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 25 NOVEMBER 2026
COMMENCING AT 10.00AM
ISAAC REGIONAL COUNCIL,
BOARD ROOM, ST LAWRENCE

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 25 NOVEMBER 2026

COMMENCING AT 10.00AM

ISAAC REGIONAL COUNCIL,

BOARD ROOM, ST LAWRENCE

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. DECLARATION OF CONFLICTS OF INTEREST
4. DEPUTATIONS
5. CONSIDERATION OF NOTICE OF MOTIONS
6. CONFIRMATION OF MINUTES
7. BUSINESS ARISING FROM PREVIOUS MEETING
8. STANDING COMMITTEE REPORTS
9. OFFICER REPORTS
10. CONFIDENTIAL REPORTS
11. COUNCILLOR QUESTION TIME
12. CONCLUSION

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1. OPENING OF MEETING

2. APOLOGIES AND LEAVE OF ABSENCES

3. DECLARATION OF CONFLICTS OF INTEREST

4. DEPUTATIONS

5. CONSIDERATION OF NOTICE OF MOTION

6. CONFIRMATION OF MINUTES

- Ordinary Meeting of Isaac Regional Council held at Isaac Regional Council, Nebo Boardroom, on Wednesday 28 October 2026 at 10.00am.

7. BUSINESS ARISING FROM PREVIOUS MEETING

7.1 BUSINESS OUTSTANDING TABLE FOR ORDINARY MEETING OF COUNCIL AS AT 30 SEPTEMBER 2026

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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8. STANDING COMMITTEE REPORTS

8.1 ISAAC REGIONAL COUNCIL MONTHLY FINANCIAL REPORT -AS AT OCTOBER 2026

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 month before the meeting is held.

8.2 POLICY RENEWAL – RATES CONCESSION – NOT FOR PROPFIT POLICY – CORP-POL-025

EXECUTIVE SUMMARY

The purpose of this report is to propose an update to Council's Rates Concession – Not for Profit Policy.

8.3 SAFETY AND RESILIENCE UPDATE – OCTOBER 2026

EXECUTIVE SUMMARY

The Safety and Resilience function continued to progress key strategic initiatives to strengthen organisational safety governance, risk management maturity and compliance capability across Council. While foundational improvements are being embedded, elevated incident performance, low levels of proactive hazard reporting and outstanding incident corrective actions remain priority areas requiring ongoing executive oversight and operational accountability.

8.4 2026/2027 ANNUAL OPERATIONAL PLAN – QUARTERLY REPORT – FIRST QUARTER

EXECUTIVE SUMMARY

This report provides an update of Corporate Services progress towards achieving the Annual Operational Plan 2026-2027 objectives for the first quarter

8.5 AUDIT AND RISK COMMITTEE MEETING MINUTES - 1 SEPTEMBER AND 29 SEPTEMBER 2026

EXECUTIVE SUMMARY

The report presents the confirmed minutes and recommendations of the Audit and Risk Committee meeting held on Tuesday, 1 September 2026, and the unconfirmed minutes of the Audit and Risk Committee meeting held on Tuesday 29 September 2026, for adoption.

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8.6 POLICY RENEWAL – PUBLIC INTEREST DISCLOSURES

EXECUTIVE SUMMARY

The purpose of this report is to present an update to Council's Public Interest Disclosure Policy adoption.

8.7 POLICY RENEWAL – COMPLAINTS MANAGEMENT POLICY AND POLICY REPEAL – W&W SERVICE COMPLAINT POLICY

EXECUTIVE SUMMARY

The purpose of this report is to propose that Counsil update the Complaints Management Policy to reflect changes to departmental arrangements, with Water and Wastewater and Waste now separate departments, and repeal the Water & Waste Service Complaint Policy (WW-POL-108).

8.8 REPEAL OF SUPERSEDED POLICIES – ANZ TRANSACTIVE POLICY AND INTELLECTUAL PROPERTY POLICY

EXECUTIVE SUMMARY

This report presents the ANZ Transactive Policy, and the Intellectual Property Policy, to Council for repeal.

8.9 CONTRACTS AND PROCUREMENT QUARTERLY REPORT

EXECUTIVE SUMMARY

The purpose of this report is to provide an overview and status update of the Contracts and Procurement Department's operations.

8.10 PEOPLE AND CAPABILITY NOVEMBER 2026 MONTHLY REPORT

EXECUTIVE SUMMARY

This report provides a summary of People and Capability activities, key outcomes, and workforce metrics for October 2026.

8.11 OPERATING BUDGET PERFORMANCE AS AT 29 OCTOBER 2026 – OFFICE OF THE CHIEF EXECUTIVE OFFICER

EXECUTIVE SUMMARY

Chief Executive Officer reporting on operating budget performance for Office of the CEO for period ending 29 October 2026.

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8.12 2026/2027 ANNUAL OPERATION PLAN – QUARTERLY REPORT - FIRST QUARTER – OFFICE OF THE CHIEF EXECUTIVE OFFICER

EXECUTIVE SUMMARY

This report provides an update of the Office of the Chief Executive Officer progress towards achieving the Annual Operational Plan 2026-2027 objectives for the first quarter.

8.13 COMMUNITY SERVICE SAFETY AND RESILIENCE UPDATE - OCTOBER 2026

EXECUTIVE SUMMARY

The Safety and Resilience team strengthened organisational Work Health and Safety (WHS) performance by escalating critical risks to the Executive Leadership Team (ELT), completing occupational hygiene monitoring across all townships, progressing team capability initiatives, and delivering ongoing assurance, investigation, inspection, and risk management activities.

8.14 CUSTOMER REQUEST MONTHLY REPORT – SEPTEMBER 2026

EXECUTIVE SUMMARY

This report provides an update on customer requests recorded through Council's Customer Request Management (CRM) system during September 2026.

The report outlines customer request activity across Council's service areas, including requests finalised and those remaining outstanding at the end of the reporting period.

Monthly reporting provides Council with an overview of customer service demand and supports the ongoing monitoring of customer requests across the organisation.

8.15 COMMUNITY SERVICES MONTHLY FINANCIAL REPORT AS AT 29 OCTOBER 2026

EXECUTIVE SUMMARY

A monthly Community Services financial report is presented to the Standing Committee stating the progress made in relation to the budget for the period of the financial year drawn from Council monthly Financial Report. Variances are noted by exception.

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8.16	2026–2027 ANNUAL OPERATIONAL PLAN – FIRST QUARTER PROGRESS REPORT – COMMUNITY SERVICES

EXECUTIVE SUMMARY

This report presents Community Services progress against the 2026–2027 Annual Operational Plan for the first quarter. All six reported activities are On Target. No activities are reported as Monitor or Below Target.

8.17	COMMUNITY SERVICES FY2026-2027 CAPITAL PROJECTS PROGRESS REPORT AS AT 29 OCTOBER 2026

EXECUTIVE SUMMARY

This report is to provide an update to Council on the delivery of the Community Services 2026-2027 Capital Works Program.

8.18	DEVELOPMENT APPLICATION FOR MATERIAL CHANGE OF USE - EXTENSION TO LOW IMPACT INDUSTRY (VEHICLE HIRE AND ANCILLARY OFFICE USE) – 549 MORANBAH ACCESS ROAD, MORANBAH - MCU25/0003

EXECUTIVE SUMMARY

This report is presented to Council for a decision in relation to a development application lodged by All Car Parts Pty Ltd c/- Jewell Planning Consultants for a Development Permit for Material Change of Use – Extension to Low Impact Industry (Vehicle Hire and Ancillary Office Use) at 549 Moranbah Access Road, Moranbah, described as Lease C in Lot 2 on SP260061.

8.19	MAJOR AND MINOR COMMUNITY GRANTS SUMMARY OCTOBER 2026

EXECUTIVE SUMMARY

Under s195 of the Local Government Regulation 2012, Council is required to have a Community Grants Policy. Council's Community Grants Policy, adopted 25 August 2021, provides that a monthly report is provided to Council detailing the major and minor grants approved under delegation by the Manager Community and Cultural Services.

This report summarises all the sponsorships, major and minor grants (including school bursaries and individual or team development grants) approved under delegation for the period 1 October to 31 October 2026.

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8.20 UPDATE REGIONAL SIGNIFICANT EVENT (SPONSORSHIP) REOCCURRING FUNDING LIST

EXECUTIVE SUMMARY

This report seeks Council's endorsement of an updated Regional Significant Event (Sponsorship) List for the 2026/27, 2027/28 and 2028/29 financial years, to include the SPARC (Dysart Christmas Party) and Middlemount Community Sports Association (Middlemount Christmas Party) as recurring recipients.

8.21 ADOPTION OF ISAAC REGION STOCK ROUTE NETWORK MANAGEMENT PLAN 2026

EXECUTIVE SUMMARY

Isaac Regional Council has a statutory responsibility to have a Stock Route Network Management Plan which guides the ongoing management of the region's stock route network. The draft Isaac Region Stock Route Network Management Plan has undergone statutory public consultation and Council adoption of the final Plan is sought.

8.22 EXCEPTION BASED CONTRACTUAL ARRANGEMENTS - *LOCAL GOVERNMENT REGULATIONS (2012)*

EXECUTIVE SUMMARY

This report seeks Council's approval to engage Stonecorp Pty Ltd trading as Clermont Concrete and Construction as the sole supplier for stock route works in the Isaac region, under the exception provided by section 235(a) of the Local Government Regulation 2012 for medium or large-sized contractual arrangements.

8.23 SUSPENSION OF SELECTIVE AND SYSTEMATIC DOG INSPECTION PROGRAM

EXECUTIVE SUMMARY

This report seeks Council endorsement to suspend the delivery of its annual selective and systematic dog inspection program and to redirect available resources towards community education, customer enquiry responsiveness and core service delivery. The proposed suspension retains the option for Council to consider a future inspection program if monitoring identifies a need.

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8.24	COMMUNITIES AND CULTURAL SERVICES DEPARTMENT UPDATE

EXECUTIVE SUMMARY

The Community and Cultural Services Department has continued to focus on strengthening operational discipline, improving planning practices and enhancing service delivery outcomes over the last 6 months.

A key achievement has been the establishment of the Community and Cultural Operations Board, creating a structured approach to reviewing performance, managing priorities and improving accountability across teams. By implementing a regular cadence of reviewing completed work, identifying emerging risks and planning future priorities, the department has improved visibility of operational activities and strengthened cross functional collaboration and support.

8.25	INFRASTRUCTURE SERVICES MONTHLY FINANCIAL REPORT – OCTOBER 2026

EXECUTIVE SUMMARY

Infrastructure Services monthly financial report is presented to Standing Committee stating the progress made in relation to the budget for the period of the financial year drawn from Councils monthly financial report. Variances are noted by exception.

8.26	ROADS INFRASTRUCTURE OPERATIONAL REPORT – OCTOBER 2026

EXECUTIVE SUMMARY

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

8.27	INFRASTRUCTURE SERVICES 2026-2027 CAPITAL PROJECTS PROGRESS REPORT – OCTOBER 2026

EXECUTIVE SUMMARY

This report is to provide an update to the Infrastructure Services Standing Committee and Council of the progress in delivery of the Infrastructure Services 2026-202 Capital Works Program.

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8.28 CORPORATE PROPERTIES DEPARTMENT UPDATE AS AT 27 OCTOBER 2026

EXECUTIVE SUMMARY

This report provides Council with an update on the Corporate Properties capital and operational programs, including progress on residential renewal projects, property management activities, maintenance programs and future priorities.

8.29 2026/2027 ANNUAL OPERATION PLAN – QUARTERLY REPORT - FIRST QUARTER

EXECUTIVE SUMMARY

This report provides an update of Infrastructure Services progress towards achieving the Annual Operational Plan 2026-2027 objectives for the first quarter.

8.30 SAFETY AND RESILIENCE UPDATE

EXECUTIVE SUMMARY

The Safety & Resilience team strengthened organisational WHS performance by escalating critical risks to ELT, completing occupational hygiene monitoring across all townships, progressing team capability initiatives, and delivering ongoing assurance, investigation, inspection, and risk management activities.

The Infrastructure Services management team continue to identify and manage identified risks and hazards to improve workplace safety. The team continues to work with staff to build a better safety culture where proactive reporting is in place

8.31 PARKS AND RECREATION DEPARTMENT OPERATIONAL UPDATE – OCTOBER 2026

EXECUTIVE SUMMARY

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

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8.32 WATER AND WASTE 2026/27 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 2026/27 Capital Works Program.

8.33 2026/2027 ANNUAL OPERATION PLAN – QUARTERLY REPORT - FIRST QUARTER

EXECUTIVE SUMMARY

This report provides an update of Infrastructure Services progress towards achieving the Annual Operational Plan 2026-2027 objectives for the first quarter.

8.34 CARMILA LANDFILL CAPPING REHABILITATION

EXECUTIVE SUMMARY

The Carmila Waste Transfer Station, operated by Isaac Regional Council (IRC), is located in the coastal community of Carmila, approximately 130 km south of Mackay, Queensland. The site was previously operated as a landfill and has since been closed, capped and converted to a waste transfer station. Further rehabilitation works are required to satisfy the closure requirements specified in the site's Environmental Authority (EA).

8.35 MORANBAH WATER TREATMENT PLANT DAM WALL REMEDIATION

EXECUTIVE SUMMARY

The purpose of this report is to request additional funding for the capital works project CW273517 MBH WTP Dam Wall Remediation following erosion caused by heavy rainfall events. The Moranbah Water Treatment Plant 400ML dam stores raw water for treatment to potable water for the Moranbah community. The repairs need to be completed to ensure the structural integrity of the dam in not impacted. The project has been to market and is ready to award subject to additional budget funding.

8.36 GLENDEN WASTE MANAGEMENT FACILITY – FENCES RENEWAL PROJECT

EXECUTIVE SUMMARY

The purpose of this report is to seek Council approval to increase budget funding for WASTE – CW273529 (GLN WMF Fences Renewal) from $120,000.00 to $220,000.00, and to seek approval to bring-forward the

allocated 27/28 FY budget allocation of $70,000.00 from the Glenden Asset Reserve into 26/27 FY and include into the project an additional budget funding of $100,000.00 from the Glenden Asset Reserve.

8.37 SAFETY & RESILIENCE UPDATE

EXECUTIVE SUMMARY

The Safety & Resilience team strengthened organisational WHS performance by escalating critical risks to ELT, completing occupational hygiene monitoring across all townships, progressing team capability initiatives, and delivering ongoing assurance, investigation, inspection, and risk management activities.

8.38 WATER AND WASTE MONTHTLY FINANCIAL REPORT – OCTOBER 2026

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. Presented is the Water and Waste Directorate monthly financial report for period ending 29 October 2026.

8.39 DAMAGED KERBSIDE WASTE BIN REQUESTS

EXECUTIVE SUMMARY

Since late September 2026, Cleanaway and Council have responded to an unprecedented increase in damaged kerbside waste bin requests across the Isaac region. During a four-week period, Council received 507 service requests relating to 592 damaged or stolen bins, representing almost the total number received during the 2025/26 financial year. Investigations have identified a range of contributing factors, with no single definitive cause established.

Additional resources have been deployed to manage customer requests and replace damaged bins. This report outlines the issue, investigation outcomes, actions undertaken and the current replacement program status.

9. OFFICER REPORTS

9.1 ENDORSEMENT OF SINGLE SOURCE PROCUREMENT – SHOP ISAAC BUY LOCAL CARDS (INTERIM ARRANGEMENT)

EXECUTIVE SUMMARY

This report seeks Council's endorsement to proceed with a single source procurement of Cards4All on an interim basis, and an exemption from the requirement to invite quotes or tenders, until Council goes to market to engage a card provider that meets the scope of the updated Shop Isaac program. Direct engagement is recommended on the basis that Cards4All is the incumbent provider, already holds the card

design, merchant integration and continuity of supply avoids disruption to local businesses and the community.

9.2 TECHNOLOGYONE PROJECT UPDATE

EXECUTIVE SUMMARY

To provide Council with an update on the TechnologyOne Project following the 30 October 2026 go-live milestone, including the operational status of Phase 1 modules, outstanding transition activities, key risks and treatments, and the proposed progression of Phase 1B and Phase 2.

To provide Council with an update on the TechnologyOne Project following the 30 October 2026 go-live milestone, including the operational status of Phase 1 modules, outstanding transition activities, key risks and treatments, and the proposed progression of Phase 1B and Phase 2.

9.3 2026/2027 1ST QUARTER CAPITAL BUDGET REVIEW

EXECUTIVE SUMMARY

A review of the capital budget for the 2026/2027 financial year has been undertaken with each of the respective Departmental Managers and then reviewed by their respective Directors and ELT during October 2026.

The review of the capital program has resulted in proposing a $2M decrease to capital revenue and a $0.6M increase to the capital expenditure program. Watching brief items are noted for some key projects likely to have adjustments at the 2nd quarter budget review.

9.4 NAMING OF COOROORA CREEK BRIDGE

EXECUTIVE SUMMARY

The report is seeking a resolution on the naming of the new bridge asset over Cooroora Creek Bridge following community consultation.

9.5 PROPOSED CHANGES TO ORGANISATION STRUCTURE

EXECUTIVE SUMMARY

Director Community Services is seeking endorsement of proposed changes to Community Services organisational structure.

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10. CONFIDENTIAL

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.

10.1 ISAAC RESOURCES EXCELLENCE PRECINCT (IREP) - AUTHORITY TO NEGOTIATE AND SEEK A VARIATION TO AN APPROVED STATE FUNDED PROJECT - RCIF R03 0048

EXECUTIVE SUMMARY

This report seeks authority for officers to negotiate a variation to the approved funding agreement, RCIF R03 0048, seeking to amend the scope of works.

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.

10.2 GREG CRUICKSHANK AQUATIC CENTRE – MANGAMENT MODEL

EXECUTIVE SUMMARY

This report provides an outline for the proposed continuation of Council managed operations at the Greg Cruickshank Aquatic Centre (GCAC) for a period of up to five (5) years.

CONFIDENTIAL REPORT

Section 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

10.3 MANAGEMENT & OPERATION - ISAAC SWIMMING POOLS

EXECUTIVE SUMMARY

This report provides an overview of the preparations for the continuation of tenure at the Council swimming pools located in Clermont, Dysart, Middlemount, and Nebo beyond the 2026/2027 swim season and seeks Council's endorsement for the release of a tender.

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.

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10.4 NOTIFIABLE ROAD USE AGREEMENT – VULCAN MINE – HAULAGE DECEMBER 2026 – DECEMBER 2028

EXECUTIVE SUMMARY

The report is for Council to consider a Notifiable Road Use Agreement between Isaac Regional Council and Crossfield Energy Pty Ltd for a notifiable road use under the *Mineral and Energy Resources (Common Provisions) Act 2014.*

11. GENERAL BUSINESS

12. CONCLUSION

UNCONFIRMED MINUTES

ORDINARY MEETING OF
ISAAC REGIONAL COUNCIL

HELD ON
WEDNESDAY, 28 OCTOBER 2026
COMMENCING AT 10.00AM

ISAAC REGIONAL COUNCIL,
MORANBAH COUNCIL CHAMBERS,
MORANBAH

ISAAC REGIONAL COUNCIL

UNCONFIRMED MINUTES OF THE ORDINARY MEETING

HELD AT ISAAC REGIONAL COUNCIL,

MORANBAH COUNCIL CHAMBERS, MORANBAH

WEDNESDAY 28 OCTOBER 2026

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ISAAC REGIONAL COUNCIL

UNCONFIRMED MINUTES OF THE ORDINARY MEETING

HELD AT ISAAC REGIONAL COUNCIL,

MORANBAH COUNCIL CHAMBERS, MORANBAH

WEDNESDAY 28 OCTOBER 2026

ATTENDANCE

Mayor Kelly Vea Vea
Deputy Mayor Jane Pickels
Cr Terry O'Neill, Division One
Cr Vern Russell, Division Two
Cr Melissa Westcott, Division Three
Cr Simon West, Division Four *(by video conference)*
Cr Alaina Earl, Division Five
Cr Rachel Anderson, Division Seven
Cr Viv Coleman, Division Eight

APOLOGIES

Nil

OFFICERS PRESENT

Mr Cale Dendle, Chief Executive Officer
Mr Darren Fettell, Director Corporate Services
Ms Heidi Roberts, Director Community Services
Mr Jason Devitt, Manager Infrastructure Services
Mrs Trudi Liekefett, Manager People and Performance *(by video conference)*
Mrs Tegan Philpott, Manager Public Affairs *(by video conference)*
Mrs Tricia Hughes, Coordinator Executive Support, Office of the Mayor and CEO
Ms Peta Eyschen, Manager Governance and Assurance
Mrs Brianna Baggow, Public Affairs and Communications Officer

1. OPENING

Mayor Kelly Vea Vea declared the meeting open at 10.00am and welcomed all in attendance for the October 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.

Ms Brianna Baggow was not in the meeting room at the commencement of the meeting.

2. LEAVE OF ABSENCE AND APOLOGIES

No leave of absences or apologies received this meeting.

3. DECLARATION OF CONFLICTS OF INTEREST

CONFLICT OF INTEREST

Cr Melissa Westcott declared a Conflict of Interest for Report 8.16 Isaac Post-Mine Land Use Update and advised the Committee that she considered that she could act impartially because she received no personal financial benefit from the project, the LBF funding decision was made separately through the LBF's own governance processes, and this report is for noting only, with no funding or decision affecting the LBF. She advised that she will participate in the decision and will manage the conflict by declaring it on the public record, by limiting her contribution to the public interest of the Isaac region, and by not advocating for any LBF-funded project or seeking any outcome that benefits the LBF.

MATERIAL CONFLICT OF INTEREST

Cr Melissa Westcott declared a Material Conflict of Interest for Report 8.17 2025-26 Small Business Friendly Program Performance Report due to her business, Moranbah Blooms and Events, being enrolled in the Shop Isaac Gift Card Program, which is included in this report. Cr Westcott will leave the meeting room for the discussions and decision for Report 8.17.

CONFLICT OF INTEREST

Cr Alaina Earl declared a Conflict of Interest for Report 8.20 Departmental Report – Planning and Environment and Community Education and Compliance due to her being the Vice President of the Moranbah Community Workers Club, however as the report is for noting only and no decision is being made, Cr Alaina Earl will remain in the meeting room. If conversations regarding the development application for the Moranbah Community Workers Club arise, she will remove herself from the meeting room.

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.

4. DEPUTATIONS

No deputations this meeting.

5. CONSIDERATION OF NOTICE OF MOTIONS

There are no Consideration of Notice of Motions this meeting.

6. CONFIRMATION OF MINUTES

Ordinary Meeting of Isaac Regional Council held at Isaac Regional Council, Nebo Memorial Hall, Nebo on Wednesday 23 September 2026

Resolution No.: 9946

Moved: Cr Jane Pickels **Seconded:** Cr Rachel Anderson

The Minutes of the Ordinary Meeting of Isaac Regional Council held at Nebo Memorial Hall, Nebo on Wednesday 23 September 2026.

Carried

7. BUSINESS ARISING FROM PREVIOUS MEETING

7.1 Business Outstanding Table for Ordinary Meeting of Council – as at 30 September 2026

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 30 September 2026.*

Resolution No.: 9947

Moved: Cr Rachel Anderson **Seconded:** Cr Vern Russell

That Council:

1. **Receives and notes the Business Outstanding Table for the Ordinary Meetings of Council as at 30 September 2026.**

Carried

ATTENDANCE

Mrs Brianna Baggow entered the meeting room at 10.04am.

7.2 Closure of Legacy Planning, Environment and Community Services Initiatives

EXECUTIVE SUMMARY

This report seeks Council's endorsement to formally close out a group of legacy community Planning, Environment and Community Services initiatives as not delivered. The initiatives are as follows:

- Quality-of-Life Survey implementation pathway,
- Community Engagement Policy implementation framework and associated implementation activities,
- Social Infrastructure Strategy, and
- Place Management Model.

While elements of this work are on the public record and remain relevant to Council's strategic intent, the available evidence does not demonstrate that the initiatives were ever undertaken or fully implemented, resourced or reported on as active delivery programs.

COMMITTEE'S RECOMMENDATION

Resolution No.: *COMM10/26-0128*

Moved: *Cr Melissa Westcott* *Seconded:* *Cr Terry O'Neill*

1. *Receives and notes the report regarding the status of the following initiatives:*
   - *Quality of Life Survey Implementation Pathway*
   - *Community Engagement Policy*
   - *Social Infrastructure Strategy*
   - *Place Management Model*
2. *Endorses the closure of the following initiatives:*
   - *Quality of Life Survey Implementation Pathway*
   - *Social Infrastructure Strategy*
   - *Place Management Model.*

3. *Noting they will not be progressed in their current form and that Council may commission future work in these areas should a strategic or operational need be identified.*

4. *Notes the review of Policy STAT POL-058 and endorses the development of a new Community Engagement Policy for future consideration and adoption.*

Carried

Resolution No.: 9948

Moved: Cr Viv Coleman Seconded: Cr Alaina Earl

That Council:

1. **Receives and notes the report regarding the status of the following initiatives:**
   - **Quality of Life Survey Implementation Pathway**
   - **Community Engagement Policy**
   - **Social Infrastructure Strategy**
   - **Place Management Model**
2. **Endorses the closure of the following initiatives:**
   - **Quality of Life Survey Implementation Pathway**
   - **Social Infrastructure Strategy**
   - **Place Management Model.**
3. **Noting they will not be progressed in their current form and that Council may commission future work in these areas should a strategic or operational need be identified.**
4. **Notes the review of Policy STAT POL-058 and endorses the development of a new Community Engagement Policy for future consideration and adoption.**

Carried

8. STANDING COMMITTEE REPORTS

8.1 Isaac Regional Council Monthly Financial Report as at 23 September 2026

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.: *CORP10/26-0111*

Moved: *Mayor Kelly Vea Vea* *Seconded:* *Cr Jane Pickels*

That the Committee recommends that Council:

1. *Receives the interim financial statements for the period ended 23 September 2026 pursuant to, and in accordance with, the Local Government Regulation 2012 (s204).*

Carried

Resolution No.: **9949**

Moved: **Cr Melissa Westcott** **Seconded:** **Cr Terry O'Neill**

That Council:

1. **Receives the interim financial statements for the period 23 September 2026 pursuant to, and in accordance with, the *Local Government Regulation 2012 (s204).***

Carried

8.2 Safety and Resilience Update

EXECUTIVE SUMMARY

Safety and resilience activities during the reporting period remained focused on risk assurance, workforce engagement, and maintaining operational safety performance across the organisation. While performance remained strong in the timely escalation of major issues, below-target results for incident reporting accuracy and corrective action completion indicate a continued need to strengthen incident management discipline and organisational accountability.

COMMITTEE'S RECOMMENDATION

Resolution No.: *CORP10/26-0112*

Moved: *Cr Terry O'Neill* *Seconded:* *Cr Jane Pickels*

That the Committee recommends that Council:

1. Receives and notes the Safety and Resilience Report for September 2026.

Carried

NOTE:

The Committee noted that an updated attachment correcting administrative changes will be provided ahead of the Ordinary Meeting.

Resolution No.: **9950**

Moved: **Cr Melissa Westcott** **Seconded:** **Cr Jane Pickels**

That Council:

1. Receives and notes the Safety and Resilience Report for September 2026.

Carried

8.3 Draft 2025/26 Annual Report

EXECUTIVE SUMMARY

The preparation and adoption of the Annual Report is a legislative requirement pursuant to section 182 of the *Local Government Regulation 2012*.

Isaac Regional Council's 2024/25 Annual Report has been prepared in accordance with all requirements of the *Local Government Act 2009* and the *Local Government Regulation 2012.*

COMMITTEE'S RECOMMENDATION

Resolution No.: *CORP10/26-0113*

Moved: *Mayor Kelly Vea Vea* *Seconded:* *Cr Terry O'Neill*

That the Committee recommends that Council:

1. *Adopts Isaac Regional Council's 2025/265 Annual Report and delegates authority to the Mayor and Chief Executive Officer to approve editorial and administrative changes and to finalise and publish the annual report, and*
2. *Notes that non-material changes may have been made to the Annual Report 2025/26, and administrative timeline changes may have been made to the officer's report after the Corporate Services Standing Committee on 6 October 2026, and any changes have been communicated to Council during the October 2026 Ordinary Meeting.*

Carried

Resolution No.: **9951**

Moved: **Cr Melissa Westcott** **Seconded:** **Cr Vern Russell**

That Council:

1. **Adopts Isaac Regional Council's 2025/265 Annual Report and delegates authority to the Mayor and Chief Executive Officer to approve editorial and administrative changes and to finalise and publish the annual report, and**
2. **Notes that non-material changes have been made to the Annual Report 2025/26, and administrative timeline changes have been made to the officer's report after the Corporate Services Standing Committee on 6 October 2026, and changes made have been communicated to Council during the October 2026 Ordinary Meeting.**

Carried

ATTENDANCE

Ms Peta Eyschen left the meeting room at 10.12am.

8.4 Minutes of Local Disaster Management Group

EXECUTIVE SUMMARY

This report is to present the Local Disaster Management Group (LDMG) meeting minutes from 21 September 2026.

COMMITTEE'S RECOMMENDATION

Resolution No.: *CORP10/26-0114*

Moved: *Mayor Kelly Vea Vea* *Seconded:* *Cr Jane Pickels*

That the Committee recommends that Council:

1. *Receives and notes the minutes from the Local Disaster Management Group meeting held 21 September 2026.*

Carried

Resolution No.: **9952**

Moved: **Cr Melissa Westcott** **Seconded:** **Cr Viv Coleman**

That Council:

1. **Receives and notes the minutes from the Local Disaster Management Group meeting held 21 September 2026.**

Carried

8.5 People and Capability Monthly Report

EXECUTIVE SUMMARY

This report provides a summary of People and Capability activities, key outcomes, and workforce metrics for September 2026.

COMMITTEE'S RECOMMENDATION

Resolution No.: *CORP10/26-0115*

Moved: *Mayor Kelly Vea Vea* *Seconded:* *Cr Terry O'Neill*

That the Committee recommends that Council:

1. Receives and notes the People and Capability Monthly Report for September 2026.

Carried

Resolution No.: **9953**

Moved: **Cr Melissa Westcott** **Seconded:** **Cr Jane Pickels**

That Council:

1. Receives and notes the People and Capability Monthly Report for September 2026.

Carried

8.6 Operating Budget Performance – Office of the Chief Executive Officer

EXECUTIVE SUMMARY

Chief Executive Officer reporting on operating budget performance for Office of the Chief Executive Officer.

COMMITTEE'S RECOMMENDATION

Resolution No.: *CORP10/26-0116*

Moved: *Cr Jane Pickels* *Seconded:* *Cr Terry O'Neill*

That the Committee recommends that Council:

1. Receives the Report by the Chief Executive Officer on operating budget performance for Office of the Chief Executive Officer for September 2026.

Carried

Resolution No.: 9954

Moved: Cr Melissa Westcott Seconded: Cr Terry O'Neill

That Council:

1. Receives the Report by the Chief Executive Officer on operating budget performance for Office of the Chief Executive Officer for September 2026.

Carried

8.7 Quarterly Performance Report - Manager Public Affairs - Quarter 1 2026-2027

EXECUTIVE SUMMARY

Council's 2026/27 Performance Agreement for the Manager Public Affairs aligns the role with Council's adopted priorities, the Annual Operational Plan (AOP), budget, executive leadership expectations, communications, stakeholder and government relations, community engagement, grants and major projects.

This report provides a Quarter 1 review of performance and progress for the period 1 July to 30 September 2026. It uses the agreed Performance Agreement and the 2026/27 AOP as the assessment framework and reports only activity and outcomes occurring within the quarter, except for year-long memberships, committee responsibilities and mentoring commitments.

During the quarter, Public Affairs progressed all major areas of the role, with particularly strong activity in government relations, industry and stakeholder engagement, advocacy, community engagement, communications and the establishment of the Indigenous Affairs portfolio. Public Affairs also continued to progress the AOP priorities through funding advocacy, project support and cross-directorate coordination.

Several AOP milestones are scheduled for later in the financial year, particularly in Quarter 4. These should not be treated as missed outcomes at Quarter 1. The quarter has instead focused on establishing relationships, progressing advocacy, identifying funding pathways, coordinating stakeholders and positioning projects for delivery.

Quantitative evidence is strongest for media performance and month-on-month social media activity. Some annual or corporate measures cannot yet be conclusively assessed at Quarter 1 because the relevant September or corporate datasets are not yet available.

COMMITTEE'S RECOMMENDATION

Resolution No.: *CORP10/26-0117*

Moved: *Cr Terry O'Neill* *Seconded:* *Cr Jane Pickels*

That the Committee recommends that Council:

1. *Notes the Quarterly Performance Review for the Manager Public Affairs for the period 1 July to 30 September 2026.*
2. *Notes the progress made against the 2026/27 Annual Operational Plan responsibilities and the Manager Public Affairs Performance Agreement.*
3. *Notes that a number of annual AOP outcomes are scheduled for later in the financial year and are therefore reported as progressing rather than assessed against their final annual outcome.*
4. *Notes the areas where quarterly quantitative data is not yet available to conclusively assess the relevant annual performance measure.*

Carried

Resolution No.: 9955

Moved: Cr Melissa Westcott **Seconded:** Cr Vern Russell

That Council:

1. **Notes the Quarterly Performance Review for the Manager Public Affairs for the period 1 July to 30 September 2026.**
2. **Notes the progress made against the 2026/27 Annual Operational Plan (AOP) responsibilities and the Manager Public Affairs Performance Agreement.**
3. **Notes that a number of annual AOP outcomes are scheduled for later in the financial year and are therefore reported as progressing rather than assessed against their final annual outcome.**
4. **Notes the areas where quarterly quantitative data is not yet available to conclusively assess the relevant annual performance measure.**

Carried

8.8 Community Service Safety and Resilience Update as at 25 September 2026

EXECUTIVE SUMMARY

The Safety and Resilience team strengthened organisational WHS performance by escalating critical risks to the Executive Leadership Team (ELT), completing occupational hygiene monitoring across all townships, progressing team capability initiatives, and delivering ongoing assurance, investigation, inspection, and risk management activities.

COMMITTEE'S RECOMMENDATION

Resolution No.: *COMM10/26-0129*

Moved: *Cr Alaina Earl* *Seconded:* *Cr Melissa Westcott*

That the Committee recommends that Council:

1. *Receives and notes the Community Services Safety and Resilience Report as at 25 September 2026.*

Carried

Resolution No.: 9956

Moved: Cr Viv Coleman **Seconded:** Cr Rachel Anderson

That Council:

1. **Receives and notes the Community Services Safety and Resilience Report as at 25 September 2026.**

Carried

8.9 Customer Request Monthly Report – August 2026

EXECUTIVE SUMMARY

On 12 August 2025, Council received the Preliminary Analysis of Customer Service Requests and System Use report under resolution 9336, which identified opportunities to improve customer request recording, monitoring and reporting across the organisation.

This report provides a monthly update on customer requests received during August 2026, including completed requests, requests currently in progress and requests remaining open. The report supports ongoing monitoring of customer service performance and provides visibility of service demand and outstanding customer requests across Council.

COMMITTEE'S RECOMMENDATION

Resolution No.: *COMM10/26-0130*

Moved: *Cr Melissa Westcott* *Seconded:* *Cr Alaina Earl*

That the Committee recommends that Council:

1. *Receives the August 2026 Customer Request Update Report.*
2. *Notes the status of closed and open customer requests by Service Area.*
3. *Notes the continued improvement in customer request monitoring and reporting since the August 2025 customer request review.*

Carried

Resolution No.: 9957

Moved: Cr Viv Coleman **Seconded:** Cr Alaina Earl

That Council:

1. **Receives the August 2026 Customer Request Update Report.**
2. **Notes the status of closed and open customer requests by Service Area.**
3. **Notes the continued improvement in customer request monitoring and reporting since the August 2025 customer request review.**

Carried

8.10 Community Services Monthly Financial Report as at 23 September 2026

EXECUTIVE SUMMARY

A monthly Community Services financial report is presented to the Standing Committee stating the progress made in relation to the budget for the period of the financial year drawn from Council monthly Financial Report. Variances are noted by exception.

COMMITTEE'S RECOMMENDATION

Resolution No.: *COMM10/26-0131*

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

That the Committee recommends that Council:

1. *Receives and notes the Community Services financial statements for the period ended 23 September 2026.*

Carried

Resolution No.: **9958**

Moved: **Cr Viv Coleman** **Seconded:** **Cr Simon West**

That Council:

1. **Receives and notes the Community Services financial statements for the period ended 23 September 2026.**

Carried

ATTENDANCE

Mrs Tegan Philpott ended her video conference with the meeting at 10.39am and video conferenced back into the meeting at 10.42am.

8.11 Community Services FY2026-2027 Capital Projects Progress Report as at 24 September 2026

EXECUTIVE SUMMARY

This report is to provide an update to Council on the delivery of the Community Services 2026-2027 Capital Works Program.

COMMITTEE'S RECOMMENDATION

Resolution No.: *COMM10/26-0132*

Moved: *Cr Melissa Westcott* *Seconded:* *Cr Alaina Earl*

1. *Receives and notes the monthly Community Services 2026-2027 Capital Progress Summary Report as at 24 September 2026.*

Carried

Resolution No.: **9959**

Moved: **Cr Viv Coleman** **Seconded:** **Cr Rachel Anderson**

1. **Receives and notes the monthly Community Services 2026-2027 Capital Progress Summary Report as at 24 September 2026.**

Carried

8.12 Major and Minor Community Grants Summary September 2026

EXECUTIVE SUMMARY

Under s195 of the *Local Government Regulation 2012*, Council is required to have a Community Grants Policy. Council's Community Grants Policy, adopted 25 August 2021, provides that a monthly report is provided to Council detailing the major and minor grants approved under delegation by the Manager Community and Cultural Services.

This report summarises all the sponsorships, major and minor grants (including school bursaries and individual or team development grants) approved under delegation for the period 1 September to 30 September 2026.

COMMITTEE'S RECOMMENDATION

Resolution No.: *COMM10/26-0131*

Moved: *Cr Alaina Earl* *Seconded:* *Cr Melissa Westcott*

That the Committee recommends that Council:

1. *Notes the sponsorship, major and minor community grants (including school bursaries and individual or team development grants) approved under delegation for the month of September 2026.*
2. *Notes that further budget adjustments may be undertaken at Council's third quarter budget review to ensure sufficient funds are available for community grants for the remainder of the financial year.*

Carried

Resolution No.: **9960**

Moved: **Cr Viv Coleman** **Seconded:** **Cr Terry O'Neill**

That Council:

1. **Notes the sponsorship, major and minor community grants (including school bursaries and individual or team development grants) approved under delegation for the month of September 2026.**

2.	**Notes that further budget adjustments may be undertaken at Council's third quarter budget review to ensure sufficient funds are available for community grants for the remainder of the financial year.**

Carried

8.13 Isaac Arts and Cultural Advisory Committee Minutes – 28 August 2026

EXECUTIVE SUMMARY

The Isaac Arts and Cultural Advisory Committee provide recommendations to Council about the implementation of arts related policies, plans and the development and delivery of the Regional Arts Development Fund (RADF). This report requests that Council receives and notes the Minutes from the Isaac Arts and Cultural Advisory Committee meeting held on 28 August 2026 and presents committee recommendations for consideration.

COMMITTEE'S RECOMMENDATION

Resolution No.: *COMM10/26-0133*

Moved: *Cr Alaina Earl* *Seconded:* *Cr Melissa Westcott*

That the Committee recommends that Council:

1. *Receives and notes the Minutes of the Isaac Arts and Cultural Advisory Committee from its meeting held on Friday, 28 August 2026.*
2. *Accepts the recommendations of the Isaac Arts and Cultural Advisory Committee meeting held on Friday, 28 August 2026. That Council:*
   i. *Approves the following applications for the Regional Arts Development Fund Community Grants Round One FY2026-2027 as follows:*

Application 1	*ST LAWRENCE WETLANDS FESTIVAL WORKING GROUP INCORPORATED*
Project details	*St Lawrence Wetlands Festival Workshops Project. Support the costs of engaging artists to deliver arts workshops at the 2027 St Lawrence Wetlands Festival.*
RADF Grant Category	*Inspire*
Total project cost	*$67,000*

Grant requested	*$8,000*
Minimum co-contribution required from applicant	*$2,800 (35% which may be in-kind.)*
Applicant Co-contribution amount	*$5,000*
Meets co-contribution requirements	*Yes*
Committee's Recommendation	
Grant Recommended	*Yes, subject to the applicant providing Council's Arts and Cultural Development Officer with quotations and other required documents for eligible items on which the RADF funds may be expended no later than 30 March 2027.*
Amount	*$8,000 (excluding GST).*

Application 2	*MARGARET BURGESS*
Project details	*Building Creative Confidence in Regional Communities Project. Delivery of two workshops (concept development and how to professionally frame artworks) over one day in each of Clermont, Dysart and St Lawrence between November 2026 and February 2027, offering skill development for emerging artists and members of the wider community.*
RADF Grant Category	*Grow*
Total project cost	*$6,945*
Grant requested	*$4,740*
Minimum co-contribution required from applicant	*$2,430 (35% which may be in-kind.)*
Applicant Co-contribution amount	*$2,205*
Meets co-contribution requirements	*Yes*
Committee's Recommendation	
Grant Recommended	*Yes, but on the basis that the grant amount is reduced to $4,514 (the applicant's co-contribution amount will then increase to $2,430).*
Amount	*$4,514 (excluding GST).*

Application 3	*NATALIE STOCKDALE*
Project details	*Your Story Matters: Isaac Region Memoir Writing Tour Project. Support a writer delivering three practical half-day memoir writing workshops in Clermont, Moranbah and Carmila on Saturday, 14 November 2026, Sunday, 15 November 2026 and Monday, 16 November 2026, respectively.*
RADF Grant Category	*Inspire*
Total project cost	*$11,233*
Grant requested	*$7,301*
Minimum co-contribution required from applicant	*$3,931 (35% which may be in-kind.)*
Applicant Co-contribution amount	*$3,931*
Meets co-contribution requirements	*Yes*
Committee's Recommendation	
Grant Recommended	*Yes*
Amount	*$7,301 (excluding GST).*

Application 5	*ARTISTS CONNECT INC*
Project details	*Isaac 2027 Artists Directory/Art Trail Project. Support this not-for-profit arts organisation to promote Isaac-based artists through production of its 2027 Artists Directory and Art Trail publication, enhanced artist profiles on the Artists Connect website, and coordinated regional marketing campaigns.*
RADF Grant Category	*Grow*
Total project cost	*$11,980*
Grant requested	*$8,000*
Minimum co-contribution required from applicant	*$4,193 (35% which may be in-kind.)*
Applicant Co-contribution amount	*$3,980*
Meets co-contribution requirements	*No*
Committee's Recommendation	

Grant Recommended	*Yes, but on the basis that the grant amount is reduced to $7,787 (the applicant's co-contribution amount will then increase to $4,193).*
Amount	*$7,787 (excluding GST).*

Application 6	*ST LAWRENCE CREATIVES*
Project details	*Sainty Arts Project. Support engagement of two professional artists to facilitate creative skill development workshops in St Lawrence on Saturday, 14 November 2026 (basket making by May-Britt Mosshammer - 10am to 3pm), Saturday, 13 February 2027 (charcoal drawing with Brigitte Peel - 10am to 3pm), and Sunday, 14 February 2027 (drawing with pastel and coloured pencil with Brigitte Peel - 9am to 12pm).*
RADF Grant Category	*Inspire*
Total project cost	*$6,124*
Grant requested	*$3,774*
Minimum co-contribution required from applicant	*$2,143 (35% which may be in-kind.)*
Applicant Co-contribution amount	*$2,350*
Meets co-contribution requirements	*Yes*
Committee Recommendation	
Grant Recommended	*Yes*
Amount	*$3,774 (excluding GST).*

ii. Declines the following applications for the Regional Arts Development Fund Community Grants Round One FY2026-2027 as follows:

Application 4	*ISOLATED CHILDREN'S PARENTS' ASSOCIATION*
Project details	*Shake & Stir Theatre Co In-School Performances and Workshops Project. Support engaging a professional theatre group (Shake & Stir Theatre Co) to deliver two performances and one masterclass to students in each of three schools (Nebo, Coppabella, and Valkyrie) on dates to be advised, but before 31 October 2027.*
RADF Grant Category	*Inspire*
Total project cost	*$6,380*

Grant requested	*$4,147*
Minimum co-contribution required from applicant	*$2,233 (35% which may be in-kind.)*
Applicant Co-contribution amount	*$2,233*
Meets co-contribution requirements	*Yes*
Committee's Recommendation	
Grant Recommended	*No. The application does not satisfy the exception criteria to overcome the prohibition on supporting school-based activities. Approving this application risks setting a precedent that may encourage applications from all schools in the region, diverting funds from the primary purpose of supporting local artists and community groups. The applicant is also not eligible for funding as it is a branch of an incorporated association and does not have an ABN. To be eligible, the applicant must arrange for its application to be auspiced by Isolated Children's Parents' Association - Queensland Inc.*
Amount	*$0*

iii. Advises the applicants that 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 RADF 2026-2027 Community Funding Program Guidelines.

Resolution No.: 9961

Moved: Cr Viv Coleman **Seconded: Cr Alaina Earl**

That Council:

1. **Receives and notes the Minutes of the Isaac Arts and Cultural Advisory Committee from its meeting held on Friday, 28 August 2026.**
2. **Accepts the recommendations of the Isaac Arts and Cultural Advisory Committee meeting held on Friday, 28 August 2026. That Council:**
   i. **Approves the following applications for the Regional Arts Development Fund Community Grants Round One FY2026-2027 as follows:**

Application 1	**ST LAWRENCE WETLANDS FESTIVAL WORKING GROUP INCORPORATED**

Project details	**St Lawrence Wetlands Festival Workshops Project. Support the costs of engaging artists to deliver arts workshops at the 2027 St Lawrence Wetlands Festival.**
RADF Grant Category	**Inspire**
Total project cost	**$67,000**
Grant requested	**$8,000**
Minimum co-contribution required from applicant	**$2,800 (35% which may be in-kind.)**
Applicant Co-contribution amount	**$5,000**
Meets co-contribution requirements	**Yes**
Council Resolution	
Grant Recommended	**Yes, subject to the applicant providing Council's Arts and Cultural Development Officer with quotations and other required documents for eligible items on which the RADF funds may be expended no later than 30 March 2027.**
Amount	**$8,000 (excluding GST).**

Application 2	**MARGARET BURGESS**
Project details	**Building Creative Confidence in Regional Communities Project. Delivery of two workshops (concept development and how to professionally frame artworks) over one day in each of Clermont, Dysart and St Lawrence between November 2026 and February 2027, offering skill development for emerging artists and members of the wider community.**
RADF Grant Category	**Grow**
Total project cost	**$6,945**
Grant requested	**$4,740**
Minimum co-contribution required from applicant	**$2,430 (35% which may be in-kind.)**
Applicant Co-contribution amount	**$2,205**
Meets co-contribution requirements	**Yes**

Council Resolution	
Grant Recommended	**Yes, but on the basis that the grant amount is reduced to $4,514 (the applicant's co-contribution amount will then increase to $2,430).**
Amount	**$4,514 (excluding GST).**

Application 3	**NATALIE STOCKDALE**
Project details	**Your Story Matters: Isaac Region Memoir Writing Tour Project. Support a writer delivering three practical half-day memoir writing workshops in Clermont, Moranbah and Carmila on Saturday, 14 November 2026, Sunday, 15 November 2026 and Monday, 16 November 2026, respectively.**
RADF Grant Category	**Inspire**
Total project cost	**$11,233**
Grant requested	**$7,301**
Minimum co-contribution required from applicant	**$3,931 (35% which may be in-kind.)**
Applicant Co-contribution amount	**$3,931**
Meets co-contribution requirements	**Yes**
Council Resolution	
Grant Recommended	**Yes**
Amount	**$7,301 (excluding GST).**

Application 5	**ARTISTS CONNECT INC**
Project details	**Isaac 2027 Artists Directory/Art Trail Project. Support this not-for-profit arts organisation to promote Isaac-based artists through production of its 2027 Artists Directory and Art Trail publication, enhanced artist profiles on the Artists Connect website, and coordinated regional marketing campaigns.**
RADF Grant Category	**Grow**
Total project cost	**$11,980**
Grant requested	**$8,000**

Minimum co-contribution required from applicant	$4,193 (35% which may be in-kind.)
Applicant Co-contribution amount	$3,980
Meets co-contribution requirements	No
Council Resolution	
Grant Recommended	Yes, but on the basis that the grant amount is reduced to $7,787 (the applicant's co-contribution amount will then increase to $4,193).
Amount	$7,787 (excluding GST).

Application 6	ST LAWRENCE CREATIVES
Project details	Sainty Arts Project. Support engagement of two professional artists to facilitate creative skill development workshops in St Lawrence on Saturday, 14 November 2026 (basket making by May-Britt Mosshammer - 10am to 3pm), Saturday, 13 February 2027 (charcoal drawing with Brigitte Peel - 10am to 3pm), and Sunday, 14 February 2027 (drawing with pastel and coloured pencil with Brigitte Peel - 9am to 12pm).
RADF Grant Category	Inspire
Total project cost	$6,124
Grant requested	$3,774
Minimum co-contribution required from applicant	$2,143 (35% which may be in-kind.)
Applicant Co-contribution amount	$2,350
Meets co-contribution requirements	Yes
Council Resolution	
Grant Recommended	Yes
Amount	$3,774 (excluding GST).

ii. Declines the following applications for the Regional Arts Development Fund Community Grants Round One FY2026-2027 as follows:

Application 4	ISOLATED CHILDREN'S PARENTS' ASSOCIATION
Project details	Shake & Stir Theatre Co In-School Performances and Workshops Project. Support engaging a professional theatre group (Shake & Stir Theatre Co) to deliver two performances and one masterclass to students in each of three schools (Nebo, Coppabella, and Valkyrie) on dates to be advised, but before 31 October 2027.
RADF Grant Category	Inspire
Total project cost	$6,380
Grant requested	$4,147
Minimum co-contribution required from applicant	$2,233 (35% which may be in-kind.)
Applicant Co-contribution amount	$2,233
Meets co-contribution requirements	Yes
Council Resolution	
Grant Recommended	No. The application does not satisfy the exception criteria to overcome the prohibition on supporting school-based activities. Approving this application risks setting a precedent that may encourage applications from all schools in the region, diverting funds from the primary purpose of supporting local artists and community groups. The applicant is also not eligible for funding as it is a branch of an incorporated association and does not have an ABN. To be eligible, the applicant must arrange for its application to be auspiced by Isolated Children's Parents' Association - Queensland Inc.
Amount	$0

iii. Advises the applicants that 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 RADF 2026-2027 Community Funding Program Guidelines.

Carried

8.14 Isaac Museums Collection Policy

EXECUTIVE SUMMARY

This report seeks Council's approval to adopt the revised Isaac Museums Collection Policy.

COMMITTEE'S RECOMMENDATION

Resolution No.: *COMM10/26-0134*

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

That the Committee recommends that Council:

1. *Repeals the Original Materials Collection Policy (PECS-POL-121);*
2. *Adopts the Isaac Museums Collection Policy.*

Carried

Resolution No.: 9962

Moved: Cr Viv Coleman **Seconded: Cr Jane Pickels**

That Council:

1. **Repeals the Original Materials Collection Policy (PECS-POL-121);**
2. **Adopts the Isaac Museums Collection Policy.**

Carried

8.15 2026 St Lawrence Wetlands Festival Reflections and Forward Transition Plan

EXECUTIVE SUMMARY

This report provides a summary of the 2026 St Lawrence Wetlands Festival (SLWF), outlines progress made towards transitioning the event to a community-owned model, and seeks Council's consideration of a Regional Significant Event (Sponsorship) funding arrangement to support the transition.

COMMITTEE'S RECOMMENDATION

Resolution No.: *COMM10/26-0135*

Moved: *Cr Melissa Westcott* *Seconded:* *Cr Alaina Earl*

That the Committee recommends that Council:

1. *Endorses the continued transition of the St Lawrence Wetlands Festival to a community-owned event model by 2030.*

2. *Endorses a three-year Regional Significant Event (Sponsorship) agreement with the St Lawrence Wetlands Festival Working Group Incorporated being (exclusive of GST);*
   a. *$50,000 for 2027*
   b. *$40,000 for 2028 subject to budget considerations and previous year event evaluation*
   c. *$40,000 for 2029 subject to budget considerations and previous year event evaluation*

3. *Receives annual transition updates and post-event evaluation reports throughout the transition period in accordance with grant acquittal requirements for Regionally Significant Event (Sponsorship) under the Isaac Community Grants guidelines.*

Carried

Resolution No.: **9963**

Moved: **Cr Viv Coleman** **Seconded:** **Cr Jane Pickels**

That Council:

1. **Endorses the continued transition of the St Lawrence Wetlands Festival to a community-owned event model by 2030.**

2. **Endorses a three-year Regional Significant Event (Sponsorship) agreement with the St Lawrence Wetlands Festival Working Group Incorporated being (exclusive of GST);**
   a. **$50,000 for 2027**
   b. **$40,000 for 2028 subject to budget considerations and previous year event evaluation**
   c. **$40,000 for 2029 subject to budget considerations and previous year event evaluation**

3. **Receives annual transition updates and post-event evaluation reports throughout the transition period in accordance with grant acquittal requirements for Regionally Significant Event (Sponsorship) under the Isaac Community Grants guidelines.**

Carried

ATTENDANCE

Mrs Brianna Baggow left the meeting room at 10.56am and returned to the meeting room at 10.57am.

CONFLICT OF INTEREST

Cr Melissa Westcott declared a Conflict of Interest for Report 8.16 Isaac Post-Mine Land Use Update and advised the Committee that she considered that she could act impartially because she received no personal financial benefit from the project, the LBF funding decision was made separately through the LBF's own governance processes, and this report is for noting only, with no funding or decision affecting the LBF. She advised that she will participate in the decision and will manage the conflict by declaring it on the public record, by limiting her contribution to the public interest of the Isaac region, and by not advocating for any LBF-funded project or seeking any outcome that benefits the LBF.

8.16 Isaac Post-Mine Land Use Update

EXECUTIVE SUMMARY

This report provides Council with an overview of the major research, innovation and industry partnerships influencing Post-Mine Land Use (PMLU) outcomes in the Isaac Region.

COMMITTEE'S RECOMMENDATION

Resolution No.: *COMM10/26-0136*

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

That the Committee recommends that Council:

1. *Receives and notes the update on Post-Mining Land Use (PMLU) activities and partnerships occurring across the Isaac Region as per the Economic Development Departmental Action Plan 2026/27.*

Carried

Resolution No.: 9964

Moved: Cr Viv Coleman **Seconded:** Cr Rachel Anderson

That Council:

1. **Receives and notes the update on Post-Mining Land Use (PMLU) activities and partnerships occurring across the Isaac Region as per the Economic Development Departmental Action Plan 2026/27.**

Carried

MATERIAL CONFLICT OF INTEREST

Cr Melissa Westcott informed the meeting that she has a Material Conflict of Interest for Report 8.17 2025-26 Small Business Friendly Program Performance Report due to her business, Moranbah Blooms and Events, being enrolled in the Shop Isaac Gift Card Program, which is included in this report. Cr Westcott left the meeting room at 11.00am and did not participate in the discussions or vote on this report.

8.17 2025-2026 Isaac Regional Council Small Business Friendly Program Performance Report

EXECUTIVE SUMMARY

This report seeks Council's endorsement to publish the 2025-2026 Isaac Regional Council Small Business Friendly Program Performance Report as part of the Small Business Friendly Program reporting obligations.

OFFICER'S RECOMMENDATION

Resolution No.: *COMM10/26-0137*

Moved: *Cr Alaina Earl* *Seconded:* *Mayor Kelly Vea Vea*

That the Committee recommends that Council:

1. *Receives and notes the 2025-2026 Isaac Regional Council Small Business Friendly Program Performance Report and endorses its publication in accordance with Small Business Friendly program reporting obligations.*

Carried

Resolution No.: 9965

Moved: Cr Viv Coleman **Seconded:** Cr Rachel Anderson

That Council:

1. **Receives and notes the 2025-2026 Isaac Regional Council Small Business Friendly Program Performance Report and endorses its publication in accordance with Small Business Friendly program reporting obligations.**

Carried

ATTENDANCE

Cr Melissa Westcott returned to the meeting room at 11.03am.

8.18 Anne Street Estate Nebo Land Sale

EXECUTIVE SUMMARY

This report seeks endorsement to progress the staged disposal of the remaining Anne Street Estate, Nebo lots by accepting compliant offers at or above market value for Stage 1, applying the Local Government Regulation 2012 exception to unsold lots, proceeding with Stage 2 as appropriate, and authorising the Chief Executive Officer or delegate to finalise sale contracts.

COMMITTEE'S RECOMMENDATION

Resolution No.: *COMM10/26-0137*

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

That the Committee recommends that Council:

1. *In relation to the lots described as Lot 11, Lot 16, Lot 21, Lot 22, Lot 31, Lot 32, Lot 34, Lot 35, Lot 37 and Lot 51 on SP259131 (Stage 1A Lots):*

   a. *Pursuant to section 236(2) of the Local Government Regulation 2012 (LG Reg), resolves to apply the exception in section 236(1)(a) of the LG Reg to dispose of the Stage 1A Lots by way of a contract of sale entered into other than by tender or auction in accordance with section 228 of the LG Reg;*

b. Pursuant to sections 257 and 262 of the Local Government Act 2009 (LG Act), delegates to the Chief Executive Officer the power to negotiate, approve and enter into contracts on behalf of Council for the Stage 1A Lots;

2. In relation to the lots described as Lot 12, Lot 13, Lot 14, Lot 15, Lot 18, Lot 20, Lot 29, Lot 30, Lot 33, Lot 36, Lot 38, Lot 39, Lot 40, Lot 41, Lot 42, Lot 43, Lot 44, Lot 45, Lot 46, Lot 47, Lot 48, Lot 49, and Lot 50 on SP259131 (Stage 1B Lots):

a. Pursuant to section 228 of the LG Reg, invite written tenders for the purchase of the Stage 1B Lots;

b. Pursuant to sections 257 and 262 of the LG Act, delegates to the Chief Executive Officer the power to conduct the procurement process described in subparagraph 2(a) above, and, following the procurement process, negotiate, approve and enter into contracts on behalf of Council for the Stage 1B Lots;

c. Pursuant to section 236(2) of the LG Reg, resolves to apply the exception in section 236(1)(a) of the LG Reg to dispose of any unsold Stage 1B Lots by way of a contract of sale entered into other than by tender or auction in accordance with section 228 of the LG Reg;

d. Pursuant to sections 257 and 262 of the LG Act delegates to the Chief Executive Officer the power to negotiate, approve and enter into contracts on behalf of Council for the remaining Stage 1B Lots (including to determine the consideration for the disposal, having regard to section 236(4) of the LG Reg);

3. Pursuant to section 228 of the LG Reg, invite written tenders for the purchase of individual lots nominated in the Stage 2 release of the Anne Street Estate, Nebo, at a time determined appropriate by the Chief Executive Officer following completion of Stage 1 implementation activities, including the potential inclusion of unsold Stage 1A and Stage 1B lots.

Carried

Resolution No.: 9966

Moved: Cr Viv Coleman **Seconded:** Cr Jane Pickels

That Council:

1. **In relation to the lots described as Lot 11, Lot 16, Lot 21, Lot 22, Lot 31, Lot 32, Lot 34, Lot 35, Lot 37 and Lot 51 on SP259131 (Stage 1A Lots):**

   a. **Pursuant to section 236(2) of the *Local Government Regulation 2012 (LG Reg)*, resolves to apply the exception in section 236(1)(a) of the LG Reg to dispose of the Stage 1A Lots by way of a contract of sale entered into other than by tender or auction in accordance with *section 228 of the LG Reg;***

   b. **Pursuant to *sections 257 and 262 of the Local Government Act 2009 (LG Act),* delegates to the Chief Executive Officer the power to negotiate, approve and enter into contracts on behalf of Council for the Stage 1A Lots;**

2. **In relation to the lots described as Lot 12, Lot 13, Lot 14, Lot 15, Lot 18, Lot 20, Lot 29, Lot 30, Lot 33, Lot 36, Lot 38, Lot 39, Lot 40, Lot 41, Lot 42, Lot 43, Lot 44, Lot 45, Lot 46, Lot 47, Lot 48, Lot 49, and Lot 50 on SP259131 (Stage 1B Lots):**

   a. **Pursuant to *section 228 of the LG Reg*, invite written tenders for the purchase of the Stage 1B Lots;**

   b. **Pursuant to *sections 257 and 262 of the LG Act*, delegates to the Chief Executive Officer the power to conduct the procurement process described in subparagraph 2(a) above, and, following the procurement process, negotiate, approve and enter into contracts on behalf of Council for the Stage 1B Lots;**

   c. **Pursuant to section 236(2) of the LG Reg, resolves to apply the exception in section *236(1)(a) of the LG Reg* to dispose of any unsold Stage 1B Lots by way of a contract of sale entered into other than by tender or auction in accordance with *section 228 of the LG Reg;***

   d. **Pursuant to *sections 257 and 262 of the LG Act* delegates to the Chief Executive Officer the power to negotiate, approve and enter into contracts on behalf of Council for the remaining Stage 1B Lots (including to determine the consideration for the disposal, having regard to *section 236(4) of the LG Reg)*;**

3.	**Pursuant to *section 228 of the LG Reg*, invite written tenders for the purchase of individual lots nominated in the Stage 2 release of the Anne Street Estate, Nebo, at a time determined appropriate by the Chief Executive Officer following completion of Stage 1 implementation activities, including the potential inclusion of unsold Stage 1A and Stage 1B lots.**

Carried

8.19 Adoption of Upper Nogoa and Mackenzie Catchments Hydraulic Flood, Incorporating the Updated Clermont Tuflow Flood Model

EXECUTIVE SUMMARY

Council has recently completed public consultation on the Upper Nogoa and Mackenzie Catchments Hydraulic Flood Study, which includes an update to the Clermont flood model. Council's adoption of the study is now sought, together with endorsement to incorporate the updated flood modelling into the Flood Hazard Overlay mapping through a minor amendment to the Isaac Regional Planning Scheme.

COMMITTEE'S RECOMMENDATION

Resolution No.: *COMM10/26-0138*

Moved: *Cr Alaina Earl* *Seconded:* *Cr Melissa Westcott*

That the Committee recommends that Council:

1. *Adopts the Upper Nogoa and Mackenzie Catchments Hydraulic Flood Study, incorporating the updated Clermont TuFlow flood model, prepared by KBR Australia Pty Ltd and dated 30 July 2026.*

Carried

Resolution No.: 9967

Moved: Cr Viv Coleman **Seconded:** Cr Rachel Anderson

That Council:

1. **Adopts the Upper Nogoa and Mackenzie Catchments Hydraulic Flood Study, incorporating the updated Clermont TuFlow flood model, prepared by KBR Australia Pty Ltd and dated 30 July 2026.**

Carried

CONFLICT OF INTEREST

Cr Alaina Earl informed the meeting that she has a Conflict of Interest for Report 8.20 Departmental Report – Planning and Environment and Community Education and Compliance due to her being the Vice President of the Moranbah Community Workers Club, however as the report is for noting only and no decision is being made, she remained in the meeting room. If conversations regarding the development application for the Moranbah Community Workers Club arise, she will remove herself from the room.

8.20 Departmental Report – Planning and Environment and Community Education and Compliance

EXECUTIVE SUMMARY

The Purpose of this report is to provide an overview and update of Planning and Environment Department and Community Education and Compliance Department.

COMMITTEE'S RECOMMENDATION

Resolution No.: *COMM10/26-0139*

Moved: *Mayor Kelly Vea Vea* *Seconded:* *Cr Terry O'Neill*

That the Committee recommends that Council:

1. *Receives and notes the content of this report that provides an overview and status update of Planning and Environment Department and Community Education and Compliance Department.*

Carried

Resolution No.: 9968

Moved: Cr Viv Coleman **Seconded:** Cr Jane Pickels

That Council:

1. **Receives and notes the content of this report that provides an overview and status update of Planning and Environment Department and Community Education and Compliance Department, and further notes that commentary regarding plumbing compliance inspection relates to testing of Council facilities and owned devices only and procurement will be undertaken in early 2027 to resolve this.**

Carried

ATTENDANCE

Ms Heidi Roberts left the meeting room at 11.14am.

8.21 Infrastructure Services Monthly Financial Report as at 23 September 2026

EXECUTIVE SUMMARY

Infrastructure Services monthly financial report is presented to Standing Committee stating the progress made in relation to the budget for the period of the financial year drawn from Councils monthly financial report. Variances are noted by exception.

COMMITTEE'S RECOMMENDATION

Resolution No.: *INF10/26-0086*

Moved: *Cr Alaina Earl* *Seconded:* *Cr Viv Coleman*

That the Committee recommends that Council:

1. *Receives the Infrastructure Services financial statements for the period ended 23 September 2026.*

Carried

Resolution No.: 9969

Moved: Cr Jane Pickels **Seconded:** Cr Rachel Anderson

That Council:

1. **Receives the Infrastructure Services financial statements for the period ended 23 September 2026.**

Carried

ATTENDANCE

Ms Heidi Roberts entered the meeting room at 11.17am.

8.22 Infrastructure Services 2026-2027 Capital Projects Progress Report – September 2026

EXECUTIVE SUMMARY

This report is to provide an update to the Infrastructure Services Standing Committee and Council of the progress in delivery of the Infrastructure Services 2026-2027 Capital Works Program.

COMMITTEE'S RECOMMENDATION

Resolution No.: *INF10/26-0087*

Moved: *Cr Simon West* *Seconded:* *Cr Alaina Earl*

That the Committee recommends that Council:

1. *Receives and notes the monthly Infrastructure Services 2026-2027 Capital Projects Progress Summary Attachment for October 2026.*
2. *Requests that an updated Infrastructure Services 2026-2027 Capital Projects Summary Report for October 2026 is distributed ahead of the Ordinary Meeting due to the Cover Report included in the agenda was the previous month presented information.*

Carried

Resolution No.: 9970

Moved: Cr Jane Pickels **Seconded:** Cr Rachel Anderson

That Council:

1. **Receives and notes the monthly Infrastructure Services 2026-2027 Capital Projects Progress Summary Report for October 2026.**

Carried

8.23 Infrastructure Services Directorate Safety and Resilience Monthly Report

EXECUTIVE SUMMARY

The Safety and Resilience team strengthened organisational WHS performance by escalating critical risks to ELT, completing occupational hygiene monitoring across all townships, progressing team capability initiatives, and delivering ongoing assurance, investigation, inspection, and risk management activities.

COMMITTEE'S RECOMMENDATION

Resolution No.: *INF10/26-0088*

Moved: *Cr Simon West* *Seconded:* *Cr Terry O'Neill*

That the Committee recommends that Council:

1. *Receives and notes the Safety and Resilience Report Attachment.*
2. *Requests that the cover report is included in the Ordinary Meeting Agenda.*

Carried

Resolution No.: 9971

Moved: Cr Jane Pickels **Seconded:** Cr Vern Russell

That Council:

1. **Receives and notes the Infrastructure Services Directorate Safety and Resilience Report.**

Carried

8.24 Roads Infrastructure Monthly Update October 2026

EXECUTIVE SUMMARY

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

COMMITTEE'S RECOMMENDATION

Resolution No.: *INF10/26-0089*

Moved: *Cr Simon West* *Seconded:* *Cr Alaina Earl*

That the Committee recommends that Council:

1. Notes the Infrastructure Department monthly update for October 2026.

Carried

Resolution No.: **9972**

Moved: **Cr Jane Pickels** **Seconded:** **Cr Terry O'Neill**

That Council:

1. Notes the Infrastructure Department monthly update for October 2026.

Carried

8.25 Corporate Properties Department Update as at 23 September 2026

EXECUTIVE SUMMARY

This report provides Council with an update on the Corporate Properties capital and operational programs, including progress on residential renewal projects, property management activities, maintenance programs and future priorities.

COMMITTEE'S RECOMMENDATION

Resolution No.: *INF10/26-0090*

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

That the Committee recommends that Council:

1. *Notes the Corporate Properties Department Update for the period May 2026 to September 2026.*

Carried

Resolution No.: **9973**

Moved: **Cr Jane Pickels** **Seconded:** **Cr Alaina Earl**

That Council:

1. Notes the Corporate Properties Department Update for the period May 2026 to September 2026.

Carried

8.26 Sporting Shooters Association of Australia (Qld) Inc

EXECUTIVE SUMMARY

The purpose of this report is to seek Council endorsement of the transfer of the lease for the Dysart shooting range facility from SSAA Dysart Branch Inc. to Sporting Shooters Association of Australia (Qld.) Inc. (SSAA Queensland). The proposed transfer is intended to strengthen the long-term sustainability of the facility through the support and resources of the State Association while maintaining local operation of the shooting range by the Dysart Branch.

COMMITTEE'S RECOMMENDATION

Resolution No.: *INF10/26-0091*

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

That the Committee recommends that Council:

1. Endorses the transfer of tenure for Lease J on SP201846, being part of Lot 84 on SP201834, from Sporting Shooters Association of Australia (Dysart) Inc. to Sporting Shooters Association of Australia (Qld.) Inc.

2. *Authorises the Chief Executive Officer to negotiate, vary and execute the legal instruments to action clause 1 above.*

Carried

Resolution No.: 9974

Moved: Cr Jane Pickels Seconded: Cr Terry O'Neill

That Council:

1. **Endorses the transfer of tenure for Lease J on SP201846, being part of Lot 84 on SP201834, from Sporting Shooters Association of Australia (Dysart) Inc. to Sporting Shooters Association of Australia (Qld.) Inc.**
2. **Authorises the Chief Executive Officer to negotiate, vary and execute the legal instruments to action clause 1 above.**

Carried

8.27 Water and Waste 2026-2027 Capital Projects Progress Report – October 2026

EXECUTIVE SUMMARY

This report aims to update the Water and Waste Standing Committee and Council on the delivery of the Water and Waste 2026-2027 Capital Works Program.

COMMITTEE'S RECOMMENDATION

Resolution No.: WW10/26-0080

Moved: Cr Melissa Westcott Seconded: Cr Viv Coleman

That the Committee recommends that Council:

1. *Receives and notes the monthly Water and Waste 2026/2027 Capital Projects Progress Report.*

Carried

Resolution No.: **9975**

Moved: **Cr Simon West** **Seconded:** **Cr Vern Russell**

That Council:

1. Receives and notes the monthly Water and Waste 2026/27 Capital Projects Progress Report.

Carried

8.28 Water and Waste Directorate Monthly Financial Report as at 23 September 2026

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. Presented is the Water and Waste Directorate monthly financial report for September 2026.

COMMITTEE'S RECOMMENDATION

Resolution No.: *WW10/26-0081*

Moved: *Cr Melissa Westcott* *Seconded:* *Cr Rachel Anderson*

That the Committee recommends that Council:

1. Receives the financial statements for the period ended 23 September 2026 pursuant to, and in accordance with, the Local Government Regulation 2021(s204).

Carried

Resolution No.: **9976**

Moved: **Cr Simon West** **Seconded:** **Cr Melissa Westcott**

That Council:

1. Receives and notes the monthly Water and Waste 2026/27 Capital Projects Progress Report.

Carried

ATTENDANCE

Mrs Susan Martin, Manager Budgets and Statutory Reporting and Mrs Alyce Power, Manager Financial Services entered the meeting room at 11.29am.

8.29 Proposed Water Service Area - Glenden

EXECUTIVE SUMMARY

The purpose of the report is to present the proposed Glenden Water Service Area (WSA) for Council consideration in accordance with the Water Supply (Safety and Reliability) Act 2008 (Qld).

IRC currently provides reticulated drinking water services within Glenden; however, a Water Service Area has not previously been declared for the township. The proposed boundary has been developed based on the current configuration and extent of the reticulation network, existing water meter information and the practical serviceability of properties.

The proposed declaration is intended to formalise the existing serviced extent of the Glenden water network and does not propose an expansion of the reticulation system beyond current operational limits.

Business Services and Rates have reviewed the property extract against existing water access charges and confirmed that there are no property owners expected to be newly impacted by the proposed declaration.

COMMITTEE'S RECOMMENDATION

Resolution No.: *WW10/26-0082*

Moved: *Cr Melissa Westcott* *Seconded:* *Cr Viv Coleman*

That the Committee recommends that Council:

1. *Endorses the proposed Glenden Water Service Area as outlined in this report.*
2. *Approves the publication of the Notice of Declaration for the Glenden Water Service Area in accordance with legislative requirements.*

Carried

Resolution No.: 9977

Moved: Cr Simon West **Seconded:** Cr Rachel Anderson

That Council:

1. **Endorses the proposed Glenden Water Service Area as outlined in this report.**
2. **Approves the publication of the Notice of Declaration for the Glenden Water Service Area in accordance with legislative requirements.**

Carried

8.30 Water and Waste Departmental Report – Customer Administration and Business

EXECUTIVE SUMMARY

The purpose of this report is to present an update of the customer service, administration and business functions of the Business Services Department within the Water and Waste Directorate of Isaac Regional Council.

COMMITTEE'S RECOMMENDATION

Resolution No.: *WW10/26-0083*

Moved: *Cr Rachel Anderson* *Seconded:* *Cr Melissa Westcott*

That the Committee recommends that Council:

1. *Receives and notes this report regarding an update of the customer service, administration and business functions of the Business Services Department within the Water and Waste Directorate of Isaac Regional Council.*

Carried

Resolution No.: **9978**

Moved: **Cr Simon West** **Seconded:** **Cr Alaina Earl**

That Council:

1. **Receives and notes this report regarding an update of the customer service, administration and business functions of the Business Services Department within the Water and Waste Directorate of Isaac Regional Council.**

Carried

8.31 Water and Waste 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.

COMMITEE'S RECOMMENDATION

Resolution No.: WW10/26-0084

Moved: Cr Melissa Westcott *Seconded: Cr Rachel Anderson*

That the Committee recommends that Council:

1. *Receives and notes this report outlining Waste Services activities within the Wate rand Waste Directorate.*

Carried

Resolution No.: **9979**

Moved: **Cr Simon West** **Seconded:** **Cr Melissa Westcott**

That Council:

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

Carried

8.32 Water and Waste Directorate Safety and Resilience Monthly Update

EXECUTIVE SUMMARY

The Safety and Resilience team strengthened organisational WHS performance by escalating critical risks to ELT, completing occupational hygiene monitoring across all townships, progressing team capability initiatives, and delivering ongoing assurance, investigation, inspection, and risk management activities.

COMMITTEE'S RECOMMENDATION

Resolution No.: *WW10/26-0085*

Moved: *Cr Melissa Westcott* *Seconded:* *Cr Viv Coleman*

That the Committee recommends that Council:

1. *Receives and notes the Water and Waste Directorate Safety and Resilience Report Attachment.*
2. *Requests that the cover report is included in the Ordinary Meeting Agenda.*

Carried

Resolution No.: **9980**

Moved: **Cr Simon West** **Seconded:** **Cr Vern Russell**

That Council:

1. **Receives and notes the Water and Waste Directorate Safety and Resilience Monthly Report.**

Carried

8.33 TechnologyOne Project Update

EXECUTIVE SUMMARY

To provide Council with a status update on the TechnologyOne Project, including progress against the Recovery Plan, current go-live readiness, key risks and actions being progressed ahead of the planned go-live date of 30 October 2026.

COMMITTEE'S RECOMMENDATION

Resolution No.: *CORP10/26-0118*

Moved: *Cr Terry O'Neill* *Seconded:* *Cr Jane Pickels*

That the Committee recommends that Council:

1. Receives and notes the TechnologyOne Project Update report.

Carried

Resolution No.: **9981**

Moved: **Cr Melissa Westcott** **Seconded:** **Cr Rachel Anderson**

That Council:

1. Receives and notes the TechnologyOne Project Update report.

Carried

9. OFFICER REPORTS

9.1 2025-2026 Queensland Audit Office Final Management Letter & Signed Financial Statements

EXECUTIVE SUMMARY

In accordance with the *Local Government Regulation 2012* (s213), the Mayor must present a copy of the auditor-general's observation report about the audit of the local government's Financial Statements at the next ordinary meeting of the local government.

Isaac Regional Council has received an unmodified audit opinion issued with the 2025-2026 Financial Statements.

OFFICERS RECOMMENDATION

That Council:

1. *Receive the Final Management Letter along with Financial Statements for Isaac Regional Council for the 2025-2026 Financial Year, pursuant to and in accordance with the Local Government Regulation 2012 (s213).*

Resolution No.: 9982

Moved: Cr Jane Pickels **Seconded:** Cr Vern Russell

That Council:

1. **Receives the Final Management Letter along with Financial Statements for Isaac Regional Council for the 2025-2026 Financial Year, pursuant to and in accordance with the *Local Government Regulation 2012 (s213)*.**

Carried

9.2 2026/2027 1st Quarter Operational Budget Review

EXECUTIVE SUMMARY

A desktop review of the operational budget for the 2026/2027 financial year has been undertaken by Finance at the end of September 2026, primarily aimed at identifying any significant budgeting errors or subsequent unexpected events, with Departmental Managers and Directors requested to notify Finance of any major items to be included.

The operational review proposes a $170K increase to the budgeted operating surplus.

It should be noted that there are a large number of Watching Brief Items across Council (identified in the attached Executive Summary) that contain a material risk of required adjustments at the Quarter 2 Budget Review.

OFFICERS RECOMMENDATION

That Council:

1. *In accordance with section 170 (3) of the Local Government Regulation 2012, adopt the proposed revised operational budget for 2026/2027.*

Resolution No.: 9983

Moved: Cr Rachel Anderson **Seconded:** Cr Jane Pickels

That Council:

1. **In accordance with section 170 (3) of the *Local Government Regulation 2012*, adopt the proposed revised operational budget for 2026/2027.**

Carried

ATTENDANCE

Mrs Susan Martin and Mrs Alyce Power left the meeting room at 12.07pm.
Cr Viv Coleman left the meeting room at 12.08pm.

9.3 Dysart Recreation Centre

EXECUTIVE SUMMARY

The purpose of this report is to seek Council approval to appoint Dysart Lifestyle Centre Inc as lessee of the Dysart Recreation Centre following the completion of the Expression of Interest (EOI) process undertaken by Procurement (IRC-CS-0426-EOI472). To progress the preferred leasing arrangement, Council is required to endorse the appointment of Dysart Lifestyle Centre Inc. as the lessee of the facility. As the organisation currently occupies the premises under a Licence to Occupy, the existing licence must be surrendered or cancelled prior to the execution of a Trustee Lease.

OFFICERS RECOMMENDATION

That Council:

1. *Endorses the outcome of the Expression of Interest process (IRC-CS-0426-EOI472) and nominate Dysart Lifestyle Centre Inc as the preferred respondent.*
2. *Authorises the surrender or cancellation of the existing Licence to Occupy, as required to facilitate the proposed Trustee Lease.*
3. *Approves the granting of a Trustee Lease to Dysart Lifestyle Centre Inc on terms and conditions acceptable to Council.*
4. *Delegates authority to the Chief Executive Officer to negotiate, finalise, execute and, where necessary, vary the Trustee Lease with Dysart Lifestyle Centre Inc.*

Resolution No.: **9984**

Moved: **Cr Terry O'Neill** **Seconded:** **Cr Vern Russell**

That Council:

1. **Endorses the outcome of the Expression of Interest process (IRC-CS-0426-EOI472) and nominate Dysart Lifestyle Centre Inc as the preferred respondent.**
2. **Authorises the surrender or cancellation of the existing Licence to Occupy, as required to facilitate the proposed Trustee Lease.**
3. **Approves the granting of a Trustee Lease to Dysart Lifestyle Centre Inc on terms and conditions acceptable to Council.**
4. **Delegates authority to the Chief Executive Officer to negotiate, finalise, execute and, where necessary, vary the Trustee Lease with Dysart Lifestyle Centre Inc.**

Carried

9.4 Schedule of Ordinary Meetings and Standing Committee Meetings of Council – January to December 2027

EXECUTIVE SUMMARY

Council is requested to resolve the schedule of Ordinary Meetings and Standing Committee Meetings for the period January to December 2027.

OFFICERS RECOMMENDATION

That Council:

1. *Adopts the following meeting schedule for Ordinary Meetings of Council for the period of January 2027 to December 2027.*

ORDINARY MEETINGS

MEETING DATE	TIME	LOCATION
Wednesday 27 January 2027	10.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 24 February 2027	10.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 24 March 2027	10.00am	Isaac Regional Council, 16 Queen Elizabeth Drive – Dysart – Training Room
Wednesday 28 April 2027	10.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 25 May 2027	10.00am	Isaac Regional Council, 25 Daintree Street, Clermont– Board Room
Wednesday 23 June 2027	10.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 28 July 2027	10.00am	Isaac Regional Council, 11 Carter Place, Middlemount – Board Room
Wednesday 25 August 2027	10.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 29 September 2027	10.00am	Isaac Regional Council, 10 Reynolds St, Nebo – Board Room
Wednesday 27 October 2027	10.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 24 November 2027	10.00am	Isaac Regional Council, 36 Macartney Street, St Lawrence – Board Room
Wednesday 15 December 2027	10.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room

2. *Adopts the following meeting schedule for Standing Committee Meetings of Council for the period of January 2027 to December 2027.*

CORPORATE SERVICES STANDING COMMITTEE

CORP STANDING COMMITTEE MEETING DATE	TIME	LOCATION
Tuesday 9 February 2027	9.30am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 9 March 2027	9.30am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 13 April 2027	9.30am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 11 May 2027	9.30am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 8 June 2027	9.30am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 13 July 2027	9.30am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 10 August 2027	9.30am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 14 September 2027	9.30am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 12 October 2027	9.30am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 9 November 2027	9.30am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room

COMMUNITY SERVICES STANDING COMMITTEE

COMM STANDING COMMITTEE MEETING DATE	TIME	LOCATION
Tuesday 9 February 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 9 March 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 13 April 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 11 May 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 8 June 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 13 July 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 10 August 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room

Tuesday 14 September 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 12 October 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 9 November 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room

INFRASTRUCTURE SERVICES STANDING COMMITTEE

INF STANDING COMMITTEE MEETING DATE	TIME	LOCATION
Wednesday 10 February 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 10 March 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 14 April 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 12 May 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 9 June 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 14 July 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 11 August 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 15 September 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 13 October 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 10 November 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room

WATER AND WASTE STANDING COMMITTEE

W&W STANDING COMMITTEE MEETING DATE	TIME	LOCATION
Wednesday 10 February 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 10 March 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 14 April 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 12 May 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 9 June 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room

Wednesday 14 July 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 11 August 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 15 September 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 13 October 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 10 November 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room

Resolution No.: **9985**

Moved: **Cr Terry O'Neill** **Seconded:** **Cr Vern Russell**

That Council:

1. **Adopts the following meeting schedule for Ordinary Meetings of Council for the period of January 2027 to December 2027.**

ORDINARY MEETINGS

MEETING DATE	TIME	LOCATION
Wednesday 27 January 2027	**10.00am**	**Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room**
Wednesday 24 February 2027	**10.00am**	**Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room**
Wednesday 24 March 2027	**10.00am**	**Isaac Regional Council, 16 Queen Elizabeth Drive – Dysart – Training Room**
Wednesday 28 April 2027	**10.00am**	**Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room**
Tuesday 25 May 2027	**10.00am**	**Isaac Regional Council, 25 Daintree Street, Clermont– Board Room**
Wednesday 23 June 2027	**10.00am**	**Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room**
Wednesday 28 July 2027	**10.00am**	**Isaac Regional Council, 11 Carter Place, Middlemount – Board Room**
Wednesday 25 August 2027	**10.00am**	**Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room**
Wednesday 29 September 2027	**10.00am**	**Isaac Regional Council, 10 Reynolds St, Nebo – Board Room**
Wednesday 27 October 2027	**10.00am**	**Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room**
Wednesday 24 November 2027	**10.00am**	**Isaac Regional Council, 36 Macartney Street, St Lawrence – Board Room**

Wednesday 15 December 2027	**10.00am**	**Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room**

2. Adopts the following meeting schedule for Standing Committee Meetings of Council for the period of January 2027 to December 2027.

CORPORATE SERVICES STANDING COMMITTEE

CORP STANDING COMMITTEE MEETING DATE	TIME	LOCATION
Tuesday 9 February 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 9 March 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 13 April 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 11 May 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 8 June 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 13 July 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 10 August 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 14 September 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 12 October 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 9 November 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room

COMMUNITY SERVICES STANDING COMMITTEE

COMM STANDING COMMITTEE MEETING DATE	TIME	LOCATION
Tuesday 9 February 2027	12.30pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 9 March 2027	12.30pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 13 April 2027	12.30pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 11 May 2027	12.30pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 8 June 2027	12.30pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room

Tuesday 13 July 2027	12.30pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 10 August 2027	12.30pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 14 September 2027	12.30pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 12 October 2027	12.30pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Tuesday 9 November 2027	12.30pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room

INFRASTRUCTURE SERVICES STANDING COMMITTEE

INF STANDING COMMITTEE MEETING DATE	TIME	LOCATION
Wednesday 10 February 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 10 March 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 14 April 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 12 May 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 9 June 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 14 July 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 11 August 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 15 September 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 13 October 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 10 November 2027	9.00am	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room

WATER AND WASTE STANDING COMMITTEE

W&W STANDING COMMITTEE MEETING DATE	TIME	LOCATION
Wednesday 10 February 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 10 March 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room
Wednesday 14 April 2027	1.00pm	Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room

Wednesday 12 May 2027	**1.00pm**	**Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room**
Wednesday 9 June 2027	**1.00pm**	**Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room**
Wednesday 14 July 2027	**1.00pm**	**Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room**
Wednesday 11 August 2027	**1.00pm**	**Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room**
Wednesday 15 September 2027	**1.00pm**	**Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room**
Wednesday 13 October 2027	**1.00pm**	**Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room**
Wednesday 10 November 2027	**1.00pm**	**Isaac Regional Council, Batchelor Parade, Moranbah – Chamber Room**

Carried

Resolution No.: **9986**

Moved: **Cr Alaina Earl** **Seconded:** **Cr Vern Russell**

That Council closes the meeting to the public at 12.10pm 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 to receive a confidential briefing on Report 10.1 Major Projects and under 254J(3) (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 to receive a confidential briefing on Report 10.2 Resolution of Court Proceedings – Adani Mining & CRN and under 254J(3) (d) rating concessions to receive a confidential briefing on Report 10.3 Water Rates Concession Clermont.

Carried

ATTENDANCE

Cr Vern Russell left the meeting room at 12.15pm and returned at 12.17pm.
Cr Viv Coleman returned to the meeting room at 12.24pm.
Cr Melissa Westcott left the meeting room at 12.28pm and returned at 12.30pm.

PROCEDURAL MOTION:

Resolution No.: **9987**

Moved: **Cr Jane Pickels** **Seconded:** **Cr Rachel Anderson**

That Council open the meeting to the public at 12.35pm.

Carried

ATTENDANCE

Ms Heidi Roberts left the meeting room at 12.36pm.

10. CONFIDENTIAL REPORTS

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.

10.1 Major Projects

EXECUTIVE SUMMARY

This report updates Council on the status of major projects and their associated activities across Isaac.

COMMITTEE'S RECOMMENDATION

Resolution No.: *COMM10/26-0142*

Moved: *Cr Alaina Earl* *Seconded:* *Mayor Kelly Vea Vea*

That the Committee recommends that Council:

1. *Notes the status of major projects across the Isaac Region.*

Carried

Resolution No.: 9988

Moved: Cr Viv Coleman **Seconded:** Cr Alaina Earl

That Council:

1. **Notes the status of major projects across the Isaac Region.**

Carried

CONFIDENTIAL REPORT

Closed under 254J(3) (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.

10.2 Resolution of Court Proceedings – Adani Mining and CRN

EXECUTIVE SUMMARY

Chief Executive Officer reporting on proposal to resolve the current legal proceedings instituted by Council through a mutual agreement between the parties including agreement on the appropriate road design standards for the purpose of the Infrastructure Access Agreement.

Resolution No.: 9989

Moved: Cr Terry O'Neill **Seconded:** Cr Simon West

That Council adopts the Officer's Recommendation.

Carried

Resolution No.: 9990

Moved: Cr Melissa Westcott **Seconded:** Cr Vern Russell

That Council as per section 4.2 of the Conduct of Council Meetings (Standing Orders) Policy permits late report 10.3 Water Rates Concession Clermont for consideration at the October 2026 Ordinary Meeting.

Carried

CONFIDENTIAL REPORT

Closed under 254J(3) (d) rating concessions

10.3 Water Rates Concession Clermont

EXECUTIVE SUMMARY

The purpose of this report is to seek endorsement to provide a water access charge concession to property owners of Clermont as a result of 3 separate water related events that have restricted outdoor water use by the community. The concession process is recommended in accordance with Part 10 (sections 119 to 124) Local Government Regulations 2012 and using Council's Utility Charge Remission – Extraordinary Circumstances Policy (WW-POL-053) as a guide.

OFFICER'S RECOMMENDATION

That Council:

1. *Enact the Utility Charge Concession - In accordance with Part 10 (Section 119 to 124) Local Government Regulations 2012 and using the Extraordinary Circumstances Policy as a guide, grant an annualised twenty-nine (29) day proportional rates concession of $74.45 to all properties not already receiving a Not for Profit concession, within the locality of Clermont with a water meter connection for the relevant rating period 1 July 2026 to 31 December 2026.*

Resolution No.: **9991**

Moved: **Cr Jane Pickels** **Seconded:** **Cr Terry O'Neill**

That Council:

1. **Enact the Utility Charge Concession - In accordance with Part 10 (Section 119 to 124) *Local Government Regulations 2012* and using the Extraordinary Circumstances Policy as a guide, grant an annualised twenty-nine (29) day proportional rates concession of $74.45 to all properties not already receiving a Not for Profit concession, within the locality of Clermont with a water meter connection for the relevant rating period 1 July 2026 to 31 December 2026.**

Carried

ATTENDANCE

Ms Heidi Roberts entered the meeting room at 12.38pm.

11. COUNCILLOR QUESTION TIME

11.1 Attendance at Community Events and LGAQ Conference

Cr Rachel Anderson provided an update on the following events she has attended:

- LGAQ Conference: recently attended the LGAQ Conference, with a fantastic opportunity to connect, share ideas and discuss matters important to our communities.
- Isaac Business Awards: Congratulations to everyone involved in the Isaac Business Awards. It was a wonderful event celebrating and showcasing the outstanding businesses that contribute to our Isaac region.
- CTM Links Middlemount Men's Mental Health Event: Darius Boyd's discussion on men's mental health highlighted the importance of creating more opportunities for open conversations around mental health. It would be great to see more of these discussions and initiatives encouraged throughout our communities.

11.2 Cr O'Neill Acknowledgments

Cr Terry O'Neill acknowledged the following:

- New Fleet Vehicle: Thank you to the Fleet Team for the provision of the new fleet vehicle. Your work and support are appreciated.
- Adani Bravus Matter: Thank you to the CEO and the team for the work undertaken to date in relation to the Adani Bravus matter. I appreciate the ongoing efforts and work being carried out on this matter.

11.3 Mayoral Update

- Acknowledgements: The Mayor thanked everyone for their ongoing efforts and acknowledged the significant amount of work currently being undertaken across the organisation and community.

- Water Services: The Mayor acknowledged the considerable work being carried out in the water space and recognised the many staff and stakeholders contributing to this important area.

- Glenden Legislation: The Mayor provided an update on the Glenden legislation, noting that the second public hearing was being held in Brisbane today. Council continues to advocate on this matter and represent the interests of the community.

12. CONCLUSION

There being no further business, the Mayor declared the meeting closed at 12.40pm.

These minutes will be confirmed by Council at the Ordinary Meeting to be held in St Lawrence on Wednesday 25 November 2026.

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Teika Kirkman
AUTHOR POSITION	Coordinator Executive Support

7.1 BUSINESS OUTSTANDING TABLE FOR ORDINARY MEETINGS OF COUNCIL – AS AT 31 OCTOBER 026

EXECUTIVE SUMMARY

The business outstanding table is used as a tool to monitor the 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 October 2026.***

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

Responsible Officers

BASIS FOR RECOMMENDATION

Transparent reporting to Elected Members

ACTION ACCOUNTABILITY

Office of the Chief Executive Officer to provide regular reporting to Council on the Resolutions Register status.

OFFICE OF THE CHIEF EXECUTIVE OFFICER

ISAAC REGION
HELPING TO ENERGISE THE WORLD
ABN 39 274 142 600

KEY MESSAGES

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

Report prepared by:	**Report authorised by:**
TEIKA KIRKMAN **Executive Assistant to the Office of the Mayor and CEO**	CALE DENDLE **Chief Executive Officer**
Date: 19 November 2026	Date: 19 November 2026

ATTACHMENTS

- Attachment 1 – Business Outstanding Table for Ordinary Meeting – August 2025
- Attachment 2 – Business Outstanding Table for Ordinary Meeting – December 2025
- Attachment 3 – Business Outstanding Table for Ordinary Meeting – February 2026
- Attachment 4 – Business Outstanding Table for Ordinary Meeting – April 2026
- Attachment 5 – Business Outstanding Table for Ordinary Meeting – May 2026
- Attachment 6 – Business Outstanding Table for Ordinary Meeting – June 2026
- Attachment 7 – Business Outstanding Table for Ordinary Meeting – August 2026
- Attachment 8 – Business Outstanding Table for Ordinary Meeting – September 2026
- Attachment 9 – Business Outstanding Table for Ordinary Meeting – October 2026

REFERENCE DOCUMENT

- Nil

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
Ordinary Meeting	Wednesday, 27 August, 2025	11.2	**CONFIDENTIAL REPORT** Authority to Negotiate and Purchase a Property in Moranbah, Qld 4744	This report seeks authority for officers to investigate, and under restricted circumstances, negotiate and purchase a property in Moranbah, QLD 4744.	9360	Moved: Cr Vern Russell Seconded: Cr Terry O'Neill That Council: 1. Authorises the Chief Executive Officer to complete investigations and negotiate the purchase of the nominated property in Moranbah, QLD 4744	Mark Davey	The Chief Executive Officer will delegate to the Program Manager – Capital Delivery, under the guidance of Director Planning Environment and Community Services, to complete the investigations and negotiations with the current shop owners as well as complete the requirements under the IREP Resources Community Infrastructure funding guidelines.	Officer seeking further update from Council at November Meeting	In Progress - On schedule	01-Jan-27	

Council Resolution Register - December 2025 (Business Outstanding Table)										
Meeting Type	**Meeting Date**	**Item No.**	**Report Title**	**Executive Summary**	**Council Resolution**	**Responsible Officer/s**	**Action Accountability**	**Action Comments**	**Action Status**	**If Not Yet Complete - Expected Completion Date**
Ordinary Meeting	11-12-25	10.17	Yurika Pty Ltd – Carmila Electric Vehicle Charging Station Licence Agreement	The report seeks to delegate the authority to the Chief Executive Officer to execute a Licence Agreement for the continued installation, use and maintenance of the Electric Vehicle Charging Station on Music Street at Carmila.	Resolution No.: 9521 Moved: Cr Viv Coleman Seconded: Cr Jane Pickels That Council: 1.Delegates Authority to the Chief Executive Officer to negotiate, execute and vary the Carmila Electric Vehicle Charging Station Licence Agreement – SCY19002i101-02 for the continued installation, use and maintenance of the Electric Vehicle Charging Station at Music Street Carmila in accordance with the terms attached to the Report. Carried	Sean Robinson	Engineering Services department to lead negotiations under the guidance of Director Infrastructure Services and Chief Executive Officer. Chief Executive Officer to execute the Agreement. Manager Engineering Services to ensure a copy of the executed document is provided to the proponent and obligations under the Agreement are adhered to.	Draft Licence has been with Yurika since 21 November 2025. Delayed by lack of response from Yurika. Now taking steps to hold a meeting with internal stakeholders to progress discussions.	In Progress - Behind schedule	

Council Resolution Register - February 2026 (Business Outstanding Table)											
Meeting Type	**Meeting Date**	**Item No.**	**Report Title**	**Executive Summary**	**Council Resolution**	**Responsible Officer/s**	**Action Accountability**	**Action Comments**	**Action Status**	**If Not Yet Complete - Expected Completion Date**	**Completion Date**
Ordinary Meeting	25-02-26	9.17	Naming of the New Bridge Over Cooroora Creek	This report is seeking Council resolution to proceed with Community consultation following a request to name the new bridge recently constructed over Cooroora Creek.	Resolution No.: 9588 Moved: Cr Viv ColemanSeconded: Cr Alaina Earl That Council: 1.Acknowledges the individual request for naming the new bridge over Cooroora Creek. 2.Approves to undertake community consultation, in accordance with the Naming of Roads and Community Infrastructure Policy CORP-POL-093, to provide suggest names (in addition to the formal request received) for consideration by Council for naming of the new bridge over Cooroora Creek. Carried	Sean Robinson	Manager Engineering Services to complete engagement and prepare report to council on the outcome.	Naming of Council assets consultation currently underway. Direct to Council report going to be presented to November Ordinary Meeting for Consideration	In Progress - Behind schedule	Sep-26	

Council Resolution Register - April 2026 (Business Outstanding Table)									
Meeting Type	**Meeting Date**	**Item No.**	**Report Title**	**Executive Summary**	**Council Resolution**	**Responsible Officer/s**	**Action Accountability**	**Action Comments**	**Action Status**
Ordinary Meeting	22-04-26	9.12	Glenden Recreation Centre External Management Opportunity	This report proposes investigating interest in external management of the Glenden Recreation Centre to enhance the facility's long -term viability and community value. A review of current operations has identified ongoing challenges related to staffing capacity, operational efficiency, service activation, and financial sustainability. At the same time, there is growing potential for improved community engagement and diversified programming through alternative management models.	Resolution No.:9685 Moved: Cr Alaina EarlSeconded: Cr Terry O'Neill That Council: 1.Supports inviting expressions of interest in accordance with Section 228(3) and 228(5) of the Local Government Regulation 2012, for outsourcing management of the Glenden Recreation Centre. 2.Authorises the Chief Executive Officer to negotiate, execute and vary the Management and Tenancy Agreements with the preferred Respondent from the Expression of Interest exercise. Carried	Kendall O'Neill	Cultural and Community Services (Civic Venues) to undertake the expression of interest process.	EOI out to market /Previous Responsible Officer was Scott Jarvis. Went to tender twice. No Appications. No Longer proceeding with Tender Kendall completing a report Ciivic Venues in February 27 to update councillors	In Progress - On schedule
Ordinary Meeting	22-04-26	9.13	Dysart Recreation Centre External Management Opportunity	This report proposes investigating interest in external management of the Dysart Recreation Centre to enhance the facility's long -term viability and community value. A review of current operations has identified ongoing challenges related to staffing capacity, operational efficiency, service activation, and financial sustainability. At the same time, there is growing potential for improved community engagement and diversified programming through alternative management models.	Resolution No.:9686 Moved: Cr Vern RussellSeconded: Cr Simon West That Council: 1.Supports inviting expressions of interest in accordance with section 228(3) and 228(5) of the Local Government Regulation 2012, for outsourcing management of the Dysart Recreation Centre. 2.Authorises the Chief Executive Officer to negotiate, execute and vary the Management and Tenancy Agreements with the preferred Respondent from the Expression of Interest exercise. Carried	Kendall O'Neill	Current Council management requires substantial resources for staffing and on costs, compliance and program delivery, limiting flexibility and increasing operational risk.	Tender complete Contract to be awarded Contract to be awarded in November once negotiations with the Lessee are finlised	Complete
Ordinary Meeting	22-04-26	9.14	St Lawrence Community Hub	This report presents a proposal for the creation of the St Lawrence Community Hub, by relocating the existing library services provided at the St Lawrence Library (22 Railway Parade) into the St Lawrence Administration Building (36 Macartney Street).	Resolution No.:9687 Moved: Cr Melissa WestcottSeconded: Cr Vern Russell That Council: 1.Endorses the development of the St Lawrence Community Hub in the St Lawrence Administration Building subject to prior approval of detailed project designs and communication plan. 2.Endorses funding the required works from the 2025/26 St Lawrence Community Hub Capital Budget, to be carried out by the Corporate Properties Department. 3.Requests a detailed assessment of the current St Lawrence Library Building for potential alternative use or decommissioning, including sale or lease to private entities. Carried	Kendall O'Neill	Manager Corporate Properties to coordinate necessary building upgrades as required. Manager Community and Cultural Services undertake the relocation of the St Lawrence Library to the St Lawrence Administration Building and coordinate appropriate communications with the St Lawrence community.	Scoping commenced with option development underway which will preceed future engagemnet/Previous Responsible Officer Scott Jarvis - Consutation booked in for 28 October 2026 Now moved to 30 October 2026 Councillor Coleman to be able to attend. Report to be decided at December Ordinary Meeting	In Progress - Behind schedule
Ordinary Meeting	22-04-26	9.15	Middlemount Community Hub	This report presents a proposal for the creation of the Middlemount Community Hub, by relocating the Customer Services (Including QGAP) operations currently provided from the Isaac Regional Council (IRC) Middlemount Administration Centre into the Middlemount Library Shopfront, located in the Middlemount Shopping Centre, currently leased from Anglo American.	Resolution No.:9688 Moved: Cr Terry O'NeillSeconded: Cr Rachel Anderson That Council: 1.Endorses in principle support for the creation of the Middlemount Community Hub in the current Middlemount Library shopfront leased from Anglo American. 2.Endorses scoping and costing of the project be undertaken for consideration in the 2027/2028 Isaac Regional Council Capital Works Budget. 3.Requests that scoping for the Middlemount Hub is to include consultation with key stakeholders, including Smart Service Queensland (QGAP) representatives. Carried	Kendall O'Neill	Manager Community and Cultural Services undertake scoping and costings for the relocation of the Middlemount Customer Service Office to the Middlemount Library Shopfront, for inclusion into 2027/28 IRC Capital Program for council's budget considerations. Manager Community and Cultural Services to coordinate appropriate communications with the Middlemount community if council approves project and budget.	Workshopped with Council. Potenial to be combined with CUC offering/Previous Responsible officer Scott Jarvis. Ongoing review. Review continuing	In Progress - On schedule

Council Resolution Register - May 2026 (Business Outstanding Table)

Meeting Type	Meeting Date	Item No.	Report Title	Executive Summary	Council Resolution	Responsible Officer/s	Action Accountability	Action Comments	Action Status	If Not Yet Complete - Expected Completion Date	Completion Date
Ordinary Meeting	26-05-26	8.27	CONSENT AND COMPENSATION AGREEMENT ML100515 - LINES	The purpose of this report is for Council to consider the Consent and Compensation Agreement with Russell Johnathan Lines.	Resolution No..9746 Moved: Cr Simon WestSeconded: Cr Melissa Westcott That Council: 1.Supports the negotiation to enter into a Consent and Compensation Agreement with Russell Johnathan Lines 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 ML100515 in accordance with section 279 of the Mineral Resources Act 1989 (Qld) [MRA]. Carried	Sean Robinson	Manager Engineering Services to ensure executed copies are returned to the Applicant and the compensation under the Consent and Compensation Agreement and Council's costs are paid and the CMDG Access Works.		In Progress - Behind Schedule	Oct-26	
Ordinary Meeting	26-05-26	8.28	CONSENT AND COMPENSATION AGREEMENT ML100506 - HARDY	The purpose of this report is for Council to consider the Consent and Compensation Agreement with Brendan Peter Hardy.	Resolution No..9747 Moved: Cr Simon WestSeconded: Cr Alaina Earl That the Committee recommends that Council: 1.Supports the negotiation to enter into a Consent and Compensation Agreement with Brendan Peter Hardy 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 ML100506 in accordance with section 279 of the Mineral Resources Act 1989 (Qld) [MRA]. Carried	Sean Robinson	Manager Engineering Services to ensure executed copies are returned to the Applicant and the compensation under the Consent and Compensation Agreement and Council's costs are paid and the CMDG Access Works.		In Progress - Behind Schedule	Oct-26	
Ordinary Meeting	26-05-26	8.29	ST LAWRENCE RECREATION GROUNDS PROPOSED PLAYGROUND	The purpose of this report is to seek Council endorsement to approve a request by the St Lawrence Recreation Grounds Committee to install a new playground to be located at the St Lawrence Recreation Grounds with funds to be donated by a renewable energy company.	Resolution No..9748 Moved: Cr Alaina EarlSeconded: Cr Melissa Westcott That Council: 1.Notes that in accepting the playground to be installed within the leased area of the St Lawrence Recreation Grounds, Council will be become the asset owner; and 2.Council will need to pay the annual depreciation costs and accept increased operational maintenance costs for Parks & Recreation staff to inspect and maintain the playground in accordance with Australian Standards Carried	Michael Buckley	Manager Parks and Recreation to implement council's decision, communicate the outcome to the Committee and consider the public engagement for the renewals of other infrastructure in St Lawerence.	The St Lawrence Recreation Committee has now taken delivery of the playground equipment with Council working through the installation details with the supplier inclusing including underground locations, removal of existing infrastructure, volume and cost of sotffail bark, length of edging and cost, and compliance with australian standards once installed. The plan is still on scedule to be installed prior to December.	In Progress - On schedule	Dec-26	

Council Resolution Register - June 2026 (Business Outstanding Table)											
Meeting Type	**Meeting Date**	**Item No.**	**Report Title**	**Executive Summary**	**Council Resolution**	**Responsible Officer/s**	**Action Accountability**	**Action Comments**	**Action Status**	**If Not Yet Complete - Expected Completion Date**	**Completion Date**
Ordinary Meeting	30-06-26	8.28	2026-27 Recovery Sharing Arrangement	This report seeks endorsement of a renewed 2026–27 Recovery Sharing Arrangement with the operator of the Mackay Materials Recycling Facility (MRF) used by Isaac Regional Council. The agreement enables Council to receive a share of Container Refund Scheme (CRS) deposits from eligible containers collected through the kerbside recycling service, providing revenue to offset recycling costs.	Resolution No.:9794 Moved: Cr Simon WestSeconded: Cr Jane Pickels That Council: 1.Approves entering an agreement with Recycle Operations (Mackay) Pty Ltd to enable Council to receive 50 per cent of the 10 cent refund on each qualifying container under the Container Refund Scheme for a further twelve-month period. 2.Authorises the Chief Executive Officer to negotiate, execute and vary the agreement as required. Carried	Jason Grandcourt	The Value Share Agreement has been signed by the CEO and is currently with Re.Cycle for execution. Re.Cycle has advised that they are arranging the required co-signatories and will provide the fully executed agreement once completed. The Manager Waste Services is currently following up with Re.Cycle regarding the status of the agreement.		In Progress - On schedule	01-12-26	

Council Resolution Register - August 2026 (Business Outstanding Table)											
Meeting Type	**Meeting Date**	**Item No.**	**Report Title**	**Executive Summary**	**Council Resolution**	**Responsible Officer/s**	**Action Accountability**	**Action Comments**	**Action Status**	**If Not Yet Complete - Expected Completion Date**	**Completion Date**
Ordinary Meeting	26/08/2026	8.24	Waste Management Strategy 2026-2031 Consultation	A draft Waste Management Strategy 2026-2031 has been prepared to guide the future delivery of waste and resource recovery services across the region. Prior to adoption, Council is required to undertake community consultation. A Communication Plan has been developed to support stakeholder engagement and community awareness throughout the consultation period. This report seeks endorsement of the draft Waste Management Strategy 2026-2031 and the associated Communication Plan for public consultation.	Resolution No.: 9883 Moved:Cr Simon WestSeconded:Cr Vern Russell That Council: 1.Endorses the Draft Waste Management Strategy 2026-2031 for the purpose of public consultation; 2.Endorses the Waste Management Strategy 2026-2031 Communication Plan; 3.Authorises the Chief Executive Officer to undertake public consultation on the Draft Waste Management Strategy 2026-2031 for a minimum period of 28 days in accordance with the Waste Reduction and Recycling Act 2011; and 4.Receive a further report following completion of the consultation process detailing community feedback received and any recommended amendments prior to consideration of the Waste Management Strategy 2026-2031 for adoption. Carried	Jason Grandcourt	Community consultation for the Draft Waste Management Strategy 2026-2031 has been completed. Submissions received during the consultation period are currently being reviewed and compiled. A report summarising community feedback, officer responses and any recommended amendments to the Strategy is being prepared for Council's consideration prior to adoption. This work is currently underway.		In Progress - On schedule		
Ordinary Meeting	26/08/2026	9.6	2026 Honouring Our Veterans Grant Program - Moranbah Town Square Memorial	This report seeks endorsement of the Isaac Regional Council's submission for the 2026 Honouring Our veterans Grant Program (minor Capital Works) for financial contribution between September 2026 and August 2027 fiscal year.	Resolution No.:9893 Moved: Cr Simon WestSeconded: Cr Melissa Westcott That Council: 1.Endorses the Isaac Regional Council application for the second round of the 2026 Honouring Our Veterans Grant Program (Minor Capital Works) for the development of a mural on the Square Peg Building in the Moranbah Town Square. The submitted application, if approved, would be 90% funded through the Grant and commence in the 2026-2027 financial year and would be completed by 31 December 2028 as per grant guidelines. Carried	Michael Buckley	Application was submitted and was unsuccessful.		Complete	12-11-26	

Council Resolution Register - September 2026 (Business Outstanding Table)											
Meeting Type	**Meeting Date**	**Item No.**	**Report Title**	**Executive Summary**	**Council Resolution**	**Responsible Officer/s**	**Action Accountability**	**Action Comments**	**Action Status**	**If Not Yet Complete - Expected Completion Date**	**Completion Date**
Ordinary Meeting	Wednesday, 23 September, 2026	8.3	Ex Tropical Cyclone Koji Debrief	Ex-Tropical Cyclone Koji impacted the Isaac region in January 2026, resulting in significant flooding, community isolation, emergency resupply operations and impacts to residential and rural properties. The debrief identified several opportunities to strengthen future disaster management arrangements, particularly in the areas of: •Intelligence and situational awareness. •Flood warning and monitoring capability. •Public information and communications. •Activation and decision-making. •Regional collaboration and information sharing. This report presents the lessons identified from the event and outlines a series of improvement actions to strengthen disaster preparedness, response and recovery across the Isaac region.	Resolution No.: 9908 Moved: Cr Melissa WestcottSeconded: Cr Viv Coleman That Council: 1.Receives and notes the findings of the Ex-Tropical Cyclone Koji Debrief and Lessons Learned Report. 2.Assesses the key improvement actions identified for Council and the Local Disaster Management Group within the report, noting resources and funding constraints. Carried	Maria Borg	Director Corporate Services to ensure review and assessment of recommendations is facilitated through disaster management team.	Initial meeting held DCS/LDC 15/10/2026	In Progress - On schedule		

Council Resolution Register - October 2026 (Business Outstanding Table)

Meeting Type	Meeting Date	Item No.	Report Title	Executive Summary	Council Resolution	Responsible Officer/s	Action Accountability	Action Comments	Action Status	If Not Yet Complete - Expected Completion Date	Completion Date
Ordinary Meeting	28-11-26	8.15	2026 St Lawrence Wetlands Festival Reflections and Forward Transition Plan	This report provides a summary of the 2026 St Lawrence Wetlands Festival (SLWF), outlines progress made towards transitioning the event to a community-owned model, and seeks Council's consideration of a Regional Significant Event (Sponsorship) funding arrangement to support the transition.	Resolution No.: 9963 Moved: Cr Viv ColemanSeconded: Cr Jane Pickels That Council: 1.Endorses the continued transition of the St Lawrence Wetlands Festival to a community-owned event model by 2030. 2.Endorses a three-year Regional Significant Event (Sponsorship) agreement with the St Lawrence Wetlands Festival Working Group Incorporated being (exclusive of GST); a.$50,000 for 2027 b.$40,000 for 2028 subject to budget considerations and previous year event evaluation c.$40,000 for 2029 subject to budget considerations and previous year event evaluation 3.Receives annual transition updates and post-event evaluation reports throughout the transition period in accordance with grant acquittal requirements for Regionally Significant Event (Sponsorship) under the Isaac Community Grants guidelines. Carried	Joel Redden	Economic Development will continue to facilitate future SLWF events with focus on community capacity building. Other internal council departments will assist with capacity building and delivering event services.	Monthly St Lawrence Wetlands Festival Working Group meetings continue as scheduled. Funding Agreement documentation is being prepared for finalisation.	In Progress - On schedule	Event annual review - August 2027	
Ordinary Meeting	28-11-26	8.18	Anne Street Estate Nebo Land Sale	This report seeks endorsement to progress the staged disposal of the remaining Anne Street Estate, Nebo lots by accepting compliant offers at or above market value for Stage 1, applying the Local Government Regulation 2012 exception to unsold lots, proceeding with Stage 2 as appropriate, and authorising the Chief Executive Officer or delegate to finalise sale contracts.	Resolution No.: 9966 Moved: Cr Viv ColemanSeconded: Cr Jane Pickels That Council: 1.In relation to the lots described as Lot 11, Lot 16, Lot 21, Lot 22, Lot 31, Lot 32, Lot 34, Lot 35, Lot 37 and Lot 51 on SP259131 (Stage 1A Lots): a.Pursuant to section 236(2) of the Local Government Regulation 2012 (LG Reg), resolves to apply the exception in section 236(1)(a) of the LG Reg to dispose of the Stage 1A Lots by way of a contract of sale entered into other than by tender or auction in accordance with section 228 of the LG Reg; b.Pursuant to sections 257 and 262 of the Local Government Act 2009 (LG Act), delegates to the Chief Executive Officer the power to negotiate, approve and enter into contracts on behalf of Council for the Stage 1A Lots; 2.In relation to the lots described as Lot 12, Lot 13, Lot 14, Lot 15, Lot 18, Lot 20, Lot 29, Lot 30, Lot 33, Lot 36, Lot 38, Lot 39, Lot 40, Lot 41, Lot 42, Lot 43, Lot 44, Lot 45, Lot 46, Lot 47, Lot 48, Lot 49, and Lot 50 on SP259131 (Stage 1B Lots): a.Pursuant to section 228 of the LG Reg, invite written tenders for the purchase of the Stage 1B Lots; b.Pursuant to sections 257 and 262 of the LG Act, delegates to the Chief Executive Officer the power to conduct the procurement process described in subparagraph 2(a) above, and, following the procurement process, negotiate, approve and enter into contracts on behalf of Council for the Stage 1B Lots; c.Pursuant to section 236(2) of the LG Reg, resolves to apply the exception in section 236(1)(a) of the LG Reg to dispose of any unsold Stage 1B Lots by way of a contract of sale entered into other than by tender or auction in accordance with section 228 of the LG Reg; d.Pursuant to sections 257 and 262 of the LG Act delegates to the Chief Executive Officer the power to negotiate, approve and enter into contracts on behalf of Council for the remaining Stage 1B Lots (including to determine the consideration for the disposal, having regard to section 236(4) of the LG Reg); 3.Pursuant to section 228 of the LG Reg, invite written tenders for the purchase of individual lots nominated in the Stage 2 release of the Anne Street Estate, Nebo, at a time determined appropriate by the Chief Executive Officer following completion of Stage 1 implementation activities, including the potential inclusion of unsold Stage 1A and Stage 1B lots. Carried	Shane Brandenburg	Industry and Investment Advisor will coordinate all actions that arise from this report in consultation with the Manager Economic Development.	As per the resolution, 5 properties are progressing to settlement and the remaining properties have been relisted for tender.	In Progress - On schedule		
Ordinary Meeting	28-11-26	8.19	Adoption of Upper Nogoa and Mackenzie Catchments Hydraulic Flood, Incorporating the Updated Clermont Tuflow Flood Model	Council has recently completed public consultation on the Upper Nogoa and Mackenzie Catchments Hydraulic Flood Study, which includes an update to the Clermont flood model. Council's adoption of the study is now sought, together with endorsement to incorporate the updated flood modelling into the Flood Hazard Overlay mapping through a minor amendment to the Isaac Regional Planning Scheme	Resolution No.: 9967 Moved: Cr Viv ColemanSeconded: Cr Rachel Anderson That Council: 1.Adopts the Upper Nogoa and Mackenzie Catchments Hydraulic Flood Study, incorporating the updated Clermont TuFlow flood model, prepared by KBR Australia Pty Ltd and dated 30 July 2026. Carried	Michael St Clair	Manager of Planning and Environment to: •prepare material to progress the minor amendment to the Planning Scheme, in collaboration relevant internal stakeholders. •update website to reflect adoption of flood studies and to send email to internal stakeholders advising of adoption of studies. •inform Councillors and ELT prior to any further external stakeholder engagement commencing on the Minor Amendment.		In Progress - On schedule		
Ordinary Meeting	28-11-26	8.29	Proposed Water Service Area - Glenden	The purpose of the report is to present the proposed Glenden Water Service Area (WSA) for Council consideration in accordance with the Water Supply (Safety and Reliability) Act 2008 (Qld). IRC currently provides reticulated drinking water services within Glenden; however, a Water Service Area has not previously been declared for the township. The proposed boundary has been developed based on the current configuration and extent of the reticulation network, existing water meter information and the practical serviceability of properties. The proposed declaration is intended to formalise the existing serviced extent of the Glenden water network and does not propose an expansion of the reticulation system beyond current operational limits. Business Services and Rates have reviewed the property extract against existing water access charges and confirmed that there are no property owners expected to be newly impacted by the proposed declaration.	Resolution No.:9977 Moved: Cr Simon WestSeconded: Cr Rachel Anderson That Council: 1.Endorses the proposed Glenden Water Service Area as outlined in this report. 2.Approves the publication of the Notice of Declaration for the Glenden Water Service Area in accordance with legislative requirements. Carried	Janaka Mahendrapala	Implementation of the declared Glenden Water Service Area will be coordinated across relevant teams, with overall accountability sitting with the Director of Water and Waste.	Glenden Water Service Area Map will be updated on public website accordingly.	Complete		
Ordinary Meeting	28-11-26	10.2	Resolution of Court Proceedings – Adani Mining and CRN	Chief Executive Officer reporting on proposal to resolve the current legal proceedings instituted by Council through a mutual agreement between the parties including agreement on the appropriate road design standards for the purpose of the Infrastructure Access Agreement.	Resolution No.:9989 Moved: Cr Terry O'NeillSeconded: Cr Simon West That Council adopts the Officer's Recommendation. Carried	Cale Dendle	Adoption of these recommendations will result in the Chief Executive Officer negotiating and executing the terms of the Deed of Settlement and Resolution, instructing McCullough Robertson to commence drafting a Second Deed of Variation to amend the IAA to reflect the Agreed Technical Standard and other relevant items outlined in the MAR Dispute – Settlement Term Sheet and Deed of Settlement and Resolution, and upon execution of the Deed of Settlement and Resolution by bother parties, instructing McCullough Robertson to take the necessary steps to discontinue the legal proceedings.	Final review of the draft deed of variation to support the settlement agreement for the Bravus litigation in progress	In Progress - On schedule		
Ordinary Meeting	28-11-26	10.3	Water Rates Concession Clermont	The purpose of this report is to seek endorsement to provide a water access charge concession to property owners of Clermont as a result of 3 separate water related events that have restricted outdoor water use by the community. The concession process is recommended in accordance with Part 10 (sections 119 to 124) Local Government Regulations 2012 and using Council's Utility Charge Remission – Extraordinary Circumstances Policy (WW-POL-053) as a guide.	Resolution No.:9991 Moved: Cr Jane PickelsSeconded: Cr Terry O'Neill That Council: 1.Enact the Utility Charge Concession - In accordance with Part 10 (Section 119 to 124) Local Government Regulations 2012 and using the Extraordinary Circumstances Policy as a guide, grant an annualised twenty-nine (29) day proportional rates concession of $74.45 to all properties not already receiving a Not for Profit concession, within the locality of Clermont with a water meter connection for the relevant rating period 1 July 2026 to 31 December 2026. Carried	Mayor Kelly Vea Vea	Manager Rates and Accounts to apply concession on the rates notice issued in February 2027. Director Infrastructure Services, in consultation with Manager Public Affairs to ensure property owners are advised.	The concession will be included on the rates notices that will be issued in February 2027.	In Progress - On schedule	Feb-27	

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Alyce Power
AUTHOR POSITION	Manager Financial Services

8.1 Isaac Regional Council Monthly Financial Report as at 29 October 2026

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.

COMMITTEES RECOMMENDATION

Resolution No.: **CORP11/26-0120**

Moved: **Cr Jane Pickels** **Seconded:** **Cr Terry O'Neill**

That the Committee recommends that Council:

1. Receives the interim financial statements for the period 29 October 2026 pursuant to, and in accordance with, the *Local Government Regulation 2012 (s204).*

Carried

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 2026/2027	Budget adopted 30 June 2026
Financial Statements 2025/2026	Financial Statements adopted 28 October 2026

IMPLICATIONS

Risk Category – Financial

Council has the following risk appetite:

- Averse – for ability to meet cashflow requirements, managed through maintaining sufficient cash balances.
- Cautious – for investment of surplus cash, managed through Council's investment policy.
- Open – for renewal of assets and borrowing to meet key objectives, managed through Council's capital

program and debt policy.

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

Actual amounts are compared against year to date adopted Revised Budget figures. The 1st Quarter Operational Budget Review was adopted on Wednesday 28 October 2026, reporting an operating surplus of $3.13M for the 2026/2027 financial year as reflected within this report as the Revised Budget.

Year to date actual figures represent the position as at 29 October 2026 to meet the reporting timelines for the November Standing Committee Meeting and to co-inside with the revised Go-Live for CIA.

Operating Position:
The operating result for October reports Council behind of the budgeted operating position by $691K. This unfavourable outcome is due to:

- Operating revenue reporting $178K unfavourable when compared to the YTD revised budget, this is due to:
  - **Net Rates & Utility Charges** reporting $312K favourable, due to higher than anticipated water access charges and general rates, which were partially offset by a higher take up of the discount and remissions on general rates.
  - **Fees & Charges** reporting $170K unfavourable, due to septic received in treatment plants (predominately in Moranbah) and building/plumbing fees being below budget, partially offset by increased sewerage and water connection revenue.
  - **Operating Grants, Subsidies & Contributions** reporting $249K favourable, predominantly due to revenue received from roads maintenance contributions
  - **Other Recurrent Revenue** reporting $478K unfavourable, due to lower waste volume received at Moranbah landfill.
- Operating expenditure is reporting $513K unfavourable when compared to the YTD revised budget, this is due to:
  - **Employee Expenses** reporting unfavourable to the revised budget by $128K. This unfavourable variance is mainly due to overtime expenses and the application of vacancy rate to budgeted staffing costs.
  - **Materials and Services** reporting unfavourable to the revised budget by $395K, predominantly due to higher expenditure on computer expenses, Galilee Bowen Basin Operations legal expenses and IT consultancy, which were partially offset by lower telephone charges, waste levy and the waste collection contract.

Capital Revenue:
Capital revenue for October reports Council is above the budgeted position by $83K. This favourable variance is primarily due to the timing of developer contributions and proceeds from the sale of plant and equipment.

Net result:
The operating position combined with the capital revenue equates to Council having a current net result of $17.4M which gives a month end unfavourable variance to budget of $608K.

Capital Expenditure:
Capital expenditure of $14.2M is below YTD budget $26.5M excluding commitments, noting that it is early in the financial year.

It is noted that the carry forward of unfinished projects from the 2025/2026 financial year has been approved by Council and therefore the capital expenditure budget has been increased accordingly from the original adopted budget.

We will monitor Capital Expenditure throughout the financial year and report on progress against the full year budget of $81.2M.

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:	**Report authorised by:**
ALYCE POWER **Manager Financial Services**	DARREN FETTELL **Director Corporate Services**
Date: 3 November 2026	Date: 3 November 2026

ATTACHMENTS

- Attachment 1 - Monthly Financial Statements 29 October 2026

REFERENCE DOCUMENT

- Nil

OFFICER'S RECOMMENDATION

That Council:

1. *Receives the financial statements for the period ended 29 October 2026 pursuant to, and in accordance with, the Local Government Regulation 2012 (s204).*

FINANCIAL STATEMENTS

REPORT TO COUNCIL

Current as at **29 October 2026**

Presented by **Corporate Services**

ISAAC REGION

HELPING TO ENERGISE THE WORLD

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FINANCIAL STATEMENTS FOR THE PERIOD ENDED 29 OCTOBER 2026

EXECUTIVE SUMMARY

At the end of October, the operating result is $691,020 behind the revised budgeted operating position. The negative result is due to number of revenue line items being below budget, in addition to higher operating expenses.

Capital revenue for October is $576,108 which combined with the operating position leads to a net surplus of $17,389,886.

PRELIMINARY OCTOBER FINANCIAL STATEMENTS AT A GLANCE					
	YTD Actual	YTD Revised Budget	Variance	Full Year Revised Budget	Completion
	$	$	$	$	%
Total operating revenue	70,299,262	70,477,579	(178,318)	170,696,973	41.2%
Total operating expenses	53,485,484	52,972,781	(512,703)	167,562,757	31.9%
Operating position	**16,813,778**	**17,504,798**	**(691,020)**	**3,134,216**	**536.5%**
Capital revenue	576,108	493,500	82,608	37,660,176	1.5%
Net result	**17,389,886**	**17,998,298**	**(608,412)**	**40,794,392**	**42.6%**

BACKGROUND

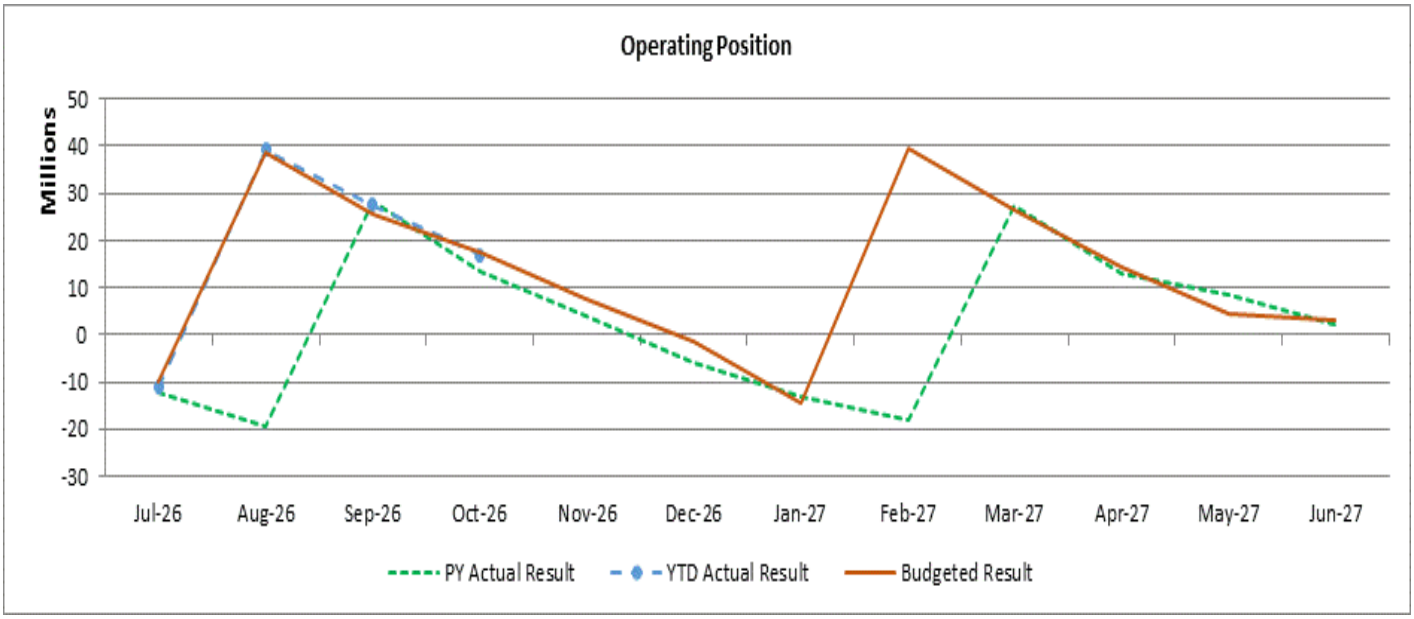
Each month, year to date financial statements are prepared in order to monitor actual performance against the latest adopted budget. Attached are the financial statements for the period ended 29 October 2026. Actual amounts are compared against adopted Budget figures. See appendix 1 for detailed financial statements.

Note that the 1st Quarter Operational Budget Review was adopted at Council meeting held 28 October 2026.

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.

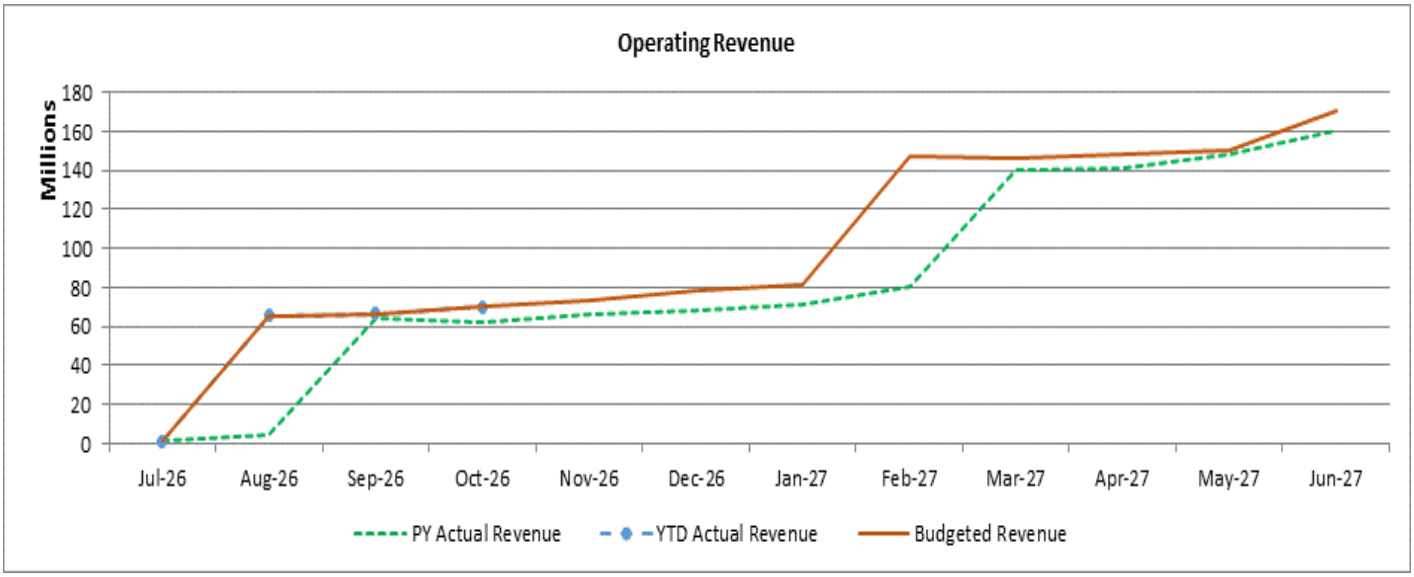
It should be noted that figures provided are accurate as at date of publication. Figures reported are cumulative year to date which may include adjustments for revenue or expenses accrued to prior accounting periods.

OPERATING POSITION



The current operating position for October has resulted in a surplus of $16,813,778. This is unfavourable when compared to the annual budget by $691,020. Operating revenue is $178,318 unfavourable compared to revised budget; in addition to higher operating expenses, which are $512,703 unfavourable when compared to budget.

OPERATING REVENUE

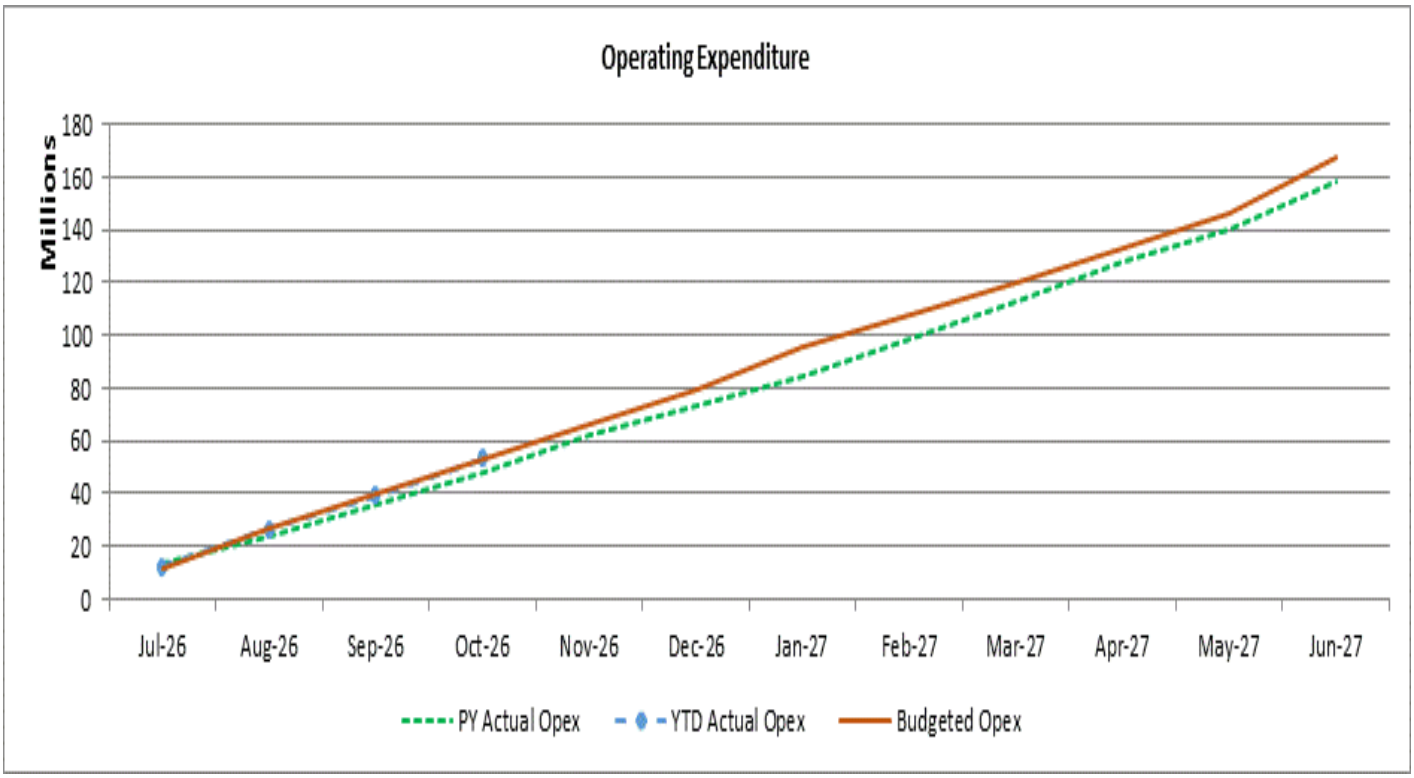


Operating revenue comprises the following items – Rates and Utility Charges, Fees and Charges, Rental Income, Interest Received, Sale of Contract and Recoverable Works, Operating Grants, Subsidies and Contributions, Other Recurrent Revenue.

The operating revenue for October was $70,299,262 which is unfavourable when compared to YTD budget by $178,318. This unfavourable variance is due to lower waste revenue and septic waste charges partially offset by higher water access charges and roads maintenance contributions.

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

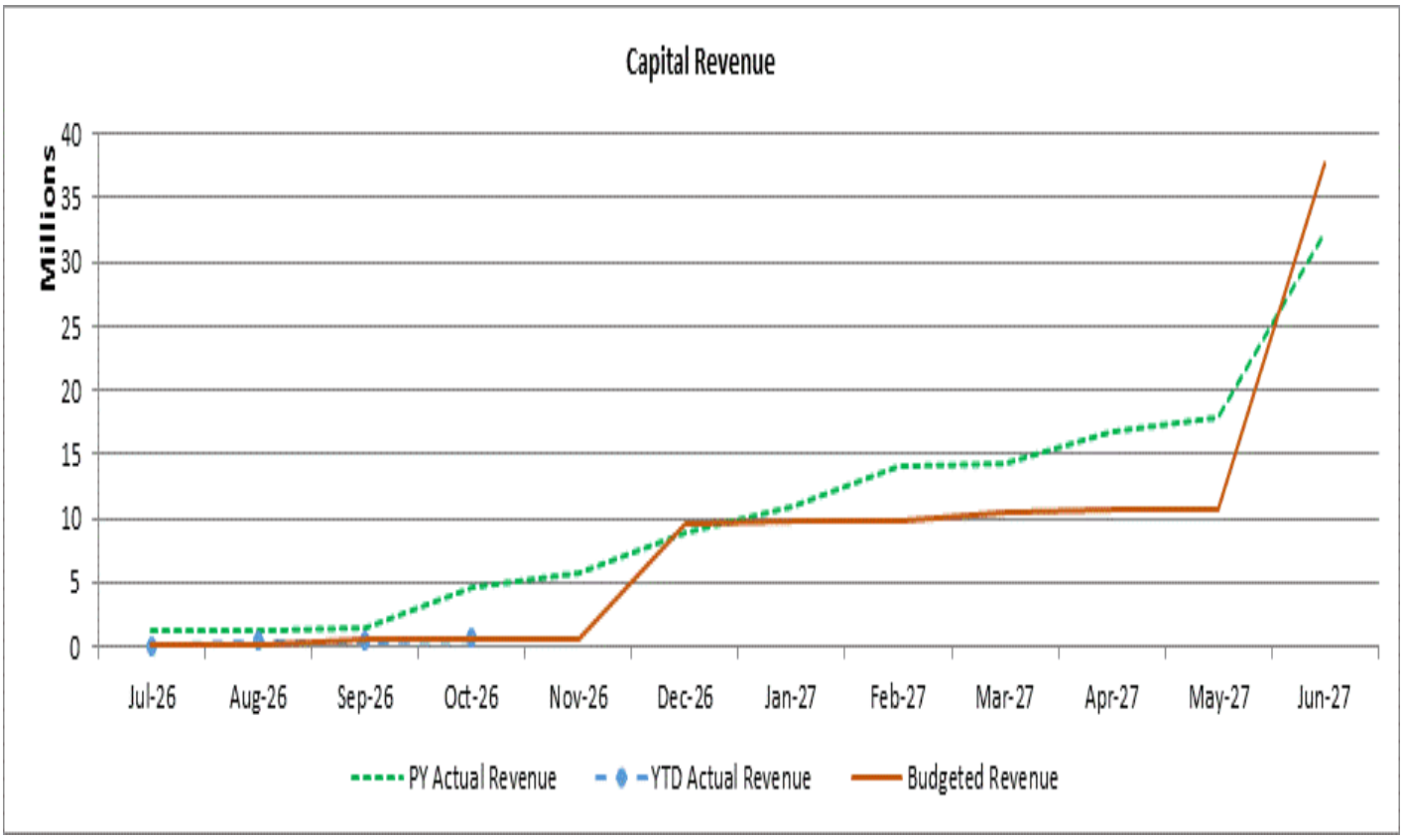


Operating expenditure consists of Employee Expenses, Materials and Services, Finance Costs and Depreciation.

Actual operating expenditure for October was $53,485,484 which is unfavourable to YTD budget by $512,703. This unfavourable result is due to higher expenditure on computer expenses, Galilee Bowen Basin Operations legal expenses, IT consultancy, overtime, and the application of a vacancy rate to budgeted staffing costs, which were partially offset by lower telephone charges, waste levy and the waste collection contract.

It is noted that cash flowing 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

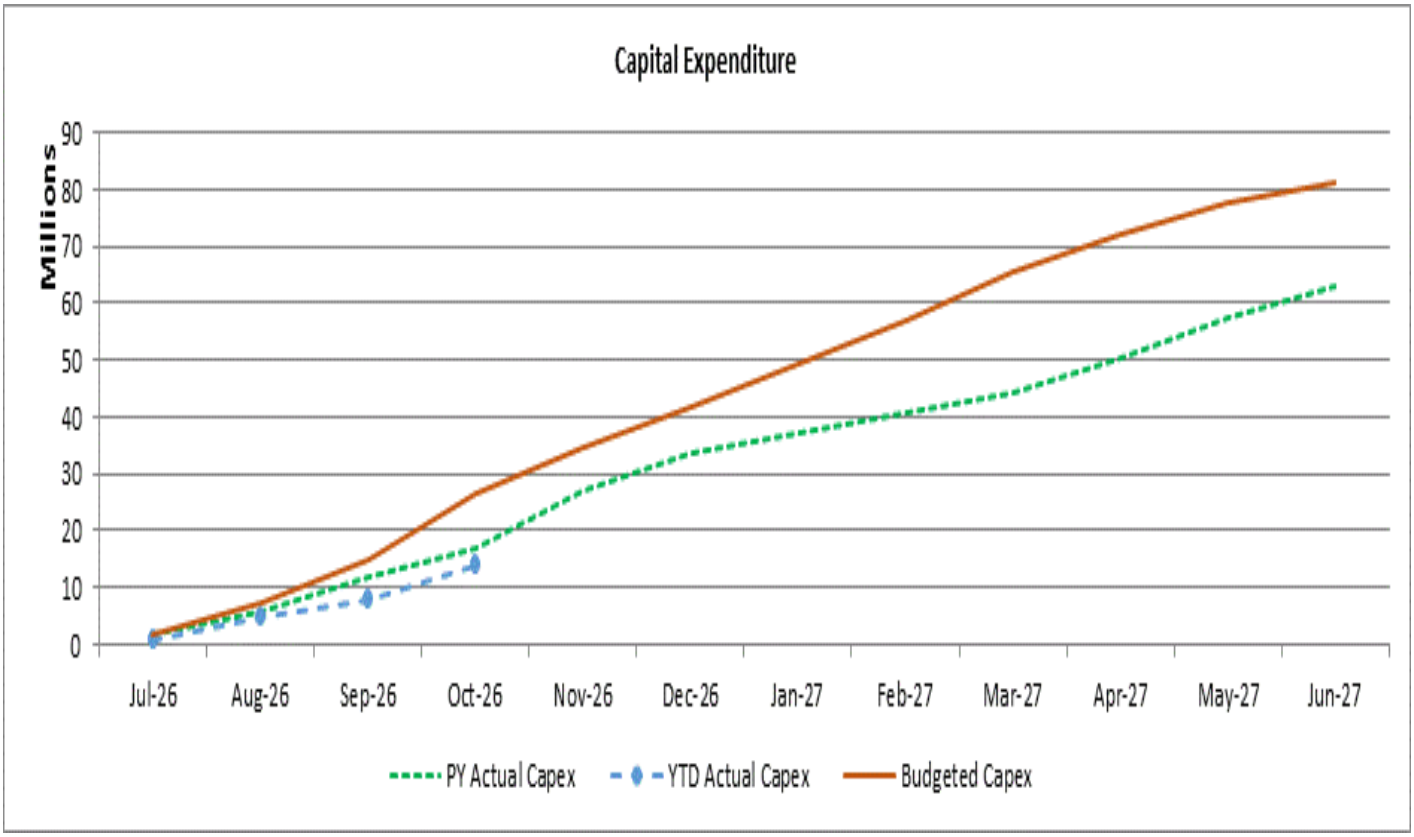


Capital revenue for October YTD is $576,108 which consists of grants, contributions and proceeds from the disposal of assets. The current favourable variance is primarily due to the timing of developer contributions and proceeds from sale of plant and equipment.

Budgeted capital revenue for 2026/2027 is detailed below:

Grants	Budget	YTD Actuals
Resource Community Infrastructure Fund	26,576,652	-
Roads to Recovery Program	3,750,000	-
Dept of Sport, Racing and Olympic and Paralympic Games	1,614,047	-
Transport Infrastructure Development Scheme (TIDS)	1,533,707	-
Country Roads Connect Program	1,256,448	-
Local Government Grants and Subsidies Program	1,648,548	-
Bridges Renewal Program	-	-
Regional Economic Future Fund	-	- 1,421
Sale of Plant and Equipment	1,191,220	295,573
STIP	45,000	22,500
Contribution to Corp Resheeting Program	15,000	-
Developer Contributions	-	258,317
Total	**37,660,176**	**576,108**

CAPITAL EXPENDITURE



Capital expenditure ($14.2M) is below YTD budget ($26.5M) excluding commitments, noting that when the $31.3M of commitments are included, the capital expenditure is higher than YTD budget (55.9% of annual budget spent / committed).

Major budgeted projects for 2026/2027 financial year are:

Project	Budget	YTD Actuals	YTD Commitments
Isaac Resources Excellence Precinct	26,576,652	1,515,164	14,147,321
Fleet / Plant replacement program	5,239,514	2,752,082	2,156,674
CORP Sealed Surface Renewal program	4,600,000	40,613	4,473,196
CORP Resheeting Program	4,000,000	598,862	2,494,457
NBO - New 5 x 2 Bed Units	2,747,621	7,508	2,110,771
MBH Rectification of Landfill Cell	2,397,188	1,528,701	202,154
Saraji Road Upgrade and Renewal	2,000,000	470	4,379
MBH Access & Railway Station Intersection	1,967,414	98,370	44,107
Bully Creek Bridge Replacement	1,875,000	824	-
CORP Sealed Roads Rehabilitation	1,842,262	1,471,649	59,731
CLM Aquatic Centre Upgrade	1,614,047	61,267	154,854
Cotherstone Capella Road Pave & Seal	1,570,560	27,194	44,008
DYS WMF Repurpose to Transfer Station	1,477,899	514,189	741,224
CORP Residential Renewals 2027	1,373,511	87,022	26,726

CAPITAL FUNDING AND PROJECT COMMITTALS

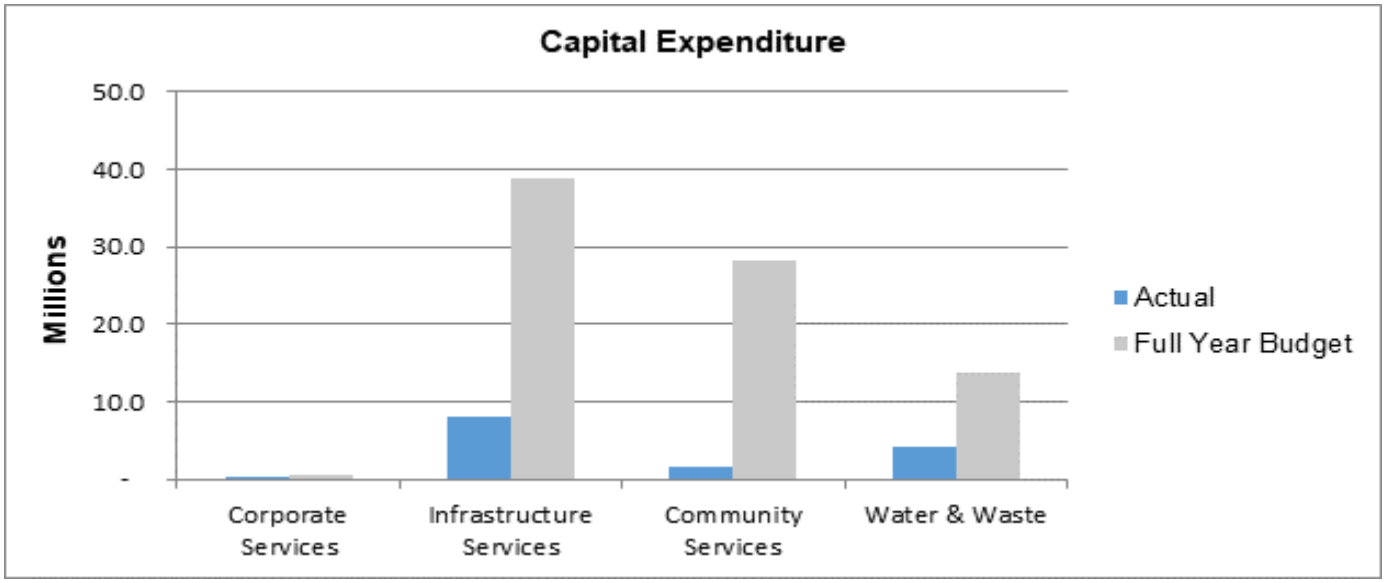
Capital expenditure is financed through loan borrowings, proceeds on disposal of assets, general reserves and the future capital sustainability reserve.

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 29 October 2026.

Department	YTD Actual	YTD Commitment	YTD Total Expenditure	Full Year Budget	% Complete (YTD Actual vs FY Budget)	% Complete (YTD Total Actual vs FY Budget)
Corporate Services						
Carry Forward	73,044	-	73,044	173,286	42.2%	42.2%
New	98,098	-	98,098	400,000	24.5%	24.5%
Corporate Services Total	**171,142**	**-**	**171,142**	**573,286**	**29.9%**	**29.9%**
Infrastructure Services						
Carry Forward	2,761,417	1,232,197	3,993,614	2,907,812	95.0%	137.3%
Multiyear	397,128	2,358,118	2,755,246	10,666,423	3.7%	25.8%
New	5,043,704	9,761,814	14,805,518	25,123,184	20.1%	58.9%
Infrastructure Services Total	**8,202,249**	**13,352,129**	**21,554,378**	**38,697,419**	**21.2%**	**55.7%**
Community Services						
Carry Forward	42,080	2,980	45,060	383,278	11.0%	11.8%
Multiyear	1,517,390	14,366,521	15,883,911	27,367,784	5.5%	58.0%
New	27,139	50,070	77,209	488,172	5.6%	15.8%
Community Services Total	**1,586,609**	**14,419,571**	**16,006,180**	**28,239,234**	**5.6%**	**56.7%**
Water & Waste						
Carry Forward	594,218	1,004,027	1,598,245	2,112,192	28.1%	75.7%
Multiyear	2,996,226	1,849,230	4,845,456	8,483,048	35.3%	57.1%
New	600,380	653,970	1,254,351	3,131,200	19.2%	40.1%
Water & Waste Total	**4,190,825**	**3,507,227**	**7,698,052**	**13,726,440**	**30.5%**	**56.1%**
TOTAL	**14,150,824**	**31,278,927**	**45,429,752**	**81,236,379**	**17.4%**	**55.9%**

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.

Overview	Ratio Calculation	Target (Tier 4)	YTD Actual Result	PY 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.	Net Rates, Levies and Charges add Fees and Charges ÷ Total Operating Revenue	**N/A**	**89.24%**	**91.13%**	**78.70%**	**85.33%**
As Council controlled revenue is a contextual measure, there are no targets specified for this ratio. The ratio is currently positive 89.24% which is higher than Council's budget, average five year actuals and lower than PY ratio.						
Population Growth Ratio						
Key driver of a Council's operating income, service needs and infrastructure requirements into the future.	Prior year estimated population ÷ Previous year estimated population	**N/A**	**0.75%**	**0.75%**	**1.53%**	**0.60%**
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.						

Overview	Ratio Calculation	Target (Tier 4)	YTD Actual Result	PY YTD Actual Result	5 Year Average Actual Result	FY Budget
Operating Performance						
Operating Surplus Ratio						
Indicates operating revenues generated cover operational expenses. Any operating surplus would be available for capital funding or other purposes.	Operating Result ÷ Total Operating Revenue	**> 0%**	**23.91%**	**22.06%**	**1.65%**	**1.81%**
The target result for this ratio is greater than 0% per annum for a tier 4 local government group. With the net operating surplus to date of $16,813,778, this ratio is currently 23.91%, which is above Council's budget and benchmark range.						
Operating Cash Ratio						
Council's ability to cover its core operational expenses and generate a cash surplus excluding depreciation, amortisation and finance costs.	Operating Result add Depreciation and Amortisation add Finance Costs ÷ Total Operating Revenue	**> 0%**	**42.65%**	**41.32%**	**25.42%**	**26.50%**
The target result for this ratio is greater than 0% per annum for a tier 4 local government group. The ratio is currently positive 42.65%, which is higher than Council's benchmark range, budget, average five year actuals and PY ratio.						
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. It represents the number of months a Council can continue operating based on current monthly expenses.	(Total Cash and Equivalents add Current Investments add Available Ongoing QTC Working Capital Facility Limit less Externally Restricted Cash) ÷ (Total Operating Expenditure less Depreciation and Amortisation less Finance Costs) X 12	**> 4 months**	**6.6**	**6.58**	**NA**	**5.3**
The target result for this ratio is greater than 4 months for a tier 4 local government group. The ratio is currently 6.6 months, which is greater than Council's benchmark range and PY ratio of 6.58 months. This ratio has improved from the previous month with payments received from the first rate issuance.						

Overview	Ratio Calculation	Target (Tier 4)	YTD Actual Result	PY YTD Actual Result	5 Year Average Actual Result	FY Budget
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.	Capital Expenditure on Replacement of Infrastructure Assets (Renewals) ÷ Current Replacement Cost of Depreciable Infrastructure Assets	**> 80%**	**43.88%**	**54.23%**	**74.43%**	**67.54%**
Council's target is to have a result of greater than 80% per annum for a tier 4 local government group. This ratio is currently 43.88% which is below the target benchmark, budgeted and PY ratios. This ratio is expected to improve throughout the financial year.						
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.	Written Down Replacement Cost of Depreciable Infrastructure Assets ÷ Total Operating Revenue	**> 60%**	**59.92%**	**62.15%**	**65.51%**	**62.18%**
The target result for this ratio is greater than 60% per annum for a tier 4 local government group. The ratio is currently positive 59.92%, which is lower than Council's benchmark, Council's budget, average five year actuals and PY ratio.						
Asset Renewal Funding Ratio						
Council's ability to fund its projected infrastructure asset renewable/replacements in the future.	Total of Planned Capital Expenditure on Infrastructure Asset Renewals over 10 years ÷ Total of Required Capital Expenditure on Infrastructure Asset Renewals over 10 years	**N/A**	**16.55%**	**18.33%**	**N/A**	**98.40%**
As the asset renewal ratio is a contextual measure, there are no targets specified for this ratio. With capital expenditure just commencing for the financial year the ratio is low at 16.55%, which is below budgeted ratio and PY ratio. This ratio is expected to improve throughout the financial year.						
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.	Book Value of Debt ÷ Operating Results add Depreciation and Amortisation and Finance Costs	**0 - 3 times**	**0.23**	**0.3**	**0.65**	**0.5**
The target result for this ratio is between 0–3 times for a tier 4 local government group. The ratio is currently positive 0.23, which is greater than Council's benchmark but lower than Council's budget and average five-year actuals and PY ratio.						

INVESTMENTS AND CASH BALANCES

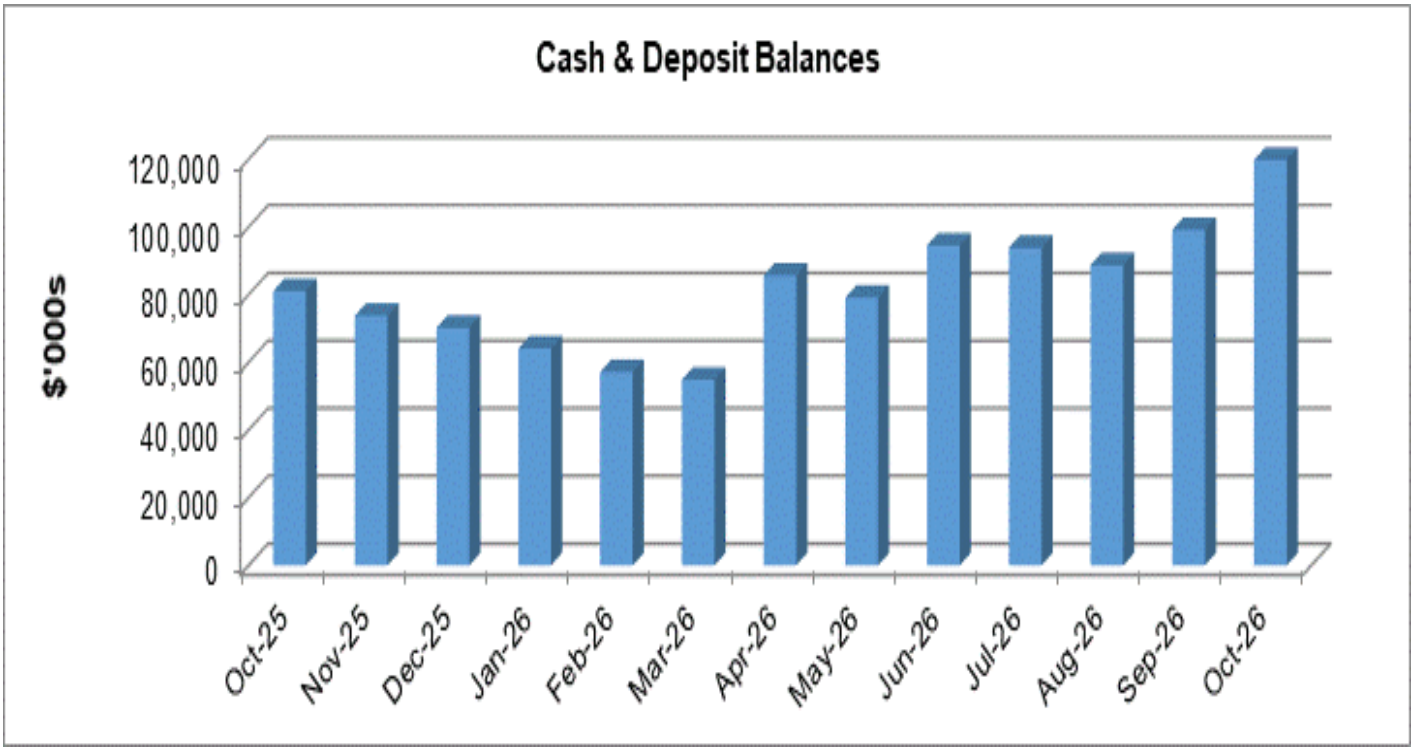
The following is a list of all investments held by Council as at the period ending 29 October 2026.

ISAAC REGIONAL COUNCIL
Investments
For the Period Ended 29 October 2026

Account	Description	Institution	Amount	Maturity Date	Interest Rate
5014-001-1124	NAB Term Deposit	NAB	15,000,000	03-Sep-27	5.54%
10-000-1113	Cash at Bank - ANZ	ANZ	1,032		
10-000-1114	Cash at Bank NAB	NAB	166,360		4.10%
10-000-1115	NAB Savings account	NAB	13,033,346		4.75%
10-000-1116	QTC Operating Fund	QTC	90,792,094		5.13%
10-000-1118	Cash at Bank - NAB	NAB	847,021		4.10%
10-000-1131	Petty Cash		2,300		
10-000-1132	Floats		2,870		
Total Investments			119,845,022		

Bank	Credit Rating	% of Funds	Policy Total Profile
Queensland Treasury Corporation	QTC	75.75%	No Limit
National Australia Bank	AA-	24.24%	Maximum 60%
ANZ Banking Group	AA-	0.01%	Maximum 60%

The following chart outlines the Council's cash and deposit balances for the previous twelve months up to the period ending 29 October 2026.



LOANS

ISAAC REGIONAL COUNCIL Loans For the Period Ended 29 October 2026							
						Repayment Due 15 Dec 2026	
Loan Name	Balance as at 31 October 2026	Rate as at 31 October 2026	Approved Term	Remaining Term	Principal	Interest	Total
Land Purchase - Moranbah	$7,504,708	5.1	20	6.13	$245,266	$95,666	$340,932
Land Development Moranbah	$5,848,489	4.37	20	6.63	$179,684	$63,895	$243,578
Waste Loan	$1,974,435	2.22	20	14.63	$27,833	$10,933	$38,766
Moranbah Community Centre	$5,643,941	5.32	20	17.64	$47,215	$75,135	$122,350
Total	**$20,971,572**				**$499,997**	**$245,629**	**$745,627**

Debt service repayments are made quarterly. The first quarter repayment for 2026/2027 financial year was made on 15 September 2026. The second repayment for the 2026/2027 financial year is due on 15 December 2026.

ACCOUNTS RECEIVABLE

The following is a breakdown of the Council's accounts receivable by age for the period ending 29 October 2026.

Accounts Receivable Ageing Analysis at 29 October 2026			
Ageing	**Number of Invoices**	**Amount Outstanding**	**% of Total Outstanding**
Current	218	4,879,386.66	62.76%
30 Days	136	152,454.38	1.96%
60 Days	11	582,628.41	7.49%
90 Days	73	2,160,080.92	27.78%
TOTAL	**438**	**7,774,550.37**	**100.00%**

The Accounts Receivable balance at 29 October is $7,774,550.37 which has increased from 30 September balance of $6,734,582,26

- 30 day balance has decreased due to some large waste invoices & a mining compensation invoice being paid, a separate mining compensation invoice also aged to 60 days.

- 60 day balance has increased due to a mining compensation invoice ageing to 60 days.

- 90 days and over receivables have decreased due to the payment of several large Maintenance Contribution invoices. There are 73 invoices totalling $2,160,080.92 in 90 Days which are made up of the following charges:

    - 3 Invoices totalling $1,948,284.17 relate to infrastructure access agreement invoices. These invoices are subject to a Dispute Notice issued under the agreement. Negotiations underway to finalise the dispute.
    - 3 Invoices totalling $70,359.04 relate to Waste invoices that have been lodged with our Debt Collection agency. A Payment Plan was approved, debtor was making regular payments, but they have now ceased. Collection House attempting to follow up with the debtor. Debtor was affected by a major company going into Administration.
    - 1 Invoice totalling $55,324.50 relates to historic planning/infrastructure charges which is currently being assessed by the Planning and Environment department.
    - 1 Invoice totalling $38,500.00 relates to a Private Works invoice that was under dispute, file has been lodged with our Debt Collection agency.
    - 38 Invoices totalling $18,108.23 relate to Housing invoices. The management & recovery of Housing invoices is the responsibility of Corporate Properties.
    - 9 Invoices totalling $15,433.42 relate to Community Education & Compliance invoices in various stages of recovery.
    - 1 Invoice totalling $4,837.05 relates to a Mining Compensation invoice. Administrators have been appointed; majority of invoices have now been paid ($2,189,320.85). It should be noted that this debtor also has an invoice for $575,565.31 that was re-issued which will age to 90 days next month. Actual Debtor total $580,402.36
    - The remaining 17 Invoices totalling $9,234.51 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 29 October 2026.

Accounts Payable Ageing Analysis at 29-Oct-2026			
Ageing	**Number of Documents**	**Amount Outstanding**	**% of Total Oustanding**
Current	0	-	0.00%
30 Day	4	(2,500)	14.56%
60 Day	1	(73)	0.43%
90 Day	17	(14,593)	85.01%
TOTAL	**22**	**(17,166)**	**100.00%**

The balance consists of 22 credit notes from various suppliers that will be offset against future invoices.

Due to the planned software upgrade, Council closed accounts payable processing on 16 October 2026 with the final payment run made on 21 October 2026. Invoice processing is scheduled to recommence following the system change over with the first payment run scheduled to be made on 11 November 2026 which is within Council's 30 day trading terms. Supplier communication has been ongoing prior to and during the blackout period.

As at the date of writing, approximately 480 invoices have already been received during the blackout period to be processed in the new system.

YEAR TO DATE RATES REPORT

The following is a breakdown of the Council's rates transactions year to date as at 29 October 2026.

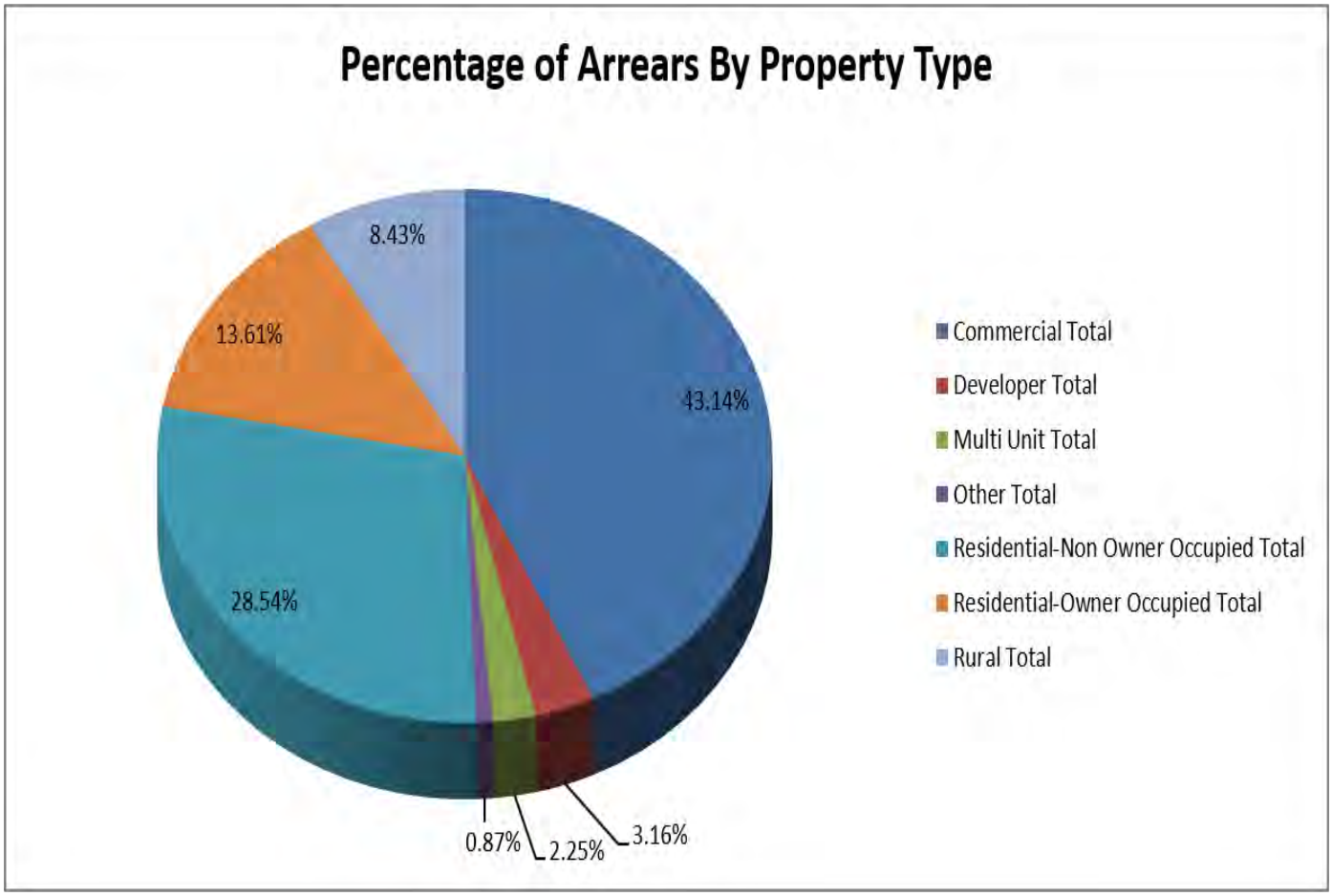
Rates Balancing Report As At 29 October 2026		
	YTD 29 Oct 2026	YTD 29 Oct 2025
Opening Balance	2,359,310	2,297,750
Rates Charges		
Rates Levied	64,837,951	57,545,807
Interest	130,490	113,134
Refunds	87,211	28,716
Total Rates	**65,055,652**	**57,687,657**
Discounts and Receipts		
Discounts	(2,640,641)	(3,682,067)
Receipts	(58,799,451)	(52,117,177)
Government Subsidy	(45,574)	(40,384)
Council Subsidy	(154,554)	(132,674)
Remissions	-	(21,280)
Write Offs	(160)	(121)
Total Discounts & Receipts	**(61,640,379)**	**(55,993,704)**
Legal	111,828	1,472
Closing Balance	**5,886,410**	**3,993,176**

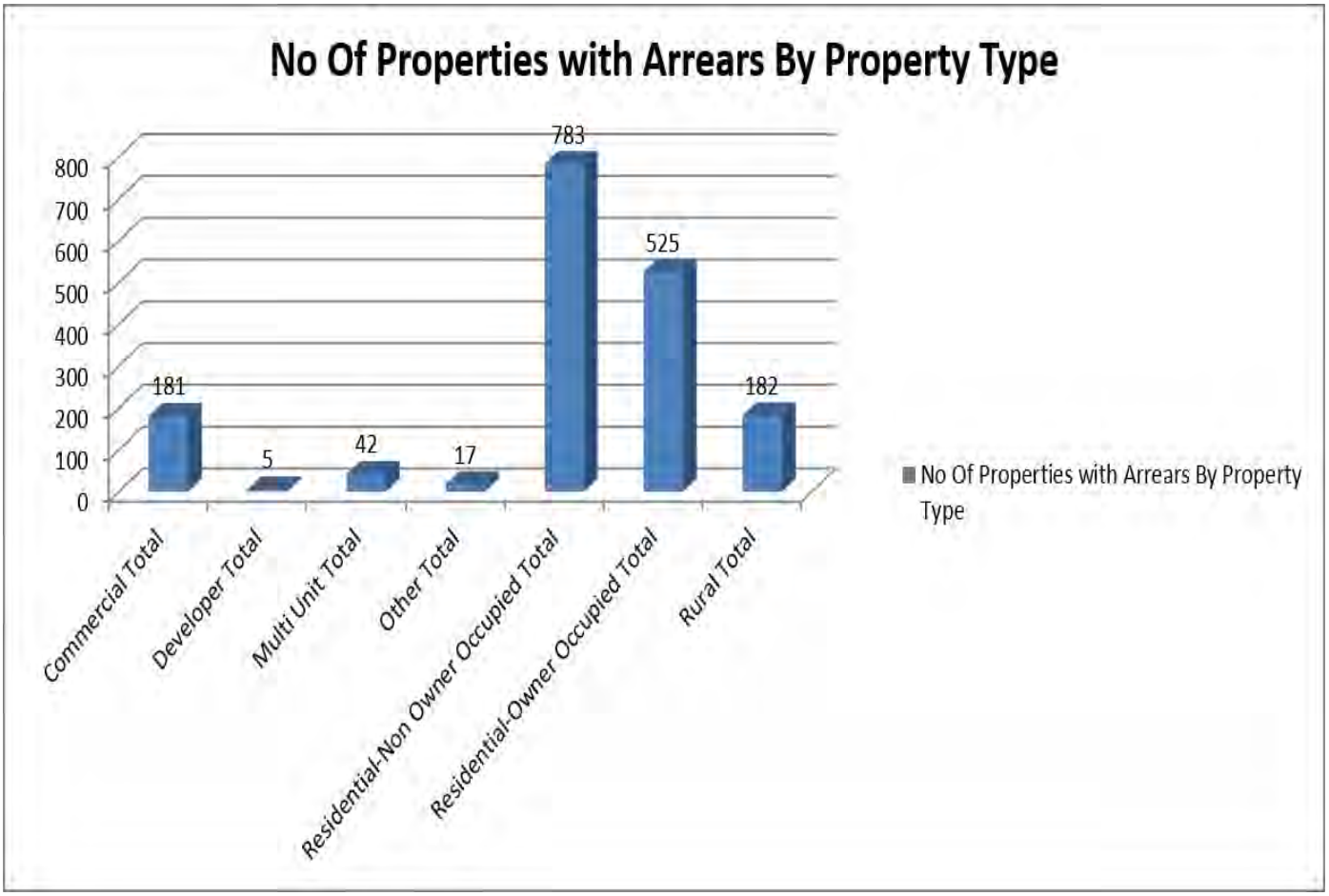
Rates Breakdown	As At 29 Oct 2026
Rates in Credit	(901,743)
Rates Not Due Yet	85,957
Rates In Arrears	6,702,196
Total Rates Balance	**5,886,410**

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

Rate Arrears – Aged by Year

Prior 2023	2023/24	2024/25	2025/26	2026/27	TOTAL
851,672	211,970	318,756	937,045	4,382,753	6,702,196
12.71%	3.16%	4.76%	13.98%	65.39%	100.00%


Percentage of Arrears By Property Type
8.43%
13.61%
43.14%
28.54%
0.87%
2.25%
3.16%
Commercial Total
Developer Total
Multi Unit Total
Other Total
Residential-Non Owner Occupied Total
Residential-Owner Occupied Total
Rural Total


No Of Properties with Arrears By Property Type
800
700
600
500
400
300
200
100
0
181
5
42
17
783
525
182
Commercial Total
Developer Total
Multi Unit Total
Other Total
Residential-Non Owner Occupied Total
Residential-Owner Occupied Total
Rural Total
No Of Properties with Arrears By Property Type

APPENDIX 1 – FINANCIAL STATEMENTS

Attached are the financial statements for the period ended 29 October 2026. Actual amounts are compared against the year to date Revised 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 29 October 2026

	Notes	YTD Actual	YTD Revised Budget	Variance	Full Year Revised Budget	Commitments	Completion
		$	$	$	$	$	%
Income							
Operating Revenue							
Net Rates & Utility Charges	1	57,638,262	57,326,377	311,885	118,552,754	-	48.6%
Fees & Charges	2	2,283,244	2,453,297	(170,052)	7,918,980	-	28.8%
Rental Income		623,779	681,154	(57,375)	2,104,261	-	29.6%
Interest Received		1,754,183	1,753,484	699	3,206,595	-	54.7%
Sales of Contract & Recoverable Works		2,817,953	2,852,784	(34,831)	6,973,406	-	40.4%
Operating Grants, Subsidies & Contributions	3	2,185,110	1,935,767	249,342	20,425,522	-	10.7%
Other Recurrent Revenue	4	2,996,730	3,474,716	(477,986)	11,515,455	-	26.0%
		70,299,262	**70,477,579**	**(178,318)**	**170,696,973**	**-**	**41.2%**
Expenses							
Operating Expenses							
Employee Expenses	5	17,333,934	17,205,982	127,952	55,539,806	-	31.2%
Materials & Services	6	22,977,963	22,582,823	395,140	71,353,353	22,240,724	32.2%
Finance Costs		323,809	334,198	(10,390)	1,157,001	-	28.0%
Depreciation and Amortisation		12,849,779	12,849,779	-	39,512,597	-	32.5%
		53,485,484	**52,972,781**	**512,703**	**167,562,757**	**22,240,724**	**31.9%**
Operating Position Before Capital Items		**16,813,778**	**17,504,798**	**(691,020)**	**3,134,216**	**(22,240,724)**	**536.5%**
Capital Revenue							
Capital Revenue	7	280,535	22,500	258,035	36,468,956	-	0.8%
Proceeds from Sale of Land & PPE	8	295,573	471,000	(175,427)	1,191,220	-	24.8%
		576,108	**493,500**	**82,608**	**37,660,176**	**-**	**1.5%**
Net Result Attributable to Council in Period		**17,389,886**	**17,998,298**	**(608,412)**	**40,794,392**	**(22,240,724)**	**42.6%**
Total Comprehensive Income		**17,389,886**	**17,998,298**	**(608,412)**	**40,794,392**	**(22,240,724)**	**42.6%**

Council's operating position at month end is a $16.8M surplus

1. **Net Rates & Utility Charges** is $311,885 favourable, with actuals of $57,638,262 compared to a revised budget of $57,326,377. The favourable variance is due to higher than anticipated water access charges and general rates, which were partially offset by a higher take up of the discount and remissions on general rates.

2. **Fees & Charges** are $170,052 unfavourable when comparing actuals to revised budget. This unfavourable variance is due to septic received in treatment plants (predominately in Moranbah) and building/plumbing fees being below budget, partially offset by increased sewerage and water connection revenue.

3. **Operating Grants, Subsidies & Contributions** are $249,342 favourable when compared to revised budget of $1,935,767. This favourable variance is predominantly due to revenue received from roads maintenance contributions.

4. **Other Recurrent Revenue** for the year is $2,996,730 being $477,986 unfavourable to revised budget. This unfavourable variance is due to lower waste volume received at Moranbah landfill.

5. **Employee Expenses** are unfavourable to the adopted budget by $127,952. This unfavourable variance is mainly due to overtime expenses and the application of vacancy rate to budgeted staffing costs.

6. **Materials & Services** for the financial year to date are $395,140 unfavourable with $22,977,963 in actual expenditure against the YTD budget of $22,582,823. This unfavourable variance is predominantly due to higher expenditure on computer expenses, Galilee Bowen Basin Operations legal expenses and IT consultancy, which were partially offset by lower telephone charges, waste levy and the waste collection contract. YTD commitments are at $22,240,724, with larger commitments of note are $3.6M DRFA consultancy for January 2026 Koji event, $2.7M of IT expenses associated with the Digital Strategy, $2.6M for waste levy, $1.4M for RMPC works, $1.5M Galilee and Bowen Basin recoverable works and $1.5M for Engineering Services consultancy (noting long term commitments for outside site surveillance), 677K for water purchases and $482K for contractors at landfill sites.

7. **Capital Revenue** for the financial year is $258,035 favourable when compared to revised budget. This favourable variance is due to developer contribution payments received for infrastructure charges.

8. **Proceeds from Sale of Land & PPE** is currently unfavourable compared to the revised budget by $175,427. This unfavourable variance is due to budgeted cash flow of receipt of funds from the sale of plant.

ISAAC REGIONAL COUNCIL

Statement of Financial Position

For the Period Ended 29 October 2026

	Notes	Actual YTD	30 June 2026	Variance
		$	$	%
Current Assets				
Cash & Cash Equivalents		119,845,022	94,576,792	26.7%
Receivables		11,609,459	13,655,997	(15.0%)
Inventories		1,058,398	1,048,311	1.0%
Contract assets		1,735,718	2,597,648	(33.2%)
Other assets		1,384,900	4,910,987	(71.8%)
Total Current Assets		135,633,499	116,789,735	16.1%
Non-Current Assets				
Receivables		5,668,734	5,574,641	1.7%
Inventories		19,245,239	19,245,239	0.0%
Property, Plant and Equipment		1,304,965,225	1,303,664,184	0.1%
Total Non-Current Assets		1,329,879,198	1,328,484,064	0.1%
TOTAL ASSETS		1,465,512,697	1,445,273,799	1.4%
Current Liabilities				
Trade and other payables		2,489,185	15,529,550	(84.0%)
Provisions		11,358,185	11,437,719	(0.7%)
Borrowings		1,615,428	2,035,506	(20.6%)
Leases		239,691	239,691	0.0%
Contract liabilities		29,975,557	15,107,916	98.4%
Other liabilities		772,797	1,032,528	(25.2%)
Total Current Liabilities		46,450,843	45,382,910	2.4%
Non-Current Liabilities				
Trade and other payables		40,652	40,652	0.0%
Provisions		24,982,194	25,009,287	(0.1%)
Borrowings		18,936,066	18,936,066	0.0%
Leases		1,628,593	1,628,593	0.0%
Contract liabilities		1,250	1,250	0.0%
Other liabilities		2,678,462	870,289	207.8%
Total Non-Current Liabilities		48,267,217	46,486,137	3.8%
TOTAL LIABILITIES		94,718,060	91,869,047	3.1%
NET COMMUNITY ASSETS		**1,370,794,637**	**1,353,404,752**	**1.3%**
Community Equity				
Retained surplus		948,472,656	931,658,877	1.8%
Asset revaluation reserve		357,454,318	357,454,318	0.0%
Other reserves		64,867,664	64,291,556	0.9%
TOTAL COMMUNITY EQUITY		**1,370,794,638**	**1,353,404,751**	**1.3%**

ISAAC REGIONAL COUNCIL

Statement of Cash Flows

For the Period Ended 29 October 2026

	Actual YTD	30 June 2026	Variance
	$	$	%
Cash Flows from Operating Activities			
Receipts from customers	72,345,799	168,464,598	42.9%
Payments to suppliers and employees	(36,514,772)	(115,960,960)	31.5%
Cash provided by / (used in) net result	35,831,027	52,503,639	68.2%
Cash Flows from Investing Activities			
Profit / (Loss) on sale of capital assets	295,573	(5,318,342)	(5.6%)
Grants, subsidies, contributions and donations	280,535	30,342,180	0.9%
Payments for property, plant and equipment	(10,718,827)	(56,403,295)	19.0%
Net movement in loans to Community Organisations			0.0%
Net cash provided by investing activities	(10,142,718)	(31,379,458)	32.3%
Cash Flow from Financing Activities			
Repayment of borrowings	(420,078)	92,858	(452.4%)
Net cash provided by financing activities	(420,078)	92,858	(452.4%)
Net Increase / (Decrease) in Cash Held	25,268,230	21,217,039	119.1%
Cash at the beginning of the period	94,576,792	73,359,753	128.9%
Cash at the end of the Reporting Period	**119,845,022**	**94,576,792**	**126.7%**

Appendix 2 – Preliminary Executive Level Reports

Executive Level operating statements provide information on the performance of each Directorate for the period ended 29 October.

Actual amounts and commitments are compared against the year to date Revised 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 29 October 2026

Office of the CEO

	Notes	YTD Actual	YTD Revised Budget	Variance	Full Year Revised Budget	Commitments	Completion
		$	$	$	$	$	%
Income							
Operating Revenue							
Operating Grants, Subsidies & Contributions		5,597	-	5,597	95,000	-	5.9%
		5,597	**-**	**5,597**	**95,000**	**-**	**5.9%**
Expenses							
Operating Expenses							
Employee Expenses		1,480,544	1,402,745	77,799	4,440,015	-	33.3%
Materials & Services	1	851,993	837,835	14,158	1,995,681	244,092	42.7%
Corporate Overheads & Competitive Neutrality Costs		(1,382,280)	(1,382,280)	-	(4,146,840)	-	33.3%
		950,258	**858,300**	**91,957**	**2,288,856**	**244,092**	**41.5%**
Operating Position Before Capital Items		**(944,660)**	**(858,300)**	**(86,360)**	**(2,193,856)**	**(244,092)**	**43.1%**
Capital Revenue							
		-	**-**	**-**	**-**	**-**	**0.0%**
Net Result Attributable to Council in Period		**(944,660)**	**(858,300)**	**(86,360)**	**(2,193,856)**	**(244,092)**	**43.1%**
Total Comprehensive Income		**(944,660)**	**(858,300)**	**(86,360)**	**(2,193,856)**	**(244,092)**	**43.1%**

1. Materials & Services for the financial year to date are $14,158 unfavourable with $851,993 of actual expenditure against YTD budget of $837,835. The unfavourable variance is mainly due to software licenses, partially offset by legal expenses. YTD commitments are at $244,092 with larger commitments to note being employee uniforms for $111K and the employee assistance program $33K.

ISAAC REGIONAL COUNCIL

Statement of Comprehensive Income

For the Period Ended 29 October 2026

Corporate Services

	Notes	YTD Actual	YTD Revised Budget	Variance	Full Year Revised Budget	Commitments	Completion
		$	$	$	$	$	%
Income							
Operating Revenue							
Net Rates & Utility Charges	1	40,868,657	41,009,599	(140,942)	82,019,197	-	49.8%
Fees & Charges		10,122	35,000	(24,878)	140,000	-	7.2%
Rental Income		7,799	-	7,799	-	-	0.0%
Interest Received		1,701,170	1,682,096	19,074	2,992,431	-	56.8%
Sales of Contract & Recoverable Works		8,864	43,333	(34,470)	130,000	-	6.8%
Operating Grants, Subsidies & Contributions		372,272	352,272	20,000	7,002,003	-	5.3%
Other Recurrent Revenue		111,828	138,667	(26,839)	186,000	-	60.1%
		43,080,712	**43,260,967**	**(180,255)**	**92,469,631**	**-**	**46.6%**
Expenses							
Operating Expenses							
Employee Expenses	2	3,060,327	2,884,083	176,244	10,450,945	-	29.3%
Materials & Services	3	8,702,427	8,019,965	682,462	16,516,546	4,047,979	52.7%
Finance Costs		111,930	120,389	(8,459)	453,715	-	24.7%
Depreciation and Amortisation		310,854	310,854	-	932,563	-	33.3%
Corporate Overheads & Competitive Neutrality Costs		(6,774,468)	(6,774,468)	-	(20,323,404)	-	33.3%
		5,411,069	**4,560,822**	**850,247**	**8,030,364**	**4,047,979**	**67.4%**
Operating Position Before Capital Items		**37,669,642**	**38,700,144**	**(1,030,502)**	**84,439,267**	**(4,047,979)**	**44.6%**
Capital Revenue							
		-	**-**	**-**	**-**	**-**	**0.0%**
Net Result Attributable to Council in Period		**37,669,642**	**38,700,144**	**(1,030,502)**	**84,439,267**	**(4,047,979)**	**44.6%**
Total Comprehensive Income		**37,669,642**	**38,700,144**	**(1,030,502)**	**84,439,267**	**(4,047,979)**	**44.6%**

1. **Net Rates & Utility Charges** are $140,942 unfavourable when comparing actuals to revised budget. The unfavourable variance is due to higher take up of the discount and remissions on general rates and higher internal rate charges on Council properties (which is now consolidated for the general fund in this Directorate), partially offset by increased general rates issued.

2. **Employee Expenses** for the financial year are unfavourable compared to budget by $176,244. Excluding the Corporate Employee expenses (which is consolidated for the whole of Council in this Directorate), the position would be $252,286 unfavourable. This unfavourable variance is primarily due to the application of an 11% vacancy rate to the budgeted staffing costs.

3. **Materials & Services** for the financial year to date are $682,462 unfavourable with $8,702,427 in actual expenditure against the YTD budget of $8,019,965. The unfavourable variance is predominantly due to computer expenses which are $383K above annual budget and IT consultancy, partially offset by telephone and internet charges. YTD commitments are $4,047,979 with larger commitments to note being $2.7M of IT expenses associated with the Digital Strategy and $888K for IT consultants and contractors.

ISAAC REGIONAL COUNCIL

Statement of Comprehensive Income

For the Period Ended 29 October 2026

Infrastructure Services

	Notes	YTD Actual	YTD Revised Budget	Variance	Full Year Revised Budget	Commitments	Completion
		$	$	$	$	$	%
Income							
Operating Revenue							
Net Rates & Utility Charges		(5,661)	-	(5,661)	-	-	0.0%
Fees & Charges		504,030	480,490	23,540	1,331,470	-	37.9%
Rental Income		603,329	681,154	(77,825)	2,020,961	-	29.9%
Sales of Contract & Recoverable Works		2,809,089	2,809,451	(361)	6,843,406	-	41.0%
Operating Grants, Subsidies & Contributions	1	1,466,689	1,242,944	223,745	11,135,123	-	13.2%
Other Recurrent Revenue		105,121	92,333	12,787	277,000	-	37.9%
		5,482,596	**5,306,372**	**176,225**	**21,607,960**	**-**	**25.4%**
Expenses							
Operating Expenses							
Employee Expenses	2	6,023,401	6,199,545	(176,144)	19,809,661	-	30.4%
Materials & Services	3	6,740,064	6,735,452	4,612	23,444,686	10,855,671	28.7%
Depreciation and Amortisation		7,970,659	7,970,659	-	23,911,977	-	33.3%
Corporate Overheads & Competitive Neutrality Costs		4,795,500	4,795,500	-	14,386,501	-	33.3%
		25,529,625	**25,701,156**	**(171,532)**	**81,552,825**	**10,855,671**	**31.3%**
Operating Position Before Capital Items		**(20,047,028)**	**(20,394,785)**	**347,756**	**(59,944,865)**	**(10,855,671)**	**33.4%**
Capital Revenue							
Capital Revenue	4	173,137	22,500	150,637	9,892,304	-	1.8%
Proceeds from Sale of Land & PPE	5	295,573	471,000	(175,427)	1,191,220	-	24.8%
		468,710	**493,500**	**(24,790)**	**11,083,524**	**-**	**4.2%**
Net Result Attributable to Council in Period		**(19,578,318)**	**(19,901,285)**	**322,967**	**(48,861,341)**	**(10,855,671)**	**40.1%**
Total Comprehensive Income		**(19,578,318)**	**(19,901,285)**	**322,967**	**(48,861,341)**	**(10,855,671)**	**40.1%**

1. **Operating Grants, Subsidies & Contributions** are $223,745 favourable compared to the annual budget. This favourable variance is predominantly due to revenue received from roads maintenance contributions.

2. **Employee Expenses** are favourable compared to the revised budget by $176,144. This favourable variance is predominantly due to employee vacancies, some of which are currently being backfilled through Agency Temp Staff and contractors.

3. **Materials & Services** for the financial year to date are $4,612 unfavourable with $6,740,064 in actual expenditure against the YTD budget of $6,735,452. This unfavourable variance is predominantly due to legal fees for Galilee & Bowen Basin, partially offset by lower repairs and maintenance (Corporate Properties) and internal plant hire charges. YTD commitments are $10,855,671 with larger commitments of note being $3.6M DRFA consultancy for January 2026 Koji event, $1.4M for RMPC works, $1.5M Galilee and Bowen Basin recoverable works and $1.5M for Engineering Services consultancy (noting long term commitments for outside site surveillance).

4. **Capital Revenue** for the year to date is $173,137 which is favourable to budget by $150,637. This favourable variance is due to developer contribution payments received for infrastructure charges.

5. **Proceeds from Sale of Land & PPE** is currently unfavourable compared to the revised budget by $175,427. This unfavourable variance is due to budgeted cash flow of receipt of funds from the sale of plant.

ISAAC REGIONAL COUNCIL

Statement of Comprehensive Income

For the Period Ended 29 October 2026

Community Services

	Notes	YTD Actual	YTD Revised Budget	Variance	Full Year Revised Budget	Commitments	Completion
		$	$	$	$	$	%
Income							
Operating Revenue							
Fees & Charges		818,338	882,050	(63,712)	2,258,150	-	36.2%
Rental Income		-	-	-	3,300	-	0.0%
Operating Grants, Subsidies & Contributions		340,552	340,552	-	1,630,679	-	20.9%
Other Recurrent Revenue		69,623	67,569	2,054	69,236	-	100.6%
		1,228,512	**1,290,171**	**(61,659)**	**3,961,365**	**-**	**31.0%**
Expenses							
Operating Expenses							
Employee Expenses	1	3,489,445	3,626,982	(137,537)	11,402,540	-	30.6%
Materials & Services	2	2,155,304	2,182,165	(26,861)	6,857,937	895,221	31.4%
Finance Costs		198,635	200,983	(2,348)	660,481	-	30.1%
Depreciation and Amortisation		571,307	571,307	-	1,713,922	-	33.3%
Corporate Overheads & Competitive Neutrality Costs		982,752	982,752	-	2,948,257	-	33.3%
		7,397,444	**7,564,189**	**(166,745)**	**23,583,137**	**895,221**	**31.4%**
Operating Position Before Capital Items		**(6,168,932)**	**(6,274,018)**	**105,087**	**(19,621,772)**	**(895,221)**	**31.4%**
Capital Revenue							
Capital Revenue		(1,421)	-	(1,421)	26,576,652	-	(0.0%)
		(1,421)	**-**	**(1,421)**	**26,576,652**	**-**	**(0.0%)**
Net Result Attributable to Council in Period		**(6,170,352)**	**(6,274,018)**	**103,666**	**6,954,880**	**(895,221)**	**(88.7%)**
Total Comprehensive Income		**(6,170,352)**	**(6,274,018)**	**103,666**	**6,954,880**	**(895,221)**	**(88.7%)**

1. **Employee Expenses** are favourable compared to the annual budget by $137,537. This favourable variance is primarily due to staff vacancies in three departments which is offsetting the effect of the 11% vacancy rate across the directorate.

2. **Materials & Services** for the financial year to date are $26,861 favourable with $2,155,304 of actual expenditure against YTD budget of $2,182,165. YTD commitments are $895,221 with larger commitments of note being $269K IREP operational consultancy, $199K Housing Supply Scheme (Grant Funded).

ISAAC REGIONAL COUNCIL

Statement of Comprehensive Income

For the Period Ended 29 October 2026

Water & Waste

	Notes	YTD Actual	YTD Revised Budget	Variance	Full Year Revised Budget	Commitments	Completion
		$	$	$	$	$	%
Income							
Operating Revenue							
Net Rates & Utility Charges	1	16,775,267	16,316,779	458,488	36,533,557	-	45.9%
Fees & Charges	2	950,754	1,055,757	(105,003)	4,189,360	-	22.7%
Rental Income		12,651	-	12,651	80,000	-	15.8%
Interest Received		53,013	71,388	(18,375)	214,164	-	24.8%
Operating Grants, Subsidies & Contributions		-	-	-	562,717	-	0.0%
Other Recurrent Revenue	3	2,710,159	3,176,147	(465,988)	10,983,219	-	24.7%
		20,501,844	**20,620,070**	**(118,226)**	**52,563,017**	**-**	**39.0%**
Expenses							
Operating Expenses							
Employee Expenses	4	3,280,217	3,092,627	187,590	9,436,646	-	34.8%
Materials & Services	5	4,528,175	4,807,407	(279,232)	22,538,504	6,197,762	20.1%
Finance Costs		13,244	12,827	417	42,806	-	30.9%
Depreciation and Amortisation		3,996,958	3,996,958	-	12,954,135	-	30.9%
Corporate Overheads & Competitive Neutrality Costs		2,378,495	2,378,495	-	7,135,485	-	33.3%
		14,197,089	**14,288,313**	**(91,225)**	**52,107,575**	**6,197,762**	**27.2%**
Operating Position Before Capital Items		**6,304,755**	**6,331,757**	**(27,001)**	**455,442**	**(6,197,762)**	**1384.3%**
Capital Revenue							
Capital Revenue	6	108,819	-	108,819	-	-	0.0%
		108,819	**-**	**108,819**	**-**	**-**	**0.0%**
Net Result Attributable to Council in Period		**6,413,574**	**6,331,757**	**81,818**	**455,442**	**(6,197,762)**	**1408.2%**
Total Comprehensive Income		**6,413,574**	**6,331,757**	**81,818**	**455,442**	**(6,197,762)**	**1408.2%**

1. **Net Rates & Utility Charges** is $458,488 favourable, with actuals of $16,775,267 compared to a revised budget of $16,316,779. The favourable variance is due to higher than anticipated water access charges, noting that this budget won't adjust until after the second rates run is finalised.

2. **Fees & Charges** are $950,754 compared to revised budget of $1,055,757 resulting an unfavourable variance of $105,003. This unfavourable variance is due to septic received in treatment plants being below budget (predominately in Moranbah), partially offset by increased sewerage and water connection revenue.

3. **Other Recurrent Revenue** for the year is $2,710,159 being $465,988 unfavourable to revised budget. This unfavourable variance is due to lower waste volume received at Moranbah landfill.

4. **Employee Expenses** are unfavourable compared to the revised budget by $187,590. This unfavourable variance is due to application of the vacancy rate and overtime. It should be noted that the Agency Temp Staff in Material & Services is $202K for the year (note annual budget $160K) with an additional $176K in commitments.

5. **Materials & Services** for the financial year to date are $279,232 favourable, with $4,528,175 in actual expenditure against YTD budget of $4,807,407. This favourable position is primarily due to the delay in receiving invoices for the waste collection contract and waste levy, partially offset by agency temp staff, utility charges and increased repairs and maintenance expenditure. YTD commitments are $6,197,762 with larger commitments of note being $2.6M for waste levy, $677K for water purchases, $482K for contractors at landfill sites, $679K for repairs and maintenance across the Directorate, $354K for chemicals and $335K for sample testing expenditure.

6. **Capital Revenue** for the year is $108,819 which is favourable to revised budget by $108,819. This favourable variance is due to developer contribution payments received for infrastructure charges.

ISAAC REGION
HELPING TO ENERGISE THE WORLD
ABN 39 274 142 600

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Zoe Behrendt
AUTHOR POSITION	Manager Rates and Accounts

8.2 POLICY RENEWAL – RATES CONCESSION – NOT FOR PROFIT POLICY – CORP-POL-025

EXECUTIVE SUMMARY

The purpose of this report is to propose an update to Council's Rates Concession – Not for Profit Policy.

COMMITTEES RECOMMENDATION

Resolution No.: **CORP11/26-0121**

Moved: **Cr Jane Pickels** **Seconded:** **Cr Terry O'Neill**

That the Committee recommends that Council:

1. Adopts the updated Rates Concession – Not for Profit Policy (CORP-POL-025).

Carried

BACKGROUND

Pursuant to section 120, 121 and 122 of the *Local Government Regulation 2012*, Council has resolved to grant a rebate of differential general rates, water access charges, water consumption charges and sewerage charges levied in the 2026/2027 financial year (but not waste management charges, rural fire services levy or emergency management levy) in respect of land owned by an eligible not for profit organisations. There are currently 108 properties receiving a concession across the Region. The amount of the rebate is calculated in accordance with the Council's *Rates Concession – Not for Profit Policy*.

Effective 1 July 2026, Council's water consumption billing methodology changed from a three (3) tier charge to a two (2) tier charge. The current policy has been updated to reflect the removal of the third tier in line with the recommendations of the Water Rates Review. Water notices for the period 1 July 2026 to 31 December 2026 will be issued in February 2027. The policy update is required to be able to process the concessions for eligible properties.

The policy has also been updated to reflect the new policy framework requirements and template.

A full review of the policy is recommended in 2027/2028 following twelve months of the new billing methodology to determine the efficacy of the percentage concession for each charge type along with existing eligibility requirements, category definitions and overall impact on the target ratepayer groups.

BUDGET IMPLICATIONS

The proposed changes are not expected to impact on the existing Not-for-profit concession budget for 2026/2027.

CONSULTATION

- Manager Business Services (former)
- Director Water & Waste (former)
- Manager Financial Services
- Program Leader – Customer Experience & Support, Water & Wastewater

BASIS FOR RECOMMENDATION

Implementation of the of the proposed policy updates are in line with the Water Rates Review recommendations previously adopted by Council.

ACTION ACCOUNTABILITY

Manager Rates & Accounts is responsible for actions relating to administration of the policy.

KEY MESSAGES

Adoption of this policy shows Council's commitment to continued provision of concessions to the Not for Profit community.

Report Prepared By:	**Report Authorised By:**
ZOE BEHRENDT **Manager Rates and Accounts**	DARREN FETTELL **Director Corporate Services**
Date: 29 October 2026	Date: 29 October 2026

ATTACHMENTS

- Attachment 1 – Rates Concession – Not for Profit Policy (NFP) – Tracked Changes with markup
- Attachment 2 – Rates Concession – Not for Profit Policy (NFP) – Tracked changes accepted

REFERENCE DOCUMENT

- Isaac Regional Council Revenue Statement 2026/2027
- Local Government Regulation 2012

OFFICER'S RECOMMENDATION

That Council recommends that Council:

1. ***Adopts the updated Rates Concession – Not for Profit Policy (CORP-POL-025).***

COUNCIL POLICY

RATES CONCESSION – NOT FOR PROFIT (NFP)

POLICY NUMBER	IRC-POL-02~~539~~	**DOCUMENT ID**	4696777
CATEGORY	Community		
POLICY OWNER	Financial Services		
APPROVAL DATE	Date	**RESOLUTION NUMBER**	Ord #

OBJECTIVE

To provide financial assistance to Community Organisations, that provide a benefit to the community, using the rate exemption provision under Section 93(3)(i) of the Local Government Act 2009 and to consistently apply this provision of the Local Government Act 2009 when determining eligibility for rate concession for community organisations.

SCOPE

This policy applies to Community Organisations that operate within the Isaac Regional Council (Council) local government area, seeking rebates and concessions for rates and/or charges that satisfy the Criteria in the Policy Statement in this Policy.

DEFINITIONS

TERM / ACRONYM	MEANING
Authorised Council Officer	Manager Financial Services.
Charitable Purposes	Land that is used on a non-profit basis for purposes relating to: - a. Education; or b. Assistance to the ill or informed; or c. Assistance to the poor; or d. Other purposes of benefit to the community generally.
Community Organisation	A non-profit organisation, for this Policy, refers to not-for-profit community, recreation or sporting bodies/associations and organisations that operate under NFP principles. These include, but not limited to Returned Servicemen, community service organisations, not-for Profit/Charitable Organisations, scouts/guides, Arts/Culture Community Organisations etc.
Council	Isaac Regional Council.
Not-for-profit (NFP)	A not-for-profit (NFP) organisation does not operate for the profit or gain of its owners or individual members, whether these gains would have been direct or indirect, with any profits made used to carry out its purposes. This applies both while the organisation is operating and when it winds up. *(This definition is consistent with the definition used by the Australian Taxation Office.)*

OLGR	The Office of Liquor and Gaming Regulation.

POLICY STATEMENT

CRITERIA

Council will consider applications from not-for-profit organisations subject to the following criteria:

- The organisation must be a not-for-profit community-based organisation.
- The organisation must be an Incorporated Association or a registered not-for-profit organisation, registered with the Australian Tax Office.
- The organisation must be the owner or lessee of the land and be able to demonstrate that it is responsible for payment of the rates levied.
- The organisation must have no overdue rates and charges, without having made some commitment/arrangement to pay.
- The land, or any part of the land, must not be rented or leased to a third party.
- The property must not be a used for a residential purpose unless utilised for short-term accommodation for homeless and at-risk persons or for an aged care facility or residence as part of the leased area (e.g. approved caretaker).
- The property must not be subject to a general rate exclusion, waiver or concession by virtue of a condition contained in a lease of a reserve from Council.
- The property must not be exempted from general rates subject to a specific exemption by virtue of section 93(3) of the *Local Government Act 2009* and/or section 73 of the *Local Government Regulation 2012*. Where the discretion to exempt a property from general rates vests in Council, either under *the Local Government Act 2009* or within the conditions attached to an Council lease, the ratepayer may opt to forego this exemption and take advantage of the conditions of this policy.
- Is not in conflict or providing further mechanisms for concessions that are already clearly identified in legislation or receive ample subsidies by state and federal governments; for example, childcare centres, aged care facilities.

LEVEL OF RELIEF

All applications must be in writing and must be supported by a copy of the organisation's most recent financial statement (no more than 12 months old), along with the organisation's Australian Charities and Not-for-profit registration and/or registration as an association of charity with the Queensland Office of Fair Trading

Levels of relief will be as per the categorisation of each individual Community Organisations.

Council may, by resolution, approve remissions at a different remission level.

If a not-for-profit organisation does not meet one of the categories, it is considered commercial in nature and is exempt from a concession under this Policy. Other mechanisms for claiming hardship or exemptions may be available.

AMOUNT OF REBATE BY CATEGORY OF NOT-FOR-PROFIT ORGANISATION

The following identifies where Community Organisations have been categorised and the percentage of rates concessions, they are to receive, whilst concession is active:

					WATER CONSUMPTION CONCESSION^		
DESCRIPTION	CATEGORY CODE	GENERAL RATE CONCESSION %	WATER ACCESS CONCESSION %	WASTEWATER ACCESS CONCESSION %	TIER 1	TIER 2	~~TIER 3~~
Community organisation who do not operate gaming machines or trades regularly with a liquor licence (i.e. in a commercial manner) or other activities (kitchen/dining options)	Category A	100%	100%	100%	80%	50%	~~20%~~
	Category A1*	Same as A			100%	80%	~~50%~~
Community organisation who: Hold gaming machine licence or permit issued from the OLGR and operate 10 or less gaming machines; and/or Does not trade regularly with a liquor licence (i.e. in a commercial manner) or other activities (kitchen / dining options)	Category B	50%	50%	50%	80%	50%	~~25%~~
	Category B1*	Same as B			90%	70%	~~40%~~
Community organisation who: hold gaming machine licence or permit issued from the OLGR and operate 11 to 20 gaming machines; and / or trades regularly with a liquor licence (i.e. in a commercial manner) or other activities (kitchen / dining options)	Category C	50%	0%	0%	50%	20%	~~0%~~

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Conditions

- *Community Groups who rely on water usage for the following reasons, and can provide appropriate evidence, can apply for further water consumption concessions:
- Dust control;
- Acceptable aesthetic functional reasons; and/or
- Critical to maintain sporting grounds/greens (for use).
- Community Organisations must demonstrate they are ensuring a sustainable approach to their operations to receive concessions
- Council will not pay concessions on water charges to water users whilst they are supplied with non-potable water (i.e. recycled water/treated effluent, waste or untreated water) at reduced rates under a separate water supply agreement.
- No concessions will apply to the Emergency Management Levy or Rural Fire Services Levy
- Council will review the rates of concessions and list of eligible organisations at least annually or as required.
- Council may require eligible organisations to develop and implement a Water Conservation Management Plan (template supplied by Council)
- Council will supply a Recycled Water User Agreement to all authorised users to ensure the efficient and/or safe use of Recycled water.
- Concessions do not apply to new applications/connections, these will be subject to a special application by the not-for-profit organisation for ongoing concession
- Community Groups that hold Community Liquor Permits or Restricted Liquor Permits or are exempt from requiring either Permits as per the OLGR self-assessment, are not considered to trade regularly with a liquor licence (i.e. game days, seasonal licences, one-off events) and therefore still eligible for a rates concession.

PROCEDURE CRITERIA - APPLYING FOR RATES CONCESSIONS

Applications will only be accepted on the form ‘Application for Rates Concession – Not for Profit Organisation’. The form must be completed by the applicant in its entirety and must be supported by information sufficient to allow the application to be fully assessed (including a copy of the community organisation’s constitution).

Council, or its delegate, will have regard to the following elements when considering applications for rate exemption:

- Meeting of one or more of the Criteria.

- The extent of financial activity and position evidenced by audited (or similar) financial statements as required at the discretion of the authorised Council Officer;
- Any other relevant material which will assist in the application/assessment process as required by the authorised Council Officer.

Upon approval of the Rates Concession, the not-for-profit organisation will be placed on the Rates Concessions for Not-For-Profit Organisations Register,

The rate exemption will take effect from the beginning of the financial year rating period in which the ratepayer applied for rate exemption under this Policy.

AUTHORITIES AND ACCOUNTABILITIES

Authority in respect of this Policy is delegated to the Chief Executive Officer. The Council, or their delegate, will have regard to the following elements when considering applications for rate exemption:

- Extent of financial activity and position evidenced by audit (or similar) financial statements as required at the discretion of the Authorised Council Officer and Delegate.
- Any other relevant material which will assist in the application/assessment process as required by the delegated officer.

LEGISLATIONS AND RELATED GUIDELINES

- *Local Government Act 2009*
- *Local Government Regulation 2012*
- *Water Supply (Safety and Reliability) Act 2008*

REFERENCES

ID	NAME
CORP-POL-028	Revenue Policy
Council/ADMIN-034	Tenures Policy for Council Owned and or Controlled Facilities
	Isaac Regional Council Revenue Statement
CORP-POL-118	Exceptional Circumstances Policy
	Rates Concession Procedure – Finance Branch
CORP-FRM-084	Application for Rates Concession – Not for Profit Organisation form
WW-FRM-227	Recycled Water Customer Agreement Form

REVIEW

This policy is required by legislation. This policy should be reviewed at intervals of no more than five (5) years, or earlier if legislation or other circumstances change.

VERSION CONTROL

DATE	VERSION	UPDATE
DATE	V1	Res # - Council endorsed policy
DATE	V2	Res # -
DATE	V3	Res 7460
DATE	V4	Res # - Council endorsed policy in updated format

COUNCIL POLICY

RATES CONCESSION – NOT FOR PROFIT (NFP)

POLICY NUMBER	IRC-POL-025	**DOCUMENT ID**	4696777
CATEGORY	Community		
POLICY OWNER	Financial Services		
APPROVAL DATE	Date	**RESOLUTION NUMBER**	Ord #

OBJECTIVE

To provide financial assistance to Community Organisations, that provide a benefit to the community, using the rate exemption provision under Section 93(3)(i) of the Local Government Act 2009 and to consistently apply this provision of the Local Government Act 2009 when determining eligibility for rate concession for community organisations.

SCOPE

This policy applies to Community Organisations that operate within the Isaac Regional Council (Council) local government area, seeking rebates and concessions for rates and/or charges that satisfy the Criteria in the Policy Statement in this Policy.

DEFINITIONS

TERM / ACRONYM	MEANING
Authorised Council Officer	Manager Financial Services.
Charitable Purposes	Land that is used on a non-profit basis for purposes relating to: - a. Education; or b. Assistance to the ill or informed; or c. Assistance to the poor; or d. Other purposes of benefit to the community generally.
Community Organisation	A non-profit organisation, for this Policy, refers to not-for-profit community, recreation or sporting bodies/associations and organisations that operate under NFP principles. These include, but not limited to Returned Servicemen, community service organisations, not-for Profit/Charitable Organisations, scouts/guides, Arts/Culture Community Organisations etc.
Council	Isaac Regional Council.
Not-for-profit (NFP)	A not-for-profit (NFP) organisation does not operate for the profit or gain of its owners or individual members, whether these gains would have been direct or indirect, with any profits made used to carry out its purposes. This applies both while the organisation is operating and when it winds up. *(This definition is consistent with the definition used by the Australian Taxation Office.)*

OLGR — The Office of Liquor and Gaming Regulation.

POLICY STATEMENT

CRITERIA

Council will consider applications from not-for-profit organisations subject to the following criteria:

- The organisation must be a not-for-profit community-based organisation.
- The organisation must be an Incorporated Association or a registered not-for-profit organisation, registered with the Australian Tax Office.
- The organisation must be the owner or lessee of the land and be able to demonstrate that it is responsible for payment of the rates levied.
- The organisation must have no overdue rates and charges, without having made some commitment/arrangement to pay.
- The land, or any part of the land, must not be rented or leased to a third party.
- The property must not be a used for a residential purpose unless utilised for short-term accommodation for homeless and at-risk persons or for an aged care facility or residence as part of the leased area (e.g. approved caretaker).
- The property must not be subject to a general rate exclusion, waiver or concession by virtue of a condition contained in a lease of a reserve from Council.
- The property must not be exempted from general rates subject to a specific exemption by virtue of section 93(3) of the *Local Government Act 2009* and/or section 73 of the *Local Government Regulation 2012*. Where the discretion to exempt a property from general rates vests in Council, either under *the Local Government Act 2009* or within the conditions attached to an Council lease, the ratepayer may opt to forego this exemption and take advantage of the conditions of this policy.
- Is not in conflict or providing further mechanisms for concessions that are already clearly identified in legislation or receive ample subsidies by state and federal governments; for example, childcare centres, aged care facilities.

LEVEL OF RELIEF

All applications must be in writing and must be supported by a copy of the organisation's most recent financial statement (no more than 12 months old), along with the organisation's Australian Charities and Not-for-profit registration and/or registration as an association of charity with the Queensland Office of Fair Trading

Levels of relief will be as per the categorisation of each individual Community Organisations.

Council may, by resolution, approve remissions at a different remission level.

If a not-for-profit organisation does not meet one of the categories, it is considered commercial in nature and is exempt from a concession under this Policy. Other mechanisms for claiming hardship or exemptions may be available.

AMOUNT OF REBATE BY CATEGORY OF NOT-FOR-PROFIT ORGANISATION

The following identifies where Community Organisations have been categorised and the percentage of rates concessions, they are to receive, whilst concession is active:

					WATER CONSUMPTION CONCESSION^		
DESCRIPTION	CATEGORY CODE	GENERAL RATE CONCESSION %	WATER ACCESS CONCESSION %	WASTEWATER ACCESS CONCESSION %	TIER 1	TIER 2	
Community organisation who do not operate gaming machines or trades regularly with a liquor licence (i.e. in a commercial manner) or other activities (kitchen/dining options)	Category A	100%	100%	100%	80%	50%	
	Category A1*	Same as A			100%	80%	
Community organisation who: Hold gaming machine licence or permit issued from the OLGR and operate 10 or less gaming machines; and/or Does not trade regularly with a liquor licence (i.e. in a commercial manner) or other activities (kitchen / dining options)	Category B	50%	50%	50%	80%	50%	
	Category B1*	Same as B			90%	70%	
Community organisation who: hold gaming machine licence or permit issued from the OLGR and operate 11 to 20 gaming machines; and / or trades regularly with a liquor licence (i.e. in a commercial manner) or other activities (kitchen / dining options)	Category C	50%	0%	0%	50%	20%	

Conditions

- *Community Groups who rely on water usage for the following reasons, and can provide appropriate evidence, can apply for further water consumption concessions:
- Dust control;
- Acceptable aesthetic functional reasons; and/or
- Critical to maintain sporting grounds/greens (for use).
- Community Organisations must demonstrate they are ensuring a sustainable approach to their operations to receive concessions
- Council will not pay concessions on water charges to water users whilst they are supplied with non-potable water (i.e. recycled water/treated effluent, waste or untreated water) at reduced rates under a separate water supply agreement.
- No concessions will apply to the Emergency Management Levy or Rural Fire Services Levy
- Council will review the rates of concessions and list of eligible organisations at least annually or as required.
- Council may require eligible organisations to develop and implement a Water Conservation Management Plan (template supplied by Council)
- Council will supply a Recycled Water User Agreement to all authorised users to ensure the efficient and/or safe use of Recycled water.
- Concessions do not apply to new applications/connections, these will be subject to a special application by the not-for-profit organisation for ongoing concession
- Community Groups that hold Community Liquor Permits or Restricted Liquor Permits or are exempt from requiring either Permits as per the OLGR self-assessment, are not considered to trade regularly with a liquor licence (i.e. game days, seasonal licences, one-off events) and therefore still eligible for a rates concession.

PROCEDURE CRITERIA - APPLYING FOR RATES CONCESSIONS

Applications will only be accepted on the form ‘Application for Rates Concession – Not for Profit Organisation’. The form must be completed by the applicant in its entirety and must be supported by information sufficient to allow the application to be fully assessed (including a copy of the community organisation’s constitution).

Council, or its delegate, will have regard to the following elements when considering applications for rate exemption:

- Meeting of one or more of the Criteria.

- The extent of financial activity and position evidenced by audited (or similar) financial statements as required at the discretion of the authorised Council Officer;
- Any other relevant material which will assist in the application/assessment process as required by the authorised Council Officer.

Upon approval of the Rates Concession, the not-for-profit organisation will be placed on the Rates Concessions for Not-For-Profit Organisations Register,

The rate exemption will take effect from the beginning of the financial year rating period in which the ratepayer applied for rate exemption under this Policy.

AUTHORITIES AND ACCOUNTABILITIES

Authority in respect of this Policy is delegated to the Chief Executive Officer. The Council, or their delegate, will have regard to the following elements when considering applications for rate exemption:

- Extent of financial activity and position evidenced by audit (or similar) financial statements as required at the discretion of the Authorised Council Officer and Delegate.
- Any other relevant material which will assist in the application/assessment process as required by the delegated officer.

LEGISLATIONS AND RELATED GUIDELINES

- *Local Government Act 2009*
- *Local Government Regulation 2012*
- *Water Supply (Safety and Reliability) Act 2008*

REFERENCES

ID	NAME
CORP-POL-028	Revenue Policy
Council/ADMIN-034	Tenures Policy for Council Owned and or Controlled Facilities
	Isaac Regional Council Revenue Statement
CORP-POL-118	Exceptional Circumstances Policy
	Rates Concession Procedure – Finance Branch
CORP-FRM-084	Application for Rates Concession – Not for Profit Organisation form
WW-FRM-227	Recycled Water Customer Agreement Form

REVIEW

This policy is required by legislation. This policy should be reviewed at intervals of no more than five (5) years, or earlier if legislation or other circumstances change.

VERSION CONTROL

DATE	VERSION	UPDATE
DATE	V1	Res # - Council endorsed policy
DATE	V2	Res # -
DATE	V3	Res 7460
DATE	V4	Res # - Council endorsed policy in updated format

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Emma Wyhoon
AUTHOR POSITION	Safety and Resilience Manager

8.3 Safety and Resilience Update – October 2026

EXECUTIVE SUMMARY

The Safety and Resilience function continued to progress key strategic initiatives to strengthen organisational safety governance, risk management maturity and compliance capability across Council. While foundational improvements are being embedded, elevated incident performance, low levels of proactive hazard reporting and outstanding incident corrective actions remain priority areas requiring ongoing executive oversight and operational accountability.

COMMITTEES RECOMMENDATION

Resolution No.: **CORP11/26-0122**

Moved: **Cr Terry O'Neill** **Seconded:** **Cr Jane Pickels**

That the Committee recommends that Council:

1. Receives and notes the Safety and Resilience Update Report for October 2026.

Carried

BACKGROUND

Continuous improvement remains a strategic priority, with ongoing initiatives driving greater organisational resilience, accountability, and operational effectiveness.

IMPLICATIONS

The implications of this work include ensuring practical, embedded risk management within everyday operational practice and elevating the visibility and influence of Safety and Resilience across the business.

CONSULTATION

We will maintain strong consultation by continuing to engage leadership team, unions, and the workforce to ensure safety and resilience initiatives are practical, collaborative, and well-supported.

BASIS FOR RECOMMENDATION

It is recommended that the monthly report be accepted, noting the successful completion of BAU activities and the strong platform established for continued growth and delivery into 2026.

ACTION ACCOUNTABILITY

Accountability for the delivery and oversight of Safety and Resilience initiatives is a joint responsibility shared between the Safety and Resilience Manager, the Safety and Resilience Team, the Director Corporate Services, and Executive Leadership Team (ELT) members.

KEY MESSAGES

Building workforce capability and progressing safety maturity remain key priorities, strengthening leadership, systems, and organisational capacity to proactively manage risk and support sustainable performance.

Report prepared by:	**Report authorised by:**
EMMA WYHOON **Manager Safety and Resilience**	DARREN FETTELL **Director Corporate Services**
Date: 3 November 2026	Date: 3 November 2026

ATTACHMENTS

- Attachment 1 – Safety and Resilience Monthly Report - October 2026

REFERENCE DOCUMENT

- Nil

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. *Receives and notes the Safety and Resilience Update Report for October 2026.*

SAFETY AND RESILIENCE MONTHLY REPORT

DATE	Tuesday 10 November 2026
TO	Corporate Services Standing Committee
FROM	Safety and Resilience Department

1. SUMMARY

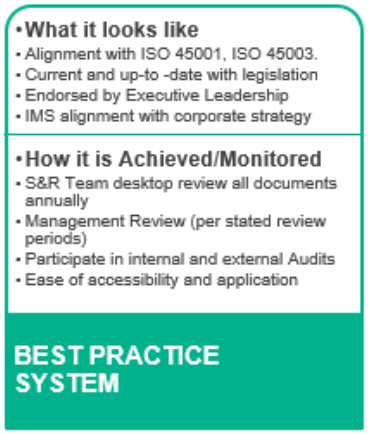
The Safety and Resilience function continued to progress key strategic initiatives to strengthen organisational safety governance, risk management maturity and compliance capability across Council. While foundational improvements are being embedded, elevated incident performance, low levels of proactive hazard reporting and outstanding incident corrective actions remain priority areas requiring ongoing executive oversight and operational accountability.

Explanatory Note:

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

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



OBJECTIVE Bring systems and processes in line with ISO standards and best practice whilst ensuring positive end user experience

TARGET Systems redesign 2 x procedures per month.

STATUS: Not Met (Red)

The status was not met due to other priorities taking focus during the reporting period.

Key Activities and Projects

Activity/Task	Status	Overview
Online Safety Management System	In Progress	Tender Closed with 14 bids; shortlisting has been completed 5 shortlisted for demonstrations
Critical Risk Program	Planned	Implementation of additional control mechanisms and risk management techniques for identified high risk works
Risk Management	In Progress	Targeted Risk workshopping with team leaders, supervisors and management staff in the implementation of operational safety risk management procedures
Safety Management System Framework	In Progress	Revision of the current 541 WHSMS documents, redesign to the agreed 79 procedures and supporting forms for ease-of-use clarification of baseline compliance and task management

SAFETY AND RESILIENCE MONTHLY REPORT

3. OBJECTIVES, TARGETS, CONTINUOUS IMPROVEMENT

OBJECTIVE Audit and assurance activities continue to support the organisation's objective of strengthening safety, compliance and operational resilience through the identification and management of improvement opportunities.

TARGET Achieve closure of all audit corrective actions within agreed timeframes and maintain effective controls to support continuous improvement, compliance and risk reduction.

STATUS On Track/Monitoring (Amber)

- **What it looks like**
  - S&R Business Plans
  - Alignment to Corporate strategy and goals
  - Role based LPIs
- **How it is Achieved/Monitored**
  - Individual, mangement, & directorate LPIs
  - Achieving Business Plan actions and milestones
  - Closure of outstanding actions in agreed timeframes

ESTABLISHING OBJECTIVES AND TARGETS

- **What it looks like**
  - Embed S&R strategies into strategic and operational planning
  - Invest in systems and innovation
  - Champion a learning culture
  - Support Workforce capability
  - Set clear safety performance targets
- **How it is Achieved/Monitored**
  - Benchmark to industry best practice standards and monitor
  - Establish, monitor, track and trend analysis of safety LPIs
  - Encourage open reporting and learning
  - Lead by example, support initiatives and role model behaviours

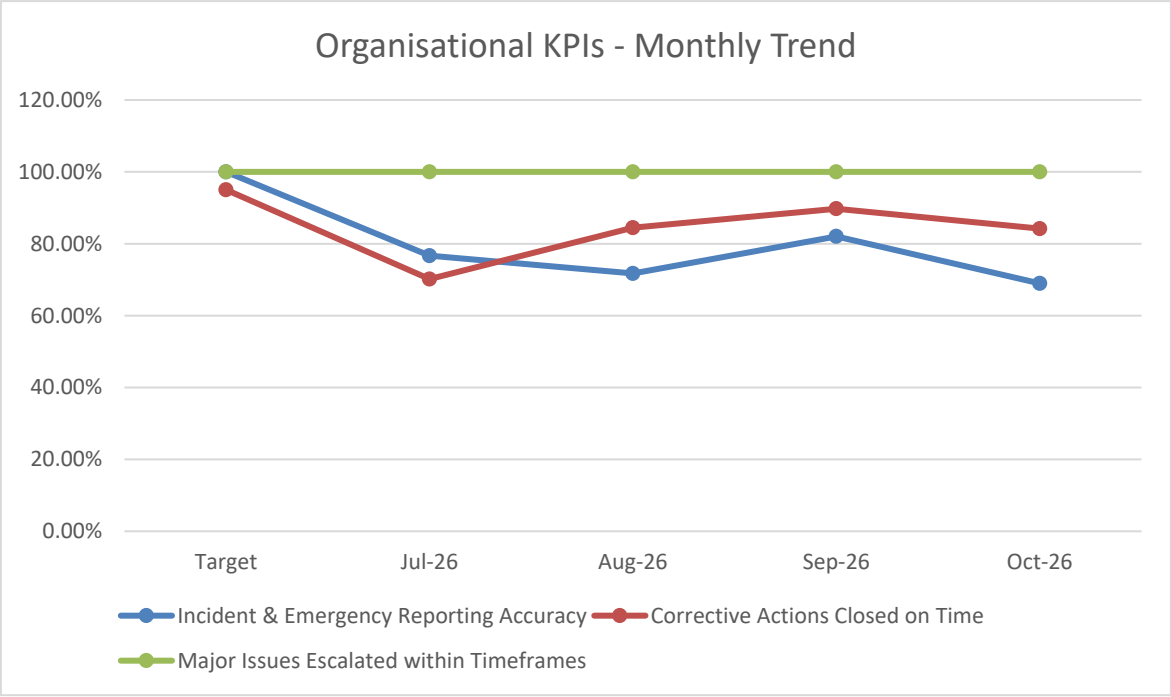
CONTINUOUS IMPROVEMENT

Organisational KPIs

Organisational Performance Area	Result	Target	Status
Incident & Emergency Reporting Accuracy	**68.97%**	100%	Red
Corrective Actions Closed on Time (monthly)	**84.21%**	≥ 95%	Amber
Major Issues Escalated within Timeframes	**100%**	100%	Green

Status Key

- Green: Target achieved or exceeded
- Amber: Performance below target but within 10% of target and requires monitoring or corrective action
- Red: Performance is more than 10% below target and requires immediate management attention



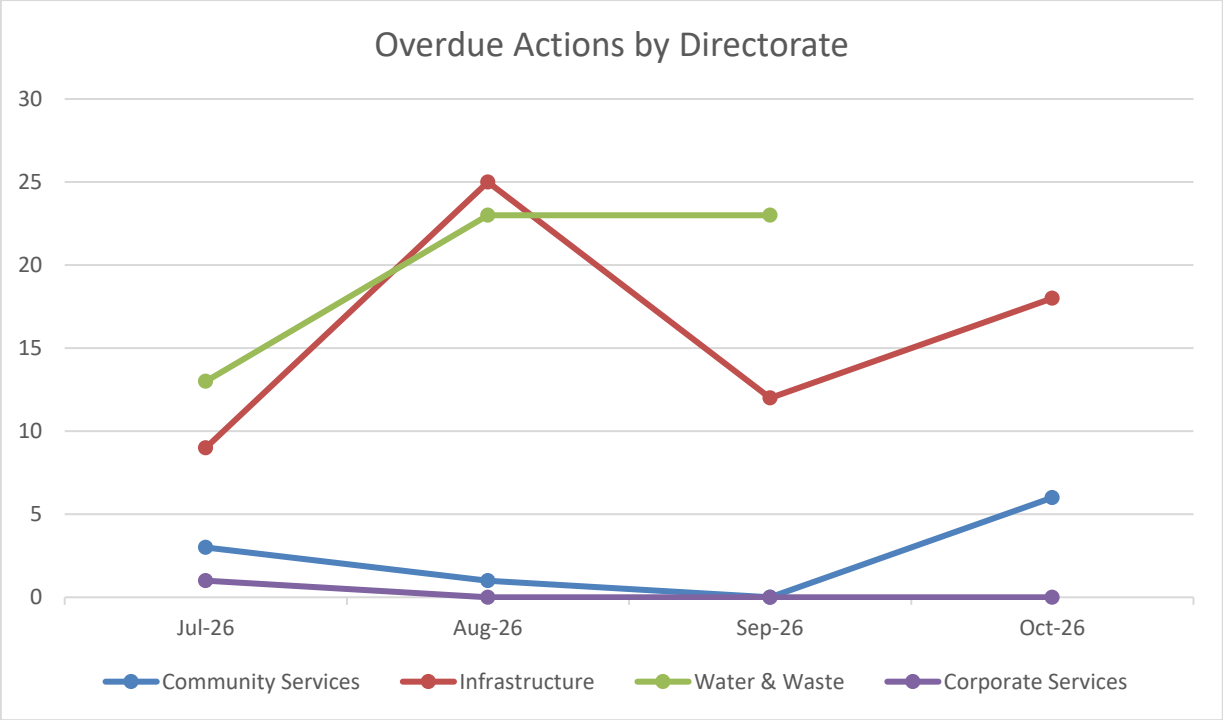
SAFETY AND RESILIENCE MONTHLY REPORT

MRO Audit Actions

Measure	Result
Total Corrective Actions Identified	25
Corrective Actions Closed	13
Corrective Actions Outstanding	12
Completion Rate	**52%**
Outstanding Rate	**48%**
Overall Status	On Track

Isaac Incident/Event – Corrective Actions Rates

OVERDUE ACTIONS				
Directorate	**Under 30 Days Overdue**	**30-60 Days Overdue**	**Over 60 Days Overdue**	**Total Overdue Actions**
Community Services	4	1	1	6
Infrastructure	11	2	5	18
Corporate Services	0	0	0	0
Total	**15**	**3**	**6**	**24**



Note: From October 2026 onwards, Water & Waste figures have been incorporated into Infrastructure

4. EFFECTIVE RISK MANAGEMENT

4.1 HAZARD HUNTER

OBJECTIVE Reduction in open hazard reports and hazard report severity

TARGET Zero Critical Incidents and a 10-15% year-on-year reduction in Incident Frequency Rate, supported by verified controls for high-consequence risks.

STATUS: On Track/Monitoring (Amber)

Hazards Reported ***Note extremely low hazard reporting rates across the organization*

Directorate	Hazards Reported	High Risk	Closed	Approved (Awaiting Corrective Actions)	Draft	Completion Rate
Water & Waste	3	0	1	1	1	33.3%
Community Services	0	0	-	-	-	N/A
Infrastructure	0	0	-	-	-	N/A
Corporate Services	0	0	-	-	-	N/A
Total	**3**	**0**	**1**	**1**	**1**	**33.3%**

4.2 EVENT/INCIDENT REVIEW

OBJECTIVE Reduction in Critical Incidents and Incident Frequency Rates (approximately 10% reduction from the current IFR).

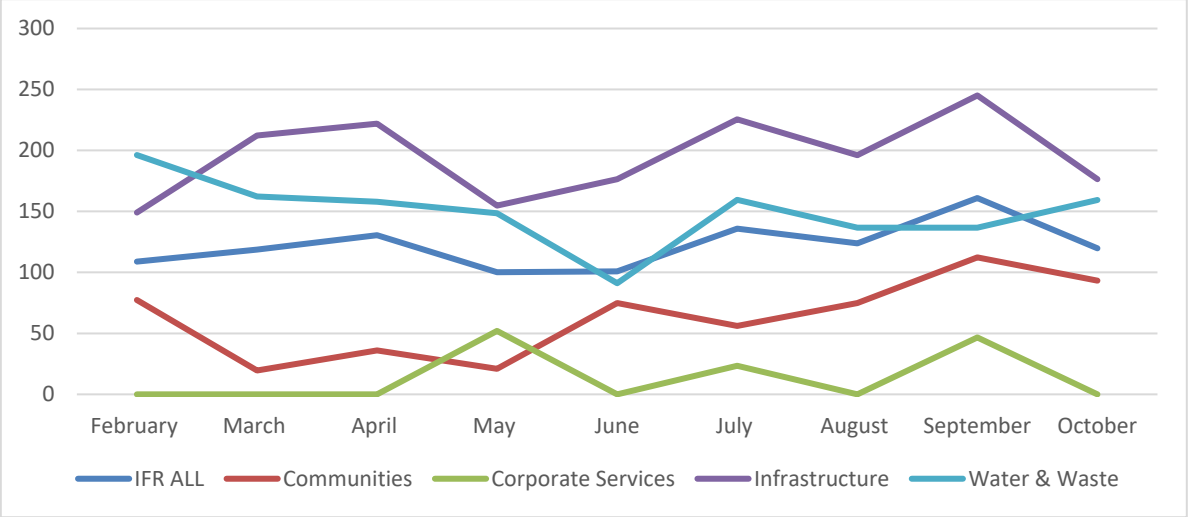
TARGET Achieve an Incident Frequency Rate (IFR) of 108 or less, Zero Critical/Notifiable Incidents.

STATUS: Not Met (Red)

The status was not met due to an increase in incidents during the reporting period, with the target reduction in the Incident Frequency Rate not being achieved.

ORGANISATION WIDE	Incidents	Hours Worked	IFR (per 200,000 hrs)
	29	**48,445.00**	**119.7**
Department	**Incidents**	**Hours Worked**	**IFR (per 200,000 hrs)**
Community Services	**4**	**8,577.25**	**93.3**
Infrastructure	**18**	**20,402.75**	**176.4**
Water & Waste	**7**	**8,780.25**	**159.4**
Corporate Services	**0**	**10,684.75**	**0.0**
Total	**29**	**48,445.00**	**119.7**

IFR Rates February 2026 – October 2026



Incident Severity Classification	Number	% of Total
Hazard Reports	**3**	10.3%
Near Misses	**2**	6.9%
First Aid Treatments	**1**	3.4%
Medical Treatment Injuries	**2**	6.9%
Lost Time Injuries	**1**	**3.4%**
Notifiable Incidents	**1**	**3.4%**
Environmental Incidents	**4**	13.8%
Vehicle Incidents	**11**	37.9%
Property Damage	**4**	13.8%
Total	**29**	**100.0%**

Notifiable Incidents and Provisional Improvements

Two incidents met the notification requirements under the WHS legislation. Investigations commenced and corrective actions are being implemented.

	This Month	Year to Date	Comment
Notifiable Incidents	2	5	1. Silica Dust exceedance levels detected in park and recreation activities – WHSQ notified 2. Dangerous Electrical Event – Green Box hit by Grader – WHSQ notified
Provisional Improvement Notices	0	3	

5. IMPROVING WORKER CONSULTATION

OBJECTIVE Enhance worker consultation and participation by providing regular opportunities for workers and Health and Safety Representatives (HSRs) to contribute to safety discussions, identify workplace risks, and influence safety outcomes.

TARGET 90% of worker consultation actions completed by agreed due dates, with monthly evidence of worker engagement and feedback closures.

STATUS: Met/On Target

Communication Type	Safety	Wellbeing	Disaster
Talks and Information	**1**	**3**	**1**
Safety Alerts	**3**		
Pre-Start Meetings	**2**		
Team Meetings – Risk	**4**		

Meeting Type	Date Held	Attendance Numbers
HSR Meeting	30th September 2026	7 personnel
Health, Safety & Wellbeing Committee Meeting	1st October 2026	22 personnel
WHSQ Regulator Visit	13th October 2026	4 personnel

Drug and Alcohol Testing

Measure	This Month	YTD	Result
Drug & Alcohol Tests Conducted	**0**	**185**	✅
Non-Negative Results	**0**	**0**	✅
Confirmed Positive Results	**0**	**0**	✅
Testing Compliance Rate	**N/A***	**100%**	✅

6. WELLBEING & CAPACITY TO WORK

OBJECTIVE Support the safe, timely and sustainable recovery of injured workers while minimising the personal, operational and financial impacts of workplace injury.

TARGET ≥ 95% successful return-to-work rate within agreed timeframes.

STATUS: On Track

Number **Work Related** Claims: 16

Number **Worker Support** cases: 15

Current number of **Suitable Duties Plans:** 21

Number of **Psychosocial cases:** 2

Number of **Common Law Claims:** 1

7. MAINTAIN AUDITS & INSPECTIONS

OBJECTIVE Provide assurance that workplace hazards and controls are effectively identified, monitored and managed through a structured program of inspections, audits and safety verification activities.

TARGET ≥90% of corrective actions completed by due date

STATUS: On Track/Monitoring (Amber)

Activity	Completed
Site Inspections	13
Spot Checks	6
Investigations Completed	4
Investigations In Progress	4

Emerging Safety Themes

Theme	Commentary
Failure to complete Take 5 assessments	Recurring factor identified in preventable incidents and observations
Inconsistent use of PPE	Eye protection compliance issues identified during spot checks
Administrative compliance gaps	Delays in incident reporting and action management continue to be observed

Key Areas of Safety Support and Capability Building

Activity	Outcome
Lucidity support	Assisted staff with actions, event reporting and draft event completion
Community Services Lucidity training	Training identified and being scheduled
Risk Assessment Support	Assisted development of roadside work risk assessment for Clermont Roundabout works involving Corrective Services
Contractor Portal & SSI support	Ongoing assistance provided to staff and contractors
FSO Inspection engagement	Safety discussions and coaching delivered during site visits
Training enquiries	Guidance provided regarding training requirements and Learn system pathways
ISAAC Instants engagement	Safety conversations undertaken with staff during field activities
Wellness team support	Assisted injured worker travel arrangements for medical appointment in Mackay

8. DISASTER & EMERGENCY MANAGEMENT

Disaster Management / Community Resilience

- Place of Refuge risk assessments were completed for four facilities across Isaac's coastal communities, strengthening preparedness arrangements for potential disaster events.
- The review of the Bushfire Sub Plan is progressing. A desktop exercise is scheduled for November 2026 to validate plan effectiveness, test operational arrangements, and clarify stakeholder roles and responsibilities. Outcomes from the exercise will inform any required amendments and support continuous improvement of local disaster management arrangements.
- Council officers participated in a desktop exercise hosted by the Mackay District Disaster Management Group, providing an opportunity to strengthen regional coordination and emergency management capability.
- Ongoing support has been provided to Council teams in the development of site-specific Emergency Action Plans (EAPs) using the newly developed Emergency Planning Risk Assessment Framework. This work is improving hazard identification, risk assessment processes, and emergency preparedness across Council facilities and operations.

Community Engagement Activities Delivered

- Isaac Regional Council's Disaster Management Team joined representatives from the Queensland Police Service, Queensland Ambulance Service, Queensland Fire Department, State Emergency Service (SES), and Emergency Service Cadets at the Moranbah Markets in October. The event provided an opportunity to engage with residents about household preparedness and severe weather safety ahead of the upcoming storm season, while strengthening partnerships between emergency service agencies.

Significant Incidents, Events or Operational Activities

- At 11:30 am on 24 October 2026, an Australian Warning System (AWS) Watch and Act message was issued for Clermont and surrounding areas due to heavy rainfall and reports of rising water levels within the Wolfang Creek catchment.

- Later that afternoon, the Local Disaster Management Group (LDMG) was activated to **ALERT** status following activation of the Theresa Creek Dam Emergency Action Plan.
- At 8:19 pm, an AWS Emergency Warning was issued, accompanied by direct SMS notifications to identified downstream properties in accordance with the Theresa Creek Dam EAP.
- Heavy rainfall in the upper catchment resulted in flows over the Theresa Creek Dam spillway, peaking at approximately 1.1 metres at 1:00 am on 25 October 2026.
- The activation provided an opportunity to exercise established warning and notification arrangements, to provide timely information to downstream residents.

Emerging Risks, Trends or Preparedness Observations

- Increasing variability in weather patterns and the potential for rapid-onset rainfall events continue to reinforce the importance of community preparedness, timely public warning systems, and inter-agency coordination.
- Ongoing review and testing of emergency management plans, including dam emergency arrangements and hazard-specific sub-plans, remain a key preparedness priority ahead of the 2026-27 severe weather season.

9. ISAAC SES UNIT MONTHLY UPDATE

Operational Activity

Activation Type	Number
Storm Response	1
Flood Response	-
Search & Rescue	1
Road Crash Rescue Support	2
Community Assistance	-
Other (e.g.QAS Assist)	4
Total	8

Volunteer Workforce

Volunteer Status	Number
Active Members	65
Probationary Members	0
Total Membership	65

Membership Update:

- Recruitment activities undertaken:
  - SES Market stall in Moranbah, with 3 applications issued.
- Training Conducted During the Month
  - During the reporting period, SES units across the Isaac region focused on maintaining operational readiness through the recertification of existing qualifications in preparation for the upcoming storm season.

- Member Participation in Training
  - Active training and capability development activities were undertaken by members from the Nebo, Moranbah, Clermont and Dysart SES units.
  - Training participation within coastal SES units remains limited, with no formal training activities having been conducted in these locations for an extended period. Opportunities to re-establish regular training and engagement will continue to be explored to maintain volunteer capability and preparedness.

Notable achievements and Recognition

- Members to be recognised for service milestones include:
  - Adrian Dawson (Dysart) - 35 Years
  - Colin Baulch (Carmila) – 35 Years
  - Cherry Paine (Nebo) – 15 Years
- Community engagement activities.
  - Shared agency stall at the Moranbah Markets with Queensland Police Service, Queensland Ambulance, State Emergency Services, Isaac Regional Council Disaster Management team, Queensland Fire Department and Emergency Service Cadets.

Key Issues/Opportunities

- Workforce challenges:
  - SES units in Dysart, Middlemount and Carmila continue to experience low membership levels, impacting volunteer capacity and the sustainability of local response capability. Recruitment and member retention remain a priority to strengthen operational readiness and support future emergency response requirements across these communities.

Facility, Equipment and Fleet Management:

- Warranty repairs for the Clermont SES vehicle were completed in Rockhampton, and the vehicle has since been returned to Clermont and restored to operational service.
- To maintain emergency response capability, SES members have utilised Isaac Regional Council pool vehicles when travelling to weekend training activities, ensuring the dedicated SES vehicle remains available for activations if required.

- All four flood boats have undergone and successfully completed their required six-monthly AMSA servicing in Mackay.
- A review of the SES flood boat fleet allocation has been undertaken to ensure resources remain fit for purpose and strategically located. As a result, it has been determined that the fleet can be reduced from four vessels to two, with flood boats to be retained in Moranbah and Clermont. The remaining two vessels have been identified as surplus to operational requirements and will be recommended for disposal via auction.
- Nebo radio communications upgrade completed by QPS radio technicians
- The annual SES Support Grant Program has recently opened, with three priority projects identified for submission to support enhanced operational capability and facility improvements across the region.
    - **Nebo SES Facility Fencing Project:** Installation of perimeter fencing to reduce the impacts of dust ingress on the SES facility, helping to protect equipment, improve asset longevity, and enhance the overall functionality of the site.
    - **Nebo SES Fly-Over Roof Project:** Construction of a fly-over roof structure to provide an all-weather training and operational space, improving the suitability of the facility for training, equipment maintenance and operational activities throughout the year.
    - **Clermont SES Light Vehicle Project:** Procurement of a four-wheel-drive SUV to enhance local response capability. The additional vehicle will increase personnel transport capacity and operational flexibility, addressing current limitations associated with the existing four-seat response vehicle.

Upcoming projects, exercises, or events.

- Upcoming Activities:
    - Energising Queensland SES Equipment Program Handover and SES Town Hall is scheduled in Mackay on 4 November.
- Planned training:
    - Storm Damage Course to be held in Clermont
- Community engagement events:
    - Moranbah SES members will participate in a live radio interview with 4RFM

ISAAC REGION
HELPING TO ENERGISE THE WORLD
ABN 39 274 142 600

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Darren Fettell
AUTHOR POSITION	Director Corporate Services

8.4 2026/2027 Annual Operation Plan – Quarterly Report - First Quarter

EXECUTIVE SUMMARY

This report provides an update of Corporate Services progress towards achieving the Annual Operational Plan 2026-2027 objectives for the first quarter.

COMMITTEES RECOMMENDATION

Resolution No.: **CORP11/26-0123**

Moved: **Cr Terry O'Neill** **Seconded:** **Cr Jane Pickels**

That the Committee recommends that Council:

1. **Receives and notes the Corporate Services first quarter progress update on the 2026-2027 Annual Operational Plan.**

2. **Receives and notes the first quarter progress worksheet on the 2026-2027 Annual Operational Plan, for the period ending 30 September 2026.**

3. **Endorses the change of owner from Manager Planning and Environment to Manager Economic Development for activity item 5.2 in the Master 2026/2027 Annual Operational Plan document.**

Carried

BACKGROUND

Council has commenced progress towards the 2026/27 Annual Operational Plan. Corporate Services are responsible for two specific activities in the plan. A summary is provided below:

ACTIVITY SUMMARY TABLE

AOP #	ACTIVITY/PROJECT/ INITIATIVE	OWNER	STATUS (COMPLETE, ON TARGET, MONITOR, BELOW TARGET)
6.3	Conduct mid-term review of Corporate Plan 2023-28	Manager Governance and Assurance	On Target

PROGRESS THIS QUARTER			
Councillor session scheduled for 3 and 4 November 2026 to workshop options for CP revision. External facilitator engaged to conduct session. Interviews between Councillors and facilitator commenced 22 October, with a view to content used for inclusion at workshop in November. Councillors will be provided options for preferred outcomes to ensure activity reflects Council's strategic objectives.			
6.4	Reduced number of personnel workplace safety incidents.	Director Corporate Services	Monitor
PROGRESS THIS QUARTER			
Revised and Endorsed New Incident Management Procedures. Open Tender for new Online Safety Management System for ease of access and end user friendly reporting systems. Safety Report to ELT on current safety challenges with action plans being developed MRO Audit action plans revised and audit actions planned and slowly being completed. WHS Training in Key safety initiatives planning and program delivery for 2027 underway.			

ANNUAL OPERATIONAL PLAN MASTER PROGRESS WORKSHEET UPDATE

Section 174(1) of the *Local Government Regulation 2*012 requires Council to prepare and adopt an Annual Operational Plan (**AOP**) for each financial year. Council adopted the 2026-2027 Operational Plan at its meeting held 30 June 2026 (resolution number 9779).

The AOP contains actions and activities which work towards achieving the key strategies of the Corporate Plan 2023-2028 during the financial year. In addition, the AOP informs the community of our key focus areas and commitment to the sustainability of our region.

Attached and marked 2026-2027 AOP progress worksheet – first quarter is the first quarter progress worksheet for each Directorate as at 30 September 2026. The worksheet provides an update on all actions and activities and tracks the measures of success identified at the outset of the financial year.

Following its adoption, the first quarter progress worksheet for the period ending 30 September 2026 will be made available on Council's website.

IMPLICATIONS

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.

CONSULTATION

Executive Leadership Team

Department Managers (Activity Owners)

BASIS FOR RECOMMENDATION

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

ACTION ACCOUNTABILITY

Upon approval, the Manager Governance and Assurance will arrange for the first quarter progress worksheet for the period ending 30 September 2026 to be published on Council's website.

Report prepared by:	**Report authorised by:**
PETA EYSCHEN **Manager Governance and Assurance**	DARREN FETTELL **Director Corporate Services**
Date: 27 October 2026	Date: 27 October 2026

ATTACHMENTS

- Attachment 1 - 2026-2027 AOP Progress Worksheet – First Quarter

REFERENCE DOCUMENT

- 2026-2027 Annual Operational Plan
- 2023-2028 Corporate Plan

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. *Receives and notes the Corporate Services first quarter progress update on the 2026-2027 Annual Operational Plan.*

2. *Receives and notes the first quarter progress worksheet on the 2026-2027 Annual Operational Plan, for the period ending 30 September 2026.*

3. *Endorses the change of owner from Manager Planning and Environment to Manager Economic Development for activity item 5.2 in the Master 2026/2027 Annual Operational Plan document.*

Corporate Plan Theme	Activity/Project/Initiative	Directorate	Owner	Milestone	Corporate Plan Link	1st Quarter Commentary - As at September 2026	Measure Tracking to Date
1. Leading and Enabling	1.1 Biannual meetings with First Nations People (combination of formal and informal)	Office of Chief Executive Officer	Manager Public Affairs	Q4: Two meetings per year with key groups/companies.	1.1 We will continue to create and build-upon strong and respectful relationships with our First Peoples, communities, all levels of government and industry.	This portfolio has only been with the Manager Public Affairs for part of this period. Meetings have occurred with, 4 of the entities thus far.	On Target
	1.2 Secure roads funding commitment in response to Queensland: You're Welcome campaign	Office of Chief Executive Officer	Manager Public Affairs	Q4: Queensland Budget commitment by 30 June 2027.	1.2 We will actively monitor, plan and advocate for the progressive futures of our communities.	Due to staff change over this was implemented later than hoped. While it has not yet resulted in funding, we have gained traction and interest.	Monitor
	1.3 Certification of Enterprise Bargaining Agreement by 1 July 2026	Office of Chief Executive Officer	Manager People & Capability	Q4: Certification by Queensland Industrial Relations Commission	1.6 We will continue to support responsive, agile, and flexible work practices that meet our productivity requirements.	The Agreement was certified by the Queensland Industrial Relations Commission on 22 July 2026.	Completed
2. Engaged Communities	2.1 Advocate for funding for local government provided childcare	Office of Chief Executive Officer	Manager Public Affairs	Q4: Funding secured from Federal Government.	2.1 We will advocate for the provision of essential services including housing, childcare and aged care, disability and youth services, and healthcare including mental health and allied health within the region.	This is yet to be achieved and is a work in progress	Monitor
	2.2 Advocate to secure an enduring GP service for Clermont	Office of Chief Executive Officer	Manager Public Affairs	Q4: GP Service restored in Clermont.	2.2 We will support our communities to help themselves so that people and places are responsive, connected, cared for and safe.	Working collaboratively with Mackay Hospital and Health Service, North Queensland Primary Health Network and Clermont 4 Doctors, there has been a successful Federal Package that sees Royal Flying Doctors Service operating the General Practise Clinic in Clermont for 6 months. A Tender opportunity exists for those who wish to bid to operate the service after that time period.	Completed
	2.3 Secure funding commitment for Nebo Showgrounds Master Plan Stage 2	Office of Chief Executive Officer	Manager Public Affairs	Q4: Funding secured by 30 June 2027	2.3 We will continue to improve our neighbourhoods and community assets, so they are inclusive, fit-for- purpose, accessible, and adaptable.	This is yet to be achieved and is a work in progress	Monitor
	2.4 Revise Community Engagement Policy & Procedures following training by councillors and staff with Engagement Institute, 2-4 June 2026	Community Services	Manager Community & Cultural Serivces	Q3: Revised policy adopted by council, 31 December 2026.	2.4 We will embed effective and genuine community consultation processes across the organisation to enable participation, engagement, and collaboration.	IAP2 training was completed. Development of the Community Engagement Policy commenced and remains on track.	On Target
	2.5 Assist Belyando Enterprise Network Inc. in securing solutions for Monash Lodge Seniors Living project	Office of Chief Executive Officer	Manager Public Affairs	Q4: Belyando Enterprise Network Inc. satisfied with outcome.	2.5 We will support residents and visitors to activate assets which enable participation in an array of recreation and social pursuits across the region.	We continue to engage with community.	On Target
3. Progressive Economy	3.1 Enable Resources Centre of Excellence at Isaac Resources Excellence Precinct (IREP)	Office of Chief Executive Officer	Manager Public Affairs	Q4: Opening of IREP, 30 September 2027.	3.1 We will continue to advocate, promote and harness opportunities for existing, new and emerging industries to drive jobs, innovation and participation in the circular economy.	Ongoing collaborative engagement with RCOE through Project Control Group meetings and further fortnightly engagement with RCOE on business development towards emerging industries including Centre for Industrial intelligence (Telstra connection proposal for services to IREP under consideration, Critical Minerals (Flexilab 2.0) advocation to Fed Govt public hearing and tour of Flexilab Mackay, Post Mine Land Use Reimagine Rehab Multi - mine waste recovery Investment prospectus and Descent Experience development all related activities progressed in Q1Expressions of interest are being sought by the RCOE currently.	On Target

	3.2 Advocate for State-led strategy for gas extraction and decarbonization, including linkages to the North West Minerals Province and opportunities in resolving the gas abatement problem	Office of Chief Executive Officer	Manager Public Affairs	Q4: Queensland Government commitment to State-led strategy achieved by 30 June 2027.	3.1 We will continue to advocate, promote and harness opportunities for existing, new and emerging industries to drive jobs, innovation and participation in the circular economy.	Engagement ongoing with QRC and relevant key stakeholders, RCOE, Loop Decarb, Low Emission Technology Authority (LETA) etc towards identifying project scope, steering committee, deliverables feasibility & advocacy positioning. This is a work in progress that has been stalled by the lead agency QRC, losing their key advocate .	**On Target**
	3.3 Advocate for expansion of the role and reach of Net Zero Economy Authority	Office of Chief Executive Officer	Manager Public Affairs	Q4: Federal Government commitment to expand the Net Zero Economy Authority by 30 June 2027.	3.1 We will continue to advocate, promote and harness opportunities for existing, new and emerging industries to drive jobs, innovation and participation in the circular economy.	This is a work in progress	**Monitor**
	3.4 Report on key business metrics (eg. numbers, turnover, employees etc.)	Community Services	Manager Economic Development	Q4: Report presented to Council, 30 June 2027	3.3 We will work with business and industry to build the capability, reach and performance of our small to medium-sized enterprises and to retain and grow local talent.	The quarter-one Economic Indicators Report was published. Council also continued its participation in the Small Business Friendly Councils program and associated public reporting.	**On Target**
	3.5 Secure government commitment to enduring funding for Regional Study Hubs	Office of Chief Executive Officer	Manager Public Affairs	Q4: Government commitment to funding received, 30 June 2027	3.6 We will facilitate the growth of in-region educational and vocational training opportunities to support current and emerging industries.	This item has been completed with the opening of Country Universities Centres in Moranbah and Clermont. Isaac Council secured funding from both state and federal governments for these centres. That now operate independent of council.	**Completed**
4. Urban Design and Infrastructure	4.1 Adopt statutory Regional Plan	Community Services	Manager Planning & Environment	Q4: Regional Plan adopted by Queensland Government, 30 June 2027.	4.1 We will undertake strategic land use, infrastructure planning and urban design activities in a financially sustainable manner that responds to growth and enhances liveability.	The Queensland Government facilitated a Regional Plan workshop in August 2026. A 70 per cent draft of the Regional Plan was expected to be circulated to Mackay, Isaac and Whitsunday councils in September 2026 for comment, followed by State-led statutory consultation in December 2026 and January 2027.	**On Target**
	4.2 Secure improved State road planning and project conditioning to preserve public safety and public assets	Infrastructure Services	Director Infrastructure	Q4: Evidence of improved Transport & Main Roads Infrastructure Agreements with developers.	4.2 We will optimise the inter and intra-connectivity of our region through a well-planned, efficient, safe and sustainable transport network.	Monthly meetings with acting Director TMR being held to discuss projects across the region. Additional TMR funding received for delivery by IRC of TMR projects.	**On Target**
	4.3 Advocate for mines to develop residential stock before any workers' accommodation	Office of Chief Executive Officer	Manager Public Affairs	Q4: Net increase in housing stock developed by companies.	4.3 We will promote the development of a diversity of affordable and sustainable living options for our communities.	This is a priority and has seen some traction with Argo, Stanmore and Peabody all committing to Isaac Affordable Housing Trust.	**On Target**
	4.4 Bolster Isaac Affordable Housing Trust capability by increasing its independence from Council	Community Services	Director Community Services	Q4: Advocate for partnership by Community Housing Provider with IAHT	4.3 We will promote the development of a diversity of affordable and sustainable living options for our communities.	All Conversations with proponents reference social investment commitments and strategic partnerships (including IAHT) in order that controlled entities progressively become self-sustaining. Weekly meetings held with IAHT regarding proponent commitment opportunities and independent financial sustainability.	**On Target**
	4.5 Deliver Parks & Recreation capital program 2025/26	Infrastructure Services	Manager Parks & Recreation	Q4: Capital program delivered by 30 June 2027.	4.4 We will create a diverse network of reserves, parks, sportsgrounds and trails that provide green spaces to recreate and reflect, contribute to character and promote healthy lifestyles.	Works progressing. Some projects have been retendered due to pricing.	**On Target**
	4.6 Secure source water supplies with Anglo American for Middlemount and Moranbah	Water and Waste	Director Water & Waste	Q2: Revised water supply agreement signed by 31 December 2026	4.6 We will provide reliable, sustainable water services, ensuring high-quality water supply and effective wastewater treatment.	Terms have been agreed verbally. Progressing to get signatures on agreements.	**On Target**

5. Natural Assets	5.1 Advocate for increased Federal and State Government funding for improved biosecurity and feral pest management outcomes	Community Services	Manager Planning & Environment	Q4: Increased government funding secured, 30 June 2027.	5.2 We will responsibly manage our invasive plants and animals, human and wildlife conflicts and improve our environmental compliance.	Council's Program Leader – Environment and Sustainability has been appointed to a local government panel reviewing the use of Council's annual Land Protection Fund contribution ($70,000 in FY25), following Council's advocacy and input into LGAQ's co-investment submission. Officers will apply for Round 10 Flying-Fox Roost Management funding for Clermont and continue advocating for Commonwealth biosecurity funding through the Reef Guardian Council Network and regional pest management groups. Officers are also exploring biosecurity funding through community benefit agreements associated with renewable energy projects	**On Target**
	5.2 Advocate for a coordinated approach to grow nature-based tourism, particularly focusing on the Peak Ranges.	Community Services	Manager Economic Development	Q4: Signage installed and collateral available, 30 June 2027.	5.8 We will support suitable physical infrastructure, such as walking tracks and interpretive education signage to promote and educate the community and visitors about our natural assets	A collaborative working group comprising DETSI, MIT, the Clermont Tourism Group and Council was established during quarter one. A soft opening was conducted for seasonal four-wheel-drive access to Gemini Peaks, and walking trail, signage and website upgrades were delivered. The car park is planned for completion ahead of the main opening in April 2027. Further planning for remaining Peak Range assets and fossicking opportunities is scheduled for quarter two.	**On Target**
6. Governance and Accountability	6.1 Leadership results to be reflected in Staff Engagement Survey.	Office of Chief Executive Officer	Chief Executive Officer	Q4: Staff Engagement Score >50%.	6.1 We lead by example and epitomise our organisational values.	Staff Engagement Score is well below target at 26% (last year 28%). On the flipside the proportion of staff actively disengaged has decreased from 19% to 16%. Training for managers with Gallup and action workshops with staff are underway	**Below Target**
	6.2 Make first deposit to Isaac Future Fund	Office of Chief Executive Officer	Chief Executive Officer	Q4: First deposit to Isaac Future Fund made by 30 June 2027.	6.3 We responsibly manage our finances and assets in line with Council's agreed service levels and its long-term sustainability.	Isaac Future Fund established with first deposit to be made this financial year.	**On Target**
	6.3 Conduct mid-term review of Corporate Plan 2023-28	Corporate Services	Manager Governance & Assurance	Q3: Revised Corporate Plan adopted 31 March 2027.	6.7 We will integrate and streamline strategic planning approaches across Council.	Councillor session scheduled for 3 and 4 November 2026 to workshop options for CP revision. External facilitator engaged to conduct session. Interviews between Councillors and facilitator commenced 22 October, with a view to content used for inclusion at workshop in November. Councillors will be provided options for preferred outcomes to ensure activity reflects Council's strategic objectives.	**On Target**

	6.4 Reduced number of personnel workplace safety incidents.	Corporate Services	Director Corporate Services	Q4: Lower than 2025/26 baseline.	6.9 We provide for the safety, security, health and wellbeing for our employees and contractors.	Revised and Endorsed New Incident Management Procedures. Open Tender for new Online Safety Management System for ease of access and end user friendly reporting systems. Safety Report to ELT on current safety challenges with action plans being developed MRO Audit action plans revised and audit actions planned and slowly being completed. WHS Training in Key safety initiatives planning and program delivery for 2027 underway.	**Monitor**

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Peta Eyschen
AUTHOR POSITION	Manager Governance and Assurance

8.5 Audit and Risk Committee Meeting Minutes - 1 September and 29 September 2026

EXECUTIVE SUMMARY

The report presents the confirmed minutes and recommendations of the Audit and Risk Committee meeting held on Tuesday, 1 September 2026, and the unconfirmed minutes of the Audit and Risk Committee meeting held on Tuesday 29 September 2026, for adoption.

COMMITTEE'S RECOMMENDATION

Resolution No.: **CORP11/26-0124**

Moved: **Cr Jane Pickels** **Seconded:** **Cr Vern Russell**

That the Committee recommends that Council:

1. **Receives and notes the unconfirmed Minutes of the Audit and Risk Committee meeting held on 1 September 2026.**

2. **Adopts the recommendations of the Audit and Risk Committee on 1 September 2026, namely:**
   a. **That material changes to Isaac Resources Excellence Precinct's risk profile including high or extreme residual risks outside Council's risk tolerance, be reported through appropriate executive and Audit and Risk Committee mechanisms.**
   b. **That the Manager Governance and Assurance provide a summary of outstanding audit recommendations including a breakdown of high and extreme risks.**

3. **Receives and notes the unconfirmed Minutes of the Audit and Risk Committee meeting held on 29 September 2026.**

Carried

BACKGROUND

The Audit and Risk Committee (**the Committee**) met on 1 September 2026 for their third scheduled meeting for the 2026 calendar year in accordance with Council's audit workplan. The minutes for the meeting were confirmed by the Committee on 29 September 2026 and are attached for Council's information and consideration.

The Committee further met on 29 September 2026 to endorse the Council's Financial Statements for the 2025/26 financial year. The unconfirmed minutes for the meeting are attached for Council's information and consideration. The Committee Chair has authorised the unconfirmed minutes.

IMPLICATIONS

Pursuant to section 211 of the *Local Government Regulation 2012* an Audit Committee must, as soon as practicable after a meeting of the committee, give the local government a written report about the matters reviewed at the meeting and the committee's recommendations about the matters.

RISK

There is a risk that Council will fail to strictly comply with its legislative obligations if the minutes of an Audit and Risk Committee are not presented to Council. While Council is open to taking on a reasonable level of risk, this risk is eliminated by the inclusion of this report in the agenda.

CONSULTATION

Consultation has taken place with the Audit and Risk Committee Chair, the Chief Executive Officer, and the Director Corporate Services.

BASIS FOR RECOMMENDATION

Consideration and adoption of Audit and Risk Committee Minutes is required by the *Local Government Regulation 2012.* The officer's recommendation supports Council's risk appetite for legislative compliance.

ACTION ACCOUNTABILITY

The Manager Governance and Assurance will ensure the approved Minutes are stored in corporate memory and the actions recorded and registered for follow-up.

KEY MESSAGES

Council is committed to transparent decision making, identifying and managing its risks, and continuous improvement.

Report prepared by:	**Report authorised by:**
PETA EYSCHEN **Manager Governance and Assurance**	DARREN FETTELL **Director Corporate Services**
Date: 27 October 2026	Date: 27 October 2026

ATTACHMENTS

- Attachment 1 - CONFIDENTIAL – Confirmed Minutes – Audit and Risk Committee Meeting 1 September 2026
- Attachment 2 - CONFIDENTIAL – Unconfirmed Minutes – Audit and Risk Committee Meeting 29 September 2026

REFERENCE DOCUMENT

- Nil

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. ***Receives and notes the unconfirmed Minutes of the Audit and Risk Committee meeting held on 1 September 2026.***
2. ***Adopts the recommendations of the Audit and Risk Committee on 1 September 2026, namely:***
   a. ***That material changes to Isaac Resources Excellence Precinct's risk profile including high or extreme residual risks outside Council's risk tolerance, be reported through appropriate executive and Audit and Risk Committee mechanisms.***
   b. ***That the Manager Governance and Assurance provide a summary of outstanding audit recommendations including a breakdown of high and extreme risks.***
3. ***Receives and notes the unconfirmed Minutes of the Audit and Risk Committee meeting held on 29 September 2026.***

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6MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Peta Eyschen
AUTHOR POSITION	Manager Governance and Assurance

8.6 Policy Renewal – Public Interest Disclosure – CORP-POL-054

EXECUTIVE SUMMARY

The purpose of this report is to present an update to Council's Public Interest Disclosure Policy for adoption.

COMMITTEE'S RECOMMENDATION

Resolution No.: **CORP11/26-0125**

Moved: **Cr Vern Russell** **Seconded:** **Cr Jane Pickels**

That the Committee recommends that Council:

1. Adopts the updated Public Interest Disclosure Policy (CORP-POL-054).

Carried

BACKGROUND

Council is undertaking an update of its policies to ensure its governance framework remains current, effective, and aligned with legislative and operational requirements. Council's Public Interest Disclosure Policy (the **Policy**) was last updated in 2021.

The Queensland Government undertook a review of the *Public Interest Disclosure Act 2010* (the **Act**) in November 2022, with the resulting report recommending a range of reforms aimed at simplifying disclosure processes, strengthening protections for disclosers, and enhancing support arrangements for individuals involved in the public interest disclosure (**PID**) process.

Additional amendments to the Act were made through the *Crime and Corruption and Other Legislation Amendment Act 2024*, which updated provisions relating to disclosures made by public officers.

The changes have not significantly altered Council's policy position or Council's obligations under the current legislative framework. The proposed updated Policy reflects legislative currency and contemporary best practice in line with the Queensland Ombudsman's mandatory three (3) Disclosure Standards.

IMPLICATIONS

Council is required by legislation to adopt a policy regarding the way that Council deals with public interest disclosures.

RISKS

There is a risk that Council will fail to comply with its legislative obligations if a PID policy is not endorsed. Council is open to taking on a reasonable level of risk, provided there are effective safeguards and mitigation strategies in place.

This risk is controlled by the adoption of a suitable policy.

CONSULTATION

Consultation has occurred with the Executive and Senior Leadership Teams and feedback received has been considered in the proposed updated Policy.

BASIS FOR RECOMMENDATION

The proposed Policy ensures Council's compliance with relevant legislation.

ACTION ACCOUNTABILITY

The Manager Governance and Assurance is the owner of this Policy and responsible for actions relating to its administration.

KEY MESSAGES

Adoption of this Policy reinforces Council's commitment to integrity, accountability, and the effective management of public interest disclosures.

Report prepared by:	**Report authorised by:**
PETA EYSCHEN **Manager Governance and Assurance**	DARREN FETTELL **Director Corporate Services**
Date: 27 October 2026	Date: 27 October 2026

ATTACHMENTS

- Attachment 1 - TRACKED CHANGES Public Interest Disclosure Policy (CORP-POL-054)
- Attachment 2 - DRAFT Public Interest Disclosure Policy (IRC-POL-tba)

REFERENCE DOCUMENT

- Public Interest Disclosure Management Plan (PRO-52)
- Public Interest Disclosure Standard No. 1/2019
- Public Interest Disclosure Standard No. 2/2019
- Public Interest Disclosure Standard No. 3/2019

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. *Adopts the updated Public Interest Disclosure Policy (CORP-POL-054).*

COUNCIL POLICY

PPUBLIC IINTEREST DDISCLOSURE PPOLICY

POLICY NUMBER	IRC-POL-054	**DOCUMENT ID**	3219741
CATEGORY	Council Policy		
POLICY OWNER	Manager Governance and Assurance		
APPROVAL DATE	Date	**ITEM NUMBER**	#
~~**APPROVALS**~~			
~~**POLICY NUMBER**~~	~~GOVCORP POL-054~~	~~**DOC.ID**~~	~~3219741~~
~~**CATEGORY**~~	~~Management Policy~~		
~~**POLICY OWNER**~~	~~Governance and Corporate Services~~Assurance		
~~**APPROVAL DATE**~~	~~28 October 2021~~	~~**RESOLUTION NUMBER**~~	~~7551~~

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ISAAC REGIONAL COUNCIL ABN 39 274 142 600

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COUNCIL POLICY

OBJECTIVE

The objective of this Policy is to demonstrate Council's commitment to receiving, assessing and responding to any Public Interest Disclosures (PIDs) under the *Public Interest Disclosure Act 2010* (PID Act). It aims to:

- ~~Promote~~ promote the public interest by facilitating ~~PIDs~~ Disclosures of wrongdoing in Council; ~~and~~
- ~~encourage~~ encourage internal reporting of wrongdoing as defined in the PID Act; ~~and~~
- ~~ensure~~ ensure that PIDs are properlty assessed, and when appropriate, properlty investigated and dealt with; ~~and~~
- ~~protect~~ protect the rights of persons who are the subject of a ~~PID~~disclosure; ~~and~~
- ~~manage~~ manage the risk of reprisal associated with a ~~public interest disclosure~~PID; and
- ~~ensure~~ ensure the PID process is managed in accordance with the PID Act and appropriate confidentiality is maintained.

SCOPE

This policy applies to

- All Council ~~P~~personnel including all councillors, employees, contractors or volunteers regardless of their employment status, role or position (whether permanent, temporary, casual or part-time); and
- Any person (i.e. member of the public) who makes a Public Interest Disclosure in accordance with the PID Act ~~*Public Interest Disclosure Act 2010* (PID Act)~~.

DEFINITIONS

TERM / ACRONYM	MEANING
Council	Isaac Regional Council
~~PID Coordinator~~	~~The Senior Governance Officer (via this Policy) has been delegated the authority to accept a PID on behalf of the Chief Executive Officer~~
~~Public Interest Disclosure (PID)~~	~~A public interest disclosure is a disclosure under chapter 2, part 1, section 11 of the *Public Interest Disclosure Act 2010* and includes all information and help given by the discloser to a proper authority for the disclosure.~~
Corrupt Conduct	Is behaviour by a public officer that is dishonest, unlawful, or involves a breach of trust - such as misuse of authority, fraud, or actions done for personal gain at the expense of the public interest.
Detriment	Any disadvantage or harm suffered by a person because of a disclosure, including injury, loss, damage, intimidation, or adverse treatment in their employment or personal circumstances.
Discloser	A person who makes a disclosure in accordance with the PID Act.

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Maladministration	An administrative action that is unlawful, unreasonable, unjust, improperly discriminatory, or taken for an improper purpose, or otherwise not in accordance with sound administrative standards.
Natural Justice	Is the obligation to act fairly in decision-making processes, including giving a person the right to be heard and ensuring decisions are made impartially and without bias.
PID Coordinator	The Senior Governance Officer (via this Policy) has been delegated the authority to accept a PID where Council is the proper authority on behalf of the Chief Executive Officer
Public Interest Disclosure (PID)	A PID is a protected disclosure about serious wrongdoing in the public sector, about certain types of information as defined by the PID Act.
Public Officer	A public officer, of a public sector entity, is an employee, member or officer of the entity.
Reprisal	Causing, attempting or conspiring to cause detriment to a person because they have made, or are believed to have made, a public interest disclosure.
Subject Officer	Council personnel about who a PID is made.

POLICY STATEMENT

Council is committed to implementing and promoting, in the public interest, a management program to facilitate the detection and prevention of wrongdoing.

Under the PID Act, any person can make a disclosure about a:

- substantial and specific danger to the health or safety of a person with a disability;
- the commission of an offence, or contravention of a condition imposed under a provision of legislation mentioned in Schedule 2 of the PID Act, if the offence or contravention would be a substantial and specific danger to the environment; and
- reprisal because of a belief that a person has made or intends to make a disclosure.

In addition, public ~~sector~~ officers can make a disclosure about the following public interest matters:

- corrupt conduct by another person;
- maladministration that adversely affects someone's interests in a substantial and specific way;
- a substantial misuse of public resources;
- a substantial and specific danger to public health or safety;
- a substantial and specific danger to the environment.

This Policy establishes procedures for:

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a. persons wishing to make a PID to Council in accordance with the PID Act ~~*Public Interest Disclosure Act 2010*~~; and

b. the receipt, assessment and management of a PID; and

c. assisting public officers (i.e. discloser, ~~and~~ subject officer, witnesses, other participants, etc) affected by a PID.

Council's organisational commitment to the management and reporting of PIDs will be demonstrated by:

a. organisational commitment to encouraging and supporting PIDs as part of an ethical culture;

b. arrangements for PID awareness/training for Councillors, staff and managers;

c. appointment of ~~an officer~~ a PID Coordinator ~~and or specialist unit~~ to be responsible for PID Management;

d. commitment to ensuring PID outcomes inform improvements;

e. providing a mechanism for regular evaluation and monitoring of the effectiveness of PID policies and procedures; and

f. reporting of PIDs to the Queensland Ombudsman as the oversight agency for the PID Act ~~*Public Interest Disclosure Act 2010*~~.

If a PID is substantiated, Council will ensure that appropriate actions and penalties are implemented, and the investigation outcomes reported to the appropriate authorities.

The Public Interest Disclosure Procedure and~~&~~ Management Program forms part of this Policy and sets out the associated procedures in relation to:

a. who can make a PID;

b. ~~H~~how a PID is made;

c. ~~W~~who is responsible for receiving and managing PIDs; and

d. PID reporting.

The Chief Executive Officer has delegated authority to make administrative amendments to the Public Interest Disclosure Procedure and~~&~~ Management Program.

LEGISLATION AND RELATED GUIDELINES

- *Crime and Corruption Act 2001*
- *Local Government Act 2009*
- *Public Interest Disclosure Act 2010*
- ~~*Public Interest Disclosure Act 2010*~~
- *Human Rights Act 2019*
- *Work Health and Safety Act 2011*

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- *Public Sector Ethics Act 1994*
- *Information Privacy Act 2009*
- Public Interest Disclosure Standard No. 1/2019 ~~Public Interest Disclosure Standard No. 1/2019~~ – Public Interest Disclosure Management Program
- Public Interest Disclosure Standard No. 2/2019~~Public Interest Disclosure Standard No. 2/2019~~ – Assessing, Investigating and Dealing with Public Interest Disclosures
- Public Interest Disclosure Standard No. 3/2019~~Public Interest Disclosure Standard No. 3/2019~~ – Public Interest Disclosure Data Recording and Reporting

REFERENCES

ID	NAME
CORP-POL-079	Code of Conduct Policy
~~CGFS-117~~CORP-POL-013	~~Administrative Action~~ Complaints Management Policy
FRM-289	Complaints Form
PECS-034	Complaints Management Process Policy
~~CORP-~~PRO-052	Public Interest Disclosure Procedure and Management Plan
~~CORP-~~FRM-190	Public Interest Disclosure Assessment Form
FRM-290	Public Interest Disclosure Risk Assessment Form
~~CORP-FRM-056~~	~~Administrative Action Complaints Form~~

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REVIEW

This policy is required by legislation. This policy should be reviewed at intervals of no more than five (5) years, or earlier if legislation or other circumstances change.

VERSION CONTROL

DATE	VERSION	UPDATE
28 October 2021	V1	Resolution # 7551
TBA	V2	Resolution # - Updates to align with legislative updates 2022,2024.
DATE		

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COUNCIL POLICY

PUBLIC INTEREST DISCLOSURE POLICY

POLICY NUMBER	IRC-POL-054	**DOCUMENT ID**	321974
CATEGORY	Council Policy		
POLICY OWNER	Manager Governance and Assurance		
APPROVAL DATE	Date	**ITEM NUMBER**	#

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OBJECTIVE

The objective of this Policy is to demonstrate Council's commitment to receiving, assessing and responding to any Public Interest Disclosures (PIDs) under the *Public Interest Disclosure Act 2010* (PID Act). It aims to:

- promote the public interest by facilitating Disclosures of wrongdoing in Council;
- encourage internal reporting of wrongdoing as defined in the PID Act;
- ensure that PIDs are properly assessed, and when appropriate, properly investigated and dealt with;
- protect the rights of persons who are the subject of a disclosure;
- manage the risk of reprisal associated with a PID; and
- ensure the PID process is managed in accordance with the PID Act and appropriate confidentiality is maintained.

SCOPE

This policy applies to:

- All Council personnel including all councillors, employees, contractors or volunteers regardless of their employment status, role or position (whether permanent, temporary, casual or part-time); and
- Any person (i.e. member of the public) who makes a Public Interest Disclosure in accordance with the PID Act.

DEFINITIONS

TERM / ACRONYM	MEANING
Council	Isaac Regional Council
Corrupt Conduct	Is behaviour by a public officer that is dishonest, unlawful, or involves a breach of trust - such as misuse of authority, fraud, or actions done for personal gain at the expense of the public interest.
Detriment	Any disadvantage or harm suffered by a person because of a disclosure, including injury, loss, damage, intimidation, or adverse treatment in their employment or personal circumstances.
Discloser	A person who makes a disclosure in accordance with the PID Act.
Maladministration	An administrative action that is unlawful, unreasonable, unjust, improperly discriminatory, or taken for an improper purpose, or otherwise not in accordance with sound administrative standards.
Natural Justice	Is the obligation to act fairly in decision-making processes, including giving a person the right to be heard and ensuring decisions are made impartially and without bias.

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PID Coordinator	The Senior Governance Officer (via this Policy) has been delegated the authority to accept a PID where Council is the proper authority on behalf of the Chief Executive Officer
Public Interest Disclosure (PID)	A PID is a protected disclosure about serious wrongdoing in the public sector, about certain types of information as defined by the PID Act.
Public Officer	A public officer, of a public sector entity, is an employee, member or officer of the entity.
Reprisal	Causing, attempting or conspiring to cause detriment to a person because they have made, or are believed to have made, a public interest disclosure.
Subject Officer	Council personnel about who a PID is made.

POLICY STATEMENT

Council is committed to implementing and promoting, in the public interest, a management program to facilitate the detection and prevention of wrongdoing.

Under the PID Act, any person can make a disclosure about a:

- substantial and specific danger to the health or safety of a person with a disability;
- the commission of an offence, or contravention of a condition imposed under a provision of legislation mentioned in Schedule 2 of the PID Act, if the offence or contravention would be a substantial and specific danger to the environment; and
- reprisal because of a belief that a person has made or intends to make a disclosure.

In addition, public officers can make a disclosure about the following public interest matters:

- corrupt conduct by another person;
- maladministration that adversely affects someone's interests in a substantial and specific way;
- a substantial misuse of public resources;
- a substantial and specific danger to public health or safety;
- a substantial and specific danger to the environment.

This Policy establishes procedures for:

a. persons wishing to make a PID to Council in accordance with the PID Act; and

b. the receipt, assessment and management of a PID; and

c. assisting public officers (i.e. discloser, subject officer, witnesses, other participants, etc) affected by a PID.

Council's organisational commitment to the management and reporting of PIDs will be demonstrated by:

a. organisational commitment to encouraging and supporting PIDs as part of an ethical culture;
b. arrangements for PID awareness/training for Councillors, staff and managers;
c. appointment of a PID Coordinator to be responsible for PID Management;
d. commitment to ensuring PID outcomes inform improvements;
e. providing a mechanism for regular evaluation and monitoring of the effectiveness of PID policies and procedures; and
f. reporting of PIDs to the Queensland Ombudsman as the oversight agency for the PID Act.

If a PID is substantiated, Council will ensure that appropriate actions and penalties are implemented, and the investigation outcomes reported to the appropriate authorities.

The Public Interest Disclosure Procedure and Management Program forms part of this Policy and sets out the associated procedures in relation to:

a. who can make a PID;
b. how a PID is made;
c. who is responsible for receiving and managing PIDs; and
d. PID reporting.

The Chief Executive Officer has delegated authority to make administrative amendments to the Public Interest Disclosure Procedure and Management Program.

LEGISLATION AND RELATED GUIDELINES

- *Crime and Corruption Act 2001*
- *Local Government Act 2009*
- *Public Interest Disclosure Act 2010*
- *Human Rights Act 2019*
- *Work Health and Safety Act 2011*
- *Public Sector Ethics Act 1994*
- *Information Privacy Act 2009*
- Public Interest Disclosure Standard No. 1/2019 – Public Interest Disclosure Management Program
- Public Interest Disclosure Standard No. 2/2019 – Assessing, Investigating and Dealing with Public Interest Disclosures
- Public Interest Disclosure Standard No. 3/2019 – Public Interest Disclosure Data Recording and Reporting

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REFERENCES

ID	NAME
CORP-POL-079	Code of Conduct Policy
CORP-POL-013	Complaints Management Policy
FRM-289	Complaints Form
PRO-052	Public Interest Disclosure Procedure and Management Plan
FRM-190	Public Interest Disclosure Assessment Form
FRM-290	Public Interest Disclosure Risk Assessment Form

REVIEW

This policy is required by legislation. This policy should be reviewed at intervals of no more than five (5) years, or earlier if legislation or other circumstances change.

VERSION CONTROL

DATE	VERSION	UPDATE
28 October 2021	V1	Resolution # 7551
TBA	V2	Resolution # - Updates to align with legislative updates 2022,2024
DATE		

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MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Peta Eyschen
AUTHOR POSITION	Manager Governance and Assurance

8.7 POLICY RENEWAL – COMPLAINTS MANAGEMENT POLICY AND POLICY REPEAL – W&W SERVICE COMPLAINT POLICY

EXECUTIVE SUMMARY

The purpose of this report is to propose that Council update the Complaints Management Policy to reflect changes to departmental arrangements, with Water and Wastewater and Waste now separate departments, and repeal the Water & Waste Service Complaint Policy (WW-POL-108).

COMMITTEE'S RECOMMENDATION

Resolution No.: **CORP11/26-0126**

Moved: **Cr Terry O'Neill** **Seconded:** **Cr Jane Pickels**

That the Committee recommends that Council:

1. **Resolves to adopt the consolidated Complaints Management Policy (IRC-POL-013) subject to;**
   a) **the Policy reflects the revised departmental arrangements; and**
   b) **incorporates complaints relating to Water, Wastewater, and Waste Services under one Council policy and;**
2. **Resolves to repeal the Water and Waste Service Complaint Policy (WW-POL-108)**

Carried

NOTE:
The Committee received confirmation that complaints continued to be received and managed through established processes to ensure timely and effective outcomes.

BACKGROUND

On 30 June 2026, Council resolved to approve the Complaints Management Policy (CORP-POL-013) under Resolution Number 9769.

On 12 October 2026, Council restructured the Water and Waste Directorate, establishing Water and Wastewater and Waste as two separate departments.

To reflect the revised departmental arrangements and incorporate complaints relating to water, wastewater, and waste services under one Council policy, it is proposed that the Water & Waste Service Complaint Policy (WW-POL-108) be repealed and that complaints relating to both departments be managed under an updated Complaints Management Policy (CORP-POL-013).

IMPLICATIONS

Updating the Complaints Management Policy and repealing the Water & Waste Service Complaint Policy will align complaints management across Council and reduce the risk of unclear responsibilities and inconsistent complaint handling. Communicating the changes and updating supporting procedures will assist implementation.

RISK

1. There is a risk that Council policies become outdated and fall out of step with recent changes in state or federal legislation as a result of infrequent policy reviews or inadequate legislative monitoring. This could expose the organisation to inadvertent non-compliance and operational missteps.

   While Council is open to taking on a reasonable level of compliance risk provided there are effective safeguards and mitigation strategies in place, this risk is controlled by the adoption of one policy which covers Council's complaint management obligations.

2. There is a risk that the complaints handling process is overly complex, involving numerous overlapping or unclear policies, which may hinder customers from successfully lodging or resolving complaints. This could lead to frustration and dissatisfaction among community members seeking support or answers from Council services.

   While Council is open to taking on a reasonable level of reputational risk, implementation of a single, standardised complaints handling policy will assist in mitigating the impact of this risk.

CONSULTATION

Consultation has occurred with Water, Wastewater, and Waste officers, and the Executive and Senior Leadership Teams.

BASIS FOR RECOMMENDATION

The proposed policy ensures Council's compliance with relevant legislation, reflects the Water and Wastewater and Waste departmental arrangements, and provides a consistent framework for managing complaints following the proposed repeal of the Water & Waste Service Complaint Policy (WW-POL-108).

ACTION ACCOUNTABILITY

The Manager Governance and Assurance is the owner of this policy and responsible for actions relating to its administration.

KEY MESSAGES

Adoption of the updated Complaints Management Policy and repeal of the Water & Waste Service Complaint Policy will align complaints management with the Water and Wastewater and Waste departmental arrangements and reinforce Council's commitment to consistent complaints handling and legislative compliance.

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Report prepared by:	Report authorised by:
PETA EYSCHEN **Manager Governance and Assurance** Date: 27 October 2026	DARREN FETTELL **Director Corporate Services** Date: 27 October 2026

ATTACHMENTS

- Attachment 1 - Tracked Changes – Complaints Management Policy (CORP-POL-001)
- Attachment 2 - Current – Water & Waste Service Complaint Policy (WW-POL-108)

REFERENCE DOCUMENT

- Nil

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. *Resolves to adopt the updated Complaints Management Policy (IRC-POL-013); and*
2. *Resolve to repeal the Water & Waste Service Complaint Policy (WW-POL-108)*

POLICY

COMPLAINTS MANAGEMENT POLICY

POLICY NUMBER	IRC-POL-013	**DOC.ID**	5453193
CATEGORY	Council Policy		
POLICY OWNER	Manager Governance and Assurance		
APPROVAL DATE	30 June 2026	**RESOLUTION NUMBER**	9769

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POLICY

OBJECTIVE

The objective of this policy is to establish a complaints management policy for Isaac Regional Council (Council) which complies with the obligations set out in section 268(4) of the *Local Government Act 2009* and other State legislation.

SCOPE

This policy **applies** to complaints made to Council about:

- an administrative action of Council (an Administrative Action Complaint),
- a disputed Penalty Infringement Notice (PIN waiver request),
- complaints about water and waste services
- a breach of privacy,
- the non-protection of human rights,
- concerns from members of the public about Council employee behaviour or non-fraudulent conduct (see Code of Conduct),
- reviews requested by the CEO about any complaint,
- a breach of competitive neutrality principles, and
- fraud or corruption by Council officers.

This policy **does not apply** to:

- requests for service (see Request for Service Procedure)
- ~~complaints about water and waste services (see Water and Waste Services Complaint Policy)~~.
- complaints made under the *Public Interest Disclosure Act 2019* (see Public Interest Disclosure Policy),
- complaints about Councillors (see Councillor Conduct Policy) or the CEO (see Complaints Against the CEO Policy),
- complaints made by Council employees concerning the conduct, performance or behaviour of other employees (see Code of Conduct or Council's Speak Out Hotline),
- requests for review of a decision to reject an insurance claim (see Claim and statement of claim | Queensland Courts),
- requests for review of a decision made under the ~~*Animal Management (Cats and Dogs) Act 2008*~~ *Animal Management (Cats and Dogs) Act 2008* and reviewable on application to the Queensland Civil and Administration Tribunal (QCAT), or
- request for an internal review under the ~~*Right to Information Act 2009*~~*Right to Information Act 2009*.

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DEFINITIONS

The following terms are used in this policy. Definitions and examples of these terms as follows:

TERM / ACRONYM	MEANING
Accepted Complaint	Is a complaint which has been received and acknowledged as a complaint which requires formal investigation by a supervisor, the Governance and Assurance Department, or the Office of the Chief Executive Officer.
Administrative Action Complaint (**AAC**)	Has the meaning as defined in Section 268(2) of the *Local Government Act 2009* and can only be made by a person affected by the original decision. Examples of an AAC are: a complaint that a request for service has not been actioned, a request to waive a Penalty Infringement Notice, a complaint that Council did not follow its policy when making a decision.
Affected Person	Is a person who is apparently directly affected by a decision of Council, including a complainant of a competitive neutrality complaint, see Section 48(3) of the *Local Government Act 2009*
Anonymous / Anonymously	Is a person who makes a complaint to Council without disclosing their identity to Council.
Assessing Officer	An officer nominated in the complaints categorisation table in this policy and delegated by the CEO to assess the merits of a complaint for investigation under this policy.
CEO	Is the Chief Executive Officer of Council
Competitive Neutrality Complaint	Is a complaint made by an affected person relating to the failure of Council to conduct a business activity in accordance with the competitive neutrality principle - See Section 48(2) of the *Local Government Act 2009*
Competitive Neutrality Principle	An entity that is conducting a business activity in competition with the private sector should not enjoy a net advantage over competitors only because the entity is in the public sector. - See section 43(3) of the *Local Government Act 2009*
Complainant	Is a person who makes a complaint to Council about a decision, action or inaction of Council.
Council	Isaac Regional Council

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Decision Making Officer	An officer nominated in the complaints categorisation table in this policy and delegated by the CEO to assess the merits of a complaint for investigation under this policy.
Internal Review	An informal term which can be used interchangeably with an AAC. Council does not have a formal internal review process outside this complaints management policy; however, a supervisor can choose to conduct an internal review of any original decision.
Investigating Officer	An officer nominated in the complaints categorisation table in this policy and requested to review original decisions under this policy.
Original Decision Maker	The employee, including the CEO, who made the decision which is subject to a complaint.
Penalty Infringement Notice (**PIN**)	A notice or ticket issued by Council for a breach of a local law, or a breach of a law which Council is responsible for enforcing. Examples of a PIN are a parking infringement notice, an overgrown allotment infringement notice, or an unregistered dog infringement notice.
QCA	Queensland Competition Authority
Receipting Officer	An officer who receives a complaint from a complainant.
Request for Service (**RFS**)	A formal or informal notification from the public asking for a service to be delivered, an issue to be fixed, or support to be given relating to a Council problem. Examples of an RFS are notifying of a pothole or road issue, complaining about excessive dog barking or an animal attack, requesting a waste bin replacement or that a park be mowed.

POLICY STATEMENT

Council's Position

Council is committed to a transparent, efficient and effective complaints management process. This means that Council will act in a way which is fair, ensures that complainants are given natural justice and procedural fairness, and that decisions will withstand internal and external scrutiny.

Council promotes regular internal review of decisions made in their departments to minimise the need for formal complaints to be made.

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Council's Process (Section 306(2)(a) *Local Government Regulation 2012)*

Council's complaint process will be as follows:

- Receipt. Any employee can be a receiving officer and take a complaint; however, where possible, a complainant will be encouraged to speak with a customer service officer or directed to Council's website to fill out a complaint form.
- Referral. The receiving officer will refer the complaint to the assessing officer.
- Acknowledgement. The assessing officer will acknowledge that the complaint was received and assess the complaint.
- Assessment. The assessing officer will use the complaint assessment criteria to determine whether the complaint should be an accepted complaint or refused for further investigation. The complainant will be advised if more information is required.
- Assessment Outcome. The assessing officer will advise the complainant of the decision to accept the complaint for investigation, or to refuse to investigate the complaint. If an accepted complaint, a projected time for the investigation and determination will also be given, and the matter referred to the investigating officer. If a refused complaint, a review right of the decision to refuse to investigate further will be provided.
- Investigation. The investigating officer will conduct an investigation into the accepted complaint and provide a recommendation to the decision-making officer.
- Decision. The decision-making officer will decide the accepted complaint based on the outcomes of the investigation.
- Notice. The decision-making officer will advise the complainant of the decision and reasons for making the decision.
- Review. At the time of the notice, the complainant will be advised of any internal or external review rights.

Competitive Neutrality Complaints

- Referral. If a complainant advises Council that they are unhappy with Council's decision of a competitive neutrality complaint, Council will forward the complaint, any investigation report, and decision notice to the QCA as required by Section 45(3) and (4) of the *Local Government Regulation 2012*.
- Report. Council will publish on its website, any QCA report outlining result of the competition authority's investigation of a competitive neutrality complaint against Council as required by Section 53 of the *Local Government Regulation 2012*
- Resolve. Council will decide, by resolution, whether to implement the recommendations in a QCA report within 1 month of receiving the report as required by Section 55 of the *Local Government Regulation 2012*.
- Notice. The CEO will give written notice of the resolution to the complainant and the QCA within seven (7) days of the resolution.

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Council/s Principles (Section 306(3)(b) *Local Government Regulation 2012*)

- Council will attempt to resolve a complaint informally, and as quickly as possible, when able.
- Council will provide a proposed timeline for any investigation and resolution of an accepted complaint.
- Council will give timely updates when an investigation is taking longer than initially expected.
- Council will give reasons for decisions made under this policy, unless the complaint was made anonymously.
- Council will advise complainants of any external review rights associated with decisions associated made under this policy.
- Council will ensure that a complaint is not reviewed by the original decision maker.
- Council will investigate the merits of all complaints equally, fairly, and in confidence.
- Council will combine written and/or verbal advice to the complainant wherever possible.

Council's Assessment (section 306(3)(c) *Local Government Regulation 2012*)

The following criteria will be considered when assessing whether to accept a complaint for investigation:

- Whether the complaint is trivial, frivolous, or was made vexatiously,
- Whether the complainant is an affected person of the original decision,
- Whether the complaint can be sufficiently investigated with the information provided,
- Whether the complaint has been investigated previously, and the time between those complaints,
- Whether the complainant has another review right or avenue of appeal (including court review),
- Whether the complaint would be more appropriately investigated after another review right or avenue has been completed, and
- Whether the potential complaint outcome would justify the substantial or unreasonable diversion of Council resources for an investigation.

Council's Responsibilities (section 306(4) *Local Government Regulation 2012*)

All employees of Council, including Councillors and the CEO, are responsible for acting professionally and respectfully when providing information or assistance in the complaint management process.

The Manager Governance and Assurance is responsible for administering, recording, reporting, monitoring and publishing the complaints management process.

Managers and Directors are responsible for ensuring that they have sufficient delegated authority to facilitate their role in the complaint management process.

The CEO is responsible for promoting an effective and transparent complaints resolution culture within Council.

Complaint categorisation

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TYPE OF COMPLAINT	Assessing Officer	Investigating Officer	Decision Officer	Review Right	Policy/Procedure
RFS	Customer Service or Records Officer	Department Officer	Department Officer or Manager	AAC	Request for Service Procedure
LOSS OF SERVICE	Customer Service or Records Officer	Issuing Department Supervisor or Manager	Issuing Department Manager or Director	Energy and Water Ombudsman Queensland (EWOQ)	Complaints Management Procedure
PIN WAIVER	Issuing Department Supervisor or Manager	Issuing Department Supervisor or Manager	Issuing Department Manager or Director	Magistrates Court	Internal PIN Waiver procedures
AAC	Governance Legal Officer	Governance Legal Officer with Department Manager or Director	Manager Governance and Assurance	Queensland Ombudsman	Administrative Action Complaint Procedure
COMPETITIVE NEUTRALITY COMPLAINT	CEO	CEO or CEO's delegate	CEO or CEO's delegate	Queensland Competition Authority	Section 48 Local Government Act 2009; Chapter 3, Part 2, Division 7 Local Government Regulation 2012
PRIVACY BREACH	Manager Governance and Assurance	Governance Legal Officer with Department Manager or Director	Manager Governance and Assurance	Office of the Information Commissioner	Information Privacy Procedure
PUBLIC INTEREST DISCLOSURE	Senior Governance Officer	Crime and Corruption Commission or	Crime and Corruption Commission	Queensland Ombudsman	Public Interest Disclosure Policy
HUMAN RIGHTS VIOLATION	Manager Governance and Assurance	Governance Legal Officer with Department Manager or Director	Manager Governance and Assurance or Director	Human Rights Tribunal	Internal Human Rights complaint procedures

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FRAUDULENT OR CORRUPT CONDUCT BY EMPLOYEE	Manager People and Capability / Manager Governance and Assurance	Manager People and Capability	Chief Executive Officer	Crime and Corruption Commission	Code of Conduct
FRAUDULENT OR CORRUPT CONDUCT BY THE CEO	Mayor	Mayor or delegate	Mayor	Crime and Corruption Commission	Complaints Against the CEO Policy
NON-FRAUDLENT OR BEHAVIOURAL CONDUCT BY EMPLOYEE	Manager People and Capability	Delegate of Manager People and Capability	Manager People and Capability	CEO	Code of Conduct
REVIEW REQUESTED BY CEO OF ANY COMPLAINT	Chief Executive Officer	Manager Governance and Assurance	Manager Governance and Assurance	Chief Executive Officer	Complaints Management Policy

CHILD SAFETY CONCERNS, DISCLOSURES AND ALLEGATIONS OF HARM

All complaints relating to child safety must be managed promptly and consistently by notifying the CEO and, where required, reporting the matter to the Police, relevant child safety authorities, or other regulatory bodies, with all actions undertaken in accordance with the *Child Safe Organisations Act 2024*.

LEGISLATION

- *Local Government Act 2009*,
- *Local Government Regulation 2012,*
- *Information Privacy Act 2009,*
- *Human Rights Act 2019,*
- *Crime and Corruption Act 2001*
- *Public Interest Disclosure Act 2010*9
- *Child Safe Organisations Act 2024*
- *Water Supply (Safety and Reliability) Act 2008 (Part 4 Division 3)*.

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- *Water Act 2000*
-

REFERENCES

ID	NAME
IRC-POL-004	Complaints Against the CEO Council Policy
CORP-POL-079	Code of Conduct
CORP-POL-054	Public Interest Disclosure Policy
CORP-PRO-020	Complaints Management Procedure
CORP-PRO-117	Administrative Action Complaint Procedure
CORP-PRO-093	Information Privacy Complaint Procedure

REVIEW

This policy is required by legislation. This policy should be reviewed at intervals of no more than three (3) years, or earlier if legislation or other circumstances change.

VERSION CONTROL

DATE	VERSION	UPDATE
11 December 2025	V1	Adopted by Council Resolution # 9460
30 June 2026	V2	Council Resolution # 9769 - Updated to include the competitive neutrality complaints process and child safety complaints following legislation updates.
TBA	V3	Council Resolution #TBA – Updated to include water and waste complaints

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POLICY

WATER & WASTE SERVICE COMPLAINTS

APPROVALS

POLICY NUMBER	WW-POL-108	**DOC.ID**	3536163
CATEGORY	Community		
POLICY OWNER	Water and Waste		
APPROVAL DATE	28 May 2024	**RESOLUTION NUMBER**	8753

Document Set ID: 3536163
Version: 8, Version Date: 14/06/2024

OBJECTIVE

To respond to all complaints in a prompt, efficient and fair manner and make all reasonable efforts to resolve the complaint to the satisfaction of the customer, in an effort to:

- Enhance customer experience
- Improve Council's products and services
- Ensure compliance with the customer service standards under the *Water Supply (Safety and Reliability) Act 2008*.

SCOPE

This policy applies to all complaints that are received from customers related to the water, wastewater and waste services provided by the Water and Waste Directorate of Council.

DEFINITIONS

TERM / ACRONYM	MEANING
ADWG	Australian Drinking Water Guidelines
Complainant	Affected person or organisation making a complaint.
Complaint	This following definition is derived from ISO 10002:2018 Quality management – Customer satisfaction – Guidelines for complaints handling in organisations: *A complaint is an expression of dissatisfaction made to Council or its contractors about its products or the complaint handling process itself, where a response or resolution is explicitly or implicitly expected.* • A complaint may be lodged by a customer, consumer, their representative or a member of the public. • A contact requesting information is not a complaint. • A contact reporting a service difficulty or fault is not a complaint and these contacts are recorded separately.

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	• A contact expressing dissatisfaction with repeat service difficulties and faults is a complaint. • A contact where a credit adjustment on the account has been made due to a meter misread is a complaint. • A contact that results in a water quality issue is a complaint (i.e. due to particles, discolouration, smell, taste, or a health issue). • A contact that results from an internal wastewater overflow is a complaint. • Any civil actions taken through a court for loss or damage arising from Council's performance is a complaint. • More than one complaint from the same customer arising from the same cause are reported separately. • A contact regarding a matter that is not the responsibility of Council is not recorded as a complaint. This policy only applies to complaints other than those defined as per the following: • Section 48, Competitive neutrality complaints of the *Local Government Act 2009*. • Section 268, Process for administrative action complaints of the *Local Government Act 2009*. • Council's Complaints Management Process Policy. Council's Administrative Action Complaints Policy.
Council	Isaac Regional Council.
Customer	A customer is any consumer of Council's water, wastewater and waste products or services.
Products and Services	Products and services provided by Council include, but are not limited to:

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- Provision of water to ADWG:
  - Installation of new service connections.
  - Repairs to service connections.
  - Water meter testing.
  - Removal of service connections.
  - Replacement of stolen water meters.
  - Relocation of service connection point.
- 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 Waste 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.
- Collection of kerbside waste and recycling collections.
- Actioning of requests for new or additional waste collection services.
- Collection of Council-provided commercial waste and recycling collection services.
- Acceptance of domestic household or commercial waste for disposal or recycling at Council Waste Management Facilities.

Document Set ID: 3536163
Version: 8, Version Date: 14/06/2024

POLICY STATEMENT

Council's Position on Matter

The Water and Waste Service Complaints Policy has been developed to ensure that every complaint is dealt with fairly, promptly, professionally, in confidence (subject to any legal requirements), and in a manner respectful to the complainant in accordance with Council's Customer Charter and the Water and Waste Customer Service Standards.

Guiding Principles

Council is committed to effectively and efficiently receiving and managing enquiries, complaints and disputes to ensure effective customer service.

We will achieve this through:

- Adequately resourcing the complaints handling system to provide an effective framework to resolve complaints.
- Training employees to deal with complaints in a consistent and appropriate manner and empowering them with sufficient levels of delegation to resolve complaints effectively. Where possible, complaints should be resolved at the first point of contact.
- Providing an efficient, fair and accessible mechanism for the resolution of complaints and disputes in accordance with the principles of the ISO 10002:2018 Quality management – Customer satisfaction – Guidelines for complaints handling in organisations.
- Increasing the level of customer satisfaction by dealing with all enquiries and complaints in an expedient and effective manner.
- Providing, where requested, written responses to enquiries and complaints, dealing with the substance of the enquiry or complaint, within seven (7) business days. Where the enquiry or complaint is complex a reply will be provided within seven (7) business days informing the customer when they will receive a reply that addresses the nature of the enquiry or complaint.
-
- Investigating the causes of complaints and disputes to enable rectification and to improve policies and practices to prevent re-occurrence, when appropriate.
- Accurately and systematically recording all complaints in Council's customer relationship management system.
- Ensuring the information provided by customers during the course of lodging their complaint is treated in accordance with Council's privacy requirements.
- Recognising, promoting and protecting customers' rights including the right to complain and providing reasonable assistance to a customer who wishes to initiate a complaint.
- Providing customers with clear information about how to lodge a complaint and Council's complaint handling procedures.
- Providing customers with the opportunity to have their enquiry or complaint referred for an independent review if the matter cannot be satisfactorily resolved. If the matter cannot be resolved, the

Document Set ID: 3536163
Version: 8, Version Date: 14/06/2024

customer will be informed of the opportunity to have the matter referred to the Energy and Water Ombudsman Queensland.

-
- Handling disputes and complaints in an effective and efficient manner to minimise risk to corporate reputation.

Council will learn from complaints and disputes, maintain a consistent resolution process and embrace a philosophy of continuous improvement.

Senior management will communicate the content of this policy to employees, customers and stakeholders and the policy will be publicly available.

LEGISLATIONS AND RELATED GUIDELINES

- *Water Supply (Safety and Reliability) Act 2008* (Part 4 Division 3)
- *Local Government Act 2009* (Chapter 7, part 2, section 48)
- *Local Government Act 2009* (Chapter 7, part 6, section 268)
- ISO 10002:2018 Quality management – Customer satisfaction – Guidelines for complaints handling in organisations

REFERENCES

ID	NAME
N/A	Isaac Regional Council Customer Service Charter
N/A	Isaac Regional Council Water and Waste Customer Service Standards
WW-POL-046	Concealed Leak Remission Policy
WWW-POL-012	Recycled Water Policy
STAT-POL-033	Water Restrictions Policy
CORP-POL-085	Water and Sewerage Connections and Disconnections Policy
WW-POL-084	Water Meter Reading and Billing Policy
WW-POL-014	Building Over or Near Local Government Service (Water, Wastewater, Recycled Water and Stormwater) Infrastructure Policy

Document Set ID: 3536163
Version: 8, Version Date: 14/06/2024

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Peta Eyschen
AUTHOR POSITION	Manager Governance and Assurance

8.8 Repeal of Superseded Policies - ANZ Transactive Policy and Intellectual Property Policy

EXECUTIVE SUMMARY

This report presents the ANZ Transactive Policy, and the Intellectual Property Policy, to Council for repeal.

COMMITTEE'S RECOMMENDATION

Resolution No.: **CORP11/26-0127**

Moved: **Jane Pickels** **Seconded:** **Terry O'Neill**

That the Committee recommends that Council:

1. **Resolves to repeal the ANZ Transactive Policy CORP-POL-125; and**
2. **Resolves to repeal the Intellectual Policy CGFS-051.**

Carried

BACKGROUND

A review of Council's policy framework has identified two superseded policies that are no longer required and have become superfluous to Council's current operational, legislative, and governance requirements. The matters previously addressed within these policies have either been incorporated into updated policies, procedures, legislation, or are no longer relevant to Council's activities

The *ANZ Transactive Policy* was originally developed to establish safeguards, controls and authorisations for employees accessing and managing ANZ banking facilities on behalf of Council. However, Council now primarily undertakes its transactional banking through NAB, with the limited use of ANZ accounts being adequately governed through Council's Investment Policy, internal financial controls and the Employee Code of Conduct. As such, the policy no longer serves a practical purpose and has become redundant.

The *Intellectual Property Policy* has also been reviewed and found to be unnecessary. The policy has not been updated for approximately 13 years and largely duplicates requirements already contained within Council's Employee Code of Conduct. The Code of Conduct clearly outlines employee responsibilities in relation to copyright, intellectual property, ownership of work created in the course of employment, and the pro protection and disclosure of Council intellectual property.

Consequently, the existing policy does not provide any additional governance value beyond the provisions already established within the Code of Conduct. Given the matters addressed by both policies are either no longer relevant or are adequately covered through other governance documents, it is proposed that both policies be formally repealed and removed from Council's policy register.

IMPLICATIONS

The repeal of the identified policies will not create any regulatory or operational risk to Council. The subject matter addressed by the policies is either redundant due to changes in Council's operational practices or is already comprehensively covered by existing policies.

RISKS

There are no potential strategic risks identified by the repeal of these policies.

CONSULTATION

Due to the bespoke nature of the policies, consultation has been undertaken with the Executive Leadership Team, the Manager Financial Services and Manager Accounting Services.

BASIS FOR RECOMMENDATION

The repeal of these policies will reduce duplication within Council's governance framework, improve the clarity and accessibility of governing documents, and ensure policy requirements are contained within the most appropriate and up-to-date instruments.

ACTION ACCOUNTABILITY

The Manager Governance and Assurance is responsible for actions relating to the administration of repealing the policies.

KEY MESSAGES

The repeal of the two identified policies is a measure that removes superseded documents from Council's policy library, providing clarity and best governance practice.

Report prepared by:	**Report authorised by:**
PETA EYSCHEN **Manager Governance and Assurance**	DARREN FETTELL **Director Corporate Services**
Date: 29 October 2026	Date: 29 October 2026

ATTACHMENTS

- Attachment 1 - ANZ Transactive Policy CORP-POL-125
- Attachment 2 – Intellectual Property Policy CGFS-051

REFERENCE DOCUMENT

- Code of Conduct CORP-POL-079

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. *Resolves to repeal the ANZ Transactive Policy CORP-POL-125; and*
2. *Resolves to repeal the Intellectual Policy CGFS-051.*

POLICY

ANZ TRANSACTIVE ONLINE BANKING

APPROVALS

POLICY NUMBER	CORP-POL-125	**DOC.ID**	4820088
CATEGORY	Council Policy		
POLICY OWNER	Manager Financial Services		
APPROVAL DATE	25 August 2021	**RESOLUTION NUMBER**	7456

Document Set ID: 4820088
Version: 3, Version Date: 31/08/2021

OBJECTIVE

ANZ Transactive - Global Banking policy encompasses the day to day processes undertaken by authorised staff conducting online banking activities on behalf of Isaac Regional Council (IRC).

The policy applies to all IRC staff whom have the authority to perform banking duties on behalf of Council and have access to ANZ Transactive - Global Banking.

SCOPE

ANZ Transactive - Global allows IRC staff to administer a complete range of banking duties in real time, streamlining internal and administration processes to deliver operational efficiencies including time and cost savings. It also provides instant visibility and control of IRC's cash position to assist with managing risk and making informed business decisions.

DEFINITIONS

TERM / ACRONYM	MEANING
ANZ Transactive - Global	Online transactional banking website utilised for Council's banking requirements.
Administrator	The Administrator users have the highest level of access. An Administrator can not authorise payments.
IRC	Isaac Regional Council.

POLICY STATEMENT

PURPOSE OF ANZ TRANSACTIVE

ANZ Transactive - Global is an integrated, web-based platform which allows IRC to manage and perform a complete range of banking activities. ANZ Transactive - Global streamlines cash management functions and reporting mechanisms, which are designed to maximise flexibility, security and ease of use.

ANZ Transactive – Global enables IRC staff to perform a range of cash management activities on behalf of Council. These functions include, but are not limited to:

- Obtaining account balances, transaction histories and statements
- Viewing up-coming and past payments
- Viewing Payees and BPAY Billers
- Ability to manage security devices and provide other IRC staff with access rights to create and view transactions
- Collecting payments via Direct Debit

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- Importing ABA files from IRC accounting package software and paying employees and suppliers with batch payments
- Paying international suppliers online.

AUTHORITY

Isaac Regional Council requires two signatories on all accounts, whether it is approving a transfer between Council's own accounts or paying external customers and employees.

For any user to be granted access to ANZ Transactive - Global, an "ANZ Transactive Request Form" must be completed, detailing the access required and authorised by the user's direct manager. The request also requires approval from the Manager Business Application Solutions and Manager Financial Services in line with Council's delegation register. If the new user is being assigned signing / approving authority, the user needs to be added to Council's ANZ profile by ANZ. To add a new user, an existing authority user needs to contact ANZ to obtain the necessary forms. Any banking forms to add, change or modify users' access, also requires two authorising signatures by Council. The new user will be required to provide ANZ 100 points of identification (if they are not already an ANZ customer).

If access is only required to upload payment files into ANZ Transactive - Global (i.e. Password access), ANZ do not need to add the user onto Council's profile. This is an internal process that once internally approved, the ANZ transactive administrators can go ahead and activate accordingly.

Should amendments be required to the access levels of staff, an "ANZ Transactive Maintenance Request Form" will need to be completed, authorised by the Manager Financial Services and sent to ANZ Transactive administrators for processing.

ADMINISTRATORS

An Administrator is an ANZ Transactive - Global user who has the highest level of access. They control access of other users, known as Operators and Authorisers. In order to be added as an Administrator for accounts, the user needs to be a signatory (authoriser) on those accounts prior to being an Administrator for ANZ Transactive - Global.

An Administrator can:

- Create Company managed users and manage these users (password resets, disable, enable and delete)
- Manage user permissions
- Create and manage custom roles
- Create account groups
- Create and manage authorisation panels
- Create, modify and assign function and data roles
- View administration reports.

ANZ Transactive – Global for Council has been set up with the "Dual Administration" model. Therefore, in order for an Administrator to modify their own permission, it requires that a second administrator approve those changes. Administrators cannot have user access and therefore cannot approve payment runs or transfers etc.

USER ROLES

Users are assigned one or more Roles that define the tasks they can perform in the system, such as the ability to approve domestic payments. Within each role, additional permission settings specify the attributes a user is entitled to undertake, based on specific listed tasks or discretions (i.e. domestic transaction batch daily limits). Council has the following user access roles: -

- Security device & Password
- Password.

For IRC related bank accounts, the current positions and level of user access are as follows:

- Director Corporate, Governance and Financial Services – Security device and password
- Manager Financial Services – Security device and password
- Manager Accounting Services – Security device and password
- Manager Budgets and Statutory Reporting – Security device and password
- Manager Rates and Accounts – Security device and password
- Senior Management Accountant – Security device and password
- Accounts Payable staff – Password only
- Rates staff – Password only
- Payroll staff – Password only
- Account Receivable – Password only
- Finance Officer (Compliance) – Password only.

Council's ANZ Transactive - Global administrators are as follows:

- Chief Information Officer – Security device and password
- Manager Business Application Solutions – Security device and password

Further, Council also has 2 controlled entities. In order for payments to be actioned within these accounts, an IRC staff member is required to co-sign the MELC and IAHT banking transactions through ANZ Business Online Banking.

For Council's controlled entities bank accounts, the current position and level of user access are as follows:

- Manager Business Application Solutions – Security device and password

USER CREDENTIALS

Users can be a “password user” or a “security device and password user”, each having the following accesses:-

- Password users:
  - upload and create EFT/payment files.
  - View reports
- Security Device users:
  - Initiate single payments/transfers
  - Approve payments
  - Release payments
  - View reports

LEGISLATIONS AND RELATED GUIDELINES

- *Statutory Bodies Financial Arrangements Act 1982*
- *Local Government Act 2009*
- ANZ Transactive – Global help guide found at webpage - help.online.anz.com/hc/en-au
- ANZ Transactive Token User Guide

REFERENCES

ID	NAME
FS-018	ANZ Transactive Access Request Form
FS-021	ANZ Transactive Maintenance Form
N/A	IRC Administrative Delegations Register

Document Set ID: 4820088
Version: 3, Version Date: 31/08/2021

POLICY TITLE: **INTELLECTUAL PROPERTY**

POLICY NUMBER: **CGFS-051**

CATEGORY: **Council Policy**

CLASSIFICATION: **Statutory**

Approved by Council	Meeting number and date
23 September 2014	23 September 2014
	Resolution number
	3803
Approved by CEO	23 September 2014
Effective date	**Review date**
31 July 2014	31 July 2016
Policy Author	
Governance and Corporate Services	
Endorsed by	
Director Corporate Governance and Financial Services	
Responsible Position	
Senior Manager Governance and Corporate Services	

Current Incumbent	Contact number	Email address
Aaron Johansson	**4846 3549**	**aaron.johansson@isaac.qld.gov.au**

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Document Set ID: 2243185
Version: 1, Version Date: 15/09/2017

1. Purpose

This policy regulates the ownership and protection of Isaac Regional Council (IRC) intellectual property and provides specific directions and formal guidelines to staff, Councillors, contractors and consultants on intellectual property related matters.

2. Scope

This applies to all IRC staff, Councillors, contractors and consultants engaged by Council.

3. Definitions

- IRC: Isaac Regional Council
- CEO: Chief Executive Officer
- IP: Intellectual Property
- Contributor: Staff member, Councillors or contractors is a:
  - Creator
  - Person that contributed to the creation, development or invention
- Creator: Staff member, Councillors or contractors who:
  - In the case of a patentable invention subject to the Patents Act 1990: is an inventor
  - In the case of a copyright work or similar subject to the Copyright Act 1968
  - In the case of a trade mark subject to the Trade Marks Act 1995: is a person who developed or first used the trade mark
  - In the case of designs registrable under the Designs Act 2003: is a designer
  - In the case of Plant Breeders Rights, under the Plant Breeder's Rights Act 1994: is a principal breeder
  - In the case of circuit layouts, under the Circuit Layouts Act 1999: is a designer
  - In the case of trade secrets and know how: is a creator of that body of knowledge
- Intellectual Property (IP): All statutory and other proprietary rights (including rights to require information be kept confidential) in respect of inventions, copyright, trademarks, designs, patents, plant breeder's rights, circuit layouts, know-how, trade secrets and all other rights includes:
- Pre-Existing Intellectual Property: Intellectual property that is developed and is owned by IRC staff, Councillors or contractors

4. Policy Statement

IRC recognises the importance of protecting intellectual property in the creation of assets and other benefits.

This policy establishes flexible mechanisms by which IRC is able to identify, protect, manage and commercialise its intellectual property.

4.1 Ownership of Intellectual Property

Except otherwise stated, IRC owns all intellectual property created by staff, Councillors or contractors and consultants in the course of their duties as follows:

- Created in or during the course of employment or engagement by the IRC
- Using or accessing IRC resources

Intellectual property created in or during the course of employment or engagement with IRC includes IP created while participating in any project or program supported by funding obtained or provided by or through IRC

4.2 Ownership by IRC of Intellectual Property Developed by Contractors

Except as otherwise stated in this policy, IRC owns all IP created by contractors:

- Created in or during the course of the appointment with IRC
- Using IRC resources
- While participating in any project or program supported by funding obtained or provided by or through IRC

4.4 Ownership by IRC of Intellectual Property Developed by staff

Except as otherwise stated, IRC owns IP created by staff, Councillors, contractors and consultants unless a signed agreement has been executed to vary this policy.

4.5 Ownership of Pre-Existing Intellectual Property

IRC does not assert ownership over pre-existing intellectual property that has clearly been identified in advance and documented in an agreement. To avoid disputes as to ownership, the relevant staff member, Councillor or contractor, must advise the CEO in writing of the existence of pre-existing intellectual property that the staff member brings to the IRC prior to employment or engagement. If no such advice is received by the CEO, then any IP used or disclosed during the period of employment or engagement will be treated as IRC owned IP.

4.6 Brands

Where the policy states that IRC owns IP, and a brand, trade mark, domain name or business name is used by staff member, Councillor, contractor or consultant in a promotion, naming or commercialisation of that IP, then IRC owns that brand, trade mark, domain name or business name.

4.7 Exceptions to IRC Ownership

Where the policy states that IRC owns IP, this may only be varied or waived by an agreement or approval in writing by the CEO.

5. Assignments of IP

5.1 Assistance

Contributors must:

- Execute all confirmations of assignment and ownership and other documentation necessary to give effect to the IP ownership and use provisions set out in this policy, prior to use of such if
- Provide assistance as reasonably requested, such as providing evidence including date of creation, assisting with IP protection procedures, and assistance with enforcement of IP

5.2 Effect of this Policy on Existing Arrangements

All existing legally binding contracts, deeds and agreements entered into by IRC prior to the policy date will remain in full force and effect. Their terms will prevail to the extent that there is an inconsistency with this policy.

5.3 Assignment of IP Ownership by IRC

IRC may assign its rights, title and interests in IP owned by it to another Council in its sole discretion.

5.4 Copyright Ownership Statement

All published or distributed copyright material owned by IRC must include the following copyright statement:

© Copyright Isaac Regional Council [year]

6. Protection and Commercialisation of IP Owned by IRC

6.1 Notification

Staff, Councillors, contractors or consultants develop IP over which IRC asserts ownership rights under this policy, must follow the LG-003 Copyright Policy

6.2 Protection

The terms on which IRC protects IP owned by IRC pursuant to this policy will be at the absolute discretion of the CEO. IRC will endeavour to make decisions regarding protection of such IP in consultation with the relevant creators and business units.

6.3 Commercialisation

The terms on which IRC's IP is commercialised is at the absolute discretion of IRC and may include consultation with the relevant creators and business units.

6.4 Dealings by Staff or Students

No staff member, Councillor, contractor or consultant may act on behalf of IRC, or act in their own name, to assign, license, protect, enforce, commercialise or otherwise deal with IP which is owned by IRC, or over which IRC asserts rights under this policy, unless specifically permitted in writing by CEO to do so.

7. Moral Rights

IRC recognises the moral rights of the creators of certain works in accordance with the Copyright Act 1968. These include the right of fair attribution, and the need for work not to be altered or used in such a way that it harms the reputation of the creator. Where a creator agrees to be involved in research activities as part of a project between IRC and an external contractor or other third party, the creator may be required to provide a written consent in respect of the creator's moral rights in relation to certain works that may be created during the project prior to work commencing.

8. Indigenous Cultural and Intellectual Property Rights

The heritage of indigenous people is a living one and includes items that may be created in the future, based on that heritage. IRC recognises and will protect indigenous cultural and intellectual property rights as identified under Australian federal laws.

9. Communication Channels

The Intellectual Property Policy will be communicated throughout the Council via:

- An announcement on the IRIS intranet
- Online Policy Library
- External website

10. References and Related Documents

- Patents Act 1990
- Copyright Act 1968
- Trademarks Act 1995
- Designs Act 2003
- Circuit Layouts Act 1989
- Charles Stuart University

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MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	John Squire
AUTHOR POSITION	Manager Contracts and Procurement

8.9 Contracts and Procurement Quarterly Report

EXECUTIVE SUMMARY

The purpose of this report is to provide an overview and status update of the Contracts and Procurement Department's operations.

COMMITTEE'S RECOMMENDATION

Resolution No.: **CORP11/26-0128**

Moved: **Cr Terry O'Neill** **Seconded:** **Cr Vern Russell**

That the Committee recommends that Council:

1. **Receives and notes the content of the report which provides an overview and status update of the Contract and Procurement department's operations.**

Carried

NOTE:
That the period referenced in the attachment needs to be amended to reflect June, July and August 2026.

BACKGROUND

The Contracts and Procurement department is responsible for;

- Process leadership for establishing contractual arrangements for works or acquisition of goods and services.
- Cost effective and efficient management of warehousing and supply chain operations.

IMPLICATIONS

The attached Contracts and Procurement Quarterly Report – June to August 2026 is provided for Council visibility into the operational aspects of the Contracts and Procurement department.

CONSULTATION

Director Corporate Governance and Financial Services

Contracts and Procurement Department

BASIS FOR RECOMMENDATION

The recommendation is to receive and note the content of this report which provides a concise overview and status update of the Contracts and Procurement Department's operations.

ACTION ACCOUNTABILITY

The Manager Contracts and Procurement is responsible for the strategic direction and operational deliverables of the Contracts and Procurement Department, including reporting on delivery of its Business Plan and approved operational projects.

KEY MESSAGES

The Manager Contracts and Procurement will provide information on a quarterly basis to keep Council well informed of the performance and developing initiatives within the departments area of operations.

Report prepared by:	**Report authorised by:**
JOHN SQUIRE **Manager Contracts and Procurement**	DARREN FETTELL **Director Corporate Services**
Date: 25 September 2026	Date: 25 September 2026

ATTACHMENTS

- Attachment 1 - Contracts and Procurement Quarterly Report – June to August 2026

REFERENCE DOCUMENT

- *Local Government Regulation (2012)*

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. *Receives and notes the content of the report which provides an overview and status update of the Contract and Procurement department's operations.*

CONTRACTS AND PROCUREMENT

QUARTERLY UPDATE AUGUST 2026

Current as at 01.09.2026

Presented by **Manager Contracts and Procurement**

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EXECUTIVE SUMMARY

This report is a quarterly update for the Contracts and Procurement Department for the period 01/06/2026 to 31/08/2026.

HIGHLIGHTS

- TechnologyOne CiA Supply Chain Management (SCM) Implementation - Data cleansing completed, Reporting stream identified, testing performed.
- Audit review completed.
- Update of Procurement Policy and Disposal Policy
- End of Financial Year stocktakes and rollover processes
- Delegation of Authority extension for Manager Contracts to sign Medium sized arrangements.
- Met with LocalBuy representatives

3-MONTH OUTLOOK

- Disposal of obsolete materials
- Continue work relating to Employee Satisfaction Survey results and improvement opportunities.
- Procurement Plan for FY26/27 (align with CAPEX projects)
- Contract templates review.
- Nebo Cage reconfiguration.
- Trades and Services Panel Arrangement refresh

EMERGING ISSUES

- Rapid fuel cost increases, hindering long term tendering processes. Ie Gravel resheeting.
- Inflation impacts (indirectly through fuel increases and increased construction activity) affecting the entire supply chain

FINANCES

- Commitments are in line with budget.

RESOURCES

- Procurement Team is fully resourced, stable and performing well as a cohesive unit.

REPORTING

1.1. CONTRACTING ACTIVITY

SUMMARY OF CONTACTING ACTIVITY

01/06/2026 – 31/08/2026	Office of CEO	Corporate Services	Infrastructure Services	Water & Waste	Community Services
Awarded Tenders	0	0	4	3	0
Active Tenders	0	0	6	4	4
In progress Tenders	0	3	11	8	2
Awarded RFQ's	1	0	6	3	3
Active RFQ's	0	3	10	2	2
In progress RFQ's	0	0	18	13	7

Active - out to market or under evaluation as at the end of the reporting period
In Progress - specification under development as at the end of the reporting period
Awarded – during the reporting period

CONTRACTS VARIATIONS

Contracts Variations Approved - 01/06/2026 – 31/08/2026 (Top 5 summarised below)	**Quantity**	**Total Amount**
	53	$ 4,362,918.27

Reference	Contract Name	Variation Amount	Total Value
IRC-PECS-0724-T437	Isaac Resource Excellence Precinct Construction	$ 1,813,324.99	$ 18,463,914.99
IRC-W&W-0724-T381	Sewer Network Rehabilitation	$ 662,757.10	$ 4,002,654.71
IRC-E&I-0624-T375	Phillips Creek Bridge Replacement Upgrade	$ 353,753.80	$ 22,309,294.22
IRC-E&I-0226-T463	Regional Reseals 2026	$ 289,146.22	$ 4,920,515.97
IRC-CGFS-0224-T356 PMBH064106	Provision of Software Consulting Services – Kirsty Carrol	$ 243,650.00	$ 449,625.00

In accordance with Chapter 6, Part 4, Section 237 of the *Local Government Regulation 2012* a local government must, as soon as practicable after entering a contract worth $200,000 or more (GST Exclusive), publish the relevant details of the contract on the local government's website; and display relevant details of the contract in a conspicuous place in the local government's public office. The relevant details must also be published or displayed for a period of at least 12 months. The full listing of all such contracts are published as required. For full disclosure, it is the practice of IRC to publish the total of the contractual arrangement which includes the sum of all variations to the original contract value.

CONTRACTS AWARDED OVER $200K

During the reporting period, the following contracts above $200k were awarded;

Contract Number	Contractor	Details	Contract Value	Commence Date	Completion Date
IRC-IS-0626-Q1481	Downer EDI Works Pty Ltd	Asphalt Repair Works	$696,440.57 (ex GST)	03/09/2026	25/09/2026
IRC-E&I-0326-T466	Keltone Constructions Pty Ltd	IRC Gravel Resheet Program 2026-2027 – Separable Portion 1	$1,094,494.67 (ex GST)	13/08/2026	30/04/2027
IRC-E&I-0326-T466	Everest Civil Pty Ltd t/a Everest Civil	IRC Gravel Resheet Program 2026-2027 Separable Portion 2&3	$1,157,954.57 (ex GST)	13/08/2026	30/04/2027
IRC-IS-0426-T470	Quarries of Queensland Pty Ltd	Win Crush & Screen Gravel - 26-27 Program Variations Total	$1,054,100.00 (ex GST) $-99,500.00 $954,600.00 (ex GST)	29/07/2026	30/10/2026
IRC-E&I-0226-T463	Fulton Hogan Industries Pty Ltd	Regional Reseals 2026/27 Variation Total	$4,210,336.14 (ex GST) $262,860.2 $4,473,196.34 (ex GST)	27/07/2026	23/10/2026
IRC-E&I-0925-T452	CQ Building Projects Pty Ltd	St Lawrence Fatigue Upgrade Variations Total	$183,737.27 (ex GST) $24,024.52 $207,761.79 (ex GST)	19/05/2026	30/07/2026

Contract Number	Contractor	Details	Contract Value	Commence Date	Completion Date
IRC-E&I-0226-T464	G & R Brown & Sons Pty Ltd t/a Brown Contractors	Regional Stabilisation 2026/27 Variations Total	$1,109,741.18 (ex GST) $80,726.64 $1,190,467.82 (ex GST	24/04/2026	11/12/2026
IRC-E&I-1025-T455	Splash-a-Bout Swim School t/a Splash About Aquatics Group	Management & Operation – Glenden Swimming Pool	$200,000.00 (ex GST) per year	01/09/2026	31/08/2031
IRC-W&W-0425-T418	Keltone Constructions Pty Ltd	Dysart Waste Management Facility Repurpose to Transfer Station	$1,233,844.83 (ex GST)	02/07/2026	02/11/2026
IRC-IS-0426-Q1471	GBA Consulting Engineers	Isaac DRFA Delivery Variation Total	Schedule of Rates (estimated value $3,747,840.00 (ex GST) $36,400.00 $3,784,240.00 (ex GST)	06/07/2026	25/06/2028
IRC-E&I-0525-T420	Bay Investments Qld Pty Ltd t/a Oly Homes	Design and Construct Nebo Modular Homes – 4 unit dwellings	$1,997,767.33 (ex GST)	24/06/2026	30/06/2027
IRC-E&I-0326-Q1458	Mackyamba Pty Ltd t/a Lined Australia	Saraji Road Safety Upgrades	Schedule of Rates (estimated value $960,969.10 (ex GST) $42,842.55	25/06/2026	31/07/2026

Contract Number	Contractor	Details	Contract Value	Commence Date	Completion Date
		Variation Total	$1,003,811.65 (ex GST)		
IRC-W&W-0426-Q1475	Hornery Group	Nebo WTP Brine Waste Disposal Service	$69,680.00 (ex GST) approx. per year Schedule of Rates	29/06/2026	29/06/2027 with 2 x 1 year extension options
IRC-W&W-1025-T456	Catchment Solutions Pty Ltd trading as CS Environmental	Ground Water Monitoring Bores Installation	$267,802.20 (ex GST)	24/06/2026	30/09/2026

1.2. PURCHASING ACTIVITY

Purchase Requisitions Released - 01/06/2026 – 31/08/2026	**Qtr period**
Value of Purchase Requisitions processed	$ 38,984,646.06
No. Purchase Requisitions Released	1606
Requisitions Suspended (not yet released)	25

Exceptions Raised - 01/06/2026 – 31/08/2026 (Top 5 summarised below)	QTY 42	Total Amount $ 5,004,970.58
Details (top 5 by value)	Reason – *LG Regs 2012*	Amount
Onsite and remote assistance for TechOne CIA upgrade - various consultants	*S232* RPQS IRC-CGFS-0224-T356	$ 2,731,250.00
Engagement of Sue Worsfold through Axios Consulting to create training material for the TechOne project.	*S234* LocalBuy (LB308)	$ 385,000.00
Project Management Services for W&W directorate for an initial 24 week period. Neil Smith	*S234* LocalBuy (LB343)	$ 241,080.00
Corporate Travel for IRC July 2026 to December 2026	*S235(f)* WOG (NSWBUY #300226)	$ 218,181.82
WAN Maintenance Contract extension for 6 months.	*S234* LocalBuy (LB308)	$ 148,595.38

1.3. INVENTORY

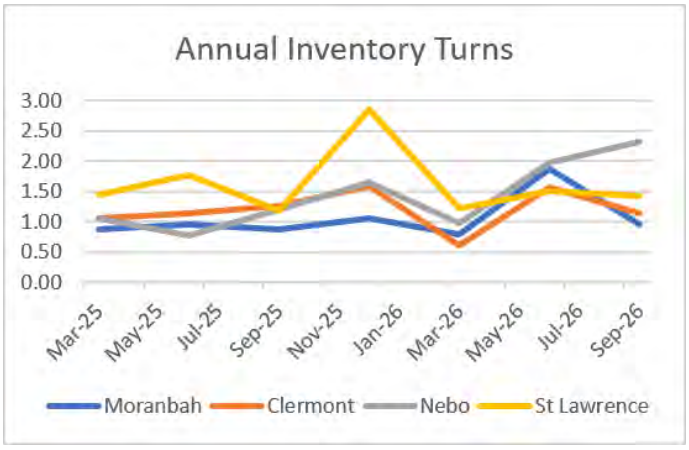
INVENTORY TURNOVER

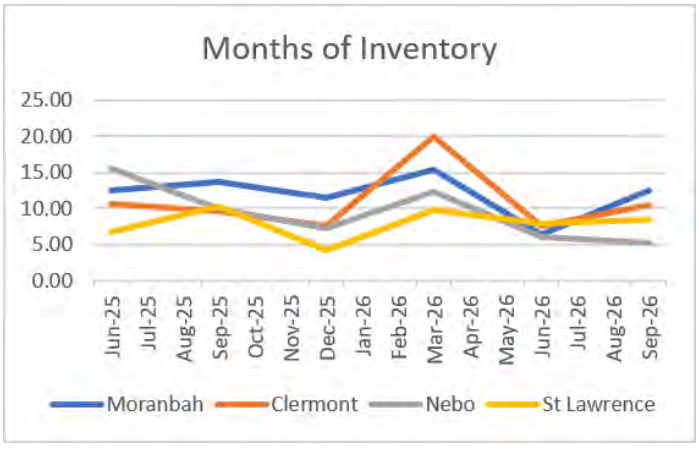
01/06/2026 – 31/08/2026	Moranbah	Clermont	Nebo	St Lawrence
Total Value of Inventory (SOH) as at 31/08/2026	$151,048.45	$254,857.96	$88,396.58	$44,466.91
Value of Goods Issues (for the reporting period)	$36,306.41	$72,816.13	$51,431.95	$15,815.42
Inventory Turns (Annual)	0.96	1.14	2.33	1.42
Stock on hand (average)	12.48 months	10.5 months	5.16 months	8.43 months

* As at period end date

* Excludes Fuel, Jet Fuel and Avgas

These figures are based on the total for the location and does not account for individual product circumstances. It is not an average of individual product turnover, noting that some items have faster turnover than others.



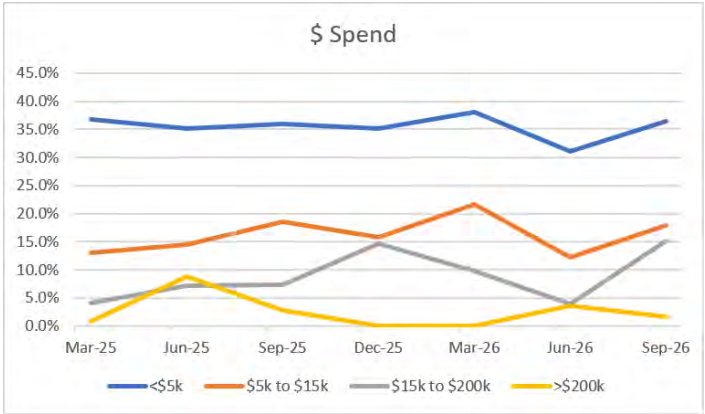


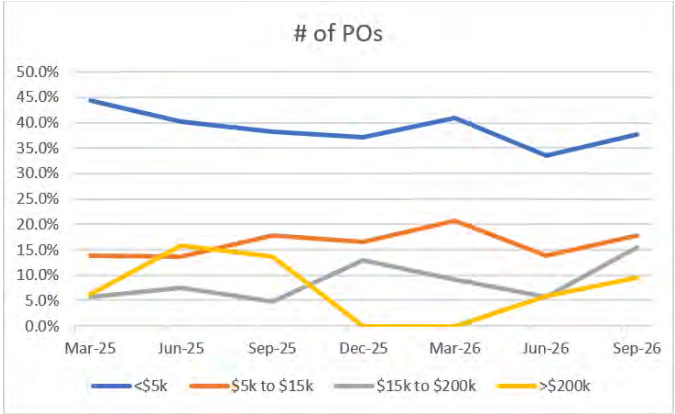
1.4. SUPPLIER LOCATION METRICS

Awarded Purchase Order Value by Region – (01/06/2026 – 31/08/2026)				
Region	<$5k	$5k to $15k	$15k to $200k	>$200k
Local	$744,662.24	$236,344.23	$1,026,180.18	$423,977.78
Neighbouring	$579,272.21	$327,541.45	$1,176,423.43	$6,399,675.30
QLD	$371,597.45	$430,098.50	$2,912,060.64	$17,998,812.58
Interstate	$348,554.38	$324,896.53	$1,682,823.65	$626,080.00
Grand Total	$2,044,086.28	$1,318,880.71	$6,797,487.90	$25,448,545.66
Local %	36.43%	17.92%	15.10%	1.67%

Number of Purchase Orders by Region – (01/06/2026 – 31/08/2026)				
Region	<$5k	$5k to $15k	$15k to $200k	>$200k
Local	493	26	20	2
Neighbouring	419	38	25	5
QLD	212	48	50	12
Interstate	184	34	35	2
Grand Total	1308	146	130	21
Local %	37.69%	17.81%	15.38%	9.52%

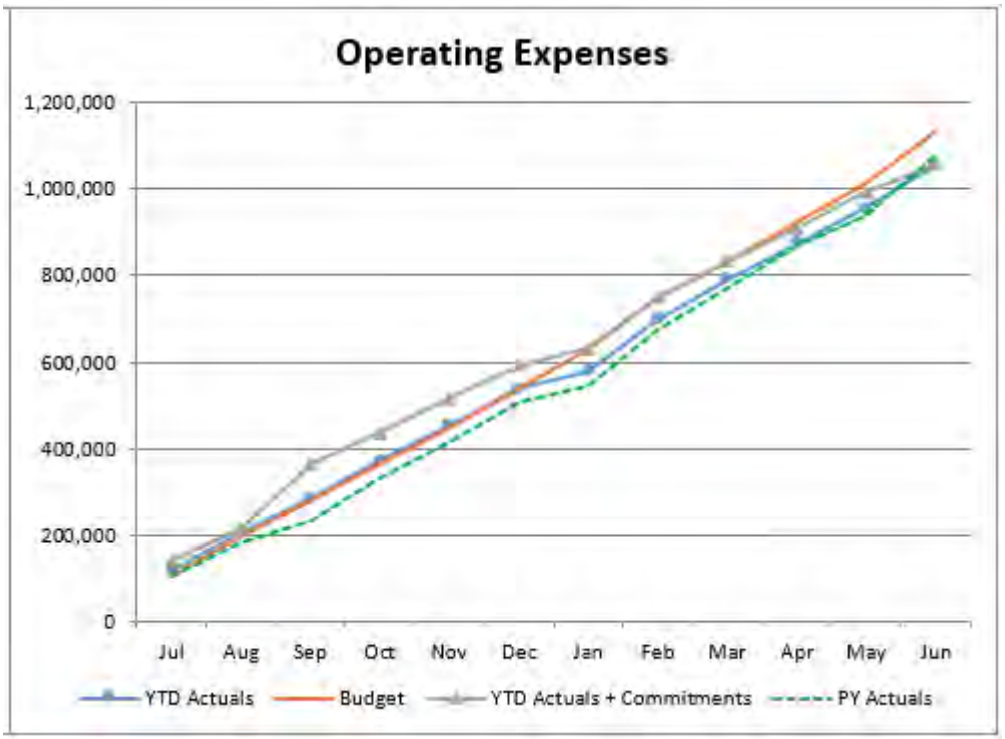
*Data is based on the allotted supplier and does not attempt to determine subcontractor contribution.



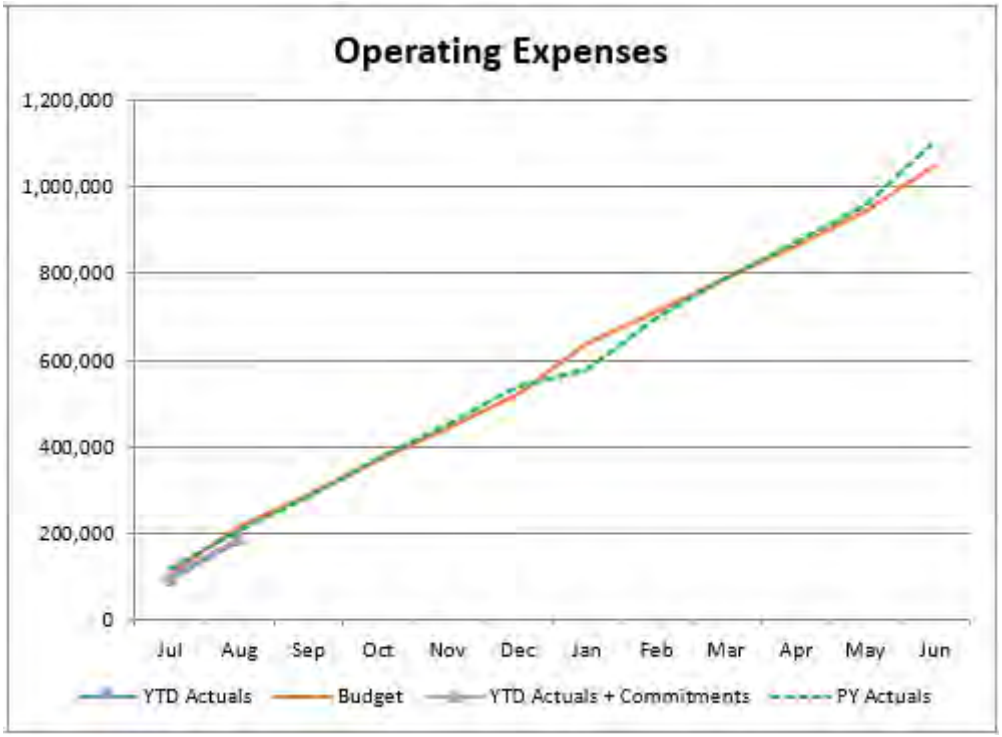


1.5. FINANCE (BUDGET)

JUNE 2026



AUGUST 2026



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MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Trudi Liekefett
AUTHOR POSITION	Manager People and Capability

8.10 People and Capability November 2026 Monthly Report

EXECUTIVE SUMMARY

This report provides a summary of People and Capability activities, key outcomes, and workforce metrics for October 2026.

COMMITTEE'S RECOMMENDATION

Resolution No.: **CORP11/26-0129**

Moved: **Cr Jane Pickels** **Seconded:** **Cr Terry O'Neill**

That the Committee recommends that Council:

1. Receives and notes the People and Capability November 2026 Monthly Report.

Carried

NOTE:
The Committee noted in response to the Employee Turnover Analysis that a coordinated workforce retention program focused on leadership capability, employee development, succession planning and workforce sustainability was being developed.

HIGHLIGHTS:

CUC Isaac Careers, Courses & Connections Expo

Council participated in the CUC Isaac Careers, Courses & Connections Expo, promoting local government career pathways to school leavers and adults considering a career change. Council's exhibit provided practical, role-specific information on apprenticeship, traineeship and other employment pathways, including entry requirements and guidance on how to apply. Council also delivered a breakout session and participated in an industry panel, providing attendees with practical advice and insights into local government roles, career entry points and workforce opportunities.

2027 Apprentice and Trainee Intake

Advertising commenced for Council's 2027 apprentice and trainee intake, supporting local entry-level employment and the development of sustainable workforce pipelines across operational, trade and corporate functions. Advertised opportunities include Apprentice Chef, Isaac Events Centre Trainee, Apprentice Plumber, Trainee Water and Wastewater Operator, Trainee Finance Officer and Trainee Administration Officer. The program combines paid, supervised workplace experience with nationally recognised qualifications and mentoring. Most positions are scheduled to commence in January 2027 and offer full-time employment and a nine-day fortnight, subject to the requirements of each role.

Moranbah Parks Face-to-Face Induction Refresher

A face-to-face induction refresher was delivered to the Moranbah Parks team. The session reinforced workplace expectations, safety responsibilities and key Council processes and support arrangements. The in-person format enabled requirements to be clarified, employee questions to be addressed and a consistent understanding of responsibilities to be confirmed across the team. Due to the success of the trial, Council is looking to roll out further face-to-face refresher session for other teams in the new year.

Rural Management Challenge

Preparation for the 2026 Rural Management Challenge is progressing, with the Council team commencing the required pre-challenge activities and assessed task. Preparatory activities include establishing a team identity, developing a shared vision and behaviour-based values, preparing name badges and coordinating a two-minute team introduction. The assessed task requires the team to identify a Council service, function or workstream where technology could improve efficiency or service outcomes; define the current challenge; propose a practical technology-enabled improvement; and assess the anticipated benefits, implementation requirements and risks. Key considerations include equity, accessibility, privacy, workforce capability and community trust. The submission must reflect Council's operating environment, budget and workforce constraints and was due Tuesday 27 October 2026.

LGAQ Summary of proposed changes to employment and workers compensation legislation

The Local Government Association of Queensland (LGAQ) is currently considering proposed amendments to the Bill aimed at strengthening outcomes for Queensland local governments. In response, the People and Capability team submitted recommendations relating to bargaining provisions, union right of entry provisions and psychological injury claim timeframes and associated processes.

Employee Assistance Program (EAP) Tender

Procurement documentation for the Employee Assistance Program (EAP) tender was completed during October 2026. The tender is scheduled to be released to market in November 2026 to seek submissions from suitably qualified and experienced providers to deliver EAP services to Council employees and their immediate family members. This procurement process will support the continuation of services beyond the current arrangement, which is due to expire on 27 February 2027.

RECRUITMENT AND ONBOARDING UPDATE:

The People and Capability team successfully recruited and onboarded seven (7) new and existing employees up to 31 October 2026:

Directorate	Position Title	Work Location
Office of the CEO	People & Capability Business Partner	Moranbah
Corporate Services	Safety & Resilience Support	Moranbah
Corporate Services	Trainee Wellbeing & Resilience Officer	Moranbah
Infrastructure Services	Labourer	Dysart
Infrastructure Services	Parks Maintenance Officer	Moranbah

There were eight (8) employee separations up to the 31 October 2026:

Directorate	Position Title	Work Location
Office of the CEO	People & Capability Officer	Moranbah
Infrastructure Services	Team Leader - Parks and Recreation	Nebo
Infrastructure Services	Water Truck Operator	Nebo
Infrastructure Services	Labourer	Clermont
Community Services	Isaac Events Centre Trainee	Moranbah
Community Services	Casual Functions & Catering Officer	Moranbah
Community Services	Senior Librarian	Moranbah
Water & Waste	Director Water and Waste	Moranbah

PEOPLE AND CAPABILITY LEARNING AND DEVELOPMENT UPDATE:

October's training covered workplace safety, and Council operations. Sessions included chemical handling, first aid, breathing apparatus and child safety. Employees also attended training and professional development in environmental management, infrastructure finance and local government practice. The REMLAN session brought employees from different directorates together to exploring how Council can use economic, demographic, and population data tools to support planning, analysis, and informed decision-making. TechOne learning continued, covering everyday tasks such as purchasing, finance, leave and timesheets. The figures below report training hours, participation and course completions, rather than changes in employee capability or service outcomes. Whilst professional development activity was lower in October, compliance with mandatory training requirements remained on track.

AT A GLANCE

TRAINING HOURS	PARTICIPATIONS	COURSES DELIVERED	MANDATORY SHARE
388 hours	59	14	61%

Module	No. Employee Completed
TechOne - Getting to Know TechOne	8
TechOne - Leave Entitlements & Information	8
TechOne - Store Requests	7
TechOne - Purchase Requests	11
TechOne - Purchase Card Acquittals	9
TechOne - Supervisor and Approver Essentials	8
TechOne - Timesheets	3

Safety-related training for October:

- AC/DC (Chemical)
- Construction Card
- Child Safety Standards for Council
- Block Training
- Operate Breathing Apparatus
- Provide CPR
- Provide First Aid

Figure 1.0 Estimated Data - Employee Training October 2026

Directorate	OCEO	INF	COMM	WW	CORP	
Number of Employees - October 2026	3	29	6	13	8	

Figure 2.0 Estimated Data – Training Separated by Mandatory Vs Desirable

Mandatory	Desirable
36	23

Figure 3.0 Estimated Data - Total Hours of Training – October 2026

Training Course	Hours	OCEO	INF	COMM	WW	CORP
AC/DC (Chemical)	110.00		14			
Block Training	30.00		1			
Certificate IV in Civil Construction (Supervision)	17.50		5			
Child Safety Standards for Council	3.50	1	1	1		2
Construction Card	15.00		3			
IPWEA - QNT Annual Conference	45.00				2	
ISO 14001:2026 Foundation	15.00				2	
LGMA Tackling Difficult Feedback Conversations Webinar	1.00		1			
LGMA Men's Wellbeing Village Webinar	4.00	1	1	1		1
Operate Breathing Apparatus	56.00				7	
Professional Certificate Infrastructure Financial Management - IPWEA	33.00					2
Provide CPR	4.00				1	
Provide First Aid	36.00		3			1
REMLAN Training Session	18.00	1		4	1	2
Total	**388.00**	**3**	**29**	**6**	**13**	**8**

PEOPLE AND CAPABILITY

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FINANCIAL REPORT:

People and Capability is tracking to budget for the month of October 2026.

DEVIATION FROM BUDGET AND POLICY:

NIL

ACTION ACCOUNTABILITY:

Not Applicable.

Report prepared by:	**Report authorised by:**
TRUDI LIEKEFETT	CALE DENDLE
Manager People and Capability	**Chief Executive Officer**
Date: Tuesday 3 November 2026	Date: Wednesday 4 November 2026

ATTACHMENTS

- Attachment 1 - People and Capability Establishment Report – November 2026

REFERENCE DOCUMENT

- Nil

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. Receives and notes the People and Capability November 2026 Monthly Report.

DEEP DIVE TOPIC: EMPLOYEE TURNOVER

Organisation-Wide Turnover Analysis

Reporting Period: November 2025 to October 2026

Executive Summary

Council recorded an annual employee turnover rate of 25% during the reporting period. While this represents an increase on the previous year, turnover remains within the historical range experienced over the past five years.

The turnover rate alone does not indicate a deterioration in workforce stability. More significant is where turnover is occurring and what the available evidence suggests about the factors influencing employees' decisions to leave.

More than half of all departures occurred within Infrastructure Services and Community Services, areas that are critical to frontline service delivery and community outcomes. At the same time, almost half of Council's workforce has less than three years' service, increasing the importance of retaining capability, supporting employee development and strengthening organisational knowledge.

Exit survey and interview data indicates that employee departures are influenced by a combination of personal, regional, career and workplace factors. Relocation was the most commonly cited reason for departure.

Importantly, the evidence suggests many employees are not simply leaving Council. They are leaving the region.

The most frequently identified reasons underpinning relocation were proximity to family and support networks, lifestyle preferences, returning to a preferred home region and partner employment opportunities. These factors sit beyond the employment relationship alone and highlight the connection between workforce sustainability and regional liveability.

While Council cannot prevent individuals from relocating for personal reasons, Council can influence the broader factors that contribute to a person's decision to build a long-term future in the Isaac region. Community wellbeing, housing availability, employment opportunities, recreation, community connection, economic development and quality local services all contribute to the attractiveness of the region for both residents and employees.

The analysis therefore suggests that workforce retention is not solely an organisational challenge. It is also a regional challenge. Council's ability to attract and retain employees is increasingly linked to its ability to attract and retain residents.

The findings reinforce the importance of continuing to invest in both workforce initiatives and the broader Corporate Plan objectives that support a vibrant, connected and liveable region.

Purpose of the Review

This review examines organisation-wide turnover trends, workforce demographics and exit feedback to:

- Understand turnover patterns across the organisation.
- Identify emerging workforce risks.
- Assess the factors influencing employee departures.
- Inform workforce planning and retention strategies.
- Support evidence-based decision-making regarding workforce sustainability.

The analysis incorporates workforce establishment, tenure, turnover, exit survey and exit interview data for the period 1 November 2025 to 31 October 2026.

Recommendation

That the Committee note the findings of the Employee Turnover Analysis.

The analysis indicates turnover remains a significant workforce risk due to:

- Concentrated turnover within operational service areas.
- A workforce profile characterised by high numbers of early-tenure employees.
- Ongoing competition for skilled labour.
- The continued loss of employees from the region.

While labour market conditions continue to influence workforce mobility, the evidence indicates Council retains opportunities to improve retention through workforce initiatives and broader Corporate Plan strategies that enhance regional liveability and community sustainability.

Key Findings

1. Annual employee turnover was 25%.
2. Turnover remains within Council's established five-year range of 20% to 30%.
3. Infrastructure Services and Community Services accounted for 54.34% of employee departures.
4. 48.08% of employees have less than three years' service, increasing the importance of retention and capability development.
5. Employee departures are generally influenced by multiple factors rather than a single reason.
6. Relocation was the most commonly reported reason for leaving, followed by management-related factors, family commitments and career progression.

7. The drivers of relocation were predominantly linked to family support networks, lifestyle preferences, partner employment opportunities and returning to a preferred home region.
8. Leadership, communication, workplace culture, workload and career development emerged as recurring themes in exit feedback.
9. Workforce sustainability is influenced not only by employment conditions but also by broader regional liveability factors that affect an employee's decision to remain in the Isaac region.

Organisation-Wide Turnover Analysis

Council recorded an annual employee turnover rate of 25% during the reporting period.

Historical analysis indicates turnover has fluctuated between 20% and 30% over the past five years. While current turnover remains within this range, workforce movement continues to create recruitment demand, onboarding costs and capability risks.

Turnover was not evenly distributed across the organisation.

Infrastructure Services and Community Services accounted for more than half of all employee departures. These functions continue to experience greater exposure to labour market competition, specialist skill shortages and operational impacts arising from workforce vacancies.

However, workforce sustainability cannot be explained solely through labour market competition.

Exit feedback indicates that employees are often making broader decisions about where they wish to live, work and establish long-term community connections. This means turnover should be considered through both a workforce lens and a regional liveability lens.

Workforce Demographics and Retention Risk

Council employs 445 employees across eight communities.

The workforce profile presents both strengths and challenges.

The largest tenure groups are:

- Less than 12 months' service: 91 employees.
- One to less than three years' service: 123 employees.

Collectively, employees with less than three years' service represent 48.08% of the workforce.

This reflects successful recruitment activity over recent years and introduces new skills, capability and workforce renewal into the organisation.

At the same time, it creates increased exposure to turnover risk because employees in early tenure cohorts are generally more likely to leave than longer-serving employees.

Council is also managing an emerging retirement profile among more experienced employees.

The interaction between high numbers of early-tenure employees; turnover in critical service areas; and future retirement transitions creates a workforce sustainability challenge centred on knowledge retention, capability development and succession readiness.

Retention therefore becomes particularly important. Every additional year an employee remains with Council strengthens organisational capability, improves return on recruitment investment and supports continuity of service delivery.

Understanding Why Employees Leave

Exit survey and interview findings provide important insight into workforce trends but should be interpreted with caution due to the participation rate of 19.66%.

The findings should be viewed as workforce intelligence rather than statistically representative evidence.

Primary Reasons for Leaving

Reason	Percentage
Relocation	54.5%
Management Factors	40.9%
Family Commitments	31.8%
Career Progression	27.3%
Higher Remuneration	18.2%

The data indicates that employee departures are rarely driven by a single issue. Decisions to leave typically reflect a combination of personal, career and organisational considerations.

Relocation and Regional Liveability

Relocation was the most frequently reported reason for leaving. Further analysis identified the following primary relocation drivers:

- Closer proximity to family and support networks.
- Returning to a preferred home region.
- Lifestyle preferences.
- Partner employment opportunities.

The significance of these findings extends beyond workforce management.

Employees were not primarily reporting housing affordability, healthcare access or school availability as direct reasons for departure. Instead, the findings point to broader questions of community connection, lifestyle preference and long-term settlement decisions.

This suggests that turnover is influenced not only by the quality of employment offered by Council, but also by the attractiveness of the region as a place to live.

While Council cannot prevent employees from returning to family networks or relocating for personal reasons, it can influence many of the factors that shape a person's decision to remain in the region, including:

- Housing support initiatives.
- Economic development opportunities.
- Regional employment growth.
- Community infrastructure.
- Recreation and cultural opportunities.
- Community wellbeing initiatives.
- Place-based service delivery.
- Community connectedness and belonging.

The findings reinforce the importance of Council's Corporate Plan objectives relating to liveability, community wellbeing and economic prosperity. Improvements in these areas have the potential to support both community outcomes and workforce retention outcomes.

Organisational Factors

Management-related factors were identified in 40.9% of responses. Common themes included:

- Workplace culture.
- Leadership support.
- Communication.
- Team dynamics.
- Workload pressures.
- Development opportunities.

Although the participation rate limits broader conclusions about prevalence, these findings remain important because they identify factors directly within Council's influence.

These themes should continue to inform leadership development, employee experience initiatives and ongoing workforce planning activities.

Career Opportunity and Remuneration

Career-related factors featured prominently in employee feedback. The most frequently identified themes included:

- Career progression opportunities.
- Professional development opportunities.
- Higher remuneration elsewhere.

These findings suggest a proportion of employees perceive greater career advancement opportunities outside Council.

Unlike many external labour market conditions, these areas are largely within Council's influence through:

- Career pathway development.
- Succession planning.
- Internal mobility opportunities.
- Leadership development.
- Capability-building initiatives.

The challenge is not simply competing on salary. It is creating a compelling long-term employment proposition that encourages employees to build careers within the organisation.

Employee Experience Indicators

Exit survey ratings indicate departing employees generally reported positive employment experiences.

Highest-rated areas included:

- Supervisor Support (4.05)
- Safety and Wellbeing (4.05)
- Learning and Development Opportunities (3.71)

Lower-rated areas included:

- Team Relationships (3.38)
- Workplace Culture (3.43)
- Staff Morale (3.52)
- Leadership Communication (3.55)

These findings broadly align with themes identified through exit interviews.

The results do not indicate systemic workplace issues. However, they suggest continued opportunities to strengthen employee experience through leadership capability, communication, culture and team effectiveness.

Strategic Workforce Risk

The principal risk identified through this analysis is not the current turnover rate itself.

The greater risk is the ongoing loss of capability from the organisation and, in many cases, from the region.

Turnover was concentrated in areas responsible for delivering essential community services and infrastructure outcomes. Combined with a workforce profile that includes a high proportion of relatively new employees and an increasing number of retirement transitions, this creates ongoing pressure on capability, succession planning and service continuity.

The analysis also highlights that many of the factors influencing employee departures extend beyond traditional workforce management considerations.

For regional employers, workforce sustainability is closely linked to community sustainability.

Employees who develop strong connections to a community are generally more likely to remain, establish long-term careers and contribute to organisational capability over time. Conversely, when individuals perceive greater lifestyle opportunities, family support networks or career opportunities elsewhere, workforce mobility is more likely.

This reinforces the importance of viewing workforce retention through a broader strategic lens that includes:

- Leadership and organisational culture.
- Career development and progression.
- Housing and accommodation support.
- Economic development and local employment opportunities.
- Community infrastructure and services.
- Recreation, lifestyle and wellbeing opportunities.
- Regional liveability and community connectedness.

These factors sit across multiple areas of Council responsibility and collectively influence the region's ability to attract and retain both residents and employees.

Organisational Response

The organisation acknowledges that employee turnover is influenced by a combination of workplace factors, career opportunities and broader regional liveability considerations. While some employee departures reflect personal circumstances and decisions to relocate from the region, the analysis also identifies opportunities for Council to strengthen retention through targeted workforce initiatives and broader community-focused strategies.

In response to the findings of this review, Council will continue to implement a coordinated workforce retention program focused on leadership capability, employee development, succession planning and workforce sustainability.

Key actions include:

- Leadership Capability
    - Continue delivery of the *Leading and Managing* program, LGMA development opportunities, mentoring initiatives and targeted training in people leadership, safety and performance management.
- Career Development and Employee Growth
    - Implement Council's Capability Framework and complete career pathway mapping across all occupational streams.
    - Introduce annual performance and development reviews for all employees during the 2027/28 performance cycle.
    - Establish baseline measures for internal promotions, development participation and internal appointments to support future reporting.
- Succession Planning and Knowledge Transfer
    - Complete succession risk assessments for all identified critical roles by 30 June 2027.
    - Develop knowledge transfer plans for positions impacted by retirement transitions or high workforce risk during the 2027 calendar year.
- Workforce Intelligence and Retention Monitoring
    - Continue monthly monitoring of turnover, vacancies, recruitment outcomes and workforce demographics.
    - Increase exit survey and interview participation response avenues to improve the quality of workforce intelligence and trend analysis.
    - Introduce additional reporting on turnover by age, tenure, location and occupational group during 2027.
- Attraction and Retention Initiatives
    - Implement actions arising from Council's Housing Strategy and incorporate workforce sustainability objectives, including job design, into the planned workforce planning program commencing in 2027.
    - Undertake targeted retention reviews of critical and difficult-to-fill occupations within Infrastructure Services, Community Services and other identified high-risk areas by 31 March 2027.

- Ensure Employee Engagement Survey actions from each department are implemented in required timeframes.

- Regional Liveability and Community Sustainability
  - Work collaboratively across Council to ensure workforce sustainability considerations within the Corporate Plan are incorporated into initiatives supporting regional liveability, housing, economic development, community wellbeing and place activation.

People and Capability will report progress through the existing workforce reporting framework and continue to refine actions as additional workforce intelligence becomes available.

Ultimately, improving workforce sustainability requires both a strong employee experience and a strong community experience. Council's response therefore focuses not only on retaining employees within the organisation, but also on strengthening the Isaac region as a place where people choose to build long-term careers, families and community connections.

Conclusion

Council's annual turnover rate of 25% remains consistent with historical patterns and reflects the realities of operating within a competitive regional labour market.

The analysis does not suggest a single cause for employee turnover. Rather, it highlights the interaction between workplace factors, career opportunities, personal circumstances and broader regional liveability considerations.

The most significant insight emerging from the data is that the largest category of departing employees were relocating from the region. The underlying reasons for relocation were predominantly associated with family connections, lifestyle preferences, community ties and partner employment opportunities.

This finding is important because it shifts the discussion beyond workforce management alone. Council can continue to strengthen leadership capability, employee experience, career development and succession planning. These remain important retention levers and should continue to be a focus.

However, the analysis also indicates that workforce sustainability is closely linked to the broader attractiveness of the Isaac region as a place to live, work and raise a family.

In that context, initiatives that improve liveability, strengthen communities, support economic opportunity and enhance quality of life are not solely community outcomes. They are also workforce outcomes.

The long-term challenge is therefore not simply retaining employees within Council. It is supporting a region where people choose to stay, contribute and build their future. That perspective better reflects both the evidence and Council's broader strategic role in shaping the future sustainability of the region.

DATA DRILLDOWN

Exit Survey Participation

Measure	Result
Total employee separations	117
Exit surveys completed	15
Exit interviews completed	8
Overall participation rate	19.66%

Primary Reason for Leaving

Reason for Leaving	Number	Percentage
Relocation	12	54.5%
Management Factors	9	40.9%
Family Commitments	7	31.8%
Career Progression	6	27.3%
Higher Remuneration	4	18.2%
Personal Reasons	2	9.1%
Other	1	4.5%
Housing Challenges	0	0%
Retirement	0	0%
Health Reasons	0	0%

Relocation Driver	Number
Closer proximity to family/support networks	7
Lifestyle preferences	3
Partner employment opportunities	1
Return to home region	1
Access to healthcare services	0
Children's schooling options	0
Housing availability or affordability	0

Career Opportunity Driver	Number
Career progression pathway	6
Higher remuneration	4
Professional development opportunities	4
Flexible work arrangements	1
Promotion opportunity	0
Permanent employment	0
Greater responsibility	0

Family/Personal Driver	Number
Family relocation	5
Other personal reasons	2
Caring responsibilities	1
Partner relocation	1
Personal wellbeing	1
Children's education	0

Management Driver	Number
Workplace culture	6
Communication concerns	5
Leadership support	4
Workload pressures	4
Team dynamics	4
Limited development opportunities	4
Relationship with supervisor	3

Housing Driver	Number
Rental affordability	0
Limited housing availability	0
Home ownership challenges	0
Temporary accommodation issues	0

EXIT SURVEY RATINGS

Employees were asked to rate several aspects of their employment experience.

The table below presents the average scores based on a five-point rating scale (1–5).

Survey Question	Average Rating
Supervisor Support	4.05
Safety and Wellbeing	4.05
Learning and Development Opportunities	3.71
Overall Employment Experience	3.67
Work-Life Balance	3.57
Leadership Communication	3.55

Staff Morale	3.52
Workplace Culture	3.43
Access to Housing	3.38
Team Relationships	3.38

Rating Distribution by Question

Access to Housing

Rating	Number	Percentage
Neutral	9	56.3%
Very Good	4	25%
Very Poor	1	6.3%
Poor	1	6.3%
Good	1	6.3%

Staff Morale

Rating	Number	Percentage
Neutral	7	33.3%
Good	7	33.3%
Very Good	4	19%
Poor	2	9.5%
Very Poor	1	4.8%

Workplace Culture

Rating	Number	Percentage
Good	10	47.6%
Neutral	5	23.8%
Poor	3	14.3%
Very Good	2	9.5%
Very Poor	1	4.8%

Leadership Communication

Rating	Number	Percentage
Good	8	40%
Neutral	6	30%
Poor	3	15%
Very Good	3	15%
Very Poor	0	0%

Learning and Development Opportunities

Rating	Number	Percentage
Good	8	38.1%
Very Good	6	28.6%
Neutral	4	19%
Very Poor	2	9.5%
Poor	1	4.8%

RELOCATION DEMOGRAPHICS

Figure 1: Employee Relocation by Age Group

Age group	Exits	Relocating	Relocation rate
Under 21	2	1	50.0%
21 - 30 Years	6	5	83.3%
30 - 39 Years	5	1	20.0%
40 - 49 Years	6	3	50.0%
50-59 Years	2	2	100.0%
69 + Years	1	0	0.0%

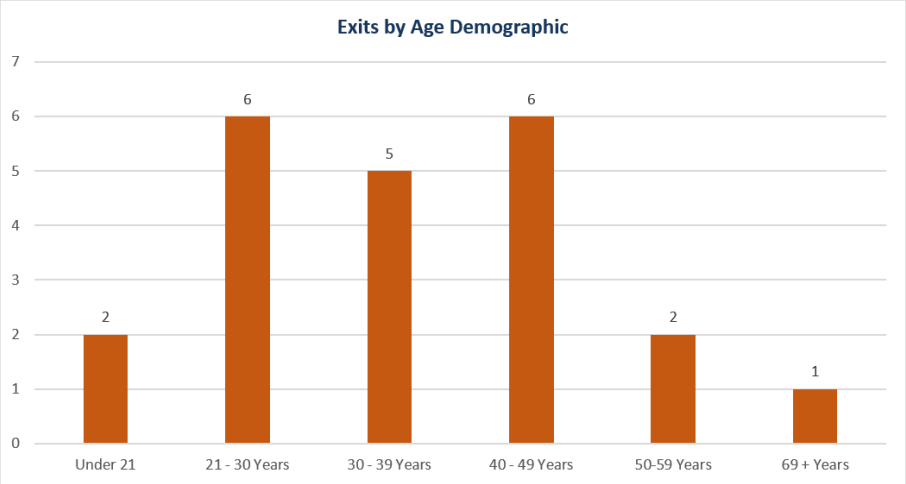


Figure 2: Employee Relocation by Location

Location	Exits	Relocating	Relocation rate
Moranbah	14	9	64.3%
Clermont	3	2	66.7%
Middlemount	2	0	0.0%
Dysart	2	0	0.0%
St Lawrence	1	1	100.0%

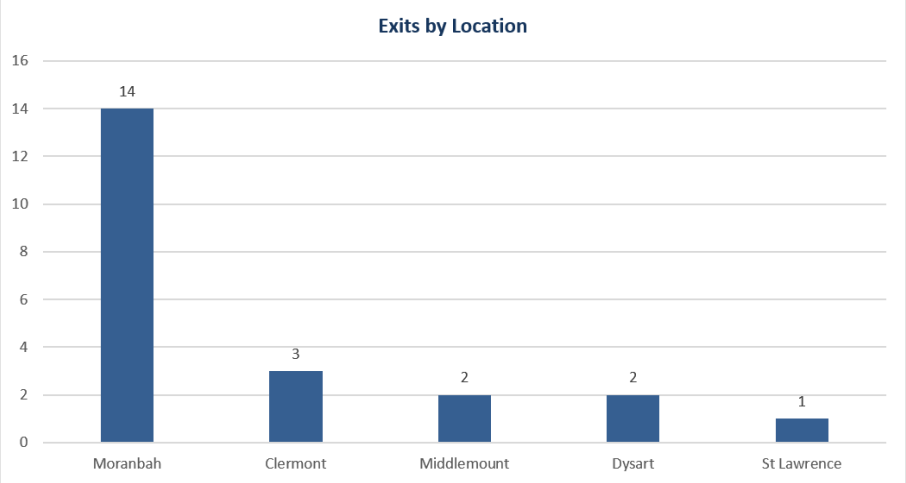


Figure 3: Employee Relocation by Tenure

Tenure	Exits	Relocating	Relocation rate
Less than one Year	7	5	71.4%
1 - 3 Years	7	3	42.9%
3 - 5 Years	3	2	66.7%
5 - 10 Years	5	2	40.0%

Figure 4: Employee Relocation by Directorate

Directorate	Exits	Relocating	Relocation rate
Office of the CEO	3	0	0.0%
Corporate Services	2	1	50.0%
Infrastructure Services	9	5	55.6%
Community Services	3	2	66.7%
Water & Waste	5	4	80.0%

SELECTED RESIGNATION FACTORS (MULTI-SELECT)

Figure 5: Employee who has inidicatued multiple reasons for leaving

Factor	Employees	% of 22	Interpretation
Family and/or personal	7	31.8%	Personal mobility / life circumstances
Better career opportunity	6	27.3%	External progression pull
Workplace Culture	6	27.3%	Concentrated hotspot signal
Closer to home	5	22.7%	Regional mobility
Relocating out of region	5	22.7%	Geographic constraint
Career change	4	18.2%	Career mobility
Dissatisfaction with Senior Management	4	18.2%	Leadership / direction
Poor working relationships/conflicts	4	18.2%	Team-level employee relations
Salary/Benefits	4	18.2%	Employment offer
Improved work life balance	3	13.6%	Work design
New Industry	3	13.6%	Career mobility
Dissatisfaction with Direct Supervisor	3	13.6%	Local leadership
Work conditions/environment	3	13.6%	Resources / environment
Undertaking further education	2	9.1%	Study access
Company instability	1	4.5%	Organisational confidence

EMPLOYEE EXPERIENCE RATINGS

Figure 6: Employee rating of employee exployees Council

Measure	Respondents	Average /5	Positive %	Negative %
Salary	19	2.68	57.9%	52.6%
Benefits Offered (Leave, Super, etc)	12	3.67	83.3%	25.0%
Adequate resources to perform role	19	3.26	78.9%	36.8%
Training opportunities	20	3.20	65.0%	40.0%
Employee recognition	16	3.50	62.5%	25.0%
Housing Policy	16	2.94	62.5%	37.5%
Work/Life balance	20	2.90	60.0%	40.0%
Senior management leadership	21	2.57	52.4%	52.4%
Support from direct supervisor	13	3.69	53.8%	23.1%
Work culture (within Council)	21	3.19	71.4%	33.3%
Work culture (within team)	19	3.16	42.1%	36.8%
Employee morale (within Council)	21	3.57	66.7%	23.8%
Continuous improvement (within Council)	20	3.70	75.0%	15.0%
Communication (within Council)	20	3.60	70.0%	20.0%
Communication (within team)	20	3.25	60.0%	30.0%
Safety culture (within Council)	19	3.95	78.9%	21.1%
Workload is manageable	21	1.00	61.9%	100.0%

EXECUTIVE SUMMARY:

Highlight	Details
Workforce establishment	• Approved FTE has remained stable, indicating a well-managed and consistent permanent workforce structure aligned to operational and budget requirements. • Total workforce capacity (including temporary roles) has fluctuated as expected, primarily in response to project delivery, leave coverage and short-term operational demands. **Risk:** Reliance on temporary arrangements to manage fluctuations can impact continuity and workforce stability if sustained. **Risk Appetite:** Council has a cautious risk appetite for short-term workforce establishment fluctuations where temporary arrangements are being used to support project delivery, leave coverage and operational requirements. **Response:** Temporary roles continue to be used in a targeted way, with a focus on transitioning to permanent recruitment where operationally appropriate.
Employee demographics and tenure	• The workforce includes a significant proportion of employees aged 40–60 (42.91%), alongside a large early-career cohort (48.08%) with less than three years' service. • Council employs 445 staff across eight towns, with workforce distribution concentrated in Moranbah, particularly for office-based roles. • Employee housing (108 allocations) remains an important enabler of workforce attraction and retention across the region. **Risk:** Workforce ageing, combined with a high proportion of early-career employees, presents potential capability and knowledge retention risks. Concentration of roles in Moranbah may also limit broader workforce sustainability across the region. The relatively high proportion of employees with less than three years' service may create organisational capability and cultural continuity risks if turnover remains elevated. **Risk Appetite:** Council has a cautious risk appetite for workforce demographic and tenure-related risks where these are being actively managed through succession planning, workforce development and retention initiatives.

Highlight	Details
	Response: Council continues to support transition to retirement arrangements (including current and upcoming retirements), succession planning, and knowledge transfer. Workforce distribution and housing strategies are also being considered to support regional balance and long-term workforce sustainability.
Employee turnover	• Turnover for the 12-month period is **25%**, representing an increase on the previous year. • Turnover remains particularly elevated within Infrastructure Services and Community Services workforce together accounting for 54.34% of employee turnover in the past 12-month period, creating ongoing recruitment and capability challenges in operational areas. • Primary drivers include employees relocating outside the region (21%) and family/personal reasons (17%). • Work continues to identify roles where high turnover is BAU and streamlining roles within the organisation to reduce turnover figures. **Risk:** Ongoing turnover, particularly linked to regional mobility, continues to impact workforce stability and recruitment demand. **Risk Appetite:** Council has an open risk appetite for employee turnover where workforce movements are anticipated, managed through recruitment activity and supported by workforce planning initiatives. However, there is a cautious risk appetite for sustained turnover levels that impact workforce stability, organisational capability, service delivery or the retention of critical skills and knowledge. **Response:** Focus remains on reducing turnover in operational and hard-to-fill roles where labour market constraints and regional mobility continue to influence workforce availability. Exit data continues to inform targeted retention strategies, with a focus on attraction, onboarding, and career development initiatives to improve retention outcomes.
Recruitment and vacancies	• Vacancies decreased from **61 in September to 59 in October**. • Positions on hold decreased slightly from **35 to 32**, reflecting continued organisational review and workforce planning activities. • While overall vacancies reduced, long-term vacancies remain a workforce risk, with 9 **positions vacant for more than 12 months** and **11 positions vacant between 6 and 12 months**. Active

Highlight	Details
	recruitment remains strong, with **27 vacancies progressing through the recruitment pipeline**. **Risk:** Sustained vacancy levels, long-term vacancies and positions remaining on hold may impact service delivery, increase workload pressure and contribute to reliance on alternative workforce arrangements. **Risk Appetite:** Council maintains an open risk appetite to the recruitment and retention of staff, provided that effective measures are in place to monitor the risk and limit significant adverse outcomes. **Response:** The People and Capability team continues to prioritise recruitment of critical roles while supporting managers with workforce planning, role review and alternative resourcing strategies where required. Focus remains on the fortnightly review of progressing active recruitment, reducing long-term vacancies and reviewing positions currently on hold to ensure alignment with operational requirements and organisational priorities.
Labour hire engagement	• Labour hire continues to support operational continuity and project-based roles. • Labour hire expenditure **decreased by 48.14% from $314,622.36 in September to $163,167.41 in October** • , representing a reduction of $151,454.95 during the reporting period. • October recorded a significant reduction in labour hire expenditure compared to September, reflecting changing operational requirements and workforce demand across the organisation. • Several vacancies in Water & Waste have necessitated labour hire coverage whilst the organisational structure is under active review. **Risk:** Extended reliance on labour hire may indicate underlying attraction, retention or workforce planning challenges in specific operational areas. **Risk Appetite:** Council maintains a cautious risk appetite to the procurement of materials and services and sufficient workforce capacity and capability. Council is also risk averse to the delivery of essential services.

Highlight	Details
	Response: Focus remains on reducing reliance on labour hire through active recruitment, workforce planning initiatives and transitioning to permanent workforce solutions where operationally appropriate, whilst still maintaining delivery of essential services to the community.
Workforce leave	• Leave utilisation remains broadly stable and consistent with workforce size and operational requirements. • Over the past 12 months, 28,858.89 hours of sick leave, 45,872.71 hours of RDO and 51,919.43 hours of annual leave have been utilised, supporting employee wellbeing and fatigue management. • Leave Without Pay (LWOP) has continued to increase in the 12 months. **Risk:** Fluctuating leave patterns can contribute to short-term resourcing pressures, particularly in large operational areas. **Risk Appetite:** Council maintains a cautious risk appetite for sufficient workforce and the delivery of core services. It remains risk averse to the delivery of essential services. **Response:** Ongoing increases in Leave Without Pay (LWOP) and concentrations of leave within critical operational areas will continue to be monitored to ensure workforce sustainability and operational continuity, particularly in essential and core services.
Absenteeism	• The overall absenteeism rate is 6.29%, showing a minor decrease from earlier in the year. • Highest rates are in Infrastructure Services (7.38%) and Water & Waste (7.18%), reflecting operational workforce demands. **Risk:** Elevated absenteeism may indicate workforce fatigue, operational pressure or underlying wellbeing concerns. **Risk Appetite:** Council maintains a cautious risk appetite for sufficient workforce and the delivery of core services. It remains risk averse to the delivery of essential services. **Response:** Absenteeism data is being actively monitored to identify trends and inform proactive interventions, including workforce planning and wellbeing initiatives.

Highlight	Details
Workforce TOIL	• TOIL balances increased overall in October, **rising from 2,967.72 hours in September to 3,084.77 hours** in October. • Increases occurred in Water and Waste **(+107.10 hours),** Infrastructure Services **(+70.88 hour**s) and the Office of the CEO **(+15.72 hours).** • Infrastructure Services continues to hold the highest overall TOIL balance at 1,460.08 hours, followed by Corporate Services (526.53 hours) and Community Services (459.37 hours). • The continued implementation of the CiA project has been a contributing factor to elevated TOIL balances, with employees working additional hours to support project milestones, testing activities and implementation requirements. • Ongoing operational and maintenance requirements have contributed to higher TOIL balances in Infrastructure Services and Water and Waste. Essential service delivery requirements can limit opportunities to utilise TOIL. **Risk:** While TOIL balances increased during October, several areas continue to carry elevated balances which create fatigue, workload and financial liability risks if sustained. Community-facing and operational service areas remain particularly susceptible to increases where workforce availability and service delivery requirements limit opportunities to utilise accrued TOIL. **Risk Appetite:** Council maintains a cautious risk appetite for sufficient workforce and the delivery of core services. It remains risk averse to the delivery of essential services. **Response:** Managers are being supported to actively monitor and reduce TOIL balances through forward planning, workload management and encouraging utilisation.

Highlight	Details
Workforce overtime	• Overtime remains elevated in Water & Waste and parts of Infrastructure Services. • Average overtime levels over 12 months remain high in key operational areas (Infrastructure East 21%, Water & Waste Operations 22%, Waste Management 18%). • **The Infrastructure East team average overtime has steadied in the last 6 months of the reporting period.** • Sustained overtime concentrations in these functions may now indicate ongoing workforce capacity constraints rather than short-term operational peaks. **Risk:** Sustained overtime levels can increase fatigue risk, impact safety, and indicate structural workforce gaps. **Risk Appetite:** Council maintains a cautious risk appetite for sufficient workforce and the delivery of core services. It remains risk averse to the delivery of essential services. **Response:** Overtime trends continue to be monitored alongside vacancy management and workforce planning to reduce reliance on extended working hours to deliver services.

1. WORKFORCE ESTABLISHMENT UPDATE:

1.1. Approved FTE Update

The approved budgeted Full-Time Equivalent (FTE) as at 31 October 2026 is 466.60.

Delimited: Nil

Organisational Restructure
This month the restructure has been implemented with the Water & Waste directorate returning to the Infrastructure Services directorate. The restructure will not be actioned in Technology One until after "go live" to allow remapping on the chart of accounts and organisational chart.

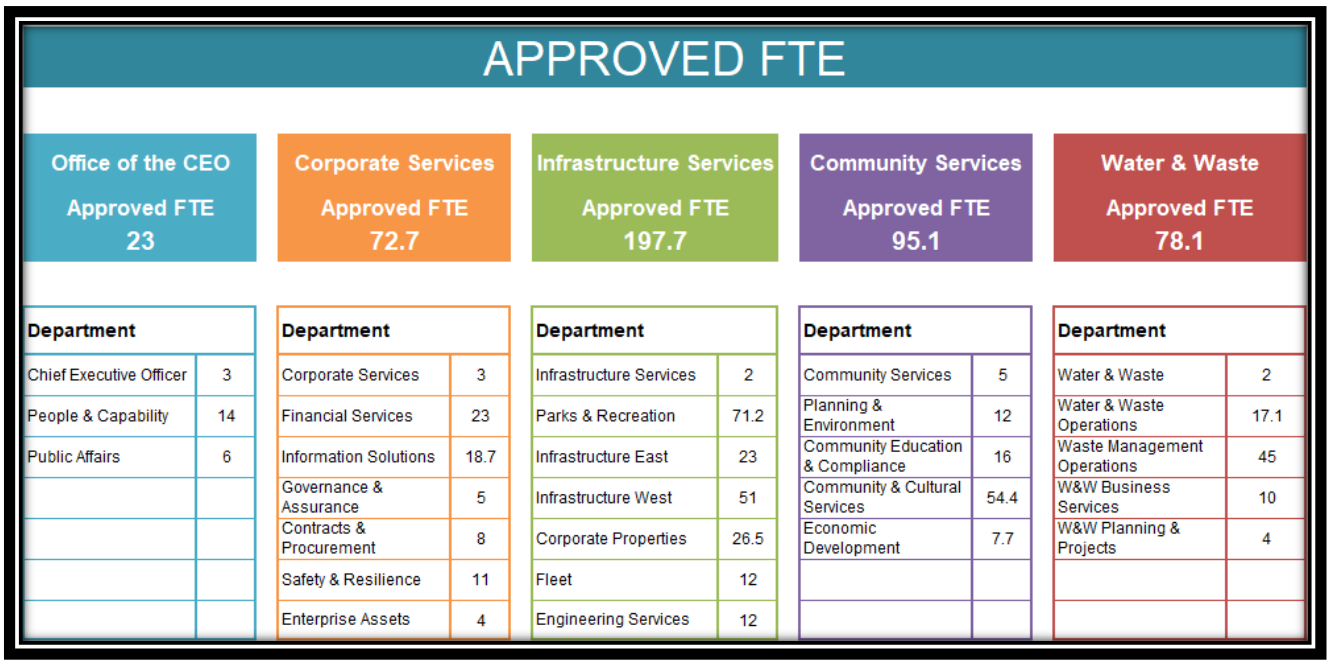
Workforce Composition

- Filled FTE: 406.10
- Vacant FTE: 60.50
- Headcount: 414 employees

Temporary roles continue to be used to support operational needs such as project delivery, leave coverage, and short-term workload demands.

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 Position FTE by directorate as at 31 October 2026



Department	
Chief Executive Officer	3
People & Capability	14
Public Affairs	6

Department	
Corporate Services	3
Financial Services	23
Information Solutions	18.7
Governance & Assurance	5
Contracts & Procurement	8
Safety & Resilience	11
Enterprise Assets	4

Department	
Infrastructure Services	2
Parks & Recreation	71.2
Infrastructure East	23
Infrastructure West	51
Corporate Properties	26.5
Fleet	12
Engineering Services	12

Department	
Community Services	5
Planning & Environment	12
Community Education & Compliance	16
Community & Cultural Services	54.4
Economic Development	7.7

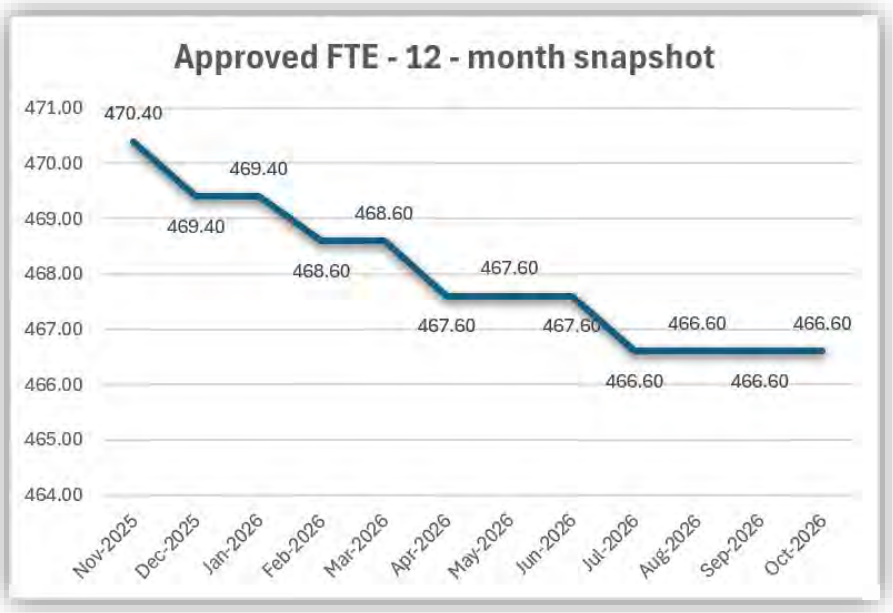
Department	
Water & Waste	2
Water & Waste Operations	17.1
Waste Management Operations	45
W&W Business Services	10
W&W Planning & Projects	4

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.*

Month	FTE Movement		Description	OCEO	CGFS	E&I	PECS	W&WW	FTE
Nov-2025				33.00	72.70	197.70	88.90	78.10	470.40
Dec-2025		-1	Executive Manager Advocacy (13000)	24.00	72.70	197.70	96.90	78.10	469.40
Jan-2026				24.00	72.70	197.70	96.90	78.10	469.40
Feb-2026		-0.80	Research & Policy Advisor (62510) + Hospitality Casual (67613)	24.00	72.70	196.70	96.10	79.10	468.60
Mar-2026				24.00	72.70	196.70	96.10	79.10	468.60
Apr-2026		-1.00	Coordinator Civic Venues (67600)	24.00	72.70	196.70	95.10	79.10	467.60
May-2026	1	-1.00	Trainee ICT Officer (44105) + Trainee Welbeing & Resilience Officer (47010)	24.00	72.70	196.70	95.10	79.10	467.60
Jun-2026				24.00	72.70	196.70	95.10	79.10	467.60
Jul-2026		-1.00	Executive Assistant (10003)	23.00	72.70	196.70	95.10	79.10	466.60
Aug-2026				23.00	72.70	196.70	95.10	79.10	466.60
Sep-2026			FTE transferred within IS (56607) + W&WW (86606)	23.00	72.70	197.70	95.10	78.10	466.60
Oct-2026			FTE transferred within IS (56420) to (56608)	23.00	72.70	197.70	95.10	78.10	466.60

Over the past 12 months approved FTE has remained largely stable, decreasing slightly by 3.8 FTE, indicating a consistent and well-controlled workforce structure aligned with operational requirements and budget settings.

Figure 2.0: Approved FTE: November 2025 – October 2026 - 12-month snapshot



1.2. All Positions (FTE)

The All Positions FTE, which includes both permanent and temporary roles, began at 503.80 in November 2025, reflecting temporary roles. Fluctuations were observed as follows:

Notable drops: Nov (-2.7 FTE), Feb (-6.0 FTE), May (-4.3 FTE). There has been a increase of 3.5 FTE for October. The final count was 494.70 FTE, an overall decrease of 9.10 FTE over the year.

Figure 3.0: All Positions FTE by directorate as at 31 October 2026

ALL POSITIONS (Approved & Non Approved)

Office of the CEO	Corporate Services	Infrastructure Services	Community Services	Water & Waste
All Positions FTE 24	All Positions FTE 75.1	All Positions FTE 212.1	All Positions FTE 99.2	All Positions FTE 84.3

Department	
Chief Executive Officer	3
People & Capability	15
Public Affairs	6

Department	
Corporate Services	3
Financial Services	24.4
Information Solutions	18.7
Governance & Assurance	6
Contracts & Procurement	8
Safety & Resilience	11
Enterprise Assets	4

Department	
Infrastructure Services	2
Parks & Recreation	82.6
Infrastructure East	23
Infrastructure West	52
Corporate Properties	27.5
Fleet	12
Engineering Services	13

Department	
Community Services	5
Planning & Environment	12
Community Education & Compliance	17
Community & Cultural Services	57.5
Economic Development	7.7

Department	
Water & Waste	2
Water & Waste Operations	18.6
Waste Management Operations	46
W&W Business Services	13.7
W&W Planning & Projects	4

ALL POSITIONS FTE	FILLED FTE	VACANT FTE	HEADCOUNT (actual count)
494.70	432.20	62.50	445

Note:

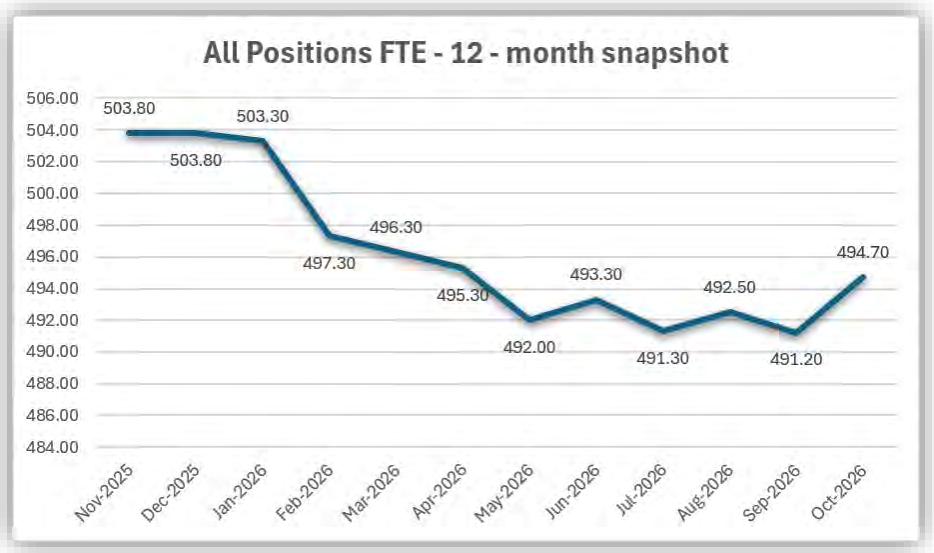
**Temporary positions approved by the CEO for fixed-term engagement for a specific task or period. Consist of full-time, part-time and casual. Positions will be removed from the organisation structure upon completion of the term.*

** 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.*

Month	FTE Movement		Description	OCEO	CGFS	E&I	PECS	W&WW	FTE
Nov-2025		-2.7	Removed Positions (63,542.3 + 65,511 + 67,620.2 + 67,633.20 + 52,204.2 + 55,200.3 + 57,507 + 81,012.3) New Positions (52,229 + 65,620 + 84,402.2 + 11,103.3 + 11,101.2)	37.00	75.10	210.20	98.20	83.30	503.80
Dec-2025			Removed Positions (N/A) New Positions (81,018.30)	26.00	75.10	210.20	108.20	84.30	503.80
Jan-2026			Removed Positions (44,214.20 + 62,500.30 +, 65,513.30) New Positions (52,506.30 + 63,542.30 + 83,020.30)	26.00	74.10	210.70	107.20	85.30	503.30
Feb-2026		-6.0	Removed Positions (52,506.30 + 57,002.30 + 57,514.00 + 63,545.00 + 64,511.30 + 66,742.20 + 66,743.10 + 67,611.30 + 67,613.00 + 81,063.30) New Positions (56,064.30 + 67,635.00 + 81,026.00)	26.00	74.10	209.20	102.70	85.30	497.30
Mar-2026		-1.0	Removed Positions (81,018.30) New Positions (Nil)	26.00	74.10	209.20	102.70	84.30	496.30
Apr-2026		-1.0	Removed Positions (81,018.30) New Positions (Nil)	26.00	74.10	210.20	101.70	83.30	495.30
May-2026		-4.3	Removed Positions (11,101.20 + 44,105.00 + 56,064.20 + 63,542.30 + 56,062.30) New Positions (47,010.00 + 80,001.30)	25.00	74.10	207.90	100.70	84.30	492.00
Jun-2026	2.3		Removed Positions (64,520.30) New Positions (11,104.00)	26.00	74.10	207.90	101.00	84.30	493.30
Jul-2026		-2.0	Removed Positions (10,003.00 + 56,603.00 + 56,610.00 +56,611.00 + 56,612.00 + 56,613.00 + 56,614.00 + 62,506.20 + 66,753.20 + 67,624.00 + 67,625.00 + 67,626.00 + 80,001.30) New Positions (45,002.20 + 52,208.00 + 52,297.00 + 55,312.00 + 55,313.00 + 55,314.00 + 55,315.00 + 55,316.00 +	25.00	75.10	208.40	98.50	84.30	491.30
Aug-2026	1.2		Removed Positions Nil New Positions (66,748.30 + 52,297.00)	25.00	75.10	208.60	99.50	84.30	492.50
Sep-2026		-1.3	Removed Positions (11,104.00 + 66,748.30 + 86,606.00) New Positions (56,607.00 + 66,753.30)	24.00	75.10	209.60	99.20	83.30	491.20
Oct-2026	3.5		Removed Positions Nil New Positions (52,272.30 +52,508.30 + 56,062.30 + 81,018.30) FTE transferred from (56,420.00 to 56,608.00)	24.00	75.10	212.10	99.20	84.30	494.70

Figure 4.0: All Positions FTE: November 2025 – October 2026 - 12-month snapshot

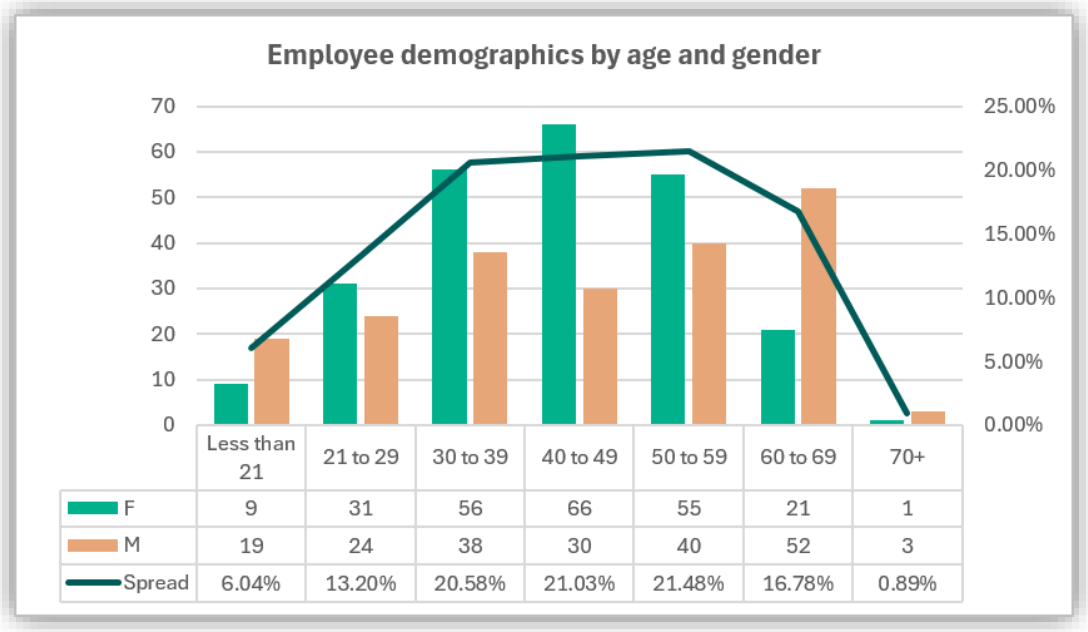


2. EMPLOYEE TRENDS UPDATE:

2.1. Employee Demographics

The current age demographics of Council employees highlight the need to plan for future workforce transitions and knowledge transfer. 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 30 to 59 and a notable portion aged 60 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: Employee demographics by age and gender as at 31 October 2026



	Less than 21	21 to 29	30 to 39	40 to 49	50 to 59	60 to 69	70+
F	9	31	56	66	55	21	1
M	19	24	38	30	40	52	3
Spread	6.04%	13.20%	20.58%	21.03%	21.48%	16.78%	0.89%

2.2. Transition to Retirement

Council is currently supporting the transition to retirement for two long-serving employee, with a combined 33 years' continuous service.

Additionally, three employees have formally advised of their intention to retire in early 2027 and will commence extended leave arrangements as part of this transition.

These transitions are being actively managed to ensure knowledge transfer and minimise operational risk.

- Corporate Services| Financial Services | 20.42 years
- Corporate Services| Financial Services | 12.75 years

2.3. Employee Tenure

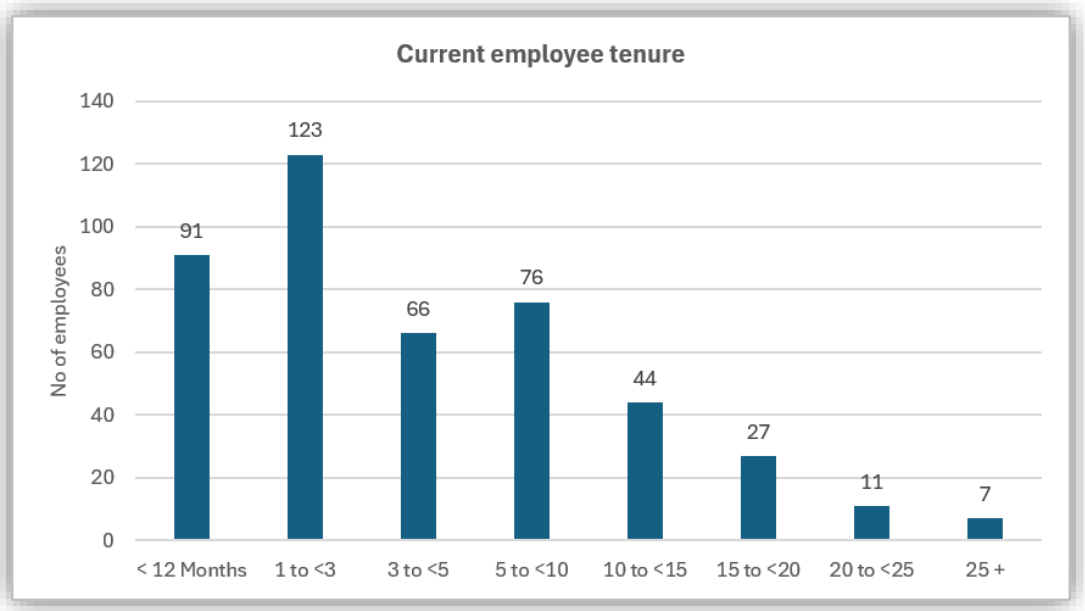
Council's workforce tenure data continues to guide strategic efforts around employee retention and engagement. As of 31 October, the largest tenure group of employees is 1 to less than 3 years (123), an increase of 6 employees for the month, followed closely by less than 12 months of service (91 employees), a decrease of 11 employee this month. This indicates a workforce with a strong early-career presence, highlighting the importance of targeted initiatives such as:

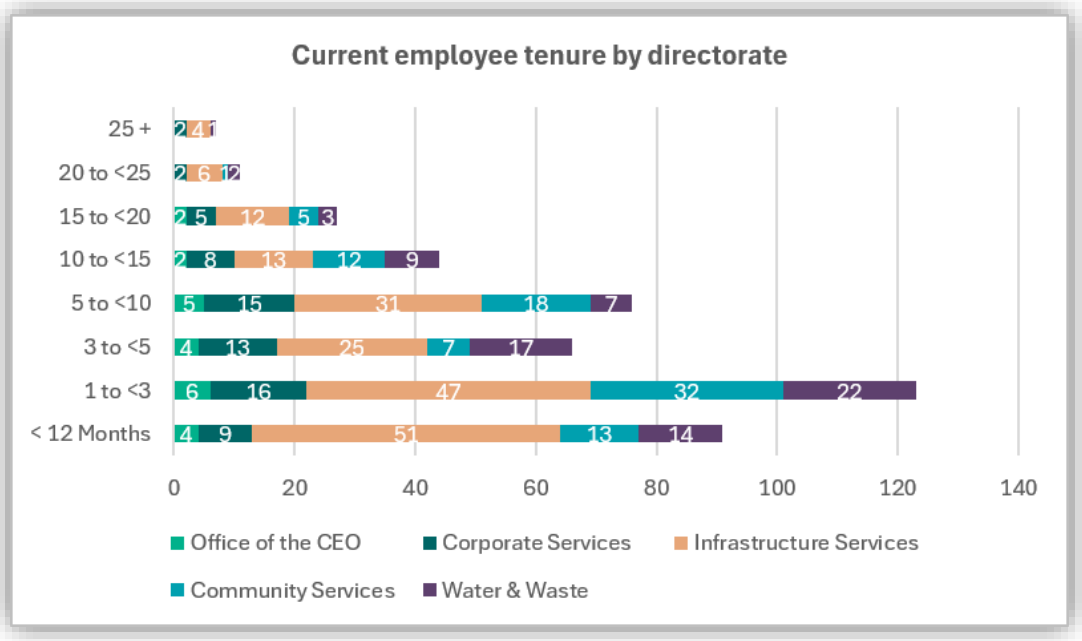
- Enhanced onboarding programs
- Career development pathways
- Employee recognition strategies
- Wellness and flexible work support
- Mentoring and knowledge transfer frameworks

The mid-tenure groups—3 to less than 5 years (66 employees) and 5 to less than 10 years (76) represent a critical segment for succession planning and leadership development.

Long-tenured employees, including those with 10 to less than 15 years (44), 15 to less than 20 years (27), 20 to less than 25 years (11), and 25+ years (7), provide depth of experience and institutional knowledge. Their retention is vital for continuity, mentoring and cultural stability.

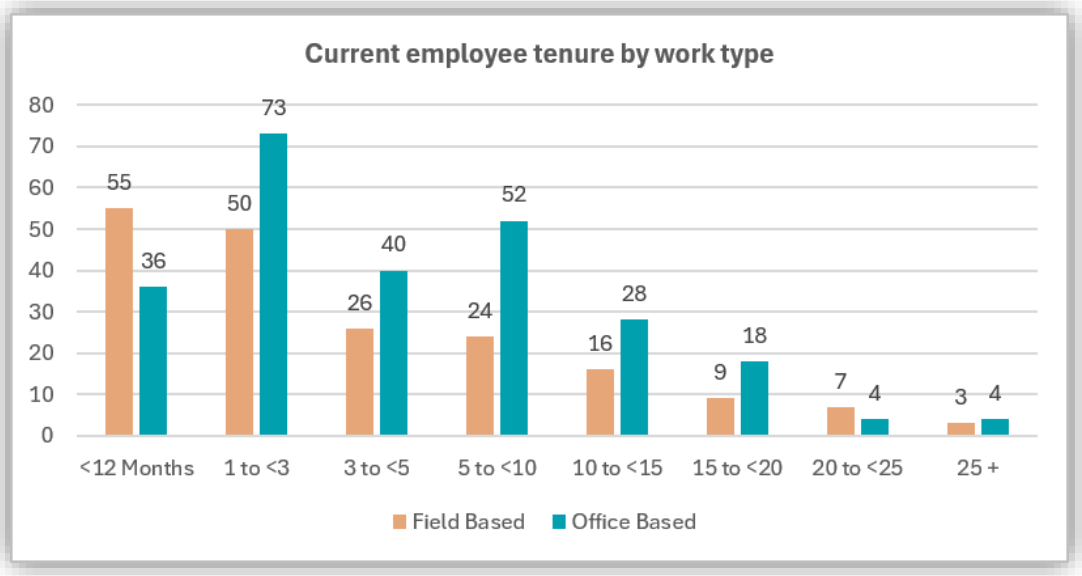
Figure 6.0: Employee tenure and by directorate as at 31 October 2026





Most office-based employees have been with Council for less than three (3) years, with higher representation across nearly all tenure groups compared to field-based employees. Notably, employees with 25+ years of service are evenly split between office and field roles, reflecting balanced long-term commitment across work types.

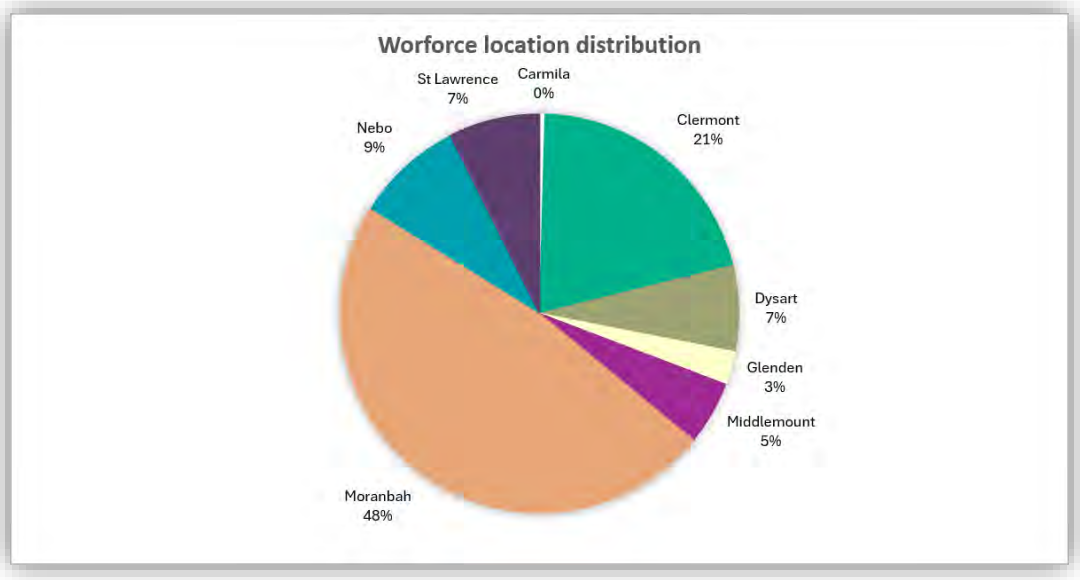
Figure 6.1: Employee tenure and by work type as at 31 October 2026



2.4. Employee work type and location distribution

Council's workforce is distributed across eight (8) locations, Moranbah having the largest number of employees (213), then Clermont (92), Nebo (39), St Lawrence (33), Dysart (31), Middlemount (23), Glenden (12) and Carmila (2). The total workforce as at 31 October is 445 employees.

Figure 6.2: Employee tenure and work type as at 31 October 2026



While field-based roles remain consistently distributed across towns, office-based roles are more concentrated in Moranbah. This concentration presents an opportunity to:

- Consider broader geographic placement of roles where appropriate
- Support more balanced workforce distribution
- Strengthen service accessibility and regional equity

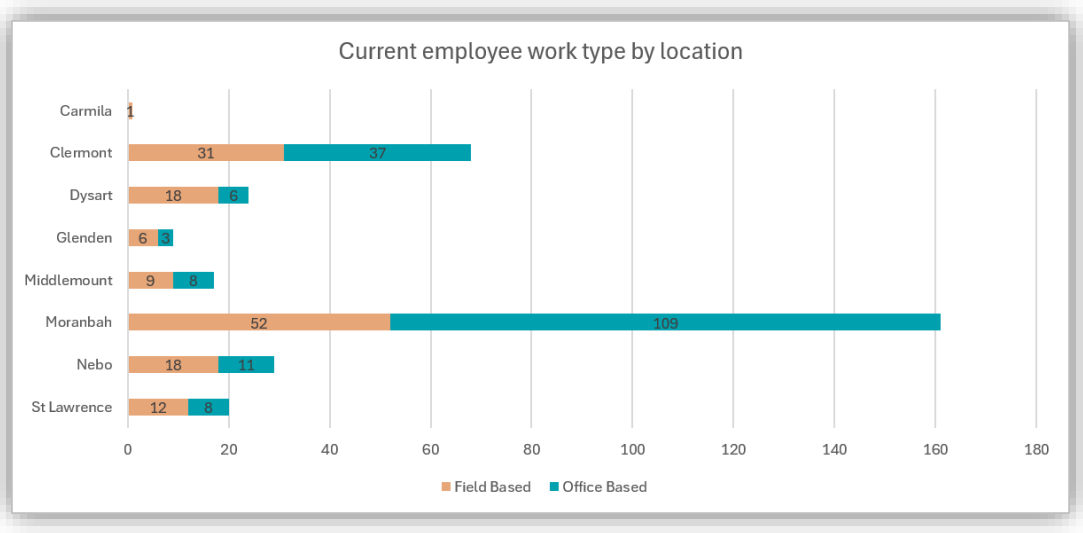
Positioning roles across towns rather than concentrating them solely in the main towns delivers a range of organisational and community benefits. Locally based employees contribute to stronger regional economies by supporting small businesses, local contractors and services through day-to-day spending, while also helping stabilise school enrolments and essential community services such as childcare, healthcare and sporting groups.

Distributing roles enhances service delivery by ensuring faster response times, better local knowledge and stronger relationships with residents. It also supports workforce attraction and retention by allowing employees to live and work in their preferred towns, reducing relocation pressures and improving long-term stability.

This approach helps prevent over-centralisation, balances workloads and resources across the region, and strengthens community confidence by maintaining a visible Council presence in each town.

Additionally, locating positions in smaller communities can create opportunities for local workforce development, including traineeships, apprenticeships and career pathways that encourage young people to stay within the region.

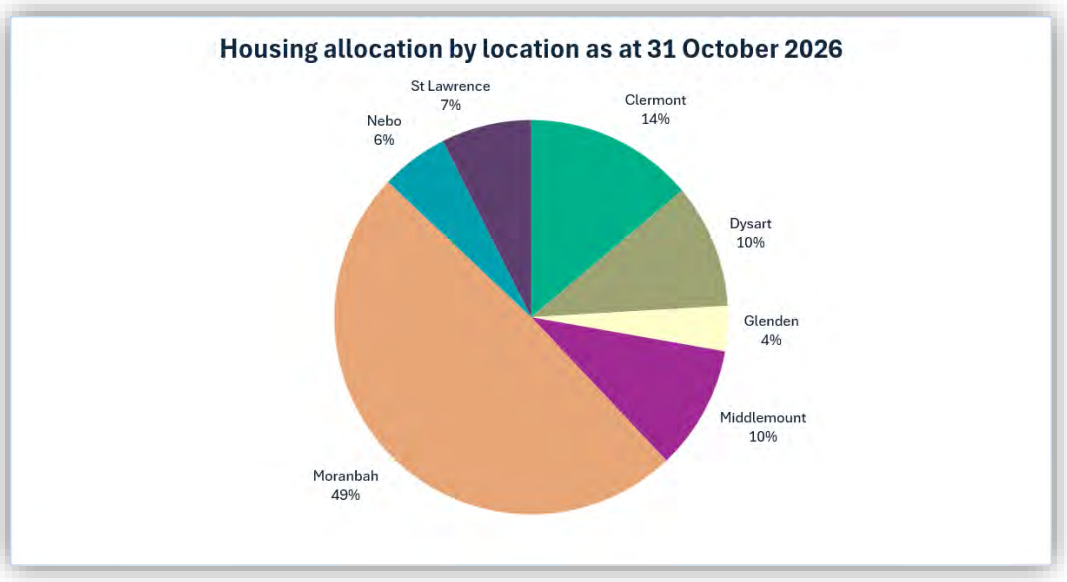
Figure 6.3: Employee location by work type as at 31 October 2026



2.5. Housing allocation distribution

As at 31 October 2026, the total employee housing allocation (occupied properties) decreased to 108 properties across seven (7) locations, down from 109 properties in September. Occupied properties include Clermont (15), Dysart (11), Glenden (4), Middlemount (11), Moranbah (53), Nebo (6) and St Lawrence (8). This reflects a reduction of one occupied property during the month, with decreases recorded in Moranbah and Nebo, partially offset by an increase in St Lawrence, while all other locations remained unchanged.

Figure 6.4: Employee housing allocation by location



The data includes the following categories of employee housing allocation:

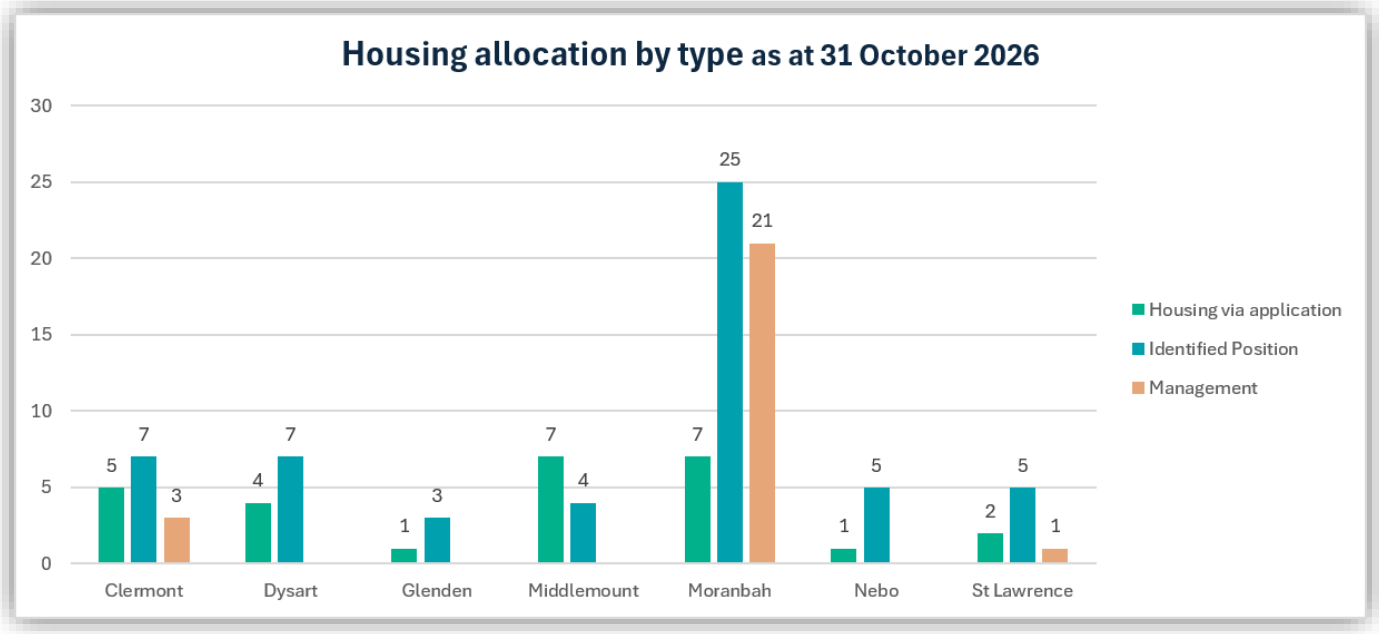
Management and Identified Positions

Housing entitlements continue to be reviewed to ensure alignment with operational needs, recruitment challenges and strategic priorities. Housing remains tied to the position, not the individual and is provided where contractually required. Identified positions continue to receive housing at a subsidised rate to support recruitment, retention and service continuity in key areas. Note, this data is based on housing allocation (occupied properties), does not include anyone receiving housing allowance in lieu of provided accommodation.

Housing via application

Housing via application remains available for employees whose positions do not include contractual housing entitlement. This option is offered at a subsidised rate and continues to play a role in supporting staff in areas with high rental costs or limited housing availability.

Figure 6.5: Employee housing allocation by type



2.6. Employee Turnover

The employee turnover rate from November 2025 to October 2026 is 25%. Exit feedback reflects a range of personal, regional, career and organisational factors, with primary reasons for turnover being employees leaving the Isaac region (21%) and family/personal reasons (17%). The People and Capability team continue 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 November 2025 to 31 October 2026. (Approved establishment only).

Directorate	Appointed	Turnover	Current	Percent (%)
Office of the CEO	4	4	23	17.78%
Corporate Services	9	11	66	16.92%
Infrastructure Services	46	48	171	27.75%
Community Services	13	23	85	26.59%
Water and Waste	12	18	69	26.09%
TOTAL	84	104	414	25.00%

Figure 7.1: Turnover Reasons for period 1 November 2025 to 31 October 2026 (12 months).

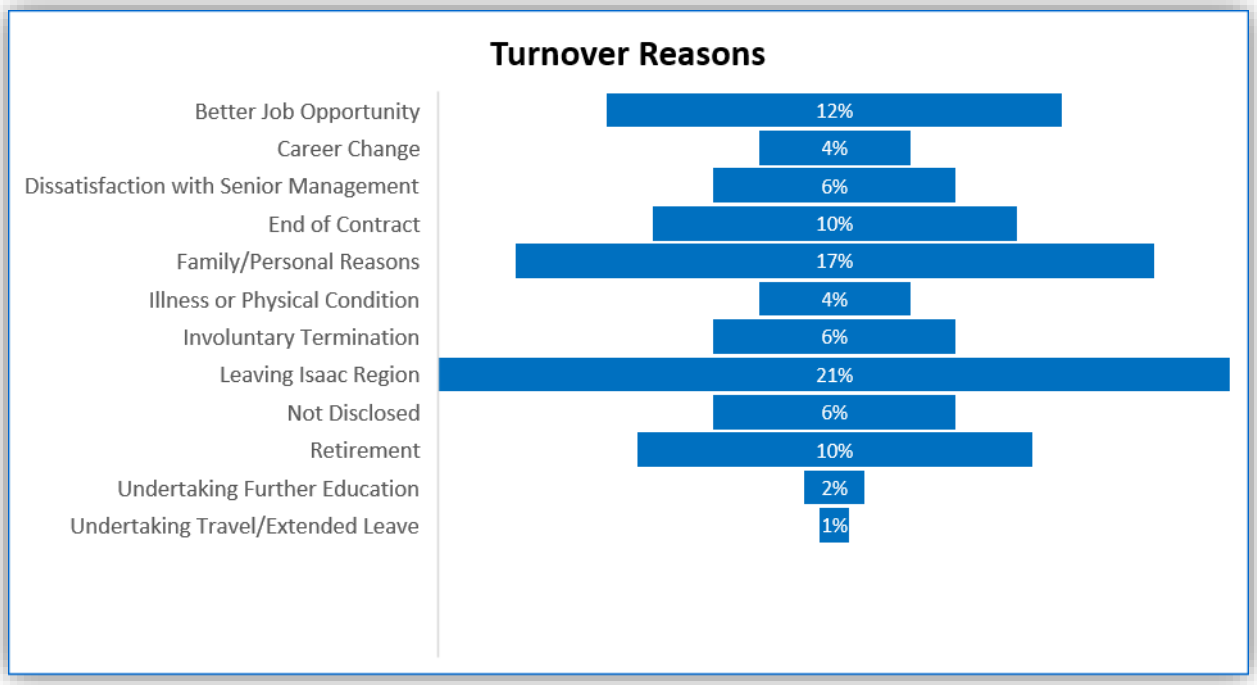
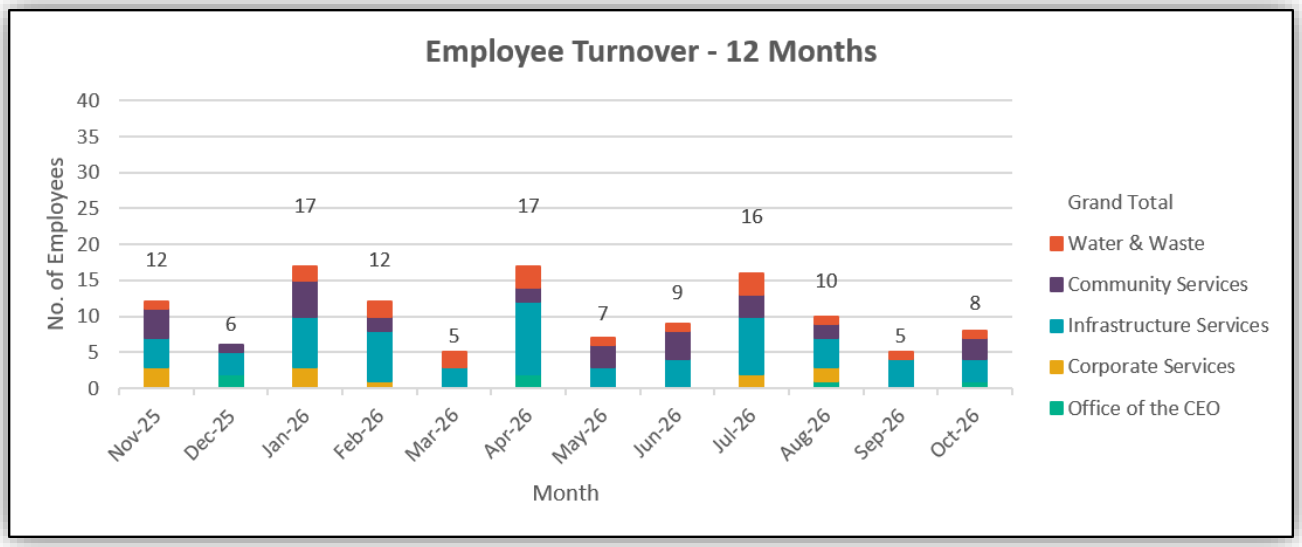


Figure 7.2: Turnover rate 5-year period

Turnover - Calendar Year	Percent (%)
1 November 2021 to 30 October 2022	24.56%
1 November 2022 to 30 October 2023	25.51%
1 November 2023 to 30 October 2024	22.59%
1 November 2024 to 30 October 2025	20.61%
1 November 2025 to 30 October 2026	25.00%

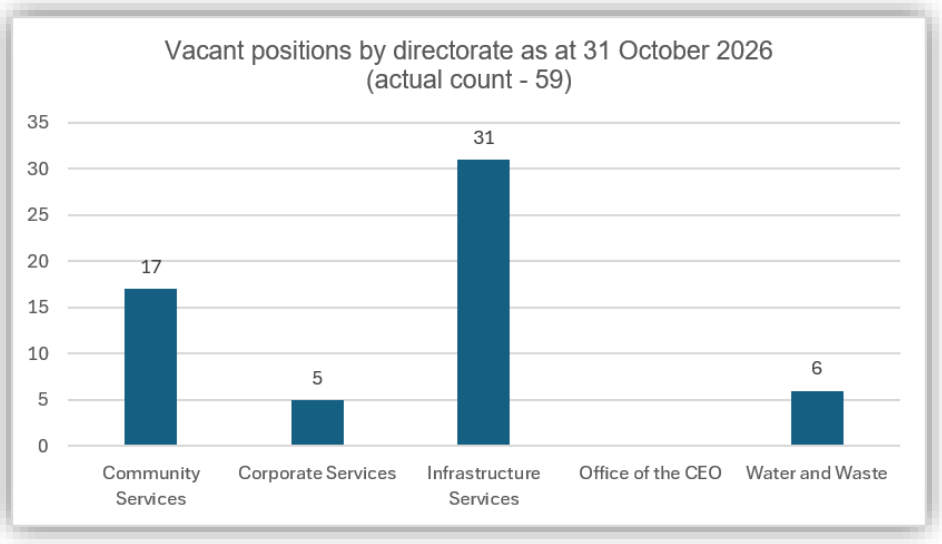
Figure 7.3: Turnover Demographics – 1 November 2025 to 31 October 2026



3. Workforce recruitment

As at 31 October 2026, vacant positions decreased slightly to a total of 59 down from 61 in September. Infrastructure Services continued to have the highest number of vacancies with 32 (+3), followed by Community Services with 17 (+3), Water and Waste with 6 (-3), Corporate Services with 5 (-3) and the Office of the CEO with 0 (-1).

Figure 8.0: Number of vacancies by directorate.



3.1. Vacancy Risk

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

As at 31 October 2026, the number of positions vacant for greater than 12 months decreased to 9, down from 10 in September. Vacancies between 6 and 12 months increased from 9 to 11, while those vacant for less than 6 months decreased from 42 to 39.

Overall vacancies decreased slightly from 61 in September to 59 in October. This reflects continued recruitment activity and progress in filling vacancies, balanced by ongoing workforce movement during the period.

The P&C team continues to make steady progress in filling roles. External labour market challenges and internal organisational changes continue to affect vacancy levels; however, the team is

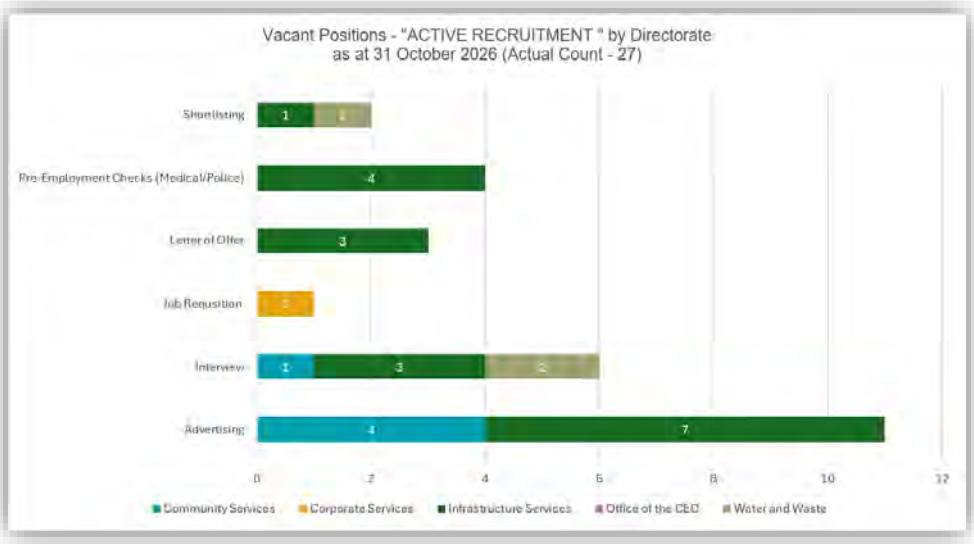
maintaining momentum in progressing recruitment priorities and addressing workforce gaps over the next six months.

Figure 8.1: shows "length of time vacant" as of 31 October 2026 (actual count – 59).

3.2. Vacancy Active Recruitment

As at 31 October 2026, the number of vacant positions under active recruitment is 27, an increase from 26 in September 2026. This reflects continued recruitment activity, with a number of positions remaining at various stages of the recruitment process, including advertising, interviews, shortlisting, pre-employment checks, and appointment, prior to commencement.

Figure 8.2: Active recruitment, vacancies by directorate and status



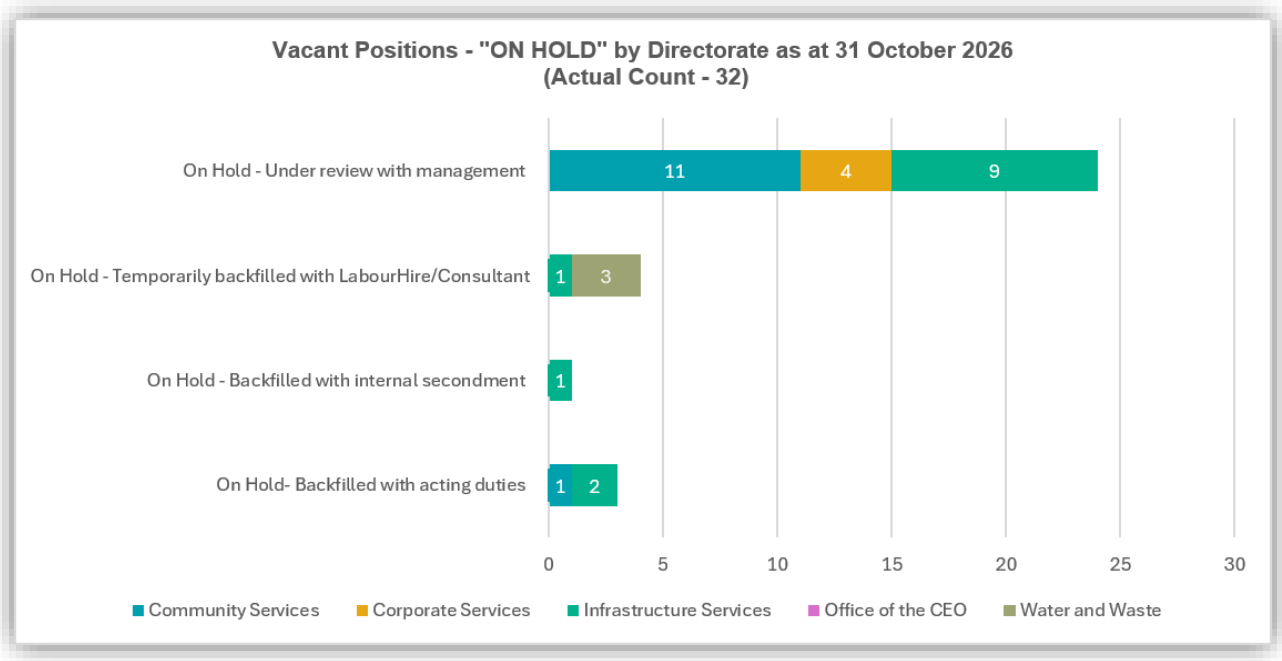
Vacant Positions "ACTIVE RECRUITMENT" as of 31 October 2026 (Actual count 27)

Position No.	Position Title	No of Days Vacant	Vacancy Status
Corporate Services			
44,200.00	Project Coordinator	61	Job Requisition
Infrastructure Services			
50,001.00	Executive Assistant	38	Letter of Offer
52,231.00	Labourer	51	Pre-Employment Checks (Medical/Police)
52,233.00	Labourer	17	Advertising
52,254.00	Labourer	160	Advertising
52,294.00	Labourer	69	Advertising
55,305.00	Plant Operator	477	Pre-Employment Checks (Medical/Police)
55,306.00	Plant Operator	62	Advertising
55,312.00	Labourer	1027	Interview
55,313.00	Plant Operator	1039	Advertising
55,314.00	Plant Operator	882	Pre-Employment Checks (Medical/Police)
55,316.00	Labourer	690	Advertising
55,502.00	Overseer - Infrastructure	150	Letter of Offer
56,228.00	Labourer	50	Letter of Offer
56,417.00	Plant Operator	287	Shortlisting
56,422.00	Labourer	25	Advertising
56,608.00	Network Inspector	44	Interview
57,513.00	Plumber - Residential Maintenance	84	Interview
58,207.00	Mobile Mechanical Fitter	148	Pre-Employment Checks (Medical/Police)
Community Services			
63,524.00	Environment & Sustainability Support Officer	40	Interview
64,531.00	Plumbing Inspector	56	Advertising
64,546.00	Trainee Administration Officer - CEC	56	Advertising
66,701.00	Senior Librarian	11	Advertising
67,635.00	Isaac Events Centre Trainee	12	Advertising
Water and Waste			
81,022.00	Electrician	455	Interview
81,026.00	Apprentice Plumber	16	Shortlisting
81,097.00	Electrician/SCADA Technician	136	Interview

3.3. Vacancy - Recruitment on hold

The number of positions on hold across directorates decreased slightly from 35 in September 2026 to 32 in October 2026.

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 October 2026 (Actual count 32)

Position No.	Position Title	No of Days Vacant	Vacancy Status	Vacancy Comments
Corporate Services				
44,220.00	Systems Coordinator	256	On Hold - Under review with management	Department review to be completed following Tech1 go-live
44,221.00	Senior Systems Officer	329	On Hold - Under review with management	Department review to be completed following Tech1 go-live
44,223.00	Systems Officer	64	On Hold - Under review with management	Department review to be completed following Tech1 go-live
44,224.00	GIS Officer	176	On Hold - Under review with management	Department review to be completed following Tech1 go-live
Infrastructure Services				
52,222.00	Leading Hand	59	On Hold- Backfilled with acting duties	Internal acting duties
52,226.00	Truck Driver	315	On Hold - Under review with management	On hold, Manager review – investigating upskilling options
52,243.00	Truck Driver	192	On Hold - Under review with management	On hold, department review to be completed
52,250.00	Team Leader - Parks and Recreation	21	On Hold - Backfilled with internal secondment	Internal secondment duties
52,290.00	Team Leader - Parks and Recreation	35	On Hold- Backfilled with acting duties	Internal acting duties
52,295.00	Labourer	65	On Hold - Under review with management	With Manager. Casual seasonal position under review.
55,311.00	Water Truck Operator	21	On Hold - Under review with management	Position requirements under review
56,429.00	Semi Water Truck Driver	367	On Hold - Under review with management	Position requirements under review
57,508.00	Carpenter	205	On Hold - Under review with management	Position Description review
59,000.00	Manager Engineering Services	86	On Hold - Temporarily backfilled with LabourHire/Consultant	Agency recruitment under process
59,015.00	Coordinator Design and Planning	426	On Hold - Under review with management	Position requirements under review
59,026.00	Graduate Engineer	96	On Hold - Under review with management	On hold pending Manager recruitment
59,027.00	Civil Engineering Student	626	On Hold - Under review with management	Advertise end of the year to coincide with university break.
Community Services				
60,004.00	Executive Assistant	111	On Hold - Under review with management	Under review with management
62,511.00	Renewable Energy Coordinator	211	On Hold- Backfilled with acting duties	Backfilled until March 2027 pending funding

64,500.00	Manager Community Education & Compliance	136	On Hold - Under review with management	Backfilled with additional duties pending department review
65,514.00	Program Leader Social Impact	250	On Hold - Under review with management	Under review with management
66,727.00	Frontline Service Officer	76	On Hold - Under review with management	Under review with management
66,733.00	Frontline Service Officer	94	On Hold - Under review with management	Under review with management
66,764.00	Cadet Frontline Service Officer (Museums)	91	On Hold - Under review with management	Under review with management
67,614.00	Hospitality Casual	266	On Hold - Under review with management	Under review with management
67,620.00	East Facilities Area Leader	78	On Hold - Under review with management	Under review with management
67,622.00	Casual Community Facilities Officer	200	On Hold - Under review with management	Under review with management
67,623.00	Casual Community Facilities Officer	201	On Hold - Under review with management	Under review with management
67,634.00	Casual Functions & Catering Officer	12	On Hold - Under review with management	Under review with management
Water and Waste				
81,000.00	Manager Operations & Maintenance	81	On Hold - Temporarily backfilled with LabourHire/Consultant	Agency recruitment under process
84,405.00	Customer Administration Officer	153	On Hold - Temporarily backfilled with LabourHire/Consultant	On hold pending proposed restructure
84,406.00	Administration Officer	106	On Hold - Temporarily backfilled with LabourHire/Consultant	On hold pending proposed restructure

3.4. Labour hire engagement

Labour hire continues to be used selectively where specialist skills, project requirements or temporary workforce gaps cannot be immediately filled through permanent recruitment.

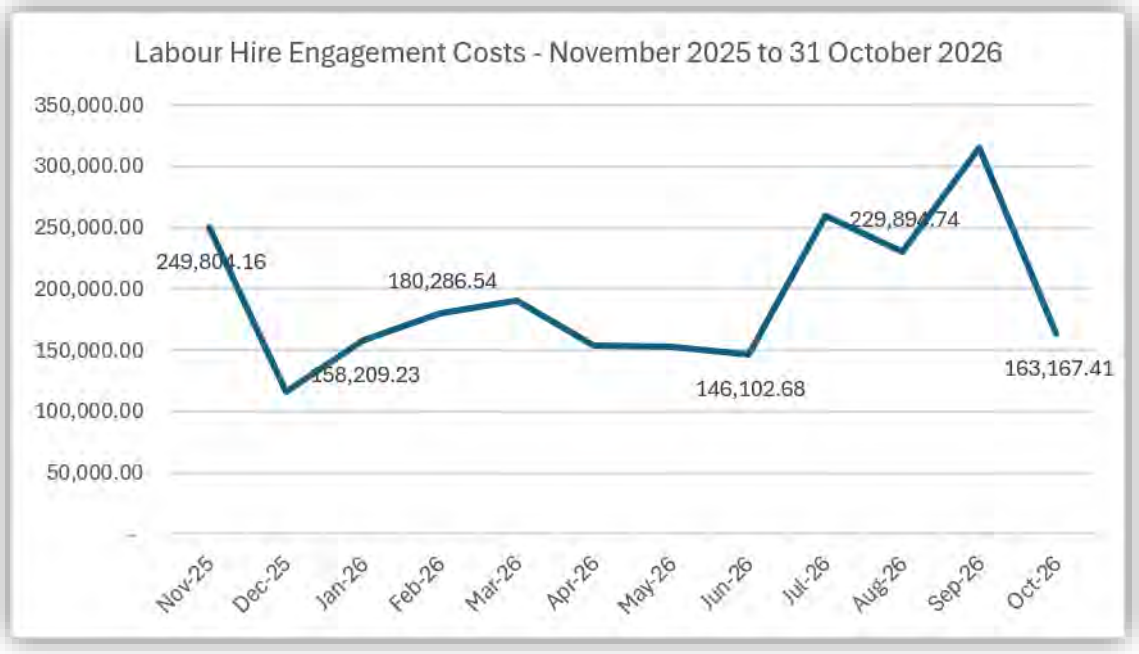
Labour hire personnel as of 31 October 2026

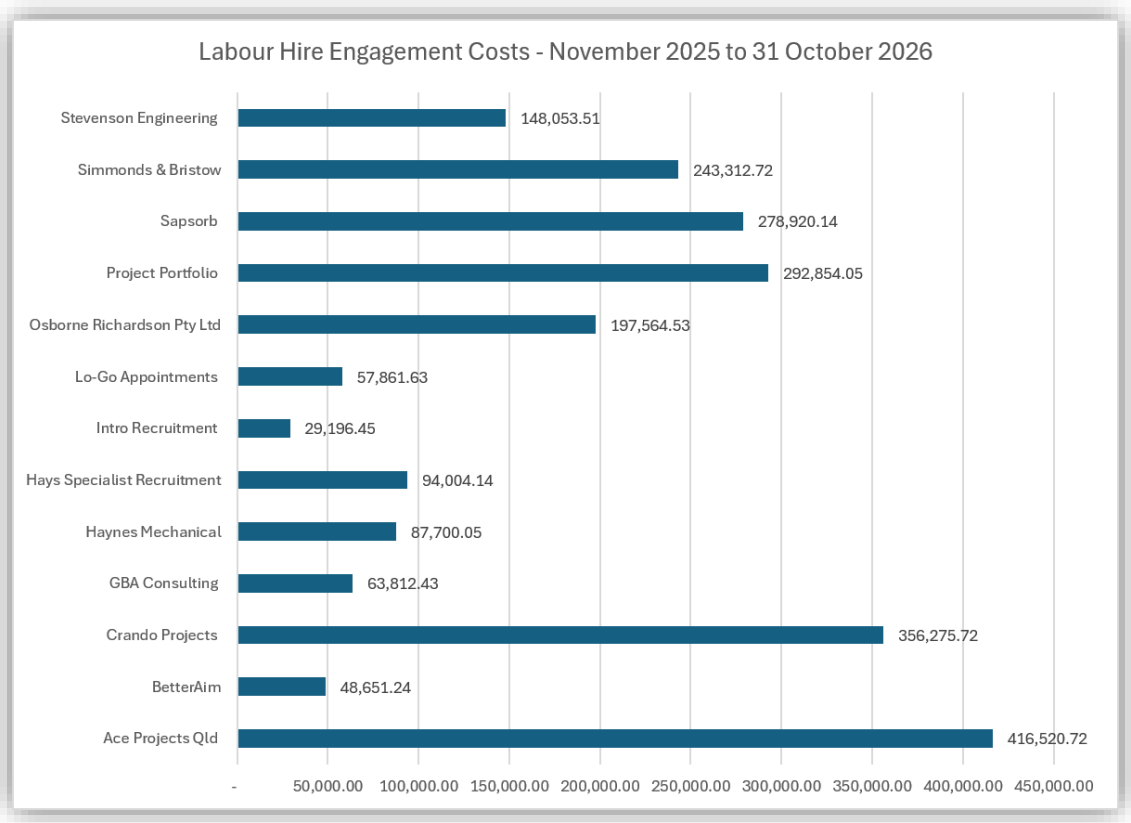
Directorate	Position Number	Position	Agency	Reason for Engagement	Start Date	End Date
Water and Waste	n/a	Project Manager	Project Portfolio	Project Work	18/06/2026	3/12/2026
Water and Waste	Capital	Project Consultant	Ace Projects Qld	Project Work	1/01/2022	12/12/2026
Infrastructure Services	n/a	Coordinator Projects	Project Portfolio	Project Work	20/10/2026	18/12/2026
Water and Waste	84,406.00	Administration Officer	Osborne Richardson	Backfill vacancy	13/07/2026	18/12/2026
Water and Waste	84,405.00	Customer Administration Officer	Hays Recruitment	Multiple vacancies and staff shortages	12/04/2026	18/12/2026
Water and Waste	81,000.00	Manager Operations and Maintenance	BetterAim	Backfill vacancy	6/10/2026	22/12/2026
Community Services	n/a	Administration Officer	Haynes Mechanical	Backfill vacancy	22/10/2026	15/01/2027
Water and Waste	81,084.00	Water and Wastewater Operator	Simmonds and Bristow	Backfill vacancy	6/05/2026	31/01/2027
Infrastructure Services	59,000.00	Manager Infrastructure Planning and Technical Services	Stevenson Engineering	Backfill vacancy	3/08/2026	26/02/2027
Water and Waste	Capital	Capital Works Project Manager	Crando Projects	Project Work - Capital	13/05/2024	1/05/2027
Community Services	n/a	Animal Management Centre Attendant	Haynes Mechanical	Assist with Animal Management Duties due to short staffed.	7/07/2025	30/06/2027
Water and Waste	84,401.10	Administration Officer	Osborne Richardson	Project Work	22/09/2026	30/06/2027
Community Services	n/a	Animal Management Centre Attendant	Osborne Richardson	Assist with Animal Management Duties due to short staffed.	9/10/2025	1/07/2027

3.5. Labour hire expenditure

The total labour hire expenditure for the 12-month period (November 2025 to October 2026) was $2,314,727.33 across 13 supplier agencies. Labour hire spend for October 2026 was $163,167.41, representing a decrease of $151,454.95 (48.14%) compared to September 2026 ($314,622.36). Despite the reduction, labour hire resources continued to be utilised to support operational and specialist workforce requirements across the organisation.

Labour hire Agency	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26	Total
Ace Projects Qld	21,120.00	17,600.00	31,020.00	34,014.20	53,929.92	35,466.20	36,971.44	19,300.16	57,878.04	36,191.32	54,068.52	18,960.92	416,520.72
BetterAim											27,311.24	21,340.00	48,651.24
Crando Projects	14,058.83	31,717.69	27,752.51	27,752.51	45,039.40	28,680.96	15,699.04	19,388.88	52,952.63	32,696.13	42,971.51	17,565.63	356,275.72
GBA Consulting	63,812.43	-	-	-	-	-	-	-	-	-	-	-	63,812.43
Haynes Mechanical	1,618.65	3,044.25	2,673.00	4,024.35	4,513.10	26,267.67	14,670.48	2,168.10	9,193.47	12,024.98	4,284.50	3,217.50	87,700.05
Hays Specialist Recruitment	17,677.18	9,734.28	-	-	-	-	7,048.01	5,406.14	23,066.22	9,181.80	13,981.52	7,908.99	94,004.14
Intro Recruitment	-	-	-	-	12,161.60	10,945.44	6,089.41	-	-	-	-	-	29,196.45
Lo-Go Appointments	-	-	6,299.26	24,376.09	6,299.26	-	20,887.02	-	-	-	-	-	57,861.63
Osborne Richardson Pty Ltd	22,392.27	10,214.32	25,490.99	17,496.55	27,021.54	14,299.68	14,039.78	5,406.14	18,142.28	19,514.27	11,509.53	12,037.18	197,564.53
Project Portfolio	-	4,177.25	18,260.55	24,116.09	11,670.05	26,025.85	-	63,343.75	16,170.00	47,297.25	39,953.38	41,839.88	292,854.05
Sapsorb	23,232.00	16,183.75	24,200.00	36,073.13	30,219.75	12,296.63	27,149.38	10,436.25	28,404.75	34,243.00	36,481.50	-	278,920.14
Simmonds & Bristow	55,480.44	22,886.29	-	12,433.62	-	-	10,462.69	20,653.26	53,420.69	38,745.99	29,229.74	-	243,312.72
Stevenson Engineering	30,412.36	-	22,512.92	-	-	-	-	-	-	-	54,830.92	40,297.31	148,053.51
Total	**249,804.16**	**115,557.83**	**158,209.23**	**180,286.54**	**190,854.62**	**153,982.43**	**153,017.25**	**146,102.68**	**259,228.08**	**229,894.74**	**314,622.36**	**163,167.41**	**2,314,727.33**




Labour Hire Engagement Costs - November 2025 to 31 October 2026
Stevenson Engineering
148,053.51
Simmonds & Bristow
243,312.72
Sapsorb
278,920.14
Project Portfolio
292,854.05
Osborne Richardson Pty Ltd
197,564.53
Lo-Go Appointments
57,861.63
Intro Recruitment
29,196.45
Hays Specialist Recruitment
94,004.14
Haynes Mechanical
87,700.05
GBA Consulting
63,812.43
Crando Projects
356,275.72
BetterAim
48,651.24
Ace Projects Qld
416,520.72
-
50,000.00
100,000.00
150,000.00
200,000.00
250,000.00
300,000.00
350,000.00
400,000.00
450,000.00

4. Workforce leave

4.1. All leave taken (hours)

Across all directorates, a total of 29,029.20 hours of sick leave, 46,571.12 hours of RDO and 50,852.86 hours of annual leave were taken over the 12-month period. Infrastructure Services directorate recorded the highest leave usage overall. This includes long service leave and workers compensation hours. Parental leave has been utilised across Office of the CEO, Community Services, Corporate Services and Infrastructure Services. This month leave without pay has been utilised across all directorates, noting the Infrastructure Services directorate has the largest number of employees.

Percentage breakdown of sick leave, RDO and annual leave

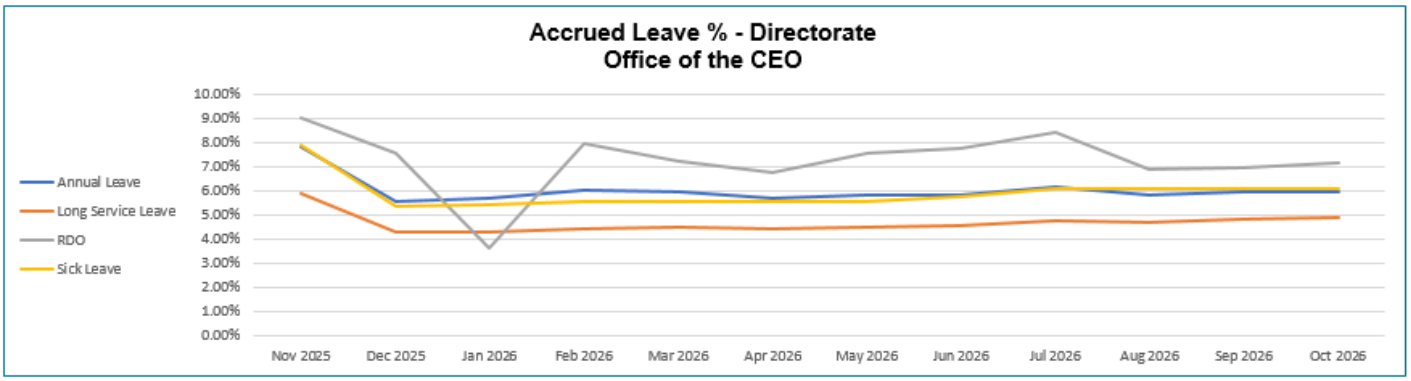
DIRECTORATE	SICK LEAVE	RDO	ANNUAL LEAVE
Office of the CEO	5%	6%	5%
Community Services	21%	22%	21%
Infrastructure Services	43%	34%	40%
Corporate Services Total	14%	20%	17%
Water & Waste Total	18%	18%	17%

	ALL LEAVE (HOURS TAKEN) - 1 October 2025 to 16 Octboer 2026						
Directorate	Sick Leave	RDO	Annual Leave	Long Service Leave	Workers Compensation	Parental Leave	Leave With Out Pay
Office of the CEO							
Chief Executive Office	282.32	520.28	757.07	0.00	0.00	0.00	0.00
People & Capability	582.57	1,272.36	1,204.84	0.00	0.00	471.25	439.73
Public Affairs	442.67	926.90	798.16	0.00	0.00	435.00	16.08
Office of the CEO Total	**1,307.56**	**2,719.54**	**2,760.07**	**0.00**	**0.00**	**906.25**	**455.81**
Community Services							
Community Services	208.91	368.14	749.81	0.00	0.00	0.00	6.84
Planning & Environment	723.10	1,642.87	1,333.31	145.00	90.94	72.50	98.32
Community Education & Compliance	1,495.79	2,041.53	2,185.60	0.00	0.00	290.00	242.32
Economic Development	321.49	766.59	894.08	0.00	7.50	751.71	24.00
Community & Cultural Services	3,363.37	5,115.36	5,738.08	544.89	81.75	2,801.74	1,495.70
Community Services Total	**6,112.66**	**9,934.49**	**10,900.88**	**689.89**	**180.19**	**3,915.95**	**1,867.18**
Infrastructure Services							
Infrastructure Services	0.00	0.00	43.50	0.00	0.00	0.00	0.00
Parks & Recreation	4,542.08	9,853.78	8,275.76	904.18	834.50	873.50	3,905.43
Infrastructure East	993.98	190.94	1,857.07	293.50	56.00	21.75	86.87
Infrastructure West	3,338.45	1,132.14	4,721.93	683.75	612.00	0.00	1,329.36
Corporate Properties	1,753.84	2,244.81	3,047.21	733.60	141.12	0.00	1,279.97
Fleet	943.54	1,040.67	1,467.69	0.00	657.00	0.00	72.09
Engineering Services	841.09	1,345.65	1,349.39	0.00	261.00	0.00	217.50
Infrastructure Services Total	**12,412.98**	**15,807.99**	**20,762.55**	**2,615.03**	**2,561.62**	**895.25**	**6,891.22**
Corporate Services							
Corporate Services	36.25	24.18	181.25	0.00	0.00	0.00	48.34
Financial Services	1,588.59	3,269.89	3,485.38	139.50	0.00	0.00	152.32
Information Solutions	665.21	2,253.00	2,329.14	161.10	0.00	58.50	28.25
Governance & Assurance	239.59	616.19	601.17	0.00	0.00	616.25	14.50
Contracts & Procurement	404.23	1,155.85	746.04	0.00	0.00	0.00	0.00
Safety & Resilience	911.43	1,406.48	995.78	0.00	0.00	0.00	115.00
Enterprise Assets	120.34	645.79	531.39	0.00	0.00	0.00	0.00
Corporate Services Total	**3,965.64**	**9,371.38**	**8,870.14**	**300.60**	**0.00**	**674.75**	**358.41**
Water & Waste							
Water & Waste	24.92	104.72	55.90	0.00	0.00	0.00	0.00
Water & Waste Operations	2,888.57	5,857.78	4,752.03	308.00	0.00	76.00	1,862.70
Waste Management Operations	1,345.01	745.02	2,454.71	176.32	475.80	0.00	2,042.17
W&W Business Services	695.07	1,143.35	964.53	341.00	0.00	940.57	14.05
W&W Planning & Projects	106.48	188.44	398.62	0.00	0.00	0.00	0.00
Water & Waste Total	**5,060.05**	**8,039.31**	**8,625.79**	**825.32**	**475.80**	**1,016.57**	**3,918.92**
Grand Total	28,858.89	45,872.71	51,919.43	4,430.84	3,217.61	7,408.77	13,491.54

Office of the CEO

OFFICE OF THE CEO												
PERCENTAGE	Month	Nov 2025	Dec 2025	Jan 2026	Feb 2026	Mar 2026	Apr 2026	May 2026	Jun 2026	Jul 2026	Aug 2026	Sep 2026	Oct 2026
	Annual Leave	7.84%	5.59%	5.72%	6.04%	5.99%	5.71%	5.84%	5.85%	6.15%	5.85%	5.96%	5.96%
	Long Service Leave	5.87%	4.28%	4.31%	4.45%	4.49%	4.44%	4.53%	4.57%	4.75%	4.72%	4.84%	4.89%
	RDO	9.04%	7.56%	3.63%	7.96%	7.22%	6.76%	7.57%	7.77%	8.40%	6.87%	6.94%	7.14%
	Sick Leave	7.91%	5.39%	5.43%	5.58%	5.56%	5.55%	5.57%	5.74%	6.12%	6.08%	6.09%	6.07%

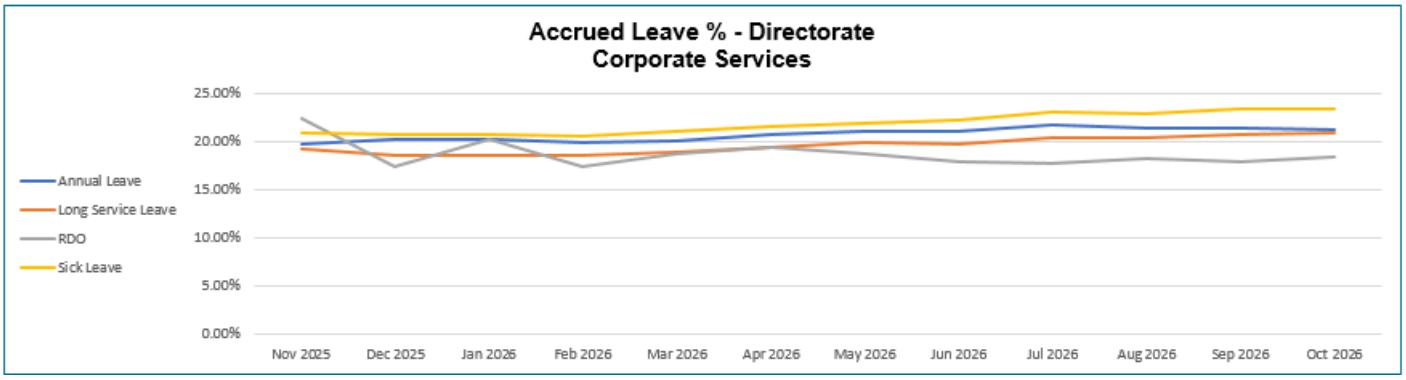
NUMBER OF WEEKS ACCRUED												
LEAVE TYPE	Annual Leave	149.29	92.62	95.13	104.12	103.94	98.30	104.05	107.35	113.80	109.90	114.20	113.47
	Long Service Leave	150.34	108.37	109.49	113.74	114.12	111.08	113.10	115.12	118.46	117.63	119.78	121.59
	RDO	10.96	6.70	3.27	7.91	7.86	7.24	8.33	8.61	8.97	7.26	7.38	8.16
	Sick Leave	209.58	142.16	144.40	150.59	149.18	147.45	148.57	150.26	155.26	153.82	152.79	153.23



Corporate Services

CORPORATE SERVICES													
PERCENTAGE	Month	Nov 2025	Dec 2025	Jan 2026	Feb 2026	Mar 2026	Apr 2026	May 2026	Jun 2026	Jul 2026	Aug 2026	Sep 2026	Oct 2026
	Annual Leave	19.79%	20.33%	20.29%	19.89%	20.07%	20.75%	21.09%	21.11%	21.72%	21.52%	21.42%	21.29%
	Long Service Leave	19.26%	18.69%	18.68%	18.60%	18.93%	19.50%	19.88%	19.79%	20.38%	20.47%	20.85%	21.03%
	RDO	22.50%	17.37%	20.33%	17.49%	18.80%	19.52%	18.77%	18.01%	17.82%	18.34%	17.96%	18.40%
	Sick Leave	20.99%	20.75%	20.76%	20.68%	21.07%	21.59%	21.88%	22.24%	23.06%	23.02%	23.41%	23.46%

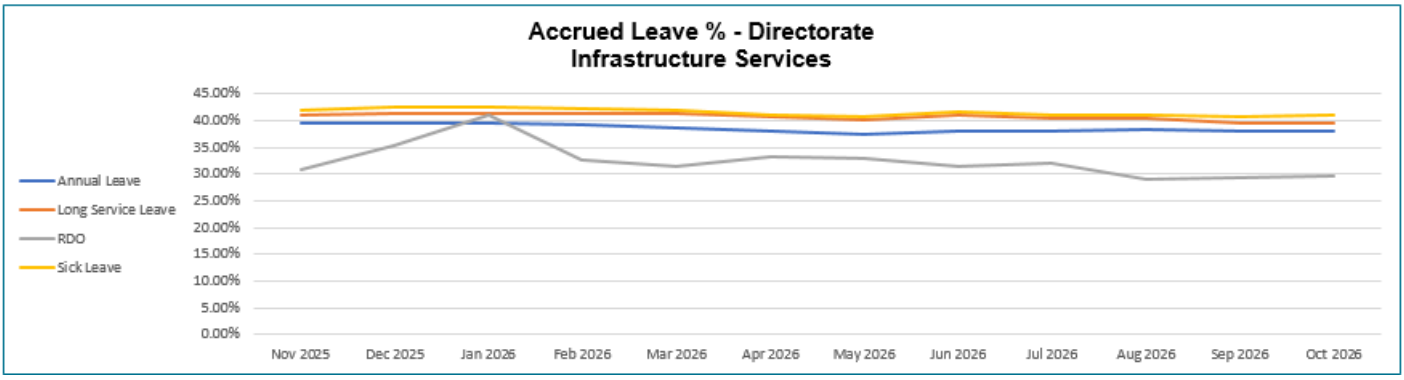
NUMBER OF WEEKS ACCRUED													
LEAVE TYPE	Annual Leave	376.81	336.91	337.52	343.02	348.13	357.31	375.56	387.26	401.84	404.50	410.16	405.50
	Long Service Leave	492.83	473.38	474.39	475.55	481.61	488.19	496.67	498.02	508.39	509.94	516.05	522.55
	RDO	27.27	15.41	18.33	17.38	20.48	20.92	20.64	19.96	19.02	19.37	19.10	21.02
	Sick Leave	556.29	547.20	551.97	558.57	565.69	573.47	583.41	582.38	585.36	582.21	587.59	591.71



Infrastructure Services

INFRASTRUCTURE SERVICES													
PERCENTAGE	Month	Nov 2025	Dec 2025	Jan 2026	Feb 2026	Mar 2026	Apr 2026	May 2026	Jun 2026	Jul 2026	Aug 2026	Sep 2026	Oct 2026
	Annual Leave	39.48%	39.56%	39.51%	39.33%	38.59%	38.03%	37.55%	38.14%	37.92%	38.41%	37.98%	37.87%
	Long Service Leave	41.05%	41.34%	41.39%	41.29%	41.21%	40.81%	40.12%	40.99%	40.42%	40.47%	39.45%	39.49%
	RDO	30.89%	35.20%	41.15%	32.61%	31.52%	33.09%	32.90%	31.30%	32.11%	29.02%	29.27%	29.71%
	Sick Leave	41.78%	42.49%	42.49%	42.31%	42.03%	41.01%	40.81%	41.53%	40.86%	40.89%	40.60%	40.91%

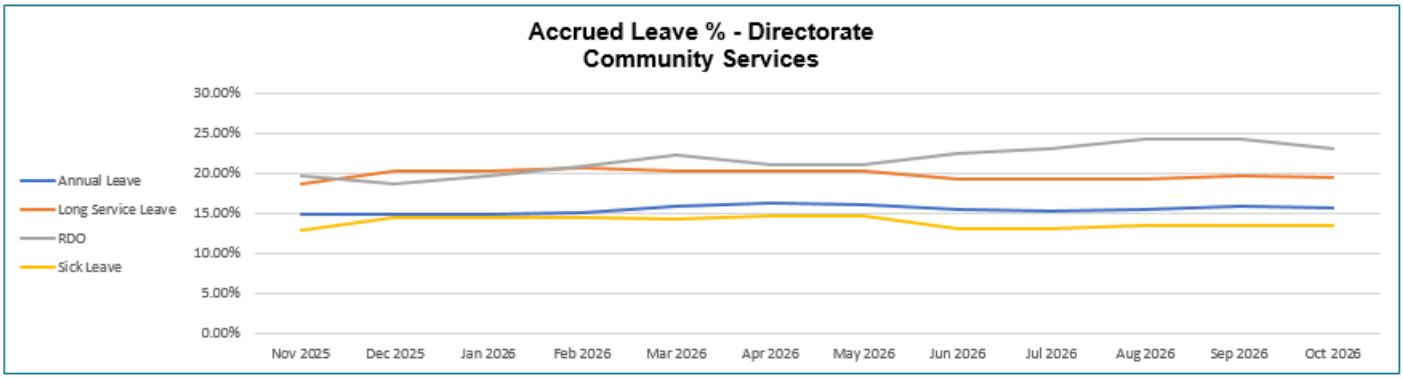
NUMBER OF WEEKS ACCRUED													
LEAVE TYPE	Annual Leave	751.59	655.59	657.19	678.20	669.41	654.91	668.56	699.69	701.62	721.89	727.30	721.28
	Long Service Leave	1050.64	1047.16	1051.30	1055.64	1048.21	1021.46	1002.22	1031.61	1008.45	1008.33	976.53	981.41
	RDO	37.44	31.23	37.11	32.41	34.34	35.47	36.18	34.68	34.26	30.64	31.12	33.95
	Sick Leave	1107.45	1120.58	1129.52	1142.83	1128.15	1089.10	1088.45	1087.30	1037.11	1034.47	1018.95	1031.96



Community Services

COMMUNITY SERVICES													
PERCENTAGE	Month	Nov 2025	Dec 2025	Jan 2026	Feb 2026	Mar 2026	Apr 2026	May 2026	Jun 2026	Jul 2026	Aug 2026	Sep 2026	Oct 2026
	Annual Leave	15.03%	14.96%	14.93%	15.18%	15.84%	16.25%	16.05%	15.45%	15.33%	15.61%	15.84%	15.78%
	Long Service Leave	18.69%	20.42%	20.41%	20.79%	20.38%	20.39%	20.38%	19.42%	19.39%	19.36%	19.76%	19.54%
	RDO	19.79%	18.68%	19.68%	20.87%	22.24%	21.14%	21.08%	22.51%	23.17%	24.42%	24.41%	23.07%
	Sick Leave	12.89%	14.54%	14.47%	14.51%	14.33%	14.65%	14.67%	13.04%	13.08%	13.63%	13.59%	13.62%

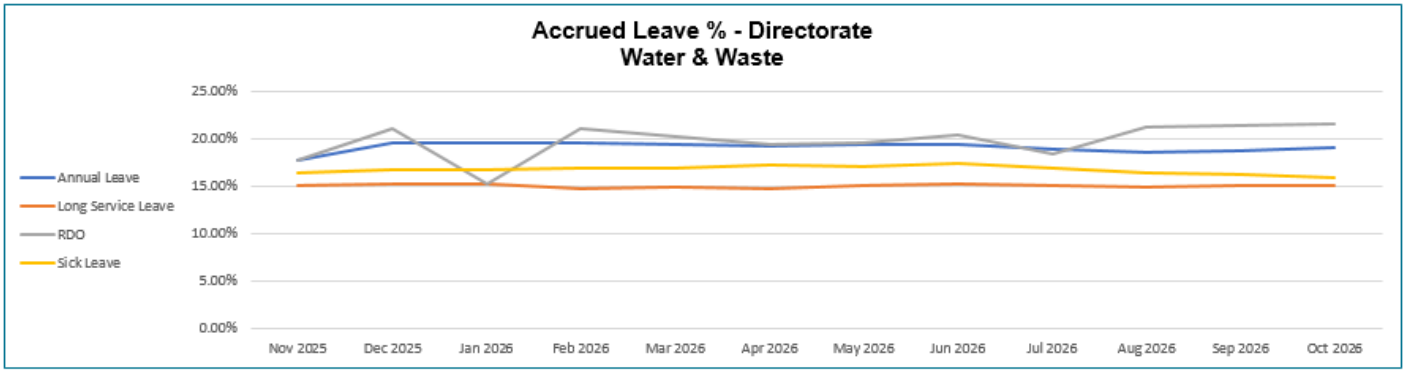
NUMBER OF WEEKS ACCRUED													
LEAVE TYPE	Annual Leave	286.17	247.93	248.33	261.75	274.83	279.77	285.73	283.49	283.64	293.32	303.44	300.57
	Long Service Leave	478.26	517.30	518.49	531.55	518.39	510.49	508.98	488.78	483.82	482.32	489.03	485.67
	RDO	23.98	16.57	17.75	20.74	24.22	22.65	23.18	24.93	24.72	25.78	25.96	26.36
	Sick Leave	341.62	383.42	384.62	391.98	384.59	389.07	391.30	341.54	331.96	344.78	341.14	343.56



Water and Waste

WATER & WASTE													
PERCENTAGE	Month	Nov 2025	Dec 2025	Jan 2026	Feb 2026	Mar 2026	Apr 2026	May 2026	Jun 2026	Jul 2026	Aug 2026	Sep 2026	Oct 2026
	Annual Leave	17.85%	19.56%	19.54%	19.57%	19.51%	19.26%	19.47%	19.45%	18.89%	18.61%	18.80%	19.11%
	Long Service Leave	15.13%	15.26%	15.21%	14.86%	14.99%	14.86%	15.09%	15.22%	15.06%	14.98%	15.10%	15.05%
	RDO	17.77%	21.20%	15.21%	21.07%	20.22%	19.49%	19.68%	20.40%	18.49%	21.34%	21.41%	21.67%
	Sick Leave	16.43%	16.84%	16.85%	16.92%	17.02%	17.20%	17.07%	17.45%	16.88%	16.38%	16.30%	15.95%

NUMBER OF WEEKS ACCRUED													
LEAVE TYPE	Annual Leave	339.86	324.21	324.99	337.40	338.50	331.65	346.65	356.88	349.48	349.73	360.02	363.91
	Long Service Leave	387.11	386.63	386.37	379.89	381.38	371.93	376.79	382.95	375.82	373.34	373.74	373.96
	RDO	21.54	18.80	13.72	20.94	22.03	20.88	21.64	22.60	19.73	22.53	22.77	24.76
	Sick Leave	435.62	444.16	448.08	456.94	456.75	456.78	455.26	456.84	428.45	414.31	409.06	402.27

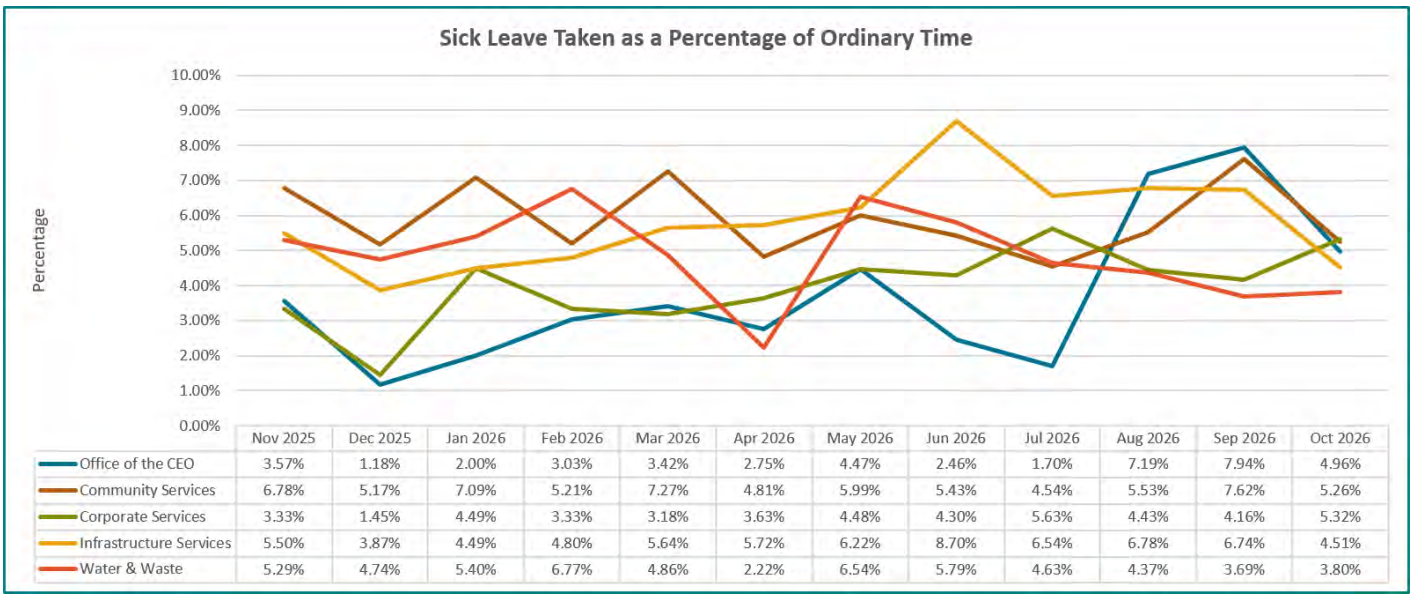


4.2. Sick leave

From November 2025 to October 2026, sick leave trends varied across directorates, with Infrastructure Services consistently showing the highest rates and Office of the CEO the lowest. Overall, sick leave remained steady each month with an average of 5.16% across all directorates. During the month of December sick leave decreased to 3.67%. Moderate fluctuations continue to be seen during the 12 months. An increase in sick leave taken has occurred each month since May 2026.

Directorate level

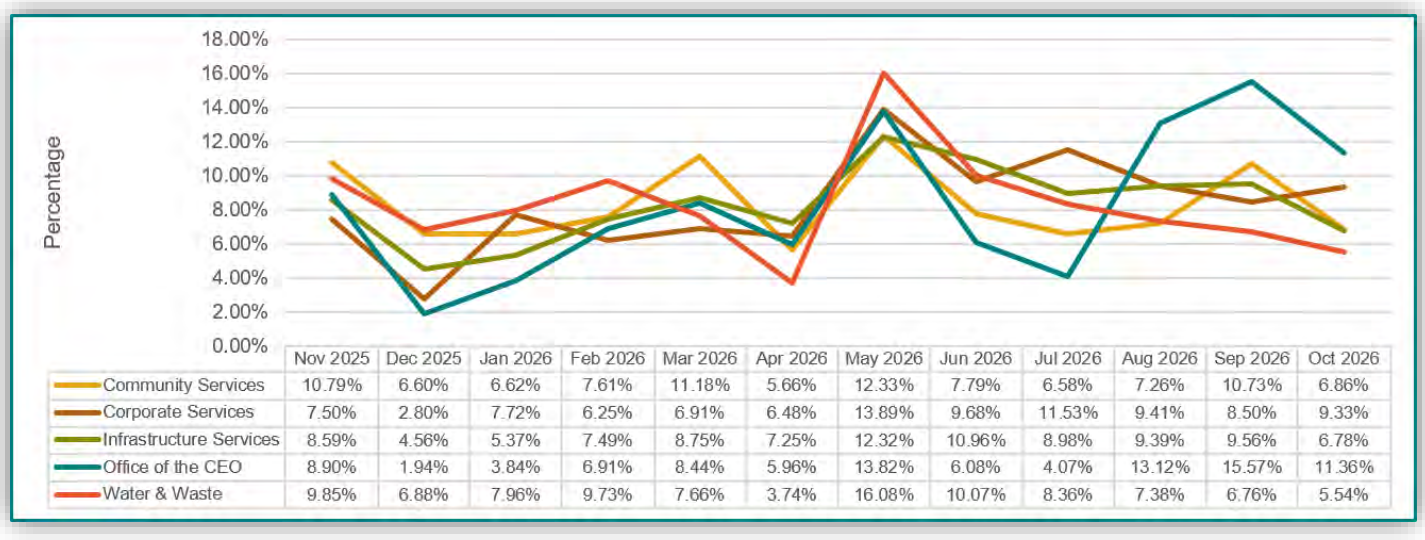
Sick leave as a percentage of Ordinary Time - 1 November 2025 to 16 October 2026



	Nov 2025	Dec 2025	Jan 2026	Feb 2026	Mar 2026	Apr 2026	May 2026	Jun 2026	Jul 2026	Aug 2026	Sep 2026	Oct 2026
Office of the CEO	3.57%	1.18%	2.00%	3.03%	3.42%	2.75%	4.47%	2.46%	1.70%	7.19%	7.94%	4.96%
Community Services	6.78%	5.17%	7.09%	5.21%	7.27%	4.81%	5.99%	5.43%	4.54%	5.53%	7.62%	5.26%
Corporate Services	3.33%	1.45%	4.49%	3.33%	3.18%	3.63%	4.48%	4.30%	5.63%	4.43%	4.16%	5.32%
Infrastructure Services	5.50%	3.87%	4.49%	4.80%	5.64%	5.72%	6.22%	8.70%	6.54%	6.78%	6.74%	4.51%
Water & Waste	5.29%	4.74%	5.40%	6.77%	4.86%	2.22%	6.54%	5.79%	4.63%	4.37%	3.69%	3.80%

	Month	Nov 2025	Dec 2025	Jan 2026	Feb 2026	Mar 2026	Apr 2026	May 2026	Jun 2026	Jul 2026	Aug 2026	Sep 2026	Oct 2026
PERCENTAGE	Office of the CEO	3.57%	1.18%	2.00%	3.03%	3.42%	2.75%	4.47%	2.46%	1.70%	7.19%	7.94%	4.96%
	Community Services	6.78%	5.17%	7.09%	5.21%	7.27%	4.81%	5.99%	5.43%	4.54%	5.53%	7.62%	5.26%
	Corporate Services	3.33%	1.45%	4.49%	3.33%	3.18%	3.63%	4.48%	4.30%	5.63%	4.43%	4.16%	5.32%
	Infrastructure Services	5.50%	3.87%	4.49%	4.80%	5.64%	5.72%	6.22%	8.70%	6.54%	6.78%	6.74%	4.51%
	Water & Waste	5.29%	4.74%	5.40%	6.77%	4.86%	2.22%	6.54%	5.79%	4.63%	4.37%	3.69%	3.80%
	ALL	5.19%	3.67%	5.03%	4.81%	5.24%	4.32%	5.76%	6.20%	5.27%	5.70%	6.04%	4.72%
SICK LEAVE	Office of the CEO	$ 7,276.53	$ 1,743.69	$ 2,875.05	$ 5,947.44	$ 7,187.57	$ 4,779.72	$ 11,726.00	$ 4,714.80	$ 3,504.10	$ 13,228.45	$ 15,157.00	$ 8,875.39
	Community Services	$ 41,095.51	$ 24,345.87	$ 30,566.45	$ 28,375.12	$ 43,105.30	$ 25,179.59	$ 48,214.15	$ 30,447.52	$ 25,523.32	$ 31,510.20	$ 43,842.38	$ 26,722.98
	Corporate Services	$ 17,785.31	$ 5,942.23	$ 16,072.16	$ 15,582.13	$ 16,298.17	$ 15,833.71	$ 32,869.06	$ 22,249.24	$ 28,682.26	$ 22,482.48	$ 20,651.65	$ 23,697.32
	Infrastructure Services	$ 53,636.89	$ 31,099.62	$ 32,601.00	$ 46,052.67	$ 55,650.43	$ 48,217.58	$ 82,676.89	$ 81,256.91	$ 64,683.18	$ 67,219.62	$ 67,458.55	$ 41,957.74
	Water & Waste	$ 24,407.63	$ 18,330.73	$ 20,337.76	$ 28,762.84	$ 20,898.37	$ 9,008.71	$ 41,714.13	$ 26,233.87	$ 21,107.76	$ 20,041.68	$ 16,509.91	$ 16,232.81
	TOTAL	$ 144,201.87	$ 81,462.14	$ 102,452.42	$ 124,720.20	$ 143,139.84	$ 103,019.31	$ 217,200.23	$ 164,902.34	$ 143,500.62	$ 154,482.43	$ 163,619.49	$ 117,486.24
ORDINARY TIME	Office of the CEO	$ 203,958.80	$ 148,065.35	$ 143,857.63	$ 196,421.92	$ 210,147.78	$ 173,943.69	$ 262,437.34	$ 191,465.96	$ 206,548.09	$ 184,096.73	$ 190,919.98	$ 179,035.18
	Community Services	$ 605,921.54	$ 470,802.43	$ 430,842.58	$ 545,008.84	$ 592,880.54	$ 522,963.70	$ 804,423.01	$ 561,043.10	$ 561,756.78	$ 570,262.87	$ 575,447.11	$ 508,308.68
	Corporate Services	$ 533,898.08	$ 409,830.78	$ 358,210.20	$ 467,775.66	$ 513,299.54	$ 435,655.68	$ 733,962.43	$ 517,855.20	$ 509,167.66	$ 507,027.56	$ 495,866.13	$ 445,654.01
	Infrastructure Services	$ 974,558.53	$ 802,834.58	$ 726,109.06	$ 958,831.99	$ 987,352.46	$ 843,089.02	$ 1,328,896.81	$ 934,472.38	$ 988,677.14	$ 991,801.29	$ 1,000,378.09	$ 929,723.42
	Water & Waste	$ 461,687.17	$ 386,878.36	$ 376,427.41	$ 424,992.67	$ 430,181.60	$ 406,449.16	$ 638,060.26	$ 453,078.28	$ 455,747.58	$ 458,565.63	$ 446,944.16	$ 427,166.32
	TOTAL	$ 2,780,024.12	$ 2,218,411.50	$ 2,035,446.88	$ 2,593,031.08	$ 2,733,861.92	$ 2,382,101.25	$ 3,767,779.85	$ 2,657,914.92	$ 2,721,897.25	$ 2,711,754.08	$ 2,709,555.47	$ 2,489,887.61

Sick Leave Taken percentage by Directorate up to Pay Period Ending (PPE) 16 October 2026.

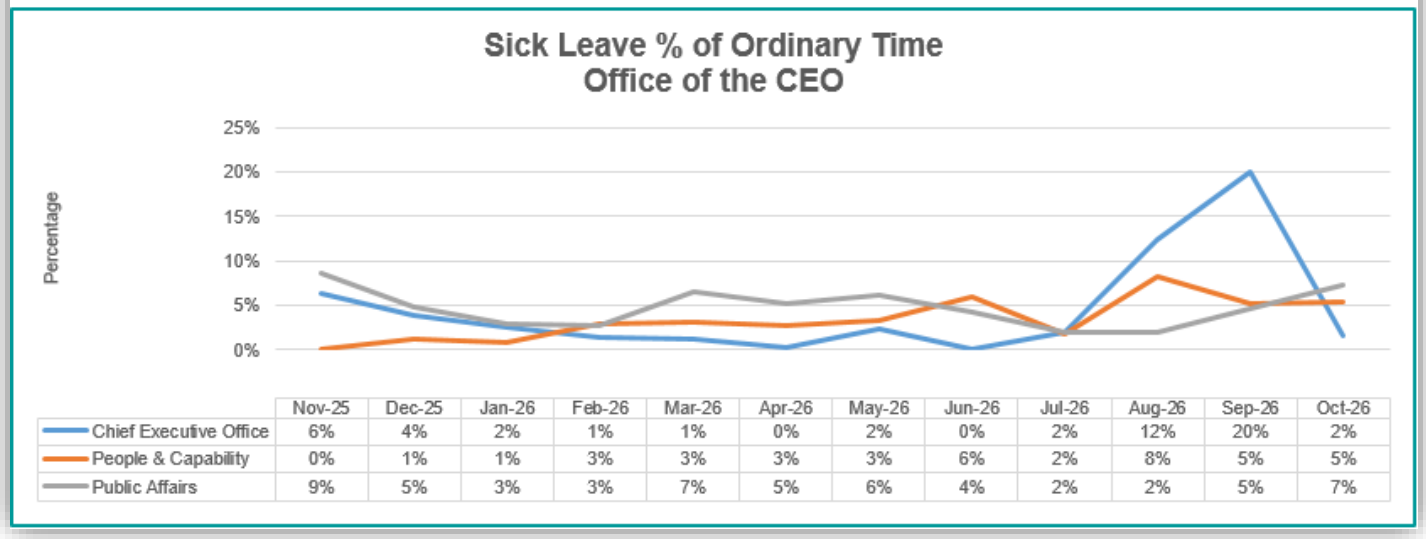


	Nov 2025	Dec 2025	Jan 2026	Feb 2026	Mar 2026	Apr 2026	May 2026	Jun 2026	Jul 2026	Aug 2026	Sep 2026	Oct 2026
Community Services	10.79%	6.60%	6.62%	7.61%	11.18%	5.66%	12.33%	7.79%	6.58%	7.26%	10.73%	6.86%
Corporate Services	7.50%	2.80%	7.72%	6.25%	6.91%	6.48%	13.89%	9.68%	11.53%	9.41%	8.50%	9.33%
Infrastructure Services	8.59%	4.56%	5.37%	7.49%	8.75%	7.25%	12.32%	10.96%	8.98%	9.39%	9.56%	6.78%
Office of the CEO	8.90%	1.94%	3.84%	6.91%	8.44%	5.96%	13.82%	6.08%	4.07%	13.12%	15.57%	11.36%
Water & Waste	9.85%	6.88%	7.96%	9.73%	7.66%	3.74%	16.08%	10.07%	8.36%	7.38%	6.76%	5.54%

Department level

Office of the CEO

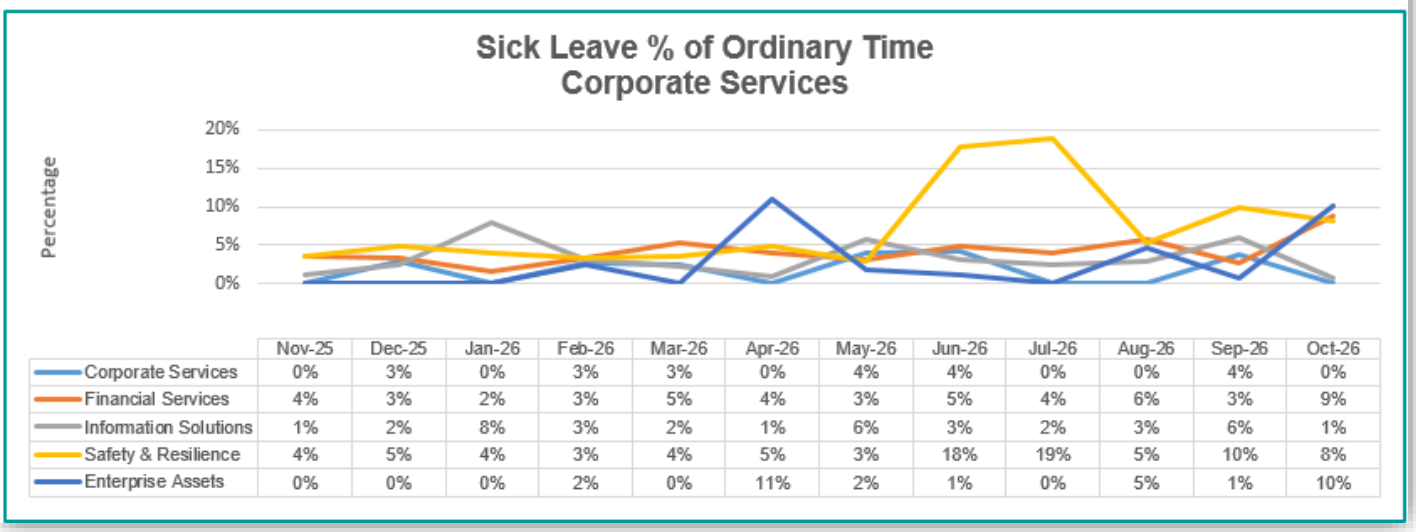
Department	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Chief Executive Office	6%	4%	2%	1%	1%	0%	2%	0%	2%	12%	20%	2%
People & Capability	0%	1%	1%	3%	3%	3%	3%	6%	2%	8%	5%	5%
Public Affairs	9%	5%	3%	3%	7%	5%	6%	4%	2%	2%	5%	7%



	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Chief Executive Office	6%	4%	2%	1%	1%	0%	2%	0%	2%	12%	20%	2%
People & Capability	0%	1%	1%	3%	3%	3%	3%	6%	2%	8%	5%	5%
Public Affairs	9%	5%	3%	3%	7%	5%	6%	4%	2%	2%	5%	7%

Corporate Services

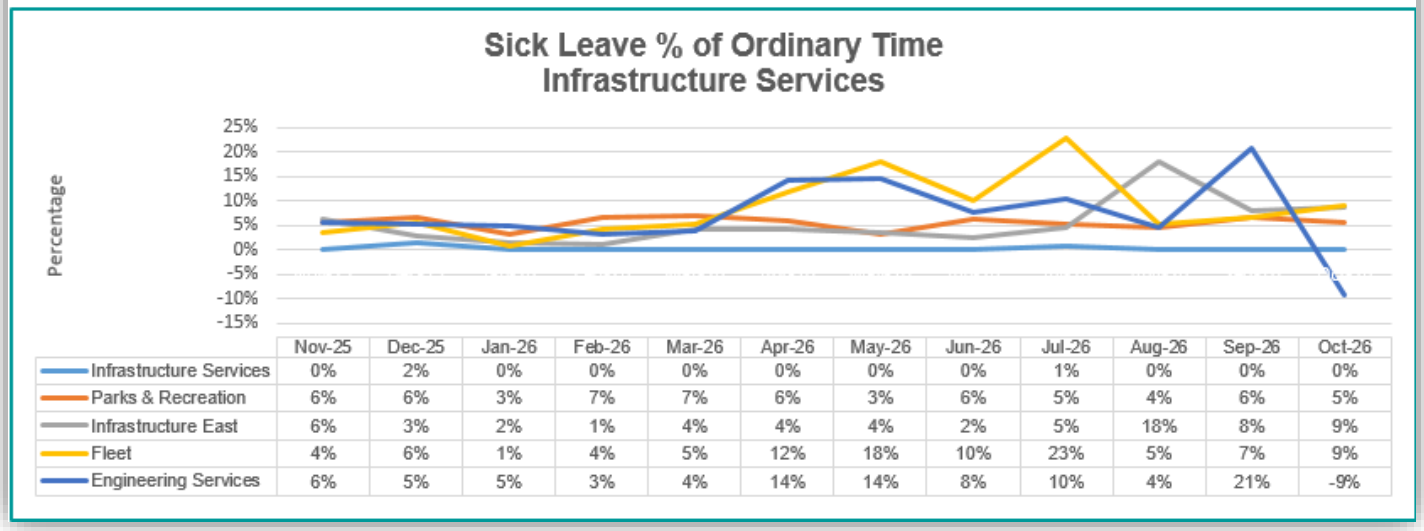
Department	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Corporate Services	0%	3%	0%	3%	3%	0%	4%	4%	0%	0%	4%	0%
Financial Services	4%	3%	2%	3%	5%	4%	3%	5%	4%	6%	3%	9%
Information Solutions	1%	2%	8%	3%	2%	1%	6%	3%	2%	3%	6%	1%
Governance & Assurance	1%	7%	0%	5%	0%	6%	5%	4%	0%	4%	1%	3%
Contracts & Procurement	0%	3%	10%	2%	4%	2%	2%	3%	6%	4%	3%	2%
Safety & Resilience	4%	5%	4%	3%	4%	5%	3%	18%	19%	5%	10%	8%
Enterprise Assets	0%	0%	0%	2%	0%	11%	2%	1%	0%	5%	1%	10%



	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Corporate Services	0%	3%	0%	3%	3%	0%	4%	4%	0%	0%	4%	0%
Financial Services	4%	3%	2%	3%	5%	4%	3%	5%	4%	6%	3%	9%
Information Solutions	1%	2%	8%	3%	2%	1%	6%	3%	2%	3%	6%	1%
Safety & Resilience	4%	5%	4%	3%	4%	5%	3%	18%	19%	5%	10%	8%
Enterprise Assets	0%	0%	0%	2%	0%	11%	2%	1%	0%	5%	1%	10%

Infrastructure Services

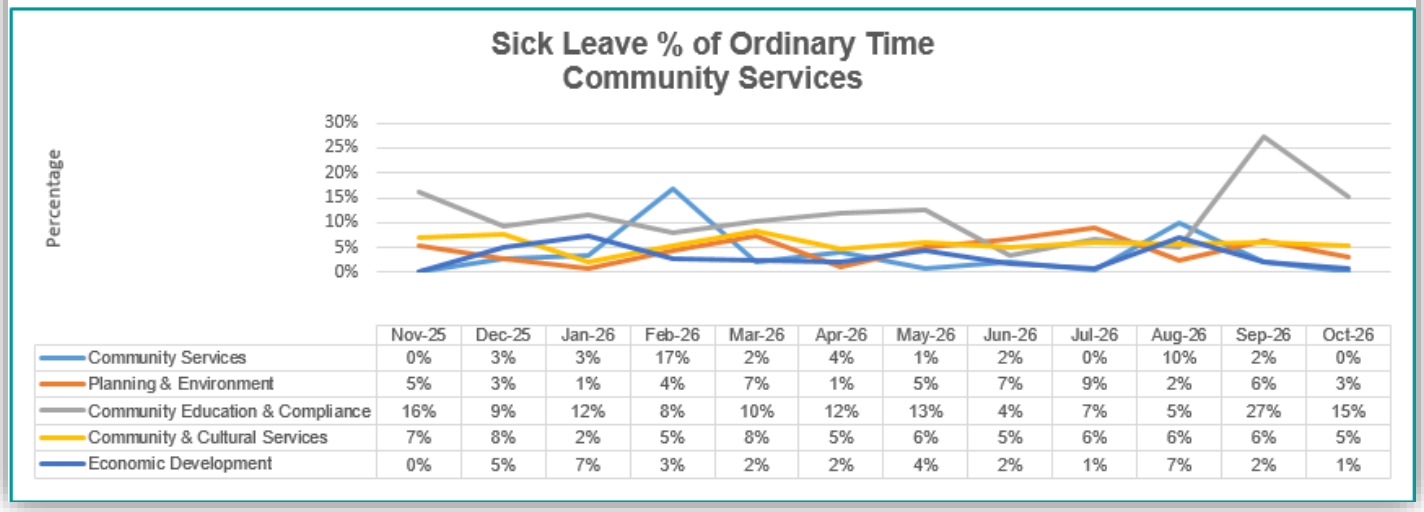
Department	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Infrastructure Services	0%	2%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%
Parks & Recreation	6%	6%	3%	7%	7%	6%	3%	6%	5%	4%	6%	5%
Infrastructure East	6%	3%	2%	1%	4%	4%	4%	2%	5%	18%	8%	9%
Infrastructure West	3%	6%	3%	4%	4%	4%	9%	7%	7%	8%	3%	5%
Corporate Properties	4%	7%	6%	5%	7%	3%	7%	7%	10%	8%	8%	6%
Fleet	4%	6%	1%	4%	5%	12%	18%	10%	23%	5%	7%	9%
Engineering Services	6%	5%	5%	3%	4%	14%	14%	8%	10%	4%	21%	-9%



	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Infrastructure Services	0%	2%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%
Parks & Recreation	6%	6%	3%	7%	7%	6%	3%	6%	5%	4%	6%	5%
Infrastructure East	6%	3%	2%	1%	4%	4%	4%	2%	5%	18%	8%	9%
Fleet	4%	6%	1%	4%	5%	12%	18%	10%	23%	5%	7%	9%
Engineering Services	6%	5%	5%	3%	4%	14%	14%	8%	10%	4%	21%	-9%

Community Services

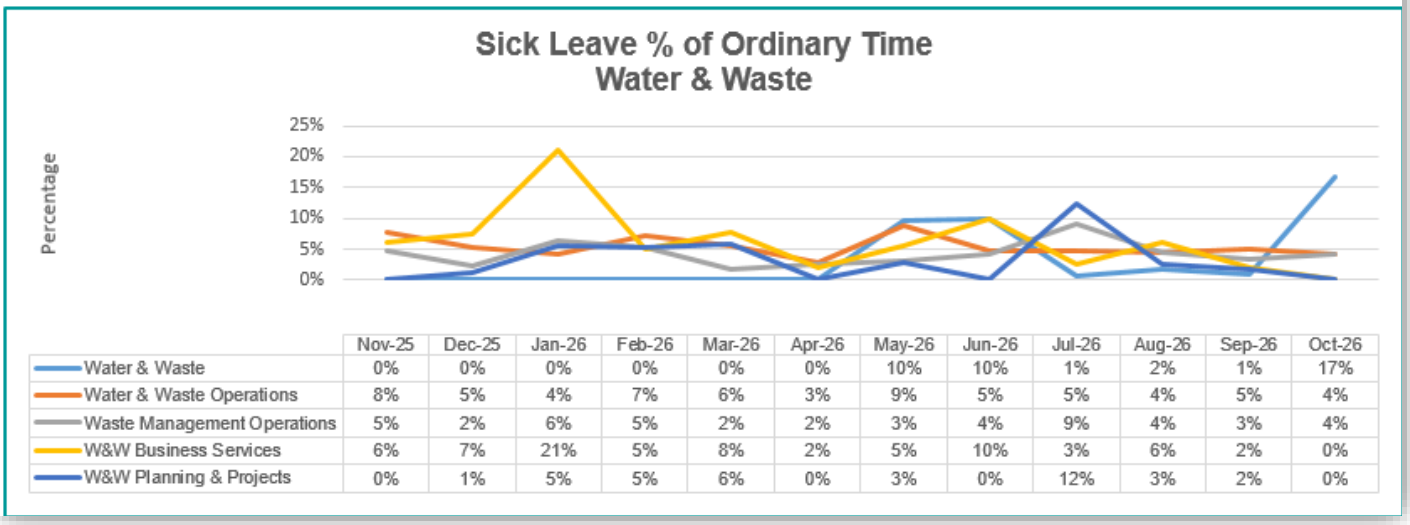
Department	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Community Services	0%	3%	3%	17%	2%	4%	1%	2%	0%	10%	2%	0%
Planning & Environment	5%	3%	1%	4%	7%	1%	5%	7%	9%	2%	6%	3%
Community Education & Compliance	16%	9%	12%	8%	10%	12%	13%	4%	7%	5%	27%	15%
Community & Cultural Services	7%	8%	2%	5%	8%	5%	6%	5%	6%	6%	6%	5%
Economic Development	0%	5%	7%	3%	2%	2%	4%	2%	1%	7%	2%	1%



	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Community Services	0%	3%	3%	17%	2%	4%	1%	2%	0%	10%	2%	0%
Planning & Environment	5%	3%	1%	4%	7%	1%	5%	7%	9%	2%	6%	3%
Community Education & Compliance	16%	9%	12%	8%	10%	12%	13%	4%	7%	5%	27%	15%
Community & Cultural Services	7%	8%	2%	5%	8%	5%	6%	5%	6%	6%	6%	5%
Economic Development	0%	5%	7%	3%	2%	2%	4%	2%	1%	7%	2%	1%

Water & Waste

Department	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Water & Waste	0%	0%	0%	0%	0%	0%	10%	10%	1%	2%	1%	17%
Water & Waste Operations	8%	5%	4%	7%	6%	3%	9%	5%	5%	4%	5%	4%
Waste Management Operations	5%	2%	6%	5%	2%	2%	3%	4%	9%	4%	3%	4%
W&W Business Services	6%	7%	21%	5%	8%	2%	5%	10%	3%	6%	2%	0%
W&W Planning & Projects	0%	1%	5%	5%	6%	0%	3%	0%	12%	3%	2%	0%



	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Water & Waste	0%	0%	0%	0%	0%	0%	10%	10%	1%	2%	1%	17%
Water & Waste Operations	8%	5%	4%	7%	6%	3%	9%	5%	5%	4%	5%	4%
Waste Management Operations	5%	2%	6%	5%	2%	2%	3%	4%	9%	4%	3%	4%
W&W Business Services	6%	7%	21%	5%	8%	2%	5%	10%	3%	6%	2%	0%
W&W Planning & Projects	0%	1%	5%	5%	6%	0%	3%	0%	12%	3%	2%	0%

4.3. Absenteeism overview

This report continues to provide an overview of absenteeism which 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 analysis covers the 12-month period from 1 November 2025 to 16 October 2026, 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, 7,424.70 days of unplanned leave were recorded against 117,970.50 available working days resulting in an overall absenteeism rate of 6.29%. Infrastructure Services and Water & Waste reported the highest rates, at 7.38% and 7.14% which is a slight decrease from the October report. This data continues to be monitored monthly to identify emerging trends, inform targeted interventions, and strengthen organisational resilience through timely and evidence-based workforce insights.

This month we saw a decrease in the amount of unplanned leave from 6.41% in September down to 6.29% in October.

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

Absenteeism - 1 November 2025 to 16 October 2026			
Directorate	Unplanned Leave Taken (Days)	Number of Working (Days)	Absenteeism %
Office of the CEO	256.39	5,985.40	4.28%
Corporate Services	684.63	17,468.29	3.92%
Infrastructure Services	3,698.89	50,146.24	7.38%
Community Services	1,374.84	24,734.15	5.56%
Water & Waste	1,409.95	19,636.42	7.18%
Total	**7,424.70**	**117,970.50**	**6.29%**

4.4. TOIL

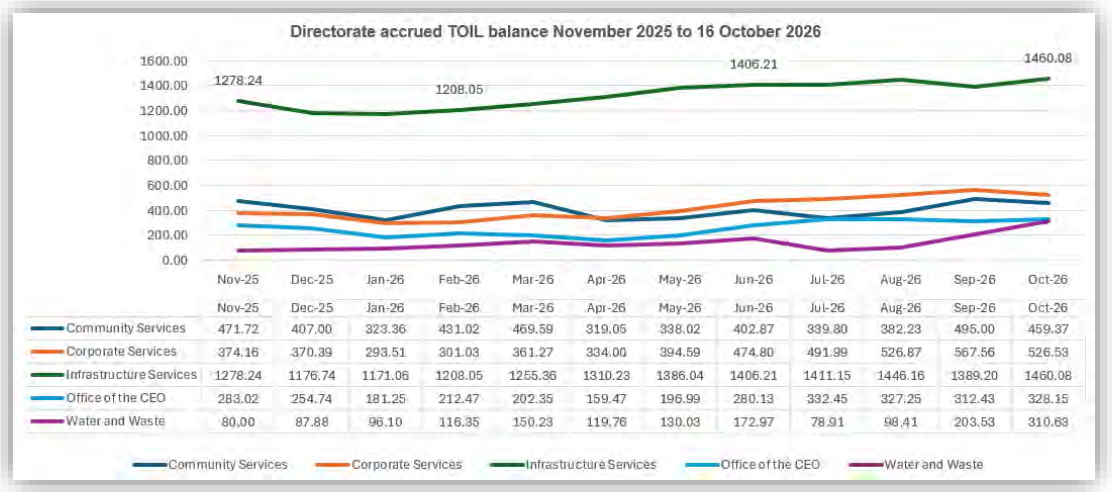
In October 2026, TOIL balances increased across the organisation with total TOIL rising by 117.05 hours from 2,967.72 hours in September to 3,084.77 hours in October. The increase was driven by Infrastructure Services (+70.88 hours), Water and Waste (+107.10 hours) and the Office of the CEO (+15.72 hours), partially offset by reductions in Community Services (-35.63 hours) and Corporate Services (-41.03 hours). Infrastructure Services continues to hold the highest TOIL balance at 1,460.08 hours.

The continued implementation of the CiA project has been a contributing factor to elevated TOIL balances, with employees working additional hours to support project milestones, testing activities and implementation requirements. Ongoing operational and maintenance requirements have contributed to higher TOIL balances in Infrastructure Services and Water and Waste. The need to maintain essential infrastructure and service delivery, support maintenance programs and respond to operational demands can impact employees' ability to take TOIL throughout the year.

People & Capability will continue to monitor TOIL and support proactive management of balances, encouraging regular TOIL usage and forward planning to maintain safe and sustainable workloads.

Directorate Monthly TOIL Movement - September to October 2026

- Community Services: -35.63 hours (Moderate decrease)
- Corporate Services: -41.03 hours (Moderate decrease)
- Infrastructure Services: +70.88 hours (Significant increase)
- Office of the CEO: +15.72 hours (Slight increase)
- Water and Waste: +107.10 hours (Significant increase)



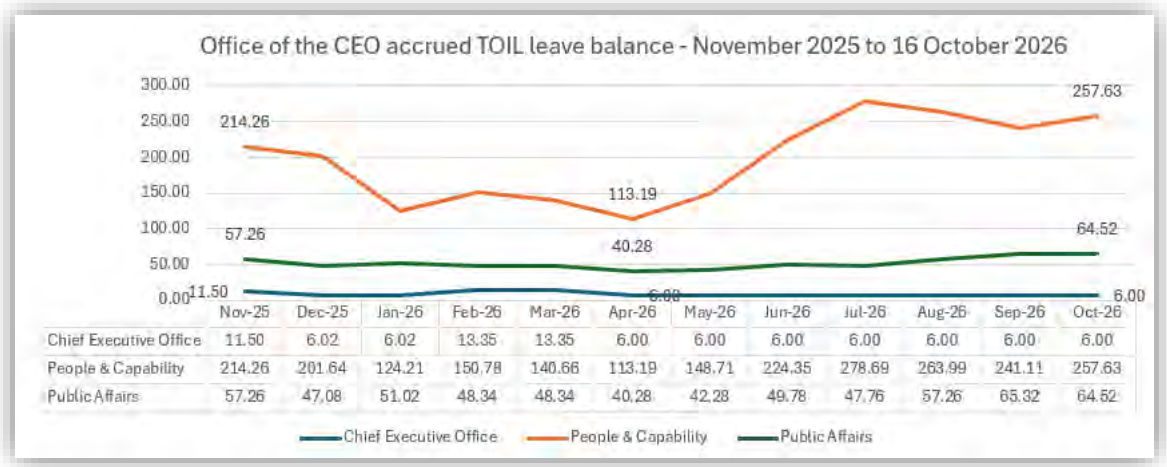
	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Community Services	471.72	407.00	323.36	431.02	469.59	319.05	338.02	402.87	339.80	382.23	495.00	459.37
Corporate Services	374.16	370.39	293.51	301.03	361.27	334.00	394.59	474.80	491.99	526.87	567.56	526.53
Infrastructure Services	1278.24	1176.74	1171.06	1208.05	1255.36	1310.23	1386.04	1406.21	1411.15	1446.16	1389.20	1460.08
Office of the CEO	283.02	254.74	181.25	212.47	202.35	159.47	196.99	280.13	332.45	327.25	312.43	328.15
Water and Waste	80.00	87.88	96.10	116.35	150.23	119.76	130.03	172.97	78.91	98.41	203.53	310.68

Office of the CEO

TOIL balances across the Office of the CEO increased in October to a total of 328.15 hours, up from 312.43 hours in September. The increase was primarily driven by an increase in People & Capability, partially offset by a slight reduction in Public Affairs, while the Chief Executive Office remained unchanged.

- Chief Executive Office: +0.00 (No change)
- People & Capability: +16.52 (Increase)
- Public Affairs: -0.80 (Slight decrease)

While TOIL balances increased overall within the Office of the CEO, People & Capability continues to hold the highest balance at 257.63 hours, reflecting ongoing project-related activities and operational support requirements.

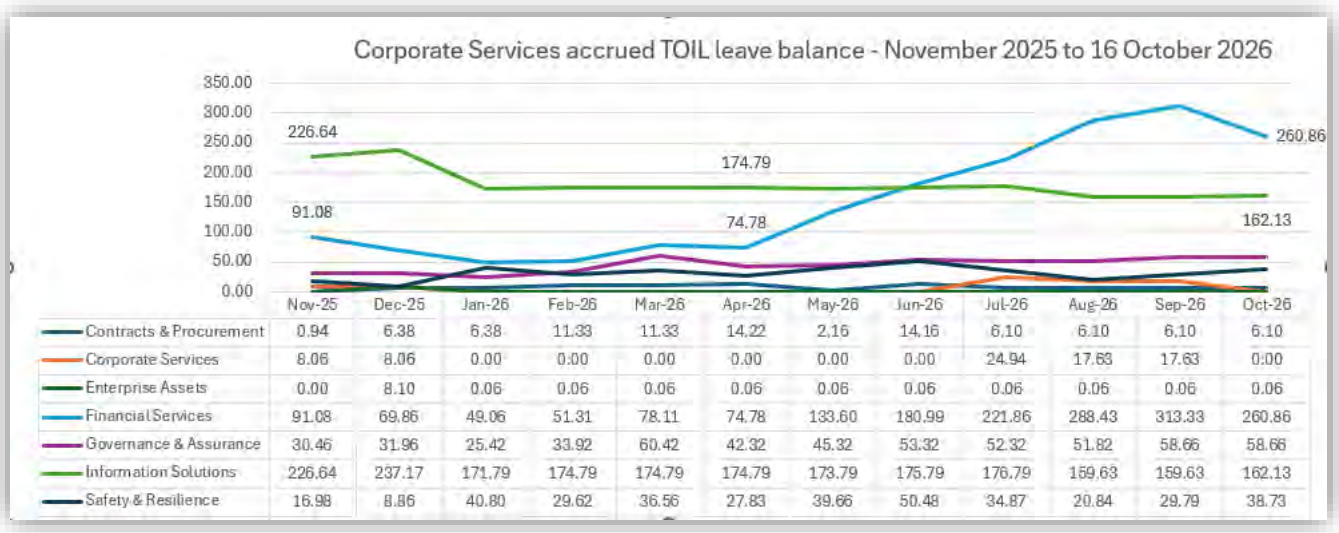


	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Chief Executive Office	11.50	6.02	6.02	13.35	13.35	6.00	6.00	6.00	6.00	6.00	6.00	6.00
People & Capability	214.26	201.64	124.21	150.78	140.66	113.19	148.71	224.35	278.69	263.99	241.11	257.63
Public Affairs	57.26	47.08	51.02	48.34	48.34	40.28	42.28	49.78	47.76	57.26	65.32	64.52

Corporate Services

TOIL balances across Corporate Services decreased overall in October to a total of 526.53 hours, down from 567.56 hours in September, with the decrease primarily driven by Financial Services. While Governance & Assurance and Contracts & Procurement remained unchanged, these were partially offset by increases in Information Solutions and Safety & Resilience.

- Financial Services: -52.47 (Decrease)
- Safety & Resilience: +8.94 (Increase)
- Information Solutions: +2.50 (Increase)
- Governance & Assurance: +0.00 (No change)
- Contracts & Procurement: +0.00 (No change)

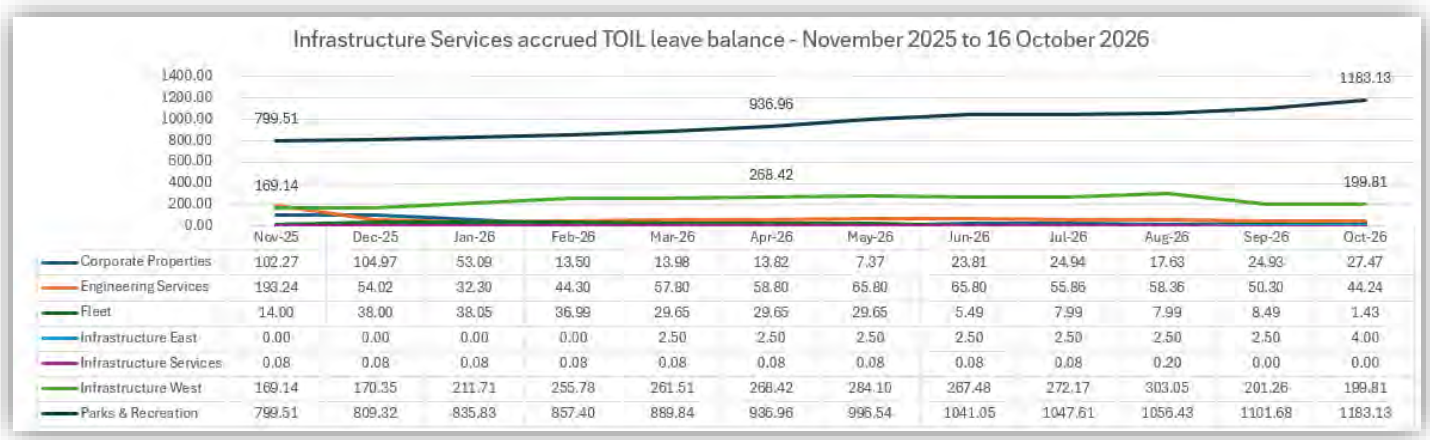


	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Contracts & Procurement	0.94	6.38	6.38	11.33	11.33	14.22	2.16	14.16	6.10	6.10	6.10	6.10
Corporate Services	8.06	8.06	0.00	0.00	0.00	0.00	0.00	0.00	24.94	17.63	17.63	0.00
Enterprise Assets	0.00	8.10	0.06	0.06	0.06	0.06	0.06	0.06	0.06	0.06	0.06	0.06
Financial Services	91.08	69.86	49.06	51.31	78.11	74.78	133.60	180.99	221.86	288.43	313.33	260.86
Governance & Assurance	30.46	31.96	25.42	33.92	60.42	42.32	45.32	53.32	52.32	51.82	58.66	58.66
Information Solutions	226.64	237.17	171.79	174.79	174.79	174.79	173.79	175.79	176.79	159.63	159.63	162.13
Safety & Resilience	16.98	8.86	40.80	29.62	36.56	27.83	39.66	50.48	34.87	20.84	29.79	38.73

Infrastructure Services

TOIL balances across Infrastructure Services increased in October to a total of 1,460.08 hours, up from 1,389.20 hours in September. The increase was primarily driven by Parks & Recreation, partially offset by decreases in Engineering Services, Fleet and Infrastructure West.

- Parks & Recreation: +81.45 (Significant increase)
- Engineering Services: -6.06 (Decrease)
- Fleet: -7.06 (Decrease)
- Infrastructure West: -1.45 (Slight decrease)
- Corporate Properties: +2.54 (Increase)
- Infrastructure East: +1.50 (Increase)
- Infrastructure Services: +0.00 (No change)

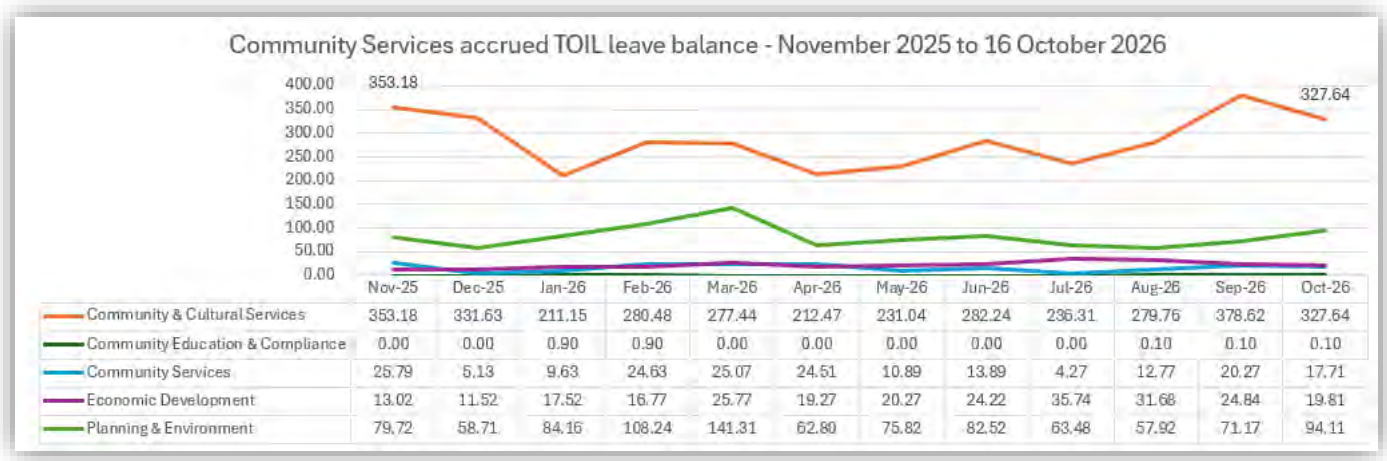


	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Corporate Properties	102.27	104.97	53.09	13.50	13.98	13.82	7.37	23.81	24.94	17.63	24.93	27.47
Engineering Services	193.24	54.02	32.30	44.30	57.80	58.80	65.80	65.80	55.86	58.36	50.30	44.24
Fleet	14.00	38.00	38.05	36.99	29.65	29.65	29.65	5.49	7.99	7.99	8.49	1.43
Infrastructure East	0.00	0.00	0.00	0.00	2.50	2.50	2.50	2.50	2.50	2.50	2.50	4.00
Infrastructure Services	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.20	0.00	0.00
Infrastructure West	169.14	170.35	211.71	255.78	261.51	268.42	284.10	287.48	272.17	303.05	201.26	199.81
Parks & Recreation	799.51	809.32	835.83	857.40	889.84	936.96	996.54	1041.05	1047.61	1056.43	1101.68	1183.13

Community Services

TOIL balances across Community Services decreased in October to a total of 459.37 hours, down from 495.00 hours in September, reflecting reductions across several service areas. The decrease was primarily driven by Community & Cultural Services, partially offset by an increase in Planning & Environment.

- Community & Cultural Services: -50.98 (Significant decrease)
- Planning & Environment: +22.94 (Increase)
- Community Services: -2.56 (Decrease)
- Economic Development: -5.03 (Decrease)
- Community Education & Compliance: +0.00 (No change)

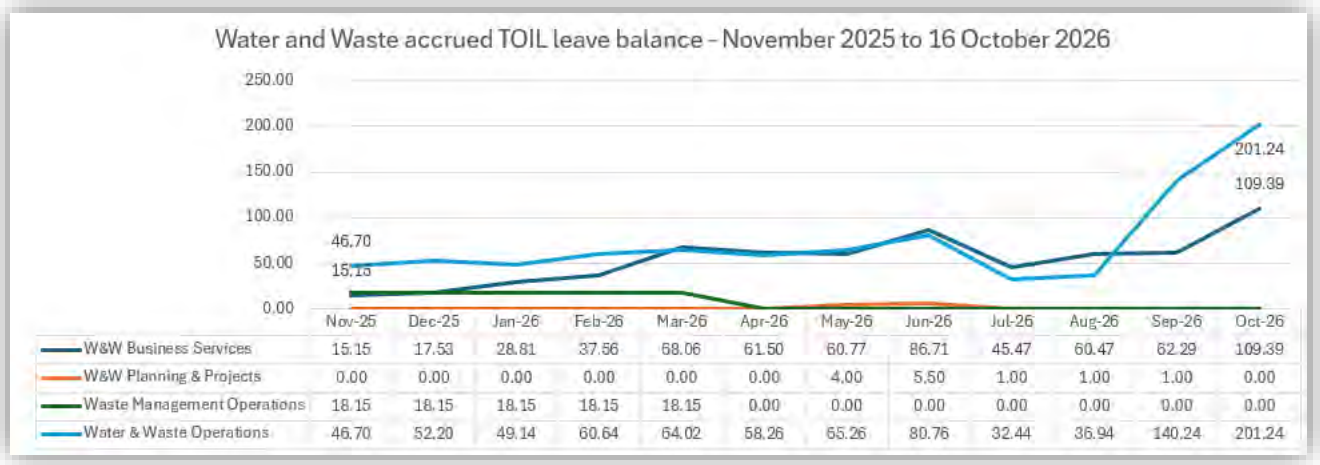


	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Community & Cultural Services	353.18	331.63	211.15	280.48	277.44	212.47	231.04	282.24	236.31	279.76	378.62	327.64
Community Education & Compliance	0.00	0.00	0.90	0.90	0.00	0.00	0.00	0.00	0.00	0.10	0.10	0.10
Community Services	25.79	5.13	9.63	24.63	25.07	24.51	10.89	13.89	4.27	12.77	20.27	17.71
Economic Development	13.02	11.52	17.52	16.77	25.77	19.27	20.27	24.22	35.74	31.68	24.84	19.81
Planning & Environment	79.72	58.71	84.16	108.24	141.31	62.80	75.82	82.52	63.48	57.92	71.17	94.11

Water and Waste

TOIL balances across Water and Waste increased in October to a total of 310.63 hours, up from 203.53 hours in September, reflecting a significant increase in operational TOIL balances across the directorate.

- Water & Waste Operations: +61.00 (Significant increase)
- W&W Business Services: +47.10 (Significant increase)
- Waste Management Operations: +0.00 (No active TOIL balance)
- W&W Planning & Projects: -1.00 (Decrease)



	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
W&W Business Services	15.15	17.53	28.81	37.56	68.06	61.50	60.77	86.71	45.47	60.47	62.29	109.39
W&W Planning & Projects	0.00	0.00	0.00	0.00	0.00	0.00	4.00	5.50	1.00	1.00	1.00	0.00
Waste Management Operations	18.15	18.15	18.15	18.15	18.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Water & Waste Operations	46.70	52.20	49.14	60.64	64.02	58.26	65.26	80.76	32.44	36.94	140.24	201.24

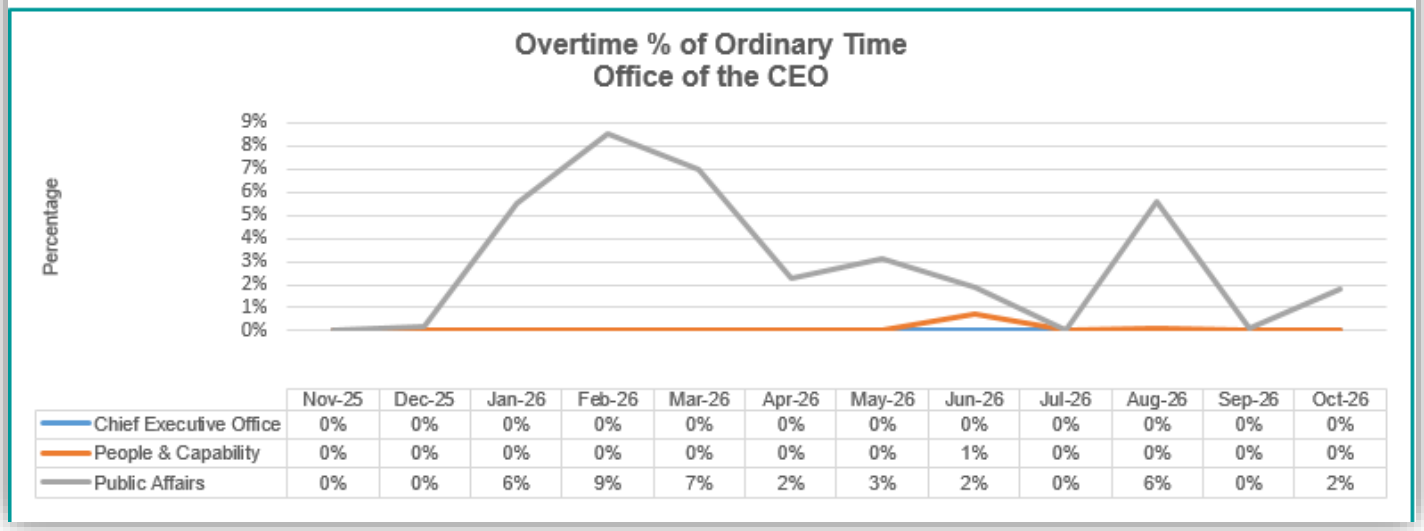
4.5. Overtime

From November 2025 to October 2026, the Water & Waste Directorate continued to record the highest overtime percentages across the organisation. Infrastructure East continues to experience fluctuating overtime levels; however, average overtime has stabilised over the past six months following significant peaks earlier in the reporting period.

Office of the CEO

Overtime as a percentage of Ordinary Time - 1 November 2025 to 16 October 2026

Department	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Chief Executive Office	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
People & Capability	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%
Public Affairs	0%	0%	6%	9%	7%	2%	3%	2%	0%	6%	0%	2%

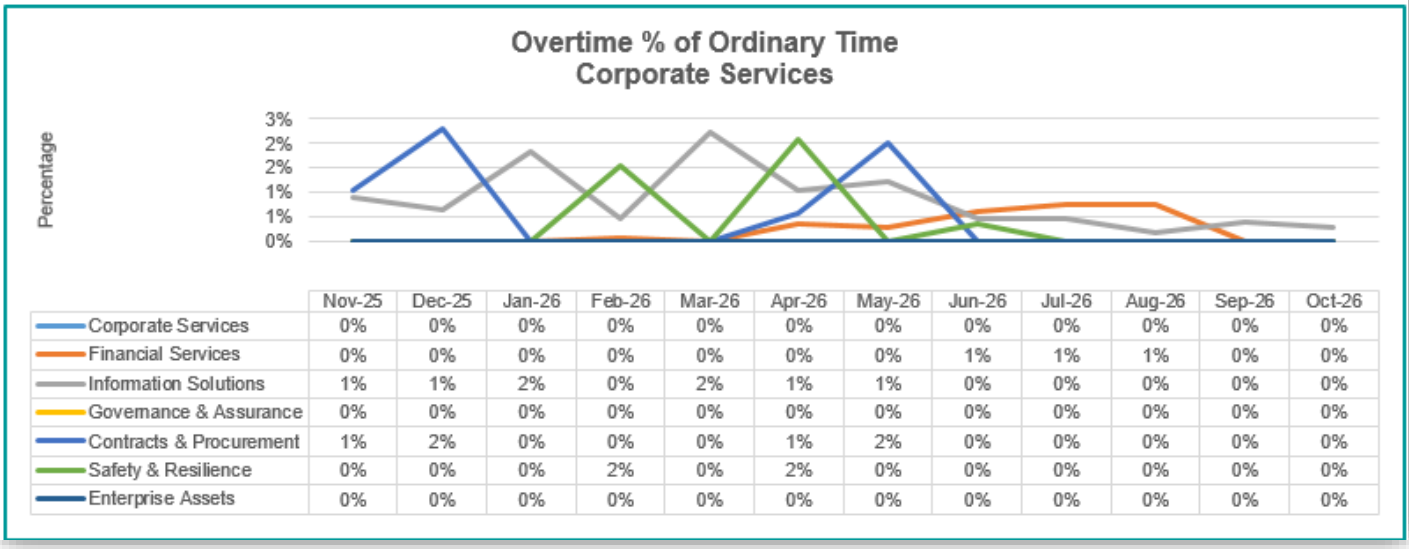


OFFICE OF THE CEO - OVERTIME % OF ORDINARY TIME

Directorate	Ordinary Time.	Overtime.
Chief Executive Office	**$ 510,189.73**	**$ -**
Nov 2025	$ 23,534.18	$ -
Dec 2025	$ 45,886.21	$ -
Jan 2026	$ 26,464.34	$ -
Feb 2026	$ 70,577.46	$ -
Mar 2026	$ 50,549.22	$ -
Apr 2026	$ 40,477.40	$ -
May 2026	$ 42,785.07	$ -
Jun 2026	$ 40,828.89	$ -
Jul 2026	$ 63,339.63	$ -
Aug 2026	$ 29,260.25	$ -
Sep 2026	$ 36,776.19	$ -
Oct 2026	$ 39,710.89	$ -
People & Capability	**$ 1,219,144.64**	**$ 778.33**
Nov 2025	$ 54,544.35	$ -
Dec 2025	$ 104,916.43	$ -
Jan 2026	$ 57,011.87	$ -
Feb 2026	$ 154,653.28	$ -
Mar 2026	$ 111,831.46	$ -
Apr 2026	$ 92,018.12	$ -
May 2026	$ 92,342.78	$ -
Jun 2026	$ 89,667.40	$ 663.28
Jul 2026	$ 159,714.58	$ -
Aug 2026	$ 104,798.28	$ 115.05
Sep 2026	$ 102,248.12	$ -
Oct 2026	$ 95,397.97	$ -
Public Affairs	**$ 561,564.08**	**$ 16,868.39**
Nov 2025	$ 23,482.22	$ -
Dec 2025	$ 49,075.75	$ 89.81
Jan 2026	$ 15,631.29	$ 861.38
Feb 2026	$ 66,526.32	$ 5,660.67
Mar 2026	$ 47,767.10	$ 3,356.75
Apr 2026	$ 41,448.17	$ 957.09
May 2026	$ 46,595.70	$ 1,451.75
Jun 2026	$ 46,014.93	$ 878.25
Jul 2026	$ 79,162.41	$ -
Aug 2026	$ 50,038.20	$ 2,783.14
Sep 2026	$ 51,895.67	$ 50.10
Oct 2026	$ 43,926.32	$ 779.45
Total	**$ 2,290,898.45**	**$ 17,646.72**

Corporate Services

Department	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Corporate Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Financial Services	0%	0%	0%	0%	0%	0%	0%	1%	1%	1%	0%	0%
Information Solutions	1%	1%	2%	0%	2%	1%	1%	0%	0%	0%	0%	0%
Governance & Assurance	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Contracts & Procurement	1%	2%	0%	0%	0%	1%	2%	0%	0%	0%	0%	0%
Safety & Resilience	0%	0%	0%	2%	0%	2%	0%	0%	0%	0%	0%	0%
Enterprise Assets	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%



	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Corporate Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Financial Services	0%	0%	0%	0%	0%	0%	0%	1%	1%	1%	0%	0%
Information Solutions	1%	1%	2%	0%	2%	1%	1%	0%	0%	0%	0%	0%
Governance & Assurance	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Contracts & Procurement	1%	2%	0%	0%	0%	1%	2%	0%	0%	0%	0%	0%
Safety & Resilience	0%	0%	0%	2%	0%	2%	0%	0%	0%	0%	0%	0%
Enterprise Assets	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

CORPORATE SERVICES - OVERTIME % OF ORDINARY TIME

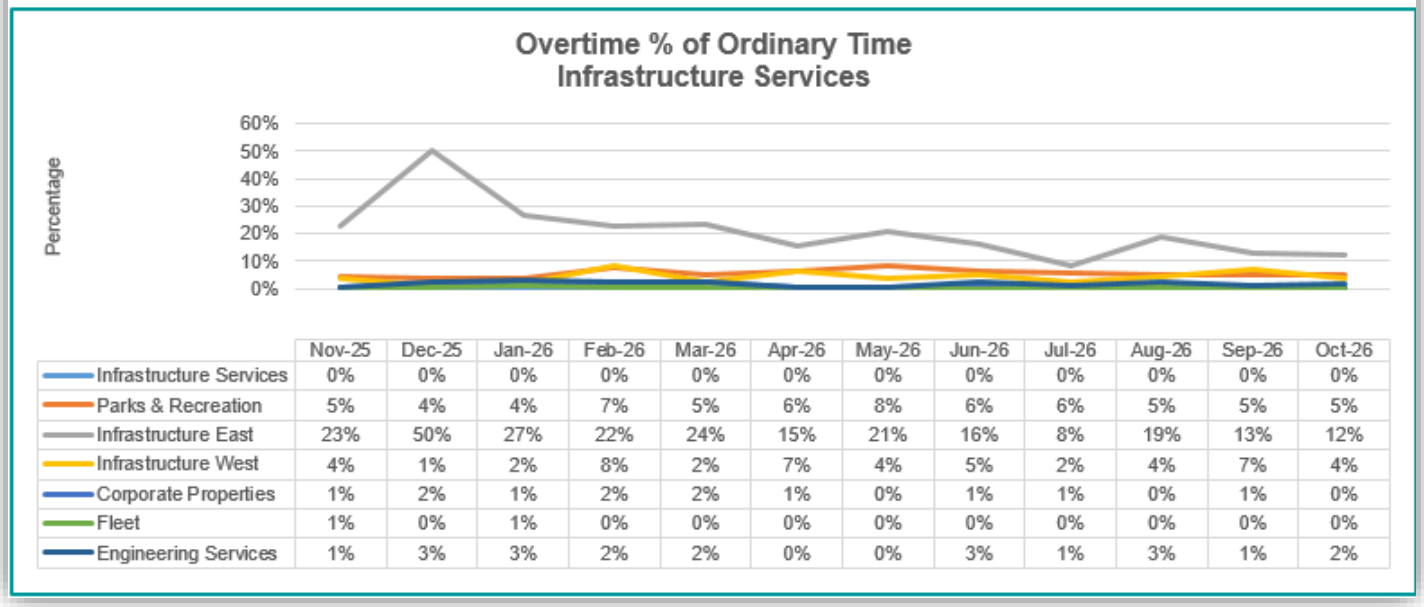
Directorate	Ordinary Time.	Overtime.
Corporate Services	**$ 341,003.47**	**$ -**
Nov 2025	$ 23,838.67	$ -
Dec 2025	$ 37,048.13	$ -
Jan 2026	$ 14,054.84	$ -
Feb 2026	$ 42,002.05	$ -
Mar 2026	$ 28,641.02	$ -
Apr 2026	$ 23,555.32	$ -
May 2026	$ 27,394.15	$ -
Jun 2026	$ 26,548.78	$ -
Jul 2026	$ 39,122.54	$ -
Aug 2026	$ 25,307.16	$ -
Sep 2026	$ 30,021.61	$ -
Oct 2026	$ 23,469.20	$ -
Financial Services	**$ 2,083,510.60**	**$ 5,706.75**
Nov 2025	$ 84,263.22	$ -
Dec 2025	$ 171,917.33	$ -
Jan 2026	$ 97,721.25	$ -
Feb 2026	$ 231,356.67	$ 119.85
Mar 2026	$ 173,370.49	$ -
Apr 2026	$ 153,451.18	$ 542.40
May 2026	$ 176,988.68	$ 468.72
Jun 2026	$ 180,093.99	$ 1,088.23
Jul 2026	$ 283,640.75	$ 2,087.19
Aug 2026	$ 188,288.06	$ 1,400.36
Sep 2026	$ 190,793.81	$ -
Oct 2026	$ 151,625.17	$ -
Information Solutions	**$ 1,271,867.47**	**$ 9,871.35**
Nov 2025	$ 62,991.25	$ 562.47
Dec 2025	$ 122,672.16	$ 773.39
Jan 2026	$ 61,131.63	$ 1,111.92
Feb 2026	$ 157,539.50	$ 703.08
Mar 2026	$ 114,199.46	$ 2,525.25
Apr 2026	$ 96,380.42	$ 984.32
May 2026	$ 102,355.40	$ 1,242.12
Jun 2026	$ 103,103.67	$ 474.59
Jul 2026	$ 170,211.40	$ 758.07
Aug 2026	$ 100,427.30	$ 147.23
Sep 2026	$ 87,855.34	$ 331.26
Oct 2026	$ 92,999.94	$ 257.65
Governance & Assurance	**$ 447,130.07**	**$ -**
Nov 2025	$ 17,449.94	$ -
Dec 2025	$ 35,909.60	$ -
Jan 2026	$ 21,378.15	$ -
Feb 2026	$ 52,402.98	$ -
Mar 2026	$ 39,096.30	$ -
Apr 2026	$ 26,587.26	$ -
May 2026	$ 38,005.71	$ -
Jun 2026	$ 39,438.79	$ -
Jul 2026	$ 54,730.96	$ -
Aug 2026	$ 42,532.43	$ -
Sep 2026	$ 42,982.85	$ -
Oct 2026	$ 36,615.10	$ -

CORPORATE SERVICES - OVERTIME % OF ORDINARY TIME

Directorate	Ordinary Time.	Overtime.
Contracts & Procurement	**$ 622,707.72**	**$ 2,631.70**
Nov 2025	$ 21,638.47	$ 224.67
Dec 2025	$ 46,548.65	$ 1,076.88
Jan 2026	$ 26,094.81	$ -
Feb 2026	$ 71,130.26	$ -
Mar 2026	$ 52,573.51	$ -
Apr 2026	$ 47,820.76	$ 270.03
May 2026	$ 53,120.48	$ 1,060.12
Jun 2026	$ 53,403.79	$ -
Jul 2026	$ 83,159.17	$ -
Aug 2026	$ 59,094.46	$ -
Sep 2026	$ 54,950.82	$ -
Oct 2026	$ 53,172.54	$ -
Safety & Resilience	**$ 797,601.41**	**$ 2,857.52**
Nov 2025	$ 37,341.14	$ -
Dec 2025	$ 72,311.63	$ -
Jan 2026	$ 34,598.41	$ -
Feb 2026	$ 92,952.54	$ 1,416.19
Mar 2026	$ 72,051.95	$ -
Apr 2026	$ 59,993.68	$ 1,243.68
May 2026	$ 69,061.20	$ -
Jun 2026	$ 57,323.06	$ 197.65
Jul 2026	$ 93,615.11	$ -
Aug 2026	$ 69,683.09	$ -
Sep 2026	$ 67,676.23	$ -
Oct 2026	$ 70,993.37	$ -
Enterprise Assets	**$ 364,382.19**	**$ -**
Nov 2025	$ 18,653.68	$ -
Dec 2025	$ 37,307.36	$ -
Jan 2026	$ 23,921.16	$ -
Feb 2026	$ 49,598.69	$ -
Mar 2026	$ 37,307.36	$ -
Apr 2026	$ 27,867.06	$ -
May 2026	$ 31,665.36	$ -
Jun 2026	$ 33,526.96	$ -
Jul 2026	$ 44,475.34	$ -
Aug 2026	$ 21,695.06	$ -
Sep 2026	$ 21,585.47	$ -
Oct 2026	$ 16,778.69	$ -
Total	$ 5,928,202.93	$ 21,067.32

Infrastructure Services

Department	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Infrastructure Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Parks & Recreation	5%	4%	4%	7%	5%	6%	8%	6%	6%	5%	5%	5%
Infrastructure East	23%	50%	27%	22%	24%	15%	21%	16%	8%	19%	13%	12%
Infrastructure West	4%	1%	2%	8%	2%	7%	4%	5%	2%	4%	7%	4%
Corporate Properties	1%	2%	1%	2%	2%	1%	0%	1%	1%	0%	1%	0%
Fleet	1%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Engineering Services	1%	3%	3%	2%	2%	0%	0%	3%	1%	3%	1%	2%



	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Infrastructure Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Parks & Recreation	5%	4%	4%	7%	5%	6%	8%	6%	6%	5%	5%	5%
Infrastructure East	23%	50%	27%	22%	24%	15%	21%	16%	8%	19%	13%	12%
Infrastructure West	4%	1%	2%	8%	2%	7%	4%	5%	2%	4%	7%	4%
Corporate Properties	1%	2%	1%	2%	2%	1%	0%	1%	1%	0%	1%	0%
Fleet	1%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Engineering Services	1%	3%	3%	2%	2%	0%	0%	3%	1%	3%	1%	2%

INFRASTRUCTURE SERVICES - OVERTIME % OF ORDINARY TIME

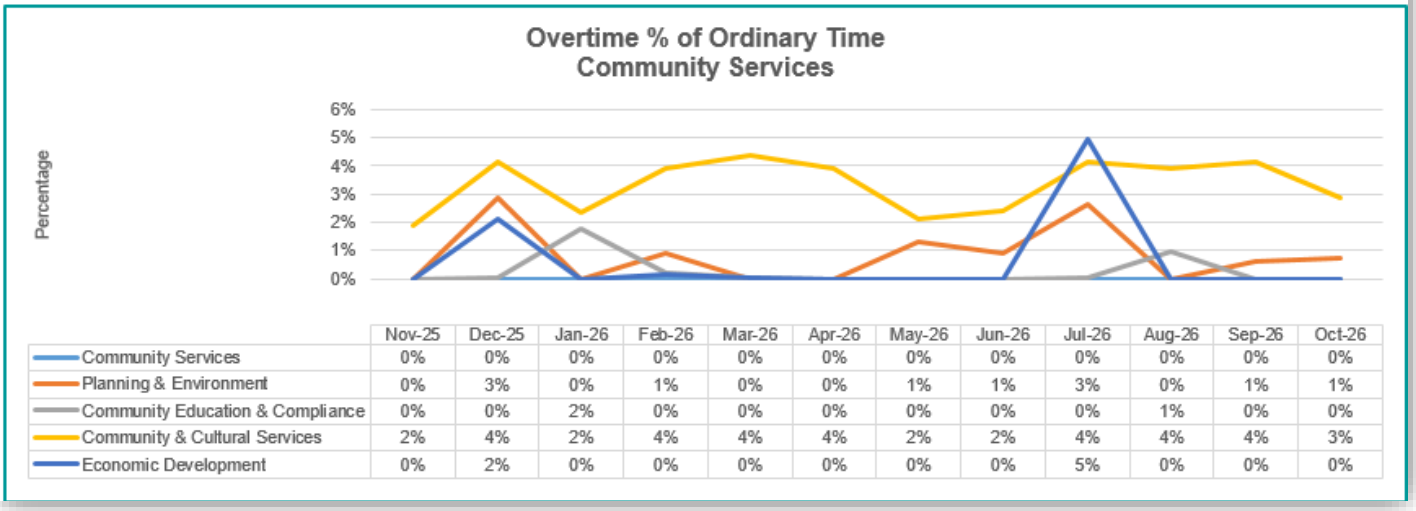
Directorate	Ordinary Time.	Overtime.
Infrastructure Services	**$ 353,465.15**	**$ -**
Nov 2025	$ 15,294.64	$ -
Dec 2025	$ 27,725.09	$ -
Jan 2026	$ 10,832.64	$ -
Feb 2026	$ 44,313.02	$ -
Mar 2026	$ 30,918.00	$ -
Apr 2026	$ 26,609.15	$ -
May 2026	$ 29,385.00	$ -
Jun 2026	$ 38,537.09	$ -
Jul 2026	$ 53,890.11	$ -
Aug 2026	$ 26,350.34	$ -
Sep 2026	$ 28,071.60	$ -
Oct 2026	$ 21,538.47	$ -
Parks & Recreation	**$ 4,074,296.71**	**$ 228,799.53**
Nov 2025	$ 178,775.65	$ 8,195.60
Dec 2025	$ 369,944.96	$ 14,124.60
Jan 2026	$ 239,531.95	$ 8,402.22
Feb 2026	$ 508,994.54	$ 38,081.96
Mar 2026	$ 329,247.48	$ 16,545.85
Apr 2026	$ 289,989.08	$ 18,034.06
May 2026	$ 304,939.23	$ 25,470.60
Jun 2026	$ 299,433.96	$ 18,418.19
Jul 2026	$ 494,647.76	$ 27,375.32
Aug 2026	$ 364,774.18	$ 19,545.85
Sep 2026	$ 351,449.21	$ 17,970.59
Oct 2026	$ 342,568.71	$ 16,634.69
Infrastructure East	**$ 950,902.95**	**$ 190,159.45**
Nov 2025	$ 37,761.68	$ 8,604.97
Dec 2025	$ 78,088.21	$ 39,336.24
Jan 2026	$ 40,459.12	$ 10,853.25
Feb 2026	$ 112,525.55	$ 25,301.73
Mar 2026	$ 86,582.21	$ 20,494.37
Apr 2026	$ 68,346.49	$ 10,426.26
May 2026	$ 74,247.30	$ 15,284.30
Jun 2026	$ 86,427.49	$ 14,245.41
Jul 2026	$ 122,455.62	$ 10,342.24
Aug 2026	$ 75,546.06	$ 14,118.62
Sep 2026	$ 88,054.38	$ 11,350.25
Oct 2026	$ 80,408.84	$ 9,801.81
Infrastructure West	**$ 2,961,325.66**	**$ 127,867.23**
Nov 2025	$ 127,181.15	$ 4,611.27
Dec 2025	$ 242,574.60	$ 3,144.66
Jan 2026	$ 143,368.47	$ 2,192.13
Feb 2026	$ 354,313.13	$ 29,074.41
Mar 2026	$ 253,605.77	$ 6,041.45
Apr 2026	$ 213,796.89	$ 14,074.79
May 2026	$ 220,148.70	$ 8,373.75
Jun 2026	$ 242,624.15	$ 12,312.11
Jul 2026	$ 384,201.55	$ 8,548.97
Aug 2026	$ 252,726.62	$ 10,929.24
Sep 2026	$ 287,363.47	$ 19,229.73
Oct 2026	$ 239,421.16	$ 9,334.72

INFRASTRUCTURE SERVICES - OVERTIME % OF ORDINARY TIME

Directorate	Ordinary Time.	Overtime.
Corporate Properties	**$ 1,495,877.45**	**$ 16,396.67**
Nov 2025	$ 59,677.43	$ 417.40
Dec 2025	$ 122,415.74	$ 1,867.98
Jan 2026	$ 64,053.88	$ 855.77
Feb 2026	$ 183,444.57	$ 3,486.68
Mar 2026	$ 133,764.37	$ 3,313.95
Apr 2026	$ 117,180.53	$ 623.24
May 2026	$ 114,611.74	$ 330.23
Jun 2026	$ 127,195.11	$ 1,267.92
Jul 2026	$ 194,630.95	$ 2,176.94
Aug 2026	$ 124,687.38	$ 335.68
Sep 2026	$ 131,956.25	$ 1,336.71
Oct 2026	$ 122,259.50	$ 384.17
Fleet	**$ 694,355.76**	**$ 2,030.49**
Nov 2025	$ 34,842.35	$ 235.60
Dec 2025	$ 69,130.80	$ 209.42
Jan 2026	$ 38,557.31	$ 418.83
Feb 2026	$ 92,384.22	$ 322.86
Mar 2026	$ 65,737.28	$ 157.06
Apr 2026	$ 52,033.01	$ -
May 2026	$ 51,318.83	$ 104.70
Jun 2026	$ 53,229.96	$ -
Jul 2026	$ 74,073.19	$ 345.68
Aug 2026	$ 55,639.67	$ 125.12
Sep 2026	$ 56,585.72	$ 55.61
Oct 2026	$ 50,823.42	$ 55.61
Engineering Services	**$ 936,501.09**	**$ 16,208.29**
Nov 2025	$ 40,300.75	$ 217.50
Dec 2025	$ 66,695.27	$ 1,828.02
Jan 2026	$ 40,157.72	$ 1,195.25
Feb 2026	$ 118,636.44	$ 2,618.98
Mar 2026	$ 87,850.63	$ 1,968.63
Apr 2026	$ 74,895.14	$ 281.23
May 2026	$ 77,418.65	$ 210.93
Jun 2026	$ 85,948.06	$ 2,238.15
Jul 2026	$ 121,349.39	$ 1,209.90
Aug 2026	$ 82,033.22	$ 2,204.01
Sep 2026	$ 68,512.50	$ 860.20
Oct 2026	$ 72,703.32	$ 1,375.49
Total	**$ 11,466,724.77**	**$ 581,461.66**

Community Services

Department	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Community Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Planning & Environment	0%	3%	0%	1%	0%	0%	1%	1%	3%	0%	1%	1%
Community Education & Compliance	0%	0%	2%	0%	0%	0%	0%	0%	0%	1%	0%	0%
Community & Cultural Services	2%	4%	2%	4%	4%	4%	2%	2%	4%	4%	4%	3%
Economic Development	0%	2%	0%	0%	0%	0%	0%	0%	5%	0%	0%	0%



	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Community Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Planning & Environment	0%	3%	0%	1%	0%	0%	1%	1%	3%	0%	1%	1%
Community Education & Compliance	0%	0%	2%	0%	0%	0%	0%	0%	0%	1%	0%	0%
Community & Cultural Services	2%	4%	2%	4%	4%	4%	2%	2%	4%	4%	4%	3%
Economic Development	0%	2%	0%	0%	0%	0%	0%	0%	5%	0%	0%	0%

COMMUNITY SERVICES - OVERTIME % OF ORDINARY TIME

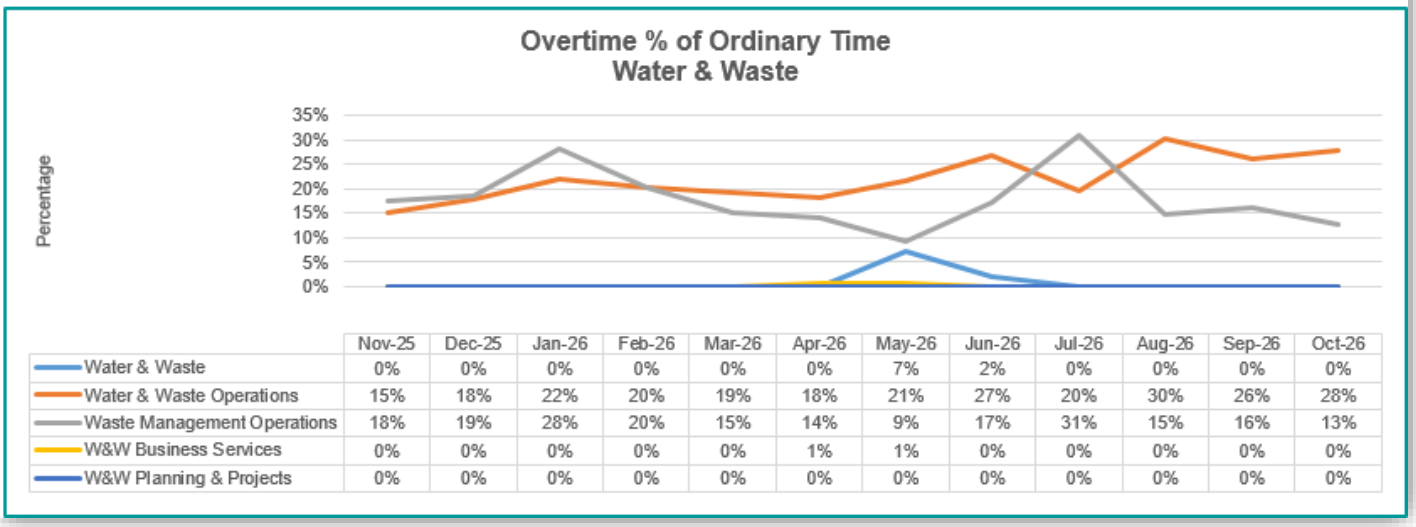
Directorate	Ordinary Time.	Overtime.
Community Services	**$ 571,509.16**	**$ -**
Nov 2025	$ 26,016.77	$ -
Dec 2025	$ 53,448.39	$ -
Jan 2026	$ 31,391.78	$ -
Feb 2026	$ 69,514.82	$ -
Mar 2026	$ 53,052.04	$ -
Apr 2026	$ 42,609.17	$ -
May 2026	$ 49,517.86	$ -
Jun 2026	$ 46,249.12	$ -
Jul 2026	$ 67,629.47	$ -
Aug 2026	$ 44,333.82	$ -
Sep 2026	$ 48,672.80	$ -
Oct 2026	$ 39,073.12	$ -
Planning & Environment	**$ 1,024,175.19**	**$ 9,864.23**
Nov 2025	$ 47,992.66	$ -
Dec 2025	$ 91,838.48	$ 2,621.28
Jan 2026	$ 45,387.64	$ -
Feb 2026	$ 122,629.87	$ 1,100.63
Mar 2026	$ 91,482.25	$ -
Apr 2026	$ 80,393.77	$ -
May 2026	$ 82,590.24	$ 1,064.17
Jun 2026	$ 81,916.41	$ 740.52
Jul 2026	$ 127,210.08	$ 3,330.17
Aug 2026	$ 94,810.45	$ -
Sep 2026	$ 87,445.60	$ 512.67
Oct 2026	$ 70,477.74	$ 494.79
Community Education & Compliance	**$ 866,271.44**	**$ 1,917.15**
Nov 2025	$ 41,434.85	$ -
Dec 2025	$ 83,913.51	$ 1.60
Jan 2026	$ 50,906.97	$ 912.33
Feb 2026	$ 111,650.69	$ 240.71
Mar 2026	$ 74,040.26	$ 40.12
Apr 2026	$ 70,811.91	$ -
May 2026	$ 68,042.34	$ -
Jun 2026	$ 67,496.37	$ -
Jul 2026	$ 103,541.49	$ 1.60
Aug 2026	$ 73,296.06	$ 720.79
Sep 2026	$ 62,649.43	$ -
Oct 2026	$ 58,487.56	$ -
Community & Cultural Services	**$ 3,661,439.93**	**$ 128,409.05**
Nov 2025	$ 165,882.88	$ 3,162.59
Dec 2025	$ 323,556.93	$ 13,440.36
Jan 2026	$ 169,418.17	$ 3,959.26
Feb 2026	$ 446,731.01	$ 17,494.72
Mar 2026	$ 320,239.74	$ 14,056.09
Apr 2026	$ 285,013.37	$ 11,175.11
May 2026	$ 298,906.17	$ 6,302.74
Jun 2026	$ 302,193.82	$ 7,219.24
Jul 2026	$ 456,960.53	$ 18,922.89
Aug 2026	$ 297,691.77	$ 11,730.14
Sep 2026	$ 312,763.27	$ 12,877.39
Oct 2026	$ 282,082.27	$ 8,068.52

COMMUNITY SERVICES - OVERTIME % OF ORDINARY TIME

Directorate	Ordinary Time.	Overtime.
Economic Development	**$ 626,265.46**	**$ 5,196.47**
Nov 2025	$ 21,054.35	$ -
Dec 2025	$ 51,910.84	$ 1,101.01
Jan 2026	$ 26,136.45	$ -
Feb 2026	$ 71,758.33	$ 92.27
Mar 2026	$ 54,066.25	$ 6.42
Apr 2026	$ 44,135.48	$ -
May 2026	$ 42,641.07	$ -
Jun 2026	$ 50,687.00	$ -
Jul 2026	$ 81,101.94	$ 3,996.77
Aug 2026	$ 60,669.75	$ -
Sep 2026	$ 63,916.01	$ -
Oct 2026	$ 58,187.99	$ -
Total	$ 6,749,661.18	$ 145,386.90

Water & Waste

Department	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Water & Waste	0%	0%	0%	0%	0%	0%	7%	2%	0%	0%	0%	0%
Water & Waste Operations	15%	18%	22%	20%	19%	18%	21%	27%	20%	30%	26%	28%
Waste Management Operations	18%	19%	28%	20%	15%	14%	9%	17%	31%	15%	16%	13%
W&W Business Services	0%	0%	0%	0%	0%	1%	1%	0%	0%	0%	0%	0%
W&W Planning & Projects	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%



	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26
Water & Waste	0%	0%	0%	0%	0%	0%	7%	2%	0%	0%	0%	0%
Water & Waste Operations	15%	18%	22%	20%	19%	18%	21%	27%	20%	30%	26%	28%
Waste Management Operations	18%	19%	28%	20%	15%	14%	9%	17%	31%	15%	16%	13%
W&W Business Services	0%	0%	0%	0%	0%	1%	1%	0%	0%	0%	0%	0%
W&W Planning & Projects	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

WATER & WASTE - OVERTIME % OF ORDINARY TIME

Directorate	Ordinary Time.	Overtime.
Water & Waste	**$ 351,205.56**	**$ 2,828.22**
Nov 2025	$ 13,584.71	$ -
Dec 2025	$ 29,530.30	$ -
Jan 2026	$ 22,009.27	$ -
Feb 2026	$ 39,747.24	$ -
Mar 2026	$ 25,150.14	$ -
Apr 2026	$ 26,553.73	$ -
May 2026	$ 29,253.10	$ 2,092.11
Jun 2026	$ 34,426.08	$ 736.11
Jul 2026	$ 54,742.52	$ -
Aug 2026	$ 28,064.35	$ -
Sep 2026	$ 30,289.49	$ -
Oct 2026	$ 17,854.63	$ -
Water & Wastewater Operations	**$ 2,628,258.88**	**$ 583,846.19**
Nov 2025	$ 110,958.99	$ 16,784.33
Dec 2025	$ 222,945.33	$ 39,431.83
Jan 2026	$ 167,304.77	$ 36,493.20
Feb 2026	$ 299,384.25	$ 60,223.47
Mar 2026	$ 202,776.74	$ 39,035.27
Apr 2026	$ 197,940.58	$ 36,287.33
May 2026	$ 205,472.42	$ 44,060.70
Jun 2026	$ 213,110.54	$ 56,888.99
Jul 2026	$ 335,307.80	$ 65,960.86
Aug 2026	$ 233,870.51	$ 70,248.48
Sep 2026	$ 220,806.21	$ 57,829.77
Oct 2026	$ 218,380.74	$ 60,601.96
Waste Management Operations	**$ 1,184,251.49**	**$ 213,801.16**
Nov 2025	$ 48,867.93	$ 8,595.44
Dec 2025	$ 99,084.49	$ 18,332.82
Jan 2026	$ 69,684.18	$ 19,593.55
Feb 2026	$ 138,675.61	$ 27,818.68
Mar 2026	$ 92,110.63	$ 13,966.21
Apr 2026	$ 90,470.30	$ 12,668.97
May 2026	$ 97,931.71	$ 8,890.00
Jun 2026	$ 94,699.67	$ 16,204.99
Jul 2026	$ 136,343.10	$ 41,877.34
Aug 2026	$ 106,418.78	$ 15,714.09
Sep 2026	$ 108,753.53	$ 17,399.13
Oct 2026	$ 101,211.56	$ 12,739.94
W&W Business Services	**$ 814,890.25**	**$ 968.91**
Nov 2025	$ 37,195.56	$ -
Dec 2025	$ 80,808.55	$ 82.35
Jan 2026	$ 37,105.12	$ -
Feb 2026	$ 109,473.07	$ 49.41
Mar 2026	$ 73,393.45	$ 48.29
Apr 2026	$ 59,014.48	$ 378.60
May 2026	$ 63,273.53	$ 410.26
Jun 2026	$ 60,825.07	$ -
Jul 2026	$ 105,983.86	$ -
Aug 2026	$ 63,694.23	$ -
Sep 2026	$ 61,247.18	$ -
Oct 2026	$ 62,876.15	$ -

WATER & WASTE - OVERTIME % OF ORDINARY TIME

Directorate	Ordinary Time.	Overtime.
W&W Planning & Projects	**$ 387,572.42**	**$ -**
Nov 2025	$ 13,155.41	$ -
Dec 2025	$ 38,721.55	$ -
Jan 2026	$ 16,146.47	$ -
Feb 2026	$ 55,602.81	$ -
Mar 2026	$ 36,750.64	$ -
Apr 2026	$ 32,470.07	$ -
May 2026	$ 30,799.62	$ -
Jun 2026	$ 34,840.79	$ -
Jul 2026	$ 49,876.31	$ -
Aug 2026	$ 26,261.73	$ -
Sep 2026	$ 26,103.78	$ -
Oct 2026	$ 26,843.24	$ -
Total	$ 5,366,178.60	$ 801,444.48

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Cale Dendle
AUTHOR POSITION	Chief Executive Officer

8.11 Operating Budget Performance as at 29 October 2026 – Office of the Chief Executive Officer

EXECUTIVE SUMMARY

Chief Executive Officer reporting on operating budget performance for Office of the CEO for period ending 29 October 2026.

COMMITTEE'S RECOMMENDATION

Resolution No.: **CORP11/26-0130**

Moved: **Cr Vern Russell** **Seconded:** **Cr Jane Pickels**

That the Committee recommends that Council:

1. **That the report by the Chief Executive Officer on the October 2026 Operating Budget performance for Office of the CEO be 'received'.**

Carried

BACKGROUND:

Operating Budget for Office of the CEO is made up of three cost centres:

1. 10000 – Chief Executive Officer
2. 11000 – People & Capability
3. 13000 – Public Affairs

The detail for each of these budgets for the period ended 29 October 2026 is shown *attached.*

CONSIDERATION:

Each month managers will provide a detailed commentary on operating budget performance so councillors can better assess the apparent value for the investment being made in different services:

10000 – Chief Executive Officer

- Annual operating expenditure revised budget is $2,764,560 and includes:

- Salaries (oncosts and overheads) for three staff in the Executive Office (Chief Executive Officer, Coordinator Executive Support and Executive Assistant to the Office of Mayor and CEO). This office has been reduced by 1.0FTE since last budget.
- Salaries for Mayor and eight councillors.
- Expenses for Mayor and eight councillors.
- Corporate memberships (e.g. LGAQ, Council of Mayors, LGMA et al).
- Sponsorship of Mayor's Charity Ball.
- Christmas gifts for staff.

11000 – People & Capability

The People and Capability budget variance remains manageable and is primarily attributable to expenditure occurring earlier in the financial year than originally planned.

The current employee expenses variance is driven by the application of the vacancy rate with employees taking leave later than expected. This has resulted in salary costs being higher than budgeted at this point in the year and is expected to improve as leave is taken over the coming months.

Materials and Services expenditure is currently above budget; however, expenditure includes several annual and project-related costs that have been incurred earlier than originally forecast. A significant level of commitments remains in place, with some costs to be recognised progressively throughout the year.

Revenue reflects the timing of grant funding receipts, with grant funding received during October.

Based on current spending patterns and known commitments, the budget position is expected to remain manageable throughout the financial year.

13000 – Public Affairs

While some of the excess can be attributed to expenses that will balance out during the financial year, the variance also reflects increased operational demands on unbudgeted staffing costs caused by ongoing issues that have required regular after-hours communications required.

Over the past three months, staff have been undertaking substantial overtime, including work across seven days a week, to support communications associated with the Clermont Water situation and the cumulative effect of this is reflected in the variance. This has required a sustained and intensive communications response to support community information, stakeholder engagement, media management and timely public updates. While this work has been necessary to meet Council's operational and community obligations, the additional hours have contributed to unbudgeted expenditure.

There are also emerging pressures within the Materials and Services budget. Some savings identified during budget planning may not be achievable, with website hosting costs, for example, increasing by approximately $16,000 per annum. This represents an ongoing cost pressure that was not anticipated in the original budget assumptions.

The department will continue to actively manage discretionary expenditure and identify opportunities to contain costs where possible. A further review will be undertaken at the end of the second quarter to assess

the ongoing financial position, confirm unavoidable cost pressures and determine whether a revised budget allocation is required for the remainder of the financial year.

IMPLICATIONS

Financial

This report is entirely about the financial implications of resourcing the organisation at the levels that we do. Providing this level of detail enables councillors to make better-informed judgement about the value derived from the investment made.

Policy and Legislation

S204 of the *Local Government Regulation 2012* requires that a financial report be presented to a council meeting monthly. Until recently, this report was presented to the Corporate Services Committee for recommendations to Ordinary Meeting.

Councillors have agreed that better understanding and oversight can be achieved by having department directors and managers reporting on function-specific budgets during Standing Committees. August 2026 marks the first of these reports with feedback anticipated to improve reporting over time.

Council's "what does this budget buy me?" approach to service description and (now) operating budget reporting will combine to enable much greater scrutiny of council's operations and related finances. S12.3.d nominates one of the statutory duties of councillors as ***"(d) being accountable to the community for the local government's performance."*** – a difficult task if councillors are not across at least some detail.

Risk

Council is in a sound financial position (as adjudged by Queensland Treasury Corporation) but still has a low risk appetite for financial shock (as was witnessed with successive, unrelated headwind events in 2025/26). Greater oversight by councillors of operating budget performance will better hold management to account for financial outcomes.

CONSULTATION

Manager Public Affairs

Manager People and Capability

Finance staff

BASIS FOR RECOMMENDATION

This report is entirely about the financial implications of resourcing the organisation at the levels that we do. Providing this level of detail enables councillors to make better-informed judgement about the value derived from the investment made.

ACTION ACCOUNTABILITY

Greater oversight by councillors of operating budget performance will hold management to account for financial outcomes.

OFFICE OF THE CHIEF EXECUTIVE OFFICER

ISAAC REGION
HELPING TO ENERGISE THE WORLD
ABN 39 274 142 600

KEY MESSAGES

We responsibly manage our finances and assets in line with Council's agreed service levels and its long-term sustainability.

Report prepared by:	**Report authorised by:**
CALE DENDLE **Chief Executive Officer**	CALE DENDLE **Chief Executive Officer**
Date: 4 November 2026	Date: 4 November 2026

ATTACHMENTS

- Attachment 1 – Statement of Comprehensive Income for Office of the CEO as at 29 October 2026
- Attachment 2 - MOR - 10000 - October 2026
- Attachment 3 - SOCI - 10000 - October 2026
- Attachment 4 - Variance Report - 10000 - October 2026
- Attachment 5 - Variance Report - 11000 - October 2026
- Attachment 6 - Variance Report - 13000 - October 2026

REFERENCE DOCUMENT

- Nil

OFFICER'S RECOMMENDATION

That the report by the Chief Executive Officer on the October 2026 Operating Budget performance for Office of the CEO be 'received'.

ISAAC REGIONAL COUNCIL

Statement of Comprehensive Income

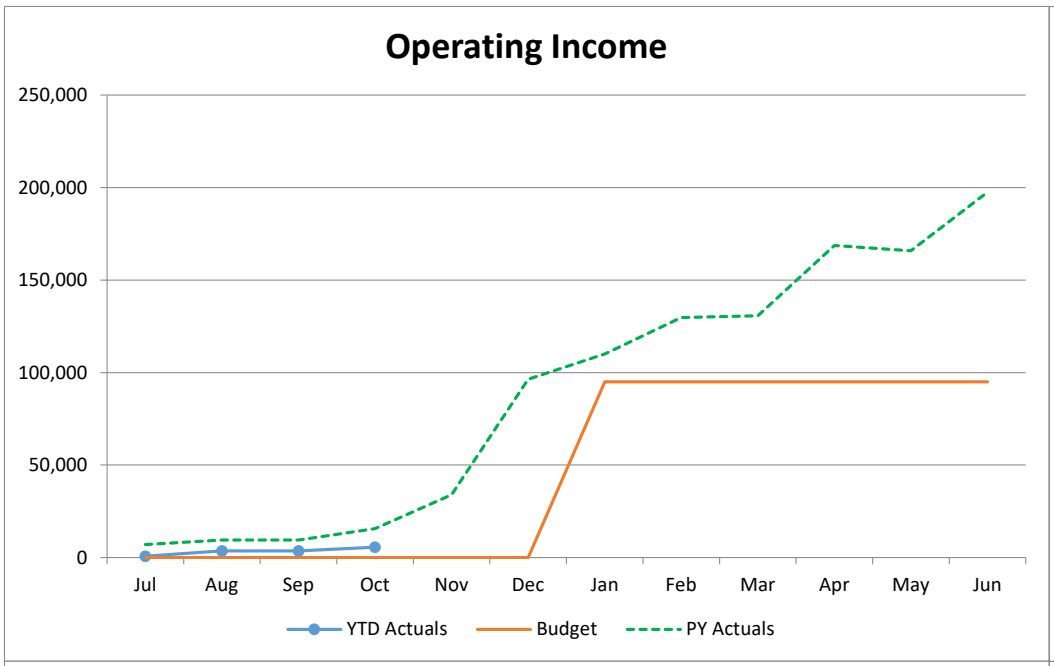
For the Period Ended 29 October 2026

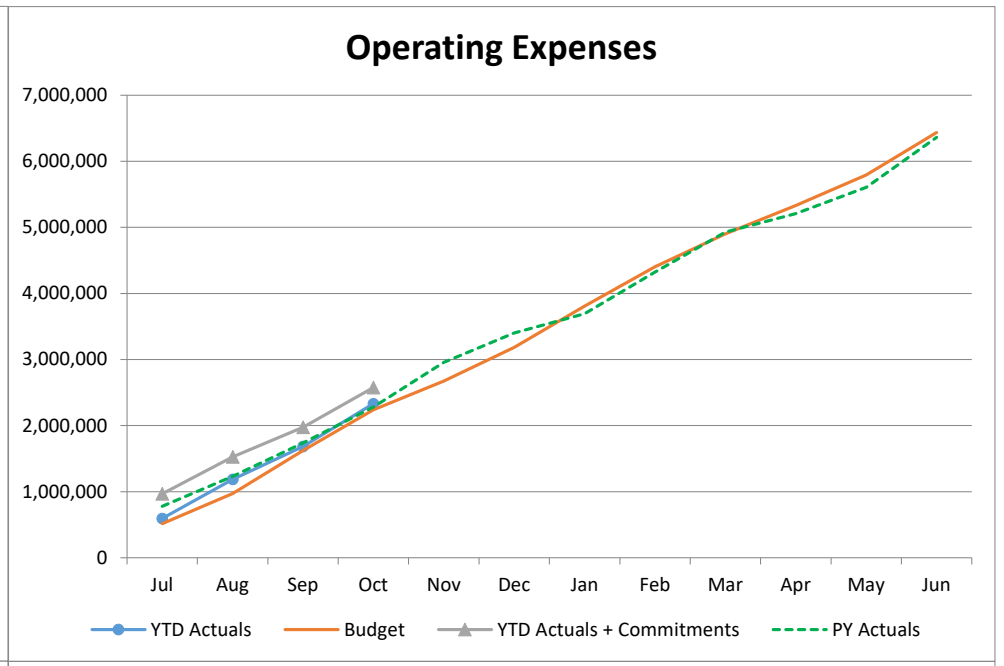
Office of the CEO

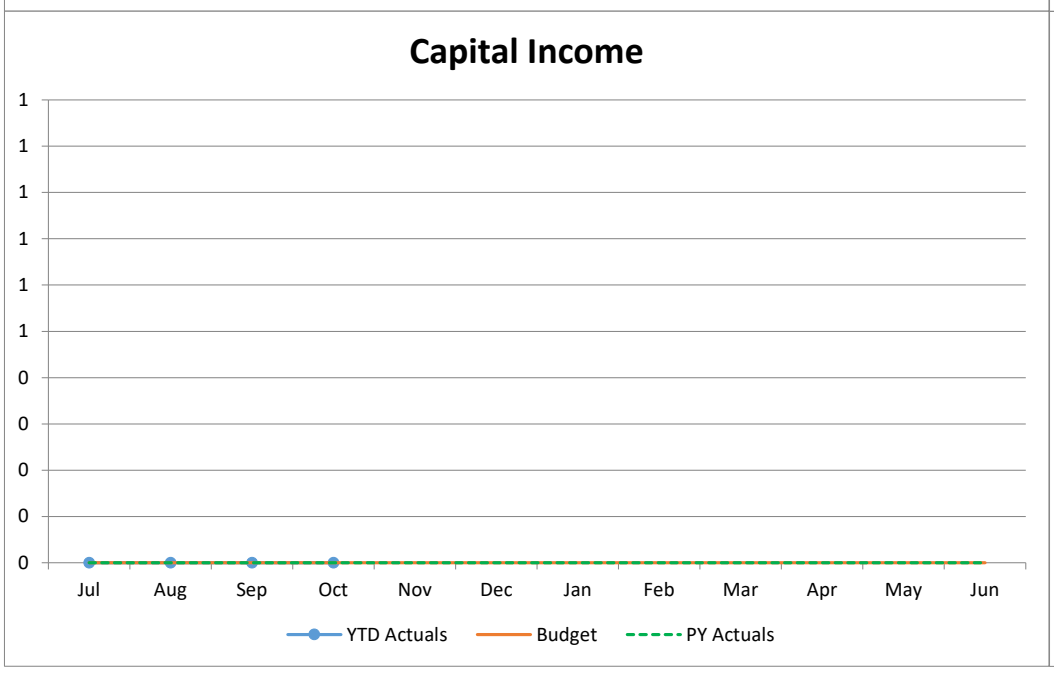
	Notes	YTD Actual	YTD Revised Budget	Variance	Full Year Revised Budget	Commitments	Completion
		$	$	$	$	$	%
Income							
Operating Revenue							
Operating Grants, Subsidies & Contributions		5,597	-	5,597	95,000	-	5.9%
		5,597	**-**	**5,597**	**95,000**	**-**	**5.9%**
Expenses							
Operating Expenses							
Employee Expenses		1,480,544	1,402,745	77,799	4,440,015	-	33.3%
Materials & Services	1	851,993	837,835	14,158	1,995,681	244,092	42.7%
Corporate Overheads & Competitive Neutrality Costs		(1,382,280)	(1,382,280)	-	(4,146,840)	-	33.3%
		950,258	**858,300**	**91,957**	**2,288,856**	**244,092**	**41.5%**
Operating Position Before Capital Items		**(944,660)**	**(858,300)**	**(86,360)**	**(2,193,856)**	**(244,092)**	**43.1%**
Capital Revenue							
		-	**-**	**-**	**-**	**-**	**0.0%**
Net Result Attributable to Council in Period		**(944,660)**	**(858,300)**	**(86,360)**	**(2,193,856)**	**(244,092)**	**43.1%**
Total Comprehensive Income		**(944,660)**	**(858,300)**	**(86,360)**	**(2,193,856)**	**(244,092)**	**43.1%**

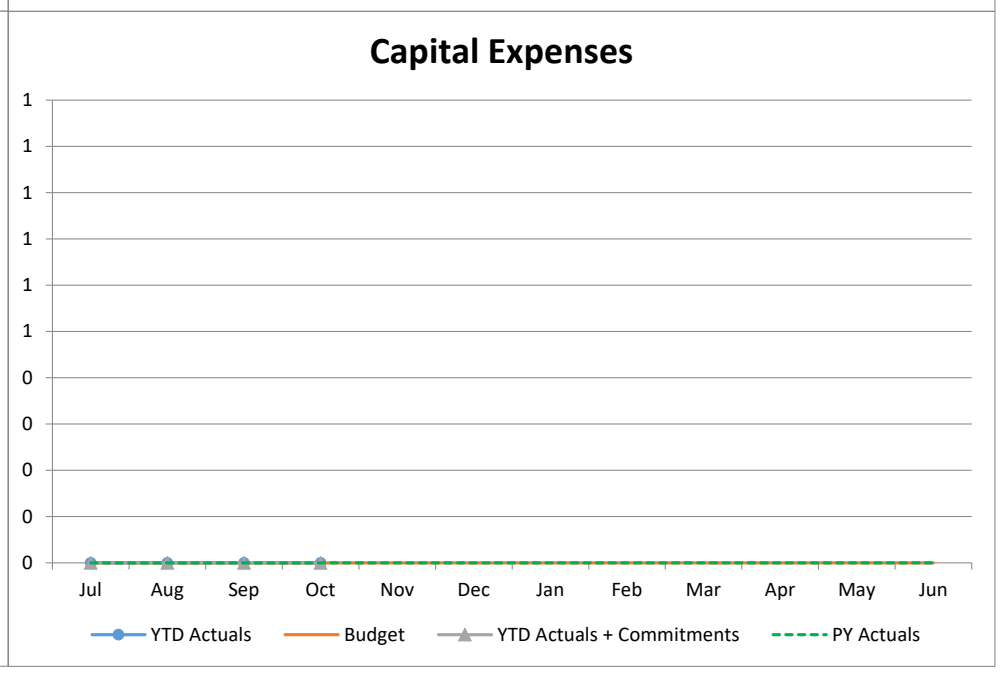
1. Materials & Services for the financial year to date are $14,158 unfavourable with $851,993 of actual expenditure against YTD budget of $837,835. The unfavourable variance is mainly due to software licenses, partially offset by legal expenses. YTD commitments are at $244,092 with larger commitments to note being employee uniforms for $111K and the employee assistance program $33K.

Operational Result
From Period 1 - 4, 2027
Office of the CEO









< Budget
< 5% over Budget
> 5% over Budget

Detail at M3 Level (Full Number)

Cost Centre	Description	YTD Actuals	Commitments	YTD Actuals + Commitments	YTD Budget	Annual Revised Budget	Remaining Revised Budget
Operational Income							
11000	People & Capability	5,597	0	5,597	0	95,000	89,403
11000	People & Capability	5,597	0	5,597	0	95,000	89,403
		5,597	**0**	**5,597**	**0**	**95,000**	**89,403**
Operational Expenses							
10000	Chief Executive Office	920,396	341	920,737	945,150	2,628,998	1,708,261
10000	Chief Executive Office	920,396	341	920,737	945,150	2,628,998	1,708,261
11000	People & Capability	975,731	215,210	1,190,941	915,749	2,723,606	1,532,665
11000	People & Capability	975,731	215,210	1,190,941	915,749	2,723,606	1,532,665
1003	Enterprise Bargaining	437	0	437	625	2,500	2,063
1070	Regional Manager's Office - People & Performance	121,293	51,871	173,164	128,562	421,475	248,311
1097	Organisational Development and Training	168,458	114	168,572	127,426	353,175	184,603
1116	Corporate Uniform	68,338	111,231	179,569	55,000	220,000	40,431
1210	Organisation Development	9,380	31,043	40,423	74,875	145,500	105,077
1602	HR - ODP	98,327	0	98,327	30,200	54,400	(43,927)
4058	HR Services - Isaac	502,574	11,386	513,960	488,937	1,486,056	972,097
9352	Grant/Subsidy - Apprenticeships/Trainees	6,924	9,566	16,490	10,125	40,500	24,010
13000	Public Affairs	436,410	28,542	464,952	379,682	1,083,091	618,139
13000	Public Affairs	436,410	28,542	464,952	379,682	1,083,091	618,139
1109	Public Affairs	436,410	17,757	454,167	368,015	1,048,091	593,924
1135	Community Newsletter - Isaac News	0	10,785	10,785	11,667	35,000	24,215
		2,332,538	**244,092**	**2,576,630**	**2,240,580**	**6,435,696**	**3,859,066**
Surplus/(Deficit)		**(2,326,940)**	**(244,092)**	**(2,571,033)**	**(2,240,580)**	**(6,340,696)**	**(3,769,663)**
Full Cost Recovery							
10000	Chief Executive Office	(624,242)	0	(624,242)	(624,242)	(1,872,727)	(1,248,485)
10000	Chief Executive Office	(624,242)	0	(624,242)	(624,242)	(1,872,727)	(1,248,485)
2800	Corp O'Heads & NCP Costs - Office of the CEO	(624,242)	0	(624,242)	(624,242)	(1,872,727)	(1,248,485)
11000	People & Capability	(541,701)	0	(541,701)	(541,701)	(1,625,103)	(1,083,402)
11000	People & Capability	(541,701)	0	(541,701)	(541,701)	(1,625,103)	(1,083,402)
2822	Corp O'Heads & NCP Costs - Workforce Solutions	(541,701)	0	(541,701)	(541,701)	(1,625,103)	(1,083,402)

Operational Result
From Period 1 - 4, 2027
Office of the CEO

13000	Public Affairs	(216,337)	0	(216,337)	(216,337)	(649,010)	(432,673)
13000	Public Affairs	(216,337)	0	(216,337)	(216,337)	(649,010)	(432,673)
1109	Public Affairs	(216,337)	0	(216,337)	(216,337)	(649,010)	(432,673)
		(1,382,280)	**0**	**(1,382,280)**	**(1,382,280)**	**(4,146,840)**	**(2,764,560)**
Operating Surplus/(Deficit) less Full Cost Recovery		**(944,660)**	**(244,092)**	**(1,188,753)**	**(858,300)**	**(2,193,856)**	**(1,005,103)**

Project Code	Description	YTD Actuals	Commitments	YTD Actuals + Commitments	YTD Budget	Annual Revised Budget	Remaining Revised Budget
Capital Income							
		0	**0**	**0**	**0**	**0**	**0**
Capital Expenses							
		0	**0**	**0**	**0**	**0**	**0**
Capital Surplus/(Deficit)		**0**	**0**	**0**	**0**	**0**	**0**

ISAAC REGIONAL COUNCIL

Statement of Comprehensive Income

For the Period Ended October 2026

Office of the CEO

	YTD Actual	YTD Revised Budget	Variance	Full Year Revised Budget	Commitments	Completion
	$	$	$	$	$	%
Income						
Operating Revenue						
Operating Grants, Subsidies & Contributions	5,597	-	5,597	95,000	-	5.9%
	5,597	**-**	**5,597**	**95,000**	**-**	**5.9%**
Expenses						
Operating Expenses						
Employee Expenses	1,480,544	1,402,745	77,799	4,440,015	-	33.3%
Materials & Services	851,993	837,835	14,158	1,995,681	244,092	42.7%
Corporate Overheads & Competitive Neutrality Costs	(1,382,280)	(1,382,280)	-	(4,146,840)	-	33.3%
	950,258	**858,300**	**91,957**	**2,288,856**	**244,092**	**41.5%**
Operating Position Before Capital Items	**(944,660)**	**(858,300)**	**(86,360)**	**(2,193,856)**	**(244,092)**	**43.1%**
Capital Revenue						
	-	**-**	**-**	**-**	**-**	**0.0%**
Net Result Attributable to Council in Period	**(944,660)**	**(858,300)**	**(86,360)**	**(2,193,856)**	**(244,092)**	**43.1%**
Total Comprehensive Income	**(944,660)**	**(858,300)**	**(86,360)**	**(2,193,856)**	**(244,092)**	**43.1%**

ISAAC REGIONAL COUNCIL

Statement of Comprehensive Income

For the Period Ended October 2026

Chief Executive Office

	YTD Actual	YTD Revised Budget	Variance	Full Year Revised Budget	Commitments	Completion
	$	$	$	$	$	%
Income						
Operating Revenue						
	-	-	-	-	-	**0.0%**
Expenses						
Operating Expenses						
Employee Expenses	525,858	528,009	(2,151)	1,698,378	-	31.0%
Materials & Services	394,538	417,141	(22,603)	930,621	341	42.4%
Corporate Overheads & Competitive Neutrality Costs	(624,242)	(624,242)	-	(1,872,727)	-	33.3%
	296,153	**320,907**	**(24,754)**	**756,271**	**341**	**39.2%**
Operating Position Before Capital Items	**(296,153)**	**(320,907)**	**24,754**	**(756,271)**	**(341)**	**39.2%**
Capital Revenue						
	-	-	-	-	-	**0.0%**
Net Result Attributable to Council in Period	**(296,153)**	**(320,907)**	**24,754**	**(756,271)**	**(341)**	**39.2%**
Total Comprehensive Income	**(296,153)**	**(320,907)**	**24,754**	**(756,271)**	**(341)**	**39.2%**

ISAAC REGIONAL COUNCIL

Statement of Comprehensive Income

For the Period Ended October 2026

People & Capability

	YTD Actual	YTD Revised Budget	Variance	Full Year Revised Budget	Commitments	Completion
	$	$	$	$	$	%
Income						
Operating Revenue						
Operating Grants, Subsidies & Contributions	5,597	-	5,597	95,000	-	5.9%
	5,597	**-**	**5,597**	**95,000**	**-**	**5.9%**
Expenses						
Operating Expenses						
Employee Expenses	642,029	599,708	42,321	1,880,206	-	34.1%
Materials & Services	333,702	316,041	17,661	843,400	215,210	39.6%
Corporate Overheads & Competitive Neutrality Costs	(541,701)	(541,701)	-	(1,625,103)	-	33.3%
	434,030	**374,048**	**59,982**	**1,098,503**	**215,210**	**39.5%**
Operating Position Before Capital Items	**(428,433)**	**(374,048)**	**(54,385)**	**(1,003,503)**	**(215,210)**	**42.7%**
Capital Revenue						
	-	**-**	**-**	**-**	**-**	**0.0%**
Net Result Attributable to Council in Period	**(428,433)**	**(374,048)**	**(54,385)**	**(1,003,503)**	**(215,210)**	**42.7%**
Total Comprehensive Income	**(428,433)**	**(374,048)**	**(54,385)**	**(1,003,503)**	**(215,210)**	**42.7%**

ISAAC REGIONAL COUNCIL

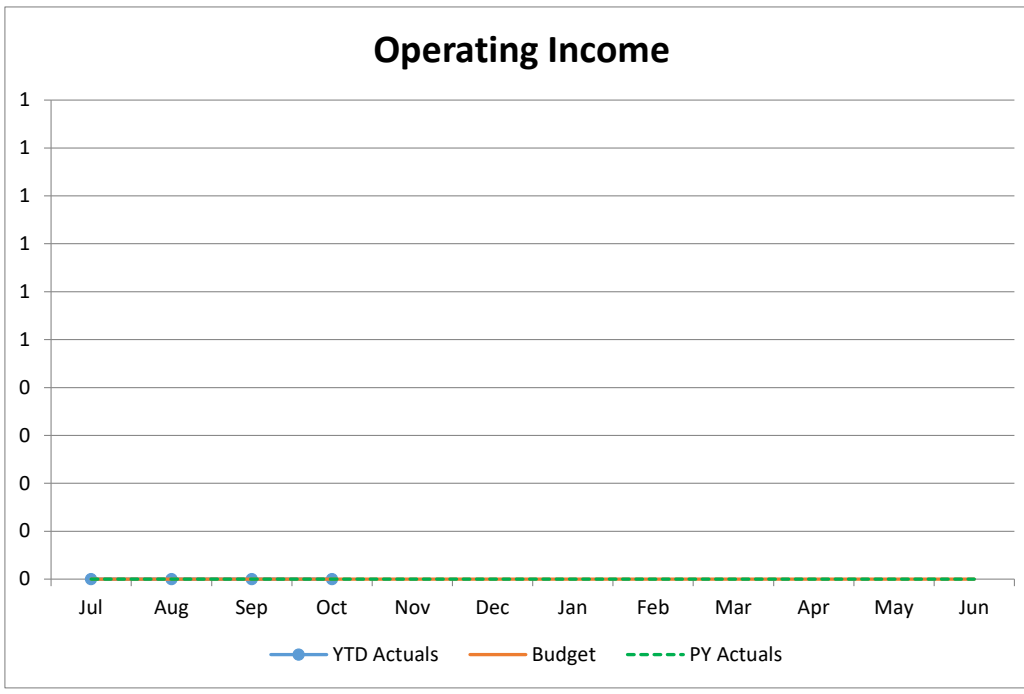
Statement of Comprehensive Income

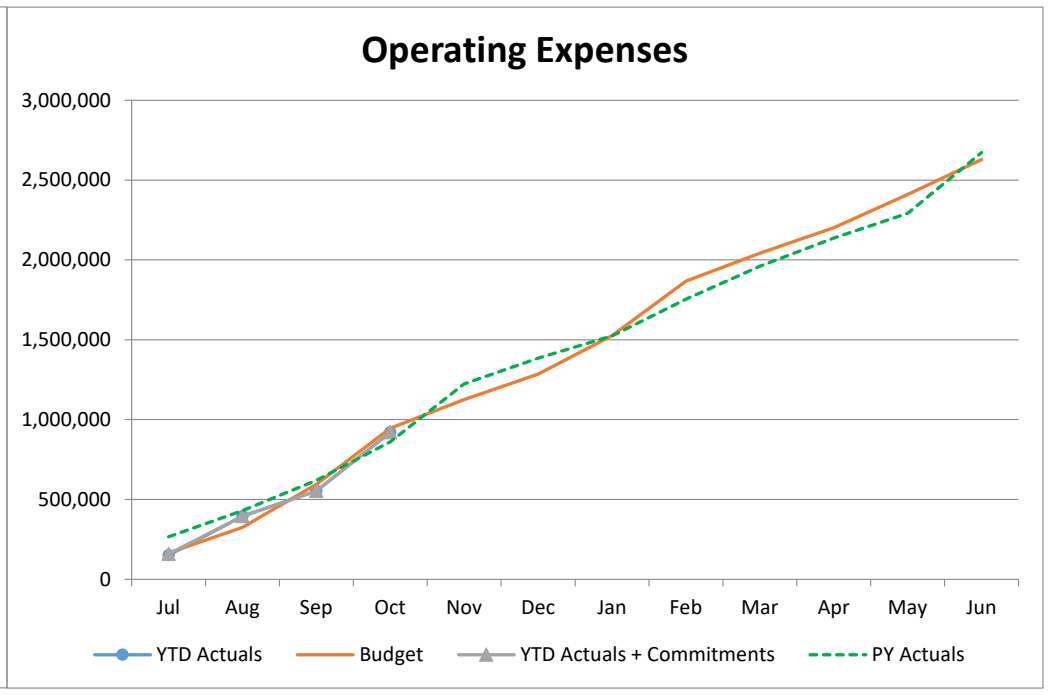
For the Period Ended October 2026

Public Affairs

	YTD Actual	YTD Revised Budget	Variance	Full Year Revised Budget	Commitments	Completion
	$	$	$	$	$	%
Income						
Operating Revenue						
	-	-	-	-	-	**0.0%**
Expenses						
Operating Expenses						
Employee Expenses	312,657	275,028	37,629	861,431	-	36.3%
Materials & Services	123,753	104,653	19,100	221,660	28,542	55.8%
Corporate Overheads & Competitive Neutrality Costs	(216,337)	(216,337)	-	(649,010)	-	33.3%
	220,074	**163,345**	**56,729**	**434,081**	**28,542**	**50.7%**
Operating Position Before Capital Items	**(220,074)**	**(163,345)**	**(56,729)**	**(434,081)**	**(28,542)**	**50.7%**
Capital Revenue						
	-	-	-	-	-	**0.0%**
Net Result Attributable to Council in Period	**(220,074)**	**(163,345)**	**(56,729)**	**(434,081)**	**(28,542)**	**50.7%**
Total Comprehensive Income	**(220,074)**	**(163,345)**	**(56,729)**	**(434,081)**	**(28,542)**	**50.7%**

Operational Result
From Period 1 - 4, 2027
Chief Executive Office





< Budget
< 5% over Budget
> 5% over Budget

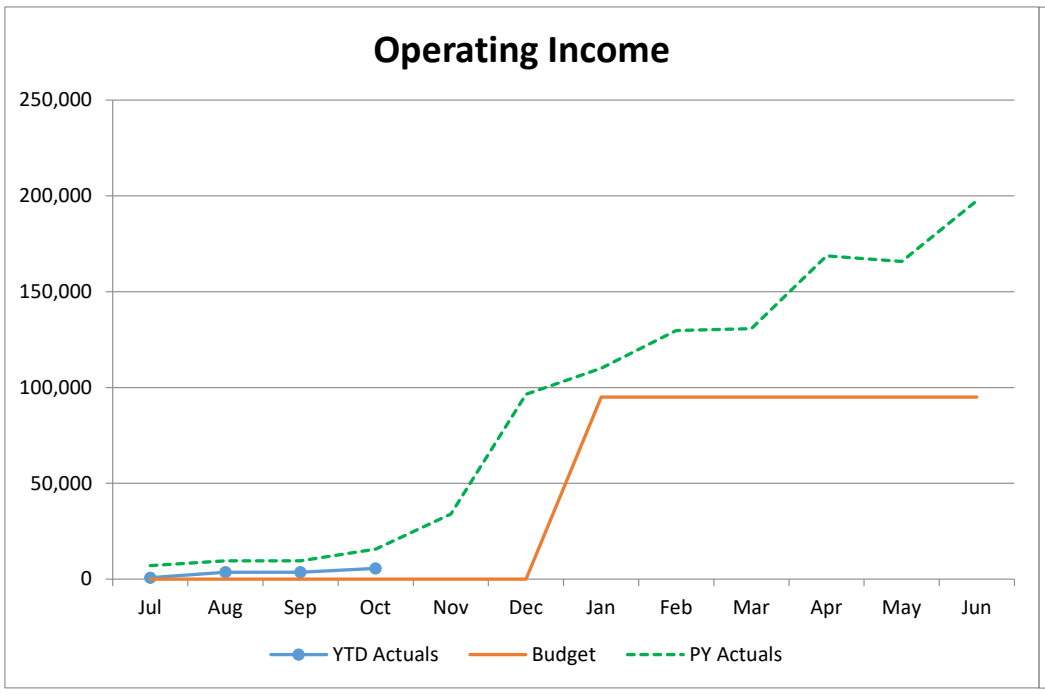
Detail at M4 Level (Full Number)

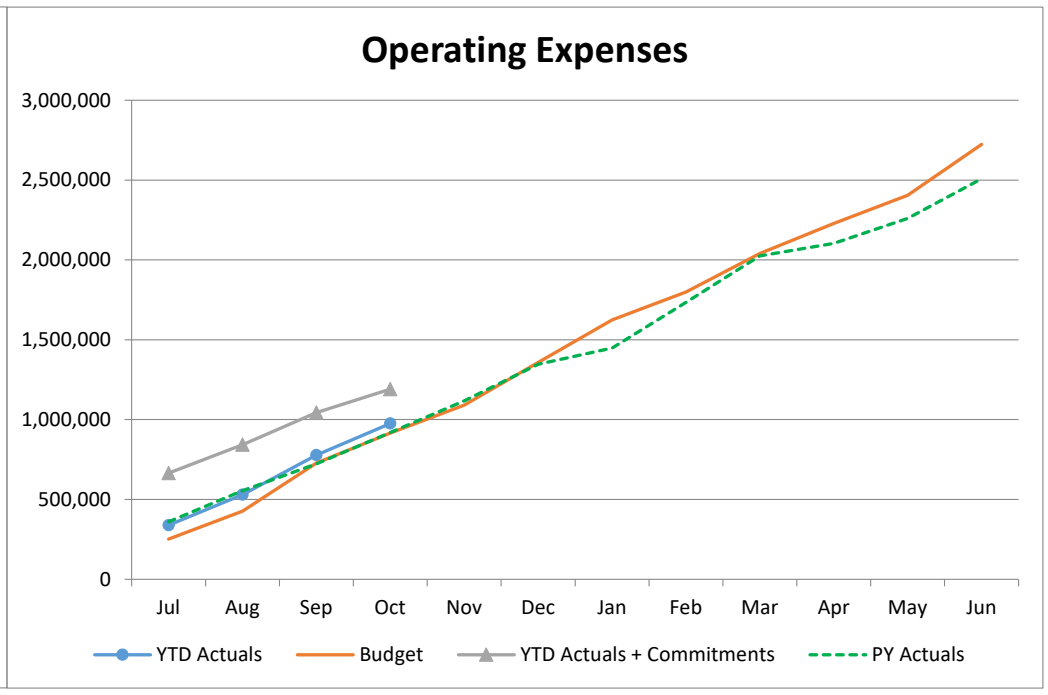
Cost Centre	Description	YTD Actuals	Commitments	YTD Actuals + Commitments	YTD Budget	Annual Revised Budget	Remaining Revised Budget
Operational Income							
		0	0	0	0	0	0
Operational Expenses							
1000	CEO & Assistant	365,524	114	365,637	541,323	1,323,866	958,229
7111	Salaries & Wages	143,170	0	143169.59	170,265	553,360	410,190
7112	oncosts	77,667	0	77666.75	88,809	256,560	178,894
7113	Finance ONLY Salaries and Wages (Revised Budget Ch	0	0	0	(39,928)	(115,348)	(115,348)
7115	Payroll Allowances	1,682	0	1682.46	2,250	7,311	5,629
7151	Training & Development (Staff)	1,532	0	1532.12	5,000	15,000	13,468
7153	Other Employee Related Expenditure	0	0	0	333	1,000	1,000
7241	Internal Plant Hire Charges	4,794	0	4794.19	4,794	14,383	9,588
7613	Legal Fees	0	0	0	1,667	5,000	5,000
7661	Travel & Accommodation	8,156	113.64	8269.69	6,667	20,000	11,730
7662	Entertainment Costs	0	0	0	667	2,000	2,000
7663	Meeting Expenses	11,688	0	11688.34	11,667	35,000	23,312
7665	Membership and subscriptions	112,245	0	112244.89	275,000	487,200	374,955
7682	Advertising & Promotion	0	0	0	2,000	6,000	6,000
7683	Fees, Charges & Permits	45	0	45	333	1,000	955
7689	Rent & Leases	6,150	0	6150	6,067	18,200	12,050
7691	Postage, Freight and Courier	0	0	0	67	200	200
7692	Printing & Stationery	361	0	361.41	333	1,000	639
7695	Telephone & Internet	0	0	0	333	1,000	1,000
7699	Materials & Services	(1,967)	0	-1967.13	5,000	15,000	16,967
1040	Elected Members	334,866	0	334,866	330,993	1,069,632	734,766
7112	oncosts	39,405	0	39404.53	0	0	(39,405)
7115	Payroll Allowances	0	0	0	9,951	32,340	32,340
7121	Councillors' Cash Remuneration	263,453	0	263452.8	296,663	964,154	700,701
7241	Internal Plant Hire Charges	27,023	0	27022.99	24,379	73,138	46,115
7661	Travel & Accommodation	4,153	0	4153.17	0	0	(4,153)
7683	Fees, Charges & Permits	15	0	15	0	0	(15)
7699	Materials & Services	817	0	817.27	0	0	(817)
1042	Regional Organisations - Memberships	162,624	0	162,624	0	0	(162,624)
7663	Meeting Expenses	124	0	124.09	0	0	(124)
7665	Membership and subscriptions	162,500	0	162500	0	0	(162,500)
1075	Elected Members Consolidated Expenses	0	0	0	0	48,000	48,000
7151	Training & Development (Staff)	0	0	0	0	48,000	48,000
1079	Regional/State - LGMA (Corporate)	6,340	0	6,340	5,500	5,500	(840)
7665	Membership and subscriptions	6,340	0	6339.58	5,500	5,500	(840)
1219	Event - Mayor's Charity Ball	15,039	0	15,039	15,000	15,000	(39)
7114	Overtime	465	0	465.39	0	0	(465)
7115	Payroll Allowances	17	0	16.5	0	0	(17)
7687	Refuse Collection	214	0	213.78	0	0	(214)
7688	Donations Paid	12,000	0	12000	15,000	15,000	3,000
7692	Printing & Stationery	1,010	0	1010	0	0	(1,010)
7699	Materials & Services	1,333	0	1332.95	0	0	(1,333)
1221	Mayor Expenditure	12,092	114	12,206	16,667	50,000	37,794
7151	Training & Development (Staff)	1,606	0	1606.11	1,667	5,000	3,394
7661	Travel & Accommodation	9,154	113.64	9267.27	11,667	35,000	25,733
7662	Entertainment Costs	0	0	0	667	2,000	2,000
7663	Meeting Expenses	0	0	0	833	2,500	2,500
7665	Membership and subscriptions	0	0	0	667	2,000	2,000
7682	Advertising & Promotion	708	0	708.48	0	0	(708)

Operational Result
From Period 1 - 4, 2027
Chief Executive Office

7699	Materials & Services	624	0	623.89	1,167	3,500	2,876
1222	Councillor Div 1 Expenditure	179	0	179	3,667	11,000	10,821
7151	Training & Development (Staff)	0	0	0	1,667	5,000	5,000
7661	Travel & Accommodation	179	0	179.09	1,667	5,000	4,821
7662	Entertainment Costs	0	0	0	167	500	500
7699	Materials & Services	0	0	0	167	500	500
1223	Councillor Div 2 Expenditure	528	0	528	3,667	11,000	10,472
7151	Training & Development (Staff)	0	0	0	1,667	5,000	5,000
7153	Other Employee Related Expenditure	164	0	163.63	0	0	(164)
7661	Travel & Accommodation	350	0	349.83	1,667	5,000	4,650
7662	Entertainment Costs	0	0	0	167	500	500
7683	Fees, Charges & Permits	15	0	15	0	0	(15)
7699	Materials & Services	0	0	0	167	500	500
1224	Councillor Div 3 Expenditure	11,165	0	11,165	3,667	11,000	(165)
7151	Training & Development (Staff)	7,953	0	7953.39	1,667	5,000	(2,953)
7661	Travel & Accommodation	3,308	0	3307.94	1,667	5,000	1,692
7662	Entertainment Costs	457	0	456.82	167	500	43
7683	Fees, Charges & Permits	15	0	15	0	0	(15)
7699	Materials & Services	(569)	0	-568.62	167	500	1,069
1225	Councillor Div 4 Expenditure	0	0	0	3,667	11,000	11,000
7151	Training & Development (Staff)	0	0	0	1,667	5,000	5,000
7661	Travel & Accommodation	0	0	0	1,667	5,000	5,000
7662	Entertainment Costs	0	0	0	167	500	500
7699	Materials & Services	0	0	0	167	500	500
1226	Councillor Div 5 Expenditure	3,067	0	3,067	3,667	11,000	7,933
7151	Training & Development (Staff)	1,041	0	1040.91	1,667	5,000	3,959
7661	Travel & Accommodation	2,083	0	2082.84	1,667	5,000	2,917
7662	Entertainment Costs	0	0	0	167	500	500
7699	Materials & Services	(57)	0	-56.82	167	500	557
1227	Councillor Div 6 Expenditure	5,534	0	5,534	5,000	15,000	9,466
7151	Training & Development (Staff)	1,761	0	1760.66	1,667	5,000	3,239
7661	Travel & Accommodation	3,723	0	3723.12	2,667	8,000	4,277
7662	Entertainment Costs	0	0	0	167	500	500
7663	Meeting Expenses	119	0	118.64	333	1,000	881
7683	Fees, Charges & Permits	15	0	15	0	0	(15)
7699	Materials & Services	(83)	0	-83.39	167	500	583
1228	Councillor Div 7 Expenditure	680	0	680	3,667	11,000	10,320
7151	Training & Development (Staff)	(1,132)	0	-1132.06	1,667	5,000	6,132
7661	Travel & Accommodation	1,895	0	1895.47	1,667	5,000	3,105
7662	Entertainment Costs	0	0	0	167	500	500
7699	Materials & Services	(83)	0	-83.39	167	500	583
1229	Councillor Div 8 Expenditure	2,759	114	2,873	3,667	11,000	8,127
7151	Training & Development (Staff)	1,192	0	1192.48	1,667	5,000	3,808
7661	Travel & Accommodation	1,678	113.64	1791.99	1,667	5,000	3,208
7662	Entertainment Costs	0	0	0	167	500	500
7699	Materials & Services	(112)	0	-111.8	167	500	612
1349	Staff Gatherings	0	0	0	5,000	25,000	25,000
7153	Other Employee Related Expenditure	0	0	0	5,000	25,000	25,000
		920,396	**341**	**920,737**	**945,150**	**2,628,998**	**1,708,261**
Surplus/(Deficit)		**(920,396)**	**(341)**	**(920,737)**	**(945,150)**	**(2,628,998)**	**(1,708,261)**
Full Cost Recovery							
2800	Corp O'Heads & NCP Costs - Office of the CEO	(624,242)	0	(624,242)	(624,242)	(1,872,727)	(1,248,485)
7254	Full Cost Recovery Credits	(624,242)	0	-624242.48	(624,242)	(1,872,727)	(1,248,485)
		(624,242)	**0**	**(624,242)**	**(624,242)**	**(1,872,727)**	**(1,248,485)**
Operating Surplus/(Deficit) less Full Cost Recovery		**(296,153)**	**(341)**	**(296,494)**	**(320,907)**	**(756,271)**	**(459,776)**

Operational Result
From Period 1 - 4, 2027
People & Capability





< Budget
< 5% over Budget
> 5% over Budget

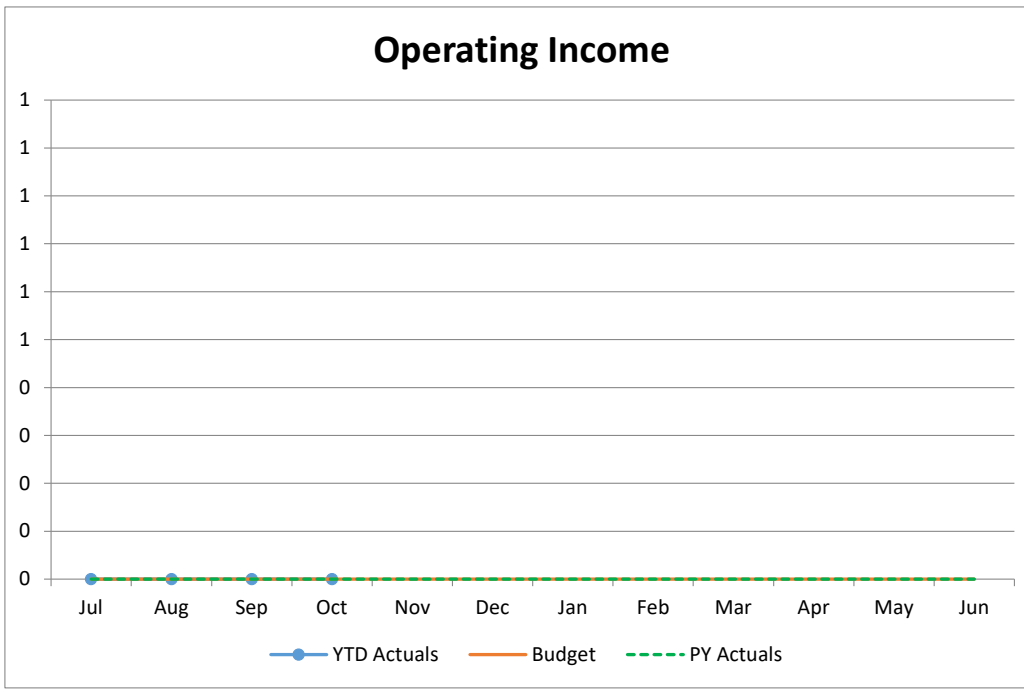
Detail at M4 Level (Full Number)

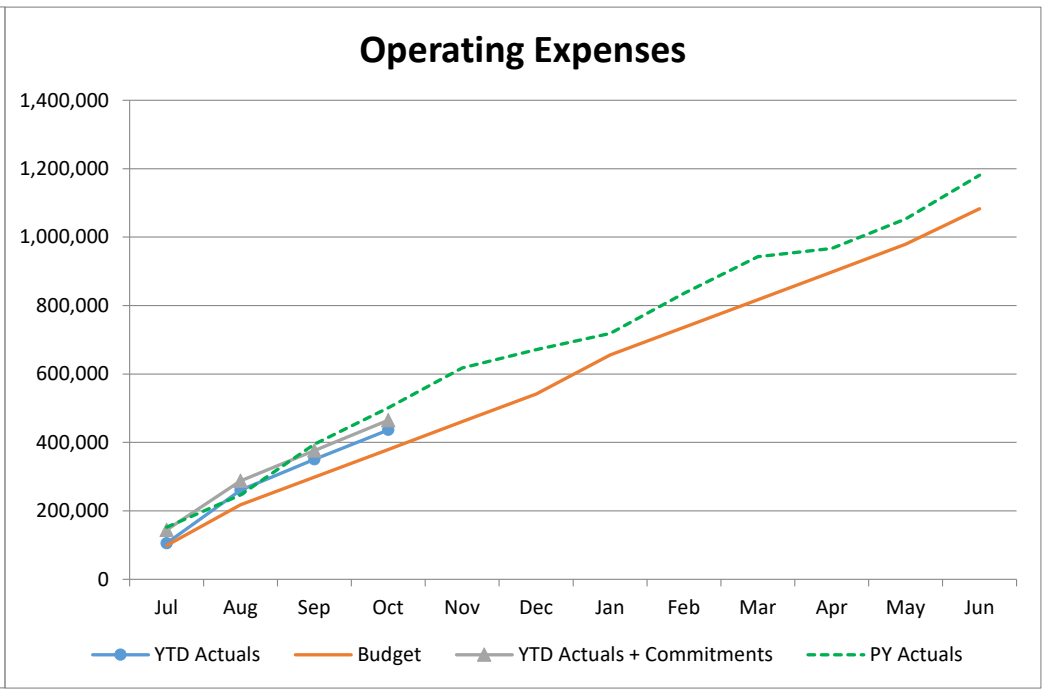
Cost Centre	Description	YTD Actuals	Commitments	YTD Actuals + Commitments	YTD Budget	Annual Revised Budget	Remaining Revised Budget
Operational Income							
9352	Grant/Subsidy - Apprenticeships/Trainees	5,597	0	5,597	0	95,000	89,403
6621	State Grants (GST) - recognised over time	0	0	0	0	75,000	75,000
6623	State Grants - recognised at a point in time	5,597	0	5,597	0	20,000	14,403
		5,597	**0**	**5,597**	**0**	**95,000**	**89,403**
Operational Expenses							
1003	Enterprise Bargaining	437	0	437	625	2,500	2,063
7663	Meeting Expenses	437	0	436.95	625	2,500	2,063
1070	Regional Manager's Office - People & Performance	121,293	51,871	173,164	128,562	421,475	248,311
7111	Salaries & Wages	53,527	0	53526.65	52,851	171,764	118,238
7112	oncosts	28,379	0	28379.21	27,624	79,802	51,423
7115	Payroll Allowances	12,273	0	12272.68	12,587	40,909	28,636
7151	Training & Development (Staff)	1,050	250	1300	2,000	8,000	6,700
7153	Other Employee Related Expenditure	16,544	32975	49518.86	13,500	51,000	1,481
7613	Legal Fees	6,199	18645.96	24845.22	15,000	60,000	35,155
7661	Travel & Accommodation	3,322	0	3321.59	5,000	10,000	6,678
1097	Organisational Development and Training	168,458	114	168,572	127,426	353,175	184,603
7111	Salaries & Wages	83,183	0	83182.71	53,264	173,109	89,926
7112	oncosts	44,461	0	44460.77	27,782	80,258	35,797
7114	Overtime	236	0	236.46	0	0	(236)
7115	Payroll Allowances	1,788	0	1788.16	2,864	9,308	7,520
7151	Training & Development (Staff)	4,376	0	4375.99	2,375	9,500	5,124
7661	Travel & Accommodation	1,023	113.64	1136.37	2,750	11,000	9,864
7663	Meeting Expenses	0	0	0	2,000	8,000	8,000
7682	Advertising & Promotion	0	0	0	2,750	11,000	11,000
7692	Printing & Stationery	0	0	0	250	1,000	1,000
7694	Computer Expenses	33,391	0	33391.23	33,391	50,000	16,609
1116	Corporate Uniform	68,338	111,231	179,569	55,000	220,000	40,431
7153	Other Employee Related Expenditure	68,188	111230.74	179418.68	55,000	220,000	40,581
7691	Postage, Freight and Courier	150	0	150	0	0	(150)
1210	Organisation Development	9,380	31,043	40,423	74,875	145,500	105,077
7151	Training & Development (Staff)	6,791	31043.1	37834.01	12,750	42,000	4,166
7634	Consultancy Fees	0	0	0	60,000	95,000	95,000
7661	Travel & Accommodation	0	0	0	2,125	8,500	8,500
7663	Meeting Expenses	2,589	0	2588.63	0	0	(2,589)
1602	HR - ODP	98,327	0	98,327	30,200	54,400	(43,927)
7151	Training & Development (Staff)	38,084	0	38083.57	28,200	46,400	8,316
7634	Consultancy Fees	59,325	0	59324.88	0	0	(59,325)
7663	Meeting Expenses	919	0	918.87	2,000	8,000	7,081
4058	HR Services - Isaac	502,574	11,386	513,960	488,937	1,486,056	972,097
7111	Salaries & Wages	268,058	0	268058.42	275,011	893,785	625,726
7112	oncosts	143,554	0	143554.33	142,448	414,119	270,564
7115	Payroll Allowances	6,570	0	6569.82	5,278	17,153	10,583
7151	Training & Development (Staff)	14,313	1672	15984.98	4,875	19,500	3,515
7153	Other Employee Related Expenditure	33,000	992.55	33992.55	33,650	54,600	20,607
7661	Travel & Accommodation	1,552	0	1551.82	3,000	12,000	10,448
7663	Meeting Expenses	1,071	0	1071.45	1,500	6,000	4,929
7665	Membership and subscriptions	7,610	0	7610.08	0	0	(7,610)
7683	Fees, Charges & Permits	1,639	1736	3375	4,600	18,400	15,025
7692	Printing & Stationery	0	0	0	250	1,000	1,000
7693	Electricity & Gas	1,654	0	1654.2	0	0	(1,654)
7694	Computer Expenses	23,552	6985.02	30537.13	16,600	42,600	12,063

Operational Result
From Period 1 - 4, 2027
People & Capability

7699	Materials & Services	0	0	0	1,725	6,900	6,900
9352	Grant/Subsidy - Apprenticeships/Trainees	6,924	9,566	16,490	10,125	40,500	24,010
7151	Training & Development (Staff)	1,947	9565.8	11513	7,000	28,000	16,487
7661	Travel & Accommodation	4,166	0	4166.05	2,500	10,000	5,834
7663	Meeting Expenses	811	0	810.9	625	2,500	1,689
		975,731	**215,210**	**1,190,941**	**915,749**	**2,723,606**	**1,532,665**
Surplus/(Deficit)		**(970,134)**	**(215,210)**	**(1,185,344)**	**(915,749)**	**(2,628,606)**	**(1,443,262)**
Full Cost Recovery							
2822	Corp O'Heads & NCP Costs - Workforce Solutions	(541,701)	0	(541,701)	(541,701)	(1,625,103)	(1,083,402)
7251	Full Cost Recovery Expenditure	391,319	0	391319.28	391,319	1,173,958	782,639
7254	Full Cost Recovery Credits	(933,020)	0	-933020.28	(933,020)	(2,799,061)	(1,866,041)
		(541,701)	**0**	**(541,701)**	**(541,701)**	**(1,625,103)**	**(1,083,402)**
Operating Surplus/(Deficit) less Full Cost Recovery		**(428,433)**	**(215,210)**	**(643,643)**	**(374,048)**	**(1,003,503)**	**(359,860)**

Operational Result
From Period 1 - 4, 2027
Public Affairs





< Budget
< 5% over Budget
> 5% over Budget

Detail at M4 Level (Full Number)

Cost Centre	Description	YTD Actuals	Commitments	YTD Actuals + Commitments	YTD Budget	Annual Revised Budget	Remaining Revised Budget
Operational Income		**0**	**0**	**0**	**0**	**0**	**0**
Operational Expenses							
1109	Public Affairs	436,410	17,757	454,167	368,015	1,048,091	593,924
7111	Salaries & Wages	192,680	0	192679.78	171,797	558,340	365,661
7112	oncosts	103,537	0	103537.04	89,753	259,285	155,748
7114	Overtime	3,613	0	3612.7	0	0	(3,613)
7115	Payroll Allowances	12,827	0	12827.41	13,479	43,805	30,978
7151	Training & Development (Staff)	83	0	83.39	1,333	4,000	3,917
7241	Internal Plant Hire Charges	6,528	0	6528.39	6,528	19,585	13,057
7621	Low Value Assets	0	0	0	1,000	3,000	3,000
7645	Motor Vehicle Repairs & Maintenance (FL)	60	0	60	0	0	(60)
7661	Travel & Accommodation	9,090	0	9089.75	3,333	10,000	910
7663	Meeting Expenses	399	0	399.1	667	2,000	1,601
7665	Membership and subscriptions	3,906	0	3905.52	0	0	(3,906)
7681	Publications and Information Resources	0	0	0	67	200	200
7682	Advertising & Promotion	23,097	5681.5	28778.32	20,000	60,000	31,222
7683	Fees, Charges & Permits	15	0	15	0	0	(15)
7689	Rent & Leases	6,150	0	6150	6,067	18,200	12,050
7691	Postage, Freight and Courier	5,364	0	5364.45	0	0	(5,364)
7692	Printing & Stationery	418	0	418	0	0	(418)
7693	Electricity & Gas	496	0	495.72	892	2,675	2,179
7694	Computer Expenses	67,762	12075	79837.06	53,100	67,000	(12,837)
7699	Materials & Services	385	0	385.12	0	0	(385)
1135	Community Newsletter - Isaac News	0	10,785	10,785	11,667	35,000	24,215
7681	Publications and Information Resources	0	10785	10785	8,333	25,000	14,215
7691	Postage, Freight and Courier	0	0	0	3,333	10,000	10,000
		436,410	**28,542**	**464,952**	**379,682**	**1,083,091**	**618,139**
Surplus/(Deficit)		**(436,410)**	**(28,542)**	**(464,952)**	**(379,682)**	**(1,083,091)**	**(618,139)**
Full Cost Recovery							
1109	Public Affairs	(216,337)	0	(216,337)	(216,337)	(649,010)	(432,673)
7251	Full Cost Recovery Expenditure	168,505	0	168504.84	168,505	505,515	337,010
7254	Full Cost Recovery Credits	(384,841)	0	-384841.44	(384,841)	(1,154,524)	(769,683)
		(216,337)	**0**	**(216,337)**	**(216,337)**	**(649,010)**	**(432,673)**
Operating Surplus/(Deficit) less Full Cost Recovery		**(220,074)**	**(28,542)**	**(248,615)**	**(163,345)**	**(434,081)**	**(185,466)**

OFFICE OF THE CHIEF EXECUTIVE OFFICER

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Cale Dendle
AUTHOR POSITION	Chief Executive Officer

8.12 2026/2027 Annual Operation Plan – Quarterly Report - First Quarter – Office of the Chief Executive Officer

EXECUTIVE SUMMARY

This report provides an update of the Office of the Chief Executive Officer progress towards achieving the Annual Operational Plan 2026-2027 objectives for the first quarter.

COMMITTEE'S RECOMMENDATION

Resolution No.: **CORP11/26-0131**

Moved: **Cr Terry O'Neill** **Seconded:** **Cr Jane Pickels**

That the Committee recommends that Council:

1. **Receives and notes the Office of the Chief Executive Officer first quarter progress update on the 2026-2027 Annual Operational Plan.**

Carried

BACKGROUND

During the first quarter of the 2026–2027 financial year, the Office of the Chief Executive Officer has progressed a range of strategic priorities and initiatives identified within the Annual Operational Plan.

Overall, the first-quarter review demonstrates continued progress towards delivering the Office of the Chief Executive Officer's Annual Operational Plan commitments. While several significant milestones have been achieved, a number of strategic initiatives remain in progress and will continue to be prioritised throughout the remainder of the financial year.

ACTIVITY SUMMARY TABLE

AOP #	ACTIVITY/PROJECT/ INITIATIVE	OWNER	STATUS (COMPLETE, ON TARGET, MONITOR, BELOW TARGET)
1.1	Biannual meetings with First Nations People (combination of formal and informal).	Manager Public Affairs	On Target

PROGRESS THIS QUARTER			
Meetings have been held with four groups so far this financial year.			
1.2	Secure roads funding commitment in response to Queensland: You're Welcome campaign.	Manager Public Affairs	Monitor
PROGRESS THIS QUARTER			
Campaign has been designed and delivered but funding commitments are yet to be secured.			
1.3	Certification of Enterprise Bargaining Agreement by 1 July 2026.	Manager People and Capability	Completed
PROGRESS THIS QUARTER			
The Agreement was certified by the Queensland Industrial Relations Commission on 22 July 2026.			
2.1	Advocate for funding for local government-provided childcare.	Manager Public Affairs	Monitor
PROGRESS THIS QUARTER			
This is yet to be achieved and is a work in progress.			
2.2	Advocate to secure an enduring GP service for Clermont.	Manager Public Affairs	Completed
PROGRESS THIS QUARTER			
North Queensland Primary Health Care has funded Royal Flying Doctor Service to provide an interim service in Clermont (commenced 17 August 2026). Tenders for the permanent service closed on 23 October 2026.			
2.3	Secure funding commitment for Nebo Showgrounds Master Plan Stage 2.	Manager Public Affairs	Monitor
PROGRESS THIS QUARTER			
This is yet to be achieved and is a work in progress.			
2.5	Assist Belyando Enterprise Network Inc. in securing solutions for Monash Lodge Seniors Living project.	Manager Public Affairs	Monitor
PROGRESS THIS QUARTER			
This is yet to be achieved and is a work in progress.			
3.1	Enable Resources Centre of Excellence at Isaac Resources Excellence Precinct (IREP).	Manager Public Affairs	On Target
PROGRESS THIS QUARTER			
Resources Centre of Excellence provided update to councillors on 19 August 2026. Expressions if interest have been invited for RCOE tenancies.			

3.2	Advocate for State-led strategy for gas extraction and decarbonization, including linkages to the Northwest Minerals Province and opportunities in resolving the gas abatement problem.	Manager Public Affairs	On Target
PROGRESS THIS QUARTER			
Engagement ongoing with Queensland Resources Council and relevant key stakeholders (ie. RCOE, Loop Decarb, Low Emission Technology Authority (LETA) etc.) but has stalled somewhat since QRC lost their key advocate.			
3.3	Advocate for expansion of the role and reach of Net Zero Economy Authority.	Manager Public Affairs	Monitor
PROGRESS THIS QUARTER			
This is yet to be achieved and is a work in progress.			
3.5	Secure government commitment to enduring funding for Regional Study Hubs.	Manager Public Affairs	Monitor
PROGRESS THIS QUARTER			
Both Moranbah and Clermont Country Universities Centres are open and operating. There is not yet a commitment secured to ongoing operational funding to these facilities.			
4.3	Advocate for mines to develop residential stock before any workers' accommodation.	Manager Public Affairs	On Target
PROGRESS THIS QUARTER			
Stanmore is constructing two triplex facilities in Moranbah but Pembroke has shifted away from its original housing strategy under new management. Other proponents have been connected to Isaac Affordable Housing Trust to negotiate agreements.			
6.1	Leadership results to be reflected in Staff Engagement Survey.	Chief Executive Officer	Below Target
PROGRESS THIS QUARTER			
Staff Engagement Score is well below target at 26% (last year 28%). On the flipside the proportion of staff actively disengaged has decreased from 19% to 16%. Training for managers with Gallup and action workshops with staff are underway.			
6.2	Make first deposit to Isaac Future Fund.	Chief Executive Officer	On Target
PROGRESS THIS QUARTER			
Isaac Future Fund established with first deposit to be made this financial year.			

IMPLICATIONS

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.

CONSULTATION

Manager Public Affairs

Manager People and Capability

BASIS FOR RECOMMENDATION

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

ACTION ACCOUNTABILITY

The Office of the Chief Executive Officer will continue to monitor the delivery of these activities throughout the 2026–2027 financial year, with a focus on maintaining momentum on key strategic priorities, addressing activities identified as requiring monitoring or improvement, and ensuring alignment with Council's broader strategic objectives.

Report prepared by:	**Report authorised by:**
CALE DENDLE **Chief Executive Officer**	CALE DENDLE **Chief Executive Officer**
Date: 5 November 2026	Date: 5 November 2026

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

- 2026-2027 Annual Operational Plan
- 2023-2028 Corporate Plan

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. *Receives and notes the Office of the Chief Executive Officer first quarter progress update on the 2026-2027 Annual Operational Plan.*

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Emma Wyhoon
AUTHOR POSITION	Safety and Resilience Manager

8.13 COMMUNITY SERVICE SAFETY AND RESILIENCE UPDATE - OCTOBER 2026

EXECUTIVE SUMMARY

The Safety and Resilience team strengthened organisational Work Health and Safety (WHS) performance by escalating critical risks to the Executive Leadership Team (ELT), completing occupational hygiene monitoring across all townships, progressing team capability initiatives, and delivering ongoing assurance, investigation, inspection, and risk management activities.

COMMITTEES RECOMMENDATION

Resolution No.: **COMM11/26-0145**

Moved: **Cr Melissa Westcott** **Seconded:** **Mayor Kelly Vea Vea**

That the Committee recommends that Council:

1. Receives and notes the Community Services Safety and Resilience Report for October 2026.

Carried

BACKGROUND

The Safety and Resilience team continued to monitor and escalate key organisational Workplace Health and Safety (WHS) risks to the Executive Leadership Team (ELT), with a particular focus on systemic factors contributing to safety performance.

Key concerns highlighted included ongoing safety culture challenges across the organisation, inconsistent application of risk management practices, and gaps in risk ownership and control effectiveness.

These issues present inherent organisational risks that may reduce the effectiveness of risk controls and contribute to adverse safety outcomes if not addressed.

Alongside this strategic focus, the team completed occupational hygiene monitoring across all townships to better understand dust and noise exposure risks and support the ongoing development of health monitoring and risk control programs.

IMPLICATIONS

The implications of this work include ensuring practical, embedded risk management within everyday operational practice and elevating the visibility and influence of Safety and Resilience across the business.

CONSULTATION

We will maintain strong consultation by continuing to engage leadership team, unions, and the workforce to ensure safety and resilience initiatives are practical, collaborative, and well-supported.

BASIS FOR RECOMMENDATION

It is recommended that the monthly report be accepted, noting the ELT reporting and Business as Usual (BAU) activities.

ACTION ACCOUNTABILITY

Accountability for the delivery and oversight of Safety and Resilience initiatives is a joint responsibility shared between the Safety and Resilience Manager, the Safety and Resilience Team, the Director Corporate Services, and Executive Leadership Team (ELT) members.

KEY MESSAGES

Improving safety performance will require stronger workforce engagement, targeted education, and consistent leadership reinforcement to build a positive safety culture, strengthen risk ownership, and embed effective risk management practices across the organisation.

Report prepared by:	**Report authorised by:**
EMMA WYHOON **Manager Safety and Resilience**	HEIDI ROBERTS **Director Community Services**
Date: 26 October 2026	Date: 29 October 2026

ATTACHMENTS

- Attachment 1 – Community Services Safety and Resilience Monthly Report

REFERENCE DOCUMENT

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. Receives and notes the Community Services Safety and Resilience Report for October 2026.

SAFETY AND RESILIENCE MONTHLY REPORT

DATE	10 November 2026
TO	Community Services Standing Committee
FROM	Safety and Resilience Department

1. SUMMARY

The Safety and Resilience function continued to progress key strategic initiatives to strengthen organisational safety governance, risk management maturity and compliance capability across Council. While foundational improvements are being embedded, elevated incident performance, low levels of proactive hazard reporting and outstanding incident corrective actions remain priority areas requiring ongoing executive oversight and operational accountability.

Explanatory Note:

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

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. OBJECTIVES, TARGETS, CONTINUOUS IMPROVEMENT

OBJECTIVE Audit and assurance activities continue to support the organisation's objective of strengthening safety, compliance and operational resilience through the identification and management of improvement opportunities.

TARGET Achieve closure of all audit corrective actions within agreed timeframes and maintain effective controls to support continuous improvement, compliance and risk reduction.

STATUS On Track/Monitoring (Amber)

Isaac Incident/Event – Corrective Actions Rates

OVERDUE ACTIONS				
Directorate	**Under 30 Days Overdue**	**30-60 Days Overdue**	**Over 60 Days Overdue**	**Total Overdue Actions**
Community Services	4	1	1	6

3. EFFECTIVE RISK MANAGEMENT

3.1 HAZARD HUNTER

OBJECTIVE Reduction in open hazard reports and hazard report severity

TARGET Zero Critical Incidents and a 10-15% year-on-year reduction in Incident Frequency Rate, supported by verified controls for high-consequence risks.

STATUS: On Track/Monitoring (Amber)

Hazards Reported ***Note extremely low hazard reporting rates across the organization*

Directorate	Hazards Reported	High Risk	Closed	Approved (Awaiting Corrective Actions)	Draft	Completion Rate
Community Services	0	0	-	-	-	N/A

3.2 EVENT/INCIDENT REVIEW

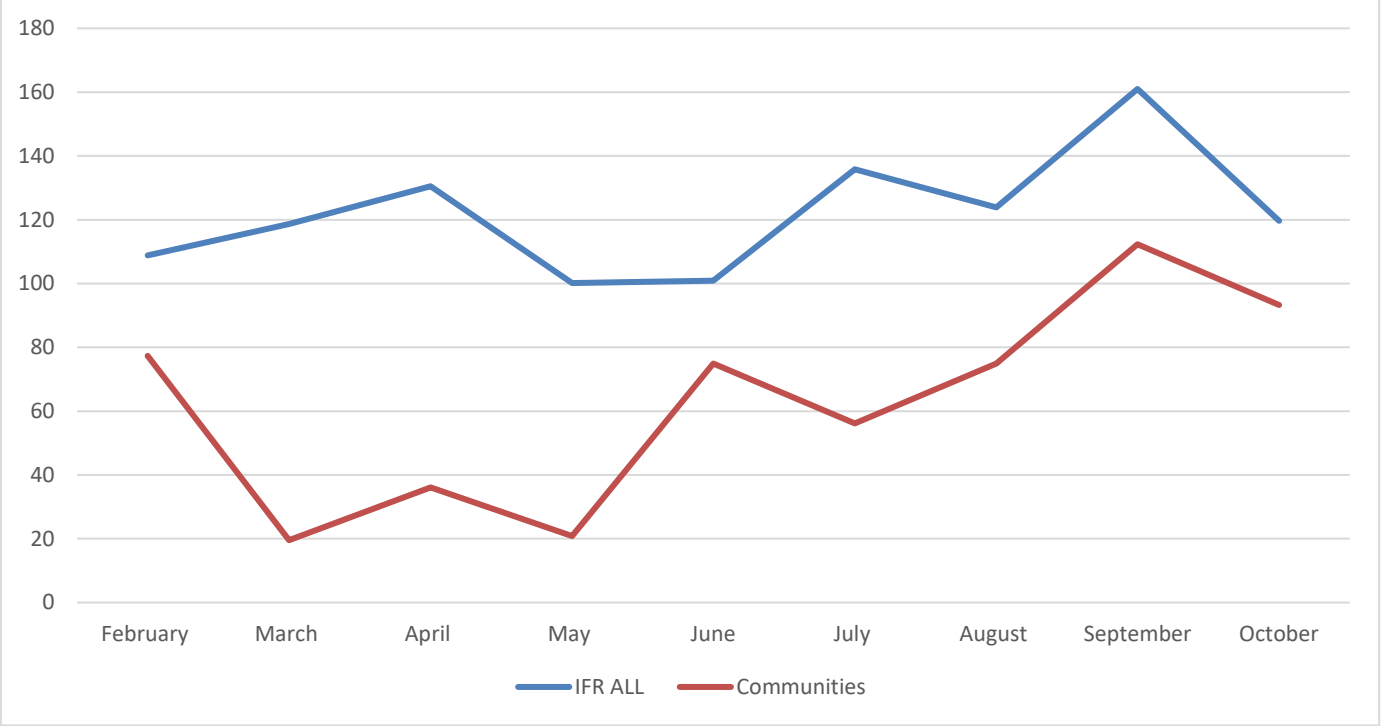
OBJECTIVE Reduction in Critical Incidents and Incident Frequency Rates (approximately 10% reduction from the current IFR).

TARGET Achieve an Incident Frequency Rate (IFR) of 108 or less, Zero Critical/Notifiable Incidents.

STATUS: Not Met (Red)

IFR Rates February 2026 – October 2026

ORGANISATION WIDE	Incidents	Hours Worked	IFR (per 200,000 hrs)
Department	**Incidents**	**Hours Worked**	**IFR (per 200,000 hrs)**
Community Services	**4**	**8,577.25**	**93.3**
ORGANISATION Total	**29**	**48,445.00**	**119.7**



4. WELLBEING & CAPACITY TO WORK

OBJECTIVE Support the safe, timely and sustainable recovery of injured workers while minimising the personal, operational and financial impacts of workplace injury.

TARGET ≥ 95% successful return-to-work rate within agreed timeframes.

STATUS: On Target/Met (Green)

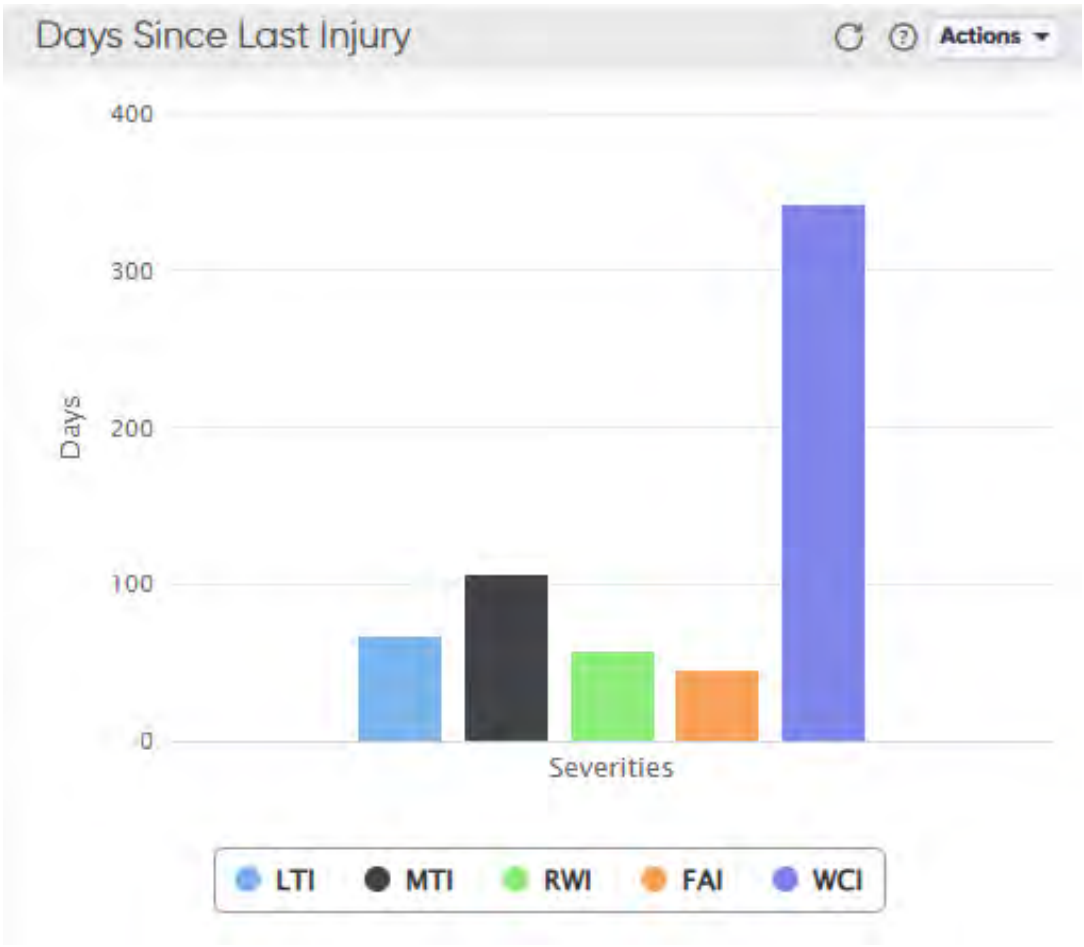
Number **Work Related** Claims: 3

Number **Worker Support** cases: 5

Current number of **Suitable Duties Plans:** 7

Number of **Psychosocial cases:** 0

Number of **Common Law Claims:** 0


Days Since Last Injury
Actions
400
300
200
100
0
Days
Severities
LTI
MTI
RWI
FAI
WCI

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Barbara Franklin
AUTHOR POSITION	Coordinator Community Hubs

8.14 CUSTOMER REQUEST MONTHLY REPORT – SEPTEMBER 2026

EXECUTIVE SUMMARY

This report provides an update on customer requests recorded through Council's Customer Request Management (CRM) system during September 2026.

The report outlines customer request activity across Council's service areas, including requests finalised and those remaining outstanding at the end of the reporting period.

Monthly reporting provides Council with an overview of customer service demand and supports the ongoing monitoring of customer requests across the organisation.

COMMITTEES RECOMMENDATION

Resolution No.: **COMM11/26-0146**

Moved: **Cr Terry O'Neill** **Seconded:** **Cr Melissa Westcott**

That the Committee recommends that Council:

1. **Receives the Customer Request Monthly Report for September 2026.**
2. **Notes the number and status of customer requests across Council service areas.**

Carried

BACKGROUND

In August 2025, Council received the *Preliminary Analysis of Customer Service Requests and System Use* report (Resolution 9336), which examined customer request activity and identified opportunities to improve the consistency of CRM recording and reporting.

Following consideration of this report, monthly updates have been introduced to provide Council with greater visibility of customer requests and their status across service areas.

The September 2026 report continues this reporting process, presenting CRM activity for the month and identifying requests that remain outstanding.

Monthly reporting will continue to evolve as data collection and reporting processes are further developed. While the current report focuses on CRM activity, the intention is to progressively incorporate additional customer service information, including in-person transactions, after-hours call volumes and Snap Send Solve

requests and detail of 30, 60 and 90 day close out rates. This will provide Council with a more comprehensive understanding of customer demand, service trends and areas of operational pressure across the organisation.

In addition to monthly reporting to Council, weekly CRM reports will be provided to the M3 leadership group commencing the week ending 23 October 2026. This will provide managers with greater visibility of outstanding customer requests within their respective service areas and support timely follow-up and resolution.

Customer Request by Service Area – 1 September 2026 to 30 September 2026

	Open	Closed	Total
Water & Waste	137	274	411
Infrastructure & Maintenance	57	65	122
Planning & Regulatory Services	5	22	27
Community Services & Facilities	3	14	17
Environment & Compliance	7	50	57
Animal Management	47	30	77
Other	19	41	60
Total:	275	496	771

As at 19 October 2026, 169 customer requests remained open for the September 2026 period.

Customer Request Lodgement Channels:

Customer requests are received through a range of channels, including telephone, email, Council's website, Snap Send Solve and in-person enquiries at Community Hubs.

Requests requiring action by Council service areas are recorded and allocated through the CRM system, supporting the tracking and management of customer enquiries.

It is acknowledged that CRM reporting does not capture all customer interactions, as some enquiries are managed directly or through other operational systems. Work is being undertaken to ensure all avenues are captured and reported upon as maturity and capability evolves.

IMPLICATIONS

In accordance with Council's Risk Appetite and Tolerance Statement, the risk associated with this report is assessed as:

Risk Category	Assessment
Risk Appetite	**Cautious**
Risk Rating	**Low (Green)**

Summary

The continued reporting of customer requests provides Council with greater visibility of service demand and outstanding matters.

Regular monitoring assists in identifying trends, supporting accountability across service areas and highlighting opportunities to improve customer request management.

As this report is provided for information purposes, no additional operational or financial implications have been identified.

CONSULTATION

Customer and Digital Experience Team

Relevant Service Area Managers

Director Communities Services

BASIS FOR RECOMMENDATION

Monthly CRM reporting provides Council with an overview of customer requests received and managed across the organisation.

The information supports ongoing monitoring of service demand and provides an opportunity to identify emerging trends and areas requiring further attention.

ACTION ACCOUNTABILITY

Manager Community and Cultural Services to oversee the continued preparation of monthly customer request reports for Council.

KEY MESSAGES

- Monthly CRM reporting provides an overview of customer requests across Council.
- Monitoring open and closed requests supports transparency and accountability.
- Ongoing reporting will assist in identifying trends in customer demand and service delivery.

Report prepared by:	**Report authorised by:**
BARBARA FRANKLIN **Coordinator Community Hubs**	HEIDI ROBERTS **Director Communities**
Date: 22 September 2026	Date: 29 October 2026

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

- 9.12 Preliminary Analysis of Customer Service Requests and System Use, Planning Environment and Community Services Standing Committee, 12 August 2025.

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. Receives the Customer Request Monthly Report for September 2026.

2. Notes the number and status of customer requests across Council service areas.

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Heidi Roberts
AUTHOR POSITION	Director Community Services

8.15 COMMUNITY SERVICES MONTHLY FINANCIAL REPORT AS AT 29 OCTOBER 2026

EXECUTIVE SUMMARY

A monthly Community Services financial report is presented to the Standing Committee stating the progress made in relation to the budget for the period of the financial year drawn from Council monthly Financial Report. Variances are noted by exception.

COMMITTEES RECOMMENDATION

Resolution No.: COMM11/26-0147

Moved: Cr Terry O'Neill **Seconded:** Mayor Kelly Vea Vea

That the Committee recommends that Council:

1. **Receives and notes the Community Services financial statements for the period ended 29 October 2026.**

Carried

BACKGROUND

Monthly financial reporting supports Council's commitment to good governance, transparent decision-making and effective budget oversight. The report provides an assessment of actual financial performance against the adopted budget together with commentary on material variances and commitments.

IMPLICATIONS

Risk Category – Financial

Council has the following risk appetite:

- Averse – for ability to meet cashflow requirements, managed through maintaining sufficient cash balances.
- Cautious – for investment of surplus cash, managed through Council's investment policy.
- Open – for renewal of assets and borrowing to meet key objectives, managed through Council's capital program and debt policy.

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

The report reflects the year-to-date position as at 29 October 2026. Identified timing variances and budget adjustments will be considered through the Quarter 1 Budget Review and monitored over the remainder of the financial year.

Operating Position

The financial statements for the period ending 29 October 2026 show an operating position before capital items of **($6,168,932)**, which is **$105,087 favourable** when compared with the year-to-date budget position of **($6,274,018)**. The favourable variance is predominantly attributable to operating expenditure below budget, principally employee expenses, partly offset by operating revenue below budget, principally fees and charges. After capital items, the net result attributable to Council is **($6,170,352)**, which is **$103,666 favourable** to the year-to-date budget.

Operating Revenue

Operating revenue of **$1,228,512** is **$61,659 unfavourable** to budget. The unfavourable result is primarily due to fees and charges being $63,712 below budget, partly offset by other recurrent revenue being $2,054 above budget. Operating grants, subsidies and contributions are on budget at $340,552.

Operating Expenditure

Operating expenditure of **$7,397,444** is **$166,745 favourable** against the year-to-date budget. Key variances include:

- Employee expenses $137,537 favourable to budget, primarily due to staff vacancies in three departments. The vacancy rate across the directorate is 11%.
- Materials and services $26,861 favourable to budget, with actual expenditure of $2,155,304 against a year-to-date budget of $2,182,165.
- Finance costs $2,348 favourable to budget.
- Depreciation and corporate overhead allocations are consistent with budget assumptions.

Commitments

Current commitments total **$895,221**, with larger commitments of note including $269K Isaac Resource Excellence Project operational consultancy and $199K Housing Supply Scheme (grant funded). These commitments will continue to be monitored as part of ongoing budget management processes.

Capital Revenue

Capital revenue is a net negative **$1,421** year-to-date against a nil year-to-date budget, and a full-year revised budget allocation of **$26,576,652**.

Financial Risks

The primary financial risks for the Directorate include:

- Fees and charges revenue tracking below budget.
- Timing differences in grant revenue recognition.

- Cost escalation affecting contracted services and projects.
- Delivery schedules for grant-funded programs.
- Budget impacts arising from unplanned service demands.

No financial issues requiring Committee action have been identified from the year-to-date results; however, grant timing, commitments and budget adjustments will continue to be monitored.

CONSULTATION

Financial Services.

BASIS FOR RECOMMENDATION

For information only.

ACTION ACCOUNTABILITY

Not Applicable.

KEY MESSAGES

- Community Services is **$105,087 favourable** to the year-to-date operating budget, with an operating position before capital items of ($6,168,932).
- The result is driven by expenditure, which is $166,745 under budget. Most of this is employee expenses ($137,537), due to staff vacancies in three departments. The vacancy rate across the directorate is 11%.
- Operating revenue is **$61,659 behind budget**, mainly because fees and charges are $63,712 below the year-to-date budget.
- Commitments total $895,221, including $269K for Isaac Resource Excellence Project operational consultancy and $199K for the grant-funded Housing Supply Scheme.
- The report is for information only.

Report prepared by:	**Report authorised by:**
HEIDI ROBERTS **Director Community Services**	CALE DENDLE **Chief Executive Officer**
Date: 3 November 2026	4 November 2026

ATTACHMENTS

- Attachment 1 - Statement of Comprehensive Income - Community Services October 2026

REFERENCE DOCUMENT

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. Receives and notes the Community Services financial statements for the period ended 29 October 2026.

ISAAC REGIONAL COUNCIL

Statement of Comprehensive Income

For the Period Ended 29 October 2026

Community Services

	Notes	YTD Actual	YTD Revised Budget	Variance	Full Year Revised Budget	Commitments	Completion
		$	$	$	$	$	%
Income							
Operating Revenue							
Fees & Charges		818,338	882,050	(63,712)	2,258,150	-	36.2%
Rental Income		-	-	-	3,300	-	0.0%
Operating Grants, Subsidies & Contributions		340,552	340,552	-	1,630,679	-	20.9%
Other Recurrent Revenue		69,623	67,569	2,054	69,236	-	100.6%
		1,228,512	**1,290,171**	**(61,659)**	**3,961,365**	**-**	**31.0%**
Expenses							
Operating Expenses							
Employee Expenses	1	3,489,445	3,626,982	(137,537)	11,402,540	-	30.6%
Materials & Services	2	2,155,304	2,182,165	(26,861)	6,857,937	895,221	31.4%
Finance Costs		198,635	200,983	(2,348)	660,481	-	30.1%
Depreciation and Amortisation		571,307	571,307	-	1,713,922	-	33.3%
Corporate Overheads & Competitive Neutrality Costs		982,752	982,752	-	2,948,257	-	33.3%
		7,397,444	**7,564,189**	**(166,745)**	**23,583,137**	**895,221**	**31.4%**
Operating Position Before Capital Items		**(6,168,932)**	**(6,274,018)**	**105,087**	**(19,621,772)**	**(895,221)**	**31.4%**
Capital Revenue							
Capital Revenue		(1,421)	-	(1,421)	26,576,652	-	(0.0%)
		(1,421)	**-**	**(1,421)**	**26,576,652**	**-**	**(0.0%)**
Net Result Attributable to Council in Period		**(6,170,352)**	**(6,274,018)**	**103,666**	**6,954,880**	**(895,221)**	**(88.7%)**
Total Comprehensive Income		**(6,170,352)**	**(6,274,018)**	**103,666**	**6,954,880**	**(895,221)**	**(88.7%)**

1. **Employee Expenses** are favourable compared to the annual budget by $137,537. This favourable variance is primarily due to staff vacancies in three departments which is offsetting the effect of the 11% vacancy rate across the directorate.

2. **Materials & Services** for the financial year to date are $26,861 favourable with $2,155,304 of actual expenditure against YTD budget of $2,182,165. YTD commitments are $895,221 with larger commitments of note being $269K IREP operational consultancy, $199K Housing Supply Scheme (Grant Funded).

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Heidi Roberts
AUTHOR POSITION	Director Community Services

8.16 2026–2027 ANNUAL OPERATIONAL PLAN – FIRST QUARTER PROGRESS REPORT – COMMUNITY SERVICES

EXECUTIVE SUMMARY

This report presents Community Services progress against the 2026–2027 Annual Operational Plan for the first quarter. All six reported activities are On Target. No activities are reported as Monitor or Below Target.

COMMITTEES RECOMMENDATION

Resolution No.: **COMM11/26-0148**

Moved: **Cr Melissa Westcott** **Seconded:** **Mayor Kelly Vea Vea**

1. Receives and notes the Community Services first-quarter progress update against the 2026–2027 Annual Operational Plan.

Carried

BACKGROUND

The 2026–2027 Annual Operational Plan sets out Council's priority activities for the financial year. Quarterly reporting enables Council to assess delivery progress, monitor emerging issues and maintain oversight of commitments made through the plan.

During the first quarter, all six Community Services activities progressed. Key achievements included completion of community engagement capability uplift with staff and councilors attending the International Association for Public Participation (IAP2) training. Work has continued on the delivery of the What Matters Most survey and customer response reporting, as well as review and refinement of the Community Engagement Policy in order to enhance community responsiveness and proactive engagement. Publication of the Economic Indicators Report, participation in development of the draft statutory Regional Plan and at public hearings relating to legislative amendments impacting communities and the frameworks for impact management and benefit realisation have been ongoing as have regular meetings with major project proponents and strategic partners such as the Isaac Affordable Housing Trust. Governance review work is on foot to better articulate and ensure IRC's role in strategic partnerships as we move towards establishing greater independence and financial viability of controlled entities such as IAHT. Advocacy and funding initiatives to improve biosecurity and feral pest management outcomes have continued and initial access, trail, signage and web improvements for the Gemini Peaks nature-based tourism initiative has been achieved.

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ACTIVITY SUMMARY

AOP #	ACTIVITY, PROJECT OR INITIATIVE	OWNER	STATUS (COMPLETE, ON TARGET, MONITOR OR BELOW TARGET)
2.4	Review the Community Engagement Policy and procedures following Engagement Institute training for Councillors and staff held from 2 to 4 June 2026.	Manager Community & Cultural Services	On Target
PROGRESS THIS QUARTER			
IAP2 training was completed. Development of the Community Engagement Policy commenced and remains on track.			
3.4	Report on key business metrics, including business numbers, turnover and employment.	Manager Economic Development	On Target
PROGRESS THIS QUARTER			
The quarter-one Economic Indicators Report was published. Council also continued its participation in the Small Business Friendly Councils program and associated public reporting.			
4.1	Adopt the statutory Regional Plan.	Manager Planning and Environment	On Target
PROGRESS THIS QUARTER			
The Queensland Government facilitated a Regional Plan workshop in August 2026. A 70 per cent draft of the Regional Plan was expected to be circulated to Mackay, Isaac and Whitsunday councils in September 2026 for comment, followed by State-led statutory consultation in December 2026 and January 2027.			
4.4	Strengthen the capability of the Isaac Affordable Housing Trust by increasing its independence from Council.	Director Community Services	On Target
PROGRESS THIS QUARTER			
All Conversations with proponents reference social investment commitments and strategic partnerships (including IAHT) in order that controlled entities progressively become self-sustaining. Weekly meetings held with IAHT regarding proponent commitment opportunities and independent financial sustainability.			
5.1	Advocate for increased Australian and Queensland government funding to improve biosecurity and feral pest management outcomes.	Manager Planning and Environment	On Target
PROGRESS THIS QUARTER			
Council's Program Leader – Environment and Sustainability has been appointed to a local government panel reviewing the use of Council's annual Land Protection Fund contribution ($70,000 in FY25), following Council's advocacy and input into LGAQ's co-investment submission. Officers will apply for Round 10 Flying-Fox Roost Management funding for Clermont and continue advocating for Commonwealth biosecurity funding through the Reef Guardian Council Network and regional pest management groups. Officers are also exploring biosecurity funding through community benefit agreements associated with renewable energy projects			

5.2	Advocate for a coordinated approach to growing nature-based tourism, with a particular focus on the Peak Ranges.	Manager Planning and Environment	On Target

PROGRESS THIS QUARTER

A collaborative working group comprising DETSI, MIT, the Clermont Tourism Group and Council was established during quarter one. A soft opening was conducted for seasonal four-wheel-drive access to Gemini Peaks, and walking trail, signage and website upgrades were delivered. The car park is planned for completion ahead of the main opening in April 2027. Further planning for remaining Peak Range assets and fossicking opportunities is scheduled for quarter two.

IMPLICATIONS

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.

CONSULTATION

Director Community Services

Manager Planning and Environment

Manager Community and Cultural Services

Manager Community, Education and Compliance

Manager Public Affairs, Advocacy and External Affairs

Governance

BASIS FOR RECOMMENDATION

Receiving and noting the report enables Council to maintain oversight of delivery against the 2026–2027 Annual Operational Plan and satisfies the quarterly reporting requirement under the *Local Government Regulation 2012*.

ACTION ACCOUNTABILITY

No further action is required following receipt and noting of this report. Responsible officers will continue to monitor delivery and report progress through the next quarterly update.

Report prepared by:	**Report authorised by:**
HEIDI ROBERTS **Director Community Services**	CALE DENDLE **Chief Executive Officer**
Date: 23 October 2026	Date: 4 November 2026

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

- 2026–2027 Annual Operational Plan
- 2023–2028 Corporate Plan

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. ***Receives and notes the Community Services first-quarter progress update against the 2026–2027 Annual Operational Plan.***

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Mark Davey
AUTHOR POSITION	Program Manager – Capital Delivery

8.17 COMMUNITY SERVICES FY2026-2027 CAPITAL PROJECTS PROGRESS REPORT AS AT 29 OCTOBER 2026

EXECUTIVE SUMMARY

This report is to provide an update to Council on the delivery of the Community Services 2026-2027 Capital Works Program.

OFFICER'S RECOMMENDATION

Resolution No.: **COMM11/26-0149**

Moved: **Cr Terry O'Neill** **Seconded:** **Cr Melissa Westcott**

That the Committee recommends that Council:

1. **Receives and notes the monthly Community Services 2026-2027 Capital Progress Summary Report as at 29 October 2026.**

Carried

BACKGROUND

Monthly updates regarding delivery of the 2026-2027 Community Services Capital Works program are provided to ensure Council are aware of progress, opportunities and risks in the delivery of the program.

2026-2027 Community Services Capital program expenditure as at 29 October 2026:

Community Services	*Approved Forward Budget*	*Approved 2026/27 Capital Budget*	*2026/27 Actual Expenditure*	*Current commitments*
TOTAL	*$ 3,047,234.00*	*$ 25,192,000.00*	*$ 1,600,226.78*	*$ 14,407,734.70*

Key Project Updates:

Glenden projects

On request from officers, previously listed projects in Glenden have been deferred and funds returned to the Glenden reserve. Announced funding through the Department of Natural Resources and Mines for the creation of the Glenden Hub have been approved to be retained and can be applied to a similar project on approval from the department.

Dysart (DYS) Miners Memorial – Design completed. Project will not be completed during the current financial year as external funding from union counterparts is required for completion. This is unlikely to be secured in the remaining two months. Officers are in possession of a design to the available budget should the Dysart Mining Energy Union (MEU) fail to secure the required funding; however, this is not the preferred option and may lead to reputational risk if the Dysart Memorial is not of a similar standard to the Moranbah installation.

IMPLICATIONS

The attached Community Services 2026-2027 Capital Projects Progress Summary (Attachment 1) details the status of all projects, including risk, operational and budget implications.

IDENTIFIED ISSUES

As per Attachment 2, there are complexities with the IREP project that have financial implications.

CONSULTATION

Director Community Services

Community Services Leadership Team

BASIS FOR RECOMMENDATION

To ensure Council is apprised of project status and to identify any risks such as project delays, overspend or possible project failures.

ACTION ACCOUNTABILITY

The Program Manager – Capital Delivery in conjunction with the Community Services leadership team and under the guidance of Director Community Services hold responsibility for the scoping, procurement and the completion of the projects identified within the 2026-2027 Capital Program.

KEY MESSAGES

Council's continued investment, oversight, and engagement in the delivery of the 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:	**Report authorised by:**
MARK DAVEY **Program Manager – Capital Delivery**	HEIDI ROBERTS **Director Community Services**
Date: 29 October 2026	Date: 29 October 2026

ATTACHMENTS

- Attachment 1 – Community Services 2026-2027 Capital Projects Progress Summary as at 29 October 2026
- CONFIDENTIAL Attachment 2 - IREP Monthly Update

REFERENCE DOCUMENT

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. Receives and notes the monthly Community Services 2026-2027 Capital Progress Summary Report as at 29 October 2026.

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COMMUNITY SERVICES 2026/2027 CAPITAL PROJECTS PROGRESS SUMMARY AS AT 29 OCTOBER 2026

2026/2027 Community Services Capital Budget Status and Completion Rate as at 29 October 2026

Carry Forward Budget	$3,047,234.00
Adopted Budget	$25,192,000.00
FY 2026/27 COMMS Capital Budget	**$28,239,234.00**
Actual Expenditure	$1,600,226.78
Remaining Budget (Actual)	**$26,639,007.22**
Commitments	$14,407,734.70
Remaining Budget (uncommitted)	**$12,231,272.52**

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5.67 Percent of Budget Spent - October (Excluding Commitments)

$26,639,007 of YTD Budget Remaining - October (Excluding Commitments)

56.69 Percent of Budget Spent - October (Including Commitments)

$12,231,273 of YTD Budget Remaining - October (Including Commitments)

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ABN 39 274 142 600

Project Code and Project Name	Approved Budget ($)	YTD Actual expenditure ($)	Current Commitments ($)	Remaining Uncommitted Budget ($)	Current stage	Scheduled Dates	Status Commentary	Risk	Completion
CW222966 STLAW Community Hub **CARRY FORWARD PROJECT**	431,154.00	500.00	0	430,654.00	Planning/ Design	Procurement - Pending Construct – Pending Completion – Pending	Project schedule will be confirmed following community and staff consultation that is planned for Friday 30 October 2026	Medium **Risk Analysis** Medium until consultation finalised and scope confirmed.	10%
CW223013 MBH Community Centre – Refurbishment **CARRY FORWARD PROJECT**	208,855.00	0	500.00	208,355.00	Construction	Procurement - 5/01/2027 Construct - 1/03/2027 Completion - 30/04/2027	Officers have struggled to determine an appropriate scope for lighting upgrades to the main hall. Planning sessions are planned in the next 3 weeks to assist.	Medium **Risk Analysis** Medium until consultation with Moranbah councillors and centre users confims scope.	70%
CW243227 DYS Miners Memorial **CARRY FORWARD PROJECT**	130,239.00	0	0	130,239.00	Design	Procurement - Pending Construct – Pending Completion – Pending	Design completed but project delivery is dependent on third party financial contributions. Program may change	Medium **Risk Analysis** Waiting on funding finalisation confirmation through MEU. Anticipate by end of November 26	20%

Project Code and Project Name	Approved Budget ($)	YTD Actual expenditure ($)	Current Commitments ($)	Remaining Uncommitted Budget ($)	Current stage	Scheduled Dates	Status Commentary	Risk	Completion
							should external funds not be realised		
CW253329 STL Hall - Kitchen upgrade **CARRY FORWARD PROJECT**	29,967.00	27,486.68	2,480.18	0.14	Complete	Procurement - 31/03/2026 Construct - 23/03/2026 Completion - 16/10/2026	Project Complete	N/A	100%
CW253331 Isaac Resources Excellence Precinct **MULTI YEAR PROJECT**	26,576,652.00	1,529,313.59	14,147,320.52	10,900,017.89	Construction	Procurement - 27/10/2025 Construct - 9/02/2026 Completion - 10/09/2027	Primary construction package has been awarded to and is under construction. Trunk Infrastructure has been awarded. Construction will align with primary building works to allow commissioning on completion.	High **Risk Analysis** High risk based on the project size, complexity and reputational impacts. While the project is currently running behind schedule, actual scope and funding allocation	30%

Project Code and Project Name	Approved Budget ($)	YTD Actual expenditure ($)	Current Commitments ($)	Remaining Uncommitted Budget ($)	Current stage	Scheduled Dates	Status Commentary	Risk	Completion
								will depend on finalisation of intersection detail and is being closely monitored throughout the project	
CW263378 CORP Halls Emergent Renewals 2026 **CARRY FORWARD PROJECT**	14,217.00	14,217.03	0	0.03	Complete	Procurement – As required Construct – As required Completion - 31/07/2026	Project complete	N/A	100%
CW263384	359,978.00	1,570.82	219,200.00	139,207.18	Construction			Low	30%

Project Code and Project Name	Approved Budget ($)	YTD Actual expenditure ($)	Current Commitments ($)	Remaining Uncommitted Budget ($)	Current stage	Scheduled Dates	Status Commentary	Risk	Completion
NBO Hall AC Upgrade **MULTI YEAR PROJECT**						Procurement - 8/07/2026 Construct - 18/01/2027 Completion – 8/03/2027	Construction has been awarded. Contractor to commence work in January after roof replacement. There is a separate project being undertaken by Corporate Properties to replace the roof of this facility, but this will have no impact on the air-conditioning project as full access into the ceiling space is available.	**Risk Analysis** Low risk assessment as a reputable company has provided a tender response under anticipated budget.	
CW273500 Quikspray Unit **NEW PROJECT**	32,000.00	25,411.35	0	6,588.65	Complete	Procurement - 1/07/2026 Purchase- 4/08/2026 Completion - 25/09/2026	Project Complete	N/A	100%
CW273501	142,318.00	0	0	142,318.00				Low	0%

Project Code and Project Name	Approved Budget ($)	YTD Actual expenditure ($)	Current Commitments ($)	Remaining Uncommitted Budget ($)	Current stage	Scheduled Dates	Status Commentary	Risk	Completion
CLM Community Hub Upgrade **NEW PROJECT**					Planning/ Design	Procurement - 2/11/2026 Construct - 25/01/2027 Completion - 30/04/2027	Preparing scope of works		
CW273502 CORP CommHubs Emergent Renewals 2027 **NEW PROJECT**	75,000.00	388.53	0	74,611.47	Procurement	Procurement - As required Construct – As required Completion - 30/06/2027	Emergent works as required. Procurement documents released to market for upgrades to various air conditioners.	Low **Risk Analysis** This project is a low risk as only works totalling the available budget will scoped.	10%
CW273503 CLM Civic Centre Retaining Wall Renewal **NEW PROJECT**	60,000.00	0	0	60,000.00	Planning/ Design	Procurement - 9/11/2026 Construct - 19/01/2027 Completion - 26/03/2027	Preparing scope of works	Low	0%
CW273504	35,000.00	388.53	0	34,611.47				Low	10%

Project Code and Project Name	Approved Budget ($)	YTD Actual expenditure ($)	Current Commitments ($)	Remaining Uncommitted Budget ($)	Current stage	Scheduled Dates	Status Commentary	Risk	Completion
DYS Rec Centre Court 2 Lighting Upgrade **NEW PROJECT**					Planning/ Design	Procurement - 30/11/2026 Construct - 1/02/2027 Completion - 30/04/2027	Procurement documents being prepared.		
CW273505 CORP Halls Emergent Renewals 2027 **NEW PROJECT**	143,854.00	950.25	38,234.00	104,669.75	Construction	Procurement - As required Construct – As required Completion - 30/06/2027	Emergent works as required. Dysart Recreation Centre Concrete and Stormwater Repair camera works has been completed. Finalising construction start date.	Low **Risk Analysis** This project is a low risk as only works totalling the available budget will scoped.	10%
OVERALL	**28,239,234.00**	**1,600,226.78**	**14,407,734.70**	**12,231,272.52**					

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MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Michael St Clair
AUTHOR POSITION	Manager Planning and Environment

8.18 DEVELOPMENT APPLICATION FOR MATERIAL CHANGE OF USE - EXTENSION TO LOW IMPACT INDUSTRY (VEHICLE HIRE AND ANCILLARY OFFICE USE) – 549 MORANBAH ACCESS ROAD, MORANBAH - MCU25/0003

EXECUTIVE SUMMARY

This report is presented to Council for a decision in relation to a development application lodged by All Car Parts Pty Ltd c/- Jewell Planning Consultants for a Development Permit for Material Change of Use – Extension to Low Impact Industry (Vehicle Hire and Ancillary Office Use) at 549 Moranbah Access Road, Moranbah, described as Lease C in Lot 2 on SP260061.

COMMITTEE'S RECOMMENDATION

Resolution No.: **COMM11/26-0150**

Moved: **Cr Terry O'Neill** **Seconded:** **Cr Melissa Westcott**

That the Committee recommends that Council:

1. **Approves the Development Application for a Development Permit for Material Change of Use – Extension to Low Impact Industry (Vehicle Hire and Ancillary Office Use), at 549 Moranbah Access Road, Moranbah, over land described as Lease C in Lot 2 on SP260061, subject to the following conditions and advice notes:**

ASSESSMENT MANAGER CONDITIONS

NO.	CONDITION	TIMING
GENERAL CONDITIONS		
1.	Carry out the approved development generally in accordance with the approved drawings and documents.	At all times unless otherwise stated
2.	Maintain the approved development generally in accordance with the approved drawings and documents and any relevant Council engineering or other approval required by the conditions.	To be maintained

<table>
<tr><td>3.</td><td>Where there is any conflict between the conditions of this Decision Notice and details shown on the Approved Drawings, the conditions prevail.</td><td>At all times</td></tr>
<tr><td>4.</td><td>The applicant must meet the full cost of all works and any other requirements associated with this development, unless specified in a particular condition.</td><td>At all times</td></tr>
<tr><td>5.</td><td>The applicant must repair any damage to existing infrastructure (e.g. kerb and channel, footpath or roadway) that may have occurred during any works undertaken as part of the development. Any damage that is deemed to create a hazard to the community must be repaired immediately.</td><td>At all times</td></tr>
<tr><td>6.</td><td>The applicant must demonstrate to Council compliance with the conditions of the approval prior to commencement of the changed use.</td><td>Prior to commencement of use</td></tr>
<tr><td colspan="3">APPROVED DRAWINGS AND DOCUMENTS</td></tr>
<tr><td>7.</td><td>Except where amended by the conditions of this Decision Notice, the development is to be carried out, generally in accordance with the following approved drawings and/or documents:
<table>
<tr><th>Title</th><th>Drawing Number</th><th>Rev</th><th>Date</th><th>Prepared by</th></tr>
<tr><td>MCU DA Site Plan</td><td>24-2373-DW-01A</td><td>B</td><td>Annotated by Council 30/10/26</td><td>Jewell Planning Consultants</td></tr>
<tr><td>Front & Rear Elevation</td><td>AP37544</td><td></td><td>06/03/24</td><td>Now Buildings</td></tr>
<tr><td>Left & Right Elevation</td><td>AP37544</td><td></td><td>06/03/24</td><td>Now Buildings</td></tr>
<tr><td>Plan Elevation</td><td>AP37544</td><td></td><td>06/03/24</td><td>Now Buildings</td></tr>
<tr><td>Office Perspective</td><td>A000</td><td>A</td><td>10/02/25</td><td>ATCO</td></tr>
<tr><td>Plan</td><td>A200</td><td>A</td><td>10/02/25</td><td>ATCO</td></tr>
<tr><td>Elevations</td><td>A300</td><td>A</td><td>10/02/25</td><td>ATCO</td></tr>
</table></td><td>At all times</td></tr>
<tr><td></td><td>A legible copy of the Approved drawings and documents bearing "Council Approval" and the Conditions of this Decision Notice are to be available on site at all times during construction.</td><td>During construction</td></tr>
<tr><td colspan="3">ASSOCIATED BUILDING WORK</td></tr>
<tr><td>8.</td><td>Complete all building work associated with this development approval, including work required by any of the Conditions of</td><td>As indicated</td></tr>
</table>

		this Decision Notice; generally in accordance with the approved drawing(s), and/or documents. **Building works approval must be obtained from a Private Building Certifier for the following buildings / structures:** • **Existing (constructed) workshop extension – to be obtained within 6 months of the date of this decision** • **Existing (constructed) new office building – prior to commencement of the use** • **Existing (constructed) office building – to be obtained within 6 months of the date of this decision or demolition works for removal of the existing office (if to be removed).** • **Proposed workshop extension– prior to commencement of the use**	
	9.	**External details of the building, facade treatment and external materials, colours and finishes are to be generally in accordance with the approved drawings.**	**Prior to issue of Certificate of Classification/ Final Inspection Certificate or prior to commencement of use, whichever comes first, and then to be maintained**
	10.	**Demolish or relocate all buildings/structures on the site in accordance with the approved drawings. This includes the removal of all existing concrete slabs, foundations and footings and the disconnection of services, where necessary in accordance with a valid approval from the service provider or a Building work approval.**	**Prior to commencement of use**
	OPERATIONAL WORK		
	11.	**Complete all Operational Work associated with this development approval, including work required by any of the Conditions of this Decision Notice generally in accordance with the approved drawings and/or documents.** **Where Operational Work is Assessable Development, works are to be carried out in accordance with a current Development Permit and the Capricorn Municipal Development Guidelines.** **Note:** **This Decision Notice does not represent an approval to commence Operational Work. Any Operational Work associated with this Material Change of Use or other engineering work proposed on the premises may be subject to assessment under the Isaac Regional Council Planning Scheme.**	**As indicated in the conditions specifying the type of operational works required**

COMMENCING USE		
12.	**The Applicant is required to submit formal written notification to Council confirming the date of commencement of the use for the new office and workshop extension, within 10 business days the day after the use commences.**	**As indicated**
DEVELOPMENT IN STAGES		
13.	*1.* **Development may be carried out in accordance with the stages identified below and on the Approved plans.** • **Stage 1a – Original 300m^2 Workshop,** • **Stage 1b – Existing office, Constructed 300m^2 Extension to Workshop** • **Stage 2 – New 12m x 12m Office** • **Stage 3 – New workshop extension 20m x 30m** *2.* **Stage 2 and 3 do not need to be carried out sequentially, however all relevant infrastructure is to be provided for each stage prior to the commencement of the use for that stage.**	**As indicated**
INDUSTRY ACTIVITIES		
14.	**The low impact industry use is limited to vehicle hire and mechanical vehicle repair works. No sale of vehicles is permitted from the premises.** **The ancillary office must only be used for administrative functions associated with the vehicle hire and repair business. No third-party leasing of this building or unrelated administration functions are permitted to operate from the office.**	**At all times.**
15.	**Chemical storage and use areas must be appropriately designed and managed to minimise the risk and impact of any accidental spills and/or releases of fuels, chemicals and other hazardous materials that may contaminate soil, stormwater, groundwater and/or air.** **Storage of fuels and chemicals on-site is undertaken in accordance with australian standard as1940 – storage and handling of flammable and combustible liquids.**	**Prior to commencement of use and at all times**
AMENITY		
GENERAL AMENITY		
16.	**The approved use must not create environmental nuisance or impact on the amenity of the neighbourhood as a result of noise, vibration, air, odour, water, waste of other emissions.** **Note:** **The operation must comply with the requirement not to cause Environmental Nuisance or Environmental Harm as per the Environmental Protection Act 1994.**	**At all times**

LIGHTING		
17.	**Light emanating from any source complies with Australian Standard AS4282 Control of the Obtrusive Effects of Outdoor Lighting or current version.** **All outdoor lighting must not exceed 450 candela, as the site is located within Light restriction zone D under the Airport environs overlay code.**	**At all times**
ENGINEERING		
GENERAL		
18.	**Do not undertake construction in a way that makes audible noise:** **a. On a business day or Saturday, before 6.30 am or after 6.30 pm; or** **b. On any other day, at any time.**	**At all times during construction**
19.	**Contain all litter, building waste on the building site by the use of a skip and any other reasonable means during construction to prevent release to neighbouring properties or roads.**	**At all times during construction**
EARTHWORKS		
20.	**Earthworks must be carried out generally in accordance with the applicable Planning Scheme Codes, the Development Works Planning Scheme Policy and the Capricorn Municipal Development Guidelines.** **Note:** **Earthworks that comply with the applicable requirements for accepted development do not require the submission of an operational works development application. Where the applicable requirements for accepted development are not met, an operational works development application must be submitted to Council.**	**At all times**
21.	**Ensure the excavating or filling does not concentrate or divert stormwater onto adjoining land to a degree which is worse than that which existed prior to the works.**	**At all times**
22.	**Ensure the excavation or filling does not result in the ponding or permanent retention of surface water either on the site or on adjoining land.**	**At all times**
EROSION AND SEDIMENT CONTROL		
23.	**Submit an Erosion and Sediment Control Plan as part of the Operational Works application for council approval. The Erosion and Sediment Control Plan must be prepared and implemented in accordance with the Capricorn Municipal Development Guidelines D7 'Erosion Control and Stormwater Management'.**	**Prior to site/ operational/ building work commencing and at all times during construction**

STORMWATER		
24.	**Discharge all minor stormwater flows that fall or pass onto the site to the lawful point of discharge without causing annoyance or nuisance to any person in accordance with the Capricorn Municipal Development Guidelines and Queensland Urban Drainage Manual.**	**Prior to commencement of building or operational work and to be maintained at all times**
25.	**Adjoining properties and roads are to be protected from ponding or nuisance from stormwater as a result of the works. Ensure the stormwater runoff from the site does not adversely impact on flooding or drainage (peak discharge and duration for all events up to the 1% AEP (Annual Exceedance Probability)) of properties that are upstream, downstream or adjacent to the site.** **Notes:** **If remedial works are required that involve drainage, drawings are to be submitted and approval obtained from Council, to provide a means to rectify the site drainage.**	**At all times**
26.	**Design and implement a stormwater drainage system connecting to a lawful point of discharge in accordance with the Capricorn Municipal Development Guidelines and Queensland Urban Drainage Manual.** **Provide certification from a Registered Professional Engineer Queensland (RPEQ) that the stormwater drainage system has been designed and constructed in accordance with the conditions of this approval and any other relevant approval issued by the Assessment Manager.**	**Prior to commencement of building or operational work and to be maintained**
27.	**Design, construct and maintain all Stormwater Drainage Works for the development generally in accordance with the Approved Drawings, Capricorn Municipal Development Guidelines, Queensland Urban Drainage Manual and the provisions of a Development Permit for Operational Work (Engineering Work – Stormwater Drainage Works).**	**Prior to the commencement of use for the new office or workshop extension and at all times thereafter**
28.	**Provide certification from a Registered Professional Engineer Queensland (RPEQ) that the stormwater drainage system has been designed and constructed in accordance with the conditions of this approval and any other relevant approval issued by the Assessment Manager.**	**Upon completion of the stormwater works and prior to commencement of use for the new office or workshop extension**

WATER		
29.	**Provide an appropriate on-site rainwater collection tank and/or other means to service the anticipated water supply needs of the development, including but not limited to potable water supply and firefighting needs.**	**Prior to commencement of use of the new office and workshop extension**
WASTE WATER TREATMENT		
30.	**Provide an on-site waste water treatment and effluent disposal system having a capacity sufficient for the use, including all trade waste and waste water from existing wash bays.** **The establishment of an onsite waste water treatment and disposal system for the site requires a Plumbing and Drainage Compliance Permit to be obtained from Council under the Plumbing and Drainage Act 2018.** **The system must be designed, constructed, operated and maintained in accordance with the Queensland Plumbing and Wastewater Code and Australian Standard AS1547: On-site Domestic Wastewater Management.**	**Prior to commencement of use of the new office or workshop extension**
31.	**Submit to Council a wastewater treatment capacity assessment to demonstrate that any existing or new treatment system has capacity to handle current and future wastewater flows without failing or causing environmental harm.**	**Prior to commencement of the use of the new office or workshop extension.**
32.	**The new office and all on-site toilets and sinks must be connected to an on-site wastewater treatment system.**	**Prior to commencement of the use of the new office or workshop extension.**
33.	**All existing and/or proposed effluent disposal areas must be wholly located within the site and comply with the boundary setback requirements of the Plumbing and Drainage Act 2018, the applicable Planning Scheme Codes and the Development Works Planning Scheme Policy.**	**Prior to commencement of use of the new office orworkshop extension and to be maintains at all times**
CAR PARKING AND ACCESS		
34.	**Obtain a Development Permit for Operational Work for Engineering Works – Driveway / Access works.** **Note:** **An Application for Works on Road Corridor/Road Property is required to be lodged with Council when works are proposed to be undertaken within the road reserve.**	**Prior to site / operational / building work commencing**

	35.	**Design, construct and maintain all car parking and access works generally in accordance with the Capricorn Municipal Development Guidelines and the following requirement:** **a. Provide a minimum of 115 parking spaces;** **b. Be designed and constructed in accordance with AS2890 Parking facilities – Off-street car parking and the relevant Council Planning Scheme Codes and Development Works Planning Scheme Policy;** **c. Provide parking spaces for people with a disability in accordance with the Building Code of Australia and AS2890.6 Off-street parking for people with disabilities;** **d. All internal driveways and carparking areas must be constructed to an impervious seal comprising a minimum standard of compacted road base or blue metal (or similar).** **e. Provide on-site loading, unloading and manoeuvring for all necessary service vehicles.** **f. Allow all design vehicles to enter and exit the site in a forward gear;** **g. The access crossover must be constructed and sealed to a bitumen or concrete pavement seal that extends from the edge of the pavement to the site boundary.** **h. be signed and delineated in accordance with the Queensland Manual of Uniform Traffic Control Devices;** **i. allow for the provision of fill and/or boundary retaining walls and the containment and management of site stormwater drainage as required;** **j. drained to a legal point of discharge;**	**Prior to commencement of the new office or workshop extension.**
	36.	**Provide certification from a Registered Professional Engineer Queensland (RPEQ) that the vehicle access / driveway/s has been designed and constructed in accordance with the conditions of this Decision Notice or any other relevant approval issued by the Assessment Manager.**	**Upon completion of the works and prior to commencement of the new office or workshop extension.**
	ROADWORKS		
	37.	**Obtain a Development Permit for Operational Work – Road works and Access Works.**	**Prior to site operational work commencing**
	38.	**Design and construct the site access from Moranbah Access Road to a minimum of a Basic Right Turn (BAR) treatment and Basic Left Turn (BAL) treatment in accordance with Austroads Guide to Road Design Part 4A: Unsignalised and Signalised Intersections.** **Detailed designs certified by an appropriately qualified RPEQ are to be submitted to Council for approval as a part of an Operational Work development application.**	**Works must be completed prior to commencement of the new office or workshop extension.**

	Note: This condition does remove responsibility from the RPEQ to correctly determine the appropriate intersection, and a Safe Systems assessment may determine that larger treatments are required.	
39.	**Repair any damage to existing kerb and channel, footpath or roadway (including removal of concrete slurry from footways, roads, kerb and channel and stormwater gullies and drainlines) and reinstate existing traffic signs and pavement markings that have been removed or damaged during any works carried out in association with the approved development.**	**Prior to commencement of the new office or workshop extension.**
SERVICES AND STRUCTURES		
40.	**Ensure all existing and proposed utility services and connections (e.g. electricity, telecommunications, water and sewerage) are wholly located within the site or within a suitable easement to the satisfaction of Council.**	**Prior to commencement of use**
EASEMENTS		
41.	**All works must be kept clear of any existing or proposed easements on the subject land, unless agreed otherwise in writing by the Grantee.**	**At all times**
42.	**Ensure that any easements and rights pertaining to the parcels of land associated with this approval are maintained unless otherwise stated on the Approved Plan/s or the conditions of this approval.**	**At all times**
LANDSCAPING		
43.	**Establish, maintain and retain all landscaping generally in accordance with the approved drawings. The landscaped areas must be subject to ongoing maintenance and replanting programme (if necessary).**	**Prior to commencement of use and to be maintained at all times**
44.	**If the business is to expand to provide storage of parked hire vehicles in the northern sections of the site (e.g. north of the edge of the existing landscape buffer at the frontage of the site), the existing landscape strip is to be extended along the frontage of the site to provide screening to vehicle parking areas.** **The landscape buffer must be extended along the southern frontage of the site as marked up in green by Council on the approved site plan.** **New landscaping areas must comprise:** • **native species that are drought tolerant and endemic to the local area** • **a mixture of trees, shrubs and ground covers** **Landscaping must be maintained for the duration of the use and subject to replanting (if necessary).**	**As indicated**

WASTE MANAGEMENT		
45.	**An impervious bin storage area (Bin Enclosure) for the storage of waste receptacles, must be provided in accordance with the following:** **a. designed so as to prevent the release of contaminants to the environment;** **b. sufficient to accommodate all refuse containers required by the Assessment Manager for the scale of the development;** **c. aesthetically screened from the road frontage and adjoining properties by landscaping or constructed screening;** **d. a suitable hose cock and hoses must be provided at the refuse container area, and wash down to be drained to sewer and fitted with an approved stormwater diversion valve arrangement; and** **e. must be maintained in a clean and sanitary manner at all times.**	**Prior to commencement of use and to be maintained at all times**
46.	**Maintain and operate an adequate waste disposal service, including the maintenance of refuse bins and associated storage areas so as not to cause any environmental nuisance.**	**At all times**
47.	**All waste must be collected by a Council approved commercial contractor within the site. Kerb side collection will not be accepted for the approved development.**	**At all times**
48.	**Ensure that any potential food / waste sources are covered and collected so that they are not accessible to wildlife.**	**At all times**
49.	**Store all liquid waste (e.g. oil, waste oil, paint tins, acid drums, batteries etc.) that cannot be disposed of in an on-site industrial waste treatment system in a covered area on an impervious surface and ensure it is contained in a manner capable of containing the liquids in case of spillage.**	**At all times**

ADVICE NOTES		
ADVICES		**TIMING**
INFRASTRUCTURE CHARGES		
	Infrastructure Charges Notice (MCU25/0003) is applicable to the approved development is attached to this Decision Notice. Infrastructure Charges must be paid by Council in accordance with the timing requirements specified in the Infrastructure Charges Notice.	**As indicated**

ENVIRONMENTAL HARM		
	The Environmental Protection Act 1994 states that a person must not carry out any activity that causes, or is likely to cause, environmental harm unless the person takes all reasonable and practicable measures to prevent or minimise the harm. Environmental harm includes environmental nuisance. In this regard persons and entities, involved in the civil, earthworks, construction and operational phases of this development, are to adhere to their 'general environmental duty' to minimise the risk of causing environmental harm. Environmental harm is defined by the Act as any adverse effect, or potential adverse effect whether temporary or permanent and of whatever magnitude, duration or frequency on an environmental value and includes environmental nuisance. Therefore, no person should cause any interference with the environment or amenity of the area by reason of the emission of noise, vibration, smell, fumes, smoke, vapour, steam, soot, ash, dust, waste water, waste products, grit, sediment, oil or otherwise, or cause hazards likely in the opinion of the administering authority to cause undue disturbance or annoyance to persons or affect property not connected with the use.	**At all times**
ABORIGINAL CULTURAL HERITAGE		
	All development should proceed in accordance with the Duty of Care Guidelines under the Aboriginal Cultural Heritage Act 2003. Penalties may apply where duty of care under that act has been breached.	**At all times**
CONTAMINATED LAND		
	It is strictly the applicant/owner's responsibility to source information regarding contaminated land from the Department of Resource Management, Contaminated Land section as Council has not conducted detailed studies and does not hold detailed information pertaining to contaminated land.	**At all times**
HOURS OF WORK		
	It is the applicant/owner's responsibility to ensure compliance with Section 440R of the Environmental Protection Act 1994, which prohibits any construction, building and earthworks activities likely to cause nuisance noise (including the entry and departure of heavy vehicles) between the hours of 6:30pm and 6:30am from Monday to Saturday and at all times on Sundays or Public Holidays.	**At all times**

CAR PARKING AND ACCESS		
	An Application for Works on Road Corridor/Road Property is required to be lodged with Council when works are proposed to be undertaken within the road reserve.	**Prior to the commencement of Use**
FURTHER APPROVALS		
	Please be advised that the following development permits / approvals are required to be obtained before the development can be carried out: **a. Operational Works - Site access, Vehicle Parking and Manoeuvring areas** **b. Operational Works - Road Works** **c. Building Works – for new/proposed buildings/structure and retrospective approvals for existing buildings/structures** **d. Plumbing Works – for new/proposed buildings/structure and retrospective approvals for existing buildings/structures**	**Prior to site / operational/ building work commencing**
SIGNAGE		
	Any signage is to be provided in accordance Council's Subordinate Local Law No.14 (Installation of Advertising Devices) 2011. **The existing Shipping Container signage that is constructed on-site is not approved as part of this development approval. This signage must either be removed or approval obtained from Council for the signage to remain on-site.**	**Prior to the installation of any new signage.** **Within 6 months of this Decision Notice being issued.**
BIOSECURITY OBLIGATONS		
	Every individual and organisation has a legal responsibility to take practical and reasonable steps to reduce the movement or spread of matter that is listed as either restricted or prohibited under the Biosecurity Act 2014. **The General Biosecurity Obligation (GBO) refers to anyone who knows or aught reasonably to know about their direct or indirect interactions with biosecurity matter. Under a GBO, individuals and corporations whose activities pose a risk must:** • **take all reasonable and practical steps to prevent or minimise each biosecurity risk;** • **minimise the likelihood of causing a biosecurity event, and limit the consequences if an event is caused; and**	**At all times**

	• **prevent or minimise the harmful effects a risk could have, and not do anything that might make any harmful effects worse.**	
FIRE ANTS		
	Fire ants were detected in the Isaac Region in July 2025, leading to the inclusion of some areas within a Fire Ant Biosecurity Zone. **Fire ant biosecurity zones apply to anyone who deals with materials that can carry fire ants, sourced from inside the zones. This includes such as soil, hay, mulch, manure, mining and quarry materials, turf, and potted plants.** **This means that you must:** • **check the fire ant biosecurity zones before moving these materials** • **employ fire ant-safe practices when moving or disposing of organic materials within the fire ant biosecurity zones (Biosecurity Regulation 2016).** **For more information or to report findings of Fire Ants, visit the National Fire Ant Eradication Program Website (https://www.fireants.org.au/stop/biosecurity-zones) or call 132 ANT (13 22 68).**	**At all times**
STOCK ROUTES		
	The subject site gains access from a road/roads which form part of the Queensland Stock Route Network. From time to time, stock may be permitted to travel and / or graze along the stock route network. Access to the property may be impacted for short periods whilst travelling stock are moving along the stock route. Anything placed on the Stock Route Network by the development should not impede the passage of stock.	**At all times**

2. **Issue an Infrastructure Charge Notice to the applicant in the amount of $38,170.60, in accordance with the Draft Infrastructure Charge Notice included in the attached Planning Assessment Report.**
3. **Publish a Statement of Reasons on Council's website in accordance with the Draft Statement of Reasons included in the attached Planning Assessment Report.**

Carried

NOTE:

An addendum with updated conditions for consideration at the Ordinary Meeting will be provided based on questions that had been received from Councillors to ensure that conditions are clearer.

BACKGROUND

The development application seeks approval to expand the existing vehicle hire business operating from the site through extensions to the workshop and office facilities. It also seeks retrospective approval for workshop and office extensions already constructed without the relevant approvals. Collectively, the existing and proposed extensions would increase the approved gross floor area from 300m² to 1,308m². The current gross floor area is 884m² which includes 584m^2 of unapproved gross floor space.

The vehicle hire business commenced operations on the site in 2019, relying on an existing development approval issued in 2003 for a Contractors Yard and Truck Repair Depot. Workshop and office extensions, including a washdown bay, were constructed between approximately 2019 and 2025, increasing the scale of development on the site. No planning or building approvals have been granted for those works.

In 2025, Council provided informal consent for the construction and placement of a new modular office on the site, on the condition that its use did not commence until this development application had been decided. The application therefore seeks to regularise the existing workshop and office extensions and obtain approval for the further expansion.

Officers have assessed the application against the relevant assessment benchmarks and consider that the proposed development generally complies. However, compliance with the site access requirements of the Development Works code has not been demonstrated.

The application proposes to retain access via the existing driveway crossover, which has no dedicated turning treatments on Moranbah Access Road. Council issued an information request on 1 July 2025 seeking technical information prepared by an RPEQ demonstrating that the existing access meets current engineering standards and can safely accommodate traffic associated with the development. The applicant has not provided this information. Officers consider that the outstanding access matters can be addressed through conditions requiring upgrades to the site access and Moranbah Access Road, including the provision of Basic Left Turn (BAL) and Basic Right Turn (BAR) treatments.

Other outstanding matters relating to servicing and infrastructure provision can also be addressed through conditions requiring the submission of further information and completion of necessary works before the approved expansion commences operation.

The proposed development is subject to impact assessment. The application was publicly notified for 15 business days between 7 July 2025 and 25 July 2025. No submissions were received during this period.

The application is recommended for approval, subject to conditions.

IMPLICATIONS

- Legal & Financial – The applicant has third party appeal rights to appeal any decision made by Council to the Planning and Environment Court.
- Compliance – The development application involves retrospective approval of existing buildings on the land. There are multiple aspects of the existing development that have compliance issues or have been developed without the necessary approvals.
- Economic / Community – The business provides services to the local community that benefit visitors to the region. Approval of the development will enable the business to expand and continue to provide these services to the community.

- Human rights – No human rights have been limited by this decision.

CONSULTATION

The applicant made a deputation to Council regarding the application at the Ordinary Meeting of Council on 23 September 2026.

Chief Executive Officer (CEO), Director Engineering Services and Manager Engineering Services have been involved in discussions with the applicant regarding development impacts and implications for upgrades to Moranbah Access Road.

CEO and Councillor Division 8 have attended a site meeting with the applicant and their representatives.

Councillors have been briefed on the progress of the application.

Becker Sunner Consulting Engineers was engaged to provide technical engineering advice for the development application.

BASIS FOR RECOMMENDATION

The development application has been assessed in accordance with the requirements of section 45(5) and 60 of the *Planning Act 2016* and *Development Assessment Rules*. Whilst the development application has not demonstrated compliance with all applicable assessment benchmarks under the Isaac Region Planning Scheme 2021 (version 1.1), the Council may exercise its discretion to approve the development and impose conditions on the development in accordance with section 60(3) of the *Planning Act 2016*.

ACTION ACCOUNTABILITY

If the recommendation is supported, the Development Application Decision Package is to be issued to the applicant within five (5) business days of the date of decision in accordance with the requirements under section 22.1 of the *Development Assessment Rules*.

KEY MESSAGES

- The development application has been assessed in accordance with the requirements of the Planning Act 2016 and the Development Assessment Rules.
- The development seeks approval for an expansion to an existing vehicle hire business located adjacent to Moranbah Airport that has provided services to visitors to the region since 2018.
- The assessment has identified several areas of non-compliance with the Isaac Regional Planning Scheme 2021 (version 1.1). The application is recommended for approval, subject to conditions that require further works & upgrades to occur to the site access to ensure that the development is operating in a manner that is safe for visitors, staff and the community.

Report prepared by:	**Report authorised by:**
REBEKAH MCDONALD **PROGRAM LEADER DEVELOPMENT ASSESSMENT**	CALE DENDLE **CHIEF EXECUTIVE OFFICER**
Date: 2 November 2026	Date: 4 November 2026

ATTACHMENTS

- Attachment 1 - Planning Assessment Report – MCU25/0003
- ADDENDUM - Development Application for Material Change of Use – Extension to Low Impact Industry (Vehicle Hire and Ancillary Office Use) – 549 Moranbah Access Road, Moranbah – MCU25/0003

REFERENCE

- Nil

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. *Approves the Development Application for a Development Permit for Material Change of Use – Extension to Low Impact Industry (Vehicle Hire and Ancillary Office Use), at 549 Moranbah Access Road, Moranbah, over land described as Lease C in Lot 2 on SP260061, subject to the following conditions and advice notes:*

ASSESSMENT MANAGER CONDITIONS

<table>
<tr><th>NO.</th><th>CONDITION</th><th>TIMING</th></tr>
<tr><td colspan="3">GENERAL CONDITIONS</td></tr>
<tr><td>1</td><td>Carry out the approved development generally in accordance with the approved drawings and documents.</td><td>At all times unless otherwise stated</td></tr>
<tr><td>2.</td><td>Maintain the approved development generally in accordance with the approved drawings and documents and any relevant Council engineering or other approval required by the conditions.</td><td>To be maintained</td></tr>
<tr><td>3.</td><td>Where there is any conflict between the conditions of this Decision Notice and details shown on the Approved Drawings, the conditions prevail.</td><td>At all times</td></tr>
<tr><td>4.</td><td>The applicant must meet the full cost of all works and any other requirements associated with this development, unless specified in a particular condition.</td><td>At all times</td></tr>
<tr><td>5.</td><td>The applicant must repair any damage to existing infrastructure (e.g. kerb and channel, footpath or roadway) that may have occurred during any works undertaken as part of the development. Any damage that is deemed to create a hazard to the community must be repaired immediately.</td><td>At all times</td></tr>
<tr><td>6.</td><td>The applicant must demonstrate to Council compliance with the conditions of the approval prior to commencement of the changed use.</td><td>Prior to commencement of use</td></tr>
<tr><td colspan="3">APPROVED DRAWINGS AND DOCUMENTS</td></tr>
<tr><td>7.</td><td>Except where amended by the conditions of this Decision Notice, the development is to be carried out, generally in accordance with the following approved drawings and/or documents:
<table>
<tr><th>Title</th><th>Drawing Number</th><th>Rev</th><th>Date</th><th>Prepared by</th></tr>
<tr><td>MCU DA Site Plan</td><td>24-2373-DW-01A</td><td>B</td><td>Annotated by Council 30/10/26</td><td>Jewell Planning Consultants</td></tr>
</table></td><td>At all times</td></tr>
</table>

<table>
<tr><th>NO.</th><th>CONDITION</th><th>TIMING</th></tr>
<tr><td></td><td>
<table>
<tr><td>Front & Rear Elevation</td><td>AP37544</td><td></td><td>06/03/24</td><td>Now Buildings</td></tr>
<tr><td>Left & Right Elevation</td><td>AP37544</td><td></td><td>06/03/24</td><td>Now Buildings</td></tr>
<tr><td>Plan Elevation</td><td>AP37544</td><td></td><td>06/03/24</td><td>Now Buildings</td></tr>
<tr><td>Office Perspective</td><td>A000</td><td>A</td><td>10/02/25</td><td>ATCO</td></tr>
<tr><td>Plan</td><td>A200</td><td>A</td><td>10/02/25</td><td>ATCO</td></tr>
<tr><td>Elevations</td><td>A300</td><td>A</td><td>10/02/25</td><td>ATCO</td></tr>
</table>
</td><td></td></tr>
<tr><td></td><td>A legible copy of the Approved drawings and documents bearing "Council Approval" and the Conditions of this Decision Notice are to be available on site at all times during construction.</td><td>During construction</td></tr>
<tr><td colspan="3">ASSOCIATED BUILDING WORK</td></tr>
<tr><td>8.</td><td>Complete all building work associated with this development approval, including work required by any of the Conditions of this Decision Notice; generally in accordance with the approved drawing(s), and/or documents.
Building works approval must be obtained from a Private Building Certifier for the following buildings / structures:
• Existing (constructed) workshop extension – to be obtained within 6 months of the date of this decision
• Existing (constructed) new office building – prior to commencement of the use
• Existing (constructed) office building – to be obtained within 6 months of the date of this decision or demolition works for removal of the existing office (if to be removed).
• Proposed workshop extension– prior to commencement of the use</td><td>As indicated</td></tr>
<tr><td>9.</td><td>External details of the building, facade treatment and external materials, colours and finishes are to be generally in accordance with the approved drawings.</td><td>Prior to issue of Certificate of Classification/ Final Inspection Certificate or prior to commencement of use, whichever comes first, and then to be maintained</td></tr>
<tr><td>10.</td><td>Demolish or relocate all buildings/structures on the site in accordance with the approved drawings. This includes the removal of all existing concrete slabs, foundations and footings and the disconnection of services, where necessary in accordance with a valid approval from the service provider or a Building work approval.</td><td>Prior to commencement of use</td></tr>
<tr><td colspan="3">OPERATIONAL WORK</td></tr>
<tr><td>11.</td><td>Complete all Operational Work associated with this development approval, including work required by any of the Conditions of this Decision Notice generally in accordance with the approved drawings and/or documents.
Where Operational Work is Assessable Development, works are to be carried out in accordance with a current Development Permit and the Capricorn Municipal Development Guidelines.
Note:
This Decision Notice does not represent an approval to commence Operational Work. Any Operational Work associated with this Material Change</td><td>As indicated in the conditions specifying the type of operational works required</td></tr>
</table>

NO.	CONDITION	TIMING
	of Use or other engineering work proposed on the premises may be subject to assessment under the Isaac Regional Council Planning Scheme.	
COMMENCING USE		
12.	*The Applicant is required to submit formal written notification to Council confirming the date of commencement of the use for the new office and workshop extension, within 10 business days the day after the use commences.*	*As indicated*
DEVELOPMENT IN STAGES		
13.	*Development may be carried out in accordance with the stages identified below and on the Approved plans.* • *Stage 1a – Original 300m^2 Workshop,* • *Stage 1b – Existing office, Constructed 300m^2 Extension to Workshop* • *Stage 2 – New 12m x 12m Office* • *Stage 3 – New workshop extension 20m x 30m* *Stage 2 and 3 do not need to be carried out sequentially, however all relevant infrastructure is to be provided for each stage prior to the commencement of the use for that stage.*	*As indicated*
INDUSTRY ACTIVITIES		
14.	*The low impact industry use is limited to vehicle hire and mechanical vehicle repair works. No sale of vehicles is permitted from the premises.* *The ancillary office must only be used for administrative functions associated with the vehicle hire and repair business. No third-party leasing of this building or unrelated administration functions are permitted to operate from the office.*	*At all times.*
15.	*Chemical storage and use areas must be appropriately designed and managed to minimise the risk and impact of any accidental spills and/or releases of fuels, chemicals and other hazardous materials that may contaminate soil, stormwater, groundwater and/or air.* *Storage of fuels and chemicals on-site is undertaken in accordance with australian standard as1940 – storage and handling of flammable and combustible liquids.*	*Prior to commencement of use and at all times*
AMENITY		
GENERAL AMENITY		
16.	*The approved use must not create environmental nuisance or impact on the amenity of the neighbourhood as a result of noise, vibration, air, odour, water, waste of other emissions.* *Note:* *The operation must comply with the requirement not to cause Environmental Nuisance or Environmental Harm as per the Environmental Protection Act 1994.*	*At all times*
LIGHTING		
17.	*Light emanating from any source complies with Australian Standard AS4282 Control of the Obtrusive Effects of Outdoor Lighting or current version.* *All outdoor lighting must not exceed 450 candela, as the site is located within Light restriction zone D under the Airport environs overlay code.*	*At all times*
ENGINEERING		
GENERAL		
18.	*Do not undertake construction in a way that makes audible noise:* a. *On a business day or Saturday, before 6.30 am or after 6.30 pm; or* b. *On any other day, at any time.*	*At all times during construction*

NO.	CONDITION	TIMING
19.	*Contain all litter, building waste on the building site by the use of a skip and any other reasonable means during construction to prevent release to neighbouring properties or roads.*	*At all times during construction*
EARTHWORKS		
20.	*Earthworks must be carried out generally in accordance with the applicable Planning Scheme Codes, the Development Works Planning Scheme Policy and the Capricorn Municipal Development Guidelines.* *Note:* *Earthworks that comply with the applicable requirements for accepted development do not require the submission of an operational works development application. Where the applicable requirements for accepted development are not met, an operational works development application must be submitted to Council.*	*At all times*
21.	*Ensure the excavating or filling does not concentrate or divert stormwater onto adjoining land to a degree which is worse than that which existed prior to the works.*	*At all times*
22.	*Ensure the excavation or filling does not result in the ponding or permanent retention of surface water either on the site or on adjoining land.*	*At all times*
EROSION AND SEDIMENT CONTROL		
23.	*Submit an Erosion and Sediment Control Plan as part of the Operational Works application for council approval. The Erosion and Sediment Control Plan must be prepared and implemented in accordance with the Capricorn Municipal Development Guidelines D7 'Erosion Control and Stormwater Management'.*	*Prior to site/ operational/ building work commencing and at all times during construction*
STORMWATER		
24.	*Discharge all minor stormwater flows that fall or pass onto the site to the lawful point of discharge without causing annoyance or nuisance to any person in accordance with the Capricorn Municipal Development Guidelines and Queensland Urban Drainage Manual.*	*Prior to commencement of building or operational work and to be maintained at all times*
25.	*Adjoining properties and roads are to be protected from ponding or nuisance from stormwater as a result of the works. Ensure the stormwater runoff from the site does not adversely impact on flooding or drainage (peak discharge and duration for all events up to the 1% AEP (Annual Exceedance Probability)) of properties that are upstream, downstream or adjacent to the site.* *Notes:* *If remedial works are required that involve drainage, drawings are to be submitted and approval obtained from Council, to provide a means to rectify the site drainage.*	*At all times*
26.	*Design and implement a stormwater drainage system connecting to a lawful point of discharge in accordance with the Capricorn Municipal Development Guidelines and Queensland Urban Drainage Manual.* *Provide certification from a Registered Professional Engineer Queensland (RPEQ) that the stormwater drainage system has been designed and constructed in accordance with the conditions of this approval and any other relevant approval issued by the Assessment Manager.*	*Prior to commencement of building or operational work and to be maintained*
27.	*Design, construct and maintain all Stormwater Drainage Works for the development generally in accordance with the Approved Drawings, Capricorn Municipal Development Guidelines, Queensland Urban Drainage Manual and*	*Prior to the commencement of use for the new office or workshop*

NO.	CONDITION	TIMING
	the provisions of a Development Permit for Operational Work (Engineering Work – Stormwater Drainage Works).	*extension and at all times thereafter*
28.	*Provide certification from a Registered Professional Engineer Queensland (RPEQ) that the stormwater drainage system has been designed and constructed in accordance with the conditions of this approval and any other relevant approval issued by the Assessment Manager.*	*Upon completion of the stormwater works and prior to commencement of use for the new office or workshop extension*
WATER		
29.	*Provide an appropriate on-site rainwater collection tank and/or other means to service the anticipated water supply needs of the development, including but not limited to potable water supply and firefighting needs.*	*Prior to commencement of use of the new office and workshop extension*
WASTE WATER TREATMENT		
30.	*Provide an on-site waste water treatment and effluent disposal system having a capacity sufficient for the use, including all trade waste and waste water from existing wash bays.* *The establishment of an onsite waste water treatment and disposal system for the site requires a Plumbing and Drainage Compliance Permit to be obtained from Council under the Plumbing and Drainage Act 2018.* *The system must be designed, constructed, operated and maintained in accordance with the Queensland Plumbing and Wastewater Code and Australian Standard AS1547: On-site Domestic Wastewater Management.*	*Prior to commencement of use of the new office or workshop extension*
31.	*Submit to Council a wastewater treatment capacity assessment to demonstrate that any existing or new treatment system has capacity to handle current and future wastewater flows without failing or causing environmental harm.*	*Prior to commencement of the use of the new office or workshop extension.*
32.	*The new office and all on-site toilets and sinks must be connected to an on-site wastewater treatment system.*	*Prior to commencement of the use of the new office or workshop extension.*
33.	*All existing and/or proposed effluent disposal areas must be wholly located within the site and comply with the boundary setback requirements of the Plumbing and Drainage Act 2018, the applicable Planning Scheme Codes and the Development Works Planning Scheme Policy.*	*Prior to commencement of use of the new office orworkshop extension and to be maintains at all times*
CAR PARKING AND ACCESS		
34.	*Obtain a Development Permit for Operational Work for Engineering Works – Driveway / Access works.* *Note:* *An Application for Works on Road Corridor/Road Property is required to be lodged with Council when works are proposed to be undertaken within the road reserve.*	*Prior to site / operational / building work commencing*
35.	*Design, construct and maintain all car parking and access works generally in accordance with the Capricorn Municipal Development Guidelines and the following requirement:* a. *Provide a minimum of 115 parking spaces;*	*Prior to commencement of the new office or workshop extension.*

NO.	CONDITION	TIMING
	b. *Be designed and constructed in accordance with AS2890 Parking facilities – Off-street car parking and the relevant Council Planning Scheme Codes and Development Works Planning Scheme Policy;* c. *Provide parking spaces for people with a disability in accordance with the Building Code of Australia and AS2890.6 Off-street parking for people with disabilities;* d. *All internal driveways and carparking areas must be constructed to an impervious seal comprising a minimum standard of compacted road base or blue metal (or similar).* e. *Provide on-site loading, unloading and manoeuvring for all necessary service vehicles.* f. *Allow all design vehicles to enter and exit the site in a forward gear;* g. *The access crossover must be constructed and sealed to a bitumen or concrete pavement seal that extends from the edge of the pavement to the site boundary.* h. *be signed and delineated in accordance with the Queensland Manual of Uniform Traffic Control Devices;* i. *allow for the provision of fill and/or boundary retaining walls and the containment and management of site stormwater drainage as required;* j. *drained to a legal point of discharge;*	
36.	*Provide certification from a Registered Professional Engineer Queensland (RPEQ) that the vehicle access / driveway/s has been designed and constructed in accordance with the conditions of this Decision Notice or any other relevant approval issued by the Assessment Manager.*	*Upon completion of the works and prior to commencement of the new office or workshop extension.*
ROADWORKS		
37.	*Obtain a Development Permit for Operational Work – Road works and Access Works.*	*Prior to site operational work commencing*
38.	*Design and construct the site access from Moranbah Access Road to a minimum of a Basic Right Turn (BAR) treatment and Basic Left Turn (BAL) treatment in accordance with Austroads Guide to Road Design Part 4A: Unsignalised and Signalised Intersections.* *Detailed designs certified by an appropriately qualified RPEQ are to be submitted to Council for approval as a part of an Operational Work development application.* *Note: This condition does remove responsibility from the RPEQ to correctly determine the appropriate intersection, and a Safe Systems assessment may determine that larger treatments are required.*	*Works must be completed prior to commencement of the new office or workshop extension.*
39.	*Repair any damage to existing kerb and channel, footpath or roadway (including removal of concrete slurry from footways, roads, kerb and channel and stormwater gullies and drainlines) and reinstate existing traffic signs and pavement markings that have been removed or damaged during any works carried out in association with the approved development.*	*Prior to commencement of the new office or workshop extension.*
SERVICES AND STRUCTURES		
40.	*Ensure all existing and proposed utility services and connections (e.g. electricity, telecommunications, water and sewerage) are wholly located within the site or within a suitable easement to the satisfaction of Council.*	*Prior to commencement of use*
EASEMENTS		
41.	*All works must be kept clear of any existing or proposed easements on the subject land, unless agreed otherwise in writing by the Grantee.*	*At all times*

NO.	CONDITION	TIMING
42.	*Ensure that any easements and rights pertaining to the parcels of land associated with this approval are maintained unless otherwise stated on the Approved Plan/s or the conditions of this approval.*	*At all times*
LANDSCAPING		
43.	*Establish, maintain and retain all landscaping generally in accordance with the approved drawings. The landscaped areas must be subject to ongoing maintenance and replanting programme (if necessary).*	*Prior to commencement of use and to be maintained at all times*
44.	*If the business is to expand to provide storage of parked hire vehicles in the northern sections of the site (e.g. north of the edge of the existing landscape buffer at the frontage of the site), the existing landscape strip is to be extended along the frontage of the site to provide screening to vehicle parking areas. The landscape buffer must be extended along the southern frontage of the site as marked up in green by Council on the approved site plan.* *New landscaping areas must comprise:* • *native species that are drought tolerant and endemic to the local area* • *a mixture of trees, shrubs and ground covers* *Landscaping must be maintained for the duration of the use and subject to replanting (if necessary).*	*As indicated*
WASTE MANAGEMENT		
45.	*An impervious bin storage area (Bin Enclosure) for the storage of waste receptacles, must be provided in accordance with the following:* *a. designed so as to prevent the release of contaminants to the environment;* *b. sufficient to accommodate all refuse containers required by the Assessment Manager for the scale of the development;* *c. aesthetically screened from the road frontage and adjoining properties by landscaping or constructed screening;* *d. a suitable hose cock and hoses must be provided at the refuse container area, and wash down to be drained to sewer and fitted with an approved stormwater diversion valve arrangement; and* *e. must be maintained in a clean and sanitary manner at all times.*	*Prior to commencement of use and to be maintained at all times*
46.	*Maintain and operate an adequate waste disposal service, including the maintenance of refuse bins and associated storage areas so as not to cause any environmental nuisance.*	*At all times*
47.	*All waste must be collected by a Council approved commercial contractor within the site. Kerb side collection will not be accepted for the approved development.*	*At all times*
48.	*Ensure that any potential food / waste sources are covered and collected so that they are not accessible to wildlife.*	*At all times*
49.	*Store all liquid waste (e.g. oil, waste oil, paint tins, acid drums, batteries etc.) that cannot be disposed of in an on-site industrial waste treatment system in a covered area on an impervious surface and ensure it is contained in a manner capable of containing the liquids in case of spillage.*	*At all times*

ADVICE NOTES

ADVICES		*TIMING*
INFRASTRUCTURE CHARGES		
1.	*Infrastructure Charges Notice (MCU25/0003) is applicable to the approved development is attached to this Decision Notice. Infrastructure Charges must*	*As indicated*

	be paid by Council in accordance with the timing requirements specified in the Infrastructure Charges Notice.	
ENVIRONMENTAL HARM		
2.	*The Environmental Protection Act 1994 states that a person must not carry out any activity that causes, or is likely to cause, environmental harm unless the person takes all reasonable and practicable measures to prevent or minimise the harm. Environmental harm includes environmental nuisance. In this regard persons and entities, involved in the civil, earthworks, construction and operational phases of this development, are to adhere to their 'general environmental duty' to minimise the risk of causing environmental harm. Environmental harm is defined by the Act as any adverse effect, or potential adverse effect whether temporary or permanent and of whatever magnitude, duration or frequency on an environmental value and includes environmental nuisance. Therefore, no person should cause any interference with the environment or amenity of the area by reason of the emission of noise, vibration, smell, fumes, smoke, vapour, steam, soot, ash, dust, waste water, waste products, grit, sediment, oil or otherwise, or cause hazards likely in the opinion of the administering authority to cause undue disturbance or annoyance to persons or affect property not connected with the use.*	*At all times*
ABORIGINAL CULTURAL HERITAGE		
3.	*All development should proceed in accordance with the Duty of Care Guidelines under the Aboriginal Cultural Heritage Act 2003. Penalties may apply where duty of care under that act has been breached.*	*At all times*
CONTAMINATED LAND		
4.	*It is strictly the applicant/owner's responsibility to source information regarding contaminated land from the Department of Resource Management, Contaminated Land section as Council has not conducted detailed studies and does not hold detailed information pertaining to contaminated land.*	*At all times*
HOURS OF WORK		
5.	*It is the applicant/owner's responsibility to ensure compliance with Section 440R of the Environmental Protection Act 1994, which prohibits any construction, building and earthworks activities likely to cause nuisance noise (including the entry and departure of heavy vehicles) between the hours of 6:30pm and 6:30am from Monday to Saturday and at all times on Sundays or Public Holidays.*	*At all times*
CAR PARKING AND ACCESS		
6.	*An Application for Works on Road Corridor/Road Property is required to be lodged with Council when works are proposed to be undertaken within the road reserve.*	*Prior to the commencement of Use*
FURTHER APPROVALS		
7.	*Please be advised that the following development permits / approvals are required to be obtained before the development can be carried out:* *a. Operational Works - Site access, Vehicle Parking and Manoeuvring areas* *b. Operational Works - Road Works* *c. Building Works – for new/proposed buildings/structure and retrospective approvals for existing buildings/structures* *d. Plumbing Works – for new/proposed buildings/structure and retrospective approvals for existing buildings/structures*	*Prior to site / operational/ building work commencing*
SIGNAGE		

8.	*Any signage is to be provided in accordance Council's Subordinate Local Law No.14 (Installation of Advertising Devices) 2011.* *The existing Shipping Container signage that is constructed on-site is not approved as part of this development approval. This signage must either be removed or approval obtained from Council for the signage to remain on-site.*	*Prior to the installation of any new signage.* *Within 6 months of this Decision Notice being issued.*
BIOSECURITY OBLIGATONS		
9.	*Every individual and organisation has a legal responsibility to take practical and reasonable steps to reduce the movement or spread of matter that is listed as either restricted or prohibited under the Biosecurity Act 2014.* *The General Biosecurity Obligation (GBO) refers to anyone who knows or aught reasonably to know about their direct or indirect interactions with biosecurity matter. Under a GBO, individuals and corporations whose activities pose a risk must:* • *take all reasonable and practical steps to prevent or minimise each biosecurity risk;* • *minimise the likelihood of causing a biosecurity event, and limit the consequences if an event is caused; and* • *prevent or minimise the harmful effects a risk could have, and not do anything that might make any harmful effects worse.*	*At all times*
FIRE ANTS		
10.	*Fire ants were detected in the Isaac Region in July 2025, leading to the inclusion of some areas within a Fire Ant Biosecurity Zone.* *Fire ant biosecurity zones apply to anyone who deals with materials that can carry fire ants, sourced from inside the zones. This includes such as soil, hay, mulch, manure, mining and quarry materials, turf, and potted plants.* *This means that you must:* • *check the fire ant biosecurity zones before moving these materials* • *employ fire ant-safe practices when moving or disposing of organic materials within the fire ant biosecurity zones (Biosecurity Regulation 2016).* *For more information or to report findings of Fire Ants, visit the National Fire Ant Eradication Program Website (https://www.fireants.org.au/stop/biosecurity-zones) or call 132 ANT (13 22 68).*	*At all times*
STOCK ROUTES		
11.	*The subject site gains access from a road/roads which form part of the Queensland Stock Route Network. From time to time, stock may be permitted to travel and / or graze along the stock route network. Access to the property may be impacted for short periods whilst travelling stock are moving along the stock route. Anything placed on the Stock Route Network by the development should not impede the passage of stock.*	*At all times*

2. *Issue an Infrastructure Charge Notice to the applicant in the amount of $38,170.60, in accordance with the Draft Infrastructure Charge Notice included in the attached Planning Assessment Report.*

3. *Publish a Statement of Reasons on Council's website in accordance with the Draft Statement of Reasons included in the attached Planning Assessment Report.*

PLANNING ASSESSMENT REPORT

REPORT TITLE:	Development Permit for Material Change of Use – Extension to Low Impact Industry (Vehicle Hire and Ancillary Office) at 549 Moranbah Access Road, Moranbah, described as Lease C in Lot 2 on SP260061
AUTHOR:	Rebekah McDonald, Program Leader Development Assessment
APPLICATION NUMBER:	MCU25/0003
CLASSIFICATION:	Section 45 Planning Act 2016
COUNCIL DIVISION:	Division 7 – Cr Rachel Anderson
CORPORATE ALIGNMENT:	Community and Corporate Plan – Liveability through Design and Infrastructure
DELEGATED AUTHORITY:	Council Meeting of 17 November 2020, Resolution No. 6980 – Delegation No. PA19

1. APPLICATION SUMMARY

Applicant:	All Car Parts Pty Ltd
Consultant:	C/- Jewell Planning Consultants
Owner details:	BHP Coal Pty Ltd QTC Resources Pty Ltd BHP Queensland Coal Investments Pty Ltd QTC Investment Pty Ltd Mitsubishi Development Pty Ltd Umal Consolidated Pty Ltd QTC Mining Pty Ltd
Proposal:	Development Permit for Material Change of Use – Extension to Low Impact Industry (Vehicle Hire and Ancillary Office Use)
Properly Made Date:	17 June 2025
Decision Due Date:	30 November 2026
Street Address:	549 Moranbah Access Road, Moranbah
RP Description:	Lease C in Lot 2 on SP260061
Planning Scheme and Version	Isaac Regional Planning Scheme 2021, Version 1.1
Level of Assessment:	Impact assessment

Zone	Rural zone
Overlays	• Agriculture overlay • Airport environs overlay • Potential hazardous dust area
Number of Properly Made Submissions	No submissions
Referral Agencies	State Assessment and Referral Agency • Schedule 10, Part 9, Division 4, Subdivision 2, Table 4 – Material Change of Use of premises near a state transport corridor or that is a future state transport corridor
Internal Consultation	• Manager Engineering Services • Community Education and Compliance • Manager Waste Services • Chief Executive Officer • Councillors
External Consultation	Becker Sunner Consulting Engineers
Officers' recommendation	Approve with conditions

2. SITE DETAILS

2.1 SITE FEATURES AND LOCATON

Site and Locality Description	
Land Area	2.365ha (Lease C)
Existing Use of Land	Vehicle hire business and workshop Previously operated as a heavy vehicle truck depot - Material Change of Use for Contractors Yard and Truck Repair workshop that was approved by Council in 2003.
Road Frontage	300m along Moranbah Access Road
Significant Site Features	The subject site is a small lease area of a large rural lot. The balance of the land is part of the Caval Ridge Mine.
Topography	The subject site is relatively flat, with an elevation of approximately 221m AHD.
Vegetation	The development site is predominantly cleared of vegetation.
Easements	Easement F GV77 – Electricity transmission
Surrounding Land Uses and Site Context	North – Rural land South & West – Rural land / Caval Ridge Mine East – Rural land and Moranbah Airport

Figure 1: Aerial Image (Source: DAMS Mapping, Retrieved 14/10/2026)

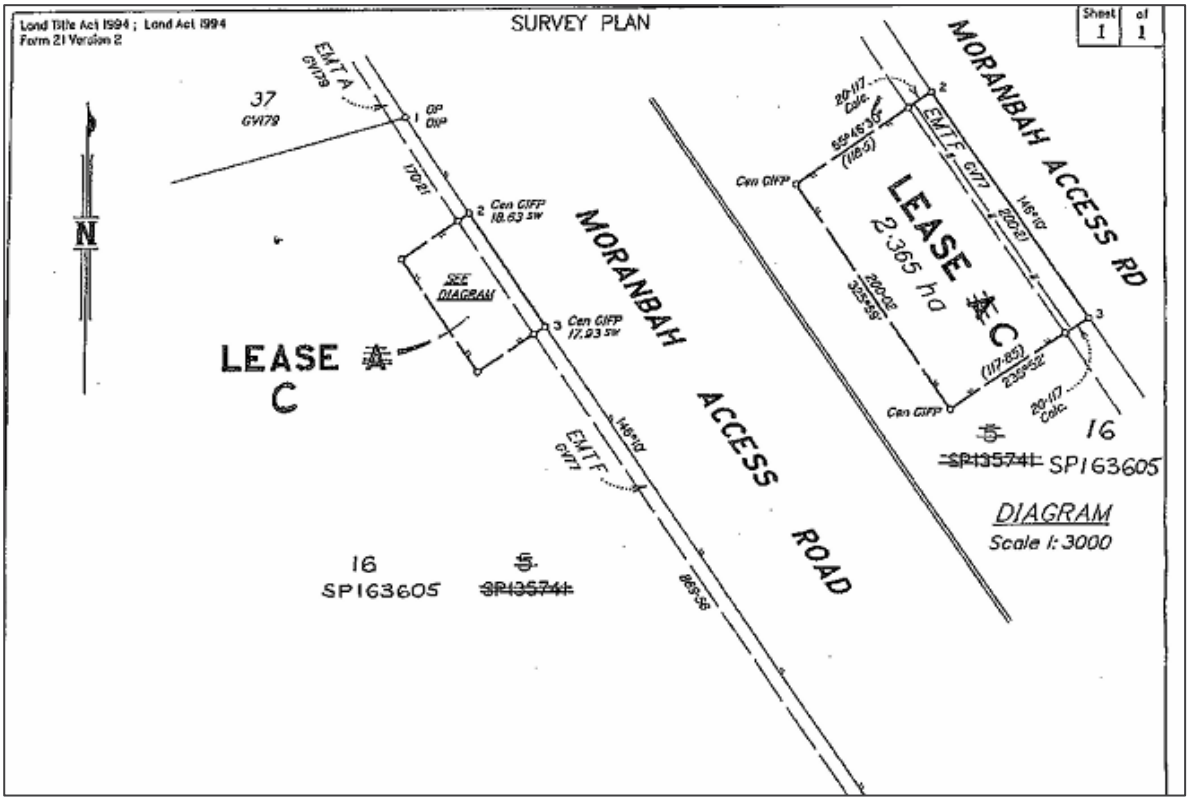


Figure 2: Survey Plan for Lease C (Source: Applicant Materials)

Figure 3: Site zoning (Source: Intramaps, Retrieved, 14/10/2026)

2.2 DEVELOPMENT HISTORY OF SITE

The approval and application history is detailed below:

Application No.	Date	Approved Development
M2601/03	27 February 2003	Material Change of Use for Contractors Yard and Truck Repair workshop

Historically, the site operated as a contractors yard and truck repair workshop by Kalari, which included a 300m^2 warehouse / shed and use of the land for parking trucks, trailers and machinery.

3. PROPOSAL

The purpose of this report is to assess an application for a Development Permit for Material Change of Use – Extension to Low Impact Industry (Vehicle Hire and Ancillary Office Use) at 549 Moranbah Access Road, Moranbah, described as Lease C in Lot 2 on SP260061.

Part 5 of the Planning Scheme categories the land use as subject to impact assessment.

3.1 DESCRIPTION OF PROPOSED DEVELOPMENT

The proposed development seeks approval for an extension to a Low impact industry use on the land for a vehicle hire company (Ezy Vehicle Rentals) that has been operating from the premises

since approximately 2018/19. The development application seeks retrospective approval for the use of the land and for proposed increases to gross floor area for a new workshop and office area associated with the business. The use does not involve the sale of any vehicles.

The application proposes the following:

- Retrospective approval for the existing buildings and formal approval for their use as Low impact industry associated with the car hire business, noting that the business originally commenced operating on the basis that it was consistent with the previous lawful uses and development approvals for the site.
- Construction of a new 30m x 20m x 5.4m workshop.
- Construction of a new 12m x 12m modular office building to replace the existing office on-site (*note: the new modular office building was constructed on-site in 2025 but has not commenced operations*).

The business has intensified in scale and operation since the use first commenced on the site in 2018. Council has identified based on aerial imagery and historical site inspections that a new workshop / workshop extension has been constructed on-site by the applicant (rear workshop) at some time between 2019 and 2025 and this workshop includes a washdown bay. The 'existing office' shown on the proposal plans was constructed at some point between 2019 and 2025, but there are no building or planning approvals for this office. Council provided consent for the construction and placement of a new modular office on the site in 2025, provided the use did not commence until this development application was decided. Therefore, this application also includes retrospective planning approval for existing expanded workshop and offices facilities on-site.

Figure 4 illustrates the proposed site plan. Figures 5 – 8 illustrate the floor plans and elevations for the proposed workshop and new office that has constructed on the site.

The business utilises outdoor areas for parking and storage of hire vehicles. The applicant has identified that the site has 123 car parking spaces on-site which exceeds the minimum requirements under the planning scheme. The site achieves access from Moranbah Access Road. The applicant is not proposing any changes to the existing access location.

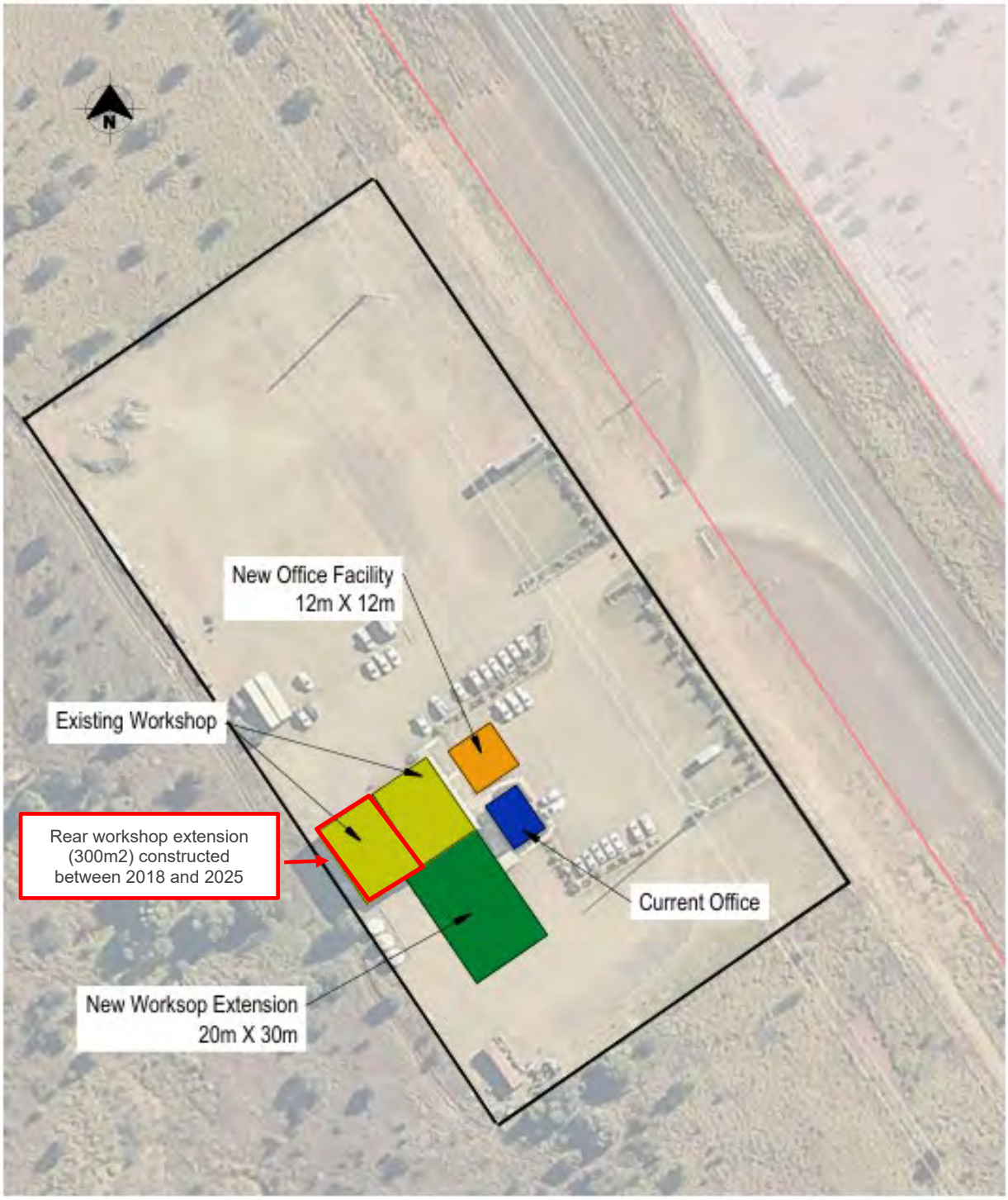


Figure 4: Proposed Site Plan (Source: Application Materials)

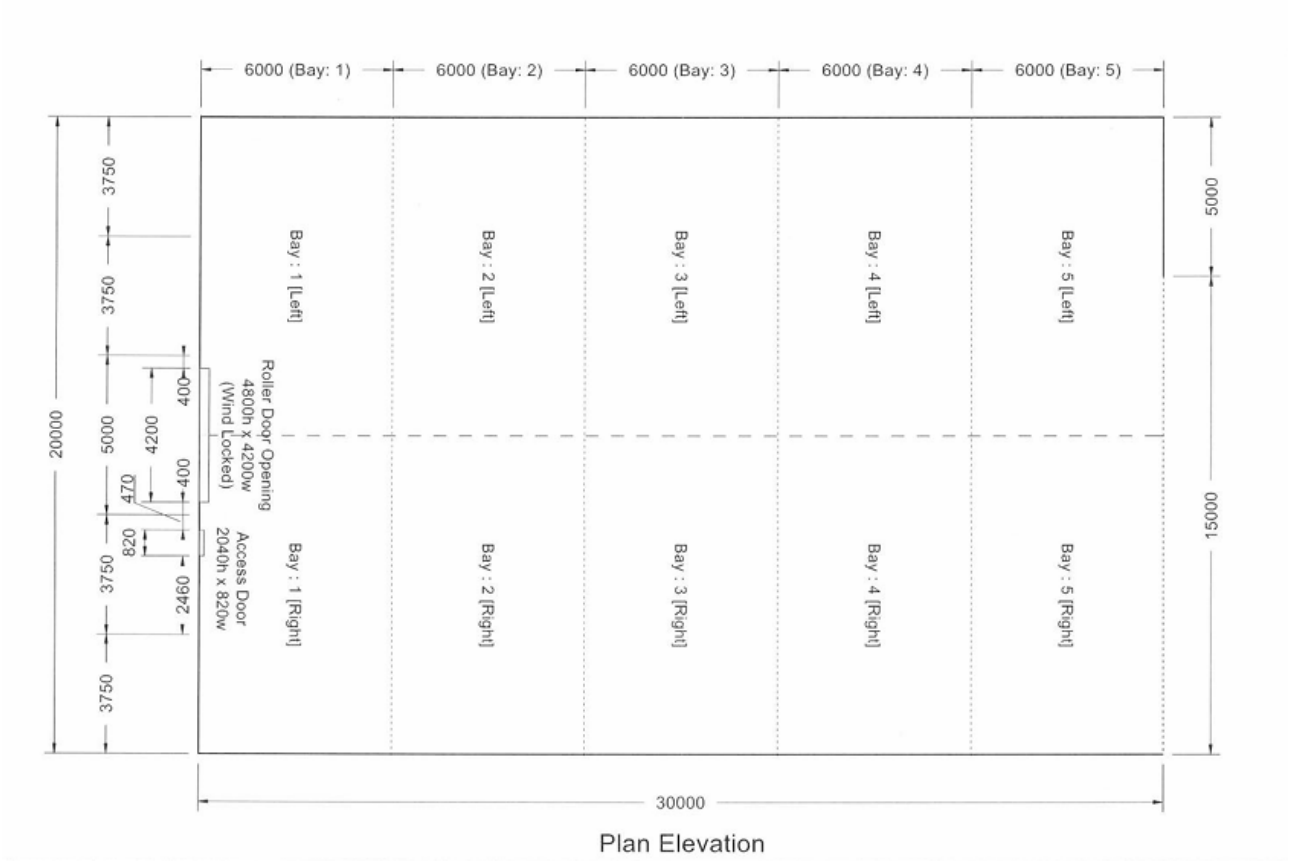


Figure 5: Proposed Floor plan - Warehouse (Source: Application Materials)

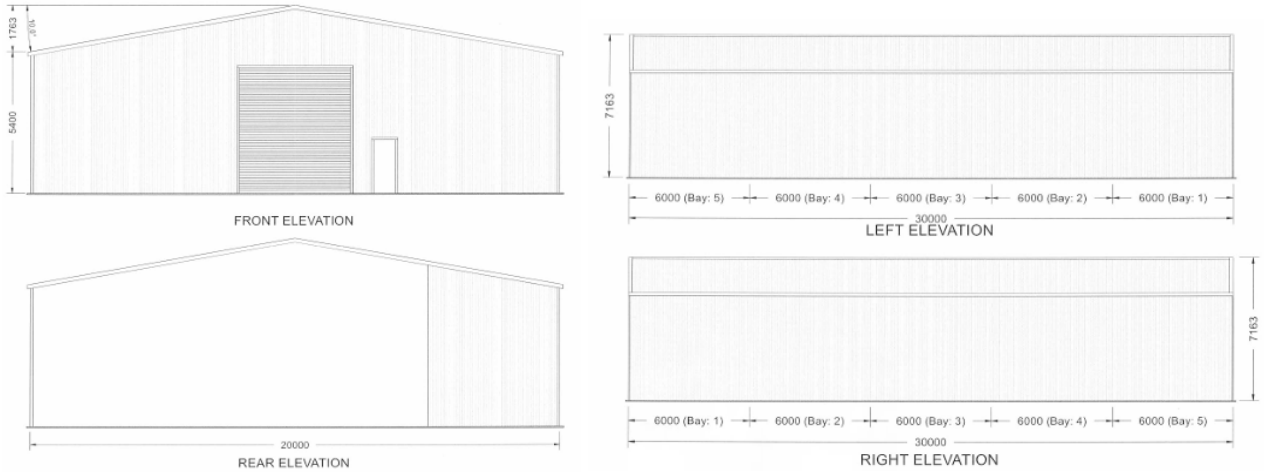


Figure 6: Proposed Elevations - Warehouse (Source: Application Materials)

Figure 7: Proposed Floor plan - Office (Source: Application Materials)

Figure 8: Proposed Elevations - Office (Source: Application Materials)

The summary of the proposed development is provided below.

Development Summary	
Existing (approved) gross floor area	300m^2 warehouse (approved & constructed circa 2003)
Existing (unapproved) gross floor area	Existing extensions seeking retrospective approval (constructed circa 2018-2025 without approval): • warehouse extension - 300m^2 GFA • office extension – 100m^2 GFA
Total gross floor area	**Existing approved:** • original warehouse – 300m^2 GFA **Existing – retrospective:** • warehouse extension - 300m^2 GFA (retrospective) • office extension – 100m^2 GFA (retrospective) **Proposed:** • warehouse extension: 600m^2 GFA • office extension: 108m^2 GFA **TOTAL – 1,408m^2 GFA**
Hours of operation	7am – 5pm Monday to Friday
Staff	16 staff currently employed by the business
Services	On-site waste treatment system is established on-site for treatment of all wastewater from toilets and wash bays. On-site water storage / delivery is required for water storage on-site. The applicant has not provided any information about the existing sewerage treatment system or water storage provided on-site.
Waste	The applicant has not provided any information about waste storage or management / collection arrangements for the site.
Landscaping	An existing landscape strip is established along the frontage of the site. No additional landscaping or changes to landscaped areas is proposed.
Stormwater	The site falls from the south-east corner to the north-west boundary from RL 222.0m to RL220.0m AHD, with a slope of approximately 1%. The north-west boundary of the site is the lawful point of discharge for the site. Stormwater currently sheet flows across the land with no underground drainage infrastructure. Stormwater does not currently discharge to the Moranbah Road frontage. No on-site detention or storage is proposed by the applicant.
Site Access	Access will continue via the existing crossover on Moranbah Access Road. The existing site access is unsealed and provides a two way driveway to the site. Moranbah Access Road has a 100km/hr posted speed limit. No upgrades to the existing crossover are proposed.

Deliveries	2 delivery vehicles and 2 tilt truck vehicles access the site each day (on average) 4 courtesy bus movements
Parking	123 car parking spaces are provided on-site for customer / staff / hire vehicles

3.2 INFORMATION REQUEST

An information request was issued by Council on 1 July 2025 to address the application materials non-compliances with the relevant assessment benchmarks of the Development Works code. The applicant provided a partial incomplete response to the information request on 2 July 2025. The information request items and the applicant's response to each has been set out below:

Item	Information Request	***Applicant's response***
1	*Issue* *The submitted application proposes to use the existing site access without any modifications, however, does not provide sufficient information to demonstrate how Performance Outcome(s) PO10, PO33, PO35 and PO36 of the Development Works Code has been addressed in relation to the provision of a safe and suitable access to the site. The application triggers the need for a Traffic Impact Assessment due to the location of the site access on Moranbah Access Road. This has not been provided with the application material.* *Several outstanding issues have been identified in the applicant's response to Council's informal information request.* *In the Jewell Planning Consultants response letter, it notes that the original approval allows for truck repairs, which is not restricted to servicing of vehicles associated with the vehicle hire business. If the use intends to repair trucks and service vehicles associated with the vehicle hire business, the full impacts of development must be detailed and assessed. Whilst it is acknowledged that there are existing use rights for this, the nature and scale of the business is significantly different to the original approved development and represents an intensification of the use. No details of truck movements / types / volumes have been detailed.* *The DA Engineering Report prepared by STP consultants also fails to consider the following:* • *Customers dropping off and picking up vehicles for mechanical services* • *Customers getting a lift to/from town or the airport to facilitate pick up and drop off* • *Customers picking up and dropping off hire vehicles* • *Increased frequency of sewer pump out vehicles* • *Waste collection vehicles* *The Traffic Impact Assessment must include all current and expected vehicle types and volumes to understand the impacts of the use.* *In addition, the number of car parking spaces shown on the Site Plan and in figure 5.1 of the DA Engineering Report prepared by STP Consultants, does not provide an accurate reflection of the volume of vehicles associated with the vehicle hire business at present. The site plan does not identify all areas proposed to be used for vehicle parking/display. Council officers have observed additional rows of hire vehicles frequently parked on the northern side of the existing car parking area. On this basis, the full impacts of the development are not being accurately represented in the information submitted with the application. The applicant is requested to clarify / confirm the full extent of the proposed development, including all use areas on-site used for parking, display and storage of vehicles.* *The DA Engineering Report prepared by STP Consultants identifies that the existing BAR/BAL type intersection complies with Austroads requirements for safety and visibility in a 100km/hr speed environment. The existing driveway is not designed or constructed to BAR/BAL compliant intersection and therefore works*	*The applicant has commissioned STP Engineering Consultants to provide a further traffic response to Item 1. This response will be provided under separate cover over the next 1-2 weeks.*

Item	Information Request	*Applicant's response*
	will be required to upgrade the site access to bring it up to standard, along with any additional works that are identified and recommended in a site-based traffic impact assessment. *Information Required* *1 Provide additional information to demonstrate how the applicable Performance Outcomes can be achieved. This must include:* *(a) A Traffic Impact assessment prepared by suitably qualified RPEQ detailing the development generated traffic and the safe intersection access requirements on Moranbah Access Road to ensure compliance with the relevant engineering standards.* *(b) Preliminary Design drawings detailing the extent of the access works required to provide a safe intersection in accordance with relevant design standards.* *(c) Amended drawings (site plans) showing the full extent of car parking and access driveways within the site.*	
2	*Issue* *In response to an informal information request, the applicant stated that the replacement office will connect to the existing BMA water supply. It is noted that the BMA pipeline supplies raw water and is not sufficient for a potable water source for the site and therefore does not meet the requirements for Performance Outcome PO1 of the Development Works Code.* *Information Required* *2 Provide additional information to demonstrate how the applicable Performance Outcomes can be achieved. This must include:* *(a) Details regarding the expected water demand of the site based on the land use and the number of equivalent people for the site.* *(b) Details of the potable water supply to the development.*	The applicant did not provide any further information for Items 2 to 5. The applicant provided the following response: *It is requested that the other Items raised in the IR be conditioned, as this information will take some time to compile.*
3	*Issue* *The submitted application proposes to use the existing waste water system, however does not provide sufficient information to demonstrate how Performance Outcome(s) PO2, PO21 and PO22 of the Development Works Code has been addressed in relation to the management of waste water generated by the development.* *Information Required* *3 Provide additional information to demonstrate how the applicable Performance Outcomes can be achieved. This must include:* *(a) A report prepared by a suitably qualified engineer to quantify the system requirements (size, dispersion and treatment requirements)* *(b) Details and evidence of the existing system demonstrating that it meets the treatment requirements.* *(c) Details of design and treatment requirements of the equipment washdown facilities, and demonstration to appropriate treatment.*	
4	*Issue* *The submitted application proposes no changes to the stormwater management of the site, however does not provide sufficient information to demonstrate how Performance Outcome(s) PO4, PO23 and PO26 of the Development Works Code has been addressed in relation to the impacts to the flow of stormwater caused by the required access and intersection upgrades.* *Information Required* *4 Provide additional information to demonstrate how the applicable Performance Outcomes can be achieved. This must include:* *(a) A site based stormwater management plan detailing the impacts of the site entry works and the planned mitigation strategies.* *(b) Design of the stormwater assets required as part of the access upgrade.*	
5	*Issue* *The submitted application proposes that the existing landscaping meets the requirements of the development works code without providing any suitable justification. It is considered that the existing landscaping does not meet the required Performance Outcome(s) PO1 and PO6 of the Landscaping Code, considering the expanded footprint into the northern area of the site.*	

Item	Information Request	*Applicant's response*
	Information Required *5 Provide additional information to demonstrate how the applicable Performance Outcomes can be achieved. This must include:* *(a) Preliminary Design plans showing the extent of the proposed development relative to the extent of the landscaping treatment along the site frontage.* *(b) The location of shade trees in relation to the proposed site parking bays.*	

The applicant has not provided any further information to address any of the items raised in Council's information request since the response was submitted on 2 July 2025. Several meetings have been attended with the applicant to discuss the outstanding Traffic Impact Assessment, however no technical information has been submitted to Council to demonstrate that the existing assess to the site meets current engineering requirements / standards to ensure the safety of the road network.

4. ASSESSMENT

The proposed development triggers Impact Assessment and has been assessed in accordance with section 45(5) of the *Planning Act 2016* which states as follows:

(5) An impact assessment is an assessment that –
(a) must be carried out –
(i) against the assessment benchmarks in a categorizing instrument for the development; and
(ii) having regard to any matters prescribed by regulation for this subparagraph; and
(b) may be carried out against, or having regard to, any other relevant matter, other than a person's personal circumstances, financial or otherwise.

4.1 FRAMEWORK FOR ASSESSMENT

Categorising Instruments for Statutory Assessment

In accordance with the *Planning Act 2016*, the following categorising instruments may contain assessment benchmarks applicable to development applications:
- the *Planning Regulation 2017*
- the Planning Scheme for the local government area
- any Temporary Local Planning Instrument
- any variation approval

Of these, the planning instruments relevant to this application are discussed in this report.

4.2 ASSESSMENT BENCHMARK - PLANNING REGULATION 2017

The *Planning Regulation 2017* (the Regulation) prescribes assessment benchmarks that the application must be carried out against, which are additional or alternative to the assessment benchmarks contained in Council's Planning Scheme. These assessment benchmarks may be contained within:

These assessment benchmarks are prescribed as being contained in:
- Part E of the State Planning Policy, to the extent they are not appropriately integrated into the Planning Scheme;
- the Regional Plan for a region, to the extent the regional plan is not identified in the planning scheme as being appropriately integrated in the planning scheme; and
- Schedule 10 of the Regulation.

Planning Regulation 2017	
Part E of the State Planning Policy	The Minister has identified that the *Isaac Regional Planning Scheme 2021* appropriately integrates the *State Planning Policy July 2017* (SPP) as it applies in the planning scheme area (excluding Strategic Ports). As such, a specific assessment against the SPP is not required, nor was it determined to be necessary.
Mackay Isaac Whitsunday Regional Plan 2012-2031	The Minister has identified that the planning scheme, specifically the strategic framework, appropriately advances the Mackay, Isaac, Whitsunday Regional Plan 2012, as it applies in the planning scheme area. The subject site is included within the Regional Landscape and Rural Production Area regional land use category for the purposes of the Regional Plan. The land has previously been developed and operated as a truck depot and workshop. Surrounding land uses include the Moranbah Aiport and Caval Ridge Mine. The land is not suitable for agricultural purposes due to the size of the land and existing uses that are established on-site. The development does not impact on agricultural productivity of land in the regional landscape and rural production area.
Schedule 10 of the Regulation	The application triggered referral and assessment by the State Assessment and Referral agency for assessment against Schedule 10, Part 9, Division 4, Subdivision 2, Table 4 of the Planning Regulation 2017, being for a Material Change of Use of premises near a state transport corridor or that is a future state transport corridor. The application is triggered only due to the balance Lot 2 SP260061 which the lease area C forms part of, comprising frontage to the Peak Downs Highway (state-controlled road). SARA provided a concurrence agency response for this application on 25 July 2025. No requirements or conditions were provided in the response.

4.3 ASSESSMENT BENCHMARK – ISAAC REGIONAL PLANNING SCHEME

The following sections relate to the provisions of the Planning Scheme.

Planning Scheme Details	
Planning Scheme:	Isaac Regional Planning Scheme 2021, Version 1.1
Zone:	Rural zone
Applicable Assessment Benchmarks:	• Rural zone code • Airport overlay code • Development works code

4.3.1 STRATEGIC FRAMEWORK

The proposed is impact assessment and triggers assessment against the strategic framework. The Strategic Framework considers the following strategic themes:

- Strategic intent
- Liveable communities

- Diverse economy
- Protecting natural resources and the environment
- Safety from natural and other hazards
- Infrastructure for communities

The applicant has submitted an assessment of the proposal against the relevant planning policy themes contained in the Strategic Framework of the planning scheme. Consideration of this assessment and compliance with the Strategic Framework is provided below.

Strategic Intent

The proposed development aligns with the council's long-term strategic intent and benefits the community. The proposal responds to local needs, supports economic resilience, does not adversely affect environmental values, accommodates infrastructure requirements, and is compatible with the intent of the zone and the surrounding land uses. The use helps support and contribute to the resources sector and the broader economy, providing vehicle hire services for visitors travelling to the region via Moranbah Airport. Despite being located on part of a rural zoned property on the fringe of Moranbah, the nature of the use and activities undertaken as part of the use warrant being located outside of an urban area and close to Moranbah Airport. The development is located outside of mapped natural hazards and areas of environmental significance.

Liveable Communities

The proposed development is situated on the periphery of Moranbah, the largest urban area in the region. The proposed development is an industrial use which supports the broader region, providing vehicle hire services for people visiting region. The proposed development will not adversely affect the existing settlement pattern or housing diversity and is not located near any sensitive uses. In addition, no sensitive land uses are proposed on the subject site.

Diverse Economy

The proposed development supports the diverse economy of Moranbah and the broader region by providing vehicle hire and repair services to the region. The existing operations are located close to Moranbah Airport to service visitors and workers who fly into the region. The proposal involves an expansion to the existing business to increase the size of the workshop and develop new office facilities to improve the overall operation for staff and customers. The industrial use will not impact on productive rural land, given the site has operated as an industrial use for over 23 years and is adjoined by Caval Ridge Mine and the Moranbah Airport. The development does not impact on the development and progression of the adjoining Caval Ridge mine, with the development being contained on the parent lot that forms part of the mine and is under control of BMA.

Protecting Natural Resources and the Environment

The proposed development footprint area is cleared and does not contain significant environmental features or natural resources. No productive agricultural land or rural activities are displaced as the land has previously been developed for industrial purposes.
The development does not impact on the development and progression of the adjoining Caval Ridge mine, with the development being contained on the parent lot that forms part of the mine and is under control of BMA. Should Caval Ridge mine expand over the development area, this is a commercial agreement between the applicant and BMA.

Safety from Natural and Other Hazards

The proposed development does not materially increase the extent or severity of natural hazards or their impacts. The development areas are not identified as being impacted by bushfire or flood hazard in the Planning Scheme.

Infrastructure for Communities

The use does not impact on the safety, efficiency and operational integrity of Moranbah Airport.

In relation to strategic outcome 3.7.1.1 (10), it is unclear based on the information submitted and included in Council's building and plumbing records if the existing on-site waste water treatment system has operational capacity to cater for the existing and proposed operations. No details have been provided regarding the existing on-site waste water system and it is unclear what uses currently discharge to this area. A wash bay has been constructed on-site and Council has no record of building or plumbing records for this structure, despite being constructed within the last 7 years. Conditions will be imposed to ensure that an on-site waste water capacity assessment is undertaken to ensure the existing system has capacity to cater for the existing and proposed uses or recommends necessary updates to be facilitated by a future plumbing works application.

In relation to strategic outcome 3.7.1.1 (13), the development application has not demonstrated how the use will not impact on the safe and efficient operation of the transport network, being Moranbah Access Road. Further information was requested from the applicant during the application to document and assess the current and future traffic generation volumes and site access requirements. The submitted DA Engineering Report prepared by STP Consultants identifies that the existing BAR/BAL type intersection on Moranbah Access Road complies with Austroads requirements for safety and visibility in a 100km/hr speed environment. However, the existing driveway is not designed or constructed to BAR/BAL compliant intersection. Works will be required to upgrade the site access to bring it up to standard to ensure vehicles can safely enter and exit the site without impacting on the safety or operation of other road users.

Therefore, whilst the development has not demonstrated compliance with this strategic outcome, officers are of the view that conditions can be imposed to ensure that should the development proceed, the existing site access is upgraded to meet the relevant engineering standards.

4.3.2 PLANNING SCHEME CODES

The following assessment benchmarks identified in the Planning Scheme for the site are listed below:

- Rural zone code
- Airport overlay code
- Development works code

Under the Planning Scheme, compliance with a code can be achieved by either compliance with the purpose and overall outcomes of the code, or compliance with either the performance outcomes or acceptable outcomes. Acceptable outcomes are generally quantifiable provisions, with the performance and overall outcomes generally qualitative and performance based.

4.3.2.1 Rural zone code

The purpose of the Rural zone code is to:

(a) provide for rural uses and activities; and
(b) provide for other uses and activities that are compatible with:
  (i) existing and future rural uses and activities; and
  (ii) the character and environmental features of the zone; and
(c) maintain the capacity of land for rural uses and activities by protecting and managing significant natural resources and processes; and

(d) ensure sensitive land uses do not encroach into areas affected by hazardous levels of dust associated with mining activity.

The proposed use is an industrial use in a Rural zone. However, it must be recognised that the use has operated for industrial uses (truck / transport depot) since approximately 2003, so this use is not out of character for the site and location. The proposed use is compatible with the existing use of the land and the character of the area, considering the sites' proximity to the Moranbah Airport and the services that the business offers to visitors to the region. The site is not located close to sensitive land uses and is not impacted by natural hazard. No areas of ecological significance are located over the development site. All mechanical operations are undertaken indoors within the workshops to minimise potential for any environmental impacts.

The extensions to the existing workshop are proposed at the rear of the site. While increasing the size of industrial building footprints on-site, generous setbacks of more than 70m are maintained between the site office and front boundary of the site and all existing on-site landscaping is to be retained on-site.

Overall, the proposed development complies with the assessment benchmarks of the Rural zone code.

4.3.2.3 Airport overlay code

The development site is affected by the Wildlife hazard buffer zone (3km buffer), Lighting area buffer (6km buffer) and Lighting restriction zone.

Any new outdoor lighting to be installed on-site will be conditioned to be designed, selected and installed to comply with the requirements of the code to ensure lighting does not cause an obstruction or hazard to the safe operation of aircraft.

The proposed use does not involve any uses which are likely to cause an obstruction by attracting birds or wildlife. Conditions will be imposed to ensure that all waste storage areas are within an enclosure to minimize potential for wildlife to be attracted.

The use does not involve any operations that produce plumes, smoke, dust, ash, steam or other emissions that will impact on the safety and operation of the airport and airspace.

The development has been assessed to comply with all assessment benchmarks under the Airport overlay code.

4.3.2.4 Development works code

The development has not demonstrated compliance with the following assessment benchmarks of the Development works code:

- **AO1 / PO1** – existing and proposed on-site potable water supply requirements / provisions have not been demonstrated or documented. The applicant has provided the following information regarding existing requirements:

  The proposed site upgrades include a new shed and the like-for-like replacement of the existing site office, which will contain 1 sink, 1 toilet, 1 shower, and 1 basin. As the replacement office will connect to the existing BMA water supply, and no changes are proposed to the overall water demand or usage patterns, no upgrades to the existing water infrastructure are required. Future staff increases are minimal and do not impact the Fixture Unit Count or Probable Simultaneous Flow used in water service sizing.

It is unclear what the capacity of existing water infrastructure is, as there are no records of building or plumbing approvals for the site. It is unclear if the site has appropriate water supply to cater for the needs of the development, including firefighting supply, which will increase as a result of the new buildings proposed on-site. Compliance with this assessment benchmark has not been demonstrated.

- **AO2 / PO2** – no information has been submitted to demonstrate the existing on-site treatment system is appropriately sized to meet the requirements of the existing and proposed use (including all existing wash bays). The applicant has only provided the following information regarding existing arrangements:

  The new site office will continue to utilise the existing on-site treatment system, with no increase in fixture units or significant change in use. Existing infrastructure, including a wash down bay connected to silt tanks, remains unchanged. As there are no new vehicle movements or operational changes proposed, the current sewer and treatment system capacity is considered sufficient. Only minor operational adjustments, such as more frequent silt tank pump-outs, may be required to maintain system performance.

  Council does not have records for any existing plumbing approvals for the existing wash down bay that was constructed (without planning or building approval) between 2019 and 2025. It is unclear where the existing system (including irrigation areas) is located, what type of system is installed and whether it is appropriate to cater for existing or proposed operations. Compliance with this assessment benchmark has not been demonstrated.

- **AO4.2 & AO4.3 / PO3, AO23 / PO24** – the applicant has not provided information to demonstrate how existing or proposed stormwater will be managed on-site to prevent impacts to adjoining properties.

- **AO10.1 / PO10** – The applicant proposes that the existing access driveway is constructed to a suitable standard but has not provided any technical engineering assessment to demonstrate how the existing driveway achieves compliance with the relevant engineering requirements. The applicant has provided the following information regarding existing and proposed operations:

  It is proposed to continue utilising the existing driveway access off Moranbah Access Road in its current arrangement, with negligible changes in traffic movements to and from the site. The expected traffic movements generated from the development site are 90 AADT as detailed below:
  • 16 current staff + 1 additional future staff x 2 vehicle movements / day = 34 vpd
  • 24 customers x 2 vehicle movements / day = 48 vpd
  • 2 delivery vehicles x 2 vehicle movements / day = 4 vpd
  • 2 tilt trucks x 2 vehicle movements / day = 4 vpd
  Based on the assessment, the existing BAR/BAL type intersection complies with Austroads requirements for safety and visibility in a 100km/h speed environment.

  The DA Engineering Report prepared by STP Consultants and submitted with the application has not included a comprehensive Traffic Impact Assessment of existing or proposed operations to demonstrate that the existing site access is safe and does not impact on the safety and operation of Moranbah Access Road. Compliance with this assessment benchmark has not been demonstrated.

- **PO21 & PO22** – It is unclear how existing / proposed wastewater is managed on-site, including for existing wash bays within the workshop.

Council requested further information from the applicant during the information request stage to address these outstanding items. The applicant's response to the information request asked Council to condition these items to be addressed at a later date.

In the absence of further information to demonstrate compliance with the above provisions of the Development Works Code, officers recommend conditions are imposed to overcome the non-compliance by allowing the applicant to submit further information as part of subsequent operational works or building / plumbing applications stages. Whilst the non-compliance has not been accepted, officers are satisfied that conditions can be imposed to ensure compliance is achieved prior to the use commencing.

4.4 TEMPORARY LOCAL PLANNING INSTRUMENT

There is no Temporary Local Planning Instrument relevant to the site.

4.5 VARIATION APPROVAL

There is no Variation Approval applicable to the site.

4.6 OTHER RELEVANT MATTERS

Section 45(5)(b) of the *Planning Act 2016* allows an assessment manager to assess an impact assessable application against or have regard to any other relevant matter, other than a person's personal circumstances (financial or otherwise).

The following relevant matters have been considered in assessing this application.

- Site history, existing development and timing of upgrade works

Historically, the site operated as a contractors yard and truck repair workshop by Kalari, which included a 300m^2 warehouse / shed and use of the land for parking trucks, trailers and machinery. An extract of the conditions of the previous approval is provided below:

A. General Conditions

1.1 The frontage of the property to the Moranbah Access Road will be landscaped prior to use so that the development is adequately screened. The applicant shall submit a landscape plan for approval by the Environmental Health Officer.

1.2 The applicant shall submit a stormwater and wastewater plan for approval by the Director of Engineering Services. No use of the premise shall be made until such works are carried out to the satisfaction of the Director of Engineering Services.

1.3 The workshop and truck parking area shall be located so as to minimise the visual and noise impacts on adjoining properties,. A plan detailing the location of these facilities shall be submitted to Council for approval by the Environmental Health Officer.

1.4 Access or turnout to the property shall be designed and constructed to a standard that will adequately cater for Type Two (2) roadtrains. Construction plans shall be submitted to the Director of Engineering services for approval prior to use of the premise.

1.5 The site shall be adequately drained and all storm water shall be disposed of to the relevant engineering standards and shall not cause a nuisance to adjoining properties;

1.6 Lighting of the site, including and security lighting, shall be such that the lighting intensity does not exceed 8 lux at a distance of 1.5 meters from the side at any property boundary. All lighting shall be directed and/or shielded so as to ensure that no glare directly affects nearby properties;

1.7 Noise and other potential emissions shall not exceed appropriate limits as detailed in the relevant Environmental Protection Policies;

1.8 At all times while the use continues, it shall be conducted in such a manner as to ensure that no unacceptable detrimental impact on the amenity of the locality occurs as a consequence of noise, dust, lighting, odour or other potential impacts.

1.9 In the event that daily truck movements exceed twenty (20), Council may require adequate turning lanes to be constructed at the applicants cost.

The current operator / applicant occupied the site around 2018. Council provided written advice to Ezy Group on 13 June 2018 which identified that the use of the land for a vehicle hire business and workshop was generally consistent with the existing approved use and that no development approval would be required, provided the proposed use of the site was:

a. Consistent with the existing approval
b. Complied with the conditions of the decision notice for the existing approval; and
c. Does not represent an increase in scale and intensity of the existing approved development.

The Council advice confirmed that any development outside of the existing development approval, including extension to existing buildings/structures or additional uses would trigger a development application.

The applicant proposes that the development does not result in an increase in traffic volumes compared to the original approved use and that the development is only for a workshop expansion to provide a covered area for staff that protects them from the elements.

However, since the applicant has occupied the site, expansions to the existing workshop have occurred, resulting in the current workshop almost doubling in size to approximately 600m^2 in area. An ancillary office was also constructed on-site, which is now proposed to be replaced by a new modular office building. No planning or building approvals have been obtained for these works. The use has intensified since the applicant occupied the site and has operated at this increased intensity for several years.

Council's records do not contain traffic generation data for the previously approved Contractors Yard and Truck Repair Depot. However, anecdotal evidence suggests that the current vehicle hire business generates more light and heavy vehicle movements than the previous operations, particularly due to customer visits associated with the vehicle hire business. No access upgrades have been made since the applicant commenced operations from the site.

Council's engineers have assessed the existing traffic volumes and speed environment of Moranbah Access Road and determined that the existing site access does not meet the relevant engineering requirements and requires upgrades to ensure the safety and operation of Moranbah Access Road is improved and maintained.

Whilst it is acknowledged the existing site access is not compliant, all intersection works (BAR / BAL upgrades) will be required to occur prior to the new workshop extension or office commencing use to ensure the safety and operation of Moranbah Access Road (including staff and visitors accessing and exiting the site) is maintained.

5. OTHER CONSIDERATIONS

5.1 BUDGET AND RESOURCE IMPLICATIONS

Infrastructure charges will be recovered in accordance with the details contained in Section 10.

There could be budgetary and resourcing implications for Council in the event the applicant lodges an appeal against a decision made by Council to the Planning and Environment Court. Council is required to engage external legal services to assist with managing planning appeals.

5.2 LEGAL IMPLICATIONS

The applicant has third party appeal rights under the *Planning Act 2016* to appeal any decision made by Council to the Planning and Environment Court.

5.3 COUNCIL POLICY IMPLICATIONS

No policy implications are envisaged.

5.4. HUMAN RIGHTS

The *Human Rights Act 2019* provides that it is unlawful for a public agency to act or make a decision in a way that is not compatible with human rights, or to fail to give proper consideration to a human right.

This necessitates understanding the human rights that are protected. When making decisions or taking actions, consideration needs to be given to how that may impact on a person's human rights. Where there is a restriction on a person's human rights the restriction must be no greater than is justifiable to protect the rights of others or the community at large.

In assessing this application consideration has been given to the following sections of the *Human Rights Act 2019*:

- Section 15 – Recognition and equality before the law
- Section 24 – Property rights

It is the opinion of the assessing officer that no human rights have been limited by this decision.

6. CONSISTENCY WITH HIGHER ORDER APPROVAL

Section 66(2) of the *Planning Act 2016* states that a development condition must not be inconsistent with a development condition of an earlier approval in effect for the development, unless both the applicant and owner agrees in writing to the later condition.

The proposed development is not in conflict with any higher order approvals over the development site.

7. REFERRALS

The application triggered referral to the State Assessment and Referral Agency (SARA) for assessment against Schedule 10, Part 9, Division 4, Subdivision 2, Table 4 of the Planning Regulation 2017, being for a Material Change of Use of premises near a state transport corridor or that is a future state transport corridor. The application is triggered only due to the balance Lot 2 SP260061 which the lease area C forms part of, comprising frontage to the Peak Downs Highway (state-controlled road).

SARA provided a concurrence agency response for this application on 25 July 2025. No requirements or conditions were provided in the response.

8. CONSULTATION

The application has been considered by internal referral officers and technical consultants who have provided comments and reasonable and relevant conditions. A summary of these internal referrals are provided in the table below.

Referral	Response
Internal	

Manager Engineering Services	Provided ongoing advice for the application and undertook an assessment of the traffic engineering information and advice that was submitted by the applicant's consultants. The Technical Memorandum (ECM 5514578) prepared by the Manager Engineering Services was prepared to assess the existing site access against the relevant engineering standards. The assessment concluded that based on the information provided by the applicant, the site access should be designed to a BAR/BAL configuration. This has been relied upon for the assessment of this application and the preparation of associated conditions.
Engineer Engineering Planning & Corridor Management - Engineering Services	Reviewed application material and provided advice.
Manager Waste Services	Provided a response identifying no comments or objections to the proposal.
Community Education and Compliance	Provided a response identifying issues with the proposal and the existing operations related to compliance matters (signage, plumbing, building, drainage).
Councillors	Briefed on the development application and discussions with the applicant. Divisional Councillor met on-site with the applicant and their consultants and representatives.
External	
Becker Sunner Consulting	Becker Sunner have undertaken an assessment of the development application, identified matters to form part of an information request, reviewed the applicant's response and prepared a technical memo with recommended conditions.

9. PUBLIC NOTIFICATION

The application was publicly notified for fifteen business days between 7 July 2025 and 25 July 2025. On 28 July 2025 the applicant submitted a Notice of Compliance demonstrating compliance with the public notification requirements of section 17 and schedule 3 of the Development Assessment Rules.

No submissions were received during public notification.

10. INFRASTRUCTURE CHARGES

Infrastructure Charges are applicable to the proposed development for the increase in gross floor area. Infrastructure charges are based on a net increase of 1008m^2 gross floor area on the site, being the two new warehouses and the office. Infrastructure charges are calculated to be $34,725.60, based on the transport network only in accordance with Charges Resolution No. 4 2026.

Details of how infrastructure charges have been calculated are included in the separate infrastructure charges notice included in the appendices of this report.

11. CONCLUSION

Officers have assessed the application against the relevant assessment benchmarks and consider that the proposed development generally complies. However, compliance with several benchmarks relating to site access, servicing and infrastructure provision has not been demonstrated.

Officers consider that these outstanding matters can be addressed through conditions of approval. These include requirements to upgrade the site access and Moranbah Access Road to provide Basic Left Turn (BAL) and Basic Right Turn (BAR) treatments, and to submit further information and complete necessary servicing and infrastructure works before the approved expansion commences operation.

The application is therefore recommended for approval, subject to conditions.

12. PROPERTY NOTIFICATIONS

No property notifications are recommended in relation to this application.

13. RECOMMENDATION

That Council:

1. **Approve the Development Application for a Development Permit for Material Change of Use – Extension to Low Impact Industry (Vehicle Hire and Ancillary Office Use), at 549 Moranbah Access Road, Moranbah, over land described as Lease C in Lot 2 on SP260061, subject to the following conditions and advice notes:**

ASSESSMENT MANAGER CONDITIONS

NO.	CONDITION	TIMING
GENERAL CONDITIONS		
1.	Carry out the approved development generally in accordance with the approved drawings and documents.	At all times unless otherwise stated
2.	Maintain the approved development generally in accordance with the approved drawings and documents and any relevant Council engineering or other approval required by the conditions.	To be maintained
3.	Where there is any conflict between the conditions of this Decision Notice and details shown on the Approved Drawings, the conditions prevail.	At all times
4.	The applicant must meet the full cost of all works and any other requirements associated with this development, unless specified in a particular condition.	At all times
5.	The applicant must repair any damage to existing infrastructure (e.g. kerb and channel, footpath or roadway) that may have occurred during any works undertaken as part of the development. Any damage that is deemed to create a hazard to the community must be repaired immediately.	At all times
6.	The applicant must demonstrate to Council compliance with the conditions of the approval prior to commencement of the changed use.	Prior to commencement of use
APPROVED DRAWINGS AND DOCUMENTS		

<table>
<tr><th>NO.</th><th>CONDITION</th><th>TIMING</th></tr>
<tr><td>7.</td><td>Except where amended by the conditions of this Decision Notice, the development is to be carried out, generally in accordance with the following approved drawings and/or documents:
<table>
<tr><th>Title</th><th>Drawing Number</th><th>Rev</th><th>Date</th><th>Prepared by</th></tr>
<tr><td>MCU DA Site Plan</td><td>24-2373-DW-01A</td><td>B</td><td>Annotated by Council 30/10/26</td><td>Jewell Planning Consultants</td></tr>
<tr><td>Front & Rear Elevation</td><td>AP37544</td><td></td><td>06/03/24</td><td>Now Buildings</td></tr>
<tr><td>Left & Right Elevation</td><td>AP37544</td><td></td><td>06/03/24</td><td>Now Buildings</td></tr>
<tr><td>Plan Elevation</td><td>AP37544</td><td></td><td>06/03/24</td><td>Now Buildings</td></tr>
<tr><td>Office Perspective</td><td>A000</td><td>A</td><td>10/02/25</td><td>ATCO</td></tr>
<tr><td>Plan</td><td>A200</td><td>A</td><td>10/02/25</td><td>ATCO</td></tr>
<tr><td>Elevations</td><td>A300</td><td>A</td><td>10/02/25</td><td>ATCO</td></tr>
</table></td><td>At all times</td></tr>
<tr><td></td><td>A legible copy of the Approved drawings and documents bearing "Council Approval" and the Conditions of this Decision Notice are to be available on site at all times during construction.</td><td>During construction</td></tr>
<tr><td colspan="3">ASSOCIATED BUILDING WORK</td></tr>
<tr><td>8.</td><td>Complete all building work associated with this development approval, including work required by any of the Conditions of this Decision Notice; generally in accordance with the approved drawing(s), and/or documents.
Building works approval must be obtained from a Private Building Certifier for the following buildings / structures:
Existing (constructed) workshop extension – to be obtained within 6 months of the date of this decision
Existing (constructed) new office building – prior to commencement of the use
Existing (constructed) office building – to be obtained within 6 months of the date of this decision or demolition works for removal of the existing office (if to be removed).
Proposed workshop extension– prior to commencement of the use</td><td>As indicated</td></tr>
<tr><td>9.</td><td>External details of the building, facade treatment and external materials, colours and finishes are to be generally in accordance with the approved drawings.</td><td>Prior to issue of Certificate of Classification/ Final Inspection Certificate or prior to commencement of use, whichever comes first, and then to be maintained</td></tr>
</table>

NO.	CONDITION	TIMING
10.	Demolish or relocate all buildings/structures on the site in accordance with the approved drawings. This includes the removal of all existing concrete slabs, foundations and footings and the disconnection of services, where necessary in accordance with a valid approval from the service provider or a Building work approval.	Prior to commencement of use
OPERATIONAL WORK		
11.	Complete all Operational Work associated with this development approval, including work required by any of the Conditions of this Decision Notice generally in accordance with the approved drawings and/or documents. Where Operational Work is Assessable Development, works are to be carried out in accordance with a current Development Permit and the Capricorn Municipal Development Guidelines. ***Note:*** *This Decision Notice does not represent an approval to commence Operational Work. Any Operational Work associated with this Material Change of Use or other engineering work proposed on the premises may be subject to assessment under the Isaac Regional Council Planning Scheme.*	As indicated in the conditions specifying the type of operational works required
COMMENCING USE		
12.	The Applicant is required to submit formal written notification to Council confirming the date of commencement of the use for the new office and workshop extension, within 10 business days the day after the use commences.	As indicated
DEVELOPMENT IN STAGES		
13.	Development may be carried out in accordance with the stages identified below and on the Approved plans. • Stage 1a – Original 300m^2 Workshop, • Stage 1b – Existing office, Constructed 300m^2 Extension to Workshop • Stage 2 – New 12m x 12m Office • Stage 3 – New workshop extension 20m x 30m Stage 2 and 3 do not need to be carried out sequentially, however all relevant infrastructure is to be provided for each stage prior to the commencement of the use for that stage.	As indicated
INDUSTRY ACTIVITIES		
14.	The low impact industry use is limited to vehicle hire and mechanical vehicle repair works. No sale of vehicles is permitted from the premises. The ancillary office must only be used for administrative functions associated with the vehicle hire and repair business. No third-party leasing of this building or unrelated administration functions are permitted to operate from the office.	At all times.
15.	Chemical storage and use areas must be appropriately designed and managed to minimise the risk and impact of any accidental spills and/or releases of fuels, chemicals and other hazardous materials that may contaminate soil, stormwater, groundwater and/or air. Storage of fuels and chemicals on-site is undertaken in accordance with *australian standard as1940 – storage and handling of flammable and combustible liquids.*	Prior to commencement of use and at all times
AMENITY		

NO.	CONDITION	TIMING
GENERAL AMENITY		
16.	The approved use must not create environmental nuisance or impact on the amenity of the neighbourhood as a result of noise, vibration, air, odour, water, waste of other emissions. ***Note:*** *The operation must comply with the requirement not to cause Environmental Nuisance or Environmental Harm as per the Environmental Protection Act 1994.*	At all times
LIGHTING		
17.	Light emanating from any source complies with Australian Standard AS4282 Control of the Obtrusive Effects of Outdoor Lighting or current version. All outdoor lighting must not exceed 450 candela, as the site is located within Light restriction zone D under the Airport environs overlay code.	At all times
ENGINEERING		
GENERAL		
18.	Do not undertake construction in a way that makes audible noise: c. On a business day or Saturday, before 6.30 am or after 6.30 pm; or d. On any other day, at any time.	At all times during construction
19.	Contain all litter, building waste on the building site by the use of a skip and any other reasonable means during construction to prevent release to neighbouring properties or roads.	At all times during construction
EARTHWORKS		
20.	Earthworks must be carried out generally in accordance with the applicable Planning Scheme Codes, the Development Works Planning Scheme Policy and the Capricorn Municipal Development Guidelines. ***Note:*** *Earthworks that comply with the applicable requirements for accepted development do not require the submission of an operational works development application. Where the applicable requirements for accepted development are not met, an operational works development application must be submitted to Council.*	At all times
21.	Ensure the excavating or filling does not concentrate or divert stormwater onto adjoining land to a degree which is worse than that which existed prior to the works.	At all times
22.	Ensure the excavation or filling does not result in the ponding or permanent retention of surface water either on the site or on adjoining land.	At all times
EROSION AND SEDIMENT CONTROL		
23.	Submit an Erosion and Sediment Control Plan as part of the Operational Works application for council approval. The Erosion and Sediment Control Plan must be prepared and implemented in accordance with the Capricorn Municipal Development Guidelines D7 'Erosion Control and Stormwater Management'.	Prior to site/ operational/ building work commencing and at all times during construction
STORMWATER		
24.	Discharge all minor stormwater flows that fall or pass onto the site to the lawful point of discharge without causing annoyance or nuisance to	Prior to commencement of

NO.	CONDITION	TIMING
	any person in accordance with the Capricorn Municipal Development Guidelines and Queensland Urban Drainage Manual.	building or operational work and to be maintained at all times
25.	Adjoining properties and roads are to be protected from ponding or nuisance from stormwater as a result of the works. Ensure the stormwater runoff from the site does not adversely impact on flooding or drainage (peak discharge and duration for all events up to the 1% AEP (Annual Exceedance Probability)) of properties that are upstream, downstream or adjacent to the site. ***Notes:*** *If remedial works are required that involve drainage, drawings are to be submitted and approval obtained from Council, to provide a means to rectify the site drainage.*	At all times
26.	Design and implement a stormwater drainage system connecting to a lawful point of discharge in accordance with the Capricorn Municipal Development Guidelines and Queensland Urban Drainage Manual. Provide certification from a Registered Professional Engineer Queensland (RPEQ) that the stormwater drainage system has been designed and constructed in accordance with the conditions of this approval and any other relevant approval issued by the Assessment Manager.	Prior to commencement of building or operational work and to be maintained
27.	Design, construct and maintain all Stormwater Drainage Works for the development generally in accordance with the Approved Drawings, Capricorn Municipal Development Guidelines, Queensland Urban Drainage Manual and the provisions of a Development Permit for Operational Work (Engineering Work – Stormwater Drainage Works).	Prior to the commencement of use for the new office or workshop extension and at all times thereafter
28.	Provide certification from a Registered Professional Engineer Queensland (RPEQ) that the stormwater drainage system has been designed and constructed in accordance with the conditions of this approval and any other relevant approval issued by the Assessment Manager.	Upon completion of the stormwater works and prior to commencement of use for the new office or workshop extension
WATER		
29.	Provide an appropriate on-site rainwater collection tank and/or other means to service the anticipated water supply needs of the development, including but not limited to potable water supply and firefighting needs.	Prior to commencement of use of the new office and workshop extension
WASTE WATER TREATMENT		
30.	Provide an on-site waste water treatment and effluent disposal system having a capacity sufficient for the use, including all trade waste and waste water from existing wash bays. The establishment of an onsite waste water treatment and disposal system for the site requires a Plumbing and Drainage Compliance Permit to be obtained from Council under the *Plumbing and Drainage Act 2018*.	Prior to commencement of use of the new office or workshop extension

NO.	CONDITION	TIMING
	The system must be designed, constructed, operated and maintained in accordance with the Queensland Plumbing and Wastewater Code and Australian Standard AS1547: On-site Domestic Wastewater Management.	
31.	Submit to Council a wastewater treatment capacity assessment to demonstrate that any existing or new treatment system has capacity to handle current and future wastewater flows without failing or causing environmental harm.	Prior to commencement of the use of the new office or workshop extension.
32.	The new office and all on-site toilets and sinks must be connected to an on-site wastewater treatment system.	Prior to commencement of the use of the new office or workshop extension.
33.	All existing and/or proposed effluent disposal areas must be wholly located within the site and comply with the boundary setback requirements of the *Plumbing and Drainage Act 2018*, the applicable Planning Scheme Codes and the Development Works Planning Scheme Policy.	Prior to commencement of use of the new office orworkshop extension and to be maintains at all times
CAR PARKING AND ACCESS		
34.	Obtain a Development Permit for Operational Work for Engineering Works – Driveway / Access works. ***Note:*** *An Application for Works on Road Corridor/Road Property is required to be lodged with Council when works are proposed to be undertaken within the road reserve.*	Prior to site / operational / building work commencing
35.	Design, construct and maintain all car parking and access works generally in accordance with the Capricorn Municipal Development Guidelines and the following requirement: a. Provide a minimum of 115 parking spaces; b. Be designed and constructed in accordance with AS2890 Parking facilities – Off-street car parking and the relevant Council Planning Scheme Codes and Development Works Planning Scheme Policy; c. Provide parking spaces for people with a disability in accordance with the Building Code of Australia and AS2890.6 Off-street parking for people with disabilities; d. All internal driveways and carparking areas must be constructed to an impervious seal comprising a minimum standard of compacted road base or blue metal (or similar). e. Provide on-site loading, unloading and manoeuvring for all necessary service vehicles. f. Allow all design vehicles to enter and exit the site in a forward gear; g. The access crossover must be constructed and sealed to a bitumen or concrete pavement seal that extends from the edge of the pavement to the site boundary. h. be signed and delineated in accordance with the Queensland Manual of Uniform Traffic Control Devices; i. allow for the provision of fill and/or boundary retaining walls and the containment and management of site stormwater drainage as required; j. drained to a legal point of discharge;	Prior to commencement of the new office or workshop extension.

NO.	CONDITION	TIMING
36.	Provide certification from a Registered Professional Engineer Queensland (RPEQ) that the vehicle access / driveway/s has been designed and constructed in accordance with the conditions of this Decision Notice or any other relevant approval issued by the Assessment Manager.	Upon completion of the works and prior to commencement of the new office or workshop extension.
ROADWORKS		
37.	Obtain a Development Permit for Operational Work – Road works and Access Works.	Prior to site operational work commencing
38.	Design and construct the site access from Moranbah Access Road to a minimum of a Basic Right Turn (BAR) treatment and Basic Left Turn (BAL) treatment in accordance with Austroads Guide to Road Design Part 4A: Unsignalised and Signalised Intersections. Detailed designs certified by an appropriately qualified RPEQ are to be submitted to Council for approval as a part of an Operational Work development application. **Note:** *This condition does remove responsibility from the RPEQ to correctly determine the appropriate intersection, and a Safe Systems assessment may determine that larger treatments are required.*	Works must be completed prior to commencement of the new office or workshop extension.
39.	Repair any damage to existing kerb and channel, footpath or roadway (including removal of concrete slurry from footways, roads, kerb and channel and stormwater gullies and drainlines) and reinstate existing traffic signs and pavement markings that have been removed or damaged during any works carried out in association with the approved development.	Prior to commencement of the new office or workshop extension.
SERVICES AND STRUCTURES		
40.	Ensure all existing and proposed utility services and connections (e.g. electricity, telecommunications, water and sewerage) are wholly located within the site or within a suitable easement to the satisfaction of Council.	Prior to commencement of use
EASEMENTS		
41.	All works must be kept clear of any existing or proposed easements on the subject land, unless agreed otherwise in writing by the Grantee.	At all times
42.	Ensure that any easements and rights pertaining to the parcels of land associated with this approval are maintained unless otherwise stated on the Approved Plan/s or the conditions of this approval.	At all times
LANDSCAPING		
43.	Establish, maintain and retain all landscaping generally in accordance with the approved drawings. The landscaped areas must be subject to ongoing maintenance and replanting programme (if necessary).	Prior to commencement of use and to be maintained at all times
44.	If the business is to expand to provide storage of parked hire vehicles in the northern sections of the site (e.g. north of the edge of the existing landscape buffer at the frontage of the site), the existing landscape strip is to be extended along the frontage of the site to provide screening to vehicle parking areas. The landscape buffer must be extended along the southern frontage of the site as marked up in green by Council on the approved site plan. New landscaping areas must comprise:	As indicated

NO.	CONDITION	TIMING
	• native species that are drought tolerant and endemic to the local area • a mixture of trees, shrubs and ground covers Landscaping must be maintained for the duration of the use and subject to replanting (if necessary).	
WASTE MANAGEMENT		
45.	An impervious bin storage area (Bin Enclosure) for the storage of waste receptacles, must be provided in accordance with the following: a. designed so as to prevent the release of contaminants to the environment; b. sufficient to accommodate all refuse containers required by the Assessment Manager for the scale of the development; c. aesthetically screened from the road frontage and adjoining properties by landscaping or constructed screening; d. a suitable hose cock and hoses must be provided at the refuse container area, and wash down to be drained to sewer and fitted with an approved stormwater diversion valve arrangement; and e. must be maintained in a clean and sanitary manner at all times.	Prior to commencement of use and to be maintained at all times
46.	Maintain and operate an adequate waste disposal service, including the maintenance of refuse bins and associated storage areas so as not to cause any environmental nuisance.	At all times
47.	All waste must be collected by a Council approved commercial contractor within the site. Kerb side collection will not be accepted for the approved development.	At all times
48.	Ensure that any potential food / waste sources are covered and collected so that they are not accessible to wildlife.	At all times
49.	Store all liquid waste (e.g. oil, waste oil, paint tins, acid drums, batteries etc.) that cannot be disposed of in an on-site industrial waste treatment system in a covered area on an impervious surface and ensure it is contained in a manner capable of containing the liquids in case of spillage.	At all times

ADVICE NOTES

ADVICES		TIMING
INFRASTRUCTURE CHARGES		
1.	Infrastructure Charges Notice (*MCU25/0003*) is applicable to the approved development is attached to this Decision Notice. Infrastructure Charges must be paid by Council in accordance with the timing requirements specified in the Infrastructure Charges Notice.	As indicated
ENVIRONMENTAL HARM		
2.	The *Environmental Protection Act 1994* states that a person must not carry out any activity that causes, or is likely to cause, environmental harm unless the person takes all reasonable and practicable measures to prevent or minimise the harm. Environmental harm includes environmental nuisance. In this regard persons and entities, involved in the civil, earthworks, construction and operational phases of this development, are to adhere to their 'general environmental duty' to minimise the risk of causing environmental harm. Environmental harm is defined by the Act as any adverse effect, or potential adverse effect whether temporary or permanent and of whatever magnitude,	At all times

	duration or frequency on an environmental value and includes environmental nuisance. Therefore, no person should cause any interference with the environment or amenity of the area by reason of the emission of noise, vibration, smell, fumes, smoke, vapour, steam, soot, ash, dust, waste water, waste products, grit, sediment, oil or otherwise, or cause hazards likely in the opinion of the administering authority to cause undue disturbance or annoyance to persons or affect property not connected with the use.	
ABORIGINAL CULTURAL HERITAGE		
3.	All development should proceed in accordance with the Duty of Care Guidelines under the *Aboriginal Cultural Heritage Act 2003*. Penalties may apply where duty of care under that act has been breached.	At all times
CONTAMINATED LAND		
4.	It is strictly the applicant/owner's responsibility to source information regarding contaminated land from the Department of Resource Management, Contaminated Land section as Council has not conducted detailed studies and does not hold detailed information pertaining to contaminated land.	At all times
HOURS OF WORK		
5.	It is the applicant/owner's responsibility to ensure compliance with Section 440R of the Environmental Protection Act 1994, which prohibits any construction, building and earthworks activities likely to cause nuisance noise (including the entry and departure of heavy vehicles) between the hours of 6:30pm and 6:30am from Monday to Saturday and at all times on Sundays or Public Holidays.	At all times
CAR PARKING AND ACCESS		
6.	An Application for Works on Road Corridor/Road Property is required to be lodged with Council when works are proposed to be undertaken within the road reserve.	Prior to the commencement of Use
FURTHER APPROVALS		
7.	Please be advised that the following development permits / approvals are required to be obtained before the development can be carried out: e. Operational Works - Site access, Vehicle Parking and Manoeuvring areas f. Operational Works - Road Works g. Building Works – for new/proposed buildings/structure and retrospective approvals for existing buildings/structures h. Plumbing Works – for new/proposed buildings/structure and retrospective approvals for existing buildings/structures	Prior to site / operational/ building work commencing
SIGNAGE		
8.	Any signage is to be provided in accordance Council's Subordinate Local Law No.14 (Installation of Advertising Devices) 2011. The existing Shipping Container signage that is constructed on-site is not approved as part of this development approval. This signage must either be removed or approval obtained from Council for the signage to remain on-site.	Prior to the installation of any new signage. Within 6 months of this Decision Notice being issued.
BIOSECURITY OBLIGATONS		
9.	Every individual and organisation has a legal responsibility to take practical and reasonable steps to reduce the movement or spread of matter that is listed as either restricted or prohibited under the *Biosecurity Act 2014*. The General Biosecurity Obligation (GBO) refers to anyone who knows or aught reasonably to know about their direct or indirect interactions with biosecurity matter. Under a GBO, individuals and corporations whose activities pose a risk must:	At all times

	• take all reasonable and practical steps to prevent or minimise each biosecurity risk; • minimise the likelihood of causing a biosecurity event, and limit the consequences if an event is caused; and • prevent or minimise the harmful effects a risk could have, and not do anything that might make any harmful effects worse.	
FIRE ANTS		
10.	Fire ants were detected in the Isaac Region in July 2025, leading to the inclusion of some areas within a Fire Ant Biosecurity Zone. Fire ant biosecurity zones apply to anyone who deals with materials that can carry fire ants, sourced from inside the zones. This includes such as soil, hay, mulch, manure, mining and quarry materials, turf, and potted plants. This means that you must: • check the fire ant biosecurity zones before moving these materials • employ fire ant-safe practices when moving or disposing of organic materials within the fire ant biosecurity zones (Biosecurity Regulation 2016). For more information or to report findings of Fire Ants, visit the National Fire Ant Eradication Program Website (https://www.fireants.org.au/stop/biosecurity-zones) or call **132 ANT** (13 22 68).	At all times
STOCK ROUTES		
11.	The subject site gains access from a road/roads which form part of the Queensland Stock Route Network. From time to time, stock may be permitted to travel and / or graze along the stock route network. Access to the property may be impacted for short periods whilst travelling stock are moving along the stock route. Anything placed on the Stock Route Network by the development should not impede the passage of stock.	At all times

2. **Issue an Infrastructure Charge Notice to the applicant in the amount of $38,170.60, in accordance with the Draft Infrastructure Charge Notice included in Attachment 1 of this report.**
3. **Publish a Statement of Reasons on Council's website in accordance with the Draft Statement of Reasons included in Attachment 2 of this report.**

15. APPLICANT APPLICATION MATERIAL

Document	ECM Document ID
Town Planning Report & proposal plans	#5343649
Action Notice & Action Notice Response	#5350038 #5381194
Confirmation Notice	#5381730
Informal information request and Applicant's response	#5355863 #5381575
Information Request and Applicant's partial response	#5385793 #5386953
Notice of Compliance – Public Notification	#5395941
Technical memorandum – Moranbah Access Road access assessment	#5514578

16. ATTACHMENTS

Attachment 1 – Draft Decision Notice (inc. Appendices)
Attachment 2 – Draft Statement of Reasons

ATTACHMENT 1 – DRAFT DECISION NOTICE

Officer: Rebekah McDonald
Direct Telephone: 0447 771 003
Our Reference: MCU25/0003
Your Reference: 24-2373

[Date] Leave blank

All Car Parts Pty Ltd
C/- Jewell Planning Consultants
PO Box 244
MACKAY QLD 4740

Dear Sir/Madam

Decision Notice
Planning Act 2016

I refer to your application and advise that on [decision date] Leave blank, Council decided to approve the application [in full] subject to conditions.

Details of the decision are as follows:

APPLICATION DETAILS

Application No:	MCU25/0003
Street Address:	549 Moranbah Access Road, MORANBAH QLD 4744
Real Property Description:	Lease C in Lot 2 on SP260061
Planning Scheme:	Isaac Regional Planning Scheme 2021, Version 1.1

DECISION DETAILS

Type of Decision:	Approval
Type of Approval:	Development Permit for Material Change of Use - Extension to Low Impact Industry (Vehicle Hire & Ancillary Office Use)
Date of Decision:	[Decision Date]

CURRENCY PERIOD OF APPROVAL

Unless lawfully extended, the currency period for this development approval is 6 years starting the day that this development approval first took effect (Refer to Section 85 “Lapsing of approval at end of currency period” of the *Planning Act 2016*).

INFRASTRUCTURE

Unless otherwise specified, all assessment manager conditions of this development approval relating to the provision of infrastructure are non-trunk infrastructure conditions for Chapter 4 of the *Planning Act 2016*.

ASSESSMENT MANAGER CONDITIONS

LEFT BLANK INTENTIONALLY - CONDITIONS TO BE INSERTED AS PER DELEGATED AUTHORITY REPORT FOLLOWING DELEGATE DECISION

ADVICE NOTES

The following notes are included for guidance and information purposes only and do not form part of the assessment manager conditions:

LEFT BLANK INTENTIONALLY - ADVICE NOTES TO BE INSERTED AS PER DELEGATED AUTHORITY REPORT FOLLOWING DELEGATION DECISION

REFERRAL AGENCIES

Not applicable.

FURTHER DEVELOPMENT PERMITS REQUIRED

- Operational Works – Roadworks and access works
- Building Works
- Plumbing and drainage compliance permit

SUBMISSIONS

Not applicable.

PROPERTY NOTES

Not applicable.

INCONSISTENCY WITH EARLIER APPROVAL (SECTION 66(2)(B) OR (C) OF THE PLANNING ACT 2016)

Not applicable.

ENVIRONMENTAL AUTHORITY

Not applicable.

RIGHTS OF APPEAL

You are entitled to appeal against this decision. A copy of the relevant appeal provisions from the *Planning Act 2016* is attached.

During the appeal period, you as the applicant may suspend your appeal period and make written representations to council about the conditions contained within the development approval. If council agrees or agrees in part with the representations, a “negotiated decision notice” will be issued. Only one “negotiated decision notice” may be given. Taking this step will defer your appeal period, which will commence again from the start the day after you receive a “negotiated decision notice”.

OTHER DETAILS

If you wish to obtain more information about Council’s decision, please contact Rebekah McDonald, Program Leader Development Assessment on 07 4846 3584 or email planning.environment@isaac.qld.gov.au quoting MCU25/0003.

Yours faithfully

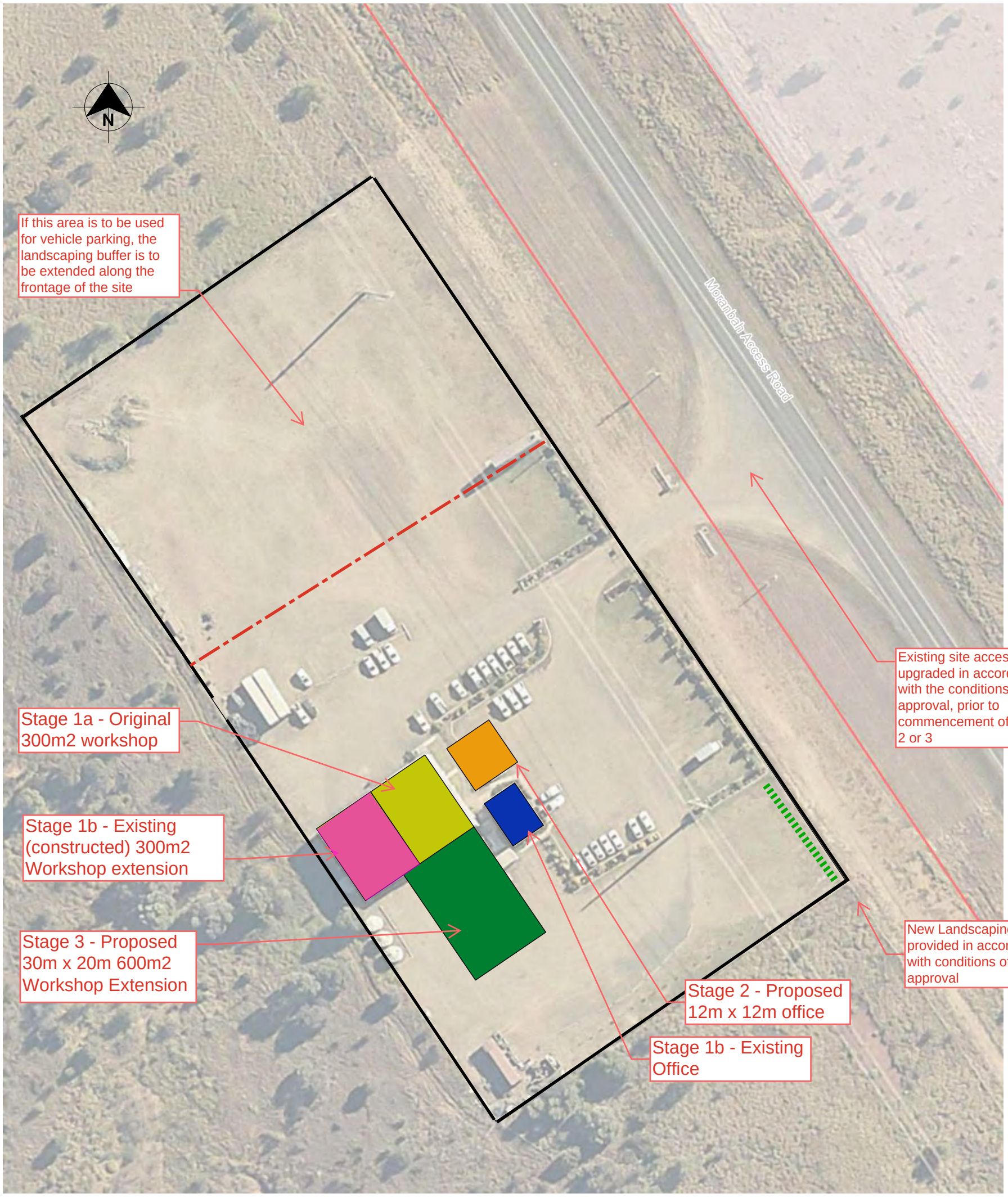
MICHAEL ST CLAIR
Manager Planning & Environment
(on behalf of Cale Dendle, Chief Executive Officer)

Enc:

Appendix 1 – Approved Plans
Appendix 2 – Infrastructure Charge Notice
Appendix 2 - Appeal Rights

CC: State Assessment and Referral Agency (Mackay Isaac Whitsunday SARA)
MIWSARA@dsdip.qld.gov.au

APPENDIX 1 – APPROVED PLANS / DOCUMENTS



A minimum of 115 car parking spaces to be provided on-site

Refer to Staging Conditions included in Decision Notice

Issue	Revision	Int	Date
A	Original issue	JJ	02/03/25

This plan has been prepared by Jewell Planning Consultants as a proposal plan and should not be used for any other purpose. The information contained on this plan is approximate only, has not been verified and may be subject to change. The intellectual property on this plan remains the property of Jewell Planning Consultants.

This plan has been prepared to accompany a reconfiguration of a lot application and should not be used for any other purpose. The dimensions areas, and number of lots shown are subject to field survey and any requirements of Council or other authorities. In particular, no reliance should be placed on the information on this plan for any financial dealing involving the land This note is an integral part of the plan.

Jewell PLANNING CONSULTANTS
Mobile: 0408 758 943
Email: michael@jewellplanning.com.au

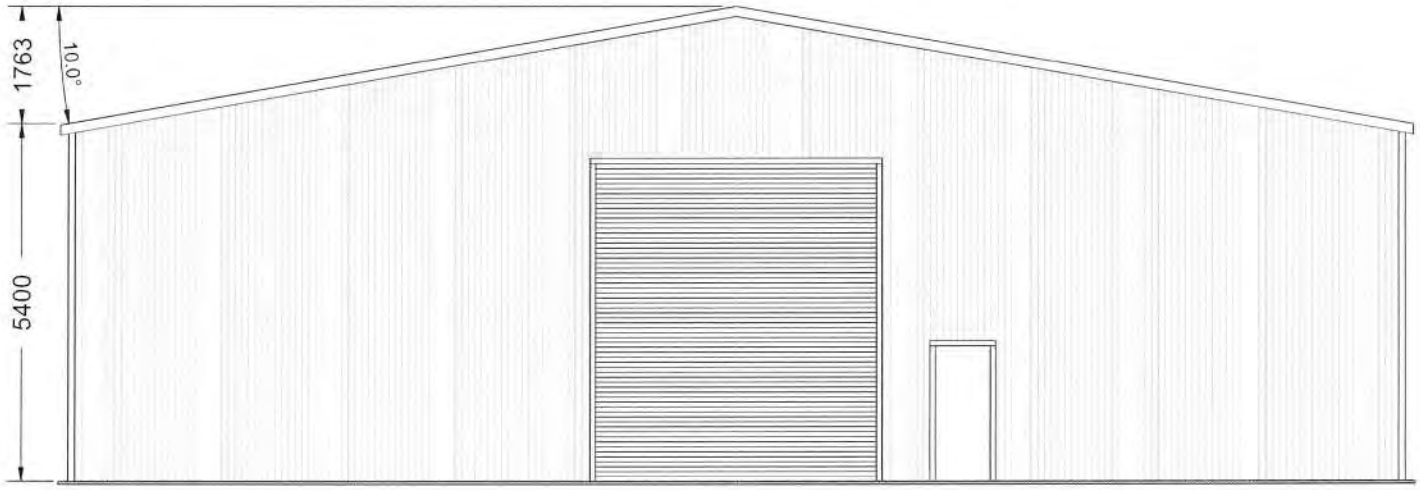
MCU DA Site Plan

Lot 2 on SP260061

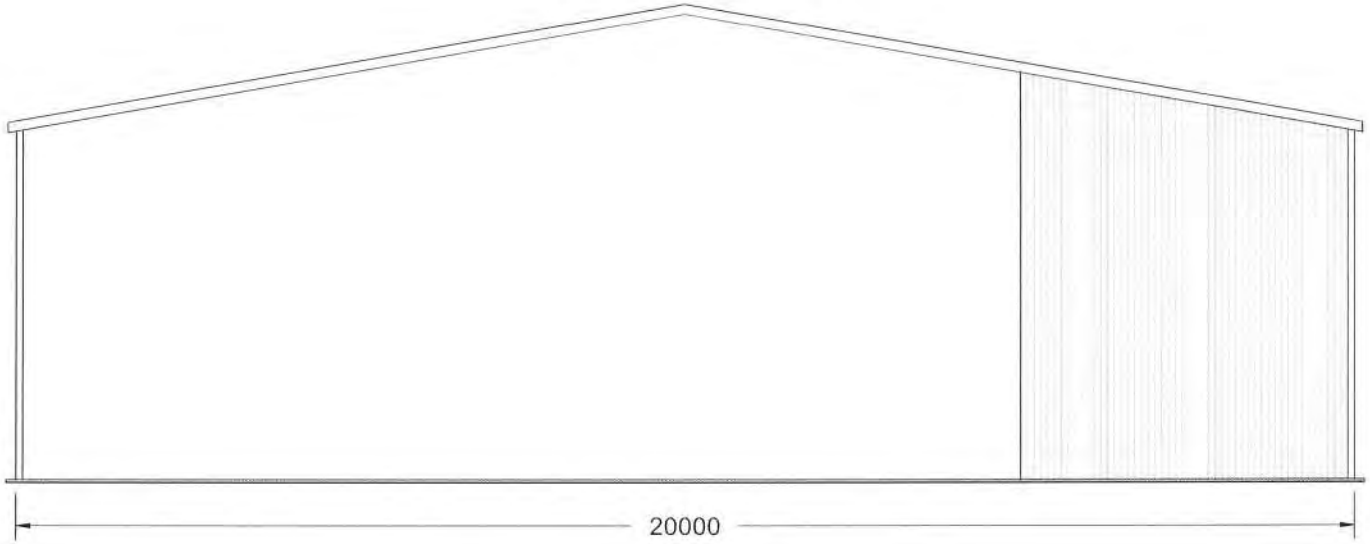
Annotations in red made by Council 30/10/26

NTS A3

Description	549 Moranbah Access Road Mackay Regional Council	Source	-
Local Authority		File	24-2373-DW
		Date	02/03/25
		Drawing	24-2373-DW-01 A
		Job Ref	24-2373
		Sheet	1 of 1



FRONT ELEVATION



REAR ELEVATION

George Zuev 06 MAR 2024
RPEQ 7551

PLANS DRAWN BY

NOW BUILDINGS
P 1300 559 668 F 1300 554 882
E trevor@nowbuildings.com.au
www.nowbuildings.com.au

JOB DETAILS

PROPOSED PROJECT: Davis037544 | 20m x 30m x 5.4m - Enclosed Building

CUSTOMER: All Car Parts Pty Ltd, Derek Davis

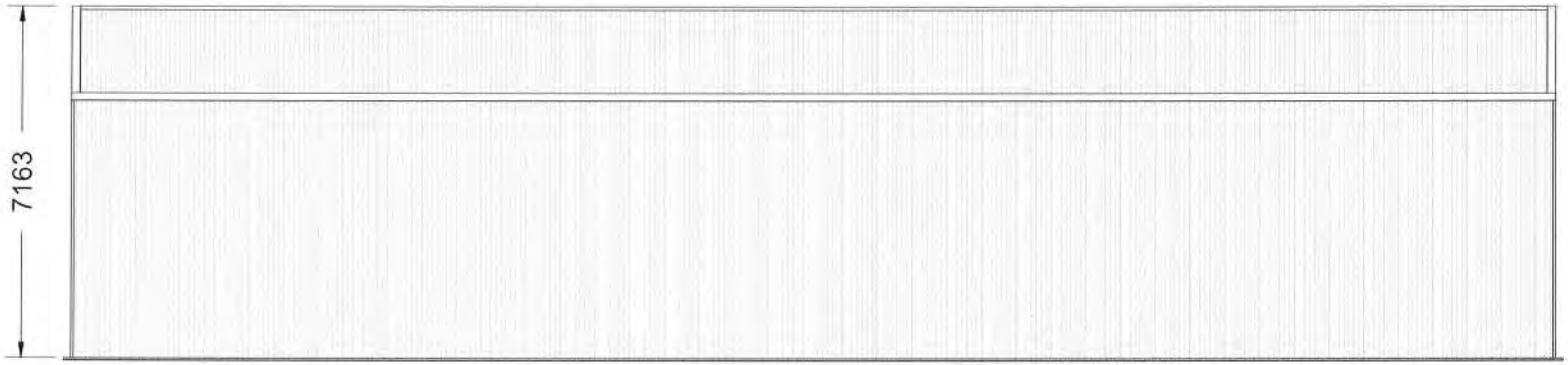
SITE: 549 Moranbah Access Road, Moranbah, QLD, 4744

DRAWING DETAILS

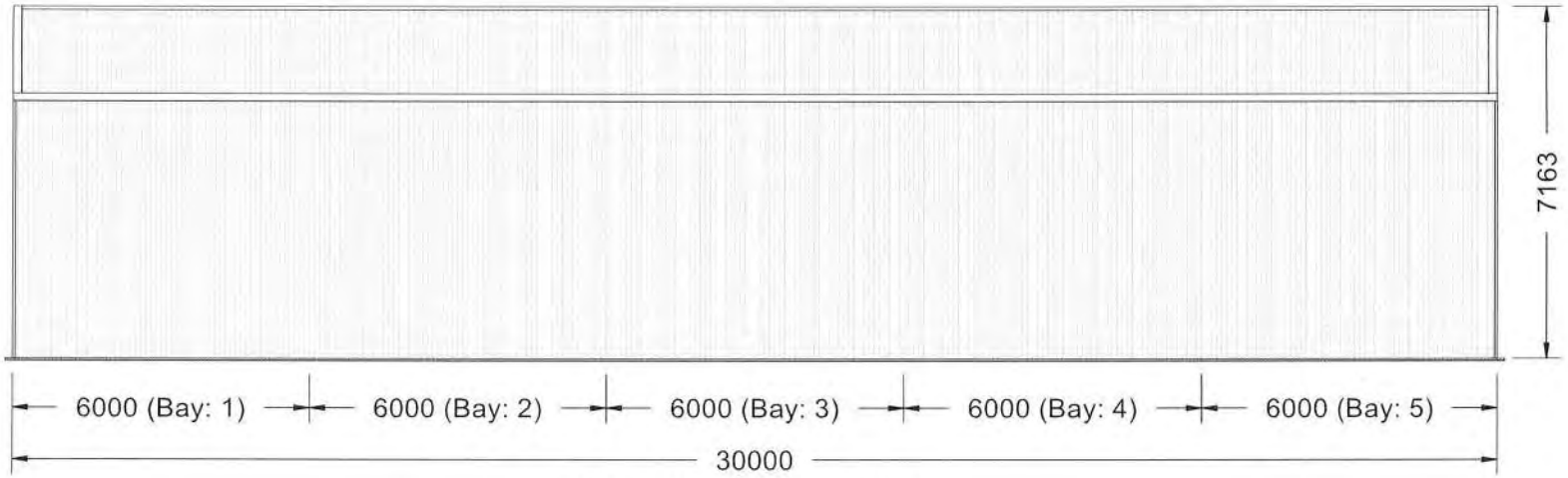
DRAWING NO.: AP37544

DRAWING TYPE: Architectural Drawings

DRAWING SCALE: 1:72



LEFT ELEVATION



RIGHT ELEVATION

George Zuev 06 MAR 2024
RPEQ 7551

PLANS DRAWN BY

NOW BUILDINGS
P 1300 559 668 F 1300 554 882
E trevor@nowbuildings.com.au
www.nowbuildings.com.au

JOB DETAILS

PROPOSED PROJECT: Davis037544 | 20m x 30m x 5.4m - Enclosed Building

CUSTOMER: All Car Parts Pty Ltd, Derek Davis

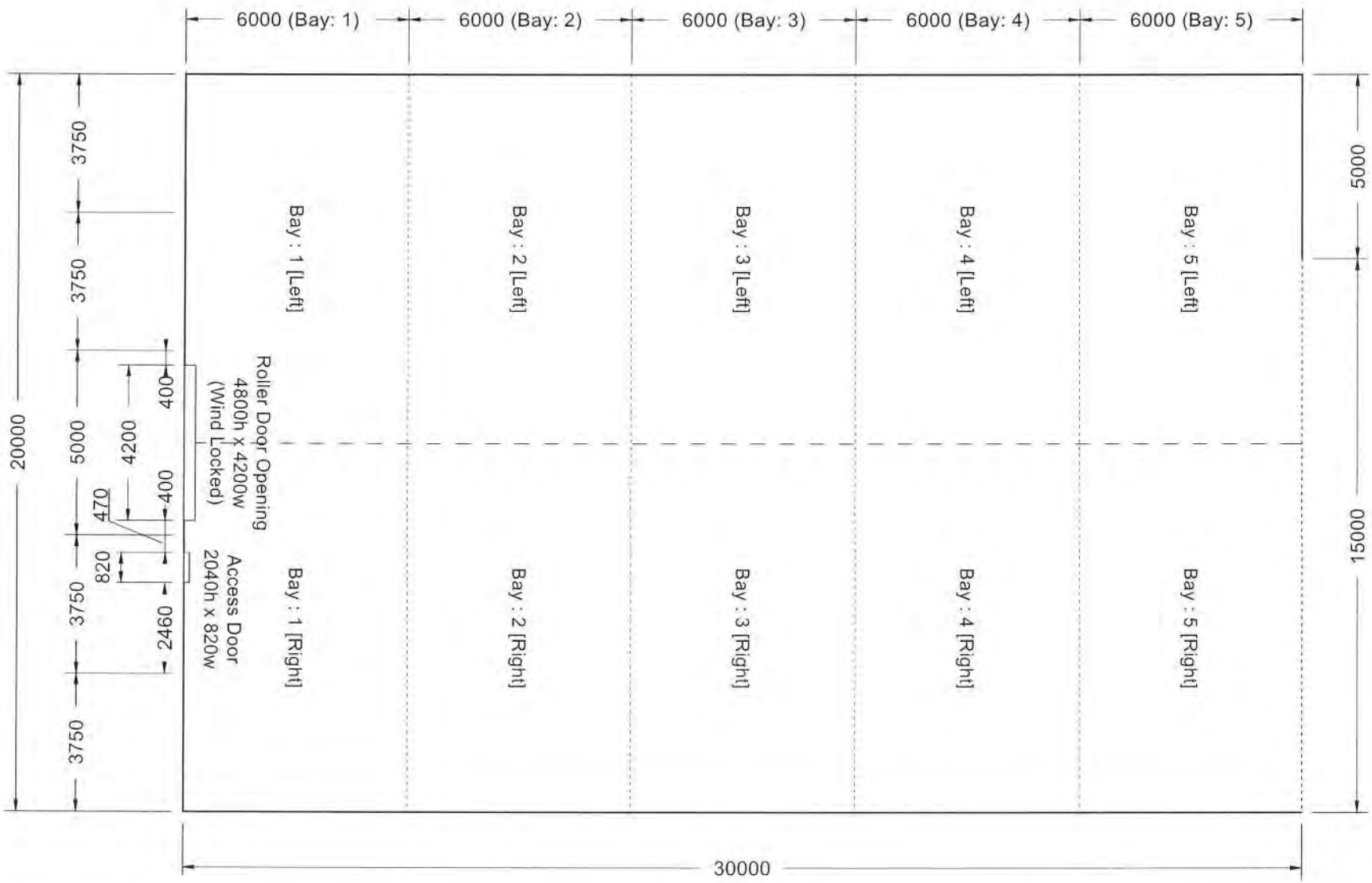
SITE: 549 Moranbah Access Road, Moranbah, QLD, 4744

DRAWING DETAILS

DRAWING NO.: AP37544

DRAWING TYPE: Architectural Drawings

DRAWING SCALE: 1:97



Plan Elevation

George Zuev 06 MAR 2021
RPEQ 7551

PLANS DRAWN BY

NOW BUILDINGS
P 1300 559 668 F 1300 554 882
E trevor@nowbuildings.com.au
www.nowbuildings.com.au

JOB DETAILS

PROPOSED PROJECT: Davis037544 | 20m x 30m x 5.4m - Enclosed Building

CUSTOMER: All Car Parts Pty Ltd, Derek Davis

SITE: 549 Moranbah Access Road, Moranbah, QLD, 4744

DRAWING DETAILS

DRAWING NO.: AP37544

DRAWING TYPE: Architectural Drawings

DRAWING SCALE: 1:103

250213A

DELVATORE PTY LTD
549 MORANBAH ACCESS ROAD, MORANBAH, QLD 4744

VIEW INDICATIVE ONLY

10/02/2025

DRAWING LIST		
SHEET NUMBER	SHEET NAME	CURRENT REVISION
A000	OFFICE PERSPECTIVE	A
A200	PLAN	A
A300	ELEVATIONS	A

12.0 x 12.0m OFFICE PERSPECTIVE

ATCO STRUCTURES & LOGISTICS PTY. LTD.
55 TONKA STREET,
LUSCOMBE, QLD 4207
P.O. BOX 393, BEENLEIGH, QLD 4207
PHONE: (07) 3412 8600
ABN: 71 083 902 309
EMAIL: ASLAu.Sales@atco.com

ISSUED FOR APPROVAL
SIGNATURE:

WIND REGION:		C
TERRAIN CATEGORY:		2
IMPORTANCE LEVEL:		2
SHIELDING FACTOR:		NS
BUILDING CLASS:		5
FLOOR LOADS	DISTRIBUTED (kPa):	3.0
	CONCENTRATED (kN):	2.7
CLIMATE ZONE:		2

NORTH

FLOOR LOADS CALCULATED FROM AS1170.1 - 2002.
WIND SPEED CALCULATED FROM AS1170.2 - 2021.
BUILDING CLASS, IMPORTANCE LEVEL, PROBABILITY OF EXCEEDANCE, WIND REGION, TERRAIN CATEGORY, TOPOGRAPHIC CLASIFICATION, SHIELDING FACTOR, CLIMATE ZONE & NORTH POINT ARE ASSUMED UNLESS OTHERWISE ADVISED BY CLIENT.

SYMBOL LEGEND

- DSB — ELECTRICAL SWITCHBOARD
- POE — ELECTRICAL POINT OF ENTRY
- LIGHT SWITCH, SINGLE
- LIGHT SWITCH, TWO WAY
- ISOLATION SWITCH
- GPO, SINGLE POLE - 1x10A
- GPO, SINGLE POLE - 2x10A
- LIGHT - 600mm LED BATTEN & DIFFUSER -20W
- WP — LIGHT - 600mm LED BATTEN - WEATHERPROOF - 20W
- LIGHT - 1200mm LED BATTEN - 40W
- DRAW WIRE - 'D' DENOTES DATA
- TV ANTENNA SOCKET
- LIGHT, WEATHERPROOF - 1 x 20W LED
- PE — PHOTO ELECTRIC CELL
- PLUMBING WATER INLET POINT
- WATER OUTLET, PROVISION FOR CONNECTION TO SEPARATE TOILET BLOCK

FINISHES SCHEDULE	
FLOOR COVERING	2mm VINYL
FLOOR COVERING	2mm VINYL - SLIP RESISTANT, COVED 150mm
CLADDING - EXTERNAL	COLORBOND MAXIRIB - HORIZONTAL
WALL LINING - INTERNAL	3.6mm POLYESTER COATED PLYWOOD
CEILING LINING	3.6mm COATED PLYWOOD
CEILING LINING	6mm FIBRE CEMENT, PAINTED
ROOF SHEETING	0.42mm BMT SUPERDEK COLORBOND ROOFING

1 PLAN
1 : 50

CONFIRM DETAILS OF SET OUTS, LEVELS AND CRITICAL DIMENSIONS ON SITE PRIOR TO SHOP DRAWINGS AND FABRICATION

DO NOT SCALE FROM THIS DRAWING, USE FIGURED DIMENSIONS OVERALL DIMENSIONS EXCLUDE EXTERNAL CLADDINGS U.N.O.

ALL CONSTRUCTION TO COMPLY WITH NATIONAL CONSTRUCTION CODE OF AUSTRALIA AND APPLICABLE AUSTRALIAN STANDARDS

THIS DRAWING REMAINS THE PROPERTY OF ATCO. IT MAY NOT BE REPRODUCED OR COPIED WHOLE OR IN PART WITHOUT WRITTEN AUTHORITY

REV	DESCRIPTION	DATE	BY	CHK'D
A	ISSUED FOR APPROVAL	10.02.25	TA	SL

ATCO STRUCTURES & LOGISTICS PTY. LTD.
55 TONKA STREET, LUSCOMBE, QLD 4207
P.O. BOX 393, BEENLEIGH, QLD 4207
PHONE: (07) 3412 8600
ABN: 71 083 902 309
EMAIL: ASLAu.Sales@atco.com

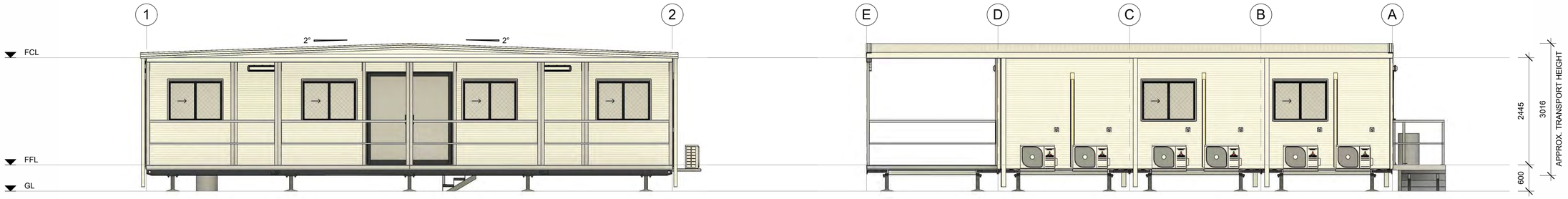
CLIENT: DELVATORE PTY LTD
DESCRIPTION: 12.0 x 12.0m OFFICE COMPLEX
ADDRESS: 549 MORANBAH ACCESS ROAD, MORANBAH, QLD 4744

TITLE: PLAN
PROJECT No.: -
SCALE AT A2: 1 : 50
DRAWING NUMBER: 250213A-A200
REVISION: A

21/02/2025 3:11:47 PM

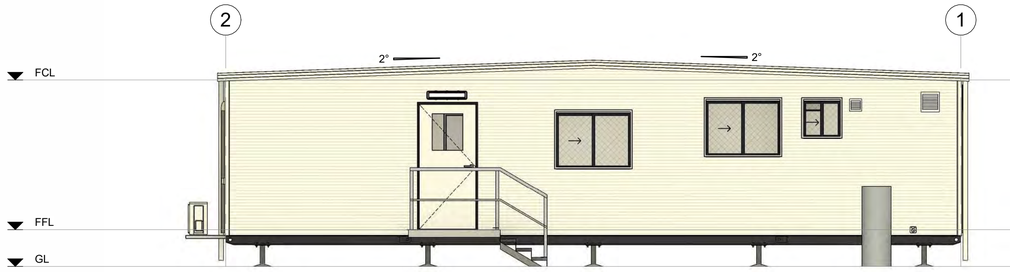
Autodesk Docs://250213_Delvatore Pty Ltd_MKY/250213A_12-0 x 12-0 OFFICE COMPLEX.rvt

ISSUED FOR APPROVAL
SIGNATURE:

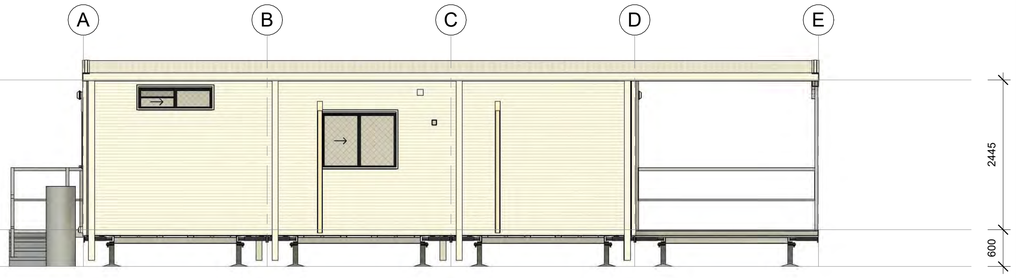


A A200 ELEVATION
1 : 50

B A200 ELEVATION
1 : 50



C A200 ELEVATION
1 : 50



D A200 ELEVATION
1 : 50

CONFIRM DETAILS OF SET OUTS, LEVELS AND CRITICAL DIMENSIONS ON SITE PRIOR TO SHOP DRAWINGS AND FABRICATION

DO NOT SCALE FROM THIS DRAWING, USE FIGURED DIMENSIONS OVERALL DIMENSIONS EXCLUDE EXTERNAL CLADDINGS U.N.O.

ALL CONSTRUCTION TO COMPLY WITH NATIONAL CONSTRUCTION CODE OF AUSTRALIA AND APPLICABLE AUSTRALIAN STANDARDS

THIS DRAWING REMAINS THE PROPERTY OF ATCO, IT MAY NOT BE REPRODUCED OR COPIED WHOLE OR IN PART WITHOUT WRITTEN AUTHORITY

REV	DESCRIPTION	DATE	BY	CHK'D
A	ISSUED FOR APPROVAL	10.02.25	TA	SL

ATCO STRUCTURES & LOGISTICS PTY. LTD.
55 TONKA STREET,
LUSCOMBE, QLD 4207
P.O. BOX 393, BEENLEIGH, QLD 4207
PHONE: (07) 3412 8600
ABN: 71 083 902 339
EMAIL: ASLAu.Sales@atco.com

CLIENT: DELVATORE PTY LTD

DESCRIPTION: 12.0 x 12.0m OFFICE COMPLEX

ADDRESS: 549 MORANBAH ACCESS ROAD, MORANBAH, QLD 4744

TITLE: ELEVATIONS

PROJECT No.: -

SCALE AT A1: 1 : 50

DRAWING NUMBER: 250213A-A300

REVISION: A

21/02/2025 3:11:54 PM

Autodesk Docs://250213_Delvatore Pty Ltd_MKY/250213A_12-0 x 12-0 OFFICE COMPLEX.rvt

APPENDIX 2 – INFRASTRUCTURE CHARGE NOTICE

Our Ref.: *MCU25/0003*

SENT BY EMAIL TO: michael@jewellplanning.com.au

All Car Parts Pty Ltd
C/- Jewell Planning Consultants
PO Box 244
MACKAY QLD 4740

Attention: Michael Jewell

Dear Sir/Madam

INFRASTRUCTURE CHARGE NOTICE

Section 119, Planning Act 2016
Isaac Regional Council Charges Resolution (No. 4) 2026

APPLICATION DETAILS

Application Type:	Development Permit for Material Change of Use
Application Number:	MCU25/0003
Applicant:	All Car Parts Pty Ltd c/- Jewell Planning Consultants
Owners:	BHP Coal Pty Ltd QTC Resources Pty Ltd BHP Queensland Coal Investments Pty Ltd QTC Investment Pty Ltd Mitsubishi Development Pty Ltd Umal Consolidated Pty Ltd QTC Mining Pty Ltd
Site Address:	549 Moranbah Access Road, MORANBAH QLD 4744
Property Description:	Lease C in Lot 2 on SP260061
Planning Instrument:	Isaac Regional Planning Scheme 2021, Version 1.1

APPROVAL DETAILS

Decision Date:	<insert decision date>
Nature Of Approval:	Approved
Type Of Approval:	Development Permit for Material Change of Use - Extension to Low Impact Industry (Vehicle Hire & Ancillary Office Use)

THE INFRASTRUCTURE CHARGE

Date of Issue of Infrastructure Charge Notice: <to be inserted>

Timing of Payment:

In accordance with Section 122 of the *Planning Act 2016:*

- If the charge applies for building work— When the final inspection certificate for the building work, or the certificate of occupancy for the building, is given under the Building Act
- If the charge applies for a material change of use— When the change happens.

Note: As the change of use has already commenced for the existing workshop and existing office building on-site, Infrastructure Charges for these aspects of the approved use are payable to Council within 3 months of this development approval taking effect (following end of the appeal period).

GROSS LEVIED CHARGE	$48,505.60
CREDITS APPLIED	($10,335.00)
NET LEVIED CHARGE	$38,170.60
APPLICABLE OFFSETS	NIL
APPLICABLE REFUNDS	NIL
INFRASTRUCTURE AGREEMENT IN PLACE AT TIME OF ISSUE OF THIS INFRASTRUCTURE CHARGES NOTICE	Nil
LEVIED CHARGE PAYABLE	**$38,170.60 (+ Annual Adjustments)**

(Details of how these charges were calculated are shown overleaf)

Note: The net levied charge ($38,170.60) may be paid in stages, as follows:

- Other Industry – Workshop extension (existing) - $10,335.00
- Other Industry – Ancillary Office (existing) - $3,445.00 – Note: this is only payable if the existing office remains on-site and is not removed.
- Other Industry – Workshop extension (proposed) - $20,670.00
- Other Industry – Ancillary Office (proposed) - $3,720.60

ADJUSTMENTS TO THE INFRASTRUCTURE CHARGE

1. AUTOMATIC INCREASE PROVISION

An infrastructure charge levied by Council is to be increased by the difference between the Producer Price Index (PPI) applicable at the time the infrastructure charge was levied, and PPI

Index applicable at the time of payment of the levied charge, adjusted by reference to the 3-yearly PPI Index average[1].

If the levied charge is increased using the method described above, the charge payable is the amount equal to the sum of the charge as levied and the amount of the increase. The total sum levied for any of the infrastructure networks cannot exceed the maximum adopted charge rate for that infrastructure network calculated for the additional demand of the approved development.

Upon request Council shall provide the indexation amount that needs to be added to the levied charge and confirm the total amount outstanding.

2. INFRASTRUCTURE AGREEMENT

An Infrastructure Agreement may apply in respect of this Infrastructure Charges Notice. The Infrastructure Agreement may be entered into before or after the Decision Notice is issued for the approved development. An agreement about either or both of the following may be entered into:

a. payment other than as provided by Section 122 of the *Planning Act 2016*, for instance payment by instalment;
b. provision of infrastructure instead of paying all or part of the levied charge.

In the event of an inconsistency between an Infrastructure Agreement and this Infrastructure Charges Notice, the Infrastructure Agreement may prevail pursuant to Section 157 of the *Planning Act 2016.*

3. FAILURE TO PAY

A levied charge for infrastructure fixed by a local government is, for the purposes of recovery, as per Section 144(1) of the *Planning Act 2016*. This is taken to be a rate within the meaning of the *Local Government Act 2009*. This means:

b. an adopted infrastructure charge may be recovered by court action for a debt;
c. an adopted infrastructure charge may be recovered from the person for the time being owning the relevant land, regardless of who was the owner or other person upon whom the charges was imposed;
d. interest is payable on overdue payments (Compound annual interest at 11% calculated daily is to be applied on an overdue charge); and
e. if a levied charge is unpaid for 3 years, the land can be sold to recover the outstanding charges.

PAYMENT OF THE INFRASTRUCTURE CHARGE

1. PAYMENT BY MAIL – Cheques must be made payable to ISAAC REGIONAL COUNCIL

Confirm the current levied charge applicable and obtain an updated payment notice from Council's Planning Department.

[1] 3-yearly PPI index average is defined in schedule 2 of the *Planning Act 2016* and means the PPI index smoothed in accordance with the 3-year moving average quarterly percentage change between quarters. PPI Index is the producer price index for construction 6427.0 (ABS PPI) index number 3101 – Road and Bridge construction index for Queensland published by the Australian Bureau of Statistics.

Mail this updated payment notice immediately with your payment to:
ISAAC REGIONAL COUNCIL
PO Box 97
MORANBAH QLD 4744

2. PAYMENT AT COUNCIL OFFICES

Confirm the current levied charge applicable.

Present written confirmation of charges with your payment to an Isaac Regional Council Office. Please see Council's website for locations.
NOTE: Cheques must be made payable to ISAAC REGIONAL COUNCIL

3. PAYMENT MADE BY CREDIT CARD

Credit Cards accepted: Mastercard or Visa

4. PAYMENT MADE BY ELECTRONIC FUND TRANSFER (EFT)

BSB:	084-789
Account No:	71 664 4960
Account Name:	ISAAC REGIONAL COUNCIL
Reference:	ICN MCU25/0003

Provide Council with a copy of the EFT transfer receipt or remittance advice and copy of the confirmed current applicable levied charge.

OTHER MATTERS

1. LAPSING OF INFRASTRUCTURE CHARGES NOTICE

This Infrastructure Charges Notice stops having effect to the extent the approved development stops having effect.

2. GOODS AND SERVICES TAX

The Federal Government has determined that rates and utility charges levied by a Local Government will be GST free. Accordingly, no GST is included in this Infrastructure Charges Notice**.**

3. APPLICABLE OFFSETS AND REFUNDS

Infrastructure offsets and refunds apply when developers are required to provide trunk infrastructure. These may be physical works (such as a sewer main) or land to accommodate infrastructure (for a future road upgrade). The infrastructure (or land) requirement will be conditioned as part of a development approval. In those circumstances, the cost of that trunk infrastructure will be offset against any infrastructure charges payable under the development approval (as an Infrastructure Charges Notice will still be issued where adopted infrastructures apply). Where the cost of providing the trunk infrastructure is greater than the infrastructure charges, a refund will be paid to the developer.

4. RATIONALE FOR ISSUE OF INFRASTRUCTURE CHARGES NOTICE

Isaac Regional Council has issued this Infrastructure Charges Notice as a result of additional demand placed upon trunk infrastructure that will be generated by the approved development. The levied charge has been calculated in accordance with Isaac Regional Council Charges Resolution (No.3) 2021, the Planning Act 2016 and the Planning Regulation 2017.

5. CONTACT

For further information please contact your local Council:
Phone: 1300 ISAACS (1300 47 22 27)
or +617 4846 3500 if phoning from overseas
or 07 4846 3500 (alternative phone number)

Write to:
The Chief Executive Officer
Isaac Regional Council
PO Box 97
MORANBAH QLD 4744

E-mail: records@isaac.qld.gov.au
(In order for us to receive your email, please ensure it is no larger than 10MB)

Send a message on our 'Contact' located on the web page: Contact Us - Isaac Regional Council
This web page also lists all of our office locations if you would prefer to visit your nearest Council office, open Monday to Friday, 8.30 am to 5 pm.

6. APPEAL RIGHTS

Should you wish to appeal an Infrastructure Charges Notice, you may make representations to Isaac Regional Council within twenty (20) business days after receipt of the Infrastructure Charges Notice, under section 125 of the *Planning Act 2016*.

Isaac Regional Council may only give one (1) negotiated infrastructure charge notice in respect of section 125 of the *Planning Act 2016.*

Attached is an extract from the *Planning Act 2016* which details the appeal rights in relation to the Infrastructure Charges Notice, '**Planning Act 2016 – Appeals Information'**.

7. HOW THE LEVIED CHARGE WAS WORKED OUT – CALCULATION SUMMARY

A. Charges – Extra Demand

Table 1: Transport Adopted Charges

Development Description	Number of Units	Units of Measure	Charge Rate	Reference	Amount
Other Industry – Workshop (existing)	300	Per m2 gross floor area	$34.45	Table 2.2	$10,335.00
Other Industry – Workshop extension (existing)	300	Per m2 gross floor area	$34.45	Table 2.2	$10,335.00
Other Industry – Ancillary office (existing)	100	Per m2 gross floor area	$34.45	Table 2.2	$3,445.00
Other Industry – Workshop extension (proposed)	600	Per m2 gross floor area	$34.45	Table 2.2	$20,670.00
Other Industry – Ancillary office (proposed)	108	Per m2 gross floor area	$34.45	Table 2.2	$3,720.60
Total	**1408**				**$48,505.60**

B. Credits – Demand Credits

Table 2: Transport Adopted Charges

Development Description	Number of Units	Units of Measure	Charge Rate	Reference	Amount
Other Industry – Workshop (existing)	300	Per m2 gross floor area	$34.45	Section 3.1 & Table 2.2	**$10,335.00**

Table 3: Net Levied Charge Summary

Gross Levied Charge Amount Total	Applied Credit Amount Total	Net Levied Charge Amount
$48,505.60	**$10,335.00**	**$38,170.60**

Note: The net levied charge ($38,170.60) may be paid in stages, as follows:

- Other Industry – Workshop extension (existing) - $10,335.00
- Other Industry – Ancillary Office (existing) - $3,445.00
- Other Industry – Workshop extension (proposed) - $20,670.00
- Other Industry – Ancillary Office (proposed) - $3,720.60

8. OFFSET OR REFUND

No offsets or refunds are applicable to this application or calculation of applicable levied charges.

If you have any further queries in relation to the above, please do not hesitate to contact Rebekah McDonald via email planning.environment@isaac.qld.gov.au quoting reference no **MCU25/0003**

Yours faithfully,

MICHAEL ST CLAIR
Manager Planning & Environment
(on behalf of Cale Dendle, Chief Executive Officer)

Enclosure: Representation and Appeal Information for Infrastructure Charges Notice.

APPENDIX 3 – APPEAL RIGHTS

PLANNING ACT 2016 & THE PLANNING REGULATION 2017

Chapter 6 Dispute resolution

Part 1 Appeal rights

229 Appeals to tribunal or P&E Court

(1) Schedule 1 of the *Planning Act 2016* states –
  (a) Matters that may be appealed to –
    (i) either a tribunal or the P&E Court; or
    (ii) only a tribunal; or
    (iii) only the P&E Court; and
  (b) The person-
    (i) who may appeal a matter (**the *appellant***); and
    (ii) who is a respondent in an appeal of the matter; and
    (iii) who is a co-respondent in an appeal of the matter; and
    (iv) who may elect to be a co-respondent in an appeal of the matter.

(Refer to Schedule 1 of the Planning Act 2016)

(2) An appellant may start an appeal within the appeal period.
(3) The ***appeal period*** is –
  (a) for an appeal by a building advisory agency – 10 business days after a decision notice for the decision is given to the agency; or
  (b) for an appeal against a deemed refusal – at any time after the deemed refusal happens; or
  (c) for an appeal against a decision of the Minister, under chapter 7, part 4, to register premises or to renew the registration of premises – 20 business days after a notice us published under section 269(3)(a) or (4); or
  (d) for an appeal against an infrastructure charges notice – 20 business days after the infrastructure charges notice is given to the person; or
  (e) for an appeal about a deemed approval of a development application for which a decision notice has not been given – 30 business days after the applicant gives the deemed approval notice to the assessment manager; or
  (f) for any other appeal – 20 business days after a notice of the decision for the matter, including an enforcement notice, is given to the person.

Note –

See the P&E Court Act for the court's power to extend the appeal period.

(4) Each respondent and co-respondent for an appeal may be heard in the appeal.
(5) If an appeal is only about a referral agency's response, the assessment manager may apply to the tribunal or P&E Court to withdraw from the appeal.
(6) To remove any doubt. It is declared that an appeal against an infrastructure charges notice must not be about-
  (a) the adopted charge itself; or
  (b) for a decision about an offset or refund-
    (i) the establishment cost of trunk infrastructure identified in a LGIP; or
    (ii) the cost of infrastructure decided using the method included in the local government's charges resolution.

230 Notice of appeal

(1) An appellant starts an appeal by lodging, with the registrar of the tribunal or P&E Court, a notice of appeal that-
  (a) is in the approved form; and
  (b) succinctly states the grounds of the appeal.
(2) The notice of appeal must be accompanied by the required fee.
(3) The appellant or, for an appeal to a tribunal, the registrar must, within the service period, give a copy of the notice of appeal to –
  (a) the respondent for the appeal ; and
  (b) each co-respondent for the appeal; and
  (c) for an appeal about a development application under schedule 1, table 1, item 1 – each principal submitter for the development application; and
  (d) for and appeal about a change application under schedule 1, table 1, item 2 – each principal submitter for the change application; and
  (e) each person who may elect to become a co-respondent for the appeal, other than an eligible submitter who is not a principal submitter in an appeal under paragraph (c) or (d); and
  (f) for an appeal to the P&E Court – the chief executive; and

(g) for an appeal to a tribunal under another Act – any other person who the registrar considers appropriate.

(4) The *service period* is –
(a) if a submitter or advice agency started the appeal in the P&E Court – 2 business days after the appeal has started; or
(b) otherwise – 10 business days after the appeal is started.

(5) A notice of appeal given to a person who may elect to be a co-respondent must state the effect of subsection (6).

(6) A person elects to be a co-respondent by filing a notice of election, in the approved form, within 10 business days after the notice of appeal is given to the person.

231 Other appeals

(1) Subject to this chapter, schedule 1 and the P&E Court Act, unless the Supreme Court decides a decision or other matter under this Act is affected by jurisdictional error, the decision or matter is non-appealable.

(2) The *Judicial Review Act 1991*, part 5 applies to the decision or matter to the extent it is affected by jurisdictional error.

(3) A person who, but for subsection (1) could have made an application under the Judicial Review Act 1991 in relation to the decision or matter, may apply under part 4 of that Act for a statement of reasons in relation to the decision or matter.

(4) In this section –

decision includes-
(a) conduct engaged in for the purpose of making a decision; and
(b) other conduct that relates to the making of a decision; and
(c) the making of a decision or failure to make a decision; and
(d) a purported decision ; and
(e) a deemed refusal.

non-appealable, for a decision or matter, means the decision or matter-
(a) is final and conclusive; and
(b) may not be challenged, appealed against, reviewed, quashed, set aside or called into question in any other way under the Judicial Review Act 1991 or otherwise, whether by the Supreme Court, another court, a tribunal or another entity; and
(c) is not subject to any declaratory, injunctive or other order of the Supreme Court, another court, a tribunal or another entity on any ground.

232 Rules of the P&E Court

(1) A person who is appealing to the P&E Court must comply with the rules of the court that apply to the appeal.

(2) However, the P&E Court may hear and decide an appeal even if the person has not complied with the rules of the P&E Court.

ATTACHMENT 2 – DRAFT STATEMENT OF REASONS

Our Ref.: *MCU25/0003*

DATE

Notice about Decision – Statement of Reasons

Planning Act 2016

This Notice is prepared in accordance with s63(5) and s83(9) of the Planning Act 2016 to provide information about a decision that has been made in relation to a development application. The purpose of the Notice is to enable a public understanding of the reasons for the planning decision, specifically having regard to:

- *the relevant parts of the Planning Scheme and Assessment Benchmarks against which the application was assessed; and*
- *any other information, documents or other material Council was either required to, or able to, consider in its assessment.*

All terms used in this Notice have the meanings given them in the Planning Act 2016 or otherwise their ordinary meaning.

APPLICATION DETAILS

Application No:	MCU25/0003
Street Address:	549 Moranbah Access Road, MORANBAH QLD 4744
Real Property Description:	Lease C in Lot 2 on SP260061
Planning Scheme:	Isaac Regional Planning Scheme 2021, Version 1.1

DECISION DETAILS

Type of Decision:	Approval
Type of Approval:	Development Permit for Material Change of Use - Extension to Low Impact Industry (Vehicle Hire & Ancillary Office Use)
Date of Decision:	[Decision Date]

ASSESSMENT BENCHMARKS

The following Assessment Benchmarks applied to the development from the following Categorising Instruments:

Categorising Instrument (*Planning Regulation 2017*)
State Planning Policy • Part E
Local Categorising Instrument (*Isaac Regional Planning Scheme 2021, Version 1.1)*

• Rural zone code • Airport overlay code • Development works code
Local Categorising Instrument (Variation Approval)
Not applicable
Local Categorising Instrument (Temporary Local Planning Instrument)
Not applicable

REASONS FOR THE DECISION

The reasons for this decision are:

- The application was properly made and followed the process set down in the Development Assessment Rules in effect at the time the application was properly made.
- The application was assessed against the applicable Assessment Benchmarks identified in this Notice.
- The assessment manager found that, subject to the imposition of the development conditions contained in the Decision Notice, the development complied with the relevant Assessment Benchmarks applicable to the development identified in this Notice.

REASONS FOR APPROVAL DESPITE NON-COMPLIANCE WITH ASSESSMENT BENCHMARKS

Strategic Framework -

- Strategic outcome 3.7.1.1 (10) – Conditions can be imposed to require further assessments and upgrades to be undertaken to the existing waste water treatment system before the new use commences.
- Strategic outcome 3.7.1.1 (13) – Conditions can be imposed to ensure the development undertakes the necessary upgrades to the site access and Moranbah Access Road provide a Basic Left Turn (BAL) treatment and Basic Right Turn (BAR) treatment for the site.

Development Works Code –

- AO1 / PO1 – Existing and proposed on-site potable water supply requirements / provisions have not been demonstrated or documented
- AO2 / PO2 – No information has been submitted to demonstrate the existing on-site treatment system is appropriately sized to meet the requirements of the existing and proposed use (including all existing wash bays).
- AO4.2 & AO4.3 / PO3, AO23 / PO24 – The applicant has not provided information to demonstrate how existing or proposed stormwater will be managed on-site to prevent impacts to adjoining properties.
- AO10.1 / PO10 – The applicant proposes that the existing access driveway is constructed to a suitable standard but has not provided any technical engineering assessment to demonstrate how the existing driveway achieves compliance with the relevant engineering requirements.
- PO21 & PO22 – It is unclear how existing / proposed wastewater is managed on-site, including for existing wash bays within the workshop.

Council requested further information from the applicant during the information request stage to address these outstanding items. The applicant's response to the information request asked Council to condition these items to be addressed at a later date.

In the absence of further information to demonstrate compliance with the above provisions of the Development Works Code, officers recommend conditions are imposed to overcome the non-compliance by allowing the applicant to submit further information as part of subsequent operational works or building / plumbing applications stages. Whilst the non-compliance has not been accepted, officers are satisfied that conditions can be imposed to ensure compliance is achieved prior to the use commencing.

ADDITIONAL RELEVANT MATTERS FOR IMPACT ASSESSMENT

- **Site history, existing development and timing of development conditions**
  - The current operator / applicant occupied the site around 2018 under existing use rights as the development was proposed to be similar in scale to an approved truck depot and contractors yard that had previously operated on-site.
  - Since the applicant has occupied the site, expansions to the existing workshop and new office buildings have been constructed on site.
  - No site access improvement works have occurred and traffic numbers have increased when compared to the original approved truck depot and contractors yard, as the business now has staff and customer vehicles visiting site in addition to truck movements.
  - Council's engineers have assessed the existing traffic volumes and speed environment of Moranbah Access Road and determined that the existing site access does not meet the relevant engineering requirements and requires upgrades to ensure the safety and operation of Moranbah Access Road is improved and maintained.
  - Council granted the applicant permission to construct / place the new modular office building on the site in July 2025, provided the use did not commence until this development application was decided. The office component of the development is an ancillary administration function, with admin staff proposed to transition from the existing office to the new office.
  - Whilst it is acknowledged the existing site access is not compliant, all intersection works (BAR / BAL upgrades) will be required to occur prior to the new workshop extension or office commencing use to ensure the safety and operation of Moranbah Access Road (including staff and visitors accessing and exiting the site) is maintained.

SUBMISSIONS

Not Applicable.

OTHER MATTERS PRESCRIBED BY THE *PLANNING REGULATION 2017*

Not applicable.

If you have any further queries in relation to the above, please do not hesitate to Rebekah McDonald, Program Leader Development Assessment on 0447 771 003 via email planning.environment@isaac.qld.gov.au quoting reference no. MCU25/0003.

Yours faithfully

MICHAEL ST CLAIR
Manager Planning & Environment
(on behalf of Cale Dendle, Chief Executive Officer)

REPORT ADDENDUM

Community Services Standing Committee Meeting

DATE	16 November 2026
TO	All Councillors
FROM	Michael St Clair, Manager Planning & Environment
REPORT	Development Application for Material Change of Use – Extension to Low Impact Industry (Vehicle Hire and Ancillary Office Use) – 549 Moranbah Access Road, Moranbah – MCU25/0003

Dear Councillors

This addendum outlines further information in relation to *Report 5.6 Development Application for Material Change of Use – Extension to Low Impact Industry (Vehicle Hire and Ancillary Office Use) – 549 Moranbah Access Road, Moranbah – MCU25/0003* from the Community Services Standing Committee Meeting held on Tuesday, 10 November 2026.

During the Standing Committee, changes were requested to Conditions 8 and 38 to ensure consistency, ease of interpretation and correct minor typos. All conditions have been reviewed with this focus, and changes have been made to the following conditions:

- Condition 6 – Amended timing clause to reflect staging
- Condition 8 – Amended condition to be consistent with the staging set out in Condition 13
- Condition 10 – Amended timing clause to reflect staging
- Condition 12 – Amended condition to be consistent with the staging set out in Condition 13
- Condition 14 – Administrative amendment to reflect office(s)
- Condition 15 – Correct formatting / capitalisation
- Conditions 27 to 33 – Amended timing clause to reflect staging
- Conditions 35 & 36 – Amended timing clause to reflect staging
- Conditions 38 & 39 - Amended timing clause to reflect staging. Typo corrected in note of Condition 38.
- Condition 40 – Amended timing clause
- Condition 44 – Reformatted condition & amended timing clause

An updated officer's recommendation is drafted below for consideration, which includes all amended conditions. No changes to the Officer's Town Planning Assessment Report have been made.

OFFICER'S RECOMMENDATION

That Council:

1. ***Approve the Development Application for a Development Permit for Material Change of Use – Extension to Low Impact Industry (Vehicle Hire and Ancillary Office Use), at 549 Moranbah Access Road, Moranbah, over land described as Lease C in Lot 2 on SP260061, subject to the following conditions and advice notes:***

ASSESSMENT MANAGER CONDITIONS

NO.	CONDITION	TIMING
GENERAL CONDITIONS		
1.	***Carry out the approved development generally in accordance with the approved drawings and documents.***	***At all times unless otherwise stated***
2.	***Maintain the approved development generally in accordance with the approved drawings and documents and any relevant Council engineering or other approval required by the conditions.***	***To be maintained***
3.	***Where there is any conflict between the conditions of this Decision Notice and details shown on the Approved Drawings, the conditions prevail.***	***At all times***
4.	***The applicant must meet the full cost of all works and any other requirements associated with this development, unless specified in a particular condition.***	***At all times***
5.	***The applicant must repair any damage to existing infrastructure (e.g. kerb and channel, footpath or roadway) that may have occurred during any works undertaken as part of the development. Any damage that is deemed to create a hazard to the community must be repaired immediately.***	***At all times***
6.	***The applicant must demonstrate to Council compliance with the conditions of the approval prior to commencement of the changed use.***	***For stages 1a and 1b - Within six (6) months of this Decision Notice taking effect.*** ***For Stages 2 and 3 - Prior to commencement of use.***

<table>
<tr><th>NO.</th><th>CONDITION</th><th>TIMING</th></tr>
<tr><td colspan="3">APPROVED DRAWINGS AND DOCUMENTS</td></tr>
<tr><td>7.</td><td>Except where amended by the conditions of this Decision Notice, the development is to be carried out, generally in accordance with the following approved drawings and/or documents:
<table>
<tr><th>Title</th><th>Drawing Number</th><th>Rev</th><th>Date</th><th>Prepared by</th></tr>
<tr><td>MCU DA Site Plan</td><td>24-2373-DW-01A</td><td>B</td><td>Annotated by Council 30/10/26</td><td>Jewell Planning Consultants</td></tr>
<tr><td>Front & Rear Elevation</td><td>AP37544</td><td></td><td>06/03/24</td><td>Now Buildings</td></tr>
<tr><td>Left & Right Elevation</td><td>AP37544</td><td></td><td>06/03/24</td><td>Now Buildings</td></tr>
<tr><td>Plan Elevation</td><td>AP37544</td><td></td><td>06/03/24</td><td>Now Buildings</td></tr>
<tr><td>Office Perspective</td><td>A000</td><td>A</td><td>10/02/25</td><td>ATCO</td></tr>
<tr><td>Plan</td><td>A200</td><td>A</td><td>10/02/25</td><td>ATCO</td></tr>
<tr><td>Elevations</td><td>A300</td><td>A</td><td>10/02/25</td><td>ATCO</td></tr>
</table>
A legible copy of the Approved drawings and documents bearing "Council Approval" and the Conditions of this Decision Notice are to be available on site at all times during construction.</td><td>At all times</td></tr>
<tr><td colspan="3">ASSOCIATED BUILDING WORK</td></tr>
<tr><td>8.</td><td>Complete all building work associated with this development approval, including work required by any of the Conditions of this Decision Notice; generally in accordance with the approved drawing(s), and/or documents.
Building works approval must be obtained from a Private Building Certifier for the following buildings / structures:
Stage 1b – Existing office - to be obtained within 6 months of the date of this decision, or permit for demolition works (if to be removed).
Stage 1b – Constructed 300m^2 Extension to Workshop - to be obtained within 6 months of the date of this decision
Stage 2 – New 12m x 12m Office - prior to commencement of the use
Stage 3 – New workshop extension 20m x 30m - prior to commencement of the use</td><td>As indicated</td></tr>
<tr><td>9.</td><td>External details of the building, facade treatment and external materials, colours and finishes are to be generally in accordance with the approved drawings.</td><td>Prior to issue of Certificate of Classification/ Final</td></tr>
</table>

NO.	CONDITION	TIMING
		Inspection Certificate or prior to commencement of use, whichever comes first, and then to be maintained
10.	***Demolish or relocate all buildings/structures on the site in accordance with the approved drawings. This includes the removal of all existing concrete slabs, foundations and footings and the disconnection of services, where necessary in accordance with a valid approval from the service provider or a Building work approval.***	***For stages 1a and 1b - Within six (6) months of this Decision Notice taking effect.*** ***For Stages 2 and 3 - Prior to commencement of use.***
OPERATIONAL WORK		
11.	***Complete all Operational Work associated with this development approval, including work required by any of the Conditions of this Decision Notice generally in accordance with the approved drawings and/or documents.*** ***Where Operational Work is Assessable Development, works are to be carried out in accordance with a current Development Permit and the Capricorn Municipal Development Guidelines.*** ***Note:*** ***This Decision Notice does not represent an approval to commence Operational Work. Any Operational Work associated with this Material Change of Use or other engineering work proposed on the premises may be subject to assessment under the Isaac Regional Council Planning Scheme.***	***As indicated in the conditions specifying the type of operational works required***
COMMENCING USE		
12.	***The Applicant is required to submit formal written notification to Council confirming the date of commencement of the use for the new office (Stage 2) and workshop extension (Stage 3), within 10 business days the day after the use commences.***	***As indicated***
DEVELOPMENT IN STAGES		
13.	***Development may be carried out in accordance with the stages identified below and on the Approved plans.*** • ***Stage 1a – Original 300m^2 Workshop,*** • ***Stage 1b – Existing office, Constructed 300m^2 Extension to Workshop*** • ***Stage 2 – New 12m x 12m Office*** • ***Stage 3 – New workshop extension 20m x 30m*** ***Stage 2 and 3 do not need to be carried out sequentially, however all relevant infrastructure is to be provided for each stage prior to the commencement of the use for that stage.***	***As indicated***

NO.	CONDITION	TIMING
	INDUSTRY ACTIVITIES	
14.	***The low impact industry use is limited to vehicle hire and mechanical vehicle repair works. No sale of vehicles is permitted from the premises.*** ***The ancillary office(s) must only be used for administrative functions associated with the vehicle hire and repair business. No third-party leasing of the building(s) or unrelated administration functions are permitted to operate from the office(s).***	***At all times.***
15.	***Chemical storage and use areas must be appropriately designed and managed to minimise the risk and impact of any accidental spills and/or releases of fuels, chemicals and other hazardous materials that may contaminate soil, stormwater, groundwater and/or air.*** ***Storage of fuels and chemicals on-site is undertaken in accordance with Australian Standard AS1940 – storage and handling of flammable and combustible liquids.***	***Prior to commencement of use and at all times***
	AMENITY	
	GENERAL AMENITY	
16.	***The approved use must not create environmental nuisance or impact on the amenity of the neighbourhood as a result of noise, vibration, air, odour, water, waste of other emissions.*** ***Note:*** ***The operation must comply with the requirement not to cause Environmental Nuisance or Environmental Harm as per the Environmental Protection Act 1994.***	***At all times***
	LIGHTING	
17.	***Light emanating from any source complies with Australian Standard AS4282 Control of the Obtrusive Effects of Outdoor Lighting or current version.*** ***All outdoor lighting must not exceed 450 candela, as the site is located within Light restriction zone D under the Airport environs overlay code.***	***At all times***
	ENGINEERING	
	GENERAL	
18.	***Do not undertake construction in a way that makes audible noise:*** ***a. On a business day or Saturday, before 6.30 am or after 6.30 pm; or*** ***b. On any other day, at any time.***	***At all times during construction***
19.	***Contain all litter, building waste on the building site by the use of a skip and any other reasonable means during construction to prevent release to neighbouring properties or roads.***	***At all times during construction***

NO.	CONDITION	TIMING
	EARTHWORKS	
20.	***Earthworks must be carried out generally in accordance with the applicable Planning Scheme Codes, the Development Works Planning Scheme Policy and the Capricorn Municipal Development Guidelines.*** ***Note:*** ***Earthworks that comply with the applicable requirements for accepted development do not require the submission of an operational works development application. Where the applicable requirements for accepted development are not met, an operational works development application must be submitted to Council.***	***At all times***
21.	***Ensure the excavating or filling does not concentrate or divert stormwater onto adjoining land to a degree which is worse than that which existed prior to the works.***	***At all times***
22.	***Ensure the excavation or filling does not result in the ponding or permanent retention of surface water either on the site or on adjoining land.***	***At all times***
	EROSION AND SEDIMENT CONTROL	
23.	***Submit an Erosion and Sediment Control Plan as part of the Operational Works application for council approval. The Erosion and Sediment Control Plan must be prepared and implemented in accordance with the Capricorn Municipal Development Guidelines D7 'Erosion Control and Stormwater Management'.***	***Prior to site/ operational/ building work commencing and at all times during construction***
	STORMWATER	
24.	***Discharge all minor stormwater flows that fall or pass onto the site to the lawful point of discharge without causing annoyance or nuisance to any person in accordance with the Capricorn Municipal Development Guidelines and Queensland Urban Drainage Manual.***	***Prior to commencement of building or operational work and to be maintained at all times***
25.	***Adjoining properties and roads are to be protected from ponding or nuisance from stormwater as a result of the works. Ensure the stormwater runoff from the site does not adversely impact on flooding or drainage (peak discharge and duration for all events up to the 1% AEP (Annual Exceedance Probability)) of properties that are upstream, downstream or adjacent to the site.*** ***Notes:*** ***If remedial works are required that involve drainage, drawings are to be submitted and approval obtained from Council, to provide a means to rectify the site drainage.***	***At all times***
26.	***Design and implement a stormwater drainage system connecting to a lawful point of discharge in accordance with the Capricorn Municipal Development Guidelines and Queensland Urban Drainage Manual.*** ***Provide certification from a Registered Professional Engineer Queensland (RPEQ) that the stormwater drainage system has been designed and***	***Prior to commencement of building or operational work and to be maintained***

NO.	CONDITION	TIMING
	constructed in accordance with the conditions of this approval and any other relevant approval issued by the Assessment Manager.	
27.	***Design, construct and maintain all Stormwater Drainage Works for the development generally in accordance with the Approved Drawings, Capricorn Municipal Development Guidelines, Queensland Urban Drainage Manual and the provisions of a Development Permit for Operational Work (Engineering Work – Stormwater Drainage Works).***	***Prior to the commencement of use for the new office (stage 2) or workshop extension (stage 3) and at all times thereafter***
28.	***Provide certification from a Registered Professional Engineer Queensland (RPEQ) that the stormwater drainage system has been designed and constructed in accordance with the conditions of this approval and any other relevant approval issued by the Assessment Manager.***	***Upon completion of the stormwater works and prior to commencement of use for the new office (Stage 2) or workshop extension (Stage 3)***
WATER		
29.	***Provide an appropriate on-site rainwater collection tank and/or other means to service the anticipated water supply needs of the development, including but not limited to potable water supply and firefighting needs.***	***Prior to commencement of use of the new office (Stage 2) or workshop extension (Stage 3)***
WASTE WATER TREATMENT		
30.	***Provide an on-site waste water treatment and effluent disposal system having a capacity sufficient for the use, including all trade waste and waste water from existing wash bays.*** ***The establishment of an onsite waste water treatment and disposal system for the site requires a Plumbing and Drainage Compliance Permit to be obtained from Council under the Plumbing and Drainage Act 2018.*** ***The system must be designed, constructed, operated and maintained in accordance with the Queensland Plumbing and Wastewater Code and Australian Standard AS1547: On-site Domestic Wastewater Management.***	***Prior to commencement of use of the new office (Stage 2) or workshop extension (Stage 3)***
31.	***Submit to Council a wastewater treatment capacity assessment to demonstrate that any existing or new treatment system has capacity to handle current and future wastewater flows without failing or causing environmental harm.***	***Prior to commencement of use of the new office (Stage 2) or workshop extension (Stage 3)***
32.	***The new office and all on-site toilets and sinks must be connected to an on-site wastewater treatment system.***	***Prior to commencement of use of the new office (Stage 2) or***

NO.	CONDITION	TIMING
		workshop extension (Stage 3)
33.	*All existing and/or proposed effluent disposal areas must be wholly located within the site and comply with the boundary setback requirements of the Plumbing and Drainage Act 2018, the applicable Planning Scheme Codes and the Development Works Planning Scheme Policy.*	*Prior to commencement of use of the new office (Stage 2) or workshop extension (Stage 3)*
CAR PARKING AND ACCESS		
34.	*Obtain a Development Permit for Operational Work for Engineering Works – Driveway / Access works.* *Note:* *An Application for Works on Road Corridor/Road Property is required to be lodged with Council when works are proposed to be undertaken within the road reserve.*	*Prior to site / operational / building work commencing*
35.	*Design, construct and maintain all car parking and access works generally in accordance with the Capricorn Municipal Development Guidelines and the following requirement:* *a. Provide a minimum of 115 parking spaces;* *b. Be designed and constructed in accordance with AS2890 Parking facilities – Off-street car parking and the relevant Council Planning Scheme Codes and Development Works Planning Scheme Policy;* *c. Provide parking spaces for people with a disability in accordance with the Building Code of Australia and AS2890.6 Off-street parking for people with disabilities;* *d. All internal driveways and carparking areas must be constructed to an impervious seal comprising a minimum standard of compacted road base or blue metal (or similar).* *e. Provide on-site loading, unloading and manoeuvring for all necessary service vehicles.* *f. Allow all design vehicles to enter and exit the site in a forward gear;* *g. The access crossover must be constructed and sealed to a bitumen or concrete pavement seal that extends from the edge of the pavement to the site boundary.* *h. be signed and delineated in accordance with the Queensland Manual of Uniform Traffic Control Devices;* *i. allow for the provision of fill and/or boundary retaining walls and the containment and management of site stormwater drainage as required;* *j. drained to a legal point of discharge;*	*Prior to commencement of use of the new office (Stage 2) or workshop extension (Stage 3).*
36.	*Provide certification from a Registered Professional Engineer Queensland (RPEQ) that the vehicle access / driveway/s has been designed and constructed in accordance with the conditions of this Decision Notice or any other relevant approval issued by the Assessment Manager.*	*Upon completion of the works and prior to commencement of the new office (Stage*

NO.	CONDITION	TIMING
		2) or workshop extension (Stage 3).
ROADWORKS		
37.	Obtain a Development Permit for Operational Work – Road works and Access Works.	Prior to site operational work commencing
38.	Design and construct the site access from Moranbah Access Road to a minimum of a Basic Right Turn (BAR) treatment and Basic Left Turn (BAL) treatment in accordance with Austroads Guide to Road Design Part 4A: Unsignalised and Signalised Intersections. Detailed designs certified by an appropriately qualified RPEQ are to be submitted to Council for approval as a part of an Operational Work development application. Note: This condition does not remove responsibility from the RPEQ to correctly determine the appropriate intersection, and a Safe Systems assessment may determine that larger treatments are required.	Works must be completed prior to commencement of the new office (Stage 2) or workshop extension (Stage 3).
39.	Repair any damage to existing kerb and channel, footpath or roadway (including removal of concrete slurry from footways, roads, kerb and channel and stormwater gullies and drainlines) and reinstate existing traffic signs and pavement markings that have been removed or damaged during any works carried out in association with the approved development.	Prior to commencement of the new office (Stage 2) or workshop extension (Stage 3).
SERVICES AND STRUCTURES		
40.	Ensure all existing and proposed utility services and connections (e.g. electricity, telecommunications, water and sewerage) are wholly located within the site or within a suitable easement to the satisfaction of Council.	Prior to commencement of use in each stage
EASEMENTS		
41.	All works must be kept clear of any existing or proposed easements on the subject land, unless agreed otherwise in writing by the Grantee.	At all times
42.	Ensure that any easements and rights pertaining to the parcels of land associated with this approval are maintained unless otherwise stated on the Approved Plan/s or the conditions of this approval.	At all times
LANDSCAPING		
43.	Establish, maintain and retain all landscaping generally in accordance with the approved drawings. The landscaped areas must be subject to ongoing maintenance and replanting programme (if necessary).	Prior to commencement of use and to be maintained at all times
44.	The landscape buffer must be extended along the southern frontage of the site as marked up in green by Council on the approved site plan. If the business is to expand to provide storage of parked hire vehicles in the northern sections of the site (e.g. north of the edge of the existing landscape	Southern landscaping works to be completed prior to commencement of new office (Stage 2) or workshop

NO.	CONDITION	TIMING
	buffer at the frontage of the site), the existing landscape strip is to be extended along the frontage of the site to provide screening to vehicle parking areas. *New landscaping areas must comprise:* • *native species that are drought tolerant and endemic to the local area* • *a mixture of trees, shrubs and ground covers* *Landscaping must be maintained for the duration of the use and subject to replanting (if necessary).*	*extension (Stage 3) and maintained at all times thereafter.* *Northern landscaping works to be completed within three (3) months of the business utilising the northern part of the site for parking / storing vehicles, and to be maintained at all times thereafter.*
WASTE MANAGEMENT		
45.	*An impervious bin storage area (Bin Enclosure) for the storage of waste receptacles, must be provided in accordance with the following:* *a. designed so as to prevent the release of contaminants to the environment;* *b. sufficient to accommodate all refuse containers required by the Assessment Manager for the scale of the development;* *c. aesthetically screened from the road frontage and adjoining properties by landscaping or constructed screening;* *d. a suitable hose cock and hoses must be provided at the refuse container area, and wash down to be drained to sewer and fitted with an approved stormwater diversion valve arrangement; and* *e. must be maintained in a clean and sanitary manner at all times.*	*Prior to commencement of use and to be maintained at all times*
46.	*Maintain and operate an adequate waste disposal service, including the maintenance of refuse bins and associated storage areas so as not to cause any environmental nuisance.*	*At all times*
47.	*All waste must be collected by a Council approved commercial contractor within the site. Kerb side collection will not be accepted for the approved development.*	*At all times*
48.	*Ensure that any potential food / waste sources are covered and collected so that they are not accessible to wildlife.*	*At all times*
49.	*Store all liquid waste (e.g. oil, waste oil, paint tins, acid drums, batteries etc.) that cannot be disposed of in an on-site industrial waste treatment system in a covered area on an impervious surface and ensure it is contained in a manner capable of containing the liquids in case of spillage.*	*At all times*

ADVICE NOTES

ADVICES		TIMING
INFRASTRUCTURE CHARGES		
1.	***Infrastructure Charges Notice (MCU25/0003) is applicable to the approved development is attached to this Decision Notice. Infrastructure Charges must be paid by Council in accordance with the timing requirements specified in the Infrastructure Charges Notice.***	***As indicated***
ENVIRONMENTAL HARM		
2.	***The Environmental Protection Act 1994 states that a person must not carry out any activity that causes, or is likely to cause, environmental harm unless the person takes all reasonable and practicable measures to prevent or minimise the harm. Environmental harm includes environmental nuisance. In this regard persons and entities, involved in the civil, earthworks, construction and operational phases of this development, are to adhere to their 'general environmental duty' to minimise the risk of causing environmental harm.*** ***Environmental harm is defined by the Act as any adverse effect, or potential adverse effect whether temporary or permanent and of whatever magnitude, duration or frequency on an environmental value and includes environmental nuisance. Therefore, no person should cause any interference with the environment or amenity of the area by reason of the emission of noise, vibration, smell, fumes, smoke, vapour, steam, soot, ash, dust, waste water, waste products, grit, sediment, oil or otherwise, or cause hazards likely in the opinion of the administering authority to cause undue disturbance or annoyance to persons or affect property not connected with the use.***	***At all times***
ABORIGINAL CULTURAL HERITAGE		
3.	***All development should proceed in accordance with the Duty of Care Guidelines under the Aboriginal Cultural Heritage Act 2003. Penalties may apply where duty of care under that act has been breached.***	***At all times***
CONTAMINATED LAND		
4.	***It is strictly the applicant/owner's responsibility to source information regarding contaminated land from the Department of Resource Management, Contaminated Land section as Council has not conducted detailed studies and does not hold detailed information pertaining to contaminated land.***	***At all times***
HOURS OF WORK		
5.	***It is the applicant/owner's responsibility to ensure compliance with Section 440R of the Environmental Protection Act 1994, which prohibits any construction, building and earthworks activities likely to cause nuisance noise (including the entry and departure of heavy vehicles) between the hours of 6:30pm and 6:30am from Monday to Saturday and at all times on Sundays or Public Holidays.***	***At all times***

CAR PARKING AND ACCESS		
6.	***An Application for Works on Road Corridor/Road Property is required to be lodged with Council when works are proposed to be undertaken within the road reserve.***	***Prior to the commencement of Use***
FURTHER APPROVALS		
7.	***Please be advised that the following development permits / approvals are required to be obtained before the development can be carried out:*** ***a.*** *Operational Works - Site access, Vehicle Parking and Manoeuvring areas* ***b.*** *Operational Works - Road Works* ***c.*** *Building Works – for new/proposed buildings/structure and retrospective approvals for existing buildings/structures* ***d.*** *Plumbing Works – for new/proposed buildings/structure and retrospective approvals for existing buildings/structures*	***Prior to site / operational/ building work commencing***
SIGNAGE		
8.	***Any signage is to be provided in accordance Council's Subordinate Local Law No.14 (Installation of Advertising Devices) 2011.*** ***The existing Shipping Container signage that is constructed on-site is not approved as part of this development approval. This signage must either be removed or approval obtained from Council for the signage to remain on-site.***	***Prior to the installation of any new signage.*** ***Within 6 months of this Decision Notice being issued.***
BIOSECURITY OBLIGATONS		
9.	***Every individual and organisation has a legal responsibility to take practical and reasonable steps to reduce the movement or spread of matter that is listed as either restricted or prohibited under the Biosecurity Act 2014.*** ***The General Biosecurity Obligation (GBO) refers to anyone who knows or aught reasonably to know about their direct or indirect interactions with biosecurity matter. Under a GBO, individuals and corporations whose activities pose a risk must:*** • ***take all reasonable and practical steps to prevent or minimise each biosecurity risk;*** • ***minimise the likelihood of causing a biosecurity event, and limit the consequences if an event is caused; and*** • ***prevent or minimise the harmful effects a risk could have, and not do anything that might make any harmful effects worse.***	***At all times***
FIRE ANTS		
10.	***Fire ants were detected in the Isaac Region in July 2025, leading to the inclusion of some areas within a Fire Ant Biosecurity Zone.*** ***Fire ant biosecurity zones apply to anyone who deals with materials that can carry fire ants, sourced from inside the zones. This includes such as soil, hay, mulch, manure, mining and quarry materials, turf, and potted plants.*** ***This means that you must:*** • ***check the fire ant biosecurity zones before moving these materials***	***At all times***

	• *employ fire ant-safe practices when moving or disposing of organic materials within the fire ant biosecurity zones (Biosecurity Regulation 2016).* *For more information or to report findings of Fire Ants, visit the National Fire Ant Eradication Program Website (https://www.fireants.org.au/stop/biosecurity-zones) or call 132 ANT (13 22 68).*	
STOCK ROUTES		
11.	*The subject site gains access from a road/roads which form part of the Queensland Stock Route Network. From time to time, stock may be permitted to travel and / or graze along the stock route network. Access to the property may be impacted for short periods whilst travelling stock are moving along the stock route. Anything placed on the Stock Route Network by the development should not impede the passage of stock.*	*At all times*

2. ***Issue an Infrastructure Charge Notice to the applicant in the amount of $38,170.60, in accordance with the Draft Infrastructure Charge Notice included in the attached Planning Assessment Report.***

3. ***Publish a Statement of Reasons on Council's website in accordance with the Draft Statement of Reasons included in the attached Planning Assessment Report.***

Yours faithfully

MICHAEL ST CLAIR
Manager Planning & Environment

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Donna Wilson
AUTHOR POSITION	Community Services Grants Officer

8.19 MAJOR AND MINOR COMMUNITY GRANTS SUMMARY OCTOBER 2026

EXECUTIVE SUMMARY

Under s195 of the *Local Government Regulation 2012*, Council is required to have a Community Grants Policy. Council's Community Grants Policy, adopted 25 August 2021, provides that a monthly report is provided to Council detailing the major and minor grants approved under delegation by the Manager Community and Cultural Services.

This report summarises all the sponsorships, major and minor grants (including school bursaries and individual or team development grants) approved under delegation for the period 1 October to 31 October 2026.

COMMITTEES RECCOMMENDATION

Resolution No.: **COMM11/26-0151**

Moved: **Cr Melissa Westcott** **Seconded:** **Cr Terry O'Neill**

That the Committee recommends that Council:

1. **Notes the sponsorship, major and minor community grants (including school bursaries and individual or team development grants) approved under delegation for the month of October 2026.**

2. **Notes that further budget adjustments may be undertaken at Council's third quarter budget review to ensure sufficient funds are available for community grants for the remainder of the financial year.**

Carried

NOTE:

The Committee requested clarification on the sponsorship of Clermont Race Events – is the Council sponsorship 1 or 2 events per year.

Sponsorship Recipient (To be transitioned to Regionally Significant Event)				
Sponsorship Recipient Name	**Total Sponsorship Amount over 3 years**	**Payment number**	**Expended to date**	**Balance Remaining**
CQ Rescue Helicopter	$165,000	Payment 2 of 3 (26/27 FY to be paid)	$110,000	$55,000
Capricorn Helicopter	$60,000	Payment 1 of 3 (26/27 and 27/28 FY to be paid)	$20,000	$40,000
RAAG	$15,000	Payment 1 of 3 (26/27 and 27/28 FY to be paid)	$5,000	$10,000
Clermont Rodeo and Show	$60,000	Payment 3 of 3 (Will be transitioned from this list)	$60,000	$0
Heart of Australia	$45,000	Payment 3 of 3 (Will be transitioned from this list)	$45,000	$0
TOTAL	**$345,000**		**$240,000**	**$105,000**

Monthly Expenditure Grants				
Category	**Operational Budget FY26/27**	**Total Grants**	**YTD Expended** *Including Grants in this Report	**Balance Remaining FY26/27**
Sponsorship Grants	$400,000	$15,000	**$288,521.19**	**$111,478.81**
Major grants		$2,800		
Minor grants		$4,724.78		
- Individual grants		$0		
- School bursary grants		$2,500		
TOTAL		**$25,024.78**		

Grant Type	Applicant	Division	Purpose of funds	Amount
Regionally Significant Event (Sponsorship)	Clermont Race Club	1 & 6	Major Sponsor	$5,000
	Moranbah Carols	3,4,5	Platinum Sponsor	$10,000
TOTAL SPONSORSHIP	**2**			**$15,000**

Major Grant	Moranbah Early Learning Centre	3,4,5	Open day fundraiser	$2,800
TOTAL MAJOR GRANTS	**1**			**$2,800**
Minor Grant	Glenden State School	1	School bursary grant	$1,250
	Clermont Community Housing (auspicing for Ember and Oak)	2,3,4,5	Queensland Mental Health Week	$1,000
	Dysart Pony Club	2	State Qualifier for Show Jumping and Equitation	$1,000
	St Joseph the Worker	3,4,5	Community Christmas Fair	$1,000
	Moranbah State High School	3,4,5	School bursary grant	$1,000
	Clermont Blue Light	6	Bike safety	$724.78
	Percy Island Conservation Group	8	Purchase generator	$1,000
	Nebo State School	8	School bursary grant	$250.00
Individual Grant	**0**			**$0.00**
School Bursary Grant	**3**			**$2,500**
TOTAL MINOR GRANTS	**5**			**$7,224.78**
TOTAL				**$25,024.78**

CONSULTATION

- Director Community Services
- Divisional Councillors
- Manager Budgets & Statutory Reporting
- Manager Community and Cultural Services
- Grants Officer Community and Cultural Services
- Departmental Administration Officer Community and Cultural Services

RISKS

In accordance with Council's Risk Appetite and Tolerance Statement, the risk associated with this report is assessed as:

Risk Category	Assessment

Risk Appetite	**Cautious**
Risk Rating	**Low (Green)**

Summary

The Community Grants Program supports Council's strategic objective of fostering resilient, inclusive and connected communities through the provision of sponsorships, major grants and minor grants. The grants approved under delegation are assessed in accordance with Council's Community Grants Policy, approved budgets and established governance processes.

As this report seeks to note grants that have already been approved within existing delegated authority and budget allocations, the associated risk is considered low. Ongoing budget monitoring, monthly reporting and Council oversight provide appropriate controls to manage grant expenditure and ensure funding remains aligned with approved program budgets.

If all eligible community groups / organisations and schools within the Isaac Region applied for the maximum allowed grants in the current financial year, we would not have enough funds allocated in the current 2026/27 grants budget to cover all applications.

To mitigate this risk when all budget allocations are exhausted all grants received will be presented to Council (via Standing Committee) for consideration and decision.

BASIS FOR RECOMMENDATION

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

ACTION ACCOUNTABILITY

Manager Community and Cultural Services 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:	**Report authorised by:**
DONNA WILSON **Grants Officer Community Services** 14 October 2026	HEIDI ROBERTS **Director Community Services** Date: 29 October 2026

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

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

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. ***Notes the sponsorship, major and minor community grants (including school bursaries and individual or team development grants) approved under delegation for the month of October 2026.***

Notes that further budget adjustments may be undertaken at Council's third quarter budget review to ensure sufficient funds are available for community grants for the remainder of the financial year.

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Emily Kennedy
AUTHOR POSITION	Coordinator Community Development

8.20 Update Regional Significant Event (Sponsorship) Reoccurring Funding List

EXECUTIVE SUMMARY

This report seeks Council's endorsement of an updated Regional Significant Event (Sponsorship) List for the 2026/27, 2027/28 and 2028/29 financial years, to include the SPARC (Dysart Christmas Party) and Middlemount Community Sports Association (Middlemount Christmas Party) as recurring recipients.

COMMITTEE'S RECOMMENDATION

Resolution No.: **COMM11/26-0152**

Moved: **Cr Terry O'Neill** **Seconded:** **Cr Melissa Westcott**

That the Committee recommends that Council:

1. **Endorses the updated Regional Significant Event (Sponsorship) Funding List for FY2026/27, FY2027/28 and FY2028/29 to include:**
   a. **SPARC - Dysart Christmas Party, up to $10,000 per annum; and**
   b. **Middlemount Community Sports Association - Middlemount Christmas Party, up to $10,000 per annum.**

Carried

BACKGROUND

Grant Policy and Guidelines

Under s195 of the *Local Government Regulation 2012*, Council is required to have a Community Grants Policy which includes the criteria for a community organisation to be eligible for a grant from the local government.

The implementation of Council's Community Grants Policy (Policy) is supported by the Isaac Community Grants Framework (Program Guidelines). Both the Policy and Program Guidelines were adopted by Council on 26 May 2026 (Resolution 9731).

The Program Guidelines establishes a grant framework which seeks to fund local projects and activities which help develop resilient, adaptive and vibrant communities while contributing to the social wellbeing of its residents, workers and visitors.

Regionally Significant Events

Regionally Significant Events (Sponsorship) are eligible for funding under the Program Guidelines to support major events or services in the Isaac Region. Regional Significant Event equate to a corporate sponsorship and, where applicable, is mutually beneficial agreement with the intent of Council receiving an acknowledgement package in return for funding provided.

There is no prescribed funding cap for Regionally Significant Events, however they are only eligible for one sponsorship per financial year, with sponsorship agreements being able to span a 3-year period.

In accordance with Council's decision-making process for community grants funding, Regionally Significant Events must be approved through Resolution at Ordinary Meeting (via Standing Committee).

On 26 August 2026, Council endorsed (Council Resolution 9871) the Regional Significant Event (Sponsorship) funding list for FY2026/27, FY2027/28 an FY2028/29.

Following this resolution, Council has received enquiry from SPARC and the Middlemount Community Sports Association regarding eligibility of their respective Christmas parties to be considered Regional Significant Events. Details of these events is provided below:

Proposed Addition: Dysart Christmas Event

The SPARC Dysart Christmas Party delivers significant community benefit by providing an inclusive annual celebration that strengthens community connectedness, participation and wellbeing. Inclusion on the Regional Significant Event (Sponsorship) List aligns Council's support of major Christmas celebrations across the Isaac Region and provides a consistent and equitable sponsorship framework. The proposed addition would allow sponsorship of up to $10,000 annually.

Proposed Addition: Middlemount Christmas Event

The Middlemount Christmas Party delivers community benefit through the provision of a family-focused celebration that promotes participation, community spirit and local pride. Inclusion on the Regional Significant Event (Sponsorship) List supports a consistent regional approach to funding major Christmas celebrations and ensures equitable treatment of comparable events across the Isaac Region. The proposed addition would allow sponsorship of up to $10,000 annually.

Officers have assessed the events against the Program Guidelines and are recommending that the two events be endorsed as Regional Significant Events and included on an updated Regional Significant Event (Sponsorship) List (superseding previous Council Resolution 9871) as updated in Table 1.

If deemed by Council that the events are not suitable for the Regional Significant Event (Sponsorship) List, a Major Grant of $10,000.00 for the 2026/27 Financial Year could be alternatively supported.

Table 1 – Updated List of Regional Significant Events (Sponsorship) for Reoccurring Funding

Division	Applicant	Event / Activity	Cost
8	Nebo Bushman's Carnival	Nebo Rodeo, Nebo Campdraft, Nebo Cutting and Nebo Street Party	Up to $40,000.00
7	Middlemount Rodeo and Camp Draft	Middlemount Rodeo and Camp Draft	Up to $5,000.00
8	St Lawrence Camp Draft	St Lawrence Camp Draft	Up to $5,000.00
1,6	Clermont Rodeo and Show Society Inc	Clermont Beef Expo	Up to $5,000.00
7	Middlemount Race Club	Middlemount Winter Races	Up to $12,500.00
3,4,5	Moranbah Race Club	Moranbah November Spring Races	Up to $11,000.00
1,6	Clermont Race Club	Clermont June Races	Up to $5,000.00
1	Twin Race Club	Twin Hill Races	Up to $5,000.00
3,4,5	MEU Moranbah Office	May Day Activities	Up to $10,000.00
1,6	Clermont Artslink	Clermont Wombat Festival	Up to $10,000.00
1,2,3,4,5,6,7,8	Moranbah State High School	Moranbah Career Expo	Up to $8,000.00
3,4,5	Oasis Life Church	Moranbah Carols by Candlelight	Up to $10,000.00
1,6	Life Church	Clermont Christmas in the Park	Up to $10,000.00
7	Middlemount Community Sports Association	Middlemount Christmas Party	Up to $10,000.00
2	SPARC	Dysart Christmas Party	Up to $10,000.00
3,4,5	Moranbah Miners Memorial	Moranbah Miners Memorial	Up to $10,000.00
1,2,3,4,5,6,7,8	Clermont Rodeo and Show Committee	Isaac Region Show	$20,000.00
1,2,3,4,5,6,7,8	CQ Rescue	CQ Rescue Helicopter	$55,000.00
1,2,3,4,5,6,7,8	Heart of Australia	Heart of Australia Van	$15,000.00
1,2,3,4,5,6,7,8	Capricorn Helicopter	Capricorn Helicopter	$20,000.00
1,2,3,4,5,6,7,8	Road Accident Action Group	Road Accident Action Group	$5,000.00
TOTAL			**$281,500.00**

Revision Period

The list remains current for three financial years (2026/27, 2027/28 and 2028/29) and is reviewed prior to operational budget finalisation for the FY2029/30. All applicants on this list will be required to meet Council's accounting and auditing requirements prior to payment being made. All applicants identified on the list will be required to provide an updated formal application every 3 years to coincide with the Council approval of the current list. Applications allow for the revision of proposed activities, updated application details and required payment information.

IMPLICATIONS

Financial

The proposed list is up to a $281,500.00 financial commitment. The increase of $20,000 from the previously endorsed list is attributable to the proposed inclusion of the Dysart Christmas Party and Middlemount Christmas Party, each eligible for sponsorship of up to $10,000 per annum.

This includes a $166,500.00 financial commitment from the Divisional Grants Budgets of $400,000.00 and a $115,000 financial commitment from operational budgets for Heart of Australia, CQ Rescue, Capricorn Helicopter and Road Accident Action Group.

A budget allocation of $410,000.00 is proposed for the 26/27 Financial Year across the Community and Cultural Services Cost Centres allocated for grant funding. Budget allocation of $120,000.00 is also proposed in the 26/27 Financial Year to account for sponsorship of previously approved significant events (now referred to as Regionally Significant Events).

Should the applications not be supported as Regional Significant Event, the applicants may be redirected to a Major Grant at the recommendation and assessment from Council officers.

CONSULTATION

Director Community Services

Divisional Councillors

Manager Community and Cultural Services

Grants Officer Community and Cultural Services

RISKS

In accordance with Council's Risk Appetite and Tolerance Statement, the risk associated with this report is assessed as:

Risk Category	Assessment
Risk Appetite	**Cautious**
Risk Rating	**Low (Green)**

Financial

There is a risk that inclusion of additional events on the Regional Significant Event (Sponsorship) List may create expectations from other community organisations seeking similar long-term funding arrangements. This risk is mitigated through Council's established eligibility requirements and the ability to assess future applications on their individual merits through the Community Grants Framework.

Approval Process

The list of Regional Significant Events (Sponsorship), developed in prior consultation with Councillors and the Community Services directorate, which details the events and activities that Council has determined provide ongoing regional benefit and are suitable for recurring sponsorship support.

Council reserves the right to cease recurring funding where an applicant:

- Fails to meet Council's acquittal requirements;
- Ceases to operate in good standing within the community;
- Misuses funding;
- Fails to deliver the anticipated community benefits; or
- Fails to provide agreed acknowledgement of Council's sponsorship.

BASIS FOR RECOMMENDATION

Approval of the list provides certainty for event organisers, streamlines administrative processes for applicants and Council, and supports the delivery of regionally significant events that provide ongoing community benefit.

ACTION ACCOUNTABILITY

Manager Community and Cultural Services is responsible for the administration of the Isaac Regional Council Community Grants Policy and Community Grants Framework.

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:	**Report authorised by:**
EMILY KENNEDY **Coordinator Community Development**	HEIDI ROBERTS **Director Community Services**
Date: 3 November 2026	Date: 3 November 2026

ATTACHMENTS

- Attachment 1 - Confirmed Minutes – Ordinary Meeting - August 2026 - Resolution No 9871 - Regional Significant Event (Sponsorship) Three-Year Recurring Funding List
- Attachment 2 - Confirmed Minutes - Ordinary Meeting - Tuesday 26 May 2026 - Resolution No 9731 - Community Grants Policy

REFERENCE DOCUMENT

- Isaac Regional Council Community Grant Framework

OFFICER RECOMMENDATION

That the Committee recommends that Council:

1. *Endorses the updated Regional Significant Event (Sponsorship) Funding List for FY2026/27, FY2027/28 and FY2028/29 to include:*
   i. *SPARC - Dysart Christmas Party, up to $10,000 per annum; and*
   ii. *Middlemount Community Sports Association - Middlemount Christmas Party, up to $10,000 per annum.*

8.12 Regional Significant Event (Sponsorship) Three-Year Recurring Funding List

EXECUTIVE SUMMARY

Under s195 of the *Local Government Regulation 2012*, Council is required to maintain a Community Grants Policy. This report seeks Council's endorsement of a list of recurring funding opportunities for a three financial year cycle. This report also seeks Council's endorsement of the approval process for one-off Regional Significant Event (Sponsorship) funding opportunities.

COMMITTEE'S RECOMMENDATION

Resolution No.: COMM08/26-0114

Moved: *Cr Alaina Earl* *Seconded:* *Cr Melissa Westcott*

That the Committee recommends that Council:

1. *Endorses the Regional Significant Event (Sponsorship) Funding List for FY2026/27, FY2027/28 and FY2028/29;*
2. *Notes that all one-off applications for Regional Significant Event (Sponsorship) funding are to be approved by Council resolution (via Standing Committee).*

Carried

Resolution No.: **9871**

Moved: **Cr Terry O'Neill** **Seconded:** **Cr Rachel Anderson**

That Council:

1. **Endorses the Regional Significant Event (Sponsorship) Funding List for FY2026/27, FY2027/28 and FY2028/29;**
2. **Notes that all one-off applications for Regional Significant Event (Sponsorship) funding are to be approved by Council resolution (via Standing Committee).**

Carried

8.12 REVISED ISAAC COMMUNITY GRANTS PROGRAM GUIDELINES AND POLICY

EXECUTIVE SUMMARY

Under s195 of the *Local Government Regulation 2012*, Council is required to maintain a Community Grants Policy. This report seeks Council's endorsement of a revised Community Grants Policy to replace the current policy adopted on 25 August 2021. It also seeks endorsement of a new Community Grants Framework to replace the existing Community Grant Guidelines adopted on 24 May 2022, with both documents proposed to take effect from 1 July 2026.

COMMITTEE'S RECOMMENDATION

Resolution No.: *COMM05/26-74*

Moved: *Mayor Kelly Vea Vea* *Seconded:* *Cr Melissa Westcott*

That the Committee recommends that Council:

1. *Adopts the revised Community Grants Policy to have effect from 1 July 2026;*
2. *Adopts the Isaac Community Grants Framework to have effect from 1 July 2026 subject to the following amendments:*
    - *Grants received outside of submission timeframes may be considered ineligible.*
    - *Delegate approval of Major Grants of $5,000 and below to the Chief Executive Officer (or Delegate) subject to consultation with the relevant Divisional Councillor or Mayor in event of Conflict of Interest or absence of the Divisional Councillor.*
    - *Major Grants between $5,001 and $10,000 to be reported to Council for consideration based on Officer's Recommendation.*
    - *Add "Sponsorship" to the REGIONAL SIGNIFICANT EVENT section – should read REGIONAL SIGNIFICANT EVENT (SPONSORSHIP).*
    - *Monthly Reporting on Minor and Major Grants approved under delegation.*
    - *Regional Significant Events are to be approved by Council Resolution (via Standing Committee) – amend the table*
    - *Remove the wording – "Applicants that receive Regional Significant Event funding are not eligible for a Major Grant in the same Financial Year."*
    - *Retain the current amounts for individual/team, state, national and international representation.*
    - *Retain the current amounts for school bursaries and remove Tertiary/Vocational.*

3. *Authorises the Chief Executive Officer (or delegate) to make minor administration revision to the Community Grants Framework as required which do not materially alter the intent and application of the document as adopted.*

4. *Note the further work required on the In-Kind Support Internal Process.*

Carried

Resolution No.: 9731

Moved: Cr Vern Russell **Seconded: Cr Terry O'Neill**

That the Committee recommends that Council:

1. **Adopts the revised Community Grants Policy to have effect from 1 July 2026;**
2. **Adopts the Isaac Community Grants Framework to have effect from 1 July 2026 subject to the following amendments:**
    - **Grants received outside of submission timeframes may be considered ineligible.**
    - **Delegate approval of Major Grants of $5,000 and below to the Chief Executive Officer (or Delegate) subject to consultation with the relevant Divisional Councillor or Mayor in event of Conflict of Interest or absence of the Divisional Councillor.**
    - **Major Grants between $5,001 and $10,000 to be reported to Council for consideration based on Officer's Recommendation.**
    - **Add "Sponsorship" to the REGIONAL SIGNIFICANT EVENT section – should read REGIONAL SIGNIFICANT EVENT (SPONSORSHIP).**
    - **Monthly Reporting on Minor and Major Grants approved under delegation.**
    - **Regional Significant Events are to be approved by Council Resolution (via Standing Committee) – amend the table**
    - **Remove the wording – "Applicants that receive Regional Significant Event funding are not eligible for a Major Grant in the same Financial Year."**
    - **Retain the current amounts for individual/team, state, national and international representation.**
    - **Retain the current amounts for school bursaries and remove Tertiary/Vocational.**
3. **Authorises the Chief Executive Officer (or delegate) to make minor administration revision to the Community Grants Framework as required which do not materially alter the intent and application of the document as adopted.**

4.	**Note the further work required on the In-Kind Support Internal Process.**
5.	**Requests that a twelve month review of the new Community Grants Policy and Framework is presented to Council for consideration.**
	Carried

ISAAC REGION
HELPING TO ENERGISE THE WORLD
ABN 39 274 142 600

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Michael St Clair
AUTHOR POSITION	Manager Planning & Environment

8.21 ADOPTION OF ISAAC REGION STOCKROUTE NETWORK MANAGEMENT PLAN 2026

Isaac Regional Council has a statutory responsibility to have a Stock Route Network Management Plan which guides the ongoing management of the region's stock route network. The draft Isaac Region Stock Route Network Management Plan has undergone statutory public consultation and Council adoption of the final Plan is sought.

OFFICER'S RECOMMENDATION

Resolution No.: **COMM11/26-0153**

Moved: **Cr Terry O'Neill** **Seconded:** **Mayor Kelly Vea Vea**

That the Committee recommends that Council:

1. **Receives and adopts the Isaac Region Stock Route Network Management Plan 2026.**

Carried

BACKGROUND

The Isaac Region contains approximately 1,628 kilometres of the Queensland stock route network and six active water facilities, which Council manages on behalf of the Queensland Government. Under the *Stock Route Management Act 2002* (the Act), Council is responsible for managing the stock route network within its local government area, including maintaining travelling stock facilities in good condition.

The Act also requires Council to adopt a Stock Route Network Management Plan (draft Management Plan) which establishes:

a) the part of the stock route network within the local government area;

b) achievable objectives for managing the network;

c) strategies, activities and responsibilities for achieving those objectives;

d) strategies for informing the community about the Plan and its implementation;

e) arrangements for monitoring and evaluating the Plan's effectiveness; and

f) any other matters Council considers appropriate.

The Act requires Council to adopt its draft Management Plan within one year of the State's Stock Route Network Management Strategy taking effect. The State Strategy took effect in 2026, while Council's existing Isaac Region Stock Route Management Plan 2011–2015 is also outdated.

The draft Management Plan has been prepared in accordance with the Act and having regard to the Queensland Government's Stock Route Network Management Strategy.

Use of the stock route network within the Isaac Region is relatively low, with Council issuing 38 travel permits since 2021, predominantly for cattle movements associated with campdraft events.

The draft Management Plan introduces limited changes to existing network and management arrangements, with an emphasis on practical, cost-effective management and continued advocacy for improved State Government cost recovery to minimise the financial burden on Isaac ratepayers.

The draft Management Plan is included as *Attachment 1*.

IMPLICATIONS

Benefits

The Plan provides a clear framework for managing the stock route network proportionately to its relatively low level of use.

Resources

Implementation will be managed through existing Council functions and human resources. Council's Land Protection Officer is the principal staffing resource responsible for the day-to-day management of the network, in addition to other functions the officer delivers across the region.

Budget

The Planning and Environment Department currently has operational budget in the 2026/2027 Financial Year to implement the Management Plan. Budget requirements predominately relate to the resourcing the Land Protection Officer position, associated fleet allocation and incidental chemical costs for weed control. Any capital works required on the network, notably to water facilities, is recoverable from the State Government's annual capital works funding.

Legal

The draft Management Plan has been prepared in accordance with the statutory requirements of the *Stock Route Management Act 2002* and the Queensland Government's Stock Route Network Management Strategy.

Reputational

Council has a statutory responsibility to manage the stock route network within the Isaac Region, including maintaining travelling stock facilities on behalf of the State Government. Adoption of the Plan demonstrates Council's commitment to meeting these obligations and ensuring the network is managed responsibly, sustainably and in the interests of its users and the broader community.

CONSULTATION

In accordance with the Act, the draft Management Plan must undergo statutory public notification. This public notification was undertaken for a 28-day period throughout the month of September. The public notification included:

- Publication of a public notice;
- Notification to existing users of the network;
- Engagement with the Department of Natural Resources and Mines, Manufacturing and Regional and Rural Development;
- Delivery of a dedicated website on Council's Speak Up Platform.

Council's Speak Up Platform attracted 122 views, however no submissions were received regarding the draft Management Plan.

BASIS FOR RECOMMENDATION

The Plan meets Council's statutory responsibility to manage the stock route network and reflects the relatively low demand for stock travel in the Isaac region. Its practical management approach seeks to limit unnecessary expenditure while maintaining appropriate network management.

ACTION ACCOUNTABILITY

Manager Planning & Environment (or delegate) to publish the endorsed Plan on its website in accordance with requirements of the Act.

KEY MESSAGES

The Isaac Region contains approximately 1,628 kilometres of stock routes and six active water facilities. Given the relatively low use of the network, the draft Management Plan adopts a practical, cost-effective management approach with limited changes to existing arrangements, while continuing to advocate for improved State Government cost recovery to minimise the financial burden on ratepayers.

Report prepared by:	**Report authorised by:**
MICHAEL ST CLAIR **Manager Planning and Environment**	HEIDI ROBERTS **Director Community Services**
Date: 8 October 2026	Date: 29 October 2026

ATTACHMENTS

- Attachment 1 – Draft Isaac Region Stock Route Management Plan 2026

REFERENCE DOCUMENT

- *Stock Route Management Act 2002*
- Queensland Government Stock Route Network Management Strategy
- Isaac Region Stock Route Management Plan 2011–2015

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. Receives and adopts the Isaac Region Stock Route Network Management Plan 2026

ISAAC REGION

2026 STOCK ROUTE MANAGEMENT PLAN

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The stock route network (the network) is a system of state roads and reserves totalling more than 2.6 million hectares that are designated primarily for the purpose of travelling stock.

Infrastructure supporting the needs of travelling stock is constructed on the network and consists of facilities such as night yards, crossings, fencing, water facilities and yards.

The stock route network is governed by the *Stock Route Management Act 2002* (the Act) and requires local governments prescribed under the *Stock Route Regulation 2003* (the Regulation) to establish a stock route management plan for the management of stock routes in their respective local government areas.

In the past 10 years, Isaac's stock route network has had limited travel use and usually accommodates the following:

- Short term stock travel to sporting events that provide community benefit like campdrafts
- Water use agreements with neighbouring landowners
- Leases and permits to occupy with the Queensland government to facilitate mostly private grazing
- Unregulated grazing on routes and reserves

The network has been impacted in areas by competing land use, heavy industry location and traffic, the shift away from overland routes to following road infrastructure and the number and distribution of water facilities.

The management of the system is facilitated by the Stock Route Management System (SMRS), a web-based platform provided to Councils by the State Government.

1. INTRODUCTION

1.1 Purpose

The Isaac Regional Council stock route management plan (the plan) intends to provide the framework to manage the network in accordance with the Act and to clearly identify Council's approach to the usage, partnerships and compliance on the stock route network so that its values are maintained. The plan ensures:

- Sustainable management of stock routes and associated values.
- Protection of environmental and cultural values.
- Fair allocation of resources for maintenance, public education and policing.
- Clear guidelines for Council, permit holders and other stakeholders.

1.2 Scope

The plan deals with the management of the network within the Isaac Regional Council local government area and identifies how Council will engage with the community and neighbouring councils in the management of the network.

1.3 Objectives

The overriding direction for the objectives of the plan are provided by the principles of stock route network management, as detailed in Section 97 of the Act.

These principles are:

- **Public awareness**: Public awareness and knowledge of the network's multiple users, environmental values and cultural values must be raised to increase the capacity and willingness of individuals to protect the network.
- **Commitment**: Effective management of the stock route network requires a long-term commitment by the community to management of the network;
- **Consultation and partnership**: Consultation and partnership arrangements between local communities, industry groups, State Government agencies and Local Governments must be established to achieve a collaborative approach to stock route network management;
- **Management**: The stock route network must be managed – to ensure it remains available for public use; and to maintain and improve the network's natural resources and travelling stock facilities for the use by travelling stock and for other purposes;

1.3 Objectives cont.

- **Payment for use**: A person who benefits from using the network must pay a reasonable amount for its use;
- **Planning:** Stock route network management must be consistent at local, regional and state levels to ensure resources for managing the area are used to target management priorities; and
- **Monitoring and evaluation:** Regular monitoring and evaluation of the network's natural resources and travelling stock facilities is necessary to improve the stock route management practices.

The principles provide a foundation for the objectives of the plan, which reflect the context of the network in the Isaac Regional Council local government area. The objectives of the plan are:

- Maintain or reduce where appropriate, resourcing to uncompensated elements of Stock route network management in favour of cooperative arrangements
- Maintain within the capabilities of all stakeholders, the network integrity of the stock route network so that travelling stock have unobstructed travel
- Maintain and replace the infrastructure on the stock route so that it is fit-for-purpose for travelling stock and reduces maintenance requirements
- Determine compliance on unauthorised activities on the network.
- Improve stakeholder engagement in stock route operations.
- Stock route management is integrated into relevant operations and strategies of Council
- Environmental values on the network are managed to ensure longevity.
- Encourage landowners to apply for "maintenance of facility" water agreements where practicable.
- Ensure reasonable cost recovery for the management of the network
- Utilise short-term grazing permits on the Stock Route Network which are known to have greater pasture than is required for travelling stock. (Reduce fuel loads/fire risk, pasture management).
- Ensure climate resilience in the future management and uses of the network

1.4 Plan development

This plan has been developed in consideration with the Act, the Regulation, State Government policy and the current *Queensland Stock Route Network Management Strategy* (the Strategy) and will operate in conjunction with Council's Corporate, and Operational Plans, other relevant State and regional plans, natural resource management legislation and Council Policies.

Consultation was undertaken with community, industry and government stakeholders to provide input and ensure that this plan meets community and legislative expectations.

The plan will remain current until [date – 5 years from commencement].

Strategies and actions for each financial year will be reviewed for their effectiveness on or before 1 April each year and any shortfalls in the completion of its strategies will be amended.

The plan was adopted by [council] at the [meeting] on [month and year].

1.5 Roles & responsibilities

1.5.1 Role of local government

Under the Act, local governments are responsible for managing the part of the network in its area in accordance with the principles of stock route network management and to control the movement of travelling stock on the part of the stock route network in its area. Specifically, these responsibilities include:

- Managing the level of grazing occurring on the network to ensure there is sufficient feed for travelling stock;
- Maintaining assets such as water facilities;
- Issuing permits for travelling stock;
- Issuing permits for short-term agistment and harvesting surplus feed;
- Ensuring the network is managed for weeds and fire risk;
- Ensuring compliance with permit conditions and responding to complaints of breaches; and
- Undertaking capital works to replace assets on the network.

The specific responsibilities for Isaac Regional Council in the delivery of the plan have been incorporated in *7.1 Implementation Plan*.

1.5 Roles & responsibilities cont.

1.5.2 Role of other stakeholders

Broadly, the responsibilities of the other relevant key stakeholders are included in the table below. Specific responsibilities for stakeholders in the delivery of the plan are included in *7.1 Implementation Plan*.

Stakeholder	Role and Responsibility
State government	The Department of Natural Resources, Mines, Manufacturing and Regional and Rural Development provides strategic oversight, policy guidance, compliance support and training.
Neighbouring councils	Collaboration to ensure network flow, connectivity, permit consistency and shared resources.
Drovers and permit holders	Apply for and comply with all issued permit conditions and biosecurity regulations and request permit changes as soon as possible.
Adjacent landholders	Ensure that their management practices don't impede or reduce the viability of the stock route network.
Members of public	Reporting any issues identified to the relevant authority. Abide by signage (e.g. moving stock) and travel to conditions.

2. STOCK ROUTE NETWORK

2.1 Network overview

In the Isaac Regional Council local government area, the network covers some 1,628 km and is composed of primary, secondary and tertiary stock routes, reserves and water facilities (*Appendix 8.1*).

Stock routes are defined in the Act as a 'road or route ordinarily used for travelling stock or declared under a regulation as such'.

The use of the stock route network in the Isaac Region can vary seasonally, with increased use in times of drought and natural disasters from users both within and outside the Isaac region.

2.1.1 Permit types

Travel Permits are a requirement to move stock on foot on:

- Stock Routes including State Controlled Roads included in the Stock Route Network
- Reserves intended for travelling stock
- Roads and other land under local government control
- Unallocated state land adjoining any of these listed types.

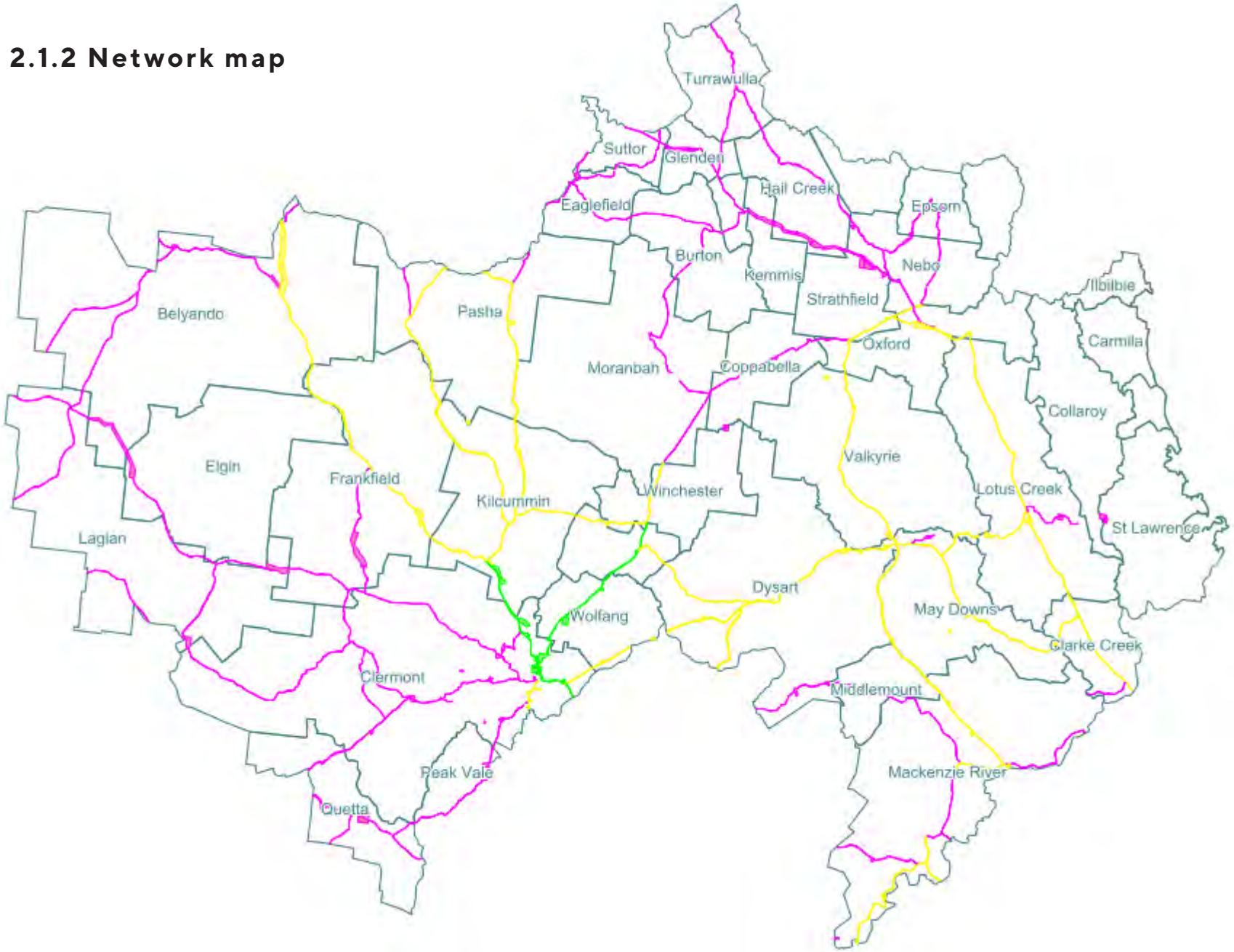
Grazing Permits (agistment) are required for grazing livestock on stock routes, reserves, roads and other land under local government control:

- Used to provide short term relief during natural disasters while longer term strategies are put in place
- Used by local government under an EOI to provide pasture management and fire mitigation
- Agistment permits are issued for a maximum of 28 days and can only be renewed once.

In addition to the use of the stock route network for travelling and agistment purposes, the stock route network in the Isaac Region has a range of uses:

- Environmental values such as significant vegetation and wildlife corridor, providing harbourage.
- May contain cultural heritage values.
- Water access through agreements for landholders.
- Siting for private and public infrastructure
- Alternative transport and utility corridors
- Emergency access and fire break.

2.1.2 Network map



2.2 Stock route network values

As required by the Act and the Strategy, Council is required to preserve the multi-use values of the network. Within the Isaac Region, the network provides the following values:

- **Pastoral:** Providing managed livestock movement and short-term grazing.
- **Cultural heritage:** Recognising and acknowledging the historical significance of the First Nations people and early European settlers on our stock route network.
- **Environmental/biodiversity:** Protecting the native fauna and flora along the stock route network providing critical habitat and unsegmented corridors for movement.
- **Grazing and natural resource conservation**: Managing pasture, vegetation, soil and water resources.
- **Transportation and movement:** Providing options for the movement of stock to properties, saleyards and loading facilities.

Regard for these values have been considered in the development of the management activities listed in the plan's *7.1 – Implementation Plan*.

Effectiveness of management activities at the protection of the network's values will be considered at the annual review periods, and if necessary, amended to ensure that the network's values are protected.

2.3 Inventory of facilities

A list of the type of facility assets that support the network and its operation are included in *Appendix 8.1*.

Each year, Isaac Regional Council may apply to the Department of Natural Resources and Mines, Manufacturing and Regional and Rural Development for funding to undertake capital maintenance activities or improvement on the network.

Funding is provided through a competitive process, with local governments 'bidding' for maintenance activities.

General maintenance and any other works on the network are funded by Isaac Regional Council.

Council will continue to appraise other external funding arrangements to ensure the long-term sustainability and viability of the stock route network.

3. NETWORK PRESSURES

3.1 Overgrazing

Pasture on the network can be impacted by overgrazing from drovers, grazing permit holders, non-compliant use and feral animals. Isaac Regional Council must manage and conserve pasture on the network in its area to ensure, as far as practicable, an adequate supply of pasture is available for travelling stock.

Sufficient pasture is required to be assessed by Council before issuing the travelling stock permit and can be assessed using several tools including the Land Condition Assessment Tool.

Consideration also needs to be given on whether there is a need for erosion rehabilitation or pasture regeneration anywhere on the network.

Council's approach to pasture management involves:

- Inspections of the network using a range of tools including the Land Condition Assessment Tool (LCAT) to assess adequate pasture availability.
- Ensuring permit conditions such as stock numbers and permit duration meet the assessment of pasture availability.
- Ensuring users are abiding by use conditions on their permits or land use agreements
- Applying its biosecurity obligations under the Isaac Region Biosecurity Plan by monitoring of populations and considering control programs for asset protection and ease grazing and competition pressures.

3.2 Vegetation Encroachment

The encroachment of vegetation also impacts the likelihood of sufficient pasture along the network, as well as creating obstructions to travelling stock.

Council's approach to management of encroaching vegetation involves:

- Inspections of the overland primary network and high use areas to identify and map areas of encroaching vegetation and considering vegetation classification and essential habitat.
- Apply the appropriate control technique including the use of fire to actively manage vegetation in consultation with other agencies and neighbouring landholders (co-op burns).
- Apply for vegetation clearing permits if required
- Ensure vegetation protection legislation and frameworks support the management of vegetation on stock routes

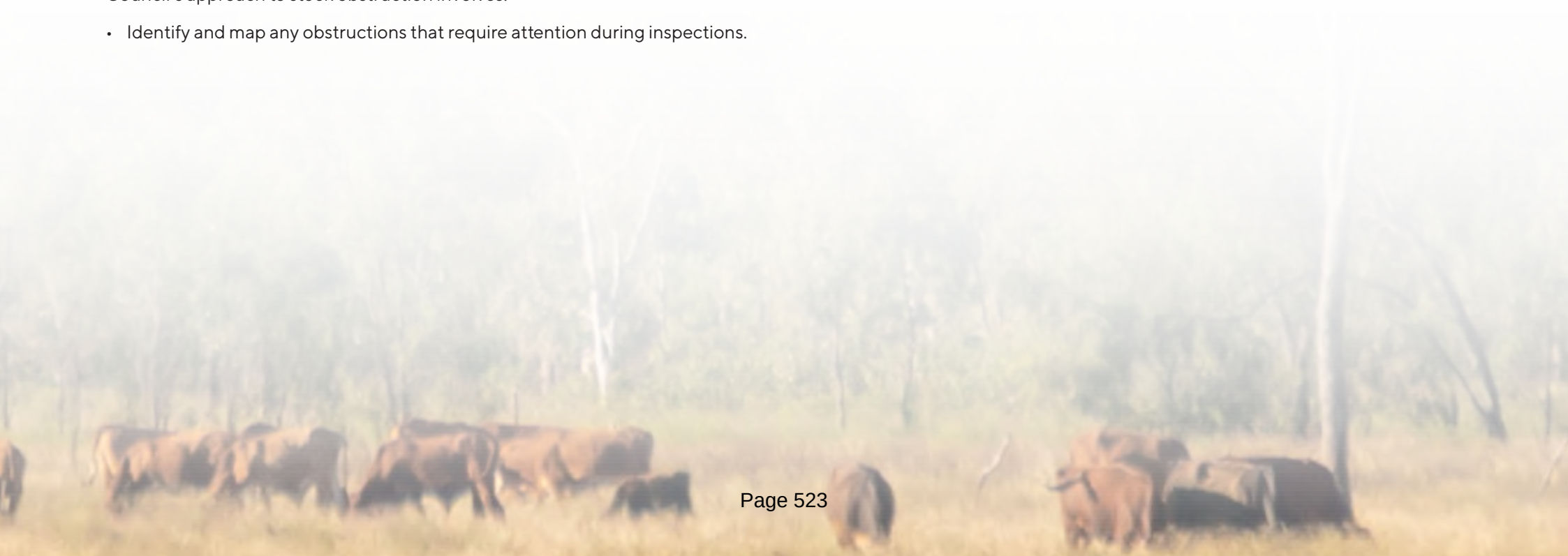
3.3 Stock movement obstruction

Besides the encroachment of vegetation, detailed in *Section 3.2*, other obstruction may include:

- Authorised and unauthorised fencing and structures
- Public, private and industrial infrastructure allowed under other Acts
- Non-compliant use
- Network bottlenecks and passage requirements created by mines
- Heavy industry road use

Council's approach to stock obstruction involves:

- Identify and map any obstructions that require attention during inspections.
- Maintenance carried out on gates, fences and any grids.
- Liaise with Council's engineering department to ensure that any works carried out on council controlled roads doesn't obstruct the movement of stock.
- Liaise with Queensland Government Departments to ensure that the network doesn't become fragmented.
- Liaise with TMR during permitting to ensure complementary road use
- Addressing unauthorised fencing or structures with landowners and neighbours.



3.4 Straying stock

Straying stock may enter private property or roadways, resulting in public safety concerns, property damage, or conflict between users and stakeholders.

This pressure is often linked to inadequate fencing, unpermitted agistment, or stock left unattended.

Straying stock from neighbouring landholders onto the network also causes issues such as overgrazing, biosecurity concerns and conflict with authorised users of the network.

Council's approach to straying stock involves:

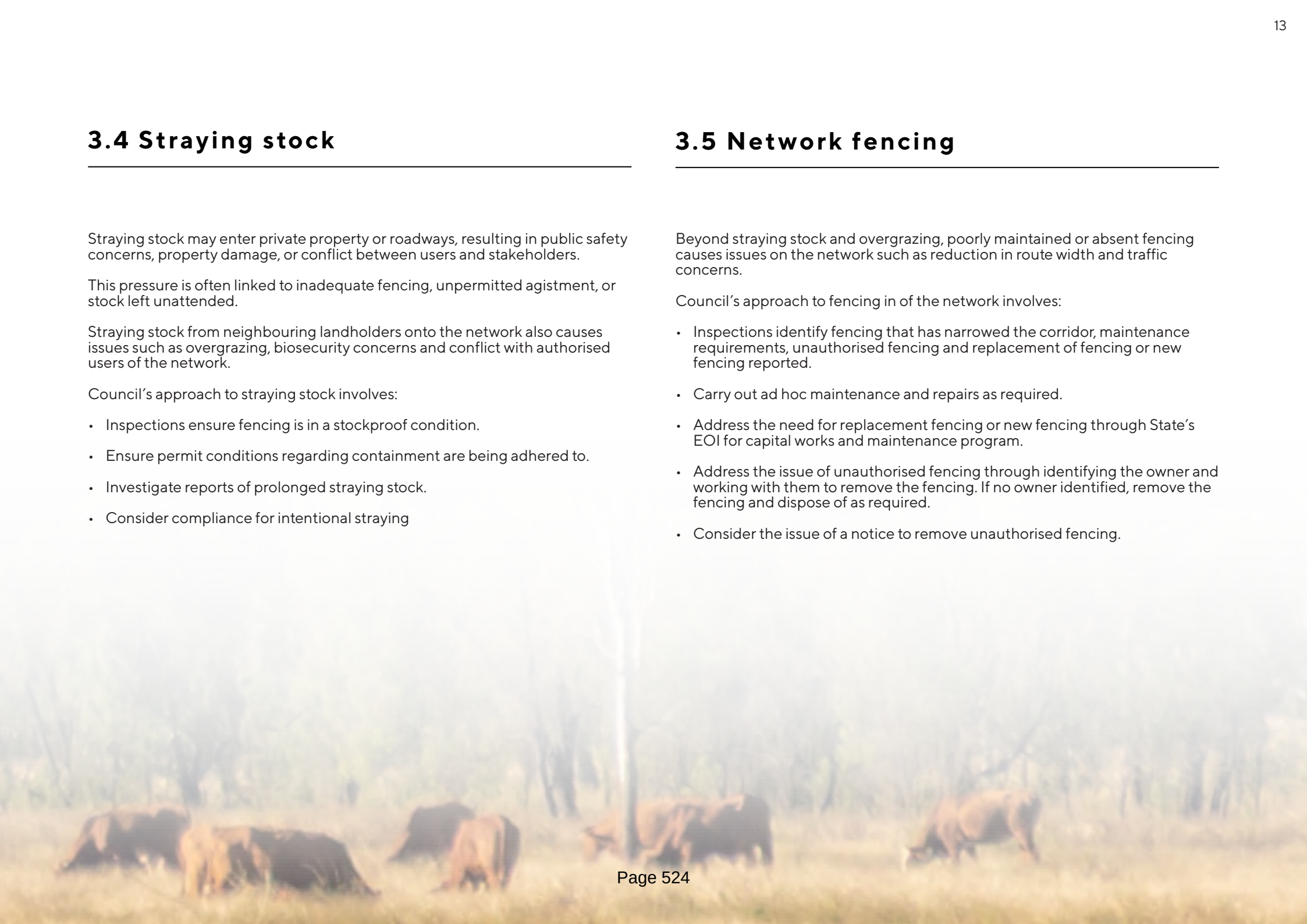
- Inspections ensure fencing is in a stockproof condition.
- Ensure permit conditions regarding containment are being adhered to.
- Investigate reports of prolonged straying stock.
- Consider compliance for intentional straying

3.5 Network fencing

Beyond straying stock and overgrazing, poorly maintained or absent fencing causes issues on the network such as reduction in route width and traffic concerns.

Council's approach to fencing in of the network involves:

- Inspections identify fencing that has narrowed the corridor, maintenance requirements, unauthorised fencing and replacement of fencing or new fencing reported.
- Carry out ad hoc maintenance and repairs as required.
- Address the need for replacement fencing or new fencing through State's EOI for capital works and maintenance program.
- Address the issue of unauthorised fencing through identifying the owner and working with them to remove the fencing. If no owner identified, remove the fencing and dispose of as required.
- Consider the issue of a notice to remove unauthorised fencing.



3.6 Biosecurity, pest animals & weeds

The *Isaac Regional Council Biosecurity Plan 2024-2027* outlines the council's desired outcome to non-native invasive species that can have, or threaten to have, significantly negative impacts economically, culturally, environmentally, and socially.

The plan applies to all stakeholders as well as the management of the stock route network within the Isaac region.

3.7 Fire regimes

Uncontrolled and prescribed burning impacts the availability of pasture and can create competition from fast establishing weed species

- Fire breaks at water facility reserves
- Controlled burning on roadside follows the *Isaac Regional Council Roadside Burning Policy*

3.8 Impacts from other users

Recreational users, trail riders, utility contractors, and illegal campers may cause soil compaction, damage to infrastructure, or disturb livestock.

Council manages these risks by:

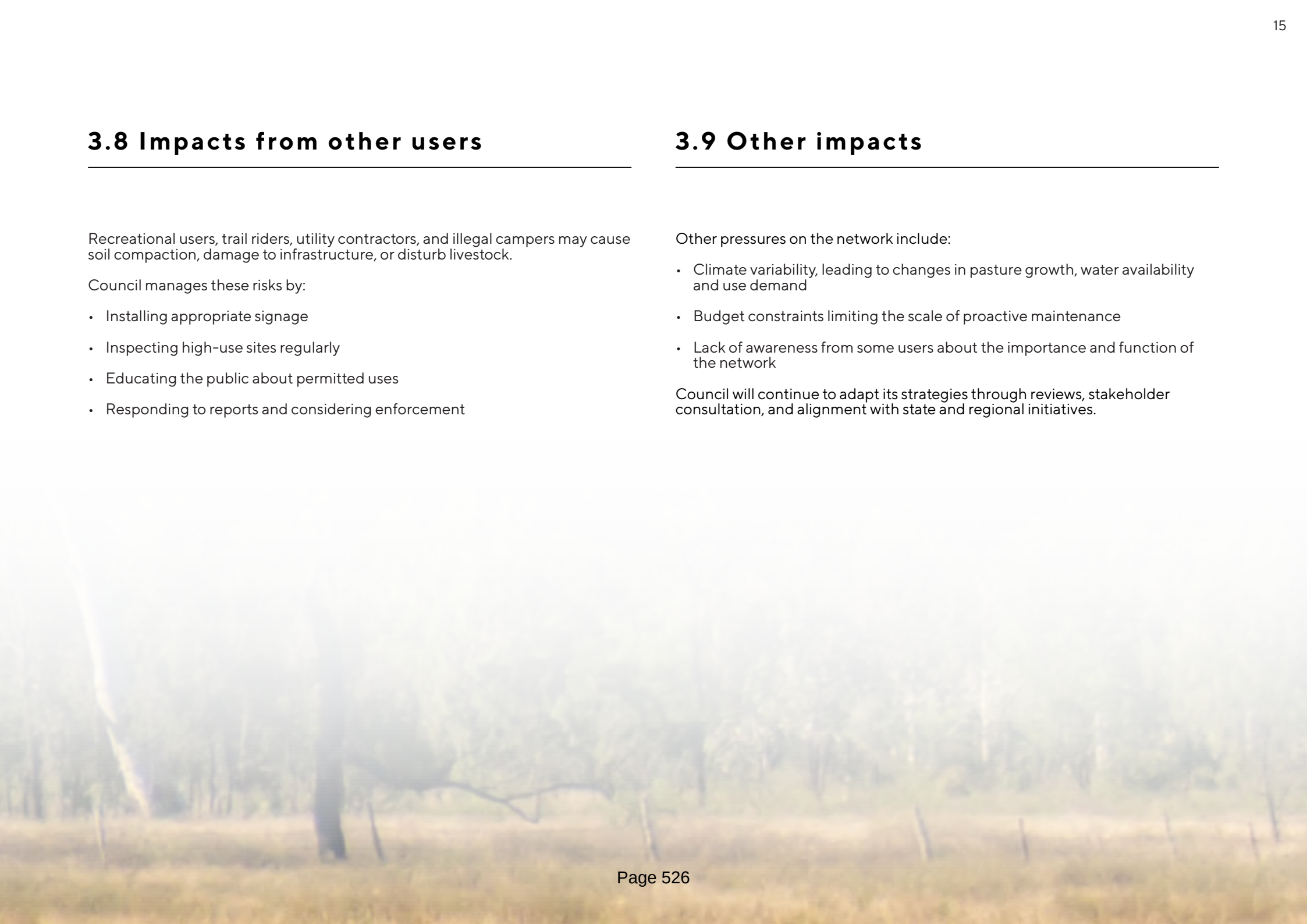
- Installing appropriate signage
- Inspecting high-use sites regularly
- Educating the public about permitted uses
- Responding to reports and considering enforcement

3.9 Other impacts

Other pressures on the network include:

- Climate variability, leading to changes in pasture growth, water availability and use demand
- Budget constraints limiting the scale of proactive maintenance
- Lack of awareness from some users about the importance and function of the network

Council will continue to adapt its strategies through reviews, stakeholder consultation, and alignment with state and regional initiatives.

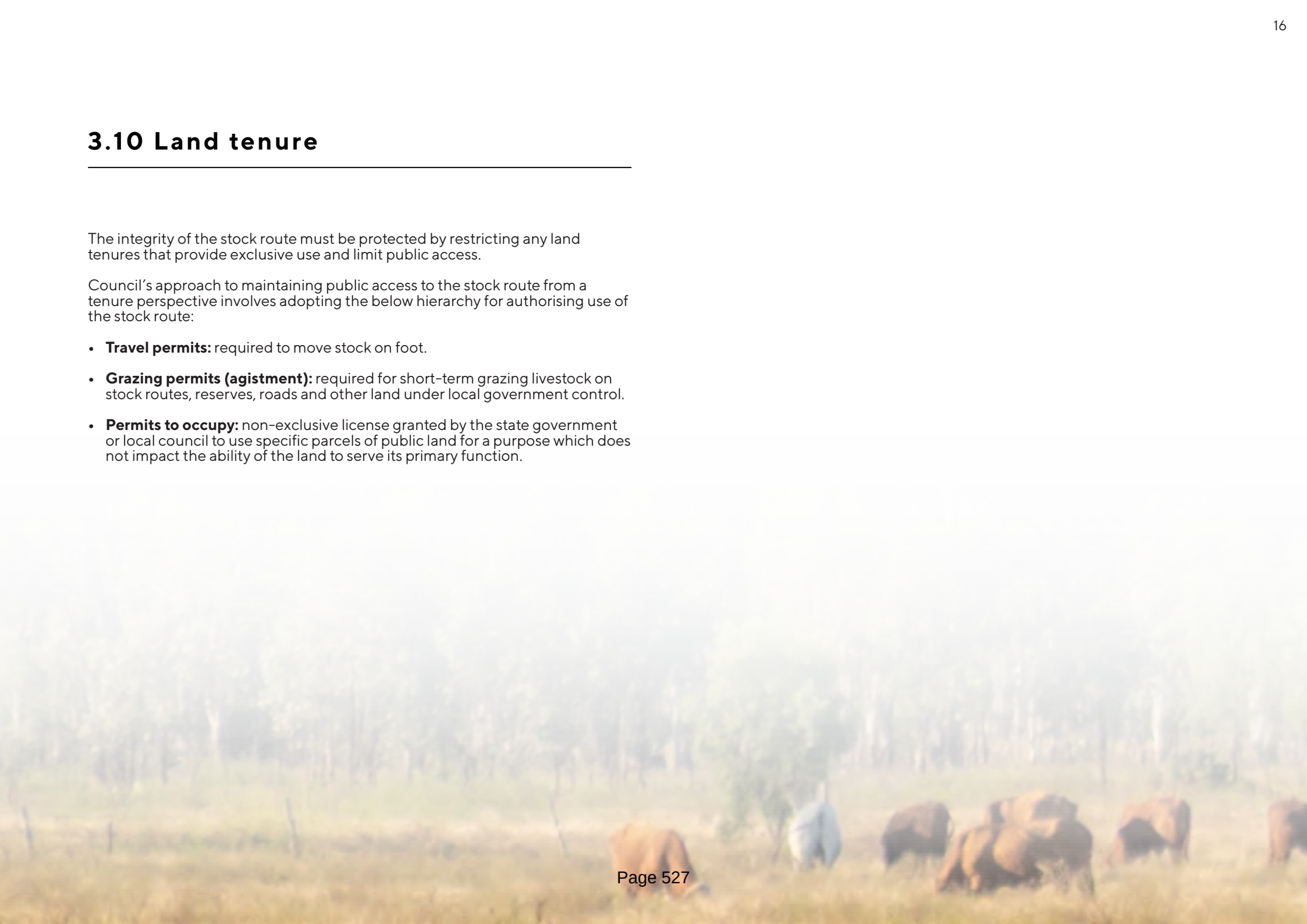


3.10 Land tenure

The integrity of the stock route must be protected by restricting any land tenures that provide exclusive use and limit public access.

Council's approach to maintaining public access to the stock route from a tenure perspective involves adopting the below hierarchy for authorising use of the stock route:

- **Travel permits:** required to move stock on foot.
- **Grazing permits (agistment):** required for short-term grazing livestock on stock routes, reserves, roads and other land under local government control.
- **Permits to occupy:** non-exclusive license granted by the state government or local council to use specific parcels of public land for a purpose which does not impact the ability of the land to serve its primary function.



4. WATER FACILITIES

4.1 Management & maintenance

Water facilities along the network play a critical role in supporting users of the network as well as the broader community and region. Management and maintenance are necessary to ensure Council achieves the consultation and partnership, public awareness, and planning principles.

Council is responsible for managing and maintaining these water facilities. The management regime employed by Council involves

The Council's water facility management regime includes:

- Inspections to assess functionality, cleanliness, and safety.
- Reactive maintenance following reports from permit holders, landholders or the public.

A service-level framework prioritises maintenance based on:

- Facility usage frequency and permit history
- Environmental vulnerability (e.g. likelihood of algae blooms or bore depletion)
- Infrastructure age and asset condition ratings

4.2. Water facility agreements

Water facility agreements are necessary to ensure the water needs of travelling stock are met, whilst ensuring that the water resources and those with rights to the water are not negatively affected.

Water facility agreements are entered into before water is taken from a stock route water facility, and can be for domestic, stock watering, or combined purposes.

Isaac Regional Council prefers water agreements that waive fees in lieu of maintenance of the facility by the agreement holder.

5. COMPLIANCE FRAMEWORK

Council is responsible for managing non-compliances on the network. Council's compliance approach involves awareness and education, informal and formal warnings, and pursuing appropriate enforcement action based on risk.

The compliance framework is consistent with the principles of public awareness, management, and payment for use. Council's approach considers the risk and reasonable effective compliance of:

- Offences about stock route agistment and travel permits
- Grazing stock without a permit
- Overgrazing
- Straying stock
- Damaging travelling stock facilities
- Wasting or polluting water
- Taking water
- Obstructing movement of stock
- Clearing of vegetation

Council also considers the appropriateness of applying other legislation, local laws, compliance frameworks and policies for supporting compliance on the stock route network.

6. RISK & SAFETY MANAGEMENT

The network carries risk that the Queensland Government, Council, drovers, agistees, lessees and other network users, surrounding landholders and community must reduce to ensure the safe use of the network.

Risk and safety management is critical to preserve the safety of users and travelling stock and the values of the network.

A risk assessment is included in *Appendix 8.2* .

7. IMPLEMENTATION

7.1 Implementation plan

Council is committed to achieving a system of stock route management that is both viable and equitable to all the stakeholders within the Isaac Region.

The plan will be implemented by council staff, when and where required. When Council does not have the resources to complete a task, contractors may be hired to complete the task.

Council is committed to maintaining the network to improve and sustainably manage its use as a valuable resource and provide for compatible alternative uses, whilst providing a safe and well managed environment for all potential and prospective users.

This supports the delivery of the principles of commitment, management, and planning.

7.1 Implementation plan cont.

Objective 1 – Stock route network awareness and integrity				
No.	**Strategic action**	**Responsibility**	**Priority**	**Action**
1.1	Display information on the network and its uses on Council's website	Council	High	Information on website
1.2	Staff are trained in the legalities, policies and management of the Stock Route Network and the Stock Route Management System (SRMS)	Queensland Government	High	Training held every 2 years to address staff turnover
1.3	Community is educated on the stock route network	Council	Medium	Yearly communications about stock routes released
		Queensland Government		Stock route information is kept current on public interfaces
1.4	The network remains effective	Queensland Government	Medium	Legacy issues in the Isaac Regional Council network are resolved with the relevant stakeholders
		Council	High	Effective stock route considerations in planning and operational activities

7.1 Implementation plan cont.

No.	Strategic action	Responsibility	Priority	Action
Objective 2 – Managing use and values				
2.1	Application assessments balance the values of the network	Council	High	All State Network values impacts are considered in deciding applications
2.2	Assessments of applications comply with relevant policies	Council	High	Applications are considered against State Policy and the Stock Route Management Plan
2.3	Pasture assessments are conducted on primary routes and pre application approval	Council	Low	Post wet season assessments on primary route Pasture assessment conducted before approvals
2.4	Flexibility is maintained in use by droving stock	Council	Medium	Council supports (in order of level of priority) Agistment Permits and Permits to Occupy. Term leases are not generally supported on stock routes.
2.5	Pasture managed to ensure productivity and reduce risk	Council	High	Controlled burns follow Councils Roadside Burning Policy Weeds are controlled at priority water facilities
			Medium	Fire breaks are maintained at Water facilities and critical reserves Council develops a process for agisting stock route assets
			Low	Council advocates for clearing of thickened vegetation on Stock routes to be exempt under the *Vegetation Management Act 1998* Permits to occupy monitored to ensure sufficient pasture remains on primary routes and key linking roads
2.6	Use is complementary with neighbouring Local Government management		High	Relationship with neighbouring Local Governments and broader representative bodies maintained and attended Minimal issues in users passing between Local Governments

7.1 Implementation plan cont.

No.	Strategic action	Responsibility	Priority	Action
Objective 3 – Infrastructure				
3.1	Assets are inspected and maintenance prioritised	Council	High	Preventative maintenance is programmed
3.2	Water assets provide community value when not in use to stock	Council	Medium	Council advocates for community purpose use of water facilities in the Stock Route Management Act.
3.3	Superseded infrastructure is disposed appropriately	Council State Government	Low	Process is developed to dispose of superseded assets
Objective 4 - Compliance				
4.1	Map illegal fencing and infrastructure on the Stock Route	Council	Low	Data is added yearly to GIS
4.2	Inspect permit holders regularly to ensure compliance	Council	High	Non-compliance is reduced
4.3	Illegal use of Stock Routes monitored	Council	Low	Repeat offenders causing traffic risks cautioned
Objective 5 – Cost recovery				
5.1	Fees charged reflect hours invested to issue and manage permits	Council	High	Seek to achieve cost recovery
5.2	Required works should focus on recoverable asset renewal	Council	High	Seek to achieve cost recovery
5.3	Uses demonstrating community benefit will be considered for waiving of fees	Council	High	Fees waived for users in which community benefit is demonstrated (i.e. community events)

8. APPENDICES

8.1 Water facilities on stock route

Facility ID	Facility name	Facility type	Has assets	Active management	Water use agreement at publication
C0009	Clermont	Sub-artesian water	No	No	No
F11514	Valkyrie	Excavation	Yes	No	No
F17621	Rosewood	Sub-artesian water	Yes	Yes	No
L58458	Valkyrie State School	Artesian water	No	No	No
N0340	Cheeseborough	Natural waterhole	No	No	No
P0686	Frankfield	Excavated tank	No	No	No
P0687	Moorlands	Sub-artesian water	No	No	No
P0688	Pasha	Natural waterhole	No	No	No
P1036	Grovenor	Excavated tank	No	No	No
P1518	Bee Lagoon	Natural waterhole	No	No	No
P1546	Harrybrandt	Unknown water source	No	No	No
P1626	Marias	Excavated tank	Yes	No	No
P1676	Annandale	Unknown water source	No	No	No

8.1 Water facilities on stock route cont.

Facility ID	Facility name	Facility type	Has assets	Active management	Water use agreement at publication
P1678	Morambah	Excavation	No	No	No
P2073	Cairo	Excavated tank	No	No	No
W0492	Mines	Sub-artesian water	Yes	Yes	Yes
W0846	Bulliwallah	Sub-artesian water	Yes	No	No
W0871	Wolfang	Excavated tank	Yes	Yes	Yes
W1582	Wolf Peak	Sub-artesian water	Yes	Yes	Yes
W1670	Washpool	Sub-artesian water	No	No	No
W1700	Myall	Sub-artesian water	Yes	Yes	Yes
W2316	Greenmantle	Sub-artesian water	Yes	Yes	No
W2367	Venus	Sub-artesian water	Yes	No	No
W2374	Kilcummin	Sub-artesian water	Yes	No	No
W2388	Aroa	Sub-artesian water	Yes	No	No
W2409	Diamond Downs	Excavated tank	Yes	No	No
W2433	Nth Copperfield	Excavation	Yes	No	No

8.2 Risk assessment

WHAT IS THE HAZARD?	WHO MIGHT BE HARMED AND HOW	WHAT ARE YOU ALREADY DOING TO CONTROL HARM?	DO YOU NEED TO DO ANYTHING ELSE TO CONTROL THE RISK?	POSITION RESPONSIBLE FOR IMPLEMENTING AND MONITORING	RESIDUAL RISK RANKING			IS THE TASK SAFE TO PROCEED?
					L	C	R	
PHYSICAL INJURY FROM LIVESTOCK	Users of the network. Stock collision with horse/ motorbike/ quad, stock kicking/ charging, falling off horse. Physical/ psychological harm.	Knowledgeable/ suitably trained people for the task. Spatial and stock awareness. Current and fully stocked first aid kit onsite. Communication device or 2-way available. Council staff to report any incidents via Lucidity. 000 where necessary. Pre-start/site assessment. Fatigue management.	No	User and permit holder responsibility Team leader/ manager Council/ Environment and Sustainability Team	Possible	Moderate	Medium (9)	Yes
WILDFIRE	Council staff, users of the network and stock. Physical injury or death, psychological harm.	Vegetation and pasture management, including controlled burns and fire breaks to reduce fuel loads and risk Education and awareness raising. Compliance action for non-permitted burns. Check weather/extreme weather updates and disaster dashboard for current conditions.	Maintenance of fire breaks and regular controlled burns scheduled	Council - Environment and Sustainability team Queensland Fire Service State Government (i.e. DNR)	Rare	Severe	Medium (5)	Yes

8.2 Risk assessment cont.

WHAT IS THE HAZARD?	WHO MIGHT BE HARMED AND HOW	WHAT ARE YOU ALREADY DOING TO CONTROL HARM?	DO YOU NEED TO DO ANYTHING ELSE TO CONTROL THE RISK?	POSITION RESPONSIBLE FOR IMPLEMENTING AND MONITORING	RESIDUAL RISK RANKING			IS THE TASK SAFE TO PROCEED?
					L	C	R	
BIOSECURITY/ DISEASE/ BIOLOGICAL HAZARDS	Users of the network, public, animals, environment Council reputation Injury or death, disease, psychological harm and environmental harm	Do not move or disturb any animal, plant or contaminated material. Take reasonable action to minimise the risk (containment where possible). Environment and Sustainability identify and manage hazard areas and exposure risks. Manage fencing, surveillance, hygiene practices, signage and other best practice strategies to manage biosecurity, weeds and pests. Environment and Sustainability Team have attended Biosecurity Preparedness training session and know who to engage in an emergency. Isaac Region Biosecurity Plan. Apply our General Biosecurity Obligations. Stakeholder engagement/ communication and staying informed of current risks to the region via State Government departments/NRM groups.	Continue education and spread awareness about biosecurity risks to Isaac Region.	User and permit holder responsibility. Council/ Environment and Sustainability Team. State Government (i.e. DPI).	Rare	Severe	Medium (5)	Yes

8.2 Risk assessment cont.

WHAT IS THE HAZARD?	WHO MIGHT BE HARMED AND HOW	WHAT ARE YOU ALREADY DOING TO CONTROL HARM?	DO YOU NEED TO DO ANYTHING ELSE TO CONTROL THE RISK?	POSITION RESPONSIBLE FOR IMPLEMENTING AND MONITORING	RESIDUAL RISK RANKING			IS THE TASK SAFE TO PROCEED?
					L	C	R	
STOCK ON THE ROAD/ HIGHWAY	Drovers, public/ motorists. Motor accident - physical injury, death.	Knowledgeable/suitably trained people for the task. Signage for motorists. Council and TMR aware of travelling stock. All travelling stock permit holders on state controlled roads to understand and follow all conditions placed on the permit by TMR.	No.	User and permit holder responsibility. Council - Environment and Sustainability Team. TMR.	Unlikely	Major	Medium (8)	Yes
BITES, STINGS AND INJURY FROM ANIMALS AND INSECTS (NON-STOCK)	Snake, spider, insect bite/sting. Physical injury, death, psychological impacts.	PPE, current and fully stocked first aid kit onsite. Communication device or 2-way available. Council staff to report any incidents that occur via Lucidity. Network users to notify Council of any incidents. 000 where necessary.	Staff trained in first aid.	Individual's responsibility. Council/Environment and Sustainability Team.	Likely	Minor	Medium (8)	Yes

8.2 Risk assessment cont.

WHAT IS THE HAZARD?	WHO MIGHT BE HARMED AND HOW	WHAT ARE YOU ALREADY DOING TO CONTROL HARM?	DO YOU NEED TO DO ANYTHING ELSE TO CONTROL THE RISK?	POSITION RESPONSIBLE FOR IMPLEMENTING AND MONITORING	RESIDUAL RISK RANKING			IS THE TASK SAFE TO PROCEED?
					L	C	R	
HUMAN CONFLICT	Complaint Physical/ verbal abuse of council staff, drovers, contractors or other landholder/ drovers Psychological harm, potential for physical injury	Appropriate signage/public notice for the task. E.g. travelling stock. Permit holders to have a permit copy with them. Permit holders can direct the complainant to Council. Compliance action can be sought if necessary. Contractors/drovers to report incidents to Council. Council staff to report any incidents that occur via Lucidity. 000 where necessary.	Ensure users are complying with permits, leases and agreements Ensure users are notifying impacted neighbours or other users on the network as practically as possible in an appropriate timeframe	Individual's responsibility. Council/Environment and Sustainability Team.	Unlikely	Negligible	Low (1)	Yes
EXPOSURE	Exposure to the elements. (e.g. heat stress, extreme temperatures, etc.) Physical injury, psychological injury, in extreme cases death.	PPE, correct outdoor uniform for the task. Hat, long clothes, sunscreen, sunglasses. Take regular rest/meal breaks in shade. Carry plenty of water. Report illness to team leader/ manager.	No.	Individual's responsibility. Team leader/manager to ensure controls are in place	Possible	Minor	Medium (6)	Yes

8.2 Risk assessment cont.

WHAT IS THE HAZARD?	WHO MIGHT BE HARMED AND HOW	WHAT ARE YOU ALREADY DOING TO CONTROL HARM?	DO YOU NEED TO DO ANYTHING ELSE TO CONTROL THE RISK?	POSITION RESPONSIBLE FOR IMPLEMENTING AND MONITORING	RESIDUAL RISK RANKING			IS THE TASK SAFE TO PROCEED?
					L	C	R	
FATIGUE	Workers – illness from long hours, reduced rest, insufficient breaks, low nutrient/water intake. Incoherent decision making	PPE, correct outdoor uniform for the task. Take regular rest/meal breaks in shade. Carry plenty of water and food. Workers to self-assess and report to manager/team leader if unwell. Not to work more than 10hr days Sufficient drovers on the drive	Allow for rest days	Individual's responsibility. Team leader/manager to ensure controls are in place	Possible	Negligible	Low (3)	Yes
UNQUALIFIED CONTRACTORS	Council reputation.	Contractor onboarded in Council safety system. Qualifications/experience verified. Council Procurement process must be followed.	No	Council/ Environment and Sustainability Team Safety System	Rare	Minor	Low (2)	Yes

8.2 Risk assessment cont.

WHAT IS THE HAZARD?	WHO MIGHT BE HARMED AND HOW	WHAT ARE YOU ALREADY DOING TO CONTROL HARM?	DO YOU NEED TO DO ANYTHING ELSE TO CONTROL THE RISK?	POSITION RESPONSIBLE FOR IMPLEMENTING AND MONITORING	RESIDUAL RISK RANKING			IS THE TASK SAFE TO PROCEED?
					L	C	R	
VEHICLE/ MACHINERY HAZARDS	Workers and users of the network Injury or death from direct impact	Reverse warning devices on plant and vehicles or operator/ drivers to warn workers of movement. Positive communications/ communication device. Operator/driver/rider to be suitably qualified. Workers are not to walk behind reversing or moving vehicles. Workers must maintain a safe distance from machinery operation zone. Remain in exclusion zone (machinery such as excavators, skid steer loaders etc). Workers are to wear hi-vis PPE when working around operational machinery and stay within the visual space of operators. Designated worker assisting plant must wear required PPE. Speed of travel for plant no more than 10kms p/hr on site. Operator to know blind spots on machinery.	No	Council - Environment and Sustainability Team Safety System Individual's responsibility Contractors	Rare	Moderate	Low (3)	Yes

8.2 Risk assessment cont.

WHAT IS THE HAZARD?	WHO MIGHT BE HARMED AND HOW	WHAT ARE YOU ALREADY DOING TO CONTROL HARM?	DO YOU NEED TO DO ANYTHING ELSE TO CONTROL THE RISK?	POSITION RESPONSIBLE FOR IMPLEMENTING AND MONITORING	RESIDUAL RISK RANKING			IS THE TASK SAFE TO PROCEED?
					L	C	R	
ISOLATED MANUAL WORK	Workers and users of the network Injury or isolation in rural/ remote areas	Communication device or 2-way available Current, fully-stocked first aid kit in vehicle. Ample water and food Positive communication with team/team leader - estimated start and finish times/locations Council staff to comply with all relevant work instructions	No	Individual responsibility for safety Council - Environment and Sustainability Team Team leaders/ managers Contractors	Possible	Minor	Medium (6)	Yes
CHEMICAL USE	Workers and users of the network. Physical harm from chemicals, economic harm (holding periods for livestock). Environmental harm.	Qualified and trained staff Correct equipment for the task Follow instructions on chemical label/SDS Ensure conditions are favourable for the task All users to maintain accurate chemical use records Correct PPE and outdoor uniform	No	Council/Environment and Sustainability Team Safety Systems/ Council Procedures Individual responsibility for safety	Rare	Minor	Low (2)	Yes

8.2 Risk assessment cont.

WHAT IS THE HAZARD?	WHO MIGHT BE HARMED AND HOW	WHAT ARE YOU ALREADY DOING TO CONTROL HARM?	DO YOU NEED TO DO ANYTHING ELSE TO CONTROL THE RISK?	POSITION RESPONSIBLE FOR IMPLEMENTING AND MONITORING	RESIDUAL RISK RANKING			IS THE TASK SAFE TO PROCEED?
					L	C	R	
BRANCH/ TREE FALL	Users of the network/staff. Head or shoulder injury from working/ sitting under trees.	Users/staff to be aware of dead/dying branches or trees, stay clear where possible. Vegetation management. Council staff to report any incidents that occur via Lucidity. All users to wear appropriate PPE	No	Individual responsibility for safety Council - Environment and Sustainability Team	Rare	Moderate	Low (3)	Yes
SLIPS/ TRIPS/ FALLS	Users/staff on the network working on uneven ground. Injury from straining or twisting.	Pre-start assessment for major hazards. Walk carefully on site. Reduce work on slopes where possible. All users to wear appropriate PPE	No	Individual responsibility for safety Team leaders/ managers	Likely	Negligible	Low (4)	Yes

8.2 Risk assessment cont.

RISK MATRIX

	Consequence Values				
Likelihood Values	(1) Negligible	(2) Minor	(3) Moderate	(4) Major	(5) Severe
(5) Almost Certain	Medium 5	Medium 10	High 15	Extreme 20	Extreme 25
(4) Likely	Low 4	Medium 8	High 12	High 16	Extreme 20
(3) Possible	Low 3	Medium 6	Medium 9	High 12	High 15
(2) Unlikely	Low 2	Low 4	Medium 6	Medium 8	Medium 10
(1) Rare	Low 1	Low 2	Low 3	Medium 5	Medium 5

8.2 Risk assessment cont.

RISK TREATMENT	
Extreme Risk (20 – 25)	**ACTION** immediately to identify strict control measures to effectively eliminate or reduce the risk to as low as reasonably practical. Management to review/authorise risk control measures prior to commencement, risk mitigation business case is required. Continually monitor the effectiveness of controls.
High Risk (12 – 16)	**CAUTION and ACTION** effectiveness of IRC's operations, functions, key services and performance is threatened. Identify strict risk control measures to eliminate or reduce the risk to as low as reasonably practical. Consult with supervisor to review risk control measure prior to commencement, risk mitigation business case is required. Continually monitor the effectiveness of controls.
Medium Risk (5 – 10)	**ACTION and MONITOR** take reasonably practical control measures to reduce the risk as low as reasonably practical. Consult with Supervisor to review risk control measures as required prior to commencement, business case or strategy required. Continually monitor effectiveness of controls.
Low Risk (1 – 4)	**MONITOR** part of business and activity may be threatened with only marginal disruption to operations functions or services. Business as usual, continue to take practical control measures to reduce risk, continually monitor effectiveness of controls.

8.2 Risk assessment cont.

LIKELIHOOD MEASURES

No.	Level	Description
5	Almost certain	Common or very frequent occurrence, greater than 60% chance of event in 12 months, expect 1 or more events per year.
4	Likely	Has been known to frequently occur. 60%-90% chance of one event every year. Likely once 1-4 years
3	Possible	The event might occur at some time. 30%-60% chance of one event every 5-7 years
2	Unlikely	The event could occur at some time. 5%-30% chance of one event every 5 to 20 years
1	Rare	Un-common or very infrequent occurrence. Less than 5% chance of event occurring every 15 years

CONSEQUENCE MEASURES

Consequence									
No.	**Level**	**People & Safety**	**Legal & Compliance**	**Assets**	**Environmental, Public Health & Cultural**	**Leadership & Reputation**	**Financial**	**Business Performance & Capability**	**Economy and Community**
5	Severe	Multiple Fatalities or permanent disability, incurable disease/ multiple Long-term mental health issues. People and culture issues cause continuing failure to deliver essential services.	Significant litigation, major civil lawsuit, criminal charges, major breach of regulation/legislation, CMC or related enquiry.	Multiple system long-term disruption. Critical infrastructure (key assets, infrastructure, corporate information and IT network/hardware unusable for extended period.	Permanent environmental damage, and significant resources to rectify. Effects are irreversible, threat to public health, flora, fauna and/or cultural heritage.	Ongoing leadership, decision making issues or instability resulting in State Government intervention across Council for a sustained period. Significant adverse community impact. Consistent or extreme negative media attention. Irreconcilable community loss of confidence. Viral adverse social media coverage. Widespread ongoing media attention	Financial impact jeopardises Council as a going concern.	Complete and indefinite disruption to operations for indeterminate period. Increase in complaints from community. Majority of critical program or projects cannot be achieved	Failure of a significant industry, sector or social fabric of n the community
4	Major	Single fatality, a permanent disability or multiple serious injuries/mental health hospitalisation. Lost time could be months. Long term or permanent disabling effects on human being. People and culture issues cause failure across multiple business units to major day-to-day service delivery	Could result in litigation, requiring resources. Will result in major breach or regulation/legislation. May incur a fine, loss of licence/contract, future transactions affected.	Single system medium term disruption. Critical infrastructure unusable for determinate period. Breach causes liability to personnel, CEO and Council	Medium to long term impact to environment, significant resources required to rectify. Impacts cover a wide area, can be contained, will require expert resources.	Ongoing leadership issues or instability resulting in community concern, or lack of decision-making ability across a Directorate/s of Council for a sustained period. Considerable and prolonged impact and dissatisfaction publicly expressed. Community. Constant negative media attention (weeks). Mass/ extended adverse social media coverage.	Financial impact limiting the capacity of the Council to achieve objectives.	Major disruption to operations and project delivery that negatively impacts on services to customers. Able to be rectified in 6 months. Would require major changes in activities to meet objectives.	Significant structural adjustment required by identified industry or social recovery to respond and recover from emergency event
3	Moderate	Single serious injury/hospitalisation/mental health. Lost time for a few weeks. People and culture issues impact one business unit and cause failure to deliver minor day-to-day service delivery	Serious issue requiring investigation and advice into legal liability. May result in non-compliance with regulation/legislation, significant fine.	Equipment level replacement/repair short duration. Non critical assets are destroyed, wilfully destroyed or unusable for a determinate period.	Medium impact on the environment, air quality or community health. Limited to small area, able to be remedied.	Ongoing leadership or decision-making instability resulting in community concern. Sectional community impacts and concerns. Loss of confidence by the community in the organisation. Significant social media and/or formal complaints	Financial impact requiring reallocation of funds across directorates.	Disruption to operations and product delivery that has some impact on services to customers. Able to be rectified in 3 months	Moderate impact on the environment or injury to the public that requiring treated in the short-term
2	Minor	Minor injury or illness/ first aid treatment/ minor financial loss. Lost time less than 7 days People issues cause several days interruption of day-to-day service delivery.	May result in minor non-compliance with regulation/legislation, breach notice, isolated threat of legal action/loss of licence.	Non critical assets are available or unusable for a short period, possibly hours or days. Replacement or repair.	Minor damage to environment, air quality or community health. Remedied through existing processes.	Ongoing leadership or decision-making instability resulting in community concern with potential to disrupt a business unit. Local community impacts and concerns. Occasional once off negative media attention. May cause some social media or formal complaints	Financial impact that can be absorbed and dealt with at the directorate level.	Some disruption of operations and product delivery but does not impact on service to customers. Can be rectified in 1 month	Minor impact on the environment or injury to the public
1	Negligible	Low level illness/no treatment required low financial loss. No lost time. Short term staffing issues temporarily reducing activity quality, but there is no impact on stakeholders.	Issue would not affect compliance with regulation or legislation. Managed through routine procedures.	Slight damage. Assets temporarily available, replaced within acceptable timeframes. Facility/ infrastructure/ network/hardware are still operational.	No measurable effect on the environment, air quality or community health. No specific action required, minimal threat.	Individual issue based and/or no public concerns. No media coverage. Isolated social media expressing concern	Financial impact that can be absorbed and dealt with at the individual activity/project level.	Minimal impact on operations or product delivery (1 day or less). No impact on services.	Brief, non-hazardous, transient pollution or damage to a local area requiring minimal treatment.

VISIT US

Clermont Office
24 Herschel Street
CLERMONT QLD 4721

Dysart Office
18 Shannon Crescent
DYSART QLD 4745

Glenden Office
Town Shopping Centre
17-27 Perry Drive
GLENDEN QLD 4743

Middlemount Office
11 Carter Place
MIDDLEMOUNT QLD 4746

Moranbah Office
Grosvenor Complex
1 Batchelor Parade
MORANBAH QLD 4744

Nebo Office
14 Reynolds Street
NEBO QLD 4742

St Lawrence Office
36 Macartney Street
ST LAWRENCE QLD 4707

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MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Renae Nelson
AUTHOR POSITION	Contracting Facilitator

8.22 EXCEPTION BASED CONTRACTUAL ARRANGEMENTS - *LOCAL GOVERNMENT REGULATIONS (2012)*

EXECUTIVE SUMMARY

This report seeks Council's approval to engage Stonecorp Pty Ltd trading as Clermont Concrete and Construction as the sole supplier for stock route works in the Isaac region, under the exception provided by section 235(a) of the *Local Government Regulation 2012* for medium or large-sized contractual arrangements.

OFFICER'S RECOMMENDATION

Resolution No.: **COMM11/26-0154**

Moved: **Cr Terry O'Neill** **Seconded:** **Mayor Kelly Vea Vea**

That the Committee recommends that Council:

1. **Resolves, under section 235(a) of the *Local Government Regulation 2012*, that it is satisfied there is only one supplier reasonably available to complete the stock route works in a cost-effective and timely manner, and that quotations need only be obtained from Stonecorp Pty Ltd trading as Clermont Concrete and Construction;**

2. **Endorses the exception under section 235 of the *Local Government Regulation 2012* that allows Council to enter into medium-sized or large-sized contractual arrangements without first inviting written quotes or tenders.**

1. **Carried**

BACKGROUND

For capital works relating to stock route water facility upgrades or major maintenance works, the State generally invites Expressions of Interest (EOIs) at the end or beginning of each calendar year for projects proposed for the following financial year. The Land Protection Officer enters estimated project costs into the Stock Route Management System (SRMS). These estimates must be within 10% of the actual quotation submitted. Three (3) EOIs were submitted for the current financial year, all of which received provisional approval. For this year's funding cycle, estimated project costs were entered into the SRMS in February, and the State granted provisional approval in May. The procurement process commences following provisional approval.

The Procurement team have conducted two request-for-quotation processes, with three suppliers invited to submit quotations on each occasion. In the first process, completed in November 2024, two quotations were received. Clermont Concrete and Construction submitted the lowest quotation, which was $28,000 excluding GST below the other submission, and was the only quotation within budget. The second process, completed in October 2026, received one quotation, submitted by Clermont Concrete and Construction that shows they can complete the works in the timeframe specified and within budget.

Clermont Concrete and Construction has consistently demonstrated quality workmanship, timely delivery, safe work practices and reliable availability, and has confirmed its willingness to undertake the stock route works across the Isaac region.

A Council Resolution is therefore requested;

> Under section 235 of *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 it is satisfied that there is only 1 supplier who is reasonably available;*

IMPLICATIONS

With only one supplier, the Land Protection Officer would be able to obtain an accurate quotation for works at the commencement of the EOI process.

Without the proposed resolution, Council would be required to undertake a separate procurement process for each works project approved under the State Capital Works program, including inviting the prescribed number of suppliers to quote. Given the time required to obtain State approval, an additional procurement process would further delay delivery of the works and may increase the overall project costs.

CONSULTATION

Manager Contracts and Procurement

Manager Environment and Sustainability

Program Leader – Environment and Sustainability

Land Protection Officer

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 (a) require Council resolution to ensure compliance.

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Report prepared by:	**Report authorised by:**
Renae Nelson **Contracting Facilitator**	HEIDI ROBERTS **Director Community Services**
Date: 28 October 2026	Date: 29 October 2026

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

- *Local Government Regulations 2012*
- *IRC Procurement Policy*
- *IRC-PECS-0226-Q1453 Tank, Fencing and Troughs at Greenmantle*
- *IRC-PECS-0824-SFQ0031 Water Tanks, Water Lines and Troughs*

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. Resolves it is satisfied that there is only 1 supplier who is reasonably available;

2. Acknowledges the limited number of suppliers reasonably available to complete the stock route works in a cost-effective and timely manner and resolves that quotations need only be obtained from the identified viable suppliers.

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Michael St Clair
AUTHOR POSITION	Manager Planning and Environment

8.23 SUSPENSION OF SELECTIVE AND SYSTEMATIC DOG INSPECTION PROGRAM

EXECUTIVE SUMMARY

This report seeks Council endorsement to suspend the delivery of its annual selective and systematic dog inspection program and to redirect available resources towards community education, customer enquiry responsiveness and core service delivery. The proposed suspension retains the option for Council to consider a future inspection program if monitoring identifies a need.

COMMITTEES RECOMMENDATION

Resolution No.: **COMM11/26-0155**

Moved: **Mayor Kelly Vea Vea** **Seconded:** **Cr Terry O'Neill**

That the Committee recommends that Council:

1. **Endorses the suspension of the annual selective and systematic dog inspection program with resources to be redirected towards community education, customer enquiry responsiveness and core service delivery.**
2. **Notes that Council retains the option to recommence the inspection program in the future via Council resolution.**

Carried

BACKGROUND

Dog Inspection Program

An Approved Dog Inspection Program is a discretionary activity authorised under section 113 of the *Animal Management (Cats and Dogs) Act 2008* and section 134 of the *Local Government Act 2009.* The legislation enables authorised officers of council to undertake property inspections to check compliance with the relevant legislation and Council's Local Law No. 1 (Administration) 2011 and No. 2 (Animal Management) 2011, predominately pertaining to requirements relating to the number of dogs kept at a premises and their registration status.

There are two types of inspection programs that a local government may pass a formal resolution to approve:

- Systematic inspection program: Allows an authorised person to enter and inspect all properties, or all properties of a certain type, across the local government area.

- Selective inspection program: Allows an authorised person to enter and inspect specific properties chosen based on objective criteria stated in the resolution

Dog inspection programs primarily aim to identify unregistered dogs and improve compliance with registration, microchipping and animal keeping requirements. While these programs support responsible dog ownership, broader issues such as roaming dogs require a combination of ongoing community education, timely responses to complaints and targeted enforcement.

History of Council Programs

Council's former Domestic Dog Advisory Committee (DDAC), along with a draft Terms of Reference were endorsed by Council on 28 November 2017 (Resolution No 5185) with an objective to develop and implement a holistic, responsible pet dog ownership programme in the Isaac region. A Work Plan was adopted by the DDAC which identified 16 tasks to achieve this objective, one of which nominated the delivery of a dog inspection program. The Work Plan is included as Attachment 1.

From 2023, annual Council resolutions have been received to undertake both systematic and selective inspection programs across Moranbah, Dysart and Clermont. Details of these programs is provided in Image 1.

Year	Location / Focus	Program Type	Proposed Timing	Notes
2023	Moranbah township	Systematic	Complete	Complete
	Region-wide	Selective (non-renewed registrations)	Complete	Complete
2024	Region-wide	Selective (non-renewed registrations)	Complete	Complete
2025	Dysart township	Systematic	Complete	Complete
	Region-wide	Selective (non-renewed registrations)	Complete	Complete
2026	Clermont township	Systematic	2 Mar – 22 May 2026	**Cancelled (floods)**
	Region-wide	Selective (non-renewed registrations)	2 Mar – 22 May 2026	Complete

Image 1: Previous inspection programs

Council's programs to date have aimed to identify unregistered dogs to support compliance with dog ownership requirements.

- Systematic inspection program: inspections of all properties in Moranbah and Dysart have been undertaken to identify unregistered dogs.
- Selective inspection program: inspections of all properties across the region have been undertaken where a dog was registered the previous year and has not been re-registered in the following year.

Delivery of the program has been undertaken using a combination of existing compliance and administrative staff, in addition to three temporary labour hire positions engaged for the period of the inspection program (3 – 6 months).

The most recent resolution by Council relating to the inspection programs was on 28 January 2026, where Council resolved (Resolution No. 9551) to defer the Clermont Systematic Inspection Program due to the floods and to note the continuation of the selective inspection program which has since concluded.

The report noted that '*a separate report will be tabled with Council in 2027 to seek approval to undertake the Systematic Inspection Program in Clermont, subject to community conditions and operational readiness at that time'.*

There is no current Council resolution endorsing the continuation of the program beyond this resolution and officers are recommending through this report that the program be suspended indefinitely.

Results of previous inspection programs

The findings of previous programs are summarised below:

- **Dog registrations** increased following Council's introduction of the program in. Registrations remain above pre-program levels, although other factors, including population movements, may have contributed to this increase. Image 2 shows dog registration rates by financial year.
- The **2023 systematic inspection program in Moranbah** involved inspections of 3,992 properties, of which 1,375 had dogs. Of these, 957 properties were recorded as compliant (70%) and 484 as non-compliant (30%).
- **Annual registration renewal rates** have generally remained between 65% and 70%, with a lower rate of 54% recorded in 2023/24. The briefing also identified increases in renewal activity around inspection program announcements, suggesting that the publicity associated with the program encourages some owners to renew their registrations. Image 3 shows dog registration renewal rates by financial year.
- The **2025 systematic inspection program in Dysart** involved inspections of 1,440 properties, of which 379 had dogs. Of these, 121 properties were recorded as compliant and 258 as non-compliant, representing approximately 32% and 68% respectively.
- **The 2025 selective inspection program** targeted properties where dog registrations had not been renewed from the previous year. Officers attended 497 properties across the region, with 240 properties recorded as fully compliant, representing 48.3% of properties attended.

The results demonstrate the program's contribution to identifying non-compliance and encouraging dog registration, of which an initial spike was evident at the time the program commenced in 2023. Dog registration rates have continued to grow since 2023/24, while dog registration renewal rates have remained consistent at 65-70% (including prior to the programs commencement).

There is no evidence of any sustained improvement in broader animal management issues, such as roaming and barking complaints, however nor is the program intended to address these matters. These matters require ongoing community education, customer enquiry responsiveness and targeted compliance action.

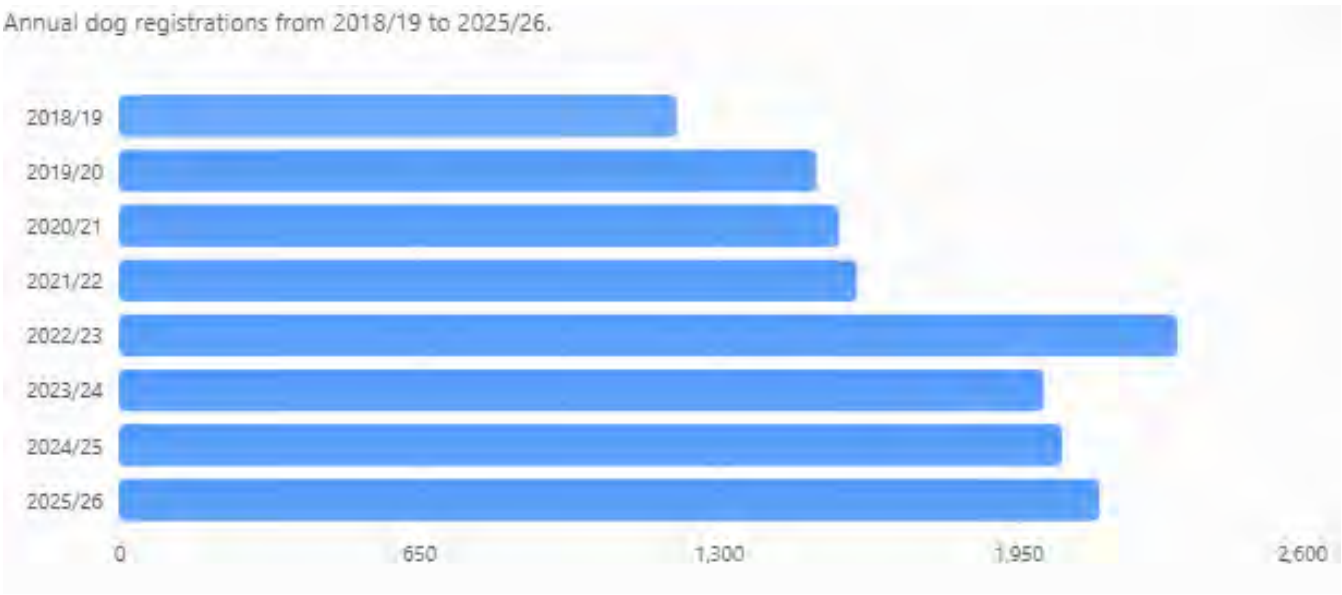


Image 2: Dog registrations by financial year (Source: IRC Registration Data)

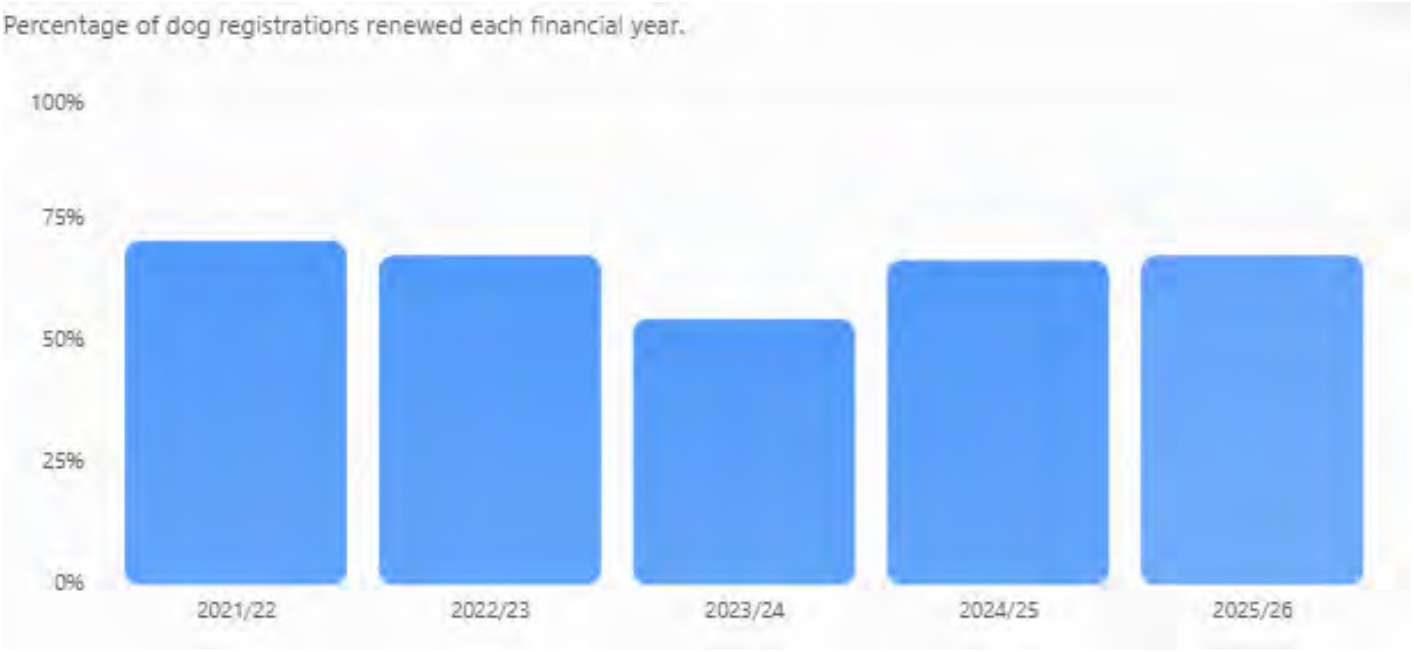


Image 3: Dog registration renewal rates (Source: IRC Registration Data)

Redirection of Resources

Officers' recommendation to suspend the annual inspection programs will allow the Community Education and Compliance team to focus on its core service delivery, including responding to customer enquiries, investigating animal management complaints, undertaking proactive patrols and delivery of educational messaging.

The inspection programs require support from existing compliance officers, administration staff and management, in addition to the temporary staff engaged to undertake inspections. Removing this workload is expected to improve the team's capacity to respond to enquiries and support core service delivery.

Officers propose a greater emphasis on ongoing education to help residents understand and meet their responsibilities as dog owners. This would include renewed social media messaging about registration renewals, secure containment and nuisance prevention, supported by existing microchipping promotion and desexing initiatives. Education will also continue to be provided directly when officers respond to enquiries and complaints. Officers will undertake a review of the former DDAC Work Plan to identify any outstanding actions and to inform future initiatives which may remain relevant to supporting responsible pet dog ownership across the region

Officers will continue to administer dog registrations and renewals and monitor registration numbers, renewal rates and animal management complaints. A sustained decline in registrations or an identified compliance issue would inform consideration of a future selective or systematic inspection program. Any future program would be brought to Council for approval.

IMPLICATIONS

Budget

The annual delivery cost of the inspection program has ranged historically from $100,000 to $120,000 for temporary staffing and accommodation. This does not account for the staffing costs of existing employees which while it has not been accurately tracked, is considered significant.

The 2026/27 operational budget includes $106,000 for program staffing and $10,000 for associated travel and accommodation, totalling $116,000. Subject to confirmation of uncommitted funds, officers propose removing this allocation through the Quarter 2 budget review.

Annual dog registration revenue is approximately $55,000 to $65,000. This represents total registration revenue and cannot be attributed solely to the inspection programs. Registrations and renewals will continue to be administered, although any change in revenue following suspension will need to be monitored.

The proposed budget reduction relates to temporary program delivery costs. Any reallocation of resources as currently proposed is not intended to attract an operational cost, with existing staff time redirected to these activities.

Resources

The inspection programs generally require two temporary field officers and one temporary administration officer for approximately three months, together with support from existing staff. Suspending the programs would remove the need for these temporary appointments for program delivery and reduce the associated workload on the broader team. Existing staff would continue to deliver core animal management and local law services, with additional capacity directed towards customer responsiveness and education. The proposal does not include an increase in permanent staffing.

Legal

Inspection programs are discretionary under section 113 of the Animal Management (Cats and Dogs) Act 2008 and section 134 of the Local Government Act 2009. Suspension does not alter dog owners' obligations or Council's statutory responsibilities. Complaint responses and compliance action will continue, with any future program requiring Council approval and compliance with applicable notice and entry requirements.

Reputational

The community may perceive suspension as reduced commitment to animal management. Clear communications will reinforce ongoing registration and animal keeping obligations and Council's continued complaint response and enforcement role. Improved responsiveness and education may strengthen community confidence, while monitoring will identify any need for further intervention.

Benefits
Suspension will reduce expenditure and administrative workload, allowing greater focus on customer enquiries, outstanding compliance matters and ongoing education. Council can recommence a program if needed, with registration trends and service performance monitored to assess the approach.

CONSULTATION

The Community Services Standing Committee received a briefing on the 6 October 2026 regarding the inspection programs, their outcomes and delivery costs and indicated support for considering suspension. This report seeks a formal decision on the proposed approach.

The report author has also engaged with impacted staff within the Community Services Directors, including the Program Leader Compliance, who have provided their support for the program's suspension.

BASIS FOR RECOMMENDATION

Previous inspection programs have encouraged dog registrations, particularly at the commencement of the program in 2023, and annual registrations have continued to grow in recent years. Renewal rates appear to remain broadly unchanged from historic (pre-inspection program) rates. While not the programs intent, there is no demonstrated sustained improvement in broader animal management complaints attributed to the program. Given the cost and workload, officers recommend suspension to prioritise education, customer responsiveness and targeted compliance, with ongoing monitoring to inform any future recommencement.

ACTION ACCOUNTABILITY

The Acting Manager Community Education and Compliance will:

- oversee implementation of Council's decision through the Community Education and Compliance team, including the proposed education activities and monitoring of registration and service performance.
- Engage with Finance Department to process any approved budget adjustment through the Quarter 2 budget review.

KEY MESSAGES

Council is proposing to suspend its annual selective and systematic dog inspection programs and place greater emphasis on community education and core service delivery.

Dog registration and animal keeping requirements continue to apply. Council will continue to respond to complaints and undertake appropriate compliance action.

The proposal would remove up to $116,000 in budgeted temporary program delivery costs, subject to confirmation through the Quarter 2 budget review.

Council retains the option to approve a future inspection program if monitoring identifies a need.

Report prepared by:	**Report authorised by:**
MICHAEL ST CLAIR **Acting Manager Community Education and Compliance**	HEIDI ROBERTS **Director Community Services**
Date: 13 October 2026	Date: 29 October 2026

ATTACHMENTS

- Attachment 1 – Domestic Dog Advisory Committee – Draft Work Plan (1 August 2018)

REFERENCE DOCUMENT

- Domestic Dog Advisory Committee Work Plan
- Resolution No. 5185
- Resolution No. 9551

OFFICER'S RECOMMENDATION

That the Committee recommends that Council

1. Endorses the suspension of the annual selective and systematic dog inspection program with resources to be redirected towards community education, customer enquiry responsiveness and core service delivery.

2. Notes that Council retains the option to recommence the inspection program in the future via Council resolution.

Isaac Regional Council

Domestic Dog Advisory Committee – Draft Work Plan - 1 August 2018

Phase	Work Tasks	By Whom	By When	Notes
Preliminary	1. Background research	Reg Serv Team with guidance from MES	September 2018	Include updated fact sheets
	2. Develop a profile for each urban area including statistics, description of particular circumstances/challenges to DD management	Reg Serv Team with guidance from MES	September 2018	
	3. Document a summary of the existing regulatory framework for DD	Governance team or Exec. Support Officer in collaboration with MES	September 2018	Needs to document the main provisions of the Local Laws and AMA
Developing future framework for Managing DD	4. Identify the key elements of the future framework for managing DD in IRC	DDAC discussion – documented by DPECS	Over next 2 DDAC meetings	Need to consider the sufficiency of items 5 – 9 to make a step-change difference
	5. Develop education program around responsible DD ownership (including interim targeted campaigns eg rego/ responsible ownership)	DDAC discussion to be formally documented by MES	September 2018	Some work was done on this at an earlier DDAC meeting – needs to be finalised.
	6. Identify comprehensive list of Physical and Built Environment approaches including a high level analysis of applicability (pros & cons) to attributes described in item 2 above	Further research by MES Conclusion by DDAC	September 2018 October 2018	For example: • Off-leash areas • Exercising areas/trails • Shared areas • Poop bag dispensers etc
	7. Identify other management approaches including high level analysis of applicability (pros and	Further research by MES Conclusion by DDAC	September 2018 October 2018	For example: • Barking collars • Pound facilities • Unwanted dogs

	cons) to attributes described in item 2 above			• Adoption program • Pet training/puppy school etc
	8. Determine parameters for applying a moratorium on registration/ microchipping and design a program for making it easy for pet owners to do the right thing.	TBD	TBD	DPECS and MES to review timing and integration with Annual Operational Plan projects/activities
	9. Design a program of Approved Inspection Programs for the separate	TBD	TBD	Ditto
Implementing the new framework for managing DD	10. Education Program	TBD	TBD	Need to include indicators of success/performance measures
	11. Registration moratorium	TBD	TBD	Ditto
	12. Microchipping interventions	TBD	TBD	Ditto
	13. Approved inspection program	TBD	TBD	Ditto
	14. Resourcing Plan (Including planning, documentation, people, supervision, governance, IT, Plant and consumables)	TBD	TBD	Current resources in the MES and Reg Services area are significantly stretched – we need to consider this in order to deliver the new DD mgt Framework
Effectiveness Review of new Framework	15. Review of complaint/service request statistics/social media and other indicators of success or otherwise	TBD	TBD	
	16. Are there LL/Policy changes needed?	TBD	TBD	Refer ODP project on reviewing local laws. Also are there policy deficits/conflicts

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Kendall O'Neill
AUTHOR POSITION	Manager Communities and Culture

8.24 COMMUNITIES AND CULTURAL SERVICES DEPARTMENT UPDATE

EXECUTIVE SUMMARY

The Community and Cultural Services Department has continued to focus on strengthening operational discipline, improving planning practices and enhancing service delivery outcomes over the last 6 months.

A key achievement has been the establishment of the Community and Cultural Operations Board, creating a structured approach to reviewing performance, managing priorities and improving accountability across teams. By implementing a regular cadence of reviewing completed work, identifying emerging risks and planning future priorities, the department has improved visibility of operational activities and strengthened cross functional collaboration and support.

COMMITTEES RECOMMENDATION

Resolution No.: **COMM11/26-0156**

Moved: **Cr Viv Coleman** **Seconded:** **Mayor Kelly Vea Vea**

That the Committee recommends that Council:

1. Receives and notes the contents of this report that provides a quarterly overview of the Community and Culture Services Department.

1. **Carried**

BACKGROUND

Community and Cultural Services has continued to focus on strengthening operational excellence through improved planning, visibility of work, accountability and service delivery outcomes.

A key initiative during the quarter was the establishment of the Community and Culture Operations Board. The Operations Board has introduced a structured weekly review process that:

- Reviews commitments and outcomes from the previous week.
- Identifies emerging risks, barriers and operational issues.
- Reviews priorities, workloads and resource requirements for upcoming weeks.
- Supports proactive planning and scheduling across service areas.

- Improves cross functional collaboration and communication.

This approach is supporting the department's transition from reactive service delivery towards a more planned, coordinated and data informed operating model.

The last quarter also delivered positive outcomes across Civic Venues, Community Development and Community Hubs, including increased venue activation and revenue generation, improved asset management and strategy development, strengthened museum collection governance, establishment of What Matters Most Project, progression of the St Lawrence Community Hub project.

Departmental updates providing an overview of current activities and future commitments is provided in the following attachments:

- *Attachment 1 – Community Hubs Q1BR 2027*
- *Attachment 2 – Civic Venues Q1BR 2027*
- *Attachment 3 – Community Development* Q1BR 2027

IMPLICATIONS

In accordance with Council's Risk Appetite and Tolerance Statement, the risk associated with this report is assessed as:

Risk Category	Assessment
Risk Appetite	**Open**
Risk Rating	**Low (Green)**

Summary

The activities outlined within this report focus on continuous improvement, operational efficiency and enhanced service delivery. The implementation of structured planning and review processes through the Community and Culture Operations Board has strengthened accountability, improved visibility of work and supported better decision-making across the department.

The initiatives being delivered across Civic Venues, Community Development and Community Hubs are being managed within existing operational budgets, approved work programs and governance frameworks. Existing management controls, performance monitoring processes and operational oversight provide appropriate risk mitigation measures.

This assessment is consistent with Council's Open risk appetite, supporting considered innovation and continuous improvement where suitable governance and monitoring arrangements are in place.

CONSULTATION

- Community and Culture Leadership Team.
- Director Communities.

BASIS FOR RECOMMENDATION

The report provides Council with an overview of departmental performance, operational improvements and strategic priorities.

Regular reporting supports transparency enables oversight of key initiatives and demonstrates progress towards improving service delivery, operational discipline and organisational capability across Community and Culture Services.

ACTION ACCOUNTABILITY

Manager Communities and Culture Services to continue monitoring departmental performance, operational improvement initiatives and key priorities and provide quarterly updates to Council.

KEY MESSAGES

- Weekly review and planning processes are improving accountability, communication and operational performance.
- Community Development more than doubled its community events since Q1 of 2025.
- Civic Venues has achieved increased venue activation, stronger booking compliance and improved maintenance planning.
- Community Hubs has strengthened museum collection governance, customer service consistency and child and young person safety practices.
- Progress continues on the St Lawrence Community Hub redevelopment.
- A stronger focus on planning, scheduling and workforce capability is supporting improved service delivery outcomes.
- Operational discipline and continuous improvement remain key priorities across the department.

Report prepared by:	**Report authorised by:**
KENDALL O'NEILL **Manager Communities and Culture**	HEIDI ROBERTS **Director Communities**
Date: 19 October 2026	Date: 29 October 2026

ATTACHMENTS

- Attachment 1 – Community Hubs Department Update
- Attachment 2 – Civic Venues and Isaac Events Centre Department Update

- Attachment 3 – Community Development Department Update

REFERENCE DOCUMENT

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. ***Receives and notes the contents of this report that provides a quarterly overview of the Community and Culture Services Department.***

Attachment 1

2026 Community Hubs

Quarterly Business Update – November 2026

Current as at 19th October 2026

EXECUTIVE SUMMARY

This report provides an update on the operations, service delivery and key activities of Isaac Regional Council's Community Hubs.

Community Hubs continue to provide an important connection between Council and the community, delivering frontline customer service, library services, community programs and access to Council information and services across the Isaac region.

During the reporting period, the team continued to manage day-to-day service delivery while supporting a broad range of Council departments, responding to customer enquiries and delivering library and community programs. The report highlights operational activity, key achievements, staffing and service delivery challenges.

HIGHLIGHTS

Customer Service Reporting and Improvements

- Began development of customer service reporting to provide greater visibility of customer requests, service demand and emerging trends across the region.

Library Services and Community Engagement

- Continued delivery of library services, programs and activities across the region, supporting literacy, learning and community connection.
- Ongoing collaboration with State Library Queensland to support library service delivery and future planning.
- Library Team completed a very successful Symphony of Stories Book Week in August.

Museums and Heritage

- Clermont Museum: Restoration works on the historic dragline bucket were undertaken in September, supporting the preservation of the region's mining heritage.
- Nebo Museum: The 25th Anniversary Poets Smoko celebrations were held in September, attracting approximately 60 attendees to the evening event and a record 115 attendees to the bush poetry morning.
- Clermont Museum hosted school excursions, workshops and volunteer activities, providing opportunities for students and the broader community to engage with local history.
- Collection Preservation: Historical photographs and family history records relating to the Burgess family were prepared for digitisation, supporting the preservation of important local heritage material.

Workforce Planning and Recruitment

- A new Museum Officer commenced at the Clermont site in August, supporting ongoing museum operations and community engagement.
- Recruitment activities undertaken to address vacancies and support ongoing service delivery across Community Hubs.
- Continued coordination of staffing arrangements to maintain frontline services during periods of leave and reduced staff availability.

Cross-Departmental Collaboration

- Continued support to Council departments through frontline customer enquiries, information sharing and processing of customer requests.
- A secondment opportunity has been taken up by Hubs team member with Hubs welcoming an officer to secondment.

EMERGING ISSUES

Staffing and Service Continuity

- Maintaining consistent service delivery across Community Hubs continues to present challenges during periods of planned and unplanned leave, particularly in locations with limited staffing.
- Opportunities to share resources between Hubs remain limited due to staffing levels, geographic distances and operational requirements.
- Recruitment and workforce planning remain priorities to support service continuity and reduce pressure on existing staff.

Customer Service Demand and Reporting

- The broad range of services delivered through Community Hubs places competing demands on frontline staff, who balance customer enquiries, administrative responsibilities, library services and community programs.
- Further work is required to improve the consistency of customer interaction data and provide a clearer understanding of service demand across locations.

Museums and Heritage

- Ageing museum infrastructure continues to require ongoing maintenance and preservation, including deteriorating exterior paintwork and building repairs at Clermont and Nebo Museums.
- Nebo Museum Infrastructure: Repairs are required to the main display building's roof eaves, with the proposed development on an adjoining property potentially restricting future access for maintenance. The suitability of the existing preservation storeroom also requires consideration.
- Access restrictions remain in place around the Copperfield Store and Chimney due to structural integrity concerns, limiting visitor access to these heritage assets.
- Asset Preservation: Ongoing maintenance requirements and the specialised nature of heritage conservation continue to present financial and operational challenges.

Service Delivery Across Regional Communities

- Community Hubs remain an important point of contact for residents, particularly in smaller communities where alternative access to Council services may be limited.
- Managing customer expectations and maintaining appropriate service boundaries remain important considerations for frontline staff, particularly when responding to sensitive community matters.

OPERATIONAL PERFORMANCE REPORTING

CUSTOMER SERVICE

Community Hubs provide frontline customer service across the Isaac region, assisting residents, businesses and visitors with enquiries, Council transactions, customer requests and access to information and services.

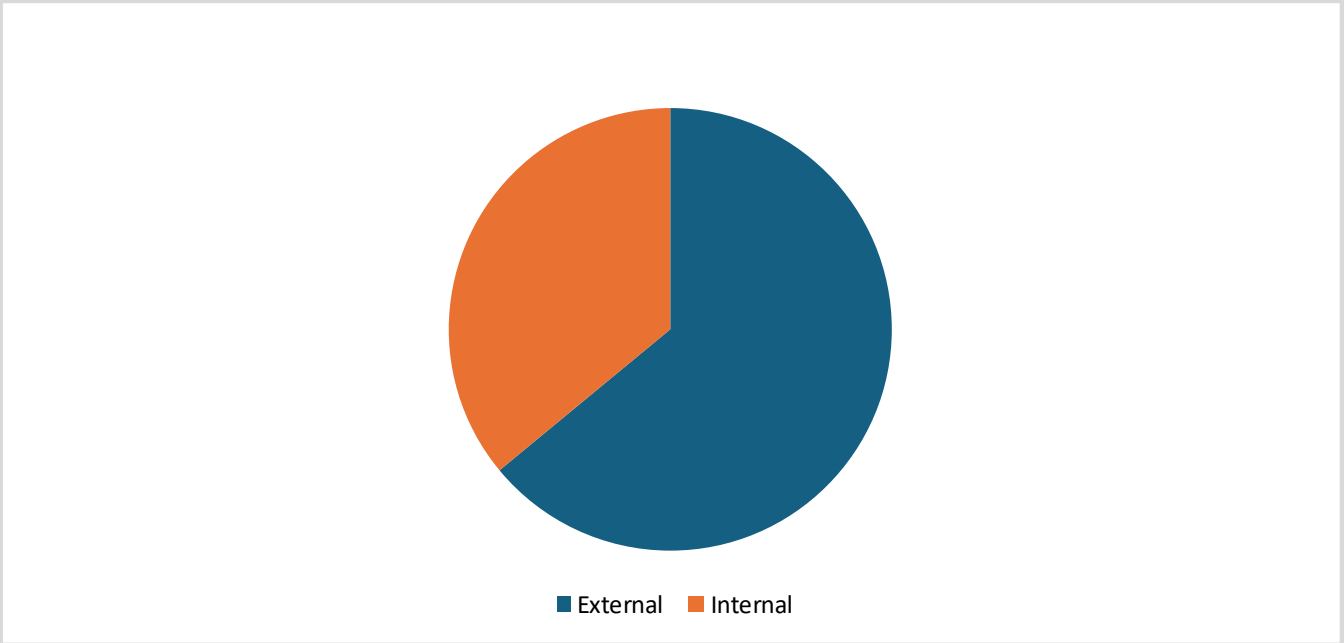
During the reporting period, staff continued to support customer enquiries across multiple service channels while assisting other Council departments with customer request management and information sharing.

Telephone Activity – July to September 2026

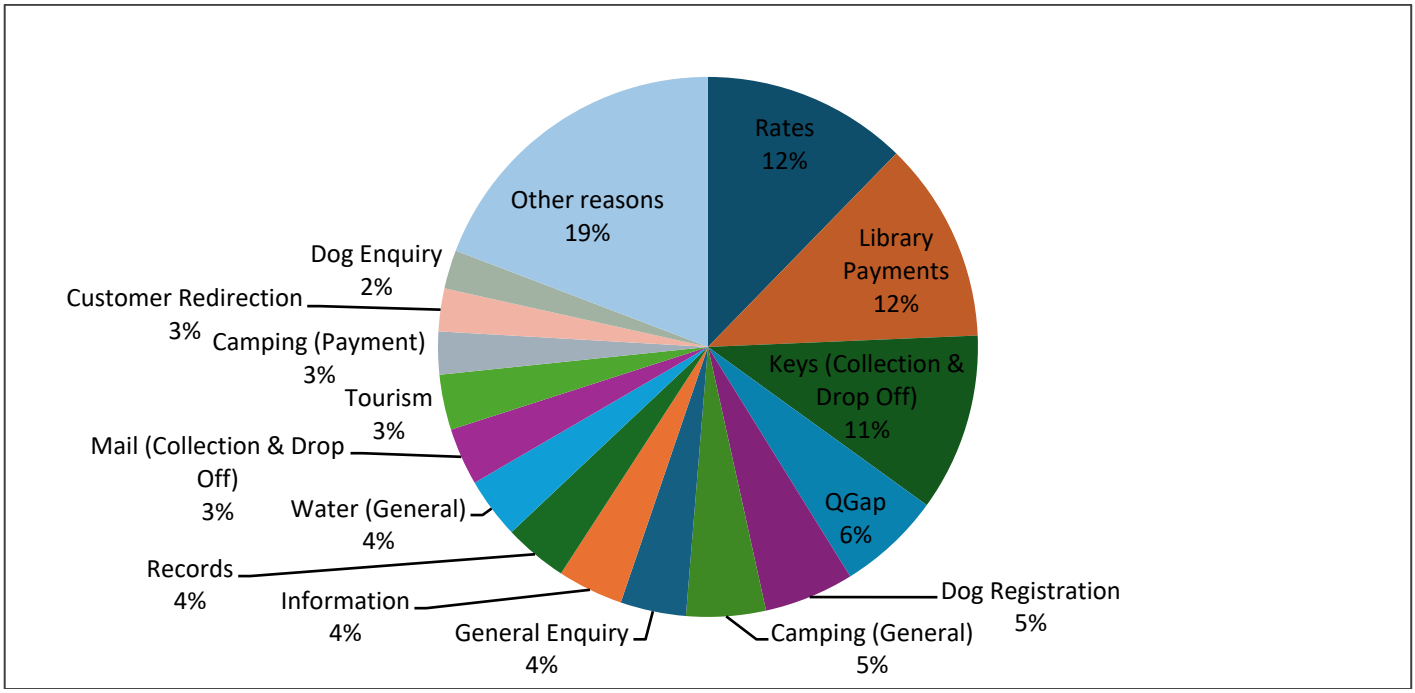
Description	Total Calls
Total incoming calls (Main IRC IVR)	6,967
After-hours calls (OOH)	908
After-hours calls transferred to Duty Officers	129
After-hours voicemail messages	133

Front Counter Walk-in Statistics – July to September 2026

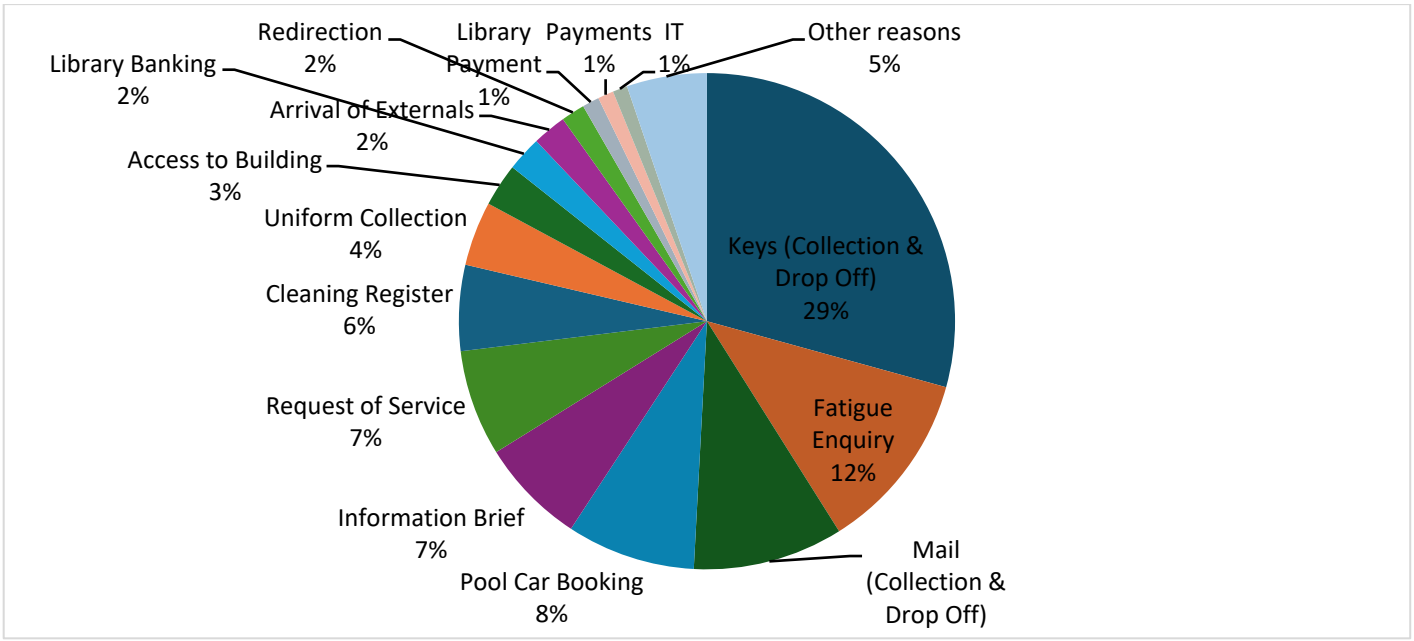
Period	External	Internal	Total
July 2026	672	437	1109
August 2026	949	476	1425
September 2026	796	446	1242
Quarter Total	**2417**	**1359**	**3776**



External Front Counter Walk-in Statistics (by Top 15 Services) – July to September 2026



Internal Front Counter Walk-in Statistics (by Top 15 Services) – July to September 2026



LIBRARY SERVICES AND COMMUNITY PROGRAMS

Council's libraries provide access to collections, digital resources, learning opportunities, printing services and community programs across the Isaac region.

During the reporting period, library staff continued to deliver library services and programs supporting literacy, lifelong learning, digital inclusion and community participation.

Library Program Attendance Numbers – July to September 2026

Green line – Projected Attendance: Expected number of participants attending library programs.

Blue line – Actual Attendance: Number of participants who attended library programs.

Library Pop Up Attendance – July to September 2026

	Session Numbers	Participant Numbers
July 2026	1	210
August 2026	7	186
September 2026	1	500
Total	**9**	**896**

The July figures reflect participation in the St Lawrence Wetlands Weekend, while August included seven Symphony of Stories F5F pop-up sessions across region. September's attendance numbers are attributed to the Teddy Bears Picnic held in Moranbah.

Library Patronage – July to September 2026

Moranbah	Jul-26	Aug-26	Sep-26	Quarter Total
Number of physical visits to all of your library branches	5,948	5,651	5,881	**17,480**
Reference and information enquiries	222	178	187	**587**
Public Computer Internet Hours	144	170	120	**434**
Public WiFi Hours	1	1	1	**3**
Printing Services by Page	1,526	1,732	1,596	**4,854**

Clermont	Jul-26	Aug-26	Sep-26	Quarter Total
Number of physical visits to all of your library branches	1,367	1,354	1,321	**4,042**
Reference and information enquiries	143	170	147	**460**
Public Computer Internet Hours	38	54	42	**134**
Public WiFi Hours	1	1	1	**3**
Printing Services by Page	356	141	374	**871**

Dysart	Jul-26	Aug-26	Sep-26	Quarter Total
Number of physical visits to all of your library branches	577	646	554	**1,777**
Reference and information enquiries	33	64	111	**208**
Public Computer Internet Hours	40	31	18	**89**
Public WiFi Hours	1	1	1	**3**
Printing Services by Page	355	589	468	**1,412**

Middlemount	Jul-26	Aug-26	Sep-26	Quarter Total
Number of physical visits to all of your library branches	497	369	428	**1294**
Reference and information enquiries	109	48	63	**220**
Public Computer Internet Hours	16.5	13	11	**40.5**
Public WiFi Hours	1	1	1.5	**3.5**
Printing Services by Page	173	253	245	**671**

Glenden	Jul-26	Aug-26	Sep-26	Quarter Total
Number of physical visits to all of your library branches	141			**141**
Reference and information enquiries	25			**25**
Public Computer Internet Hours	17.25	10.25	3	**30.5**
Public WiFi Hours	2	1	0	**3**
Printing Services by Page	94	2	153	**249**

NEBO	Jul-26	Aug-26	Sep-26	Quarter Total
Number of physical visits to all of your library branches	44	63	69	**176**
Reference and information enquiries		3	4	**7**
Public Computer Internet Hours	7	6	8.5	**21.5**
Public WiFi Hours	0.5	0.5	3	**4**
Printing Services by Page	64	175	185	**424**

St Lawrence	Jul-26	Aug-26	Sep-26	Quarter Total

	Number of physical visits to all of your library branches	72	75	71	**218**
	Reference and information enquiries	4	5	3	**12**
	Public Computer Internet Hours	1	4	3	**8**
	Public WiFi Hours	1	1.5	2	**4.5**
	Printing Services by Page	0	0	0	**0**

Carmila	Jul-26	Aug-26	Sep-26	**Quarter Total**
Number of physical visits to all of your library branches	39	43	45	**127**
Reference and information enquiries	3	4	3	**10**
Public Computer Internet Hours	1	0.5	0	**1.5**
Public WiFi Hours	0	0.5	0.5	**1**
Printing Services by Page	0	0	2	**2**

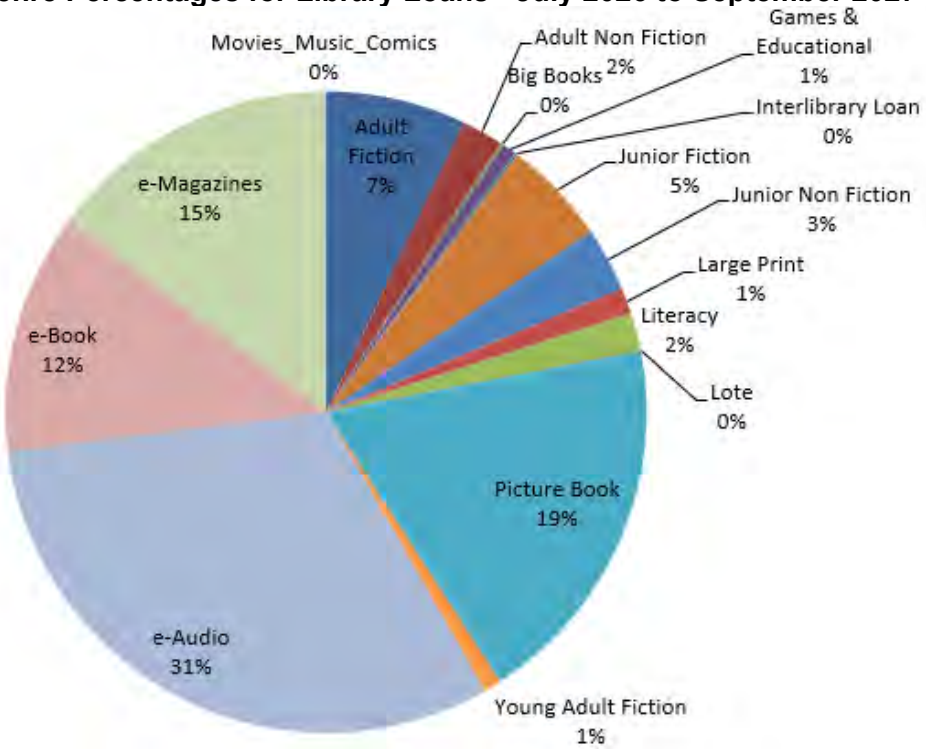
Regional Total	Jul-26	Aug-26	Sep-26	**Quarter Total**
Number of physical visits to all of your library branches	8,685	8,201	8,369	**25,255**
Reference and information enquiries	539	472	518	**1,529**
Public Computer Internet Hours	264.75	287.75	205.50	**758**
Public WiFi Hours	7.50	7	10	**24.50**
Printing Services by Page	2,568	2,892	3,023	**8,483**

Note: Glenden Library patronage figures for the reporting period are incomplete due to gaps in data collection. As a result, the regional totals may not fully reflect library activity across the region.

Total Library Loans – July 2026 to September 2027

Physical printed loans Total	8358
Physical Audio Loans Total	33
Physical Video Item Loans Total	0
All other Physical item Loans Total	147
Total Physical items	**8538**
No of eBooks Loans	5504
No. eAudio Loans	6398
No Electronic Video Loans	12
No all other/digital loans	
Total electronic	**11914**
Total	**20452**

Genre Percentages for Library Loans - July 2026 to September 2027



MUSEUMS AND HERITAGE

Council's museums play an important role in preserving and sharing the Isaac region's cultural heritage, providing opportunities for education, tourism and community engagement.

During July–September 2026, Clermont and Nebo Museums recorded a combined 1,415 visits and event attendances.

Museum Visitation – July to September 2026

Museum	July	August	September	Total
Clermont Museum	544	305	271	1,120
Nebo Museum	45	88	162	295
Total	**589**	**393**	**433**	**1,415**

Note: Nebo Museum's September figures include 115 attendees at the Poets Smoko bush poetry morning. The figures represent reported museum visitation and event attendance.

Attachment 2

2026 Civic Venues

Quarterly Business Update – November 2026

Current as at 19th October 2026

EXECUTIVE SUMMARY

During Quarter 1 2026/27, Council recorded **219 bookings** across the Isaac Events Centre (IEC) and regional Civic Venues, demonstrating continued use of Council facilities for community, civic and commercial activities. Improved monitoring of booking activity and revenue is establishing a stronger evidence base to assess facility performance, identify trends and measure future growth.

Key Quarterly Highlights

- **Isaac Events Centre:** Recorded 122 bookings, with the Central space (29), Chapel (27) and Leichardt Hall (18) accounting for the highest booking activity.
- **Revenue Performance:** IEC recorded $168,787.44 in revenue, representing **48.2% of the $350,000 annual target** during the first quarter.
- **Regional Civic Venues:** Recorded 97 bookings across 10 facilities, with Nebo Memorial Hall (27), Glenden Arts (25) and Middlemount Hall (19) accounting for 73.2% of regional booking activity.
- **Performance Monitoring:** Improved recording of venue bookings and revenue will support future quarterly and annual comparisons, enabling Council to monitor facility demand and assess progress against booking growth targets.

Strategic Priorities and Opportunities

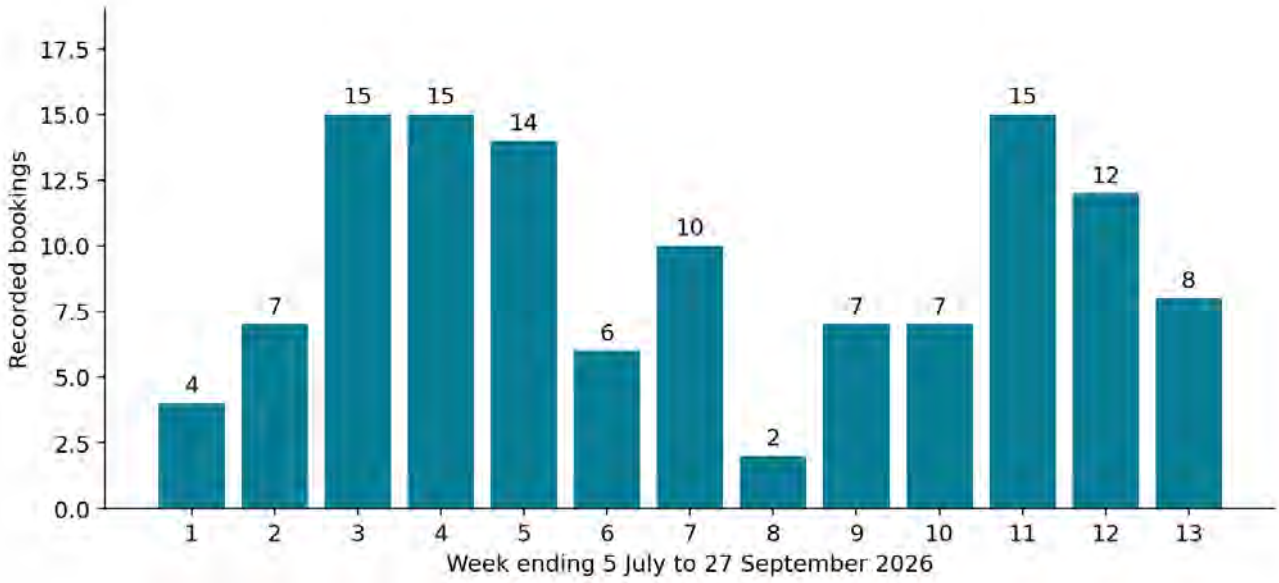
Priorities for the coming quarters include progressing the proposed Civic Venues Improvement Program, increasing facility awareness and bookings through targeted marketing, and strengthening preventative maintenance and compliance processes. Opportunities to improve operational efficiency through workforce planning and a review of facility management arrangements will also be investigated, supporting the sustainable management and activation of Council's civic venues.

PART 2 – ISAAC EVENT CENTRE

2.1 IEC Booking Activity

The Isaac Events Centre recorded 122 bookings across the first 13 reporting weeks, with weekly activity ranging from 2 to 15 bookings. Three weeks recorded 15 bookings, demonstrating variation in facility demand throughout the quarter.

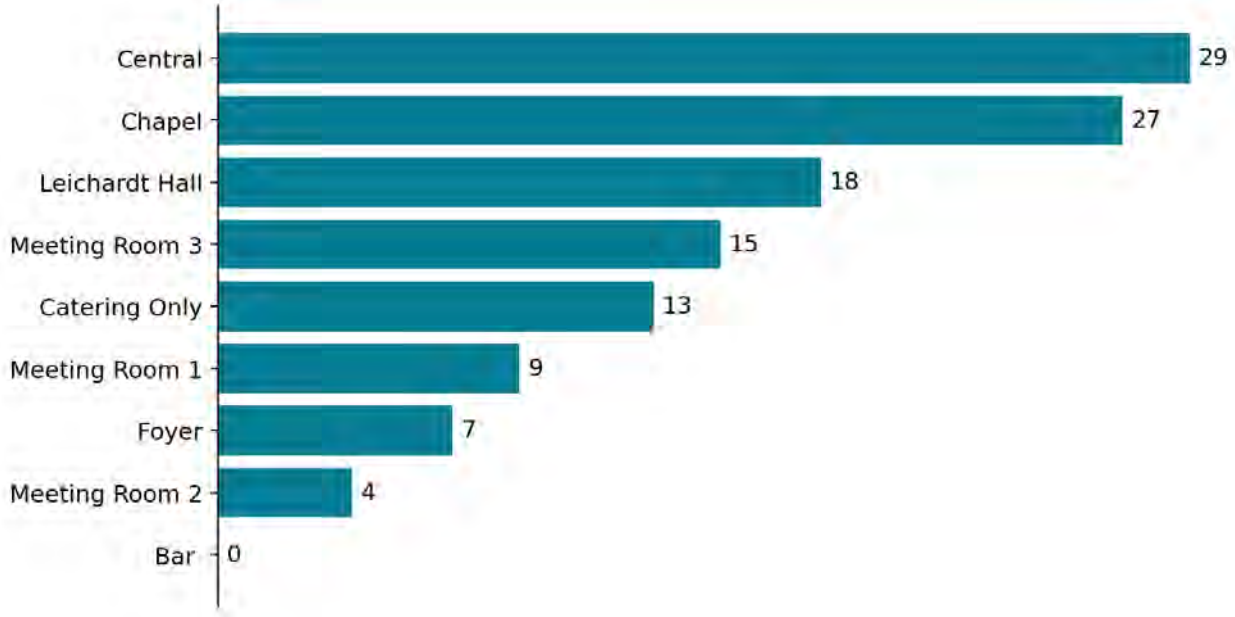
FIGURE 1: ISAAC EVENT CENTRE WEEKLY BOOKINGS



2.2 Bookings by Space

The Central space recorded the highest number of bookings (29), followed by the Chapel (27) and Leichardt Hall (18). The chart also captures meeting room, catering and foyer bookings, providing a more detailed view of facility use.

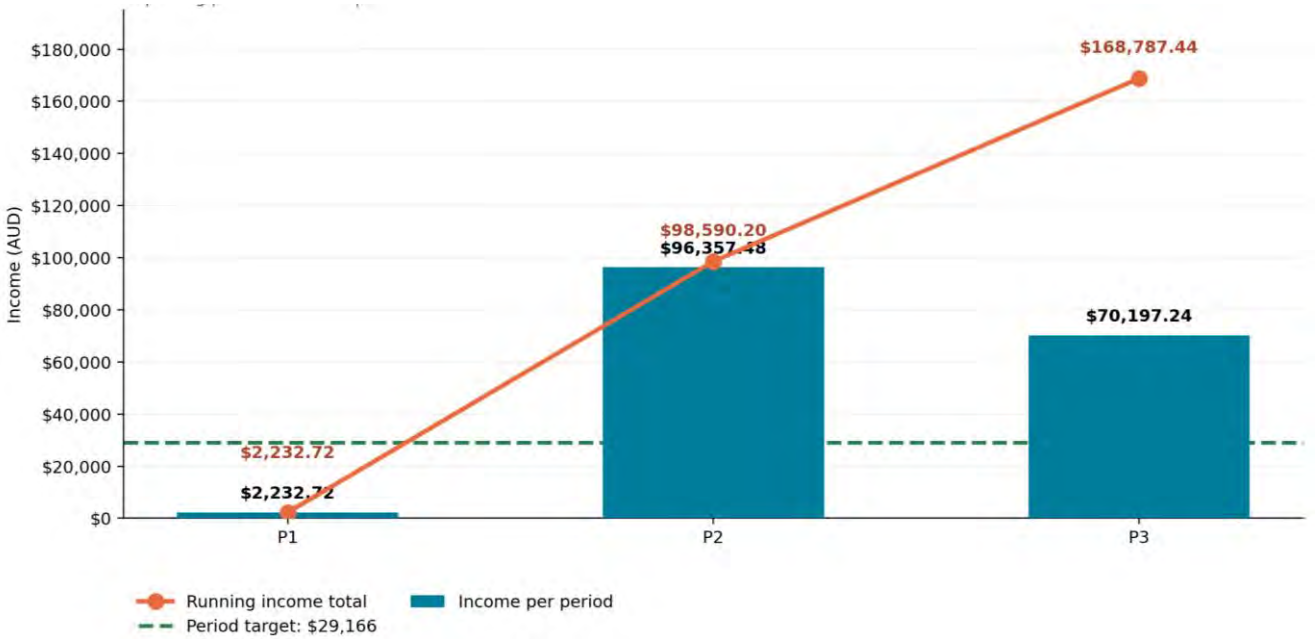
FIGURE 2: ISAAC EVENT CENTRE BOOKINGS BY SPACE



2.3 Revenue

During Quarter 1 2026/27, the Isaac Events Centre recorded revenue of $168,787.44, representing 48.2% of the annual revenue target of $350,000. Revenue performance is being monitored alongside venue bookings to provide greater visibility of facility activity and financial performance. Improved data collection and reporting will establish a consistent evidence base for future quarterly and annual comparisons, enabling Council to better identify trends, measure growth and assess progress against performance targets.

FIGURE 3: ISAAC EVENTS CENTRE INCOME AGAINST TARGET



2.4 Venue Activation and Community Engagement

Two centre-led events were successfully delivered during the quarter to increase community engagement and attract visitors to the Isaac Events Centre. These events supported ongoing activation of the venue, attracted new audiences, and contributed to a positive visitor experience.

- **Are You Lonesome Tonight** (Queensland Opera Production) - **62 tickets sold**
- **Luke Geiger Live at the IEC** - **189 tickets sold**, creating a vibrant atmosphere and strong audience engagement within the venue.

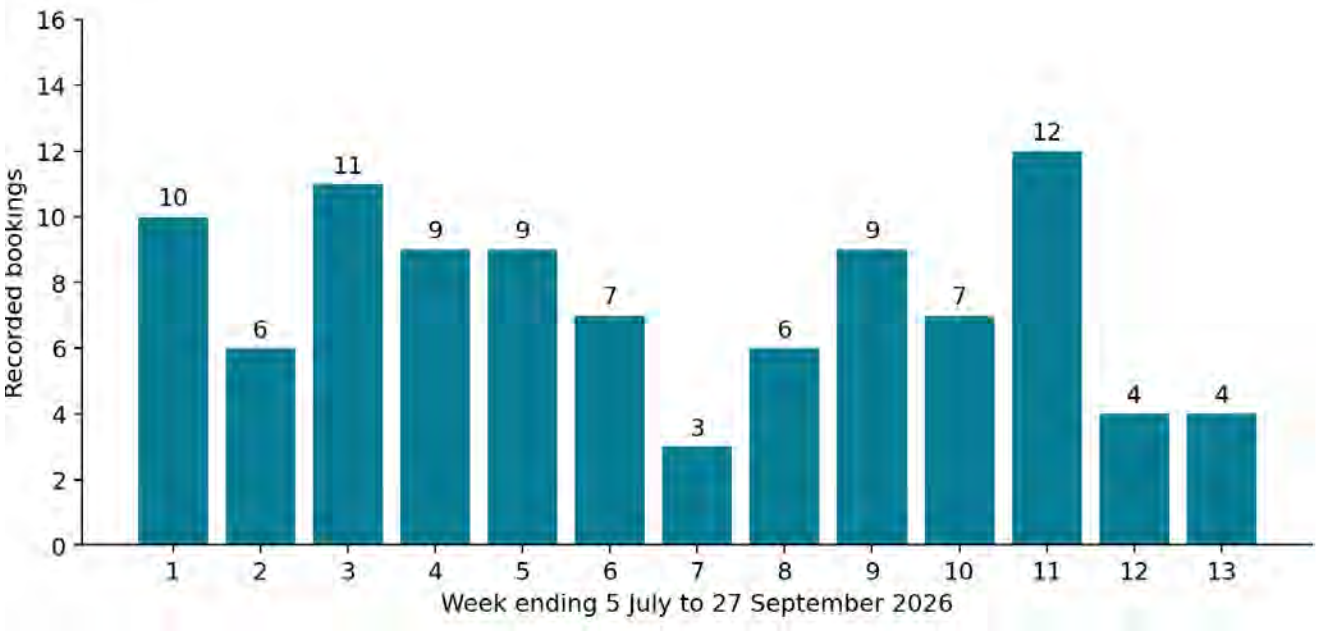
Together, these events increased visitation to the centre and demonstrated the value of delivering a diverse entertainment program that connects with the community and showcases the Isaac Events Centre as a destination for live performances and events.

PART 3 – CIVIC VENUES

3.1 Regional Booking Activity

Regional Civic Venues recorded 97 bookings during the first 13 reporting weeks, with a peak of 12 bookings in the week ending 13 September. Activity was recorded across 10 facilities, demonstrating use of community spaces throughout the region.

FIGURE 4: REGIONAL CIVIC VENUES WEEKLY BOOKINGS



3.2 Facility Utilisation by Recorded Bookings

Nebo Memorial Hall, Glenden Arts and Middlemount Hall accounted for 71 of the 97 recorded regional bookings (73.2%). These facilities represented the largest concentrations of recorded booking activity during the quarter.

FIGURE 5: REGIONAL CIVIC VENUES BOOKINGS BY FACILITY

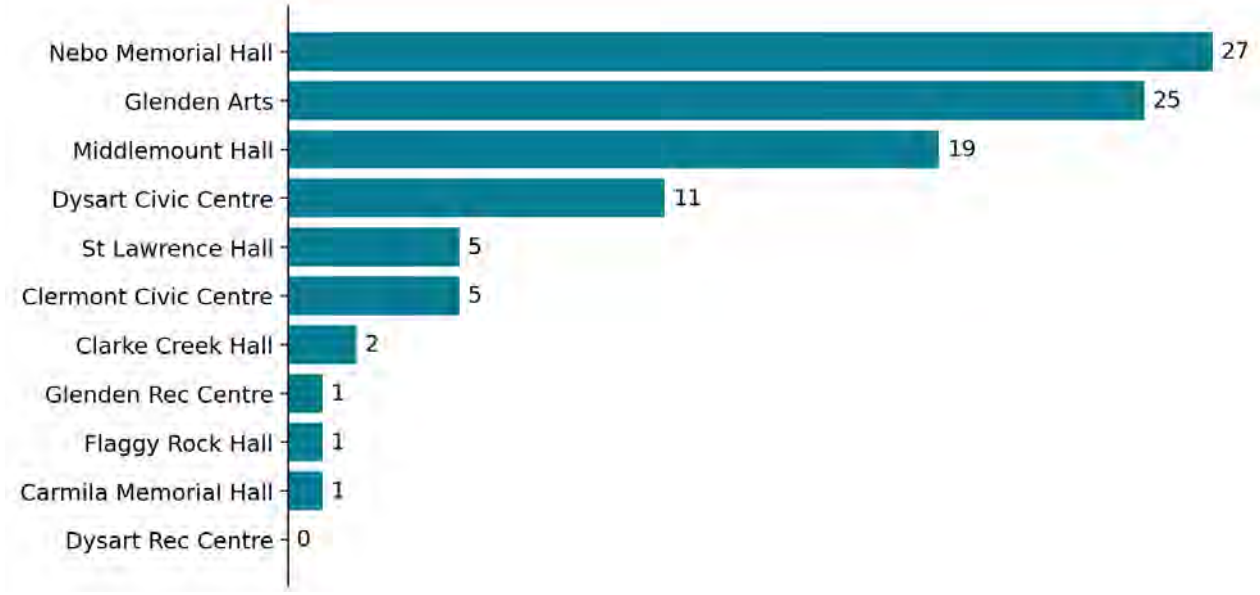


TABLE 1: HIGHEST RECORDED BOOKING ACTIVITY

FACILITY	Q1 BOOKINGS	SHARE OF REGIONAL BOOKINGS
NEBO MEMORIAL HALL	27	27.8%
GLENDEN ARTS	25	25.8%
MIDDLEMOUNT HALL	19	19.6%
DYSART CIVIC CENTRE	11	11.3%
OTHER FACILITIES COMBINED	15	15.5%
TOTAL	**97**	**100%**

PART 4 – NEXT STEPS, CIVIC VENUES IMPROVEMENT PROGRAM

4.2 Venue Activation and Growth

Progress the proposed Civic Venues Improvement Program, with a focus on increasing booking activity and facility utilisation across the Isaac region. Performance targets include a 10% increase in Isaac Events Centre bookings and a 5% increase in regional Civic Venues bookings during 2026/27. Targeted marketing and venue activation opportunities will be explored to increase facility awareness, encourage community and commercial bookings, and improve access to Council facilities. Continued monitoring of booking data will support the measurement of growth against these targets and inform future planning and service improvements.

4.3 Asset Management and Maintenance

Investigate the implementation of a preventative maintenance system through TechOne, supported by an Australian Standards compliance audit. These initiatives aim to improve facility standards, strengthen asset management and transition from reactive maintenance towards a more planned and sustainable approach.

4.4 Operational Efficiency and Service Delivery

Review the Civic Venues operating structure, including the proposed addition of one Trades Labour position to strengthen internal maintenance capability. Further opportunities include reviewing the transfer, leasing or repurposing of identified facilities to improve resource allocation and support more effective service delivery.

Attachment 1

2026 Community Development

Quarterly Business Update – November 2026

Current as at 19th October 2026

EXECUTIVE SUMMARY

During Quarter 1 2026/27, the Community and Cultural Services (CCS) team progressed key initiatives across community grants, events, arts and culture, community planning and stakeholder engagement, supporting Council's commitment to connected, active and resilient communities across the Isaac region.

Key Quarterly Highlights

- **Community Grants:** 41 applications approved, with $78,102.70 in funding allocated across five grant streams, supporting community initiatives, local activities and individual development opportunities.
- **Regional Events:** 111 events recorded across the quarter, representing a 146.7% increase compared to the same period in 2025. Council Supported Events and Community Events accounted for 65 recorded activities, highlighting the breadth of community activity and Council involvement.
- **Arts and Culture:** Round 1 of the Regional Arts Development Fund attracted six applications, with five projects recommended for funding totalling $31,376. Proposed projects support creative development, cultural participation and regional artist promotion.
- **What Matters Most:** Council approved the project scope, with engagement strategies identified across Isaac's 17 communities. The Culture and Community Services team is progressing community consultation and data analysis to inform future Council planning, investment and advocacy.
- **Stakeholder Engagement:** Improvements to stakeholder records and reporting are underway, including a proposed target of 80% planned engagement with major stakeholders, alongside tracking of responsive community interactions.

Strategic Priorities and Opportunities

Looking ahead, priorities include progressing the Isaac Arts and Culture Strategy 2026 to 2031, reviewing advisory committee governance and grant approval processes, and strengthening regional participation in arts and cultural opportunities. An opportunity has also been identified to improve organisational stakeholder management through a centralised system, supporting more coordinated engagement, improved data accuracy and greater visibility of Council's relationships across the region.

PART 2 – COMMUNITY GRANTS

2.1 Quarter Snapshot

During Quarter 1 2026/27, Isaac Regional Council's Community Grants Program recorded 41 approved applications, with a total funding value of $78,102.70 across five grant streams. Minor Grants accounted for the highest number of approvals (16), while Major Grants represented the largest share of funding approved, totalling $33,375.85. The program continued to provide financial assistance for community projects, local activities, individual development opportunities and sponsorship initiatives across the Isaac region.

2.2 Grant Approvals and Funding Allocation

Major Grants represented the largest share of funding approved during the quarter, accounting for 42.7% of total funding across 22.0% of applications. Minor and Individual Grants collectively represented 68.3% of all approvals, highlighting the prominence of these funding streams within the quarterly grant profile.

TABLE 1: QUARTERLY FUNDING PROFILE BY GRANT STREAM

GRANT STREAM	APPROVALS	% OF APPROVALS	FUNDING APPROVED	% OF FUNDING
MAJOR GRANTS	9	22.0%	$33,375.85	42.7%
MINOR GRANTS	16	39.0%	$15,976.85	20.5%
INDIVIDUAL GRANTS	12	29.3%	$9,000.00	11.5%
SCHOOL BURSARY GRANTS	2	4.9%	$2,250.00	2.9%
SPONSORSHIP GRANTS	2	4.9%	$17,500.00	22.4%
TOTAL	**41**	**100%**	**$78,102.70**	**100%**

TABLE 2: MONTHLY GRANT APPROVALS

MONTH	APPROVALS	FUNDING APPROVED
JULY 2026	16	$13,476.85
AUGUST 2026	17	$43,350.85
SEPTEMBER 2026	8	$21,275.00
QUARTER TOTAL	**41**	**$78,102.70**

PART 3 – EVENTS

3.1 Quarter Snapshot

During Quarter 1 of 2026/27 (July to September), the Isaac region recorded 111 events, compared to 45 during the same period in 2025. This represents an increase of 66 events, or 146.7%, highlighting substantial growth in the number of events recorded across the region. Council Supported Events accounted for the largest proportion of events (35), followed by Community Events (30) and Calendar Acknowledgements (25). Entertainment (46), Families (42) and Regional (33) were the most frequently recorded event categories, reflecting the diversity of activities represented in the calendar. This growth demonstrates a significant increase in recorded event activity across the region, with a broad range of opportunities for community participation, connection and engagement.

3.2 Events in Region

The number of events recorded across the Isaac region increased significantly during Quarter 1 2026/27, with 111 events recorded compared to 45 in the same period in 2025, representing growth of 146.7%.

TABLE 3: EVENTS RECORDED DURING QUARTER 1 COMPARED TO QUARTER 1 2025

MONTH	2026 EVENTS RECORDED	2025 EVENTS RECORDED	CHANGE
JULY	37	4	+33
AUGUST	36	21	+15
SEPTEMBER	38	20	+18
QUARTER TOTAL	**111**	**45**	**+66**

3.3 Type of Events

Council Supported Events and Community Events accounted for the largest proportion of events recorded during Quarter 1 2026/27, highlighting the range of Council involvement and community-led activities across the Isaac region.

TABLE 4: EVENTS TYPE RECORDED DURING QUARTER 1 COMPARED TO QUARTER 1 2025

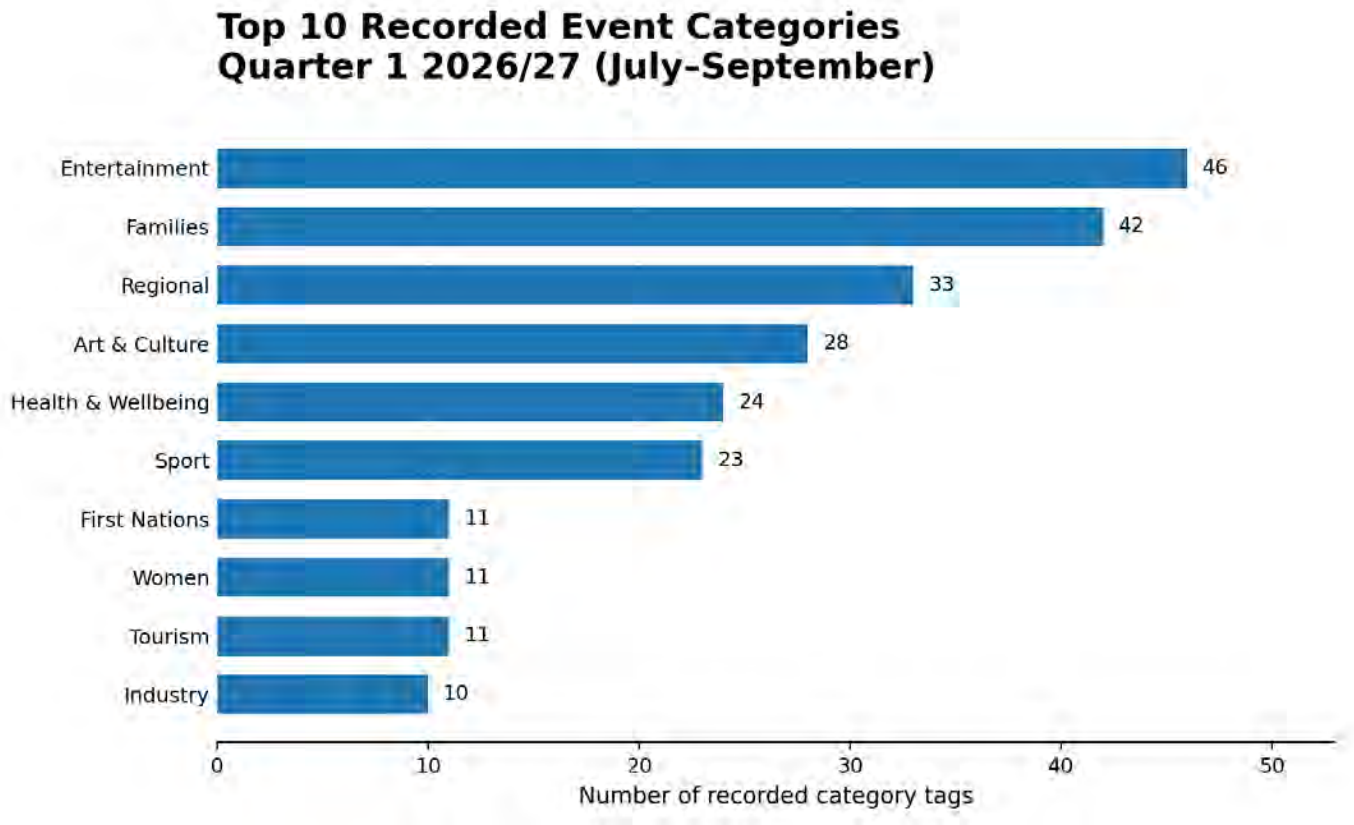
EVENT TYPE	2026 EVENTS	2025 EVENTS	CHANGE	% OF 2026 TOTAL
COUNCIL SUPPORTED EVENTS	35	18	+17	31.5%
COMMUNITY EVENTS	30	20	+10	27.0%
CALENDAR ACKNOWLEDGEMENTS	25	2	+23	22.5%
COUNCIL PROGRAMS AND ACTIVITIES	14	2	+12	12.6%

SIGNATURE AND CIVIC EVENTS	7	3	+4	6.3%
QUARTER TOTAL	**111**	**45**	**+66**	**100%**

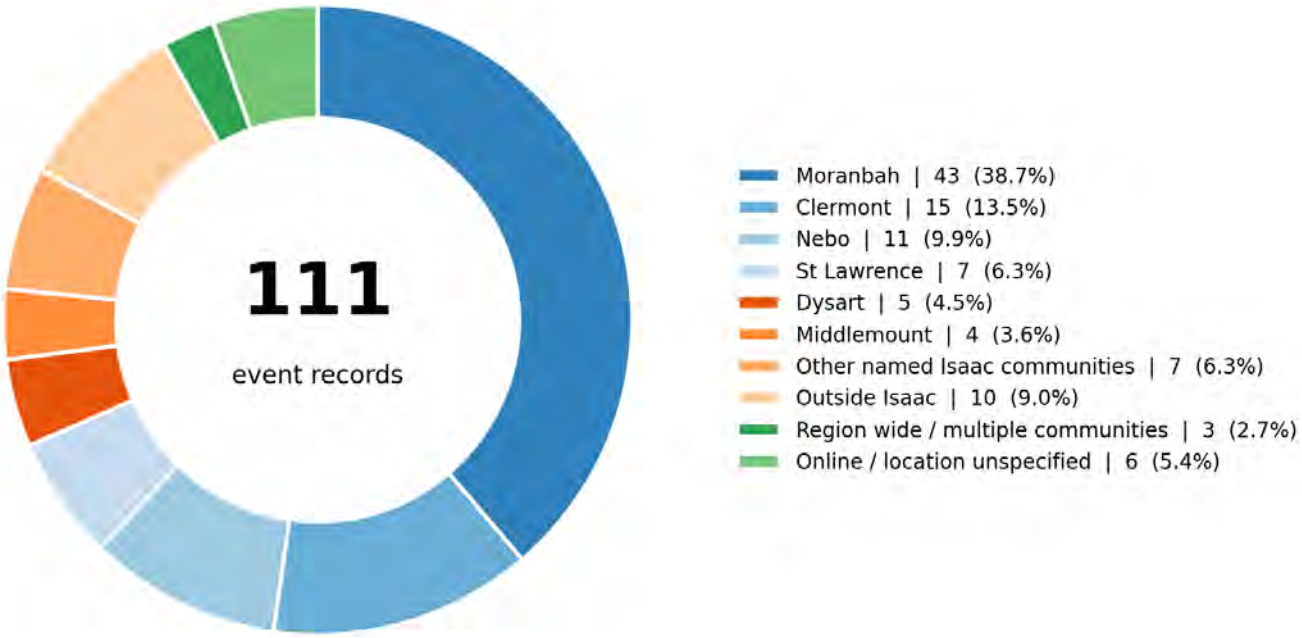
Note: Council Programs and Activities reflects only those delivered or supported by the Community and Cultural Services team and does not represent the full scope of programs and activities undertaken across Council.

3.4 Event Categories

The top 10 recorded event categories highlight the diversity of activities across the Isaac region during Quarter 1 2026/27, with Entertainment, Families and Regional activities featuring most prominently.



3.5 Event Locations



The geographic distribution of recorded events during Quarter 1 2026/27 highlights activity across multiple Isaac communities, with Moranbah, Clermont and Nebo accounting for the highest numbers of event records.

PART 4 – ARTS AND CULTURE

4.1 Overview

During Quarter 1 2026/27, the Isaac Arts and Culture Strategic Plan 2026 to 2031 and revised Regional Arts Development Fund Community Funding Program Guidelines were identified as key strategic priorities for arts and cultural development across the Isaac region. The proposed guidelines include the introduction of a Quick Response Develop Grant of up to $1,000, providing an additional funding pathway for opportunities arising outside the two scheduled grant rounds. These initiatives support Council's ongoing commitment to strengthening community participation, creative development and access to arts and cultural opportunities across the region.

4.2 RADF Grant Summary

Round 1 of the Regional Arts Development Fund attracted six applications, with five projects recommended for funding totalling $31,376, representing 89.6% of the available Round 1 allocation. The recommended projects encompass creative workshops, storytelling, artist development and regional promotion, with proposed activities across multiple Isaac communities. The remaining $3,624 will be carried forward into Round 2, increasing the funding available for community access and supporting further arts and cultural initiatives across the region. The following table outlines the recommended investment and intended cultural outcomes of each project.

TABLE 5: RADF ROUND 1 FUNDING RECOMMENDATIONS, QUARTER 1 2026/27

PROJECT	COMMUNITIES OR REACH IDENTIFIED	CULTURAL OUTCOME OR ACTIVITY	FUNDING RECOMMENDED
ST LAWRENCE WETLANDS FESTIVAL WORKSHOPS	St Lawrence	Artist led workshops at the 2027 festival	$8,000
BUILDING CREATIVE CONFIDENCE	Clermont, Dysart, St Lawrence	Creative development and artwork framing workshops	$4,514
YOUR STORY MATTERS	Clermont, Moranbah, Carmila	Memoir writing and storytelling workshops	$7,301
ISAAC 2027 ARTISTS DIRECTORY AND ART TRAIL	Isaac region	Artist promotion, directory and regional marketing	$7,787
SAINTY ARTS PROJECT	St Lawrence	Basket making, charcoal and drawing workshops	$3,774
TOTAL RECOMMENDED			**$31,376**

4.3 Q2 Look Ahead

During Quarter 2, priorities will focus on progressing key actions identified in the Isaac Arts and Culture Strategy 2026 to 2031, particularly those relating to governance, funding accessibility and community participation. This will include investigating the governance arrangements and approval delegations of the Isaac Arts and Cultural Advisory Committee (IACAC) to identify opportunities to streamline Regional Arts Development Fund assessment and approval processes, reduce administrative delays and improve funding accessibility. Targeted marketing and recruitment materials will also be developed to increase awareness of IACAC, attract new members and strengthen regional representation. These activities directly support the Strategy's objectives to simplify processes, strengthen community participation and improve the delivery of arts and cultural opportunities across the Isaac region.

PART 6 – WHAT MATTERS MOST

6.1 Community Planning and Engagement

During Quarter 1 2026/27, Council approved the scope for What Matters Most, establishing the framework for identifying community needs, aspirations and priorities across Isaac's 17 communities.

Key Project Milestones

- **Council Endorsement:** Project scope approved, establishing the direction for community planning.
- **Engagement Planning:** Strategies identified to capture community perspectives through surveys, stakeholder consultation and direct engagement.
- **Stakeholder Identification:** Engagement groups identified, including residents, Traditional Owners, community organisations, businesses and service providers.

6.2 Community Engagement and Data Analysis

The Community and Cultural Services team is progressing the engagement and analysis phase to establish an evidence base for future Council planning and investment.

Key Activities

- **Community Engagement:** Undertaking consultation to capture local priorities, challenges and aspirations.
- **Data Analysis:** Collating and analysing community feedback alongside demographic and socioeconomic information.
- **Regional Insights:** Identifying emerging themes and priorities specific to individual communities.
- **Council Reporting:** Preparing findings for presentation to Council to inform future planning, advocacy, investment and service delivery.

PART 7 – STAKEHOLDER MANAGEMENT

7.1 Stakeholder Management and Community Engagement

The Community and Cultural Services (CCS) team is reviewing and updating its stakeholder management spreadsheets to improve the coordination, recording and reporting of community engagement activities.

Key Improvements and Performance Measures

- **Planned Engagement:** Establishing a target of 80% planned engagement with major stakeholders, subject to stakeholder availability and willingness to participate.
- **Responsive Engagement:** Recording unplanned interactions to capture the team's response to emerging community issues, requests and opportunities.
- **Engagement Visibility:** Quantifying interactions with community groups and stakeholders to better demonstrate the volume and scope of CCS engagement activities.
- **Information Sharing:** Improving the accuracy and accessibility of stakeholder information through updated records shared within the team and with other Council areas upon request.

7.2 Opportunities for Organisational Improvement

The current approach to stakeholder management relies on separate spreadsheets maintained across Council teams, directorates and Councillors, creating opportunities for duplication, inconsistent information and limited visibility of organisational engagement.

An integrated Council stakeholder management system would provide significant operational benefits, including:

Centralised Records: A shared source of stakeholder information accessible across relevant Council areas.

Improved Coordination: Greater visibility of planned and completed engagement to reduce duplication and support coordinated stakeholder relationships.

Data Accuracy: Consistent recording and updating of stakeholder information across the organisation.

Organisational Reporting: Improved capacity to measure engagement frequency, geographic reach and stakeholder interactions across Council.

Future Budget Consideration: Investigate the opportunity to reinstate funding within the 2027/28 budget bid to support the procurement and implementation of an integrated community engagement and stakeholder management system.

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Jason Devitt
AUTHOR POSITION	Director Infrastructure Services

8.25 INFRASTRUCTURE SERVICES MONTHLY FINANCIAL REPORT - OCTOBER 2026

EXECUTIVE SUMMARY

Infrastructure Services monthly financial report is presented to Standing Committee stating the progress made in relation to the budget for the period of the financial year drawn from Councils monthly financial report. Variances are noted by exception.

COMMITTEES RECOMMENDATION

Resolution No.: **INF11/26-0093**

Moved: **Cr Rachel Anderson** **Seconded:** **Cr Alaina Earl**

That the Committee recommends that Council:

1. **Receives the Infrastructure Services financial statements for the period ended 29 October 2026.**

Carried

IMPLICATIONS

Risk Category – Financial

Council has the following risk appetite:

- Averse – for ability to meet cashflow requirements, managed through maintaining sufficient cash balances.
- Cautious – for investment of surplus cash, managed through Council's investment policy.
- Open – for renewal of assets and borrowing to meet key objectives, managed through Council' capital program and debt policy.

Year to date actual figures represent the position as at the end of October 2026 to meet the reporting timelines for the November Standing Committee Meeting.

Operating Position:

At the end of October, the operating result for the Infarstructure Servcies programs before capital is $347,756 ahead of the budgeted operating position.

Operating Revenue is reporting $176,225 favourable, with actuals of $5,482,596 compared to a revised budget of $5,306,372.

Operating Expenses is reporting $171,532 favourable, with $25,529,625 in actual expenditure against YTD budget of $25,701,156. Employee expenses are currently favourable to the revised budget by $176,144. This favourable variance is mainly due to employee vacancies, with some roles being temporarily backfilled through agency staff.

Materials and services expenditure is unfavourable to the year-to-date budget by $4,612, with actual expenditure of $6,740,064 against a budget of $6,735,452. The unfavourable variance is mainly due to legal fees for Galilee & Bowen Basin, partially offset by lower repairs and maintenance (CorporateProperties) and internal plant hire charges. Year-to-date commitments are $10,855,671 with larger commitmentsof note being $3.6M DRFA consultancy for January 2026 Koji event, $1.4M for RMPC works, $1.5M Galileeand Bowen Basin recoverable works and $1.5M for Engineering Services consultancy (noting long termcommitments for outside site surveillance).

Capital revenue for the year to date is $173,137 which is favourable to budget by $150,637. This favourable variance is due to developer contribution payments received for infrastructure charges.

CONSULTATION

Financial Services.

Director Infrastructure Services

BASIS FOR RECOMMENDATION

Information only report.

ACTION ACCOUNTABILITY

Infrastructure Services management team to continue monitor overall budget position.

KEY MESSAGES

Council is committed to meeting its legislative requirements, ensuring its financial sustainability and transparent decision making. We will continue to responsibly manage our finances and assets in line with Council's agreed service levels and its long-term sustainability.

Report prepared by:	**Report authorised by:**
JASON DEVITT **Manager Roads Infrastructure**	CALE DENDLE **Director Infrastructure Services**
Date: 2 September 2026	Date: 5 September 2026

ATTACHMENTS

- Attachment 1 – 50000 Infrastructure Services Monthly Financial Statement October 2026

REFERENCE DOCUMENT

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. Receives the Infrastructure Services financial statements for the period ending 29 October 2026.

ISAAC REGIONAL COUNCIL

Statement of Comprehensive Income

For the Period Ended 29 October 2026

Infrastructure Services

	Notes	YTD Actual	YTD Revised Budget	Variance	Full Year Revised Budget	Commitments	Completion
		$	$	$	$	$	%
Income							
Operating Revenue							
Net Rates & Utility Charges		(5,661)	-	(5,661)	-	-	0.0%
Fees & Charges		504,030	480,490	23,540	1,331,470	-	37.9%
Rental Income		603,329	681,154	(77,825)	2,020,961	-	29.9%
Sales of Contract & Recoverable Works		2,809,089	2,809,451	(361)	6,843,406	-	41.0%
Operating Grants, Subsidies & Contributions	1	1,466,689	1,242,944	223,745	11,135,123	-	13.2%
Other Recurrent Revenue		105,121	92,333	12,787	277,000	-	37.9%
		5,482,596	**5,306,372**	**176,225**	**21,607,960**	**-**	**25.4%**
Expenses							
Operating Expenses							
Employee Expenses	2	6,023,401	6,199,545	(176,144)	19,809,661	-	30.4%
Materials & Services	3	6,740,064	6,735,452	4,612	23,444,686	10,855,671	28.7%
Depreciation and Amortisation		7,970,659	7,970,659	-	23,911,977	-	33.3%
Corporate Overheads & Competitive Neutrality Costs		4,795,500	4,795,500	-	14,386,501	-	33.3%
		25,529,625	**25,701,156**	**(171,532)**	**81,552,825**	**10,855,671**	**31.3%**
Operating Position Before Capital Items		**(20,047,028)**	**(20,394,785)**	**347,756**	**(59,944,865)**	**(10,855,671)**	**33.4%**
Capital Revenue							
Capital Revenue	4	173,137	22,500	150,637	9,892,304	-	1.8%
Proceeds from Sale of Land & PPE	5	295,573	471,000	(175,427)	1,191,220	-	24.8%
		468,710	**493,500**	**(24,790)**	**11,083,524**	**-**	**4.2%**
Net Result Attributable to Council in Period		**(19,578,318)**	**(19,901,285)**	**322,967**	**(48,861,341)**	**(10,855,671)**	**40.1%**
Total Comprehensive Income		**(19,578,318)**	**(19,901,285)**	**322,967**	**(48,861,341)**	**(10,855,671)**	**40.1%**

1. **Operating Grants, Subsidies & Contributions** are $223,745 favourable compared to the annual budget. This favourable variance is predominantly due to revenue received from roads maintenance contributions.

2. **Employee Expenses** are favourable compared to the revised budget by $176,144. This favourable variance is predominantly due to employee vacancies, some of which are currently being backfilled through Agency Temp Staff and contractors.

3. **Materials & Services** for the financial year to date are $4,612 unfavourable with $6,740,064 in actual expenditure against the YTD budget of $6,735,452. This unfavourable variance is predominantly due to legal fees for Galilee & Bowen Basin, partially offset by lower repairs and maintenance (Corporate Properties) and internal plant hire charges. YTD commitments are $10,855,671 with larger commitments of note being $3.6M DRFA consultancy for January 2026 Koji event, $1.4M for RMPC works, $1.5M Galilee and Bowen Basin recoverable works and $1.5M for Engineering Services consultancy (noting long term commitments for outside site surveillance).

4. **Capital Revenue** for the year to date is $173,137 which is favourable to budget by $150,637. This favourable variance is due to developer contribution payments received for infrastructure charges.

5. **Proceeds from Sale of Land & PPE** is currently unfavourable compared to the revised budget by $175,427. This unfavourable variance is due to budgeted cash flow of receipt of funds from the sale of plant.

ISAAC REGIONAL COUNCIL

Statement of Comprehensive Income

For the Period Ended 29 October 2026

Infrastructure Services

	Notes	YTD Actual	YTD Revised Budget	Variance	Full Year Revised Budget	Commitments	Completion
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Operating Revenue							
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MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Bob Stephen
AUTHOR POSITION	Manager Roads Infrastructure

8.26 ROADS INFRASTRUCTURE OPERATIONAL REPORT – OCTOBER 2026

EXECUTIVE SUMMARY

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

COMMITTEES RECOMMENDATION

Resolution No.: **INF11/26-0094**

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

That the Committee recommends that Council:

1. **Notes the Roads Infrastructure Department monthly update for October 2026.**

Carried

BACKGROUND

The below information highlights the monthly activities of the Roads Infrastructure Department.

INFRASTRUCTURE

1. UPDATES ON THE ACTIVITIES COMMENCED AND COMPLETED IN OCTOBER

Clermont and surrounding area	
Cheesborough Road, Spoonbill Road, Alpha Bypass Road, Laglan Road, and Bullshead Road, with Walthum Road and Old School Roads underway	Programmed Maintenance Grading
Clermont Aerodrome.	Slashing
Huntley Road, Golden Downs Road, and Kenlogan Road.	Pothole Patching
Laglan Road, Peakvale Road, and Huntley Road.	Drainage Works

Dysart and surrounding area	
Isaac River Road , weather dependent	Road Resheeting
Tieri Road, Golden Mile Road, Saraji Road, and Dysart to Clermont Road.	Pothole patching
Middlemount and surrounding area	
Middlemount Township	Pothole patching
Moranbah and surrounding area	
Moranbah Township, and Peak Downs Mine Road.	Pothole Patching
Nebo and surrounding area	
Barmount South Road, and Turrawulla Road.	Programmed Maintenance Grading and Guidepost Work
Suttor Street and Bollard installed in Ann Street.	Pavement Repair
Coast and surrounding area	
Landels Road.	Programmed Maintenance Grading

2. UPDATES ON THE ACTIVITIES COMMENCED AND COMPLETED IN OCTOBER

Clermont and surrounding area	
Walthum Road, Wuthung Road, Old School Road, Fleurs Lane, and Fraser Lane.	Programmed Maintenance Grading
Clermont Township, Huntley Road, Kenlogan Road.	Slashing
Wuthung Road.	Drainage Works
Dysart and surrounding area	
Dysart township and Riley's crossing Road.	Signage Work
Golden Mile Road, Saraji Road, and Dysart/Clermont Road.	Pothole patching
Middlemount and surrounding area	
Middlemount Township	Signage Work
Moranbah and surrounding area	
Binda Park, and Moranbah BMX Club	Drainage Works
Moranbah Township, Peak downs Mine Road, Red hill Road, Pasha Road	Pothole Patching Work
Nebo and surrounding area	
Barmount Road	Programmed Maintenance Grading and Guidepost Work
Turrawulla Road is scheduled to commence last week of November.	Road Resheeting
Suttor Street	Drainage Works
Coast and surrounding area	
Landels Road.	Programmed Maintenance Grading

State Controlled Network

1. UPDATES ON THE ACTIVITIES COMMENCED AND COMPLETED IN OCTOBER

Oxford Downs Sarina Road, Suttor Developmental Road, Marlborough Sarina Road, Fitzroy Developmental Road, and Bruce Highway.	Pothole Patching
Bruce Highway	Emergency Callout works
Peak Downs Highway	Asphalt Patching

2. UPDATES ON UPCOMING ACTIVITIES FOR THE NEXT MONTH

Fitzroy Dev Road, Peak Downs Highway 33B, and Marlborough Sarina Road.	Pothole Patching
various roads as required.	Herbicide Spraying Works

RMPC Hazards and Defects Update - OCTOBER

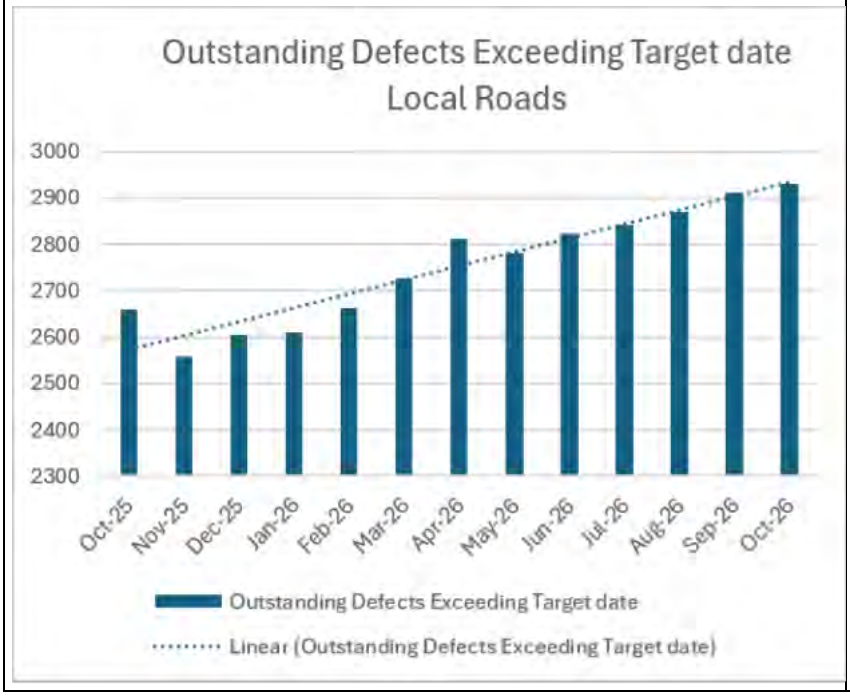
- **Edge break repairs** were carried out on multiple roads as required.
- **Culvert holding works** are completed on Marlborough Sarina Road.

RMPC Programmed Works - November

- **Asphalt patching** works in Peak Downs Highway 33A and **Pothole Repairs** in Peak Downs Highway 33B are completed.
- **Edge breaks** and **Potholing** are done in Suttor Dev Road.

Local Road Hazards and Defects Update

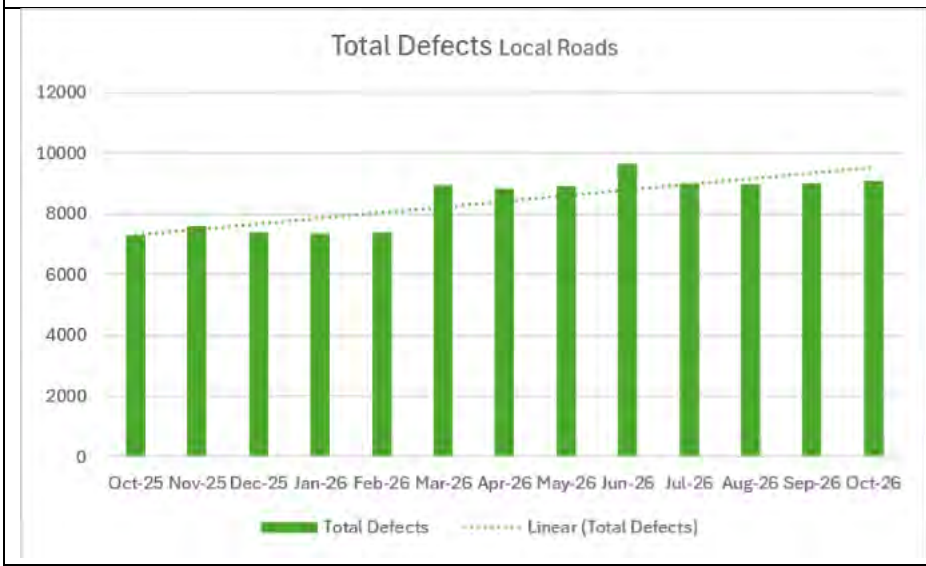
Outstanding Hazards local roads
This graph shows the number of defects each month for the past year that have been raised as higher than intervention level and identified as being a hazard.



Outstanding Defect Exceeding Target Date Local Roads
This graph shows number of defects each month for the past year that have been raised and are past the response time (based on the Main Roads requirements)

Defect Raised and Accomplished Local Roads

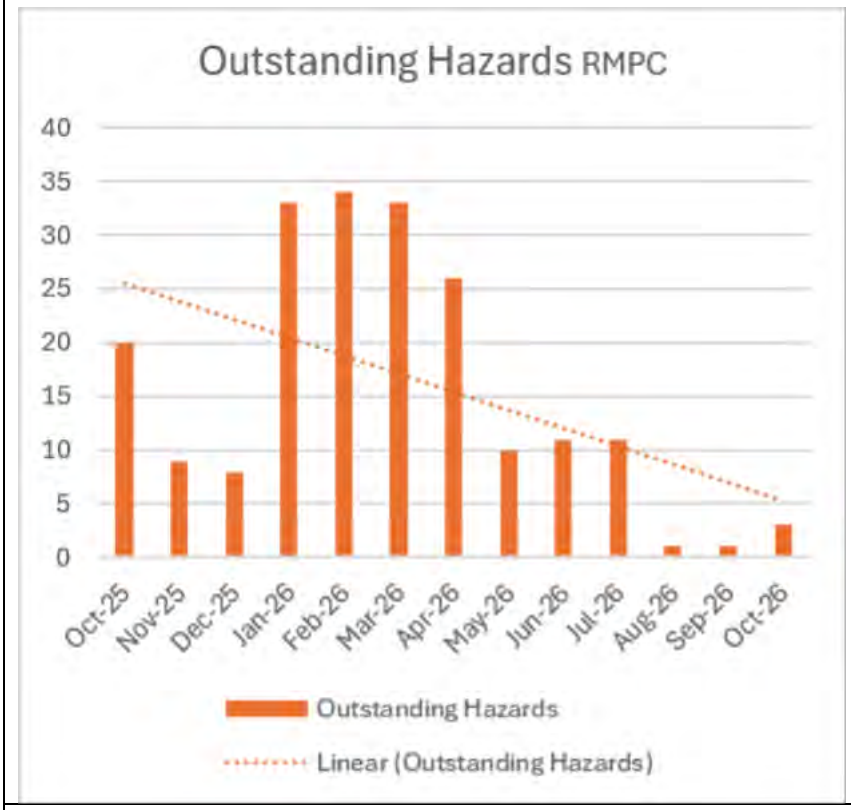
This graph shows number of defects and accomplishments each month for the past year that have been raised and completed



Total Defects Local Roads

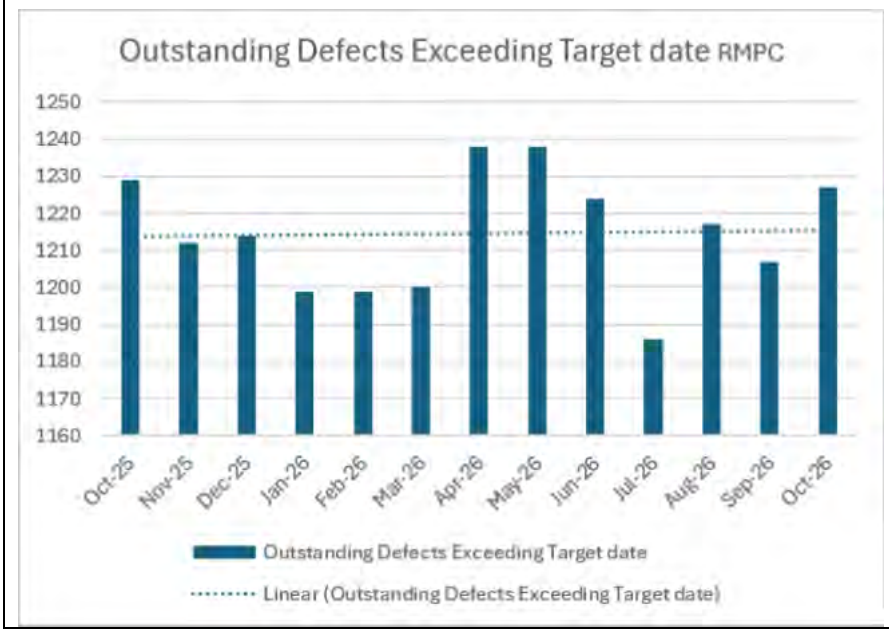
This graph shows the total number of defects each month for the past year that have been raised and have not been completed.

RMPC Hazards and Defects Update - February



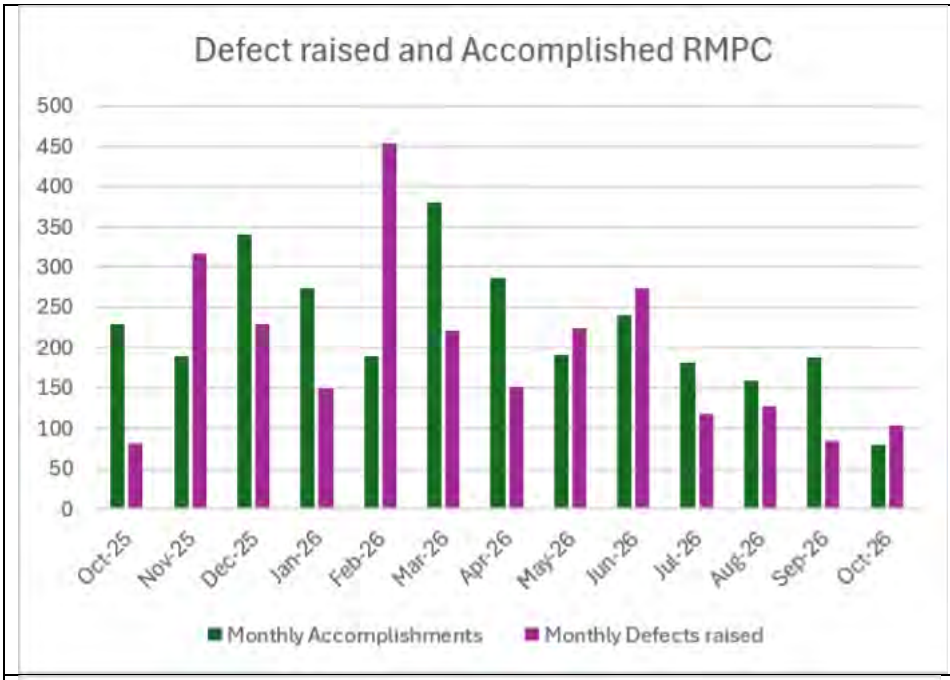
Outstanding Hazards RMPC

This graph shows the number of defects each month for the past year that have been raised as higher than intervention level and identified as being a hazard.



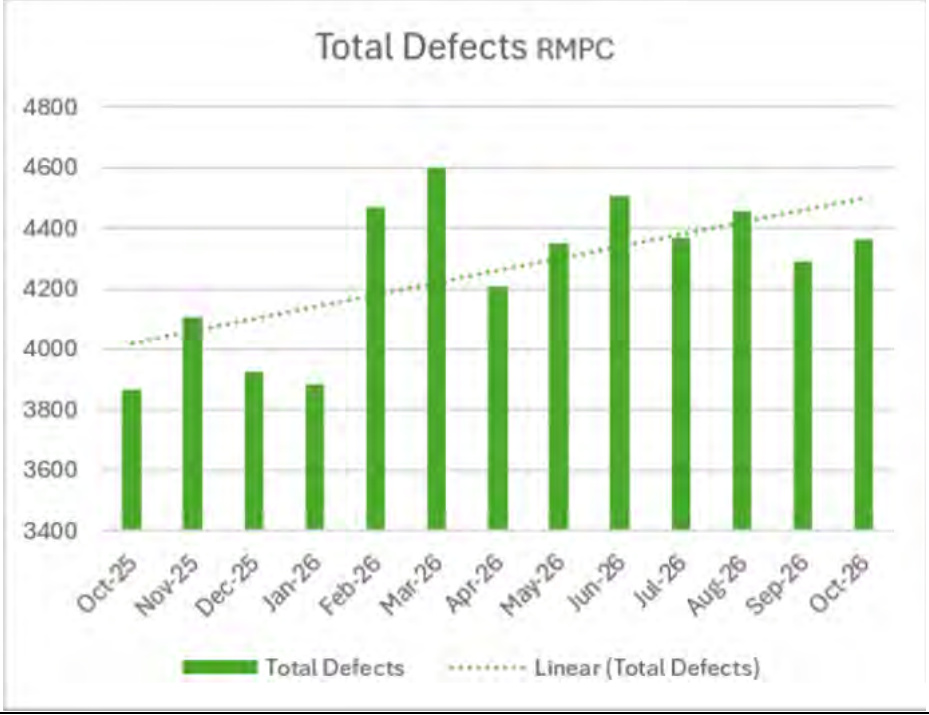
Outstanding Defect Exceeding Target Date RMPC

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



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.

Roads Tracker QR

List of Roads inspected February 2026	
• 10F BRUCE HIGHWAY (SOUTH)	• JUNEE ROAD
• 10G BRUCE HIGHWAY (NORTH)	• KEMMIS CREEK ROAD
• 27B GREGORY HIGHWAY	• KENLOGAN ROAD
• 27C GREGORY HIGHWAY	• KILCUMMIN DIAMOND DOWNS ROAD (CH 0.0 TO 17.85)
• 33A PEAK DOWNS HIGHWAY (RACAS)	• LAGLAN ROAD
• 33B PEAK DOWNS HIGHWAY (RACAS)	• LANDSBOROUGH ROAD
• 85C FITZROY DEVELOPMENTAL ROAD	• LYNCH ROAD
• AIRSTRIP ROAD (RACAS)	• MARLBOROUGH SARINA ROAD (RACAS)
• ALBRO ROAD	• MAY DOWNS ROAD
• AVON ROAD	• MEATWORKS ROAD
• BAR PLAINS ROAD	• MORANBAH ACCESS ROAD
• BARBOURS ROAD	• MT HILLARY ROAD
• BARMOUNT ROAD	• MT STUART BEDFORD WEIR ROAD
• BARMOUNT SOUTH ROAD	• NEEDS A NAME
• BLAIR ATHOL MINE ROAD	• OLD BLAIR ATHOL MINE ROAD
• BLACKSPRING ROAD	• OLIVES ROAD
• BROWNS ROAD	• PEAK DOWNS MINE ROAD
• CALVESTON ROAD	• PERCY ALBERT DRIVE
• CARRIE DOWNS ROAD	• PIONEER ROAD
• CLERMONT CONNECTION ROAD	• RED HILL ROAD
• COOBYANGA ROAD	• RED HILL ROAD (PRIVATE)
• DEGULLA ROAD (ONLY FIRST 140M)	• RILEYS CROSSING ROAD
• DONNELLANS ROAD	• RUGBY ROAD
• DOORUNA ROAD	• SARAJI ROAD

• DYSART CLERMONT ROAD	• SETTLEMENT ROAD
• DYSART MIDDLEMOUNT ROAD	• SEWERAGE TREATMENT PLANT ROAD
• GOLF CLUB ROAD	• ST LAWRENCE CONNECTION ROAD
• GOLDEN MILE ROAD	• ST LAWRENCE-CROYDON
• GOONYELLA ROAD	• SUTTOR DEVELOPMENTAL (CH 0.0 TO 52.893)
• GRASSTREE ROAD	• TIERI ROAD
• GREGORY DEVELOPMENTAL ROAD	• WESTERN CREEK ROAD
• HAUSENS ROAD	• WILPEENA ROAD
• Howards Road	•

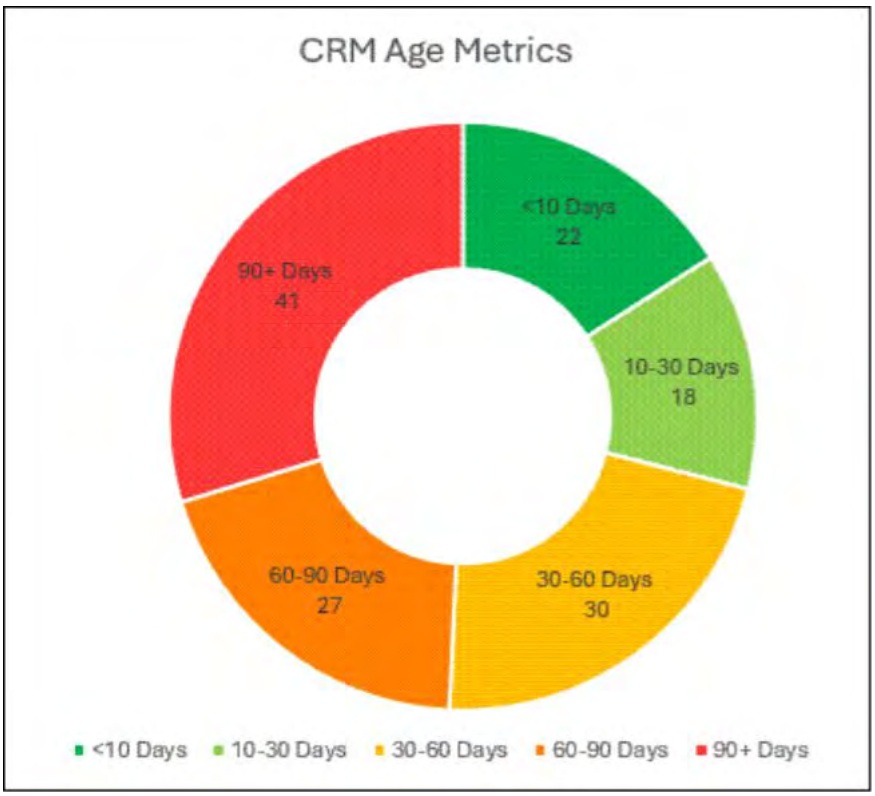
List of Roads Planned for inspection March 2026	
• 27B Gregory Highway	• Gregory Developmental Road
• 27C Gregory Highway	• Hamilton Park Road
• 10F Bruce Highway (South) (RACAS)	• James Road
• 10G Bruce Highway (North) (RACAS)	• Johnsons Road
• 33A Peak Downs Highway	• Lake Lindsay Road
• 33B Peak Downs Highway	• Langston Lane
• 85C Fitzroy Developmental Road (RACAS)	• Lavinia Park Road
• Albert Lane	• Leggetts Road
• Barker Road	• Loadsmans Road
• Blair Athol Mine Road	• Mabbin Road
• Booroondarra Capella Road	• Malari Road
• Bygana Road	• Matchett Lane
• Campbells Crebers Road	• Midden Road
• Carfax Road	• Moranbah Access Road (RACAS)
• Clermont - Alpha Road (CH 0.0 to 41.88)	• Mountain View Road
• Clermont Connection Road	• Mt Olympus Road
• Collaroy Killarney Road	• Newyard Road
• Collaroy Tierawoomba Road	• Oxford Downs Sarina Road
• Cluen Access Road	• Palms Road
• Craven Road	• Pasha Road

• Durdham Road	• Peak Downs Mine Road (RACAS)
• Dysart Clermont Road	• Redcliffe Vale Road
• Dysart Middlemount Road (RACAS)	• Saraji Road (RACAS)
• Eaglefield Road	• Sewerage Access Road
• Fleurs Lane	• St Lawrence North Road
• Fraser Lane	• Tieri Road (RACAS)
• Frederick Hoare Drive	• Turrawulla Road (Full run)
• Glenavon Road	• Waitara Road
• Golden Mile Road	• Walshs Road

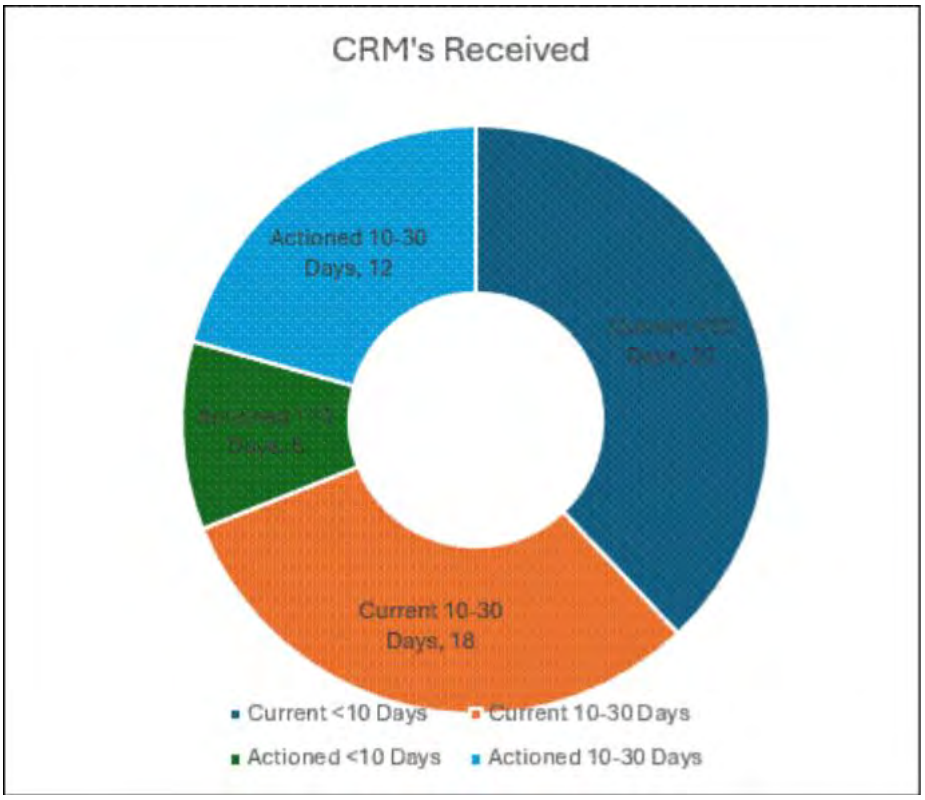
INFRASTRUCTURE CRM REPORT (CUSTOMER REQUEST MODULE)

CRM REPORT 19 SEPTEMBER TO 19 OCTOBER 2026

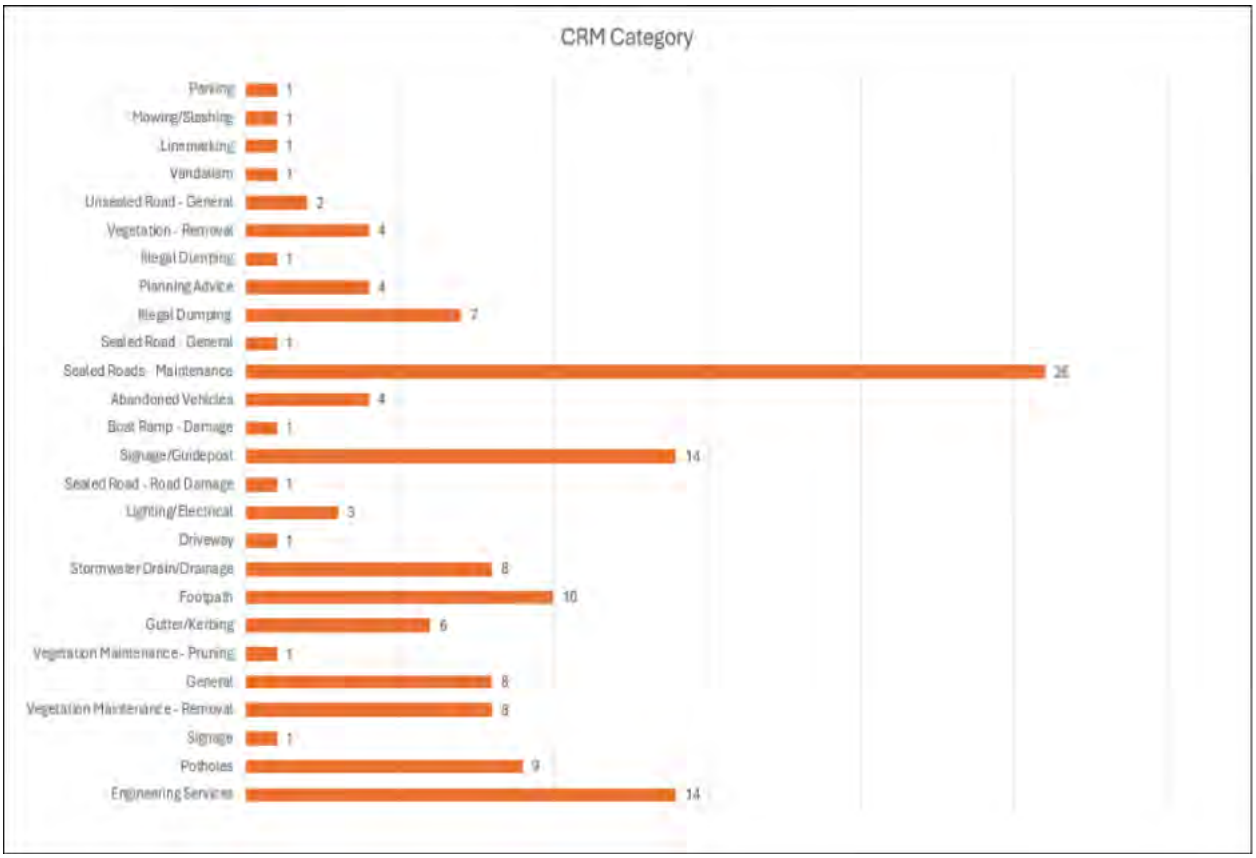
THE AVERAGE TURNAROUND TIME FOR ROAD CRM REQUESTS IS CURRENTLY 30 DAYS FROM LODGEMENT TO COMPLETION.



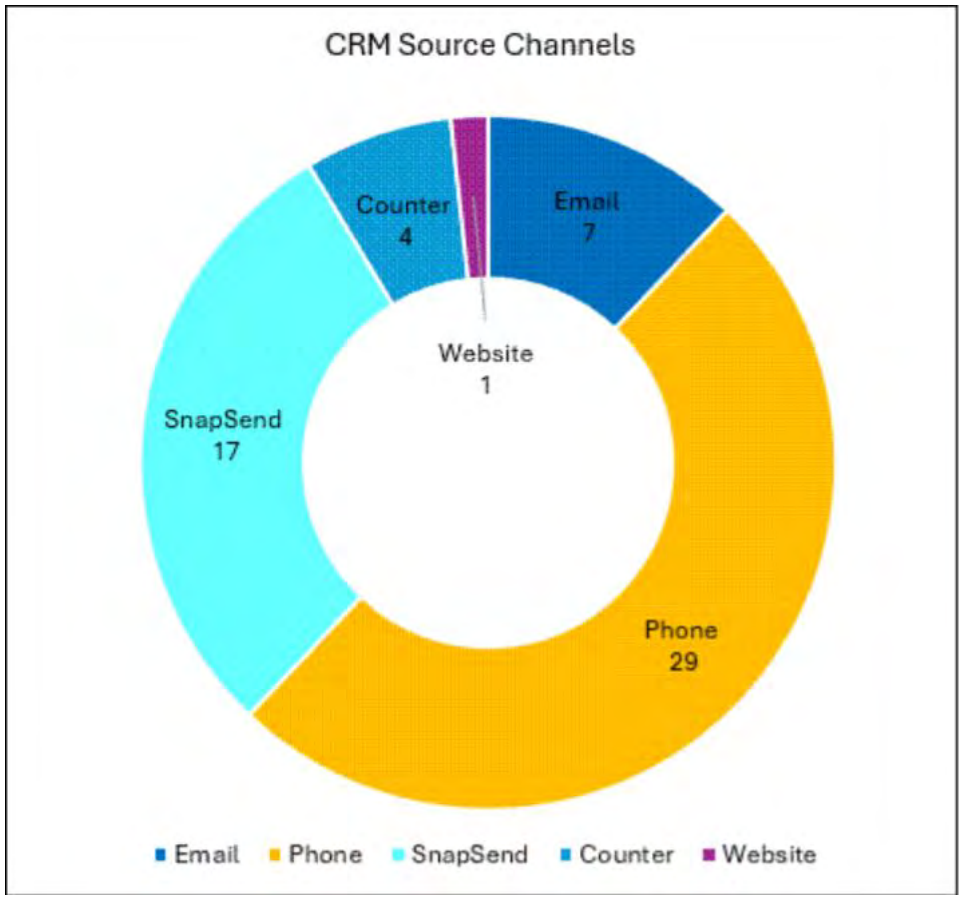
CRM Age Metrics presents the distribution of CRM records by age, grouping items into time-based categories from less than 10 days to over 90 days to illustrate the timeliness and progression of cases within the system over the last month.



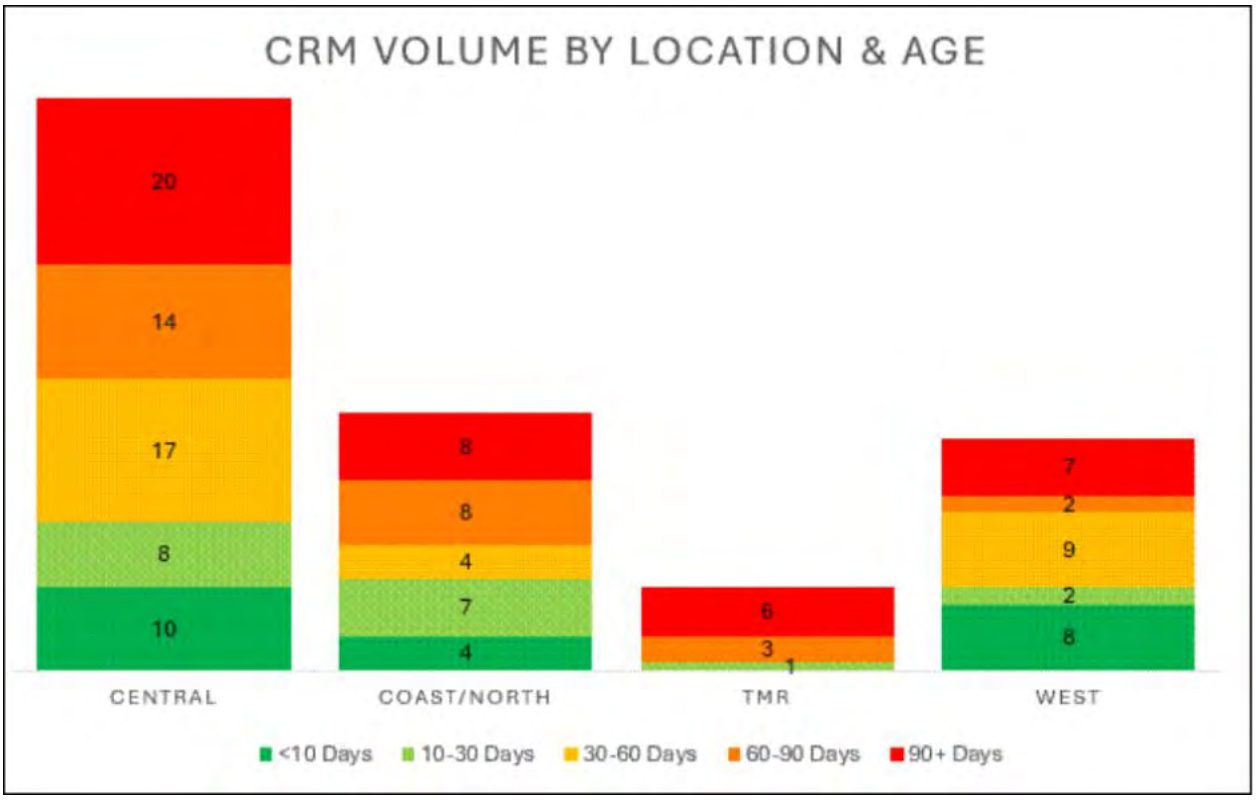
CRM’s Received vs Actioned shows the proportion of requests received in the last 30 days compared to those that have been actioned, providing an overview of workload and responsiveness.



CRM Category highlights the distribution of requests by category, providing insight into the types of issues most frequently reported.



CRM Source Last 30 Days shows how customer requests are received, helping to identify the most common contact methods used by the community.



CRM Volume by Location & age shows the distribution of current requests across the region, including their age, assisting in identifying areas with higher demand and tracking how long requests have been open.

==

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:	Report authorised by:
BOB STEPHEN **Manager Roads Infrastructure**	Jason Devitt **Director Infrastructure Services**
Date: 24 October 2026	Date: 4 November 2026

ATTACHMENTS

- INF_Monthly DRFA Report_Oct2026

REFERENCE DOCUMENT

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. Notes the Roads Infrastructure Department monthly update for October 2026.

DRFA OCTOBER 2026 UPDATE REPORT

ISAAC REGION
HELPING TO ENERGISE THE WORLD
ABN 39 274 142 600

IRC DRFA REPORTING

SUMMARY UPDATE

Contract Documents and specifications have been issued for the delivery of Recoverable works and will close late October. Award for the 5 separate packages is expected to occur by the end of November 2026 for delivery to begin early 2027. Discussions for sole procurement with the Mining parties (Pembroke and Adani) are also underway.

SUBMISSION STATUS

Below is an update of all our submissions, the values for each road and a list of treatment types set out. Also included is submission status map.

IRC DISASTER RECOVERY PROGRESS REPORT

IRC - REC - 2526
October 2026 · QRA Progress Report
QRA report: IRC.PR02.2526.REC | Data as at: Tuesday, October 6, 2026

GBA CONSULTING ENGINEERS

PROJECT SNAPSHOT

APPROVED FUNDING	ACTUAL EXPENDITURE	PHYSICAL COMPLETION	ROADS / ASSETS	SCOPE LINE ITEMS
$64,508,200.22	$740,014.47	0.0% QRA road-level progress	236 Merged across submissions	5,074

SUBMISSIONS
14

KEY NOTES

N/A

MONTHLY COMMENTARY

Achieved This Month

Submissions Approved:

- IRC.0047.2526G.REC - $211,047.40
- IRC.0049.2526G.REC - $372,144.68
- IRC.0054.2526G.REC - $70,579.63

Look Ahead

Aquittals In Progress:

- IRC.0057.2526G.IRW - Immediate restoration works asphalt repairs on Golden Mile Road and Middlemount town streets.
- IRC.0056.2526G.EWK - Emergency works claim. In progress of addressing QRA queries.

Site Setout- Pegging has commences on the Follwoing Roads:

- Barada Barna Road
- Elgin Road
- Moray Charmichael Road

Gravel Resheeting Program:

- Isaac River Road completion photos to be collected

General Comments

REPA Submission Oustanding in MARS:

- IRC.0050.2526G.REC
- IRC.0051.2526G.REC
- IRC.0053.2526G.REC

SUBMISSION SUMMARY

SUBMISSION	PROGRESSION	ROADS / ASSETS	SCOPE LINES	COMPLETE	PHYSICAL COMPLETION	APPROVED FUNDING	ACTUAL EXPENDITURE
IRC.0038.2526G.REC	In progress	34	118	0	0.3%	$1,002,205.07	$26,605.63
IRC.0039.2526G.REC	In progress	14	455	0	0.4%	$7,696,777.78	$77,144.87
IRC.0040.2526G.REC	In progress	19	631	0	0.4%	$6,928,394.63	$70,023.97
IRC.0041.2526G.REC	In progress	12	617	0	0.4%	$7,609,519.03	$77,528.14
IRC.0042.2526G.REC	In progress	56	521	0	0.4%	$6,883,102.34	$72,332.55
IRC.0043.2526G.REC	In progress	2	153	0	0.4%	$4,721,107.97	$57,899.43
IRC.0044.2526G.REC	In progress	3	317	0	0.4%	$9,145,129.49	$96,832.77
IRC.0045.2526G.REC	In progress	33	448	0	0.4%	$4,175,728.51	$48,986.67
IRC.0046.2526G.REC	In progress	22	542	0	0.4%	$6,027,266.12	$29,864.29
IRC.0047.2526G.REC	In progress	32	48	0	0.4%	$211,047.40	$24,529.28
IRC.0048.2526G.REC	In progress	34	1,084	0	0.4%	$9,577,811.12	$84,859.88
IRC.0049.2526G.REC	In progress	15	96	0	0.4%	$372,144.68	$25,219.27
IRC.0052.2526G.REC	In progress	2	11	0	0.4%	$87,386.45	$24,076.13
IRC.0054.2526G.REC	In progress	13	33	0	0.4%	$70,579.63	$24,111.59

COMPLETION BY WORK CATEGORY

WORK CATEGORY	SCOPE LINES	COMPLETE	PHYSICAL COMPLETION	TOTAL QUANTITY	TOTAL LENGTH (M)
Asphalt surfacing, <50mm thickness	1	0	0.0%	18.0	12
Bitumen spray seal, 2-coat	35	0	0.0%	7,393.4	1,672
Bulk excavate surplus material and remove from site	145	0	0.0%	2,691.9	4,605
Bulk excavate surplus material to spoil	27	0	0.0%	1,292.5	1,548
Bulk fill - imported	94	0	0.0%	2,470.8	2,616
Bulk fill - local	7	0	0.0%	1,002.9	1,395
Clear mixed debris and remove from site	102	0	0.0%	539.5	719
Crack Repair	3	0	0.0%	75.0	75
Desilt drainage structure - removal of silt and debris	1	0	0.0%	14.4	10
Edge Repair	5	0	0.0%	119.0	119
Gravel resheeting (excludes supply of material)	6	0	0.0%	1,179.8	526
Gravel Resheeting 100mm	214	0	0.0%	14,107.0	21,932
Gravel Resheeting 150mm	49	0	0.0%	9,808.4	9,376
Gravel/material supply	7	0	0.0%	1,122.6	532
Heavy formation grading	462	0	0.0%	136,876.0	136,876
Heavy formation grading incorporating 50mm of imported material	1,662	0	0.0%	183,518.5	577,891
Heavy formation grading incorporating 75mm of imported material	596	0	0.0%	57,919.1	118,608
Heavy shoulder grading - incorporating 50mm of imported material	72	0	0.0%	11,699.0	11,699
In-situ stabilisation - including 50mm corrector. Excludes seal	20	0	0.0%	6,546.4	1,426
Medium formation grading	1,044	0	0.0%	647,010.0	647,010
Patch repair - patch local unbound pavement failure (<20m2). Includes 2 coat bitumen seal	20	0	0.0%	256.5	149
Pothole repair <1m2	34	0	0.0%	41.0	0
Reconstruct reinforced concrete	4	0	0.0%	27.1	26
Reconstruct unbound granular base. Excludes seal	2	0	0.0%	260.0	46
Reconstruct unbound granular pavement. Excludes seal	12	0	0.0%	673.0	224
Reconstruct unsealed shoulder - repair isolated shoulder failure (<20m2)	2	0	0.0%	17.5	10
Repair drainage structure - excavate, repair and reinstate	2	0	0.0%	3.4	3
Repair road signage	16	0	0.0%	17.0	0
Repair stone pitching	1	0	0.0%	1.2	2
Repair with flowable concrete	29	0	0.0%	68.1	254
Replace concrete pipe <375mm dia.	3	0	0.0%	19.5	20
Replace concrete pipe <600mm dia.	2	0	0.0%	7.3	7
Replace guide posts or markers	268	0	0.0%	364.0	0
Replace head/end wall <600mm pipe or RCBC	2	0	0.0%	3.0	0
Replace RCBC, nominal span <1200mm	1	0	0.0%	4.9	5
Replace RCBC, nominal span <600mm	1	0	0.0%	2.4	2
Replace sign (complete) - standard road sign, includes post	20	0	0.0%	27.0	0
Replace sign face only - standard road sign	2	0	0.0%	2.0	0
Reshape table drain (1 side)	24	0	0.0%	2,401.0	2,401
Rock protection	77	0	0.0%	834.1	1,012

SCOPE BY ROAD

Airstrip Road
0.0%
$3,658.29
5
IRC.0038.2526G.REC | IRC.0040.2526G.REC

Albro Road
0.0%
$235,429.83
29
IRC.0048.2526G.REC

Alinya Road
0.0%
$95,070.03
7
IRC.0048.2526G.REC

Alpha Bypass Road
0.0%
$24,967.64
14
IRC.0048.2526G.REC

Annandale Road
0.0%
$1,490,986.16
113
IRC.0039.2526G.REC | IRC.0052.2526G.REC

Appos Road
0.0%
$54,186.54
12
IRC.0048.2526G.REC

Avon Road
0.0%
$335,253.10
16
IRC.0045.2526G.REC

Bar Plains Road
0.0%
$143,472.98
7
IRC.0042.2526G.REC

Barbours Road
0.0%
$24,746.53
8
IRC.0038.2526G.REC | IRC.0042.2526G.REC

Barmount Road
0.0%
$219,674.49
13
IRC.0038.2526G.REC | IRC.0039.2526G.REC

Barmount South Road
0.0%
$303,636.51
6
IRC.0039.2526G.REC

Barrylar Road
0.0%
$117,731.71
11
IRC.0045.2526G.REC

Barwon Park Middlemount Road
0.0%
$374,193.88
46
IRC.0046.2526G.REC

Betoota Road
0.0%
$34,690.89
4
IRC.0045.2526G.REC

Bimbah Road
0.0%
$193,641.68
11
IRC.0048.2526G.REC

Blackspring Road
0.0%
$121,743.55
19
IRC.0046.2526G.REC

Booroondarra Capella Road
0.0%
$297,819.69
61
IRC.0046.2526G.REC

Borgs Road
0.0%
$47,322.14
7
IRC.0041.2526G.REC

Braeside Road
0.0%
$27,930.35
7
IRC.0038.2526G.REC | IRC.0040.2526G.REC

Brahman Street
0.0%
$4,696.12
1
IRC.0047.2526G.REC

Bridson Road
0.0%
$156,649.62
18
IRC.0038.2526G.REC | IRC.0041.2526G.REC

Brigalow Road
0.0%
$75,468.92
17
IRC.0048.2526G.REC

Browns Road
0.0%
$34,482.30
4
IRC.0042.2526G.REC

Bulliwallah Road
0.0%
$3,145,802.96
87
IRC.0043.2526G.REC

Bulls Head Road
0.0%
$129,776.65
21
IRC.0048.2526G.REC

Burgess Road
0.0%
$113,948.56
14
IRC.0040.2526G.REC

Burrenbring Road
0.0%
$68,081.59
5
IRC.0038.2526G.REC | IRC.0040.2526G.REC

Burwood Road
0.0%
$450,132.75
36
IRC.0038.2526G.REC | IRC.0042.2526G.REC

Bygana Road
0.0%
$916,682.33
68
IRC.0048.2526G.REC

Camerons Road
0.0%
$101,451.20
5
IRC.0042.2526G.REC

Campbells Crebers Road
0.0%
$87.08
1
IRC.0054.2526G.REC

Canning Woods Road
0.0%
$62,199.66
7
IRC.0042.2526G.REC

Cape Palmerston Road
0.0%
$134,230.74
31
IRC.0042.2526G.REC | IRC.0054.2526G.REC

Capricorn Street
0.0%
$16,065.16
3
IRC.0047.2526G.REC

Carfax Road
0.0%
$1,217,698.24
73
IRC.0046.2526G.REC

Carmichael Road
0.0%
$306,913.31
14
IRC.0044.2526G.REC

Carmila Beach Road
0.0%
$5,587.45
4
IRC.0042.2526G.REC | IRC.0054.2526G.REC

Carmila West Road
0.0%
$202,268.56
35
IRC.0038.2526G.REC | IRC.0042.2526G.REC | IRC.0054.2526G.REC

Carrie Downs Road
0.0%
$48,534.32
6
IRC.0045.2526G.REC

Cemetery Road
0.0%
$43.54
1
IRC.0040.2526G.REC

Centenary Drive South
0.0%
$5,254.08
2
IRC.0047.2526G.REC

Charles Street
0.0%
$9,785.32
1
IRC.0047.2526G.REC

Cheeseborough Road
0.0%
$23,554.83
2
IRC.0045.2526G.REC

Clarence Baker Drive
0.0%
$6,522.39
2
IRC.0047.2526G.REC

Clements Street
0.0%
$3,483.49
3
IRC.0047.2526G.REC

Cluen Access Road
0.0%
$170,865.45
19
IRC.0046.2526G.REC

Cockenzie Road
0.0%
$630,970.53
42
IRC.0040.2526G.REC

Collaroy Killarney Road
0.0%
$1,395,869.03
129
IRC.0038.2526G.REC | IRC.0041.2526G.REC

Collaroy Tierawoomba Road
0.0%
$1,769,921.49
132
IRC.0041.2526G.REC

Colonial Drive
0.0%
$31,192.33
4
IRC.0038.2526G.REC | IRC.0054.2526G.REC

Connollys Road
0.0%
$63,370.46
7
IRC.0042.2526G.REC

Connors River Collaroy Road
0.0%
$1,502,146.13
123
IRC.0038.2526G.REC | IRC.0041.2526G.REC

Coobyanga Road
0.0%
$87,667.51
4
IRC.0045.2526G.REC

Cotherstone Capella Road
0.0%
$846,541.39
38
IRC.0039.2526G.REC | IRC.0046.2526G.REC

Craven Road
0.0%
$554,481.75
54
IRC.0048.2526G.REC

Curragundi Road
0.0%
$17,578.69
5
IRC.0045.2526G.REC

Cuthbert Street
0.0%
$1,741.75
1
IRC.0047.2526G.REC

Daintree Street
0.0%
$2,144.85
1
IRC.0047.2526G.REC

Daunia Road
0.0%
$40,124.35
2
IRC.0052.2526G.REC

Dawson Street
0.0%
$4,361.96
1
IRC.0047.2526G.REC

Degulla Road
0.0%
$221,854.65
11
IRC.0048.2526G.REC

Donnellans Road
0.0%
$999.88
1
IRC.0038.2526G.REC

Dooruna Road
0.0%
$770,330.88
40
IRC.0045.2526G.REC

Douglas Road
0.0%
$15,545.27
1
IRC.0042.2526G.REC

Durdham Road
0.0%
$57,333.27
15
IRC.0048.2526G.REC

Dysart Clermont Road
0.0%
$48,990.96
12
IRC.0046.2526G.REC

Eaglefield Road
0.0%
$325,866.29
56
IRC.0045.2526G.REC

East West Road
0.0%
$176,798.18
12
IRC.0045.2526G.REC

Elalie Road
0.0%
$63,247.07
4
IRC.0042.2526G.REC

Elgin Road
0.0%
$4,458,724.95
199
IRC.0044.2526G.REC

Fisher Street
0.0%
$870.87
1
IRC.0047.2526G.REC

Fleurs Lane
0.0%
$211,766.01
34
IRC.0045.2526G.REC

Foxleigh Road
0.0%
$103,131.32
17
IRC.0046.2526G.REC

Frankfield Road
0.0%
$644,758.01
49
IRC.0048.2526G.REC | IRC.0049.2526G.REC

Fraser Lane
0.0%
$20,840.12
1
IRC.0045.2526G.REC

Garnhams Road
0.0%
$67,910.08
16
IRC.0042.2526G.REC | IRC.0054.2526G.REC

Gaviglios Road
0.0%
$88,226.87
3
IRC.0042.2526G.REC

Gibberland Road
0.0%
$372,550.08
29
IRC.0042.2526G.REC

Gillinbin Creek Road
0.0%
$195,093.04
18
IRC.0042.2526G.REC

Gittins Road
0.0%
$117,430.99
16
IRC.0048.2526G.REC

Glenavon Road
0.0%
$137,096.17
22
IRC.0045.2526G.REC

Golden Downs Road
0.0%
$248,721.30
56
IRC.0045.2526G.REC | IRC.0049.2526G.REC

Golf Course Road
0.0%
$5,594.87
1
IRC.0047.2526G.REC

Goonyella Service Road
0.0%
$4,136.41
1
IRC.0046.2526G.REC

Greenhill Road
0.0%
$9,204.47
8
IRC.0038.2526G.REC | IRC.0042.2526G.REC | IRC.0054.2526G.REC

Gregory Lane
0.0%
$6,308.96
2
IRC.0045.2526G.REC

Gunsynd Street
0.0%
$4,174.33
1
IRC.0047.2526G.REC

Hamilton Park Road
0.0%
$80,559.62
7
IRC.0041.2526G.REC

Hausens Road
0.0%
$80,178.59
12
IRC.0042.2526G.REC

Hill View Road
0.0%
$26,660.21
11
IRC.0048.2526G.REC

Hindles Road
0.0%
$80,170.57
6
IRC.0038.2526G.REC | IRC.0042.2526G.REC

Howards Road
0.0%
$21,442.64
4
IRC.0042.2526G.REC

Howland Road
0.0%
$57,357.33
5
IRC.0042.2526G.REC | IRC.0054.2526G.REC

Huntley Road
0.0%
$8,173.05
8
IRC.0045.2526G.REC | IRC.0049.2526G.REC

Hyde Park Road
0.0%
$1,224,372.43
66
IRC.0043.2526G.REC

Iffley Connection Road
0.0%
$451,722.16
15
IRC.0039.2526G.REC

Industrial Avenue
0.0%
$2,135.71
1
IRC.0047.2526G.REC

Iron Hut Road
0.0%
$25,370.14
2
IRC.0048.2526G.REC

Isaac Court
0.0%
$8,047.09
1
IRC.0047.2526G.REC

Isaac River Road
0.0%
$899,363.60
72
IRC.0039.2526G.REC

Jacksons Crossing Road
0.0%
$8,412.87
1
IRC.0042.2526G.REC

Jacksons Road
0.0%
$45,515.44
3
IRC.0042.2526G.REC

Jeffrey Street
0.0%
$14,066.27
1
IRC.0047.2526G.REC

Joe Lodge Road
0.0%
$313,734.25
12
IRC.0039.2526G.REC

Johnsons Road
0.0%
$24,309.19
4
IRC.0040.2526G.REC

Junee Road
0.0%
$399,260.35
8
IRC.0046.2526G.REC

Jupiter Street
0.0%
$9,701.69
3
IRC.0047.2526G.REC

Kalarka Road
0.0%
$26,806.06
4
IRC.0042.2526G.REC

Kallaroo Road
0.0%
$5,042.24
2
IRC.0048.2526G.REC

Karger Lane
0.0%
$1,817.48
1
IRC.0045.2526G.REC

Karloo Road
0.0%
$552.34
1
IRC.0042.2526G.REC

Karmoo Road
0.0%
$38,426.10
8
IRC.0048.2526G.REC

Kemmis Creek Road
0.0%
$794,982.16
36
IRC.0038.2526G.REC | IRC.0040.2526G.REC

Kenlogan Road
0.0%
$43,394.52
18
IRC.0045.2526G.REC | IRC.0049.2526G.REC

Kilcummin School Road
0.0%
$1,741.74
2
IRC.0049.2526G.REC

Ladies Mile Road
0.0%
$161,517.47
8
IRC.0045.2526G.REC

Laglan Road
0.0%
$190,435.29
47
IRC.0048.2526G.REC | IRC.0049.2526G.REC

Lake Lindsay Road
0.0%
$28,672.00
5
IRC.0046.2526G.REC

Lambert Drive
0.0%
$870.87
1
IRC.0047.2526G.REC

Landells Road
0.0%
$97,164.72
8
IRC.0042.2526G.REC

Landsborough Road
0.0%
$100,712.35
9
IRC.0040.2526G.REC

Langston Lane
0.0%
$2,296.68
1
IRC.0045.2526G.REC

Lavinia Park Road
0.0%
$216,820.46
16
IRC.0038.2526G.REC | IRC.0042.2526G.REC

Leggetts Road
0.0%
$7,970.74
5
IRC.0038.2526G.REC | IRC.0040.2526G.REC

Leichhardt Creek Road
0.0%
$41,840.68
3
IRC.0042.2526G.REC

Lester Court
0.0%
$391.35
1
IRC.0047.2526G.REC

Lime Street
0.0%
$314.18
1
IRC.0047.2526G.REC

Limestone Road
0.0%
$52,133.44
3
IRC.0046.2526G.REC

Littledale Road
0.0%
$52,039.52
8
IRC.0045.2526G.REC

Lizzie Creek Road
0.0%
$258,904.13
52
IRC.0038.2526G.REC | IRC.0040.2526G.REC

Loadsmans Road
0.0%
$28,671.07
5
IRC.0042.2526G.REC | IRC.0054.2526G.REC

Long Pocket Road
0.0%
$46,127.14
6
IRC.0046.2526G.REC

Lotus Creek Road
0.0%
$918,376.44
75
IRC.0038.2526G.REC | IRC.0039.2526G.REC

Lou Lou Park Road
0.0%
$431,456.80
67
IRC.0048.2526G.REC

Lynch Road
0.0%
$23,827.77
1
IRC.0042.2526G.REC

Mackenzie River Capella Road
0.0%
$879,616.37
81
IRC.0046.2526G.REC

Majors Road
0.0%
$55,238.93
10
IRC.0042.2526G.REC

Malari Road
0.0%
$30,228.37
1
IRC.0045.2526G.REC

Manly Access Road
0.0%
$710,061.32
58
IRC.0041.2526G.REC

Marion Settlement Notch Point Road
0.0%
$29,729.67
7
IRC.0042.2526G.REC | IRC.0054.2526G.REC

Marion Settlement Road
0.0%
$158,053.77
11
IRC.0042.2526G.REC

Marrs Road
0.0%
$4,331.85
3
IRC.0038.2526G.REC | IRC.0042.2526G.REC

Matchett Lane
0.0%
$13,549.52
1
IRC.0045.2526G.REC

May Downs Carfax Road
0.0%
$1,322,704.69
97
IRC.0038.2526G.REC | IRC.0039.2526G.REC

McDonald Flat Road
0.0%
$26,471.33
6
IRC.0048.2526G.REC

McLeods Road
0.0%
$37,814.95
6
IRC.0042.2526G.REC

McMillans Lane
0.0%
$7,074.80
3
IRC.0045.2526G.REC

Meatworks Road
0.0%
$2,712.42
4
IRC.0042.2526G.REC

Mellaluka Road
0.0%
$61,788.06
6
IRC.0048.2526G.REC

Melrose Drive
0.0%
$18,116.76
2
IRC.0045.2526G.REC

Miclere Road
0.0%
$56,998.98
12
IRC.0049.2526G.REC

Moray Carmichael Boundary Road
0.0%
$3,699,614.96
104
IRC.0044.2526G.REC

Mount Addar Road
0.0%
$22,497.19
2
IRC.0038.2526G.REC

Mount Gregory Road
0.0%
$404,436.15
29
IRC.0048.2526G.REC

Mount McLaren Road
0.0%
$470.36
3
IRC.0045.2526G.REC | IRC.0049.2526G.REC

Mount Scott Road
0.0%
$150,290.69
20
IRC.0041.2526G.REC

Mountain View Road
0.0%
$704,466.99
63
IRC.0041.2526G.REC

Mt Donald Road
0.0%
$69,593.98
8
IRC.0045.2526G.REC

Mt Flora Mine Road
0.0%
$25,007.17
4
IRC.0039.2526G.REC

Mt Hillary Road
0.0%
$10,381.45
2
IRC.0046.2526G.REC

Mt Olympus Road
0.0%
$211,040.59
16
IRC.0038.2526G.REC | IRC.0042.2526G.REC

Mt Stuart Bedford Weir Road
0.0%
$1,374.71
1
IRC.0046.2526G.REC

Murphy Crescent
0.0%
$2,608.96
1
IRC.0047.2526G.REC

Needs a name
0.0%
$982,654.12
68
IRC.0038.2526G.REC | IRC.0040.2526G.REC

New Corry Road
0.0%
$267,013.63
26
IRC.0045.2526G.REC

Newyard Road
0.0%
$51,650.35
6
IRC.0041.2526G.REC

Nimmitabel Road
0.0%
$152,032.55
6
IRC.0042.2526G.REC

No Name Road
0.0%
$660,473.80
128
IRC.0048.2526G.REC

Notch Point Road
0.0%
$141,654.82
11
IRC.0042.2526G.REC

Nugget Lane
0.0%
$10,259.58
1
IRC.0047.2526G.REC

Old Blair Athol Mine Road
0.0%
$3,276.77
1
IRC.0049.2526G.REC

Old School Road
0.0%
$175,904.81
24
IRC.0048.2526G.REC | IRC.0049.2526G.REC

Old Showgrounds Road
0.0%
$20,964.40
2
IRC.0047.2526G.REC

Olives Road
0.0%
$78,927.93
5
IRC.0042.2526G.REC

Orion Street
0.0%
$15,023.66
2
IRC.0047.2526G.REC

Palms Road
0.0%
$111,938.84
8
IRC.0042.2526G.REC

Pasha Road
0.0%
$16,695.41
11
IRC.0045.2526G.REC | IRC.0049.2526G.REC

Peakvale Road
0.0%
$735,881.40
116
IRC.0048.2526G.REC

Percy Albert Drive
0.0%
$1,714.51
3
IRC.0048.2526G.REC

Pioneer Road
0.0%
$1,765,545.01
167
IRC.0048.2526G.REC | IRC.0049.2526G.REC

Platts Road
0.0%
$149,295.54
9
IRC.0038.2526G.REC | IRC.0042.2526G.REC

Racecourse Road
0.0%
$380.50
1
IRC.0048.2526G.REC

Rasmussens Road
0.0%
$61,275.56
7
IRC.0042.2526G.REC

Redcliffe Vale Road
0.0%
$582,354.35
36
IRC.0038.2526G.REC | IRC.0040.2526G.REC

Rileys Crossing Road
0.0%
$1,181,207.78
105
IRC.0046.2526G.REC

Ripplebrook Road
0.0%
$267,814.33
28
IRC.0042.2526G.REC

Rolfe Creek May Downs Road
0.0%
$5,265.19
5
IRC.0039.2526G.REC

Rosella Court
0.0%
$252.18
1
IRC.0047.2526G.REC

Rosewood Street
0.0%
$5,217.92
1
IRC.0047.2526G.REC

Round Road
0.0%
$256,397.19
35
IRC.0045.2526G.REC

Rugby League Club Access Road
0.0%
$2,087.17
1
IRC.0047.2526G.REC

Russell Drive
0.0%
$2,348.06
1
IRC.0047.2526G.REC

Russell Park Road
0.0%
$206,672.94
35
IRC.0049.2526G.REC

Salt Bush Park Road
0.0%
$157,985.41
7
IRC.0039.2526G.REC

Saraji Road
0.0%
$2,626.68
3
IRC.0046.2526G.REC

Schneiders Road
0.0%
$204,519.83
14
IRC.0042.2526G.REC

Scrub Creek Road
0.0%
$29,279.53
12
IRC.0046.2526G.REC

Settlement Road
0.0%
$106,290.95
23
IRC.0042.2526G.REC | IRC.0054.2526G.REC

Sewerage Treatment Plant Access
0.0%
$9,624.90
6
IRC.0047.2526G.REC

Sewerage Treatment Plant Road
0.0%
$6,002.34
2
IRC.0040.2526G.REC

Silver K Road
0.0%
$116,616.09
12
IRC.0046.2526G.REC

Spoonbill Road
0.0%
$78,920.14
7
IRC.0048.2526G.REC | IRC.0049.2526G.REC

Spring Valley Road
0.0%
$991,328.01
29
IRC.0038.2526G.REC | IRC.0042.2526G.REC

St Lawrence North Road
0.0%
$130,517.28
10
IRC.0042.2526G.REC

Strathdee Road
0.0%
$56,259.99
3
IRC.0040.2526G.REC

Strathfield Road
0.0%
$490,257.11
27
IRC.0038.2526G.REC | IRC.0040.2526G.REC

Streeters Road
0.0%
$21,979.83
6
IRC.0042.2526G.REC

Taylors Road
0.0%
$4,075.80
1
IRC.0042.2526G.REC

Thurston Drive East
0.0%
$3,489.28
1
IRC.0047.2526G.REC

Tierawoomba Road
0.0%
$45,958.08
11
IRC.0038.2526G.REC | IRC.0041.2526G.REC

Tinerta Road
0.0%
$81,256.88
6
IRC.0038.2526G.REC | IRC.0042.2526G.REC | IRC.0054.2526G.REC

Transfer Street
0.0%
$859.20
1
IRC.0054.2526G.REC

Tropic Street
0.0%
$2,086.62
2
IRC.0047.2526G.REC

Turrama Road
0.0%
$19,888.68
1
IRC.0047.2526G.REC

Turrawulla Road
0.0%
$2,605,778.79
362
IRC.0038.2526G.REC | IRC.0040.2526G.REC

Twin Hills Road
0.0%
$198,062.26
39
IRC.0048.2526G.REC

Upper Flaggy Rock Road
0.0%
$134,454.58
19
IRC.0038.2526G.REC | IRC.0042.2526G.REC

Valkyrie Road
0.0%
$220,984.68
15
IRC.0038.2526G.REC | IRC.0039.2526G.REC

Vermont Park Road
0.0%
$86,462.97
8
IRC.0039.2526G.REC

Waitara Road
0.0%
$601,634.92
64
IRC.0038.2526G.REC | IRC.0041.2526G.REC

Walshs Road
0.0%
$88,939.10
5
IRC.0040.2526G.REC

Walthum Road
0.0%
$549,498.86
65
IRC.0048.2526G.REC

Waltons Road
0.0%
$17,505.05
1
IRC.0042.2526G.REC

Warwick Park Road
0.0%
$389,706.14
41
IRC.0046.2526G.REC

Wattle Hill Road
0.0%
$1,294.05
1
IRC.0047.2526G.REC

West Banchory Road
0.0%
$17,951.50
5
IRC.0048.2526G.REC

West Hill Road
0.0%
$1,045.08
1
IRC.0042.2526G.REC

Western Creek Road
0.0%
$150,885.00
32
IRC.0048.2526G.REC

Wilpeena Road
0.0%
$101,009.60
12
IRC.0046.2526G.REC

Wolfang Access Road
0.0%
$120,062.29
29
IRC.0045.2526G.REC | IRC.0049.2526G.REC

Wondabah Road
0.0%
$52,551.76
4
IRC.0045.2526G.REC

Wumalgi East Road
0.0%
$510,842.42
29
IRC.0042.2526G.REC

Wumalgi Road
0.0%
$99,207.04
12
IRC.0042.2526G.REC

Wuthung Road
0.0%
$219,301.62
33
IRC.0045.2526G.REC

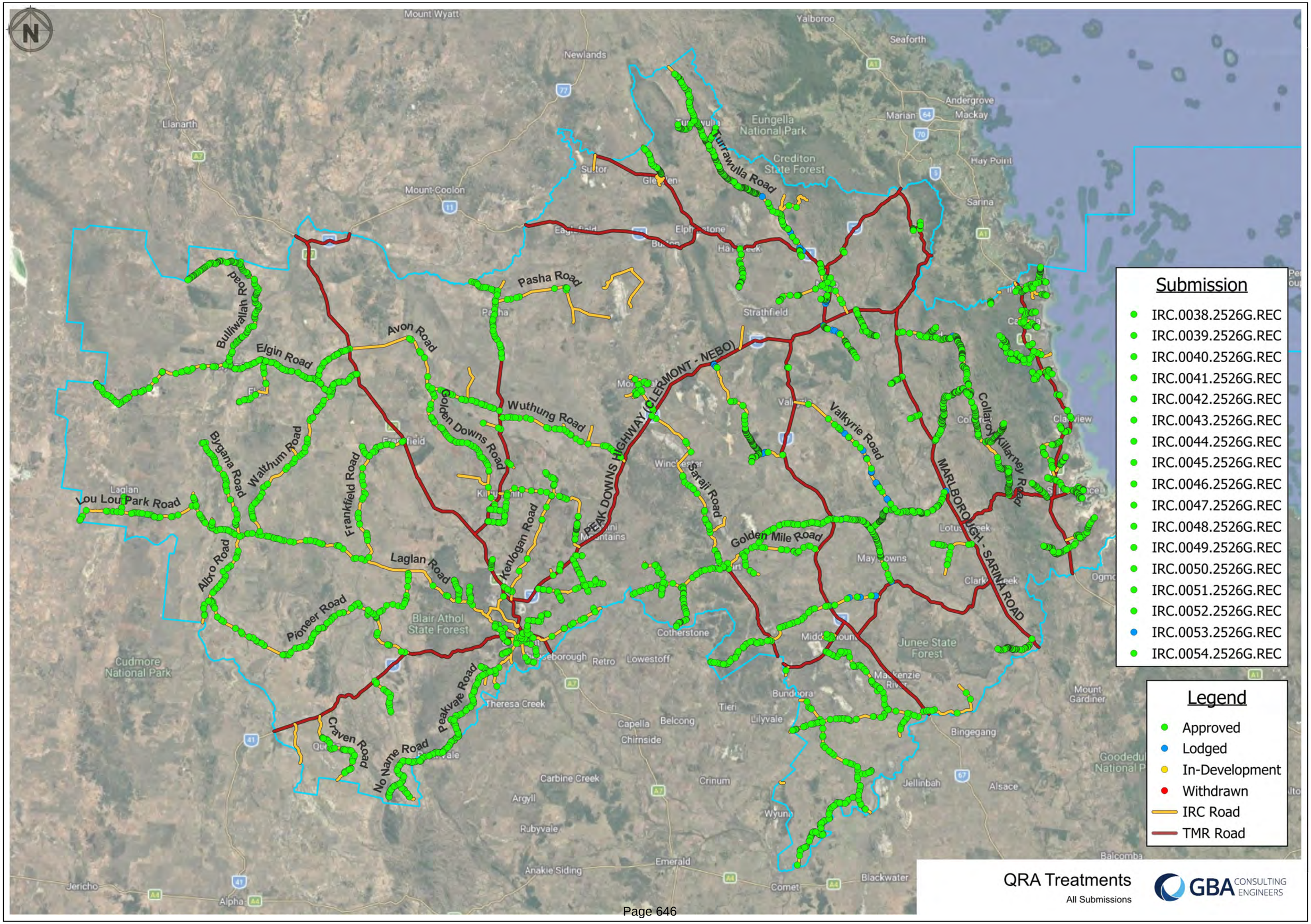
Wynyard Road
0.0%
$37,271.05
18
IRC.0048.2526G.REC

Wyoming Road
0.0%
$88,222.54
3
IRC.0040.2526G.REC

Generated by GBA Consulting Engineers. Report updated 06/10/2026 at 03:23 PM.

APPENDIX C

PROGRESS MAP



QRA Treatments

All Submissions

GBA CONSULTING ENGINEERS

Date Printed: 22/10/2026 16:12:46

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Jason Devitt
AUTHOR POSITION	Director Infrastructure Services

8.27 INFRASTRUCTURE SERVICES 2026-2027 CAPITAL PROJECTS PROGRESS REPORT – OCTOBER 2026

EXECUTIVE SUMMARY

This report is to provide an update to the Infrastructure Services Standing Committee and Council of the progress in delivery of the Infrastructure Services 2026-2027 Capital Works Program.

COMMITTEES RECOMMENDATION

Resolution No.: INF11/26-0095

Moved: Cr Alaina Earl Seconded: Cr Rachel Anderson

That the Committee recommends that Council:

1. Receives and notes the monthly Infrastructure Services 2026-2027 Capital Projects Progress Summary Report for October 2026

Carried

PROJECT HIGHLIGHTS

Corp Prop.

- **CW243234 - NBO - New 5 x 2 Bed Units** – Multiyear project – The project is progressing in accordance with the delivery program.
- **CW263423 – NBO - Admin Roof Replacement** – Tender awarded. There were some delays in finalisation of the contract that potentially puts the scheduled practical completion date of the end of November 2026 at risk.
- **CW263350 - CORP Residential Renewals 2026** - 85 % completed
  - Project 1 - Residential AC Replacements MBH – completed, waiting for Capitalisation
  - Project 2 - Residential Renovations MBH NBO - completed, waiting for Capitalisation
  - Project 3 - Residential Renovations DYS CLM –

    1 Coleman Street, Dysart – Project is complete.

    1 Playfair Street, Clermont – works ongoing with contractor with anticipated completion now mid-November.

Parks

- **CW253323 – MBH GCAC Plant room rectification** – Works awaiting completion of minor works on vents to finalise delivery
- **CW263371 – CLM Saleyards Selling Pen Renewal** – work completed and under budget.
- **CW263424 – CLM Aquatic Centre Upgrade** - Multiyear Project with additional funding in 2027 FY & 2028 FY. Detailed design drawing under review with target release to market in early 2027.

Roads

- **CW273465 – CORP Sealed Surface Renewal Program –** Works are underway.
- **CW273466 – CORP Sealed Roads Rehabilitation –** Works are effectively complete with only line marking left to undertake.
- **CW273469 – CORP Unsealed Roads Gravel Resheet Program –** Contracts are awarded with works underway.

Fleet

- **CW273475 – Vehicle Replacement** – 3 vehicles remain to be delivered.
- **CW273477 – CORP Depot Upgrades 2027** – In the process of gathering measurements and information for quote requests.

Engineering Services

- **CW243194 - MBH Goonyella Road Intersection Upgrade –** works have been finalised with the exception of the fibre cable on power pole at the front of the depot. This is scheduled to occur in November.
- **CW243242 - Phillips Creek Bridge Construction –** all works finalised. An additional funding request to the Federal Government is still being assessed with a decision expected in December 2026.
- **CW253298 - MBH Mills Ave Upgrade Design -** This is a design-only project being undertaken by Council's internal staff. Planned to complete design by end 2026.
- **CW253304 - Saraji Road Upgrade and Renewal -** This is a multi-year project, with additional funding allocations identified in the 2027 original budget ($2.0M) and the 2028 budget ($800K) to support ongoing project delivery. Design scope is under review due to construction cost increases. Construction activities to commence following completion of the finalisation of the design phase.
- **CW263347 - REG CCTV installation –** works have been completed.
- **CW263348 - CORP Sporting Oval Lighting Upgrade –** Project scope still being assessed for issue to procurement to then go to market.
- **CW263419 - Cotherstone Capella Road Pave & Seal -** This is a multi-year project extending through to the 2027/28 financial year. The design phase is progressing to finalisation, with the construction tender anticipated to be advertised in January 2027. Construction is planned to commence prior to the end of the 2026/27 financial year, with project delivery continuing into subsequent financial years.
- **CW263421 - MBH Access & Railway Station Intersection -** This is a multi-year project. The design phase is currently progressing, with an 80% design review expected in December. Funding for the project is being reviewed.

IMPLICATIONS

The attached Infrastructure Services 2026-2027 Capital Projects Progress Summary spreadsheet identifies the financial and physical position of all projects.

Compliance

To ensure that the Infrastructure Services 2026-2027 Capital Works Program is achieved within the identified timeframes of the 2026-2027 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 Infrastructure Services 2026-2027 Capital Works Program.

CONSULTATION

- Infrastructure Services Managers

BASIS FOR RECOMMENDATION

To improve business within Infrastructure 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 appropriate Managers and the Director Infrastructure Services 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 Infrastructure Services 2026-2027 Capital Works Program, to ensure Isaac will have effective and sustainable infrastructure.

Report prepared by:	**Report authorised by:**
JASON DEVITT **Director Infrastructure Services**	CALE DENDLE **Chief Executive Officer**
Date: 4 November 2026	Date: 4 November 2026

ATTACHMENTS

- CONFIDENTIAL Attachment 1 – INF Capital Projects Progress Summary – October 2026

REFERENCE DOCUMENT

That the Committee recommends that Council:

1. ***Receives and notes the monthly Infrastructure Services 2026-2027 Capital Projects Progress Summary Report for October 2026.***

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THIS PAGE HAS INTENTIONALLY BEEN REMOVED DUE TO CONFIDENTIAL REASONS

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Darrin Anderson
AUTHOR POSITION	Manager Corporate Properties

8.28 CORPORATE PROPERTIES DEPARTMENT UPDATE AS AT 27 OCTOBER 2026

EXECUTIVE SUMMARY

This report provides Council with an update on the Corporate Properties capital and operational programs, including progress on residential renewal projects, property management activities, maintenance programs and future priorities.

COMMITTEES RECOMMENDATION

Resolution No.: **INF11/26-0096**

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

That the Committee recommends that Council:

1. **Notes the Corporate Properties Department Update for September–October 2026.**
2. **Endorses electronic signatures on General Tenancy Agreements in place of wet signatures.**
3. **Endorses annual tenant suitability reviews at Frank Dennis and Blair Athol Lodge to support tenants' needs, wellbeing and safety, consistent with Council's housing-provider responsibilities.**

Carried

NOTE:
That a stakeholder meeting needs to take place in Clermont to establish senior living provisions.

BACKGROUND

Corporate Properties continues to deliver property management, maintenance and capital renewal activities to support the condition, availability and ongoing management of Council's property portfolio across the region. This report outlines operational activities and priorities for September to October 2026, including housing occupancy, property inspections and tenancy management matters. The FY26/27 Residential Capital Program is informed by the Better Aim Residential Asset Assessment and condition and inspection information collected by the Property Management and Maintenance teams, with investment directed towards higher-risk properties to improve asset condition, reduce future maintenance costs and liabilities, and increase housing availability. Alongside these activities, Corporate Properties is reviewing and updating procedures to establish a consistent approach to portfolio management across all Property Officers.

CAPITAL PROGRAM SCOPE AND STRATEGIC CONTEXT

Overall, the capital program delivery is tracking favourably, with the majority of projects either completed, under construction or in the procurement and mobilisation phases. Key milestones continue to be achieved across the portfolio and current forecasts indicate the approved capital program will be delivered within the 2026/27 financial year, subject to contractor availability and supply chain timeframes. The only significant delivery risk relates to the Nebo roof replacement project, which may extend beyond the originally planned timeframe. This has been impacted by the duration of the procurement and contractor appointment process which will have a flow on effect to contractor programming and material lead times. This risk is being actively managed through regular engagement with the contractor, close monitoring of project milestones and forward planning of procurement activities. Should delays occur, interim maintenance works will be undertaken to ensure the facility remains operational until project completion.

CAPITAL WORKS PROGRAM

26/27 Program	Status	
Residential Renewals	Contract awarded. Purchase order to be raised once access to the new system is available. Pre-start completed and site establishment has been finalised by the contractor.	Three priority properties identified through the Better Aim assessment are included in the renewal package: • Unit 23, 17 Utah Drive - Budget allocation: $150,000. • Significant waterproofing, flooring, painting and maintenance defects identified. • Unit 5, 17 Utah Drive Budget allocation: $150,000. • Requires refurbishment works including flooring replacement, painting, electrical upgrades and external maintenance. 1. 37 Kennedy Drive Budget allocation: $330,000. o High-priority renewal project with significant flooring, HVAC, fencing, fascia and painting requirements.
HVAC Replacement Program	The project is approximately 99% complete, with only final reconciliation activities remaining.	Replacement of ageing ducted air-conditioning systems with split-system units at selected Moranbah properties to improve reliability, energy efficiency and tenant comfort. Contract awarded to local contractors and works scheduled to commence during September 2026.
Window Replacement Program	Out to market closes 12/11/26	A regional program addressing safety, compliance and lifecycle issues identified across residential properties in Moranbah, Dysart, Clermont, Nebo, Middlemount, Glenden and St Lawrence.

Property Reactivation Projects	70 % completed	Projects aimed at returning currently vacant or offline properties to service. • 80 Daintree Street 95% electrical completed 28th final inspection to be completed and can be handed back to property team • 4 Wilangi - scope requires manager approval – trades team to be scheduled for works in the new calendar year. • 3/83 Tropic Street - trades team currently completing works before final inspection and hand over to property team.
Nebo Administration Building Roof Replacement	Contract awarded	The contract has now been awarded, however, procurement-related challenges during the award process have impacted the project commencement timeline. The project team has commenced engagement with the contractor to finalise the project schedule and establish key delivery milestones. Due to the time required to complete the contractor appointment process, the project is currently tracking behind the original program and may experience delays against the initially adopted timeframes.
Nebo New Build Housing Project	In Progress	Development Application (DA) approval is currently progressing through the assessment and approval process. The project remains on schedule and is tracking toward practical completion within the approved program timeframes.
St Lawrence Fatigue Accommodation Upgrade	Completed	Works completed and facility operational

OPERATIONAL PROGRAM

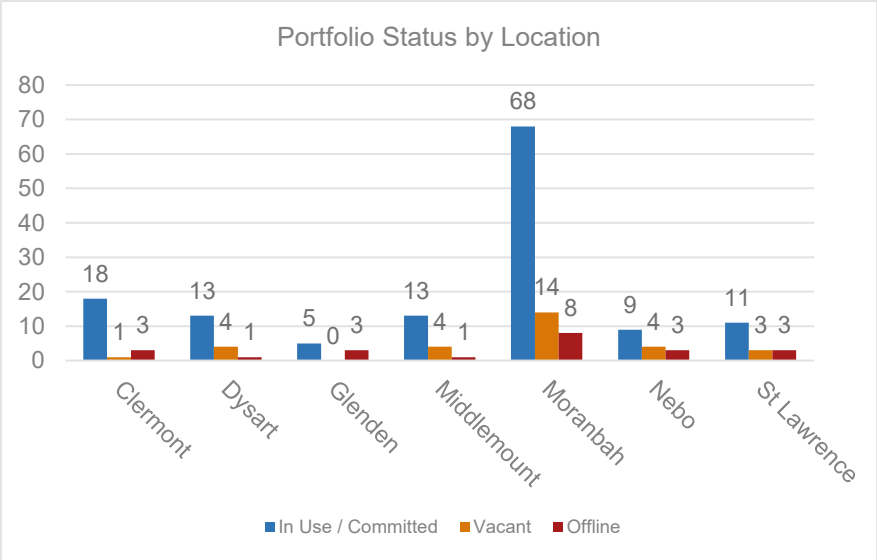
Property management

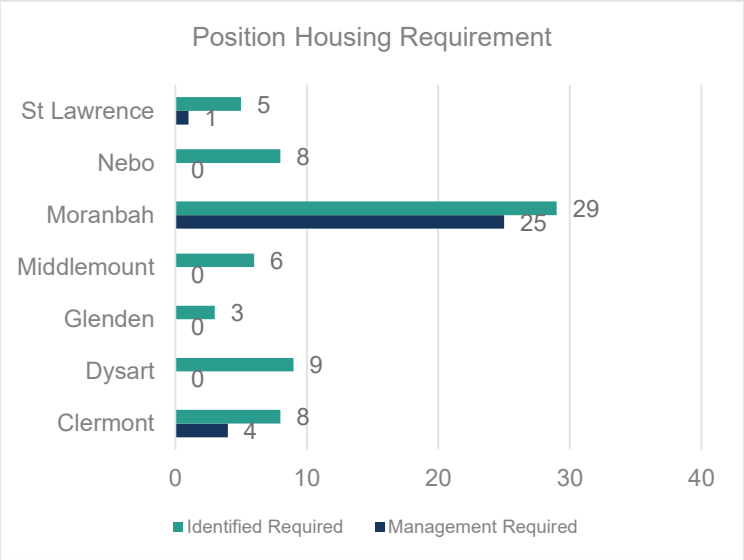
Council Housing Portfolio — Council Report Snapshot

Current Housing List reconciled to September 2026 position data | Housing allowances excluded from requirements

TOTAL PROPERTIES	POSITION HOUSING REQUIRED	PRIVATE RENTALS	VACANT (OPERATIONAL)	OFFLINE
189	98	17	30	22

Location	Total Properties	Operational Stock	In Use / Committed	Vacant	Offline	Management Required	Identified Required	Total Position Required	Private Rentals	Operational Vacancy Rate
Clermont	22	19	18	1	3	4	8	12	1	5.3%
Dysart	18	17	13	4	1	0	9	9	1	23.5%
Glenden	8	5	5	0	3	0	3	3	1	0.0%
Middlemount	18	17	13	4	1	0	6	6	0	23.5%
Moranbah	90	82	68	14	8	25	29	54	11	17.1%
Nebo	16	13	9	4	3	0	8	8	1	30.8%
St Lawrence	17	14	11	3	3	1	5	6	2	21.4%
TOTAL	**189**	**167**	**137**	**30**	**22**	**30**	**68**	**98**	**17**	**18.0%**





Social affordable housing Report – October 2026

Town/Area	Number of Properties	Tenanted	Allocated - Incoming Tenants	Vacant	Offline - Maintenance/Capital Works
Clermont	8	6	0	2	0
Glenden	3	1	0	0	2
Moranbah	4	2	1	0	1
Nebo	6	5	0	1	0
Totals	21	14	0	3	4

IAHT housing Report – October 2026

Town/Area	Number of Properties	Tenanted	Allocated - Incoming Tenants	Vacant	Offline - Maintenance/Capital Works
Clermont	3	3	0	0	0
Dysart	4	3	1	0	0
Moranbah	42	29	2	9	2
Totals	49	35	3	9	2

Property Inspections Completed

Month	Entry Inspections	Routine Inspections	Exit Inspections

May	3	33	3
June	2	31	5
July	0	15	6
August	0	32	3
September	0	22	2
October	7	33	4
Totals	**12**	**166**	**23**

ISAAC VIEWS TENANT RELOCATION

We currently have nine tenanted properties at 17 Utah Drive, Moranbah, occupied by both business tenants and private residents under legacy Affordable Housing arrangements.

We are investigating opportunities to relocate, where possible, these tenants to suitable IAHT properties. All current tenancy agreements are due to expire on 1 February 2027.

SOCIAL AFFORDABLE HOUSING – CLERMONT

The tenants residing at 19 Monash Street, Clermont, are experiencing increasing support needs associated with age and health-related circumstances. During routine property inspections, Property Officers have on occasion identified situations requiring urgent medical assistance and have contacted emergency services.

Requests have also been received for assistance with day-to-day activities such as bin placement and removal. While Council acknowledges the challenges some tenants may face, the Frank Dennis and Blair Athol Lodge units are not designed or operated as aged-care or supported-living facilities. Council does not have the resources, staffing or service framework necessary to provide ongoing personal assistance or welfare support services. These activities are more appropriately delivered through residents' care providers, family networks or external support agencies.

As tenant support needs continue to increase, Property Officers are increasingly being exposed to circumstances that extend beyond traditional tenancy management responsibilities. This has resulted in growing concern amongst staff regarding tenant health, safety and wellbeing and is placing additional emotional and operational pressure on the team.

Given the ageing demographic of some residents and the increasing level of support required, there is a need to investigate whether the current accommodation remains suitable for affected tenants. While the

Frank Dennis and Blair Athol Lodge units continue to provide important affordable housing outcomes, they are not designed to cater for residents requiring ongoing personal care or supported living services.

It is recommended that Council note the increasing care and support needs of some residents within the Frank Dennis and Blair Athol Lodge units and endorse officers undertake a detailed assessment of affected tenants and investigate relocation opportunities within the Isaac Affordable Housing Trust portfolio where

appropriate. Where residents are assessed as requiring a higher level of ongoing care, administration will work with residents, families and relevant service providers to explore suitable aged-care or supported-living options. This approach seeks to improve resident outcomes, reduce risk to vulnerable tenants and alleviate the growing operational and wellbeing impacts currently being experienced by Property Officers.

RESIDENTIAL MAINTENANCE JOBS — PERIOD REPORT

Jobs received from 1 July to 28 October 2026

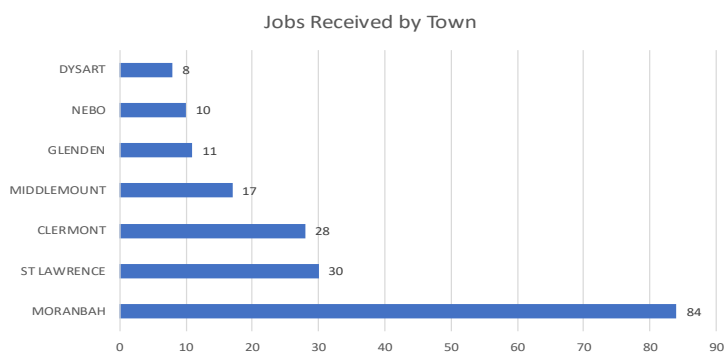
TOTAL JOBS	COMPLETED / FINISHED	MORANBAH JOBS	TOP 3 TRADE SHARE
188	84	84	52.3%

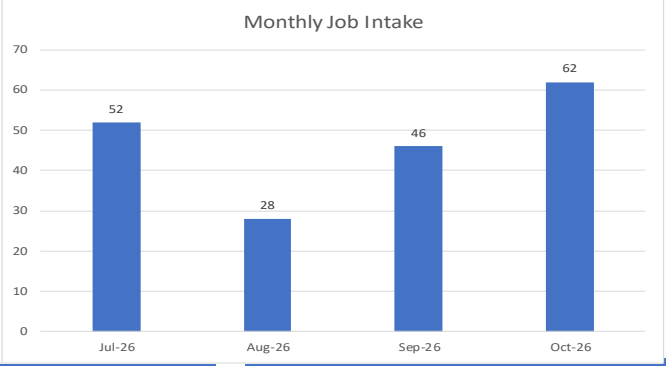
EXECUTIVE SUMMARY

Council received 188 property maintenance jobs across seven towns. Moranbah accounted for 84 jobs (44.7%), followed by St Lawrence (30) and Clermont (28). Carpentry, plumbing and electrical were the leading work types. At the reporting date, 84 jobs (44.7%) were marked Completed or Finished, while 104 remained in other workflow stages.

KEY FINDING

October recorded the highest intake at 62 jobs. Of these, 46 arrived in the weeks commencing 12 and 19 October, creating a late-period workload surge while 104 jobs remained outside Completed or Finished.





JOBS BY TOWN

Town	Jobs received	Completed / Finished	Other statuses
MORANBAH	84	44	40
ST LAWRENCE	30	15	15
CLERMONT	28	12	16
MIDDLEMOUNT	17	2	15
GLENDEN	11	4	7
NEBO	10	4	6
DYSART	8	3	5
TOTAL	188	84	104

JOB TYPE MIX

Job type (label)	Occurrences	Share of labels
Carpentry	36	18.7%
Plumbing	34	17.6%
Electrical	31	16.1%
Compliance	22	11.4%
Cleaning	11	5.7%
Pest Control	9	4.7%
Security	9	4.7%
Electrical - Airconditioner	8	4.1%
Painting	6	3.1%
Yard/Landscaping	6	3.1%
Capital	5	2.6%
General	4	2.1%
Electrical - Hot Water	3	1.6%
Flooring	2	1.0%
Electrical - Smoke Alarm	1	0.5%
Maintenance	1	0.5%
Plu	1	0.5%
Plumbing - Hot Water	1	0.5%
Stove	1	0.5%
Window	1	0.5%
Windows	1	0.5%
TOTAL LABEL OCCURRENCES	193	100.0%

WORKFLOW & MONTHLY INTAKE

Current status	Jobs	Share
Completed	73	38.8%
Assigned	53	28.2%
Reported	48	25.5%
Finished	11	5.9%
Approved	2	1.1%
Quoted	1	0.5%

Month	Jobs received	Period note
Jul-26	52	Full month
Aug-26	28	Full month
Sep-26	46	Full month
Oct-26	62	To 28 Oct

Late-period indicator	Jobs	Note
Week of 12 Oct	25	Weekly peak
Week of 19 Oct	21	Second-highest week

RECENT ASSET MANAGEMENT ISSUES

Council has recently experienced drainage issues within the residential complex at 17 Utah Avenue, including a sewer surcharge event that resulted in wastewater entering one of the units. During the make-safe response and subsequent investigations, tree root intrusion was identified within the drainage system.

Following this discovery, a plumbing contractor was engaged to undertake CCTV inspections of drainage infrastructure throughout the complex. Preliminary investigations have identified similar issues affecting additional units within the property.

At the time of writing, Council has received verbal advice from the contractor regarding the likely extent of the issue, however, a formal inspection report is still pending. Once the report has been received and reviewed a further update will be provided outlining the findings, recommended remediation works and indicative cost estimates.

Proposed Next Steps

- Review the contractor's CCTV inspection report and confirm the extent of root intrusion and any associated drainage defects.
- Assess remedial options, including root removal, drain relining, partial pipe replacement, or full system renewal where required.
- Develop a prioritised works program and cost estimate for any necessary rectification works.
- Present the findings and recommended course of action for consideration and funding approval, if required.
- Implement agreed remediation works to reduce the risk of further sewer overflows, property damage, and service disruptions within the complex.

GENERAL

Corporate Properties continues to improve its operational practices, with procedures being reviewed and updated to ensure all Property Officers apply a consistent approach to managing their portfolios. As part of this work, endorsement is sought to use electronic signatures on General Tenancy Agreements in place of wet signatures. Electronic signing would provide a more convenient signing option, reduce paper use and administrative handling, and save time by allowing agreements to remain in electronic form throughout the signing and records management process. This would remove the need to print agreements for signing and then scan and save them separately in ECM.

ACTION ACCOUNTABILITY

The Acting Manager Corporate Properties and the leadership team are accountable for delivery of effective works across the region.

KEY MESSAGES

Isaac Regional Council is committed to transparent decision making, identifying and managing its risks and continuous improvement.

Report prepared by:	**Report authorised by:**
Darrin Anderson **Manager Corporate Properties**	DARREN FETTELL **Director Corporate Services**
Date: 29 October 2026	Date: 4 November 2026

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. ***Notes the Corporate Properties Department Update for September–October 2026.***
2. ***Endorses electronic signatures on General Tenancy Agreements in place of wet signatures.***
3. ***Endorses annual tenant suitability reviews at Frank Dennis and Blair Athol Lodge to support tenants' needs, wellbeing and safety, consistent with Council's housing-provider responsibilities.***

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Jason Devitt
AUTHOR POSITION	Director Infrastructure Services

8.29 2026/2027 ANNUAL OPERATION PLAN – QUARTERLY REPORT - FIRST QUARTER

EXECUTIVE SUMMARY

This report provides an update of Infrastructure Services progress towards achieving the Annual Operational Plan 2026-2027 objectives for the first quarter.

COMMITTEES RECOMMENDATION

Resolution No.: **INF11/26-0097**

Moved: **Cr Alaina Earl** **Seconded:** **Cr Viv Coleman**

That the Committee recommends that Council:

1. **Receive and note Infrastructure Services first quarter progress update on the 2026-2027 Annual Operational Plan.**

Carried

BACKGROUND

Council officers in the CEO and Director Infrastructure Services continue to meet monthly with the TMR Acting District Diretcor to discuss works program, developments and key matters pertaining to TMR and IRC interfaces.

The capital work program for the Parks & Recreation area remains largely on traget.

ACTIVITY SUMMARY TABLE

AOP #	ACTIVITY/PROJECT/ INITIATIVE	OWNER	STATUS (COMPLETE, ON TARGET, MONITOR, BELOW TARGET)
4.2	Secure improved State Road planning and project conditioning to preserve public safety and public assets	Director Infrastructure	On Target
PROGRESS THIS QUARTER			
Monthly meetings with acting Director TMR being held to discuss projects and development works across the region. Additional TMR funding received for delivery by IRC of TMR projects.			

4.5	Deliver Parks & Recreation capital program 2025/26	Manager Parks & Recreation	On Target
PROGRESS THIS QUARTER			
Works progressing. Some projects have been retendered due to pricing.			

IMPLICATIONS

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.

CONSULTATION

Director Infrastruture Services

Manager Parks & Recreation

BASIS FOR RECOMMENDATION

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

ACTION ACCOUNTABILITY

Not Applicable

Report prepared by:	**Report authorised by:**
Jason Devitt **Director Infrastructure Services**	JASON DEVITT **Director Infrastructure Services**
Date: 4 November 2026	Date: 4 November 2026

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

- 2026-2027 Annual Operational Plan
- 2023-2028 Corporate Plan

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. ***Receive and note Infrastructure Services first quarter progress update on the 2026-2027 Annual Operational Plan.***

MEETING DETAILS	**Ordinary Meeting** Wednesday 11 November 2026
AUTHOR	Jason Devitt
AUTHOR POSITION	Director Infrastructure Services

8.30 SAFETY & RESILIENCE UPDATE

EXECUTIVE SUMMARY

The Safety & Resilience team strengthened organisational WHS performance by escalating critical risks to ELT, completing occupational hygiene monitoring across all townships, progressing team capability initiatives, and delivering ongoing assurance, investigation, inspection, and risk management activities.

The Infrastructure Services management team continue to identify and manage identified risks and hazards to improve workplace safety. The team continues to work with staff to build a better safety culture where proactive reporting is in place

COMMITTEES RECOMMENDATION

Resolution No.: **INF11/26-0098**

Moved: **Cr Rachel Anderson** **Seconded:** **Cr Alaina Earl**

That the Committee recommends that Council:

1. Receive and note the Safety and Resilience Report

Carried

BACKGROUND

The Safety & Resilience team continued to monitor and escalate key organisational WHS risks to the Executive Leadership Team (ELT), with a particular focus on systemic factors contributing to safety performance.

The Infrastructure Services Management team continue to have a focus on addressing risk and hazards as they are identified and has an ongoing focus on investigating and improving safety culture and reporting.

Key concerns highlighted included ongoing safety culture challenges across the organisation, inconsistent application of risk management practices, and gaps in risk ownership and control effectiveness.

These issues present inherent organisational risks that may reduce the effectiveness of risk controls and contribute to adverse safety outcomes if not addressed.

Alongside this strategic focus, the team completed occupational hygiene monitoring across all townships to better understand dust and noise exposure risks and support the ongoing development of health monitoring and risk control programs.

Further to last months standing committee meeting we have further reviewed some of the queries raised in relation to overall vehicle/plant incidents. Reviews were undertaken using the following data.

1. Damage Report – generated by Fleet with any Lucidity report information added in.
2. Infrastructure Plant Only Report - from Lucidity - Incidents reported in last 3 months. Categorised into windscreens, wildlife, fault or non-reporting of faults, and hitting objects.
3. Kangaroo Damages - reported as an incident in our systems
4. Windscreen Reports - reported as incident in the system

From a review of the info there are no clear patterns or trends for the cause of vehicle/plant damage. Most of the damage does occur at low speeds. There are instances where fleet find damage to plant and no incident report has occurred.

There were three reported incidents this FY for hitting kangaroos.

There have been thirteen (13) windscreen damage incidents for the current FY. There is no pattern to cause with issue occurring on both sealed and unsealed roads.

There continues to be damage to vehicles/plant across the last month. The major incident involved a works grader hitting a green boy on Goonyella Rd that shut off power to the Moranbah landfill for a period of time.

There was also an incident at the Dysart pool where a member of the public gained unauthorised access and sustained a significant injury attempting to exit the site.

IMPLICATIONS

The implications of this work include ensuring practical, embedded risk management within everyday operational practice and elevating the visibility and influence of Safety & Resilience across the business.

CONSULTATION

We will maintain strong consultation by continuing to engage leadership team, unions, and the workforce to ensure safety and resilience initiatives are practical, collaborative, and well-supported.

BASIS FOR RECOMMENDATION

It is recommended that the monthly report be accepted, noting the ongoing focus to improve safety management and BAU activities.

ACTION ACCOUNTABILITY

Accountability for the delivery and oversight of Safety and Resilience initiatives is led by the Infrastructure Services Management team and supported by the Safety and Resilience Team, and Executive Leadership Team (ELT) members.

KEY MESSAGES

Improving safety performance will require stronger workforce engagement, targeted education, and consistent leadership reinforcement to build a positive safety culture, strengthen risk ownership, and embed effective risk management practices across the organisation.

ISAAC REGION
HELPING TO ENERGISE THE WORLD
ABN 39 274 142 600

Report prepared by:	Report authorised by:
EMMA WYHOON **Manager Safety & Resilience**	DARREN FETTELL **Director Corporate Services**
Date: 4 November 2026	Date: 4 November 2026

ATTACHMENTS

- Attachment 1 – Infrastructure - Safety and Resilience Monthly Report

REFERENCE DOCUMENT

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. Receive and note the Safety and Resilience Report

SAFETY AND RESILIENCE MONTHLY REPORT

DATE	11 November 2026
TO	Infrastructure Services Standing Committee
FROM	Safety and Resilience Department

1. SUMMARY

The Safety and Resilience function continued to progress key strategic initiatives to strengthen organisational safety governance, risk management maturity and compliance capability across Council. While foundational improvements are being embedded, elevated incident performance, low levels of proactive hazard reporting and outstanding incident corrective actions remain priority areas requiring ongoing executive oversight and operational accountability.

Explanatory Note:

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

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. OBJECTIVES, TARGETS, CONTINUOUS IMPROVEMENT

OBJECTIVE Audit and assurance activities continue to support the organisation's objective of strengthening safety, compliance and operational resilience through the identification and management of improvement opportunities.

TARGET Achieve closure of all audit corrective actions within agreed timeframes and maintain effective controls to support continuous improvement, compliance and risk reduction.

STATUS On Track/Monitoring (Amber)

OVERDUE ACTIONS				
Directorate	**Under 30 Days Overdue**	**30-60 Days Overdue**	**Over 60 Days Overdue**	**Total Overdue Actions**
Infrastructure	11	2	5	18

3. EFFECTIVE RISK MANAGEMENT

3.1 HAZARD HUNTER

OBJECTIVE Reduction in open hazard reports and hazard report severity

TARGET Zero Critical Incidents and a 10-15% year-on-year reduction in Incident Frequency Rate, supported by verified controls for high-consequence risks.

STATUS: On Track/Monitoring (Amber)

Directorate	Hazards Reported	High Risk	Closed	Approved (Awaiting Corrective Actions)	Draft	Completion Rate
Water & Waste	3	0	1	1	1	33.3%
Infrastructure	0	0	-	-	-	N/A
Total	**3**	**0**	**1**	**1**	**1**	**33.3%**

3.2 EVENT/INCIDENT REVIEW

OBJECTIVE Reduction in Critical Incidents and Incident Frequency Rates (approximately 10% reduction from the current IFR).

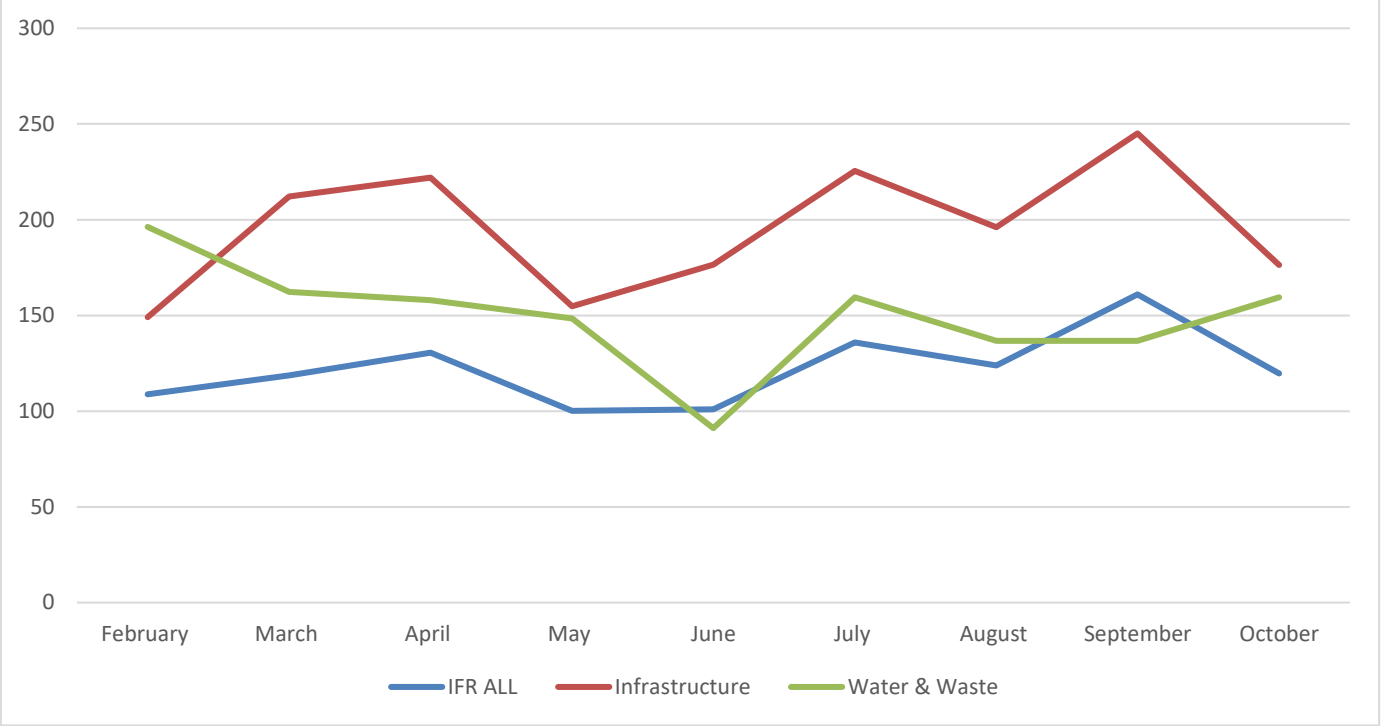
TARGET Achieve an Incident Frequency Rate (IFR) of 108 or less, Zero Critical/Notifiable Incidents.

STATUS: Not Met (Red)

IFR Rates February 2026 – October 2026

ORGANISATION WIDE	Incidents	Hours Worked	IFR (per 200,000 hrs)
	29	**48,445.00**	**119.7**
Department	**Incidents**	**Hours Worked**	**IFR (per 200,000 hrs)**
Infrastructure	**18**	**20,402.75**	**176.4**
Water & Waste	**7**	**8,780.25**	**159.4**
ORGANISATION Total	**29**	**48,445.00**	**119.7**

SAFETY AND RESILIENCE MONTHLY REPORT



4. WELLBEING & CAPACITY TO WORK

OBJECTIVE Support the safe, timely and sustainable recovery of injured workers while minimising the personal, operational and financial impacts of workplace injury.

TARGET ≥ 95% successful return-to-work rate within agreed timeframes.

STATUS:

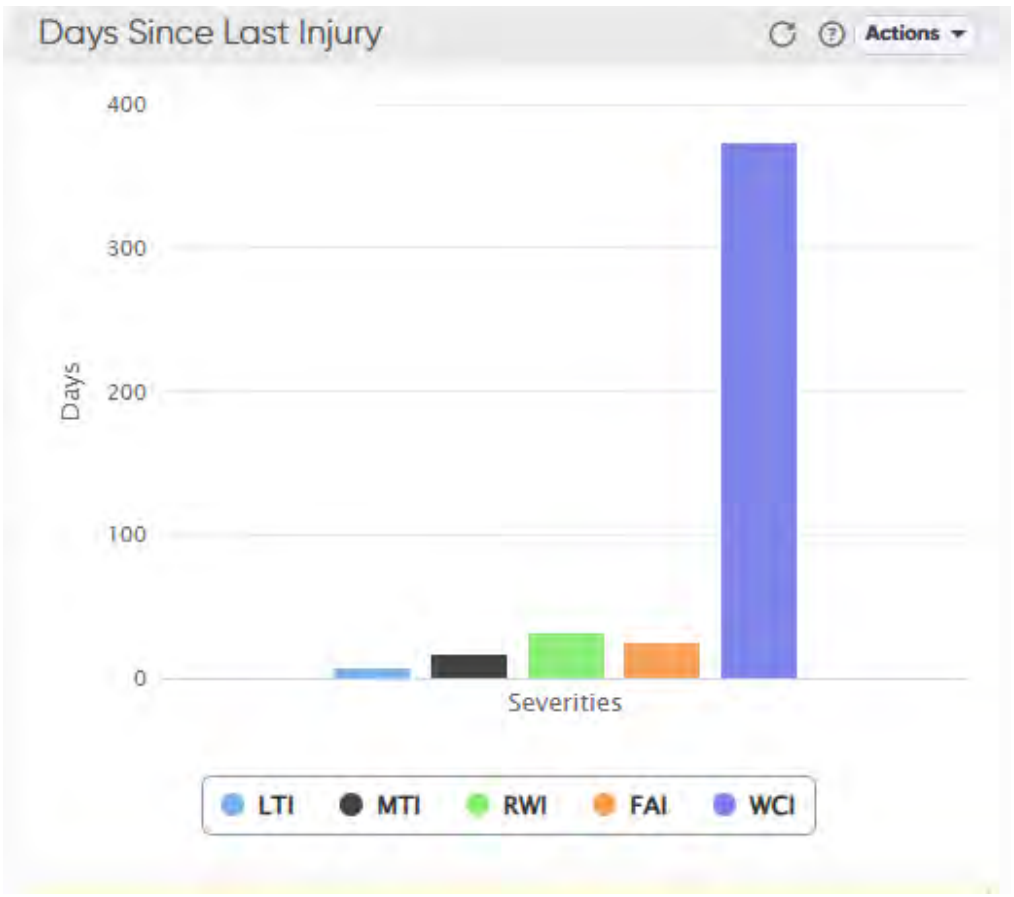
Number **Work Related** Claims: 12

Number **Worker Support** cases: 8

Current number of **Suitable Duties Plans:** 15

Number of **Psychosocial cases:** 2

Number of **Common Law Claims:** 1


Days Since Last Injury
Actions
400
300
200
100
0
Days
Severities
LTI
MTI
RWI
FAI
WCI

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Michael Buckley
AUTHOR POSITION	Manager Parks and Recreation

8.31 PARKS AND RECREATION DEPARTMENT OPERATIONAL UPDATE – OCTOBER 2026

EXECUTIVE SUMMARY

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

COMMITTEES RECOMMENDATION

Resolution No.: **INF11/26-0099**

Moved: **Cr Rachel Anderson** **Seconded:** **Mayor Kelly Vea Vea**

That the Committee recommends that Council:

1. Notes the Parks and Recreation Department operational update – October 2026.

Carried

BACKGROUND

The below information highlights the recent activities of the Parks and Recreation Department.

ACHIEVEMENTS COMPLETED:

PARKS AND RECREATION

Clermont and surrounding area	
Routine Parks, Gardens, Reserves General Maintenance	Routine maintenance has been carried out without delays. Activities inclusive of mowing, whipper snipping, pruning, hedging, tree trimming, playground inspections, cleaning on site-assets (amenities cleaned twice weekly, picnic tables, exercise equipment, BBQs), spraying and poisoning.
Cemetery	Clean-up of sites with Correction Services assistance. Fence replacement has begun and should be finalised 15 September. Fitting of plaques as required.
Hood Lagoon	Continuous / ongoing clean-up of trees from February flood. Timer fitted to footpath lights.

	Bins currently being emptied a minimum of three times a week.
Ivan Bettridge Park	Flood markers have been placed and marked. Dates yet to be marked on the flood marker.
Pop-up Sprinkler Replacement	Replacement sprinklers in the parks and the sportsgrounds has commenced.
Irrigation Inspections	Inspections are being conducted in all parks and sportsgrounds. Repairs carried out.
Flying Fox	Numbers of flying foxes have doubled.
Work Camp	Continuing to assist community with maintenance tasks and improvement activities.
Tree Pruning	Trees throughout the town have been pruned.
IRC Housing	One yard mowed.
Dysart and surrounding area	
Routine Parks, Gardens, Reserves General Maintenance	Routine maintenance has been carried out without delays. Activities inclusive of mowing, whipper snipping, pruning, hedging, tree trimming, playground inspections, cleaning on site-assets (daily cleaning of amenities, picnic tables, exercise equipment), spraying and poisoning.
BBQ Areas	Continuing to conduct BBQ cleaning twice weekly.
Playground Inspections	Inspection of playgrounds by staff and council inspector.
Vandalism	Continuing to address vandalism to parks assets.
Sports field Maintenance	Senior Rugby League and Junior Rugby League field usage is now completed with planning for turf renovation underway.
Irrigation Inspections	Inspections are being conducted in all parks and sportsgrounds. Repairs carried out.
Middlemount and surrounding area	
Routine Parks, Gardens, Reserves General Maintenance	Routine maintenance has been carried out without delays. Activities inclusive of mowing, whipper snipping, pruning, hedging, tree trimming, playground inspections, cleaning on site-assets (amenities, picnic tables, exercise equipment, BBQs), spraying and poisoning.

Netball Courts	Set up barriers between netball and skate park for the annual Netball Carnival held in August. Replaced tap in toilet block. Bubbler replaced
Irrigation Inspections	Inspections are being conducted in all parks and sportsgrounds. Repairs carried out. 2 x 6 station irrigation controllers have been replaced.
Blue Mountain	Tank leak has been repaired, and solar heads have been replaced. Toilet block was repainted.
Playgrounds	Community engagement undertaken regarding the removal of playground equipment that has reached the end of life.
Naidoc week	Set up marques / BBQ and sand for dancing activities.
Middlemount Sign	Solar Batteries replaced and lighting is now operational.
Picnic tables	Tables have been repainted.
Moranbah and surrounding area	
Routine Parks, Gardens, Reserves General Maintenance	Routine maintenance has been carried out without delays. Activities inclusive of mowing, whipper snipping, pruning, hedging, tree trimming, playground inspections, cleaning on site-assets (amenities, picnic tables, exercise equipment, BBQs), spraying and poisoning.
Tree Work	Continue to work through park, reserves, and sports fields tree work – crown lifting, line of sight, deadwood, crown thinning, and pedestrian access issues. Newly planted trees to go in the ground within the next month.
Vandalism	Working through continued vandalism across several parks and amenities.
Irrigation	Working through irrigation repairs along Mills, Belyando, Park irrigation, and sportsgrounds.
Turf Renovation	Starting September with extensive renovation to the AFL and one Soccer field.
Events	Assisted with several event preparation.
Playground	Community engagement undertaken regarding maintenance and removal of playground equipment that has reached the end of life.
Flying Foxes	Numbers have increased in Bernborough Park – barrier meshed and temporary fenced off areas within the park.

Gerni works	Playground wash downs, gerni shop front concrete in front of the bakery and university.
Nebo and surrounding area	
Routine Parks, Gardens, Reserves General Maintenance	Routine maintenance has been carried out without delays. Activities inclusive of mowing, whipper snipping, pruning, hedging, tree trimming, playground inspections, cleaning on site-assets (amenities, picnic tables, exercise equipment, BBQs), spraying and poisoning.
Nebo Showground	Prepared showgrounds for the Campdraft event. Site clean-up after the event. Hand towel dispensers in the besser block amenities replaced. Fence that seperates the Showgrounds and Gym Carpark needed repairs
Mt Britton	Flush mechanism in the disability toilet needed repairs to get it back to working order.
Sports Club (Bowls Club)	Replenished the softfall sand in the playground area.
Coast and surrounding area	
Routine Parks, Gardens, Reserves General Maintenance	Routine maintenance has been carried out without delays. Activities inclusive of mowing, whipper snipping, pruning, hedging, tree trimming, playground inspections, cleaning on site-assets (amenities, picnic tables, exercise equipment, BBQs), spraying and poisoning.
Waverly Creek Rest Area	Water leaks repaired, tap replacements, tree pruning.
Clarke Creek	Site preparation for Camp draught event June/July.
St Lawrence	Replace taps in parks with anti- vandal taps. Slash/mow of St Lawrence North Road.
St Lawrence Rec Grounds	Decommissioning of the pen area to accommodate the new play ground installation. Site preparation works for the Men's Health Event - Chat, Bat and Bowl.
Lotus Creek Camp Area	Grounds tidy, tree removal.
Main Roads	Pothole patching.

Carmila township	Drain cleaning to prepare for wet season.
Carmila / Carmila Beach	Tree pruning.
Carmila Sport Reserve Tennis Courts	Wet and forget courts to remove mould.
Clairview	Removal of illegal dumping of concrete from road reserve, installation of concrete sleepers to prevent illegal camping on road reserve (Councillor request).
Glenden and surrounding area	
Routine Parks, Gardens, Reserves General Maintenance	Routine maintenance has been carried out without delays. Activities inclusive of mowing, whipper snipping, pruning, hedging, tree trimming, playground inspections, cleaning on site-assets (amenities, picnic tables, exercise equipment, BBQs), spraying and poisoning.
Maddern Dump Point	Repairs to leaking toilet and cleaning of oval sprinklers.
Finger Park	Exercise equipment cleaned & pads blown off.
Tennis Courts	Electrical contractor has repaired / replaced faulty lights at Court One.
Winter Wonderland	Assisted in preparation and cleanup with GRIGG organised activity.
Irrigation	Repairs have been undertaken at the Bucket Entrance, Perry Drive, Maddern Oval and Town Centre. A new leak was identified at the Rec Centre requiring machine excavation, and two broken pipes repaired.
Perry Drive	Removed Spider Lillies dieback and palm fronds from centre divide.
Lake Elphinstone	Temporary Signage installed due to Blue Green Algae. Rubbish collection and routine mowing, whipper snipping, pruning, weeding, spraying and poisoning.
Depot Compound	Safety inspection performed some minor breaches were identified and rectified.

Photos Below:

Sand replenishment at Nebo Sports Club children's play area (above)

Centenary Park: Mulching (above) and painting of toilet block (below)

Community Liaison Officer	
Vegetation Control of 19 sites	Routine maintenance has been carried out without delays. Activities inclusive of mowing, whipper snipping, pruning, spraying and poisoning.
Permanent Workcamp Placements	Clermont Golf Club, Clermont Museum, Clermont Aerodrome.
Clermont Museum	Coal Tunnel Build.
Clermont Show Circuit – Central Highlands	Post-event pack-up - Clermont and Emerald.
Clermont Pony Club	Horse Stable Repairs. Gymkhana - Set up and pack up of weekend Gymkhana event.
Peak Downs Pony Club - Capella	Gymkhana – Event set up, event assistance, jumps oiled
Clermont Race Club	Set up for Winter Races.
Clermont Bowling Club	Shade sail rebuilds and disabled ramp re-oil.
Clermont QCWA	Building gurney and gardening planting site pre for state meeting.
Clermont Senior Bears – QRL Event	Set up of the event and ladies' lunch.
Copperfield Sites	Chimney - Historical brick stack.

Theresa Creek Ski Club	Gurney Building and tidy up for Sailing Regatta.
Clermont Golf Club	Manufacture of 15-barrel tables and 4 seating tables like the ones in the pavilion at the showgrounds. Assistance with the event preparation for the 100-yr celebration.

Photos Below:

Clermont Bowling Club – Shade sail repairs and refurbishment (above)

Clermont Museum – Coal Tunnel Build (3 photos - above)

Clermont Pony Club – Stable Repairs (above)

Clermont Golf Club - Table Manufacture (above)

Pools	
Winter shutdown provided for planned maintenance inspections and remediation works required to sure up asset readiness for the 26/27 swim season. The closure period provided additional time to further develop capital project scopes and align delivery schedules with completion prior to July 2027. All IRC pool inspections completed and report provided to Council for August meeting. Whilst the GCAC remained open through the winter period patronage levels were marginally up on the preceding season with all other sites opening for the season on Monday 07 September.	
Clermont Pool	Continued engagement with project management team to develop the design for the heated program pool, site inspections, and document provisions. Design sketches provided for comments prior to commencement of the final design plans. Filter leaks to be addressed through targeted renewal works at the closure of the season.
Dysart Pool	Pool pump #2 replaced with contingency pump during routine maintenance, decommissioned

	pump removed from site for inspection and possible maintenance overhaul. Industrial bin relocated away from disabled parking opposite the school. Investigative works to identify leaks continued with the engagement of pool leak detection completed by Council's contracted pool maintenance provider. Failures in the pool expansion joints were identified; a temporary repair was completed. Although the main source of the leak was identified other areas of concern may still arise and a full renewal is planned for May 2027. Filter project scoped and procurement documents ready to release to market in 2027.
Middlemount Pool	Main switch board repairs completed ensuring ongoing reliability. Final touch ups completed by painting contractor including new door hardware for changeroom doors. Routine maintenance completed on pumps and filters, disinfection systems are scheduled for service and review. Further review of capital scope for MMT valve project and consideration to include structural investigations and renewal of the expansion and construction joints into the renewal program.
Moranbah GCAC	Plant room works have been completed with minor signage installation to be completed. Failed mains connection on incoming mains power shorted inside ergon pillar, facility closed and remediation works completed. Low attendance levels have remained for the better part of the winter season, unexpected warmer than average temperatures has seen an increase in weekend patronage and an increase in unruly public behaviour at the facility. Staff continue to interact with patrons to educate and ensure compliance with the conditions of entry. These interactions are being diarised for operational compliance and to support Council's position when disciplinary measures are required upon continued patron non-compliance.

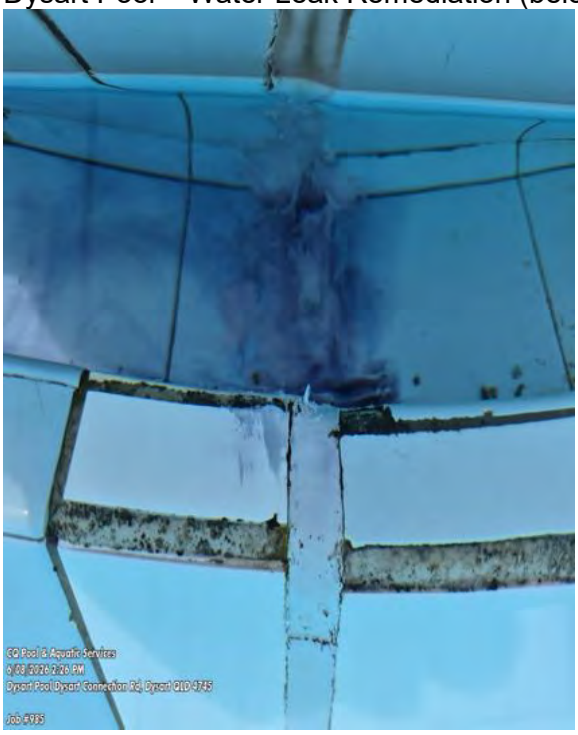
	Staff have undertaken various minor repairs and winter cleaning tasks in preparation for the summer season. Report proposing the management model for the GCAC scheduled for October meeting. Commenced scoping and specification of project works for the 26/27 capital program. Works to: • Facilitate disinfection changeover (scope development and RFQ release January 2027) • Remediation of balance tank lids in the 25m enclosure, order released for works to be completed prior to December. Pool cleaners sent to Emerald for service inspections and maintenance. Minor repairs of the playground area are ongoing with completion expected end of September.
Nebo Pool	Slippery surface at ramp entry and pool edges has been actioned with the contractor and remediation completed. Contractor engaged to complete refilling of the pool and operator completed cleaning and water balance to have the pool open for the season. Pool cleaners service and returned to site. Service inspections completed with no significant items identified for further investigation.
Glenden Pool	Successful tender award completed awaiting the finalisation of the management agreement and signing. Capital works awarded to undertake retro fitting of equipotential bonding completed in June. During the project works cabling not identified on any plans was struck rendering the pool floodlighting inoperable. On further inspection the cabling was found to be failing voltage tests and was undersized for the application and not to standard. RFQ released to market to renew lighting with a completion date expected late November. Pump motor identified with hot connections, cable splitting and moisture ingress, during

	routine winter servicing, electrician engaged to complete remediation and final testing.
St Lawrence Pool	Winter inspection of plant completed with no significant maintenance concerns requiring further investigation. First communication of pool entry data received from committee with further to follow.
Flaggy Rock Pool	Discussions continue with contracted service provider to identify a suitable contractor to complete a structural assessment of the fibreglass pool. New pump fitted to site, failed pump removed for disposal. Inspections completed with staff member on site. Maintenance review completed to concerns to report. Entry gate reported to have been damaged after hours possibly by someone climbing over the gate. Contractor engaged to inspect and carry out minor repairs to ensure gate can be secured.

Photos below:

MBH GCAC – Mains Electrical Failure (above)

Dysart Pool – Water Leak Remediation (below)

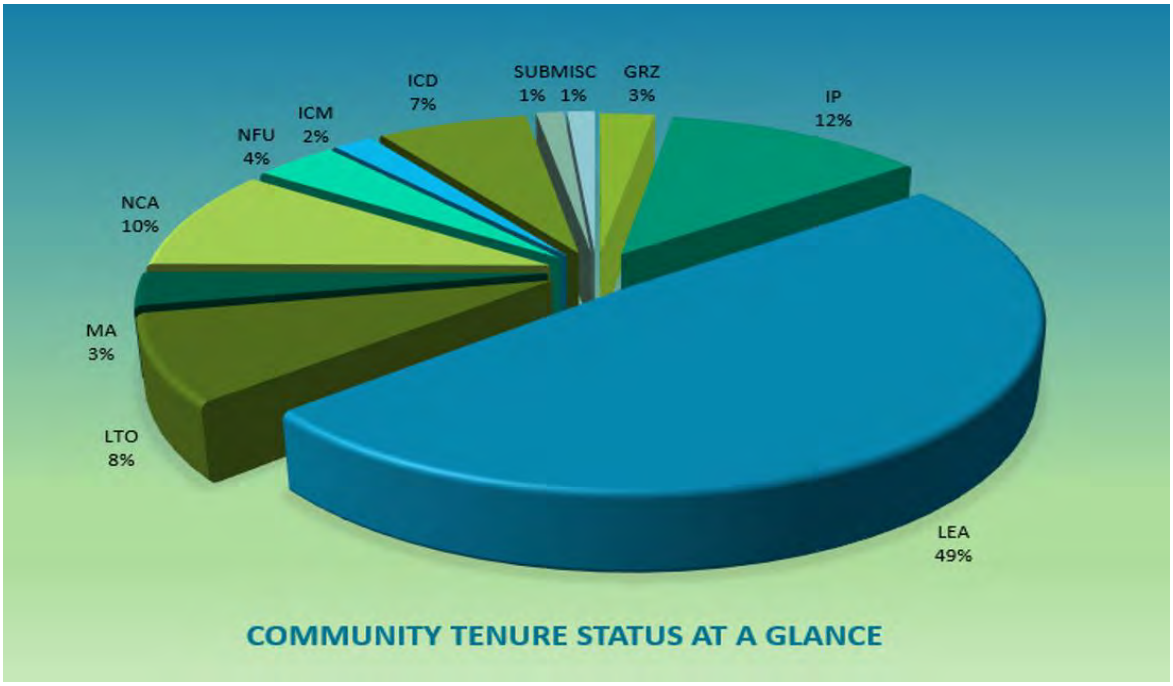


Community Leasing	
Contact Non-Compliant Lessees	Request documents for compliance.
Trustee Lease	Prepare draft trustee lease agreements for multiple Community Groups/Clubs.
Infrastructure Services Leadership Meeting	Attended in Nebo.
Leasing EOI's	Closed due to No responce: Flaggy Rock Close Clermont BMX Data Analytics to P&R Manager
Leasing Meetings	Finalise leasing documents, present to clubs to explain signing and common seal, provide Standard Terms Documentation. Attend on site meetings to discuss access and new boundary.
Memorandum of Understanding	Assist community groups with the preparation of their MOU's.

	CLO created for users of Blair Athol Recreation Grounds and distributed to internal stakeholders. Finalised for St Lawrence Wetlands.

The statistics below, represented in the accompanying graph, indicate land and facilities managed by Isaac, those currently under tenure, those managed by Council, those currently in discussions/negotiations, and those remaining to put under tenure.

Note that these figures are not static as new tenure opportunities present themselves, external tenures are created, and tenures expire across the region.



Approximately **85%** of tenures are on reserve land owned by the State with Isaac Regional Council as trustee.
74% of tenures completed
12% IP (In progress) in discussions/negotiations
10% NCA (No Current Agreement) tenures to be commenced
4% NFU (not fit for use)
LEA (Lease in place)
LTO (Licence to Occupy in place)
MA (Management Agreement)
SUB (Sub Lease)
MISC (Miscellaneous Agreements)
GRZ (Agistment/Grazing)
ICM (Isaac Council Managed)
ICD (Isaac Council Dry Hire)

Cemetery	
Funerals	Clermont:

	28/07/2026 Graveside Service – Plot LF-31 05/08/2026 Graveside Service – Plot LC-76
Ashes Interments	Clermont: 30/07/2026 – Plot VV-33 03/08/2026 – Plot LC-55 08/08/2026 – Plot TT-53 Moranbah: 30/10/2026 – Niche 7
Plaques and Memorials	Clermont: 4 Plots purchased and reserved in Lawn cemetery. 3 memorial plaques ordered, and installed September. Approval for Clermont RSL to install concrete plinths and plaque for 6 WWI returned soldiers graves. 4 enquiries for memorial plaques – Information and application emailed to customers. Moranbah: Miners Memorial Plaque for Andreas Loizou being designed. Awaiting updated quote from supplier. Plaque supplier has advised that any orders placed after 15/10/26 will now be delivered at the end of Jan /early Feb 2027.
Cemetery Administration	2 burials and 3 ashes interments registered into online BDM disposal notice system. The burial register spreadsheet registered into ECM, has been updated to V-384. Cemetery Procedure Manual under development – intent is that the manual can be followed by staff when Cemetery Services Officer is on leave.
Compliments and Complaints	A family who recently received approval to place a small memorial on their mother's grave, 47 years after her passing, expressed their heartfelt thanks via email, acknowledging the

	opportunity to create a meaningful and special tribute for their family. The family of a deceased person interred in Dysart contacted Council in June to enquire about memorial options. Following discussions with the Cemetery Services Officer, the family member expressed sincere appreciation for the assistance provided, noting that the experience had restored his confidence in Council. He also specifically acknowledged the Cemetery Services Officer's compassion, professionalism and understanding throughout the process.

Photos Below:

Plaques installed at Clermont Cemetery

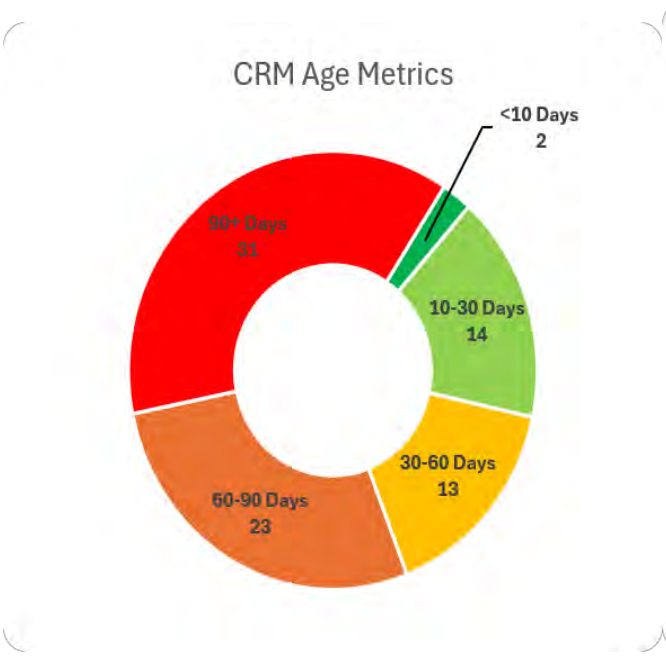
CRM (Customer Request Management)

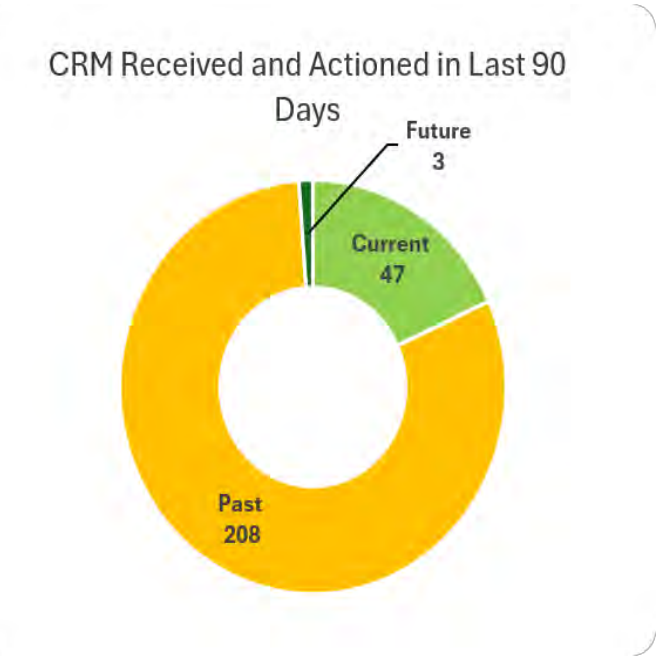
During the period 25 May 2026 to 14 September 2026, a total of 208 CRM requests were actioned, demonstrating a strong level of service delivery activity.

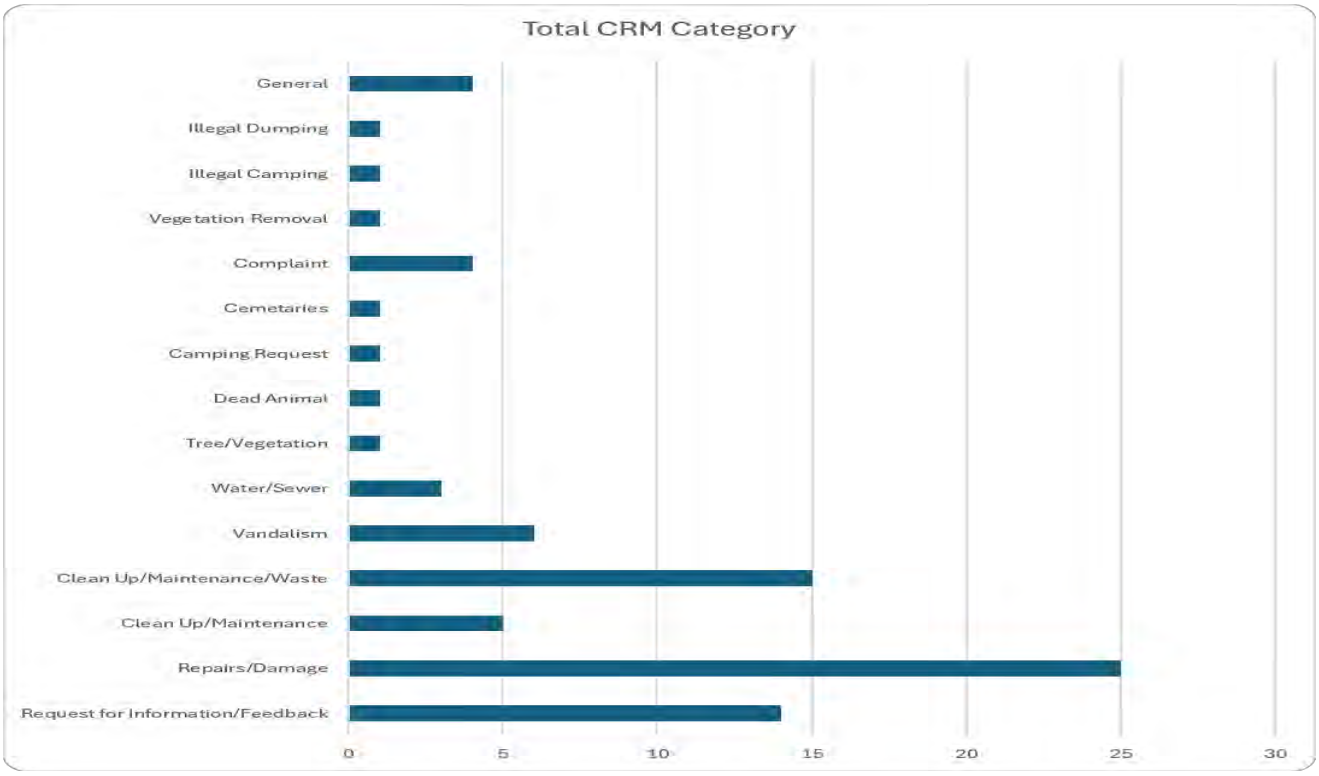
The ageing profile indicates that while current requests are continuing to be addressed, 54 outstanding requests remain older than 60 days, including 31 requests that are more than 90 days old.

Repairs/Damage, Clean Up/Maintenance/Waste, and Requests for Information/Feedback were the most common CRM categories during the reporting period, highlighting the areas generating the greatest demand on operational resources and customer service staff.

Charts below:







ACTION ACCOUNTABILITY

The Manager Parks and Recreation and the leadership team are accountable for delivery of effective works across the region.

KEY MESSAGES

Isaac Regional Council is committed to transparent decision making, identifying and managing its risks and continuous improvement.

Report prepared by:	**Report authorised by:**
MICHAEL BUCKLEY	JASON DEVITT
Manager Parks and Recreation	**Director Infrastructure Services**
Date: 22 September 2026	Date: 4 November 2026

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. Notes the Parks and Recreation Department operational update – October 2026.

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Graham Bebington
AUTHOR POSITION	Acting Manager Engineering Services

8.32 WATER AND WASTE 2026/27 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 2026/27 Capital Works Program.

COMMITTEES RECOMMENDATION

Resolution No.: **WW11/26-0087**

Moved: **Cr Viv Coleman** **Seconded:** **Cr Rachel Anderson**

That the Committee recommends that Council:

1. Receives and notes the monthly Water and Waste 2026/27 Capital Projects Progress Report.

Carried

BACKGROUND

Regular updates on the financial and physical status of projects within the 2026/27 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 2026/27 Capital Projects Progress Summary provides an overview of the financial and physical status of all projects.

COMPLIANCE

Compliance with the Water and Waste 2026/27 Capital Works Program is essential to meet the identified timeframes of the 2026/27 financial year.

CAPITAL PROJECTS PROGRESS

The Planning and Projects Department is actively managing 55 projects in the 2026/27 Water and Waste Capital Works Program.

Project status categories (Definitions):

Completed: 100% of construction works delivered

Nearly Complete: Over 95% of scope delivered, with only minor works remaining

On Track: Progressing in line with the current schedule

Lacking Progress: Behind current program milestones

Planned: Scheduled to commence at a later date

Deferred: Deferred to a future year or removed from the Capital Works Program

Project Status (Construction)

- Completed: 7 project (13%)
- Neary Completed: 4 projects (7%)
- On Track: 42 projects (76%)
- Lacking Progress: 0 projects (0%)
- Planned: 2 projects (4%)
- Deferred: 0 projects (0%)

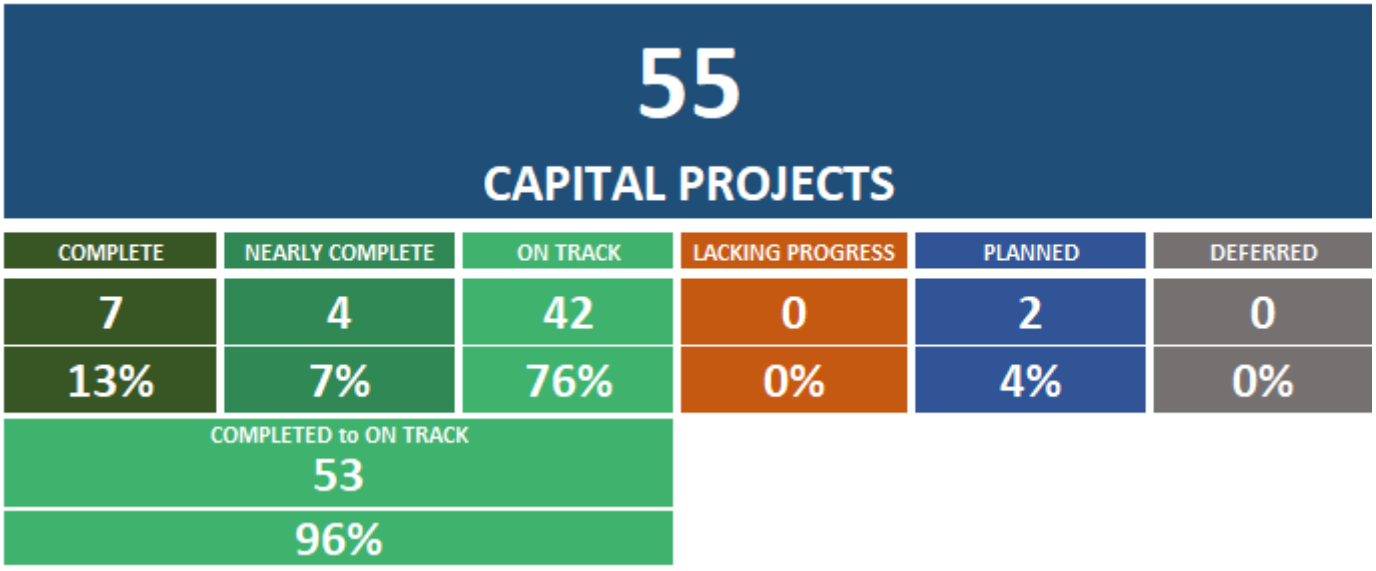


Figure 1: 2026/27 Capital Project Progress Snapshot – 21 October 2026

KEY CAPITAL PROJECTS UPDATES

1. CW253266 – Dysart Waste Management Facility Repurpose to Transfer Station

This project involves repurposing the existing Dysart landfill into a modern transfer station to improve environmental compliance and operational efficiency.

Following the approval of additional funding, the construction Contract was awarded. A Communication Plan has been approved by Operations, and an updated public notice was released on 19 August 2026 advising of the dates and timeframe of the construction period; of temporary traffic management changes and that users may experience minor delays during the construction period.

Construction is well underway, with the concrete retaining wall and lower bin slabs completed. Earthworks for road construction are underway presently.

Construction is on track for completion end of November 2026.

2. CW273533 Carmila WTP Remediation Works

This project is a recent addition to the Capital Works program, due to the ongoing issues with treating water at Carmila Water Treatment Plant.

Improvement works have been completed including the installation of new VSD control on the filter backwash pump, installation of new filter media, modification of the filter outlet pipe to the drying beds and installation of pipework for the new analysers.

As well, construction of raw water tank pads is complete, with 2 new 50,000L raw water storage tanks delivered to site, and connecting pipework, pumps, analysers, electrical and control, and site works.

Additionally, the existing PLC has been replaced with a new Allen Bradley system including installation of Geo SCADA.

Cleaning and redevelopment of the 2 bores is complete, with the drilling contractor confirming that both bores contained excessive build-up of iron sediment which was evident during the cleaning process. Both bores are considered to be serviceable presently.

The plant is scheduled to be back online by mid-November.

3. CW263388 NBO WWTP Install Rip Rap to ESD

This project involves extending the existing rip rap embankment protection of the Nebo WWTP ESD by at least 1.5m below the existing level.

The contract was awarded mid-September, and a pre-commencement meeting held.

Preparation of the foundation is underway currently, and geotextile installation has commenced. Procurement of the Rip Rap rocks has also begun, as existing Rip Rap rocks are disposed of.

Works are scheduled for completion by mid-November.

4. CW273532 MBH Boby WTP Airline & Electrical Upgrade

This is a new project added in September, due to the Main Moranbah Water Treatment Plant needing to be offline during the remediation works, requiring the Boby Plant to be operational and produce potable water for the town to reduce supply risk.

The proposed project Boby WTP airlines and electrical upgrade need supporting civil, mechanical and electrical works required to ensure the system is fully functional, secure, and compliant once the existing system has been replaced and upgraded. Key elements of the anticipated scope include:

- Airline upgrade includes replacing tubing, fittings, reducers, regulators, couplers valves and flow controls.
- Electrical upgrades include replacement of cables, power supplies, conduit, fuses, cable tray and electrical upgrade drawings.

Followed by testing, commissioning, operator training, and provision of as-constructed documentation.

A preliminary project cost estimate of $260,000 has been identified based on an investigation, similar recent installations and expected site requirements.

A variation has been raised to install additional valves and LED lights throughout the plant and will be shortly followed by a variation to increase the size of the airline between the Main Plant and Boby Plant.

Scope of works is 90% complete, and the project is targeted to be completed within the next 4 weeks.

The handover of the Boby Plant occurred 28 October 2026. Outstanding works remaining is to install air piping to link the compressor lines between the Main & Boby Treatment Plants.

Figure 1: Dysart Waste Management Facility

Figure 2: Nebo – Groundwater monitoring bores being installed

Figure 3: Nebo WWTP Rip Rap at ESD

Figure 4: Mild erosion from heavy rains at Moranbah Waste Management Facility – Cell 0

Figure 5: Grass growth at Moranbah Waste Management Facility – Cell 0

Figure 6: New pipework & compressor installed at Moranbah Boby Water Treatment Plant

CONSULTATION

- Director Infrastructure Services
- Acting Manager Engineering Services
- 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 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 Infrastructure Services oversee the scoping, procurement, and completion of the projects identified within the 2026/27 Capital Projects Progress Summary spreadsheet. Furthermore, the appropriate Managers and the Director Infrastructure Services 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 2026/27 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:	**Report authorised by:**
GRAHAM BEBINGTON **Manager Planning and Projects**	JASON DEVITT **Director Infrastructure Services**
Date: 28/10/2026	Date: 2/11/26

ATTACHMENTS

- CONFIDENTIAL Attachment 1- WW Capital Projects Progress Summary Spreadsheet Nov 26

REFERENCE DOCUMENT

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. Receives and notes the monthly Water and Waste 2026/27 Capital Projects Progress Report.

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MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Jason Devitt
AUTHOR POSITION	Director Infrastructure Services

8.33 2026/2027 ANNUAL OPERATION PLAN – QUARTERLY REPORT - FIRST QUARTER

EXECUTIVE SUMMARY

This report provides an update of Infrastructure Services progress towards achieving the Annual Operational Plan 2026-2027 objectives for the first quarter.

COMMITTEES RECOMMENDATION

Resolution No.: **WW11/26-0088**

Moved: **Mayor Kelly Vea Vea** **Seconded:** **Cr Viv Coleman**

That the Committee recommends that Council:

1. **Receives and notes Infrastructure Services first quarter progress update on the 2026-2027 Annual Operational Plan.**

Carried

BACKGROUND

Good progress has been made in securing water allocations with terms verbally agreed. Progressing now with formalisation of agreements with Anglo American likely to be the first to sign.

The delivery of this action remains on target.

ACTIVITY SUMMARY TABLE

AOP #	ACTIVITY/PROJECT/ INITIATIVE	OWNER	STATUS (COMPLETE, ON TARGET, MONITOR, BELOW TARGET)
4.6	Secure source water supplies with Anglo American for Middlemount and Moranbah	Infrastructure	On Target
PROGRESS THIS QUARTER			
Terms have been agreed verbally. Progressing to get signatures on agreements.			

IMPLICATIONS

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.

CONSULTATION

Director Infrastructure Services

Acting Manager Water and Wastewater

BASIS FOR RECOMMENDATION

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

ACTION ACCOUNTABILITY

Not Applicable

Report prepared by:	**Report authorised by:**
JASON DEVITT **Director Infrastructure Services**	CALE DENDLE **Chief Executive Officer**
Date: 2/11/2026	Date: 3/11/20206

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

- 2026-2027 Annual Operational Plan
- 2023-2028 Corporate Plan

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. ***Receive and note Infrastructure Services first quarter progress update on the 2026-2027 Annual Operational Plan.***

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Lisa Jamieson
AUTHOR POSITION	Coordinator Capital Program

8.34 CARMILA LANDFILL CAPPING REHABILITATION

EXECUTIVE SUMMARY

The Carmila Waste Transfer Station, operated by Isaac Regional Council (IRC), is located in the coastal community of Carmila. The site was previously operated as a landfill and has since been closed, capped and converted to a waste transfer station. Further rehabilitation works are required to satisfy the closure requirements specified in the site's Environmental Authority (EA).

The rehabilitation works will support IRC's transition from an active landfill operation to a decommissioned waste disposal facility, consistent with the site's current and future operational requirements. An investigation undertaken in 2024 identified defects in the existing landfill cap and deficiencies and damage to the drainage infrastructure, requiring remedial works. The project was budgeted for capital delivery across FY 26/27 ($600k) and FY 27/28 ($1,300,000) however is now planned for delivery in FY 26/27. This report seeks to award the contract and bring forward funds for the project.

COMMITTEES RECOMMENDATION

Resolution No.: WW11/26-0089

Moved: Cr Vern Russell **Seconded: Cr Rachel Anderson**

That the Committee recommends that Council:

1. **Increase the FY 26/27 budget for CW243239 CAR Landfill Capping from $600,000 to $1,275,000, funded through the Quarter 1 Capital Budget Review comprising $456,186 from Rehabilitation Provision funding and $218,814 from Reserve 1078 Carry Forward funds (transferred from CW243240 $5,045 and CW243205 $213,769).**
2. **Awards the contract IRC-W&W-0726-T486 for the Carmila Landfill Capping Rehabilitation Works to Keltone Constructions Pty Ltd (ABN 94 133 080 725) for $985,319.83 excluding GST ($1,083,851.81 including GST).**

Carried

BACKGROUND

The Carmila Landfill Capping Rehabilitation Works project was developed to rehabilitate the existing landfill cap and associated infrastructure. The works include earthworks, drainage improvements, pavement construction and site rehabilitation to improve landfill performance and environmental outcomes.

The project scope includes landfill cap rehabilitation, earthworks and material placement, drainage improvements, pavement construction and associated site rehabilitation works.

The estimated cost of the project when the request for tender was issued to market was approximately $1.6 million excluding GST. The project budget is secured under CW243239 and under PAG 26/27 had $600k in FY 26/27 and $1,300,000 in FY 27/28.

The project was advertised through VendorPanel as an open tender on 24 August 2026. The request for tender closed on 9 October 2026 following an approved two-week extension. Eight compliant tenders were received, demonstrating a competitive market response and providing confidence that the recommended tender price represents market value.

The Evaluation Panel assessed tenders against the following weighted criteria: local preference (10%), price (30%), relevant experience (15%), key personnel skills and experience (15%), tenderer's resources (20%), and demonstrated understanding (10%). Keltone Constructions Pty Ltd achieved the highest overall weighted score and was ranked first.

The Evaluation Panel recommended awarding the contract to Keltone Constructions Pty Ltd (ABN 94 133 080 725), of 77 Eyre Street, Mount Gravatt East, Queensland 4122, for $985,319.83 excluding GST ($1,083,851.81 including GST).

The total funds required are estimated at $1,231,649.79 excluding GST, comprising the contract value of $985,319.83, project management costs of $98,531.98, contingency of $98,531.98 and overheads of $49,265.99.

The project delivery is forecast for 12 weeks once on site, weather permitting. The project will be completed in the 26/27 FY.

The total project funding requirement, including the contract price, project management, contingency and overheads, is estimated at $1,231,649.79 excluding GST. It is recommended that the 26/27 budget for WASTE – CW243239 (CAR Landfill Capping) be increased from $600,000 to $1,275,00 to allow for awarding of the tender.

Funding to support the increase will be provided through the Quarter 1 Capital Budget Review, comprising an increase of $456,186 from Rehabilitation Provision funding and $218,814 from Reserve 1078 Carry Forward funds comprising $5,045 transferred from CW243240 and $213,769 transferred from CW243205. These funding adjustments provide the additional funds required to allow the tender to be awarded and deliver the project. The previous forecast budget of $1,300,000 in 27/28 FY will now not be required.

IMPLICATIONS

The Carmilla Landfill Capping Rehabilitation works project has been to market and is ready to award. The funding for this project was split across two financial years in 26/27 and 27/28. To be able to award the project additional funding needs to be brought forward into the 26/27 FY as delivery is planned to be completed prior to 30 June 2027. The overall project costs are less than was originally estimated and forecast in the budget. The Q1 Budget review is expected to be recommended to council for endorsement at either the November or December 20206 Ordinary meeting.

RISKS

The project faces the following risks:

- **Environmental / Compliance:** Failure to complete the rehabilitation works may result in non-compliance with the environmental requirements specified in the site's Environmental Authority (EA).
- **Operational:** Deficiencies in the landfill capping and drainage infrastructure may affect site functionality and waste handling efficiency.
- **Financial:** Deferring the rehabilitation works may increase future project costs due to inflation, remobilisation and additional deterioration of existing infrastructure.
- **Reputational:** Failure to deliver the required rehabilitation works and achieve environmental compliance may adversely affect Council's reputation and stakeholder confidence.
- **Safety:** Deterioration of landfill cap and drainage assets may create unsafe operating conditions for staff, contractors and site users.

BENEFITS

Obtain approval from the Department of the Environment, Tourism, Science and Innovation (DETSI) to transition the site's Environmental Authority from an active landfill to a closed landfill operating as a waste transfer station.

Improve landfill integrity and long-term performance through rehabilitation of the existing landfill cap.

Improve drainage infrastructure and reduce the risk of erosion and adverse environmental impacts.

Undertake pavement construction and associated site rehabilitation works to improve site functionality.

Ensure value for money through an open and competitive tender process, identifying the highest-ranked conforming submission.

Engage a contractor with relevant experience, appropriate capabilities and adequate resources to deliver the rehabilitation works successfully.

CONSULTATION

- Director Infrastructure Services
- Manager Engineering Services
- Manager Waste Services
- Manager Budgets & Statutory Reporting

- Manager Contracts and Procurement

BASIS FOR RECOMMENDATION

Additional funding is necessary to award and deliver a fully compliant and operational transfer station at Carmilla. The revised budget reflects the cost of achieving regulatory compliance, operational efficiency, and long-term sustainability.

Proceeding bringing forward the funding ensures that Council can complete the project in a timely and cost-effective manner while minimising environmental and operational risks.

The Evaluation Panel recommends the award of Contract IRC-W&W-0726-T486 to Keltone Constructions Pty Ltd as the submission achieved the highest overall weighted score and represented the best value for money outcome for Council. The contractor demonstrated relevant landfill rehabilitation experience, proposed suitably qualified personnel, provided adequate plant and resources, and submitted the lowest conforming tender price.

ACTION ACCOUNTABILITY

The Infrastructure Services Directorate will be responsible for project delivery, management and accountability following contract award.

KEY MESSAGES

The project aligns with Council's commitment to delivering compliant, efficient, and sustainable waste management infrastructure for the community.

Report prepared by:	**Report authorised by:**
Lisa Jamieson **Coordinator Capital Program**	Jason Devitt **Director Water and Waste**
Date: 2/11/2026	Date: 2/11/2026

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. **Increase the FY 26/27 budget for CW243239 CAR Landfill Capping from $600,000 to $1,275,000, funded through the Quarter 1 Capital Budget Review comprising $456,186 from Rehabilitation**

Provision funding and $218,814 from Reserve 1078 Carry Forward funds (transferred from CW243240 $5,045 and CW243205 $213,769).

2. **Awards the contract IRC-W&W-0726-T486 for the Carmila Landfill Capping Rehabilitation Works to Keltone Constructions Pty Ltd (ABN 94 133 080 725) for $985,319.83 excluding GST ($1,083,851.81 including GST).**

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
OCTOBER	Anthony Earl
AUTHOR POSITION	Project Manager

8.35 MORANBAH WATER TREATMENT PLANT DAM WALL REMEDIATION

EXECUTIVE SUMMARY

The purpose of this report is to request additional funding for the capital works project CW273517 MBH WTP Dam Wall Remediation following erosion caused by heavy rainfall events. The Moranbah Water Treatment Plant 400ML dam stores raw water for treatment to potable water for the Moranbah community. The repairs need to be completed to ensure the structural `integrity of the dam in not impacted. The project has been to market and is ready to award subject to additional budget funding.

COMMITTEESS RECOMMENDATION

Resolution No.: **WW11/26-0090**

Moved: **Cr Rachel Anderson** **Seconded:** **Mayor Kelly Vea Vea**

That the Committee recommends that Council:

1. **Increase the FY2026/27 budget for *CW273517 MBH WTP Dam Wall Remediation* from $500,000 to $1,000,000, funded through the Quarter 1 Capital Budget Review 2 (additional funds $86,092 water depreciation and $413,908 transferred from within current program).**
2. **Awards the contract IRC-W&W-0626-T483 MBH WTP Dam Wall Remediation to Vassallo Constructions Pty Ltd (ABN 80 078 963 498) for $725,200.03 excluding GST ($797,720.03 including GST).**

Carried

BACKGROUND

The Moranbah Water Treatment Plant 400ML dam has historically faced erosion related issues which could potentially cause structural problems. In 2021, Isaac Regional Council observed these issues and subsequently hired a contractor to assess the damage and design necessary remedial work. The remediation process was completed by March 2024. Regular monthly dam inspections were resumed, and in August 2024 it was reported that the erosion problem has resurfaced. A PAG bid was approved, and in 26/27 FY funding was included for CW273517 MBH WTP Dam Wall Remediation project, with a budget of $500,000.

The development of the scope of work (SOW) indicated the allocated budget may not be sufficient; however, the amount was unknown until tested in the market.

To ensure IRC could award a contract based on funding availability a price schedule was developed consisting of an “In Scope” section and a “Provisional Quantity (PQ)” section. This allows council to prioritise work and award based on budget availability.

On the 10/09/2026 council went out to open market on VendorPanel and the RFT closed 30/09/2026. A compulsory site meeting was held on 16/09/2026 and two vendors attended. Two submissions were received of which one was compliant and one not. Both cost estimates exceeded the budget allocated for the project.

Council has reviewed the market pricing and identified the priority scope of work items that are critical and can completed within the additional budget requested. It is important that the work be undertaken as soon a reasonably possible subject to weather restrictions.

Scope reduction included upgrades to the access road that were required for the construction equipment to get to site safely as Council is presently undertaking remediation of the gravel road for an alternative project.

The Evaluation Panel recommended awarding to Vassallo Constructions Pty Ltd (ABN 80 078 963 498) for $725,200.03 excluding GST ($797,720.03 including GST). Vassallo Constructions have experience delivering similar type projects for Council, have the available resources and demonstrated understanding of the of required scope.

The total funds required is $1,000,000 excluding GST, comprising the contract value of $725,200.03, project management costs, contingency and overheads to deliver these works.

The project delivery is weather dependent and subject to award, the works scheduled to be completed in the 26/27 FY.

It is recommended that the 26/27 budget for WATER - CW273517 MBH WTP Dam Wall Remediation be increased from $500,000 to $1,000,00 to allow for awarding of the tender.

Funding to support the increase will be provided through the Quarter 1 Capital Budget Review, comprising an increase of $86,092 Water Deprecation and transfer of $413,908 Res 1078 CF

IMPLICATIONS

This project was allowed for in the 26/27 FY capital budget to remediate a critical water infrastructure asset for the Moranbah township. Market testing has identified that additional funds are required.

It is essential works be prioritised and funding be sourced to carry out remediation work to rectify the dam walls, reducing risk of failure.

ADDITIONAL FUNDING SOURCED

The 26/27 FY budget increased from $500,00 to $1,000,000 through the Quarter 1 Capital Budget Review comprising the following adjustments:

- Increased $86,092 Water Deprecation
- Transferred $413,908 Res 1078 CF
    - CW243205 $336,231
    - CW233150 $1,125

- CW253279 $3,263
- CW253277 $30,000
- CW263394 $8,151
- CW263402 $24,930
- CW263404 $10,208

PROJECT SCOPE AND COST ESTIMATE

The proposed project SOW on the 400ML dam will consist of “in scope” and provisional quantity items of work. The racecourse side downstream wall is where the most significant erosion has taken place damaging the structure. This is included in the scope along with remediation of the crest of the dam which needs to be raised and shaped to reduce run-off on the downstream embankment.

1) Remediation of downstream embankment - Type 01 repair (CH 140 - CH 440) (In scope).

2) Remediation of the crest of the dam

Provisional Quantity (PQ) elements include:

P1) Type 02 repair - Downstream embankment (CH 710 - CH 750, CH 800 - CH 830), (Provisional Quantities (PQ)).

P2) Type 01 repair - Downstream / Upstream embankment (Provisional Quantities (PQ)).

P3) Remediation of downstream embankment - Type 01 repair (CH 440 - CH 690) (PQ).

P4) Remediation of upstream embankment - Type 2 repair (CH570 - CH860) (PQ).

SERVICE LEVELS

This project will ensure that the following Council’s Corporate Plan objectives are met:

- Provide effective and sustainable water supply while progressively achieving environmental compliance.
- Strategically operate, maintain and utilise and review Council assets to ensure the efficient and cost-effective services to the community are met and continuously improved.
- Ensure that the assets maintained and constructed are appropriate to the current and future needs of the region’s industries.

RISKS

The project faces the following risks if not completed:

- **Financial** – The financial risk associated with this project not being approved could result in significant expenditure should the 400ML Dam wall erode, collapse and fail to hold raw water requiring significant and costly remediation work.
- **Compliance** - The Water and Waste Directorate is required to provide safe, good quality water to its customers meeting drinking water requirements. The MBH WTP 400ML Raw Water Dam needs to be safe, fully operational, meet storage requirements, reducing supply risk to town water supply.

The failure of the dam wall compromises the production of potable water for the Moranbah water network.

- **Operational** - Operations advised they need the scope of work undertaken this financial year allowing the MBH WTP 400ML Raw Water Dam to be operational, delivering raw water as required to the Moranbah Water Treatment Plants to provide potable water for customers. The operational risk associated with this project not being approved could result in a lack of storage should the 400ML Dam wall erode, collapse or fail to hold raw water requiring significant and costly remediation work.

CONSULTATION

- Director Infrastructure Services
- Manager Engineering Services
- Manager Operations & Maintenance, Water and Wastewater
- Manager Budgets & Statutory Reporting
- Manager Contracts and Procurement
- Treatment Plant Supervisor North, Water and Wastewater

BASIS FOR RECOMMENDATION

Remediation of the MBH WTP 400ML Raw Water Dam will assist storage and raw water supply ensuring operations can successfully produce potable water to supply to customers.

ACTION ACCOUNTABILITY

The Infrastructure Services Directorate will be responsible for project management actions and accountability following the approval of the additional budget and contract award.

KEY MESSAGES

This project aligns with the Council's plan to provide quality infrastructure capable of meeting the community's needs and water requirements.

Report prepared by:	**Report authorised by:**
Anthony Earl **Project Manager**	Jason Devitt **Director Infrastructure Services**
Date: 29 October 2026	Date: 3 November 2026

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. **Increase the FY2026/27 budget for CW273517 MBH WTP Dam Wall Remediation from $500,000 to $1,000,000, funded through the Quarter 1 Capital Budget Review 2 (additional funds $86,092 water depreciation and $413,908 transferred from within current program).**
2. **Awards the contract IRC-W&W-0626-T483 MBH WTP Dam Wall Remediation to Vassallo Constructions Pty Ltd (ABN 80 078 963 498) for $725,200.03 excluding GST ($797,720.03 including GST).**

MEETING DETAILS	Ordinary Meeting Wednesday 25 November 2026
AUTHOR	Lisa Jamieson
AUTHOR POSITION	Coordinator Capital Program

8.36 GLENDEN WASTE MANAGEMENT FACILITY – FENCES RENEWAL PROJECT

EXECUTIVE SUMMARY

The purpose of this report is to seek Council approval to increase budget funding for WASTE – CW273529 (GLN Waste Management Facility (WMF) Fences Renewal) from $120,000.00 to $220,000.00, and to seek approval to bring-forward the allocated 27/28 FY budget allocation of $70,000.00 from the Glenden Asset Reserve into 26/27 FY and include into the project an additional budget funding of $100,000.00 from the Glenden Asset Reserve.

COMMITTEES RECOMMENDATION

Resolution No.: **WW10/26-0091**

Moved: **Mayor Kelly Vea Vea** **Seconded:** **Cr Rachel Anderson**

That the Committee recommends that Council:

1. **Increase the 26/27 FY budget for WASTE - CW273529 (Glenden WMF Fences Renewal) from $50,000 to $220,000, funded through the Quarter 1 Capital Budget Review comprising bring-forward PAG 27/28 FY $70,000 from Reserve 1060 Glenden Asset Reserve and additional funding of $100,000 also from Reserve 1060 Glenden Asset Reserve.**
2. **Awards the contract IRC-W&W-0726-Q1484 for the Glenden WMF Fences Renewal Project to LMP Project Services Pty Ltd (ABN 46 130 064 005) for $124,466.20 excluding GST ($136,912.82 including GST).**

Carried

BACKGROUND

Glenden WMF has a 1.8m high fence installed along the full site boundary to secure the WMF from adjoining landowners and to ensure Waste Operations are able to be effectively managed.

The perimeter fencing generally comprises two types. Around most of the boundary, the originally installed fencing still stands. In 2021 replacement fencing was installed to one elevation, measuring approximately 500m.

Wildlife and cattle from through the adjacent landowner properties has breached and damaged the existing boundary fencing in several different locations. The damage caused varies and, in some areas, has resulted in the fencing being completely absent with the associated fence posts have fallen. To maintain site security

the Operations Team at the Glenden WMF Waste have undertaken repairs in the form of re-hanging the mesh, installing temporary Heras portable fencing panels. The repairs are still subject to further ongoing breaches and implementing temporary repairs is now no longer effective and a permanent solution is therefore needed.

In addition, new internal fencing is required to cordon-off an internal section of the WMF from the remainder of the WMF to prevent unauthorised public access to the former landfill area of the site.

The project CW273529 Glenden WMF Fences Renewal was developed to replace the perimeter fencing where required and to install the new internal fencing.

IMPLICATIONS

Financial

This project has a budget of $50,000 in 26/27 FY and PAG 27/28 $70,000. The anticipated construction costs were $100,000.00 which was based on indicative prices, with the remaining balance of $20,000 allowed for Project Management and project contingency costs.

In August 2026, a Request for Quotation (RfQ) was released to the market by via Vendorpanel.

The RfQ closed on Tuesday 22nd September 2026. Eleven (11) RfQ Offers were submitted - of these, four offers were evaluated to not be compliant and were therefore not evaluated.

The RfQ offers received had a cost range of approximately $570K. The reason for the significant range is not known but it is noted that at least two offers received were from suppliers who reside outside the IRC region. The preferred supplier is noted to be currently engaged by IRC with other works in the region.

The Evaluation Committee identified 'LMP Project Services Pty Ltd' to offer the best overall value for money, based on the highest overall weighted evaluation score, a lower cost conforming tender price, relevant experience working with IRC.

The project delivery is forecast for 4 weeks once on site, weather permitting. The project will be completed in the 26/27 FY.

The total project funding requirement, including the contract price, project management, contingency and overheads, is estimated at $185,350 excluding GST. It is recommended that the 26/27 budget for WASTE – CW273529 (Glenden WMF Fences Renewal) be increased from $50,000 to $220,00 to allow for awarding of the tender.

Funding to support the increase will be provided through the Quarter 1 Capital Budget Review, comprising an increase of $170,000 from Reserve 1060 Glenden Asset Reserve. The previous forecast budget of $70,000 in 27/28 FY will now not be required.

IMPLICATIONS

The Glenden WMF Fences Renewal project has been to market and is ready to award.

Council is required to provide a safe and secure environment for Waste Operations, and the Council is also separately required to segregate a section of the WMF from the remainder of the landfill site.

SERVICE LEVELS

This project will ensure that the following Council's Corporate Plan objectives are met:

- Effective day-to-day community waste services are able to continue at Glenden WMF;
- Ongoing effective and safe operations at the Glenden WMF; and
- IRC's obligations to the adjacent Landowners are maintained.

RISKS

The project has the following risks if the works are not completed / the recommendations in this report are not followed:

- **Environmental Compliance:** Failure to complete the works may result in non-compliance with the environmental requirements due to not segregating the former landfill area of the site from the remainder of the WMF. In-ground Asbestos containing materials at the site may be subject to future disturbance resulting in potentially widespread hazardous environmental impact. Day-to-day landfill and waste material may also spread into adjoining Landowners if the fences remain unrepaired;
- **Operational:** Further strain will be put onto the IRC Waste management resources to routinely check the perimeter fences and effect reactive solutions as well as manage increased wildlife within the WMF. The on-site facilities may be subject to unsupervised use and damage;
- **Financial:** Ongoing ad-hoc and likely inflated, additional costs will be required to repair the fences where required and additional cost would be expected for further deterioration of the assets over time. Deferring the works would likely increase future project costs due to inflation and remobilisation and ongoing resources deficiencies; and
- **Reputational:** Non-delivery of the works could negatively impact the Council's reputation and stakeholder confidence.

CONSULTATION

- Director Infrastructure Services
- Manager Waste Services
- Manager Budgets & Statutory Reporting
- Manager Contracts and Procurement
- Supervisor Waste Services – Glenden WMF

BASIS FOR RECOMMENDATION

The condition of the fencing is generally beyond being repairable and as such requires replacement. The works are therefore required and no alternative options exist, other than delaying the works which would incur additional future costs. Delivering the works during 26/27 FY provides the most effective value for money outcome to Council.

Additional funding is necessary to deliver the project in the current financial year and achieve separation between the operating Glenden WMF and the general public to provide a safe working environment. The revised budget reflects the true cost of achieving regulatory compliance, operational efficiency, and site safety.

ACTION ACCOUNTABILITY

The Infrastructure Services Directorate representatives will be responsible for project delivery, management and accountability until the project completion at which point, the project will be handed over and transferred to Waste Management.

KEY MESSAGES

This project aligns with the Council's plan to provide quality infrastructure capable of meeting the community's needs and compliance requirements.

Report prepared by:	**Report authorised by:**
Lisa Jamieson **Coordinator Capital Program**	Jason Devitt **Director Infrastructure Services**
Date: 29th October 2026	Date: 29th October 2026

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. **Increase the 26/27 FY budget for WASTE - CW273529 (Glenden WMF Fences Renewal) from $50,000 to $220,000, funded through the Quarter 1 Capital Budget Review comprising bring-forward PAG 27/28 FY $70,000 from Reserve 1060 Glenden Asset Reserve and additional funding of $100,000 also from Reserve 1060 Glenden Asset Reserve.**
2. **Awards the contract IRC-W&W-0726-Q1484 for the Glenden WMF Fences Renewal Project to LMP Project Services Pty Ltd (ABN 46 130 064 005) for $124,466.20 excluding GST ($136,912.82 including GST).**

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Jason Devitt
AUTHOR POSITION	Director Infrastructure Services

8.37 SAFETY & RESILIENCE UPDATE

EXECUTIVE SUMMARY

The Safety & Resilience team strengthened organisational WHS performance by escalating critical risks to ELT, completing occupational hygiene monitoring across all townships, progressing team capability initiatives, and delivering ongoing assurance, investigation, inspection, and risk management activities.

The Water & Waste management team continue to identify and manage identified risks and hazards to improve workplace safety. The team continues to work with staff to build a better safety culture where proactive reporting is in place.

COMMITTEES RECOMMENDATION

Resolution No.: **WW11/26-0092**

Moved: **Cr Rachel Anderson** **Seconded:** **Cr Viv Coleman**

That the Committee recommends that Council:

1. Receives and notes the Water and Waste Directorate Safety and Resilience Report.

Carried

BACKGROUND

The Safety & Resilience team continued to monitor and escalate key organisational WHS risks to the Executive Leadership Team (ELT), with a particular focus on systemic factors contributing to safety performance.

The Water & Waste Management team continue to have a focus on addressing risk and hazards as they are identified and has an ongoing focus on investigating and improving safety culture and reporting.

Key concerns highlighted included ongoing safety culture challenges across the organisation, inconsistent application of risk management practices, and gaps in risk ownership and control effectiveness.

These issues present inherent organisational risks that may reduce the effectiveness of risk controls and contribute to adverse safety outcomes if not addressed.

Alongside this strategic focus, the team completed occupational hygiene monitoring across all townships to better understand dust and noise exposure risks and support the ongoing development of health monitoring and risk control programs.

There were minimal incidents that occurred across the last month for water & waste. There were a couple of minor plant damage that occurred with one a result from a third party and one was a report of damage on vehicle that was old but had not bene previously reported.

IMPLICATIONS

The implications of this work include ensuring practical, embedded risk management within everyday operational practice and elevating the visibility and influence of Safety & Resilience across the business.

CONSULTATION

We will maintain strong consultation by continuing to engage leadership team, unions, and the workforce to ensure safety and resilience initiatives are practical, collaborative, and well-supported.

BASIS FOR RECOMMENDATION

It is recommended that the monthly report be accepted, noting the ongoing focus to improve safety management and BAU activities.

ACTION ACCOUNTABILITY

Accountability for the delivery and oversight of Safety and Resilience initiatives is led by the Water & Waste Management team and supported by the Safety and Resilience Team, and Executive Leadership Team (ELT) members.

KEY MESSAGES

Improving safety performance requires stronger workforce engagement, targeted education, and consistent leadership reinforcement to build a positive safety culture, strengthen risk ownership, and embed effective risk management practices across the organisation.

Report prepared by:	**Report authorised by:**
JASON DEVITT **Director Infrastructure Services**	CALE DENDLE **Chief Executive Officer**
Date: 3 November 2026	Date: 3 November 2026

ATTACHMENTS

- Attachment 1 – Safety & Resilience Monthly Report

REFERENCE DOCUMENT

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. Receive and note the Safety and Resilience Report

SAFETY AND RESILIENCE MONTHLY REPORT

DATE	10 November 2026
TO	Infrastructure Services Standing Committee
FROM	Safety and Resilience Department

1. SUMMARY

The Safety and Resilience function continued to progress key strategic initiatives to strengthen organisational safety governance, risk management maturity and compliance capability across Council. While foundational improvements are being embedded, elevated incident performance, low levels of proactive hazard reporting and outstanding incident corrective actions remain priority areas requiring ongoing executive oversight and operational accountability.

Explanatory Note:

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

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. OBJECTIVES, TARGETS, CONTINUOUS IMPROVEMENT

OBJECTIVE Audit and assurance activities continue to support the organisation's objective of strengthening safety, compliance and operational resilience through the identification and management of improvement opportunities.

TARGET Achieve closure of all audit corrective actions within agreed timeframes and maintain effective controls to support continuous improvement, compliance and risk reduction.

STATUS On Track/Monitoring (Amber)

OVERDUE ACTIONS				
Directorate	**Under 30 Days Overdue**	**30-60 Days Overdue**	**Over 60 Days Overdue**	**Total Overdue Actions**
Infrastructure	11	2	5	18

3. EFFECTIVE RISK MANAGEMENT

3.1 HAZARD HUNTER

OBJECTIVE Reduction in open hazard reports and hazard report severity

TARGET Zero Critical Incidents and a 10-15% year-on-year reduction in Incident Frequency Rate, supported by verified controls for high-consequence risks.

STATUS: On Track/Monitoring (Amber)

Directorate	Hazards Reported	High Risk	Closed	Approved (Awaiting Corrective Actions)	Draft	Completion Rate
Water & Waste	3	0	1	1	1	33.3%
Infrastructure	0	0	-	-	-	N/A
Total	**3**	**0**	**1**	**1**	**1**	**33.3%**

3.2 EVENT/INCIDENT REVIEW

OBJECTIVE Reduction in Critical Incidents and Incident Frequency Rates (approximately 10% reduction from the current IFR).

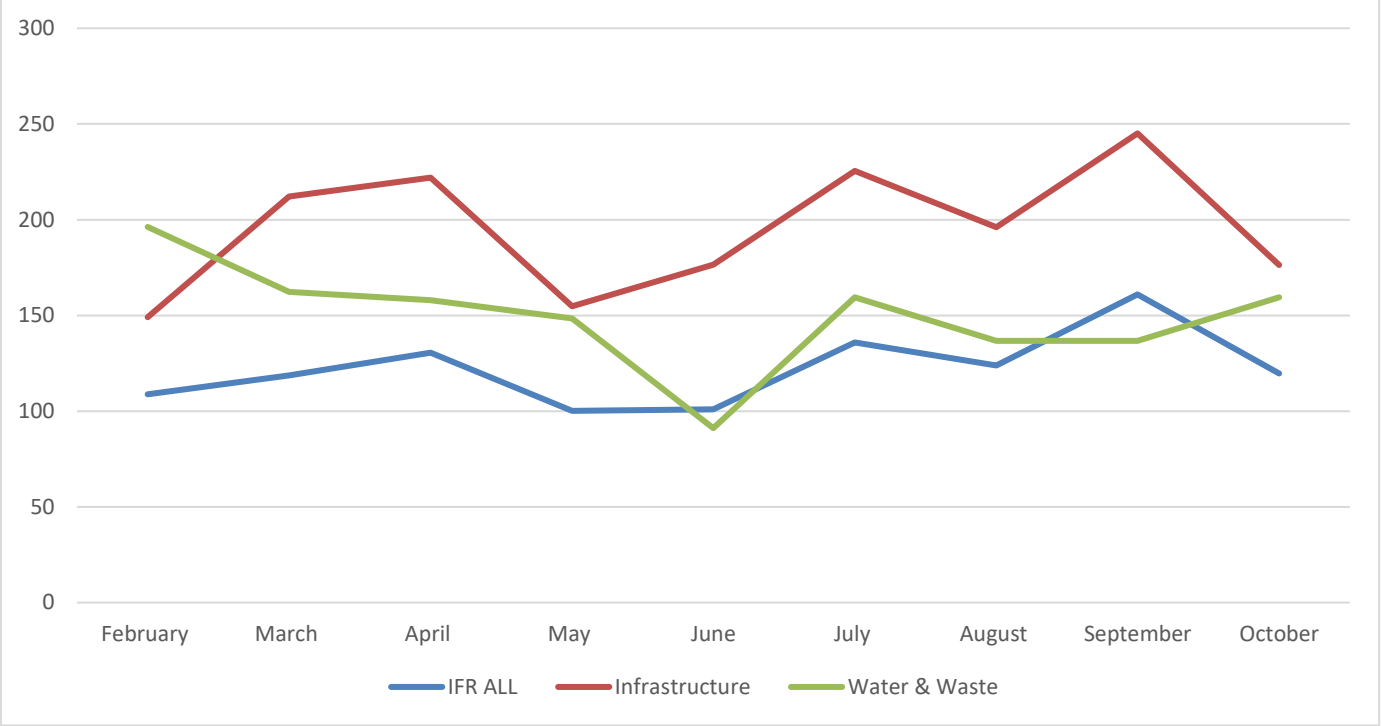
TARGET Achieve an Incident Frequency Rate (IFR) of 108 or less, Zero Critical/Notifiable Incidents.

STATUS: Not Met (Red)

IFR Rates February 2026 – October 2026

ORGANISATION WIDE	Incidents	Hours Worked	IFR (per 200,000 hrs)
	29	**48,445.00**	**119.7**
Department	**Incidents**	**Hours Worked**	**IFR (per 200,000 hrs)**
Infrastructure	**18**	**20,402.75**	**176.4**
Water & Waste	**7**	**8,780.25**	**159.4**
ORGANISATION Total	**29**	**48,445.00**	**119.7**

SAFETY AND RESILIENCE MONTHLY REPORT



4. WELLBEING & CAPACITY TO WORK

OBJECTIVE Support the safe, timely and sustainable recovery of injured workers while minimising the personal, operational and financial impacts of workplace injury.

TARGET ≥ 95% successful return-to-work rate within agreed timeframes.

STATUS:

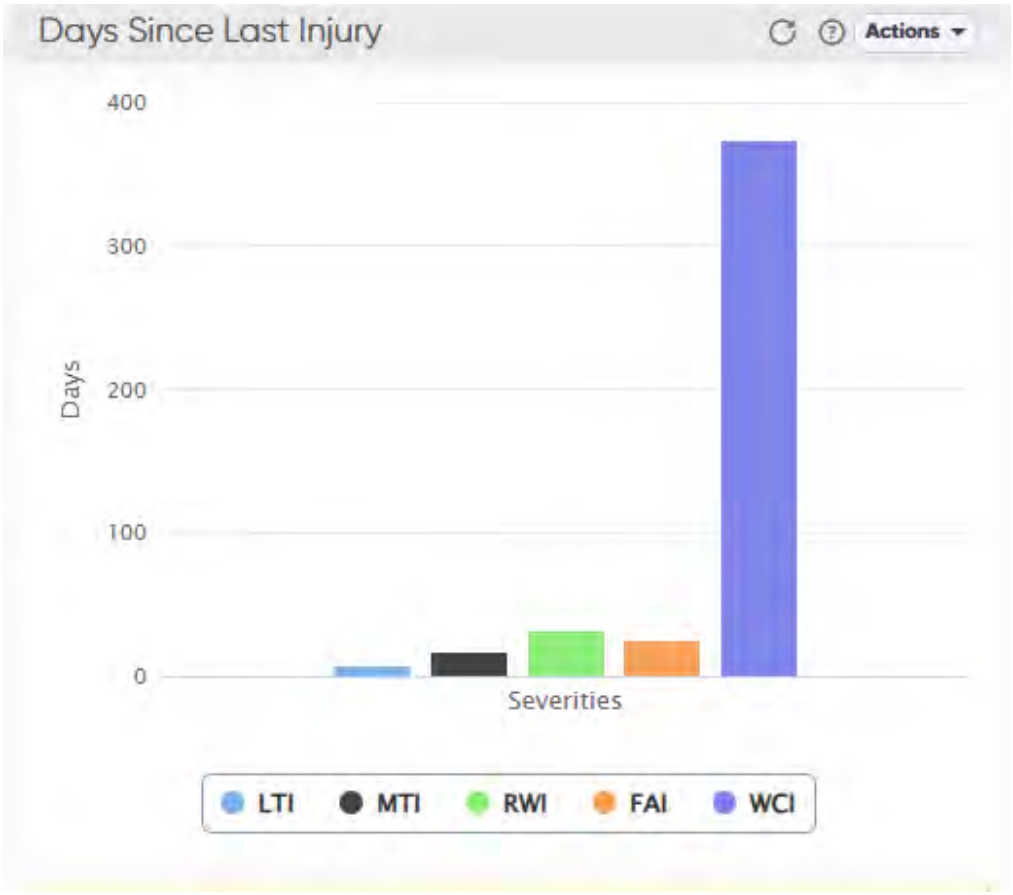
Number **Work Related** Claims: 12

Number **Worker Support** cases: 8

Current number of **Suitable Duties Plans:** 15

Number of **Psychosocial cases:** 2

Number of **Common Law Claims:** 1


Days Since Last Injury
Actions
400
300
200
100
0
Days
Severities
LTI
MTI
RWI
FAI
WCI

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Jason Devitt
AUTHOR POSITION	Director Infrastructure Services

8.38 WATER AND WASTE DIRECTORATE MONTHLY FINANCIAL REPORT AS AT 29 OCTOBER 2026

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. Presented is the Water and Waste Directorate monthly financial report for period ending 29 October 2026.

COMMITTEES RECOMMENDATION

Resolution No.: **WW11/26-0093**

Moved: **Mayor Kelly Vea Vea** **Seconded:** **Cr Rachel Anderson**

That the Committee recommends that Council:

1. **Receives the Water and Waste Directorate Monthly Financial Report for the period ended 29 October 2026.**

Carried

BACKGROUND:

Operating Budget for Water and Waste Directorate is made up of 5 cost centres:

1. 80000 – Director Water and Waste
2. 81000 – Water and Wastewater Operations
3. 83000 – Waste Management Operations
4. 84000 – W&W Business Services
5. 86000 – W&W Planning and Projects

The detail for each of these budgets for the period ending 29 October 2026 is shown *attached.*

IMPLICATIONS

Risk Category - Financial

Council has the following risk appetite:

- Averse – for the ability to meet cashflow requirements, managed through maintaining sufficient cash balances
- Cautious – for procurement of materials and services
- Open - for renewal of assets
- Engaged – for responsible proactive financial management

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

Year to date actual figures represent the position as at 29 October 2026 to meet the reporting timelines for the November Standing Committee meeting.

Operating Position:
At the end of October, the operating result for the Water and Waste programs before capital is $27,001 below the budgeted operating position.

- ***Operating Revenue*** is reporting $118,226 unfavourable, with actuals of $20,501,844 compared to a revised budget of $20,620,070. Net rates & Utility charges are favourable by $458,488 however other recurrent revenue is $465,988 unfavourable. This unfavourable position is due to lower than anticipated waste volumes received at the Moranbah landfill.
- ***Operating Expenses*** is reporting $91,225 favourable, with $14,197,089 in actual expenditure against YTD budget of $14,288,313. This favourable position is primarily due to the delay in receiving invoices for the waste collection contract and waste levy, partially offset by agency temp staff, utility charges and increased repairs and maintenance expenditure. YTD commitments are $6,197,762 with larger commitments of note being $2.6M for waste levy, $677K for water purchases, $482K for contractors at landfill sites, $679K for repairs and maintenance across the Directorate, $354K for chemicals and $335K for sample testing expenditure. Employee expenses are unfavourable by $187,590 largely linked to additional costs in the treatment program.

Capital Revenue:
Capital revenue was recorded for month ending October 2026 of $108,819 against a zero budget.

Net result:
The operating position combined with the capital revenue equates to Council having a current net result of a surplus of $81,818.

Capital Expenditure:
Capital expenditure is reported under a separate standalone report.

CONSULTATION

Finance staff

Director Infrastructure 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.

We responsibly manage our finances and assets in line with Council's agreed service levels and its long-term sustainability.

Report prepared by:	**Report authorised by:**
JASON DEVITT **Director Infrastructure Services**	CALE DENDLE **Chief Executive Officer**
Date: 3 November 2026	Date: 3 November 2026

ATTACHMENTS

- Attachment 1 – Water and Waste Monthly Financial Statement as at 29 October 2026

REFERENCE DOCUMENT

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. ***Receives the financial statements for the period ended 29 October 2026 pursuant to, and in accordance with, the Local Government Regulation 2021(s204).***

ISAAC REGIONAL COUNCIL

Statement of Comprehensive Income

For the Period Ended 29 October 2026

Water & Waste

	Notes	YTD Actual	YTD Revised Budget	Variance	Full Year Revised Budget	Commitments	Completion
		$	$	$	$	$	%
Income							
Operating Revenue							
Net Rates & Utility Charges	1	16,775,267	16,316,779	458,488	36,533,557	-	45.9%
Fees & Charges	2	950,754	1,055,757	(105,003)	4,189,360	-	22.7%
Rental Income		12,651	-	12,651	80,000	-	15.8%
Interest Received		53,013	71,388	(18,375)	214,164	-	24.8%
Operating Grants, Subsidies & Contributions		-	-	-	562,717	-	0.0%
Other Recurrent Revenue	3	2,710,159	3,176,147	(465,988)	10,983,219	-	24.7%
		20,501,844	**20,620,070**	**(118,226)**	**52,563,017**	**-**	**39.0%**
Expenses							
Operating Expenses							
Employee Expenses	4	3,280,217	3,092,627	187,590	9,436,646	-	34.8%
Materials & Services	5	4,528,175	4,807,407	(279,232)	22,538,504	6,197,762	20.1%
Finance Costs		13,244	12,827	417	42,806	-	30.9%
Depreciation and Amortisation		3,996,958	3,996,958	-	12,954,135	-	30.9%
Corporate Overheads & Competitive Neutrality Costs		2,378,495	2,378,495	-	7,135,485	-	33.3%
		14,197,089	**14,288,313**	**(91,225)**	**52,107,575**	**6,197,762**	**27.2%**
Operating Position Before Capital Items		**6,304,755**	**6,331,757**	**(27,001)**	**455,442**	**(6,197,762)**	**1384.3%**
Capital Revenue							
Capital Revenue	6	108,819	-	108,819	-	-	0.0%
		108,819	**-**	**108,819**	**-**	**-**	**0.0%**
Net Result Attributable to Council in Period		**6,413,574**	**6,331,757**	**81,818**	**455,442**	**(6,197,762)**	**1408.2%**
Total Comprehensive Income		**6,413,574**	**6,331,757**	**81,818**	**455,442**	**(6,197,762)**	**1408.2%**

1. **Net Rates & Utility Charges** is $458,488 favourable, with actuals of $16,775,267 compared to a revised budget of $16,316,779. The favourable variance is due to higher than anticipated water access charges, noting that this budget won't adjust until after the second rates run is finalised.

2. **Fees & Charges** are $950,754 compared to revised budget of $1,055,757 resulting an unfavourable variance of $105,003. This unfavourable variance is due to septic received in treatment plants being below budget (predominately in Moranbah), partially offset by increased sewerage and water connection revenue.

3. **Other Recurrent Revenue** for the year is $2,710,159 being $465,988 unfavourable to revised budget. This unfavourable variance is due to lower waste volume received at Moranbah landfill.

4. **Employee Expenses** are unfavourable compared to the revised budget by $187,590. This unfavourable variance is due to application of the vacancy rate and overtime. It should be noted that the Agency Temp Staff in Material & Services is $202K for the year (note annual budget $160K) with an additional $176K in commitments.

5. **Materials & Services** for the financial year to date are $279,232 favourable, with $4,528,175 in actual expenditure against YTD budget of $4,807,407. This favourable position is primarily due to the delay in receiving invoices for the waste collection contract and waste levy, partially offset by agency temp staff, utility charges and increased repairs and maintenance expenditure. YTD commitments are $6,197,762 with larger commitments of note being $2.6M for waste levy, $677K for water purchases, $482K for contractors at landfill sites, $679K for repairs and maintenance across the Directorate, $354K for chemicals and $335K for sample testing expenditure.

6. **Capital Revenue** for the year is $108,819 which is favourable to revised budget by $108,819. This favourable variance is due to developer contribution payments received for infrastructure charges.

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Jason Grandcourt
AUTHOR POSITION	Manager Waste Services

8.39 DAMAGED KERBSIDE WASTE BIN REQUESTS

EXECUTIVE SUMMARY

Since late September 2026, Cleanaway and Council have responded to an unprecedented increase in damaged kerbside waste bin requests across the Isaac region. During a four-week period, Council received 507 service requests relating to 592 damaged or stolen bins, representing almost the total number received during the 2025/26 financial year. Investigations have identified a range of contributing factors, with no single definitive cause established.

Additional resources have been deployed to manage customer requests and replace damaged bins. This report outlines the issue, investigation outcomes, actions undertaken and the current replacement program status.

COMMITTEES RECOMMENDATION

Resolution No.: **WW11/26-0094**

Moved: **Cr Rachel Anderson** **Seconded:** **Mayor Kelly Vea Vea**

That the Committee recommends that Council:

1. **Receives the report regarding the increase in damaged kerbside waste bins and notes the actions being undertaken by Council and Cleanaway to investigate the issue and complete outstanding replacement requests.**

Carried

BACKGROUND

In late September 2026, Waste Services identified a significant increase in customer requests for replacement kerbside waste bins due to reports of cracked, split and damaged bins across multiple communities throughout the Isaac region.

The volume of requests increased rapidly and exceeded normal operational replacement rates. As at 31 October 2026, Council had recorded 507 service requests relating to 592 damaged or stolen bins. The majority of requests related to damaged bin bodies requiring full replacement rather than repair of lids or wheels.

The issue was experienced across several townships, with Clermont, Moranbah and Dysart accounting for the majority of requests. As of 31 October 2026, requests were distributed as follows:

Table 1: Requests by Location

Location	Requests	% of Total
Clermont	266	52.5%
Moranbah	103	20.3%
Dysart	87	17.1%
Middlemount	47	9.3%
Nebo	3	0.6%
Ilbilbie	1	0.2%

Requests were recorded across six communities, with more than half originating from Clermont.

Historically, Council receives a relatively consistent number of damaged and stolen bin requests each month.

Table 2: Historical Damaged and Stolen Bin Requests

Month	Total Requests
July 2025	35
August 2025	36
September 2025	44
October 2025	56
November 2025	50
December 2025	28
January 2026	24
February 2026	47
March 2026	66
April 2026	46
May 2026	40
June 2026	51

Total FY2025/26	**523**
Monthly Average	**44**

As shown in the above table, Council received 523 damaged and stolen bin requests during the entire 2025/26 financial year, representing an average of approximately 44 requests per month. The 507 requests received in approximately four weeks represented 96.9% of the total number of damaged and stolen bin requests received during the entire 2025/26 financial year.

Please note that this comparison is between service requests, not individual bins.

Following the increase in damaged bin reports, Waste Services worked with Cleanaway to investigate potential causes.

Initial concerns focused on the possibility that collection vehicle lifting equipment may have been contributing to damage. Cleanaway undertook testing of hydraulic grab arm pressures on collection vehicles and confirmed operating pressures were within the manufacturer's recommended operating range of 1,800 to 2,200 psi. As a precaution, Cleanaway subsequently completed preventative maintenance and replaced a number of grab arm components on collection vehicles servicing the region.

In addition to this change, discussions between Waste Services and Cleanaway identified a potential issue relating to the performance of newer replacement bins. Cleanaway advised that some newer bins may be more susceptible to cracking or structural failures than previous models.

This view was further supported through discussions with another regional Queensland local government that utilises a different waste collection contractor and has recently experienced a similar increase in damaged bins. This suggests the issue may not be solely attributable to local collection practices and that the performance of newer bin stock may be a contributing factor.

In response, Cleanaway has commenced procurement of replacement bins incorporating reinforced corner designs to improve durability and reduce the likelihood of future failures.

Increased community awareness of Council's replacement process is considered likely to have contributed to an increase in reports of previously damaged bins. This is considered likely to have contributed to the high number of requests received within a relatively short timeframe.

Investigations have not identified evidence of contractor negligence or a systemic operational failure. Council will continue to monitor replacement outcomes and assess any contractual implications should further information become available.

While investigations have not identified a single definitive cause, the available evidence suggests the increase in damaged bins is likely the result of multiple contributing factors. These include wear of collection vehicle grab components, structural failures in some replacement bins and an increase in reports of previously damaged bins following greater community awareness of the issue. Although collection vehicle grab pressures were found to be operating within manufacturer specifications, preventative replacement of grab components may have contributed to the reduction in reported bin damage observed since the peak reporting period.

Waste Services and Cleanaway have actively progressed replacement requests since the issue emerged.

Table 3: Bins Reported and Service Request Status as at 31 October 2026

Measure (bins or service requests)	Number
Damaged bins	583
Stolen bins	9
Total damaged and stolen bins reported (bins)	592
Completed service requests (requests)	205
Outstanding service requests (requests)	302

The 205 completed and 302 outstanding service requests total 507 requests. These request counts are distinct from the 592 individual bins reported.

Due to overwhelming demand, replacement activities have been impacted by shortages of replacement bin stock. Cleanaway has advised that additional IRC-branded bins have been ordered.

As an interim measure, approximately 250 unbranded bins have been sourced from Brisbane to assist with reducing the backlog while awaiting replacement stock. These bins will be exchanged for IRC-branded bins at a later date.

Once additional stock arrives, Cleanaway intends to deploy a flatbed truck and additional personnel from outside the region to accelerate replacement activities. The interim bins are expected to arrive during the week commencing 9 November 2026.

As at 31 October 2026, 302 requests remained outstanding. Based on current forecasts, outstanding replacements are expected to be completed by late November 2026, subject to the availability of replacement bin stock and operational conditions.

Waste Services will continue to monitor request volumes, replacement progress and the outcomes of ongoing investigations with Cleanaway.

As at 31 October 2026, Waste Services and Cleanaway have undertaken or commenced the following actions:

- Investigation of reported damage trends across the region.
- Testing of collection vehicle hydraulic grab arm pressures.
- Inspection of collection vehicle lifting equipment.
- Preventative maintenance and replacement of grab arm components.
- Daily monitoring of replacement requests and completion rates.
- Increased engagement between Council officers and contractor management.
- Replacement activities using deployed resources, with further flatbed truck and personnel support planned following stock arrival.
- Procurement of additional replacement bin stock.

- Procurement of reinforced corner replacement bins to improve durability.
- Development of customer communication and key messaging.

Analysis of daily customer request data indicates that reporting volumes peaked in early October 2026 and subsequently decreased throughout the remainder of the reporting period. While elevated request volumes continued to be received, the downward trend in new reports suggests that the issue has stabilised and that the number of newly reported damaged bins is returning towards historical levels. Council and Cleanaway continue to monitor request volumes and replacement activities while working collaboratively to complete outstanding replacements and restore normal service levels.

Waste Services will continue to:

- Monitor damaged bin reports and replacement trends.
- Liaise with Cleanaway regarding investigation outcomes.
- Monitor performance of reinforced corner replacement bins.
- Track reduction of the outstanding replacement backlog.
- Review whether preventative maintenance measures have reduced future damage rates.
- Provide a further update to Council upon clearance of the backlog, or earlier if a definitive cause or material delay is identified.

IMPLICATIONS

Service Delivery

The significant increase in damaged waste bin requests has impacted Council's ability to deliver routine waste management functions efficiently. Since September 2026, Council has received 507 damaged bin service requests, creating a substantial workload associated with inspections, customer communications, contractor liaison and replacement coordination.

The increased volume of requests required officers to redirect resources from routine waste management activities to customer response, investigation and replacement coordination. Customer Service resources were also required to manage significantly increased enquiry volumes.

Council officers continue to work closely with Cleanaway to monitor replacement progress, investigate potential causes and return service levels to normal.

Customer Impact

Residents may experience inconvenience where damaged bins are unable to be used effectively while awaiting replacement. Delays have primarily resulted from the unprecedented volume of requests and temporary shortages of replacement stock.

As part of the response, Council converted the paper-based request form to an electronic form to streamline the submission and management of customer requests.

Risk

There is a reputational risk to Council and its contractor if replacement timeframes are not addressed within a reasonable period. Extended delays may reduce community confidence in waste service delivery. Council officers continue to monitor performance and work closely with Cleanaway to minimise this risk.

Financial

While replacement bins are supplied under existing contract arrangements, the event has generated additional administrative workload for Council officers and additional operational costs for the contractor. No direct budget variation is currently required.

CONSULTATION

Consultation and engagement have occurred with:

- Cleanaway operational and regional management.
- Waste Services officers.
- Customer Service officers.
- Communications team.
- Councillors.

BASIS FOR RECOMMENDATION

The rapid and unprecedented increase in damaged kerbside waste bin requests represents a significant operational issue for Council. While investigations have not identified a definitive cause, actions undertaken by Council and Cleanaway have stabilised the situation and replacement activities continue. The report provides transparency regarding the scope of the issue, response actions undertaken and progress towards restoration of normal service levels.

ACTION ACCOUNTABILITY

Manager Waste Services to continue monitoring replacement progress, ongoing investigations and contractor performance and provide further updates to Council if required.

KEY MESSAGES

As at 31 October 2026, Council had received 507 customer requests relating to 592 damaged or stolen kerbside waste bins across six communities, representing 96.9% of all damaged and stolen bin requests received during the 2025/26 financial year. Investigations undertaken by Council and Cleanaway have not identified a single definitive cause, with evidence suggesting multiple contributing factors. Bin replacement activities remain underway, with 205 requests completed and 302 outstanding as at 31 October 2026. Waste Services and Cleanaway continue to work collaboratively to complete outstanding replacements and implement measures to reduce future occurrences.

Report prepared by:	**Report authorised by:**
JASON GRANDCOURT **Manager Waste Services**	Jason Devitt **Director Water and Waste**
Date: Monday 2 November 2026	Date: Monday 2 November 2026

ATTACHMENTS

- Nil

REFERENCE DOCUMENT

- Cleanaway Vehicle Inspection Summary

OFFICER'S RECOMMENDATION

That the Committee recommends that Council:

1. ***Receives the report regarding the increase in damaged kerbside waste bins and notes the actions being undertaken by Council and Cleanaway to investigate the issue and complete outstanding replacement requests.***

ISAAC REGION
HELPING TO ENERGISE THE WORLD
ABN 39 274 142 600

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Joel Redden
AUTHOR POSITION	Program Leader – Economic Development

9.1 ENDORSEMENT OF SINGLE SOURCE PROCUREMENT – SHOP ISAAC BUY LOCAL CARDS (INTERIM ARRANGEMENT)

EXECUTIVE SUMMARY

This report seeks Council's endorsement to proceed with a single source procurement of Cards4All on an interim basis, and an exemption from the requirement to invite quotes or tenders, until Council goes to market to engage a card provider that meets the scope of the updated Shop Isaac program. Direct engagement is recommended on the basis that Cards4All is the incumbent provider, already holds the card design, merchant integration and continuity of supply avoids disruption to local businesses and the community.

OFFICER'S RECOMMENDATION

That Council:

1. ***Notes that the contract with Cards4All for the supply of Shop Isaac Buy Local cards has concluded***
2. ***Notes that in October 2026 at the conclusion of the Community Services Standing Committee meeting, Council workshopped the future direction of the Shop Isaac Buy Local program and that the outcomes of that workshop will shape the scope of a future procurement***
3. ***Resolves, pursuant to section 235(b) of the Local Government Regulation 2012, that it is satisfied that it is appropriate to engage Cards4All as a single source supplier, without inviting quotes or tenders, for the supply of Shop Isaac Buy Local cards and associated loading services on an interim basis***
4. ***Authorises the Chief Executive Officer (or delegate) to continue to engage Cards4All on this basis within the adopted budget until July 2027 unless the commencement of a new provider following a market process is finalised prior***
5. ***Requests that officers undertake a market process to procure a card provider that meets the scope of the updated program and report the outcome to Council by July 2027***

BACKGROUND

The Shop Isaac Buy Local program encourages residents, visitors and Council to spend within the Isaac region by providing cards redeemable at participating local businesses. The program supports local economic activity and gives Council a practical option for gifts, rewards, recognition and community initiatives. The services provided include the production and branding of Shop Isaac Buy Local cards, card activation and value loading, settlement of funds to participating businesses, reporting and customer support.

Cards4All previously delivered the Shop Isaac Buy Local Program under contract to Council. That contract expired 15 August 2026. To ensure continuity of service and avoid disruption to Council, cardholders and participating businesses, Council has a stock of cards on hand to continue the service and Cards4All has continued to provide services on the same operational basis while Council considers the future direction of the program and undertakes the necessary procurement processes.

While service delivery has continued, this position needs to be regularised to ensure compliance with Council's procurement requirements and appropriate governance arrangements. This report seeks Council approval to formalise the interim arrangement and ensure continuity whilst a new procurement process is undertaken.

Program context

In October 2026, Council participated in a workshop to consider the future direction of the Shop Isaac Buy Local Program. At the time, the existing contract was approaching expiry and there was uncertainty regarding the program's future scope and delivery model. Given this uncertainty, officers elected to defer procurement activities pending Council's consideration of the program's future requirements.

While extending the existing contract would have provided a stronger governance outcome, officers considered that maintaining a stock of pre-purchased blank cards would allow the program to continue operating without disruption. Continuing with the incumbent provider on an interim basis also avoided committing Council to a longer-term procurement arrangement before the future direction of the program was confirmed. This was considered the most practical and lowest-risk option during this period.

In forecasting program expenditure, officers assessed the purchase of blank cards, including card-loading administration fees, as being within the delegated procurement thresholds prescribed under Council's Procurement Policy. However, card loads are subsequently processed through bulk-loading invoices, which can result in individual transactions exceeding $21,900. In the absence of a current contract, these transactions require Council resolution.

As a result, the accounting treatment and processing of card-loading transactions differ from the original expenditure assessment. Officers are therefore seeking Council's endorsement of the interim arrangement to ensure the continued operation of the program while maintaining compliance with Council's procurement framework until a long-term procurement solution is implemented.

Legislative Context

The *Local Government Act 2009* and the *Local Government Regulation 2012,* require Council to apply the sound contracting principles, including value for money, open and effective competition, the development of competitive local business and industry, environmental protection, and ethical behaviour and fair dealing.

Where Council is satisfied that an exception applies, the Regulation allows Council to resolve to enter into a contract without first inviting written quotes or tenders. Council's Procurement Policy also provides for exceptions to its quoting and tendering requirements where Council resolves that it is appropriate. This report asks Council to make such a resolution for an interim period only.

The interim arrangement continues the commercial model that applied under the previous contract. See *Attachment 1*. In summary:

- Blank cards are purchased from Cards4All, and the card price includes the administration fee for loading.
- Value is loaded to cards through a bulk loading invoice process.

- Unredeemed balances (breakage) are treated in line with the previous contract: 50% retained by Cards4All / 50% returned to Council.
- Merchant settlement continues through the Cards4All platform.

Procurement Exemption Justification

Officers recommend direct engagement of Cards4All for the following reasons:

- Continuity of service: Cards4All is the existing provider and holds the established card design, system configuration and records for the program. Engaging a new provider would likely interrupt supply.
- Merchant network: Participating local businesses are already registered and settled through the Shop Isaac Cards4All platform. A change of provider would require re-registration and re-training, creating a burden for local businesses.
- Existing balances: Cards already in circulation with unspent balances will continue to be honoured. Continued engagement avoids risk to cardholders and to Council's reputation.
- Performance: Cards4All's performance under the previous contract was sound.
- Time and cost: A new market process, onboarding and card redesign would add cost and delay beyond what is practical for the current program needs.
- Pricing: The pricing offered is consistent with the previous contract.
- Limited duration: The arrangement is intended to last only until a market process is complete.

IMPLICATIONS

Financial and Resourcing

The interim arrangement will be delivered within the adopted budget for the Shop Isaac Buy Local program. No additional budget is sought through this report. Any budget required for an enhanced or upgraded program will be considered separately by Council through resolution or normal budget processes once the future scope is settled.

Legal and Governance

The proposed contract will be prepared in accordance with Council's Procurement Policy. The recommendation relies on Council being satisfied that an exception to the requirement to invite quotes or tenders applies under the *Local Government Regulation 2012*.

Strategic Alignment

This report aligns with Council's 2023-2028 Progressive Economy theme, particularly Priority 5, which seeks to encourage and promote greater expenditure within the local economy by residents, visitors, and businesses.

CONSULTATION

Internal

Director Community Services

Manager Contracts and Procurement

Contracting Facilitator

Manager Governance and Assurance

Manager Accounting Services

Manger Budgets and Statutory Reporting

Manager Economic Development

Economic Development Program Support Officer

External

Cards4All

BASIS FOR RECOMMENDATION

The Shop Isaac Buy Local program continues to support local businesses across the region. As Council was still considering the future of the program, Council's contract with Cards4All has ended, it was considered more appropriate to defer a market process until the long-term requirements were clearer. Officers have maintained supply while Council considers the future of the program. Endorsing a time-limited single source arrangement allows the program to continue without disruption, regularises the current position, and gives Council time to settle the new scope before going to market for a provider that meets it. Officers recommend that Council adopt the recommendation in this report.

ACTION ACCOUNTABILITY

Chief Executive Officer (or delegate) to execute an interim agreement with Cards4All to maintain delivery of the Shop Isaac Buy Local Program until a long-term provider is appointed.

Economic Development Team to develop the future program scope and service requirements, report to Council by July 2027, and maintain stakeholder engagement and service continuity during the procurement process.

Procurement Team to undertake a compliant procurement process.

Finance Team to monitor expenditure and compliance under the interim arrangement.

KEY MESSAGES

The report aims to maintain the continuity of the Shop Isaac Buy Local Program, supporting local businesses and economic activity while Council determines the future scope of the program and procures a long-term service provider.

Report prepared by:	**Report authorised by:**
JOEL REDDEN **Program Leader – Economic Development**	HEIDI ROBERTS **Director Community Services**
Date: 09 November 2026	Date: 18 November 2026

ATTACHMENTS

- Attachment 1 – Signed Letter of Acknowledgment 15.08.2023

REFERENCE DOCUMENT

- CORP-POL-122 Procurement Policy
- Procurement Decision Matrix as at 01 July 2026
- Isaac Regional Council 2023-2028 Corporate Plan

Letter of Acknowledgement

Mr Daniel Wagner
Director Planning, Environment and Community Service
Isaac Regional Council
PO Box 97
MORANBAH QLD 4744

Dear Mr Wagner

I hereby acknowledge and agree to terms and conditions outlined in the letter dated 10 August 2023 and summarised below –

Project number	IRCQ-ALL5-1222-1203
Project Name	Shop Isaac Buy Local Program
Price	$3.40 excl GST / $3.74 incl GST per card
Price Basis	Schedule of Rates
Payment Details	Invoices
Relevant Documentation	IRCQ-ALL5-1222-1203 RFQ Documentation
Commencement Date	Upon receipt of the signed Letter of Acknowledgement by Council
Completion Date	2 years after the commencement date with the option of extension for a further one (1) year at the sole discretion of Isaac Regional Council

I have read and agree to the details above and have read and agree to the attached documentation.

Name	REBECCA LEAMON
Title	DIRECTOR
Company	Cards4all Pty Ltd
Signature	
Date	15-8-2023

Once signed, please send this page back **to isaacrfx@isaac.qld.gov.au**

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Maaike de Beer
AUTHOR POSITION	Technical Director

9.2 TECHNOLOGYONE PROJECT UPDATE

EXECUTIVE SUMMARY

To provide Council with an update on the TechnologyOne Project following the 30 October 2026 go-live milestone, including the operational status of Phase 1 modules, outstanding transition activities, key risks and treatments, and the proposed progression of Phase 1B and Phase 2.

OFFICER'S RECOMMENDATION

That Council:

1. Receive and note the TechnologyOne Project Update Report

BACKGROUND

The TechnologyOne Project entered post-go-live stabilisation following implementation of key Phase 1 modules on 30 October 2026. The focus is now on operational continuity, outstanding implementation activities and forward planning.

Current Implementation Status

As at 12 November 2026, Finance, Supply Chain Management, Human Resources and Enterprise Asset Management are live. Payroll and Enterprise Content Management remain delayed, while Reporting is on track and being progressively delivered. Current priorities are to stabilise live services, complete outstanding activities and support the transition to business-as-usual operations.

Outstanding Implementation Activities

Payroll

Payroll implementation was delayed due to issues associated with the migration of historical employee pay data required for Australian Taxation Office (ATO) reporting. Historical pay data to 30 October 2026 has since been loaded and reconciled against the existing Ci Single Touch Payroll (STP) report.

Employee maintenance commenced in CiA on 9 November 2026, followed by timesheet processing on 10 November. Preparations are underway for the pay period ending 13 November 2026 to be processed in CiA. Employee Self-Service functionality is planned to become available from 1 December 2026.

Enterprise Content Management

The implementation of Enterprise Content Management (ECM) remains delayed, with Connected Content functionality and historical attachment migration yet to be completed.

Users can currently add and access attachments through functional areas within CiA, such as asset details. However, the broader Connected Content functionality remains outstanding.

Historical attachment migration also remains outstanding, with users continuing to access existing attachments through the Ci production environment until migration activities are completed.

The module-by-module position, outstanding actions and significant risks are summarised in the table below.

Module	Status	Operational Position	Outstanding Actions/Treatments	Significant Risks/Issues
Finance	Live	Accounts Payable, General Ledger, Purchase Cards and Bank Reconciliation are live. P&R Ci-to-CiA General Ledger integration is running manually each day.	Establish daily automated integration using Secure File Transfer Protocol (SFTP) or a web service.	Reliance on manual daily processing creates an operational continuity risk.
Supply Chain Management	Live	Purchasing and Stores management are live.	Manage the significant number of post-go-live change requests through ServiceNow.	No significant risks identified.
Human Resources	Live	Recruitment and Training are live. Approved recruitment workflow changes have been implemented. The training program is being developed for future bookings.	No outstanding actions identified.	No significant risks identified.
Payroll	Delayed	Go-live delayed due to historical pay-data migration required for ATO reporting. Pay history to 30 October has been loaded and reconciled. The pay period ending 13 November is being prepared as the first in CiA.	Employee maintenance commenced 9 November; timesheet entry commenced 10 November. Employee Self-Service planned from 1 December.	Payroll remains in Ci during transition; manual journals are required for work-order costing where timesheets post to home cost centres.
Enterprise Asset Management	Live	Customer Request Management (Ci) to Work Order (CiA) integration, Operational Assets and Fleet Assets are live.	Fix the CRM-to-Work Order integration monitoring dashboard and migrate remaining Asset Book details.	No significant risks identified.
Enterprise Content Management	Delayed	Go-live for Connected Content and historical attachments is delayed; users can add and access attachments through functional areas. Configuration continuing to be finalised.	Await TechnologyOne update on Connected Content implementation and completion of historical attachment migration.	Historical attachments remain accessible through Ci PROD pending migration.
Reporting	On Track	Custom reports are being prioritised and scheduled against required dates, with progressive delivery planned over coming months.	Continue report configuration and develop internal staff capability.	Late identification of reporting needs places pressure on configuration resources; Council needs ongoing upskilling.

Post Go-Live Support

Post-go-live support arrangements remain in place, with incidents and change requests managed through ServiceNow. The platform provides a centralised mechanism for recording, prioritising and monitoring outstanding matters, supporting timely resolution and escalation where required. The Project Team continues to work with business areas and technical resources to address emerging issues and support system stabilisation.

Change and Communications

Change management and communication activities continue to support staff following implementation of the new TechnologyOne system. The focus has shifted towards ongoing system familiarisation, addressing emerging training needs and building confidence in the new functionality.

The Project Team continues to engage with business areas and key users to identify additional training requirements, provide guidance on updated processes and strengthen internal capability. Targeted engagement activities will continue as the system stabilises and transitions towards business-as-usual operations.

Forward Planning

Phase 1B is intended to deliver additional functionality and enhancements, including Enterprise Asset Management capabilities, Enterprise Budgeting and other Phase 1 module improvements. Strategic Asset Management is indicatively scheduled for May to August 2027, and Enterprise Budgeting for the 2027/28 budget cycle; other Phase 1B delivery dates remain to be confirmed.

Phase 2 is planned to cover Property & Rating, Enterprise Cash Receipting, Customer Request Management, Digital Experience and Enterprise Content Management. Further detail to be presented to the December Project Control Group meeting.

IMPLICATIONS

Risk Category – Assets

Council's risk appetite for improvements to existing technology is Cautious, whilst for new systems Council's risk appetite is Open.

CONSULTATION

Director Corporate Services

TechnologyOne Project Control Group

BASIS FOR RECOMMENDATION

Not applicable.

ACTION ACCOUNTABILITY

Update only.

KEY MESSAGES

Update only.

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ABN 39 274 142 600

Report prepared by:	Report authorised by:
MAAIKE DE BEER **Technical Director**	DARREN FETTELL **Director Corporate Services**
Date: 12 November 2026	Date: 17 November 2026

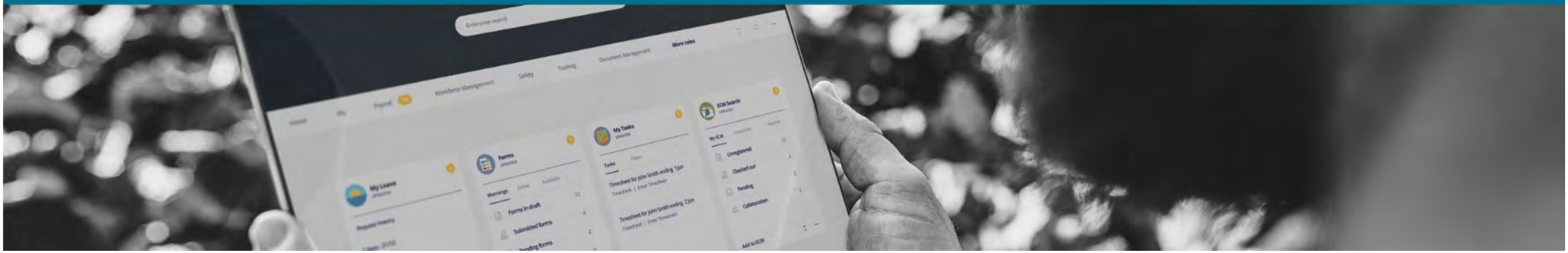
ATTACHMENTS

- Attachment 1 – TechnologyOne Project Status Report (November 2026).

REFERENCE DOCUMENT

- Nil

The TechOne Project



The TechOne Project Status Report

12 November 2026

Technical Director: Maaike de Beer
Change Manager: Vanessa Ericson

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MODULE SNAPSHOT

	MODULE	BUSINESS OWNER	TECHNICAL SPECIALIST	STATUS
1	Finance (FIN)	Alyce Power	James Marr	Live
2	Supply Chain Management (SCM)	John Squire	James Marr	Live
3	Human Resources (HR)	Trudi Liekefett	Samantha Shields	Live
4	Payroll	Alyce Power	Samantha Shields	Delayed
5	Enterprise Asset Management	Jason Devitt	Eric Malcolm	Live
6	Enterprise Content Management	Ryan Johnson	Gemma Hayes	Delayed
7	Reporting	Darren Fettell	Trent MacLeod	On Track

FINANCE

Live

AIM	BUSINESS OWNER	TECHNICAL SPECIALIST
Stabilisation and familiarisation.	Alyce Power	James Marr

OPERATIONAL POSITION

Core financial functions	Accounts Payable, General Ledger, Purchase Cards and Bank Reconciliation are live.
Finance integration	Property & Rating Ci to CiA General Ledger integration is live; currently run manually each day.

OUTSTANDING ACTIONS / TREATMENTS

Integration automation	Establish a daily automated integration solution using SFTP or a web service.

SIGNIFICANT RISKS / ISSUES

Manual daily processing	Current reliance on a person to run the integration each day creates an operational continuity risk.

SUPPLY CHAIN MANAGEMENT

Live

AIM Stabilisation.

BUSINESS OWNER: John Squire

TECHNICAL SPECIALIST: James Marr

OPERATIONAL POSITION

Core SCM functions Purchasing and Stores management are live.

OUTSTANDING ACTIONS / TREATMENTS

Post Go-Live Changes A significant number of SCM change requests have been lodged following go-live; these are being actively managed through ServiceNow.

SIGNIFICANT RISKS / ISSUES

NIL

HUMAN RESOURCES

Live

AIM	BUSINESS OWNER	TECHNICAL SPECIALIST
Stabilisation and familiarisation with HR functionality.	Trudi Liekefett	Samantha Shields

OPERATIONAL POSITION

Recruitment	Recruitment is live, and approved workflow changes have been implemented following go-live.
Training	Training functionality is live. The Training team is building the training program for future bookings.

OUTSTANDING ACTIONS / TREATMENTS

NIL

SIGNIFICANT RISKS / ISSUES

NIL

PAYROLL

Delayed

AIM	BUSINESS OWNER	TECHNICAL SPECIALIST
Migration of employee pay history and Go Live with Organisation Management, Timesheets and Payroll.	Alyce Power	Samantha Shields

OPERATIONAL POSITION

Go-Live Status	Payroll go-live has been delayed by historical pay data migration issues. Pay history is required for ATO reporting.
Current Workaround	Payroll can continue from Ci. Timesheets are posted to home cost centres only; manual journals processed where work order costing is required (e.g. RMPC).
Pay History Migration	Pay history to 30 October has been loaded and reconciled against the Ci STP report.
Next Pay Period	Preparation is underway for the pay period ending 13 November to be the first processed in CiA.
Employee Self-Service	Planned to be available from 1 December.

OUTSTANDING ACTIONS / TREATMENTS

Employee Maintenance	Commenced in CiA from 9 November.
Timesheet Processing	Entry commencing 10 November per BAU process.

SIGNIFICANT RISKS / ISSUES

NIL

ENTERPRISE ASSET MANAGEMENT

Live

AIM Stabilisation and enhancements.

BUSINESS OWNER
Jason Devitt

TECHNICAL SPECIALIST
Eric Malcolm

OPERATIONAL POSITION

Work Order Integration	Customer Request Management (Ci) to Work Order (CiA) integration is live.
Operational Assets	Operational Assets functionality is live.
Fleet Assets	Fleet Assets functionality is live.

OUTSTANDING ACTIONS / TREATMENTS

CRM to Work Order Dashboard	Dashboard for monitoring of CRM to WO integration requires fixes.
Asset Book	Asset Book details still to be migrated.

SIGNIFICANT RISKS / ISSUES

NIL

ENTERPRISE CONTENT MANAGEMENT

Delayed

AIM	BUSINESS OWNER	TECHNICAL SPECIALIST
Historical Document Migration and Connected Content for Phase 1 modules.	Ryan Johnson	Gemma Hayes

OPERATIONAL POSITION

Asset Functionality	The go-live for new and historical attachments is delayed.
Current User Access	Users can add and access attachments through functional areas, such as asset details.

OUTSTANDING ACTIONS / TREATMENTS

Connected Content	ECM configuration to be finalised week commencing 16 November.
Attachment Migration	TechnologyOne is progressing the attachment migration.

SIGNIFICANT RISKS / ISSUES

Historical document access	Users must continue to access historical attachments through Ci PROD until migration is completed.

REPORTING

On Track

AIM	BUSINESS OWNER	TECHNICAL SPECIALIST
Ongoing configuration of custom reporting requirements.	Darren Fettell	Trent MacLeod

OPERATIONAL POSITION

Report Delivery	Custom reports will continue to be configured and progressively rolled out over the coming months.
Prioritisation	Report requests have been prioritised and scheduled against due dates.

OUTSTANDING ACTIONS / TREATMENTS

NIL

SIGNIFICANT RISKS / ISSUES

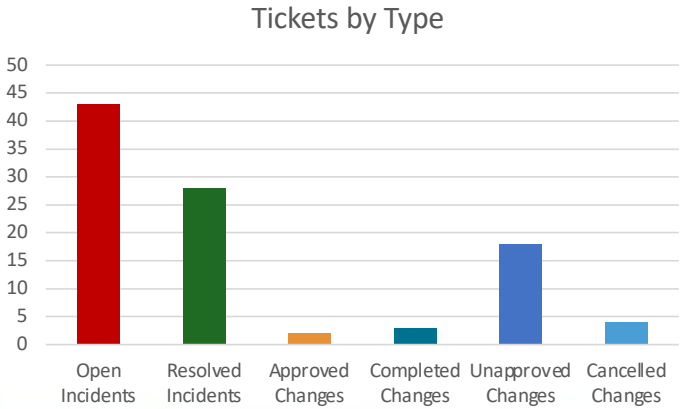
Late identification of needs	Late reporting requirements from some business areas have increased pressure on available configuration resources.
Internal capability	Council staff will need ongoing upskilling to configure and maintain custom reports.

SERVICENOW TICKETS | SUMMARY*

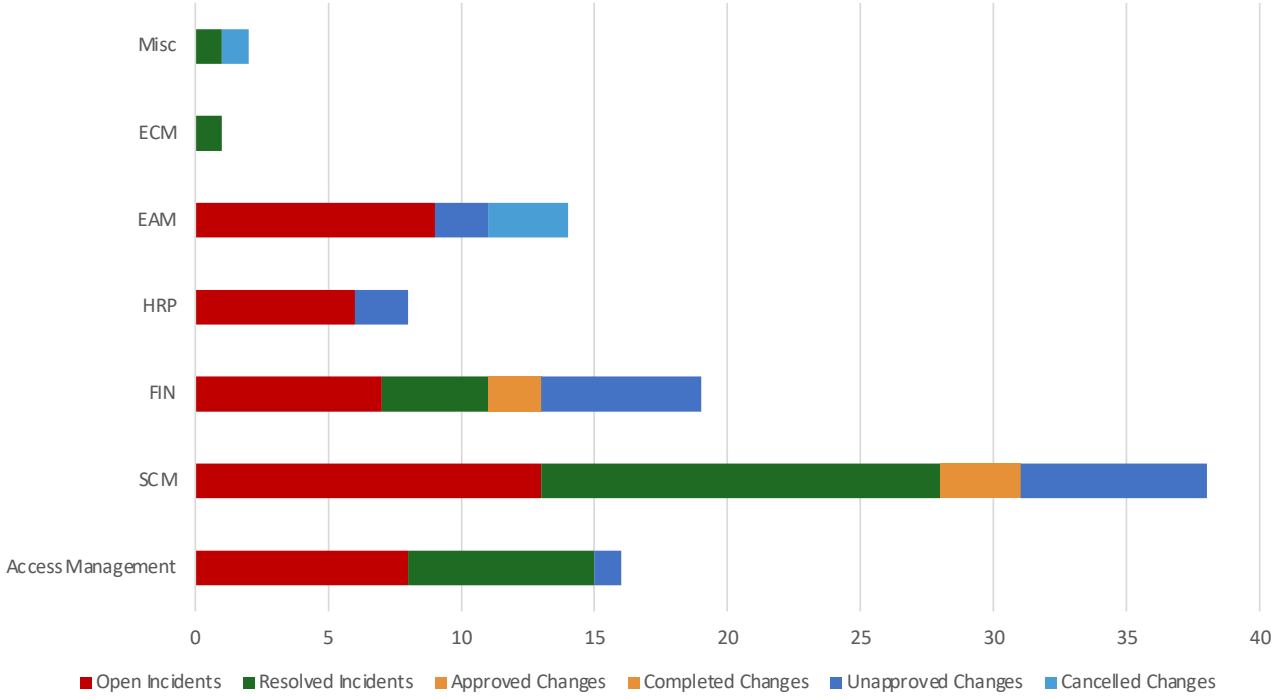
CURRENT TICKET MIX

43 Open Incidents	**28** Resolved Incidents	**2** Approved Change Requests
3 Completed Changes	**18** Unapproved Change Requests	**4** Cancelled Change Requests

Total tickets **98**



TICKETS BY MODULE



*as at 5:00pm 9 November 2026.

PHASE 1B | SCOPE OF DELIVERY

AIM Delivery of additional functionality and enhancements across Phase 1 modules to support Council's operational requirements.

PROJECT MANAGER
Maaike de Beer

MODULE	FUNCTIONAL GROUP	INDICATIVE TIMELINE
EAM	Project Lifecycle Management (PLM)	TBC
EAM	Strategic Asset Management (SAM)	May 2027 – August 2027
EAM	Field App	TBC
EAM	Scheduled Works	TBC
EAM	Defect Management	TBC
EAM	Work Requests	TBC
EAM	Crew Management	TBC
CPM	Enterprise Budgeting (EB)	2027/28 Budget Cycle
SCM	Contracts & Sourcing	TBC
SCM	Supplier Portal	TBC
HR	Talent and Succession	TBC
CPM	Performance Planning	TBC
FIN	Grants Module	TBC

PHASE 2 | SCOPE OF DELIVERY*

AIM Implementation of Property & Rating, Enterprise Cash Receipting, Customer Request Management and Digital Experience functionality.

PROJECT MANAGER
Barbro Lemmon

MODULE
Property & Rating (P&R)
Enterprise Cash Receipting (ECR)
Customer Request Management (CRM)
Digital Experience (DXP)
Enterprise Content Management (ECM)

*Further information to be provided in December PCG meeting.

PCG MEMBERSHIP REVIEW

DIGITAL PROGRAM STEERING COMMITTEE | IRC Executive Leadership Team

TECHNOLOGYONE PROJECT CONTROL GROUP

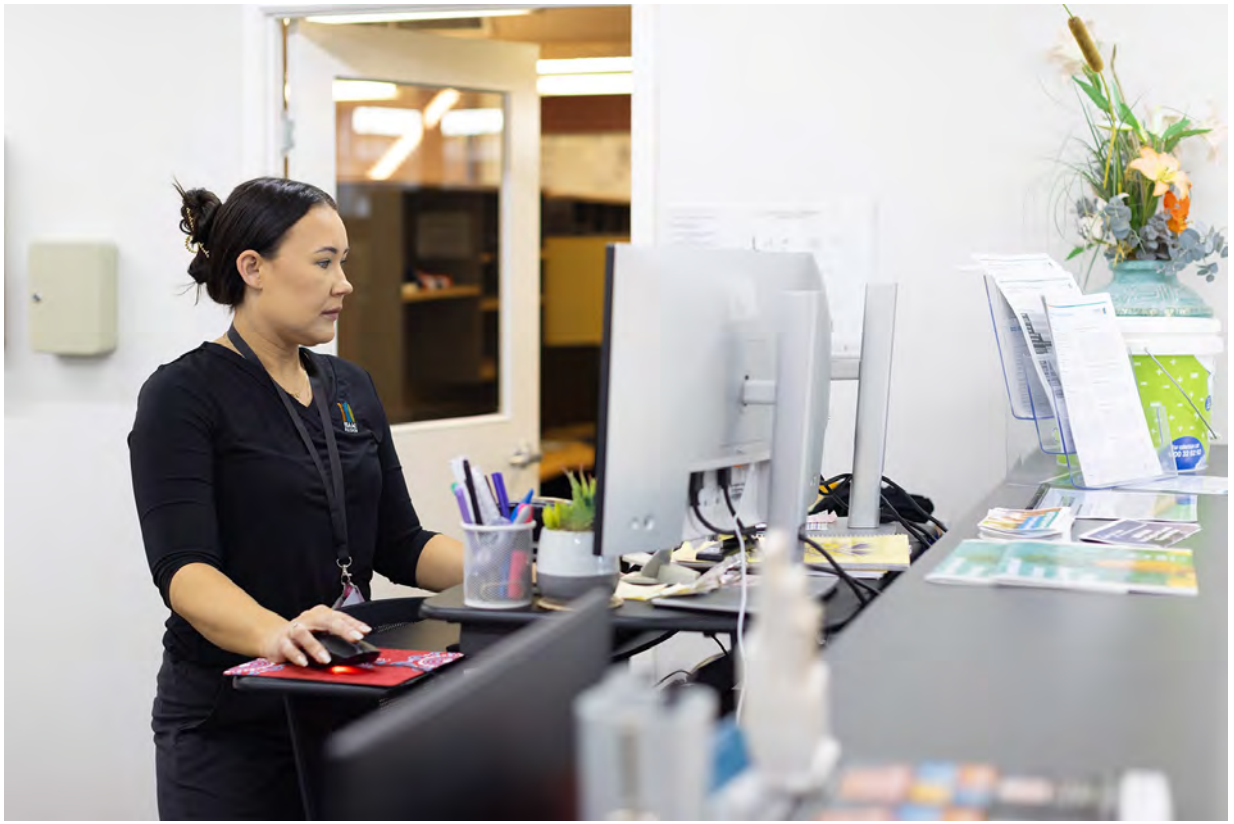
CURRENT PCG MEMBERSHIP | PHASE 1

REPRESENTATION	NAMED PERSON(S)
Project Owner	Darren Fettell
Chief Information Officer	Ryan Johnson
Enterprise Asset Management (EAM)	Jason Devitt
Human Resources & Payroll (HRP)	Trudi Liekefett (HR); Alyce Power (Payroll)
Finance	Darren Fettell; Alyce Power
Supply Chain Management (SCM)	John Squire
TechnologyOne	Natalie Lofstedt (T1 Project Manager)

MEMBERSHIP CONSIDERATIONS | PHASE 1B & PHASE 2

REPRESENTATION
Project Lifecycle Management (PLM)
Strategic Asset Management (SAM)
Enterprise Budgeting (EB)
Enterprise Content Management (ECM)
Property & Rating (P&R)
Enterprise Cash Receipting (ECR)
Customer Request Management (CRM)
Digital Experience (DXP)

Appendices



Core vs non-core

	Core	Optional	Business Critical
MODULE GROUP - TechnologyOne Human Resources and Payroll			
Payroll	x		
Organisation Management	x		
Timesheet Entry & Costing (workforce Mngt)	x		
Talent & Succession		x	
Recruitment		x	x
Training		x	x
Safety		x	
MODULE GROUP - TechnologyOne Financials			
Fixed Assets	x		
Financials	x		
Taxation - BAS	x		
Purchasing Cards	x		
Reconciliation/ Banking	x		
Accounts Receivable	x		
Accounts Payable	x		
Debtor Portal		x	
Intelligent Invoice Processing	x		
Travel & Expenses		x	
DXP Expenses		x	
MODULE GROUP - TechnologyOne Supply Chain Management			
Inventory	x		
Purchasing	x		
Supplier Portal		x	
Basic Sourcing - RFQ (Linked to Purchasing)	x		
Advanced Sourcing (Linked to Contracts)		x	
MODULE GROUP - TechnologyOne Contracts			
Contracts - Basic / Supply	x		
Contracts - Service / Revenue		x	
Contract - Reviews		x	

	Core	Optional	Business Critical
MODULE GROUP - TechnologyOne EAM			
Operational Works	x		
Capital Works	x		
Fleet Works	x		
Crew Management	x		
Scheduled Maintenance		x	x
Defect Management		x	x
Work Requests		x	x
Project Lifecycle Management		x	
Field App		x	
Strategic Asset management		x	
MODULE GROUP - TechnologyOne CPM			
Enterprise Budgeting		x	x
MODULE GROUP - TechnologyOne Performance Planning			
Performance Planning - PPLGS		x	
Integrations	x		
Spatial	x		
ECM (Enterprise Content Management)	x		
User Access	x		
ECR (Enterprise Cash Receipting)	x		
Reporting			x

Release 1	Available Day 1	In-Use Day 1	How it will be used on Day 1
MODULE GROUP - TechnologyOne Human Resources and Payroll			
Payroll	x	x	
Organisation Management	x	x	
Timesheet Entry & Costing (Workforce Management)	x	x	Staged roll-out of end-user data entry
Recruitment	x	x	
Training	x		L&D team to build out courses
MODULE GROUP - TechnologyOne Financials			
Fixed Assets	x	x	Create, amend and dispose of assets
Financials	x	x	
Taxation - BAS	x	x	
Purchasing Cards	x	x	
Reconciliation/ Banking	x	x	
Accounts Payable	x	x	
Intelligent Invoice Processing	x	x	
MODULE GROUP - TechnologyOne Supply Chain Management			
Inventory	x	x	
Purchasing	x	x	
Supplier Portal	x		
Basic Sourcing - RFQ (Linked to Purchasing)	x		

Release 1	Available Day 1	In-Use Day 1	How it will be used on Day 1
MODULE GROUP - TechnologyOne EAM			
Operational Works	x	x	Use of Work Orders to mature over time
Capital Works	x	x	Use of Work Orders to mature over time
Fleet Works	x	x	Use of Work Orders to mature over time
Crew Management	x	?	Pilot groups to be identified for use at go-live, if required; staged roll-out post-go live based on business needs
Scheduled Maintenance	x		
Defect Management	x		
Work Requests	x		
Project Lifecycle Management	x		Roll-out to align with budget and PAG cycle
Field App	x		
MODULE GROUP - TechnologyOne CPM			
Enterprise Budgeting	x		Roll-out to align with budget cycle
MODULE GROUP - TechnologyOne Performance Planning			
Performance Planning - PPLGS	x		Roll-out to align with business activities
Spatial for EAM	x	x	
ECM (Enterprise Content Management) Connected Content	x	x	
Reporting	x	x	Standard reporting available and will mature as the system is used

Summary of Modules

Module Name		Purpose
CPM	Corporate Performance Management	Supports budgeting, forecasting, planning, and performance reporting
EAM	Enterprise Asset Management	Manages physical assets, maintenance, and lifecycle planning
ECM	Enterprise Content Management *	Manages documents, records, and digital content across the organisation
ECR	Enterprise Cash Receipting **	Centralises payment processing; supports various payment types and improves financial visibility
FIN	Financials	Core finance functions: general ledger, accounts payable/receivable, etc
HRP	Human Resources and Payroll	Covers payroll, onboarding, leave, and employee lifecycle management
PLM	Project Lifecycle Management	Tracks and governs projects from planning through delivery and closure
P&R	Property & Rating	Manages property information, valuations, and rates billing. To be delivered in Phase 2
SCM	Supply Chain Management	Manages procurement, inventory, contracts, and vendor relationships

NOTES: * In Phase 1, only ECM Connected Content will be deployed across all modules to enable document capture and classification. This integration supports compliance and reduces manual handling. Full ECM functionality will be introduced in Phase 2.

** ECR will be activated in Phase 2, when community-facing functionality and service channels are introduced.

Dictionary of key terms and acronyms

Acronym / Term	Description
Ci	Connected Intelligence – TechOne platform hosted on council servers or a private data centre. IT or the Systems team maintains upgrades. This is Council's current TechOne system.
CiA	Connected Intelligence Anywhere – TechOne cloud platform accessed via the internet on any device. TechOne manages updates. This is the system that IRC is transitioning to.
CDD	Configuration Design Document – details the design of the system including specific requirements for Council. This, or an SSD, is prepared for each module and is formally endorsed before TechOne build the solution.
Cloud	Software and data are hosted remotely and accessed over the internet. Updates happen automatically and are managed by TechOne then deployed to users.
CPM	Corporate Performance Management – TechOne module. Supports budgeting, forecasting, planning and performance reporting.
DXP	Digital Experience Platform – Tools that let people use TechOne services through a simple, modern interface, including mobile.
EAM	Enterprise Asset Management – TechOne module. Manages physical assets, maintenance, and lifecycle planning.
EB	Enterprise Budgeting – TechOne module. Part of the CPM functionality for managing budgets, forecasting, and financial planning.
ECM	Enterprise Content Management – TechOne module. Manages documents, records, and digital content across Council.
KUT	Key User Training. A familiarisation session delivered by TechOne designed to give IRC early exposure to the system and ensure that the system is working and has been designed as agreed in the CDD/SSD. Completing KUT is a critical TechOne milestone that allows them to officially hand over the system to IRC for testing.
P&R (PnR)	Property and Rating – TechOne module. Manages property information, valuations, and rates billing.
PLM	Project Lifecycle Management – TechOne module. Tracks and governs projects from planning through delivery and closure.

Dictionary of key terms and acronyms

Acronym / Term	Description
PPLGS	Performance Planning and Local Governance System – TechOne functionality within the Corporate Performance Management (CPM) module. Supports planning, performance reporting, and governance processes for councils.
SaaS+	Software as a Service – Cloud computing service model, applications are accessed via a web application.
SCM	Supply Chain Management – TechOne module. Manage procurement, inventory, contracts, and vendor relationships.
SIL	System Integration Lead – TechOne consultant who makes sure systems and data flows connect properly.
Solution Testing	Two types of Solution testing – End to End Testing and System Integration Testing. End to end testing is used to validate a complete business process across various integrations and modules. System Integration testing confirms that data flows and integrations between systems function correctly.
SPA	Spatial – IntraMaps. Provides mapping and spatial data visualisation within TechOne.
SSD	Solution Specification Document details the design of the system including specific requirements for Council. This, or a CDD, is prepared for each module and is formally endorsed before TechOne build the solution.
UAT	User Acceptance Testing – incorporates both Key User testing and End User testing. Both user testing groups test that the system configuration meets their business requirements using relevant real-world scenarios for each group.

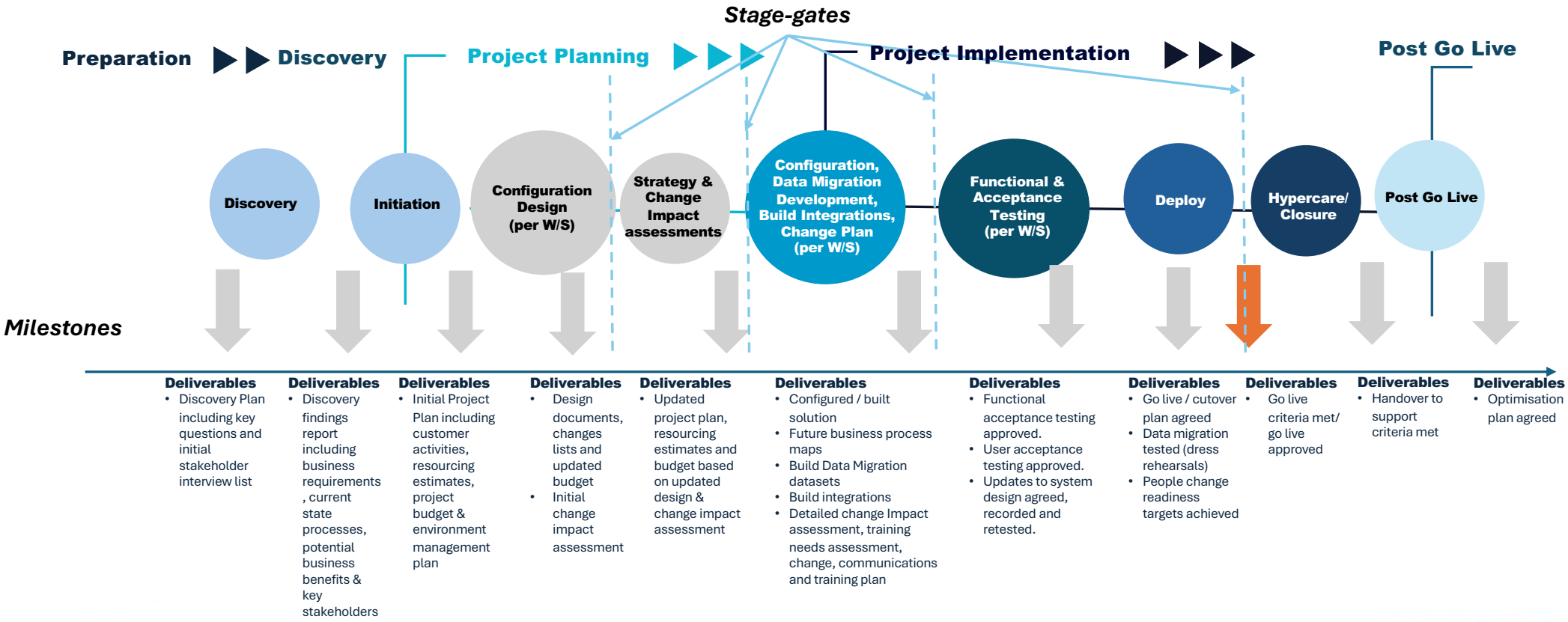
Risks Ratings

KPI	Target Behaviours	RAG	Criteria
Overall	The Overall status of the project is calculated based on individual KPI ratings. 1. All project dimensions are being actively monitored and managed. 2. As deviations arise, any event that is likely to become a risk or issue they are raised at the appropriate governance level ahead of impacting the project.	GREEN	All KPIs rated Green = Project is On track. Minimal risks or issues and project is being closely monitored. Per Stream
		AMBER	If 1 or more KPIs are rated Amber and no KPI is rated Red. Risks and issues are being managed and closely monitored. Per Stream
		RED	If any KPI is rated Red or 5 or more KPIs are rated Amber. Serious issues and recovery plan required. Per Stream
Scope	1. Scope is defined and agreed 2. A formal change process is defined, agreed and used	GREEN	Scope is in line with agreed current baseline
		AMBER	There are likely to be minor changes in scope to the current baseline
		RED	There will be significant change is scope to the current baseline
Budget	1. The budget is defined and agreed 2. A formal change process is defined, agreed and used to vary the budget	GREEN	Project cost (in days), based on estimate to complete, is on or below current budget
		AMBER	Project cost (in days), based on estimate to complete, is <=15% over current budget
		RED	Project cost (in days), based on estimate to complete, is >15% over current budget
Schedule	1. The schedule is defined and agreed 2. The schedule is tracked and updated throughout the project	GREEN	Schedule is on track
		AMBER	There are likely to be delays to key milestones <= 20 business days
		RED	There are likely to be delays to key milestones > 20 business days OR a critical milestone will be late

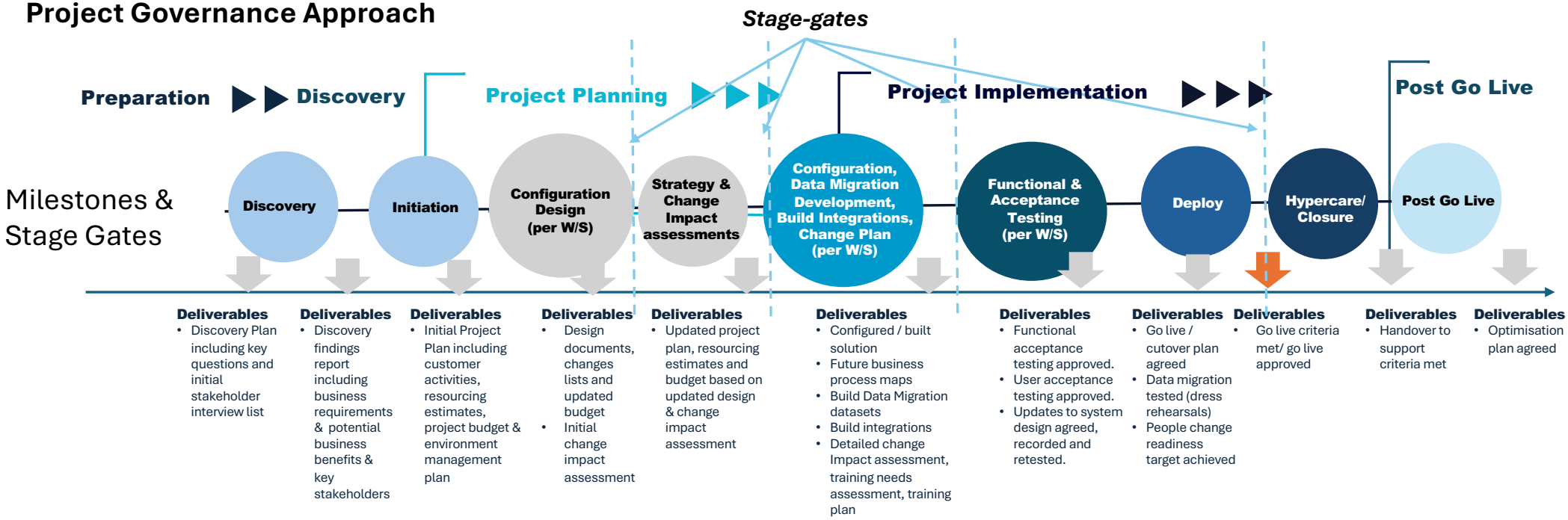
Risks Ratings

KPI	Target	RAG	Criteria
Resourcing	1. An appropriately skilled and supported team is assigned 2. The customer has the right team assigned 3. Individuals understand their scope, tasks and due dates	GREEN	The schedule is resourced, the team are engaged and high performing
		AMBER	Any significant scheduled task within the next 3 months is not resourced and/or the team does not have necessary skills and/or tools
		RED	Multiple tasks or a critical task are not resourced, the team is missing critical skills and/or tools
Risks and Issues	1. Risks are identified and reviewed on a weekly basis. 2. All risks have mitigations in place 3. Any risk that has become an issue is immediately addressed at the appropriate governance level	GREEN	Risks are recorded and monitored weekly and all risks have mitigations.
		AMBER	There are increasing numbers of risks and/or require extensive mitigation
		RED	Risks have become issues and need urgent attention to rectify.
Stakeholders	1. Relevant stakeholders have been identified and are engaged 2. The development/ management of a change management plan is at the correct stage.	GREEN	Key stakeholders identified, engaged, supportive
		AMBER	A key stakeholder is not identified, engaged or supportive and achieving project goals is at risk.
		RED	More than one key stakeholder is not identified, engaged or supportive and/or there are significant risks to achieving the project outcomes

TechnologyOne Program Milestones and Stages



Project Governance Approach

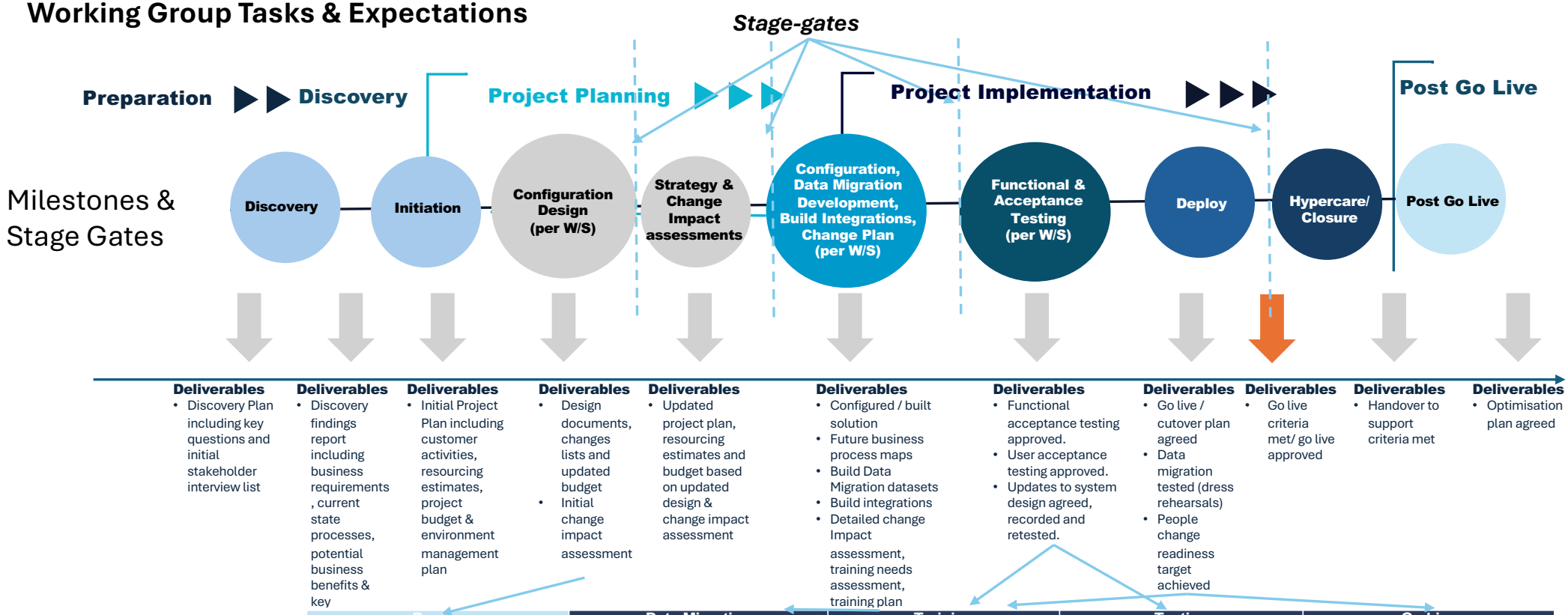


Governance Level	Discovery Prep	Discovery	Ini-tiation	Config Design	Strategy	Config., Data Migration, Integrations	Functional & Acceptance Testing	Deploy (go live prep.)	Deploy Go live decision	Handover & Closure	Post Go Live & Optimisation
Working Groups	C	C	C	R	C	C	R	R	C	R	R
Technical Director	A/R	A/R	A/R	R	A/R	A/R	R	R	R	A/R	R
Program Owner	C	C	C	A/R	R	R	R	A	R	R	R
PCG = Business Representatives	R	C	C	R	C	I	A/R	R	A/R	C	A/R
Steerco	I	I	I	I	I	I	I	R	C	I	I
Audit & Risk - tbc	C	C	C	C	C	C	C	C	C	C	C

Key: A=Accountable, R=Responsible (performs the task), C=Consulted, I=Informed

Reporting period: August 2025

Working Group Tasks & Expectations



Working Group Tasks / Expectations

Design	Data Migration	Training	Testing	Go Live
• Thorough knowledge of current business processes and requirements • Attend Design Workshops • Respond to Consultants questions	• Thorough understanding of current Data • Participate in data cleansing activities • Contribute to Data Mapping activities • Ability to retrieve data from any external systems	• Attend Key User Training • Support end user training	• Participate in Functional Testing • Participate in User Acceptance Testing	• Provide End User Assistance

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MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Alyce Power
AUTHOR POSITION	Manager Financial Services

9.3 2026/2027 1ST QUARTER CAPITAL BUDGET REVIEW

EXECUTIVE SUMMARY

A review of the capital budget for the 2026/2027 financial year has been undertaken with each of the respective Departmental Managers and then reviewed by their respective Directors and ELT during October 2026.

The review of the capital program has resulted in proposing a $2M decrease to capital revenue and a $0.6M increase to the capital expenditure program. Watching brief items are noted for some key projects likely to have adjustments at the 2nd quarter budget review.

OFFICER'S RECOMMENDATION

That Council:

1. ***In accordance with section 170 (3) of the Local Government Regulation 2012, adopt the proposed revised budget for 2026/2027.***

BACKGROUND

The first quarter capital budget review has been undertaken to allow for correction of any significant capital budget variances or unexpected events since the budget was formulated.

Capital project listings, as at 30 September 2026, were circulated to Managers for review and comment and subsequently forwarded to respective Directors.

An executive summary outlining the proposed amendments is attached. Key project amendments are noted, along with some key watching brief items currently being further reviewed for likely inclusion in the 2nd quarter budget review.

IMPLICATIONS

The review recommends a decrease of $2M to Capital Revenue. The various adjustments to Capital Revenue are outlined in the attached executive summary.

If the proposed capital expenditure variations are approved by Council, then the overall capital program will increase from $81.2M to $81.8M.

CONSULTATION

- Executive Leadership Team

- Departmental Managers
- Financial Services

BASIS FOR RECOMMENDATION

The recommendation is made considering information provided in the Executive Summary attachment, in line with requirements of the *Local Government Regulation* 2012.

ACTION ACCOUNTABILITY

Financial services to amend the adopted 2026/2027 annual budget.

KEY MESSAGES

Council has undertaken the 1st Quarter Capital Second Budget Review.

Council is amending the capital budget to recognise variations of the 2026/2027 FY Capital Program.

Report prepared by:	**Report authorised by:**
ALYCE POWER **Manager Financial Services**	DARREN FETTELL **Director Corporate Services**
Date: 17 November 2026	Date: 17 November 2026

ATTACHMENTS

- Attachment 1 – Executive Summary – 2026-2027 1st Quarter Capital Budget Review
- Attachment 2 - Quarter 1 2027 FY Capital Budget Review

REFERENCE DOCUMENT

- Quarter 1 2027 FY Capital Budget Review

EXECUTIVE SUMMARY

Quarter 1 Capital Budget Review 2026-2027

Executive Summary

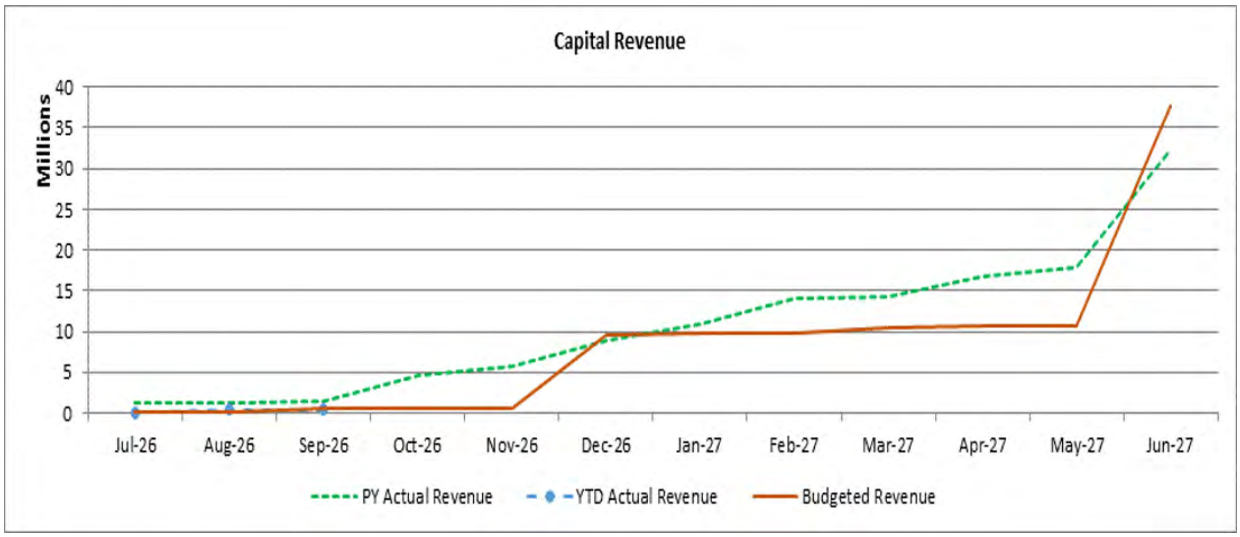
The Quarter 1 Capital Budget Review for 2026/2027 has been undertaken during October by engaging with respective Department Managers and Directors. The Quarter 1 Capital Budget Review has allowed deferral of funds to the 2027/2028 PAG process, if it was identified that the project would either not commence during the financial year or if it was estimated that works would not progress to previous projections.

The capital revenue budget currently $37,660,176 is proposed to be decreased by approx. $2M to $35,638,370 for the deferral of Roads to Recovery funding, reduction of TIDS funding partially offset by an increase for developer contributions and Works for Queensland funding.

The capital expenditure program is proposed to be amended from $81,236,379 to $81,814,095 to recognise variations of the 2026/2027 FY Capital Program.

Capital Revenue

Capital Revenue



The full year capital revenue budget is currently $37.7M which comprises of Federal Grants, State Grants, Contributions and Proceeds from the Disposal of Assets. The YTD actual revenue of $359K is below YTD budget predominately due to the cash flowing of the proceeds from sale of assets partially offset by developer contributions received.

Since the adoption of the Revised Council Budget (Carry Forward Review), the following events below are to be recognised in relation to capital revenue:

- Deferral of grant funding to 28 FY for Roads to Recovery $1.8M (CW253304 Saraji Road Upgrade and Renewal $1M & CW273482 Bully Creek Bridge Replacement $800K).
- Reduction of TIDS funding $500K
    - CW263421 MBH Access & Railway Station Intersection reduction $909K
    - CW273480 CORP Floodway Renewal Program increase $300K
    - CW273534 CLM Capella St Pavement Works (new project) increase $108,707
- Addition of remaining funds for Works for Queensland 24-27 $20K for CW273495 Moranbah Park Lighting.
- Recognition of Developer Contributions received to date $258K

From the above, Council's capital revenue budget is proposed to be decreased by approx. $2M at the 1st Quarter Review for the 2026/2027 financial year.

Capital Expenditure

Below is the summary position of the whole of Council, by Directorate for Capital expenditure as at the end of September 2026. At the end of October, the actual expenditure had increased to a total of $14.2M.

Department	YTD Actual	YTD Commitment	YTD Total Expenditure	Full Year Budget	% Complete (YTD Actual vs FY Budget)	% Complete (YTD Total Actual vs FY Budget)
Corporate Services						
Carry Forward	73,039	23,439	96,479	173,286	42.1%	55.7%
Multiyear	-	-	-	-	0.0%	0.0%
New	98,098	-	98,098	400,000	24.5%	24.5%
Corporate Services Total	**171,137**	**23,439**	**194,577**	**573,286**	**29.9%**	**33.9%**
Infrastructure Services						
Carry Forward	1,336,363	1,384,645	2,721,008	2,907,812	46.0%	93.6%
Multiyear	305,397	450,832	756,229	10,666,423	2.9%	7.1%
New	2,750,931	10,756,534	13,507,466	25,123,184	10.9%	53.8%
Infrastructure Services Total	**4,392,691**	**12,592,011**	**16,984,703**	**38,697,419**	**11.4%**	**43.9%**
Community Services						
Carry Forward	15,722	28,961	44,684	383,278	4.1%	11.7%
Multiyear	548,706	12,783,187	13,331,893	27,367,784	2.0%	48.7%
New	26,983	38,234	65,217	488,172	5.5%	13.4%
Community Services Total	**591,411**	**12,850,383**	**13,441,794**	**28,239,234**	**2.1%**	**47.6%**
Water & Waste						
Carry Forward	639,446	1,069,232	1,708,678	2,112,192	30.3%	80.9%
Multiyear	1,888,412	2,579,008	4,467,420	8,483,048	22.3%	52.7%
New	383,088	438,016	821,104	3,131,200	12.2%	26.2%
Water & Waste Total	**2,910,946**	**4,086,256**	**6,997,202**	**13,726,440**	**21.2%**	**51.0%**
TOTAL	**8,066,186**	**29,552,090**	**37,618,275**	**81,236,379**	**9.9%**	**46.3%**

The capital expenditure program is proposed to be amended from $81.2M to $81.8M.

The 1st Quarter Budget Review has identified the below proposed amendments:

Corporate Services

- Information solutions – CW253265 Video Conferencing Renewal – finalisation of project and transfer of CF budget within program

Infrastructure Services

- Parks & Recreation CW263416 Clermont BMX Track Renewal – finalisation of project and transfer of CF budget within program
- Parks & Recreation – CW273451 Moranbah Apex Park Toilet Block Renewal – cancellation of project $85K (depreciation) and transferred to CW273463 Corp Parks Facility Renewal to assist in funding emergent works for Clermont Hoods Lagoon aerators
- Parks & Recreation – CW273452 Glenden Semi-Auto Filter and Irrigation – reduction $85K (return to reserve 1060 Glenden Asset Reserve)
- Parks & Recreation - CW273456 MBH Change Rooms Painting – deferral of $35K to 2028 PAG (depreciation)
- Parks & Recreation – CW273461 Corp Disposal of Assets – cancellation of project $100K (depreciation) with transfer of funds to within program (predominately to CW273448 Clermont Caravan Park Renewal Upgrade)
- Parks & Recreation - CW273463 Corp Parks Facility Renewal – increase of $135K (depreciation) transferred from various projects to assist with the additional funds required for emergent works for Clermont Hoods Lagoon aerators
- Parks & Recreation – New Project CW273535 Nebo Showgrounds Canteen Fire Renewal – increase $102K funded from cancellation of CW273497 Corp Cloudmaster Roll Out and transfers within program
- Infrastructure East – CW273466 Corp Sealed Roads Rehabilitation – reduction of $280K (depreciation) with majority transferred to CW243194 Moranbah Goonyella Road Intersection Upgrade
- Infrastructure East – New Project Saraji Road Rehabilitation – increase $1M from Reserve 2002 Operational Sustainability Reserve Road Maintenance Contributions to rehabilitation Saraji Road at the Vitrinite Turnout
- Corporate Properties – CW243234 Nebo New 5 x 2 Bed Units – renamed to Nebo New 4 x 2 Bed Units
- Fleet – CW273475 Vehicle Replacement / CW273476 Plant Replacement – transfer of $1.3M between projects
- Engineering Services – CW243194 Moranbah Goonyella Road Intersection Upgrade – increase $1M depreciation from transfers within program
- Engineering Services – CW243242 Phillips Creek Bridge – increase $700K ($662K road depreciation / $38K from within program)

- Engineering Services – CW253269 Moranbah Bacon Street Concrete Footpath – finalisation of project and transfer of CF budget within the program
- Engineering Services – CW253272 Mills Avenue Goonyella Intersection Upgrade – increase $50K road depreciation
- Engineering Services - CW253304 Saraji Road Upgrade and Renewal – defer $1M to 2027/2028 PAG (Res 1189 Roads to Recovery)
- Engineering Services – CW263345 Regional Unsealed Roads New Floodway Program – increase $100K road depreciation
- Engineering Services – CW263347 Regional CCTV Installation – increase $14,633 park depreciation
- Engineering Services – CW263421 Moranbah Access & Railway Station Intersection – reduction $1.8M (transfer within program $875K / reduction $917K)
    - Transfer $300K to CW273480 Corp Floodway Renewal Program Res 1188 TIDS
    - Transfer $108,707 to New Project Clermont Capella St Pavement Works Res 1188 TIDS
    - Transfer $467K to CW243194 Moranbah Goonyella Road Intersection Upgrade depreciation
    - Reduction $500K Res 1188 TIDS
    - Reduction $417K Res 1144 Developer Contributions Transport Moranbah
- Engineering Services – CW273480 Corp Floodway Renewal Program – Receive $300K Res 1188 TIDS Funding / transfer $300K depreciation to CW243194 Moranbah Goonyella Road Intersection Upgrade
- Engineering Services – CW273481 CORP Safety Audit Works – transfer $236K (156K depreciation to New Project Clermont Capella Street Pavement Works $156K (Council Resolution 9941) and New Project Flood Warning Signs Replacement $80K)
- Engineering Services – CW273482 Bully Creek Bridge Replacement – defer $800K to 2027/2028 PAG (Res 1189 Roads to Recovery)
- Engineering Services – CW273490 Greenhill Recreation Park – cancellation of project and transfer $50K depreciation to CW273492 St Lawrence Recreation Grounds Septic Treatment System Renewal
- Engineering Services – CW273495 Moranbah Park Lighting – increase $20K Res 1265 Works for Queensland 24-27
- Engineering Services CW273497 Corp Cloudmaster Roll out – cancellation of project and transfer $100K depreciation to fund New Project Nebo Showgrounds Canteen Fire Renewal
- Engineering Services – New Project CW27354 Clermont Capella Street Pavement Works - increase $265,000 (Council Resolution 9941) funded from $109K TIDS transferred from CW263421 Moranbah Access & Railway Station

Intersection / $156K depreciation transferred from CW273481 Corp Safety Audit Works

- Engineering Services – New Project Flood Warning Signs Replacement – transfer $80K depreciation from CW273481 Corp Safety Audit Works

Community Services

- No proposed budget movements or amendments at this point in time.

Watching brief

- CW253331 Isaac Resource Excellence Precinct continues to be monitored in regards scoping within the construction project and the associated proposed intersection upgrade. It is anticipated that further review and intersection detailed designs will result in adjustments at the Quarter 2 Budget (noting that funds for intersection works may be proposed to be utilised in future financial years).

Water & Waste

- Water & Wastewater – CW263388 Nebo WWTP Install Rip Rap to ESD – increase $109K sewer depreciation
- Water & Wastewater – CW273517 Moranbah WTP 400ml Dam Wall Remediation – increase $500K ($86K water depreciation / $414K of transfers from within program (predominately $336K Res 1078 CF from CW243205 Moranbah Rectification of Landfill Cell))
- Water & Wastewater – New Project CW273532 Moranbah Boby WTP Airline & Electrical Upgrade – increase $260K water depreciation (Council Resolution 9933)
- Water & Wastewater – New Project CW273533 Carmila WTP Remediation Works – increase $430K water depreciation (Council Resolution 9934)
- Water & Wastewater – New Project Clermont WTP Upgrade Lagoon Pump – increase $60k depreciation
- Waste – CW243205 Moranbah Rectification of Landfill Cell – reduction of $550K (Res 1078 CF). Transferred to CW243239 Carmila Landfill Capping $219K and CW273517 Moranbah Water Treatment Plant 400ml Dam Wall $336K. It should be noted that when this project commenced in the 2024 financial year the funding used $4.8M of water / sewer depreciation
- Waste – CW243239 Carmila Landfill Capping – increase $675K ($456K Rehabilitation Provision and $219K from CW243205 Moranbah Rectification of Landfill Cell).
- Waste - CW273528 Corp Waste Oil Storage – reduced $4K Reserve 1060 Glenden Asset Reserve
- Waste – CW273529 Glenden Waste Management Facility Fences Renewal – increase $170K from Reserve 1060 Glenden Asset Reserve (note $70K bring forward from 2027/2028 PAG)

Watching brief
Review of operations of the Clermont Water Treatment Plant following recent incidents are noted which may lead to proposed works at the Quarter 2 Budget Review. It is noted that the water asset class has approx. $2.7M in unallocated depreciation and if an emergent need arises in the interim this can be utilised at the discretion of Council.

In addition to the proposed amendments above, the detailed projects review undertaken by managers and ELT has led to proposed balancing adjustments inside of Departments / Directorate's with nil bottom line impact.

The below table represents the Quarter 1 Budget Review funded depreciation, movements that have occurred (transfer of depreciation between programs) and the transfers to reserves.

Directorate	Funded Depreciation	Q1 Budget Review Usage	Reallocation Depreciation	Reserve Allocation Q1	Reserve Allocation OB
Corporate Services	932,563	(400,000)	-	532,563	532,563
Corporate Services Total	**932,563**	**(400,000)**	**-**	**532,563**	**532,563**
Infrastructure Services					
Saleyards / Showgrounds	427,018	(527,018)	100,000	-	
Pools	887,691	(740,000)	(6,723)	140,968	147,691
Parks / Sportsgrounds / Caravans / Washdowns	2,472,910	(2,379,633)	(93,277)	-	7,910
Corporate Properties	1,594,695	(1,744,695)	150,000	-	-
Roads	14,298,917	(14,049,227)	(150,000)	99,690	912,354
Aerodrome	438,764	(325,000)	-	113,764	113,764
Fleet	3,791,982	(3,697,405)	-	94,577	94,577
Infrastructure Services Total	**23,911,977**	**(23,462,978)**	**-**	**448,999**	**1,276,296**
Community Services					
Economy & Prosperity	24,685			24,685	24,685
Planning & Environment	-	(32,000)	32,000	-	-
Education & Compliance	17,163	0	-	17,163	17,163
Community Hubs	142,442	(465,000)	328,942	6,384	6,384
Community Facilities	1,529,632	(295,000)	(360,942)	873,690	873,690
Community Services Total	**1,713,922**	**(792,000)**	**-**	**921,922**	**921,922**
Water & Waste					
Water	6,338,312	(4,276,092)	(213,706)	1,848,514	2,684,606
Sewer	4,025,580	(3,544,150)	0	481,430	590,580
Waste	1,626,982	(1,840,688)	213,706	-	-
Waste Rehab	963,261	-	-	963,261	963,261
Total Water & Waste	**12,954,135**	**(9,660,930)**	**-**	**3,293,205**	**4,238,447**
Total Whole of Council	**39,512,597**	**(34,315,908)**	**-**	**5,196,689**	**6,969,228**

Prepared by:

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Quarter 1 Capital Budget Review 2026 / 2027 Financial Year

Code	Project	YTD Actuals	Commitments	YTD Expenditure (Including Outstanding Commitment)	YTD Budget	Annual Approved Budget	Remaining Approved Budget	Remaning Approved Budget Percentage	% Physical Completion	Project Progress Comment	Finance Comment	Trf to Reserves /Trf frm Reserves	Transfer in from other projects	Transfer out to other projects	Deferred to 2028 FY (negative number)	26/27 Proposed Revised Budget	Revised Completion Date
40000 - Corporate Services																	
Department 44000 - Information Solutions																	
CW253251	CLM IT Office Refresh	29,345	23,439	52,784	19,795	79,179	26,395	33%	30%	Progressing along with network uplift project, with likely completion end of financial year						79,179	30/06/2027
CW253263	Mobility Solution Starlink Rollout	0	0	0	0	31,250	31,250	100%	0%	5 Units procured and received forpilot program (in previous financial year). Issues with securing compliant installation. 10 more units ordered to expand pilot for risk based activities, talking to Infrastructure Services.						31,250	
CW253265	Video Conferencing Renewal	0	0	0	0	8,330	8,330	100%	100%	Carry forward project with original intent to complete works in Moranbah with remaining funds. Quotes received for Moranbah room equipment far exceeding remaining budget. Project to be rescoped for future project bid.	Trf $8,330 to CW273444 Res 1078 CF			8,330		0	30/06/2027
CW263339	Wan Renewal/SD-WAN Renewal	43,695	0	43,695	54,527	54,527	10,832	20%	50%	Works in conjunction with CW273444 (27 FY continuation). 11 sites have had their uplift completed with new network links, firewalls, switching hardware, and Wi-Fi networks installed and put into full production. This now includes all admin offices across the region.						54,527	30/06/2027
CW273444	CORP WAN Hardware Replacement	98,098	0	98,098	0	400,000	301,902	75%	50%	Works in conjunction with CW2633394. Further 25 sites are currently in progress and at various stages of completion with full uplift planned by EOFY. Decommissioning of old infratructure to be at later date. Delivery of works expected to be underbudget and have flagged that a portion of the savings (approx. $50K) to be repurposed to address the urgent replacement of shredders across Council offices.	Rec $8,330 frm CW253265 Res 1078 CF		8,330			408,330	30/06/2027
Department 44000 - Information Solutions Total		**171,137**	**23,439**	**194,577**	**74,322**	**573,286**	**378,709**					**0**	**8,330**	**8,330**	**0**	**573,286**	
Corporate Services Total		**171,137**	**23,439**	**194,577**	**74,322**	**573,286**	**378,709**	**66%**				**0**	**8,330**	**8,330**	**0**	**573,286**	
50000 - Engineering & Infrastructure Services																	
Department 52000 - Parks & Recreation																	
CW253323	MBH - GCAC Plant room rectification	103,187	0	103,187	103,186	103,186	(1)	(0%)	100%	Project Completed	Rec $1 frm CW263379 Res 1078 CF		1			103,187	31/10/2026
CW263371	CLM Saleyards Selling Pen Renewal	201,272	0	201,272	210,781	366,781	165,509	45%	100%	Project Completed. Note combining 2025 FY & 2026 FY resulting is savings (approx. $40K) in addition to decision to delay the bullring seating based on priority. Transferring remaining funds to the CLM Safe Walkway to priorities the safety works required.	Trf $165,509 to CW273446 Depreciation			165,509		201,272	31/08/2026
CW263379	CORP Pools Emergent Renewals 2026	162	0	162	163	163	1	0%	100%	Project Completed	Trf $1 to CW253323 Res 1078 CF			1		162	31/10/2026
CW263416	CLM BMX track Renewal	0	0	0	1,930	1,930	1,930	100%	100%	Project completed. Transfer remaining funds within program	Trf $1,930 to CW273535 Res 1078 CF			1,930		0	31/10/2026
CW263424	CLM Aquatic Centre Upgrade	41,014	170,306	211,320	266,600	1,614,047	1,402,727	87%	25%	Design in progress. Tender docs to be completed in January						1,614,047	30/06/2028
CW273446	CLM Safe Walkway for Double Decker Ramps	0	0	0	55,672	167,018	167,018	100%	0%	Concept drawing received and internal review completed. Draft RFQ ready for procurement approval. Walkways will be divided into part A and part B due to preliminary pricing.	Rec $165,509 frm CW263371 Depreciation		165,509			332,527	30/06/2027
CW273447	MBH Disinfection Renewal	0	0	0	0	175,000	175,000	100%	0%	Scoping has commenced on chlorinator replacement for water park and 50M pool. Discussion with procurement on the best method to engage contractor for works. Works anticipated to commence in May 2027 to minimise disruption for the majority of users.						175,000	30/06/2027

Quarter 1 Capital Budget Review 2026 / 2027 Financial Year

Code	Project	YTD Actuals	Commitments	YTD Expenditure (Including Outstanding Commitment)	YTD Budget	Annual Approved Budget	Remaining Approved Budget	Remaning Approved Budget Percentage	% Physical Completion	Project Progress Comment	Finance Comment	Trf to Reserves /Trf frm Reserves	Transfer in from other projects	Transfer out to other projects	Deferred to 2028 FY (negative number)	26/27 Proposed Revised Budget	Revised Completion Date
CW273448	CLM Caravan Park Renewal Upgrade	0	236,099	236,099	0	203,993	(32,106)	(16%)	15%	Main switch board built, with installation to be scheduled over the quieter period 2/12/26 - 28/02/27 to minimise disruption. Ergon required to connect once installed.	Rec $70,000 frm CW273461 Depreciation		70,000			273,993	31/03/2027
CW273449	MBH Apex park Shelters	0	0	0	0	75,000	75,000	100%	0%	Current plans are to remove shelter from Unity Park and place in Apex park with removal of end of life current shelters. Community and Councillor engagement is to occur before moving ahead with works.						75,000	30/06/2027
CW273450	CORP Irrigation Renewal	0	0	0	24,900	100,000	100,000	100%	5%	Works planned are for Clermont sporting irrigation controller & Eastern Sporting Precinct Moranbah. Quotes received for Clermont with installation expected before end of March. Eastern Sporting Precinct scoping and design is commencing in conjunction with Water & Wastewater.						100,000	30/06/2027
CW273451	MBH Apex Park Toilet Block Renewal	0	0	0	0	85,000	85,000	100%	0%	Department reprioritising noting that the carpark works are required. Decision that the current facilities are in an functional condition and renewing before the carpark works would not be the best use of Council funds at this time.	Trf $85,000 to CW273463 Depreciation			85,000		0	
CW273452	GLN Semi-Auto Filter and Irrigation	0	0	0	0	135,000	135,000	0%	0%	Original project was to install a filter and renew the second ovals irrigation system. It has been determined that the first oval irrigation system is adequate for the distribution of recycled water that was required by Water & Wastewater. Decision to remove the irrigation portion of the budget	Reduction $85,000 Res 1060 Glenden Asset Reserve	(85,000)				50,000	30/06/2027
CW273453	CORP Pool Renewal Works	16,346	9,810	26,156	75,000	300,000	273,844	91%	10%	2 larger works planned for lights at the Glenden pool and for an expansion joint renewal at Dysart (emergent issue). Works at Glenden were awarded in late October with works expected to be finalised by end of December. Dyart works are to be scheduled over May / June. Remaining funds will be used for pump and filter renewals.						300,000	30/06/2027
CW273454	MMT Pool Valve Replacement	0	0	0	0	35,000	35,000	100%	0%	Scoping underway and working with procurement on the best method for the body of works. Works will occur during May / June.						35,000	30/06/2027
CW273455	MMT Plant Room Refurbishment	0	0	0	0	10,000	10,000	100%	0%	RFQ issued in September with expectation that works will be delivered in December with no impact to pool patrons.						10,000	31/12/2026
CW273456	MBH Change Rooms Painting	0	0	0	0	35,000	35,000	100%	0%	Works originally for painting the walls, however it has been identified that additional works are required on the floor. Decision to defer works to 2028FY to complete as one package and ensure value for money and minimise impact to patrons (1 closure of changeroom, rather than 2).	Defer $35,000 to 27/28 FY Depreciation				(35,000)	0	
CW273457	MBH Water Line Renewal Automatic Top-Up	0	0	0	0	25,000	25,000	100%	0%	Investigations occurring to finalise scoping. Works planned for May / June.						25,000	30/06/2027
CW273458	TCD Playground, Softfall and Shade Sails	0	99,425	99,425	0	110,000	10,575	10%	20%	Project being deliver by two contractors for the softfall and the shade sail. Both contracts awarded and softfall and shade sail awaiting delivery before installation.						110,000	31/03/2027
CW273459	STL Trail Signage	0	0	0	5,000	15,000	15,000	100%	0%	Concept drawings identified, quotes obtained - works programmed from January to June 2027.						15,000	30/06/2027
CW273460	CLM Flood Damage Remediation 2 Lime St	0	0	0	100,950	404,000	404,000	100%	0%	Scope completed. Tender documents currently under development.						404,000	30/06/2027
CW273461	CORP Disposal of Assets	0	0	0	24,900	100,000	100,000	100%	0%	Due to other priorities, decision to remove this project from 2027 FY programme and redistribute funds. Will be resubmitted through the PAG process for 2028 FY.	Trf $70,000 to CW273448 Depreciation Trf $30,000 to CW273463 Depreciaton			100,000		0	

Quarter 1 Capital Budget Review 2026 / 2027 Financial Year

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CW273462	DYS Filter Pipe Renewal	0	0	0	0	75,000	75,000	100%	10%	Scoping completed, with RFQ completed however won't be released until January. Works scheduled for May / June.						75,000	30/06/2027
CW273463	CORP Parks Facility Renewal 2027	0	25,602	25,602	51,600	310,000	284,398	92%	10%	MBH Town Square Shade Sail ordered awaiting installation. CLM Hoods Lagoon Boardwalk - waiting for water level to drop to identify structural needs of footings. Additional funds required for emergent works for CLM Hoods Lagoon aerators.	Rec $30,000 frm CW273461 Depreciation Rec $20,000 frm CW273464 Depreciation Rec $85,000 frm CW273463 Depreciation		135,000			445,000	30/06/2027
CW273464	CORP Base Building Remediation 2027	5,458	103,325	108,782	49,500	200,000	91,218	46%	50%	MBH Junior Motorsport - Contractor engaged to complete work which is expected to be finalised by December. MBH Town Square Decking & support - to be completed by Corp Properties - supplies obtained. MBH Town Square Stage (handrails & hatches x 2) - to be completed by Corp Properties. Various other smaller works awaiting funds remaining after completion of the MBH Junior Motorsport .	Trf $20,000 to CW273463 Depreciation			20,000		180,000	30/06/2027
CW273531	NBO Showgrounds Masterplan	800	31,613	32,413	0	28,775	(3,638)	(13%)	85%	Note - current actuals and commitments belong to Nebo Showground Canteen and these will transfer when project adopted. Works planned at Nebo to finalise stage 1 works which are new electrical works and planting of trees.						28,775	30/06/2027
CW273535	NBO Showgrounds Canteen fire renewal	0	0	0	0	0	0	0%	0%	New project due to fire at complex in the canteen. Insurance claim currently in progress, however as with past claims recovery is usually in arrears. Budget will need to be increased at Q2 when further information and costing is available.	Rec $100,000 frm CW273497 Depreciation Rec $1,930 frm CW263416 Res 1078 CF		101,930			101,930	30/06/2027
Department 52000 - Parks & Recreation Total		**368,239**	**676,181**	**1,044,419**	**970,182**	**4,674,893**	**3,630,474**					**(85,000)**	**472,440**	**372,440**	**(35,000)**	**4,654,893**	
Department 55000 - Infrastructure East																	
CW273465	CORP Sealed Surface Renewal program	28,138	4,473,196	4,501,334	0	4,600,000	98,666	2%	100%	Completed. Awaiting final invoicing.	Trf $15,000 to CW273468 Depreciation			15,000		4,585,000	13/11/2026
CW273466	CORP Sealed Roads Rehabilitation	411,289	1,268,507	1,679,795	1,250,000	1,842,262	162,467	9%	100%	Completed. Awaiting final invoicing. Note some commitments removed.	Trf $258,437 to CW243194 Depreciation Trf $21,563 to CW243242 Depreciation			280,000		1,562,262	8/10/2026
CW273467	CORP Footpath Renewals	0	0	0	0	200,000	200,000	100%	0%	Final documentation in progress. Contract issued to market in October with award expected by December. Works to be completed by end of April barring any weather events.	Move project to Infrastructure West					200,000	30/04/2027
CW273468	COAST School Bus Stop Renewal	0	0	0	0	90,000	90,000	100%	100%	Completed. Awaiting final invoicing.	Rec $15,000 frm CW273465 Depreciation Rec $24,184 frm CW273471 Depreciation		39,184			129,184	16/10/2026
CW273471	CORP Stormwater Renewal Works	0	85,816	85,816	0	100,000	14,184	14%	100%	Completed. Awaiting final invoicing.	Trf $24,184 to CW273468 Depreciation			24,184		75,816	16/10/2026
New Project	Saraji Road Rehabilitation	0	0	0	0	0	0	0%		New project to rehabilitate Saraji Road at the Vitrinite Turnout for 4000m2. Full width stabilisation using maintenance contributions.	Increase $1M Res 2002 Op Sustainability Reserve - Maintenance Contributions	1,000,000				1,000,000	30/06/2027
Department 55000 - Infrastructure East Total		**439,427**	**5,827,519**	**6,266,946**	**1,250,000**	**6,832,262**	**565,316**					**1,000,000**	**39,184**	**319,184**	**0**	**7,552,262**	
Department 56000 - Infrastructure West																	
CW273469	CORP Resheeting Program	892	2,003,622	2,004,514	250,000	4,000,000	1,995,486	50%	5%	Gravel crushing completed in October. Contracts divided between two external contractors with both contractors commencing works in November (due to inclement weather).						4,000,000	30/04/2027
CW273470	CORP Guardrails Compliance and renewal	0	0	0	66,650	200,000	200,000	100%	0%	Final documentation in progress. Contract issued to market in November with award expected by December. Works to be completed by end of April barring any weather events.						200,000	30/04/2027

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Department 56000 - Infrastructure West Total		**892**	**2,003,622**	**2,004,514**	**316,650**	**4,200,000**	**2,195,486**					**0**	**0**	**0**	**0**	**4,200,000**	
Department 57000 - Corporate Properties																	
CW243234	NBO - New ~~5~~ 4 x 2 Bed Units	7,508	113,004	120,511	770,975	2,747,621	2,627,110	96%	30%	The Development Application (DA) is currently progressing through the assessment and approval process. The project remains on schedule.						2,747,621	31/12/2027
CW243236	MBH - New 4 x 2 Bedroom Units	2,817	139,753	142,570	19,275	77,103	(65,467)	(85%)	85%	Design only project. Brief for concept plan submitted from contractor which will now be internally reviewed before briefing Council. Note - commitment is a long term commitment with no requirement to balance.						77,103	30/06/2027
CW263350	CORP Residential Renewals 2026	84,765	184,958	269,723	134,175	234,175	(35,548)	(15%)	90%	All projects have been completed, with the exception of 1 Playfair Street, Clermont, which is currently in its final stages. Completion is anticipated by November. The project team is working proactively with the builder to facilitate timely completion and minimise any further delays.	Rec $35,548 frm CW273473 Depreciation		35,548			269,723	30/11/2026
CW263352	CORP Fatigue Accommodation Upgrade 2026	98,445	3,393	101,838	87,535	87,535	(14,303)	(16%)	100%	Project completed	Rec $8,325 frm CW263359 Res 1078 CF Rec $5,978 frm CW273473 Depreciation		14,303			101,838	31/08/2026
CW263359	DYS MMT Admin Storage Room Upgrades	6,201	0	6,201	14,526	14,526	8,325	57%	100%	Project completed	Trf $8,325 to CW263352 Res 1078 CF			8,325		6,201	31/07/2026
CW263422	NBO 6 Kemmis Acquire land	0	0	0	0	4,780	4,780	100%	100%	Completed. Awaiting final invoicing.						4,780	30/09/2026
CW263423	NBO Hub and Hall Roof Replacement	185	0	185	0	491,497	491,312	100%	45%	The contract has been awarded; however subcontractor availability has affected the project commencement timeline. The project team is currently engaging with the contractor to confirm the project schedule and key delivery milestones. As a result of the contractor appointment process, the project is presently tracking behind the original program and may experience delays against the approved delivery timeframes.						491,497	30/04/2026
CW273472	CLM Aero Office /terminal build works	0	0	0	0	150,000	150,000	100%	10%	The project team is working closely with the relevant Asset Manager to determine the most appropriate path forward, informed by advice and recommendations provided by aviation industry specialists. Evaluation of available options is ongoing to ensure the best long-term outcome is achieved.						150,000	30/06/2027
CW273473	CORP Residential Renewals 2027	57,008	39,029	96,037	40,000	1,373,511	1,277,474	93%	20%	Residential Air Conditioning upgrades at MBH are complete. The Residential Renewals program at MBH pre-start meeting has been completed, site establishment has been finalised, and the contractor has commenced works. The region-wide door and window renewal project has been awarded. The St Lawrence roof replacement project has been released to market.	Trf $5,978 to CW263352 Depreciation Trf $35,548 to CW263350 Depreciation			41,526		1,331,985	30/06/2027
CW273474	CORP Emergent Renewal CP 2027	0	0	0	20,000	50,000	50,000	100%	0%	At this stage, no specific works have been identified. It is anticipated that project requirements will be identified over the coming months in response to wet weather impacts and other unforeseen events (air-conditioning in summer / gutter replacement with operational gutter cleaning) with priorities to be assessed and addressed as they arise.						50,000	30/06/2027
Department 57000 - Corporate Properties Total		**256,929**	**480,136**	**737,065**	**1,086,486**	**5,230,748**	**4,493,683**					**0**	**49,851**	**49,851**	**0**	**5,230,748**	

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Code	Project	YTD Actuals	Commitments	YTD Expenditure (Including Outstanding Commitment)	YTD Budget	Annual Approved Budget	Remaining Approved Budget	Remaning Approved Budget Percentage	% Physical Completion	Project Progress Comment	Finance Comment	Trf to Reserves /Trf frm Reserves	Transfer in from other projects	Transfer out to other projects	Deferred to 2028 FY (negative number)	26/27 Proposed Revised Budget	Revised Completion Date
Department 58000 - Fleet																	
CW263362	Replace Front End Loader 3 Small Trucks	0	193,340	193,340	193,340	193,340	0	0%	80%	Note prior year project - 1 truck remaining to be delivered with delivery date at the end of November.						193,340	30/11/2026
CW263365	Replace 28 x Vehicles	60,327	58,558	118,885	0	157,549	38,664	25%	90%	Note prior year project - 1 vehicle remaining to be delivered. Vehicle is subject to a recall notice which is awaiting the manufacturing of part before Council will accept delivery.						157,549	30/06/2027
CW273475	Vehicle Replacement	1,264,280	811,401	2,075,681	210,207	840,825	(1,234,856)	(147%)	70%	28 vehicles received with 15 remaining with various arrival dates. Note 4 vehicles subject to recall notice as per CW263365.	Rec $1,300,000 frm CW273476 Depreciation		1,300,000			2,140,825	30/06/2027
CW273476	Plant Replacement	952,346	1,569,089	2,521,435	969,450	3,877,800	1,356,365	35%	70%	Items received to date 1 Earthmover, 9 Grasscutters and 8 Trailers. Awaiting 7 trucks with various arrival dates	Trf $1,300,000 to CW273475 Depreciation			1,300,000		2,577,800	30/06/2027
CW273477	CORP Depot Upgrades 2027	0	0	0	0	120,000	120,000	100%	10%	Replacement of sliding doors at Dysart & Middlemount Depots. Specifications currently being finalised.						120,000	30/06/2027
CW273478	CORP Depot Emergent Renewals	0	0	0	12,300	50,000	50,000	100%	0%	Note project for any emergent items. Nil to date.						50,000	30/06/2027
Department 58000 - Fleet Total		**2,276,953**	**2,632,388**	**4,909,341**	**1,385,297**	**5,239,514**	**330,173**					**0**	**1,300,000**	**1,300,000**	**0**	**5,239,514**	
Department 59000 - Engineering Services																	
CW223048	Peak Downs Mine Rd - Saraji Rd Inter	1,901	93,136	95,037	8,233	8,233	(86,804)	(1054%)	90%	Ongoing negotiations with mining company administrators, noting outstanding purchase order for agreed council contribution to works, however Council had to complete defect works of a similar value to finalise the project.						8,233	30/06/2027
CW243194	MBH Goonyella Road Intersection Upgrade	904,060	496,863	1,400,924	975,000	1,178,705	(222,219)	(19%)	100%	Completed. Awaiting final invoicing. Additional funds required due to line marking and finalisation of works which Council progressed after contract finalised.	Rec $300,000 frm CW273480 Depreciation Rec $466,563 frm CW263421 Depreciation Rec $258,437 frm CW273466 Depreciation		1,025,000			2,203,705	18/09/2026
CW243242	Phillips Creek Bridge Construction	21,207	89,193	110,401	0	0	(110,401)	0%	100%	Completed. Awaiting final invoicing.	Increase $661,723 Depreciation (Roads) Rec $10,000 frm CW253269 Res 1078 CF Rec $6,714 frm CW253298 Res 1078 CF Rec $21,563 frm CW273466 Depreciation	661,723	38,277			700,000	30/07/2026
CW253269	MBH Bacon Street Concrete Footpath	0	0	0	10,000	10,000	10,000	100%	100%	Completed.	Trf $10,000 to CW243242 Res 1078 CF			10,000		0	30/09/2026
CW253272	Mills Av Goonyella Intersection Upgrade	18,110	21,907	40,017	41,563	141,563	101,546	72%	25%	Design only project. Option analysis workshopped with Councillors with detailed design commenced.	Increase $50,000 Depreciation	50,000				191,563	30/06/2027
CW253298	MBH Mills Ave Upgrade Design	0	0	0	6,714	6,714	6,714	100%	100%	Completed	Trf $6,714 to CW243242 Res 1078 CF			6,714		0	30/11/2026
CW253304	Saraji Road Upgrade and Renewal	235	4,614	4,849	333,400	2,000,000	1,995,151	100%	10%	Multiyear project with design and contract documents complete. Tender anticipated to be advertised in February, with construction to flow into the 2027/2028 financial year (additional funds in PAG)	Defer $1,000,000 to 27/28 FY Res 1189 R2R				(1,000,000)	1,000,000	30/11/2027
CW263345	REG Unsealed Roads New Floodway Program	28,861	47,871	76,731	0	0	(76,731)	0%	100%	Completed. Awaiting final invoicing.	Increase $100,941 Depreciation (Roads)	100,941				100,941	30/10/2026
CW263347	REG CCTV installation	3,444	53,856	57,300	46,717	46,717	(10,583)	(23%)	100%	Completed. Awaiting final invoicing.	Increase $14,633 Depreciation (Parks)	14,633				61,350	30/10/2026
CW263348	CORP Sporting Oval Lighting Upgrade	899	0	899	150,000	400,000	399,101	100%	5%	Originally advertised in conjunction with CLM Sporting Fields CW263348, Moranbah Park Lighting CW273495, CW273489 GLN, CLM, MMT Floodlight LED Upgrades and Dysart Sporting Field Lighting Assessment CW273496. Projects were not awarded under original tender. Readvertised in November with separable portions and expecting to delivery all works before end of financial year.						400,000	30/06/2027

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CW263349	CLM Junior Cricket Ovals	2,690	1,818	4,508	2,000	150,096	145,588	97%	5%	Specification complete, with RFQ advertised in November.						150,096	30/06/2027
CW263419	Cotherstone Capella Road Pave & Seal	21,132	50,070	71,202	250,000	1,570,560	1,499,358	95%	5%	Multiyear project with design complete. Tender anticipated to be advertised in February, with construction to flow into the 2027/2028 financial year (additional funds in PAG)						1,570,560	30/11/2027
CW263421	MBH Access & Railway Station Intersectio	33,338	112,838	146,176	210,000	1,967,414	1,821,238	93%	40%	Design progressing, geotech complete. Finalised design by end of February. Previously this project was to be a design and construct in the 2027 FY - however now due to initial price estimates will be design only until additional funding can be secured.	Trf $300,000 to CW273480 Res 1188 TIDS Trf $108,707 to New Project CLM Capella St Pavement Works Res 1188 TIDS Reduction $500,000 Res 1188 TIDS Reduction $417,144 Res 1144 Developer Contributions Transport Moranbah Trf $466,563 to CW243194 Depreciation	(917,144)		875,270		175,000	31/03/2027
CW273479	CORP Unsealed Roads New Floodway Program	374	0	374	200,000	850,000	849,626	100%	20%	Being delivered in conjunction with CW273480. Prestart meet held and Delivery to commence Mid-November.						850,000	10/02/2027
CW273480	CORP Floodway Renewal Program	374	0	374	0	600,000	599,626	100%	20%	Being delivered in conjunction with CW273480. Prestart meet held and Delivery to commence Mid-November.	Rec $300,000 frm CW263421 Res 1188 TIDS Trf $300,000 to CW243194 Depreciation		300,000	300,000		600,000	10/02/2027
CW273481	CORP Safety Audit Works	0	0	0	58,332	350,000	350,000	100%		Reduce Corp Safety Audit for priority transfer for CLM Capella Street (Council resolution 9941) and Emergency work to 4 flood warning signs due to vandalism, remainder to be used on Safety audit work in Clermont, work to be done internally.	Trf $156,293 to NEW Project CLM Capella St Pavement Works Depreciation Trf $80,000 to New Project Flood Warning Signs Replacement			236,293		113,707	30/06/2027
CW273482	Bully Creek Bridge Replacement	824	0	824	375,000	1,875,000	1,874,176	100%	15%	Design complete. Environmental approvals have lapsed, new approval have been sort. When approval received, progression of tender documents will commence. Partial deferral of budget due to approval delay and that construction cannot start until April 2027 after the end of the wet season.	Defer $800,000 to 27/28 FY Res 1189 R2R				(800,000)	1,075,000	30/10/2027
CW273483	Golden Mile Rd Rehab and Widening	0	0	0	30,000	140,000	140,000	100%	0%	Design on project awaiting allocation of staff resource when available.						140,000	30/06/2027
CW273484	CLM Sale/Show Access Rd Compliance works	0	0	0	25,000	100,000	100,000	100%	10%	Consultant inspection complete with recommendations to be assessed by Engineering Services. Design only project for 2027 FY.						100,000	30/06/2027
CW273485	CLM Aerodrome Unmanned Fuel Facility	3,220	0	3,220	50,000	150,000	146,780	98%	10%	Contract awarded early November. Prestart meeting to be conducted to determine start date.	Rec $20,000 frm CW273485 Depreciation		20,000			170,000	30/05/2027
CW273486	CLM Aero Elec. Compliance/ Modernisation	2,546	0	2,546	16,666	100,000	97,454	97%	2%	Site visit complete to determine scope which includes the moving of the existing site office .	Trf $20,000 to CW273485 Depreciation			20,000		80,000	30/06/2027
CW273487	Grasstree Road Culvert Replacement	0	0	0	33,340	100,000	100,000	100%	0%	Design on project awaiting allocation of staff resource when available.						100,000	30/06/2027
CW273488	MBH Walking Local Government Plan Design	0	0	0	8,320	50,000	50,000	100%	0%	Design on project awaiting allocation of staff resource when available.						50,000	30/06/2027
CW273489	GLN, CLM, MMT Floodlight LED Upgrades	3,001	0	3,001	45,000	85,000	81,999	96%	15%	Originally advertised in conjunction with CLM Sporting Fields CW263348, Moranbah Park Lighting CW273495, CW273489 GLN, CLM, MMT Floodlight LED Upgrades and Dysart Sporting Field Lighting Assessment CW273496. Projects were not awarded under original tender. Readvertised in November with separable portions and expecting to delivery all works before end of financial year.						85,000	31/12/2026
CW273490	GRH Rec Park	0	0	0	16,666	50,000	50,000	100%	0%	Through consultation with Councillor and community these design funds are no longer required.	Trf $50,000 to CW273492 Depreciation			50,000		0	

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CW273491	CLM Netball Courts Renewal	0	0	0	5,000	50,000	50,000	100%	15%	Note - design only project for 2027FY. Scope been determined and seeking quotes for design.						50,000	30/06/2027
CW273492	STL Rec Grounds Septic Treatment Sys Ren	0	0	0	5,000	30,000	30,000	100%	10%	Note design only project for 2027 FY. Increase of budget required due to higher design cost quote. Contractor secured for design works.	Rec $50,000 frm CW273490 Depreciation		50,000			80,000	30/06/2027
CW273493	CLM Cemetery extension	0	0	0	6,666	20,000	20,000	100%	5%	Design only. Combined tender package for CW273493, Cw273494 & CW273498 advertised in October.						20,000	30/06/2027
CW273494	MBH Cemetery extension and new entrance	0	0	0	6,666	20,000	20,000	100%	5%	Design only. Combined tender package for CW273493, Cw273494 & CW273498 advertised in October.						20,000	30/06/2027
CW273495	MBH Park Lighting	2,090	0	2,090	83,340	250,000	247,910	99%	5%	Originally advertised in conjunction with CLM Sporting Fields CW263348, Moranbah Park Lighting CW273495, CW273489 GLN, CLM, MMT Floodlight LED Upgrades and Dysart Sporting Field Lighting Assessment CW273496. Projects were not awarded under original tender. Readvertised in November with separable portions and expecting to delivery all works before end of financial year.	Increase $19,879 Res 1265 W4QLD 24-27	19,879				269,879	30/06/2027
CW273496	DYS Sporting Field Lighting Assessment	1,945	0	1,945	20,000	40,000	38,055	95%	5%	Originally advertised in conjunction with CLM Sporting Fields CW263348, Moranbah Park Lighting CW273495, CW273489 GLN, CLM, MMT Floodlight LED Upgrades and Dysart Sporting Field Lighting Assessment CW273496. Projects were not awarded under original tender. Readvertised in November with separable portions and expecting to delivery all works before end of financial year.						40,000	30/06/2027
CW273497	CORP CloudMaster Roll Out	0	0	0	16,666	100,000	100,000	100%	0%	Project for LED lighting upgrade at Clermont includes the Cloudmaster system. Future LED lighting upgrades will have the Cloudmaster as part of the upgrade. Decision to remove this project to fund the emergent works for the Nebo Showgrounds Canteen.	Trf $100,000 to New Project Nebo Showgrounds Canteen Depreciation			100,000		0	30/06/2027
CW273498	TCD Boat Ramp Renewal Upgrade	0	0	0	5,000	30,000	30,000	100%	5%	Design only. Combined tender package for CW273493, Cw273494 & CW273498 advertised in October.						30,000	30/06/2027
CW273499	CAR Sports Stadium Phase 2 & 3	0	0	0	5,000	50,000	50,000	100%	10%	Design only project. Contract awarded for electrical and structural inspections. Assessment reports due early January.						50,000	30/03/2027
CW273534	CLM Capella St Pavement Works	0	0	0	0	0	0	0%		Project adopted September Council meeting - Res 9941	Rec $108,707 frm CW263421 Res 1188 TIDS Rec $156,293 frm CW273481 Depreciation		265,000			265,000	30/06/2027
New Project	Flood Warning Signs Replacement	0	0	0	0	0	0	0%		Project required due to vandalism at 4 sites to ensure flood warning infrastructure is in place for the wet season	Rec $80,000 frm CW273481 Depreciation		80,000			80,000	30/06/2027
Department 59000 - Engineering Services Total		**1,050,252**	**972,166**	**2,022,419**	**3,045,289**	**12,520,002**	**10,497,583**					**(69,968)**	**1,778,277**	**1,598,277**	**(1,800,000)**	**10,830,034**	
Infrastructure Services Total		**4,392,691**	**12,592,011**	**16,984,703**	**8,053,904**	**38,697,419**	**21,712,716**	**56%**				**845,032**	**3,639,752**	**3,639,752**	**(1,835,000)**	**37,707,451**	
60000 - Community Services																	
Department 60000 - Community Services																	
CW243227	DYS Miners Memorial	0	0	0	0	130,239	130,239	100%	20%	Design completed but project delivery is dependent on third party financial contributions.						130,239	19/09/2027
CW253331	Isaac Resources Excellence Precinct	548,050	12,783,187	13,331,237	4,123,795	26,576,652	13,245,415	50%	25%	Works progressing on site. Considerations underway on budget allowance for the intersection. Separate report to Council in November.						26,576,652	15/09/2027
Department 60000 - Community Services Total		**548,050**	**12,783,187**	**13,331,237**	**4,123,795**	**26,706,891**	**13,375,654**					**0**	**0**	**0**	**0**	**26,706,891**	

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Department 63000 - Planning & Environment																	
CW273500	Quikspray Unit	25,411	0	25,411	32,000	32,000	6,589	21%	100%	Project complete. Remaining budget to be transferred / returned to Q2.						32,000	4/09/2026
Department 63000 - Planning & Environment Total		**25,411**	**0**	**25,411**	**32,000**	**32,000**	**6,589**					**0**	**0**	**0**	**0**	**32,000**	
Department 66000 - Community & Cultural Services Community Hubs																	
CW222966	STLAW Community Hub Design and Construct	500	0	500	0	431,154	430,654	100%	10%	Community consultation occurred in October. Report will be presented to Council for endorsement before further progress.						431,154	30/06/2027
CW273501	CLM Community Hub Upgrade	0	0	0	0	142,318	142,318	100%	0%	Preparing scope of works for new hub counter						142,318	30/06/2027
CW273502	CORP CommHubs Emergent Renewals 2027	389	0	389	12,500	75,000	74,611	99%	10%	Airconditioning works with procurement for Dysart Hub and Nebo Museum. Additional works to be scoped as need arises.						75,000	30/06/2027
Department 66000 - Community & Cultural Services Community H		**889**	**0**	**889**	**12,500**	**648,472**	**647,583**					**0**	**0**	**0**	**0**	**648,472**	
Department 67000 - Community & Cultural Services Civic Venues																	
CW223013	MBH Community Centre - Refurbishment	0	500	500	0	208,855	208,355	100%	0%	Scope to be defined by Centre Staff and relevant user groups						208,855	30/06/2027
CW253329	STL Hall - Kitchen upgrade	1,505	28,461	29,967	29,967	29,967	0	0%	100%	Project complete						29,967	15/10/2026
CW263378	CORP Halls Emergent Renewals 2026	14,217	0	14,217	14,217	14,217	(0)	(0%)	100%	Project complete						14,217	31/07/2026
CW263384	NBO Hall AC Upgrade	155	0	155	32,000	359,978	359,823	100%	10%	Project awarded and originally due to start works in January, however is dependant on CW263423 Nebo Hub and Hall Roof Replacement, which has now been delayed.						359,978	31/05/2027
CW273503	CLM Civic Centre Retaining wall renewal	0	0	0	0	60,000	60,000	100%	0%	Preparing scope of works						60,000	31/03/2027
CW273504	DYS Rec Centre Court 2 lighting upgrade	389	0	389	0	35,000	34,611	99%	0%	Preparing scope of works to align with recent upgrades to Court 1 lights						35,000	30/04/2027
CW273505	CORP Halls Emergent Renewals 2027	795	38,234	39,029	20,900	143,854	104,825	73%	20%	DYS Rec Centre Stormwater works commenced to renew pipes and replace a section of the carpark. Additional works to be scoped as need arises.						143,854	30/06/2027
Department 67000 - Community & Cultural Services Civic Venues		**17,061**	**67,195**	**84,257**	**97,084**	**851,871**	**767,614**					**0**	**0**	**0**	**0**	**851,871**	
Community Services Total		**591,411**	**12,850,383**	**13,441,794**	**4,265,379**	**28,239,234**	**14,797,440**					**0**	**0**	**0**	**0**	**28,239,234**	
80000 - Water & Waste																	
Department 81000 - Water & Wastewater Operations																	
CW172425	Project Management Costs	1,004	504,011	505,014	0	0	(505,014)	0%		Holding account for PMs fees/costs. Costs to be reallocated to construction project periodically.						0	
CW222983	MBH WTP - roof replacement	210	0	210	210	210	0	0%	100%	Complete						210	23/04/2026
CW222991	NBO WWTP SCADA project	512	0	512	0	283,234	282,722	100%	0%	Multi-year project, combined with CW222992. Forecast for tender to be issued in January 2027. Subject to award date and delivery constraints (contractor availability and plant access), construction works may not be completed in FY26/27. Budget shortfall forecast ~$250k pending receipt of tender offers.						283,234	30/06/2027
CW222992	GLN WWTP SCADA project	1,142	0	1,142	0	340,933	339,791	100%	0%	Multi-year project, combined with CW222992. Forecast for tender to be issued in January 2027. Subject to award date and delivery constraints (contractor availability and plant access), construction works may not be completed in FY26/27. Budget shortfall forecast ~$120k pending receipt of tender offers.						340,933	30/06/2027

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Code	Project	YTD Actuals	Commitments	YTD Expenditure (Including Outstanding Commitment)	YTD Budget	Annual Approved Budget	Remaining Approved Budget	Remaning Approved Budget Percentage	% Physical Completion	Project Progress Comment	Finance Comment	Trf to Reserves /Trf frm Reserves	Transfer in from other projects	Transfer out to other projects	Deferred to 2028 FY (negative number)	26/27 Proposed Revised Budget	Revised Completion Date
CW233150	MBH WTP Filter Valve Replacement	5,160	0	5,160	7,306	7,306	2,146	29%	100%	Complete. Remaining budget not required, transfer out to other projects	Trf $1,021 to CW253288 Res 1078 CF Trf $1,125 to CW273517 Res 1078 CF			2,146		5,160	30/06/2026
CW233155	CLM WTP Plant Modernisation	49,142	130,610	179,752	388,996	388,996	209,244	54%	90%	Multiyear project - Relocation of old chemical dosing switchboard to new switchboard currently scheduled for November, pending plant performance (shut down of plant required to complete works). Awaiting if further works are required for plant improvement.						388,996	31/12/2026
CW243185	MBH - Recycled Water Network	24,591	15,209	39,800	25,000	271,050	231,250	85%	20%	Multi-year project. Revised Environmental Authority amendment documents for proposed irrigation to land west of Sarchedon Dr provided to IRC from GHD on 29/9/26. IRC currently in communication with a potential commercial end user of recycled effluent irrigation in MBH with a demand range of 175 - 289 ML/yr. If this arrangement proceeds it will likely negate the need for the irrigation to the bushland.						271,050	7/05/2027
CW253275	CORP sewer relining 2025	18,991	1,093,502	1,112,493	6,060	1,200,060	87,567	7%	70%	2026/27 works complete in Moranbah. Cleaning and CCTV investigations due to commenced in Dysart in October.						1,200,060	31/12/2026
CW253277	MBH WTP West & East High Lift Pumps	55,649	9,073	64,722	75,000	99,293	34,571	35%	95%	Pumps installed. Commissioning to be finalised.	Trf $30,000 to CW273517 Res 1078 CF			30,000		69,293	31/12/2026
CW253279	MMT and DYS - Drying Beds WTPs	6,782	0	6,782	10,667	10,667	3,885	36%	100%	Complete - CF was to facilitate finalisation of invoices. Remaining budget not required, transfer out to other projects	Trf $622 to CW273513 Res 1078 CF Trf $3,263 to CW273517 Res 1078 CF			3,885		6,782	30/06/2026
CW253288	MMT- WTP Clearwater Pump replacement	3,750	0	3,750	2,729	2,729	(1,021)	(37%)	100%	Completed	Rec $1,021 frm CW233150 Res 1078 CF		1,021			3,750	15/07/2026
CW263388	NBO WWTP Install Rip Rap to ESD	7,088	0	7,088	10,000	263,589	256,501	97%	95%	Construction commenced in October and due for completion by end of November. Increase of budget required due to received tender responses.	Increase $109,150 Sewer Depreciation	109,150				372,739	30/11/2026
CW263391	MMT WTP upgrade	14,527	16,660	31,187	21,000	350,000	318,813	91%	0%	Draft scope is being updated to align with other recent similar projects and to include the recommendations from a recent dive report inside the clarifiers						350,000	30/06/2027
CW263394	STL Weir plan - Identify & Repair Leak	8,559	0	8,559	18,954	18,954	10,395	55%	100%	Complete. Remaining budget not required, transfer out to other projects	Trf $8,151 to CW273517 Res 1078 CF			8,151		10,803	28/08/2026
CW263395	MBH Fluoride Plant Upgrade	13,555	0	13,555	6,000	536,362	522,807	97%	5%	Value engineering being undertaken to determine the scope. Options considered include modifications to existing, new location with 2nd hand or packaged plants.						536,362	30/06/2027
CW263396	MBH Recycled Water Main Upgrade	6,012	18,182	24,194	28,000	675,000	650,806	96%	5%	Design and tender documentation received from GBA. Construction contract to be advertised for RFT in November. Community consultation required with local residents to advise of works and request the removal of stored property from area of pipeline installation on BMA and Golf Club land.						675,000	7/05/2027
CW263397	MBH Recycled Water Plant Upgrade	12,831	69,530	82,361	16,800	322,904	240,543	74%	5%	The Consultant D&C scope is anticipated to be released to market January 2027 for award in Q3 (subject to FY28 funding).						322,904	30/06/2027
CW263398	CORP Groundwater Monitoring	157,807	119,289	277,096	210,000	292,899	15,803	5%	100%	Completed, awaiting final invoices						292,899	30/09/2026
CW263399	CLM WTP Replace backwash pipeline to lag	1,034	95,245	96,279	40,000	123,915	27,636	22%	10%	The Contractor mobilised to site to commence the pipeline replacement works; however, the site was subsequently flooded due to a WTP breakdown, requiring the Contractor to demobilise. The Contractor will remobilise once the site has dried up, subject to weather, currently anticipated January / February for remobilisation.						123,915	30/06/2027

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CW263402	MBH WTP Install Boby Plant Flow Meter Go	35,988	0	35,988	60,918	60,918	24,930	41%	100%	Complete. Remaining budget not required, transfer out to other projects	Trf $24,930 to CW273517 Res 1078 CF			24,930		35,988	23/07/2026
CW263404	GLN WWTP Enhancement	27,211	0	27,211	37,419	37,419	10,208	27%	100%	Completed. CF was to finalise invoicing	Trf $10,208 to CW273517 Res 1078 CF			10,208		27,211	30/06/2026
CW263406	CORP WTP Emergent Renewals 2026	63,937	6,136	70,073	52,720	52,720	(17,353)	(33%)	100%	Completed. Note some expenditure transferred to newly created CW273533 Carmila WTP Remediation Works. Transfer remaining funds to new FY Emergent project	Trf $44,842 to CW273511 Res 1078 CF			44,842		7,878	30/09/2026
CW263407	CORP WN Install Bulk Meters New	10,176	1,020	11,196	12,290	12,290	1,094	9%	100%	Completed. Transfer remaining funds to new FY project	Trf $716 to CW273506 Res 1078 CF			716		11,574	30/09/2026
CW263408	CORP WN Water Valve & Hydrant Prog 25-26	77,125	64,805	141,930	137,463	137,463	(4,467)	(3%)	99%	Physically Completed. Finalisation of invoicing currently underway.						137,463	30/07/2026
CW263410	CORP WN Meter un-metered fire connection	1,336	34	1,370	1,336	1,336	(34)	(3%)	100%	Completed						1,336	30/06/2026
CW263413	CORP WWTP Emergent Renewals 2026	58,758	209,941	268,700	37,833	287,833	19,133	7%	20%	Works this FY include Moranbah WWTP effluent pump replacement (completed) and the MMT filter replacement at the WWTP Recycled water plant, which is currently awaiting parts.						287,833	21/12/2026
CW263414	CORP Switchboards WWTP	103	0	103	0	99,657	99,554	100%	0%	RFQ under review by Operations.						99,657	30/06/2027
CW263425	DYS Avdata Meter install	90,781	0	90,781	0	140,648	49,867	35%	100%	Complete. Remaining budget not required, transfer out to other projects	Trf $49,378 to CW273513 Res 1078 CF			49,378		91,270	31/08/2026
CW273506	CORP WN Water Meters 2027	11,263	10,202	21,465	27,000	550,000	528,535	96%	0%	Ongoing works. Contract option renewed with supplier, next replacement dates approx. Feb 2027.	Rec $716 frm CW263407 Res 1078 CF		716			550,716	30/06/2027
CW273507	CORP WN Meter Unmetered Connections 2027	161	9,661	9,822	1,500	15,000	5,178	35%	0%	Requisition created for purchase of plumbing parts for properties at Ewan & Gilham Tce's. Works to be delivered internally.						15,000	30/06/2027
CW273508	CORP WN Network Remove Dead Ends 2027	161	5,132	5,293	4,500	45,000	39,707	88%	0%	Requisition raised for plumbing parts to remove dead ends in Clermont. Works to be delivered internally.						45,000	30/06/2027
CW273509	CORP WN Air/Pressure Relief Valve 2027	411	0	411	0	20,000	19,589	98%	0%	Operations are currently undertaking investigations to identify the locations of the valves.						20,000	30/06/2027
CW273510	MBH WTP Refurbishment Design	8,931	0	8,931	20,000	250,000	241,069	96%	0%	Tender documents developed and under review. Tender expected to be advertised in November.						250,000	30/06/2027
CW273511	CORP WTP Emergent Renewal 2027	140,782	142,397	283,180	9,000	150,000	(133,180)	(89%)	50%	Note expenditure has been journalled to CW273533 Carmila WTP Remediation works. Remaining budget after transfer $69K for other emergent requirements.	Rec $44,842 frm CW263406 Res 1078 CF		44,842			194,842	30/06/2027
CW273512	CORP WTP Switchboards Renewal 2027	0	0	0	0	100,000	100,000	100%	0%	Operations to identify the scope of works.						100,000	30/06/2027
CW273513	CORP WTP Air Compress/Blower Renewal 202	41,056	0	41,056	1,250	125,000	83,944	67%	40%	Originally scheduled for Moranbah and Clermont, however Clermont reprioritised to Middlemount due to operational needs. Works expected to be finalised by end of November. Additional funds required due to tender responses.	Rec $49,378 frm CW263425 Res 1078 CF Rec $622 frm CW253279 Res 1078 CF		50,000			175,000	31/12/2026
CW273514	CORP WN Valve Hydrant Renewal 2027	0	4,971	4,971	0	35,000	30,029	86%	0%	Operations are sourcing quotes for the identified valves replacements.						35,000	30/06/2027
CW273515	MMT Town Water Reservoir Refurbishment	7,320	0	7,320	12,000	200,000	192,680	96%	3%	Tender documents developed and under review. Tender expected to be advertised in November.						200,000	30/04/2027
CW273516	CLM WTP Clarifier Rehabilitation	463	0	463	10,000	200,000	199,538	100%	0%	Project planning has commenced. Contractor was due to visit plant for condition assessment reporting, however due to emergent issues, this has been requested to be delayed. Cleaning and condition assessment required before the design scope can be developed.						200,000	19/03/2027

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Code	Project	YTD Actuals	Commitments	YTD Expenditure (Including Outstanding Commitment)	YTD Budget	Annual Approved Budget	Remaining Approved Budget	Remaning Approved Budget Percentage	% Physical Completion	Project Progress Comment	Finance Comment	Trf to Reserves /Trf frm Reserves	Transfer in from other projects	Transfer out to other projects	Deferred to 2028 FY (negative number)	26/27 Proposed Revised Budget	Revised Completion Date
CW273517	MBH WTP 400ML Dam Wall Remediation	9,515	0	9,515	10,000	500,000	490,485	98%	3%	Scoping study provided an original budget estimate that formed the PAG. When tender pricing received, these were well above estimated amounts. Reduction of scope to reduce pricing, however additional funds are still required. Works are urgently required ahead of wet season to prevent further erosion of the dam wall or further issues.	Increase $86,092 frm Water Depreciation Rec $336,231 frm CW243205 Res 1078 CF Rec $1,125 frm CW233150 Res 1078 CF Rec $3,263 frm CW253279 Res 1078 CF Rec $30,000 frm CW253277 Res 1078 CF Rec $8,151 frm CW263394 Res 1078 CF Rec $24,930 frm CW263402 Res 1078 CF Rec $10,208 frm CW263404 Res 1078 CF	86,092	413,908			1,000,000	28/05/2027
CW273518	CORP Water Project Concept Development	54,429	491	54,920	24,900	100,000	45,080	45%	0%	Note expenditure has been transferred to CW273533 Carmila WTP Remediation Works. Annual project to assist with better scope development for PAG.						100,000	30/06/2027
CW273519	DYS ESD Recycled Water Management	920	0	920	8,000	100,000	99,080	99%	0%	Project scope investigation underway						100,000	30/06/2027
CW273520	CORP WWTP Emergent Renewals 2027	3,045	18,139	21,184	24,900	100,000	78,816	79%	2%	Emergent project for any identified items. Current commitments for Clermont WWTP Inlet Screen Drive unit and Pipe work at the Dysart effluent storage dam.						100,000	30/06/2027
CW273521	MBH SN Capacity Upgrade	4,518	0	4,518	0	100,000	95,482	95%	0%	Design scope anticipated to be issued to market January 2027, award Q3 with construction works anticipated to be completed during FY28						100,000	30/06/2027
CW273522	CORP SN SPS Pump Replacement 2027	10,139	23,747	33,886	0	100,000	66,114	66%	10%	Annual replacement program. Works on a as required basis						100,000	30/06/2027
CW273524	CORP SN Manhole Rehabilitation 2027	3,298	0	3,298	0	80,000	76,702	96%	0%	Four manholes were identified and inspected, except for one where access was unavailable. Of the three manholes inspected, none require replacement as they were found to be structurally sound. The sewer conditions will be assessed by the Sewer Relining Contractor to identify any blockages.						80,000	30/06/2027
CW273525	CORP Wastewater Project Concept Developm	1,966	0	1,966	24,900	100,000	98,034	98%	0%	Wastewater Project Concept Development budget to assist with better scoping for PAG.						100,000	30/06/2027
CW273532	Moranbah Boby WTP Airline & Electrical Upgrade	0	165,118	165,118	0	0	(165,118)	0%	90%	Project adopted September Council meeting - Res 9933	Increase $260,000 Water Depreciation	260,000				260,000	31/03/2027
CW273533	Carmila WTP Remediation Works	0	58,159	58,159	0	0	(58,159)	0%	80%	Project adopted September Council meeting - Res 9934	Increase $430,000 Water Depreciation	430,000				430,000	30/06/2027
New Project	CLM WTP Upgrade Lagoon Pump	0	0	0	0	0	0	0%	0%	Replace the existing diesel lagoon pump at Clermont WTP with an electrically powered pump, including a new switchboard and cabling. The upgrade will enable effective control of lagoon water levels from filter backwashes, preventing discharge onto neighbouring private property and improving operational reliability.	Increase $60,000 Water Depreciation	60,000				60,000	30/06/2027
Department 81000 - Water & Wastewater Operations Total		**1,052,138**	**2,791,263**	**3,843,401**	**1,384,651**	**8,888,385**	**5,044,984**					**945,242**	**510,487**	**174,256**	**0**	**10,169,858**	
Department 83000 - Waste Management Operations																	
CW243205	MBH Rectification of Landfill Cell	1,447,261	274,458	1,721,719	1,078,876	2,397,188	675,469	28%	100%	Completed. 2 year defect liability period. Vegetation establishment period underway.	Trf $213,769 to CW243239 Res 108 CF Trf $336,231 to CW273517 Res 1078 CF			550,000		1,847,188	30/10/2026
CW243239	CAR Landfill Capping	5,518	0	5,518	10,000	600,000	594,482	99%	10%	Tender evaluated. Subject to additional funding to award. 16 week delivery schedule. Bring forward PAG 2027 FY funding to finalise.	Increase $456,186 Rehabilitation Provision Rec $5,045 frm CW243240 Res 1078 CF Rec $213,769 frm CW243205 Res 1078 CF	456,186	218,814			1,275,000	31/12/2026
CW243240	GNH Landfill Capping	253	0	253	5,298	5,298	5,045	95%	100%	All works completed and practical completion certificate issued. As-Built and construction details forwarded to compliance team for further processing of landfill closure application with DETSI.	Trf $5,045 to CW243239 Res 1078 CF			5,045		253	30/06/2026
CW253266	DYS WMF Repurpose to Transfer Station	288,896	960,858	1,249,753	40,000	1,477,899	228,146	15%	40%	Construction of the concrete retaining wall and lower bin slabs has been completed. Works to be finalised by end of November						1,477,899	31/12/2026
CW263386	MBH WMF Water line	32,170	59,678	91,848	30,000	96,470	4,622	5%	10%	Project scope currently under review to deliver outcomes.						96,470	30/06/2027

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CW273526	CORP WMF Emergent Renewals 2027	11,716	0	11,716	0	35,000	23,284	67%	20%	Annual project for any emergent replacements						35,000	30/06/2027
CW273527	NBO WMF Rehabilitation Design	12,882	0	12,882	5,310	106,200	93,318	88%	10%	The WMF strategy model was completed in August 2026. The RFQ / Tender for the Nebo WMF Rehabilitation Consultant design scope is anticipated to be released to market by January 2027.						106,200	30/06/2027
CW273528	CORP Waste Oil Storage Replacement	36,127	0	36,127	3,000	45,000	8,873	20%	100%	Completed majority of sites however no further budget available for Dysart tank. Will resubmit to PAG for 2028 FY.	Return to reserve $3,744 Res 1060 Glenden Asset Reserve	(3,744)				41,256	30/10/2026
CW273529	GLN WMF Fences Renewal	22,736	0	22,736	12,500	50,000	27,264	55%	30%	Request for Quote responses received which have come In well above the anticipated budget. Increase in budget required to do the required works to meet safety compliance. Note multiyear project in PAG which will be bought forward ($70K) and additional funds.	Increase $170,000 Res 1060 Glenden Asset Reserve	170,000				220,000	30/06/2027
CW273530	CORP Waste Project Concept Development	1,249	0	1,249	6,240	25,000	23,751	95%	5%	Waste Project Concept Development budget to assist with better scoping for PAG.						25,000	30/06/2027
Department 83000 - Waste Management Operations Total		**1,858,808**	**1,294,993**	**3,153,801**	**1,191,224**	**4,838,055**	**1,684,254**					**622,442**	**218,814**	**555,045**	**0**	**5,124,266**	
Water & Waste Total		**2,910,946**	**4,086,256**	**6,997,202**	**2,575,875**	**13,726,440**	**6,729,238**	**49%**				**1,567,684**	**729,301**	**729,301**	**0**	**15,294,124**	
Whole of Council		**8,066,186**	**29,552,090**	**37,618,275**	**14,969,480**	**81,236,379**	**43,618,104**	**54%**				**2,412,716**	**4,377,383**	**4,377,383**	**(1,835,000)**	**81,814,095**	

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MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Sanad Abdu
AUTHOR POSITION	Engineering Planning & Corridor Management

9.4 NAMING OF COOROORA CREEK BRIDGE

EXECUTIVE SUMMARY

The report is seeking a resolution on the naming of the new bridge asset over Cooroora Creek Bridge following community consultation.

OFFICER'S RECOMMENDATION

That Council:

1. ***Receive the report on the proposed names for the bridge currently known as Cooroora Creek Bridge***
2. ***Adopt Barney Davison Bridge as the new name for the current Cooroora Creek Bridge***

BACKGROUND

Council has received a request to rename the recently constructed new bridge asset over Cooroora Creek. Following receipt of the naming request, Council officers had undertaken an assessment in accordance with the Naming of Roads and Community Infrastructure Policy CORP-POL-093.

Figure 1 – Picture of Current Cooroora Creek Bridge

Following resolution 9588 at the February 2026 Ordinary Meeting, Council officers have undertaken a consultation and engagement process in accordance with Council's policy 'Naming of Roads and Community Infrastructure'.

Consultation was undertaken through Council's Speak up Isaac and Council's website and social media platforms. The consultation activity commenced on 14 April 2026 and close on 12 May 2026. During the consultation period a total of 7 submissions were received, resulting in a total of 4 individual name suggestions. The full list of submissions is included within the attached document.

Using the assessment criteria contained in CORP-POL-093 Naming of Roads and Community Infrastructure Policy, the proposed bridge names can be evaluated against the following key principles:

- Linkage to locality, history, culture, landscape or community significance.
- Recognition of Aboriginal and Torres Strait Islander languages and cultural connections.
- Commemoration of individuals who have made a significant contribution to the local area or community.
- Clarity, uniqueness and ease of identification.
- Avoidance of duplication, ambiguity or confusion.
- Community acceptance and appropriateness.

Proposed Bridge Name	Evaluation Comments
Anna Meares	Recognises a prominent Queensland sporting identity. While the name is widely recognised and easily understood, a clear and demonstrable connection to the local area and the bridge location would need to be established to satisfy the policy preference for local historical, cultural or community significance. As the individual is living, as per the policy, this is a non-compliant name.
Barney Davison Bridge or Barney's bridge	The proposal strongly aligns with the relevant policy requirements. The use of the individual's full name provides clarity, recognition, and avoids ambiguity. Community significance and a demonstrated local connection have been established through multiple requests from Middlemount community members to name the bridge in his honour following his recent passing in 2026. This level of community support provides clear evidence of the individual's local contribution and the community's desire to commemorate his legacy through the proposed naming.
Gamu Bridge	Name aligns strongly with the policy's encouragement of Aboriginal and Torres Strait Islander language and cultural recognition. Gamu means "rain/water" in surrounding TO languages (Baradha, Gangulu) Compliant name as it demonstrates linkage to locality and reflection of local themes such as local historical, ancestral, cultural, landscape, biodiversity, feature etc.
Bana Yimba Bridge or Bana Yumba Bridge	Name aligns with policy objectives promoting Aboriginal and Torres Strait Islander language and cultural heritage. The name is inspired by Barada Barna language and culture. "bana" = water, 'yimba' = crossing. It is an interpretive construction but culturally aligned. or using "yumba" = home/camp symbolizes community connection.

	Compliant name as it demonstrates linkage to locality and reflection of local themes such as local historical, ancestral, cultural, landscape, biodiversity, feature etc.
Barney Davison	Informal and locally familiar; however, it may not clearly identify the individual being commemorated and may create ambiguity for future users. However still compliant as it is referring to a shortened name of the individual.
Barneys Bridge	Informal and locally familiar; however, it may not clearly identify the individual being commemorated and may create ambiguity for future users. However still compliant as it is referring to a shortened name of the individual.
Barney's Bridge	Informal and locally familiar; however, it may not clearly identify the individual being commemorated and may create ambiguity for future users. However still compliant as it is referring to a shortened name of the individual.

Following evaluation of the data received, it is identified that the largest portion of submissions indicate a preference to rename the bridge. It must be acknowledged however, that there is a common theme relating to the Barney Davison's family with 4 nominations received across for 4 different names.

The evaluation has determined four (4) names as suitable for Council's consideration for the naming of Cooroora Creek Bridge, they being:

- Gamu Bridge;
- Bana Yimba Bridge or Bana Yumba Bridge; and
- Barney Davison Bridge
- Barney's Bridge

RECOMMENDATION:

Engineering Services has recommended Barney Davison Bridge as the name for the newly constructed Cooroora Creek Bridge, as the proposal satisfies the relevant naming policy criteria. The proposed name recognises Barney Davison's longstanding connection to the area, his significant contribution to the local community, and his strong association with the bridge location.

IMPLICATIONS

Community – Engagement with the broader community, particularly in the vicinity of the bridge to be renamed, will be required to inform community of the name changes.

Financial - An operational expenditure of approximately $2,000 will be required for the supply and installation of new bridge sign.

CONSULTATION

- Director Infrastructure Services
- Acting Manager Engineering Services

- Manager Strategic Assets
- Manager Roads Infrastructure
- Manager Public Affairs

BASIS FOR RECOMMENDATION

- Council's policy 'Naming of Roads and Community Infrastructure' provides a process for infrastructure naming/renaming to occur.

ACTION ACCOUNTABILITY

Manager Engineering Services is responsible in ensuring that implementation actions are undertaken as per council's policy 'Naming of Roads and Community Infrastructure'.

KEY MESSAGES

We adopt best-practice decision-making that is transparent, accountable and represents the current and future interest of the region and its communities.

Report prepared by:	**Report authorised by:**
SANAD ABDU **Engineering Planning & Corridor Management**	JASON DEVITT **Director Infrastructure Services**
Date: 10 November 2026	Date: 12 November 2026

ATTACHMENTS

- Attachment 1 – Summary Survey Responses (PDF)
- Attachment 2 – Summary_Report Speak_Up_Isaac (PDF)
- Attachment 3 - Original Request to name/rename road or community infrastructure CORP-FRM-509
- Attachment 4 - Barney Davison Funeral Notice

REFERENCE DOCUMENT

- Naming of Roads and Community Infrastructure Policy CORP-POL-093

Survey Responses

20 April 2020 - 01 July 2026

Name Suggestions

Speak Up Isaac

Project: Cooroora Creek Bridge Naming

GRANICUS

VISITORS	
36	

CONTRIBUTORS			RESPONSES		
7			7		
7 Registered	0 Unverified	0 Anonymous	7 Registered	0 Unverified	0 Anonymous

Respondent No: 1
Login: KSS
Email: kmsetac@gmail.com

Responded At: Apr 14, 2026 15:06:24 pm
Last Seen: Apr 14, 2026 05:01:24 am
IP Address: 1.146.118.193

Q1. **What name are you suggesting for the bridge over Cooroora Creek?** Anna Meares

Q2. **Why have you chosen this name?**

Because she is an Olympic Gold medalist from Middlemount.

Q3. **What is your email address, in case we need to contact you?** kmsetac@gmail.com

Respondent No: 2
Login: Debra
Email: mdhaigh@bigpond.com

Responded At: Apr 14, 2026 15:41:41 pm
Last Seen: Apr 14, 2026 05:33:07 am
IP Address: 119.12.209.144

Q1. **What name are you suggesting for the bridge over Cooroora Creek?**

Barney Davison Bridge or Barney’s bridge

Q2. **Why have you chosen this name?**

Barney was the owner of Barnett where the cooroorah creek bridge is. He recently passed away and it would be a terrific way to honour his memory. I doubt there would be many people who would have crossed that creek more times than Barney. He was passionate about Barnett and the local community and I think he would look down and smile to see his name attached to this new bridge.

Q3. **What is your email address, in case we need to contact you?**

mdhaigh@bigpond.com

Respondent No: 3
Login: Vivienne Mitchell
Email: vivienne.mitchell@isaac.qld.gov.au

Responded At: Apr 14, 2026 16:28:17 pm
Last Seen: May 13, 2026 03:22:30 am
IP Address: 203.3.167.22

Q1. **What name are you suggesting for the bridge over Cooroora Creek?** Gamu Bridge

Q2. **Why have you chosen this name?**

Gamu means "rain/water" in surrounding TO languages (Baradha, Gangulu)

Q3. **What is your email address, in case we need to contact you?** vivienne.mitchell@isaac.qld.gov.au

Respondent No:	4	**Responded At:**	Apr 14, 2026 16:28:29 pm
Login:	Gossie		
Email:	ilonagoswell@hotmail.com	**Last Seen:**	Apr 14, 2026 06:18:42 am
		IP Address:	159.196.170.22

Q1. **What name are you suggesting for the bridge over Cooroora Creek?**

Bana Yimba Bridge or Bana Yumba Bridge

Q2. **Why have you chosen this name?**

The name is inspired by Barada Barna language and culture. "bana" = water, 'yimba' = crossing. It is an interpretive construction but culturally aligned. or using "yumba" = home/camp symbolizes community connection.

Q3. **What is your email address, in case we need to contact you?**

ilonagoswell@hotmail.com

Respondent No:	5	**Responded At:**	Apr 14, 2026 20:39:50 pm
Login:	Kasey		
Email:	kaseyfmal03@gmail.com	**Last Seen:**	Apr 14, 2026 10:35:21 am
		IP Address:	168.140.254.229

Q1. **What name are you suggesting for the bridge over Cooroora Creek?** Barney Davison

Q2. **Why have you chosen this name?**

Barney Davison drew Barnett (the name of the property that is on both sides of the cooroora creek bridge) as a ballot block after the war. He lived and worked on Barnett for 55 years right up until he passed away in January 2026. His family still live on and manage Barnett.

Q3. **What is your email address, in case we need to contact you?** kaseyfmal03@gmail.com

Respondent No: 6
Login: Toni Frame
Email: toni@pandtframe.com

Responded At: Apr 20, 2026 11:59:25 am
Last Seen: Apr 20, 2026 01:33:45 am
IP Address: 1.146.122.92

Q1. **What name are you suggesting for the bridge over Cooroora Creek?**

Barneys Bridge

Q2. **Why have you chosen this name?**

Submission for Bridge Naming – “Barney’s Bridge” I would like to respectfully submit the name “Barney’s Bridge” for consideration. Barney Davison, along with his wife Nettie, drew the Barnett Brigalow ballot block in 1970 and made it their home. Barney lived there for the rest of his life, right up until his passing on 14 January 2026. Barney was a well-known and deeply respected member of the community. He had a great love for the land, the Mackenzie River, and Cooroora Creek. He was a storyteller, a hard worker, and someone who genuinely cared about the area and its people. For decades, Barney travelled this road daily, crossing the old Cooroora Bridge multiple times a day as part of his everyday life. The bridge and the surrounding area were a significant part of his world. Naming the bridge “Barney’s Bridge” would be a fitting tribute to a man who dedicated his life to the land and community, and whose presence and stories will always be remembered by those who knew him.

Q3. **What is your email address, in case we need to contact you?**

toni@pandtframe.com

Respondent No: 7
Login: Peter
Email: pticframe@gmail.com

Responded At: Apr 20, 2026 12:17:24 pm
Last Seen: Apr 20, 2026 02:15:49 am
IP Address: 168.140.254.71

Q1. **What name are you suggesting for the bridge over Cooroora Creek?**

Barney’s Bridge

Q2. **Why have you chosen this name?**

Barney Davison, along with his wife Nettie, drew the Barnett Brigalow ballot block in 1970 and made it their home. Barney lived there for the rest of his life, right up until his passing on 14 January 2026. Barney was a well-known and deeply respected member of the community. He had a great love for the land, the Mackenzie River, and Cooroora Creek. He was a storyteller, a hard worker, and someone who genuinely cared about the area and its people. For decades, Barney travelled this road daily, crossing the old Cooroora Bridge multiple times a day as part of his everyday life. The bridge and the surrounding area were a significant part of his world. Naming the bridge “Barney’s Bridge” would be a fitting tribute to a man who dedicated his life to the land and community, and whose presence and stories will always be remembered by those who knew him.

Q3. **What is your email address, in case we need to contact you?**

pticframe@gmail.com

Summary Report

20 April 2020 - 01 July 2026

Speak Up Isaac

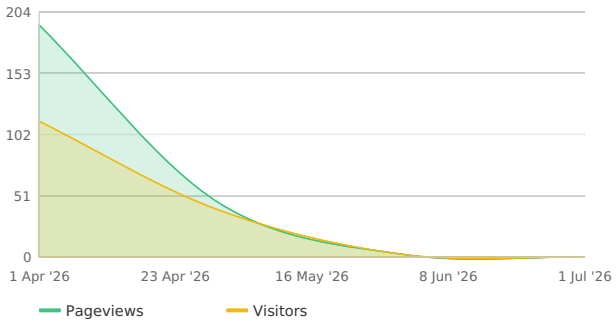
PROJECTS SELECTED: 1

Cooroora Creek Bridge Naming

FULL LIST AT THE END OF THE REPORT

GRANICUS

Visitors Summary



Highlights

TOTAL VISITS
156

MAX VISITORS PER DAY
46

NEW REGISTRATIONS
5

ENGAGED VISITORS
7

INFORMED VISITORS
37

AWARE VISITORS
151

PARTICIPANT SUMMARY

ENGAGED

INFORMED

AWARE

7 ENGAGED PARTICIPANTS

	Registered	Unverified	Anonymous
Contributed on Forums	0	0	0
Participated in Surveys	0	0	7
Contributed to Newsfeeds	0	0	0
Participated in Quick Polls	0	0	0
Posted on Guestbooks	0	0	0
Contributed to Stories	0	0	0
Asked Questions	0	0	0
Placed Pins on Places	0	0	0
Contributed to Ideas	0	0	0

** A single engaged participant can perform multiple actions*

TOP PROJECTS

	Participants (%)
Cooroora Creek Bridge N...	7 (4.6%)

** Calculated as a percentage of total visits to the Project*

ENGAGED

INFORMED

AWARE

37 INFORMED PARTICIPANTS

	Participants
Viewed a video	0
Viewed a photo	0
Downloaded a document	0
Visited the Key Dates page	0
Visited an FAQ list Page	0
Visited Instagram Page	0
Visited Multiple Project Pages	28
Contributed to a tool (engaged)	7

** A single informed participant can perform multiple actions*

TOP PROJECTS

	Participants (%)
Cooroora Creek Bridge N...	37 (24.5%)

** Calculated as a percentage of total visits to the Project*

ENGAGED

INFORMED

AWARE

151 AWARE PARTICIPANTS

	Participants
Visited at least one Page	151

** Aware user could have also performed an Informed or Engaged Action*

TOP PROJECTS

	Participants
Cooroora Creek Bridge N...	151

** Total list of unique visitors to the project*

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ENGAGEMENT TOOLS SUMMARY

0	1	0	0	0	0	0	0
FORUM-TOPICS	SURVEYS	NEWS-FEEDS	QUICK-POLLS	GUESTBOOKS	STORIES	QANDAS	PLACES

0
BRAINSTORMERS

FORUM TOPICS SUMMARY

0	Forum Topics
0	Contributors
0	Contributions

TOP 3 FORUM TOPICS BASED ON CONTRIBUTORS

SURVEYS SUMMARY

1	Surveys
7	Contributors
7	Submissions

TOP 3 SURVEYS BASED ON CONTRIBUTORS

7

Contributors to

Name Suggestions

NEWSFEEDS SUMMARY

0	NewsFeed
0	Visits
0	Visitors

TOP 3 NEWSFEEDS BASED ON VISITORS

QUICK POLLS SUMMARY

0	Quick Polls
0	Contributors
0	Responses

TOP 3 QUICK POLLS BASED ON CONTRIBUTORS

Powered by Granicus

ENGAGEMENT TOOLS SUMMARY

GUEST BOOKS SUMMARY

0	Guest Books
0	Contributors
0	Entries

TOP 3 GUEST BOOKS BASED ON CONTRIBUTORS

STORIES SUMMARY

0	Stories
0	Contributors
0	Submissions

TOP 3 STORIES BASED ON CONTRIBUTORS

Q & A SUMMARY

0	Q&As
0	Contributors
0	Questions

TOP 3 Q & A BASED ON CONTRIBUTORS

PLACES SUMMARY

0	Places
0	Contributors
0	Pins

TOP 3 PLACES BASED ON CONTRIBUTORS

IDEAS SUMMARY

0	Ideas
0	Contributors
0	Contributions

TOP 3 IDEAS BASED ON CONTRIBUTORS

INFORMATION WIDGET SUMMARY

0	0	0	0	0
DOCUMENTS	PHOTOS	VIDEOS	FAQS	KEY DATES

DOCUMENTS

0	Documents
0	Visitors
0	Downloads

TOP 3 DOCUMENTS BASED ON DOWNLOADS

PHOTOS

0	Photos
0	Visitors
0	Views

TOP 3 PHOTOS BASED ON VIEWS

VIDEOS

0	Videos
0	Visitors
0	Views

TOP 3 VIDEOS BASED ON VIEWS

FAQS

0	Faqs
0	Visitors
0	Views

TOP 3 FAQS BASED ON VIEWS

KEY DATES

0	Key Dates
0	Visitors
0	Views

TOP 3 KEY DATES BASED ON VIEWS

TRAFFIC SOURCES OVERVIEW

REFERRER URL	Visits
m.facebook.com	54
facebook.com	28
lm.facebook.com	17
l.facebook.com	10
www.facebook.com	10
isaac.sharepoint.com	2
tinyurl.com	2
www.isaac.qld.gov.au	2
www.bing.com	1
www.google.com	1

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SELECTED PROJECTS - FULL LIST

PROJECT TITLE	AWARE	INFORMED	ENGAGED
Cooroora Creek Bridge Naming	151	37	7

Powered by Granicus

From: "PETER Frame" [redacted]
Sent: Thu, 6 Nov 2025 08:01:56 +1000
To: "Records" <Records@isaac.qld.gov.au>
Subject: Coororah Bridge rename
Attachments: [redacted].pdf

[You don't often get email from pticframe@gmail.com. Learn why this is important at https://aka.ms/LearnAboutSenderIdentification]

Good Morning

Please find attached a request form to have the new bridge at Coororah creek named after Barney Davison.

Thanks
Peter

Sent from my iPhone

REQUEST TO NAME/RENAME ROAD OR COMMUNITY INFRASTRUCTURE

ISAAC REGION
HELPING TO ENERGISE THE WORLD
ABN 39 274 142 600

Isaac Regional Council is collecting personal information you supply on this form in accordance with the *Information Privacy Act 2009*. Your personal information will be used by Council officers who have been authorised to do so. The information will not be given to any other person or agency unless required by law or unless your permission is sought. Personal information will be handled in accordance with the *Information Privacy Act 2009*.

APPLICANT DETAILS

NAME	Peter Frame
POSTAL ADDRESS	[redacted] Blackwater QLD 4717
PHONE	[redacted]
EMAIL	

CURRENT DETAILS

NAME	WRITE N/A IF ROAD OR ASSET IS CURRENTLY UNNAMED: Cooroorah Creek Bridge		
LOCATION START	GPS/CHAINAGE/LOCATION: 23° 17' 06.20" S	END	GPS/CHAINAGE/LOCATION: 148° 48' 22.56" E
ASSET TYPE (E.G. BRIDGE, REST AREA, HALL, PARK, ETC.)	Bridge		
IF CURRENTLY UNNAMED			
LOT / PLAN OF ADJACENT PROPERTY			
GPS COORDINATES			
MAP ATTACHED	☐ Yes ☐ No		

PROPOSED NAME

NAME	Barney Davison Bridge
JUSTIFICATION FOR PROPOSED NAME	Barnett was a ballot block Barney drew in 1970. Barnett runs along both sides of the Cooroorah Creek Bridge. Barney has lived and worked on Barnett for 55 years, until just recently moving into town for medical assistance. With the Bridge replacement, we think it would be a great way to honor his legacy to his family, and many people in the area.

Document Set ID: 5435124
Version: 1, Version Date: 06/11/2025

REQUEST TO NAME/RENAME ROAD OR COMMUNITY INFRASTRUCTURE

ISAAC REGION
HELPING TO ENERGISE THE WORLD
ABN 39 274 142 600

AUTHORISATION

REQUESTED BY	Signature P@ Frame	Date 6/11/25
	Print Name Peter Frame	

Once completed please send form and any attachment to:
records@isaac.qld.gov.au or Isaac Regional Council, PO Box 97, Moranbah QLD 4744
or deliver in person to your local Isaac Regional Council office

DEPARTMENT USE ONLY

PROCESSED BY	Signature	Date
	Print Name	
APPROVED BY	Signature	Date
	Print Name	

AC.QLD.GOV.AU
07 4941 8666 A PO Box 97 Moranbah QLD 4744
isaacregionalcouncil isaacregionalcouncil Isaacrcouncil
ISAAC REGIONAL COUNCIL ABN 39 274 142 600

Document Set ID: 5435124
Version: 1, Version Date: 06/11/2025

Australian Campdraft Association's post

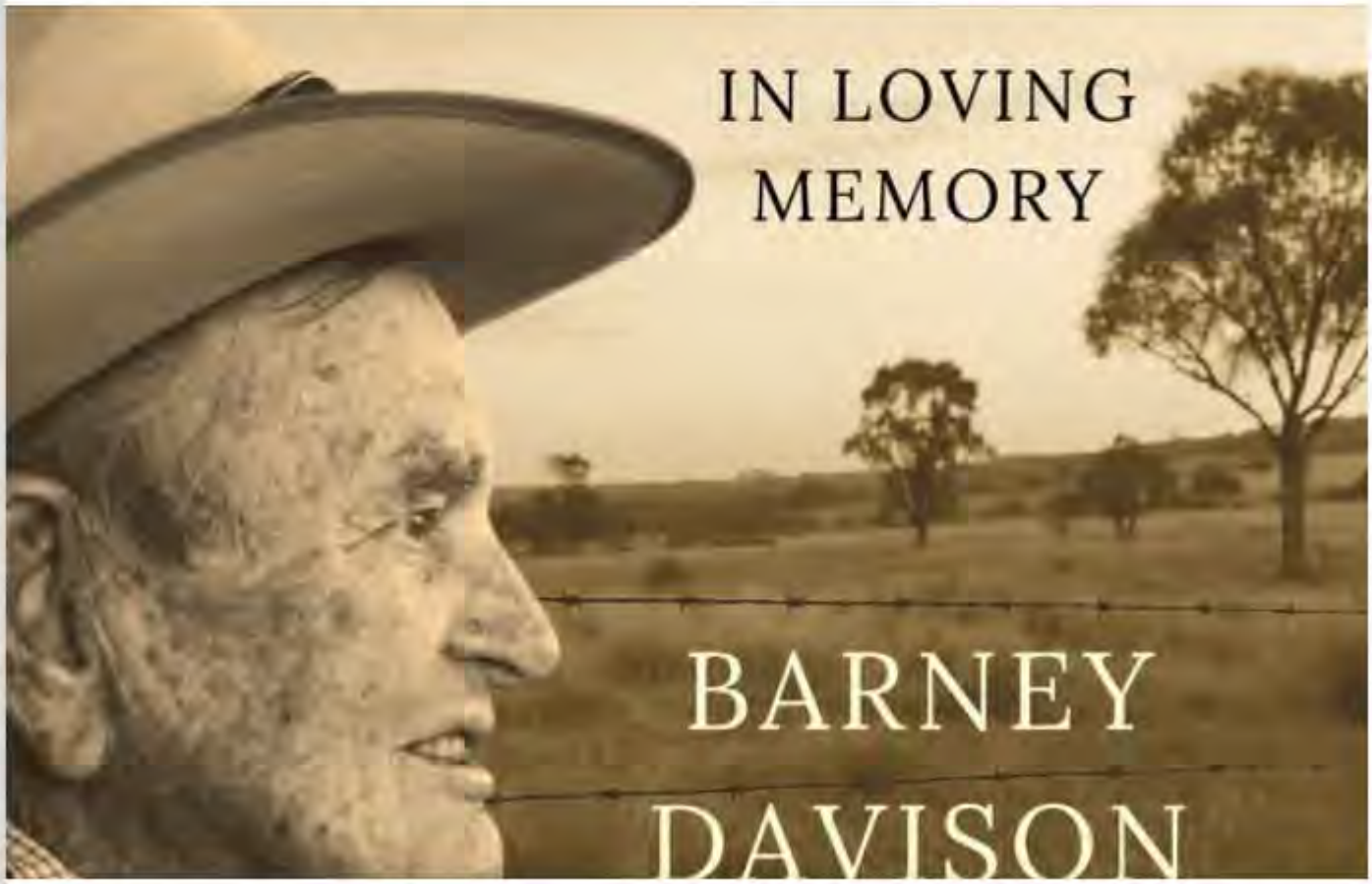
Australian Campdraft Association
15 January ·

Vale Barney Davison 15/02/1938 - 14/01/2026.

We are saddened to learn of the passing of Barney Davison on Wednesday the 14 January. Barney's passion for campdrafting stems from a lifetime spent as a grazier, where working with horses and cattle was part of his daily routine.
A member of the Bluff and Duaringa Campdraft Committees, Barney and the Davison family have also generously supported both the Bluff and Dingo Campdrafts over the years as cattle donors, contributing to the sport and community they love. He will be remembered for his love of family and mateship, his quick wit, dry sense of humour, and love of sport.

For those wishing to attend, Barneys funeral will be held this Monday 19 January, 11am at the Blackwater International Coal Centre (BICC).

We keep Nettie, Toni, Craig, Scott and families in our thoughts during this time.



Write a comment...

OFFICE OF THE DIRECTOR COMMUNITY SERVICES

ISAAC REGION
HELPING TO ENERGISE THE WORLD
ABN 39 274 142 600

MEETING DETAILS	**Ordinary Meeting** Wednesday 25 November 2026
AUTHOR	Heidi Roberts
AUTHOR POSITION	Director Community Services

9.5 PROPOSED CHANGES TO ORGANISATION STRUCTURE

EXECUTIVE SUMMARY

Director Community Services is seeking endorsement of proposed changes to Community Services organisational structure.

OFFICER'S RECOMMENDATION

That Council:

1. ***Adopts the proposed organisational structure attached to this report, incorporating the merger of the Planning and Environment Department and the Community Education and Compliance Department, in accordance with section 196 of the Local Government Act 2009, effective from 4 January 2027.***

BACKGROUND

In 2019, the Community Services Directorate (formerly the Planning, Environment and Community Services Directorate) underwent a significant organisational restructure. This established the Planning and Environment Department (formerly Liveability and Sustainability) and the Community Education and Compliance Department.

Management arrangements across both departments have remained largely unchanged since that time. Following the departure of the Manager Community Education and Compliance in 2026, an initial operational review was undertaken to identify opportunities to improve the allocation of functions and service delivery responsibilities, clarify key deliverables, and strengthen reporting structures and business processes.

The review identified complementary functions, shared strategic objectives and opportunities for greater coordination between the departments. These findings prompted consideration of alternative management arrangements to strengthen collaboration, integrate service delivery and improve the coordination of regulatory, environmental and community outcomes across the Directorate.

The review also identified potential ongoing budget savings through the consolidation of management responsibilities while maintaining service levels and supporting long-term organisational sustainability.

Trial Period

Given the alignment identified between the two (2) departments, a recommendation was presented to the Chief Executive Officer to trial a consolidated management arrangement, with the Manager Planning and Environment, assuming management responsibility for both departments. The recommendation was supported, enabling Council to assess the operational effectiveness of the model before considering permanent structural changes.

Employees from both departments were consulted before the trial commenced in June 2026. The proposal was generally well received, and existing reporting lines, team structures and position responsibilities were retained to minimise disruption and maintain continuity of service delivery.

Following three (3) months of the trial, the People and Capability team conducted a staff consultation process to evaluate the arrangement's effectiveness. A confidential survey was distributed to all employees across both departments, which collectively comprised 26 full-time equivalent (FTE) positions.

Survey Results

The survey sought employee feedback on the trial management arrangement, including its impact on workloads, communication, service delivery, team culture and departmental effectiveness. Employees were asked four (4) key questions and invited to provide additional comments through open-text responses.

Feedback was predominantly positive, with respondents identifying strong leadership support, improved collaboration and opportunities for greater operational coordination between the departments. Key themes included:

- Confidence in the Manager Planning and Environment's leadership, particularly accessibility, a balanced approach, support for employees and contribution to a positive team culture.
- Opportunities to improve communication, service delivery and development compliance outcomes through closer alignment of Planning, Building, Plumbing and Compliance functions.
- Support for streamlined management and reporting arrangements, including potential budget savings and fewer administrative layers.
- Positive experiences during the trial, including improved collaboration and stronger working relationships between teams.

Some respondents also raised concerns about the long-term sustainability of one manager overseeing two (2) departments. These concerns focused on the breadth of responsibilities, potential workload pressures and the capacity to maintain access to leadership support as departmental demands increase.

Several respondents suggested that a permanent arrangement should be supported by stronger operational leadership, potentially through senior officer, coordinator or second-in-charge roles. These suggestions were intended to support operational oversight, workload management and succession planning.

Overall, the survey results indicate strong employee support for the trial arrangement, particularly the leadership and support provided. One negative response was recorded however it is considered that this may have been recorded by error as it was an isolated response which did not align with any of the other feedback provided by the respondent.

The findings support consideration of a permanent merger of the Planning and Environment and Community Education and Compliance departments, with appropriate operational leadership arrangements and ongoing monitoring of workloads and management capacity.

The survey results are provided in Attachment 1.

Reasons for Change

- Strong alignment between the functions, objectives and service delivery responsibilities of both departments.
- The temporary trial arrangement demonstrated that a consolidated management structure can operate effectively with minimal impact on service delivery while improving collaboration and operational efficiency.
- The model is also consistent with structures adopted by many regional local governments and presents an opportunity to achieve ongoing budget savings through the consolidation of management responsibilities.
- Importantly, the existing management vacancy allows Council to implement the change without the need for redundancies or other adverse impacts on employees.

Proposed Changes

Subject to consultation outcomes, at a M3 management level, the proposed organisational changes would result in the discontinuation of the Manager Community Education and Compliance position.

The subsequent proposed organisational structure changes include:

1. The discontinuation of the Manager Community Education and Compliance position.
2. The merger of the Planning and Environment Department and Community Education and Compliance Department into a single department reporting to the Manager Planning, Environment and Compliance (Manager PEC).
3. The transfer of Plumbing Inspectors to report to the Program Leader – Development Assessment, with the position to be retitled Program Leader – Development Services.
4. The transfer of the Development Standards Support Officer position to report to the Development Standards Officer.
5. The repurposing of one Departmental Administration Officer position to create a Technical Officer – Development Services role reporting to the Program Leader – Development Services.
6. The repurposing of one Administration Officer position to create a Technical Support Officer role reporting to the Senior Environmental Health Officer.

These changes are intended to improve alignment between related functions, strengthen service integration, enhance operational efficiencies and ensure the structure is appropriately resourced to support future service delivery requirements.

IMPLICATIONS

Budget

Subject to consultation outcomes, the proposed organisational changes will result in the discontinuation of the Manager Community Education and Compliance position, which has a current Total Remuneration Package (TRP) of $198,082.82.

However, the proposal also contemplates remuneration adjustments to some positions taking on additional responsibilities under the proposed structure. Based on preliminary financial modelling, the proposed structure is expected to deliver a net recurring budget saving of approximately $150,000 per annum, while maintaining existing service levels and enhancing operational integration across the merged department.

Importantly, the proposed changes result in **no forced redundancies**, as the structural review has been undertaken in response to an existing management vacancy. As such, the changes can be implemented through natural attrition, minimising impacts on employees while delivering improved organisational efficiency and long-term financial sustainability.

Legislation

Section 196 of the *Local Government Act 2009* requires a local government to adopt, by resolution, an organisational structure by resolution, viz:

> *196(1) A local government must, by resolution, adopt an organisational structure that is appropriate to the performance of the local government's responsibilities.*

Council has established a practice of adopting organisational structures at Management Level Three (3) and above.

Risks and Mitigation Measures

- Increased management workload and capacity pressures due to a broader span of control across multiple service areas, which may impact long-term sustainability.
- Potential reduction in management availability for staff if competing priorities arise across the larger department.
- Risk of reduced focus on specialised functions as management attention is spread across a wider range of responsibilities.
- Employee uncertainty during the transition period, including concerns regarding reporting relationships, priorities and future expectations.
- Increased reliance on a single management position, creating business continuity risks during periods of leave, absence or future vacancies.
- Potential risk of manager fatigue or burnout if workload demands are not appropriately managed over time.

Mitigation measures include:

- Ongoing monitoring and review of management workload and departmental performance.
- Clear delegation of operational responsibilities and empowerment of senior staff.
- Regular communication and engagement with employees throughout implementation.
- Succession planning and identification of suitable acting arrangements.
- Consideration of additional leadership support roles should operational demands increase in the future.

Overall Risk Assessment: The identified risks are considered manageable and are outweighed by the anticipated benefits of improved service integration, operational efficiencies and ongoing budget savings. The successful trial period and positive staff feedback provide confidence that the proposed structure can be effectively implemented and maintained.

Consultation

DATE	ACTION
9 November	Executive Leadership Team Meeting
25 November	Council Ordinary Meeting
30 November	Joint Consultative Committee and interim notice to the Planning and Environment and Community Education and Compliance staff
3 and 8 December	Meetings with those directly affected. Formal consultation commences
11 December	Consultation concludes
15 December	Report back to the Executive Leadership Team via email
16 December	Update Joint Consultative Committee at meeting on consultation outcomes (if required)
17 December	Report back to staff on consultation outcomes
4 January	Changes commence

BASIS FOR RECOMMENDATION

These changes will allow for more efficient and effective service delivery to the community.

ACTION ACCOUNTABILITY

The Director – Community Services is responsible for the architecture and delivery of the proposed changes and is being supported by the Manager Planning and Environment and Acting Manager Community Education and Compliance, along with People and Capability personnel.

OFFICE OF THE DIRECTOR
COMMUNITY SERVICES

ISAAC REGION
HELPING TO ENERGISE THE WORLD
ABN 39 274 142 600

Report prepared by:	**Report authorised by:**
HEIDI ROBERTS **Director – Community Services**	CALE DENDLE **Chief Executive Officer**
Date: 18 November 2026	Date: 18 November 2026

ATTACHMENTS

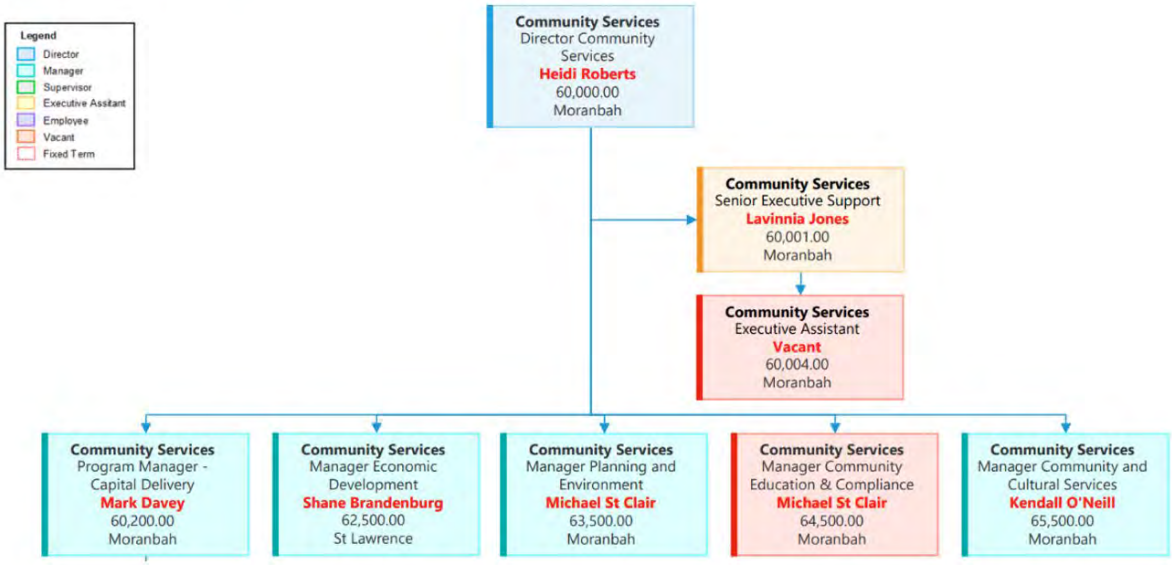
- Attachment 1 - Organisation Structure
- CONFIDENTIAL Attachment 2 – Survey Results

REFERENCE DOCUMENT

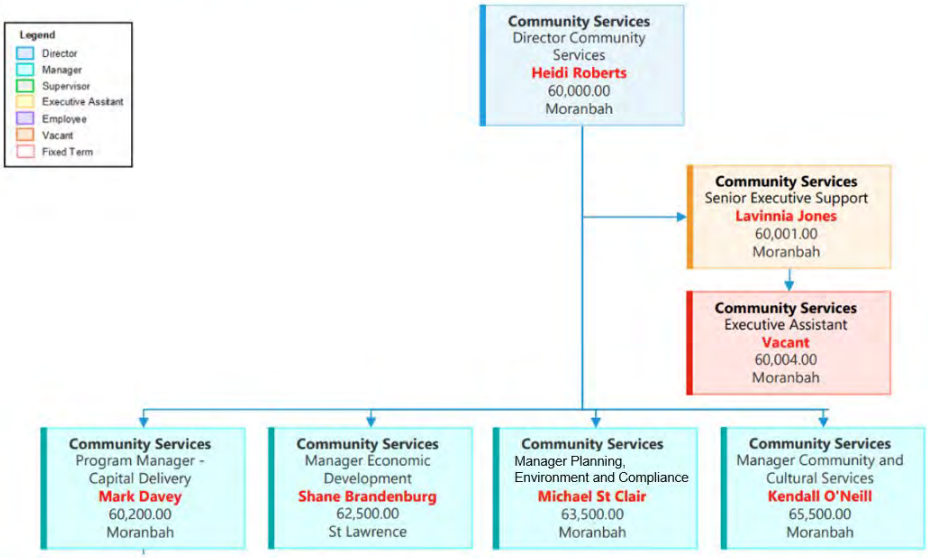
- Nil

Attachment 1 – Organisation Structure

Current Org Chart – M3



Revised Org Chart – M3



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THIS PAGE HAS INTENTIONALLY BEEN REMOVED DUE TO CONFIDENTIAL REASONS

PAGES 829 TO 1022 HAVE INTENTIONALLY BEEN REMOVED DUE TO CONFIDENTIAL REASONS