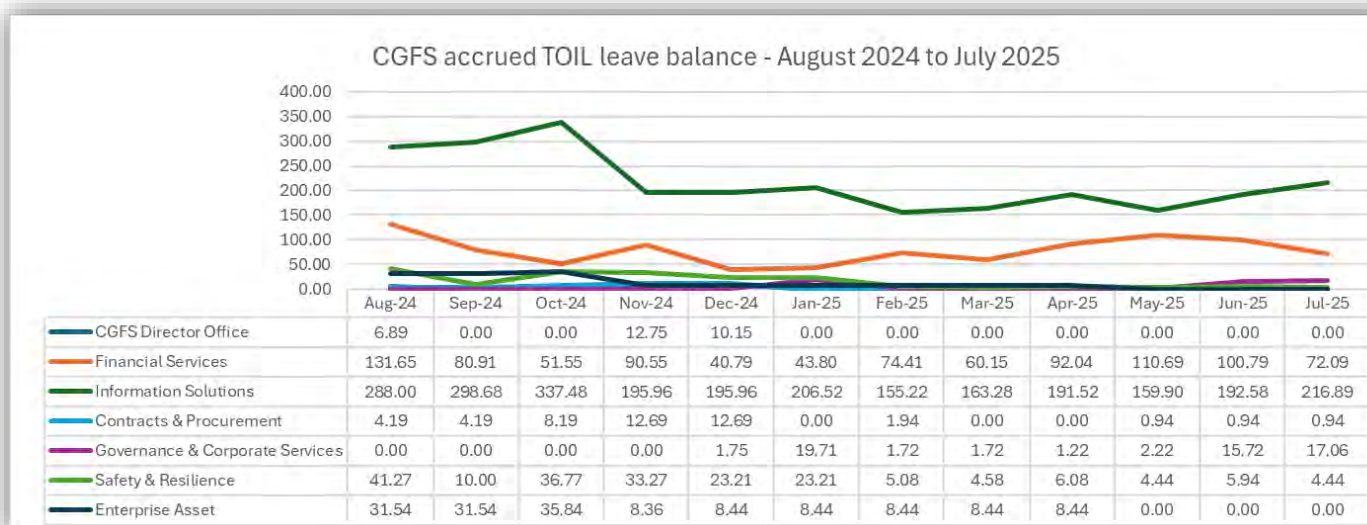
Office of the CEO

The Office of the CEO directorate recorded relatively lower TOIL balances overall with a noticeable dip in early 2025 followed by a gradual increase. People & Capability showed fluctuating but rising accruals, while Brand Media & Communications steadily increased from February reaching a peak of 29.30 hours in July.



Corporate, Governance and Financial Services

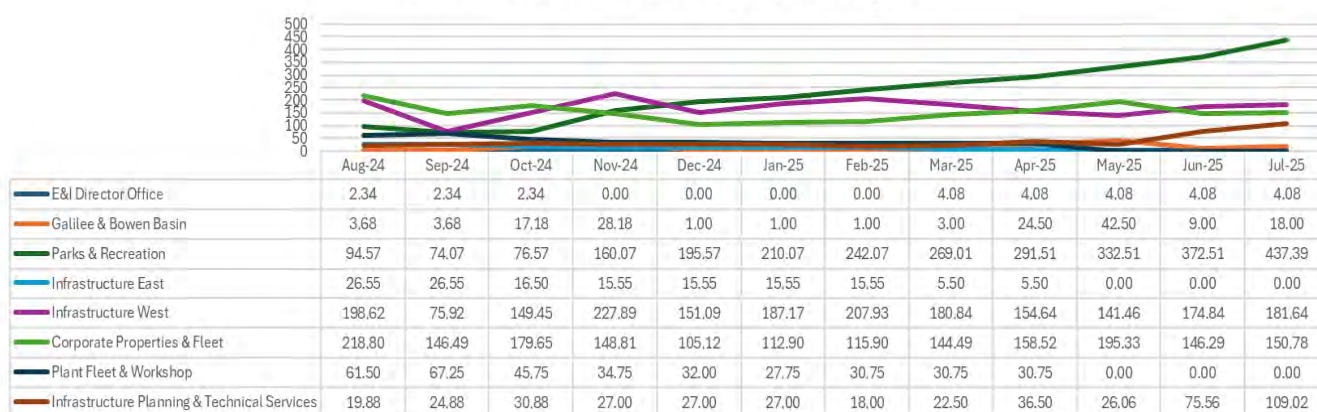
The CGFS directorate showed varied TOIL balances across departments. Information Solutions consistently held the highest accruals, peaking at 337.48 hours in October. Financial Services fluctuated moderately while other departments such as Contracts & Procurement and Governance recorded minimal balances.



Engineering & Infrastructure

The E&I directorate recorded significant variation in TOIL balances across departments from August 2024 to July 2025. Parks & Recreation accrued the highest total at 2,755.92 hours, showing consistent monthly increases. Infrastructure West and Corporate Properties & Fleet followed with 2,031.49 and 1,823.06 hours respectively. Plant Fleet & Workshop and Infrastructure Planning & Technical Services showed moderate accruals. The E&I Director Office maintained minimal balances, peaking at just 4.08 hours. Galilee & Bowen Basin showed sporadic increases, while Infrastructure East declined to zero by May.

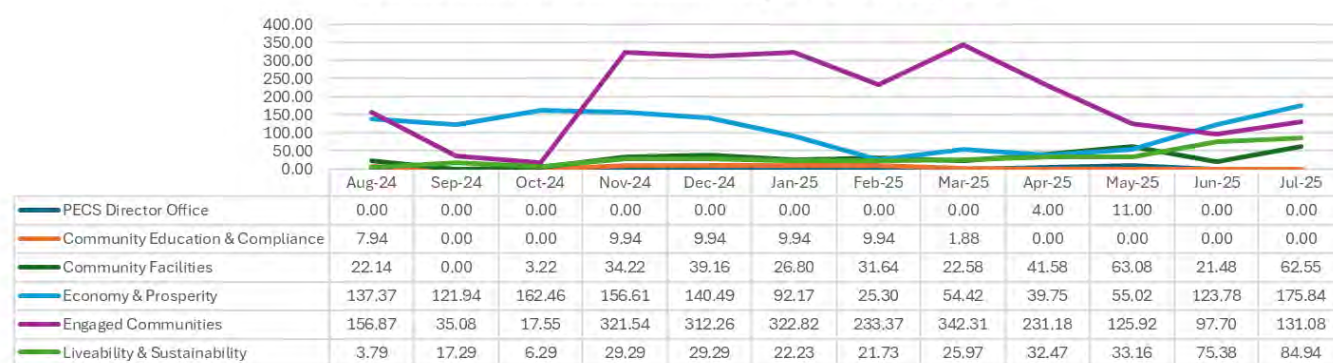
E&I accrued TOIL leave balance - August 2024 to July 2025



Planning, Environment and Community Services

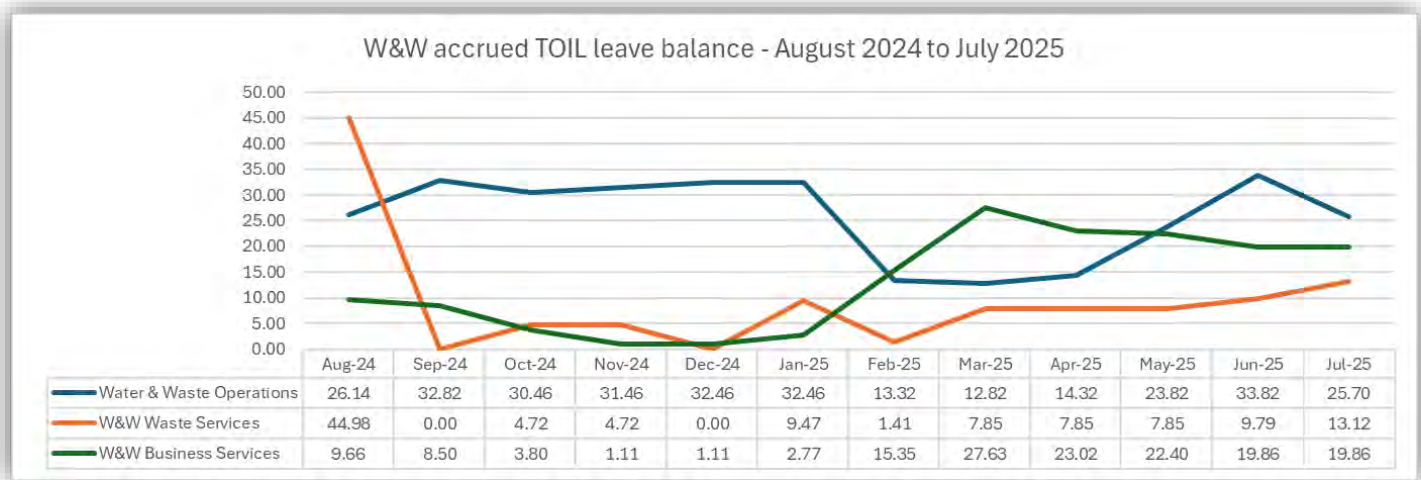
Between August 2024 and July 2025, TOIL balances across PECS departments varied notably. Engaged Communities accrued the highest total at 2,327.72 hours followed by Economy & Prosperity with 1,285.15 hours. Community Facilities and Liveability & Sustainability showed moderate accruals. Community Education & Compliance recorded low, sporadic balances while the PECS Director Office remained minimal with only 15 hours accrued across the year.

PECS accrued TOIL leave balance - August 2024 to July 2025



Water & Waste

Water & Waste departments recorded modest TOIL accruals from August 2024 to July 2025. Water & Waste Operations maintained consistent monthly balances peaking at 33.82 hours in June and totalling 309.60 hours. Waste Services showed irregular accruals with no TOIL recorded in several months, ending with a total of 111.76 hours. Business Services started low but increased steadily from February reaching 27.63 hours in March and maintaining over 19 hours through July, totalling 155.08 hours.



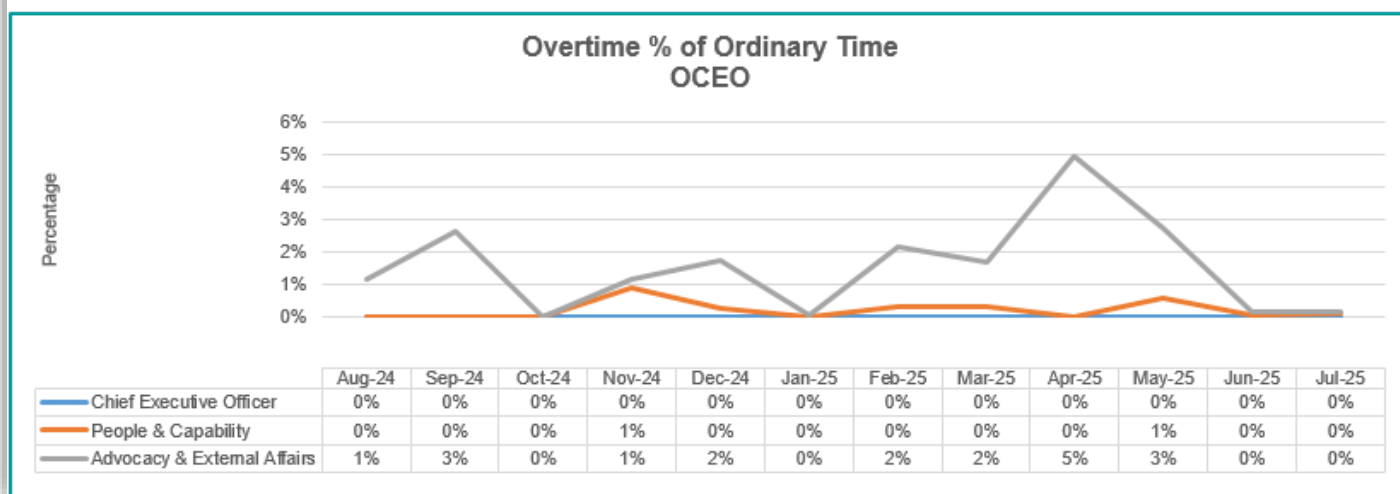
4.5. Overtime

From August 2024 to July 2025, W&W directorate consistently recorded the highest overtime percentages, peaking in January 2025. E&I directorate also showed elevated overtime, particularly in the same month. Overtime costs were highest in W&W, with a significant spike in November 2024, which also marked a peak in ordinary time costs, especially for E&I.

Office of the CEO

Overtime as a percentage of Ordinary Time - 1 August 2024 to 31 July 2025

Department	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Chief Executive Officer	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
People & Capability	0%	0%	0%	1%	0%	0%	0%	0%	0%	1%	0%	0%
Advocacy & External Affairs	1%	3%	0%	1%	2%	0%	2%	2%	5%	3%	0%	0%

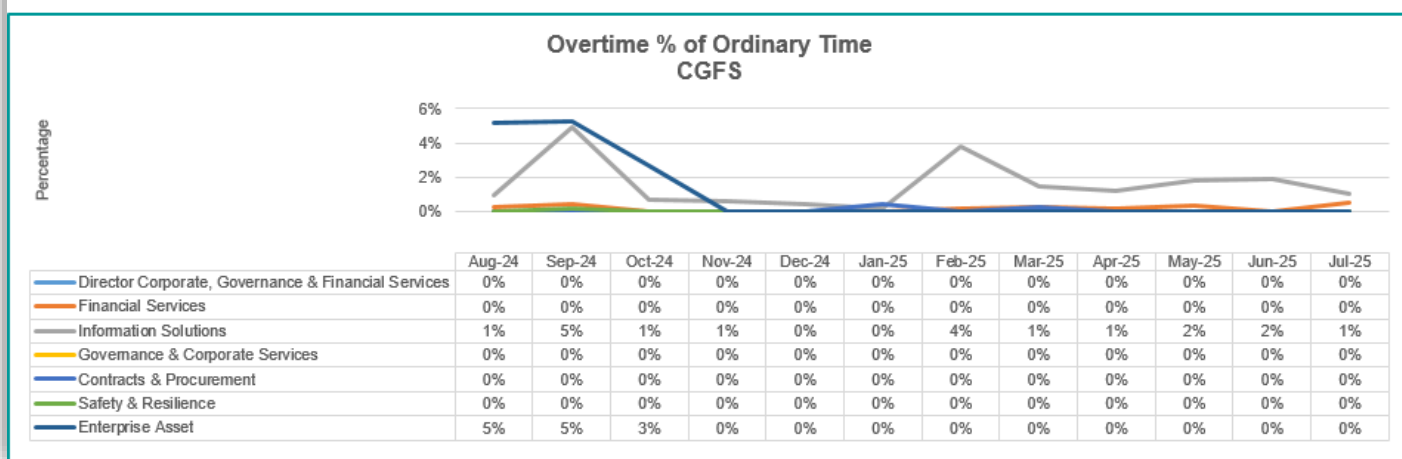


OCEO - OVERTIME % OF ORDINARY TIME

Directorate	Ordinary Time.	Overtime.
Chief Executive Officer	\$ 552,221.68	\$ -
Aug 2024	\$ 47,156.66	\$ -
Sep 2024	\$ 42,641.48	\$ -
Oct 2024	\$ 44,414.47	\$ -
Nov 2024	\$ 44,203.21	\$ -
Dec 2024	\$ 45,657.61	\$ -
Jan 2025	\$ 20,393.03	\$ -
Feb 2025	\$ 66,038.76	\$ -
Mar 2025	\$ 47,302.77	\$ -
Apr 2025	\$ 42,587.45	\$ -
May 2025	\$ 38,748.04	\$ -
Jun 2025	\$ 43,324.42	\$ -
Jul 2025	\$ 69,753.78	\$ -
People & Capability	\$ 1,097,819.34	\$ 2,283.23
Aug 2024	\$ 71,326.21	\$ -
Sep 2024	\$ 85,493.05	\$ -
Oct 2024	\$ 81,241.76	\$ -
Nov 2024	\$ 96,088.03	\$ 852.13
Dec 2024	\$ 92,639.69	\$ 237.43
Jan 2025	\$ 55,027.17	\$ -
Feb 2025	\$ 132,166.65	\$ 375.47
Mar 2025	\$ 88,750.46	\$ 237.43
Apr 2025	\$ 87,241.66	\$ -
May 2025	\$ 81,111.42	\$ 447.89
Jun 2025	\$ 87,396.56	\$ 3.09
Jul 2025	\$ 139,336.68	\$ 129.79
Advocacy & External Affairs	\$ 664,088.79	\$ 10,005.62
Aug 2024	\$ 52,730.39	\$ 605.86
Sep 2024	\$ 44,856.72	\$ 1,181.72
Oct 2024	\$ 52,998.56	\$ -
Nov 2024	\$ 53,035.70	\$ 600.51
Dec 2024	\$ 52,020.01	\$ 903.44
Jan 2025	\$ 29,649.53	\$ 1.49
Feb 2025	\$ 77,021.40	\$ 1,650.94
Mar 2025	\$ 51,107.46	\$ 861.28
Apr 2025	\$ 56,007.78	\$ 2,768.84
May 2025	\$ 43,946.61	\$ 1,205.00
Jun 2025	\$ 55,800.59	\$ 86.36
Jul 2025	\$ 94,914.04	\$ 140.18
Total	\$ 2,314,129.81	\$ 12,288.85

Corporate, Governance & Financial Services

Department	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Director Corporate, Governance & Financial Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Financial Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Information Solutions	1%	5%	1%	1%	0%	0%	4%	1%	1%	2%	2%	1%
Governance & Corporate Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Contracts & Procurement	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Safety & Resilience	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Enterprise Asset	5%	5%	3%	0%	0%	0%	0%	0%	0%	0%	0%	0%



CGFS - OVERTIME % OF ORDINARY TIME

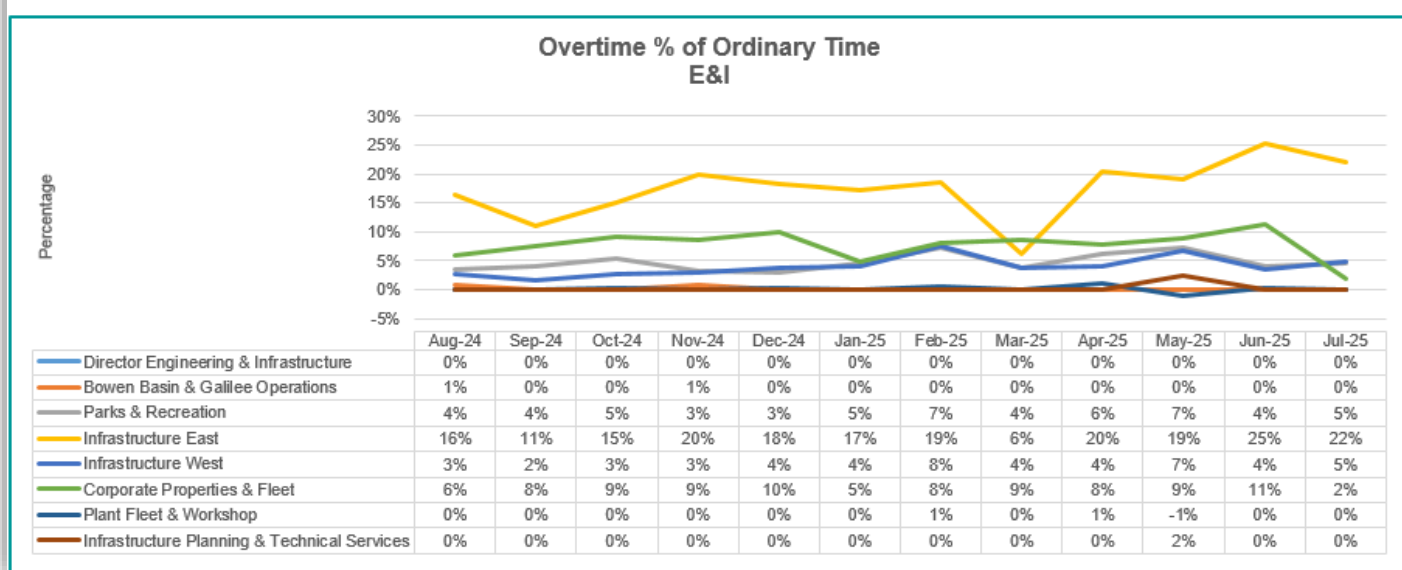
Directorate	Ordinary Time.	Overtime
Director Corporate, Governance & Financial Services	\$ 360,937.59	\$ -
Aug 2024	\$ 27,207.98	\$ -
Sep 2024	\$ 26,177.18	\$ -
Oct 2024	\$ 27,307.78	\$ -
Nov 2024	\$ 28,387.05	\$ -
Dec 2024	\$ 28,387.05	\$ -
Jan 2025	\$ 13,031.12	\$ -
Feb 2025	\$ 35,201.21	\$ -
Mar 2025	\$ 27,708.12	\$ -
Apr 2025	\$ 26,907.44	\$ -
May 2025	\$ 21,991.38	\$ -
Jun 2025	\$ 32,914.78	\$ -
Jul 2025	\$ 65,716.50	\$ -
Financial Services	\$ 1,911,026.50	\$ 3,350.18
Aug 2024	\$ 146,952.11	\$ 377.00
Sep 2024	\$ 148,056.49	\$ 600.51
Oct 2024	\$ 135,901.99	\$ -
Nov 2024	\$ 155,531.92	\$ -
Dec 2024	\$ 160,261.10	\$ -
Jan 2025	\$ 85,586.86	\$ -
Feb 2025	\$ 231,969.72	\$ 270.42
Mar 2025	\$ 171,764.92	\$ 358.35
Apr 2025	\$ 154,711.02	\$ 231.74
May 2025	\$ 129,409.95	\$ 405.63
Jun 2025	\$ 146,558.90	\$ -
Jul 2025	\$ 244,321.52	\$ 1,106.53
Information Solutions	\$ 1,370,944.78	\$ 23,163.73
Aug 2024	\$ 113,261.51	\$ 1,057.75
Sep 2024	\$ 111,354.38	\$ 5,480.64
Oct 2024	\$ 100,228.91	\$ 638.61
Nov 2024	\$ 127,213.57	\$ 733.45
Dec 2024	\$ 88,270.93	\$ 347.48
Jan 2025	\$ 62,782.57	\$ 99.28
Feb 2025	\$ 166,705.71	\$ 6,361.83
Mar 2025	\$ 103,737.83	\$ 1,512.69
Apr 2025	\$ 106,696.40	\$ 1,238.66
May 2025	\$ 99,128.65	\$ 1,731.75
Jun 2025	\$ 113,689.61	\$ 2,173.17
Jul 2025	\$ 177,874.71	\$ 1,788.42
Governance & Corporate Services	\$ 263,784.06	\$ -
Aug 2024	\$ 12,078.67	\$ -
Sep 2024	\$ 19,374.73	\$ -
Oct 2024	\$ 19,704.10	\$ -
Nov 2024	\$ 23,931.49	\$ -
Dec 2024	\$ 12,775.57	\$ -
Jan 2025	\$ 8,461.64	\$ -
Feb 2025	\$ 32,242.66	\$ -
Mar 2025	\$ 26,264.74	\$ -
Apr 2025	\$ 24,445.67	\$ -
May 2025	\$ 22,219.75	\$ -
Jun 2025	\$ 23,898.82	\$ -
Jul 2025	\$ 38,386.22	\$ -

CGFS - OVERTIME % OF ORDINARY TIME

Directorate	Ordinary Time.	Overtime
Contracts & Procurement	\$ 643,928.46	\$ 227.15
Aug 2024	\$ 46,511.99	\$ -
Sep 2024	\$ 52,129.39	\$ -
Oct 2024	\$ 51,631.94	\$ -
Nov 2024	\$ 50,870.51	\$ -
Dec 2024	\$ 58,907.57	\$ -
Jan 2025	\$ 27,229.93	\$ 97.35
Feb 2025	\$ 79,558.92	\$ -
Mar 2025	\$ 52,326.12	\$ 129.80
Apr 2025	\$ 45,639.66	\$ -
May 2025	\$ 38,155.78	\$ -
Jun 2025	\$ 51,250.58	\$ -
Jul 2025	\$ 89,716.07	\$ -
Safety & Resilience	\$ 694,127.19	\$ 105.66
Aug 2024	\$ 51,506.46	\$ -
Sep 2024	\$ 59,883.20	\$ 105.66
Oct 2024	\$ 53,377.11	\$ -
Nov 2024	\$ 58,663.68	\$ -
Dec 2024	\$ 62,871.65	\$ -
Jan 2025	\$ 27,968.77	\$ -
Feb 2025	\$ 88,015.23	\$ -
Mar 2025	\$ 58,230.18	\$ -
Apr 2025	\$ 55,133.96	\$ -
May 2025	\$ 39,881.78	\$ -
Jun 2025	\$ 43,157.91	\$ -
Jul 2025	\$ 95,437.26	\$ -
Enterprise Asset	\$ 360,614.73	\$ 2,945.50
Aug 2024	\$ 22,761.88	\$ 1,178.20
Sep 2024	\$ 22,404.09	\$ 1,178.20
Oct 2024	\$ 22,528.57	\$ 589.10
Nov 2024	\$ 26,951.03	\$ -
Dec 2024	\$ 24,351.88	\$ -
Jan 2025	\$ 15,469.49	\$ -
Feb 2025	\$ 51,586.19	\$ -
Mar 2025	\$ 33,260.76	\$ -
Apr 2025	\$ 33,019.95	\$ -
May 2025	\$ 27,739.58	\$ -
Jun 2025	\$ 31,848.09	\$ -
Jul 2025	\$ 48,693.22	\$ -
Total	\$ 5,605,363.31	\$ 29,792.22

Engineering & Infrastructure

Department	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Director Engineering & Infrastructure	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Bowen Basin & Galilee Operations	1%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%
Parks & Recreation	4%	4%	5%	3%	3%	5%	7%	4%	6%	7%	4%	5%
Infrastructure East	16%	11%	15%	20%	18%	17%	19%	6%	20%	19%	25%	22%
Infrastructure West	3%	2%	3%	3%	4%	4%	8%	4%	4%	7%	4%	5%
Corporate Properties & Fleet	6%	8%	9%	9%	10%	5%	8%	9%	8%	9%	11%	2%
Plant Fleet & Workshop	0%	0%	0%	0%	0%	0%	1%	0%	1%	-1%	0%	0%
Infrastructure Planning & Technical Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%



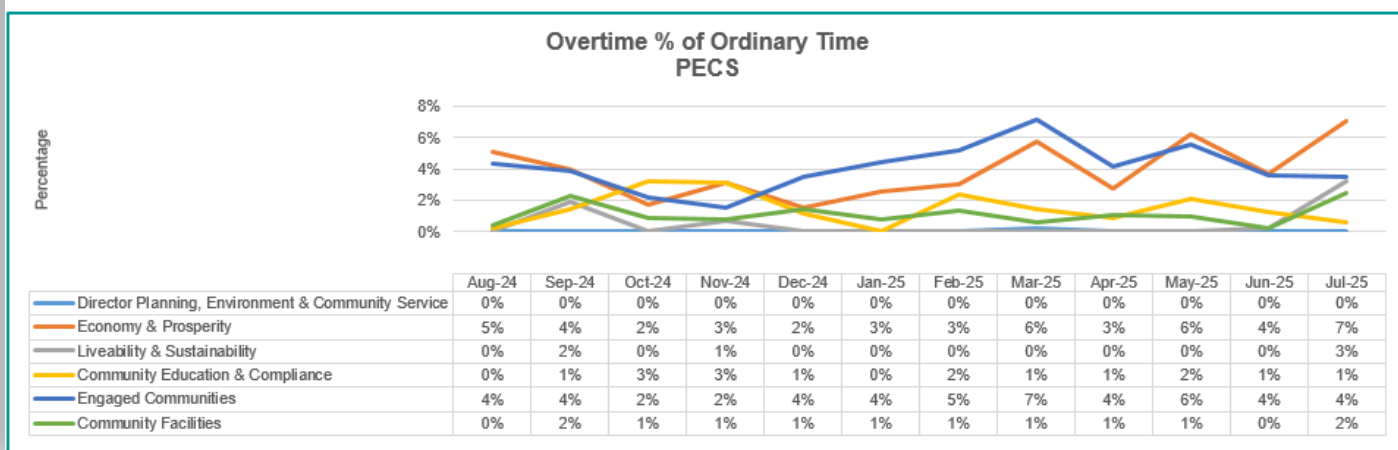
E&I - OVERTIME % OF ORDINARY TIME

Directorate	Ordinary Time.	Overtime
Director Engineering & Infrastructure	\$ 345,741.71	\$ -
Aug 2024	\$ 29,202.38	\$ -
Sep 2024	\$ 29,595.62	\$ -
Oct 2024	\$ 27,291.57	\$ -
Nov 2024	\$ 27,424.11	\$ -
Dec 2024	\$ 27,013.92	\$ -
Jan 2025	\$ 17,291.19	\$ -
Feb 2025	\$ 42,156.00	\$ -
Mar 2025	\$ 29,728.86	\$ -
Apr 2025	\$ 28,196.92	\$ -
May 2025	\$ 24,227.70	\$ -
Jun 2025	\$ 21,792.67	\$ -
Jul 2025	\$ 41,820.77	\$ -
Bowen Basin & Galilee Operations	\$ 434,028.86	\$ 650.42
Aug 2024	\$ 30,633.92	\$ 270.03
Sep 2024	\$ 33,758.66	\$ -
Oct 2024	\$ 24,111.74	\$ -
Nov 2024	\$ 33,675.50	\$ 308.61
Dec 2024	\$ 30,196.62	\$ -
Jan 2025	\$ 16,428.81	\$ -
Feb 2025	\$ 42,581.56	\$ -
Mar 2025	\$ 29,273.62	\$ -
Apr 2025	\$ 35,595.85	\$ -
May 2025	\$ 33,634.76	\$ -
Jun 2025	\$ 49,154.73	\$ -
Jul 2025	\$ 74,983.09	\$ 71.78
Parks & Recreation	\$ 2,909,653.69	\$ 141,417.10
Aug 2024	\$ 229,448.03	\$ 8,242.88
Sep 2024	\$ 232,451.03	\$ 9,687.57
Oct 2024	\$ 208,320.54	\$ 11,373.70
Nov 2024	\$ 231,319.90	\$ 7,258.07
Dec 2024	\$ 228,843.92	\$ 6,926.19
Jan 2025	\$ 157,226.60	\$ 7,123.67
Feb 2025	\$ 359,621.38	\$ 26,117.41
Mar 2025	\$ 242,537.66	\$ 9,422.39
Apr 2025	\$ 232,925.63	\$ 14,412.49
May 2025	\$ 195,110.33	\$ 14,397.16
Jun 2025	\$ 229,747.41	\$ 9,396.14
Jul 2025	\$ 362,101.26	\$ 17,059.43
Infrastructure East	\$ 928,825.43	\$ 163,548.61
Aug 2024	\$ 80,570.94	\$ 13,122.24
Sep 2024	\$ 80,509.89	\$ 8,966.18
Oct 2024	\$ 75,892.43	\$ 11,450.38
Nov 2024	\$ 95,747.14	\$ 19,119.66
Dec 2024	\$ 87,877.42	\$ 16,160.53
Jan 2025	\$ 36,676.68	\$ 6,357.52
Feb 2025	\$ 96,002.76	\$ 17,762.26
Mar 2025	\$ 74,982.96	\$ 4,691.33
Apr 2025	\$ 69,559.37	\$ 14,242.98
May 2025	\$ 55,785.85	\$ 10,637.53
Jun 2025	\$ 74,399.73	\$ 18,808.02
Jul 2025	\$ 100,820.26	\$ 22,229.98

E&I - OVERTIME % OF ORDINARY TIME		
Directorate	Ordinary Time.	Overtime.
Infrastructure West	\$ 3,029,881.95	\$ 126,644.03
Aug 2024	\$ 245,083.42	\$ 6,690.65
Sep 2024	\$ 242,019.86	\$ 3,767.28
Oct 2024	\$ 219,174.17	\$ 6,130.11
Nov 2024	\$ 255,385.38	\$ 7,723.45
Dec 2024	\$ 263,180.63	\$ 10,011.98
Jan 2025	\$ 156,368.42	\$ 6,229.35
Feb 2025	\$ 366,876.91	\$ 27,736.53
Mar 2025	\$ 250,606.82	\$ 9,292.64
Apr 2025	\$ 239,307.93	\$ 9,598.00
May 2025	\$ 199,828.13	\$ 13,295.49
Jun 2025	\$ 227,291.95	\$ 8,072.99
Jul 2025	\$ 364,758.33	\$ 18,095.56
Corporate Properties & Fleet	\$ 1,273,447.73	\$ 96,840.89
Aug 2024	\$ 111,886.98	\$ 6,612.36
Sep 2024	\$ 109,524.62	\$ 8,277.27
Oct 2024	\$ 106,150.45	\$ 9,849.02
Nov 2024	\$ 110,662.98	\$ 9,637.18
Dec 2024	\$ 97,920.13	\$ 9,850.63
Jan 2025	\$ 53,706.29	\$ 2,673.88
Feb 2025	\$ 143,076.18	\$ 11,583.43
Mar 2025	\$ 105,824.19	\$ 9,076.15
Apr 2025	\$ 111,250.77	\$ 8,677.56
May 2025	\$ 83,157.02	\$ 7,363.56
Jun 2025	\$ 92,394.16	\$ 10,378.87
Jul 2025	\$ 147,893.96	\$ 2,860.98
Plant Fleet & Workshop	\$ 786,497.36	\$ 1,392.03
Aug 2024	\$ 71,079.24	\$ 25.16
Sep 2024	\$ 76,231.03	\$ 100.66
Oct 2024	\$ 66,510.54	\$ 251.65
Nov 2024	\$ 65,360.86	\$ -
Dec 2024	\$ 66,634.32	\$ 184.54
Jan 2025	\$ 29,732.42	\$ -
Feb 2025	\$ 92,208.43	\$ 606.05
Mar 2025	\$ 69,039.25	\$ -
Apr 2025	\$ 51,261.64	\$ 524.34
May 2025	\$ 51,912.68	\$ 501.69
Jun 2025	\$ 61,836.91	\$ 201.32
Jul 2025	\$ 84,690.04	\$ -
Infrastructure Planning & Technical Services	\$ 366,615.03	\$ 298.02
Aug 2024	\$ 33,309.35	\$ -
Sep 2024	\$ 30,130.40	\$ -
Oct 2024	\$ 27,411.23	\$ -
Nov 2024	\$ 35,274.89	\$ -
Dec 2024	\$ 35,170.50	\$ -
Jan 2025	\$ 14,047.53	\$ -
Feb 2025	\$ 52,196.30	\$ -
Mar 2025	\$ 39,421.50	\$ -
Apr 2025	\$ 24,123.34	\$ -
May 2025	\$ 12,842.33	\$ 298.02
Jun 2025	\$ 23,939.13	\$ -
Jul 2025	\$ 38,748.53	\$ -
Total	\$ 10,074,691.76	\$ 530,791.10

Planning, Environment & Community Services

Department	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Director Planning, Environment & Community Service	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Economy & Prosperity	5%	4%	2%	3%	2%	3%	3%	6%	3%	6%	4%	7%
Liveability & Sustainability	0%	2%	0%	1%	0%	0%	0%	0%	0%	0%	0%	3%
Community Education & Compliance	0%	1%	3%	3%	1%	0%	2%	1%	1%	2%	1%	1%
Engaged Communities	4%	4%	2%	2%	4%	4%	5%	7%	4%	6%	4%	4%
Community Facilities	0%	2%	1%	1%	1%	1%	1%	1%	1%	1%	0%	2%



PECS - OVERTIME % OF ORDINARY TIME

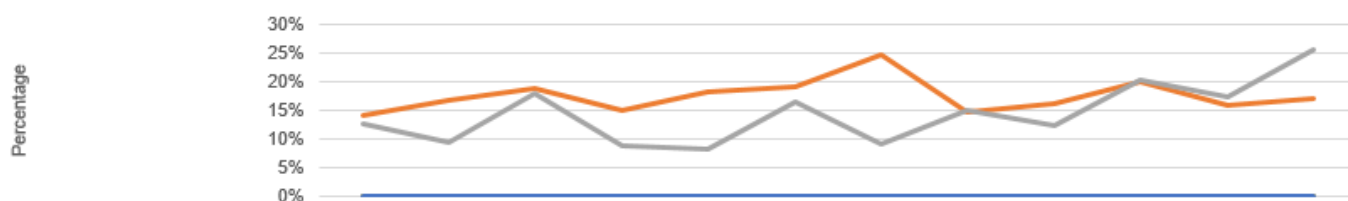
Directorate	Ordinary Time.	Overtime.
Director Planning, Environment & Community Service	\$ 604,126.00	\$ 123.68
Aug 2024	\$ 58,576.47	\$ -
Sep 2024	\$ 63,590.03	\$ -
Oct 2024	\$ 52,086.52	\$ -
Nov 2024	\$ 53,859.58	\$ -
Dec 2024	\$ 53,231.24	\$ -
Jan 2025	\$ 27,507.51	\$ -
Feb 2025	\$ 68,111.41	\$ -
Mar 2025	\$ 45,201.65	\$ 123.68
Apr 2025	\$ 39,515.44	\$ -
May 2025	\$ 38,967.66	\$ -
Jun 2025	\$ 43,749.40	\$ -
Jul 2025	\$ 59,729.09	\$ -
Economy & Prosperity	\$ 917,841.82	\$ 37,642.11
Aug 2024	\$ 63,997.63	\$ 3,256.29
Sep 2024	\$ 67,549.59	\$ 2,668.23
Oct 2024	\$ 59,983.74	\$ 1,047.86
Nov 2024	\$ 72,285.06	\$ 2,287.29
Dec 2024	\$ 68,408.60	\$ 1,074.58
Jan 2025	\$ 44,148.12	\$ 1,149.28
Feb 2025	\$ 117,453.95	\$ 3,610.52
Mar 2025	\$ 79,441.09	\$ 4,556.07
Apr 2025	\$ 63,723.70	\$ 1,757.71
May 2025	\$ 65,907.29	\$ 4,109.45
Jun 2025	\$ 90,504.82	\$ 3,373.01
Jul 2025	\$ 124,438.23	\$ 8,751.82
Liveability & Sustainability	\$ 843,550.72	\$ 5,361.88
Aug 2024	\$ 64,517.31	\$ -
Sep 2024	\$ 57,713.37	\$ 1,128.49
Oct 2024	\$ 50,670.11	\$ -
Nov 2024	\$ 56,843.29	\$ 403.91
Dec 2024	\$ 69,986.42	\$ -
Jan 2025	\$ 35,556.48	\$ -
Feb 2025	\$ 102,304.96	\$ -
Mar 2025	\$ 72,106.91	\$ -
Apr 2025	\$ 68,902.33	\$ -
May 2025	\$ 65,801.47	\$ -
Jun 2025	\$ 86,366.71	\$ 212.94
Jul 2025	\$ 112,781.36	\$ 3,616.54
Community Education & Compliance	\$ 887,054.82	\$ 13,763.07
Aug 2024	\$ 62,379.12	\$ 127.04
Sep 2024	\$ 63,905.80	\$ 915.65
Oct 2024	\$ 64,246.94	\$ 2,075.89
Nov 2024	\$ 71,804.51	\$ 2,254.12
Dec 2024	\$ 74,397.84	\$ 845.30
Jan 2025	\$ 42,491.94	\$ -
Feb 2025	\$ 112,629.55	\$ 2,723.73
Mar 2025	\$ 78,702.28	\$ 1,127.06
Apr 2025	\$ 66,298.14	\$ 610.50
May 2025	\$ 68,219.05	\$ 1,455.79
Jun 2025	\$ 77,803.96	\$ 987.74
Jul 2025	\$ 104,175.69	\$ 640.25

PECS - OVERTIME % OF ORDINARY TIME		
Directorate	Ordinary Time.	Overtime.
Engaged Communities	\$ 2,685,961.98	\$ 111,530.18
Aug 2024	\$ 196,809.54	\$ 8,570.02
Sep 2024	\$ 188,096.75	\$ 7,368.78
Oct 2024	\$ 185,798.53	\$ 3,998.98
Nov 2024	\$ 203,776.51	\$ 3,207.22
Dec 2024	\$ 211,396.30	\$ 7,464.64
Jan 2025	\$ 117,834.03	\$ 5,182.21
Feb 2025	\$ 340,971.57	\$ 17,780.54
Mar 2025	\$ 239,822.49	\$ 17,059.52
Apr 2025	\$ 220,305.57	\$ 9,180.78
May 2025	\$ 203,159.92	\$ 11,282.38
Jun 2025	\$ 224,501.81	\$ 8,024.76
Jul 2025	\$ 353,488.96	\$ 12,410.35
Community Facilities	\$ 1,589,834.96	\$ 19,303.58
Aug 2024	\$ 107,612.68	\$ 491.77
Sep 2024	\$ 123,569.32	\$ 2,818.40
Oct 2024	\$ 126,382.12	\$ 1,112.47
Nov 2024	\$ 130,804.96	\$ 1,022.59
Dec 2024	\$ 132,453.38	\$ 1,911.78
Jan 2025	\$ 78,770.81	\$ 656.35
Feb 2025	\$ 184,713.61	\$ 2,444.68
Mar 2025	\$ 124,298.98	\$ 794.89
Apr 2025	\$ 131,365.28	\$ 1,376.81
May 2025	\$ 121,237.31	\$ 1,171.56
Jun 2025	\$ 119,990.11	\$ 317.45
Jul 2025	\$ 208,636.40	\$ 5,184.83
Total	\$ 7,528,370.30	\$ 187,724.50

Water & Waste

Department	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Director Water & Waste	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Water & Waste Operations	14%	17%	19%	15%	18%	19%	25%	15%	16%	20%	16%	17%
Waste Management Operations	13%	9%	18%	9%	8%	17%	9%	15%	12%	20%	17%	25%
W&W Business Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
W&W Planning & Projects	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

**Overtime % of Ordinary Time
W&WW**



	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Director Water & Waste	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Water & Waste Operations	14%	17%	19%	15%	18%	19%	25%	15%	16%	20%	16%	17%
Waste Management Operations	13%	9%	18%	9%	8%	17%	9%	15%	12%	20%	17%	25%
W&W Business Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
W&W Planning & Projects	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

W&WW - OVERTIME % OF ORDINARY TIME

Directorate	Ordinary Time.	Overtime.
Director Water & Waste	\$ 344,288.84	\$ -
Aug 2024	\$ 27,460.24	\$ -
Sep 2024	\$ 29,189.07	\$ -
Oct 2024	\$ 27,307.78	\$ -
Nov 2024	\$ 28,588.70	\$ -
Dec 2024	\$ 25,514.81	\$ -
Jan 2025	\$ 22,189.84	\$ -
Feb 2025	\$ 39,433.20	\$ -
Mar 2025	\$ 28,908.00	\$ -
Apr 2025	\$ 25,548.65	\$ -
May 2025	\$ 20,405.42	\$ -
Jun 2025	\$ 26,938.77	\$ -
Jul 2025	\$ 42,850.58	\$ -
Water & Waste Operations	\$ 2,301,178.09	\$ 406,569.74
Aug 2024	\$ 184,245.31	\$ 25,827.09
Sep 2024	\$ 185,390.92	\$ 31,080.81
Oct 2024	\$ 178,068.81	\$ 33,254.97
Nov 2024	\$ 175,755.40	\$ 26,083.28
Dec 2024	\$ 159,301.50	\$ 28,903.81
Jan 2025	\$ 130,036.07	\$ 24,937.72
Feb 2025	\$ 281,189.86	\$ 64,800.85
Mar 2025	\$ 190,184.81	\$ 27,998.49
Apr 2025	\$ 198,542.14	\$ 32,300.36
May 2025	\$ 159,928.22	\$ 31,873.85
Jun 2025	\$ 193,419.27	\$ 30,645.57
Jul 2025	\$ 285,115.78	\$ 48,883.34
Waste Management Operations	\$ 1,183,149.87	\$ 169,909.66
Aug 2024	\$ 97,622.40	\$ 12,255.60
Sep 2024	\$ 93,278.18	\$ 8,701.09
Oct 2024	\$ 88,079.43	\$ 15,683.05
Nov 2024	\$ 99,291.19	\$ 8,630.50
Dec 2024	\$ 100,290.15	\$ 8,337.95
Jan 2025	\$ 74,256.47	\$ 12,299.70
Feb 2025	\$ 144,271.63	\$ 13,205.78
Mar 2025	\$ 89,707.23	\$ 13,391.13
Apr 2025	\$ 91,902.65	\$ 11,205.74
May 2025	\$ 80,278.08	\$ 16,379.95
Jun 2025	\$ 89,535.27	\$ 15,526.83
Jul 2025	\$ 134,637.19	\$ 34,292.54
W&W Business Services	\$ 761,799.62	\$ -
Aug 2024	\$ 54,048.67	\$ -
Sep 2024	\$ 61,159.35	\$ -
Oct 2024	\$ 57,990.15	\$ -
Nov 2024	\$ 59,280.74	\$ -
Dec 2024	\$ 62,916.61	\$ -
Jan 2025	\$ 31,883.88	\$ -
Feb 2025	\$ 102,662.58	\$ -
Mar 2025	\$ 59,281.02	\$ -
Apr 2025	\$ 50,188.19	\$ -
May 2025	\$ 58,457.39	\$ -
Jun 2025	\$ 63,655.86	\$ -
Jul 2025	\$ 100,315.18	\$ -
W&W Planning & Projects	\$ 358,618.06	\$ -
Aug 2024	\$ 32,457.59	\$ -
Sep 2024	\$ 23,819.80	\$ -
Oct 2024	\$ 20,497.31	\$ -
Nov 2024	\$ 17,139.42	\$ -
Dec 2024	\$ 26,740.32	\$ -
Jan 2025	\$ 16,413.04	\$ -
Feb 2025	\$ 42,083.23	\$ -
Mar 2025	\$ 30,424.02	\$ -
Apr 2025	\$ 27,242.59	\$ -
May 2025	\$ 30,216.39	\$ -
Jun 2025	\$ 33,665.22	\$ -
Jul 2025	\$ 57,919.13	\$ -
Total	\$ 4,949,034.48	\$ 576,479.40

Report authorised by:

CALE DENDLE

Chief Executive Officer

Date 5 August 2025

MEETING DETAILS

Ordinary Meeting

Wednesday 27 August 2025

AUTHOR

Trudi Liekefett

AUTHOR POSITION

Manager People and Capability

9.7

ISAAC REGIONAL COUNCIL 2025 ANNUAL CHRISTMAS AND NEW YEAR CLOSURE

EXECUTIVE SUMMARY

Isaac Regional Council proposes to close for the annual shut down over the Christmas and New Year Period from close of business, Friday 20 December 2024 to Friday 3 January 2025, reopening for business on Monday 5 January 2025.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

- Approves the annual closure of Isaac Regional Council for the Christmas and New Year period from close of business, Friday 20 December 2025 to Friday 2 January 2026, reopening for business on Monday 5 January 2026.***

Resolution No.: CGFS1008

Moved: Cr Vern Russell

Seconded: Cr Jane Pickels

That the Committee recommends that Council:

- Approves the annual closure of Isaac Regional Council for the Christmas and New Year period from close of business, Friday 19 December 2025 to Friday 2 January 2026, reopening for business on Monday 5 January 2026.**

Carried

BACKGROUND

It is proposed that Isaac Regional Council close for an annual shut down over the Christmas and New Year Period from close of business, Friday 20 December 2025 to Friday 2 January 2026, reopening for business on Monday 5 January 2026.

The gazetted public holidays for this period are as follows: -

- Christmas Day Public Holiday –Thursday 25 December 2025

- Boxing Day Public Holiday – Friday 26 December 2025
- New Year's Day Public Holiday – Thursday 1 January 2026

Staff will be required to utilise their annual leave and/or rostered days off (RDO's) to cover the seven (7) business days Council will be closed between Christmas and New Year.

Council will still operate essential services over the closure period with skeleton staff. Emergency contacts for each town will be advertised to the public along with closure details. After hours/emergency contacts and after hours process for this closure period will be provided to Elected Members.

IMPLICATIONS

The Isaac Regional Council Certified Agreement 2023 Part 8 Miscellaneous states:

8.1 DEPOT CLOSURE

The existing arrangements with respect to the annual Christmas shutdown of the majority of Council's outside Clermont workforce are to continue for the purpose of annual maintenance of the majority of infrastructure delivery, heavy plant and vehicles. Similar arrangements will continue in regard to infrastructure crews in Nebo and St Lawrence in reference to shutdown maintenance and heavy plant. Land Care and Open Space staff will be rostered as agreed during the Christmas shutdown period.

8.2 CHRISTMAS SHUT DOWN PERIOD

- Where employees do not have a balance in excess of five (5) weeks' annual leave, employees will be able to bank RDOs to cover the Christmas shut down period.*
- Written notification will be provided at least 90 days before the Christmas shutdown period.*

Budget:

There will be no additional costs as the closure period will be covered by Annual Leave, RDO's and Statutory Holidays.

Risks:

No significant risks are associated with the Annual Christmas Closure. Council will provide skeleton staff for essential services and after hours/emergency contacts/services during the closure period.

CONSULTATION

Executive Leadership Team

BASIS FOR RECOMMENDATION

Council is required under the certified agreement to provide written notification to staff at least 90 days before the Christmas shutdown period.

ACTION ACCOUNTABILITY

The Chief Executive Officer will delegate responsibility to relevant Directors and other key officers to make the necessary arrangements for essential services operations, skeleton staff and emergency and afterhours contacts throughout the closure period.

KEY MESSAGES

Closure of Council facilities during the Christmas and New Year Period.

Report prepared by:	Report authorised by:
TRUDI LIEKEFETT	CALE DENDLE
Manager People and Capability	Chief Executive Officer
Date: 30 July 2025	Date: 30 July 2025

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

- Isaac Regional Council Certified Agreement 2023
- [Public holidays | Recreation, sport and arts | Queensland Government \(www.qld.gov.au\)](https://www.qld.gov.au/public-holidays)

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Tricia Hughes

AUTHOR POSITION

Coordinator Executive Support

9.8

2025 SPECIAL AND SHOW HOLIDAY'S NOMINATIONS

EXECUTIVE SUMMARY

Council is required to submit nominations of Special and Show Holiday dates to the State Government Office of Industrial Relations.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

- 1. Authorises the Chief Executive Officer (or delegate) to complete the on-line form, nominating Wednesday 27 May 2026 as a special agricultural show holiday for Moranbah, Clermont, Middlemount, Dysart, Kilcummin and rural areas for the purpose of Isaac Regional Council's Annual Clermont Agricultural Show Day.*
- 2. Authorises the Chief Executive Officer (or delegate) to complete the on-line form, nominating Thursday 11 June 2026 as a special agricultural show holiday for St Lawrence, south of Clairview and rural areas for the purpose of the annual Rockhampton Agricultural Show Day.*
- 3. Authorises the Chief Executive Officer (or delegate) to complete the on-line form, nominating Thursday 18 June 2026 as a special agricultural show holiday for Nebo, Glenden, Coppabella, Coastal Region, Clairview and Clairview North for the purpose of the annual Mackay Agricultural Show Day.*

Resolution No.: CGFS1009

Moved: Cr Terry O'Neill

Seconded: Cr Vern Russell

That the Committee recommends that Council:

- 1. Authorises the Chief Executive Officer (or delegate) to complete the on-line form, nominating Wednesday 27 May 2026 as a special agricultural show holiday for Moranbah, Clermont, Middlemount, Dysart, Kilcummin and rural areas for the purpose of Isaac Regional Council's Annual Clermont Agricultural Show Day.**

2. Authorises the Chief Executive Officer (or delegate) to complete the on-line form, nominating Thursday 11 June 2026 as a special agricultural show holiday for St Lawrence, south of Clairview and rural areas for the purpose of the annual Rockhampton Agricultural Show Day.
3. Authorises the Chief Executive Officer (or delegate) to complete the on-line form, nominating Thursday 18 June 2026 as a special agricultural show holiday for Nebo, Glenden, Coppabella, Coastal Region, Clairview and Clairview North for the purpose of the annual Mackay Agricultural Show Day.

Carried

BACKGROUND

Correspondence has been received from the Assistant Director-General, Office of Industrial Relations, advising that each year in accordance with the *Holidays Act 1983* local governments are invited to request special holidays to be observed during the following year for districts in their area.

Therefore, Council has been requested to advise whether special holidays are to be observed during 2026 for districts in the local government area.

A local council requested special holiday is a public holiday only if it is in respect of an agricultural, horticultural or industrial show. Under federal industrial relations legislation, on a public holiday employees are, without loss of ordinary pay, entitled to be absent from work or refuse to work in reasonable circumstances. Employees who work on a public holiday are entitled to penalty rates in accordance with their award or agreement.

A special holiday for any other reason is not a public holiday but is a bank holiday only and under the *Trading (Allowable Hours) Act 1990*, is only a holiday for banks and insurance offices and under a directive of the *Public Sector Act 2022*, a holiday for public service employees unless otherwise determined by a chief executive.

Upon receiving Ministerial approval, the holidays will be published in the Queensland Government Gazette. Confirmation of the approved special holidays together with a link to the Queensland Government Gazette will be emailed to Council.

- The show dates allocated by the Queensland Chamber of Agricultural Societies Inc for 2026 are as follows for Clermont, Mackay and Rockhampton Shows.

Show	2026 Dates
Clermont Show	26 May 2026 to 27 May 2026
Rockhampton Show	10 June 2026 to 12 June 2026
Mackay Show	16 June 2026 to 18 June 2026

IMPLICATIONS

No implications are envisaged at this stage.

CONSULTATION

- Clermont Rodeo and Show Society Inc
- Mackay Regional Council
- Rockhampton Regional Council
- Councillor Terry O'Neill, Division One (in regard to the separate show date for the Nebo, Glenden, Coppabella, Coastal Region, Clairview and Clairview North)
- Councillor Viv Coleman, Division Eight (in regard to the separate show dates for the Nebo, Glenden, Coppabella, Coastal Region, Clairview and Clairview North and St Lawrence, south of Clairview and rural areas)

BASIS FOR RECOMMENDATION

To provide dates to the Office of Industrial Relations to enable Ministerial consideration and approval.

ACTION ACCOUNTABILITY

Chief Executive Officer (or delegate) to complete the on-line form, nominating the following dates:

- Wednesday 27 May 2026
- Thursday 11 June 2026
- Thursday 18 June 2026

Once confirmation of the approved special holidays is received Brand, Media and Communications will provide public notices in line with approved holidays.

KEY MESSAGES

Acknowledgment of the Isaac Region's Agricultural Show Day Holidays in particular the Clermont Show (Isaac Region's Show).

Report prepared by:

TRICIA HUGHES
Coordinator Executive Support

Date: 7 August 2025

Report authorised by:

CALE DENDLE
Chief Executive Officer

Date: 7 August 2025

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

- The Queensland Chamber of Agricultural Societies Inc
- Mackay Regional Council Meeting Minutes from 16 July 2026
- Rockhampton Regional Council Meeting Minutes from 22 July 2026

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Jessica Bugeja

AUTHOR POSITION

Research and Policy Advisor

9.9

MAJOR PROJECTS UPDATE REPORT

EXECUTIVE SUMMARY

This report is provided to update Council on the status of major projects across Isaac.

OFFICER'S RECOMMENDATION

That the Committee Recommends that Council:

- 1. Note the updates to major projects across Isaac**
- 2. Receive the in-progress Major Projects Summary Sheet on the status of all known projects in the region.**

Resolution No.: CGFS1010

Moved: Cr Jane Pickels

Seconded: Cr Terry O'Neill

That the Committee recommends that Council:

- 1. Note the updates to major projects across Isaac**
- 2. Receive the in-progress Major Projects Summary Sheet on the status of all known projects in the region.**

Carried

BACKGROUND

The following report is provided to update Council on the status of major projects across the region. This report will focus on the changes to the Major Project Spreadsheet and an update on Community Benefit Agreements.

Major Project Spreadsheet

The Major Project Spreadsheet has been updated and is now comprised of multiple information sheets. Many sheets are still being inputted with information – this work is time consuming and will take time for all the information to be correctly transferred. The spreadsheet no longer includes a major project snapshot page. This provides an overview of projects and their status broken down by project type:

STATUS		Pre-decision	Approved	Operational	Total known projects
Solar & Wind Projects	<i># of projects</i>	7	15	3	22
	<i>Capacity MW</i>	5400	3616	500	9016
BESS	<i># of projects</i>	9	3	0	12
	<i>Capacity MW</i>	2700	1480	0	4180
Coal Projects	<i># of projects</i>	18	39	14	57
Mineral Projects	<i># of projects</i>	6	0	0	6
Gas Projects	<i># of projects</i>	4	3	3	7
Clean Energy	<i># of projects</i>	1	0	0	1
Other	<i># of projects</i>	2	1	1	3

* NB Operational figures represent # of 'approved' projects in operational stage

** Clarke Creek Wind Project and Clarke Creek Solar are counted as two different projects as they have received two separate approvals.

Engagement Tracker:

The spreadsheet now includes an engagement tracker. This is organised by proponent> project> date of engagement> attendees> notes. This enables the major projects team to capture all discussions/interactions with proponents so everyone can remain updated. This part of the spreadsheet is still being updated as the team goes back through their notes to retrospectively include past engagement.

Community Benefit Agreement Tracker

A tracker has now been included for upcoming Community Benefit Agreements. With the recent legislation changes, all future wind and solar over 1MW will be required to enter into a Community Benefit Agreement with Council. This tracker provides a snapshot of when proponents are anticipating submitting their development applications with the state so we can prioritise negotiations and keep track of CBA discussions and eventual agreement terms and conditions. At this stage we expect four projects to negotiate CBAs with Council by the end of the year with an additional two seeking agreements in the next 12 months.

Investment Tracker

The investment tracker previously developed by Maggi Stanley has been included in the spreadsheet ready to be updated with recent mining proponent investments. This area is planned to be updated this month. This may or may not eventually include CBA commitments from renewables at a future stage.

Community Benefit Framework Update

In response to the recently passed Planning (Social Impact and Community Benefit Bill), the Executive Manager Advocacy and External Affairs, Renewable Energy Coordinator and Research and Policy Advisor

have been creating a framework to guide future Community Benefit Agreements. This framework will be presented to Council this month for consultation and feedback.

IMPLICATIONS

There are no implications directly associated with this report.

CONSULTATION

Consultation with the Major Projects Team including:

- Executive Manager Advocacy and External Affairs
- Executive Director, PECS
- Manager Liveability & Sustainability
- Manager Economy & Prosperity
- Manager of Galilee and Bowen Basin Operations
- Economic and Business Resilience Coordinator
- Program Leader – Development Assessment
- Program Leader – Environment and Sustainability

BASIS FOR RECOMMENDATION

The basis for recommendation is to better inform the Council of Major Project development across the region.

ACTION ACCOUNTABILITY

- Research and Policy Advisor as Major Project Team Secretariat and Major Project Spreadsheet maintenance.
- Major Projects Team as ongoing participants and contributors.

KEY MESSAGES

Nil

Report prepared by:

JESSICA BUGEJA
Research and Policy Advisor

Date: 7 August 2025

Report authorised by:

CALE DENDLE
Chief Executive Officer

Date: 7 August 2025

ATTACHMENTS

- Attachment 1 – CONFIDENTIAL –Resource Project Summary Sheet

REFERENCE DOCUMENT

- Nil

PAGES 237 TO 238 HAVE INTENTIONALLY BEEN REMOVED DUE TO CONFIDENTIAL REASONS

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Donna Wilson

AUTHOR POSITION

Engaged Communities Grants Officer

9.10

MINOR COMMUNITY GRANTS SUMMARY JULY 2025

EXECUTIVE SUMMARY

This report summarises the minor community grants approved under delegation for the period 1 July to 31 July 2025.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

- Notes the minor community grants approved under delegation for the month of July 2025.*

Resolution No.: PECS1356

Moved: Cr Melissa Westcott

Seconded: Cr Alaina Earl

That the Committee recommends that Council:

- Notes the minor community grants approved under delegation for the month of July 2025.**

Carried

BACKGROUND

As per Council's Community Grants Policy, as adopted on 25 August 2021, a monthly report is to be prepared for Council regarding the administrative approval of minor grants, under delegation to the Manager Engaged Communities. Ten (10) Minor Grant applications (inclusive of Individual and Team Development Grants, and Scholastic Bursaries) were received and approved for the month of July 2025

The following table summarises the minor grant applications received for the month of July 2025:

Division	Applicant	Value	Purpose	Breakdown
1	Twin Hills Race Club (Minor Grant)	\$1,000.00	Twin Hills Race Club are commissioning Clermont Men's Shed to purchase items and install a historical display.	Funds will be used to purchase items for the display. The total cost is \$10,000.00

2	Dysart Football Club (Minor Grant)	\$500.00	Purchase marquee for the club.	Funds will be used to purchase a marquee. The total cost is \$1,159.92
2	Dysart Pony Club (Minor Grant)	\$1,000.00	Gymkhana and Bushman's carnival.	Funds will be used for prize money and the judge's gifts. The total cost is \$3,000.00
3, 4, 5	Moranbah Rodeo (Minor Grant)	\$1,000.00	Host the annual 2025 Moranbah Rodeo.	Funds will be used towards the cost of the ambulance. The total cost is \$46,000.00
3, 4, 5	Moranbah State School P&C (Minor Grant)	\$1,000.00	Host Cocktails in the Coal Fields fundraiser.	Funds will be used towards the cost of entertainment, decorations, licensing, permits and catering. The total cost is \$41,000.00
3, 4, 5	Kate Macfarlane (Individual Development Grant)	\$250.00	On behalf of Huxley Macfarlane to represent Queensland in Rugby League at the SSAA National Championships at Moreton Bay.	Funds will be used towards the cost of travel and nomination fees. The total cost is \$3,000.00
3, 4, 5	Angela Peterson (Individual Development Grant)	\$750.00	On behalf of Hannah Peterson to represent Australia in Rugby League in France.	Funds will be used towards the cost of travel and accommodation. The total cost is \$14,500.00.
1 & 6	Clermont Pony Club (Minor Grant)	\$1,000.00	Host the annual Gymkhana weekend on 26-27 July 2025.	Funds will be used towards the costs of judges to attend the weekend. The total cost is \$2,400.00
1 & 6	Clermont Community Business Group (Minor Grant)	\$1,000.00	Host the annual Sailing Regatta at Theresa Creek dam, 1-3 August 2025.	Funds will be used towards the cost of trophies. The total cost is \$22,542.00
6	Clermont Golf Club (Minor Grant)	\$1,000.00	Hosting the Clermont Junior open, 26 July 2025.	Funds will be used towards the cost of the trophies. The total cost is \$3,000.00

IMPLICATIONS

The different types of grants processed through the Community Grants Management Framework are managed through different cost centres which is reflected in the tables below:

Table 1 below summarises implications to Community Grants divisional budgets (**includes major grants, minor grants, multi-year grants, individual and team development grants, and scholastic bursaries only**) for the 2025/2026 financial year:

Division	Allocation	Total Actual Spend/Commitments (pending approval/ executed Funding Agreement)	Pending Multi-Year Grant Commitments	Remaining Budget
1	\$50,000	\$13,250.00	\$6,142.86	\$30,607.14
2	\$50,000	\$4,933.56	\$1,143.00	\$43,923.44
3	\$50,000	\$8,152.57	\$5,767.86	\$36,078.57
4	\$50,000	\$8,152.57	\$5,767.86	\$36,079.57
5	\$50,000	\$8,152.55	\$5,767.86	\$36,079.59
6	\$50,000	\$18,750.00	\$1,142.85	\$30,107.15
7	\$50,000	\$15,760.22	\$5,768.00	\$28,471.78
8	\$50,000	\$6,500.00	\$0	\$43,500.00
Total	\$400,000	\$83,651.47	\$31,500.00	\$284,848.53

*Table 1 – Community Grants budget implications (Major, Minor, Individual and Team Development Grants, Multi-Year Grants and Scholastic Bursaries). *Figures have been rounded.*

Additional Notes:

- **Table 1** reflects the approved divisional budget allocation for the 2025/2026 financial year. This has resulted in a \$2,000 increase in budget allocation per division from the Minor Grant report noted by Council at the 23 July 2025 Ordinary meeting which relied on an estimated budget.
- Four (4) pre-existing multi-year funding agreements which will impact the 2025/2026 financial year community grants budget (subject to due diligence) have been identified and pre-committed funds detailed in the '*Pending Multi-Year Grant Commitments*' column in **Table 1** for awareness:
 - Belyando Mt Coolon ICPA Branch, auspicing for Twin Hills Race Club (Twin Hills Gymkhana), approved via resolution 8416 - \$5,000 from division one (final payment under funding agreement).
 - Moranbah Community Scholarship LTD (scholarship for the support of local families and the cost of studying away from home) approved via resolution 8528 - \$8,500 split between divisions three, four, five and six (second of three payments under funding agreement).

- Moranbah Miners Memorial (annual memorial ceremony in Moranbah town square) approved via resolution 8519 - \$10,000 split between divisions three, four, five and seven (third of three payments under funding agreement).
- Moranbah State High School P&C (annual Education and Careers Pathway Expo) approved via resolution 8523 - \$8,000 split between divisions one, two, three, four, five, six and seven (second of three payments under funding agreement).

CONSULTATION

Director Planning, Environment and Community Services

Divisional Councillors

Engaged Communities Departmental Administration Officer

Engaged Communities Grants Officer

Manager Engaged Communities

BASIS FOR RECOMMENDATION

To update Council on the approval of minor community grants as per PECS-POL-126 Community Grants.

ACTION ACCOUNTABILITY

Manager Engaged Communities is responsible for the administration of the Isaac Regional Council Community Grants Program.

KEY MESSAGES

Isaac Regional Council's Community Grants budget funds local projects and activities which help develop resilient, adaptive and vibrant communities while contributing to the social wellbeing of its residents, workers and visitors.

Report prepared by: DONNA WILSON Engaged Communities Grants 21 July 2025	Report authorised by: HEIDI ROBERTS Director Planning, Environment and Community Services Date: 1 August 2025

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

- PECS-POL-126 Community Grants Policy
- CORP-GDS-036 Isaac Community Grants Guidelines

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Barb Franklin

AUTHOR POSITION

Coordinator Community Hubs

9.11

ISAAC MUSEUMS CLOSURE ARRANGEMENTS 2025-2026FY

EXECUTIVE SUMMARY

This report seeks Council's endorsement of the proposed operating arrangements for the region's two staffed museums, Clermont Museum and Historic Nebo Museum, for the period December 2025 to March 2026.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

- 1. Approves the seasonal closure of the Clermont Museum from close of business Saturday 29 November 2025, reopening Wednesday 25 March 2026.***
- 2. Approves the seasonal closure of the Historic Nebo Museum from close of business Thursday 27 November 2025, reopening Tuesday 24 March 2026.***

Resolution No.: PECS1357

Moved: Cr Alaina Earl

Seconded: Cr Melissa Westcott

That the Committee recommends that Council:

- 1. Approves the seasonal closure of the Clermont Museum from close of business Saturday 29 November 2025, reopening Wednesday 25 March 2026.**
- 2. Approves the seasonal closure of the Historic Nebo Museum from close of business Thursday 27 November 2025, reopening Tuesday 24 March 2026.**

3.

4. Carried

BACKGROUND

Isaac Museums undertake an annual seasonal closure to allow dedicated time for essential work that cannot be performed while the museums are open to the public. These activities include:

- Addressing recommendations from the Collection Management Plan
- Collection care and conservation
- Updating and improving displays
- Building and site maintenance

These tasks are core to responsible collection stewardship and long-term planning. While not typically visible to the public, this behind-the-scenes work is essential to ensuring the museums continue to meet professional standards and provide engaging experiences for future visitors.

Importantly, the Isaac Museums do not charge an entry fee; therefore, there is no revenue loss associated with these closures.

Visitation data continues to show that December to March is a period of extremely low attendance across the network, making this the most suitable time to temporarily close while maintaining operational efficiency.

Throughout the closure period, museum staff will remain active and contactable for community enquiries, stakeholder communication, and project coordination.

For FY2025–26, the proposed closure dates are:

- Clermont Museum: From close of business Saturday 29 November 2025, reopening Wednesday 25 March 2026
- Historic Nebo Museum: From close of business Thursday 27 November 2025, reopening Tuesday 24 March 2026

Planned works during this period will be guided by the 2024 Collection Management Plan developed in partnership with the Queensland Museum. Specific activities will include:

- Building maintenance and workspace preparation for future projects
- Exhibition refreshes, particularly at Clermont, where current displays will be retained and enhanced in line with curatorial recommendations
- Further groundwork to support the next phase of the Collection Rationalisation and Cataloguing Project

IMPLICATIONS

Service Levels

These closures are consistent with previous years and allow staff to complete essential operational and strategic work. Staff remain accessible during the closure period to respond to queries or engage with stakeholders.

Strategic Outcomes

The closure period will directly support delivery of priority recommendations from the Collection Management Plan. Completion of this work is necessary to progress into the next stage of museum development in partnership with the Queensland Museum's Museum Development Program.

CONSULTATION

Director Planning, Environment and Community Services

Frontline Service Officer – Nebo Museum

Manager Advocacy and External Affairs

Manager Engaged Communities

Program Leader - Museums

BASIS FOR RECOMMENDATION

To confirm and communicate the seasonal operating arrangements for the Clermont Museum and Historic Nebo Museum, enabling forward planning and timely public communication.

ACTION ACCOUNTABILITY

The Coordinator Community Hubs will oversee implementation. Public notices, signage, and social media updates will be coordinated in consultation with the Brand, Media and Communications Team.

KEY MESSAGES

Isaac Regional Council continues to support vibrant communities by investing in the preservation and promotion of local heritage through its museum network. Seasonal closures are a proactive way to ensure long-term sustainability, continuous improvement, and alignment with professional museum practices.

Report prepared by:

BARB FRANKLIN
Coordinator Community Hubs

Date: 24 July 2025

Report authorised by:

HEIDI ROBERTS
**Director Planning, Environment and
Community Services**

Date: 1 August 2025

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

- Collection Management Plan, 2024

MEETING DETAILS

Planning Environment and Community Services

Standing Committee

Tuesday 12 August 2025

AUTHOR

Barb Franklin

AUTHOR POSITION

Coordinator Community Hubs

9.12

PRELIMINARY ANALYSIS OF CUSTOMER SERVICE REQUESTS AND SYSTEM USE

EXECUTIVE SUMMARY

This report presents a high-level snapshot of customer service request trends and Customer Request Module (CRM) system use across Council, highlighting variation in practices, closeout rates, and areas for future improvement.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. ***Notes the contents of the Preliminary Analysis of Customer Service Requests and System Use report.***

Resolution No.: PECS1358

Moved: Cr Alaina Earl

Seconded: Cr Melissa Westcott

That the Committee recommends that Council:

1. **Notes the contents of the Preliminary Analysis of Customer Service Requests and System Use report.**

2. Carried

BACKGROUND

Isaac Regional Council has identified a strategic imperative to ensure a high quality customer experience (CX) for all customers interacting with the organisation. This objective is supported by internal audit findings which recommend the development and implementation of a customer service strategy, customer service enquiry process map, formal process for customer service record keeping and formal process for monitoring the status of open or unresolved customer service enquiries across all departments. Council has also expressed an interest in further understanding the enquiries and needs of walk-in customers who visit the seven front-desks across the region in person.

This report provides a preliminary 'state-of-play' assessment, offering initial insights into the nature of customer service requests, trends in closeout rates, and variation in system use across departments. It aims

to inform Council's understanding of current practices and highlight opportunities for future improvement as part of Council's broader customer experience enhancement agenda.

Constraints to complete and accurate data collection

The Customer Request Module (CRM) in TechnologyOne (TechOne) is a digital tool used by many local governments, including Isaac, to log, manage, and track customer interactions and service requests. These requests may include service issues (e.g. pothole repairs), general enquiries, bin replacements, or complaints.

While the TechOne CRM system is in use across many of Isaac's departments, it is not universally adopted or consistently used as the sole system for customer interactions. For example:

- Building Maintenance Requests (BMRs) are initially received by Records via emails, then forwarded to Corporate Properties through CRM and subsequently closed, with ongoing management occurring in the PropertyMe platform.
- Community Facilities log requests through CRM but progress and finalise any bookings in the Console system.
- Rates manage a combination of CRM requests and direct emails to the rates inbox. This is due to a glitch in the current TechOne system that does not allow rates officers to view attachments to CRM's.
- Community Education & Compliance tasks and actions are generally managed through CRM, with the exception of overgrown allotments and unsightly properties. In these cases, a CRM is initiated by Frontline Services and subsequently converted into a Property by Law Enforcement (LOA) record. The original CRM remains open until the matter is resolved to ensure the complainant is contacted. While CRMs are often linked together to support this process, this functionality may not be widely understood or used consistently across the organisation.

While CRM is primarily intended to capture incoming customer requests, many departments lack a dedicated system for managing investigations. As a result, CRM is often used both as a customer contact record and a case management tool, which presents limitations for tracking and reporting purposes.

Preliminary findings:

CRM data reporting

CRM data in this report is presented by *disposition* (work group) as configured in the TechOne system, which does not always align with Council's current departmental structures. For example, Community Education & Compliance manages CRM workstreams for Compliance, Building Services, and Environmental Health; however, these are reported separately based on their assigned dispositions. Similarly, functions of the Liveability and Sustainability team are reflected under Environment and Biodiversity and Planning. This reflects system configuration rather than internal reporting lines

What do our customers say?

In Council's last Customer Satisfaction Survey in 2021, respondents were asked to rate their satisfaction with Council's customer service on a five point scale with one being very dissatisfied and five being very satisfied. Survey results found customers were highly satisfied with Council's customer service. In total, 73% of customers were satisfied with almost half (47%) providing the highest rating of five. Fourteen percent (14%)

were dissatisfied while 13% provided a neutral rating of three. These results have remained fairly constant since 2017.

How long does it take us to closeout a CRM?

Notwithstanding the constraints noted above, review of available CRM data indicates for the quarter April to June 2025 the average time to closeout a CRM was 11.49 days.

- 25% of CRMs are closed out within 7 days (most requests: waste services and bin requests)
- 55% of CRMs are closed out within 14 days (most requests: information and water)
- 3% of CRMs are closed out within 21 days (most requests: sewer and clean up)
- 16% of CRMs are closed out within 28 days (most requests: maintenance and dogs)
- 1% of CRMs take longer than 28 days to close out (most requests: livestock and trees)

What types/volume of enquiries come through CRM?

As customer requests are received, they are tasked to workgroups. The following provides some insight into the type of requests received. Of the 1936 CRMs raised for the quarter:

- The highest number of CRMS are tasked to the water services (27%) waste services (17%) and compliance (15%) workgroups
- The lowest number of CRMs (1% or less) are tasked to Environment and Biodiversity, Council Housing, Community Engagement, Contracts and Procurement, Economy and Prosperity, Accounts Payable and Accounts Receivable workgroups with a combined total of (4%).
- While CRM provides a useful insight into service requests, it does not capture the full volume of customer interactions or the associated workload across Council. Many requests and enquiries continue to be managed via direct emails, ECM, or other departmental systems (e.g. Property1, Console). This results in underreporting and fragmented data that does not fully reflect the demand on staff or service delivery activity. As such, CRM figures should be interpreted as indicative rather than comprehensive.

Workgroup	% CRM
Water Services	27%
Waste Services	17%
Compliance	15%
Roads	11%
Parks and Recreation	7%
Facilities	7%
Land Use Planning	4%
Building Services	3%
Rates	2%
Environmental Health	2%
Other	4%

What are our walk-in customers looking for?

Council's Frontline Service Officers have very recently commenced manually recording the type of assistance requested by walk-in customers who visit Council Offices across the region in person. This dataset is not sufficiently mature to draw any firm conclusions and some overlap with CRM reporting potentially exists, however preliminary analysis indicates 51% of front desk visits are from external customers, while 49% of visits are by staff. Of external visits:

- 29% appear to be seeking general community assistance including local knowledge, bus timetables, camping options, affordable housing and directions.
- 24% of external visits appear to be to make a payment, the majority being library payments, followed by rates, camping and dog registrations.
- The data also suggests 15% of external visitors were making a general enquiry about council services, 14% attended for scheduled appointments/meetings, 10% were reporting a problem and 10% were accessing an in-house Council service in this case predominately JP services.

Internal visits related to key collection and drop off (17%), staff from different offices signing in (13%), general information (12%), uniform collection (10%), and mail collection and drop off (10%).

Opportunities for Future Improvement

While this report is intended as a preliminary snapshot to inform discussion, several opportunities have emerged that may support longer-term improvement in customer service management and reporting practices. These may also help inform the future configuration and rollout of the TechOne CRM system. Identified opportunities include:

- Reviewing CRM setup and workflows across departments to ensure alignment and consistency
- Improving staff awareness and understanding of CRM functionality and its role in customer service tracking
- Exploring options to integrate CRM more effectively with other platforms used for service delivery (e.g. ECM, Property1, Console)
- Developing benchmarking frameworks and sector comparisons as CRM data maturity improves

These are not proposed actions at this stage but are provided for awareness and future consideration.

System Considerations and Next Steps

Further to the opportunities identified, the Digital Program is progressing several initiatives to address inefficiencies and gaps in internal digital workflows, including those related to customer service. Following consultation with the Business Transformation Director, the following system-related considerations have been raised to inform ongoing CRM performance review and future planning:

- Current Platform Limitations:

The existing TechOne CRM platform has not kept pace with organisational needs. This is likely due to several factors, including a shift in focus to the broader TechOne upgrade, limited internal resourcing, and a lack of availability of skilled TechOne Ci resources. While the current platform can technically be

modified to resolve outdated workflows, add new ones, or expand usage to additional teams, further investigation and prioritisation is required.

- **Upgrade Path and Timeline:**

The full upgrade of TechOne CRM to Ci Anywhere (CiA), part of the broader Property & Rating (P&R) release, is not scheduled for completion for at least another two years. However, options exist to bring forward the CRM upgrade independently—this approach has been successfully undertaken by other councils (e.g. Redland City Council) for similar reasons. Any such change would require careful consideration of technical limitations and resourcing impacts.

- **Future Customer Experience (DXP):**

The P&R deployment will enable the rollout of TechOne's Customer Digital Experience Platform (DXP), supporting digital self-service by customers. While this represents a highly efficient and strategic direction for Council, it remains more than two years away under current implementation timeframes.

- **Workflow Disconnection Across Systems:**

Not all actions resulting from CRM tickets are completed within TechOne. For example, tasks requiring follow-up in third-party systems such as PropertyMe are not digitally integrated. This can result in underreporting or gaps in performance data unless dual-system workflows are accounted for or integration solutions are implemented.

- **Use of ECM:**

In some cases, the use of ECM (electronic document management) workflows between departments may be bypassing or replacing CRM workflows. Further investigation is required to understand whether this contributes to incomplete or inconsistent CRM updates.

These considerations further highlight the importance of a coordinated, well-resourced approach to CRM optimisation as a core system for customer request management and organisational reporting.

IMPLICATIONS

Operational

Various systems restrict Council's ability to provide consistent and reliable reporting on service request closeout rates. This reinforces the need for a unified, organisation-wide CRM framework as part of TechOne's future system rollout.

Strategic

Broader insights into customer service responsiveness may be limited in the absence of a unified request tracking process.

Cultural

Practices vary across departments, and no formal cross-organisational reporting processes are in place for customer request tracking.

Resourcing

This report does not propose resourcing changes but notes that current decentralised approaches reduce transparency and comparability.

CONSULTATION

Business Transformation Director
Manager Engaged Communities
Manager Corporate Properties
Manager Community Facilities
Manager Financial Services
Manager Community Education & Compliance
Manager Business Services
Information Management Coordinator

BASIS FOR RECOMMENDATION

This report responds to a request to provide an overview of CRM closeout practices, it is intended to outline the current state for awareness and future reference.

ACTION ACCOUNTABILITY

No actions are proposed from this report. Relevant departments will continue current CRM practices, with observations noted for future consideration.

KEY MESSAGES

Council is committed to delivering responsive, transparent, and accountable customer service.

This report is the first step in identifying opportunities for alignment, system improvement, and long-term customer service performance benchmarking.

Report prepared by:	Report authorised by:
BARB FRANKLIN	HEIDI ROBERTS
Coordinator Community Hubs	Director Planning, Environment and Community Services
Date: 24 July 2025	Date: 1 August 2025

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

- Nil

MEETING DETAILS

Ordinary Meeting

Wednesday 27 August 2025

AUTHOR

Karina Stennett

AUTHOR POSITION

Program Leader Community Compliance

9.13

OUTCOMES OF THE 2025 APPROVED SELECTIVE AND SYSTEMATIC DOG MANAGEMENT INSPECTION PROGRAMS

EXECUTIVE SUMMARY

The purpose of this report is to present to Council the outcomes of the Approved Selective and Systematic Inspection Programs undertaken across Isaac Regional Council between 3 February 2025 and 2 May 2025.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. ***Receive and notes the Outcomes of the 2025 Approved Selective and Systematic Dog Management Inspection Programs report.***

Resolution No.: PECS1359

Moved: Cr Melissa Westcott Seconded: Cr Jane Pickels

That the Committee recommends that Council:

1. ***Receive and notes the Outcomes of the 2025 Approved Selective and Systematic Dog Management Inspection Programs report.***

Carried

BACKGROUND

In November 2024, Council resolved to conduct two inspection programs. Namely Council approved:

- A systematic inspection program of Dysart (Resolution No. 8951): Inspections of all properties in Dysart to monitor compliance with the *Animal Management (Cats and Dogs) Act 2008 and Isaac Regional Council Local Law 1 (Administration) 2011 and Isaac Regional Council Local Law 2 (Animal Management) 2011*.
- Selective Approved inspection programs region wide (Resolution No. 8950): Targeted properties where dog registration had lapsed by 31 August 2024.

Accordingly, the inspection program was undertaken by a dedicated team of Authorised Officers and the outcome is reported as follows as of 1 July 2025

PROGRAM RESULTS

1. The Systematic Inspection Program – Dysart

- **Properties Attended:** 1,440
- **Dog Ownership Rate:** 26.35%
- **Fully Compliant Properties:** 31.89%

Table 1.1 provides a breakdown of the number of dogs recorded per property during inspections in Dysart, highlighting general ownership patterns.

Table 1.1: Dogs per Property - Dysart

Dogs per Property	Number of Properties
1 dog	218
2 dogs	143
3 dogs	17
4 dogs	5
Total Properties	383

The following table presents an overview of the inspection results, detailing property attendance, dog ownership, and compliance levels.

Table 1.2: Breakdown of Program Results - Dysart

Item	Count
No. of properties attended	1440
No. of dogs	580
No. of properties with dogs and fully compliant at the time of inspection	384
No. of properties with more than 2 dogs *these properties are included in the above	23
No. of properties with no dogs	476
Calling cards issued	788

Table 1.3 summarises key administrative activities initiated in Dysart as part of the inspection program, including notices issued and penalty infringement notices (PINs).

Table 1.3: Administrative Actions – Dysart

Item	Count
No. of Obligation to Update Registration and To Register letters sent	121
No. of properties compliant since Obligation Letters sent	28
No. of PIN's issued	51

No. of PIN's not paid as at 1 July	50

2. The Selective Inspection Program – All Region

- **Properties Attended:** 497
- **Dog Ownership Rate:** 66.19%
- **Fully Compliant Properties:** 52.15%

Table 2.1 presents the number of dogs present per property across all properties inspected under the selective program throughout the region.

Table 2.1: Dogs per Property

Dogs per Property	Number of Properties
1 dog	95
2 dogs	61
3 dogs	7
4 dogs	4

Table 2.2 details inspection outcomes in each township, including the number of properties with dogs, compliance levels, and follow-up actions.

Table 2.2: Program Results by Township

Township	Properties Attended	With Dogs	>2 Dogs	Fully Compliant	Dogs Counted	No. of properties with no dogs	No. of registered after letter issued	Calling Cards
Clermont	57	19	1	19	25	39	2	46
Coast (Ilbilbie, Clairview, St Lawrence)	12	7	0	9	10	5	0	8
Glenden	4	3	1	3	7	0	3	4
Middlemount	32	11	0	14	18	21	2	19
Moranbah	376	117	9	181	178	258	20	242
Nebo/Coppabella	16	8	0	14	16	8	14	12

Table 2.3 summarises key administrative activities for the selective inspection program, including registration notices and penalty infringement notices (PINs).

Table 2.3: Administrative Actions

Item	Count
Letters to Register/Update Registration	52
Compliant Post Letter	30
No. of PIN's issued	16
PINs Outstanding (as of 1 July)	8
No. of registered after letter issued	30

COMMUNITY SENTIMENT AND FEEDBACK

- Overall Feedback and Appreciation:**

During the inspection programs, some residents provided mostly positive feedback and expressed their satisfaction with the Council's efforts. The community showed a friendly and cooperative attitude throughout the program and willingly allowed officers to enter their property and engage in discussions recognising the program's importance in maintaining community safety.

- Customer Concerns:**

Residents of Dysart expressed dissatisfaction with the Systematic Inspection Program. Specifically, concerns were raised as to why Council was completing the program given the volume of wandering dogs within the community. This dissatisfaction can be largely attributed to a lack of understanding regarding the program's objectives and its implementation. It is important to note that customers with this mindset only contributed minimally to the overall response of the community. Compliance officers provided general feedback to residents, encouraging residents to report these matters to Council, so Council could have a greater presence in the area. This feedback appeared to appease the concerned residents.

- Request for Online Services to assist shift and rostered workers:**

As seen with the 2023 and 2024 Inspection Program, the demographic of the communities within Isaac Regional Council is largely consistent with shift workers. Council was approached again on numerous occasions requesting Council to implement user-friendly online services that could accommodate those that were unavailable during regular office hours.

- Limitation on dog ownership to a maximum of two dogs per household:**

Communities remain transient in nature across the region, community members expressed concerns again on the restriction of two dogs per household with no provisions to make an application to keep in excess of two that they have experienced in other local government areas.

CHALLENGES AND DELIVERY IMPACTS AND LESSONS LEARNED

Impact Area	Issue	Lessons Learned / Future Direction
Program Timeframe Limitation	Inspections were limited to 3 February – 2 May 2025, as per Council Resolutions 8950 & 8951. While the <i>Local Government Act</i> doesn't mandate specific dates, it requires inspections occur within the Council-approved timeframe. Properties could not be visited after 2 May 2025 unless previously attended or left with a calling card.	Future programs must include contingency timeframes or pre-scheduling flexibility to maximise coverage.
Staffing Constraints	Recruitment challenges meant that Council was unsuccessful with employing any survey officers to conduct on the ground inspections. This shortage required the deployment of both the community compliance team, development standards officer and administrative staff to assist with the completion of the inspections.	A targeted recruitment strategy is required to ensure dedicated field resourcing without drawing from core service teams.

Impact Area	Issue	Lessons Learned / Future Direction
	This was in addition to handling a high volume of inquiries, alongside their regular duties. This ultimately reduced internal resourcing, which had flow on effects and subsequent impacts on response times across the department.	
Progress Tracking Limitations	Officers were unable to accurately quantify the completed versus the remaining components of the program whilst it was being undertaken. The officers were responding to issues as they arose rather than following a structured plan to complete the program. The absence of active program management due to staffing restraints contributed to difficulties in tracking progress and assessing whether additional resources were required to meet deadlines.	A dedicated officer resource should oversee tracking and resource allocation in real time.
Administrative Output Delays	With a small administrative team managing a high volume of documentation, instances arose where cross-checking and data verification was challenging, especially when these duties were carried out simultaneously with regular administrative responsibilities. This inhibited the timeliness of administrative correspondence being issued.	Field documentation should be returned daily and digital tools used to streamline back-office processing.
Public Notice Distribution	Australia Post delays affected the timely distribution of the public notification program notices in Dysart.	Standard forms should be updated with relevant dog data fields from Council's registration system
Field Data Limitations	Pre-formatted paperwork lacked key details (e.g., breed, colour, sex) of dogs registered with Council. This limited the ability of the attending officer to identify and confirm dog registrations when residents were not home.	Standard forms should be updated with relevant dog data fields from the Council's registration system.
Verification Inefficiencies	Officers couldn't verify dog registration status in the field. A real-time or easily accessible system is needed for efficiency during inspections.	Both residents and officers identified the need for accessible online platforms, which would streamline interactions and support Council's service provision more effectively this would ideally include the use of systems such as TechOne in field.

IMPLICATIONS AND PATH FORWARD

Under the *Animal Management (Cats and Dogs) Act 2008*, Council holds the delegated responsibility to ensure community compliance with animal ownership regulations. The selective and systematic inspection programs have highlighted the significant role of such initiatives in promoting responsible dog ownership and enhancing community safety. The program's outcomes, combined with valuable community feedback, provide a strong foundation for future iterations and continuous improvement.

As the responsible authority, Council is obligated to take proactive steps to meet the Act's objectives. An Approved Inspection Program serves as an essential tool for achieving these goals, and future programs can build upon the insights gained from this year's implementation.

Proposed Enhancements and Policy Considerations:

1. Provision of Online Service Platforms:

Establishing user-friendly online services and email registration notices would simplify the registration and compliance process for residents, particularly for those with non-standard working hours. Digital access will allow residents to fulfil their obligations more conveniently, reducing the need for in-person visits and increasing compliance rates. This would also aid data control from an administrative perspective as community members could self-manage their dog registration requirements.

2. Amendments to Local Laws:

In November 2022, Council resolved (Resolution No. 8114) to amend *Subordinate Local Law No. 2 (Animal Management) 2011* to require approval for households seeking to keep more than the prescribed number of dogs. This is on hold awaiting broader Local Laws review by Governance and Corporate Services which is currently being conducted. The timely execution of this review will enable Council to objectively address excess dog ownership requests and reinforce responsible pet management within the community.

Positive Outcomes and Future Benefits:

• Enhances Registration Rates:

Improved compliance in dog registration will facilitate faster reunification of lost and wandering dogs with their owners, leading to a reduction in impoundment times and greater satisfaction among community members.

• Strengthened Community Relations:

By responding to community feedback, namely online services, Council can reinforce public trust and aim to strengthen relationships with the wider community.

• Ongoing Program Effectiveness:

The success of these programs highlights the value of annual and routine inspections, which not only support compliance but also sustain community engagement and safety.

• Build Internal Capabilities & Cross Training:

By leveraging the expertise of Compliance Administration staff and the Development Standards Officer in collaboration with Community Compliance Officers during the Inspection Program, we can enhance our internal capabilities. This is achieved through the practical application of Authorised Person powers. Additionally, cross-training initiatives will empower these staff members to handle animal registration queries, thereby diversifying and enriching the team's knowledge base.

Through these actions, Council is well-positioned to enhance service delivery, foster responsible dog ownership, and uphold its commitment to community safety and compliance. The continued evolution of the inspection program and related policies will ensure that Council meets the growing needs of the community while fulfilling its statutory obligations.

PLANNING ENVIRONMENT AND COMMUNITY SERVICES

CONSULTATION

Community Education and Compliance Administration Officers
Program Leader Community Compliance
Community Compliance Officers
Development Standards Officer

BASIS FOR RECOMMENDATION

The recommendation supports to objectives of the Pawsitive Blueprint for Responsible Dog Ownership.

ACTION ACCOUNTABILITY

Manager Community Education and Compliance.

KEY MESSAGES

Community safety and sustainable communities are a priority for Isaac Regional Council. To assist in achieving this, Council aims to educate dog owners on their responsibilities and ensure compliance with the requirements of dog ownership.

Report prepared by: KARINA STENNETT Program Leader Community Compliance Date: 12 July 2025	Report authorised by: HEIDI ROBERTS Director Planning, Environment and Community Services Date: 1 August 2025

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

- Nil

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Karina Stennett

AUTHOR POSITION

Program Leader Community Compliance

9.14

ILLEGAL DUMPING MANAGEMENT AND INTERVENTION PLAN ACTION PLAN

EXECUTIVE SUMMARY

The purpose of this report is to provide an update on the implementation of the Illegal Dumping Management and Intervention Plan, adopted by Council on 16 November 2022 (Resolution No. 8115). The report outlines progress against the five intervention mechanisms and related actions designed to reduce illegal dumping within the Isaac Region.

OFFICER'S RECOMMENDATION

That the Committee recommend that Council:

- 1. Receives and notes the report providing a status update on illegal dumping management and intervention plan action items and programmed timeframes for 2025/2026.***

Resolution No.: PECS1360

Moved: Cr Alaina Earl

Seconded: Cr Jane Pickels

That the Committee recommends that Council:

- 1. Receives and notes the report providing a status update on illegal dumping management and intervention plan action items and programmed timeframes for 2025/2026.**

1. Carried

Background

The *Illegal Dumping Management and Intervention Plan* was developed and implemented by Council in 2022, following a 12-month pilot phase that commenced in 2021. The launch of the Pilot Plan in 2021 marked a strategic step to test new approaches and gather valuable data, which has since guided continuous improvements in managing illegal dumping incidents.

Building on the insights gained during the pilot, the Operation Plan was formally adopted and implemented in 2022. This transition enabled more structured and scalable responses, resulting in enhanced operational efficiency and improved service delivery across the region.

In 2023, Council successfully secured grant funding through the State Government's Illegal Dumping Waste Partnerships Program to assist with the delivery and implementation of the *Illegal Dumping Management and*

Intervention Plan. In 2025, an extension of the grant funding until September 2026 was granted, providing additional time to effectively utilise the funding and fulfil the program goals.

In conjunction with the *Illegal Dumping Management and Intervention Plan*, this report consolidates the expected milestones for the 2025/2026 year and the expected timeframes of each individual milestone.

Illegal Dumping Management and Intervention Plan – Progress Update

The Illegal Dumping Management and Intervention Plan is an ongoing operational action plan embedded in Council's day-to-day activities. It continuously evolves based on data analysis, community feedback, and operational priorities to maintain a proactive and sustained approach to managing illegal dumping.

Customer Request & Compliance Data – Summary and Insights

Since 2021, there has been a noticeable pattern in customer requests (refer to Table 2.1 –below), particularly a significant number relating to illegal dumping incidents. The data indicates ongoing challenges but also the effectiveness of targeted educational campaigns aimed at community awareness.

Table 2.1 – Customer Request & Compliance Data (2017/2018 to 2024/2025)

Financial Year	Requests Received	Within Jurisdiction	Vehicles Reported	PINs Issued	Council Clean-Ups	Vehicles Impounded
2017/2018	43	23	13	1	7	5
2018/2019	55	31	20	1	7	4
2019/2020	75	49	29	1	14	7
2020/2021	78	54	27	5	21	11
2021/2022	75	59	32	0	7	3
2022/2023	56	31	14	0	15	14
2023/2024	59	25	19	0	12	6
2024/2025	97	53	28	0	14	5
Total	538	325	182	8	97	51

Note: The department continues to receive a high number of abandoned vehicle reports under illegal dumping. Council actively educates the community on correct reporting procedures and distinctions between illegal dumping and abandoned vehicles to enhance reporting accuracy.

The table below outlines the progress on Illegal Dumping Management and Intervention Plan deliverables to date.

Table 2.2 – Illegal Dumping Management and Intervention Plan deliverables and progress

Intervention Mechanism	Action	Target Completion Timeframe	Status	Comments
Remove Excuses	Education campaigns (2/year)	June and November 2025	Ongoing	Education campaigns targeting illegal dumping are delivered on a flexible 3 to 6-month cycle, integrated within the broader Community Education and Compliance (CEC) schedule. This approach ensures all compliance topics are regularly addressed throughout the year without being tied to fixed monthly dates. Key components include:

Intervention Mechanism	Action	Target Completion Timeframe	Status	Comments
				- Social Media Outreach: Strategic use of Council's social media platforms to reach a broad audience with targeted educational content, updates on enforcement actions, and community success stories. - Officer Engagement: Community Compliance officers actively engage with residents and businesses during patrols and community events, providing face-to-face education and guidance. - Signage Installation: Clear and visible signage at identified hotspots reinforces campaign messages and serves as a constant reminder of Council's commitment to managing illegal dumping.
	Targeted location messaging	Quarterly	Ongoing	Signage has been installed at identified hotspots (Moranbah, Dysart) using key messaging from the resources provided by the State Government through illegal dumping partnerships program.
	Enforcement outcomes communication	Quarterly	Ongoing	- Outcomes shared with the community via social media. - Waste removed dropped from 10,000L (2024) to 400L (Apr–Jun 2025). - In 2020/2021, 5 infringement notices were issued. 2024/2025 - No infringements or warnings have been issued during this time as the issuance of Show Cause notices have achieved the desired results.
Reduce the Rewards	Hotspot compliance projects (2/year)	June and December 2025	Ongoing	Incident Overview - Between 1 July 2024 and 30 June 2025, Council received 97 reports of illegal dumping — a 64% increase compared to the same period the previous year. - The rise in reports is attributed to enhanced community engagement and

Intervention Mechanism	Action	Target Completion Timeframe	Status	Comments
				increased public awareness driven by targeted education campaigns and improved reporting tools. Response and Resolution - All 97 incidents were investigated and resolved through enforcement action, clean up by Council or other unknown members of the community within 14 days, consistent with the Community Education and Compliance customer service charter. - This timely response highlights the team's operational efficiency and commitment to community expectations. Compliance Actions and Impact - A total of 18 Show Cause Notices were issued during 2024/2025 — a significant increase from zero the previous year. - These notices led to a 100% waste removal rate, with no further escalation required. - Due to the effectiveness of Show Cause Notices and proactive engagement, no Compliance Notices have been necessary to date. Key Insights The data reflects the success of proactive compliance strategies. Increased incident reporting is a positive indicator of community awareness and trust in Council's responsiveness. The combination of education, enforcement, and timely intervention is producing measurable improvements in environmental compliance.
	Reactive enforcement under <i>Waste Reduction</i>	Quarterly	Ongoing	To discourage inappropriate disposal behaviours, the campaign aims to increase the risk of being caught. This is achieved through enhanced monitoring and enforcement

Intervention Mechanism	Action	Target Completion Timeframe	Status	Comments
	<i>Recycling Act 2011</i>			measures implemented monthly Surveillance devices are deployed to hotspot areas in line with Community Education and Compliance surveillance plan implemented as part of the Illegal Dumping Waste Partnerships Program grant. These devices have captured incidents of illegal dumping allowing reactive enforcement action to be undertaken by officers through the issuance of Show Cause Notices as detailed above.
Increase the Risks	Surveillance camera deployment	Monthly	Ongoing	Surveillance Deployment and Compliance Outcomes Through grant funding provided by the Waste Partnerships Program, Council procured a suite of surveillance devices to support illegal dumping prevention. These devices are strategically deployed to known hotspot locations across the region and rotated regularly to maximise coverage and effectiveness. This targeted surveillance approach has delivered tangible results: • Increased detection rates of illegal dumping activity • Timely identification of offenders, supporting successful compliance actions • Deterrence of repeat offences, with a noticeable reduction in waste volumes at monitored sites The improved monitoring capability has played a key role in strengthening enforcement outcomes.
	Promote community reporting tools	June 2025 and August 2025	Ongoing	• A targeted social media campaign was launched to raise awareness of illegal dumping and promote the use of Council's reporting channels. • The initiative is designed to engage the community and encourage active participation in keeping the region clean and safe. • The campaign has proven highly effective, contributing to a 64% increase in incident reporting compared to the previous year. This uplift reflects growing community awareness, trust in Council's response, and the success of

Intervention Mechanism	Action	Target Completion Timeframe	Status	Comments
				digital engagement strategies in mobilising public action.
Reduce Provocations	Annual Waste Amnesty Day in 9 towns	June 2025 and December 2025	Ongoing	In partnership with the Council's waste services, the following annual amnesty days were implemented: 2022–2023: Amnesty Days were held in Clermont, Dysart, Moranbah, Nebo, Middlemount, Glenden, St Lawrence, Carmila, and Greenhill. - o Total items collected: 725 - o Total weight: 29.3 tonnes - o Most common items: ▪ Tyres: 540 ▪ Gassed whitegoods (fridges, freezers, air conditioners): 101 2023–2024: Amnesty Days were again delivered across the same nine townships. - o Total items collected: 497 - o Total weight: 27.9 tonnes - o Most common items: ▪ Tyres: 264 ▪ Gassed whitegoods: 99 ▪ Inner spring mattresses: 72 June 2024 - 2025 Amnesty Day • Total loads received: 554 (across all participating sites) • Fees waived: \$18,228 (up from \$12,000 in 2024) • Waste types received: - o Tyres: 456 - o Gassed whitegoods: 161 - o Mattresses: 90 - o Gas bottles/fire extinguishers: 20 - o Vehicle batteries: 32 - o Solar panels: 2 - o Construction & demolition waste: 8.8 tonnes - o Scrap metal: 2.5 tonnes - o General household waste: 21.2 tonnes

Intervention Mechanism	Action	Target Completion Timeframe	Status	Comments
				Green waste: 10.1 tonnes A second amnesty day has been programmed for December 2025.
Increase the Effort	Install structural deterrents at key sites	December 2025	Ongoing	- While structural deterrents such as improved lighting, landscaping, fencing, and physical barriers have been identified as effective in discouraging illegal dumping, no installations have been completed to date. - At present, no dedicated budget has been allocated for structural deterrents. A site review and cost assessment will be undertaken in August 2025 to evaluate feasibility and funding requirements. This will inform future planning and potential inclusion in Council's capital works or grant funding programs, subject to available resources.

Local Government Illegal Dumping Partnerships Program (Round 2b) - Program Update

In 2023 Council was successful in securing funding from the Queensland State Government to support the implementation of the *Illegal Dumping Management and Intervention Plan*. As part of the funding agreement, Council committed to delivering a set of outcomes and actions aligned with the objectives of the intervention plan.

Funding Details:

- Program - Local Government Illegal Dumping Partnerships Program (Round 2B)
- Total Funding Received - \$126,863
- Acquittal Deadline - 17 September 2026
- Reporting - Monthly incident reports, bi-annual progress reports, and final acquittal report required

Key Highlights – Program (Round 2B) Implementation

- Community Engagement Survey:**
A total of 86 community members participated in the 2025 survey a significant increase from 33 participants in 2021. The survey provided valuable insights into community awareness of illegal dumping and perceptions of the accessibility and effectiveness of Council's waste services.

• **Staffing Constraints:**

Council has experienced ongoing recruitment and retention challenges, particularly in regional areas. While these issues have caused some delays, all grant deliverables remain in progress, and the team continues to work towards timely completion.

• **Staffing Development:**

Given the specialised nature of the role and our remote location, sourcing a suitably skilled and dedicated officer has proven difficult. In response, and in consultation with State grant administrators, Council has adopted a flexible approach by assigning illegal dumping responsibilities to two existing Community Compliance Officers as part of their routine duties since 2024. To build internal capacity and retain knowledge beyond the life of the grant, both officers have completed dedicated State-funded training, including course and accommodation costs. This proactive strategy ensures Council maintains strong capability in illegal dumping compliance even if State funding ceases.

• **Data-Driven Next Steps:**

Council will use findings from the Community Engagement Survey along with compliance and Amnesty Day data to inform the design of targeted behavioural change initiatives. This integrated data approach will support more effective community engagement and waste management strategies moving forward.

• **Funding and Governance:**

A total of \$126,863.00 in grant funding has been received under the Waste Partnerships Program (Funding Agreement Reference: IHL11049926v5). Council remains compliant with all reporting obligations, including monthly incident reports, bi-annual progress updates, and a final acquittal report due 17 September 2026.

Ongoing Focus Areas

Despite staffing-related delays, the department is progressing toward the delivery of remaining milestones. Priority areas moving forward include:

- Developing targeted communications to support behavioural change
- Integrating survey and enforcement data to monitor illegal dumping trends
- Evaluating program outcomes, including Waste Amnesty Days in partnership with the Council Waste Services Department to drive continuous improvement.

The table below outlines the progress on those deliverables to date.

Table 3.1 Summary of Local Government Illegal Dumping Partnerships Program Deliverables and Progress

Deliverable	Target Completion Date	Status	Comments
Community Engagement Survey	June 2025	Completed	• The survey was conducted to assess public awareness and perceptions of illegal dumping, and to evaluate community

			satisfaction with Council's waste services. - A total of 86 residents participated, more than doubling the 2021 response rate of 33. The results revealed a high level of community awareness regarding illegal dumping and provided valuable feedback on the accessibility, suitability, and adequacy of Council's waste management infrastructure. - These insights have been used to shape future education campaigns and inform operational planning. Results were formally presented to Council in June 2025.
School Education Program	September 2026	Ongoing	- Developed in 2022. The School Education Program aims to promote early awareness of environmental responsibilities. Recognising the importance of early intervention and fostering lifelong environmental stewardship, the program is designed to educate students on waste minimisation, legal disposal practices, and the broader impacts of illegal dumping. - While the foundational materials were developed in 2022, the program is rolled out on demand/at request by Schools with assistance from Waste Services. Due to resource constraints, a broader rollout is limited at this time.
Signage Installation across entire region	August 2025	Delayed	Although signage has been installed in key locations such as Moranbah and Dysart, broader regional rollout has been delayed due to resourcing constraints. Further deployment of informative and enforcement-related signage is a critical element in deterring illegal dumping and reinforcing Council's messaging. Plans are in place to accelerate installation across remaining identified hotspots, pending budget and logistical coordination
Fortnightly Surveillance of remote location hotspots	September 2026	Ongoing	Surveillance of remote and high-risk illegal dumping locations continues on a fortnightly basis as part of the Compliance

			monitoring strategy. This data-driven approach allows for the ongoing reassessment of emerging trends, identification of new hotspots, and evaluation of the effectiveness of deterrents. The use of surveillance technology also supports enforcement efforts and informs timely response planning.

IMPLICATIONS

There will be ongoing internal liaison and service level implications that will be managed as part of the ongoing alignment with the Illegal Dumping Management and Intervention Plan and Local Government Illegal Dumping Partnerships Program (Round 2B)

CONSULTATION

Acting Manager Waste Services and Projects Co-ordinator Waste Services

Manager Community Education and Compliance

Development Standards Officer

Departmental Administration Officer

Manager Governance and Corporate Services

BASIS FOR RECOMMENDATION

Council is committed to transparent decision making, identifying and managing its risk and continuous improvement.

ACTION ACCOUNTABILITY

Community Education and Compliance in collaboration Manager Waste Services and Manager Parks and Recreation

KEY MESSAGES

Enforcement of Illegal Dumping Compliance and responsible dumping of waste.

Report prepared by: KARINA STENNETT Team Leader Community Compliance Date: 12 August 2025	Report authorised by: HEIDI ROBERTS Director Planning Environment and Community Services Date: 1 August 2025

ATTACHMENTS

- Attachment 1 – The Illegal Dumping Management and Intervention Plan

REFERENCE DOCUMENT

- The Illegal Dumping Management and Intervention Plan

Illegal Dumping Management and Intervention Plan

Adopted: 16 November 2022
Resolution No: 8115
Current as at: 16 November 2022

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HELPING TO ENERGISE THE WORLD

INTRODUCTION

The Illegal Dumping Management and Intervention Plan (the Plan) provides a framework to sets goals and actions to address illegal dumping motivators to deal with the root causes rather than the results of illegal dumping.

OBJECTIVE

The Plan will provide Council an opportunity to specifically focus and understand the complexity of dumping behaviours in our community to:

- Minimise the incidents of illegal dumping in the Region.
- Drive positive long-term change in community attitudes and behaviours to prevent illegal dumping.
- Reduce the social, environmental, health and financial impact of illegal dumping.

OUR STRATEGY

Our strategy is to make illegal dumping less attractive by using the following illegal dumping intervention mechanisms:

- Remove excuses: Education & spread the word & motivate local communities.
- Reduce the rewards: deny financial benefits.
- Increase the risks: of getting caught.
- Increase the effort: make access difficult.
- Reduce provocations: not giving reasons for people to dump.

SCOPE

The Plan outlines 5 key intervention mechanisms and associated actions that will be operationally implemented. Based on the data collated for the Region the priority areas are:

- Household Waste - General Waste;
- Household Waste – Whitegoods;
- Household Furniture;
- Green Waste;
- Mattresses;
- Construction and Demolition Waste.

RESPONSIBILITIES

The responsibility for implementation of key actions has been assigned to the responsible operational and project area/s in:

- Community Education & Compliance - Planning Environment & Community Services;
- Parks and Recreation - Engineering and Infrastructure Services;
- Waste Services - Water & Waste.



FUNDING

The Plan will be funded within operational budgets.

THE ILLEGAL DUMPING AND INTERVENTION PLAN

REMOVE EXCUSES: EDUCATION & SPREAD AND INFORM THE COMMUNITY

Education and community engagement are critical steps in combatting illegal dumping and represent the first step in initiating behavioural change. There is uncertainty surrounding community knowledge about the management of illegal dumping and what role they can play in bringing about better outcomes.

The education efforts aim to increasing community awareness by a range of techniques including effective advertising, marketing of and communication about waste collection and disposal services available for residents and businesses, and compliance obligations thereby, removing this as an excuse for illegal dumping.

ACTION	OBJECTIVE	PERFORMANCE MEASURE
Conduct a series of targeted community education campaigns using local media, signage campaign that: • Promotes responsible disposal of waste; • Communicates free waste disposal services; • Highlights the penalties if caught illegal dumping; • Highlights the environmental impacts of illegal dumping. Deliver targeted education messages to address dumping issues at specific locations. Communicate the biosecurity risks associated with illegal dumping of garden and construction waste. Communicate illegal dumping enforcement outcomes to the community to highlight the risk of being caught.	To initiate and drive behavioural change by removing excuses through awareness raising, sharing information and communicating to a wide audience about littering and illegal dumping.	• Two education campaigns completed/year. • Community reporting levels. • Public assistance results in successful investigations of illegal dumping.
Develop material to raise awareness in the community to show the free waste disposal opportunities.		
Provide the community and industry with targeted guidance about correct disposal options for household waste, garden waste, and construction and demolition waste in local council areas affected by illegal dumping.		
Engage the legitimate waste industry, including the generators of priority wastes, to increase their understanding of their		

responsibilities and the costs of illegal dumping, and generate their support to combat illegal dumping and remove markets for illegal operators.		
Erect signage: Utilising the existing overarching message — love Queensland. 'Let's keep it clean' and various sub - messages developed by DES for signs and collateral material that targets specific behaviours.		
Conduct a biennial illegal dumping and waste services survey.		

REDUCE THE REWARDS - DENY FINANCIAL BENEFITS

Dumpers are financially rewarded for their activities through avoiding the cost of disposal and reducing the effort required for disposal. For businesses that generate large amounts of waste, the financial reward generated through illegal dumping can be substantial. Compliance and enforcement are integral tools in the management illegal dumping to reduce the rewards of illegally dumping. Their use highlights to the broader community and the offenders that this is behaviour that Isaac Reginal Council takes seriously and will take necessary steps to tackle it.

ACTION	OBJECTIVE	MEASUREMENT
Proactive Compliance – Hotspots: Hotspots are areas that are susceptible to persistent high levels of littering or illegal dumping. Roll out two hotspot projects in partnership with key stakeholders that address specific issues, audiences and/or localities.	To provide strong community engagement and targeted compliance activity.	• Two hotspot projects are delivered in the 12 Months • Each project to provide a pre and post measurement of waste, community attitudes and use of space and intended behaviour towards illegal dumping to determine success. • Site specific data. • Illegal dumping clean-up costs. • Illegal dumping weight / volume. • Enforcement Outcomes i.e Number of PINs issued.

Reactive Compliance & Enforcement: Conduct reactive compliance and enforcement activity illegal dumping under the WRR Act to escalate the risk of being caught.	Discourage inappropriate disposal behaviours by increasing the risk of being caught.	• Number of successful enforcement action. • Number of clean-ups by offender. • Illegal dumping clean-up costs. • Illegal dumping weight / volume. • Enforcement Outcomes i.e Number of PINs issued.

INCREASE THE RISKS: OF GETTING CAUGHT

The decision to commit an offence is influenced by the perceived risk of getting caught and the perceived benefits from the action ('rational choice'). Motive, opportunity, rewards, cost savings and so on can make the crime attractive. These factors change with different situations and thus a crime that may seem worth the risk or beneficial in one instance or place may not appear so at a different time or place. A perceived increase in the likelihood of getting caught deters some offenders from engaging in criminal activity such as illegal dumping. Surveillance can be an extremely effective technique in intelligence gathering, collecting evidence and deterring would-be dumpers.

ACTION	OBJECTIVE	PERFORMANCE MEASURE
Strengthen surveillance: use surveillance cameras and signs to indicate the area is being watched	Increase the effort: make access difficult and risk of getting caught & drive positive long-term change in community attitudes and behaviours to prevent litter and illegal dumping.	• Community surveillance data.
Community surveillance - 'dob in a dumper scheme via Snap Send Solve' Encourage residents by working with local communities and volunteer groups such as neighbourhood watch and bush care groups and council staff to report instances of illegal dumping in their local area. Residents be made aware of what constitutes illegal activity and what information they will be required to provide (for example vehicle registration number, vehicle description, date, time and		• Site specific data. • Illegal dumping clean-up costs. • Illegal dumping weight / volume.

place where the incident occurred etc).		

REDUCE PROVOCATIONS: NOT GIVING REASONS FOR PEOPLE TO DUMP

In Isaac, the majority of municipal solid waste received at Councils Waste Facilities is free of charge to residents of the region. Items such as gassed whitegoods, tyres, car bodies, gas cylinders which are processed at a cost to Council incur a charge at the time of disposal. Consideration of the types of waste that is commonly found at the various dumping locations shows that waste that incurs disposal cost to residents end up illegally disposed of by dumping. Opportunity to legally dispose of that waste could be considered as a tool to reduce the illegal dumping of that waste.

ACTION	OBJECTIVE	PERFORMANCE MEASURE
Annual Waste Amnesty Day in each of the 7 localities	Reduce provocations: not giving reasons for people to dump	Delivery of Annual Waste Amnesty Day

INCREASE THE EFFORT: MAKE ACCESS DIFFICULT

In most cases illegal dumping takes very little effort. It can take more effort to dispose of waste legally than to dump it illegally. Council can change the balance to make it easier to comply with the law and make it harder to not do so. Many areas continue to experience illegal dumping problems after being cleaned up. Effective structural solutions will increase the effort and risk of being caught thereby deterring offenders. Structural solutions may reduce accessibility to popular sites for illegal dumping.

ACTION	OBJECTIVE	PERFORMANCE MEASURE
Identify locations cost effectively make access difficult by using structural approaches such as: Lighting, landscaping, revegetation or beautification barriers, such as fences and locked gates, concrete blocks, logs and boulders and earth mounds.	Increase the effort: make access difficult.	Site specific data
Determine costs of implementing structural approaches.		



Recommend a programme of cost-effective structural actions by way of the 6 months Pilot Action Plan review.			

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Kent Worsley

AUTHOR POSITION

Program Leader Environment and Sustainability

9.15

TRIAL CAT TRAPPING PROGRAM IN MORANBAH TOWN SQUARE

EXECUTIVE SUMMARY

This report is presented to Council in response to concerns raised by Councillors regarding the number of stray cats in Moranbah town square and a further request made by the Director Planning, Environment and Community Services (PECS) for a project scope to be prepared for a trial cat trapping program. An inspection of Moranbah Town Square identified significant harbourage and food sources contributing to stray cat activity, including substantial impacts to Council infrastructure. These are long-term issues requiring future mitigation. After the investigation was undertaken, a Draft Project Brief for a Trial Cat Trapping Program has been developed for consideration.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

- 1. Supports the Trial Cat Trapping Program proceeding, subject to finalisation of the draft project concept brief and procurement of a suitable contractor*
- 2. Approves additional funding for the un-resourced activity*

Resolution No.: PECS1361

Moved: Cr Alaina Earl

Seconded: Cr Jane Pickels

That the Committee recommends that Council:

- 3. Supports the Trial Cat Trapping Program proceeding, subject to finalisation of the draft project concept brief and procurement of a suitable contractor.**
- 4. Approves additional funding for the un-resourced activity.**

Carried

NOTE:

The Committee requests that a funding source is provided for consideration ahead of Council's decision at the Ordinary Meeting.

BACKGROUND

Councillors have raised concerns about stray cats in Moranbah Town Square. At the request of the Director Planning, Environment and Community Services (DPECs), Liveability and Sustainability (L&S) has developed a scope for a trial control program.

During development, the L&S consulted other internal and external stakeholders. Findings confirmed increasing cat activity, although accurate population estimates are difficult to gauge due to stormwater network use and nocturnal behaviour. A monitoring program was deemed unnecessary given consistent sightings and reports, and the proposed trial will provide greater insight into numbers.

Council does not regulate cat ownership under its *Local Laws*, and the Royal Society for the Prevention of Cruelty to Animals (RSPCA) does not consider stray cats a cruelty issue unless ownership is proven and basic care is denied. This places stray cats in a legal grey area, where the *Biosecurity Act 2014* may apply if the cat is deemed unowned under the *Animal Management (Cats and Dogs) Act 2008*. Responsibility then falls to the property owner—Isaac Regional Council (IRC) through Engineering & Infrastructure (E&I)—as managers of the Town Square site and stormwater / roads assets. Other factors that add further complexity and inadvertently support the stray population is the fact that this is a public use area which is aligned with businesses, including several businesses who serve food and drink. As outlined in Table 1.1 of this report, there are several project benefits that this trial program could deliver. Council should also be aware of potential program risks, including reputational and financial implications.

It is recommended that Parks and Recreation engage a contractor to conduct a two-week trial using 10 traps to assess the program's feasibility and potential impact. Given the potential for community concern, the program has prioritised animal welfare, public safety, and responsible disposal. There is a risk that this project could create a precedent that could have broader financial and resourcing implications if community expects this as a standard approach to managing stray cats in towns across the Isaac region

A contractor has proposed a legal and ethical Controlled Precise Shooting method that may reduce costs and increase efficiency by targeting more animals per event without requiring euthanasia. However, this approach remains politically and publicly untested and may only be suitable for future consideration after insights and acceptance are gained through a trapping program.

Attachment 1 provides a draft project concept brief for the trial.

Attachment 2 is an example of a non-domestic cat assessment that will be modified to suit operational realities.

IMPLICATIONS

Table 1.1 Project benefits

Social	Enhances public perception by reducing the presence of stray cats and visible litters, improving cleanliness and comfort for users.
Economic	Minimises potential losses related to property damage, stock contamination, and negative customer sentiment.
Reputational	Demonstrates proactive management of the Town Square, strengthening Council's public image.

Health	Lowers the risk of zoonotic disease transmission associated with unmanaged stray cat populations.
Environmental	Reduces number of stray cats in the urban areas and potential impacts on wildlife (birds, reptiles).

Governance and legal

- May support Council's General Biosecurity Obligation.
- Requires compliance with ethical standards and the *Animal Care and Protection Act 2001*.

Operational Impact

Procuring and managing the program is a new responsibility for Council and will affect departmental capacity for business-as-usual operations. If the program is expanded to address other stray cat issues in Isaac, then its operational impact increases significantly

Financial

Initial contractor costs are anticipated to be approximately \$22,500, based on 30 cats caught over the two-week period. This may increase significantly if higher cat numbers are trapped or if trap numbers are increased following a mid-program reassessment. Council resourcing is expected to be around \$7,500 in officer time, assuming the project approach maintains a minimal resourcing impact. An extension of the trial could lead to the project costs exceeding \$35,000. This project has not been budgeted for in the preparation of Council's 25/26 financial year budget and would require allocation of budget from Council.

Constraints

Community tolerance for cat control varies, so program communications should remain limited and non-specific to avoid attracting negative attention or opposition. Limited opportunities to rehome trapped cats in region. This project is not currently funded in the 25/26 Council Budget and relies on additional funding to deliver.

CONSULTATION

During development, the team consulted:

- Other Local Governments on approaches to stray cat management.
- BHP Mitsubishi Alliance (BMA) on potential synergies (Note: Council requested BMA's involvement, but their operations do not extend to public spaces).
- RSPCA and Biosecurity QLD.
- Community Education and Compliance on legal interpretations
- Parks and Recreation (Asset Manager).
- Contractors on methods and costs.
- A local Veterinarian and animal rescue carer on rehoming and euthanasia.
- Internal experience from similar programs.

BASIS FOR RECOMMENDATION

- Concerns raised by Councillors about stray Cats in Moranbah Town Square.
- Request by DPECs to prepare a scope for a trial trapping program.

ACTION ACCOUNTABILITY

- Environment & Sustainability to workshop draft project concept brief with Engineering and Infrastructure and obtain Director sign-off prior to procurement.
- Environment & Sustainability to prepare scope of works and procure a contractor to undertake the two-week trial on behalf of Parks and Recreation.

KEY MESSAGES

- The project is recommended as a two-week trial to assess the program's feasibility and potential impact. It is recommended that Parks and Recreation engage a contractor to conduct a two-week trial using 10 traps to assess the program's feasibility and potential impact.
- The trial program is expected to cost up to \$30,000 (including contractor and internal staffing costs), however, these costs could increase depending on cat trap numbers and if the trial period is extended.

Report prepared by: KENT WORSLEY Program Leader Environment and Sustainability Date: 24 July 2025	Report authorised by: HEIDI ROBERTS Director Planning, Environment and Community Services Date: 1 August 2025

ATTACHMENTS

- Attachment 1 - Draft Project Concept Brief- Moranbah Town Square Cat Trapping
- Attachment 2 - Example of Non domestic cat assessment

REFERENCE DOCUMENT

- Nil

DRAFT PROJECT CONCEPT BRIEF – MORANBAH TOWN SQUARE CAT TRAPPING TRIAL



PROJECT DETAIL

Project Title	Moranbah Town Square cat trapping trial
Project Number (if applicable)	n/a
Project Description	Operational
Project Category	New
Project Profile	Internal
Project Commencement	Upon budget approval
Project Completion	Prior December 2025 (if approved)

PROJECT TEAM

Project Custodian	Michael Buckley
Project Manager/Leader	John Erickson
Project Sponsor	Robert Perna
Team Members	Moranbah P&R staff
Stakeholders Consulted	Environment & Sustainability, Wildlife Carers, Moranbah Vets, Trapping contractors, BMA enviro superintendent, RSPCA, Biosecurity Queensland and Community Education and Compliance

PROJECT APPROVALS

DRAFTED BY:	ACCEPTED BY:	DIRECTOR SIGN OFF:
Kent Worsley PL E&S	Michael Buckley	Robert Perna
Doc ID	Date	Date

EXECUTIVE SUMMARY

Council requested a scope for a trapping program be developed to control the stray cats in Moranbah Town Square. The area inspection and noted the amount for harbourage provided by park infrastructure and stormwater systems and the availability of food sources. These are longer term issues that require future address.

BMA was contacted at Councillor request to discuss a potential cross over with their control operations at camps but was able to provide services to a public space with their current operations.

Other Stakeholders were contacted to discuss the scope of the problem and their capability to support a management program. Environment & Sustainability Team also considered its own capability but determine a contractor preferable to its own resourcing.

Cats and their control can be contentious in the community and negative feedback is possible. A program, must consider animal health, public interaction and safety and the realities of disposal

After considering the above it is recommended that Parks and Recreation engage a contractor utilising 10 traps for 2 weeks as a trial to determine feasibility of ongoing programs and the level of reduction that may be achieved.

OPTIONS CONSIDERED

OPTION	ASSESSMENT SCORE (1-10)
Chemical control through targeted application	1
- Risk of off target impacts and dead animals in town square	
Capture and rehoming	1
-No. of cats exceeds rehoming capacity, breeding occurring	
Capture, neuter and rehome	1
-No. of cats exceeds rehoming capacity, costs very high	
Capture, euthanasia and disposal by contractor	8
- Costs high, limited drawdown on Council resourcing	
Capture by contractor, euthanasia and disposal by Council	7
- Costs high and moderate draw on Council resourcing	
Capture, euthanasia disposal by Council	7
- High draw down on Council resourcing, moderate cost	
Controlled precision shooting by contractor	7
Cost but high efficacy, public perception risks	

PROJECT SCOPE

IN SCOPE DETAIL

A procurement of a contractor to trap, euthanise and dispose of stray cats lawfully in the Moranbah Town Square and the management of the control program by Council with restricted stakeholder awareness

OUT OF SCOPE DETAIL

The habitat modification of the Moranbah Town Square by Council or businesses to deprive refuge and food sources

The education of community on responsible pet ownership and compliance on business and community to achieve outcomes

PROJECT SCOPE BREAKDOWN

ITEM	DETAIL
Project Objectives	Reduce the impact of stray cats on Businesses in Moranbah Town Square Reduce the level of public concern on the number of cats in Moranbah town square
Proposed Deliverables	A trial trapping program to understand efficacy on removal and the cost for future budgeting considerations.
Project Background	Councillors raised concerns on the number of stray cats in Moranbah town square and the Director PECs asked Liveability and Sustainability to produce a project scope for a trial control program. In the project development Liveability and Sustainability consulted other Local Governments on programs and methodologies, a BMA Environmental Superintendent for possible trapping services/synergies, RSPCA, Biosecurity Queensland and Community Education and Compliance on cat ownership responsibilities/determinations, the Manager of Parks and Recreation as the asset owner, two contractors on approaches and relevant costs, a local vet clinic on costs and capabilities, an animal rescue carer on rehoming and utilised inhouse experience in delivering similar programs Observations and consultation established that cat numbers are increasing with frequent sightings, but the use of the stormwater network and times of activity make population estimates unreliable without a dedicated monitoring program. This would take further time/resources and expense and not considered necessary with numbers and reports supporting a high population. The number of storm water network inlets

allows easy refuge in Town Square and allows passage around and outside the area

Council does not regulate cat ownership under its Local Law nor in consultation does the RSPCA interpret stray cats as an animal cruelty offence unless clear ownership is established, and the animal is denied the necessity of life by that owner. This leaves stray cats in a grey area where the Biosecurity Act 2014 can also be interpreted to apply as a feral cat, again if the animal cannot be demonstrated as owned under the definition of the Animal Management Act (Cats and Dogs). The Biosecurity Act 2014 places that onus in this case on the property owner, ultimately Isaac Regional Council and the asset owner Engineering and Infrastructure as the agency for the stormwater network, site management and bin design. As a space with public use and business frontage, these also provide the means for supporting the stray cat population, their involvement would add complexity that would prolong outcomes.

An ethical, legal Controlled Precise Shooting method has been proposed by one Contractor that would use less contractor time and negate euthanasia reducing expenditure by increasing the number of animals targeted over a control event. It is considered that this method is politically and publicly untested and may be a future consideration in a public space once a trapping program has provided control insights and built public acceptance.

Project Proposed Benefits	Social- Reduction in the 'uncleanliness' perceived by users due to abundant stray cats and litters of kittens Economic- protection from economic loss of property/stock/customer sentiment Reputational- Improvement in the management of the Square by Council Health- Reduction in the risks of zoonotic disease transmission Environmental – reduces number of stray cats in the urban areas and potential impacts on wildlife (birds, reptiles)
Operational Impact	Procurement and management of the program will be a new operation for Council and reduce capacity for BAU of the departments involved.
Resources	Internal Procurement Internal Project Management Contractor New operational funding
Governance	May support Council's General Biosecurity Obligation. Requires compliance with ethical standards and the Animal Care and Protection Act 2001.
Dependencies and Associated activities	Availability of Contractor
Assumptions	Businesses and Community will accept control methods Capacity for Vet euthanasia remains

	Disposal at Council Landfill is an option
Constraints	The control of cats has a varied tolerance in the local and broader community. The communications and knowledge around the program should be limited and non-specific to ensure that unfavourable outcomes are not attracted Limited opportunities in region for rehoming cats This project is not currently funded in the 25/26 Council Budget and relies on additional funding to deliver.

PROJECT BUDGET BREAKDOWN

BUDGET ITEM	PROPOSED BUDGET \$	APPROVED BUDGET	EXPLANATORY NOTES
Consultation	-	-	-
Planning	\$2,000		From existing budget
Design	-	-	-
Materials	-	-	-
Consultants/contractors	\$22,500	\$0.00	New budget item - Assuming 30 cats caught at \$250 per disposal over a 2 week period
Communication	\$1,500	\$0.00	From existing budget
PR/Marketing (e.g. launches, literature)	-	-	
Administration	\$3,000	\$0.00	From Existing Budget
Total	\$30,000	\$0.00	

CONSULTANCY CONSIDERATIONS

The project will utilise the experience and skill of a contracted trapper that will work within the site confines and Council direction

COMMUNICATION PLAN

ITEM	DETAIL	WHO/WHEN
Communications with shop owners	Some shop owners may be directly contacted to assist in program design Letters to shop owners – educational information to assist with habitat	Trapping contractor/E&S

modification, behaviour change (i.e. not feeding animals)

E&S - Letters to be issued after the two week trial has concluded

PROCUREMENT PLAN

Develop procurement based on this project plan.

Invite Quotations and follow procurement procedures.

PROJECT PLANNING

Not considered necessary for this level of project

RISK MANAGEMENT

NO.	RISK	POTENTIAL ISSUE(S)	POTENTIAL MITIGATION
	<i>High level risk that may occur in the project</i>	<i>What will that risk cause if it happens</i>	<i>What strategy can you put in place to prevent the risk becoming an issue?</i>
1.	Program will not adequately reduce numbers	Impacts continue	Program is a trial to create learnings
2.	Objection to control program	Animals are released, traps are damaged or stolen Trapping program is suspended	Only limited information is provided prior to program commencing Contractor remains on site whilst trapping is occurring Procurement and planning of program follow procedures
3.	Pet animals are captured	Trapping program suspended Negative Community response	Trapped animals are assessed and released if determined to be pets (refer to non-domestic cat assessment attached for example) Contractors insurances, qualifications and capabilities are assessed during procurement
4.	Cats are injured	Trapping Program Suspended Negative Community Response Legislative non-compliance	Contractors insurances, qualifications and capabilities are assessed during procurement Onus for notifications and appropriate care and costs for injured animal placed on contractor in procurement

STAKEHOLDER IMPACTS

Internal

Stakeholder	Impact/Interest in the project
Parks and Recreation	Asset Owner
Liveability and Sustainability	Project Manager
Infrastructure	Stormwater system owner
Waste	Disposal of cats

External

Stakeholder	Impact/Interest in the project
Moranbah Town Square Businesses	Habitat modification and behaviour change required after program
Isaac Regional Council	Improved health, safety and reputation
Contractor	Ethical removal of stray cats
Moranbah Vet	Euthanasia of cats
Community	Improved health, safety and amenity of Town Square

CHANGE MANAGEMENT

Not required for this level of project

VALUES

Value	Detail how the project impacts or influences the values
Community Focused	Providing an outcome for community for the concerns it has raised
Caring	Consideration of appropriate control methods for community and stray cats
Teamwork	A collaboration between P&R and E&S to deliver with external parties
Positive Work Ethic	Provides a trial to determine better engagement for control in the future

PROJECT DELIVERY STRATEGY

PHASES	MILESTONES	TASKS	RESPONSIBILITY	TIMEFRAME
Procurement	Contractor engaged	RFQ developed and released	E&S	1 month
Pre trap	Program designed	Meeting with contractor to discuss program in further detail	P&R E&S	3 hrs
Trapping	Trapping complete	Setting of and removing of traps	Contractor	2 weeks
Post Trap	Debrief and Comms	Debrief with contractor Comms to community and shop fronts on the actions undertaken and the prevention to stray cats	Contractor E&S P&R	3 hours 1 Week
Post Project	Post project monitoring	Assess for continued feasibility Investigate options to reduce cat harbourage and food sources in Town Square Continue liaising with tenants to achieve outcomes Monitor stray cat numbers in Moranbah Town Square	E&S P&R	12 months

COMPLEX PROJECT DOCUMENTS

Not all the following documents are project management tools

COMPLEX PROJECT

5 PHASES OF PROJECT MANAGEMENT

INITIATION

Project Charter Template - CORP-TMP-033	Recommended
Work Breakdown Structure and Gant Chart - CORP-TMP-039	Recommended

PLANNING

WHSQE Site Project Management Plan Template CORP-TMP-022	Mandatory for construction maintenance
Project Planning Form - CORP-FRM-281	Recommended
Procurement Plan - CORP-TMP-032	Recommended
Pre-Project Planning Meeting Form - CORP-FRM-280	Mandatory
Pre-Project Commencement Checklist Form CORP-FRM-283	Recommended
Plant Pre-Acceptance Inspection Form CORP-FRM-278	Mandatory for construction maintenance
Contractor Engagement Information Form CORP-FRM-298	Mandatory when engaging contractors

WORK COMPLETION

Project Example Payment Letter Template - CORP-TMP-035	Recommended
Project Meeting Template - CORP-TMP-044	Mandatory

MONITOR AND CONTROL PROJECT WORK

Project Monitoring and Inspection Form - CORP-FRM-253	Mandatory
Project Scope Change Request Form - CORP-FRM-360	Mandatory
Site Cooperative Use Plan Template - CORP-TMP-038	Recommended
SWMS Review Form CORP-FRM-254	Mandatory for construction maintenance

PROJECT CLOSING OUT

Project Lessons Learnt Report Template - CORP-TMP-041	Mandatory
Project Handover Report Template - CORP-TMP-036	Recommended
Project Closure Checklist - CORP-CLT-035	Recommended
Project Completion Report Template CORP-TMP-034	Recommended
WHSQE Project Site Handback & Closure Form CORP-FRM-282	Mandatory
Post Project Supplier Evaluation Form - CORP-FRM-279	Mandatory

Non Domestic Cat Assessment

Biosecurity Risk Assessment

1. Check for a microchip
 - Yes – Surrender to AWL
 - No – Continue Assessment
2. Is the Cat desexed?
 - Yes – Surrender to AWL
 - No – Continue Assessment
3. Does the cat have a collar?
 - Yes – Complete assessment 4
 - No – Cat displays no signs of ownership. Complete assessment 5
4. Does the cat collar have ownership details?
 - Yes – Surrender to AWL
 - No - Undertake domestic trait test
5. Does the Authorised Officer have a reason to believe the cat is Domestic?
 - No – Cat is considered non-domestic and therefore must be considered a restricted invasive animal under the Biosecurity Act 2014
 - Yes – Surrender to AWL (Officer to provide details of Decision below)

Domestic Trait Test

Complete Assessments 6 & 7

6. *Visual Assessment*

Overall health – Body Condition Scoring (BCS) using the <i>Royal Canin Body Condition Score for Cats</i> & observing for signs of illness	
Assessment	Score
ZERO POINTS • Unhealthy – BCS ≤ 3 out of 9; dirty/unkempt coat; one or more signs of moderate to severe illness e.g. cat flu, visible diarrhoea, unhealed wounds	
ONE POINT • Reasonably Healthy – BCS 3-4 out of 9; dirty/unkempt coat; no obvious signs of illness	
TWO POINTS • Healthy – BCS ≥ 4 out of 9; healthy coat; no overt signs of illness	

7. Behavioral Assessment

Body Posture	
Assessment	Score
ZERO POINTS • Climbing the walls of the trap/cage AND/OR • Cat throws itself around AND/OR • Distressed AND/OR • Ears are flat back AND/OR • Pupils dilated AND/OR • Head/neck pulled tight AND/OR • Facial muscles tense AND/OR • Body is flattened AND/OR • Teeth bared AND/OR • May roll over and show claws AND/OR • Vocalizes loudly & aggressively AND/OR	
ONE POINT • Frightened or tense stance AND/OR • Twitching tail	
TWO POINTS • Soft and relaxed posture	
When the Cage is Approached	
Assessment	Score
ZERO POINTS • Vocalising loudly and aggressively AND/OR • Tries to escape trap/cage AND/OR • Cat pins itself against the wall of the trap AND/OR • Cat crouches body stiff AND/OR • Swipes out, lunges or charges person approaching cage AND/OR	
ONE POINT • Does not approach AND/OR • Avoids eye contact but does not move away	
TWO POINTS • Comes to the front/side of trap/cage AND/OR • Solicits attention by rubbing/chirping/etc	

Response to touch with an object (do not “poke” the cat) – attempt to “pet” in a gentle manner

Assessment	Score
ZERO POINTS • Swipes at the object and hisses AND/OR • Throws itself around the trap/cage AND/OR • Climbing walls to get away from the object AND/OR • Loudly and aggressively vocalizes AND/OR • Lunges	
ONE POINT • Does not seem to be bothered by the object	
TWO POINTS • Indifferent or attempts to interact with the object positively	
TOTAL SCORE FOR ASSESSMENTS 6 & 7	

8. Domestic Trait Test Results

- Assessment Score of 5 or more – Surrender to AWL
- Assessment Score of 4 or Less – Cats that receive a score of 4 or less out of 9 have failed the domestic trait test and must be considered a Restricted Invasive Animal under the Biosecurity Act 2014.

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Scott Jarvis

AUTHOR POSITION

Manager Economy and Prosperity

9.16

**MACKAY TOURISM LTD (T/A MACKAY ISAAC TOURISM)
FUNDING 2025/2026**

EXECUTIVE SUMMARY

This report seeks Council's endorsement to fund Mackay Tourism Ltd (MTL) to provide tourism destination marketing and attraction of visitation to the Isaac region for the 2025/26 financial year.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

- 1. Endorses funding to Mackay Tourism Ltd of \$100,000 for 2025/26 being for operational requirements and destination marketing.*
- 2. Endorses a further \$20,000 for specific cooperative marketing campaigns as agreed to between Isaac Regional Council and Mackay Tourism Ltd.*
- 3. Endorses a change of the \$20,000 in-kind-support for 2025/26 to cover in-region Council fatigue accommodation for use by Isaac Tourism Officer positions funded by the Local Buying Foundation, instead of office accommodation based at Isaac Regional Council (IRC) and use of IRC pool vehicle for Isaac Tourism Officer position funded by the Local Buying Foundation, as requested by MTL.*
- 4. Endorse the CEO, or delegate, to develop a 2025/26 Memorandum of Understanding between Isaac Regional Council and Mackay Tourism Ltd to clearly articulate Councils expectations, including MTL's specific deliverables and Key Performance Indicators associated with the \$100,000 funding.*

Resolution No.: PECS1362

Moved: Cr Alaina Earl

Seconded: Cr Jane Pickels

That the Committee recommends that Council:

- 1. Endorses funding to Mackay Tourism Ltd of \$100,000 for 2025/26 being for operational requirements and destination marketing.**
- 2. Endorses a further \$20,000 for specific cooperative marketing campaigns as agreed to between Isaac Regional Council and Mackay Tourism Ltd.**
- 3. Endorses a change of the \$20,000 in-kind-support for 2025/26 to cover in-region Council fatigue accommodation for use by Isaac Tourism Officer positions funded by the Local**

Buying Foundation, instead of office accommodation based at Isaac Regional Council (IRC) and use of IRC pool vehicle for Issac Tourism Officer position funded by the Local Buying Foundation, as requested by Mackay Tourism Ltd.

- 4. Endorses the Chief Executive Officer, or delegate, to develop a 2025/26 Memorandum of Understanding between Isaac Regional Council and Mackay Tourism Ltd (MTL) to clearly articulate Councils expectations, including MTL's specific deliverables and Key Performance Indicators associated with the \$100,000 funding.**
- 5. Requests that the Chief Executive Officer, or delegate, undertakes a review of other Regional Tourism Organisations or self-delivery methods in line with future demand of Isaac Tourism.**
- 6. Requests that the Chief Executive Officer, or delegate, tables a report of the MIT deliverable against the 2024/2025 MOU once received.**

Carried

BACKGROUND

Isaac Regional Council has demonstrated its intent to develop the regions Tourism industry through endorsing its Tourism Strategy in March 2019, and the Isaac Tourism Trails Strategy in 2024.

Tourism in the Isaac region is:

- The eighth largest industry in the region, with opportunity for growth and economic return as it is still underdeveloped and yet to reach its true potential;
- Identified as an industry that can deliver diversification of the regions industries to support sustainable resource communities; and
- An important part in general community well-being & liveability for the regions residents as well as attraction to region of new residents

Two important influences to develop and grow the industry are:

- Raising the regions tourism profile to consumers (visitor attraction); and
- Develop the regions tourism products & infrastructure (visitor experience).

Raise the regions tourism profile

IRC has provided \$100,000 as a base funding agreement with MTL since 2021/22, with a Memorandum of Understanding implemented each financial year to outline reporting and performance expectations.

IRC provides an additional \$20,000 annually for additional cooperative marketing campaigns with MTL.

IRC also provides \$20,000 in-kind support for the Mackay Tourism funded Isaac Tourism Development Officer that works within the Isaac Region. The in-kind support covers administrative office space and access to a pool vehicle expense.

The tourism industry provides the following impact into the Isaac region.

- 384,000 visitors to Isaac region in 2019 TRA 2019
- \$169.48m – Isaac regions tourism economic output REMPLAN

- 156 tourism related industry businesses TRA 2019
- 3.5% (882) of Isaac's total employment REMPLAN

The following table depicts the tourism hierarchy of the tourism organisations in Australia, and their traditional primary sphere of influence in visitor attraction (destination marketing) into a region:

Organisation	Primary Role
Tourism Australia (TA)	Destination marketing for attraction to Australia
Tourism and events Queensland (TEQ)	Destination marketing for attraction to Queensland
Regional Tourism Organisations (RTO)	Marketing for attraction to regions
Local Government Areas (LGA's)	• Visitor experience (product and infrastructure development) • Marketing to residents to influence visitation – VFR (Visiting friends & relatives) & 4hr drive market

RTO's are supported in funding through TEQ, LGA's and other membership and partners sources, and there are thirteen across Queensland.

- Brisbane Economic Development Agency
- Bundaberg Tourism
- Capricorn Enterprise
- Fraser Coast Tourism & Events
- Gladstone Area Promotion & Development Ltd
- Experience Gold Coast
- Mackay Isaac Tourism Ltd
- Outback Queensland Tourism Association
- Queensland Country Tourism
- Visit Sunshine Coast
- Townsville Enterprise
- Tourism Tropical North Queensland
- Tourism Whitsundays (*Note: Officer investigations have confirmed that there is no plan for a merger between Tourism Whitsunday and Mackay Isaac Tourism, which would have been very beneficial for exposure for Isaac tourism products*).

Mackay Isaac Tourism (MIT) is currently the RTO for Isaac region with its remit being for both Mackay and Isaac LGA boundary areas. Currently there are 14 Isaac based MIT members (out of a total of 112), with three (3) of the 14 being IRC memberships (Nebo Museum, Clermont Historical Centre and IRC Corporate membership).

The other closest RTO's to the Isaac Region are Queensland Country Tourism and Outback Queensland, Queensland Country - The region is spread over a large swathe of countryside and is home to mountain ranges, western plains, lakes and rivers, national parks and more than 120 towns and villages.

LGA areas covered include Central Queensland Highlands, Cherbourg, Goondiwindi Region, Lockyer Valley, Somerset Region, South Burnett, Southern Downs & Granite Belt, Toowoomba Region and Western Downs.

Outback Queensland - stretches from Biloela in the East, Mount Isa in the North West, Barcaldine and Longreach on the Central West, Birdsville in the Far West and down to Cunnamulla in the South West.

Based on a value for money assessment of service provision, further investigation into whether there is more synergy, opportunity and alignment between Isaac tourism products with Queensland Country Tourism and/or Outback Queensland needs to be conducted during the 2025/26 financial year, to ascertain whether is any appetite or opportunity for a realignment of IRC's Tourism resources and efforts in 2026/27.

IMPLICATIONS

Financial

Funds have been budgeted for in the Economy & Prosperity 2025/26 Operational Budget.

Approved Funding 2022/23, 2023/24 & 2024/25	Proposed Funding 2025/26
\$100,000 for MTL's operational needs and destination marketing.	\$100,000 for MTL's operational needs and destination marketing.
\$20,000 for a cooperative marketing campaign for 2024-2025 financial year. (<i>Specifically, \$15,000 for Lucky Catch and Snap in April 2025 and further \$5,000 for other marketing activities</i>).	\$20,000 for specific cooperative marketing campaigns as agreed to between Isaac Regional Council and Mackay Tourism Ltd.
\$20,000 in-kind support for office accommodation based at IRC and use of IRC pool vehicle (annually covering the years 2023-2026) for the 1FTE Isaac Tourism Development Officer. (<i>This position funded by the Local Buying Foundation</i>).	\$20,000 in-kind-support to cover Council fatigue accommodation for use by two (2) 0.4FTE Issac Tourism Officer positions when they are in region. (<i>These positions funded by the Local Buying Foundation</i>).

Reputational

If implemented correctly, investment in raising the regions tourism profile will reputationally enhance the regions attraction of visitors & residents and increase the Isaac Tourism brand and tourism product offerings.

CONSULTATION

External

Mackay Isaac Tourism CEO

Internal

Councilors

Chief Executive Officer

Director Planning Environment and Community Services

Manager Governance and Corporate Services

Economy & Prosperity Department

BASIS FOR RECOMMENDATION

For the region's tourism industry to reach its potential, appropriate investment in destination marketing and related product and infrastructure development is essential.

IRC has been increasingly concerned regarding the resourcing and marketing commitment from MTL for the Isaac region. Recent examples include limited access to marketing opportunities, business development support and regional training to help grow our visitor economy. A lack of Isaac based networking events and regional insights have left our tourism operators disconnected from valuable industry updates and collaboration. Additionally, there has been a noticeable lack of engagement from the MIT over the past 12 months with IRC. These issues have hindered potential tourism growth and development in Isaac and diminished the value of our funding.

Following a presentation to Council by MIT in June 2025, IRC has undertaken to stringently review actions and accountabilities required to be provided by MTL and expects clear and measurable KPI's to be developed and reported on in a timely manner.

To effectively monitor KPI's, deliverables and expectations, IRC Director Planning, Environment and Community Services and Manager Economy & Prosperity will schedule meetings with the MTL CEO and key tourism staff every two months as a minimum.

This report only considers and endorses funding for MTL for the 2025/26 financial year and provides no endorsement of any continued funding post 30 June 2026.

ACTION ACCOUNTABILITY

Manager E&P and DPECS to engage in the development of MOU specifications and delivery of the actions contained within this report with the Chief Executive Officer of MTL ASAP.

KEY MESSAGES

Investment and partnership with a suitable RTO is the Queensland Governments preferred model for local governments to deliver on destination marketing, increased visitation and development of regional tourism products. The alternative is that Council takes this responsibility on itself and provide appropriate staff and marketing resources itself.

Report prepared by:

SCOTT JARVIS
Manager Economy and Prosperity

Date: 24 July 2025

Report authorised by:

HEIDI ROBERTS
Director Planning Environment and
Community Services

Date: 1 August 2025

ATTACHMENTS

- Attachment 1 - 2024/25 Memorandum of Agreement between IRC & MTL

REFERENCE DOCUMENT

- IRC Tourism Strategy 2019-2024

Memorandum of Understanding

Isaac Regional Council

And

Mackay Tourism Limited

2024/2025

1. The Partnership

1.1 Parties

The parties to the Memorandum of Understanding are **Isaac Regional Council (IRC)** and **Mackay Tourism Limited (MTL)**. The Regional Tourism Organisation, branded as Mackay Isaac Tourism (MIT).

1.2 Purpose

This Memorandum of Understanding is to establish a partnership agreement between Isaac Regional Council and Mackay Tourism and records the mutual intentions of the parties to continue their relationship to deliver services and promote the Isaac local government area as a desirable destination for visitors.

1.3 Legality

This Memorandum of Understanding is not intended to create legally binding obligations. Throughout this Memorandum of Understanding, Isaac Regional Council and Mackay Tourism Limited are referred to as partners in the collaborative sense and not in the sense of a partnership under the Partnership Act 1891 or under general law.

2. Execution

This Memorandum of understanding commences on signing and continues until the 30th June 2025 subject to Mackay Tourism Limited being the regional tourism organisation for the Isaac Regional Council local government area.

This Memorandum of Understanding is subject to the availability of funds from Isaac Regional Council and the continued allocation of funds from Tourism and Events Queensland to Mackay Tourism Limited to fulfil its responsibilities as the regional tourism organisation.

This Memorandum of Understanding may be renegotiated at any time during the period of agreement and will be reviewed annually.

Any changes to the Memorandum of Understanding must be documented with copies of the changes provided to all parties.

3. Key Responsibilities

Provision of funding to Mackay Tourism for its Organisations operational requirements and destination marketing activities for the Isaac region as outlined below.

- Isaac Regional Council to provide \$100,000 for Organisations operational requirements and destination marketing activities.
- Isaac Regional Council to maintain a further \$15,000 for one additional cooperative marketing campaign (nominally Lucky Catch and Snap in April 2025) for 2024-2025 Financial Year and a further \$5,000 available for cooperative (matched) marketing activities to be agreed during the 2024-2025 year.

- The parties may agree to undertake other cooperative (matched) marketing or strategic tourism activities and these will be the subject of a separate exchange of letters
- Isaac Regional Council to provide \$20,000 in kind support for the Mackay Tourism funded Isaac Tourism development Officer each year 2023-2024, 2024-2025 and 2025-2026.
- Mackay Tourism Ltd to deliver destination marketing services for Mackay & Isaac Region
- Mackay Tourism Ltd to deliver operational management & administration of the destination marketing & tourism development projects.

3.1 Mackay Tourism Limited undertakes responsibility for:

Provision of tourism sector support as determined and funded through Tourism and Events Queensland and in accordance with annually negotiated key performance indicators as outlined below.

Effective destination marketing and promotion of the Isaac region as part of Mackay Region's brand in accordance with annually negotiated key performance indicators.

Supporting the development of Isaac's Tourism product through the funded Mackay Tourism Ltd Isaac Tourism Development Officer position, whilst funding is in place.

Providing quarterly written report to the Isaac Regional Council CEO on progress against agreed key performance indicators

Conduct bi-annual meetings with Isaac Regional Council's Mayor & Chief Executive officer or delegated representatives to review strategic & operational activities.

Due recognition of the partnership with Isaac Regional Council as a major funding stakeholder to Mackay Tourism Ltd and appropriate acknowledgement to such in relevant activities, events, communications & publications. Acknowledgement by Isaac Regional Council of Mackay Isaac Tourism (Mackay Tourism Ltd) support in relevant activities, events, communications and publications.

3.2 Intended outcomes for the Isaac Regional Council:

Isaac Regional Council is recognised as a major stakeholder in relevant Mackay Tourism Ltd activities, events, communications & publications.

The Isaac Region's tourism profile is elevated to deliver increased visitation through Marketing and advertising of the Isaac region being strategically planned, regularly updated and visible.

The Isaac region is competently represented at tourism events targeted at the demographic market sector of the Isaac region as identified in the current *Isaac Region Tourism Strategy*

Regular reports are received from Mackay Tourism Limited that show responsible expenditure of funds and measurable return on investment.

Activities undertaken are aligned with the objectives set by Isaac Regional Council in the current *Isaac Region Tourism Strategy* and its corporate planning documents.

3.3 Intended outcomes for Mackay Tourism Limited and Isaac Regional Council together:

Both organisations maintain a strong and harmonious relationship that delivers effective and efficient use of resources for shared goals and mutually beneficial outcomes.

Funding is provided to Mackay Tourism Limited for its operational requirements including the Isaac regions' regional destination tourism marketing activities.

Enhancement and growth of the Mackay and Isaac Regions tourism profile and ensuing increased visitation.

Mackay Tourism Limited maintains a relationship with Isaac Regional Council and regional operators that facilitates regional membership growth to the regional tourism organisation.

Mackay Tourism provides marketing and advertising and tourism representation activities in addition to the activities performed by Isaac Regional Council's Economy & Prosperity team. Acknowledgement of Mackay Tourism partnership in such activities where appropriate.

4. Governance

4.1 Key contacts

Isaac Regional Council:

Dan Wagner

Director Planning, Environment and Community Services

Mob 0419 833386

Daniel.wagner@isaac.qld.gov.au

Shane Brandenburg

Manager Economy & Prosperity

Mob 0499 903 364

Shane.Brandenburg@isaac.qld.gov.au

Mackay Tourism Limited

Jeff Stewart Harris Interim Chief Executive Officer

Mob 0423 298 180

Email ceo@mackayregion.com

4.2 Frequency of meetings

The Partners will have an annual planning and information sharing meeting to correspond with the budget and planning cycle. Further a bi-annual executive meeting will be held per year outside of the annual meeting.

Additional meetings shall be on an as required basis, with subsequent meetings to be agreed at the previous meeting.

4.3 Reporting

Mackay Tourism Limited is to provide quarterly reports on achievements against KPIs and budget for Isaac Regional Council's consideration.

Consult with Isaac Regional Council's Manager Economy & Prosperity and/or Tourism Development Officer monthly to coordinate activities and share information.

5. Performance Indicators

Common KPIs for all MIT Partners	
Action	Measure
Delivery of the Destination Tourism Plan (DTP) 2022-2027	Delivery of strategies in the DTP 2022-2027 under the four identified pillars: 1. Experience and Product Development 2. Destination Marketing 3. Events 4. Advocacy
	Maintain annual funding from Tourism Events Queensland
Delivery of annual Marketing Plan	Deliver destination marketing plan/approved activities
Delivery of Visitor Information	In addition to maintaining an accredited VIC at Sarina, support for the VIC network across the Mackay Isaac Region
	Ensuring supplies of Visitor Guides and other visitor information to key locations across Isaac Region including Clermont, Lotus Creek, Nebo, and St Lawrence
	Participation in key visitor events including the Nebo Rodeo and St Lawrence Wetlands Weekend
Membership of Council's recreational facilities	Provide membership to Council's principal recreational and tourism facilities, including: • Clermont and Nebo Showgrounds • Clermont and Nebo Museums • Other facilities by agreement
Industry performance indicators (TEQ)	• Overnight Visitor expenditure (OVE) • Community sentiment of tourism • Full-time equivalent tourism employment • Average length of stay • Direct and incremental spending • Visitors to Mackay Isaac Region • Direct visitor nights

Achieve target number of operators across Mackay Isaac Region in the Best of Queensland Experiences Program	25%
Partner recognition	Invitation, acknowledgement and participation for Isaac Regional Council in all relevant activities
Isaac Region Specific KPIs	
Employment of Isaac Tourism Development Officer	• Delivery, reporting and acquittal of Local Buying Foundation Funding KPIs for Isaac Tourism Development Officer position • Periodic reporting against the ITDO annual workplan which incorporates development of the tourism experiences detailed in the Isaac Tourism Trails strategic plan
Isaac Regional Engagement	• MIT to hold one board meeting in Isaac annually • MIT to hold one networking event (members and community) annually • MIT managers and/or CEO to have a quarterly engagement in Isaac with community and/or businesses • Quarterly presentation/report to be published on achievements to IRC Councillors and management • Quarterly activity plan report to be provided to Manager Economy and Prosperity
Collaborative MIT KPIs	
Joint MIT, MRC & IRC work on MI Drive Strategy	Strategy and planning led by MIT with MRC and IRC officers to apply a whole of region focus on the opportunities presented by the Isaac Trails Strategy, Isaac's work on RVs and also the MRC RV Strategy
Joint MIT, MRC & IRC mid-term review of Destination Tourism Plan	Strategy and planning led by MIT with MRC and IRC officers to undertake a mid-term review of the DTP to determine its continued relevance in the face of the State's TT32, strategy, the global decarbonisation agenda and the introduction of mandatory carbon reporting

6. Authorisations

This MOU between Mackay Isaac Tourism and Isaac Regional Council includes conditions at Attachment 1, dealing with policy regarding Vehicle Use and HR Policies for the LBF Isaac Tourism Development Officer Position.

This MOU is agreed to and signed by:

Mackay Isaac Tourism  Jeff Stewart-Harris CEO Date: 11/7/2024	Isaac Regional Council  CEO Date: 25/07/2024

Attachment 1 – Refers to the LBF Isaac Tourism Development Officer Position, located in the Isaac Region.

LBF Isaac Tourism Development Officer

MOU – IRC MIT ITDO Role: Mackay Tourism Ltd will employ through the funding of the Local Buying Foundation a Tourism Development Officer (herein “The Officer”) that will work within the Isaac Region. The Officer is a direct employee and report to Mackay Tourism Ltd.
Isaac Regional Council will provide administrative office space for the Officer to work.

Isaac Regional Council may provide access to subsidised accommodation based in a local property agreed upon by both parties.

Isaac Regional Council will provide access to a pool vehicle for use by the Officer. Pool use is described as *“Council and or other provided vehicle assigned for non-exclusive general use by Officers for work related purposes only. When using a pool vehicle, a driver automatically becomes the assignee for the period of vehicle use”*

If the Pool vehicle provided is a vehicle within the Council fleet vehicle the Tourism Development Officer is bound by the conditions of Councils Motor Vehicle Policy CORP-POL-034.

The following matters in relation to the vehicle use are the responsibility of the Officer but not limited to;

- **Vehicle Presentation:** Washing and cleaning (inside and out) of the vehicle on a regular and as needed basis;
- **Daily Checks:** Ensuring that normal operational items such as fuel, oil, battery, radiator, tyres etc. are checked at regular intervals and in accordance with manufacturer's recommendations and upon the advice of Council's Procurement and Plant staff. A pre-start book shall be provided for all vehicles to record this and for defect reporting purposes;
- **Garaging:** Ensuring that overnight garaging (where applicable) is secure, off the road and under cover if possible;
- **Reporting Defects:** Ensuring that all defects in the operational aspects of the vehicle, or damage to the vehicle, are reported as required immediately upon being notified and recorded in the vehicle's pre-start book;
- **Servicing:** Ensuring that the vehicle is regularly serviced as required to meet warranty and manufacturer's specifications, and that the vehicle is made available for such servicing when required;
- **Licence:** Ensuring that a current and appropriate class of licence is held for the operation of the vehicle. A driver with a Learner Licence (L) is not permitted to operate the vehicle.
- If the Officer whose licence has been suspended or cancelled shall immediately advise the Manager Economy & Prosperity and arrange for the vehicle to be returned to the Council Depot.
- Where assigned or operating Isaac Regional Council Plant or Motor Vehicles requiring the holding of a current Queensland Driver's License and such license is suspended or cancelled then the Officer is not permitted to operate or drive Council's plant or vehicles until the relevant license is restored.

Roadworthiness: A vehicle should not be used If there is any doubt regarding as to its roadworthiness, such roadworthiness issues and any faults that may occur during the life of the vehicle, should be immediately reported to the Manager Economy & Prosperity.

The Pool vehicle will be required to be booked for use through the Economy & Prosperity Department by the Officer.

Damage to Vehicle: Mackay Tourism or the Officer shall be responsible for paying for any damage that occurs when a vehicle has been deemed to have been used inappropriately.

Authorised Use: Only authorised persons (being the Officer) may drive the allocated vehicle.

PROHIBITIONS

The following are specifically prohibited:

- Smoking: Smoking in the vehicle (including passengers) is strictly prohibited;
- Alcohol: The Officer may not operate a vehicle with a blood alcohol level above 0.00 during the hours of work, including while on-call.
- Animals: No animals are to be carried in a vehicle unless suitably restrained;
- Utilisation of the vehicle for undertaking personal business activities;
- The carrying of non-approved persons;
- Charging a fee to passengers (Council encourages the multi-sharing of Council vehicles available for commuter use, however the charging of a fee is prohibited);
- Additional features, including advertising material or stickers shall not be added to the vehicle

FUEL PURCHASE

The Officer should refill fuel at the Council depot wherever practical.

A fuel card may be provided to vehicles that will require fuel outside of normal working hours or travel distances to locations where IRC provided fuel will not be available.

Liability for Vehicle Users

The Officer utilising Council vehicles is liable for:

- ALL traffic offences incurred, including but not limited to fines and loss of points from parking fines, speeding fines, red light camera offences and general traffic offences;
- Costs associated with an accident whilst the employee is utilising the vehicle in contravention of approved uses.

The Officer if found to be driving a Council vehicle under the influence of drugs or alcohol may be held personally responsible for any repairs or legal action resulting from any accident in which they are involved.

The Officer may similarly be held personally responsible for any damage occurring as a result of inappropriate behaviour or use which contravenes this policy.

Accident or Damage

In the event of an accident or damage to a vehicle it is the responsibility of the Officer to:

- Report as soon as practicable to the incident, any involvement in a motor vehicle accident or upon sustaining general damage to the vehicle;
- Report any accident in a motor vehicle to the Queensland Police Service where required by law;
- Not accept or acknowledge any liability on behalf of Council arising from an accident;
- Complete as soon as practical after the accident, an incident report form, the appropriate claim form and in consultation with the Manager Economy & Prosperity and return them to the Workplace Health & Safety Department through the Economy & Prosperity Manager.

Excessive speeding or continuing accidents resulting in damage may result in Council withdrawing the use of a vehicle

Isaac Regional Council will provide a working desk space within an Isaac Regional Council facility at the primary location of the Officer and ability to utilize hot desk locations at Council's other offices as require

When working within the confines of Isaac Regional Council office locations the Officer will be expected to abide by the behavioural standards in Council's Code of Conduct Policy PP-020.

Behaviour Towards Each Other

Our employees, contractors and volunteers must treat all others with trust, respect, honesty, fairness, sensitivity and dignity. This standard must be applied to all members of the Council's team and our customers, community and the public.

IRC values diversity, and expects all its employees, contractors or volunteers to accommodate and respect different opinions and perspectives. At IRC there is no place for intolerance, discrimination or harassment of any kind. Employees, community members and the public must be treated with dignity, respect and equity irrelevant of origin, nationality, religion, race, gender, age or association.

Workplace Harassment

Council is committed to the prevention of any form of harassment, victimization or other forms of bullying in the workplace, or at any place where IRC related activities are performed. This commitment applies to all employees, Councillors, contractors and volunteers at IRC and to persons who have dealings with IRC.

All employees of Council are expected to contribute to building a respectful workplace that is free from harassment, victimisation and bullying. All have a joint responsibility to respect the rights of fellow employees, by not taking part in any action that may constitute harassment of any form. This commitment applies to all employees, Councillors, contractors and volunteers at Councils and to persons who have dealings with Council.

Privacy

Council maintains information about individuals, businesses and commercial issues which is private and sensitive, and which could be harmful to a person's interest if released. The Officer is required to maintain the privacy standards set in Council's Code of Conduct document.

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Mark Davey

AUTHOR POSITION

Program Manager – Capital Delivery

9.17

**EXCEPTION BASED CONTRACTUAL ARRANGEMENTS - LOCAL
GOVERNMENT REGULATIONS (2012) – SOLE SOURCE
SUPPLIER FOR PROCUREMENT PURPOSES – COUNTRY
UNIVERSITIES ISAAC LTD (CUC ISAAC LTD)**

EXECUTIVE SUMMARY

The purpose of this report is to seek endorsement to enter a sole source arrangement with Country Universities Issac LTD (CUC Isaac LTD) to allow payment for procured services under the exception provisions for entering into medium or large sized contractual arrangements within s235 (b) of the Local Government Regulations 2012.

OFFICER'S RECOMMENDATION

That the committee recommends that Council:

- 1. Resolves it is satisfied that as per s235 (b) of the Local Government Regulations 2012, CUC Isaac LTD meets the requirement for a sole source arrangement because of the specialised or confidential nature of the services that are sought meaning it would be impractical or disadvantageous for the local government to invite quotes or tenders.***

Resolution No.: PECS1363

Moved: Cr Jane Pickels

Seconded: Cr Melissa Westcott

That the Committee recommends that Council:

- 2. Resolves it is satisfied that as per s235 (b) of the *Local Government Regulations 2012*, CUC Isaac Ltd meets the requirement for a sole source arrangement because of the specialised or confidential nature of the services that are sought meaning it would be impractical or disadvantageous for the local government to invite quotes or tenders.**

3. Carried

BACKGROUND

Isaac Regional Council have recently completed construction of the Moranbah Branch of Country Universities Isaac through funding supplied by the Queensland State Governments Regional Economic Futures Fund (REFF). This specialised funding allowed for the inclusion of furniture, fittings, computers and broadband connection as an allowable inclusion, these costs are generally listed as ineligible expenditure.

=====
Council officers did not correctly inform the Isaac Country Universities Board of the eligible and ineligible costs allowable under the grant which lead to the CUC management group to procure IT equipment and services from Roberts & Morrow Technology known as RMTICT Pty Ltd at a value of \$53,752.14 including GST. As identified, these costs are applicable under the REFF funding guidelines, but to be eligible it must be a cost born by Isaac Regional Council not CUC Isaac LTD.

Should council resolve that CUC Isaac LTD meets the requirement for a sole source arrangement because of the specialised or confidential nature of the services, CUC Isaac will be eligible to submit an invoice to Isaac Regional Council for payment to cover the expenditure to date from RMTICT Pty Ltd, Isaac Regional Council will then be able to claim this expense under the executed funding agreement with the State Government.

It is therefore appropriate under the exception provisions of section 235 of the *Local Government Regulations 2012*, a local government may enter into a medium-sized contractual arrangement or large-sized contractual arrangement without first inviting written quotes or tenders if;

- (a) *the local government resolves that, because of the specialised or confidential nature of the services that are sought, it would be impractical or disadvantageous for the local government to invite quotes or tenders.*

As this is a unique situation, it is impractical for Council to seek formal quotations for these services.

IMPLICATIONS

Officers are seeking endorsement to allow additional expenditure at the Moranbah Country University Centre of \$53,752.14 including GST bring the total value of construction to \$729,760.70.

Isaac Regional Council has approved funding under the State Governments Regional Economic Futures Fund of \$2M for the construction of both the Moranbah and Clermont Country Universities, the Clermont facility is in design phase with the successful respondent tasked with designing to the remaining available budget of \$1,270,239.30.

CONSULTATION

Director Planning, Environment and Community Services

Manager Contracts and Procurement

BASIS FOR RECOMMENDATION

Compliance with s235 of the Local Government Regulations (2012).

ACTION ACCOUNTABILITY

Manager Contracts and Procurement; is accountable for compliance with s235 of the Local Government Regulations (2012), and the Procurement Policy.

KEY MESSAGES

The exceptions to the Local Government Regulations 2012 under s235 (b) require Council resolution to ensure compliance.

Report prepared by:

MARK DAVEY
Program Manager – Capital Delivery

Date: 24 July 2025

Report authorised by:

HEIDI ROBERTS
**Director Planning, Environment and
Community Services**

Date: 1 August 2025

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

- Nil

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Mark Davey

AUTHOR POSITION

Program Manager – Capital Delivery

9.18

ISAAC RESOURCES EXCELLENCE PRECINCT - INTERNAL CONSTRUCTION – AUTHORITY TO TENDER

EXECUTIVE SUMMARY

The purpose of this report is to seek authority to tender, through council resolution, for the internal construction elements of the Isaac Resources Excellence Precinct.

OFFICER'S RECOMMENDATION

That the committee recommends that Council:

- Resolves it is satisfied with the preliminary design of the Resource Centre of Excellence building and gives authority to tender for the works package.***

Resolution No.: PECS1364

Moved: Cr Alaina Earl

Seconded: Cr Melissa Westcott

That the Committee recommends that Council:

- Resolves it is satisfied with the preliminary design of the Resource Centre of Excellence building and gives authority to tender for the works package.**

Carried

BACKGROUND

Isaac Regional Council, under the authority of the Isaac Resources Excellence Precinct (IREP) Project Control Group (PCG) engaged GHD Design to provide architectural services in relation to the build of the Resources Centre of Excellence (RCOE) within the footprint of the IREP site. These works are in design development phase and are scheduled for completion on 28 August 2025, please see attached document for reference.

FINANCIAL IMPLICATIONS

Isaac Regional Council executed a funding agreement with the Department of State Development, Infrastructure and Planning under the Resources Community Infrastructure Fund (RCIF) that combined the Queensland State Government commitment of \$39,726,988.00 and the Federal Governments election commitment of \$2,000,000.00 giving a total project of \$41,726,988.00 to complete the construction of IREP including truck services and internal site construction.

Project Budget

For full financial summary, please refer to attachment 2, for clarity, please refer to simplified table below.

Please note: The budget includes allowance for the construction of the Country University Building (CUC) as determination has not been reached on the suitability of this inclusion at the time of report writing.

Description	Budget
Authority Fees	\$ 350,000.00
IRC internal management costs	\$ 1,362,000.00
External project management costs	\$ 1,103,027.00
External consultancy (RCOE)	\$ 882,976.00
Project Design	\$ 1,432,182.60
Trunk Infrastructure	
Access Road	\$ 3,214,567.68
Water and Sewer	\$ 5,900,000.00
Building and internal site works	\$ 19,715,100.00
Country University	\$ 2,171,000.00
Furniture and fittings	Ineligible expense under RCIF Funding
Commissioning	\$ 300,000.00
Project contingency	\$ 5,296,134.72
Total	\$ 41,726,988.00

Based on the above cost analysis the Project Control Group requested the development of targeted value management proposals to ensure the tendered design will meet the current budget as well as the expectations of Council and Resources Centre of Excellence.

Should it be determined that the CUC is removed from scope, the cost saving options below should be achievable through project savings and contingency allowances. These options will be included in the tender package for costing by prospective construction companies but will be included or excluded depending on available budget.

Item	Estimated cost/saving
Removal of reinforced Turf	\$410,000
Tenancy 1 revert to design proposal of 400m2	\$270,000
Tenancy 3 Revert to design proposal of 400m2	\$240,000
Removal of mezzanine to tenancy 2	\$340,000
Removal or retractable Tiered Seating	\$500,000
Reduction in tenancy loading to Tenancy 1 and 2	\$150,000

Reduction in glazed walling to meeting rooms 1,2,3	\$30,000
Reduction in Gardens adjacent to building entry	\$20,000

A critical consideration outlined by the PCG was that the completed building must be fit for purpose and able to function from day one, by removing a tenancy, funds will be available to ensure the fit out of the remaining areas is appropriate, inviting and highly functional.

CONSULTATION

Director Planning, Environment and Community Services

Resources Excellence Precinct Project Control Group

RP Infrastructure

GHD Design

BASIS FOR RECOMMENDATION

The intention of this report is to allow appropriate oversight by Council on the design intent and the projects financial position through a request to endorse officers to proceed to tender.

ACTION ACCOUNTABILITY

The Program Manager – Capital Delivery, under the guidance of Director PECS, and in conjunction with the project team and Project Control Group will proceed with drafting the tender package for approval by Manager Contracts and Procurement.

KEY MESSAGES

Nil

Report prepared by: MARK DAVEY Program Manager – Capital Delivery Date: 24 July 2025	Report authorised by: HEIDI ROBERTS Director Planning, Environment and Community Services Date: 1 August 2025

ATTACHMENTS

- Attachment 1 - Isaac Resources Excellence Precinct – Design Development as at 30 July 2025
- Attachment 2 - Isaac Resources Excellence Precinct - Project Financial Summary

REFERENCE DOCUMENT

- Nil



ISAAC RESOURCES
EXCELLENCE PRECINCT

Design Development

As at 30 July 2025

Concept 1 (Street View)



RESOURCE EXCELLENCE CENTRE



RESOURCE EXCELLENCE CENTRE Page 316

Concept 2 (Street View)

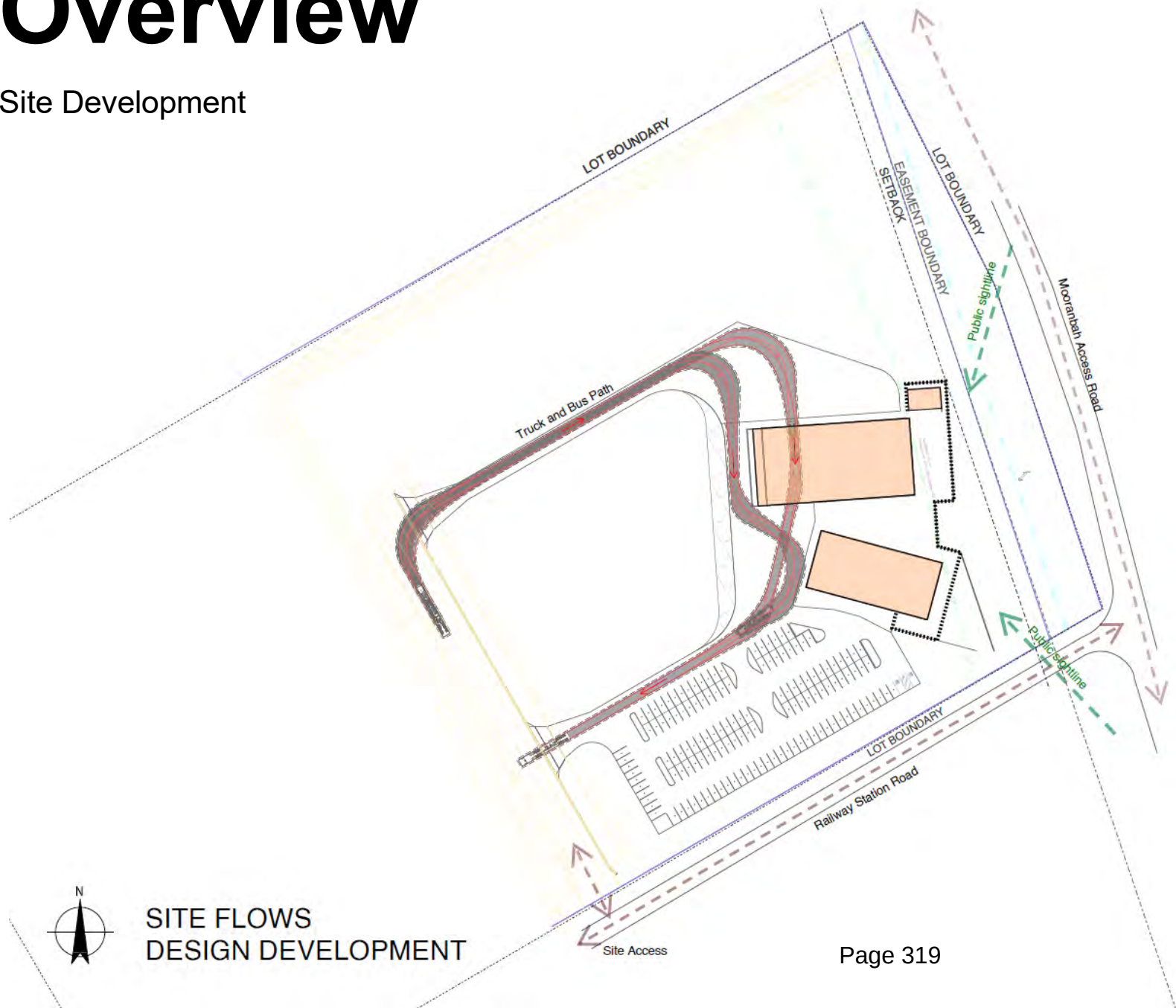


Final Concept (Street View)



Overview

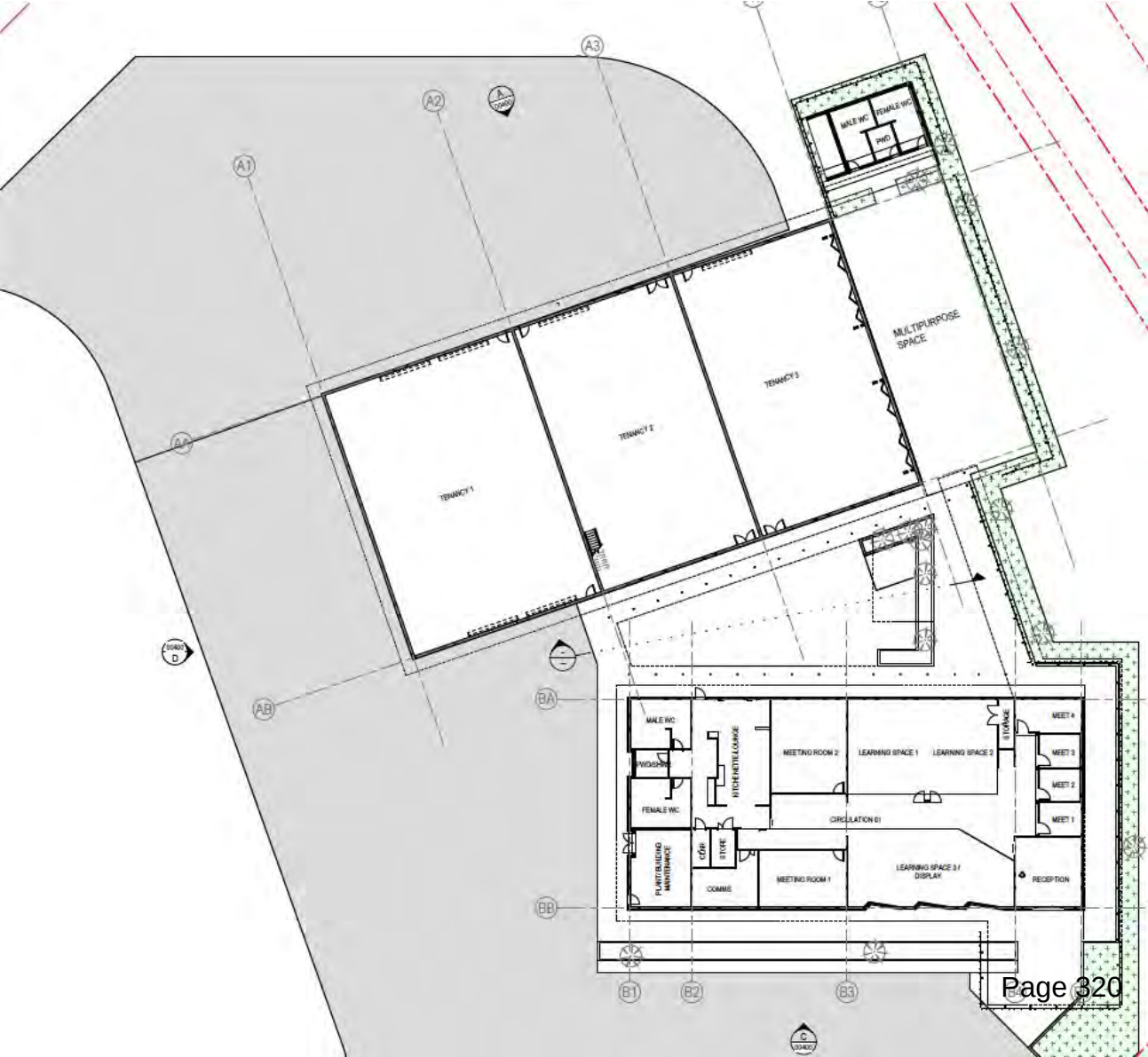
Site Development



SITE FLOWS
DESIGN DEVELOPMENT

Overview

Resource Centre of Excellence Building



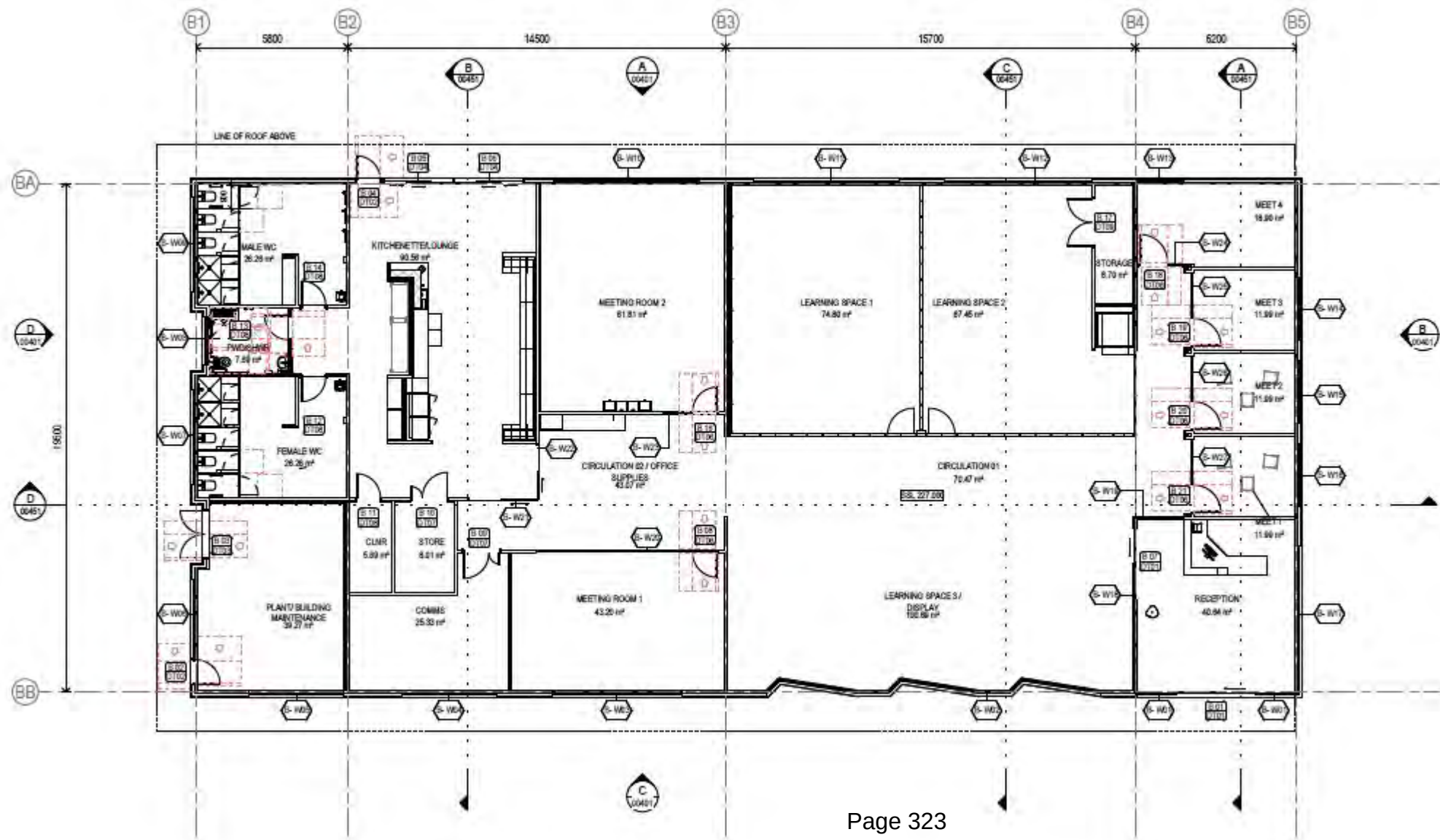
Entrance – RCOE Offices



Break Out Area – Tenancy 3



ROCE Offices



ROCE Officers – Furniture and Fittings

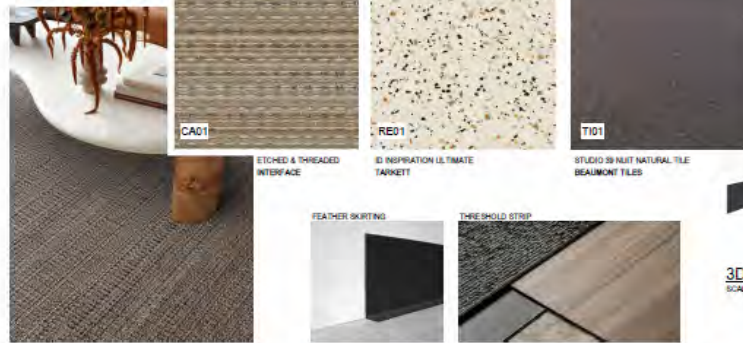


3D VIEW A

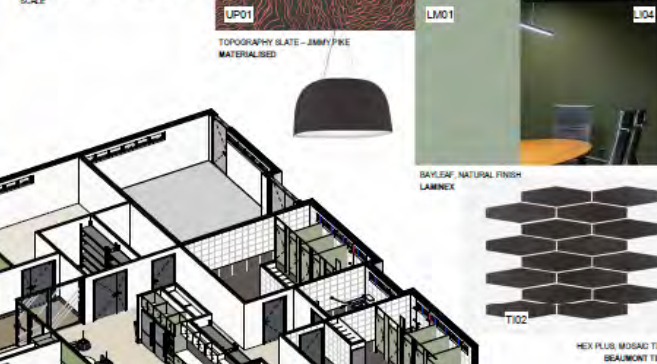


3D VIEW B - LEARNING SPACE

FLOOR FINISHES



3D VIEW C - KITCHEN



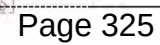
ACOUSTIC LININGS



OPERABLE WALL - OPEN CONFIGURATION



OPERABLE WALL - CLOSED CONFIGURATION



Line-Item Code	Description	Initial Budget	Budget Adjustments	Revised Budget (\$ end cost)	Committed /Contract	Approved Variations	Revised Committed	Uncommitted	Unapproved Variations	Future Commitments	Forecast Final Cost (\$ end cost)	Variance from Budget (\$ end cost)	Notes
1.0	Authority Charges	\$ 350,000.00	\$ -	\$ 350,000.00	\$ -	\$ -	\$ -	\$ 350,000.00	\$ -	\$ 350,000.00	\$ 350,000.00	\$ -	
2.0	IRC internal Costs	\$ 1,362,000.00		\$ 1,362,000.00	\$ 452,057.57		\$ 452,057.57	\$ 909,942.43	\$ -	\$ 909,942.43	\$ 1,362,000.00	\$ -	
3.0	RPI Project Management	\$ 1,103,027.00	\$ 74,600.00	\$ 1,177,627.00	\$ 1,103,027.00	\$ 74,600.00	\$ 1,177,627.00	\$ -	\$ -	\$ -	\$ 1,177,627.00	\$ -	
4.0	Design Consultancy	\$ 1,432,182.60	\$ 101,244.93	\$ 1,533,427.53	\$ 1,333,427.53		\$ 1,333,427.53	\$ 200,000.00	\$ -	\$ 200,000.00	\$ 1,533,427.53	\$ -	
5.0	Construction Costs Access Rd			\$ -			\$ -	\$ -	\$ -		\$ -	\$ -	
5.1	Original Contract Works	\$ 3,214,567.68	\$ -	\$ 3,214,567.68	\$ 2,214,567.68		\$ 2,214,567.68	\$ 1,000,000.00	\$ -	\$ 1,000,000.00	\$ 3,214,567.68	\$ -	
5.2	Provisional Sums Adjustments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
5.3	Variations	\$ -	\$ 877,664.00	\$ 877,664.00	\$ -	\$ 177,664.00	\$ 177,664.00	\$ 700,000.00	\$ -	\$ 700,000.00	\$ 877,664.00	\$ -	
6.0	Construction Costs Trunk Infrastructure			\$ -			\$ -	\$ -	\$ -		\$ -	\$ -	
6.1	Original Contract Works	\$ 5,900,000.00		\$ 5,900,000.00			\$ -	\$ 5,900,000.00	\$ -	\$ 5,900,000.00	\$ 5,900,000.00	\$ -	
6.2	Provisional Sum Adjustments			\$ -			\$ -	\$ -	\$ -		\$ -	\$ -	
6.3	Variations			\$ -			\$ -	\$ -	\$ -		\$ -	\$ -	
7.0	Construction Costs RCOE			\$ -			\$ -	\$ -	\$ -		\$ -	\$ -	
7.1	Original Contract Works	\$ 19,715,100.00	-\$ 700,000.00	\$ 19,015,100.00			\$ -	\$ 19,015,100.00	\$ -	\$ 19,015,100.00	\$ 19,015,100.00	\$ -	
7.2	Provisional Sum Adjustments			\$ -			\$ -	\$ -	\$ -		\$ -	\$ -	
7.3	Variations			\$ -			\$ -	\$ -	\$ -		\$ -	\$ -	
8.0	Construction Costs University			\$ -			\$ -	\$ -	\$ -		\$ -	\$ -	
8.1	Original Contract Works	\$ 2,171,000.00		\$ 2,171,000.00			\$ -	\$ 2,171,000.00	\$ -	\$ 2,171,000.00	\$ 2,171,000.00	\$ -	
8.2	Provisional Sum Adjustments			\$ -			\$ -	\$ -	\$ -		\$ -	\$ -	
8.3	Variations			\$ -			\$ -	\$ -	\$ -		\$ -	\$ -	
9.0	FF&E	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
10.0	Commissioning / Changeover	\$ 300,000.00	\$ -	\$ 300,000.00	\$ -	\$ -	\$ -	\$ 300,000.00	\$ -	\$ 300,000.00	\$ 300,000.00	\$ -	
11.0	Contingency	\$ 5,296,134.72	-\$ 353,508.93	\$ 4,942,625.79	\$ -		\$ -	\$ 4,942,625.79	\$ -	\$ 4,000,000.00	\$ 4,000,000.00	\$ 942,625.79	
12.0	RCOE	\$ 882,976.00	\$ -	\$ 882,976.00	\$ 882,976.00	\$ -	\$ 882,976.00	\$ -	\$ -	\$ -	\$ 882,976.00	\$ -	
Total:		\$ 41,726,988.00	-\$ 0.00	\$ 41,726,988.00	\$ 5,986,055.78	\$ 252,264.00	\$ 6,238,319.78	\$ 35,488,668.22	\$ -	\$ 34,546,042.43	\$ 40,784,362.21	\$ 942,625.79	

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Mark Davey

AUTHOR POSITION

Program Manager – Capital Delivery

9.19

**PLANNING, ENVIRONMENT AND COMMUNITY SERVICES
FY2025_2026 CAPITAL PROJECTS PROGRESS REPORT AS AT
22 JULY 2025**

EXECUTIVE SUMMARY

This report is to provide an update to Council on the progress in the delivery of the Planning, Environment and Community Services 2025-2026 Capital Works Program.

OFFICER'S RECOMMENDATION

That the committee recommends that Council:

- 1. Receives and notes the monthly Planning, Environment and Community Services 2025-2026 Capital Progress Summary Report as at 22 July 2025.***

Resolution No.: PECS1365

Moved: Cr Melissa Westcott

Seconded: Cr Alaina Earl

That the Committee recommends that Council:

- 1. Receives and notes the monthly Planning, Environment and Community Services 2025-2026 Capital Progress Summary Report as at 22 July 2025.**
- 2. Notes the briefing provided on the Planning, Environment and Community Services capital projects being carried forward to the 2025-2026 budget.**

Carried

NOTE:

The Committee requests that commencement/start dates are included onto the spreadsheet for each project.

BACKGROUND

Progressive updates of the financial and physical position of projects in the 2025-2026 PECS Capital Works program have been identified as a requirement to ensure that Council is aware of the progress of and risk to the delivery of the program.

The Planning Environment and Community Services Directorate are requesting through the Carry Forward Review an estimated carry forward amount of \$3.7M which is remaining from the FY24/25 capital budget (circa \$20.2M). The majority of the requested carry forward funds relate to:

- Dysart Miners Memorial \$138K – Design complete and consultation for external funding underway
- Nebo Showgrounds Masterplan Project \$1.5M – Project delayed allowing the 2025 events to proceed uninterrupted, construction scheduled to commence in August/September 2025
- Clermont Showgrounds Electrical Renewals \$178k – project delayed allowing for adequate planning and fault finding, procurement closed with award scheduled for August 2025
- Isaac Events Centre \$814k – majority of carry forward amount relates to additional items approved in Q3 2024/25, namely Hall 1 lighting and Stage curtains.
- The Greg Cruickshank Aquatic Centre Plant Room Replacement \$267k – project awarded, delays were realised in the delivery of the new shed, this has now occurred with construction scheduled.
- Moranbah Childcare Sewer Mains Replacement \$140k – delays in scoping and identifying priorities. C&K Kindy sewer replacement will be issued to market in August 2025 with construction required to happen in the September school holiday closure.

An additional budget of circa \$15.7 million has been allocated to new works for the 2025-2026 financial year.

Major works for the current year including the following signature projects:

- Isaac Events Centre – works related to additional items including AV/IT, Hall 1 lighting and stage curtain replacement.
- Isaac Resources Excellence Precinct
- Nebo Showgrounds Masterplan Stage 1
- Glenden Community Hub
- Clermont Country University Centre
- Dysart Miners Memorial
- Nebo Hall Air-conditioning Upgrades

IMPLICATIONS

The attached PECS 2025-2026 Capital Projects Progress Summary (Attachment 1) identifies the financial and physical delivery position of all projects. Commentary is provided to briefly explain the position of projects. Where the risk is considered low or of insignificant impact to Council or the community, no additional commentary is provided. Where risks are significant separate commentary is provided in the Identified Issues section of this report.

IDENTIFIED ISSUES

High number of carry forward projects are putting strain on resources in the early stages of FY2025/26. These are being managed to allow for minimal delays in the new FY2025/26 approved projects.

CONSULTATION

Director Planning, Environment and Community Services

Planning, Environment and Community Services Leadership Team

BASIS FOR RECOMMENDATION

To improve business within the Planning, Environment and Community Services Directorate by providing more appropriate and relevant reporting, transparency, and a clear monitoring tool for Council. This report will help identify and communicate any project delays or possible project failures.

ACTION ACCOUNTABILITY

The Program Manager – Capital Delivery in conjunction with the PECS leadership team and under the guidance of Director PECS hold responsibility for the scoping, procurement and the completion of the projects identified within the 2025-2026 Capital Program.

KEY MESSAGES

Council's continued investment, oversight, and engagement in the delivery of the Planning, Environment and Community Services Capital Works Program will ensure Isaac region communities continue to enjoy access to high quality facilities and services that improve community liveability, wellbeing, and visitor satisfaction.

Report prepared by: MARK DAVEY Program Manager – Capital Delivery Date: 24 July 2025	Report authorised by: HEIDI ROBERTS Director Planning, Environment and Community Services Date: 1 August 2025

ATTACHMENTS

- Attachment 1 – PECS 2025_2026 Capital Projects Progress Summary as at 22 July 2025.

REFERENCE DOCUMENT

- NIL

PECS 2025/2026 CAPITAL PROJECTS PROGRESS SUMMARY AS AT 22 JULY 2025

2025/2026 PECS Capital Budget Status and Completion Rate as at 22 July 2025

Carry Forward Budget	Pending Council Approval
Adopted Budget	\$15,735,000.00
FY 2024/25 PECS Capital Budget	\$15,735,000.00
Actual Expenditure	\$5,339.96
Remaining Budget (Actual)	\$15,729,660.04
Commitments	\$7,184,974.41
Remaining Budget (uncommitted)	\$8,544,685.63

0.03 Percent of Budget Spent - July (Excluding Commitments)



\$15,729,660 of YTD Budget Remaining - July (Excluding Commitments)

45.7 Percent of Budget Spent - July (Including Commitments)



\$8,544,686 of YTD Budget Remaining - July (Including Commitments)

PLANNING, ENVIRONMENT AND COMMUNITY SERVICES

2025/2026 CAPITAL PROJECTS PROGRESS SUMMARY AS AT 21 JULY 2025



HELPING TO ENERGISE THE WORLD

ABN 39 274 142 600

Code	Project Name	Budget* includes CF awaiting approval	YTD Actual expenditure	YTD Commitments	Remaining Uncommitted Budget	Current stage	Scheduled completion date	Status Commentary	Risk	Completion
CW222966 REQUESTED CARRY FORWARD PROJECT	STLAW Community Hub	131,154.00	0	29,500.00	101,654.00	Planning/ Design	30/06/2026	Project has been deferred to allow an assessment of requirements	N/A	0%
CW223013 REQUESTED CARRY FORWARD PROJECT	MBH Community Centre - Refurbishment	536,781.23	46.86	347,561.75	189,172.62	Construction	31/03/2026	Primary project currently being finalised with some remaining invoices to be received. Budget includes allowance for Hall 1 lighting and Stage curtains which are in planning stages	N/A	90%
CW233123 REQUESTED CARRY FORWARD PROJECT	CLM Caravan Park Emergent Electrical Work	49,075.75	0	29,629.97	19,445.78	Complete	30/06/2026	Project completed – invoices pending – remaining fund to transfer to CW263375 for Stage 3 of upgrades	N/A	100%
CW243164 REQUESTED CARRY FORWARD PROJECT	MBH Animal Management Centre Renewal	-6,016.08	0	363.64	-6,379.72	Construction	30/07/2025	CCTV installation complete, minor associated electrical works nearing completion Budget to be balanced in Q4/Carry forward review	Low	90%
CW243172 REQUESTED	CLM Civic Centre Roof replacement	293,676.29	0	15,749.18	277,927.11	Construction	11/08/2025	Primary works completed on the roof. Windows to be replaced where aircon	Low	90%

PLANNING, ENVIRONMENT AND COMMUNITY SERVICES

2025/2026 CAPITAL PROJECTS PROGRESS SUMMARY AS AT 21 JULY 2025



HELPING TO ENERGISE THE WORLD

ABN 39 274 142 600

Code	Project Name	Budget* includes CF awaiting approval	YTD Actual expenditure	YTD Commitments	Remaining Uncommitted Budget	Current stage	Scheduled completion date	Status Commentary	Risk	Completion
CARRY FORWARD PROJECT								unit was removed, currently scheduled for first week in August		
CW243227 REQUESTED CARRY FORWARD PROJECT	DYS Miners Memorial	138,900.00	0	6,100.00	132,800.00	Planning/ Design	30/06/2026	Preliminary design received and being internally assessed. Project team has reached out to suitable parties for a cost analysis on the supplied design.	Low	20%
CW243241 MULTI YEAR PROJECT	NBO Showgrounds Stage 1	2,618,654.78	0	2,554,222.95	64,431.83	Procurement	30/04/2026	Multiyear project - construction stage commencing 1 Aug 2025	Low	30%
CW253316 MULTI YEAR PROJECT	Isaac Country University Centres	1,276,657.07	808.00	108,990.00	1,166,859.07	Construction	2/12/2025	Multiyear project - Moranbah complete. Clermont in design stage	Low	50%
CW253320 REQUESTED CARRY FORWARD PROJECT	CLM Showgrounds Electrical renewals	178,060.00	0	0	178,060.00	Procurement	31/12/2025	Tender closed 15 July. Evaluations panel to review ASAP following provision of tender submissions from IRC contracting	Low	30%

PLANNING, ENVIRONMENT AND COMMUNITY SERVICES

2025/2026 CAPITAL PROJECTS PROGRESS SUMMARY AS AT 21 JULY 2025



HELPING TO ENERGISE THE WORLD

ABN 39 274 142 600

Code	Project Name	Budget* includes CF awaiting approval	YTD Actual expenditure	YTD Commitments	Remaining Uncommitted Budget	Current stage	Scheduled completion date	Status Commentary	Risk	Completion
CW253321 REQUESTED CARRY FORWARD PROJECT	MBH - GCAC 25m Thermal cover renewal	79,800.13	0	103,243.35	-23,363.22	Construction	18/07/2025	Works nearing completion, awaiting supply of new panels due to delivery damage, new panel installation and project finalisation 18/07/25 Budget to be balanced in Q4/Carry forward review	Low	90%
CW253322 REQUESTED CARRY FORWARD PROJECT	GLN - Pool amenity and grandstand area	180,417.00	0	146,241.00	34,176.00	Construction	1/09/2025	Project award completed, order released 10/07/25. Signed contracts received and works have commenced onsite. Target completion date 01/09/25.	Low	30%
CW253323 REQUESTED CARRY FORWARD PROJECT	MBH - GCAC Plant room rectification	267,593.50	0	184,957.50	82,636.00	Construction	29/08/2025	Shed order delayed, supplier has been requested to provide an eta on shed arrival and program schedule. Delivery of project now expected late August.	Low	30%
CW253327 REQUESTED CARRY FORWARD PROJECT	GLN Rec Centre - Toilets Stump renewal	261,968.00	0	0	261,968.00	Planning/ Design	30/01/2026	Majority of funds deferred at Q2 to 25/26 FY. Scope of works was removed from tender, reissue to market in 25/26 FY	Low	10%
CW253329 REQUESTED CARRY	STL Hall - Kitchen upgrade	60,001.00	0	0	60,001.00	Procurement	30/06/2026	RFQ released and closed 21/05/25, one response received exceeding budget, submission value (241K) also exceeded	Low	20%

PLANNING, ENVIRONMENT AND COMMUNITY SERVICES

2025/2026 CAPITAL PROJECTS PROGRESS SUMMARY AS AT 21 JULY 2025



HELPING TO ENERGISE THE WORLD

ABN 39 274 142 600

Code	Project Name	Budget* includes CF awaiting approval	YTD Actual expenditure	YTD Commitments	Remaining Uncommitted Budget	Current stage	Scheduled completion date	Status Commentary	Risk	Completion
FORWARD PROJECT								procurement guidelines. Discussions with key stakeholders to review way forward.		
CW253331 MULTI YEAR PROJECT	Isaac Resources Excellence Precinct	9,507,607.12	4,485.10	3,402,953.92	6,100,168.10	Construction	25/06/2027	Externally funded project. Multi-stage project. Project Management has been awarded. Design tender has been awarded. Road tender awarded. Advice received from the consulting engineer's states that the road infrastructure will expend a high portion of the 25FY nominated budget, and these works will be completed by 30 June 2025 – weather dependant. Water and sewer investigation ongoing.	Low	20%
CW253334 REQUESTED CARRY FORWARD PROJECT	MELC Expansion & Renovation Works	255,231.55	0	255,231.55	0	Construction	30/06/2026	Works are being managed by MELC with payments made on actual expenditure. Estimate of budget entered for the 2025 FY. Total project budget of \$2.166M - \$1.6M funded from LRCI / \$300k Federal Gov grant / \$266k MELC cash reserves	Low	70%
CW253337 REQUESTED CARRY	MBH Childcare Sewer Mains Replacement	140,000	0	0	140,000	Planning/ Design	31/12/2025	Site visit undertaken at C&K and Simply Sunshine to review existing issue and engage with stakeholders.	Low	10%

PLANNING, ENVIRONMENT AND COMMUNITY SERVICES

2025/2026 CAPITAL PROJECTS PROGRESS SUMMARY AS AT 21 JULY 2025



HELPING TO ENERGISE THE WORLD

ABN 39 274 142 600

Code	Project Name	Budget* includes CF awaiting approval	YTD Actual expenditure	YTD Commitments	Remaining Uncommitted Budget	Current stage	Scheduled completion date	Status Commentary	Risk	Completion
FORWARD PROJECT								C&K works to be progressed as priority to target delivery of works within school holiday period. Procurement documents being finalised with RFQ to close 6 August.		
CW263369 NEW PROJECT	Replacement Public Access Computers	45,000	0	0	45,000	Planning/ Design	30/09/2025	Preparing scope of works	Low	0%
CW263370 NEW PROJECT	MBH Lift Pod for Gallery and IEC	30,000	0	0	30,000	Planning/ Design	31/03/2026	Preparing scope of works	Low	0%
CW263371 NEW PROJECT	CLM Saleyards Selling Pen Renewal	180,000	0	0	180,000	Planning/ Design	31/12/2025	Preparing scope of works	Low	0%
CW263372 NEW PROJECT	CLM Saleyards Bull Ring Seating Renewal	120,000	0	0	120,000	Planning/ Design	24/12/2025	Preparing scope of works	Low	0%
CW263373 NEW PROJECT	NBO Airstrip Perimeter Fence Renewal	50,000	0	0	50,000	Planning/ Design	30/04/2026	Preparing scope of works	Low	0%

PLANNING, ENVIRONMENT AND COMMUNITY SERVICES

2025/2026 CAPITAL PROJECTS PROGRESS SUMMARY AS AT 21 JULY 2025



HELPING TO ENERGISE THE WORLD

ABN 39 274 142 600

Code	Project Name	Budget* includes CF awaiting approval	YTD Actual expenditure	YTD Commitments	Remaining Uncommitted Budget	Current stage	Scheduled completion date	Status Commentary	Risk	Completion
CW263374 NEW PROJECT	CLM Showgrounds Industrial Oven Upgrade	20,000	0	0	20,000	Planning/ Design	30/11/2025	Preparing scope of works	Low	0%
CW263375 NEW PROJECT	CLM Caravan Park Stage 3 Elec Upgrades	150,000	0	0	150,000	Planning/ Design	31/03/2026	Preparing scope of works	Low	0%
CW263376 NEW PROJECT	NBO Showgrounds Sport Oval Light Replace	45,000	0	0	45,000	Planning/ Design	31/10/2025	Preparing scope of works	Low	0%
CW263377 NEW PROJECT	ILB Hall – Roof Restoration	100,000	0	0	100,000	Planning/ Design	30/06/2026	Scope to be finalised with tender to follow.	Low	0%
CW263378 NEW PROJECT	CORP Halls Emergent Renewals 2026	250,000	0	0	250,000	Planning/ Design	30/06/2026	Emergent works as required.	Low	0%
CW263379 NEW PROJECT	CORP Pools Emergent Renewals 2026	150,000	0	0	150,000	Planning/ Design	30/06/2026	Emergent works as required.	Low	0%
CW263380 NEW PROJECT	GLN Pool Equipotential Bonding	100,000	0	0	100,000	Planning/ Design	30/05/2026	Scope under development, procurement to be completed Q2 to allow for contractor scheduling. Works planned for	Low	0%

PLANNING, ENVIRONMENT AND COMMUNITY SERVICES

2025/2026 CAPITAL PROJECTS PROGRESS SUMMARY AS AT 21 JULY 2025



HELPING TO ENERGISE THE WORLD

ABN 39 274 142 600

Code	Project Name	Budget* includes CF awaiting approval	YTD Actual expenditure	YTD Commitments	Remaining Uncommitted Budget	Current stage	Scheduled completion date	Status Commentary	Risk	Completion
								commencement and completion May 2026		
CW263381 NEW PROJECT	CLM Museum Erosion Remediation	265,000	0	0	265,000	Planning/ Design	31/03/2026	Preparing scope of works	Low	0%
CW263382 NEW PROJECT	CLM Hub Renewal	75,000	0	0	75,000	Planning/ Design	31/12/2025	Preparing scope of works	Low	0%
CW263383 NEW PROJECT	GLN Hub Project	200,000	0	0	200,000	Planning/ Design	31/03/2026	Preparing scope of works	Low	0%
CW263384 NEW PROJECT	NBO Hall AC Upgrade	300,000	0	0	300,000	Planning/ Design	30/06/2026	Scope to be confirmed with tender to follow.	Low	0%
CW263385 NEW PROJECT	MMT Hall – Floor Structural Repairs	25,000	0	0	25,000	Planning/ Design	31/12/2025	Site inspection undertaken. Preliminary scope and costings received.	Medium	0%
OVERALL		18,049,561.34	5,339.96	7,184,944.81	10,884,556.57					

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Robert Perna

AUTHOR POSITION

Director Engineering and Infrastructure

9.20

ENGINEERING AND INFRASTRUCTURE 2025/2026 CAPITAL PROJECTS PROGRESS REPORT – JULY 2025

EXECUTIVE SUMMARY

This report is to provide an update to the Engineering and Infrastructure Standing Committee and Council of the progress in delivery of the Engineering and Infrastructure 2025/2026 Capital Works Program.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

- 1. Receives and notes the monthly Engineering and Infrastructure 2025/2026 Capital Projects Progress Summary Report for July 2025.***

Resolution No.: E&I0842

Moved: Cr Alaina Earl

Seconded: Cr Terry Oneil

That the Committee recommends that Council:

- 1. Receives and notes the monthly Engineering and Infrastructure 2024/2025 Capital Projects Progress Summary Report for July 2025.**

Carried

Note: The Director Engineering and Infrastructure provided a verbal update on the 2024/25 capital project carry forwards and the committee had general discussions around these projects.

BACKGROUND

Progressive updates of the financial and physical position of projects in the 2025/2026 Engineering and Infrastructure Capital Works Program are required to ensure that Council is aware of the progress of and risk to the delivery of the program.

IMPLICATIONS

The attached Engineering and Infrastructure 2025/2026 Capital Projects Progress Summary spreadsheet identifies the financial and physical position of all projects.

Compliance

To ensure that the Engineering and Infrastructure 2025/2026 Capital Works Program is achieved within the identified timeframes of the 2025/2026 financial year.

Benefits

Council can see a monthly progress report detailing progress of the projects. This report communicates risks/failures/delays that have been identified in the Engineering and Infrastructure 2025/2026 Capital Works Program.

Project Highlights

A number of projects have carried over the financial year. Generally, the carry over works are minor in nature or relate to invoices that are outstanding. The attached capital spreadsheet shows some of these projects with no budget but this will be rectified with the processing of the carry overs.

Procurement and award have occurred for major capital projects like the reseal program and gravel supply for the resheeting program. The early procurement activities have placed the teams in a good position for delivery of the 25/26 program. Multi year projects bridge projects and pavement rehabilitation projects are progressing well.

CONSULTATION

- Manager Galilee and Bowen Basin Operations
- Manager Parks and Recreation
- Manager Fleet
- Acting Manager Corporate Properties
- Department Coordinators

BASIS FOR RECOMMENDATION

To improve business within Engineering and Infrastructure Directorate by providing more appropriate and relevant reporting, transparency and a clear monitoring tool for Council. This report will help identify and communicate any project delays or possible project failures.

ACTION ACCOUNTABILITY

That the Managers and the Director Engineering and Infrastructure oversee the scoping, procurement and the completion of the projects identified within the 2025/2026 Capital Projects Progress Summary spreadsheet. Furthermore, that the appropriate Managers and the Director Engineering and Infrastructure are held accountable for the delivery of the project stages and are completed within the identified timeframes.

KEY MESSAGES

That Council has open communication, oversight and transparency of the Engineering and Infrastructure 2025/2026 Capital Works Program, to ensure Isaac will have effective and sustainable infrastructure that supports the needs of the region's communities and economic sectors.

Report prepared by:

ROBERT PERNA
Director Engineering and Infrastructure

Date: 5 August 2025

Report authorised by:

CALE DENDLE
Chief Executive Officer

Date: 6 August 2025

ATTACHMENTS

- CONFIDENTIAL Attachment 1 – E&I Capital Projects Progress Summary - July 2025

REFERENCE DOCUMENT

- Nil

PAGES 341 TO 342 HAVE INTENTIONALLY BEEN REMOVED DUE TO CONFIDENTIAL REASONS

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Michael Buckley

AUTHOR POSITION

Manager Parks and Recreation

9.21

INFRASTRUCTURE DEPARTMENT MONTHLY UPDATE – JULY 2025

EXECUTIVE SUMMARY

This report is to provide a monthly update to Council on the current operational status of the Infrastructure Department.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. *Notes the Infrastructure Department monthly update for July 2025.*

Resolution No.: E&I0843

Moved: Cr Rachel Anderson

Seconded: Cr Alaina Earl

That the Committee recommends that Council:

1. **Notes the Infrastructure Department monthly update for July 2025.**

Carried

Note: For the Barmount Rd, Valkyrie Rd, Rolfe Ck Middlemount Bus stop, Dysart/Clermont Rd and Kenlogan Road stabilisation works to also be listed Under Middlemount and surrounding area in the table on page 30.

BACKGROUND

The below information highlights the monthly activities of the Infrastructure Department.

INFRASTRUCTURE

ACHIEVEMENTS COMPLETED – JULY 2025:

Clermont and surrounding area

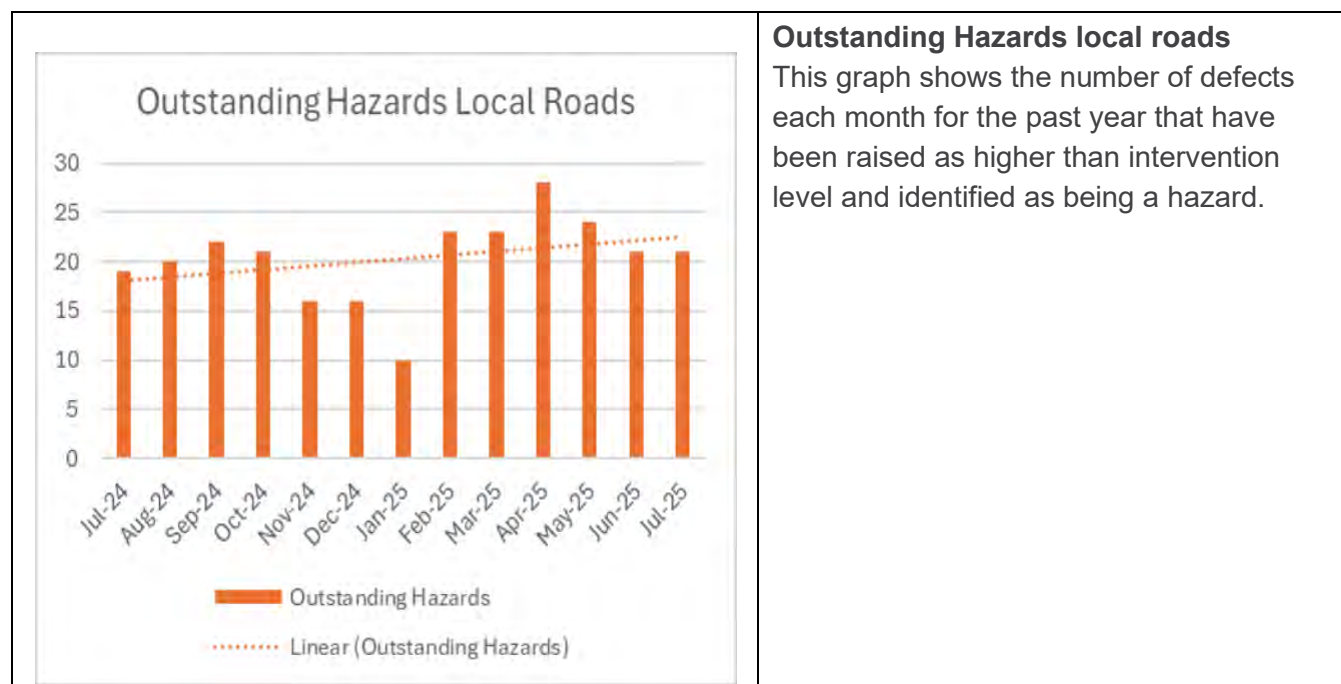
Cheesborough Rd 100%, Fleurs Lane 100%,
Littledale Rd 100%, Fraser Lane 100%,

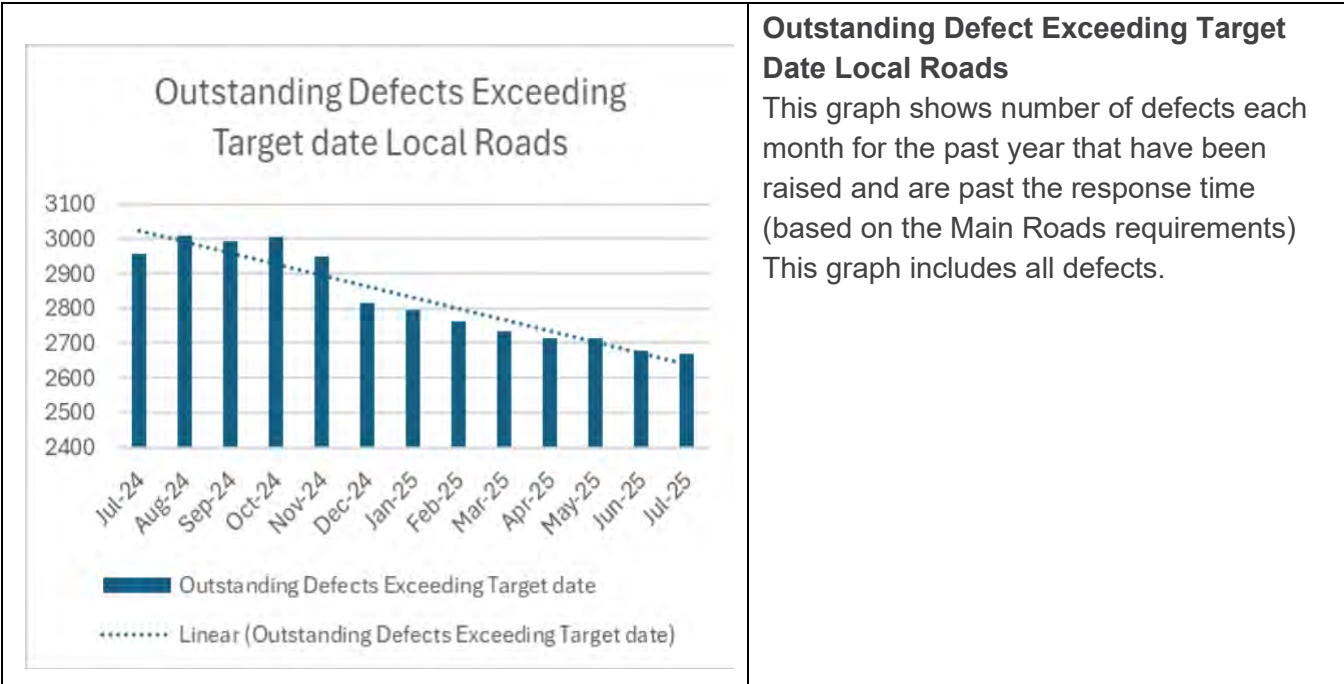
Programmed maintenance grading 100% complete

Matchett Lane 100%, Twin Hills Rd 50%, Wynyard Rd 100%	
Various around district	Signage installation & replacement
Ken Logan Rd, Racecourse Rd, McDonald Flats Rd, Spoonbill Rd, Rubyvale Rd, Wuthung Rd, Cheesborough Rd, Peakvale Rd, Wolfgang Access Rd, Clermont Alpha Rd, Percy Albert Drive, Pioneer Rd	Slashing
27B, 27C 98A, 33A, Clermont Alpha Rd, Ken Logan Rd, Town Streets	Pothole patching
Dysart and surrounding area	
Golden Mile Rd, Dysart Clermont Rd, Valkyrie Rd, Saraji Rd	Pothole patching
Saraji Rd	Slashing
Middlemount and surrounding area	
Centenary Drive North and Alfred Quinn Drive	Kerb replacement
Moranbah and surrounding area	
Moranbah Access Rd, Goonyella Rd, PDMA Rd, Moranbah town Streets	Maintenance Grading
Red Bucket	Slashing
Mills Avenue	Other works (Vandalism)
Nebo and surrounding area	
Tierawoomba Rd 100% Mount Scott Rd 100%	Maintenance grading
Turrawulla Rd 100% Airstrip Rd 100% Strathfield Rd 100%	Slashing
Slashing for Parks and Gardens around town. Drainage works Mountain View Rd and Roadside Spraying Turrawulla road	Other works
Coast and surrounding area	

Palms Rd vegetation removal, St Lawrence North Rd mowing; St Lawrence town tree removal.	Mowing and vegetation pruning
Carmila West Rd	Other works
Loadsman Rd, Gillinbin Creek Rd, Palms Rd, Tinerta Rd, Jacksons Crossing Rd, Camerons Rd, Hindles Rd, Garnhams Rd, Jacksons Rd and Majors Rd	Programmed maintenance grading (Full length) 100%
State Controlled Network	
Dysart Middlemount Rd, Fitzroy Development Rd	Pothole patching

Local Road Hazards and Defects Update





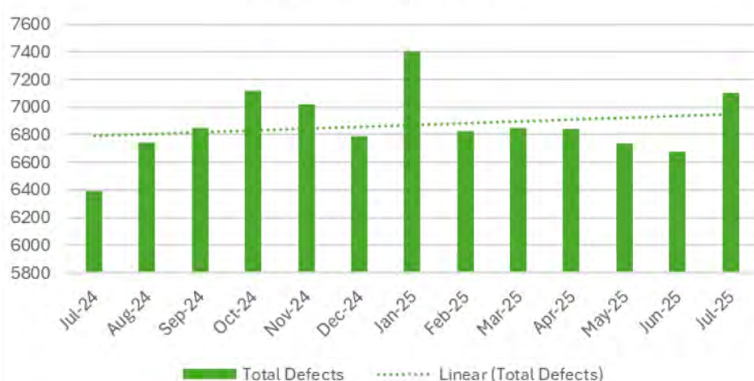
Defect raised and Accomplished Local Roads



Defect Raised and Accomplished Local Roads

This graph shows number of defects and accomplishments each month for the past year that have been raised and completed

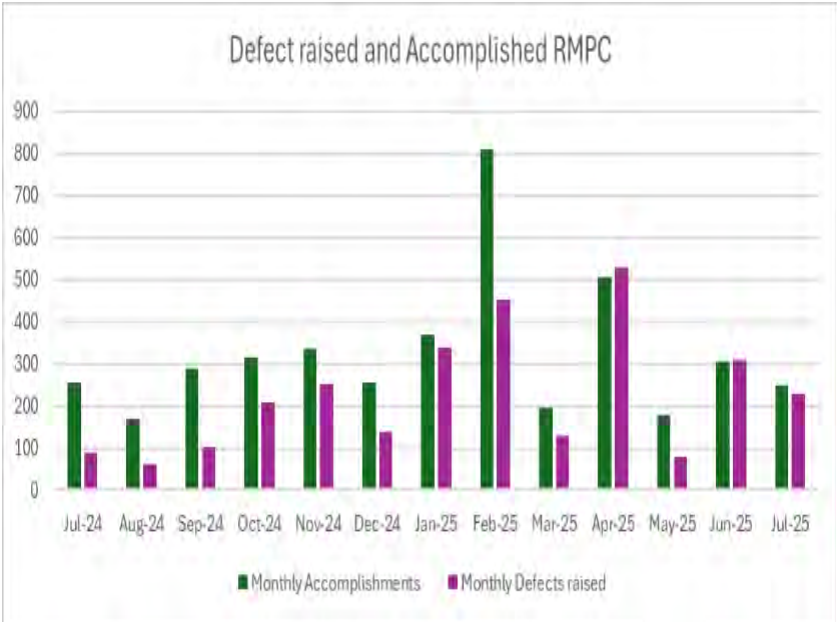
Total Defects Local Roads



Total Defects Local Roads

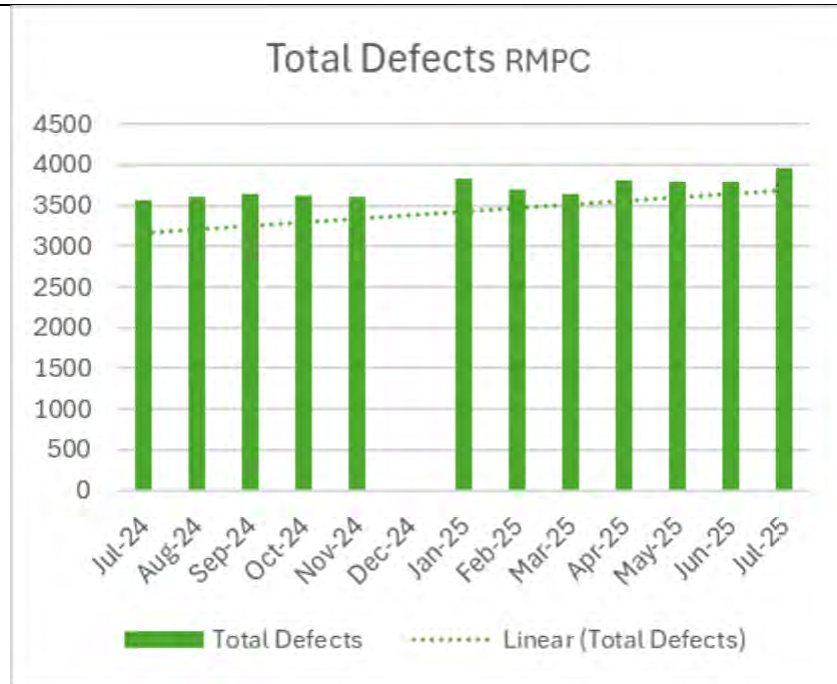
This graph shows the total number of defects each month for the past year that have been raised and have not been completed

RMPC Hazards and Defects Update - July																													
Outstanding Hazards RMPC <table><tr><th>Month</th><th>Outstanding Hazards</th></tr><tr><td>Jul-24</td><td>8</td></tr><tr><td>Aug-24</td><td>8</td></tr><tr><td>Sep-24</td><td>7</td></tr><tr><td>Oct-24</td><td>9</td></tr><tr><td>Nov-24</td><td>6</td></tr><tr><td>Dec-24</td><td>0</td></tr><tr><td>Jan-25</td><td>22</td></tr><tr><td>Feb-25</td><td>22</td></tr><tr><td>Mar-25</td><td>44</td></tr><tr><td>Apr-25</td><td>47</td></tr><tr><td>May-25</td><td>45</td></tr><tr><td>Jun-25</td><td>30</td></tr><tr><td>Jul-25</td><td>29</td></tr></table>	Month	Outstanding Hazards	Jul-24	8	Aug-24	8	Sep-24	7	Oct-24	9	Nov-24	6	Dec-24	0	Jan-25	22	Feb-25	22	Mar-25	44	Apr-25	47	May-25	45	Jun-25	30	Jul-25	29	Outstanding Hazards RMPC This graph shows number of defects each month for the past year that have been raised as higher than intervention level and identified as being a hazard.
Month	Outstanding Hazards																												
Jul-24	8																												
Aug-24	8																												
Sep-24	7																												
Oct-24	9																												
Nov-24	6																												
Dec-24	0																												
Jan-25	22																												
Feb-25	22																												
Mar-25	44																												
Apr-25	47																												
May-25	45																												
Jun-25	30																												
Jul-25	29																												
Outstanding Defects Exceeding Target date RMPC <table><tr><th>Month</th><th>Outstanding Defects Exceeding Target date</th></tr><tr><td>Jul-24</td><td>1320</td></tr><tr><td>Aug-24</td><td>1340</td></tr><tr><td>Sep-24</td><td>1290</td></tr><tr><td>Oct-24</td><td>1260</td></tr><tr><td>Nov-24</td><td>1210</td></tr><tr><td>Dec-24</td><td>0</td></tr><tr><td>Jan-25</td><td>1180</td></tr><tr><td>Feb-25</td><td>1130</td></tr><tr><td>Mar-25</td><td>1180</td></tr><tr><td>Apr-25</td><td>1210</td></tr><tr><td>May-25</td><td>1200</td></tr><tr><td>Jun-25</td><td>1200</td></tr><tr><td>Jul-25</td><td>1240</td></tr></table>	Month	Outstanding Defects Exceeding Target date	Jul-24	1320	Aug-24	1340	Sep-24	1290	Oct-24	1260	Nov-24	1210	Dec-24	0	Jan-25	1180	Feb-25	1130	Mar-25	1180	Apr-25	1210	May-25	1200	Jun-25	1200	Jul-25	1240	Outstanding Defect Exceeding Target Date RMPC This graph shows number of defects each month for the past year that have been raised and are past the response time as per Main Roads Standard
Month	Outstanding Defects Exceeding Target date																												
Jul-24	1320																												
Aug-24	1340																												
Sep-24	1290																												
Oct-24	1260																												
Nov-24	1210																												
Dec-24	0																												
Jan-25	1180																												
Feb-25	1130																												
Mar-25	1180																												
Apr-25	1210																												
May-25	1200																												
Jun-25	1200																												
Jul-25	1240																												



Defects Raised and Accomplished RMPC

This graph shows number of defects and accomplishments each month for the past year that have been raised and completed



Total Defects RMPC

This graph shows the total number of defects each month for the past year that have been raised and have not been completed

RMPC Hazards and Defects Update - July

M-Sarina Heavy Shoulder Patching - External	100%
Suttor Dev Rd heavy Patching - External	100%
Bruce Hwy 10F/G Hazard Patching AC External and internal crew	100%
Project scoping for Minor works hazard sites - outside RMPC scope	90%
Dysart Middlemount Rd Patching Internal crew	100%

RMPC Programmed Works - July

Pothole patching Suttor- External	100%
Pothole patching Peak Downs 33A/B - External	100%
Pothole patching M-Sarina- External	70%
Pothole patching oxford Downs Sarina- External	100%
Slashing & Spraying 10F/10G Bruce Hwy- external	100%
Slashing & Spraying Peak Downs Hwy- external	100%
Noxious weed spray round 1 - external	100%

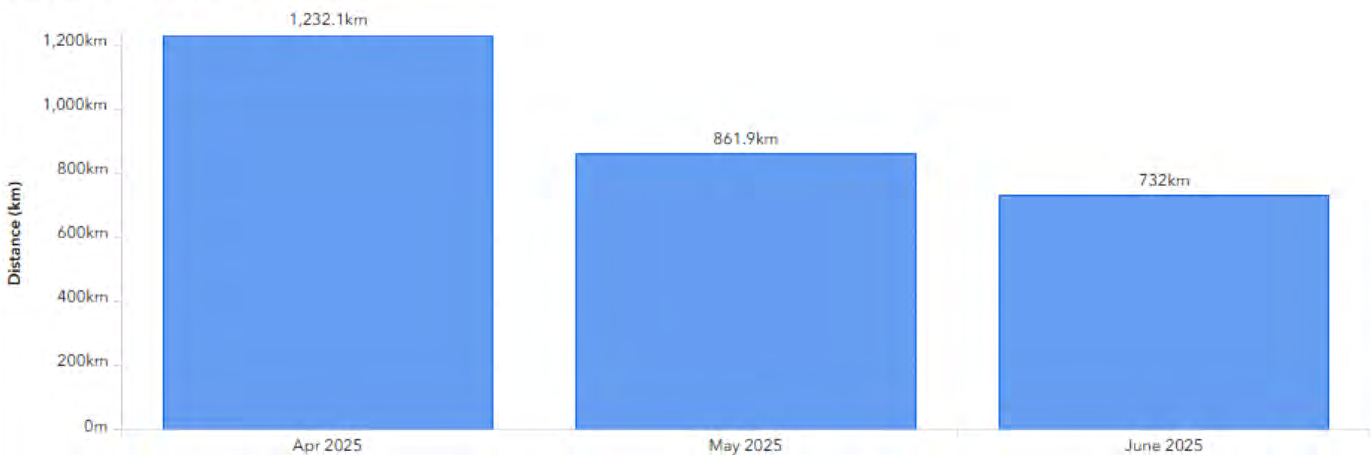
ROAD INSPECTORS UPDATE

The below survey graphs are based on the data collected using the RACAS camera for the previous 3 months. The team undertake 2 types of inspections depending on the road hierarchy: weekly inspections on the Bruce Highway (3 monthly RACAS), fortnightly inspections on the State Highways (6 monthly RACAS), monthly and bimonthly inspections on the developmental roads (6 monthly RACAS) and 6 monthly inspections on all other roads with RACAS.

The ratings are a measurement of roughness with rating 1 to 3 being within intervention level and 4 being at intervention level with 5 being above intervention level.

Survey Distance 2,826km

Distance Surveyed per Month



Unsealed Roads Condition



Average Rating
3.4

Sealed Roads Condition



Average Rating
2.7

2427.99 km inspected for the month of July
1986.976 km (44.16 %) of the total network for the month of July
1096.796 km State Road for the month of July
890.180 Km Local Roads for the month of July

PLANNED WORKS FOR AUGUST 2025: THIS PROGRAM IS SUBJECT TO CHANGE DEPENDING ON WEATHER CONDITIONS AND EMERGENT WORKS

Clermont and surrounding area	
Dooruna Rd Resheet, Wynyard Rd 100%	Maintenance program (%)
As required	Signage installation & replacement
Pothole patching as required	Other works
Dysart and surrounding area	
Saraji Rd, Dysart Clermont Rd, Golden Mile Rd	Pothole Patching
Lotus Ck, Saraji Rd	Signage replacement
Saraji Rd, PDMA Rd, Moranabah Access Rd	Slashing
Cotherstone Rd, Carfax Rd	maintenance grading
Middlemount and surrounding area	
Nil	
Moranbah and surrounding area	
Moranbah Access Road	Slashing
Nebo and surrounding area	
Turrawulla Rd	Programmed maintenance grading
Valkyrie Rd	Slashing
Barmount Rd, Valkyrie Rd, Rolfe Ck Middlemount Bus stop, Dysart/Clermont Rd and Kenlogan Rd	Stabilisation Works
Coast and surrounding area	
Marrs Rd, Barbours Rd, Carmila West Rd, Gibberland Rd, Upper Flaggy Rock Rd, Platts Rd, Elalie Rd, McLeods Rd, Mt Olympus Rd	Programmed maintenance grading

Nth Flaggy Rock Rd, Connollys Rd	Slashing
State Controlled Network	
As required	Pothole patching
Oxford Sarina Rd	Slashing

CLERMONT WORK CAMP

CLERMONT WORK CAMP – CURRENT ROTATION

The current rotation had the team busily assisting the clubs of Clermont as well as their permanent placements. Due to the time of the year when our vegetation commitments are low, it is a great time for the team to do some projects that have been on the list for the quieter times.

The Clermont Pony Club had requested for their club area fencing to be refurbished due to the paint peeling off and some horse tie down rails manufacture and installed along with new fencing mesh. Most of the work was done in start of the month rotation and the boys hit the ground running on their return last Wednesday to complete the project and assist with the setup of the Gymkhana event for the weekend.



This month also saw the Regional CEC Forum hosting in Blackall this year. A strong show of delegates from QCS were present and Blackall hosted a great day, with some robust conversations and problem-solving along with plenty of information sharing. Our request for a full-time camp is moving forward with a strong sense of commitment felt.



They also had a big tidy up of the QCWA gardens as some very painful weeds had managed to find a home. We also re-mulched, sprayed and removed any unwanted bushes. We also repaired and repainted the stairs.



Current jobs include.

- Clermont Pont Club assistance. Repairs and maintenance.
- Moranbah Race club repairs and maintenance.
- Emerald event assistance.
- Clermont Show Society – Chook cage stands and repairs

- Clermont Museum – Manpower assistance for display movement and reset.
- Permanent Jobs. Museum – Airport

ACTION ACCOUNTABILITY

Not applicable.

KEY MESSAGES

Isaac Regional Council is committed to transparent decision making, identifying and managing its risks and continuous improvement.

Report prepared by:

MICHAEL BUCKLEY
Manager Parks and Recreation

Date: 5 August 2025

Report authorised by:

ROBERT PERNA
Director Engineering and Infrastructure

Date: 5 August 2025

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

- Nil

MEETING DETAILS

Ordinary Meeting
Wednesday 13 August 2025

AUTHOR

Guy Stevenson

AUTHOR POSITION

Co-ordinator Infrastructure Planning and Technical Services

9.22

INFRASTRUCTURE PLANNING AND TECHNICAL SERVICES DEPARTMENT OPERATIONAL UPDATE – 1 APRIL 2025 TO 31 JULY 2025

EXECUTIVE SUMMARY

The intent of the report is to provide an update on the operational activities undertaken by the Infrastructure Planning and Technical Services department during the period 1 April to 31 July 2025.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

- 1. Notes the Infrastructure Planning and Technical Services Department operational update provided for the period 1 April 2025 to 31 July 2025.***

Resolution No.: E&I0844

Moved: Cr Rachel Anderson

Seconded: Cr Terry O'Neill

That the Committee recommends that Council:

- 1. Notes the Infrastructure Planning and Technical Services Department operational update provided for the period 1 April 2025 to 31 July 2025.**

Carried

BACKGROUND

The Infrastructure Planning and Technical Services Department focuses on the strategic direction of, and program development for, Councils roads and drainage infrastructure. Key operational tasks include:

- Asset planning incorporating project development and programming (for asset renewal construction works and new capital construction works).
- Project delivery including management of design consultancy engagements and minor road infrastructure design.
- Engineering investigations and assessments (typically following internal identification of issues or in response to external requests).

- Planning department support including development application review assistance and construction-phase oversight.
- Road corridor management including activity permitting, grid and gate oversight, driveway construction, flood warning infrastructure and land access permitting.
- Natural resources management including investigations, compliance documentation preparation and delivery management relating to road construction material sourcing and water resource extraction.
- Asset data collection and management including traffic count data collection.
- Funding application preparation.
- CMDG review participation contributing to design and construction standard evolution.

OPERATIONAL TASK OVERVIEW

Asset planning and project delivery

During the period the team have been progressing a number of projects including

- Moranbah Walking Network Plan – This project is a grant-funded project that is developing a master plan for walking pathways within Moranbah. The project will identify primary and secondary township destinations (such as shops, the town centre, the hospital and schools), the walking routes between those destinations, any deficiencies in existing infrastructure on or near the identified routes, and the projects to remedy the deficiencies. The plan and the projects it lists can be used to support grant funding applications. The draft plan was received from the Consultant in late April and a comprehensive first-pass review was completed by Council in May and delivered to the Consultant. The review then moved to the final stage; involving the rationalisation and prioritising of the projects list.
- Local Government Infrastructure Plan (LGIP) review – Review of the current LGIP progressed in concert with the Liveability and Sustainability department.
- Capital Works design packages – FY2024-2025 project design packages were completed with the exception the Mills Avenue-Goonyella Road intersection upgrade, the IREP-Apex Park pathway (a component of the Federation Walk extension) and the Mills Avenue East pavement rehabilitation which are all on-going.
- Flood Warning Infrastructure Operations and Maintenance – Ordinary maintenance occurred during the period.

Engineering investigations and assessments

Investigations and assessments performed during the period included:

- Road renaming request (Red Rock Road & Unnamed Road) – A report was submitted to Council's ordinary meeting and Council adopted (Resolution 9189) the name 'Burngrove Road' for the unnamed road and Fairhills Road to replace the existing Red Rock Road name. The team is currently working alongside Finance Team, Systems Team and Assets Team to ensure that this transition is uniform across all the departments.

Planning department support

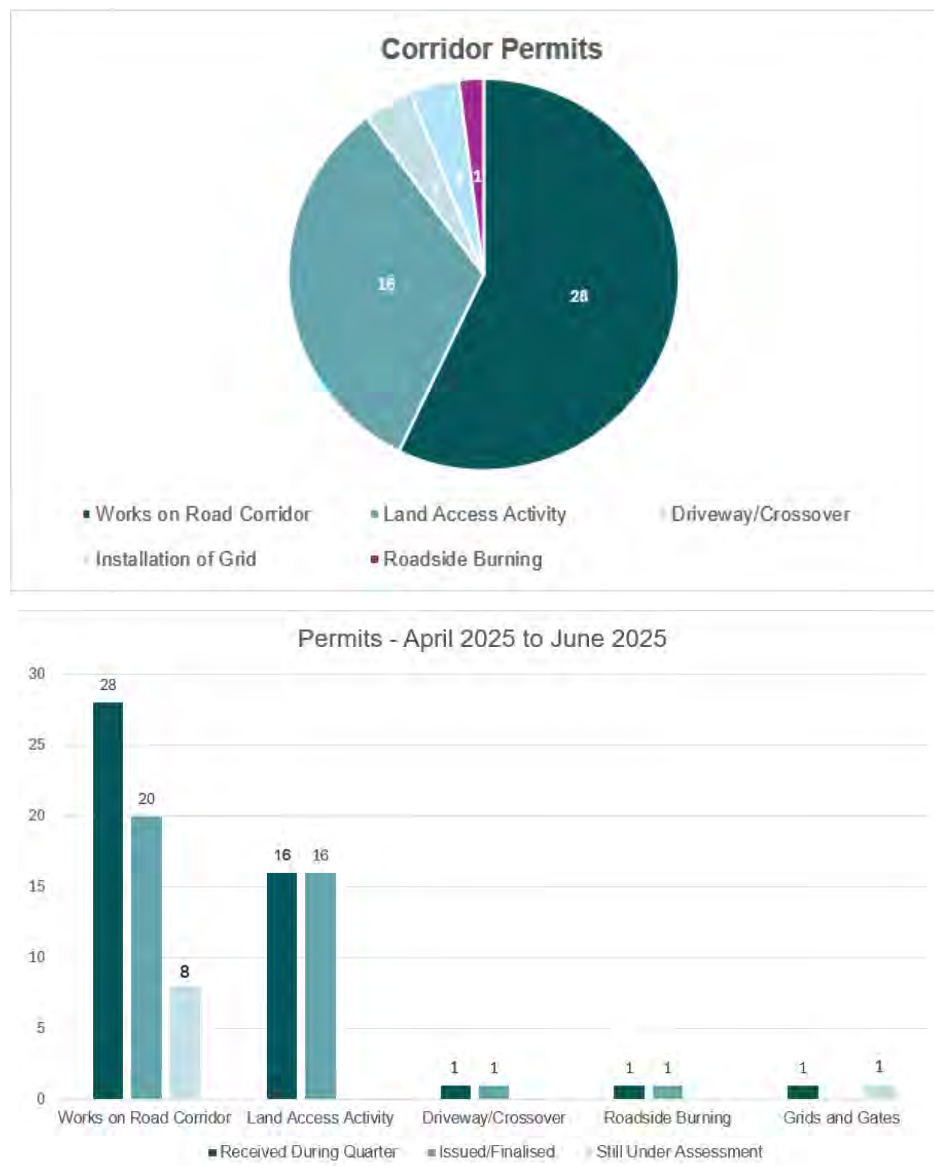
The development projects supported during the period included:

- Moranbah Workers Club expansion – construction of public infrastructure was monitored.
- Moranbah Black Nugget Hotel redevelopment – the joining into public infrastructure was controlled/monitored.
- Moranbah Coal Country Village development – proposed public asset works were conditioned.

Road Corridor Management

The IPTS team issued permits for works occurring in road reserves to set conditions on third parties in performance of the works.

The number of permits processed across the quarter are shown below:

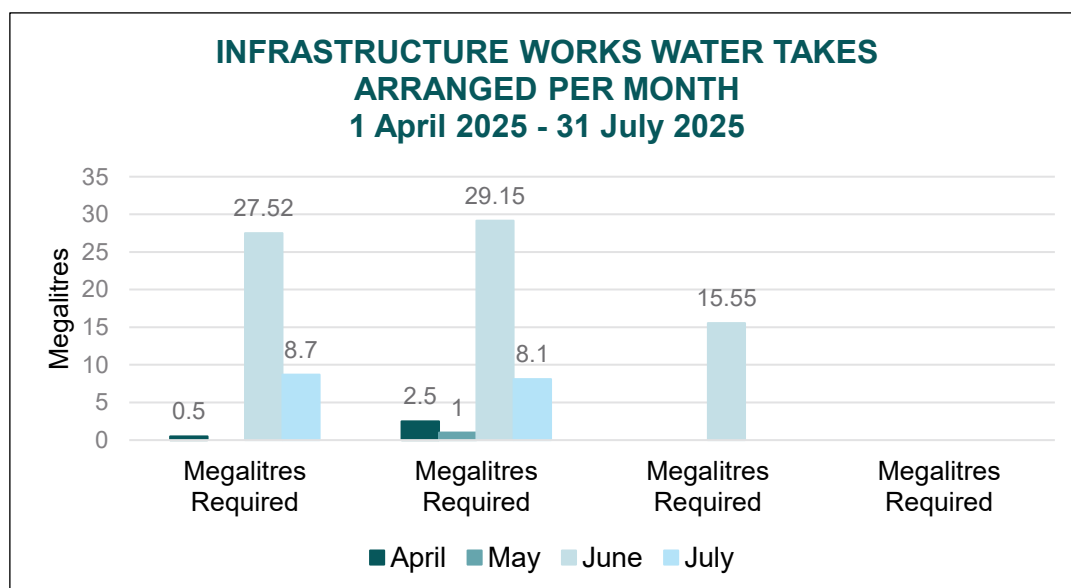


The above charts reflect applications processed only by the IPTS team. Work on Road Corridor applications received from mining proponents are generally processed by Galilee and Bowen Basin Operations team and their numbers are not reflected in this report.

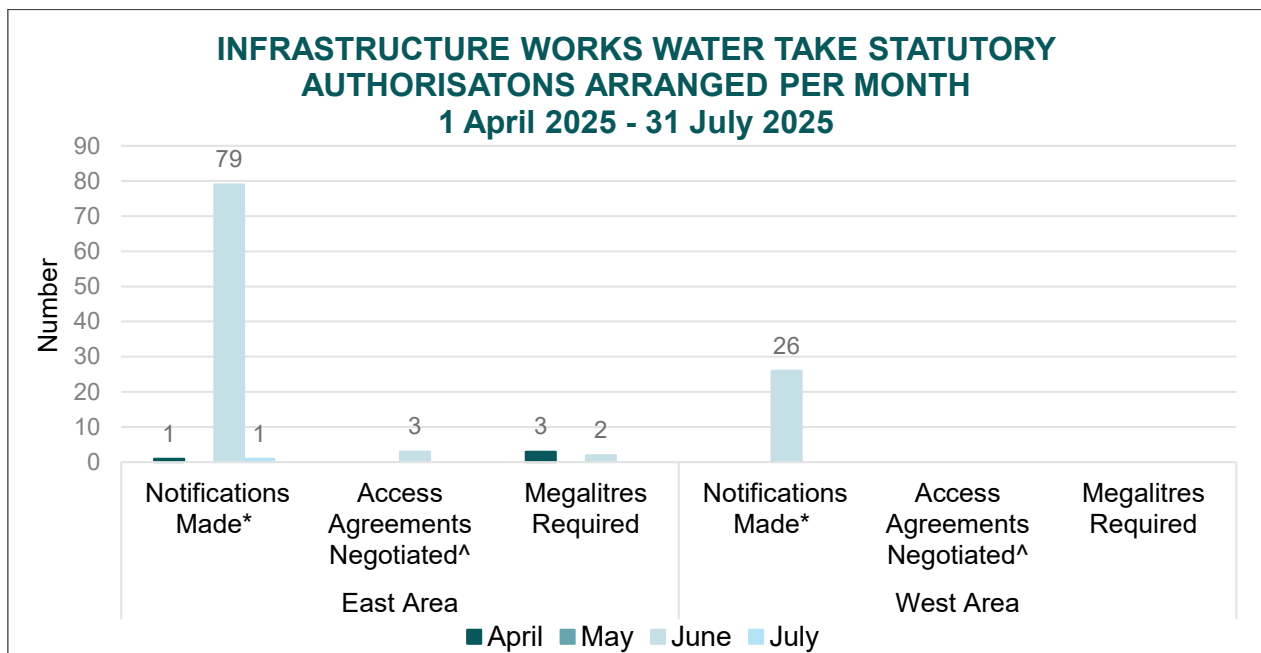
A review of the 'Works on Road Corridor' permit application form was also conducted in consideration of recent team and applicant feedback. The pre-review form provided for both works and community events. To improve the form's usability, a separate application form for community events, which are not typically classified as 'work', was developed for review.

Natural Resources Management (Construction Water and Gravel)

The chart below details the quantities of water notified to the statutory authority as an exemption for the take of water as a Constructing Authority. The notifications are required to be submitted 10 business days in advance of the take. The water is sourced from Council-owned assets (bores and dams) as well as privately-owned sources.

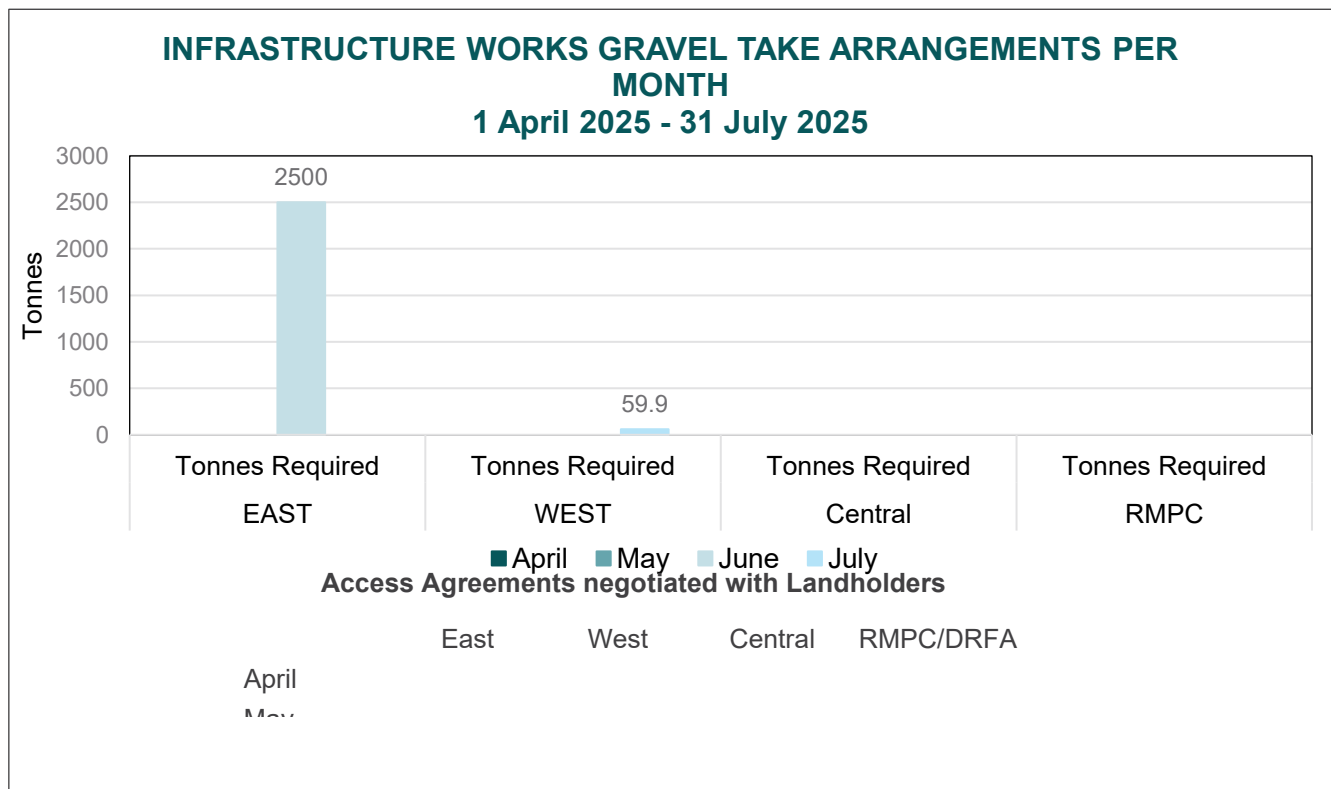


The chart below then details the number of notifications to the statutory authority and the access agreements negotiated with landholders. The access agreements are required for travel across private property to access state-owned water (rivers, creeks, etc) and also for access to private water sources and to document the grant of water to Council by landholders.



* Notifications made to the Department of Regional Development Manufacturing and Water for an exemption for the take of water as a Constructing Authority

^ Access agreements with landholders for entry to private property for the take of water



The chart above details the quantities of material (gravel) extracted across the region and the associated access agreements negotiated with landholders for the grant of the material and to travel across their land.

Traffic Counter Programme

Traffic counter placement management and processing of resulting traffic count data continued as programmed during the period. Ad-hoc traffic count requests were incorporated as required.

The table below details the locations that traffic counters were installed during the period and the respective installation dates. Resultant traffic count data is also detailed (average daily traffic and average vehicle speed). One aspect of note is the speed reduction measures in Bacon Street are proving effective with the average recorded speed (35.5 km/h) being less than the posted speed limit (40 km/h).

Traffic Counter Operations						
Street/Road	Chainage	Start Date	Finish Date	Average Daily Traffic	Average Speed	Heavy Vehicle %
Laglan Road	0.060	26/03/2025	12/05/2025	261.3	43.1	18
Dysart Bypass Road	1.600	26/03/2025	23/04/2025	119.0	69.7	35
Upper Flaggy Rock Road	0.400	26/03/2025	12/05/2025	24.4	48.4	23
Greenhill Road	0.080	26/03/2025	23/04/2025	572.3	48.4	19
Collaroy Tierawoomba Road	0.200	26/03/2025	12/05/2025	6.6	38.4	20
Bacon Street	0.380	26/03/2025	12/05/2025	1873.4	36.8	12
Mills Avenue	3.230	26/03/2025	12/05/2025	1399.6	50.9	12
Red Hill Road	0.310	26/03/2025	12/05/2025	921.9	85.1	32
Notch Point Road	0.100	26/03/2025	12/05/2025	123.1	58.5	20
Blair Athol Mine Road	0.160	26/03/2025	7/05/2025	217.7	59.9	30
Cape Palmerstone Road	0.050	26/03/2025	12/05/2025	87.7	43.4	43
Wumalgi Road	0.070	26/03/2025	12/05/2025	8.3	57.4	68
Manly Access Road	0.070	26/03/2025	12/05/2025	5.4	36.7	61
Barada Barna Road	0.130	26/03/2025	12/05/2025	359.0	84.9	33
Flaggy Rock Road	0.030	7/06/2023	2/08/2023	79.6	47.9	46
Russell Park Road	0.200	30/05/2025	27/06/2025	56.1	57.6	43
Moranbah Access Road	2.500	22/05/2025	7/06/2025	5479.5	108.4	30
Mount McLaren Road	19.500	23/05/2025	27/06/2025	37.5	66.1	46
Golden Downs Road	0.100	6/06/2025	27/06/2025	42.0	78.5	42
Rubyvale Road	0.200	27/05/2025	1/07/2025	1035.5	57.1	16
Peakvale Road	0.500	27/05/2025	1/07/2025	182.6	77.3	19
Percy Albert Drive	0.500	27/05/2025	1/07/2025	119.1	63.4	19
Moray Carmichael Boundary Road	0.100	20/05/2025	1/07/2025	110.0	46.7	45
Turrawulla Road	0.200	26/05/2025	7/07/2025	48.1	73.4	47
Connors River Collaroy Road	27.960	2/06/2025	7/07/2025	4.5	57.5	41
Lotus Creek Road	16.610	2/06/2025	7/07/2025	29.5	73.3	55
Lenton Street	0.150	2/06/2025	7/07/2025	151.4	41.2	16
Marshall Street	0.050	30/05/2025	6/06/2025	38.9	28.7	7
McCartney Street	0.120	2/06/2025	7/07/2025	48.1	30.7	16
Long Crescent	0.340	2/06/2025	7/07/2025	50.3	45.3	15
Saraji Road	0.200	2/06/2025	7/07/2025	2678.0	80.7	21

CONSULTATION FOR REPORT PREPARATION

The report's author consulted with the following Council officers in preparing this report:

- the IPTS Coordinator Natural Resources

- the IPTS Technical Officer
- the IPTS Asset and Planning Engineer
- the Director Engineering and Infrastructure

ACTION ACCOUNTABILITY

Report for noting department operational activities only.

KEY MESSAGES

The IPTS team provides regular operational updates consistent with its areas of responsibility to keep Council informed of ongoing and developing operational initiatives.

Report prepared by: GUY STEVENSON Co-ordinator Infrastructure Planning and Technical Services Date: 31 July 2025	Report authorised by: ROBERT PERNA Director Engineering and Infrastructure Date: 5 August 2025

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

- Nil

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Sean Robinson

AUTHOR POSITION

Manager Galilee and Bowen Basin Operations

9.23

COMPENSATION AGREEMENT ML70342

EXECUTIVE SUMMARY

The purpose of this report is for Council to consider the Compensation Agreement for Mining Lease ML70342 with Stanmore IP Coal Pty Ltd.

OFFICER'S RECOMMENDATION

That the Committee recommends to Council to:

- 1. Support the negotiation to enter into a compensation agreement for ML70342 with Stanmore IP Coal Pty Ltd in accordance with section 279 of the Mineral Resources Act 1989 (Qld) [MRA].**
- 2. Delegates authority to the Chief Executive Officer to negotiate, vary and execute the proposed Consent and Compensation Agreement in relation to ML70342 in accordance with section 279 of the Mineral Resources Act 1989 (Qld) [MRA].**

Resolution No.: E&I0845

Moved: Cr Simon West

Seconded: Cr Rachel Anderson

That the Committee recommends that Council:

- 1. Support the negotiation to enter into a compensation agreement for ML70342 with Stanmore IP Coal Pty Ltd in accordance with section 279 of the Mineral Resources Act 1989 (Qld) [MRA].**
- 2. Delegates authority to the Chief Executive Officer to negotiate, vary and execute the proposed Consent and Compensation Agreement in relation to ML70342 in accordance with section 279 of the Mineral Resources Act 1989 (Qld) [MRA].**

Carried

Note: The error message 'Error! Reference source not found.' on Page 50 is to be corrected.

BACKGROUND

Stanmore IP Coal Pty Ltd, as tenement holders of ML70342 advised Council that it had lodged an application to renew ML703425, a mining lease forming part of the Isaac Plains complex. ML70342 overlaps an unformed portion of Broadlea Road. In 2005, a compensation agreement relating to ML70342 was executed. However,

as this 2005 agreement did not provide for the renewal of the mining lease, Council Officers communicated to Stanmore that a new Compensation Agreement would be required.

To satisfy the requirements of section 279 of the MRA, Stanmore are required to enter into a new compensation agreement with Council for the surface area impact of ML70342 as Council is entitled to compensation under the MRA as the trustee of the unformed road reserve ["Compensation Area"].

Council have provided Stanmore with a draft Compensation Agreement based upon Council's standard template agreement. Council have foreshadowed that an independent Certified Practising Valuer is to be engaged for the purposes of determining compensation under the MRA and the valuation determined is to be inserted in clause 6.2 as the proposed compensation amount.

In addition to the payment of the compensation when ultimately determined, clause 16.5 of the draft Compensation Agreement requires Stanmore to pay Council's reasonable costs of preparation, negotiation and execution of the agreement.

IMPLICATIONS

The Applicants are required to pay Council the compensation amount.

Galilee & Bowen Basin Operations department to provide suitable resources in undertaking the execution and management of the agreement.

CONSULTATION

- Director Engineering & Infrastructure
- Manager Governance and Corporate Services
- Galilee & Bowen Basin Operations Officer
- Stanmore

BASIS FOR RECOMMENDATION

In accordance with the *Mineral Resources Act 1989*, Council is required to enter into a Compensation Agreement.

ACTION ACCOUNTABILITY

Manager Galilee and Bowen Basin Operations to ensure executed copies are returned to Stanmore and the compensation under the agreement and Council's costs are paid.

KEY MESSAGES

Plan, provide and maintain effective and sustainable road infrastructure to meet the needs of key economic and community activities

Report prepared by:

SEAN ROBINSON

Manager Galilee and Bowen Basin Operations

Date: 30 July 2025

Report authorised by:

ROBERT PERNA

Director Engineering and Infrastructure

Date: 5 August 2025

ATTACHMENTS

- CONFIDENTIAL Attachment 1 - Draft Compensation Agreement - ML70342

REFERENCE DOCUMENT

- Compensation Agreement and Consent ECM Doc ID 3892480

PAGES 366 TO 386 HAVE INTENTIONALLY BEEN REMOVED DUE TO CONFIDENTIAL REASONS

MEETING DETAILS

Ordinary Meeting

Wednesday 27 August 2025

AUTHOR

Amal Meegahawattage

AUTHOR POSITION

Manager Planning and Projects

9.24

WATER AND WASTE 2025-26 CAPITAL PROJECTS PROGRESS REPORT

EXECUTIVE SUMMARY

This report aims to update the Water and Waste Standing Committee and Council on the delivery of the Water and Waste 2025/26 Capital Works Program.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

- Receives and notes the monthly Water and Waste 2025/26 Capital Projects Progress Report.***

Resolution No.: W&W0585

Moved: Cr Rachel Anderson

Seconded: Cr Vern Russell

That the Committee recommends that Council:

- Receives and notes the monthly Water and Waste 2025/2026 Capital Projects Progress Summary Report.**

Carried

BACKGROUND

Regular updates on the financial and physical status of projects within the 2025/26 Water and Waste Capital Works program are crucial to keep Council informed about the program's progress and associated risks.

IMPLICATIONS

The attached Water and Waste 2025/26 Capital Projects Progress Summary provides an overview of the financial and physical status of all projects, with red indicating a projected cost overrun of over 10% or completion after June 2025, yellow indicating a cost overrun of 0-10%, and green indicating no issues. Brief commentary is provided to explain the status of each project. Larger and more complex projects are sometimes delivered over multiple financial years and the exact expenditure in each year may deviate from the annual budget due to variations in the delivery schedule. This can affect expenditure in each year without exceeding the total budgeted amount for the project.

COMPLIANCE

Compliance with the Water and Waste 2025/26 Capital Works Program is essential to meet the identified timeframes of the 2025/26 financial year.

KEY CAPITAL PROJECTS

1. CW222983 – Moranbah Water Treatment Plant Roof Replacement

This project involves replacing the roof of the 5.7ML water reservoir to protect the structure and extend its service life. The installation of the expansion seal gasket was completed in early May. During partial filling of the remediated reservoir, a couple of minor leaks and several other defects were identified. The contractor has rectified the outstanding items; however, the leaks persist.

Fixing the leaks requires additional equipment to clean under the steel lip, and the contractor has confirmed attendance to resume work on 30 July. Practical completion will not be issued until all defects are resolved to Council's satisfaction.

2. CW233155 – Clermont Water Treatment Plant Modernisation

This upgrade is essential to ensure the water supply continues to meet safe drinking water standards. In September 2024, the turbidity monitoring equipment was replaced with new analysers that meet current national testing requirements. The associated control panel upgrade has also been completed.

The next stage involves upgrading the chemical dosing system through a Design and Construct contract. Tender evaluation has been completed, and the project has been awarded to the selected contractor. A pre-start meeting was held on 22 July, with full project completion now expected by mid-2026.

3. CW243205 – Moranbah Rectification of Landfill Cell

This project aims to stabilise and rectify the Moranbah landfill cell to ensure ongoing compliance with environmental regulations. Geotechnical options were delivered by a specialist consultant in January 2025. Following consultation with the Director of Water and Waste, the Waste Management Department, and Governance, the Planning and Projects team proceeded to close out the geotechnical engagement.

The Project Management Consultant has since been engaged to assist with the tendering process for a Design and Construct contract. The tender was released in late May and closed on 29 July 2025 (after extension), with evaluation to commence shortly.

4. CW243185 – Moranbah Recycled Water Network

This multi-stage, multi-year project aims to improve recycled water management through the construction of new mains, staged irrigation infrastructure, and the installation of portable evaporators. Design works along Sarchedon Drive and Tallon Street are progressing.

Community consultation was undertaken in late April with local businesses, residents, and Councillors, with good engagement from representatives of local sporting clubs.

Design work by the appointed consultant commenced in February 2025. Site surveys were delayed due to wet weather but were completed in March. These delays affected resource planning and contributed to setbacks in finalising the design. The contractor has engaged with Barada Barna legal representatives for

early consultation ahead of a cultural heritage survey, and a response has been provided by IRC. The final design has been received and is currently under review, with Stage 1 (the subject project) construction scheduled for completion by January 2026.

Procurement planning for portable evaporators is ongoing, with unit costs ranging between \$300,000 and \$1.1 million. Initial site inspections in Mt Morgan raised concerns about noise levels associated with some models. Further evaluations, including a planned visit to Biloela, are being undertaken to assess alternative options.

5. CW243239/CW243240 – Carmila and Greenhill Landfill Capping

These two projects aim to ensure compliance through capping works at the Carmila and Greenhill landfill sites. Additional funding was allocated in the Quarter 2 budget review to support the completion of geotechnical testing and remaining design activities, ensuring all documentation was finalised within the current financial year. The subsequent design review resulted in a reduced project scope and an anticipated cost saving of approximately \$200,000 compared to earlier estimates. All design documentation is complete, and the construction tender is in progress, with a pre-submission site meeting held on 22 July.

6. CW253266 – Dysart Waste Management Facility Repurpose to Transfer Station

This project involves repurposing the Dysart landfill into a transfer station. An initial Design and Construct tender received a compliant but over-budget submission, with a subsequent bid also exceeding available funding. Following consultation with Waste Services, the project scope was revised to complete only the design component in the 2024/25 financial year, with construction deferred to 2025/26.

The design contract was awarded in March 2025. The preliminary design has been completed and approved by IRC, and the consultant is progressing with the detailed design. Procurement is planned for completion by the end of September, with construction to commence thereafter.

7. CW253273 / CW253274 – Carmila and St Lawrence Water Treatment Plant Upgrades

These multi-year projects will upgrade the chemical dosing, monitoring infrastructure, and SCADA systems at the Carmila and St Lawrence Water Treatment Plants.

Both upgrades will be bundled into a single Design and Construct contract with separable portions. Procurement documentation is being updated to offer greater flexibility for respondents, aiming to achieve value-for-money outcomes. This approach follows lessons learned from the Clermont WTP project in 2024, where submissions significantly exceeded forecast cost and time expectations.

Planning commenced in July 2024, with initial site investigations now completed. The Operations Team has finalised the Project Requirements document. The Project Manager is reviewing the scope, and procurement will commence soon, with construction activities scheduled through Q2 to Q4 of the 2025/26 financial year.

8. CW253275 – CORP Sewer Relining 2025

This project involves CCTV inspection and relining of targeted segments of the sewer network. The contract was awarded in January 2025. CCTV surveying commenced in late March and is currently underway, with 27 km completed out of the targeted 35 km. The footage is now with the Operations Team to confirm the final scope for relining.

An amount of \$600,000 was carried forward into the 2025/26 financial year for the relining works. The contract spans three years, allowing for staged delivery.

To ensure value for money, a three-month review period was included in the tender documents to allow the Operations Team to thoroughly assess the CCTV footage.

The contractor mobilised to start relining in Moranbah on 25 July.

9. CW253290 – Middlemount Water Network Augmentation

This project involves installing a new water main in Middlemount, with a drainage component along Nolan Drive included as a separable portion.

The contractor has completed water main location activities and cleared the alignment. All drainage construction works are complete. Water main installation is underway adjacent to the Middlemount WTP, with 670 m of 300 mm pipeline laid. Another 270 m of above-ground pipeline installation is scheduled to commence shortly. An overnight shutdown is planned on 31 July for cut in.

10. CW253277 – Moranbah Water Treatment Plant West & East High Lift Pumps

This project addresses the poor condition of existing pumps at the Moranbah Water Treatment Plant through remediation of the pump station and associated infrastructure. The works aim to improve the resilience of the water supply system and reduce the risk of service interruptions.

Overnight works were successfully completed on 21 May 2025 as part of the West High Lift Pump Station remediation. Preparation will now commence for the remediation of the East Tower diesel pump.

11. CW253278 – Moranbah WTP Drinking Water Compliance

This project involves installing turbidity analysers on the filters at the Bobby Plant and Main Plant at Moranbah Water Treatment Plant to enable automatic backwashing as part of a broader filter upgrade.

All turbidity analysers have been installed and commissioned on both plants. Operator training has been completed on the Main Plant. The Bobby Plant is pre-commissioned, and training will be conducted once operations commence. Commissioning of the Bobby Plant is planned for August. As-constructed drawings and manuals are to be provided by the supplier before practical completion.

12. CW233143 – CORP SCADA Upgrades

This multi-year project will upgrade the SCADA systems at various treatment plants in the region. The SCADA upgrade at Clermont Water Treatment Plant has been completed. The next stage includes installation at Nebo and Glenden Water Treatment Plants.

The project is progressing across multiple fronts. Building Our Regions funding completion is scheduled for March 2026. Contracts for Nebo and Glenden WTPs have been awarded, and on-site work is underway at Glenden. An additional \$140,000 in budget has been identified as necessary.

Procurement has commenced for an SD-WAN provider, with a strong focus on cybersecurity, redundancy, and support. Completion is forecast for late 2025 or early 2026. A recent meeting with the new Chief Information Officer and the IT team raised concerns about committing to a long-term arrangement in a rapidly evolving landscape. A 2 + 1 + 1 year contract structure was recommended, along with procurement of the full package and installation upfront. Scope documents are to be shared with stakeholders.

There is a slight delay in panel delivery due to manufacturing issues, although most equipment has been procured. Proportional positioners for filter outlets remain difficult and costly to source.

13. CW253254 – CORP Upgrade Mandalay Terminals

This project involves installing new Mandalay Terminals at all Waste Management Facilities except Clermont, which already received a terminal during the weighbridge upgrade. All 8 remaining sites will receive SCADA-integrated EFTPOS terminals.

The contract for rollout has been awarded and a pre-start meeting held. The terminals have been received by IRC and are stored with the ICT team in Moranbah. Installation will be carried out by IRC ICT personnel, with a draft schedule targeting completion by the end of August. Mandalay is currently programming the terminals, with dispatch expected in two weeks and installation planned for mid to late August.

National Australia Bank is progressing with new EFTPOS deployment, although coordination challenges remain. An additional \$15,000 in funding is required, to be transferred from Waste unallocated depreciation.

14. CW253276 – Moranbah Recycled Network Flow Measuring at Grosvenor Creek

This project involves installing a flow measuring device at Grosvenor Creek, Moranbah.

The contract for radar installation was awarded on 16 June. Surveyors have completed the creek cross-section survey to support calibration. The contractor is developing a draft design for a scope variation requested by Operations. Additional surveying under the bridge was completed and the contractor is exploring mounting options, with Operations preferring a slide-rail installation beneath the bridge for easier maintenance.

This change is expected to increase project costs, and completion is forecast for Q1 of the 2025/26 financial year.

15. CW222991/CW222992 – NBO / GLN WWTP SCADA Projects

These multi-year projects are planned for combined delivery. Following a revised SCADA delivery strategy, the projects were deferred to align with the new schedule.

Procurement documentation has commenced, with the Operations Team currently developing specifications. Construction is planned for Q2 to Q4 of the 2025/26 financial year. Forecast expenditure is above the current budget, based on the lowest 2023 submissions plus 15% cost escalation.

16. CW253279 - MMT and DYS - Drying Beds WTPs

This project involves remediation works at the sludge drying beds of the Middlemount (MMT) and Dysart (DYS) Water Treatment Plants. The procurement process has commenced, with tender documentation currently being developed. The tender is planned to be advertised in Q1 of the 2025/26 financial year, with construction delivery scheduled for completion by the end of Q2 2025/26.

17. CW253288 - MMT- WTP Clearwater Pump replacement

This project involves the remediation and replacement of the Clearwater lift pumps and associated equipment at the Middlemount Water Treatment Plant.

A purchase order was raised on 23 September 2024 to remediate the high lift pumps; however, there have been significant delays from the contractor in providing the program. Remediation of the RW pumps was eventually completed in October 2024, while works on the horizontal pump were to be scheduled in early 2025.

As of the end of July 2025, the project is 10% complete, with 7% of funding committed. Two new pumps have been ordered but had not yet arrived, and two additional motors are also required. Quotes for the motors are currently pending.

18. CW263391 MMT WTP upgrade

This multi-year project aims to improve compliance with the Drinking Water Quality Management Plan (DWQMP) and Risk Management Improvement Program (RMIP) by upgrading treatment processes and integrating modern remote monitoring technologies. It will address high-risk chlorine disinfection issues during colder conditions through improved contact time and raw water abstraction review. Upgrades also include enhancements to chemical dosing, clarification, and supernatant return control, with potential installation of turbidity meters and automated backwashing systems. Year 1 is planned to deliver the design works for the upgrade and GBA have been engaged as the design consultant.

19. CW263394 STL Weir plan - Identify & Repair Leak

This project involves investigating a suspected leak in the St Lawrence Weir to determine its source and extent. Based on the findings, an appropriate repair design will be developed to restore the weir's structural integrity and prevent ongoing water loss. A short-form Request for Quote (RFQ) has been submitted to Procurement for the investigation and design phase, with construction planned for the 2026/27 financial year.

20. CW263396/ CW263397 MBH Recycled Water Main & Plant Upgrade

These multi-year projects are the next stages of the ongoing Recycled Water project in MBH and involve the construction of a recycled water main in Tallon Street and an upgrade to the MBH Recycled Effluent Polishing Plant. The Sarchedon Drive Recycled Water Main project is already underway and these two projects will

compliment that initiative helping to treat the sewage effluent from Moranbah WWTP and distribute the treated recycled water so it can be used for the benefit of the community.

GBA have been engaged to provide support to these project given their existing involvement in Sarchedon Drive, engaging them for the next stages will support continuity, efficiency, and best value for money.

This financial year focuses on the design of these projects and procurement for the design component of both these projects has commenced.

21. CW263399 CLM WTP Replace backwash pipeline to lagoon

This project involves the design and replacement of the backwash pipeline to the lagoon at the Clermont Water Treatment Plant, as the existing pipeline has reached the end of its service life.

A design scoping meeting was held with contractors in early July, and the procurement process is currently underway.

22. CW263405 CORP WN Water Meters

This project involves replacing water meters that are at the end of their useful life to improve billing accuracy and water consumption tracking and billing. In the previous financial year, 450 meters were replaced in Moranbah. The current year's scope has been expanded to include the replacement of another 450 meters across the Isaac Region.

The procurement process is underway, with the Request for Quote currently out to market and closing on 13 August.

PROGRESS PHOTOS



Image 1: MMT WN Augmentation – installing standard bases & rock removal



Image 2: MMT WN Augmentation - Installing piers



Image 3: MMT WN Augmentation - Install inline thrust blocks



Image 4: MMT Sewer Pump Station 01 – Remediation of ABB Flow Meter



Image 6: Moranbah Sewer Pump Station 01 – Pump & NRV replacement

CONSULTATION

- Director Water and Waste
- Manager Operations and Maintenance
- Manager Waste Services
- Planning and Projects Capital Works Project Managers

BASIS FOR RECOMMENDATION

To provide Council with a clear monitoring tool to track capital works delivery for the Water and Waste Directorate by providing transparent and relevant reporting. This report will help identify and communicate any project delays, overspends and project risks.

ACTION ACCOUNTABILITY

The Managers and the Director of Water and Waste oversee the scoping, procurement, and completion of the projects identified within the 2025/26 Capital Projects Progress Summary spreadsheet. Furthermore, the appropriate Managers and the Director Water and Waste are held accountable for the delivery of the project stages which are completed within the identified timeframes.

KEY MESSAGES

That Council has open communication, oversight, and transparency of the Water and Waste 2025/26 Capital Works Program, to ensure Isaac will have effective and sustainable water and waste infrastructure that supports the needs of the region's communities and economic sectors.

Report prepared by:

AMAL MEEGAHAWATTAGE
Manager Planning and Projects

Date: 30 July 2025

Report authorised by:

SCOTT CASEY
Director Water and Waste

Date: 1 August 2025

ATTACHMENTS

- CONFIDENTIAL Attachment 1- WW Capital Projects Progress Summary Spreadsheet July 25

REFERENCE DOCUMENT

- Nil

PAGES 398 TO 400 HAVE INTENTIONALLY BEEN REMOVED DUE TO CONFIDENTIAL REASONS

MEETING DETAILS

Ordinary Meeting

Wednesday 27 August 2025

AUTHOR

Amal Meegahawattage

AUTHOR POSITION

Manager Planning and Projects

9.25

WATER AND WASTE 2024-25 CAPITAL PROJECTS SUMMARY REPORT

EXECUTIVE SUMMARY

This report provides the Water and Waste Standing Committee and Council with an update on the delivery status of the Water and Waste 2024/25 Capital Works Program, as at 30 June 2025. It offers a high-level overview of physical progress, financial status, and project performance across the program.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

- Receives and notes the Water and Waste 2024/25 Capital Projects Summary Report.***

Resolution No.: W&W08586

Moved: Cr Vern Russell

Seconded: Cr Rachel Anderson

That the Committee recommends that Council:

- Receives and notes the Water and Waste 2024/25 Capital Projects Summary Report.**

Carried

Note: The Director Water and Waste provided a verbal update on the 2024/25 capital project carry forwards.

The Manager Planning and Projects will include additional information in reporting moving forward to inform committee on the status of projects are behind schedule.

BACKGROUND

Regular updates on the financial and physical status of projects in the 2024/25 Water and Waste Capital Works Program have been provided throughout the year to inform Council of ongoing progress, emerging risks, and revised delivery targets.

This report presents a consolidated end-of-financial-year snapshot of progress across the full program, based on reporting data as at 30 June 2025.

CAPITAL PROJECTS PROGRESS

At the start of the financial year, a total of 49 projects were included in the approved Water and Waste Capital Works Program for 2024/25.

The status of these projects as at 30 June 2025 is summarised below in the follow categories:

Completed: 100% of construction works delivered

Nearly Complete: Over 95% of scope delivered, with only minor works remaining

On Track: Progressing according to revised schedule

Lacking Progress: Behind revised program milestones

Project Status (Construction)

- Completed: 24 projects (49%)
- Nearly Completed: 6 projects (12%)
- On Track (as per revised program): 13 projects (27%)
- Lacking Progress: 6 projects (12%)

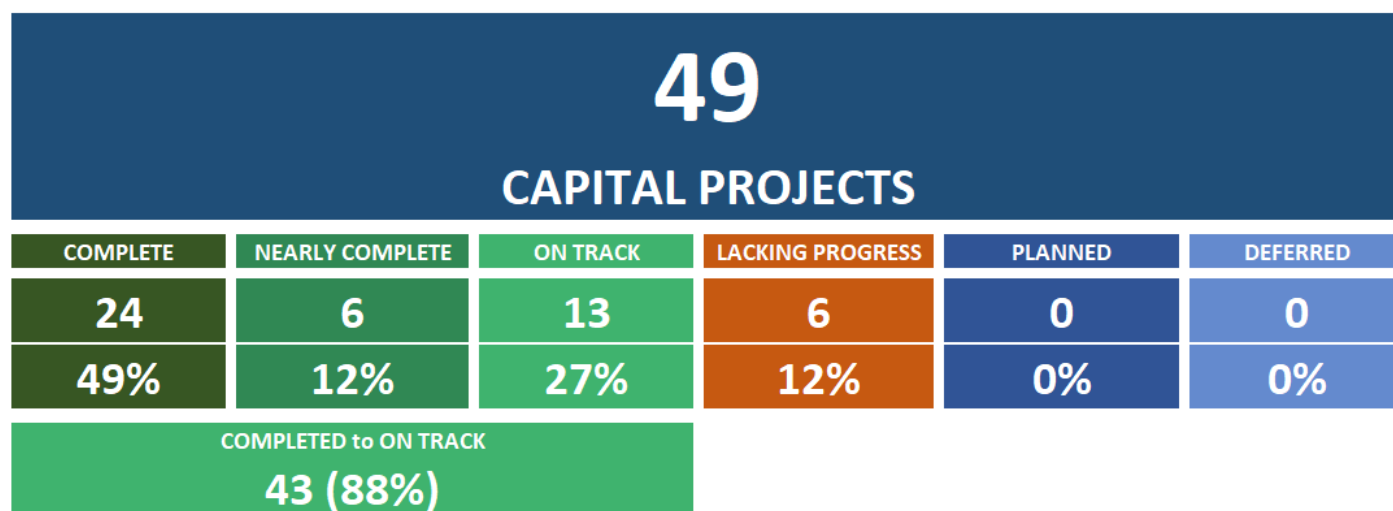


Figure 1: 2024/25 Capital Project Progress Snapshot

Overall, all 49 projects have commenced and have seen meaningful progress. Thirty (30) projects are either completed or nearly completed, representing 61% of the total program.

The remaining 19 projects have all progressed beyond initiation. Thirteen are on track for delivery under revised timelines, with the majority expected to reach completion by December 2025. A small number (6) remain at scoping or procurement stages and are scheduled for delivery across the 2025/26 financial year.

In terms of financial progress, 58% of the revised capital budget has been expended as at 30 June 2025. Including commitments, total expenditure reaches 93%.

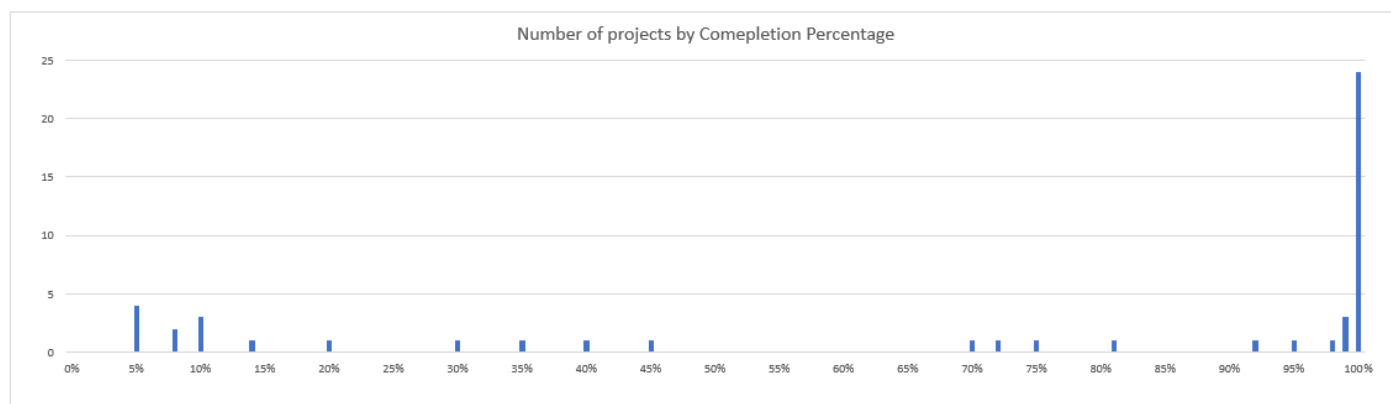


Figure 2: 2024/25 Capital Projects - Number of Projects by Completion Percentage

PROJECT STATUS DETAILS

Completed: 24 projects (49%)

1. CORP Sewer relining 2023/24
2. Moranbah Landfill Phase 2 Stage 2
3. Moranbah 400ML raw water dam - remediation
4. NBO Water Network Augmentation
5. CORP Manhole Rehabilitation
6. MBH WTP Filter Valve Replacement
7. ST LAW Water Storage & Raw Water Main
8. CLM WMF Weighbridge Installation
9. CORP Water Valve & Hydrant Replacement
10. CORP Bulk Water Meter Replacements
11. CORP WTP Emergent and / or Prog Renewals
12. CORP WWTP Emergent and / or Prog Renewal
13. MBH SPS Upgrades (Compliance ERA 63)
14. CORP Meters for Recycled Water Meters
15. CORP Lab equipment for treatment plants
16. GLN Landfill to Transfer Station
17. MMT Recycled Water Network
18. CAR Landfill Capping (design)
19. GNH Landfill Capping (design)
20. MMT WTP Disinfection upgrade
21. CORP Switchboards
22. GLN - WTP Turbidity Analyser on Filters

- 23. NBO WN Avdata
- 24. CLM Water Network Augmentation

Nearly Completed: 6 projects (12%)

These projects have completed more than 95% of their Scope of Works, with only minor tasks remaining:

1. CORP WTP clearwater tank upgrades
2. MBH WTP - roof replacement
3. MBH - WTP Drinking Water Compliance
4. CORP WWTP Emergent and / or Prog Renewal
5. CORP WN Water Meters
6. CORP WN Bulk Water Meter Replacements

On Track (as per revised program): 13 projects (27%)

Several of these projects experienced early delays due to procurement, resourcing, or scoping issues. Revised schedules were established and are now serving as the basis for progress tracking.

1. CORP SCADA Upgrades
2. CLM WTP Plant Modernisation
3. MBH - Recycled Water Network
4. MBH Rectification of Landfill Cell
5. CORP Meters for Recycled Water Meters
6. CORP Upgrade Mandalay Terminals
7. DYS WMF Repurpose to Transfer Station
8. CORP sewer relining 2025
9. MBH RN Flow measuring at Grosvenor Creek
10. MBH WTP West & East High Lift Pumps
11. CORP WTP Emergent and / or Prog Renewals
12. CORP Water Valve & Hydrant Replacement 2025
13. MMT WN Augmentation to water reservoir

Lacking Progress: 6 projects (12%)

These projects have experienced delivery delays and are currently behind schedule milestones. These projects will be monitored and actively managed in the 2025/6 program.

1. NBO WWTP SCADA project
2. GLN WWTP SCADA project
3. CAR - WTP Upgrade
4. STL - WTP Upgrade
5. MMT and DYS - Drying Beds WTPs

6. MMT- WTP Clearwater Pump replacement

IMPLICATIONS

Whilst this report outlines the financial and physical delivery status of all Water and Waste capital projects included in the 2024/25 Capital Works Program, it also provides a high-level perspective on the carryover component of the program.

As outlined in the earlier section of this report, project performance has been mixed, with overall delivery lagging behind that of the previous financial year. Several projects experienced delays, resulting in the extension of construction timelines into early 2025/26. Understandably, these delays have impacted the timely expenditure of allocated budgets across the Water, Wastewater, and Waste service areas, leading to a significant carryover of unspent funds into the 2025/26 financial year.

Despite these challenges, many of the projects carrying forward substantial funding are now progressing through key delivery phases. Notably, the St Lawrence and Carmila Water Treatment Plant upgrades have finalised scope and delivery specifications and are preparing to advance to procurement, with construction expected to commence in Quarter 2 of 2025/26. The Moranbah Landfill Cell #0 Rectification project has completed the tender process and will proceed to evaluation prior to contract award. Subject to a successful tender outcome and confirmation of the preferred contractor's program, the project is expected to move into construction shortly. The CORP Sewer Relining 2025 project has transitioned into construction, with a clearly defined scope for the relining of targeted sewer network segments, and physical works are already underway. Collectively, these and other carry-forward projects are expected to progress steadily through construction in the coming months. This will enable the gradual delivery of deferred expenditure and help mitigate the impacts of the delayed spending in FY2024/25.

To further manage the potential risks associated with overlapping workloads between carryover projects and new 2025/26 capital program initiatives, the Planning and Projects team has implemented a strategic workload balancing approach. This includes reassigning responsibilities among internal project managers and engaging external engineering consultancies to support planning, design, and construction supervision for selected projects. These measures are intended to ensure timely and effective delivery of both carry-forward and newly approved projects, while also reducing the pressure on internal delivery resources.

COMPLIANCE

Compliance with the Water and Waste Capital Works Program provides essential investment to maintain and enhance service delivery in both the water and waste service areas.

BENEFITS

The report provides Council with a clear summary of the 2024/25 Capital Program's year-end status. It enables transparency of progress, risks, and delays, allowing for early interventions and more informed decision-making.

CONSULTATION

- Director Water and Waste
- Manager Operations and Maintenance
- Manager Waste Services
- Planning & Project Department Project Managers
- Executive Leadership Team (ELT)

BASIS FOR RECOMMENDATION

This report supports improved governance and transparency by providing consistent reporting on the Water and Waste Capital Program. It also enables early identification of delivery risks and project performance concerns.

ACTION ACCOUNTABILITY

The Managers and Director of Water and Waste are responsible for the scoping, procurement, and delivery of projects within the 2024/25 Capital Works Program. They are accountable for ensuring that delivery milestones are met and that performance is reported accurately.

KEY MESSAGES

That Council has open communication, oversight, and transparency of the Water and Waste 2024/25 Capital Works Program, to ensure Isaac will have effective and sustainable water and waste infrastructure that supports the needs of the region’s communities and economic sectors.

Report prepared by: AMAL MEEGAHAWATTAGE Manager Planning and Projects Date: 30 July 2025	Report authorised by: SCOTT CASEY Director Water and Waste Date: 1 August 2025

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

- Nil

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Stephen Wagner

AUTHOR POSITION

Manager Operations and Maintenance Water and Wastewater

9.26

SAPSORB WATER SERVICES PTY LTD

EXECUTIVE SUMMARY

The purpose of this report is to seek Council's approval to extend the recently expired contract arrangement with Sapsorb Water Services for the supply of a Water and Wastewater contract Operator for St Lawrence and Carmila, as an exception to the competitive bidding requirements of the Local Government Regulations 2012 for medium or large sized contractual arrangements.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

- 1. Endorses extensions of the contract with Sapsorb Water Services Pty Ltd for candidate Sydney Weller, until further notice, and in so doing;*
- 2. Resolves that in accordance with section 235 (b) of the Local Government Regulations (2012), it is impractical for the Council to invite quotes, due to the specialised nature of the services arrangement;*
- 3. Authorise the Chief Executive Officer to negotiate, execute and vary the contract as required, with Sapsorb Water Services Pty Ltd, as detailed in Clause 1 & 2 above.*

Resolution No.: W&W0587

Moved: Cr Rachel Anderson

Seconded: Cr Vern Russell

That the Committee recommends that Council:

1. Endorses extensions of the contract with Sapsorb Water Services Pty Ltd for candidate Sydney Weller, until further notice, and in so doing;
2. Resolves that in accordance with section 235 (b) of the Local Government Regulations (2012), it is impractical for the Council to invite quotes, due to the specialised nature of the services arrangement;
3. Authorise the Chief Executive Officer to negotiate, execute and vary the contract as required, with Sapsorb Water Services Pty Ltd, as detailed in Clause 1 & 2 above.

Carried

BACKGROUND

In December 2024, the full-time Water Treatment Plant Operator at the St Lawrence/Camila sites tendered their resignation. Recruitment efforts commenced immediately; however, no suitable applicants have been identified to date.

In January 2025, a labour hire consultancy specialising in water treatment operations, Sapsorb, successfully tendered and placed a contract operator on-site for an initial six-month period. Since his commencement, the contract operator has proactively integrated both himself and his family into the local community. He has embraced the opportunity to support the region and has significantly enhanced the performance and day-to-day operations of both treatment plants.

His comprehensive understanding of the operational challenges specific to these facilities has proven invaluable, and his contributions continue to support the stability and efficiency of service delivery during this transitional period.

Local Government Regulation 2012 s235 (b) state as follows:

A local government may enter into a medium-sized contractual arrangement or large-sized contractual arrangement without first inviting written quotes or tenders if—

(b) the local government resolves that, because of the specialised or confidential nature of the services that are sought, it would be impractical or disadvantageous for the local government to invite quotes or tenders;

The St Lawrence and Carmila Water Treatment Plants are budgeted and scheduled for upgrades 25/26 which will allow for a different operational model to be implemented. This report is to secure the extension of the present operator through the existing treatment plant labour hire consultancy firm Sapsorb until further notice/finalisation of the plant upgrades, and a re-evaluation of the operational model can be carried out.

The approval of an ongoing extension of the agreement is currently the best value for money and mitigation of risk for Council.

IMPLICATIONS

Risk –The risk is that there will be no permanent and engaged qualified Water Treatment Plant Operator for St Lawrence & Carmila Water Treatment Plants to ensure the delivery of safe and reliable water to the St Lawrence and Carmila communities. Without extension of the contract, Council will need to go back out to tender again which will leave a period that the position has no dedicated treatment plant operator. This would require cover from another IRC operator for St Lawrence leaving vacancy in another location.

Financial – No variation to the existing budgeted position.

Service Levels – Sydney Weller, from Sapsorb Water Services Pty Ltd, has provided sound service to Council in the past 6 months; he has only continued to improve on his knowledge and service delivery throughout this period.

CONSULTATION

- Director of Water and Waste
- Manager Contracts and Procurement
- Water and Waste Staff

BASIS FOR RECOMMENDATION

The initial procurement of the labour hire of Sydney Weller, Sapsorb Water Services Pty Ltd, was via inviting 3 suppliers to quote in which only Sapsorb responded. The extension of the contract provides for a practical approach to the operations of the St Lawrence and Carmila Water Treatment Plants and the continuation of service whilst ensuring good value for Council and the community.

ACTION ACCOUNTABILITY

Purchase Orders are to be raised by the Water and Waste team and approved by the Contracts and Procurement team for extensions of the original contract for Sydney Weller, should the recommendation be approved.

KEY MESSAGES

- Council is committed to transparent decision making and ensuring it meets legislative requirements and procurement probity.
- Council demonstrates a logical, well informed, and compliant approach to corporate electronic systems.
- Council is committed to providing a high level of service with a consistent efficient approach.

Report prepared by: Stephen Wagner Manager Operations and Maintenance Water and Wastewater Date: 23 July 2025	Report authorised by: Scott Casey Director Water and Waste Date: 1 August 2025

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

- Nil

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Lisa Tonkin

AUTHOR POSITION

Manager Business Services

9.27

WATER AND SEWERAGE CONNECTIONS, DISCONNECTIONS AND BILLING POLICY

EXECUTIVE SUMMARY

The purpose of this report is to present the updated Water and Sewerage Connections, Disconnections and Billing Policy for adoption and seek endorsement to repeal the Water Meter Reading and Billing Policy.

OFFICER'S RECOMMENDATION

That the Committee recommends to Council to:

- 1. Adopt the updated Water and Sewerage Connections, Disconnections and Billing Policy (CORP-POL-085).**
- 2. Repeal the Water Meter Reading and Billing Policy (WW-POL-084).**

Resolution No.: W&W0588

Moved: Cr Vern Russell

Seconded: Cr Rachel Anderson

That the Committee recommends that Council:

- 1. Adopt the updated Water and Sewerage Connections, Disconnections and Billing Policy (CORP-POL-085).**
- 2. Repeal the Water Meter reading and Billing Policy (WW-POL-084).**

Carried

BACKGROUND

The Water and Sewerage Connections and Disconnections Policy (CORP-POL-085) was adopted by Isaac Regional Council (Council) in May 2024 (Resolution Number 8754) to define how the Water and Waste Directorate (W&W) will manage requests from property owners to connect to or disconnect from our water and/or sewer network.

With consideration to the Water Rates Review outcomes, an assessment to ensure CORP-POL-085 remained up to date with current and future practices was completed and the following notable changes are proposed:

1. Adding the pertinent information from the Water Meter Reading and Billing Policy (WW-POL-084) to ultimately repeal WW-POL-084.
 - a. Both policies contain similar information and, in some instances, repeat the same content. This change will ensure all information related to a water connection, including the associated meter reading and billing advice, can be found in one (1) place.
2. Updating the definitions to include Separate Fire Service and Combined Fire Service.
 - a. This change will ensure Council has a clear policy position on the definition of a Separate Fire Service and Combined Fire Service to align to the water rates fee structure effective 1 July 2026.
3. Adding the terms under which a property owner can change the size of their water meter.
 - a. A process to consider these requests needs to be documented to ensure Council can support property owners but also ensure requested changes do not diminish the property owner's obligations regarding firefighting equipment.
4. Changing the Policy name to align to the additional content.
5. Minor formatting and punctuation.

IMPLICATIONS

A review of the Water and Sewerage Connections and Disconnections Policy was undertaken to ensure it aligned to the Water Rates Review outcomes and several gaps were identified.

The changes proposed are recommended to provide clarity and ensure applications to change a water meter size can be considered in a timely manner for property owners and Council officers.

The following documents will be reviewed and/or created in line with the proposed changes:

- Application for Water Connection/Disconnection/Change Meter Size Form (WW-FRM-272)
- Water Meter Reading Process Internal Guideline (WW-GDS-162)
- Internal Water Meter Reading Process Checklist (WW-CLT-081)
- Temporary Appointment of Contract Water Meter Readers Procedure (CORP-PRO-017)
- Hydraulic Review Form (new)

CONSULTATION

- Corporate Governance Department
- Director Water and Waste
- Program Leader – Compliance and IMS
- Program Leader – Customer Administration and Business
- Project Administration Officer
- Community Education and Compliance Department
- Manager Operations and Maintenance
- Manager Planning and Projects

- Network Supervisor

BASIS FOR RECOMMENDATION

The new Water and Sewerage Connections, Disconnections and Billing Policy has been updated to ensure it conforms to Council's current practices, legislation and related documents.

ACTION ACCOUNTABILITY

Manager Business Services to ensure approved documents are registered through Corporate Governance and made available on Council's public website, as applicable.

KEY MESSAGES

The new Water and Sewerage Connections, Disconnections and Billing Policy has been updated to ensure it is up to date, relevant and follows best practice.

Report prepared by:	Report authorised by:
LISA TONKIN	SCOTT CASEY
Manager Business Services	Director Water and Waste
Date: 21 July 2025	Date: 1 August 2025

ATTACHMENTS

- Attachment 1 - Water and Sewerage Connections, Disconnections and Billing Policy (tracked)
- Attachment 2 - Water and Sewerage Connections, Disconnections and Billing Policy (pdf)
- Attachment 3 – Water Meter Reading and Billing Policy

REFERENCE DOCUMENT

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WATER AND SEWERAGE CONNECTIONS, DISCONNECTIONS AND BILLING

APPROVALS

POLICY NUMBER	CORP-POL-085	DOC.ID	3536127
CATEGORY	Community		
POLICY OWNER	Water and Waste		
APPROVAL DATE	28 May 2024	RESOLUTION NUMBER	8754

DRAFT

OBJECTIVE

This Policy aims to:

- Protect the health and safety of the community by ensuring appropriate water and sewerage connection standards and practices;
- Ensure water and sewerage services support regional growth;
- Inform customers of Council's commitments and customers' responsibilities for connecting to Council's water and sewerage networks;
- Define how council reads, calculates and applies charges relevant to the consumption of water; and
- Ensure all connections and associated charges comply with appropriate Acts and Regulations.

SCOPE

This Policy applies to any business or individual who intends to connect to, or disconnect from, Council's water and sewerage infrastructure. The specific issues and activities governed by this policy are:

- Connection to / Disconnection from Council Water and Sewerage networks;
- Changing the installed Water Meter Size;
- Sub-metering requirements; and
- Water meter reading and billing requirements.

DEFINITIONS

TERM / ACRONYM

MEANING

AMR	Automatic Meter Reader. This is the device attached to each individual meter that allows the water usage to be automatically uploaded to Council's system.
Australian Drinking Water Guidelines / ADWG	The Australian Drinking Water Guidelines set out the health and aesthetic standards that the drinking water we supply is required to comply to in order to ensure that it is safe to drink.
Authorised Person	An Authorised Person means any person appointed by the Council under: • Chapter 8, Part 2A, section 973, of the <i>Water Act 2000</i>; • Chapter 6, Part 6, section 202, of the <i>Local Government Act 2009</i>; or

Chapter 2, Part 3, section 45, of the *Water Supply (Safety and Reliability) Act 2008*

Council	Isaac Regional Council.
Combined Fire Service	A single meter which combines the supply of water for a property for both their regular water usage and for the purpose of firefighting.
Customer	A customer is any consumer of Council's water and sewerage products and/or services.
Consumption	The amount of water consumed during a given period which is measured in kilolitres (kL) to calculate water usage.
Consumption Charge	The basis for charging for each kilolitre (kL) of water used, as set out in Council's Revenue Statement each year.
Flow Test	A Flow Test is undertaken to ensure sufficient supply and pressure to a proposed connection. The test involves physically flowing water through a flow meter equipped with a pressure gauge to measure the available water flow and pressure.
Hydraulic Review	A hydraulic review assesses a property's water use requirements to determine the proposed water meter size.
Network analysis	A Network Analysis is carried out using a hydraulic model to ensure sufficient supply and pressure to a proposed connection. The pressures and flows provided by the analysis are indicative only and are derived by theoretical network analysis for normal summer operating conditions.
Products & Services	Products and services provided by Council include, but are not limited to: • Provision of water to ADWG: – Installation of new service connections. – Repairs to service line connections. – Water meter testing. – Removal of service connections. – Replacement of stolen water meters. – Relocation of service connection points.

- Provision of reticulated wastewater services including wastewater treatment and by-product disposal.
- Provision of treated effluent (recycled water) and biosolids for reuse purposes.
- Provision of information.
- Water and Wastewater location plans:
 - Water meter readings at request.
 - Physical location of water mains.
 - Physical location of sewer mains.
 - Inspection of sewers before and after construction of structures.
- Inspection of wastewater infrastructure sub-divisional works.

Property End Use	The type of property being serviced by Council, which may include residential house, multiple occupancy, commercial, industrial or mixed use.
Property owner	The owner or owners of the subject property. The organisation or person/s registered to be the owner of the connected premises. An owner is the registered proprietor of land under the provisions of the Land Title Act 1994; the lessee or licensee of the land under the Land Act 1994; a person who has lawful control of the land; or a person who is entitled to receive rents and profits from the land. Includes the occupier of the land, i.e. a person who is in charge of the land, but not a tenant occupier, e.g. an occupier of residential or commercial premises under a tenancy or similar agreement.
QFES	Queensland Fire and Emergency Services.
Separate Fire Service	A separate fire service is a dedicated standpipe water connection for a property for the sole purpose of firefighting.
Sub-Metering	The installation of individual water meters to measure water consumption to individual houses, units, flats or apartments that form part of a multiple unit premises.
Water Meter	A device, including an AMR or any equipment related to the device, for measuring the volume of

	water supplied to a property and installed on infrastructure that supplies retail water services at that property.
Water Notice	A summary statement providing a list of charges for services provided by Council that are due and payable.
Water Supply Service Area	In terms of the <i>Water Supply (Safety and Reliability) Act 2008</i> , Part 5, section 161, a Local Government may, by resolution, declare – 2. a) all or part of its local government area to be a service area for a retail water service or sewerage service; and b) the service provider for the service area. 3. A local government may, by resolution, amend the declaration by adding an area to, or removing an area from, the service area.

POLICY STATEMENT

WATER AND SEWER CONNECTION

Council is committed to ensuring that connections to, or extensions of, the water and sewer networks meet Australian Standards, support population growth, and protect the health and safety of the community.

Council is committed to:

- Connecting a property owner's premise that is within Council's designated water supply service area and/or sewerage infrastructure service area when requested.
- Assessing an application for a water, sewer or fire service connection and responding to the property owner according to the Water and Waste Customer Service Standards.
- Advising property owners applying to connect to Council's water supply and/or sewer infrastructure of the fees and charges upon assessment of the application.
- Publishing standard connection fees information and updating the Schedule of Fees and Charges annually.
- Advising property owners applying to connect to Council's water supply, firefighting and/or sewer infrastructure if a standard connection is not available at the nominated location based on Council's assessment of the application and providing an estimate of the costs required to connect.
- Providing an offer to connect that informs applicants of:
 - The type of connection available.
 - The type of service available to the property once it has been connected.

- The required fees and charges payable for the type of connection.
- The construction program associated with the design and construction of the connection, including timeframes.
- Any approvals the property owner is required to obtain and any preconditions for Council to do the work.
- Any post-construction requirements.
- After payment has been received from the property owner, constructing/activating or disconnecting the service within Council's established timeframes, as set out in the Water and Waste Customer Standards Policy. Connections which require extension or upgrade of the network may take longer in the construction phase because they are dependent on extension or upgrade works separate to the connection works.
- Not disconnecting a property where it is known, or suspected, by Council, that there is a person or persons living lawfully or unlawfully in the premises.

Property owners requesting to connect to Council's water or sewer network are required to:

- Formally request to be connected using Council's relevant application form.
- Nominate the size of the water service they would like installed. Council can advise of the most suitable size and in some circumstances will need to nominate a minimum or maximum size to suit the property owner's needs to conform to Council's operational or infrastructure requirements.
- For fire service applications, provide the results of a Flow Test or Network Analysis with their application. The construction of the internal fire system is required to be based on the results of the Flow Test or Network Analysis.
- Pay the relevant connection fee.

All new water supply connections will be metered.

Council will not accept applications for connection or disconnection from any party other than the owner of the property or a person authorised by the owner of the property.

WATER AND SEWER DISCONNECTIONS

If a water or sewer service is no longer required only Council can carry out the works including disconnecting at the water main, and the removal of the meter and meter assembly. Property owners are required to formally request to be disconnected using Council's relevant application form.

CHANGING SIZE OF IN-SERVICE WATER METERS

Property owners can contact a licensed plumber to complete a hydraulic review of their current metering arrangements. A hydraulic review assesses a property's water usage requirements to determine if the property can downsize to a smaller water meter and therefore pay a lower access charge.

Council will not accept applications for change of a meter size from any party other than the owner of the property or a person authorised by the owner of the property.

Council complies with any requirement or scheme established under the relevant water legislation in Queensland.

Owners of General Rate Categories 1 to 2 that are requesting an In-Service Water Meter to be changed in size are required to complete an “Application for Water Connection / Disconnection / Meter Size Change” (WW-FRM-272).

Owners of General Rate Categories 3 to 8 that are requesting an In-Service Water Meter to be changed in size are required to complete the following:

- Engage a Licensed Plumber to conduct a hydraulic review of their metering and water arrangements on the property, and have the Licensed Plumber complete Section 1 of the Hydraulic Review Form (WW-FRM-638); and,
- Submit the Hydraulic Review Form with a completed Application for Water Connection / Disconnection / Meter Size Change to Council for assessment.

If the application is not compliant with the applicable Acts and Regulations the property owner will be advised in writing.

Owners of General Rate Categories from 9 to 58 are required to engage a recognised professional hydraulic engineer to complete a hydraulic review of their metering and water arrangements. Council also requires an inspection to be completed on the property by the hydraulic engineer regarding fire systems that may be required on the property. If the hydraulic review and inspection show that it is feasible to change the size of the In-service Water meter:

- The owner must complete and submit an Application for Water Connection / Disconnection / Meter Size Change; and
- Attach the completed Hydraulic Review Form to the application form.

If the application is not compliant with the applicable Acts and Regulations the property owner will be advised in writing.

Sub-Metering

- An in-service water meter is to remain in situ if sub meters are to be installed.
- If the owner of a property considers that the existing in-service water meter is of the incorrect size the process outlined in the above section of this policy “Changing size of in-service water meters” must be completed.
- The installation of sub meters after Council’s in-service water meter is to be carried out by a licenced plumber at the owner’s cost. The appropriate application must be completed before any work is commenced.
- Council is responsible for reading the in-service water meters only.

WATER METER READING AND BILLING

Accessing the Meter

An authorised person may enter a customer's property at any reasonable time (section 37 of the *Water Supply (Safety and Reliability) Act 2008*) without prior notice to carry out any of the following activities:

- Read a meter.
- Check the accuracy of a meter.
- Maintain or replace a meter.

To assist in accessing and reading the meter, customers are required to ensure that:

- A clear space of at least 3300 millimetres horizontally and 1,200 millimetres vertically is maintained, around any of Council's meters on the customers premises.
- There is always easy and safe access to the meter.
- A branch or fitting to a property water supply connection is not connected within one meter of Council's meters, except with Council's approval.
- They notify Council of damaged or malfunctioning meters.
- They notify Council if they have a dog that may hinder the ability to access the meter.

Routine Meter Reads

Where possible, all water notices for consumption are calculated based on the information supplied through an AMR or a manual/physical meter reading to determine the water usage over a given period. For customers who do not have an AMR installed, Council will take all reasonable steps to manually read the water meter at each customers property every six (6) months.

It is the responsibility of the property owner to ensure the water meter is accessible for reading, or if not possible, when requested, will make arrangements with Council to supply a reading to enable accurate billing.

In accordance with Section 102 of the *Local Government Regulations 2012*, water meters are taken to have been read during the period that starts two (2) weeks before and ends two (2) weeks after, the day on which the water meters are actually read as per the Council Revenue Statement.

Estimated Water Use

While Council will use its best endeavours to ensure metering data is obtained, occasionally Council may be required to estimate the reading. A customer's water notice will clearly indicate whether the billed water consumption has been based on an estimate of water used rather than a meter reading and provide the reason for the estimate.

Council will base the customers consumption charge on a reasonable estimate by using one of the following approaches:

- Referring to an average consumption in previous period.

- Referring to the consumption for the same time period of the previous year for the premise.
- On a basis agreed with the customer.

Customers can contact Council for further information on the basis of the estimate and the reason for the estimate.

Council will provide customers with a revised consumption total if it is found that the estimate was not reasonable having regard to a subsequent and accurate meter reading.

Council will ensure that an estimation of water does not happen in two (2) or more consecutive billing cycles, without reasonable justification, such as access to the meter not being available at the property.

If the customer believes that their consumption charge is inaccurate due to a faulty meter or unreasonable estimation, they may request a special meter reading or meter test to verify the consumption charged on their water notice.

Testing the Meter

In cases where water charges have been levied when the meter is suspected by the customer of being faulty, Council will test the meter, at the customer's request and at a time suitable to all parties. A meter is considered to be faulty if the test shows it is outside the margin specified in the Meter Test Fee included in the current financial year Schedule of Fees and Charges.

The customer is required to pay the Meter Test Fee as per the current financial year Schedule of Fees and Charges prior to the meter test being carried out.

If on test the meter is found to be faulty to the detriment of the customer, Council will:

- Refund to the customer the charge levied for testing the meter.
- Write off the overcharged proportion of the customer's current water consumption account and issue a corrected water account (up to twelve (12) months retrospectively).
- Remove the faulty meter and replace it with a new meter.

If the meter is found, on test, to be faulty to the detriment of Council (e.g. the meter is reading lower than it should and the customer has been undercharged for their consumption), the water notices originally supplied will stand for that billing period. Council will not seek to collect any undercharged amounts incurred during this billing cycle from the customer. The Meter Test Fee will be refunded to the customer, and the faulty meter will be removed and replaced with a new meter at no cost to the customer.

The customer or a representative of the customer will be required to sign the meter test form as an acknowledgement of the test results.

The customer will be advised of the outcome of a water meter test within ten (10) working days from the date Council receives a completed application and payment from the customer.

Meter Replacement

Council will replace a meter at no cost to the customer if the meter is:

- found to be faulty (if it is registering outside the prescribed margin and unable to be repaired), or
- is part of a meter replacement program.

Damaged Water Meters

If a water meter is damaged, the customer must notify Council immediately. While the water meter remains the property of Council, property owners/customers are responsible for the water meter and if damaged in any way and by any cause regardless of intent, the customer will incur a fee for repair or replacement as outlined in the current financial year Schedule of Fees and Charges.

Theft of Water or the Meter

Water mains, fire hydrants and water meters belong to Council. It is illegal to:

- Use an unauthorised connection to Council's water supply.
- Use an unmetered water supply without Council approval.
- Remove the locking pin on a locked and tagged water pipe.
- Use a fire service for anything other than testing, a fire drill or fighting a fire.
- Tamper with a meter.
- Steal a meter.

Theft of water from one property to another property is a civil matter and is not covered under this policy.

Water Billing

Council is committed to:

- Issuing timely and accurate water notices.
- Ensuring customers have a range of convenient options to make their payment and these options are listed on the water notice.
- Ensuring disputed amounts are promptly investigated and no debt recovery action is taken against a customer until an outcome is reached.
- Adjusting an account from a billing period when the customer has notified us that a change to property end-use or connections has occurred. Undercharged amounts due to information not being promptly supplied will be back billed to the customer.

Council's water supply service customers are required to:

- Pay the account on or before the payment term of thirty (30) days after the water notice has been issued or notify Council if there is any dispute or financial difficulty affecting the customer's capacity to pay.
- Ensure that the customer contact information is up to date.

- Advise Council immediately if there are any changes to the property end-use or type of connections, ensuring relevant service applications have been made with Council.

Water usage will be calculated for each individual meter twice per financial year and consumption charges will be retrospectively charged on the water bill based on the billing periods end dates within each financial years Revenue Statement.

LEGISLATIONS AND RELATED GUIDELINES

- *Water Supply (Safety and Reliability) Act 2008*
- *Water Act 2000*
- *Local Government Regulation 2012*
- *Local Government Act 2009*
- *Planning Act 2016*
- *Building Act 1975*
- *Plumbing and Drainage Act 2018*
- *Sustainable Planning Regulation 2009*
- *Building Code of Australia (E1.3)*
- *Australian Standard AS 2419 Fire Hydrant Installations - System Design, Installation and Commissioning*
- *Isaac Regional Council Schedule of Fees and Charges*
- *Isaac Regional Council Revenue Statement*
- *Isaac Regional Council Water and Waste Customer Service Standards*

REFERENCES

ID	NAME
WW-POL-046	Concealed Leak Remission Policy
WW-PRO-004	Concealed Leak Remission Procedure
WW-POL-108	Water Supply and Wastewater Service Complaints Policy
WW-FRM-272	Application for Water Connection / Disconnection / Meter Size Change
WW-FRM-329	Application for Sewerage Connection/Disconnection
WW-FRM-638	Hydraulic Review Form
WW-MISC-181	Water and Waste Customer Service Standards

WATER AND SEWERAGE CONNECTIONS, DISCONNECTIONS AND BILLING

APPROVALS

POLICY NUMBER	CORP-POL-085	DOC.ID	3536127
CATEGORY	Community		
POLICY OWNER	Water and Waste		
APPROVAL DATE	28 May 2024	RESOLUTION NUMBER	8754

DRAFT

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POLICY STATEMENT

WATER AND SEWER CONNECTION

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- Assessing an application for a water, sewer or fire service connection and responding to the property owner according to the Water and Waste Customer Service Standards.
- Advising property owners applying to connect to Council's water supply and/or sewer infrastructure of the fees and charges upon assessment of the application.
- Publishing standard connection fees information and updating the Schedule of Fees and Charges annually.
- Advising property owners applying to connect to Council's water supply, firefighting and/or sewer infrastructure if a standard connection is not available at the nominated location based on Council's assessment of the application and providing an estimate of the costs required to connect.
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 - The type of connection available.
 - The type of service available to the property once it has been connected.

- The required fees and charges payable for the type of connection.
- The construction program associated with the design and construction of the connection, including timeframes.
- Any approvals the property owner is required to obtain and any preconditions for Council to do the work.
- Any post-construction requirements.
- After payment has been received from the property owner, constructing/activating or disconnecting the service within Council's established timeframes, as set out in the Water and Waste Customer Standards Policy. Connections which require extension or upgrade of the network may take longer in the construction phase because they are dependent on extension or upgrade works separate to the connection works.
- Not disconnecting a property where it is known, or suspected, by Council, that there is a person or persons living lawfully or unlawfully in the premises.

Property owners requesting to connect to Council's water or sewer network are required to:

- Formally request to be connected using Council's relevant application form.
- Nominate the size of the water service they would like installed. Council can advise of the most suitable size and in some circumstances will need to nominate a minimum or maximum size to suit the property owner's needs to conform to Council's operational or infrastructure requirements.
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- Pay the relevant connection fee.

All new water supply connections will be metered.

Council will not accept applications for connection or disconnection from any party other than the owner of the property or a person authorised by the owner of the property.

WATER AND SEWER DISCONNECTIONS

If a water or sewer service is no longer required only Council can carry out the works including disconnecting at the water main, and the removal of the meter and meter assembly. Property owners are required to formally request to be disconnected using Council's relevant application form.

CHANGING SIZE OF IN-SERVICE WATER METERS

Property owners can contact a licensed plumber to complete a hydraulic review of their current metering arrangements. A hydraulic review assesses a property's water usage requirements to determine if the property can downsize to a smaller water meter and therefore pay a lower access charge.

Council will not accept applications for change of a meter size from any party other than the owner of the property or a person authorised by the owner of the property.

Council complies with any requirement or scheme established under the relevant water legislation in Queensland.

Owners of General Rate Categories 1 to 2 that are requesting an In-Service Water Meter to be changed in size are required to complete an “Application for Water Connection / Disconnection / Meter Size Change” (WW-FRM-272).

Owners of General Rate Categories 3 to 8 that are requesting an In-Service Water Meter to be changed in size are required to complete the following:

- Engage a Licensed Plumber to conduct a hydraulic review of their metering and water arrangements on the property, and have the Licensed Plumber complete Section 1 of the Hydraulic Review Form (WW-FRM-638); and,
- Submit the Hydraulic Review Form with a completed Application for Water Connection / Disconnection / Meter Size Change to Council for assessment.

If the application is not compliant with the applicable Acts and Regulations the property owner will be advised in writing.

Owners of General Rate Categories from 9 to 58 are required to engage a recognised professional hydraulic engineer to complete a hydraulic review of their metering and water arrangements. Council also requires an inspection to be completed on the property by the hydraulic engineer regarding fire systems that may be required on the property. If the hydraulic review and inspection show that it is feasible to change the size of the In-service Water meter:

- The owner must complete and submit an Application for Water Connection / Disconnection / Meter Size Change; and
- Attach the completed Hydraulic Review Form to the application form.

If the application is not compliant with the applicable Acts and Regulations the property owner will be advised in writing.

Sub-Metering

- An in-service water meter is to remain in situ if sub meters are to be installed.
- If the owner of a property considers that the existing in-service water meter is of the incorrect size the process outlined in the above section of this policy “Changing size of in-service water meters” must be completed.
- The installation of sub meters after Council’s in-service water meter is to be carried out by a licenced plumber at the owner’s cost. The appropriate application must be completed before any work is commenced.
- Council is responsible for reading the in-service water meters only.

WATER METER READING AND BILLING

Accessing the Meter

An authorised person may enter a customer's property at any reasonable time (section 37 of the *Water Supply (Safety and Reliability) Act 2008*) without prior notice to carry out any of the following activities:

- Read a meter.
- Check the accuracy of a meter.
- Maintain or replace a meter.

To assist in accessing and reading the meter, customers are required to ensure that:

- A clear space of at least 3300 millimetres horizontally and 1,200 millimetres vertically is maintained, around any of Council's meters on the customers premises.
- There is always easy and safe access to the meter.
- A branch or fitting to a property water supply connection is not connected within one meter of Council's meters, except with Council's approval.
- They notify Council of damaged or malfunctioning meters.
- They notify Council if they have a dog that may hinder the ability to access the meter.

Routine Meter Reads

Where possible, all water notices for consumption are calculated based on the information supplied through an AMR or a manual/physical meter reading to determine the water usage over a given period. For customers who do not have an AMR installed, Council will take all reasonable steps to manually read the water meter at each customers property every six (6) months.

It is the responsibility of the property owner to ensure the water meter is accessible for reading, or if not possible, when requested, will make arrangements with Council to supply a reading to enable accurate billing.

In accordance with Section 102 of the *Local Government Regulations 2012*, water meters are taken to have been read during the period that starts two (2) weeks before and ends two (2) weeks after, the day on which the water meters are actually read as per the Council Revenue Statement.

Estimated Water Use

While Council will use its best endeavours to ensure metering data is obtained, occasionally Council may be required to estimate the reading. A customer's water notice will clearly indicate whether the billed water consumption has been based on an estimate of water used rather than a meter reading and provide the reason for the estimate.

Council will base the customers consumption charge on a reasonable estimate by using one of the following approaches:

- Referring to an average consumption in previous period.

- Referring to the consumption for the same time period of the previous year for the premise.
- On a basis agreed with the customer.

Customers can contact Council for further information on the basis of the estimate and the reason for the estimate.

Council will provide customers with a revised consumption total if it is found that the estimate was not reasonable having regard to a subsequent and accurate meter reading.

Council will ensure that an estimation of water does not happen in two (2) or more consecutive billing cycles, without reasonable justification, such as access to the meter not being available at the property.

If the customer believes that their consumption charge is inaccurate due to a faulty meter or unreasonable estimation, they may request a special meter reading or meter test to verify the consumption charged on their water notice.

Testing the Meter

In cases where water charges have been levied when the meter is suspected by the customer of being faulty, Council will test the meter, at the customer's request and at a time suitable to all parties. A meter is considered to be faulty if the test shows it is outside the margin specified in the Meter Test Fee included in the current financial year Schedule of Fees and Charges.

The customer is required to pay the Meter Test Fee as per the current financial year Schedule of Fees and Charges prior to the meter test being carried out.

If on test the meter is found to be faulty to the detriment of the customer, Council will:

- Refund to the customer the charge levied for testing the meter.
- Write off the overcharged proportion of the customer's current water consumption account and issue a corrected water account (up to twelve (12) months retrospectively).
- Remove the faulty meter and replace it with a new meter.

If the meter is found, on test, to be faulty to the detriment of Council (e.g. the meter is reading lower than it should and the customer has been undercharged for their consumption), the water notices originally supplied will stand for that billing period. Council will not seek to collect any undercharged amounts incurred during this billing cycle from the customer. The Meter Test Fee will be refunded to the customer, and the faulty meter will be removed and replaced with a new meter at no cost to the customer.

The customer or a representative of the customer will be required to sign the meter test form as an acknowledgement of the test results.

The customer will be advised of the outcome of a water meter test within ten (10) working days from the date Council receives a completed application and payment from the customer.

Meter Replacement

Council will replace a meter at no cost to the customer if the meter is:

- found to be faulty (if it is registering outside the prescribed margin and unable to be repaired), or
- is part of a meter replacement program.

Damaged Water Meters

If a water meter is damaged, the customer must notify Council immediately. While the water meter remains the property of Council, property owners/customers are responsible for the water meter and if damaged in any way and by any cause regardless of intent, the customer will incur a fee for repair or replacement as outlined in the current financial year Schedule of Fees and Charges.

Theft of Water or the Meter

Water mains, fire hydrants and water meters belong to Council. It is illegal to:

- Use an unauthorised connection to Council's water supply.
- Use an unmetered water supply without Council approval.
- Remove the locking pin on a locked and tagged water pipe.
- Use a fire service for anything other than testing, a fire drill or fighting a fire.
- Tamper with a meter.
- Steal a meter.

Theft of water from one property to another property is a civil matter and is not covered under this policy.

Water Billing

Council is committed to:

- Issuing timely and accurate water notices.
- Ensuring customers have a range of convenient options to make their payment and these options are listed on the water notice.
- Ensuring disputed amounts are promptly investigated and no debt recovery action is taken against a customer until an outcome is reached.
- Adjusting an account from a billing period when the customer has notified us that a change to property end-use or connections has occurred. Undercharged amounts due to information not being promptly supplied will be back billed to the customer.

Council's water supply service customers are required to:

- Pay the account on or before the payment term of thirty (30) days after the water notice has been issued or notify Council if there is any dispute or financial difficulty affecting the customer's capacity to pay.
- Ensure that the customer contact information is up to date.

- Advise Council immediately if there are any changes to the property end-use or type of connections, ensuring relevant service applications have been made with Council.

Water usage will be calculated for each individual meter twice per financial year and consumption charges will be retrospectively charged on the water bill based on the billing periods end dates within each financial years Revenue Statement.

LEGISLATIONS AND RELATED GUIDELINES

- *Water Supply (Safety and Reliability) Act 2008*
- *Water Act 2000*
- *Local Government Regulation 2012*
- *Local Government Act 2009*
- *Planning Act 2016*
- *Building Act 1975*
- *Plumbing and Drainage Act 2018*
- *Sustainable Planning Regulation 2009*
- *Building Code of Australia (E1.3)*
- *Australian Standard AS 2419 Fire Hydrant Installations - System Design, Installation and Commissioning*
- *Isaac Regional Council Schedule of Fees and Charges*
- *Isaac Regional Council Revenue Statement*
- *Isaac Regional Council Water and Waste Customer Service Standards*

REFERENCES

ID	NAME
WW-POL-046	Concealed Leak Remission Policy
WW-PRO-004	Concealed Leak Remission Procedure
WW-POL-108	Water Supply and Wastewater Service Complaints Policy
WW-FRM-272	Application for Water Connection / Disconnection / Meter Size Change
WW-FRM-329	Application for Sewerage Connection/Disconnection
WW-FRM-638	Hydraulic Review Form
WW-MISC-181	Water and Waste Customer Service Standards

WATER METER READING AND BILLING POLICY

APPROVALS

POLICY NUMBER	WW-POL-084	DOC.ID	4612292
CATEGORY	Statutory		
POLICY OWNER	Water and Waste		
APPROVAL DATE	16 November 2022	RESOLUTION NUMBER	8123

OBJECTIVE

The objective of this policy is to define how Isaac Regional Council (Council) reads, calculates and applies charges relevant to the consumption of water in the Isaac Region.

Council's water supply charges have been established in accordance with the *Water Act 2000* and Sections 92 and 94 of the *Local Government Act 2009*.

SCOPE

This policy applies to all customers who have a Council water meter connected to their property and who receive a water notice for water consumption.

DEFINITIONS

TERM / ACRONYM	MEANING
AMR	Automatic Meter Reader. This is the device attached to each individual meter that allows the water usage to be automatically uploaded to Council's system.
Authorised Person	An Authorised Person means any person appointed by the Council under: • Chapter 8, Part 2A, section 973, of the <i>Water Act 2000</i>; • Chapter 6, Part 6, section 202, of the <i>Local Government Act 2009</i>; or • Chapter 2, Part 3, section 45, of the <i>Water Supply (Safety and Reliability) Act 2008</i>
Council	Isaac Regional Council.
Customer	A customer is any consumer of Council's products or services whom receives a water notice for water consumption .
Consumption	The amount of water consumed during a given period which is measured in kilolitres (kL) to calculate water usage.
Consumption Charge	The basis for charging for each kilolitre (kL) of water used, as set out in Council's Revenue Statement each year.
Property End Use	The type of property being serviced by Council, which may include residential house, multiple occupancy, commercial, industrial or mixed use.
Property Attributes	Unique characteristics that form the basis for applying charges to an individual premise, e.g. the number of dwellings, the type of commercial activity.
Sundry Debtors	Debtors invoiced for the supply of miscellaneous products and services.

Water Meter	A device, including an AMR or any equipment related to the device, for measuring the volume of water supplied to a property and installed on infrastructure that supplies retail water services at that property.
Water Notice	A summary statement providing a list of charges for services provided by Council that are due and payable.

POLICY STATEMENT

Accessing the Meter

An authorised person may enter a customer's property at any reasonable time (section 37 of the *Water Supply (Safety and Reliability) Act 2008*) without prior notice to carry out any of the following activities:

- Read a meter.
- Check the accuracy of a meter.
- Maintain or replace a meter.

To assist in accessing and reading the meter, customers are required to ensure that:

- A clear space of at least 300 millimetres horizontally and 1,200 millimetres vertically is maintained, around any of Council's meters on the customer's premises.
- There is easy and safe access to the meter at all times.
- A branch or fitting to a property water supply connection is not connected within one metre of Council's meters, except with Council's approval.
- They notify Council of damaged or malfunctioning meters.
- They notify Council if they have a dog that may hinder the ability to access the meter.

Routine Meter Reads

Where possible, all water notices for consumption are calculated based on the information supplied through an AMR or a manual/physical meter reading in order to determine the water usage over a given period. For customers who do not have an AMR installed, Council will take all reasonable steps to manually read the water meter at each customer's property every six months.

It is the responsibility of the property owner to ensure the water meter is accessible for reading, or if not possible, when requested, will make arrangements with Council to supply a reading to enable accurate billing.

In accordance with Section 102 of the *Local Government Regulation 2012*, water meters are taken to have been read during the period that starts two (2) weeks before, and ends two (2) weeks after, the day on which the water meters are actually read.

Estimated Water Use

While Council will use its best endeavours to ensure metering data is obtained, occasionally Council may be required to estimate the reading. A customer's water notice will clearly indicate whether the billed water consumption has been based on an estimate of water used rather than a meter reading and provide the reason for the estimate.

Council will base the customer's consumption charge on a reasonable estimate by using one of the following approaches:

- Referring to an average consumption in a previous period.
- Referring to the consumption for the same time period of the previous year for the premise.
- The town average for properties in the same category/tariff type.
- On a basis agreed with the customer.

Customers can contact Council for further information on the basis of the estimate and the reason for the estimate.

Council will provide customers with a revised consumption total if it is found that the estimate was not reasonable having regard to a subsequent and accurate meter reading.

Council will ensure that an estimation of water use does not happen in two (2) or more consecutive billing cycles, without reasonable justification, such as access to the meter not being available at the property.

If the customer believes that their consumption charge is inaccurate due to a faulty meter or unreasonable estimation, they may request a special meter reading or meter test to verify the consumption charged on their water notice.

Special Meter Reading

A customer, their agent or the property manager may ask Council to carry out a special meter reading at any time to calculate the amount of water used since the last meter reading was completed. The Special Water Meter Reading fee is included in the current financial year Schedule of Fees and Charges.

For customers who have an AMR installed on their meter, the customer, their agent or the property manager may ask Council to carry out a special meter reading to confirm the AMR is functioning correctly, and the consumption information uploaded to the system reconciles with the consumption recorded on the meter. In these cases, the customer will be charged for the cost of conducting a special meter reading unless there is a discrepancy between the manual read and the system data.

Testing the Meter

In cases where water charges have been levied when the meter is suspected by the customer of being faulty, Council will test the meter, at the customer's request and at a time suitable to all parties. A meter is considered to be faulty if the test shows it is outside the margin specified in the Meter Test Fee included in the current financial year Schedule of Fees and Charges.

The customer is required to pay the Meter Test Fee as per the current financial year Schedule of Fees and Charges prior to the meter test being carried out.

If on test the meter is found to be faulty to the detriment of the customer, Council will:

1. Refund to the customer the charge levied for testing the meter.
2. Write off the overcharged proportion of the customer's current water consumption account and issue a corrected water account (up to twelve (12) months retrospectively).
3. Remove the faulty meter and replace it with a new meter.

If the meter is found, on test, to be faulty to the detriment of Council (e.g. the meter is reading lower than it should and the customer has been undercharged for their consumption), the water notice originally supplied will stand for that billing period. Council will not seek to collect any undercharged amounts incurred during this billing cycle from the customer. The Meter Test Fee will be refunded to the customer and the faulty meter will be removed and replaced with a new meter at no cost to the customer.

The customer or a representative of the customer will be required to sign the meter test form as an acknowledgement of the test results.

The customer will be advised of the outcome of a water meter test within ten (10) working days from the date Council receives a completed application and payment from the customer.

Meter Replacement

Council will replace a meter at no cost to the customer if the meter is:

- found to be faulty (if it is registering outside the prescribed margin and unable to be repaired), or
- is part of a meter replacement program.

Damaged Water Meters

If a water meter is damaged, the customer must notify Council immediately. While the water meter remains the property of Council, property owners/customers are responsible for the water meter and if damaged in any way and by any cause regardless of intent, the customer will incur a fee for repair or replacement as outlined in the current financial year Schedule of Fees and Charges.

Theft of Water or the Meter

Water mains, fire hydrants and water meters belong to Council. It is illegal to:

- Use an unauthorised connection to Council's water supply.
- Use an unmetered water supply without Council approval.
- Remove the locking pin on a locked and tagged water pipe.
- Use a fire service for anything other than testing, a fire drill or fighting a fire.
- Tamper with a meter.
- Steal a meter.

Theft of water from one property to another property is a civil matter and is not covered under this policy.

Water Billing

Council is committed to:

- Issuing timely and accurate water notices.
- Ensuring customers have a range of convenient options to make their payment and these options are listed on the water notice.
- Ensuring disputed amounts are promptly investigated and that no debt recovery action is taken against a customer until an outcome is reached.
- Adjusting an account from a billing period when the customer has notified us that a change to property end-use or connections has occurred. Undercharged amounts due to information not being promptly supplied will be back billed to the customer.

Council's water supply service customers are required to:

- Pay the account on or before the payment term of thirty (30) days after the water notice has been issued or notify Council if there is any dispute or financial difficulty affecting the customer's capacity to pay.
- Ensure that the customer contact information is up to date.
- Advise Council immediately if there are any changes to the property end-use or type of connections, ensuring relevant service applications have been made with Council.

To calculate an accurate water notice relevant to each property, Council requires the following information:

- The property's end-use description to be provided by the customer (e.g. standalone residential house, strata units, multiple occupancy, industrial, commercial, vacant land, etc.).
- The type/number of connections to the water supply, including the correct metering to the individual property.
- The application of attributes which are unique to each property subject to their location or type of end-use (e.g. the number of dwellings in a multiple occupancy property, allocation of chargeable units applied to tier bandings).
- The application of prices for water infrastructure and consumption, as determined by Council, which are used to calculate the charges for each property based on the relevant property end-use, connection types and relevant property attributes as per Council's current financial year Revenue Statement.
- The consumption recorded on the water meter(s) to calculate water usage.

Water usage will be calculated for each individual meter twice per financial year and consumption charges will be retrospectively charged on the water bill based on the billing periods end dates within each financial years Revenue Statement.

LEGISLATIONS AND RELATED GUIDELINES

- *Water Act 2000*
- *Water Supply (Safety and Reliability) Act 2008*
- *Local Government Regulation 2012*
- *Local Government Act 2009*
- *Isaac Regional Council Schedule of Fees and Charges*
- *Isaac Regional Council Revenue Statement*
- *Isaac Regional Council Water and Wastewater Customer Service Standards*

REFERENCES

ID	NAME
WW-POL-046	Concealed Leak Remission Policy
WW-PRO-004	Concealed Leak Remission Procedure
CORP-POL-085	Water and Sewerage Connections and Disconnections Policy
WW-PRO-049	Temporary Appointment of Contract Water Meter Readers Procedure
WW-FRM-272	Application for Water Connection/Disconnection Form
WW-FRM-305	Water Meter Test Form

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Jason Grandcourt

AUTHOR POSITION

Manager Waste Services

9.28

2026 CLEAN UP AUSTRALIA DAY

EXECUTIVE SUMMARY

The purpose of this report is to present options for Council's consideration regarding future participation in Clean Up Australia Day, a nationally recognised environmental initiative aimed at reducing litter and illegal dumping through volunteer action.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

- 1. Supports the 2026 Clean Up Australia Day being held in March 2026, by promoting the event to the community.**
- 2. Waives waste disposal fees for registered participants who self-haul waste collected during the event.**

Resolution No.: W&W0589

Moved: Cr Rachel Anderson

Seconded: Cr Vern Russell

That the Committee recommends that Council:

- 1. Supports the 2026 Clean Up Australia Day being held in March 2026, by promoting the event to the community.**
- 2. Waives waste disposal fees for registered participants who self-haul waste collected during the event.**

Carried

BACKGROUND

At the Water and Waste Briefing Day held on Wednesday, 21 May 2025, Council considered initiatives to address the emerging issue of unlawful or inconsiderate disposal of household and other waste outside designated public waste management facilities. One such initiative discussed was Clean Up Australia Day (CUAD), and this report reflects that discussion for Council's formal consideration.

Clean Up Australia Day is a nationally recognised environmental initiative held annually to encourage communities to take action against litter and pollution. The event annually mobilises volunteers across Australia to clean up parks, waterways, streets, and public spaces.

Established in 1990, it has become one of Australia's most prominent environmental campaigns, mobilising thousands of community groups, schools, businesses, and individuals.

Recognising the diverse climate across Australia, the organisation also introduced the Great Northern Clean Up, typically held in August or September, to allow northern communities to participate outside of the wet season.

In 2025, Isaac Regional Council did not formally host or support Clean Up Australia Day events. However, neighbouring councils and communities across Queensland actively participated, demonstrating strong community engagement and environmental stewardship.

As a reference, the status of Clean Up Australia Day with other regional Councils is as follows:

Council	Clean Up Australia Day Participation
Isaac Regional Council	No
Mackay Regional Council	Yes – Great Northern Clean Up
Whitsunday Regional Council	No
Central Highlands Regional Council	Yes – Great Northern Clean Up
Rockhampton Regional Council	Yes – Clean Up Australia Day
Gladstone Regional Council	Yes – Great Northern Clean Up

Normally volunteer groups register and the CUAD organisation support the groups with material and insurance. Councils typically assist with communications, fee waiving for disposal and in some cases arrange collection of waste.

If Council wishes to proceed in supporting Clean Up Australia Day, the following implementation options can be considered:

	Option	Advantages	Disadvantages
1	Retain the status quo.	No additional cost.	No encouragement for volunteers to clean up litter and illegal dumping.
2	Council supports volunteers that register themselves with Clean Up Australia Day or Great Northern Clean Up, with waste fee disposal being waived or arrange collection. (The volunteers must seek contact with Council prior to the day).	Encourages the community to clean up litter and illegal dumping.	Requires significant additional resources for staff to coordinate. Additional costs to collect. Lost revenue.

3	Council supports volunteers that register themselves with Clean Up Australia Day or Great Northern Clean Up, with waste fee disposal being waived for self-haulers. (The volunteers must seek contact with Council prior to the day).	Encourages the community to clean up litter and illegal dumping. Doesn't require staff to coordinate, except to communicate with the registered group to facilitate fee waiving and arrange with the Waste Management Facilities.	Lost revenue.

At the recent Water and Waste Briefing Day held on Wednesday 21 May 2025, these options were presented and discussed with Council for its consideration. Following feedback from councillors, relaunching Clean Up Australia Day was received positively, by using option 3 as the implementation approach. That is, Council supporting volunteers that register themselves with Clean Up Australia Day (8 March 2026), with waste fee disposal being waived for self-haulers.

If approved, Waste Services will develop the implementation process, work with other relevant departments, particularly with promotion and communication about the event. At the Water and Waste Briefing Day, councillors indicated that they would like to see a reward for participation in the event for volunteers, such as a prize draw. This will be incorporated into any community engagement plan, if approval is given.

IMPLICATIONS

In terms of risk management, it is essential that organisers for a location, register with the Clean Up Australia Day organisation. Registration notifies the Clean Up Australia Day organisation of the proposed clean up location, that initiates the provision of the free starter kit that provides information about the clean-up process, along with bags, gloves and other items for the clean-up. Registration also provides relevant insurance coverage for the volunteers participating at that location.

There is a very low risk of substantial amount of waste being disposed of for free. With the event being dormant in the region for some time, the initiative will require promotion to encourage active participation by community members and organisations.

Financial impact will be minimal, and the following cost items have been used as estimates.

Cost Category	Estimated Cost
Promotional materials and prizes	\$1,500.00
Fee waiving costs	\$2,500.00
Additional clean up materials	\$1,000.00
Total Estimated Budget	\$4,000.00

Currently there is no provision in the 2025/2026 operational budget. If approved, provision will be made in the Waste Services 2025/2026 operational budget at the Q1 budget review.

CONSULTATION

- Projects and Contracts Coordinator – Waste Services
- Manager Waste Services
- Director Water and Waste

BASIS FOR RECOMMENDATION

To encourage community-led action against litter and pollution, it is recommended that Council support Clean Up Australia Day. By doing so, Council will empower volunteers to clean up public spaces such as parks, waterways, streets, and other community areas, contributing to a cleaner and more sustainable region.

ACTION ACCOUNTABILITY

Manager Waste Services is responsible for the implementation of Clean Up Australia Day on behalf of Council.

KEY MESSAGES

Clean Up Australia Day is a well-established national day to encourage community volunteers to actively clean up public areas. Council's support will promote participation and help reduce litter and illegal dumping across the region.

Report prepared by:	Report authorised by:
JASON GRANDCOURT	SCOTT CASEY
Manager Waste Services	Director Water and Waste
Date: 30 July 2025	Date: 1 August 2025

ATTACHMENTS

- Nil.

REFERENCE DOCUMENT

- Nil.

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Cr Kelly Vea Vea

AUTHOR POSITION

Mayor

10.1

CHIEF EXECUTIVE OFFICER PERFORMANCE REVIEW 2024/25 AND PERFORMANCE AGREEMENT 2025/26

EXECUTIVE SUMMARY

Mayor reporting on Chief Executive Officer Performance Review for 2024/25 and proposed Performance Agreement for 2025/26.

MAYOR'S RECOMMENDATION

THAT Council:

- Records satisfactory completion of the Chief Executive Officer's 2024/25 performance review by the Chief Executive Officer Performance Review Panel.***
- Authorises the Mayor to apply the recommended salary increase of 5% to take effect as of 1 July 2025.***
- In accordance with s194.4 of the Local Government Act 2009, approves the Chief Executive Officer's Performance Agreement 2025/26 as nominated by Clause 10.1 of the Chief Executive Officer's Employment Contract.***

BACKGROUND

The Chief Executive Officer (CEO) was appointed on a five-year employment contract and commenced duties on 29 July 2024 (concluding notionally on 28 July 2029). The CEO's six-month probation concluded at the end of January 2025.

COMMENTARY

As required by s. 194.3 of the *Local Government Act 2009*, the Mayor has negotiated a written contract of employment with the Chief Executive Officer (CEO), with Clause 10 requiring the establishment of a Performance Agreement and review process.

That 2024/25 Performance Agreement was endorsed by Council on 29 January 2025. The Mayor meets with the CEO on at least a weekly basis and has been generally pleased with the performance of the CEO during the first year of employment, noting delivery of actions required by the plan.

At its meeting on 29 January 2025, Council established a CEO Performance Review comprising Mayor, Deputy Mayor and Cr Anderson. That panel interviewed the CEO on 16 July 2025 and have provided councillors with an assessment of performance for the period.

Revised targets were also decided for the 2025/26 CEO Performance Agreement.

IMPLICATIONS

Performance management of the organisation hinges on establishment of clear expectations of the Chief Executive Officer. In turn, the CEO will then develop a performance management system (including reporting) for the balance of the organisation.

The use of written employment contracts with performance management provisions is intended to limit risk by ensuring a sound foundation on which to manage the most important employment relationship in the organisation – that between Council and the CEO.

CONSULTATION

The CEO's 2024/25 Performance Review and Performance Agreement 2025/26 has been negotiated by the Mayor and the CEO Performance Review Panel.

ACTION ACCOUNTABILITY

The Performance Review 2024/25 has been concluded and the Performance Agreement 2025/26 is now presented for adoption.

Report prepared by: TRUDI LIEKEFETT Manager People and Capability Date: 20 August 2025	Report approved by: CR KELLY VEA VEA Mayor Date: 20 August 2025

ATTACHMENTS

- Attachment 1 - DRAFT CEO Performance Agreement - 27 August 2025
- Attachment 2 - CEO Performance Agreement - 27 August 2025 (Clean Version)

REFERENCE DOCUMENT

- Nil

CEO PERFORMANCE AGREEMENT 2025/2026

EXPLANATORY NOTES

Clause 10.1 of the CEO's employment contract obliges the parties to agree a Performance Agreement specifying, "strategic operational objectives and associated performance measures consistent with Council's Corporate Plan and Annual Operating Plan". Performance against the agreement is to be, "monitored on at least a six-monthly basis" (Clause 10.1.4) with the cycle commencing on 1 July each year. This Performance Management Plan is that agreement.

This plan is structured to achieve the following:

- Align executive performance and contribution to Council's vision, strategic direction and priorities.
- Develop a performance culture by publishing actual performance outcomes against expectations:
 - Deliver Council-adopted priorities (e.g. operational plan and capital works program).
 - Monitor the manner (conduct and behaviour) in which those priorities are delivered.
- Linking actual performance to any salary increase.

Performance is assessed against the following scale (1-5):

1. Poor
2. Not Satisfactory
3. Satisfactory
4. Above Satisfactory
5. Exceptional

Council's expectations of executive performance can be higher than that of other employees. Accordingly, a "satisfactory" score represents a 60% result rather than the typical 50% "pass mark". Salary adjustment is treated accordingly where "satisfactory" performance (60% overall) secures not quite the equivalent of the Certified Agreement annual increase with higher performance securing a higher wage increase.

Clause 11.1 of the employment contract nominates that salary adjustments should be applied from 1 July. Self-assessed performance scores will be validated by the Review Panel and then moderated to result in a recommended salary increase (e.g. overall 80% score = 4% CA increase x 0.12 = 4.8% increase).

CORPORATE KPI'S

GOAL	KPI	MEASURE	SCORE/COMMENT
1. We deliver Council-adopted priorities.	Operational Plan delivery.	>80%	
2. We complete budgeted projects.	Capital works delivery.	>80%	
3. We are financially responsible.	Actual budget performance as compared to adopted budget (as revised by Council from time to time).	Variance <10%	
4. We are responsive to customers.	Customer request close-out rate compared to industry-standard customer charter benchmarks.	>70%	
5. We turn up to work.	Attendance	>75%	
6. We are engaged at work.	Staff engagement	>55%	
7. We are safe and well at work.	Close out rate of Lucidity reports.	>90%	
8. We believe that management leads our organisation well.	Management Engagement Index	>65%	

1.0 Managing Councillor Relationships – how does the CEO manage and maintain effective relationships with Council and Councillors?

GOAL	KPI	MEASURE	SCORE/COMMENT
1.1 Councillors adequately engaged on strategic policy-making and strategic goal setting.	Councillor workshops held to discuss strategic direction and policy development.	At least one workshop per year. Councillor satisfaction (Councillor survey results).	
1.2 Ensure ELT/organisation and Councillor interactions are effective.	Ensure interactions reflect agreed values and are respectful and productive, resulting in good decision making. Review Councillor Helpdesk function to ensure responsive and constructive assistance is provided as needed.	Councillor satisfaction. Councillor satisfaction.	
1.3 Lead efficient and effective Council and committee meetings and implement follow-up actions in a timely manner and to a high standard of disclosure.	Oversee systems that log, track and display status of Council resolutions.	No significant delays, cost over-runs or poor outcomes that cannot be satisfactorily resolved.	
1.4 Councillor Professional Development	Develop and implement a program of professional development activities suitable to Councillor needs.	Councillor satisfaction within budgetary limits.	

2.0 Organisation & Operations Management – how well does the CEO manage the organisation?

GOAL	KPI	MEASURE	SCORE/COMMENT
2.1 Identify and effectively deploy resource needs to meet the goals and performance standards set by Council.	Provide a reporting regime that enables Councillors to gauge the performance of the organisation.	Councillor satisfaction, utilising Corporate KPI's as a gauge.	
2.2 Efficient and effective Council operations.	Undertake a systematic review of service levels and business practices to identify potential improvements.	Systematic process of service delivery review implemented resulting in council-approved changes	
2.3 Achieve compliance with statutory and other obligations.	Ensure ongoing compliance with relevant statutes and policies etc.	No non-compliance.	
2.4 Effectively assess and manage risk (including WHS), including through the use of effective audit function.	Risk is adequately identified and managed with independent assurance provided by Audit Committee.	Councillor satisfaction. Audit Committee satisfaction.	
2.5 Satisfied customers and residents.	Develop, monitor and evaluate customer service standards.	Councillor satisfaction. Customer request close-out rate (refer Page 2 Corporate KPI).	
2.6 Decisive action	Make effective, ethical and informed decisions and act decisively in an environment of uncertainty and ambiguity.	Councillor satisfaction. No formal liability claims against Council for poor decision-making.	
2.7 Review of Water & Waste Businesses	Revisit earlier work undertaken on commercialisation of water and	Report to council by 30 June 2026.	

	waste businesses to determine the virtues of semi-standalone businesses or fuller council control.		
2.8 Adani Supreme Court matter	Take steps to resolve the Adani Supreme Court matter.	Matter concluded at the earliest opportunity.	
2.9 Revised Council Housing Strategy	Conclude review of Council Housing Strategy resulting in: • New policy suite, including eligibility criteria • Optimised revenue streams • Acquisition and disposal plans	Report to Council by 31 March 2026.	

3.0 Financial Management – how well does the CEO manage the Council's financial sustainability?

GOAL	KPI	MEASURE	SCORE/COMMENT
3.1 Continuous improvement in asset management.	Asset Management Plans are the underlying driver behind all financial decisions relating to Council assets and infrastructure.	Asset Management Plans for all major asset classes are adopted by Council and implemented by officers.	
3.2 Council is financially sustainable.	Statutory (monthly) financial reports are presented to Council with exceptions clearly pointed out. Council's Long Term Financial Forecast is maintained and presented to Councillors for regular review.	Council satisfies the benchmark expectations of Queensland Audit Office, Queensland Treasury Corporation and Local Government Department.	
3.4 Budget	Organisational budgets are managed within approved allocations and variances.	Overall budget position is achieved.	
3.5 Energy Reduction	Energy consumption (and costs) are reduced.	>5% reduction in energy consumption	

4.0 Leadership – how well does the CEO lead the human resources of Council?

GOAL	KPI	MEASURE	SCORE/COMMENT
4.1 Foster strong organisation culture.	Align workforce focus, performance and behaviours to Council's strategic goals and values through effective leadership and communication.	Workforce Engagement Survey (refer Page 2).	
4.2 Leadership performance	Report annually to Councillors on performance of leadership cohort, including succession planning.	Councillor satisfaction. Workforce Engagement Survey. No obvious omissions.	
4.3 Management of industrial relations	Implement current Certified Agreement and prepare for next. Foster positive relations with employees and representative unions.	New Certified Agreement registered by 30 June 2026.	
4.4 Staff Performance Reviews	Restore a performance management and recognition process commencing with CEO and ELT. Motivate people toward achievement of Council's goals and personal career outcomes.	Process introduced for CEO and ELT. Progression of staff internally and externally.	
4.5 Exemplary Behaviour	Model exemplary behaviour fostering trust and respect amongst all people.	Councillor satisfaction. Workforce Engagement Survey.	

5.0 Community Engagement – has the CEO enhanced the development of community engagement across the region?

GOAL	KPI	MEASURE	SCORE/COMMENT
5.1 An organisation that recognises the importance of community engagement.	Community has the opportunity to engage on issues important to them.	Councillor satisfaction. Community Satisfaction/Sentiment results.	
5.2 A better-informed community.	Community is adequately informed about services and facilities in a timely manner.	Councillor satisfaction. Community Satisfaction/Sentiment results.	
5.3 Networking	CEO develops positive working relationships with community, business, government and other networks to achieve public benefit.	Councillor satisfaction.	
5.4 Renewable Energy Regulatory Regime	Social Impact Assessment and Community Benefits Agreement regime installed and functioning according to new State laws.	Agreements reached for at least Nebo Battery project (voluntary) and Clarke Creek II project (mandatory).	

6.0 Personal and Professional Behaviour, Conduct, Standards & Competence

GOAL	KPI	MEASURE	SCORE/COMMENT
6.1 Accept and act on accountabilities and responsibilities.	CEO does not shirk responsibility and/or accountability.	Councillor satisfaction.	
6.2 Demonstrate impartiality and an objective/balanced approach to dealing with conflicting perspectives.	CEO demonstrates nominated behaviours.	Councillor satisfaction.	
6.3 Model Council's published corporate values: • Community Focus • Teamwork • Caring • Positive Work Ethic	CEO demonstrates nominated behaviours.	Councillor satisfaction	

Professional Development Goals 2025:

1. Continued, active participation in Local Government Managers Australia activities (eg. Annual Conference and CEO Forum).
2. Continued, active participation in Australian Institute of Company Directors activities (mostly online and correspondence).
3. Pursue non-executive directorship opportunities that do not conflict with Isaac Regional Council duties (eg. Trustee Rockhampton Girls Grammar School).
4. Consider membership of Local Government Chief Officers' Group [About | LCGOC](#)

EXECUTED as an agreement as resolved by Council, 27 August 2025:

Mayor

CEO

DATE

CEO PERFORMANCE AGREEMENT 2024/2025~~2025/2026~~

EXPLANATORY NOTES

Clause 10.1 of the CEO's employment contract obliges the parties to agree a Performance Agreement specifying, "strategic operational objectives and associated performance measures consistent with Council's Corporate Plan and Annual Operating Plan". Performance against the agreement is to be, "monitored on at least a six-monthly basis" (Clause 10.1.4) with the cycle commencing on 1 July each year.

This Performance Management Plan is that agreement.

This plan is structured to achieve the following:

- Align executive performance and contribution to Council's vision, strategic direction and priorities.
- Develop a performance culture by publishing actual performance outcomes against expectations:
 - Deliver Council-adopted priorities (e.g. operational plan and capital works program).
 - Monitor the manner (conduct and behaviour) in which those priorities are delivered.
- Linking actual performance to any salary increase.

Performance is assessed against the following scale (1-5):

1. Poor
2. Not Satisfactory
3. Satisfactory
4. Above Satisfactory
5. Exceptional

Council's expectations of executive performance can be higher than that of other employees. Accordingly, a "satisfactory" score represents a 60% result rather than the typical 50% "pass mark". Salary adjustment is treated accordingly where "satisfactory" performance (60% overall) secures not quite the equivalent of the Certified Agreement annual increase with higher performance securing a higher wage increase.

Clause 11.1 of the employment contract nominates that salary adjustments should be applied from 1 July. Self-assessed performance scores will be validated by the Review Panel and then moderated to result in a recommended salary increase (eg. overall 80% score = 4%CA increase x 0.12 = 4.8% increase).

EXPLANATORY NOTES

~~Clause 10.1 of the CEO's employment contract obliges the parties to agree a Performance Agreement specifying, "strategic operational objectives and associated performance measures consistent with Council's Corporate Plan and Annual Operating Plan". This Performance Management Plan is that agreement.~~

~~This plan is structured to achieve the following:~~

- ~~• Align executive performance and contribution to Council's vision, strategic direction and priorities.~~
- ~~• Develop a performance culture by publishing actual performance outcomes against expectations:~~
 - ~~◦ Deliver Council adopted priorities (e.g. operational plan and capital works program).~~
 - ~~◦ Monitor the manner (conduct and behaviour) in which these priorities are delivered.~~
- ~~• Linking actual performance to any salary increase.~~

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- ~~2. Not Satisfactory~~
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$$\text{Certified Agreement Annual Increase\%} \times 1.4 \times \text{Overall Average Score} = \text{Salary Increase\%}$$

~~(e.g. 4.1% 2025 CA increase x 1.4 x overall average performance score = 3.45% increase)~~

~~Performance against the agreement is to be, "monitored on at least a six monthly basis" (Clause 10.1.4) with the cycle commencing on 1 July each year.~~

~~Clause 11.1 of the employment contract nominates that salary adjustments should be applied from 1 July.~~

CORPORATE KPI'S

GOAL	KPI	MEASURE	SCORE/COMMENT
1. We deliver Council-adopted priorities.	Operational Plan delivery.	>80%	
2. We complete budgeted projects.	Capital works delivery.	>80%	
3. We are financially responsible.	Actual budget performance as compared to adopted budget (as revised by Council from time to time).	Variance <10%	
4. We are responsive to customers.	Customer request close-out rate compared to industry-standard customer charter benchmarks.	>70%	
5. We turn up to work.	Attendance	>75%	
6. We are engaged at work.	Staff engagement	>55%	
7. We are safe and well at work.	~~Lost time injury frequency rate~~ Close out rate of Lucidity reports.	~~LTIFR <25~~ >90%	
8. We believe that management leads our organisation well.	Management Engagement Index	>65%	

1.0 Managing Councillor Relationships – how does the CEO manage and maintain effective relationships with Council and Councillors?

GOAL	KPI	MEASURE	SCORE/COMMENT
1.1 Councillors adequately engaged on strategic policy-making and strategic goal setting.	Councillor workshops held to discuss strategic direction and policy development.	At least one workshop per year. Councillor satisfaction (Councillor survey results).	
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2.2 Efficient and effective Council operations.	Undertake a systematic review of service levels and business practices to identify potential improvements.	<u>Systematic process of service delivery review implemented resulting in council-approved changes</u> ~~Alternative modes of service delivery presented to Council and implemented where agreed.~~	
2.3 Achieve compliance with statutory and other obligations.	Ensure ongoing compliance with relevant statutes and policies etc.	No non-compliance.	
2.4 Effectively assess and manage risk (including WHS), including through the use of effective audit function.	Risk is adequately identified and managed with independent assurance provided by Audit Committee.	Councillor satisfaction. Audit Committee satisfaction.	
2.5 Satisfied customers and residents.	Develop, monitor and evaluate customer service standards.	Councillor satisfaction. Customer request close-out rate (refer Page 2 <u>Corporate KPI</u>).	
2.6 Decisive action	Make effective, ethical and informed decisions and act decisively in an environment of uncertainty and ambiguity.	Councillor satisfaction. No formal liability claims against Council for poor decision-	

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GOAL	KPI	MEASURE	SCORE/COMMENT
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6.3 Model Council's published corporate values: - Community Focus - Teamwork - Caring - Positive Work Ethic	CEO demonstrates nominated behaviours.	Councillor satisfaction	

Professional Development Goals 2025:

~~1. Complete enrolled post graduate studies in 2025.~~

~~2.1.~~ Continued, active participation in Local Government Managers Australia activities (eg. Annual Conference and CEO Forum).

~~3.2.~~ Continued, active participation in Australian Institute of Company Directors activities (mostly online and correspondence).

~~4.3.~~ Pursue non-executive directorship opportunities that do not conflict with Isaac Regional Council duties (eg. Trustee Rockhampton Girls Grammar School).

~~5.4.~~ Consider membership of Local Government Chief Officers' Group [About | LCGOC](#)

CEO Performance Management Plan 2025/20264/2025

EXECUTED as an agreement as resolved by Council, ~~29 January~~27 August 2025:

Mayor

CEO

DATE

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Robert Perna

AUTHOR POSITION

Director Engineering and Infrastructure

10.2

IRC-E&I-1124-T406 PROVISION OF TRAFFIC CONTROL SERVICES ISAAC REGION RANKED PANEL OF SUPPLIERS

EXECUTIVE SUMMARY

This report seeks approval of award for a ranked Panel of Suppliers, being the provision of Traffic Control Services within the Isaac Region for an initial period of twelve (12) months, with the option to extend the Agreement for two periods of 1 year each, at Council's discretion.

OFFICER'S RECOMMENDATION

That Council:

- Awards the fixed schedule of rates contract IRC-E&I-1124-T406 RPQS Provision of Traffic Control Services Isaac Region, for an initial period of twelve (12) months, with the option to extend the agreement for two periods of 1 year each, at Council's discretion, to the following Panel of suppliers and that works be awarded in order of preference upon availability.***

Order of Preference	Contractor
1	JTJ Pty Ltd ATF Brett Hall Investment Trust T/A Traffic Control Mackay District
2	Workforce Road Services Pty Ltd
3	Altus Traffic Pty Ltd
4	Traffic Qld Pty Ltd
5	Activ Civil Construction Services Pty Ltd
6	East Coast Traffic Control
7	Avada Traffic Pty Ltd

- Delegates Authority to the CEO to approve each of the two options to extend the contract based on the successful implementation over the initial 12 months including performance review for each contractor.***

BACKGROUND

Isaac Regional Council (Council) covers an area of approximately 58,000 square kilometres including the communities of Clermont, Dysart, Glenden, Middlemount, Moranbah, Nebo, Coppabella, St Lawrence, Carmila, Clairview, Greenhill and Ilbilbie and manages 4,500kms of local and state roads.

Traffic control services will be required at sites throughout this Region, being predominantly required when Council undertake temporary pavement repair activities, road construction and/or repairs, emergency situations and general traffic management around roadwork sites and/or community events. These services include, but not limited to:

- The setting up of road signage on roads;
- Use of Portable traffic light systems;
- Public management and control;
- Managing flows of traffic around roadwork sites and other road sites; and
- Planning, designing, developing, installing and operating Traffic Management Plans and Traffic Guidance Schemes in circumstances that include (but not limited to) planned, temporary, emergency and disaster relief situations.

The scope of requirement encompasses both urban and rural locations across Council-owned properties and Council-controlled sites within the region. Services will be provided on an as-ordered-basis, promptly responding to requests from authorised council staff, and invoiced in alignment with the previously agreed-upon schedule of rates.

IMPLICATIONS

Financial:

The budget for these Contracts will be secured under 2025/26 operational and capital works programs, East/Central / West operational budgets (55000 and 56000) and the RMPC budget (56000). The establishment of the ranked panel of suppliers provides a mechanism for contractor engagement as needed throughout the year and does not in itself present a financial commitment. Each contractor engagement will be within the approved capital and operational budgets.

Risks:

Reputational: Council has a strong local preference policy. The assessment of submissions included weighting for locality based on Council's Local Preference Policy STAT-POL-086. Upon due diligence with the Local Preference Policy and Procedure, all but two tenderers meet the criteria for 'in a neighbouring council'. There were no submissions received from within the Isaac Region.

Safety: Council undertakes planned and reactive work on the road network, having efficient access to traffic control contractors to assist reduces the likelihood delays for completion of works reducing the risk to road users. Having traffic control available on short notice provides a safer work environment for staff by ensuring the worksite is well defined and there is suitable separation from traffic.

Benefits:

The ranked panel of suppliers will assist to improve efficiency of staff both in procurement and operations through the provision of a streamlined process and certainty of supply and quality for traffic control contractors.

CONSULTATION

- Director Engineering and Infrastructure
- Manager Infrastructure
- Coordinator Recoverable Works
- Strategic Sourcing Officer - Contracts and Procurement

BASIS FOR RECOMMENDATION

The Evaluation Panel are making this recommendation based on the outcome of the evaluation of the nominated criteria outlined in the RFx Authority Form and the independent and moderated evaluations undertaken by the nominated panel.

ACTION ACCOUNTABILITY

Chief Executive Officer, or delegate, along with the Director Engineering and Infrastructure and Contracts and Procurement Department are to finalise and execute contract documents for IRC-E&I-1124-T406 RPQS Provision of Traffic Control Services Isaac Region, for an initial period of twelve (12) months with the ability to extend the contracts for a further two options of one year each, at Council's discretion.

Council Project Managers will be responsible for ensuring that service levels are met and project management of contractors for the duration of the contract period including monitoring of contractor performances.

KEY MESSAGES

Council conducts a transparent process to engage contractors to perform services for the community. This includes the completion of contractor performance reviews. This will ensure contracts which include the option to extend beyond the duration of its initial engagement, are evaluated appropriately to gain the best outcome for Council.

Report prepared by:

ROBERT PERNA
Director Engineering and Infrastructure

Date: 18 August 2025

Report authorised by:

CALE DENDLE
Chief Executive Officer

Date: 19 August 2025

ATTACHMENTS

- CONFIDENTIAL Attachment 1 – IRC-E&I-1124-T406 Provision of Traffic Control Services Isaac Region Recommendation Report

REFERENCE DOCUMENT

- IRC-E&I-1124-T406 RPQS Provision of Traffic Control Services Isaac Region (RFT Document)
- Local Preference Policy STAT-POL-086

PAGES 474 TO 485 HAVE INTENTIONALLY BEEN REMOVED DUE TO CONFIDENTIAL REASONS

MEETING DETAILS	Ordinary Council Meeting Wednesday 27 August 2025

AUTHOR	Jason Rivett

AUTHOR POSITION	Manager Financial Services

10.3

2024-2025 PROPOSED CAPITAL CARRY FORWARD AND 2025-2026 BUDGET AMENDMENTS

EXECUTIVE SUMMARY

A full review of Capital Carried Forward Projects from the 2024-2025 financial year has been undertaken with each of the respective Departmental Managers and then reviewed by their respective Directors and the Executive Leadership Team.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

- Amends the 2025-2026 Budget to add the uncompleted capital projects (\$12.2M) to be carried forward from the 2024-2025 financial year and associated funding sources.***
- Amends the 2025-2026 Budget to recognise movement between financial years of grant funding partially offset by successful grant applications, new projects and various budget movements (\$1.7M).***

BACKGROUND

A full review of Capital Carried Forward Projects from the 2024-2025 financial year has been undertaken with each of the respective Departmental Managers and then reviewed by their respective Directors and ELT.

Overall, the proposed Carried Forward request is \$12.2M against the 2024-2025 Revised Capital Budget of \$68.8M (Original 2024 – 2025 Capital Budget \$55.5M). It should be noted that an additional \$8.3M was previously deferred through 2025 FY budget reviews to the 2026 FY program.

Further, it is also proposed to decrease the 2025-2026 Budget in the amount of \$1.7M to recognise the transfer of grant funds to the 2024-2025 financial year, reduction in council funds (for a project requiring additional funds in 2024-2025) partially offset by 2 additional projects and additional funds approved for capital works (grant funds / unallocated depreciation). The capital revenue budget is proposed to be increased by \$966K to account for carried forward grant movement, additional grant funds offset by a transfer of grant funds to the 2024-2025 financial year.

A summary of the proposed carry forwards and Capital Projects (PMRF) listings by Directorate / Department are attached.

IMPLICATIONS

If the proposed capital carry forward is approved by Council, then the original capital budget of \$69.8M for the 2025-2026 will increase by \$10.5M (\$12.2M Carry Forward less adjustments \$1.7M) to a revised total of \$80.3M.

As the proposed variations to the 2025-2026 budget are funded from existing sources, the forward estimates for the next 9 financial years contained within the Long Term Financial Forecast have not changed materially from the original budget adoption and are therefore retained. The overall position of the Long-Term Financial Forecast will be reviewed as part of the 2026-2027 budget process.

CONSULTATION

- Executive Leadership Team
- Respective Departmental Managers and Officers
- Financial Services

BASIS FOR RECOMMENDATION

To acknowledge carry forward projects from 2024-2025 to the 2025-2026 financial year and ensure adequate and previously budgeted funding is maintained for the completion of the respective projects.

ACTION ACCOUNTABILITY

Financial Services to amend the adopted 2025 - 2026 budget.

Project Manager, Managers and Directors to monitor their projects and report on any exceptions might they arise.

KEY MESSAGES

Council is transparent in its decision making and is committed to delivering its capital projects, managing its assets and ensuring a sustainable financial environment.

Report Prepared By:

JASON RIVETT
Manager Financial Services

Date: 20 August 2025

Report Authorised By:

DARREN FETTELL
Director Corporate, Governance and Financial Services

Date: 20 August 2025

ATTACHMENTS

- Attachment 1 – Capital Projects Carried Forward 2024-2025
- Attachment 2 – Whole of Council Carry Forward Review 2025.2026

REFERENCE DOCUMENT

- Nil

Capital Projects Carried Forward 2024-2025

Summary

A full review of Capital Carried Forward Projects from the 2024-2025 financial year has been undertaken with each of the respective Departmental Managers and then reviewed by their respective Directors and ELT.

Overall, the proposed Carried Forward request is \$12.2M against the 2024-2025 Revised Budget of \$68.8M.

For reference, the proposed amount for 2024-2025 of \$12.2M compares to the prior years of:

Financial Year	Final Budget \$	Completed \$	Carry Forward \$
2018/2019	119,283,463	102,082,503	17,200,960
2019/2020	63,504,015	53,162,876	10,341,139
2020/2021	57,919,146	47,370,343	10,548,803
2021/2022	44,579,249	30,763,583	13,815,666
2022/2023	49,209,815	38,366,203	10,843,612
2023/2024	65,080,139	51,178,951	13,901,188
2024/2025	73,036,642	60,859,918	12,176,724

* Note – approximately \$49.9M of the 2018/2019 program related to the NDRRA works.

Some adjustments to the 2025-2026 Original Capital Budget have been undertaken as part of this review and will be detailed below.

A summary of the proposed carry forwards and adjustments by Department is attached.

Corporate, Governance and Financial Services

Overall, \$521K is requested to be carried forward from a revised budget of \$1.2M.

Director Corporate, Governance & Financial Services

Nil requested to be carried forward from revised budget \$156K.

**Note – reduction of budget for CW223057 McDonald Flat Road \$154K funded from Res 1252 Asset Legacy Reserve (lack of progress with remaining landholders). Project can be reactivated when required.*

Chief Information Officer

\$498K requested to be carried forward from revised budget of \$1M.

Projects being requested:

- CW243187 Asset Refresh Program
- CW253251 Clermont IT Office Refresh
- CW253261 Moranbah Village Upgrades (requested name change to WAN 3.6 ghz Upgrade)
- CW253263 Mobility Solution Starlink Rollout
- CW253264 Coastal TV Equipment Renewal
- CW253265 Video Conferencing Renewal

Manager Safety & Resilience

\$23K requested to be carried forward from revised budget of \$40K.

Project being requested:

- CW243189 Moranbah SES Fencing Upgrade and Roof Cover

Engineering & Infrastructure

Overall, \$3.65M is requested to be carried forward from revised budget of \$36.9M. The 2024-2025 adjustments identified below are done within the 2024-2025 program.

Bowen Basin and Galilee Operations

\$1.4M requested to be carried forward from revised budget of \$21M.

Projects being requested:

- CW223048 Peak Downs Mine Road – Saraji Rd Intersection
- CW243194 Moranbah Goonyella Road Intersection Upgrade (nil carry forward but multiyear project with original budget in next financial year)
- CW243201 Peak Downs Mine Road Recon & Widen
- CW243242 Phillips Creek Bridge (multiyear project – nil carry forward)
- CW243243 Cooroora Creek Bridge Replacement
- CW253304 Saraji Road Rehabilitation Design (multiyear project – nil carry forward)

** Note – increased funding for CW243194 Moranbah Goonyella Road Intersection Upgrade (\$27K unallocated depreciation) and CW243242 Phillips Creek bridge Construction (\$2.2M grant funds / \$241K Res 1065 Road Reserve). Overall reduction of TIDS, ROSI and W4QLD funding on program as per finalised expenditure.*

Transfers to / from 2026 Program

- CW243242 Phillips Creek Bridge Construction – decrease \$2.2M (grant funding) / transfer of funds back to the 2025 FY (multiyear project)

Parks and Recreation

\$104K requested to be carried forward from revised budget of \$560K.

Projects being requested:

- CW253307 REG Base Building Programmed Renewals 25
- CW253335 Maddern Oval Western Field Irrigation
- NEW PROJECT – Clermont BMX Track Renewal funded from existing remaining funds on finalised projects.

** Note –An increase of budget for CW253335 Maddern Oval Western Field Irrigation \$16K funded from Res 1060 Glenden Asset Reserve*

Infrastructure East / Infrastructure West

\$307K requested to be carried forward from revised budget of \$6.5M.

Projects being requested:

- CW223010 CLM Design and Construct - Principal Cycle Networks
- CW253293 REG Resheeting Program

** Note –An increase of budget for CW243233 DRFA 2021 November Rain Event funded from grant revenue / DRFA reserve and CW253293 REG Resheeting Program funded from unallocated depreciation. Reduction of budget for LRCI Phase 4B (transferred to operational portion of grant) and maintenance contributions for finalised projects.*

2026 Program Adjustments

- NEW PROJECT – Middlemount Bus Shelter – increase \$100K (funded from Res 1087 Middlemount Capcoal)

Corporate Properties

\$730K requested to be carried forward from revised budget of \$3.7M.

Projects being requested:

- CW233103 Moranbah – West wing Grosvenor Complex Air-con
- CW243208 CORP Residential Renewals 2024

- CW243211 Middlemount Admin Building Concrete Slab Subsidence
- CW243234 Nebo- New 5 x 2 Bed Units
- CW243236 Moranbah - New 4 x 2 Bedroom Units
- CW243246 Isaac Solar
- CW253309 ST Lawrence Sporting field toilet upgrade
- CW253310 Moranbah Admin building elevator Lift renewal (nil carry forward but multiyear project with original budget in next financial year)
- CW253311 CORP Residential Renewals 2025
- CW253313 Moranbah 17 Utah Complex New Patio Construction
- CW253314 CORP Emergent and or Prog Renewal 2025
- CW253315 Middlemount Depot Upgrade

** Note – increased funding for CW253313 MBH 17 Utah Complex New Patio Construction from unallocated depreciation (\$118K).*

Transfers to / from 2026 Program

- CW253313 Moranbah 17 Utah Complex New Patio Construction - reduction \$118K noting additional funds required in 2025 FY
- CW243234 Nebo- New 5 x 2 Bed Units – increase \$981K (LGGSP grant funds / unallocated depreciation) for approved grant application

Plant Fleet & Workshop

\$760K requested to be carried forward from a revised budget of \$3.7M

- CW253257 Replace - Vehicles
- CW253267 CORP - Depot Upgrades

Transfer to / from 2026 Program

- Movement within budget between CW263360 Replace 4 Mowers and CW263368 Replace 2 Tractors

Infrastructure and Technical Services

\$379K requested to be carried forward from revised budget of \$1.5K.

Projects being requested:

- CW243188 Flood Resilience
- CW253269 Moranbah Bacon Street Concrete Footpath
- CW253270 Greenhill Road crest widening
- CW253271 Dysart Open Drain Upgrade
- CW253272 Mills Av Goonyella Intersection Upgrade
- CW253295 Peakvale Rd Floodway Design Review
- CW253296 MBH Federation Walk Extension Design
- CW253297 CLV Colonial Drive Footpath Design
- CW253298 MBH Mills Ave Upgrade Design

Planning, Environment & Community Services

Overall, \$3.7M requested to be carried forward from revised budget of \$20.2M.

Director PECS

Nil requested to be carried forward from revised budget of \$3.5M.

**Note – increased funding CW253331 Isaac Resources Excellence Precinct from RCIF grant funds. No adjustment to 2026 FY program noting that this is a multiyear project with additional grant funds in 26/27 FY.*

Transfer to / from 2026 Program

- CW253316 Isaac Country University Centres - decrease \$23K (grant funding) / transfer of funds back to the 2025 FY (multiyear project)
- CW253334 MELC Expansion & Renovation Works - decrease \$545K (grant funding) / transfer of funds back to the 2025 FY (multiyear project)

Economy & Prosperity

\$1.9M requested to be carried forward from revised budget of \$2.5M.

Projects being requested:

- CW233123 Clermont Caravan Park Emergent Electrical Work
- CW243227 Dysart Miners Memorial
- CW243241 Nebo Showgrounds Masterplan Stage 1
- CW253320 CLM Showgrounds Electrical renewals

Transfers to / from 2026 Program

- CW263371 Clermont Saleyards Selling Pen Renewal– receive \$8K unused funds from various 2025 FY projects (CF Budget)
- CW263375 Clermont Caravan Park Stage3 Elec. Upgrades– receive \$29K unused funds from various 2025 FY projects (CF Budget)

Community Education and Compliance

\$364 requested to be carried forward from revised budget of \$118K.

Project being requested:

- CW243164 Moranbah Animal Management Centre Renewal

Engaged Communities

Nil requested to be carried forward from revised budget of \$187K.

Community Hubs

\$131K requested to be carried forward from revised budget of \$516K.

Projects being requested:

- CW222966 St Lawrence Community Hub Design

Community Facilities

\$1.65M requested to be carried forward from revised budget of \$13.4M.

Projects being requested:

- CW223013 Moranbah Community Centre – Refurbishment
- CW243172 Clermont Civic Centre Roof Replacement
- CW253321 Moranbah - GCAC 25m Thermal cover renewal
- CW253322 Glenden - Pool amenity and grandstand area w
- CW253323 Moranbah - GCAC Plant room rectification
- CW253327 Glenden Rec Centre - Toilets Stump renewal
- CW253329 ST Lawrence Hall - Kitchen upgrade
- CW253337 Moranbah Childcare Sewer Mains Replacement

Transfers to / from 2026 Program

- CW263378 CORP Halls Emergent Renewals 2026 – receive \$17K unused funds from various 2025 FY projects (CF Budget)
- 'CORP Pools Emergent Renewals 2026 – receive \$76K unused funds from various 2025 FY projects (CF Budget)

Water & Waste

Overall, \$4.3M requested to be carried forward from revised budget of \$10.4.

Water and Wastewater

\$3.46M requested to be carried forward from revised budget of \$9.1M.

Projects being requested:

- CW182564 Corporate WTP Clearwater Tank Upgrades
- CW222983 Moranbah WTP - Roof Replacement
- CW222991 Nebo WWTP SCADA project
- CW222992 Glenden WWTP SCADA project
- CW233143 Corporate SCADA Upgrades
- CW233150 Moranbah WTP Filter Valve Replacement
- CW233151 St Lawrence Water Storage & Raw Water Main
- CW233155 Clermont WTP Filter Media & Plant Modernisation
- CW243177 Corporate Water Valve & Hydrant Replacement
- CW243182 Corporate Meters for Recycled Water Meters
- CW243185 Moranbah - Recycled Water Network
- CW253253 CORP Meters for Recycled Water Meters
- CW253273 CAR - WTP Upgrade
- CW253274 STL - WTP Upgrade
- CW253275 CORP sewer relining 2025
- CW253276 Moranbah RN Flow measuring at Grosvenor Creek
- CW253277 Moranbah WTP West & East High Lift Pumps
- CW253278 Moranbah WTP Drinking Water Compliance
- CW253279 Middlemount and Dysart - Drying Beds WTPs
- CW253280 CORP WWTP Emergent and / or Prog Renewal
- CW253281 CORP WTP Emergent and / or Prog Renewals
- CW253282 CORP WN Water Meters
- CW253283 CORP Switchboards
- CW253284 CORP Water Valve & Hydrant Replacement²⁵
- CW253285 CORP WN Bulk Water Meter Replacements
- CW253287 Glenden - WTP Turbidity Analyser on Filters
- CW253288 Middlemount- WTP Clearwater Pump replacement
- CW253290 Middlemount WN Augmentation to water reservoir

** Note – increased funding for CW233155 Clermont WTP Filter Media & Plant Modernisation from unallocated depreciation (Council Resolution 9263). Increased funding CW233141 Nebo Water Network Augmentation (grant funded).*

** Note – funding swap for CW253290 Middlemount Water Network Augmentation remove unallocated depreciation / increase Res 1087 Middlemount Capcoal Recurrent Reserve \$124K, Res 1213 Middlemount Special Rates Reserve Cam Park \$5K, Reserve 1215 Middlemount Special Rates Corporate Venues \$40.*

Transfer to / from 2026 Program

- CW263412 CORP Switchboards Water – receive \$23K unused funds from various 2025 FY projects (CF Budget)

Waste Management

\$865K requested to be carried forward from revised budget of \$1.3M

Projects being requested:

- CW233156 Clermont WMF Weighbridge Installation

- CW243204 Glenden Landfill to Transfer Station
- CW243205 Moranbah Rectification of Landfill Cell
- CW243239 Carmila Landfill Capping (remove Design from name noting moving to construction)
- CW243240 Greenhill Landfill Capping (remove Design from name noting moving to construction)
- CW253254 CORP Upgrade Mandalay Terminals
- CW253266 Dysart WMF Repurpose to Transfer Station

** Note – increased funding for CW253254 CORP Upgrade Mandalay Terminals from unallocated depreciation.*

2026 Program Adjustments

- NEW PROJECT – Moranbah Waste Management Facility Oil Shed – increase \$70K funded from unallocated depreciation

Capital Revenue Adjustments

Carry forward of Capital Grants (increases 2026 FY capital revenue budget)

- CW243243 Cooroora Creek Bridge Replacement–\$958K BRP funding
- CW233143 Corporate SCADA Upgrades - \$265K BOR funding
- CW233155 Clermont WTP Filter Media & Plant Modernisation - \$74K LGGSP 21–24 funding
- CW243188 Flood Resilience - \$70K Disaster Ready funding
- CW243246 Isaac Solar - \$261K Isaac Solar Funding
- CW243241 Nebo Showgrounds Masterplan Stage 1 - \$1.5M Federal funding

2026 Grant Adjustments

- CW243242 Phillips Creek Bridge Construction – decrease \$2.2M Phillips Creek Bridge Funding (transferred to 2025 FY)
- CW243234 Nebo – New 5 x 2 Bed Unites – increase \$609K LGGSP 24-28 funding
- CW253316 Isaac Country University Centres – decrease \$23K (transferred to 2025 FY) REFF funding
- CW253334 MELC Expansion & Renovation Works – decrease \$545K (transferred to 2025 FY) W4QLD funding

Whole of Council Carry Forward Review 2025.2026

Code	Project	2025 YTD Actuals	Annual Approved Budget	Remaining Budget as at 30/06/2025	% Physical Completion	Revised Completion Date	Project Progress Comment / Short Reason for Delay	Finance Comment	Carry Forward Y/N	Additional Grant / Contribution / Funding	Transfer in from other projects	Transfer out to other projects	Final 24/25 Project Budget	Balance of Carry Forward	2026 Original Budget	Additional Grant / Contribution / Funding	Transfer in from other projects	Transfer out to other projects	Revised 2026 Budget (including CF)	2026 YTD Actuals	2026 Commitments	Total 2026 Expenditure including commitments
40000 - Corporate, Governance & Financial Service																						
Department 40000 - Director Corporate, Governance & Financial Service																						
CW142161	Contributed & Found Asset-Capitalised	4,945,334	0	(4,945,334)	N/A	N/A	Contributed / Found Assets		NA				0	0	0				0	0	0	0
CW223055	NBO QFRS & SES Sheds	1,125	2,397	1,272	100%		Project completed to original scope. Minor rectifications to be covered through operational budgets.	Trf \$1,272 to CW253261 Res 1078 CF	N			1,272	1,125	0	0				0	0	0	0
CW223057	McDonald Flat Rd	0	153,809	153,809	0%	N/A	No further progress to date with 2 remaining property owners. Approach to resolve to be reviewed at which time will report to Council and request access to identified reserve funds.	Return to Reserve 1252 Asset Legacy Reserve \$153,809	N	(153,809)			0	0	0				0	0	0	0
Department 40000 - Director Corporate, Governance & Financial Service Total		4,946,459	156,206	(4,790,253)						(153,809)	0	1,272	1,125	0	0	0	0	0	0	0	0	0
Department 44000 - Chief Information Officer																						
CW243187	Asset Refresh Program	60,209	107,496	47,287	100%	31/08/2025	Generator installed, installation invoices outstanding. Awaiting confirmation that generator is functioning to the required standard. Invoice will be paid when this is confirmed, however this will be in the 25.56 FY.		Y				107,496	47,287	0				47,287	0	4,353	4,353
CW253251	CLM IT Office Refresh	58,999	190,000	131,001	30%	31/03/2026	Equipment has been purchased but project had to be delayed due to unexpected circumstances including building firewall and roof panels breaking down. Rescoping works accordingly.	Trf \$1,125 to CW253261 Depreciation	Y				190,000	131,001	0				131,001	0	23,439	23,439
CW253261	MBH Village Upgrades WAN 3.6 ghz Upgrade	0	175,972	175,972	30%	30/09/2025	Original project was to bring the building up to standard. Due to emergent needs project scope has changed to upgrade for wireless WAN as required by ACMA. Project is currently being rescoped. Request change of name to WAN 3.6ghz Upgrade	Rec \$1,272 frm CW223055 Res 1078 CF Rec \$1,153 frm CW253262 Depreciation	Y		2,425		178,397	178,397	0				178,397	0	177,263	177,263
CW253262	CCTV Additional Data Storage	398,847	400,000	1,153	100%	30/04/2025	Completed	Trf \$1,153 to CW253261 Depreciation	N			1,153	398,847	0	0				0	0	0	0
CW253263	Mobility Solution Starlink Rollout	0	50,000	50,000	10%	31/12/2025	Delayed through issues with previous provider going out of business in Australia. Scope for sites required is completed. Installation and purchase of equipment will occur in the 2026 FY.		Y				50,000	50,000	0				50,000	0	0	0
CW253264	Coastal TV Equipment Renewal	0	80,000	80,000	10%	30/09/2025	Difficulty in sourcing specialised equipment and installation provider.		Y				80,000	80,000	0				80,000	0	0	0
CW253265	Video Conferencing Renewal	8,361	20,000	11,639	50%	31/12/2025	Clermont and Dysart Boardroom upgrade has occurred and continuing to scope other sites. Relocation of Clermont Boardroom equipment may have impact.		Y				20,000	11,639	0				11,639	0	3,309	3,309
CW263338	DYS New Network Building	0	0	0			New FY Project						0	0	400,000				400,000	0	0	0
CW263339	Wan Renewal/SD-WAN Renewal	0	0	0			New FY Project						0	0	362,000				362,000	0	0	0
Department 44000 - Chief Information Officer Total		526,415	1,023,468	497,052						0	2,425	1,153	1,024,740	498,324	762,000	0	0	0	1,260,324	0	208,364	208,364
Department 47000 - Manager Safety & Resilience																						
CW243189	MBH SES Fencing upgrade and cover roof	17,006	40,000	22,994	50%	31/12/2025	Fence installation and gate repairs complete and roof off shed no longer required so original scope complete. Request for remaining funds to provide parking in expanded area (civil works). Additional quotes to be sourced to meet procurement requirements.		Y				40,000	22,994	0				22,994	0	0	0
Department 47000 - Manager Safety & Resilience Total		17,006	40,000	22,994						0	0	0	40,000	22,994	0	0	0	0	22,994	0	0	0
Corporate, Governance & Financial Service Total		5,489,880	1,219,674	(4,270,207)						(153,809)	2,425	2,425	1,065,865	521,318	762,000	0	0	0	1,283,318	0	208,364	208,364

Whole of Council Carry Forward Review 2025.2026

Code	Project	2025 YTD Actuals	Annual Approved Budget	Remaining Budget as at 30/06/2025	% Physical Completion	Revised Completion Date	Project Progress Comment / Short Reason for Delay	Finance Comment	Carry Forward Y/N	Additional Grant / Contribution / Funding	Transfer in from other projects	Transfer out to other projects	Final 24/25 Project Budget	Balance of Carry Forward	2026 Original Budget	Additional Grant / Contribution / Funding	Transfer in from other projects	Transfer out to other projects	Revised 2026 Budget (including CF)	2026 YTD Actuals	2026 Commitments	Total 2026 Expenditure including commitments
50000 - Engineering & Infrastructure Services																						
Department 51000 - Bowen Basin and Galilee Operations																						
CW223048	Peak Downs Mine Rd - Saraji Rd Inter	238,182	328,368	90,186	95%	20/09/2025	Delays in final works - beyond our control (note verbal update at standing committee in June). Line marking works outstanding and contractual defect rectification.		Y				328,368	90,186	0				90,186	76	93,136	93,212
CW233068	Dysart-Clermont Road Upgrade-ROSI	1,410,325	1,427,241	16,916	100%	30/01/2025	Project Completed	Reduction \$5,401 Res 1256 ROSI Grant funding Trf \$11,515 to CW243194 Res 1078 CF	N	(5,401)		11,515	1,410,325	0	0				0	0	0	0
CW233121	Golden Mile Road Rehab Pavement, Drainag	762,941	763,035	94	100%	30/01/2025	Project Completed	Trf \$94 to CW243194 Res 1078 CF	N			94	762,941	0	0				0	0	0	0
CW243190	Rubyvale Road Floodway Replacement	133,752	133,752	0	100%	30/04/2025	Project Completed		N				133,752	0	0				0	0	0	0
CW243192	CORP Sports and Rec area lighting	377,122	377,122	0	100%	15/09/2024	Project Completed	Trf \$1,649 to CW243191 Res 1344 LRCI Grant Funds Rec \$1,649 frm CW243191 Res 1078 CF	N		1,649	1,649	377,122	0	0				0	0	0	0
CW243194	MBH Goonyella Road Intersection Upgrade	571,829	327,485	(244,344)	30%	31/03/2026	Multi Year Project Designs completed, services relocation completed, Tender out to market - expected to be awarded end August.	Increase \$27,480 Unallocated Depreciation Receive \$169,956 from CW243201 Depreciation Rec \$94 frm CW233121 Res 1078 CF Rec \$11,515 frm CW233068 Res 1078 CF Rec \$897 frm CW243202 Res 1078 CF Rec \$11,128 frm CW253299 Depreciation Rec \$22 frm CW253302 Depreciation Rec \$13,573 frm CW253306 Depreciation Rec \$9,679 frm CW243194 Depreciation	Y	27,480	216,864		571,829	0	3,720,000			3,720,000	1,141	347,722	348,863	
CW243201	Peak Downs Mine Road Recon & Widen	1,016,359	1,541,058	524,699	40%	30/09/2025	Multi Year Project Stabilisation works in progress	Reduction \$230,508 Res 1188 TIDS grant funds Trf \$169,956 to CW243194 Depreciation Trf \$31,842 to CW253304 Res 1188 TIDS grant funds Trf \$9,679 to CW243194 Depreciation Trf \$109 to CW253301 Depreciation	Y	(230,508)		211,586	1,098,964	82,605	1,004,436			1,087,041	8,089	1,004,440	1,012,529	
CW243202	MMT Nolan Drive Drainage Works	284,678	320,000	35,322	100%	30/06/2025	Project Completed	trf \$34,425 to CW253306 Res 1189 R2R grant funds Trf \$897 to CW243194 Res 1078 CF	N			35,322	284,678	0	0				0	0	0	0
CW243230	MMT Skate Park Upgrade	292	292	0	100%	30/06/2024	Project Completed		N				292	0	0				0	0	0	0
CW243242	Phillips Creek Bridge Construction	7,957,689	5,550,000	(2,407,689)	45%	30/04/2026	Multi year Project Sub-structure work in progress	25 FY Increase \$2,166,920 Res 1219 Phillips Cr grant 25 FY Increase \$240,769 Res 1065 Road Reserve 26 FY Reduction \$2,166,920 Res 1219 Phillips Cr grant Note - have not decreased Council spend in 2026 FY.	Y	2,407,689			7,957,689	0	14,560,000	(2,166,920)		12,393,080	2,110	12,302,030	12,304,140	
CW243243	Cooroora Creek Bridge Replacement	1,313,806	2,511,342	1,197,536	30%	28/02/2026	Multi year Project Sub-structure work in progress		Y				2,511,342	1,197,536	420,000				1,617,536	7,697	1,820,242	1,827,939
CW253299	CORP Sports and Rec Area Lighting	299,993	395,000	95,007	100%	31/05/2025	Project Completed. Note - reduction of W4QLD funds required. These will be put to Q1 review for transfer to another project.	Reduction \$83,879 Res 1265 W4QLD 24-27 Grant Funding Trf \$11,128 to CW243194 Depreciation	N	(83,879)		11,128	299,993	0	0				0	0	8,345	8,345
CW253300	MBH Wi-Fi & Town Square stage speakers	28,449	28,449	0	100%	1/04/2025	Project Completed		N				28,449	0	0				0	0	0	0
CW253301	REG Surface Renewal Program	3,908,707	3,908,598	(109)	100%	1/04/2025	Project Completed	Receive \$109 from CW243201 Depreciation	N		109		3,908,707	0	0				0	0	0	0
CW253302	REG Floodway Construction	1,633,950	1,633,994	44	100%	1/04/2025	Project Completed	Reduction \$22 Res 1188 TIDS Grant Trf \$22 to CW243242 Depreciation	N	(22)		22	1,633,950	0	0				0	0	0	0
CW253304	Saraji Road Rehabilitation Design	149,964	105,804	(44,160)	70%	30/09/2025	Multi Year Project - Design in progress	Receive \$31,842 from CW243201 Res 1188 TIDS grant Rec \$12,318 frm CW253306 Depreciation	Y		44,160		149,964	0	989,000			989,000	4,483	29,379	33,862	
CW253305	PDM Saraji DYS Bypass Road Rehabilitation	656,965	656,965	0	100%	1/04/2025	Project Completed		N				656,965	0	0				0	0	0	0
CW253306	Sealed Road Rehabilitation	962,260	953,726	(8,534)	100%	1/04/2025	Project Completed. Commitments to be cancelled.	Rec \$34,425 frm CW243202 Res 1189 R2R grant Trf \$13,573 to CW243242 Depreciation Trf \$12,318 to CW253304 Depreciation	N		34,425	25,891	962,260	0	0				0	0	17,261	17,261
CW263345	REG Unsealed Roads New Floodway Program	0	0	0			New FY Project		NA				0	0	1,000,000				1,000,000	105	0	105
CW263346	MBH Netball Courts Lights Renewal	0	0	0			New FY Project		NA				0	0	35,000				35,000	0	0	0
CW263347	REG CCTV installation	0	0	0			New FY Project		NA				0	0	100,000				100,000	0	0	0
CW263348	CORP Sporting Oval Lighting Upgrade	0	0	0			New FY Project		NA				0	0	35,000				35,000	0	0	0
CW263349	CLM Junior Cricket Ovals	0	0	0			New FY Project		NA				0	0	188,000				188,000	0	0	0
Department 51000 - Bowen Basin and Galilee Operations To		21,707,261	20,962,231	(745,032)						2,115,359	297,207	297,207	23,077,590	1,370,327	22,051,436	(2,166,920)	0	0	21,254,843	23,701	15,622,553	15,646,254
Department 52000 - Manager Parks and Recreation																						
CW233083	REG - Base Building and Electrical Compl	74,872	74,659	(213)	100%	30/06/2025	Project Completed	Rec \$213 frm CW253336 Depreciation	N		213		74,872	0	0				0	0	0	0
CW243191	CORP Playground surfacing upgrades	16,342	16,342	0	100%	2/09/2024	Project Completed	Rec \$4,649 frm CW222965 Res 1344 LRCI Grant Funds Rec \$1,649 frm CW243192 Res 1344 LRCI Grant Funds Trf \$3,976 to CW222965 Res 1078 CF Trf \$1,649 to CW243192 Res 1078 CF Trf \$673 to CW253332 Res 1078 CF	N		6,298	6,298	16,342	0	0				0	0	0	0
CW253292	MBH Town Square area CCTV Installation	75,086	76,633	1,547	100%	30/06/2025	Project Completed	Trf \$1,547 to CW253307 Res 1078 CF	N			1,547	75,086	0	0				0	0	0	0
CW253307	REG Base Building Programmed Renewals 25	78,604	90,589	11,985	100%	30/06/2025	Project Completed - awaiting remaining invoices. Project may need to carry forward to financially complete.	Trf \$6,562 to NEW PROJECT CLM BMX Res 1078 CF	Y			6,562	84,027	5,423	0				5,423	3,441	0	3,441
CW253332	Lake Elphinstone Dump Point	93,853	81,778	(12,075)	100%	30/06/2025	Project Completed	Rec \$1,547 frm CW253292 Res 1078 CF Rec \$673 frm CW243191 Res 1078 CF Rec \$9,855 frm CW253336 Depreciation	N		12,075		93,853	0	0				0	0	0	0

Whole of Council Carry Forward Review 2025.2026

Code	Project	2025 YTD Actuals	Annual Approved Budget	Remaining Budget as at 30/06/2025	% Physical Completion	Revised Completion Date	Project Progress Comment / Short Reason for Delay	Finance Comment	Carry Forward Y/N	Additional Grant / Contribution / Funding	Transfer in from other projects	Transfer out to other projects	Final 24/25 Project Budget	Balance of Carry Forward	2026 Original Budget	Additional Grant / Contribution / Funding	Transfer in from other projects	Transfer out to other projects	Revised 2026 Budget (including CF)	2026 YTD Actuals	2026 Commitments	Total 2026 Expenditure including commitments
CW253335	Maddern Oval Western Field Irrigation	275	20,000	19,725	10%	31/07/2025	Works scheduled to be completed 11/08/2025. Additional funds required for variation 1 for the amount of \$16,184. This includes additional allocated materials and labour for the head works connections. It was also discovered that the non-return valve is requiring to be replaced and installation of isolation gate vales upstream of the new non return valve and to the football club.	Increase \$16,184 Res 1060 Glenden Asset Reserve	Y	16,184			36,184	35,909	100,000				135,909	5,290	121,021	126,311
CW253336	DYS BMX & Soccer Club Power	133,988	200,000	66,012	100%	30/06/2025	Project Completed	Trf \$9,855 to CW253332 Depreciation Trf \$213 to CW233083 Depreciation Trf \$55,944 to NEW PROJECT CLM BMX Depreciation	N			66,012	133,988	0	0				0	0	0	0
CW263340	MBH Anzac Memorials Remediation	0	0	0			New FY Project		NA				0	0	50,000				50,000	0	45,446	45,446
CW263341	DYS Civic Centre Anzac Square Bench	0	0	0			New FY Project		NA				0	0	20,000				20,000	0	0	0
CW263342	REG Parks Facility Renewal	0	0	0			New FY Project		NA				0	0	150,000				150,000	0	0	0
CW263343	MBH Parks Irrigation Renewal	0	0	0			New FY Project		NA				0	0	100,000				100,000	0	0	0
CW263344	REG Emergent Park Renewals 2026	0	0	0			New FY Project		NA				0	0	100,000				100,000	22,985	10,941	33,926
New PROJECT	New PROJECT - CLM BMX track Renewal						Reinstatement of unsealed sections of the BMX track in order to open for public use.	Rec \$6,562 frm CW253307 Res 1078 CF Rec \$55,944 frm CW253336 Depreciation	NA		62,506		62,506	62,506	0				62,506	0	0	0
Department 52000 - Manager Parks and Recreation Total		473,020	560,001	86,981						16,184	81,092	80,419	576,858	103,838	520,000	0	0	0	623,838	31,716	177,407	209,124
Department 55000 - Manager Infrastructure East																						
CW233088	Eaglefield Road- Pave and Seal (ROS)	1,571,657	1,560,000	(11,657)	100%	6/05/2025	Project Completed. Awaiting cancellation of 2026 FY commitments.	Rec \$11,657 frm CW243196 Res 1078 CF	N		11,657		1,571,657	0	0				0	0	1,174	1,174
CW243196	REG - Footpath Treatments	107,301	131,209	23,908	100%	30/06/2025	Project Completed. Awaiting cancellation of 2026 FY commitments.	Trf \$11,657 to CW233088 Res 1078 CF Trf \$12,251 to CW233088 Res 1078 CF	N			23,908	107,301	0	0				0	0	6,745	6,745
Department 55000 - Manager Infrastructure East Total		1,678,958	1,691,209	12,251						0	11,657	23,908	1,678,958	0	0	0	0	0	0	0	7,919	7,919
Department 56000 - Manager Infrastructure West																						
CW223010	CLM Design and Construct - Principal Cyc	35,206	100,000	64,794	100%	15/07/2025	Project completed, small CF to finalise expenditure	Trf \$61,238 to CW253293 Res 1078 CF	Y			61,238	38,762	3,556	0				3,556	3,556	0	3,556
CW243198	REG - Rural Network Resheeting 2024	7,937	7,937	0	100%	30/06/2024	Project Completed		N				7,937	0	0				0	0	0	0
CW243228	Road & Transport Hazard Reduction Work	827,992	834,137	6,145	100%	30/06/2025	Project Completed	Reduce \$6,145 Res 1344 LRCI Phase 4 (note will transfer to operational for remainder of works)	N	(6,145)			827,992	0	0				0	0	0	0
CW243237	CLM State School Stop Drop & Go	(128,296)	0	0	NA	NA	Prior FY actuals journaled to operational		NA				0	0	0				0	0	0	0
CW243233	DRFA 2021 November Rain Event	300,067	0	(300,067)	9/04/1900	30/06/2025	Capital portion of DRFA works	Increase \$268,035 Res 1081 DRFA Grant Funds Increase \$32,032 Res 1081 DRFA Trigger Point	N	300,067			300,067	0								
CW253293	REG Resheeting Program	3,412,080	3,492,063	79,983	85%	30/07/2025	Twin Hills, Wuthung, Laglan, Mackenzie Reiver Capella Road and Turrawulla completed. Dooruna resheet carried forward - estimated end date 30 July	Rec \$140,000 unallocated depreciation Rec \$12,251 frm CW243196 Res 1078 CF Rec \$9,862 frm CW253294 Depreciation Rec \$61,238 frm CW223010 Res 1078 CF	Y	140,000	83,351		3,715,414	303,334	0				303,334	888	300,061	300,949
CW253294	Isaac Regional Streetlighting Upgrades	140,138	150,000	9,862	100%	30/06/2025	Project Completed	Trf \$9,862 to CW253293 Depreciation	N			9,862	140,138	0	0				0	0	0	0
CW253333	Eagle Downs Intersection Asphalt Renewal	153,038	170,000	16,962	100%	30/06/2025	Project Completed	Return to Reserve \$16,962 Res 2002 General Reserve Maintenance Contributions	N	(16,962)			153,038	0	0				0	0	0	0
CW263354	REG Resheeting Program	0	0	0			New FY Project		NA				0	0	3,464,743				3,464,743	3,288	236,290	239,578
CW263355	REG Sealed Surface Renewal program	0	0	0			New FY Project		NA				0	0	3,850,000				3,850,000	0	3,452,566	3,452,566
CW263356	REG Sealed Roads Rehabilitation	0	0	0			New FY Project		NA				0	0	1,000,000				1,000,000	0	148,404	148,404
CW263357	DYS School Zone Flashing Signs	0	0	0			New FY Project		NA				0	0	75,000				75,000	0	0	0
NEW PROJECT - MMT Bus Shelter	Project for bus shelters in Middlemount	0	0	0			Request for new project - seeking outside contribution but allocating Council portion of funds.	2026 FY increase \$100,000 frm Res 1087 MMT Capcoal	NA				0	0	0	100,000			100,000	0	0	0
Department 56000 - Manager Infrastructure West Total		4,748,162	4,754,137	(122,321)						416,960	83,351	71,100	5,183,348	306,890	8,389,743	100,000	0	0	8,796,633	7,733	4,137,321	4,145,054
Department 57000 - Corporate Properties & Fleet																						
CW212855	MBH - Fatigue Accommodation - developmen	86,362	86,362	0	100%	NA	Project Completed		N				86,362	0	0				0	0	0	0
CW233093	DYS - Residential - Proactive Upgrades R	3,843	3,843	0	100%	31/12/2024	Project Completed		N				3,843	0	0				0	0	0	0
CW233102	CLM - Admin-Hall Precinct Fire Complianc	266	266	0	100%	30/09/2024	Project Completed		N				266	0	0				0	0	0	0
CW233103	MBH - Westwing Grosvenor Complex Air-con	374,194	421,900	47,706	90%	30/09/2025	VAV system controllers for admin building and indoor coil replacement for upstairs smoko room scheduled for early August.	Rec \$177 frm CW243207 Res 1078 CF	Y		177		422,077	47,883	0				47,883	50	47,833	47,883
CW243207	CORP - Depot Upgrades 2024	22,080	24,720	2,640	100%	31/03/2025	Project Completed	Trf \$177 to CW233103 Res 1078 CF Trf \$1,561 to CW243214 Res 1078 CF Trf \$902 to CW253309 Res 1078 CF	N			2,640	22,080	0	0				0	0	0	0
CW243208	CORP Residential Renewals 2024	547,760	681,000	133,240	99%	31/08/2025	Majority of project completed. Small carry forward to finalise commitments. Remaining funds to be used for CW253311	Trf \$108,648 to CW253311 Res 1078 CF Trf \$22,509 to CW253311 Depreciation	Y			131,157	549,843	2,083	0				2,083	443	1,640	2,083
CW243211	MMT Admin Bld Concrete Slab Subsidence	24,366	75,544	51,178	30%	30/06/2026	Design completed, awaiting further decision on whether to proceed with solution.		Y				75,544	51,178	0				51,178	362	0	362
CW243212	CORP - Fatigue Accommodation Upgrades	127,619	129,655	2,036	100%	30/06/2025	Project Completed	Trf \$2,036 to CW253310 Res 1078 CF	N			2,036	127,619	0	0				0	0	0	0
CW243214	NBO Depot Amenities Renewal	164,898	163,337	(1,561)	100%	31/12/2024	Project Completed	Rec \$1,561 frm CW243207 Res 1078 CF	N		1,561		164,898	0	0				0	0	0	0
CW243215	MBH Council Chambers Options analysis	(170,740)	2,684	0	NA	NA	Prior Financial Year Actuals Journaled to Operational	Trf \$206 to CW253309 Res 1078 CF Trf \$511 to CW253310 Res 1078 CF Trf \$1,967 to CW253313 Res 1078 CF	NA			2,684	0	0	0				0	0	0	0

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Code	Project	2025 YTD Actuals	Annual Approved Budget	Remaining Budget as at 30/06/2025	% Physical Completion	Revised Completion Date	Project Progress Comment / Short Reason for Delay	Finance Comment	Carry Forward Y/N	Additional Grant / Contribution / Funding	Transfer in from other projects	Transfer out to other projects	Final 24/25 Project Budget	Balance of Carry Forward	2026 Original Budget	Additional Grant / Contribution / Funding	Transfer in from other projects	Transfer out to other projects	Revised 2026 Budget (including CF)	2026 YTD Actuals	2026 Commitments	Total 2026 Expenditure including commitments
CW243234	NBO - New 5 x 2 Bed Units	71,937	106,837	34,900	80%	31/01/2027	Original project - Options analysis to further LGGSP grant approval - completed. Grant funding approved. Procurement documents currently being prepared to advertise tender for a design and construct - Multi year project with \$1,015,775 required in the 25/26 FY.	2026 FY Approval Grant requires additional Council funds added to project Increase \$609,465 Res Increase \$371,410 unallocated depreciation	Y				106,837	34,900	0	980,875			1,015,775	0	0	0
CW243235	CLM - New Build 5 x 2 Bedroom Units	3,140	3,140	0	NA	NA	Project on hold until further notice		N				3,140	0	0				0	0	0	0
CW243236	MBH - New 4 x 2 Bedroom Units	17,735	103,327	85,592	5%	30/06/2026	Options evaluations underway with contractor to provide direction if grant funding found or to inform PAG.	Rec \$4,545 frm CW243249 Res 1078 CF Rec \$4,188 frm CW253308 Depreciation	Y				103,327	85,592	0				85,592	0	0	0
CW243249	CLM - Admin Remediation Works	55,343	59,888	4,545	100%	31/12/2024	Project Completed	Trf \$4,545 to CW253313 Res 1078 CF	N			4,545	55,343	0	0				0	0	0	0
CW243246	Isaac Solar	105,805	415,490	309,685	50%	30/06/2026	Moranbah - Procurement documents being prepared with tender advertised in July, with expected award by end of August. Clermont - construction commenced in July with anticipated completion date by early August.		Y				415,490	309,685	175,795				485,480	55,486	13,500	68,986
CW253308	STL Rec Area septic system replacement	20,812	25,000	4,188	100%	30/06/2025	Project Completed (Project was design only). Shovel ready design if future grant opportunities found.	Trf \$4,188 to CW253313 Depreciation	N			4,188	20,812	0	0				0	0	0	0
CW253309	STL Sporting field toilet upgrade	31,218	40,000	8,782	100%	30/06/2025	Project Completed (Project was design only). Shovel ready design if future grant opportunities found. Additional works completed on site in interim - painted, roof repairs and electrical. Awaiting final invoice from consultant which will require project to carry forward.	Rec \$902 frm CW243207 Res 1078 CF Rec \$206 frm CW243215 Res 1078 CF	Y		1,108		41,108	9,890	0			9,890	(0)	9,755	9,755	
CW253310	MBH Admin building elevator Lift renewal	2,547	0	(2,547)	10%	30/06/2026	Note - project for options analysis only. Different vendors approached with quotes received on replacement of elevator. No recommendations received to repair. Quotes have varied in amounts. Note - funds in 2026 FY to finalise the recommendation.	Rec \$2,036 to CW243212 Res 1078 CF Rec \$511 frm CW243215 Res 1078 CF	Y		2,547		2,547	0	15,000			15,000	852	0	852	
CW253311	CORP Residential Renewals 2025	759,466	806,002	46,536	90%	31/10/2025	19 Lawrence St, MBH works ongoing, expected completion end Aug 25. Last minute reactionary job due to safety risks. 67 Utah Dr, MBH - replacement of ceiling works to finalise 4 Kitchener St, CLM waiting on final invoice for restumping	Rec \$108,648 to CW243208 Res 1078 CF Rec \$22,509 to CW243208 Depreciation	Y		131,157		937,159	177,693	0			177,693	101,228	113,337	214,565	
CW253312	17 Utah Complex - Gas to Electric Hot wa	35,694	35,694	0	100%	30/09/2024	Project Completed		N				35,694	0	0				0	0	0	0
CW253313	MBH 17 Utah Complex New Patio Constructi	382,205	225,000	(157,205)	90%	31/08/2025	5 patios remaining to be completed. Further works for electrical and stormwater to be completed by end of August.	2025 FY Increase \$117,506 unallocated depreciation 2026 FY Reduction \$117,506 (repayment of funds to 1058 Land & Building Reserve) Rec \$1,967 frm CW243215 Res 1078 CF Rec \$4,545 frm CW243249 Res 1078 CF Rec \$4,188 frm CW253308 Depreciation Rec \$3,655 frm CW253313 Depreciation Rec \$20,000 frm CW253315 Depreciation Rec \$5,344 frm CW253314 Depreciation	Y	117,506	39,699		382,205	0	250,000	(117,506)		132,494	7,425	56,653	64,078	
CW253314	CORP Emergent and or Prog Renewal 2025	63,660	75,000	11,340	95%	31/08/2025	Majority of funds spent - awaiting final install of air conditioner to close out works.	Trf \$3,655 to CW253314 Depreciation Trf \$5,344 to CW253313 Depreciation	Y			8,999	66,001	2,341	0			2,341	0	2,341	2,341	
CW253315	MMT Depot Upgrade	201,096	230,000	28,904	90%	31/08/2025	New building including electrical, plumbing and concreting completed. Finalisation of work for cabling / WIFI to be completed by end of August.	Trf \$20,000 to CW253313 Depreciation	Y			20,000	210,000	8,904	0			8,904	686	0	686	
CW263350	CORP Residential Renewals 2026	0	0	0			New FY Project		NA				0	0	1,700,000				1,700,000	6,015	26,594	32,609
CW263351	CORP CP Emergent Renewals 2026	0	0	0			New FY Project		NA				0	0	100,000				100,000	0	0	0
CW263352	CORP Fatigue Accommodation Upgrade 2026	0	0	0			New FY Project		NA				0	0	275,000				275,000	0	0	0
CW263353	Buildings Guttering & Fascia Renewals	0	0	0			New FY Project		NA				0	0	150,000				150,000	0	0	0
CW263358	NBO Admin Generator Install	0	0	0			New FY Project		NA				0	0	100,000				100,000	185	0	185
CW263359	DYS MMT Admin Storage Room Upgrades	0	0	0			New FY Project		NA				0	0	50,000				50,000	649	0	649
Department 57000 - Corporate Properties & Fleet Total		2,931,305	3,714,689	609,959						117,506	176,249	176,249	3,832,195	730,149	2,815,795	863,369	0	0	4,409,313	173,381	271,654	445,035
Department 58000 - Manager Plant, Fleet & Workshops																						
CW192754	E & I Insurance Capitalisation	54,243	54,243	0	100%	28/02/2025	Replacement vehicle through insurance payment to IRC (receipted to plant reserve)		N				54,243	0	0				0	0	0	0
CW253255	Replace - Attachments	32,545	32,545	0	100%	15/07/2024	Project Completed		N				32,545	0	0				0	0	0	0
CW253256	Replace - Grasscutter	374,698	374,929	231	100%	26/11/2024	Project Completed	Trf \$231 to CW253257 Depreciation	N			231	374,698	0	0				0	0	0	0
CW253257	Replace - Vehicles	1,335,768	2,045,922	710,154	70%	30/09/2025	13 cars remaining with various arrival dates	Rec \$813 frm CW253260 Depreciation Rec \$231 frm CW253256 Depreciation Reduction \$146,623 Sale of Plant Increase \$146,623 Depreciation	Y	0	1,044		2,046,966	711,198	0			711,198	404,311	466,039	870,350	
CW253258	Replace - Earthmovers	992,428	992,428	0	100%	26/11/2024	Project Completed		N				992,428	0	0				0	0	0	0
CW253259	Replace - Trailer	115,000	115,000	0	100%	29/07/2024	Project Completed		N				115,000	0	0				0	0	0	0
CW253260	Dysart Depot upgrade	32,280	33,093	813	100%	26/11/2024	Project Completed	Trf \$813 to CW253257 Depreciation	N			813	32,280	0	0				0	0	0	0
CW253267	CORP - Depot Upgrades	31,164	80,347	49,183	98%	30/07/2025	Power upgrade to Moranbah Depot completed. Currently replacing doors at St Lawrence with motorised roller doors (expected completion end of July). Request carry forward of remaining funds noting no 2026 Depot upgrade project which will allow funds to rectify items from safety inspection.		Y				80,347	49,183	0				49,183	40,100	14,737	54,836

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Code	Project	2025 YTD Actuals	Annual Approved Budget	Remaining Budget as at 30/06/2025	% Physical Completion	Revised Completion Date	Project Progress Comment / Short Reason for Delay	Finance Comment	Carry Forward Y/N	Additional Grant / Contribution / Funding	Transfer in from other projects	Transfer out to other projects	Final 24/25 Project Budget	Balance of Carry Forward	2026 Original Budget	Additional Grant / Contribution / Funding	Transfer in from other projects	Transfer out to other projects	Revised 2026 Budget (including CF)	2026 YTD Actuals	2026 Commitments	Total 2026 Expenditure including commitments
CW263360	Replace - 4 x Mowers	0	0	0			New FY Project - additional funds required based on pricing received / additional specifications requested.	2026 FY - Rec \$26,000 frm CW263368 Depreciation	NA				0	0	220,000		26,000		246,000	0	133,000	133,000
CW263361	Replace - 2 x Slashers	0	0	0			New FY Project		NA				0	0	40,000				40,000	35,945	0	35,945
CW263362	Replace Front End Loader 3 Small Trucks	0	0	0			New FY Project		NA				0	0	1,550,000				1,550,000	0	329,000	329,000
CW263363	Replace 1 x Forklifts	0	0	0			New FY Project		NA				0	0	45,000				45,000	45,900	0	45,900
CW263364	Replace 1 x Vac Trailer	0	0	0			New FY Project		NA				0	0	75,000				75,000	0	67,300	67,300
CW263365	Replace 20 x Vehicles	0	0	0			New FY Project		NA				0	0	1,052,000				1,052,000	380,101	626,392	1,006,493
CW263366	Replace 3 x Trailers	0	0	0			New FY Project		NA				0	0	35,000				35,000	0	35,868	35,868
CW263367	Replace Truck & Dog Water Truck	0	0	0			New FY Project		NA				0	0	760,000				760,000	0	730,000	730,000
CW263368	Replace 2 x Tractors	0	0	0			New FY Project - Note quotes for tractors show available funds which are available to transfer to CW263360	2026 FY - Trf \$26,000 to CW263360 Depreciation	NA				0	0	300,000		26,000		274,000	0	265,000	265,000
Department 58000 - Manager Plant, Fleet & Workshops Total		2,968,127	3,728,507	760,381						0	1,044	1,044	3,728,507	760,381	4,077,000	0	26,000	26,000	4,837,381	906,358	2,667,335	3,573,692
Department 59000 - Manager Infrast and Technical Services																						
CW243188	Flood Resilience	612,051	753,000	140,949	100%	31/07/2025	Scope of works completed 100% as per contract. However, signage may be needed to be upgraded due to recent DTMR standard changes (flood warning signage). Recommend retaining money until resolution from DTMR.		Y				753,000	140,949	0				140,949	915	0	915
CW243203	Federation Walk extension to Airport	38,585	38,585	0	100%	30/06/2025	Project was for a concept design only which is completed.		N				38,585	0	0				0	0	0	0
CW253269	MBH Bacon Street Concrete Footpath	45,616	90,000	44,384	30%	1/11/2025	Footpath design complete. Light design / supply of lights quotes received. Technical specifications to be finalised with construction to be completed by Council. Grant extension has been received.		Y				90,000	44,384	380,000				424,384	4,269	24,557	28,826
CW253270	GRH Road crest widening	39,058	44,304	5,246	100%	31/07/2025	Project completed. Commitment to be cancelled. Small funds retained to finalise Project Management commitments.		Y				44,304	5,246	0				5,246	57	1,000	1,057
CW253271	DYS Open Drain Upgrade	50,879	100,795	49,916	97%	30/07/2025	Design has been received. Internal review to be finalised in July.		Y				100,795	49,916	0				49,916	1,664	49,224	50,888
CW253272	Mills Av Goonyella Intersection Upgrade	130,303	150,000	19,697	75%	30/11/2025	Traffic counting, options analysis near-complete. Next phase is detailed design with outside contractor. Note - multiyear project.		Y				150,000	19,697	250,000				269,697	1,079	79,033	80,112
CW253295	Peakvale Rd Floodway Design Review	448	14,000	13,552	20%	30/08/2025	Note project is a review of an previously completed design. Review is required to update construction cost estimate. Internal review is expected to be completed by the end of August.		Y				14,000	13,552	0				13,552	227	0	227
CW253296	MBH Federation Walk Extension Design	150,924	190,000	39,076	70%	30/11/2025	Federation Walk concept component complete (Apex Park Airport). Detailed design now occurring. Variation for IREP footpath design now included in scope.		Y				190,000	39,076	40,000				79,076	1,589	55,359	56,948
CW253297	CLV Colonial Drive Footpath Design	70,423	98,620	28,197	95%	30/07/2025	Design complete and deliverables received from Consultant. Final check by IPTS to be done. Scope reduction		Y				98,620	28,197	0				28,197	0	25,416	25,416
CW253298	MBH Mills Ave Upgrade Design	11,325	49,696	38,371	30%	30/09/2025	Pavement and subgrade investigation / design and documentation being completed by Council.		Y				49,696	38,371	0				38,371	895	31,612	32,507
Department 59000 - Manager Infrast and Technical Services		1,149,612	1,529,000	379,388						0	0	0	1,529,000	379,388	670,000	0	0	0	1,049,388	10,694	266,201	276,895
Engineering & Infrastructure Services Total		35,656,445	36,939,774	981,607						2,666,009	650,600	649,927	39,606,456	3,650,973	38,523,974	(1,209,551)	26,000	26,000	40,971,396	1,153,582	23,150,390	24,303,972

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60000 - Planning, Environment & Community Service																						
Department 60000 - Director Planning, Environment & Community Service																						
CW253316	Isaac Country University Centres	723,343	700,000	(23,343)	50%	2/12/2025	Multi year project - Moranbah complete, Clermont in design stage. Note increase funding 2025 FY required - balanced with reduction in 2026 OB.	2025 FY - Increase \$23,343 Res 1263 REFF Funding 2026 FY - Reduction \$23,343 Res 1263 REFF funding	Y	23,343			723,343	0	1,300,000	(23,343)			1,276,657	6,216	104,600	110,816
CW253331	Isaac Resources Excellence Precinct	2,685,842	2,000,000	(685,842)	20%	25/06/2027	Multi year project	Increase \$685,842 Res 1255 RCIF	Y	685,842			2,685,842	0	10,200,000				10,200,000	23,211	3,405,771	3,428,982
CW253334	MELC expansion & Renovation Works	1,344,768	800,000	(544,768)	20%	30/06/2026	Works are being managed by MELC with payments made on actual expenditure	2025 FY Increase \$544,768 Res 1265 W4QLD 24-27 Grant Funding 2026 FY Decrease \$544,768 Res 1265 W4QLD 24-27 Grant Funding	Y	544,768			1,344,768	0	800,000	(544,768)			255,232	0	255,232	255,232
Department 60000 - Director Planning, Environment & Community Service Total		4,753,954	3,500,000	(1,253,953)						1,253,953	0	0	4,753,953	0	12,300,000	(568,111)	0	0	11,731,889	29,427	3,765,602	3,795,030
Department 62000 - Economy & Prosperity																						
CW233122	CLM Aerodrome Refuelling Tank Upgrade	75,110	75,110	0	100%	30/10/2024	Project Completed		N				75,110	0	0				0	0	0	0
CW233123	CLM Caravan Park Emergent Electrical Wor	170,302	219,378	49,076	100%	30/06/2025	Stage 2 Project Completed - invoices pending. Requested carry forward to finalise expenditure.	Trf \$19,466 to CW263375 Res 1078 CF	Y			19,446	199,932	29,630	0				29,630	0	29,630	29,630
CW233125	NBO Truck Wash Renewal	11,240	25,333	14,093	100%	30/06/2025	Project Completed	Trf \$9,503 to CW263375 Res 1078 CF Trf \$4,590 to CW243164 Res 1078 CF	N			14,093	11,240	0	0				0	0	0	0
CW243176	CLM Caravan Park Utilities Renewal	10,754	11,554	800	100%	28/02/2025	Project Completed	Trf \$800 to CW243164 Res 1078 CF	N			800	10,754	0	0				0	0	0	0
CW243227	DYS Miners Memorial	11,100	150,000	138,900	20%	30/06/2026	Preliminary design received and being internally assessed. Project team has reached out to suitable parties for a cost analysis on the supplied design.		Y				150,000	138,900	0				138,900	1,561	6,100	7,661
CW243241	NBO Showgrounds Masterplan Stage 1	164,797	1,683,452	1,518,655	30%	30/04/2026	Multi year project - construction stage commencing 1 Aug 2025		Y				1,683,452	1,518,655	1,100,000				2,618,655	0	2,554,223	2,554,223
CW243250	CLM Showgrounds Main Arena Renewal	5,916	6,906	990	100%	31/03/2025	Project Completed	Trf \$990 to CW243164 Res 1078 CF	N			990	5,916	0	0				0	0	0	0
CW253319	CLM Saleyards pens renewal	176,947	185,000	8,053	100%	30/06/2025	Project Completed	Trf \$8,053 to CW263371 Depreciation	N			8,053	176,947	0	0				0	0	0	0
CW253320	CLM Showgrounds Electrical renewals	6,940	185,000	178,060	20%	31/12/2025	Tender closed on Tuesday 15/07/2025. 6 tender responses were received with 1 being non-compliant. Evaluation panel is currently reviewing tenders.		Y				185,000	178,060	0				178,060	0	0	0
CW263371	CLM Saleyards Selling Pen Renewal	0	0	0			New FY Project	Rec \$8,053 frm CW253319 Depreciation	NA		8,053		8,053	8,053	180,000				188,053	0	0	0
CW263372	CLM Saleyards Bull Ring Seating Renewal	0	0	0			New FY Project		NA				0	0	120,000				120,000	0	0	0
CW263373	NBO Airstrip Perimeter Fence Renewal	0	0	0			New FY Project		NA				0	0	50,000				50,000	0	0	0
CW263374	CLM Showgrounds Industrial Oven Upgrade	0	0	0			New FY Project		NA				0	0	20,000				20,000	0	0	0
CW263375	CLM Caravan Park Stage3 Elec. Upgrades	0	0	0			New FY Project	Rec \$19,446 CW233123 Res 1078 CF Rec \$9,503 frm CW233125 Res 1078 CF	NA		28,949		28,949	28,949	150,000				178,949	0	0	0
CW263376	NBO Showgrounds Sport Oval Light Replace	0	0	0			New FY Project		NA				0	0	45,000				45,000	0	0	0
Department 62000 - Economy & Prosperity Total		633,106	2,541,733	1,908,627						0	37,002	43,382	2,535,353	1,902,247	1,665,000	0	0	0	3,567,247	1,561	2,589,953	2,591,514
Department 64000 - Community Education & Compliance																						
CW243164	MBH Animal Management Centre Renewal	123,702	117,686	(6,016)	95%	30/07/2025	CCTV installation complete, minor associated electrical works nearing completion	Rec \$4,590 frm CW233125 Res 1078 CF Rec \$800 frm CW243176 Res 1078 CF Rec \$990 frm CW24250 Res 1078 CF	Y		6,380		124,066	364	0				364	0	364	364
Department 64000 - Community Education & Compliance Total		123,702	117,686	(6,016)						0	6,380	0	124,066	364	0	0	0	0	364	0	364	364
Department 65000 - Engaged Communities																						
CW243165	CLM Museum Drainage Rectification	97,932	97,932	0	100%	7/01/2025	Project Completed		N				97,932	0	0				0	0	0	0
CW253317	CORP Town Christmas Trees	88,776	88,776	0	100%	21/11/2024	Project Completed		N				88,776	0	0				0	0	0	0
CW263370	MBH Lift Pod for Gallery and IEC	0	0	0			New FY Project		NA				0	0	30,000				30,000	0	0	0
Department 65000 - Engaged Communities Total		186,708	186,708	0						0	0	0	186,708	0	30,000	0	0	0	30,000	0	0	0
Department 66000 - Community Hubs																						
CW222965	DYS Community Hub Design and Construct	383,742	384,415	673	100%	30/06/2025	Project Complete	Trf \$4,649 to CW243191 Res 1344 LRCI Grant Funds Rec \$3,976 frm CW243191 Res 1078 CF	N		3,976	4,649	383,742	0	0				0	0	0	0
CW222966	STLAW Community Hub Design and Construct	0	131,154	131,154	0%	30/06/2026	Project has been deferred to allow an assessment of requirements		Y				131,154	131,154	0				131,154	0	29,500	29,500
CW263369	Replacement Public Access Computers	0	0	0			New FY Project		NA				0	0	45,000				45,000	0	38,971	38,971
CW263381	CLM Museum Erosion Remediation	0	0	0			New FY Project		NA				0	0	265,000				265,000	0	0	0
CW263382	CLM Hub Renewal	0	0	0			New FY Project		NA				0	0	75,000				75,000	0	0	0
CW263383	GLN Hub Project	0	0	0			New FY Project - Note additional funding however reviewing cash flowing and needs for 2026 FY and will adjust at Q1.		NA				0	0	200,000				200,000	1,091	0	1,091
Department 66000 - Community Hubs Total		383,742	515,569	131,827						0	3,976	4,649	514,896	131,154	585,000	0	0	0	716,154	1,091	68,471	69,562
Department 67000 - Community Facilities																						
CW212906	IRC Pools - Equipotential bonding	83,441	83,441	0	100%	2/09/2024	Project Completed		N				83,441	0	0				0	0	0	0
CW212910	IRC Swimming Pool Works	(9,862)	0	0	NA	NA	Prior Financial Year Actuals Journalled to Operational		NA				0	0	0				0	0	0	0

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CW223013	MBH Community Centre - Refurbishment	10,460,307	10,998,539	538,232	95%	31/03/2026	Primary project currently being finalised with some remaining invoices to be received. Budget includes allowance for Hall 1 lighting and Stage curtains which are in planning stages.	Rec \$277,758 frm CW243172 Res 1078 CF	Y		277,758		11,276,297	815,990	0				815,990	109	364,114	364,223
CW243166	Flaggy Rock Septic - Partial replacement	214,315	214,315	0	100%	2/09/2024	Project Completed		N				214,315	0	0				0	0	0	0
CW243170	CORP Pools Emergent and/or Prog Renewals	19,980	19,980	0	100%	30/08/2024	Project Completed		N				19,980	0	0				0	0	0	0
CW243171	CLM Swim Pool design and emergent works	4,750	4,750	0	100%	30/09/2024	Project Completed		N				4,750	0	0				0	0	0	0
CW243172	CLM Civic Centre Roof replacement	317,706	611,382	293,676	95%	11/08/2025	Primary works completed on the roof. Windows to be replaced where aircon unit was removed, currently scheduled for first week in August	Trf \$277,758 to CW223013 Res 1078 CF	Y			277,758	333,624	15,918	0				15,918	168	15,749	15,918
CW243175	CORP Halls/Centres Emergent and/or Prog	71,601	79,376	7,775	100%	30/09/2024	Project Completed	Trf \$7,775 to CW263378 Res 1078 CF	N			7,775	71,601	0	0				0	0	0	0
CW253321	MBH - GCAC 25m Thermal cover renewal	104,741	125,000	20,259	100%	11/07/2025	Project completed by 11/07/2025	Rec \$23,363 frm CW253325 Depreciation	Y		23,363		148,363	43,622	0				43,622	43,622	0	43,622
CW253322	GLN - Pool amenity and grandstand area w	0	180,417	180,417	40%	1/09/2025	Site works have commenced in July with project completion target for early September.		Y				180,417	180,417	0				180,417	920	146,241	147,161
CW253323	MBH - GCAC Plant room rectification	80,787	348,380	267,594	40%	30/11/2025	Shed order has been placed and awaiting delivery to site. Schedule has been requested from the contractor however based on shed delivery lead times the estimated completion date will be late August.		Y				348,380	267,594	0				267,594	106,828	78,130	184,958
CW253324	CORP - Pools Emergent Renewals	115,092	118,733	3,641	100%	03/07/205	Project Completed	Trf \$3,641 to CW263379 Res 1078 CF	N			3,641	115,092	0	0				0	0	0	0
CW253325	MBH - 50m pool expansion joint renewal	107,204	195,000	87,796	100%	9/06/2025	Project Completed	Trf \$23,363 to CW253321 Depreciation Trf \$64,433 to CW263379 Depreciation	N			87,796	107,204	0	0				0	0	0	0
CW253326	DYS - Pool Light Pole replacement	22,078	30,000	7,922	100%	28/02/2025	Project Completed	Trf \$7,922 to CW263379 Depreciation	N			7,922	22,078	0	0				0	0	0	0
CW253327	GLN Rec Centre - Toilets Stump renewal	0	31,968	31,968	10%	31/03/2026	Work still required on scope		Y				31,968	31,968	230,000				261,968	0	0	0
CW253329	STL Hall - Kitchen upgrade	4,999	65,000	60,001	10%	30/06/2026	Meeting on site with Councillor to go over scope to suit budget		Y				65,000	60,001	0				60,001	0	0	0
CW253330	CORP Halls Emergent and /or Prog renewal	110,291	120,000	9,709	100%	30/06/2025	Project Completed. Commitment awaiting cancellation.	Trf \$9,709 to CW263378 Depreciation	N			9,709	110,291	0	0				0	0	230	230
CW253337	MBH Childcare Sewer Mains Replacement	0	140,000	140,000	10%	30/06/2026	Meetings arranged to determine scope	Carry forward full amount	Y				140,000	140,000	0				140,000	982	0	982
CW263377	ILB Hall - Roof Restoration	0	0	0			New FY Project		NA				0	0	100,000				100,000	0	0	0
CW263378	CORP Halls Emergent Renewals 2026	0	0	0			New FY Project	Rec \$7,775 frm CW243175 Res 1078 CF Rec \$9,709 frm CW253330 Depreciation	NA		17,484		17,484	17,484	250,000				267,484	0	0	0
CW263379	CORP Pools Emergent Renewals 2026	0	0	0			New FY Project	Rec \$64,433 frm CW253325 Depreciation Rec \$7,922 frm CW253326 Depreciation Rec \$3,641 frm CW253324 Res 1078 CF	NA		75,996		75,996	75,996	150,000				225,996	0	0	0
CW263380	GLN Pool Equipotential Bonding	0	0	0			New FY Project		NA				0	0	100,000				100,000	0	0	0
CW263384	NBO Hall AC Upgrade	0	0	0			New FY Project		NA				0	0	300,000				300,000	0	0	0
CW263385	MMT Hall - Floor Structural Repairs	0	0	0			New FY Project		NA				0	0	25,000				25,000	0	0	0
Department 67000 - Community Facilities Total		11,707,430	13,366,281	1,648,990						0	394,601	394,601	13,366,281	1,648,990	1,155,000	0	0	0	2,803,990	152,628	604,464	757,092
Planning, Environment & Community Service Total		17,788,642	20,227,977	2,429,475						1,253,953	441,959	442,632	21,481,257	3,682,755	15,735,000	(568,111)	0	0	18,849,644	184,707	7,028,854	7,213,561

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80000 - Water & Waste																						
Department 81000 - Water & Wastewater																						
CW172425	Project Management Costs	0	0	0	NA	NA	Holding account for PMs fees/costs.		NA				0	0	0				0	0	398,275	398,275
CW182564	CORP WTP clearwater tank upgrades	0	9,526	9,526	99%	30/09/2025	Operations will complete the remaining works, including refilling the Capricorn Street reservoir and implementing the new zone. These are anticipated to be completed within Q1.		Y				9,526	9,526	0				9,526	0	1,480	1,480
CW182573	MBH SN main relining program stage 1	(261,219)	0	0	NA	NA	Prior Financial Year Actuals Journalled to Operational		NA				0	0					0	0	0	0
CW192698	CLM AECOM NDWIF study outputs.	(99,629)	0	0	NA	NA	Prior Financial Year Actuals Journalled to Operational		NA				0	0					0	0	0	0
CW202812	STL-WTP Upgrade	(18,302)	0	0	NA	NA	Prior Financial Year Actuals Journalled to Operational		NA				0	0	0				0	0	0	0
CW222971	CLM Water Network Augmentation	573	573	0	100%	31/07/2024	Project Completed		N				573	0	0				0	0	0	0
CW222974	CORP Sewer relining	1,536	1,536	0	100%	31/07/2024	Project Completed		N				1,536	0	0				0	0	0	0
CW222983	MBH WTP - roof replacement	917,714	991,177	73,463	98%	30/08/2025	Project is nearly complete, although persistent leaks remain. Rectification has been attempted once; further works are planned by the contractor to complete sealing and finalise the project by end of August. Remaining funds to be carried forward.		Y				991,177	73,463	0				73,463	970	6,790	7,761
CW222991	NBO WWTP SCADA project	1,440	41,130	39,690	8%	18/12/2025	This is a multi-year project combined with CW222992. The SCADA delivery strategy has been revised, and the project has been deferred to align with the updated schedule. Procurement documentation commenced in May 2025, with operations currently finalising specifications. Construction delivery is planned for Q1–Q2 2025/26. Remaining funds to be carried forward.		Y				41,130	39,690	250,000				289,690	400	0	400
CW222992	GLN WWTP SCADA project	3,200	36,050	32,850	8%	18/12/2025	Multi-year project combined with CW222991. Revised delivery strategy has resulted in deferral to align with the updated schedule. Procurement documentation commenced in May 2025, and specifications are being developed. Construction is planned for Q1–Q2 2025/26. Remaining funds to be carried forward.		Y				36,050	32,850	350,000				382,850	80	366	446
CW222993	CLM TCD floating offtake structure	(3,688)	0	0	NA	NA	Prior Financial Year Actuals Journalled to Operational		NA				0	0	0				0	0	0	0
CW223019	Moranbah 400ML raw water dam - remediat	16,794	34,171	17,377	100%	30/11/2024	Project Completed	Trf \$17,377 to CW253281 Res 1078 CF	N			17,377	16,794	0	0				0	0	0	0
CW233141	NBO Water Network Augmentation	87,490	87,490	0	100%	15/01/2025	Project Completed. Note remaining expenditure fully funded by BOR.	Increase \$1,000 Res 1257 BOR Grant Funding Trf \$1,000 to CW253281 Res 1078 CF Reserve	N	1,000		1,000	87,490	0	0				0	0	0	0
CW233143	CORP SCADA Upgrades	243,387	707,185	463,798	20%	31/12/2025	CLM WTP upgrade completed. NBO and GLN WTP SCADA contract awarded to GMG Electrical. An additional \$140,000 is required, to be transferred from savings under STL Water Storage & Raw Water Main (CW233151). Remaining funds will be carried forward.	Rec \$140,000 frm CW233151 Res 1078 CF	Y		140,000		847,185	603,798	200,000				803,798	108,523	594,662	703,185
CW233145	CORP Manhole Rehabilitation	6,696	6,696	0	100%	15/01/2025	Project Completed		N				6,696	0	0				0	0	0	0
CW233150	MBH WTP Filter Valve Replacement	150,549	150,549	0	100%	31/01/2025	The scope of works for 2024/25 has been completed / funds balanced at a previous review. However, additional funding was approved through a PAG bid for the current financial year to support the continuation of works.		Y				150,549	0	250,000				250,000	0	0	0
CW233151	ST LAW Water Storage & Raw Water Main	892,681	1,076,081	183,400	100%	28/04/2025	Project completed. Savings of \$153,469 to be transferred out to support other projects. Slight budget remaining for project management close out activities.	Trf \$140,000 to CW233143 Res 1078 CF Trf \$564 to CW243232 Res 1078 CF Trf \$5,212 to CW253291 Res 1078 CF Trf \$7,693 to CW253284 Res 1078 CF Trf \$26 to CW243182 Res 1078 CF Trf \$19,905 to CW253281 Res 1078 CF	Y		173,400	902,681	10,000	0				10,000	429	0	429	
CW233155	CLM WTP Plant Modernisation	207,295	492,567	285,272	45%	4/12/2025	Turbidity analysers completed in June 2024, followed by the control panel upgrade in October 2024. The chemical dosing component was delayed due to dependencies but was awarded in July 2025. The project is split into two stages under one contract. Stage 1 is targeting \$700,000 spend by 4 December 2025 under LGGSP. With current spend at \$400,000, over \$300,000 must be delivered by this deadline. Remaining funds will be carried forward.	Increase \$450,000 W & W unallocated Depreciation (Council Resolution 9263)	Y	450,000			942,567	735,272	700,000				1,435,272	14,225	1,454,471	1,468,696
CW243177	CORP Water Valve & Hydrant Replacement	51,450	52,780	1,330	100%	31/07/2025	Works are complete. Operations will review and finalise outstanding purchase orders, with the project expected to close by the end of July 2025. Remaining funds will be carried forward.		Y				52,780	1,330	0				1,330	0	1,023	1,023
CW243178	CORP Bulk Water Meter Replacements	84,342	84,342	0	100%	31/03/2025	Project Completed		Y				84,342	0	0				0	0	0	0
CW243179	CORP WTP Emergent and / or Prog Renewals	21,456	21,456	0	100%	31/10/2024	Project Completed		Y				21,456	0	0				0	0	0	0
CW243180	CORP WWTP Emergent and / or Prog Renewal	5,646	19,797	14,151	100%	30/11/2024	Project Completed	Trf \$14,151 to CW253281 Res 1078 CF	N			14,151	5,646	0	0				0	0	0	0
CW243181	MBH SPS Upgrades (Compliance ERA 63)	146,376	160,195	13,819	100%	19/06/2025	Project completed. A savings of \$13,819 has been identified, with funds to be transferred to support other projects requiring additional funding.	Trf \$13,819 to CW253284 Res 1078 CF	N			13,819	146,376	0	0				0	0	0	0
CW243182	CORP Meters for Recycled Water Meters	17,924	19,136	1,212	100%	31/07/2025	Works are complete. Operations will review and finalise outstanding purchase orders, with the project expected to close by the end of July 2025. Remaining funds will be carried forward.	Rec \$26 frm CW233151 Res 1078 CF	Y		26		19,162	1,238	0				1,238	0	1,238	1,238

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CW243183	CORP Lab equipment for treatment plants	15,655	15,655	0	100%	15/01/2025	Project Completed		N				15,655	0	0				0	0	0	0
CW243185	MBH - Recycled Water Network	159,854	392,543	232,689	10%	30/06/2026	Contractor is progressing with design, though six weeks behind forecast. Design completion is now expected in early July 2025. Stage 1 construction is targeted for completion in February 2026. Procurement for Stage 1A irrigation and evaporator unit is underway. Discussions ongoing with CS Energy to inspect similar installations. Remaining funds to be carried forward.		Y				392,543	232,689	1,600,000				1,832,689	6,145	22,159	28,304
CW243232	MMT Recycled Water Network	564	0	(564)	100%	30/04/2024	Project Completed. Shortfall of \$564 to be transferred in from other projects.	Rec \$564 frm CW233151 Res 1078 CF	N		564		564	0	0				0	0	0	0
CW243245	MMT WTP Disinfection upgrade	5,007	5,007	0	100%	30/09/2024	Project Completed		N				5,007	0	0				0	0	0	0
CW253253	CORP Meters for Recycled Water Meters	38,658	75,000	36,342	81%	30/09/2025	13 out of 16 meters installed. Remaining installations will be reviewed and completed as required in Q1 2025/26. Remaining funds to be carried forward.		Y				75,000	36,342	0				36,342	1,024	8,188	9,212
CW253273	CAR - WTP Upgrade	3,077	100,000	96,923	5%	30/06/2026	Multi-year project. Scope and specifications nearing completion. STL and CAR upgrades will be combined into a single D&C RFT as a separable portions contract. Construction scheduled for Q1–Q3 2025/26. Remaining funds to be carried forward.		Y				100,000	96,923	1,115,000				1,211,923	0	0	0
CW253274	STL - WTP Upgrade	6,833	100,000	93,167	5%	30/06/2026	Multi-year project. Scope and specifications nearing completion. STL and CAR upgrades will be combined into a single D&C RFT as a separable portions contract. Construction scheduled for Q1–Q3 2025/26. Remaining funds to be carried forward.		Y				100,000	93,167	1,763,000				1,856,167	0	0	0
CW253275	CORP sewer relining 2025	394,815	405,999	11,184	30%	30/06/2027	Multi-year project. CCTV investigations in Moranbah were completed in April, and the scope for relining works has been finalised. The contractor is expected to confirm the schedule for relining and additional CCTV inspections. Remaining funds will be carried forward.		Y				405,999	11,184	1,200,000				1,211,184	6,317	580,726	587,043
CW253276	MBH RN Flow measuring at Grosvenor Creek	7,923	220,000	212,077	10%	29/08/2025	Contract awarded in June for \$30,000. Forecast cost below budget. Completion expected in Q1 2025/26. Remaining funds to be carried forward. Additional requirements from operations are being assessed to utilise the remaining funds	Trf \$5,000 to CW253280 Depreciation Trf \$48,567 to CW253281 Depreciation	Y			53,567	166,433	158,510	0				158,510	800	30,720	31,520
CW253277	MBH WTP West & East High Lift Pumps	64,239	450,000	385,761	35%	30/09/2025	12% completed. Committed scope is 35%. East tower diesel pump and motor removed. Awaiting delivery of new diesel pumps and NRV. Works to be completed in Q1 2025/26. Remaining funds to be carried forward.		Y				450,000	385,761	0				385,761	3,439	161,478	164,917
CW253278	MBH - WTP Drinking Water Compliance	592,239	778,181	185,942	95%	30/08/2025	Main WTP commissioned; operator training complete. Bobby WTP pre-commissioned and pending operational use. Awaiting “as constructed” documents and manuals from contractor. Identified savings of \$80,000, TBC. Remaining funds to be carried forward.		Y				778,181	185,942	0				185,942	2,246	39,527	41,774
CW253279	MMT and DYS - Drying Beds WTPs	4,219	20,000	15,781	5%	19/12/2025	Procurement commenced; tender documentation under development. Tender to be released in early Q1 2025/26. Construction delivery expected in Q1–Q2 2025/26. Remaining funds to be carried forward.		Y				20,000	15,781	200,000				215,781	0	0	0
CW253280	CORP WWTP Emergent and / or Prog Renewal	320,055	324,255	4,200	92%	26/09/2025	92% completed. Awaiting updated program from contractor. Remaining funds to carry forward.	Rec \$5,000 frm CW253276 Depreciation Rec \$1,000 frm CW233141 Res 1078 CF	Y		6,000		330,255	10,200	0				10,200	6,668	0	6,668
CW253281	CORP WTP Emergent and / or Prog Renewals	191,164	175,000	(16,164)	72%	26/09/2025	72% completed. Remaining works committed. Revised program pending. Remaining funds to carry forward.	Rec \$48,567 frm CW253276 Depreciation Rec \$17,377 frm CW223019 Res 1078 CF Rec \$14,151 frm CW243180 Res 1078 CF	Y		100,000		275,000	83,836	0				83,836	15,259	63,528	78,787
CW253282	CORP WN Water Meters	223,927	275,000	51,073	75%	30/09/2025	Procurement and installation progressing. Target completion by end of September. Subsequent installations to proceed under CW263405. Remaining funds to be carried forward.		Y				275,000	51,073	0				51,073	5,530	5,488	11,018
CW253283	CORP Switchboards	55,516	80,000	24,484	100%	16/06/2025	Project completed. Savings to be transferred to CW263412.	Trf \$22,560 to CW263412 Depreciation	Y			22,560	57,440	1,924	0				1,924	704	1,220	1,924
CW253284	CORP Water Valve & Hydrant Replacement25	70,592	107,000	36,408	75%	30/11/2025	Of the 29 valves procured, 16 have been installed. Additional valves are been considered to be replaced, therefore savings from other projects are transferred to cover additional costs.	Rec \$7,693 frm CW233151 Res 1078 CF Rec \$13,819 frm CW243181 Res 1078 CF Rec \$20,992 frm CW253287 Res 1078 CF	Y		42,504		149,504	78,912	0				78,912	80	39,432	39,512
CW253285	CORP WN Bulk Water Meter Replacements	15,429	35,000	19,571	99%	31/07/2025	4 out of 7 meters have been installed. Physical works under this project are complete, and the project will be closed out by the end of July 2025 following finalisation of outstanding purchase orders. The remaining installations will be delivered under CW263407, with the remaining funds expected to be transferred to that project during the Q1 2025/26 review.		Y				35,000	19,571	0				19,571	1,504	4,288	5,792
CW253287	GLN - WTP Turbidity Analyser on Filters	202,751	230,000	27,249	100%	17/06/2025	Project completed. Savings of \$23,759 to be transferred out to support other projects. Note project to CF with close out activities still occurring.	Trf \$23,759 to CW253284 Res 1078 CF	Y			20,992	209,008	6,257	0				6,257	3,049	3,209	6,257
CW253288	MMT- WTP Clearwater Pump replacement	31,951	310,000	278,049	10%	30/09/2025	Approximately 10% of the physical works have been completed, with 7% currently committed. Two new pumps have been ordered, and the installation timeline is yet to be confirmed. The remaining funds will be carried forward.		Y				310,000	278,049	0				278,049	2,773	20,511	23,284
CW253290	MMT WN Augmentation to water reservoir -	769,279	950,000	180,721	70%	30/09/2025	D&C contract underway. Drainage works complete; 550m of watermain installed. Project progressing towards completion by end of September 2025. Remaining funds to be carried forward.	Funding Swap Increase \$124,384 Res 1087 MMT Capcoal Recurrent Increase \$5,373 frm Res 1213 MMT Special Rates Cam Park Increase \$40 frm Res 1215 MMT Special Rates Corp Venues Reduction \$ Depreciation (constrain to Reserve 2002)	Y	0			950,000	180,721	600,000				780,721	5,733	437,265	442,997

Whole of Council Carry Forward Review 2025.2026

Code	Project	2025 YTD Actuals	Annual Approved Budget	Remaining Budget as at 30/06/2025	% Physical Completion	Revised Completion Date	Project Progress Comment / Short Reason for Delay	Finance Comment	Carry Forward Y/N	Additional Grant / Contribution / Funding	Transfer in from other projects	Transfer out to other projects	Final 24/25 Project Budget	Balance of Carry Forward	2026 Original Budget	Additional Grant / Contribution / Funding	Transfer in from other projects	Transfer out to other projects	Revised 2026 Budget (including CF)	2026 YTD Actuals	2026 Commitments	Total 2026 Expenditure including commitments
CW253291	NBO WN Avdata	105,212	100,000	(5,212)	100%	19/06/2025	Completed. Current shortfall of \$5212 to be transferred in from other projects.	Rec \$5,212 frm CW233151 Res 1078 CF	N		5,212		105,212	0	0				0	0	0	0
CW263388	NBO WWTP Install Rip Rap to ESD	0	0	0			New FY Project		NA				0	0	20,000				20,000	217	0	217
CW263389	DYS RTP ESD Southern Wall Repairs	0	0	0			New FY Project		NA				0	0	70,000				70,000	434	0	434
CW263390	MMT WTP SCADA Upgrade	0	0	0			New FY Project		NA				0	0	50,000				50,000	0	0	0
CW263391	MMT WTP upgrade	0	0	0			New FY Project		NA				0	0	100,000				100,000	0	151,570	151,570
CW263392	CLM STP- SCADA Upgrade	0	0	0			New FY Project		NA				0	0	25,000				25,000	0	0	0
CW263393	NBO STP Recycled Water Plant/Irrigation Design	0	0	0			New FY Project		NA				0	0	70,000				70,000	434	0	434
CW263394	STL Weir plan - Identify & Repair Leak	0	0	0			New FY Project		NA				0	0	55,000				55,000	0	0	0
CW263395	MBH Fluoride Plant Upgrade	0	0	0			New FY Project		NA				0	0	50,000				50,000	0	0	0
CW263396	MBH Recycled Water Main Upgrade	0	0	0			New FY Project		NA				0	0	100,000				100,000	302	119,744	120,046
CW263397	MBH Recycled Water Plant Upgrade	0	0	0			New FY Project		NA				0	0	133,250				133,250	302	0	302
CW263398	NBO WWTP Install 2 New monitoring wells	0	0	0			New FY Project		NA				0	0	20,000				20,000	190	0	190
CW263399	CLM WTP Replace backwash pipeline to lagoon	0	0	0			New FY Project		NA				0	0	25,000				25,000	1,194	0	1,194
CW263400	CLM WTP installation of UV Disinfection Equipment	0	0	0			New FY Project		NA				0	0	10,000				10,000	0	0	0
CW263401	GLN WTP installation of UV Disinfection Equipment	0	0	0			New FY Project		NA				0	0	10,000				10,000	0	0	0
CW263402	MBH WTP Install Bobby Plant Flow Meter Going to Res 1	0	0	0			New FY Project		NA				0	0	12,000				12,000	0	0	0
CW263403	CLM RAW TCD Intake Tower Control Panel/Crane Rehab	0	0	0			New FY Project		NA				0	0	10,000				10,000	0	0	0
CW263404	GLN WWTP Enhancement	0	0	0			New FY Project		NA				0	0	65,000				65,000	0	0	0
CW263405	CORP WN Water Meters	0	0	0			New FY Project		NA				0	0	275,000				275,000	2,296	43,784	46,080
CW263406	CORP WTP Emergent Renewals 2026	0	0	0			New FY Project		NA				0	0	300,000				300,000	38	25,421	25,459
CW263407	CORP WN Install Bulk Meters New	0	0	0			New FY Project		NA				0	0	15,000				15,000	302	0	302
CW263408	CORP WN Water Valve & Hydrant Prog 25-26	0	0	0			New FY Project		NA				0	0	50,000				50,000	0	0	0
CW263409	CORP WN Air / Pressure Relief Valve Prog 25-26	0	0	0			New FY Project		NA				0	0	10,000				10,000	0	0	0
CW263410	CORP WN Meter un-metered fire connections	0	0	0			New FY Project		NA				0	0	15,000				15,000	0	0	0
CW263411	CORP WN Remove Dead End Water Mains 25-26	0	0	0			New FY Project		NA				0	0	10,000				10,000	0	0	0
CW263412	CORP Switchboards Water	0	0	0			New FY Project	Rec \$22,560 frm CW253283 Depreciation	NA		22,560		22,560	22,560	40,000				62,560	0	0	0
CW263413	CORP WWTP Emergent Renewals 2026	0	0	0			New FY Project		NA				0	0	380,000				380,000	1,607	25,859	27,466
CW263414	CORP Switchboards WWTP	0	0	0			New FY Project		NA				0	0	40,000				40,000	0	0	0
CW263415	CORP SN SPS Pump Replacement 2025-2026	0	0	0			New FY Project		NA				0	0	200,000				200,000	0	0	0
Department 81000 - Water & Wastewater Total		5,752,667	9,141,077	3,005,569						451,000	316,866	316,866	9,592,077	3,456,569	10,388,250	0	0	0	13,844,819	193,217	4,242,421	4,435,638
Department 83000 - Manager Waste Management																						
CW202809	MBH Landfill - Stormwater, Leachate Mana	0	0	0			Project completed. Kept open for contractual purposes; future costs possible.						0	0	0				0	0	628	628
CW223000	Moranbah Landfill Phase 2 Stage 2	22,076	22,076	0	100%	30/08/2024	Project Completed		N				22,076	0	0				0	0	0	0
CW233156	CLM WMF Weighbridge Installation	21,277	17,238	(4,039)	100%	30/08/2024	Project Completed	Increase \$6,079 frm Waste unallocated depreciation	Y	6,760			23,998	2,721	0				2,721	169	2,551	2,721
CW243204	GLN Landfill to Transfer Station	14,261	167,569	153,308	100%	30/09/2024	Project completed. Finalisation of financial commitments is pending. This project was funded from the Glenden Asset Reserve, with funds to be returned once financial close-out is complete. Purchase orders will remain open until retention monies are released following the end of the defects liability period (DLP). Remaining funds will be carried forward.		Y				167,569	153,308	0				153,308	0	12,856	12,856
CW243205	MBH Rectification of Landfill Cell	104,797	661,297	556,500	14%	30/06/2026	D&C tender is scheduled to close in late July, with contract award anticipated in August 2025. The delivery timeline is yet to be confirmed and will depend on the successful bidder's agreed program. Remaining funds will be carried forward.		Y				661,297	556,500	3,500,000				4,056,500	2,027	317,293	319,319
CW243239	CAR Landfill Capping –Design	79,436	92,757	13,321	20%	30/06/2026	Design is complete, and the project is progressing to construction. Tender procurement is underway as a combined contract for CAR and GNH sites with separable portions. Award will depend on pricing. Remaining funds will be carried forward for project management and construction phase costs.	NAME CHANGE - Remove Design	Y				92,757	13,321	150,000				163,321	2,793	0	2,793
CW243240	GNH Landfill Capping Design	106,520	128,290	21,770	20%	30/06/2026	Design is complete, and the project is progressing to construction. Tender procurement is underway as a combined contract for CAR and GNH sites with separable portions. Award will depend on pricing. Remaining funds will be carried forward for project management and construction phase costs.	NAME CHANGE - Remove Design	Y				128,290	21,770	150,000				171,770	2,919	0	2,919

Whole of Council Carry Forward Review 2025.2026

Code	Project	2025 YTD Actuals	Annual Approved Budget	Remaining Budget as at 30/06/2025	% Physical Completion	Revised Completion Date	Project Progress Comment / Short Reason for Delay	Finance Comment	Carry Forward Y/N	Additional Grant / Contribution / Funding	Transfer in from other projects	Transfer out to other projects	Final 24/25 Project Budget	Balance of Carry Forward	2026 Original Budget	Additional Grant / Contribution / Funding	Transfer in from other projects	Transfer out to other projects	Revised 2026 Budget (including CF)	2026 YTD Actuals	2026 Commitments	Total 2026 Expenditure including commitments
CW253254	CORP Upgrade Mandalay Terminals	7,680	70,000	62,320	5%	29/08/2025	Contract offered to the successful bidder in June 2025. Additional funds required to fund the tender from Waste unallocated depreciation. Finance is arranging new EFTPOS terminals through IRC's banking provider, with installation to be carried out by IRC ICT personnel. Delivery is expected in Q1 2025/26. Remaining funds will be carried forward.	Increase \$15,000 frm Waste unallocated depreciation	Y	15,000			85,000	77,320	0				77,320	58,313	13,737	72,049
CW253266	DYS WMF Repurpose to Transfer Station	69,831	110,000	40,169	40%	30/06/2026	Geotechnical investigations and detailed design are underway. Once design documentation is finalised, the project will progress to construction. Remaining funds will be carried forward.		Y				110,000	40,169	486,761				526,930	2,693	69,427	72,120
CW263386	MBH WMF Water line	0	0	0			New FY Project		NA				0	0	99,000				99,000	353	0	353
CW263387	MBH WMF Weather station	0	0	0			New FY Project		NA				0	0	25,000				25,000	0	0	0
New Project	MBH WMF Oil Shed	0	0	0			Existing oil holding has failed. Not economical to repair. Currently unable to accept oil from consumers. New holding tank required to continue current service level.	2026 FY Increase \$70,000 from unallocated depreciation	NA				0	0	0	70,000			70,000	0	0	0
Department 83000 - Manager Waste Management Total		425,878	1,269,227	843,349						21,760	0	0	1,290,987	865,109	4,410,761	70,000	0	0	5,345,870	69,266	416,492	485,758
Water & Waste Total		6,178,545	10,410,304	3,848,918						472,760	316,866	316,866	10,883,064	4,321,678	14,799,011	70,000	0	0	19,190,689	262,483	4,658,912	4,921,396
Whole of Council Total		65,113,513	68,797,729	2,989,793						4,238,913	1,411,850	1,411,850	73,036,642	12,176,724	69,819,985	(1,701,662)	26,000	26,000	80,295,047	1,600,772	35,046,520	36,647,292

MEETING DETAILS

Ordinary Meeting
Wednesday 27 August 2025

AUTHOR

Cale Dendle

AUTHOR POSITION

Chief Executive Officer

10.4

CHANGES TO ORGANISATION STRUCTURE - AUGUST

EXECUTIVE SUMMARY

Chief Executive Officer seeking endorsement of proposed changes to organisation structure.

OFFICER'S RECOMMENDATION

That Council:

- 1. Council repeals Council Resolution 5927 (26 March 2019) which defined the Council-approved organisation structure as CEO to M4 level.*
- 2. In accordance with S196 of the Local Government Act 2009, Council adopts the attached organisation structure to take effect from 15 September 2025.*
- 3. Council approves the consequential renaming of Standing Committees to align with the new Directorate titles as follows:*
 - a) Corporate Services Standing Committee.*
 - b) Community Services Standing Committee.*
 - c) Infrastructure Services Standing Committee.*
 - d) Water and Waste Standing Committee.*
- 4. Council approves the creation of a new permanent position in the Engineering Services Department to provide planning and technical advice to the Parks & Recreation and other directorate functions*

BACKGROUND

Organisational structure describes the way employees are assembled and organised in order to coordinate activities and to form a chain-of-command structure ensuring directions and task allocation can be communicated, understood and accounted for.

Council endorsed the proposed organisational structure changes at the July 2025 Ordinary Meeting. Following consultation with staff, a number of minor amendments to the structure are now being recommended for Council's consideration.

COMMENTARY

Organisation Design:

The CEO makes the following observations about organisation design:

- Structure needs to balance grouping like-minded functions together along with deploying resources in a way that reasonably balances responsibilities.
- Generally speaking, organisation structure is designed without regard to incumbent personnel, but in some cases “if it ain’t broke (even if it’s unusual), don’t fix it”.
- Changes are often intended to create efficiencies (budget savings) but sometimes will deliberately look to actually increase resource levels. The proposal being presented today is intended to reduce the headcount by 2.0 FTE position with consequential budget saving following processing of the associated redundancy.

Proposed Changes:

In terms of Isaac, the proposed changes are:

1. Merging. Community Facilities and Parks & Recreation). This results in the Community Facilities department being disbanded:
 - a) Pools management is realigned to Parks & Recreation.
 - b) Community leasing is realigned to Parks & Recreation.
 - c) Cemetery management is realigned to Parks & Recreation.
 - d) Civic venues (including Isaac Events Centre reports direct to Director Community Services).
 - e) Group our civic centre and other facility functions together (reporting direct to Director) with a focus on activation of these important spaces (as above).
2. Align economic development and advocacy functions (and accept that the economic development function rarely owns assets). This will see the Clermont Saleyards, Clermont Showgrounds, Nebo Showgrounds and associated functions realigned to Parks & Recreation. Aerodromes will now report to the Manager Engineering Services.
3. Preserve the current inter-relationship between Roads Infrastructure and Parks & Recreation personnel (there was a temptation to shift the Parks & Recreation function to Community Services directorate, but the long-standing sharing of staff between Roads Infrastructure and Parks & Recreation should be encouraged to continue.
4. Merge the Galilee and Bowen Basin Department with the Infrastructure Planning and Technical Services Department to establish the Engineering Services Department. As part of this change, the Manager Galilee and Bowen Basin position will be made redundant, with the associated FTE and budget reallocated to establish an additional Asset and Planning Engineer position within the Engineering Services Department.

IMPLICATIONS

Consultation

- The proposed structure was endorsed by Council on 23 July 2025 for the purposes of consultation with staff and Joint Consultative Committee (unions).
- Consultation has continued with: emails broadcasts to all staff, two CEO TV broadcasts and meetings with affected staff. A Frequently Asked Questions publication has also been made available.

Budget

- As reported above, the final changes are relatively minor however they do involve the redundancy of two (2) management positions - Manager Community Facilities and Manager Galilee and Bowen Basin.
- The recurrent budget savings for these two positions is about \$400,000 annually, however a one-off redundancy is deducted from this in the first year. It is also proposed to:
- Create a new position in the new Engineering Services Department are to provide planning and technical support to the expanded Parks & Recreation Department and other directorate functions.
- Adjustments are also being made to the salaries of the Manager Parks & Recreation and Executive Manager Advocacy to account for the additional duties being assumed.

Legislation:

S196 of the Local Government Act 2009 obliges council to adopt an organisation structure by resolution, viz:

A local government must, by resolution, adopt an organisational structure that is appropriate to the performance of the local government's responsibilities.

Industrial Relations:

There are no redundancies proposed in these changes with the exception of the contract management positions of Manager Community Facilities and Manager Galilee and Bowen Basin. Consultation on proposed changes on the organisational structure occurred in accordance with Council's Certified Agreement requirements and contractual obligations.

These changes are proposed to take effect from Monday 15 September 2025.

BASIS FOR RECOMMENDATION

<Enter Basis for Recommendation>

ACTION ACCOUNTABILITY

CEO is responsible for the architecture and delivery of the proposed changes and is being supported by People & Capability personnel along with ELT.

Report prepared by:

CALE DENDLE
Chief Executive Officer

Date: 20 August 2025

Report authorised by:

CALE DENDLE
Chief Executive Officer

Date: 20 August 2025

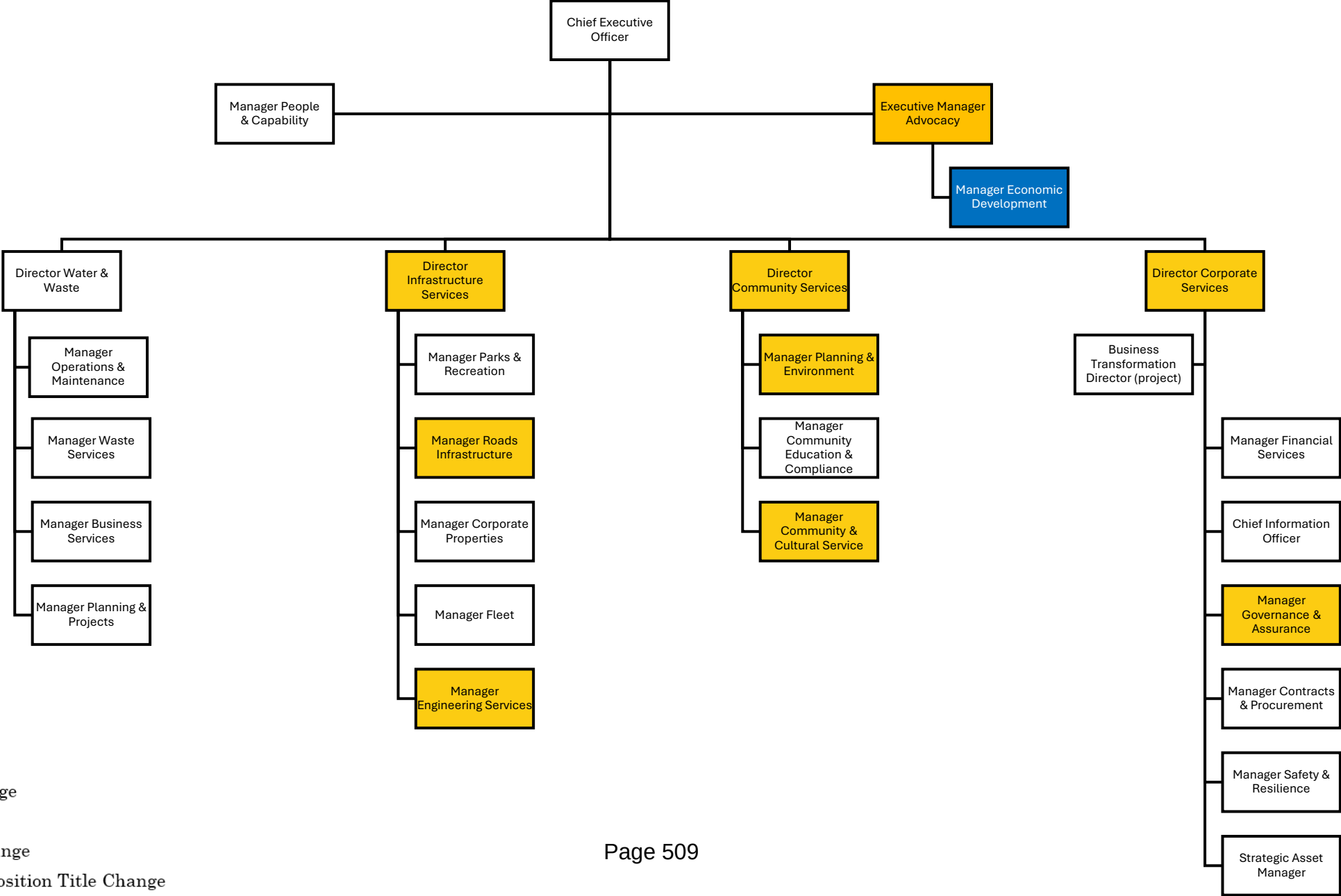
ATTACHMENTS

- Attachment 1 - IRC Organisation Chart - SLT August 2025

REFERENCE DOCUMENT

- Nil

Proposed Org Chart – Senior Leadership Team



PAGES 510 TO 523 HAVE INTENTIONALLY BEEN REMOVED DUE TO CONFIDENTIAL REASONS