



Doomadgee Aboriginal Shire Council

2015-2016 Annual Report

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Our Vision:

Doomadgee Aboriginal Shire Council (DASC) aims to deliver a high level of sustainable future growth to the Community through strong leadership and respect for all community members, we see a future where indigenous culture and heritage is nurtured in a safe cohesive community.

Our Mission and Vision

Our Mission:

We exist to lead and serve our community in an efficient and effective manner, ensuring all the community has appropriate amenities and the best possible quality of life.

Doomadgee Aboriginal Shire Council operates within the legal framework of The Constitution of Queensland 2001, The Queensland Local Government Act 2009 and The Queensland Local Government Electoral Act 2011.

A sunset over a body of water with a person fishing in the foreground. The sun is low on the horizon, casting a golden glow across the sky and reflecting on the water. The sky is filled with large, dark clouds that are illuminated from behind, creating a dramatic silhouette effect. The water is calm, mirroring the colors of the sky. In the foreground, a person is silhouetted against the water, standing on a small pier or boat and holding a fishing rod. The overall mood is peaceful and serene.

Community Values

We have a number of values which are important to our community. They define and guide our community. They need to be upheld in all Council decisions on behalf of the community.

RESPECT underpins our society. Respect for ourselves, our families, others and our country. Respect is critical to our communities at so many levels. It is about what we say and how we behave. It is important for our leaders to lead by example when it comes to respect. We must respect each other in our culture, achievements and successes.

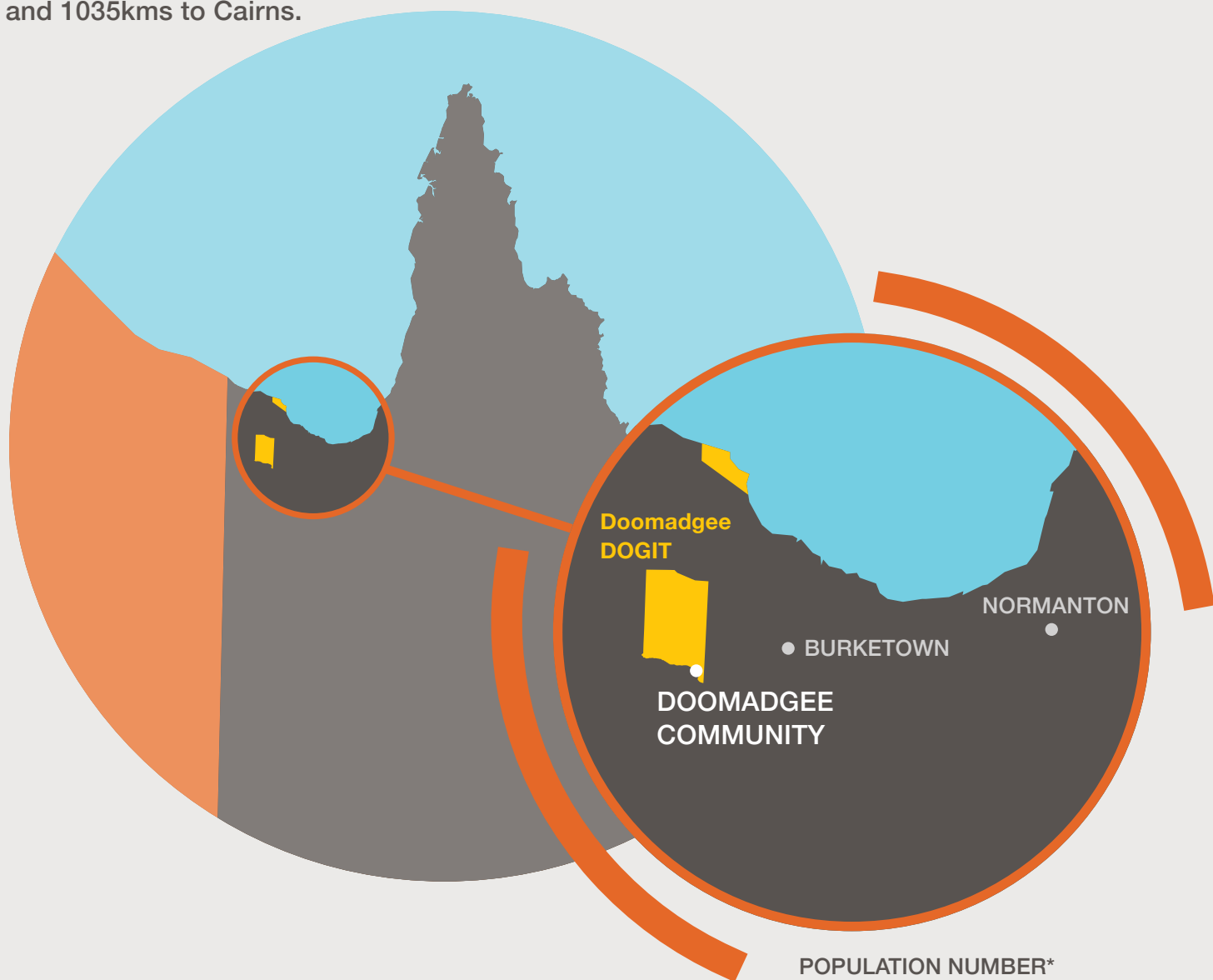
LEADERSHIP takes our community forward. Our community needs good leadership. An important role of leaders is to nurture the next generation of leaders in our community. Without leadership, our future will not be as positive.

EMPOWERMENT of individuals to make choices and to transform those choices into positive actions and outcomes will benefit the entire community of Doomadgee.

FAMILY is crucial to the future of our community and to maintaining our community values.

A Snapshot of Doomadgee Shire

The Doomadgee Deed of Grant in Trust (DOGIT) Community covers an area of 186,300 hectares, and governed by the Doomadgee Aboriginal Shire Council. Located approximately 100kms north west of Burketown and 130kms east of the Northern Territory border. It is 630kms by road to Mt Isa and 1035kms to Cairns.



Of the population*

♂ **51.7%** **48.3%** ♀

ARE MALE

ARE FEMALE

POPULATION NUMBER*

👤 x **1257**

MEDIAN AGE*

22 years



Mayor's Message

2015-2016 was a successful year for Doomadgee Aboriginal Shire Council working hard with Government Agencies, State Departments and the many stakeholders in the Doomadgee Community.

I would like to thank the community for their support in electing me as Mayor and I congratulate the returning and newly elected members and look forward to this upcoming journey. The previous Council must be congratulated on their hard work and many achievements over the past four years and we all look forward to continuing to achieve the best possible outcomes for the Doomadgee Community.

Doomadgee continues to work on seeking development opportunities for employment and training for local people. It is very important that Doomadgee people are receiving relevant training and are becoming work ready for all developments which may provide many local employment opportunities.

Council operates as the main employer and leading community agency and endeavours to operate as a strong local government unit. It is important that service providers directly deliver local community services to our community. We welcome the strong relationships that have started with these agencies and will be encouraging these relationships to grow between Council and the community.

I appreciate the ongoing efforts of our management team and staff as without these officers, our job as Councillors would be so much harder. Their contributions to a delivering a broad range of essential services is to be commended and valued.

Through the difficult times that Doomadgee has faced over many years, I consider that we are now placed to move forward as a united community and have a very bright future.

Cr Edric Walden

Mayor Doomadgee Aboriginal Shire Council

Our Elected Members



MAYOR EDRIC WALDEN

Portfolio: Health

Edric Walden was born in Doomadgee and his family come from all over the Gulf region. He has worked for the Council in different positions over the years. He is also a former Chairperson of the Doomadgee CDEP Aboriginal Corporation. Mayor Walden is passionate about keeping culture strong within the community and younger generation and enjoys traditional fishing and hunting.

DEPUTY MAYOR JASON NED

Portfolio: Education

Jason Ned is a Ganggalidda and Garrwa man who was elected for his second term on the Doomadgee Shire Council in March 2016. Councillor Ned was born and bred in Doomadgee and currently runs a cattle property 45km from the Community and also undertakes contract mustering for other stations in the gulf area. He has also spent time working as a mechanic and fencing contractor. Councillor Ned chose to run for council as a way of supporting people in the community and to make sure they receive good quality services.



COUNCILLOR SCHARRAYNE FOSTER

Portfolios: Youth, Women's Group

Scharrayne Foster is a Ganggalidda woman elected to the Doomadgee Aboriginal Shire Council in March 2016. Councillor Foster was born in Doomadgee and went to Doomadgee State School before attending boarding school at St. John's College in Darwin where she completed year 12. She went on to complete a Certificate III in Childcare and worked locally as a childcare worker. For the past five years Councillor Foster has worked as a local housing officer. She has three children, one of whom is now also attending boarding school in Darwin.

COUNCILLOR TONY KEVIN CHONG

Portfolios: Police, Justice

Tony Kevin Chong was born on Mornington Island but moved to Doomadgee as an infant. Since then he has lived most of his life in Doomadgee but has also spent some years living in Mount Isa. Councillor Chong has run his own concreting business for the past seven years and is also involved in the community in youth justice providing support and advice for those facing court locally and in Mount Isa. He has prior governance experience as Chairperson of Doomadgee CDEP Aboriginal Corporation. Councillor Chong hopes in his role as a Councillor he will help the community gain a better understanding of what the Council does and is doing.



COUNCILLOR DEAN JUPITER

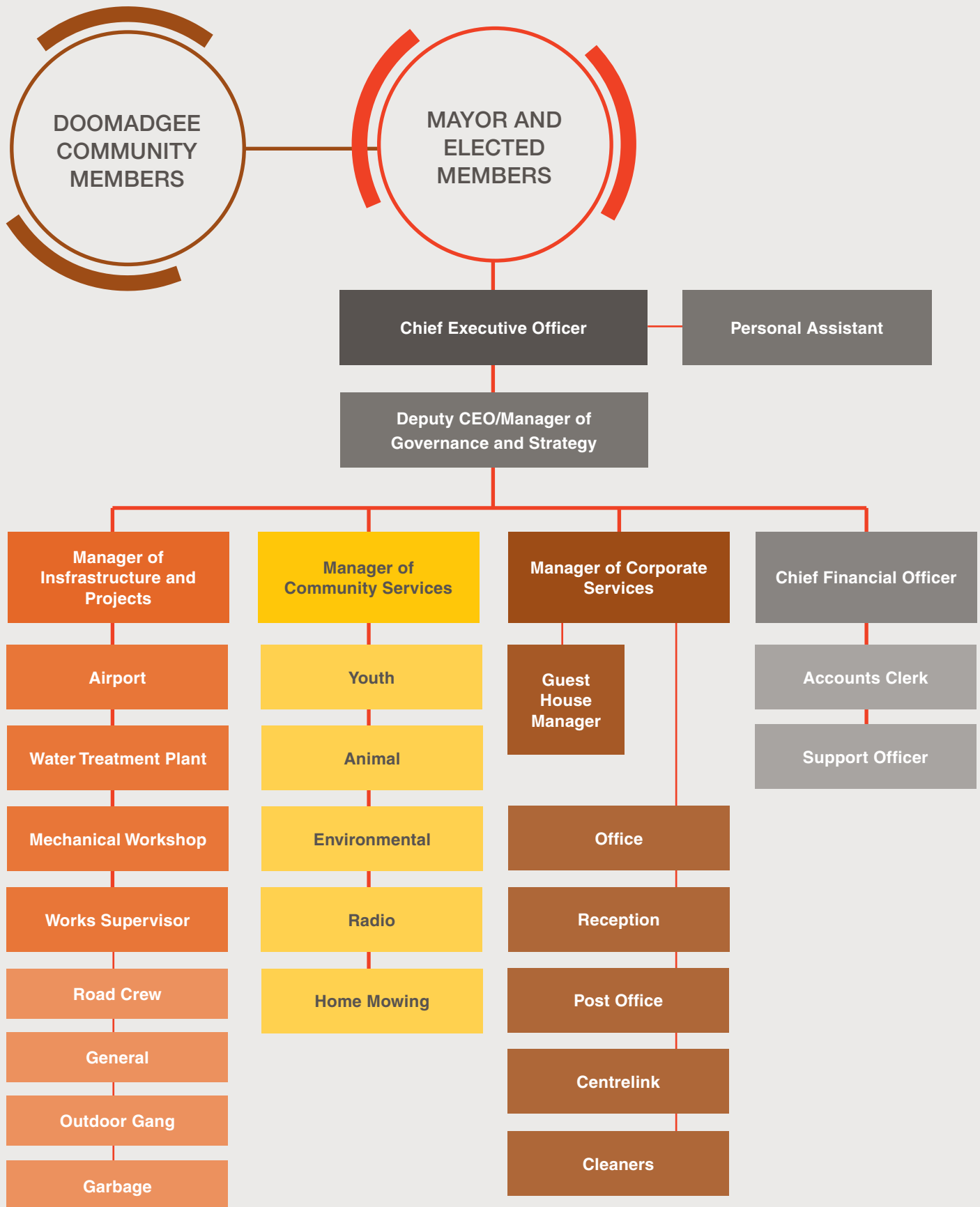
Portfolios: Main Roads, Men's Group

Dean Jupiter is a Ganggalidda man who was elected to the Doomadgee Aboriginal Shire Council in March 2016. Councillor Jupiter was born and raised in Doomadgee and has worked as a supervisor for My Pathways as well as an attendance officer at Doomadgee State School. He is currently developing a cattle property in the area. He has a passion for fishing and hunting as well as horses and stock work. Jupiter is a proud father of four children and has one grandchild.

2016 Local Government Election

A new Council and Mayor were elected at the Local Government elections held in March. Edric Walden was elected as the new Mayor of Doomadgee Aboriginal Shire Council replacing Fredrick O'Keefe who had been Mayor for the previous two terms. The other newly elected members are Tony Kevin Chong, Dean Jupiter and Scharrayne Foster, while Jason Ned was elected for a second four-year term. The Councillors were sworn in at a special council meeting held on April 1 during which Jason Ned was elected as Deputy Mayor by the new Council. Outgoing Councillors who served partially during the 2015-2016 Financial Year up until the March election were: Tony Douglas, Elaine Cairns and Vernon Ned.





Organisation Structure

Acting Chief Executive Officer's Message

I would like to acknowledge the original owners of the lands that comprise the Doomadgee Shire.

Welcome to Doomadgee Aboriginal Shire Council's Annual Report for 2015-2016. This Annual Report represents one of the most important means by which Council informs members of our community, our stakeholders and the Queensland and Federal Governments of what we have achieved throughout the year and to celebrate these achievements.

This Annual Report also gives us the opportunity to showcase the range of services provided by Council and to provide comprehensive information about our financial performance.

The achievements to be highlighted would not have been possible without the contribution made by the immediate past CEO, Mr Rodney Richardson. Rod brought to Council a wealth of knowledge, experience and strong leadership. His term as CEO was cut short due to illness but he left Council in a very buoyant position.

2015-2016 marks the halfway point in Council's "Doomadgee Aboriginal Shire Council Corporate Plan 2014-2019". The Corporate Plan outlines the key challenges and issues faced by Council. To meet these challenges several goals were established aimed at achieving Council's key priorities.



During the year Council realised several key achievements in relation to the goals of the Corporate Plan as follows:

GOAL 3: KEY GOVERNANCE – HUMAN RESOURCES

Outcome: To maximise Council's human resource potential

Training: Council, under Contract to the Dept of Housing, delivered 11 new houses for the Community, which provided training for 10 local apprentices in a range of building trades.

GOAL 4: COMMUNITY – ARTS AND CULTURE

Outcome: To create opportunities through Arts and Culture to enhance individual skills, bolster community pride and quality of life

Youth Engagement: A new Media/Recording studio was constructed at the Doomadgee Youth Hub.

GOAL 9: INFRASTRUCTURE – DEVELOPMENT, MAINTENANCE AND REPLACEMENT

Outcome: To Maintain and upgrade essential infrastructure to maximise the utility of existing assets and provide for their long term improvement and / or replacement

- Tenders awarded for the construction of new Airport Terminal Building.
- Water Main Reticulation Upgrade.
- Water Treatment Plant SCADA automation upgrade.
- Bitumen sealing another 2.5km of Woollogarang West Road making a total of 17.5km.
- The Council Plant Fleet has seen the addition of a Materials Telehandler, primarily for use on the Housing Program.
- The Light Vehicle Fleet has also seen two new 4WD Wagons added as per the vehicle replacement policy.

In general Council can celebrate what has been a very progressive year during which advancements in Housing, Finance and Information Technology, Staff Training and Infrastructure have been realised.

Opposite left: Equipment in the music room.

Opposite: The music room slab.

Lothar Siebert

Chief Executive Officer (Acting)

NOTE: In 2015-2016 Doomadgee Aboriginal Shire Council faced a staffing challenge due to the ill health of CEO Rodney Richardson. Richardson was absent from his position and on extended sick leave from April with Adam Seiler acting in the position for the remainder of the financial year. The position continued to be filled in an acting capacity into the 2016-2017 financial year and this message was prepared by Lothar Siebert.

Performance against plan

The goals in the current Corporate Plan reflect the vision for the community outlined in the Community Plan. Its goals highlight the future directions of Council and the community. Each strategic goal provides a measure to review Council's performance.

During the 2015-2016 financial year positive outcomes were achieved against each strategic goal, with particular highlights in the areas of training, providing more opportunities for artistic and cultural pursuits in the community.

GOAL 1: KEY GOVERNANCE – FINANCIAL MANAGEMENT

Outcome: To achieve maximum community benefit from available financial resources

2015-2016 Activity:

- **Review of all leasing arrangements to ensure they are in order**
Performance Target: Ongoing
Result: Achieved - Council continues to monitor and update leasing arrangements as required.
 - **Annual review of all services and charges fees to ensure correct cost recovery**
Performance Target: Completed by February 2016
Result: Achieved
 - **Accurate and timely financial reporting**
Performance Target: Ongoing
Result: Achieved - Council continues to strive for continual improvement in the delivery of accurate and timely financial reporting.
-

GOAL 2: KEY GOVERNANCE GOAL – ADMINISTRATION AND CORPORATE SERVICES

Outcome: To provide timely, quality services to customers through effective and efficient administration of Council affairs

- 2015-2016 Activity:**
- **Quarterly newsletter to inform Customers of Council processes and projects**
Performance Target: Quarterly, Ongoing
Result: Achieved – Quarterly Newsletters have been distributed to the Community
 - **Review of Council policies and procedures**
Performance Target: Ongoing
Result: Achieved - Council is continuing to work on updating and implementing Policies and Procedures
 - **Review and enforce local laws and regulations to address local issues**
Performance Target: Ongoing
Result: Achieved - All Local Laws have been reviewed and updated and adopted January 2016. Implementation will be progressive over the next year
-

GOAL 3: KEY GOVERNANCE – HUMAN RESOURCES

Outcome: To maximise Council's human resource potential

- 2015-2016 Activity:**
- **Training for Councillors**
Performance Target: Ongoing
Result: Achieved – Councillors have attended training sessions with Department of Infrastructure, Local Government and Planning and LGAQ
 - **Performance Appraisals and training plans completed for all staff - Annual**
Performance Target: August 2015
Result: On Hold - This project has been postponed due to limited resources
-

GOAL 4: COMMUNITY – ARTS AND CULTURE

Outcome: To create opportunities through Arts and Culture to enhance individuals skills, bolster community pride and quality of life

- 2015-2016 Activity:**
- **Develop Council Arts and Cultural Policy**
Performance Target: Completed by June 2016
Result: On Hold - This project has been postponed due to limited resources
 - **Develop program for preservation of Shire History**
Performance Target: Completed by June 2016
Result: On Hold - This project has been postponed due to limited resources
-

GOAL 5: DISASTER MANAGEMENT

Outcome: To limit the impact of natural and man-made disasters

- 2015-2016 Activity:**
- **Update Disaster Management Plan to more accurately reflect local needs**
Performance Target: Completed by September 2015
Result: On Hold – This project has been postponed due to limited resources
 - **Airport Upgrade**
Performance Target: June 2016
Result: Achieved - Tenders were awarded and planning continued for a new terminal building at the Community's airport
 - **Community clean-up of hard materials prior to cyclone season**
Performance Target: Completed by December 2015
Result: Achieved – Ongoing clean-up projects were held within the community
 - **CCTV – Guesthouse and other Council Sites**
Performance Target: December 2015
Result: Ongoing
 - **Emergency generators at sewerage station, council office and guesthouse**
Performance Target: December 2015
Result: Achieved: Completed
-

GOAL 6: ECONOMIC DEVELOPMENT

Outcome: To increase the overall strength and diversity of the Shire's economic base, create jobs and actively promote the Shire's tourism potential

- 2015-2016 Activity:**
- **Development of a Council website**
Performance Target: Completed by December 2015
Result: On Hold – Project was put on hold due to resources. A temporary Web Page has been put in place until further funding can be sourced
 - **Scoping study for a Shire tourism development and promotion plan**
Performance Target: June 2016
Result: On Hold – This project has been postponed due to limited resources
-

GOAL 7: ENVIRONMENTAL PROTECTION

Outcome: To conserve the natural and built environments to achieve ecologically sustainable development

- 2015-2016 Activity:**
- **Develop a Pest Identification and Management Plan**
Performance Target: Implementation of following State Review (review in progress)
Result: On Hold – This project has been postponed due to limited resources
 - **Develop policies and appropriate local laws to ensure that coverage of noxious and environmental weeds are contained in Shire**
Performance Target: Ongoing, commencing post State Review of Plan
Result: Achieved – Local Law Number 3 (Community and Environment Management) 2016 and Subordinate Local Law Number 3 (Community and Environment Management) 2016 adopted in January 2016.
Policies will be developed in the upcoming financial year.
 - **Ensure planning scheme takes into account impact upon others and the environment**
Performance Target: Ongoing
Result: Ongoing

GOAL 8: WASTE MANAGEMENT

Outcome: To prove and sustain an effective and disposal service

- 2015-2016 Activity:**
- **Ensure the Shire dump complies with regulatory standards**
Performance Target: Ongoing
Result: Achieved – Council will continue to work with State Department on the regulatory requirements of the Town Land Fill.
 - **Maintain high standards to ensure public facilities, houses and streets are clean and healthy**
Performance Target: Ongoing
Result: Achieved – Council continues to maintain standard to ensure public facilities, houses and streets are clean and healthy
 - **Commence agreements for site for future relocation of tip**
Performance Target: In progress, completion by June 2016
Result: Achieved – Site has been selected and Council will work towards planning to construct a new cell in the upcoming financial year.
 - **Purchase of vacuum (sullage) truck**
Performance Target: December 2015
Result: Ongoing - Requirement reviewed - currently Resource Sharing with Burke Shire Council

GOAL 9: INFRASTRUCTURE – DEVELOPMENT, MAINTENANCE AND REPLACEMENT

Outcome: To maintain and upgrade essential infrastructure to maximise the utility of existing assets and provide for their long term improvement and / or replacement

- 2015-2016 Activity:**
- **Upgrade to Parks and Garden**
Performance Target: In progress, completion by June 2016
Result: Ongoing
 - **Electricity trolley for airport**
Performance Target: December 2015
Result: Achieved
-

GOAL 10: COMMUNITY AND HUMAN SERVICES

Outcome: To encourage and participate in the continuing development of community to service and foster a safe, harmonious community with a strong community spirit

- 2015-2016 Activity:**
- **Storage shed for community services equipment**
Performance Target: December 2015
Result: On Hold – This project has been postponed due to limited resources
 - **All terrain vehicle for pest control**
Performance Target: December 2015
Result: Achieved – Vehicle has been purchased and is in use for Pest Control duties
-

GOAL 11: PUBLIC HEALTH

Outcome: To create and foster a dynamic ongoing relationship with all relevant health policy departments and health service providers to ensure that operational programs are coordinated, focused and effective, in contributing to and enhancing, the health and well being of the whole community

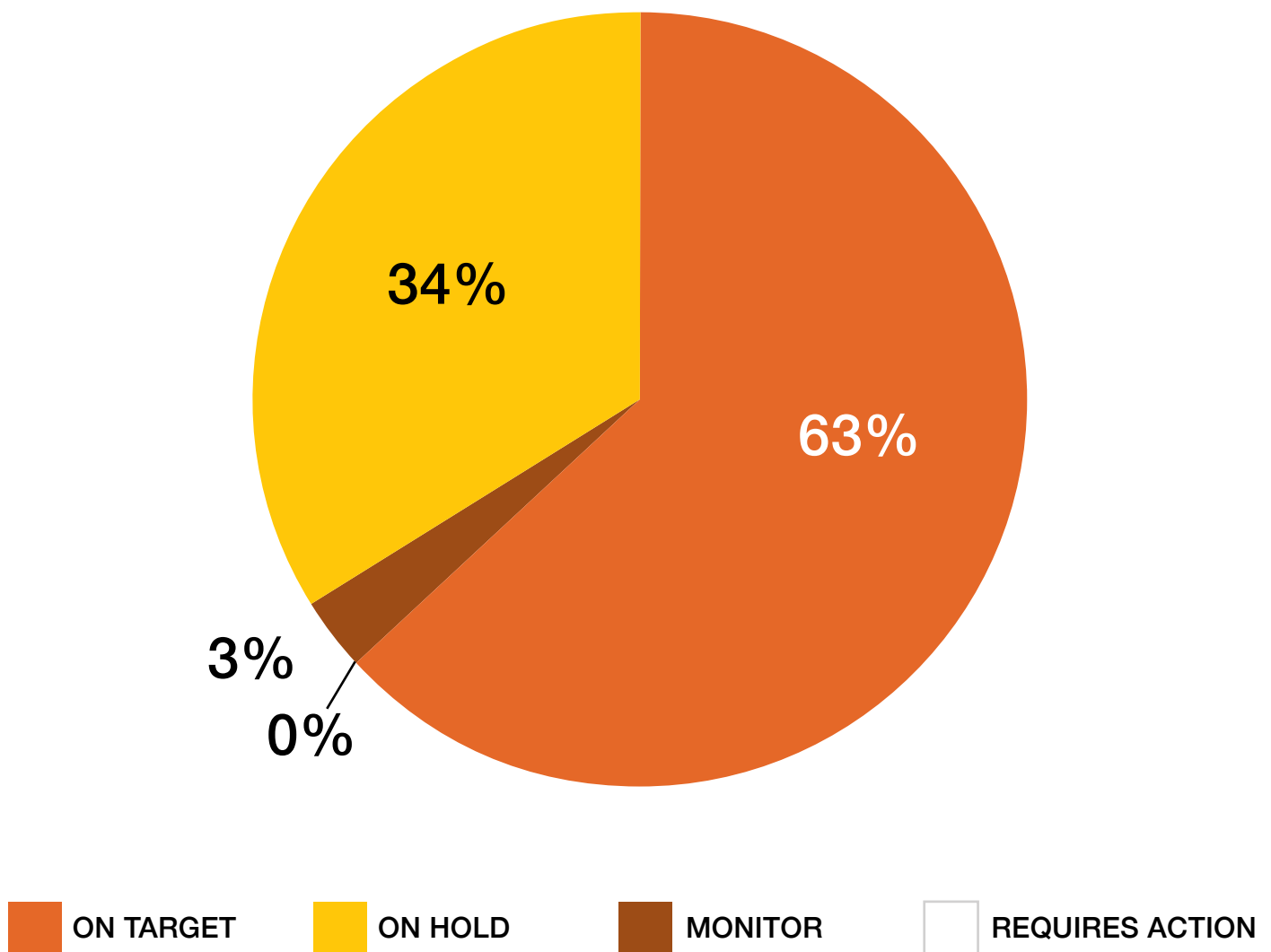
- 2015-2016 Activity:**
- **Develop disabilities action plan**
Performance Target: December 2015
Result: On Hold – This project has been postponed due to limited resources
 - **Involvement in stakeholders discussions by Council officers**
Performance Target: Ongoing
Result: Achieved – Councillors have been heavily involved in Stakeholder discussions during the year.
-

GOAL 12: PLANNING AND DEVELOPMENT

Outcome: To develop and implement planning controls that ensure and encourage balanced and sustainable development and to promote the Shire as a desirable place to live, work, invest and visit

- 2015-2016 Activity:**
- **Finalise town planning scheme in partnership with State**
Performance Target: Final community consultation and state review
Result: Ongoing
 - **Develop an Open Space Strategy**
Performance Target: December 2015
Result: On Hold – This project has been postponed due to limited resources
-

PERFORMANCE AGAINST PLAN RESULTS 2015-2016





***“some of the
State’s most
genuine, and big-
hearted [people].”***

Paul de Jersey AC, Governor of
Queensland, on the people of the
Doomadgee Region

A snapshot of our year



Left: Local apprentices.

Below: New houses completed in 2015-2016 as part of the social housing project.

APPRENTICESHIPS AND TRAINING

In March Council's environmental officer Shane Booth attended a pest management course in Cairns to learn about pest identification and management techniques. He also attended a state-wide Environmental Health and Animal Management Workshop along with Leon Ned and Leon Moreland. Attended by over 50 participants from across Queensland, this three day workshop was a valuable opportunity to network and share experience. The staff from Doomadgee gave a presentation outlining their work in the Community. These workshops are funded by Queensland Health Department and are a very valuable resource for upskilling our staff.

Ten local apprentices were engaged and worked on the social housing project, learning valuable skills across a range of building trades as they helped build eleven new houses in the community.

Doomadgee Aboriginal Shire Council field staff are undertaking their Certificate III in Civil Construction and are at varying stages of progression through the course.

DOOMADGEE RADIO

Doomadgee Radio, in partnership with Black Star, continued to offer a valuable service to the Community during 2015-2016. Tuning-in lets residents know what is happening around town and is a valuable source of information for residents. The school and police had regular timeslots throughout the year, and interviews with visiting agencies were broadcast throughout the year. An outside broadcast was conducted from the Doomadgee Rodeo in August. The new music recording studio will create more opportunity for local music to be played on Doomadgee Radio which is an exciting development.

Doomadgee Radio presenter Sai Matainavora had another successful year at the Remote Indigenous Media Organisation (RIMO) Radio Awards (held as a part of the 17th National Remote Indigenous Media Festival in Lajamanu, NT). Following up on his emerging talent award from last year, he was announced as the Queensland Remote Aboriginal Media Association (QRAM) - Best RIBS Radio Operator of the Year at the festival in early October.

The radio station is made possible through funding from the Australian Government.





GOVERNOR OF QUEENSLAND VISIT

His Excellency the Honourable Paul de Jersey AC, Governor of Queensland visited Doomadgee with his wife Kaye on Monday 18 April 2016. They were welcomed by the newly elected Doomadgee Shire Council and local community members with a barbeque on Council grounds. The Governor gave a speech in which he thanked the Mayor and Council for hosting the day and spoke about how this remote corner of Queensland was enriched by its people who are "some of the State's most genuine, and big-hearted."

LIBRARY

The Shire Council Front Office has continued to hold a good selection of books that can be loaned by Doomadgee's residents. This popular book exchange has been stocked by excess from the Queensland State Library's collection.

Top: The Council office and Chambers.

Above: Books available for loan as a part of the Council's Library Scheme.

MUSIC ROOM

The construction and fit out of a music room/recording studio was made possible through funding from the Federal Government Department of the Prime Minister and Cabinet. Construction began in February and completed in mid June. Although early days, it is already a wonderful extension to the Youth Hub, giving Doomadgee's young residents a place to practice, learn, create, and record their own music. This opens up new avenues for choosing pathways and career opportunities. While located in the Youth Hub precinct, the studio use is not restricted to those aged 15-25 and will be able to be used by anyone in the community.



NEW BUILDINGS

The construction of a music room and studio (see separate article) at the Youth Hub precinct was undertaken by Council employees, including apprentices.

An accommodation unit at the Youth Hub is set to begin construction early in the 2016-2017 financial year. Once built, the unit will be used to house a youth worker who as well as working at the Youth Hub will also provide training to upskill local residents in their youth coordinator roles.

Tenders were awarded and planning continued for a new terminal building at the Community's airport. Larger and more comfortable than the existing facility, the construction materials will include steel recycled from the old water tower.

Planning also began for a building at the Rodeo ground to house a caretaker and Doomadgee Rodeo competitors. The building demonstrates the Shire Council's commitment to the continuation of the Rodeo in Doomadgee.

Clockwise from below: Construction of the music studio; the exterior of the completed music studio; a vocal recording session in the studio; rehearsals in the music room.



PLANT AND EQUIPMENT

In 2015-2016 the Council continued to add to or replace the plant and light vehicle fleet as well as undergoing maintenance to existing vehicles and equipment as necessary.

A Materials Telehandler was purchased, primarily for use on the Housing Program. Other purchases include: a second garbage truck; a 4WD truck for the road gang; two small trucks for town use; twin cab utes for the Airport; Youth Hub and Office; generators for the guest house and water treatment plant; and three trailers for various purposes.

As per the Council's maintenance policy the large trucks and grader were sent to Mount Isa for overhaul.



ROADS

Usual maintenance of shire streets and roads was conducted throughout the 2015-2016 year. Special projects included the construction of a safety railing opposite the community store to help better manage traffic and parking in the area, and bitumen sealing of a further 2.5km of Woollogarang West Road (part of the Savannah Way) taking the sealed total to 17.5km. The bitumen sealing was made possible by funding under the Transport Infrastructure Development Scheme (TIDS).

STAFFING

Long-term Council employee Kevin Cairn was farewelled in April after 17 years of service in the Doomadgee Post Office. Mr Cairn has made a valuable contribution to both the Post Office and the wider community and was wished well for future endeavours by the Mayor, Council and staff.



Top left: Council plant.

Bottom left: The Materials Telehandler purchased in 2015-2016.

Top right: The sealed section of the Woollogarang West Road.

Bottom right: The new safety railings outside the store.



SOCIAL HOUSING

The Ned and Foster Street housing project continued with the completion of 11 houses in 2015-2016 to help address the housing shortage in our growing community. As outlined in the Apprenticeships and Training section, the construction of these houses has provided work and training for local apprentices, resulting in a double benefit for the people of Doomadgee.

TOWN WATER

A water main reticulation upgrade commenced in April to improve water delivery throughout the community and replace old fibre cement pipes. A SCADA automation upgrade at the Water Treatment Plant also commenced in May. It is estimated that both these projects will be completed November 2016.

Above: New social housing.

Below: The Doomadgee water plant.





YOUTH HUB

Opened in November 2014, the Council operated Youth Hub continued to enhance the art and cultural opportunities for Doomadgee's young people (the centre is exclusively for 15-25 year olds) and provides a safe place in which they can interact and have fun. All activities held at the Youth Hub have a focus on improving the skills of the young people who attend. A varied program was run during 2015-2016 that included cooking, African drumming, eightball competitions, photography, art and music. Some specific workshops are detailed below. Young people also came to the Youth Hub just to chill out or surf the net.

WORKSHOPS AT THE YOUTH HUB

Jewellery and Felt Workshop

The Youth Hub ran a jewellery and felt workshop for two weeks in August attended by women from MyPathway and young men and women from the Youth Hub. Jeweller Peter Eccles visited from Melbourne to teach participants how to work with silver to create unique pieces. Designs included snakes, bulls, turtles, flags, peace signs and intricate patterns. Silk felting was also taught with some of the ladies making blankets that told their traditional stories. The workshop culminated in an exhibition starring over 70 pieces of silver jewellery and 10 felt blankets.

Indigenous Hip Hop Projects

The Council in partnership with Doomadgee State School brought Dance, Music, Film, Art and Culture specialists, Indigenous Hip Hop Projects to Doomadgee in September 2015. They worked with the young adults at the Youth Hub for four days to produce a song that focussed on the leaders of Doomadgee, looking to the future and getting an education. The theme was chosen by the young adults at the Hub who want to inspire others to pursue their goals. The song was written, recorded and filmed and the final version of 'What I Want To Be' was published on YouTube.

African Art and Drumming

Nana (George) was engaged by the Council in early 2016 to visit Doomadgee and run a series of African Art and Drumming workshops at the Youth Hub. Originally from Ghana, Nana taught bead work, tie-dying, drumming, painting and music.

Youth Leadership Workshop

Facilitators from Brisbane came to Doomadgee in February to run a Youth Leadership Workshop with residents aged 15-25. Delivered in a fun and engaging way, the full-week workshop taught key leadership skills and also gave the participants an opportunity to share their ideas about what makes a good leader. As a part of the workshop, participants organised and ran a touch football carnival as a way of putting what they learnt into practice.

Above: The Council run Youth Hub.

Opposite Top: A still from the Indigenous Hip Hop Projects video.

Opposite: Participants engage in the African Drumming Workshop.

DOOMADGEE

Town Centre



Welcome to
**DOOMADGEE
ROADHOUSE**
FUEL · ICE · DRINKS · AUTOMOTIVE
FISHING GEAR · COOL DRINKS
COTTAGE · ATM

What I want to be

By Doomadgee Youth and produced by
Indigenous Hip Hop Projects



ORGANISATIONAL REPORTING REQUIREMENTS

LOCAL GOVERNMENT ACT 2009

BENEFICIAL ENTERPRISES

Section 41 of the act requires that the Annual Report contain a list of all beneficial enterprises conducted during the year.

Doomadgee Aboriginal Shire Council has had no beneficial enterprises that the Council conducted during 2015-2016.

SIGNIFICANT BUSINESS ACTIVITIES

Section 45(a) of the act requires that the Annual Report contain a list of all the business activities the local government conducted during the financial year.

Doomadgee Aboriginal Shire Council conducted no Significant Business Activities during 2015-2016. Due to no significant business activities, the competitive neutrality principle is not applicable for 2015-2016.

REMUNERATION PACKAGES – SENIOR EXECUTIVE STAFF

Remuneration levels for council executives take many factors into account, including work value and the complexity of the job. This ensures remuneration levels for executives are appropriate and that Council is well placed to retain and attract executives with skills necessary to help deliver value for money services to the community. In accordance with s201 of the Act, the total number of remuneration packages available to senior management during the period was:

Package Band	Number of Employees
\$100,000 TO \$199,999	4
\$200,000 TO \$299,999	nil

LOCAL GOVERNMENT REGULATION 2012 DIVISION 2 ANNUAL REPORT

GENERAL PURPOSE FINANCIAL STATEMENTS

Begins page 35

PARTICULAR RESOLUTIONS

As required by Section 185 of the Regulation, the Annual Report for a financial year must contain a copy of the resolutions made during the financial year under s250 (1) and s206 (2).

Resolutions Relating Expenses Reimbursement Policy

Extract from Minutes 21/06/2012

8.4 Expenses Reimbursement for Councillors Policy

Moved: Deputy Mayor Douglas

That Council

(1) Endorse the approved Expense Reimbursement for Councillors Policy

Seconded: Councillor Cairns

Carried Unanimously

Council Resolution 19-06/2012

Note: No resolutions were passed during the period in relation to s206(2) of the regulation which deals with setting an amount for each different type of non-current physical asset below which the value of an asset of the same type must be treated as an expense.

COUNCILLOR REMUNERATION

In accordance with s186 of the Local Government Regulation 2012 (Regulation) Annual Reports for a financial year must contain particulars of the total remuneration, including superannuation contributions, paid to each Councillor during the financial year as well as expenses incurred by, and the facilities provided to, each Councillor during the financial year under the Council Expense Reimbursement Policy.

In accordance with the recommendation of the Local Government Remuneration and Discipline Tribunal, for the period 1 January 2015 to 31 December 2015 unless otherwise resolved, Council authorise the payment of remuneration to a Councillor of the Doomadgee Aboriginal Shire Council, for carrying out the duties of the office as undermentioned at the rate of remuneration as detailed in the Remuneration Schedule for the Category of Local Government to which Doomadgee Aboriginal Council belongs:

Total Councillor Remuneration 2015-2016

Councillor	Remuneration	Superannuation	Expenses
CR FRED O'KEEFE	\$76,935.68	\$9,100.78	\$3,972.96
CR TONY DOUGLAS	\$44,385.84	\$5,144.18	\$2,760.29
CR JASON NED	\$52,580.45	\$21,307.76	\$1,826.94
CR VERNON NED	\$38,655.69	\$3,924.81	\$3,704.52
CR ELAINE CAIRNS	\$38,467.84	\$4,667.23	\$470.00

Councillor	Remuneration	Superannuation	Expenses
CR EDRIC WALDEN	\$52,580.45	\$2,670.72	\$11,021.68
CR JASON NED	\$24,158.02	\$1,628.87	\$5,093.76
CR SCHARRAYNE FOSTER	\$12,122.83	\$1,309.78	\$3,106.10
CR DEAN JUPITER	\$12,122.83	\$1,309.78	\$5,885.87
CR TONY CHONG	\$12,122.83	\$1,258.62	\$9,332.43

Local Government Meetings attended by Councillors

Councillor	Ordinary	Special
CR FRED O'KEEFE	9	1
CR TONY DOUGLAS	8	1
CR JASON NED	7	1
CR VERNON NED	9	1
CR ELAINE CAIRNS	4	1

Councillor	Ordinary	Special
CR EDRIC WALDEN	3	1
CR JASON NED	3	1
CR SCHARRAYNE FOSTER	3	1
CR DEAN JUPITER	3	1
CR TONY CHONG	3	1

EXPENSES REIMBURSEMENT POLICY FOR COUNCILLORS

This policy outlines what is to be provided to the Mayor and Councillors with reimbursement of legitimate expenses incurred, or to be incurred, and the facilities necessary while carrying out civic duties as elected representatives of the Shire.

The Mayor was provided with prepaid phone recharges and has full private and business use of a fully maintained Council Vehicle.

Expense Reimbursement for Councillors Policy is included at Appendix 1

CONDUCT AND PERFORMANCE

Legislation	Reference	Number of Complaints
LGR 2012: S186 – COUNCILLORS (D) (I)	Orders and recommendations made under S180(2) or (4); and	Nil
LGR 2012: S186 – COUNCILLORS (D) (II)	Orders made under S181; and	Nil
LGR 2012: S186 – COUNCILLORS (E) (I)	The name of each Councillor for whom an order or recommendation was made under S180 of the Act or an order was made under S181 of the Act;	Nil
LGR 2012: S186 – COUNCILLORS (E) (II)	A description of the misconduct or inappropriate conduct engaged in by each of the councillors;	Nil
LGR 2012: S186 – COUNCILLORS (E) (III)	A summary of the order or recommendation made for each Councillor;	Nil
LGR 2012: S186 – COUNCILLORS (F) (I)	Complaints about the conduct or performance of councillors for which no further action was taken under S176C(2) of the Act;	Nil
LGR 2012: S186 – COUNCILLORS (F) (II)	Complaints referred to the departments by the Chief Executive Officer under S176c(3)(a)(i) of the Act;	Nil
LGR 2012: S186 – COUNCILLORS (F) (III)	Complaints referred to the Mayor under S176C(3)(a) of the Act; (ii) or (b)(i) of the Act	Nil
LGR 2012: S186 – COUNCILLORS (F) (IV)	Complaints referred to the department's Chief Executive under S176C(4)(a) of the Act;	Nil
LGR 2012: S186 – COUNCILLORS (F) (V)	Complaints assessed by the Chief Executive Officer as being about corrupt conduct under the Crime and Corruption Act;	Nil
LGR 2012: S186 – COUNCILLORS (F) (VI)	Complaints heard by a regional conduct review panel;	Nil
LGR 2012: S186 – COUNCILLORS (F) (VII)	Complaints heard by the tribunal;	Nil
LGR 2012: S186 – COUNCILLORS (F) (VIII)	Complaints to which S176C(6) of the Act applied;	Nil

ADMINISTRATIVE ACTION COMPLAINTS

S187 of the Regulation requires that an Administrative Action Complaints Process is to be developed and implemented which is designed to assist Council manage complaints efficiently, effectively, objectively and fairly.

Doomadgee Aboriginal Shire Council has a commitment to dealing fairly with any administrative complaint it receives and has developed appropriate strategies to deal with any complaints.

Administrative Complaints

Complaints Made	Resolved	Not Resolved
2014-2015	0	0
2015-2016	0	0

OVERSEAS TRAVEL

In accordance with s188 of the Regulation, no Councillor or Employee undertook any work related overseas travel during 2015-2016.

EXPENDITURE ON GRANTS TO COMMUNITY ORGANISATIONS

In accordance with s189 of the regulation, an annual report must contain a summary of the expenditure for the financial year on grants to community groups. During 2015-2016 Council paid \$54,130 as, Sponsorships to community organisations.

COUNCILLORS' DISCRETIONARY FUND

In accordance with s189, the Annual Report must contain a summary of the expenditure from each Councillor's discretionary fund. Doomadgee Aboriginal Shire Council does not have discretionary funds and therefore there is no report for 2015-2016 for the purpose of allocation as community grants.

RESERVES AND CONTROLLED ROADS

Doomadgee Aboriginal Shire Council is a Deed of Grant in Trust. The DOGIT is 186,300 hectares of which 9.5 hectares is held as Reserve by Government Departments. Council as Trustee of the DOGIT own and control all roads in the DOGIT.

DETAILS OF SPECIAL RATES AND CHARGES

In accordance with s190 (i)(d) of the regulation, Doomadgee Aboriginal Shire Council does not have any special rates and charges.

CONTRACTS

As required by s190 (1) of the Regulation, the number of invitations to change tenders under s228(7) during the financial year was 0.

COUNCIL REGISTERS - RECORDS

In accordance with s190 (1)(f) of the Regulation, below is a list of registers kept of Council:

- Minutes of Council Meetings
- Personal Interest of Councillors
- Delegation Register

INTERNAL AUDIT

EXECUTIVE SUMMARY

BACKGROUND AND SCOPE OF WORK PERFORMED

The Local Government legislation requires Council to perform Internal Audit procedures each financial year. The Internal Audit effort is required to be directed towards assurance activities that cover risks to which the organisation is exposed.

During March 2016, the new financial records system (Synergy) went live. It was management's intention to conduct a more detailed review of the transactional workflows and the effectiveness of the business practices in place that operated with, in and around the new system. To assist, management engaged Internal Audit to examine practices and controls over key financial processes associated with the new system.

The purpose of this engagement was to examine, at a high level, the adequacy of the internal controls over the processing of information to maintain the integrity of current data held in the accounting system.

Specifically, Internal Audit considered whether:

- The individual balances in the accounts receivable (debtors) and accounts payable (creditors) in the new system had been correctly transferred from Civica (Practical) in both value and age.
- The unit values of the inventory appeared reasonable and being calculated correctly.
- The workflows, business practices and procedures associated with the payroll function were designed to process the payroll data accurately, specifically:
 - The controls for recording payroll inputs were adequate and that the mechanism for the calculations of ordinary hours' wages were adequate.
 - The deductions from the payroll were calculated correctly in accordance with the Local Government Award and legislated requirements.
 - Allowances and overtime were being calculated in accordance with legislated requirements.
 - Superannuation was being paid correctly and on time.
- Through examination of a small sample of items, determine whether the aging function within the accounts receivable module was calculating the correct age of debtors.
- There appeared to be adequate physical security and processes to prevent, detect and report unauthorised access to the information systems at the Cairns office.

This Internal Audit project was not included in the 2015-2016 Annual Internal Audit Plan. This project was substituted into the Internal Audit Plan to reflect management's immediate needs. All other projects were deferred at management's request as they were not considered appropriate or necessary at that time.

OVERVIEW OF OPERATING ENVIRONMENT AT DOOMADGEE ABORIGINAL SHIRE COUNCIL

It should be recognised that the organisation has undergone a period of change in recent months that has impacted the operations and control environment at Council. These changes included:

- Departure of Chief Executive Officer and now and Acting Chief Executive Officer.
- No Corporate Services Manager during the FY 2015/16 and now an Acting Corporate Services Manager.

- Appointment by Department of Infrastructure, Local Government and Planning of an Advisor to assist the organisation and Council. This appointment ceased on 7 October 2016.
- Change to the organisation's accounting software from Civica (Practical) to Synergy.
- Loss of an Accounts Officer from the Cairns office reducing resources in the Finance team.

LIMITATION OF SCOPE OF WORK PERFORMED

These developments have had an impact on the operations and internal control environment at Council which were evident at the time of Internal Audit fieldwork.

The Internal Audit procedures and scope of work was approved by the Acting Chief Executive Officer in May 2016, and fieldwork commenced in late June 2016. A number of factors disrupted the Internal Audit work and completion of this report.

OVERALL CONCLUSION

Based on the work performed, which included observation, interviews and high-level system walk-throughs, there were a number of findings noted where internal controls could be strengthened to reduce the organisation's exposure. The findings from the Internal Audit procedures are summarised below.

SUMMARY OF FINDINGS

ACCOUNTS RECEIVABLE / ACCOUNTS PAYABLE

The individual balances in the accounts receivable (debtors) and accounts payable (creditors) module in the new system appeared to have been correctly transferred from Civica (Practical) (the previous financial system) in both value and age. The exceptions noted during the examinations were not considered to be significant or material in number or value.

The aging function within the accounts receivable (debtors) and accounts payable (creditors) modules appeared to be calculating the correct age of both types of invoices (debtors and creditors).

INVENTORY

The unit values in the perpetual inventory records in the accounting system did not reflect the expected current actual cost or weighted average cost of inventory items held. It appeared that the calculations may have been compromised by manual adjustments.

Fuel inventory costs appear to be understated, given the current market price of fuel per litre and the likely high cost of transportation of fuel to Doomadgee.

PAYROLL

An examination of the personnel files at Head Office (Cairns) revealed a lack of employment records and Internal Audit was not able to reconcile the wages rates in the payroll system to the written and signed employment documentation. There was a lack of supporting payroll documentation to confirm individual rates of pay and employment terms, which meant that rates of pay and employment terms could not be validated as legitimate and approved.

The workflows, business practices and processes associated with the payroll function appeared to be unnecessarily complex and complicated the processing of the payroll data, making it prone to potential inputting errors. Now that the Synergy system has been in place for a period of time, further training and development of work practices would improve efficiency and internal control effectiveness.

The deductions from the payroll appeared to be calculated correctly in accordance with the Local Government Award and legislated requirements.

Allowances and overtime appeared to be calculated in accordance with legislated requirements.

While superannuation guarantee contributions (SGC) appeared to be paid correctly and on time, it appeared that system flaws may exist that require manual intervention to ensure SGC entitlements were correctly calculated and paid. Further work is required to ensure that any system flaws are identified and corrected to mitigate Council's exposure to incorrect superannuation guarantee contributions being made.

SECURITY

Were unable to determine whether the processes to prevent, detect and report unauthorised access to the information systems were appropriate as information was not provided. However, observations and understanding of the system access controls indicate that access to the Synergy application may not be adequately controlled. This presents a potential risk to the security of the financial information and the maintenance of necessary system-enforced segregation of duties.

The physical security over the primary servers and networks in the Cairns and Doomadgee offices were not considered sufficient to prevent potential loss to the Council, either through theft or fire.

COMPETITIVE NEUTRALITY

In accordance with s49 of the regulation, there were no investigation notices for competitive neutrality complaints nor were there any required responses to the Queensland Competition Authority.

