



Yarrabah Aboriginal Shire Council Annual Report



2013/2014 Report

An informative financial year overview of the
Yarrabah Aboriginal Shire Council operations.

Yarrabah Aboriginal Shire Council

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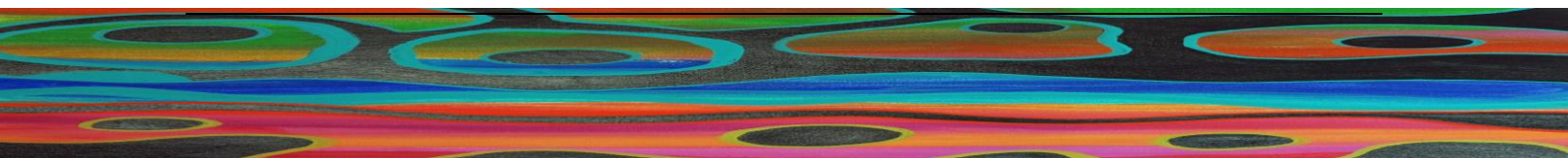
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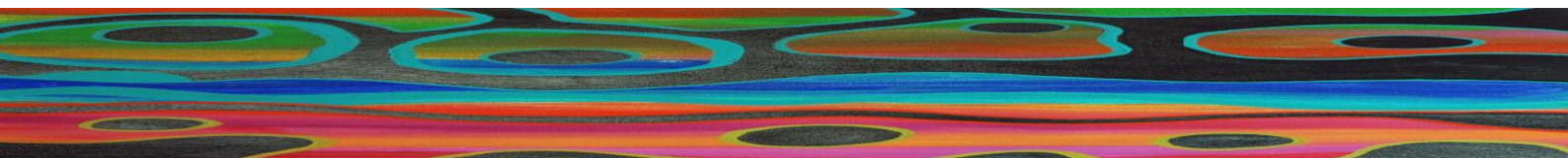
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Introduction

Welcome to the Yarrabah Aboriginal Shire Council's 2013/2014 Annual Report.

The report is a transparent record of Council's legislative requirements which is to be declared and highlighted to the public, its stakeholders and other interested parties under Local Government Legislation regarding its operational performance, financial decision making and other important information for the financial year 2013/2014.

The Yarrabah Council is strongly committed to transparency of its operations and has ensured the report provides you with as much information as possible to leave you with a clear understanding of the Yarrabah Council's current status in accordance with its legislative requirements.

Copies of this report can be obtained by contacting the Council on (07) 4056 9120 or visiting our website at www.yarrabah.qld.gov.au

The Yarrabah Council welcomes any feedback on the report which can be provided by writing to the address below

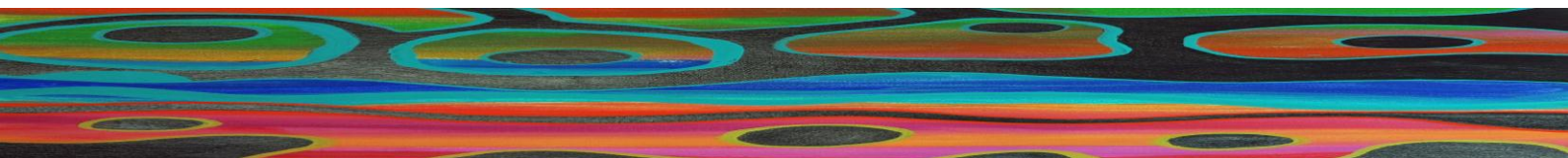
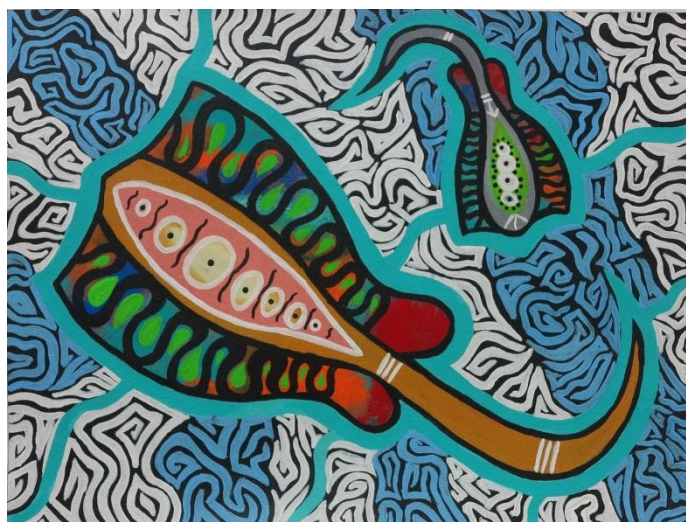
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Yarrabah Shire profile

The Yarrabah Shire is an aboriginal community which is situated on approximately 159 square kilometres of land which runs east from False Cape around the Mission Bay area extending past Cape Grafton and Kings Point east of the Cairns inlet.

The geographic's of Yarrabah in size is about 30 kilometres in length and 2.5 kilometres wide for most parts, but then it broadens to approximately 8 kilometres in the northern section.

Although Yarrabah is great in size, most of the area occupied is within the established township area located around the mission bay area with a population of 2,409 as per the 2011 census report. The population however is believed to be slightly more as residents tend to travel in and out of the community for extended periods for education, work and family reasons hence the reason to believe the population is greater than the report states.

The area was originally occupied by 2 dominant groups the Gunggandji and Yidinji people, where they lived their day to day traditional lifestyle until it was established as an Anglican Mission in 1892. The Church appointed a tribal elder of the Gunggandji to be King for the whole church mission. King Menmuny was known to say 'this is the new way'

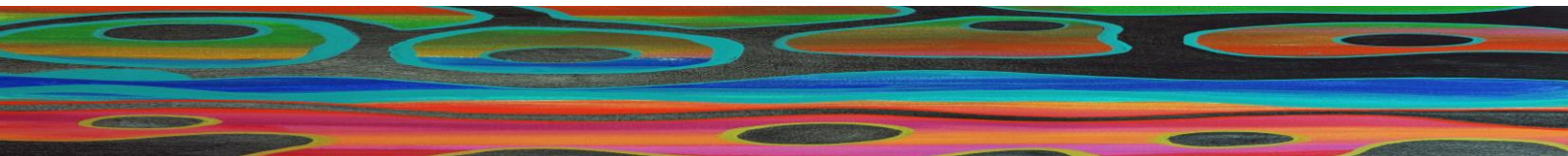


The first Aboriginal Council was established in the 1960's, however appointed persons principally acted as an advisory body.

Also a mark in time in the Yarrabah history is when the community received its Deed of Grant in Trust (DOGIT) land tenure in 1986 which paved the way for the community council of the day who were the trustee holders to then become self-governed under the *Community Services (Aborigines) Act 1984*. In its own right Yarrabah is now a Shire under the Local Government Act 2009.

In 2010 the original traditional owners the Gunggandji people received their determination for (as the locals know it) the *top half* of the Yarrabah boundary which was then followed by a second determination in 2013 for the *bottom half* which was a joint claim by the Gunggandji / Mundingalbay Yidinji clan groups.

The Yarrabah Council in partnership with the Traditional Owner Working Groups since these determinations have been working close together.



Shire information

Community Demographics

Area: 159.4 square kilometres

Population: 2,409 (Census 2011)

Median Age: 22 years

Housing:

The Yarrabah Shire has mandatory alcohol restrictions which apply to everyone residing or visiting the Yarrabah Shire. Without a licence the carriage limit is 1 carton of light or mid strength beers per individual/vehicle only.

Available Services

- ❖ Post Office
- ❖ Commonwealth Bank Agency
- ❖ Bendigo Bank Agency
- ❖ Gindaja Treatment and Healing Rehabilitation Centre
- ❖ Gurriny Yealamucka Primary Health Centre
- ❖ Women's Shelter
- ❖ Aged Care Hostel
- ❖ PHaMs – Personal Helpers and Mentors service
- ❖ Local State Emergency Services
- ❖ Centrelink
- ❖ Job network services – Breakthru and QITE
- ❖ Service Station
- ❖ Community Store
- ❖ Micro Businesses – Tucker Box, Pie Van, Dilliger Takeaway, Gindaja catering service, Landscape and Gardening Service
- ❖ Queensland Police Service
- ❖ Justice Group
- ❖ Black Star Radio
- ❖ Yarrabah Co-operative

Education Facilities

- ❖ Daycare
- ❖ Kindergarten
- ❖ Primary School Campus
- ❖ High School Campus
- ❖ Arts Precinct
- ❖ RATEP

Sports and Recreation Facilities

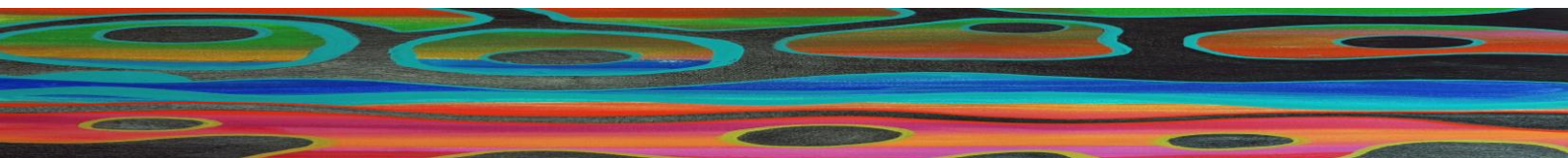
- ❖ Jilara Football Oval
- ❖ Aquatic Centre
- ❖ James Noble Sports Centre

Community Groups & Clubs

- ❖ Traditional Owners Groups
- ❖ Church Groups - Anglican, Living Waters, Jehovah's Witness, Seven Day Adventist
- ❖ R.S.L – Yarrabah Chapter
- ❖ Play Group
- ❖ PCYC
- ❖ Youth Group
- ❖ Women's Group
- ❖ Men's Group
- ❖ Elder's Group
- ❖ Yarrabah Seahawks Junior Rugby League
- ❖ Yarrabah Seahawks Senior League

Annual community events and celebrations

- ❖ Survival Day (Australia Day)
- ❖ ANZAC Memorial Service
- ❖ Foundation day
- ❖ NAIDOC Week Celebrations
- ❖ Queensland Music Festival
- ❖ Carols By Candle Light & Christmas Nativity play



Message from the Mayor Errol 'Mala' Neal



Hi all and welcome,

First and foremost I would like to pay my respect and acknowledgment to the custodians of this piece of paradise we live in called Yarrabah “Paradise by the Sea”, in which Yarrabah Aboriginal Shire Council as the sovereignty, with autonomy under the Local Government Act to do its business.

I also acknowledge our Saviour Lord Jesus for allowing me the opportunity to serve him and represent my people. To promote a safer, healthier, stronger and a more economical, sustainable and independent community.

I would also like to pay my respect to the historical Traditional Owners that were pioneers in their own right. These people were forcefully removed from their homeland and served and worked for nothing, but immensely contributed through sheer hard work to build this great community/nation. We Yarrabbeans owe and are in great debt to them for protecting it for the future for us all.

Well what a privilege to lead as Mayor for this beautiful Shire we live in, and to work hard and to strive for improving the quality of life for all residents, countrymen/women and children of Yarrabah.

Time is moving along at a rapid pace, and the necessity to move with the times will always be challenging. To deliver on expectations is paramount to success. However things can easily become bewildering when dealing with the politics of today.

The expectation of both State & Federal Governments has forced us at local level and as the First Nation of people to be smarter, and to do what needs to happen without the extra financial capital and with limited resources. BUT what makes us strong is the old Yarrabah saying ‘Never say die’ and of course ‘We will survive!’.

Since our last Annual Report, this report is very much up beat with a positive outlook for the future. There is still a long way to go in terms of educating our people on compliance issues in regards to town planning – which I must say is no easy task. This could also have repercussions for our community as a whole that may affect both ‘Historical & Traditional’ interests. But I will give my commitment that there will be full transparency and engagement.

As we all know Aboriginal Shire’s are under the pump, the changes government make and how they do their business with indigenous Local Councils are with mixed emotions all around. Either way Yarrabah Council has shown to be resilient to these challenges and has been recognised and acknowledged from both tiers of Government. This is a credit to our people, community & our hard working team, including Council’s employees and the leadership of my fellow Councillors. This is an indication for better things to come and a positive future. For this I give my full thanks to all Council

Executives, Senior Staff & Employees for their part in building and the delivering of the services for our community.

Yarrabah is on the move, with very high level expectations, and a general standard and commitment to do better in financial management without the unscrupulous spending as in the past. Although it was tough this has resulted in another unqualified audit, with a sustainable kitty simply from adopting good governance and better accounting practices with better than ever systems in place. Yarrabah Shire is fairing very well financially and looking secure for a bright future.

Further to the successes in community I would like to highlight on some other successful community and Council initiatives which recently took place in the last year which were

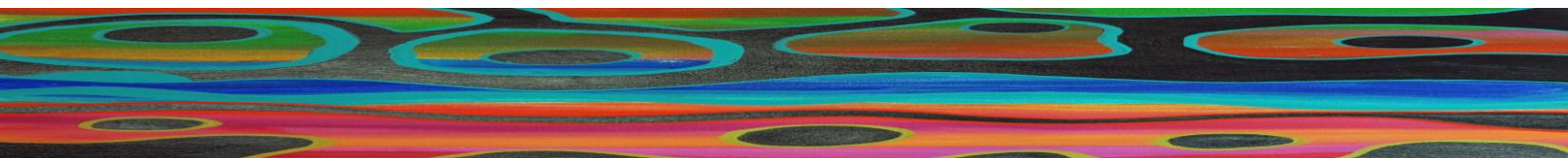
- \$ 3.5million NDRRA Funding - Range Road's completed. Works in and around community, culverts and roads
- \$ 1.9 million knowledge centre (library) now construction is well on the way
- \$ 1.2 million dual carriage Reeves Creek Bridge, secured funding out for tender
- Privatisation of what is now Mutkin Age Care, now independently run by locals
- After 10 years finally the Women's Shelter construction is well on the way. (this is not a council project however YASC has advocated on behalf of the Women's Group ensuring the project gets underway after dragging on for so long)
- \$240,000.00 Balamba Nursery project completed and calling for expression of interest to lease includes tools and machinery.
- \$213,000.00 Yarrabah Council funded expansion of the Day care facility for Baby Nursery completed and in full operation.
- Council advocated for the Land & Sea Ranger programme and brokered a deal for the Gunggandji Prescribed Body Corporate (PBC) to operate which is now well on the way
- YASC support for home ownership/ long term lease and the first in the State QLD indigenous communities with eight more in line depending on IBA financial assistance
- Procurement Policy enabling council to support & invest in local businesses incentives, aiming to create employment for locals
- YASC working towards Principle Contractor status, creating more employment opportunities, and support for local Yarrabah Sub-contractors and also building our capacity to do major upgrades, housing repair & maintenance and constructing new homes in the near future.



Pictured: Council talks business with MP Bob Katter



Yarrabah Arts Precinct open day



- YASC commitment to sport recreation, supporting Seahawks football club, Yarrabah Sports Day, Yarrabah Rodeo & Survival Day Jilgi. Sponsorship for individuals' sports and other sporting clubs.
- Community Arts / museum very successful year with CIAF and family open day event.
- YASC support for music & entertainment QMF & Yarrabah Brass Band, that we just experienced with a lot of visitors enjoying what Yarrabah had to offer and overall a big success.
- YASC support education, community developing our own solution, we have a model for Yarrabah in its draft stage not in concrete as opposed to the TWIGGY Forrest Direct Learning.
- Yarrabah through cultural exchange have MOU with two major cities in China & our Friendship City in Melbourne Victoria, Hobsons Bay City Council.



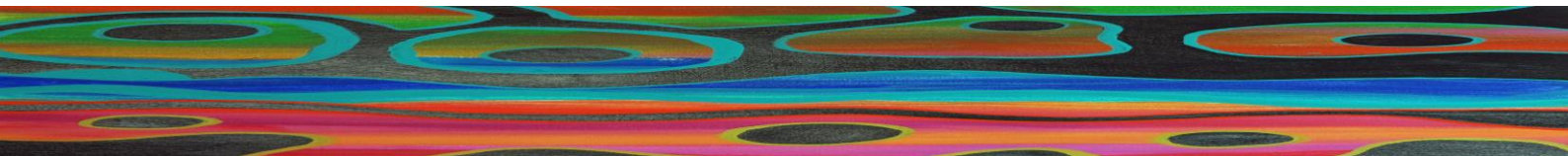
Yarrabah QMF Festival
Pictured: Yarrabah brass band

Furthermore YASC is working towards improving the quality of life of all residents, and to be financially sustainable. It will be a great challenge and in order to achieve this we need to insure that the people of Yarrabah are informed and consulted on any major developments. Residents will need to adapt to changes if we're to survive as an Indigenous Local Government Council in this day and age.

In conclusion, finally I say without being too arrogant, over confident or being too ambitious, I personally feel Yarrabah's future is in very capable hands. Be rest assured My People / Countrymen and women we won't be sold out because my conscience won't allow me to. So may the Lords blessing be with you and for the future of Yarrabah Aboriginal Shire Council.

Thanks

Mayor Errol Neal



Message from the Councillors Desk



Councillor Mark Wilson

Hello everyone,

It's this time of year again, the annual report of the Yarrabah Aboriginal Shire Council reflects on the past year and in our roles as Councillors this year we have developed and implemented strategies to tackle a lot of the social issues in consultation with our stakeholders in Local Government for the good of the Yarrabah residents. This has all been done within the budget set by Council. It is our aim to bring self-determination and self-control back to the people of Yarrabah.



Councillor Henry Miller

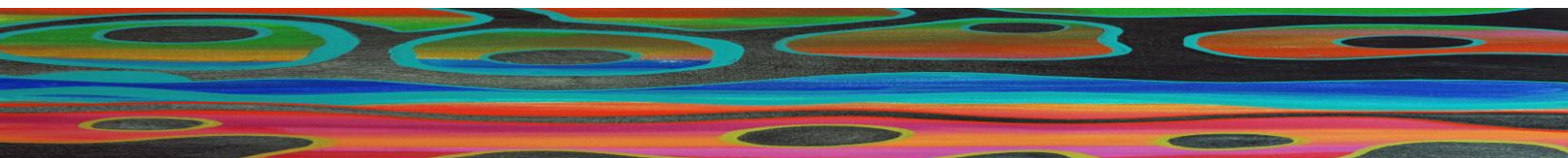
Since I was elected in 2012 I have learnt a lot about local government which has been very valuable to my position as a Councillor of my community and the 2013/2014 financial year was a good year for us. The 4 days in MacKay was especially memorable for me and the other Councillors. I am looking forward now for the next challenging year ahead.



Councillor Bevan Walsh

Over the last few years I have bought plenty of knowledge and experience to this Council, as this is my second term as a Councillor. This has given me and the other Councillors the opportunity to develop a \$80 million vision project and the chance to travel to China to seek overseas investment opportunities. This has also given the Council a City Sister relationship with 2 provinces in China. This will benefit the Community in terms of cultural exchange and awareness. We also welcomed the Queensland Music Festival to Yarrabah and the regrouping of the Yarrabah Brass Band which was a huge success. After years of negotiation, the Indigenous Knowledge Centre, Reeves Creek

Bridge and the Women's Shelter are finally in construction phase after a successful push from Council. I am looking forward to the next 14 months in developing the positive partnerships with local agencies within the Community and developing strategic plans for the future that will address key issues in Yarrabah.



Message from the Councillors Desk Cont. . . .



Councillor Malcolm Canendo

It has been a year of ups and downs but I believe that our council has worked strong in maintaining a positive change to the Yarrabah Aboriginal Shire.

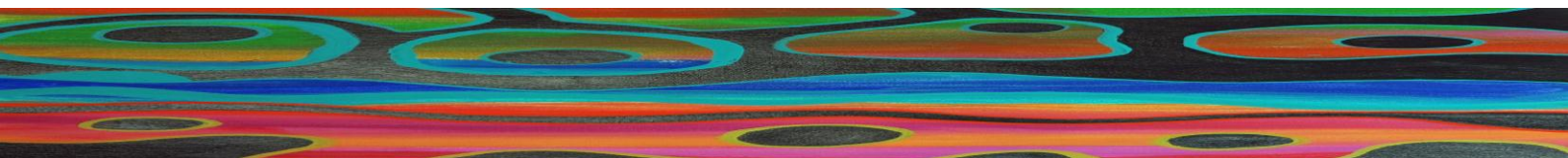
Within the Education portfolio I have been active in supporting the Yarrabah State School with the Community Connectedness program and also play an active role with the YSS P&C. I have been constantly meeting with Simon, the School Attendance and the PACE team around current outcomes that the school are achieving and in return give any support the Yarrabah Aboriginal Shire Council can offer. The

Mayor and Councillors strongly believe that Education is the foundation for any future successes and community advancement.

In the Sport and Recreation area we have made numerous donations and sponsorship to individuals and groups who positively participate in sporting activities in the social, state or national level. We have also made financial contributions to our local sporting clubs the Yarrabah Seahawks Junior Rugby League, Yarrabah Seahawks Senior Rugby League and Sporting Club and also to the Pyramid Power AFL team that has a number of our young people and women playing in the local Cairns Comp. YASC have maintained contact with Sharon Finnan and Ian Lowth from the Department of National Parks Recreations Sports and Racing about future sporting infrastructure, support with sporting programs and also to review our current Open Spaces Sports plan 2008. I continue to lobby and support the Yarrabah PCYC and the current Indigenous Community Sport and Recreation Officer Mat De Rose around the sporting programs here in Yarrabah.

I have had a change of portfolio from last year rectifying the “Family Issues” portfolio to “Community Services and Communications”. This enables me to work within the Community Services area of the Yarrabah Aboriginal Shire Council to effectively liaise with Executive Manager Conrad Yeatman and his team. We have had an eventful year especially with the Yarrabah Aboriginal Shire Council School bus run, which caused a bit of a head ache this year. I have got to commend the effort of Mr Conrad Yeatman and his ICL team for their continued effort in registering students who access this service to get to school and for currently organising a bus in the interim from Cairns Bus Hire. This has gone from having 17 students registered to currently having 170+ students which helps YASC gain more funding towards this service that we provide to community. We hope that the Yarrabah Aboriginal Shire Council will have its own bus operating in 2015.

I hope that 2015 will be a productive year and that all major projects of the Yarrabah Aboriginal Shire Council will be signed completed before the next Local Government elections. We look forward to community and organisations supporting this Council and hope that we can continue to service our community in advancing to a positive future for our people.



Chief Executive Officers Report

It has been yet another successful year in Yarrabah. While it has been turbulent at times with changes in senior management we have come out the other side stronger and with the knowledge that we can overcome any obstacles put in our path.

The Councillors currently in their second year have come along in leaps and bounds. They have taken their roles to the next level, leading the Community into the future. The 'vision' of Yarrabah being the next port and tourism hot spot of Cairns is gathering momentum with 3 of the Councillors attending the Yarrabah Trade Mission to China, an exploring cultural exchange, looking at cooperation and investment. A first overseas trip for all of them that we hope opens the doors to economic development in Yarrabah.

While it was a year of consolidation after an organisation structure change, financially it was a difficult annual budget to set with the cuts in the SGFA administration grant. However with better procurement procedures and the installation of new accounting software which enabled better tracking of budget and improved reporting, we have adhered to what was a strict budget.

The new procurement policy now includes the application of local preference, enhancing the capabilities of local business and industry in Yarrabah as part of the process of making its purchasing decisions. The aim of this policy is creating local employment opportunities and encouraging local business growth.

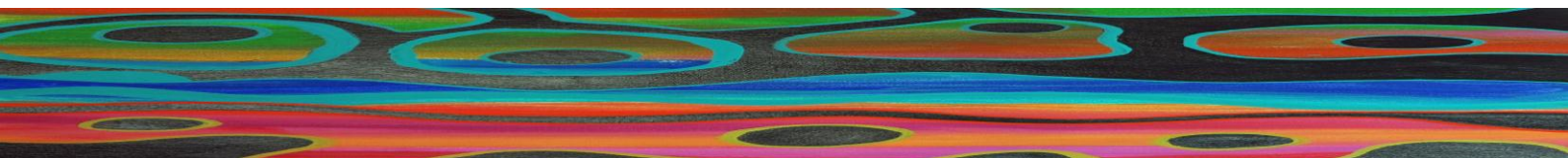
Council privatised the Aged Persons Hostel in July. This was again to give local enterprise a boost transferring the service and all employees to Mutkin Aged Care.

The Art Centre Open Day was a huge success bringing in Cairns locals and promoting the Yarrabah art scene and culture. Closely followed by further success at CIAF our local artists are beginning to make a name for themselves.

Council has a busy year ahead with a new corporate plan and operational plan to develop and implement. It will be a year to improve corporate governance and compliance. Part of this compliance activity will see the adoption of a new suite of Local Laws for the better governance of Yarrabah and the better care of the community.

Council is about to welcome their first female indigenous CEO commencing in December, bringing with her a wealth of local government knowledge and experience. A big thank you to Jeff Jenkins and James Gott, for their contributions to Council in the CEO role in the past year.

Council would also like to thank all the dedicated Yarrabah Council staff for their commitment and effort during the last year. Council's continued success relies on them.



Annual highlights

The first half of 2014 was a busy one for the Yarrabah Arts & Cultural Centre artists. In keeping with their 2013 successes, the artists continued to expand their skills base with workshops in monoprinting, textile design and printing, ceramic designs and woodwork. The result has been a new series of works for the Cairns Indigenous Art Fair 2014 and inclusion in a number of exhibitions for the middle of the year.

The artists collaborated on a stunning work on lino as their 2014 entry for the NATSIAA awards although it was not selected. 'Yarrie Yarnz' is a huge work of six lino pieces printed together by Theo Tremblay and will be exhibited throughout the year.

Community residents Edna Ambrym was selected as a finalist in the SAM Indigenous Ceramic Awards in Victoria and Michelle Yeatman a finalist in the Ray Ban Onsesight Indigenous design Competition.

Yarrabah artists enjoyed their second Cairns Indigenous Art Fair in 2014 with a strong presence at both the Cruise Liner Terminal and as part of various exhibitions around Cairns. Yarrabah was situated at the front door this time and had an excellent flow through of traffic and interest from the Curator and Collectors group.

The Cairns Regional Gallery's exhibition SOLID, curated by Bruce McLean, was a standout for community artists Michelle Yeatman and Philomena Yeatman. Both artists produced works specifically for the exhibition following a visit by Bruce McLean to Yarrabah earlier in the year, impressed by their works in ceramics and basket weaving.



Yarrabah Artists L to R: Valmai Pollard, Philomena Yeatman, Edna Ambrym, Noralyn Harris, Curator Vanessa Gillen, Michelle Yeatman, Ruben Ambrym, Andrew Yeatman

Michele focused on a shellfish concept producing a series of pots entitled "Shellfish Tukka". Creating a series of 5 unique pots, each one represented the various shell fish Michelle loves to collect around Yarrabah. All pots were sold during the exhibition to Collectors from the Collectors and Curators program.

Philomena produced two stunning baskets called 'Wirrgay' and these were instantly snapped up by the Cairns Regional Gallery for their collection. The baskets are made from the leaves of the Pandanus Palm and the cabbage Palm.

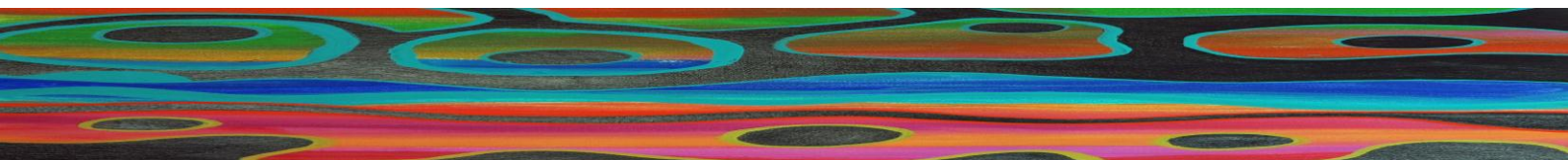
In the meantime Michelle Yeatman is busy working on her very large glass coil pot for Sculpture by the Sea, Bondi 2015. Michelle was selected out of over 450 entrants from 23 countries and is thrilled at the concept of exhibiting her style of work in such a huge arena. Sculpture by the Sea is seen by millions each November and it is a wonderful opportunity for Yarrabah and its artists to be recognised on this kind of scale.

Vision statement

*'Burri Cummin' –
One People, One Place, One Fire*



*To improve unity and inspire to a better quality
of life*



Councillors

The Yarrabah Shire Council has 5 elected Councillors who are currently serving their 2nd year since being elected Councillors. Whilst serving as the elected members of their community each Councillor is bound by the Local Government Act 2009 and Local Government Regulation 2012.

Integral to leading their community, each of the Yarrabah Shire Councillors are committed to;

- Being transparent in terms of their decision making in the public and organisations best interests,
- Ensuring that all Councillors are complying legally and ethically as per the Councillors Code of Conduct,
- Providing good governance
- Ensuring that community are kept informed on all aspects of community development and progress and given the chance to have their say and representation through meaningful community engagement and feedback processes,
- Providing community driven direction to help better the services which community receive
- Providing sustainable development and management of assets and infrastructure
- Reaching targets with effective outcomes efficiently.
- Improving unity to inspire all to a better quality of life

In order to achieve these principles the councillors have specific duties and responsibilities as part of their roles and portfolios which they are responsible for.

Council meetings are scheduled for the third Thursday of every month. These dates are adopted by resolution at the first Council meeting of the calendar year.

Councillor Portfolios

Councillor	Portfolio
Mayor Errol Neal	Local disaster Management, Land & Development , Native Title Media Overseer of all Councillor portfolios
Councillor Henry Miller	Environment Law & Order Youth & Elders
Councillor Mark Wilson	Housing Municipal Works & Infrastructure Employment & Training
Councillor Bevan Walsh	Arts & Culture Health Transport
Councillor Malcolm Canendo	Education Sports & Recreation Community Services Communications

Councillor Meeting Attendance

Elected Member	Ordinary Council Meetings	Special Council Meetings	Total Meetings Held	Total meetings Attended
Cr. Errol Neal	12	6	18	18
Cr. Henry Miller	10	4		14
Cr. Mark Wilson	11	5		16
Cr. Bevan Walsh	11	6		17
Cr Malcolm Canendo	11	6		17

Councillors' remuneration & particulars

Provided Facilities

Each Councillor of the Yarrabah Council is provided with specific facilities as agreed to by resolution as outlined below;

Mayor

- ❖ Separate office accommodation
- ❖ Secretarial and administrative support in accordance with the staff structure

Deputy Mayor

- ❖ Separate office accommodation

Other Councillors

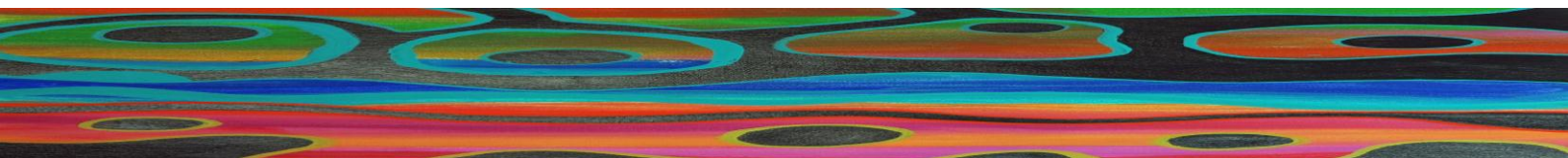
- ❖ Shared office accommodation
- ❖ Fully maintained boardroom and kitchen amenities

Other Facilities

- ❖ Each Councillor have been provided a single standard laptop, portable Wi-Fi Internet access and mobile phone to be used both at the Council work location and at the Councillors home office which will be loaded with the Microsoft Office Suite and email software for the use of duties associated with their positions.
- ❖ Within the work location, a networked printer, access to a shared landline and fax.
- ❖ Council will provide to each Councillor the necessary stationery and the cost of postage for the undertaking of duties directly associated with their position.

Elected Members Remuneration

The remuneration of all Councillors is a fixed amount as set out by the Local Government Remuneration Tribunal and is reviewed and adopted by the Council on an annual basis.



Councillors acting in the position of Deputy Mayor are further remunerated in accordance with the extra responsibilities required of the position.

Each Councillor (except the Elected Mayor) is given the opportunity to sit as Deputy Mayor over their 4 year term as elected Councillors of the Yarrabah Council.

The remuneration & superannuation contributions of the Elected Members are as outlined below

Remuneration & Superannuation Contribution

Elected Member	Position	Remuneration/ Salary	Superannuation Contribution	TOTAL
Cr. Errol Neal	Mayor	\$94,890.00	\$11,386.80	\$106,276.80
Cr. Mark Wilson	Deputy Mayor	\$52,715.00	\$6,325.80	\$59,040.80
Cr Henry Miller	Councillor	\$45,687.00	\$5,482.44	\$51,169.44
Cr. Bevan Walsh	Councillor	\$45,687.00	\$5,482.44	\$51,169.44
Cr. Malcolm Canendo	Councillor	\$45,687.00	\$5,482.44	\$51,169.44

Elected Members Fringe Benefit Tax Expenses and Reimbursements

The Councillors Fringe Benefits Tax (FBT) is what a Councillor must pay for the use of a Council packaged vehicle/use of a council vehicle for the annual year, in this case between 1 April 2013 to 31 March 2014.

Councillors In accordance with the Local Government Guidelines for Councils, Councillors may use a vehicle by Council for official Council business.

If a Councillor uses a private vehicle to conduct Council business then a reimbursement may be claimed, based on a log book to substantiate the relevance of travel to Council business and paid in accordance with the rates prescribed in the Queensland Local Government Officers Award (Federal).

If a councillor uses a Council owned vehicle for private purposes then the Councillor must reimburse Council based on the vehicles log book record of use in accordance with the rate prescribed by the Australian Taxation Office.

The table below provides the total Councillors' Fringe Benefits Tax expenses for the 12 month period from 1 April 2013 to 31 March 2014.

Councillor FBT Expenses

Elected Member	Position	FBT Expense
Cr. Errol Neal	Mayor	\$20,712
Cr. Henry Miller	Councillor	
Cr. Mark Wilson	Councillor	
Cr. Bevan Walsh	Councillor	
Cr. Malcolm Canendo	Councillor	

Elected Members Reimbursements

Elected Member	Position	Vehicle Remuneration	Vehicle Cost	Other Expenses Reimbursement	Total Cost
Cr. Errol Neal	Mayor	\$15,000.00	\$12,438.00		\$27,438.00
Cr. Mark Wilson	Deputy Mayor				
Cr. Henry Miller	Councillor				
Cr. Bevan Walsh	Councillor			\$86.76	\$86.76
Cr. Malcolm Canendo	Councillor				

Particulars

The annual report must contain a copy of the resolutions made during the financial under s250 (1) and s206(2). s250(1) outlines that 'A local Government must adopt an expenses reimbursement policy' and s206(2) outlines that 'The Local Government must, by resolution, set 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'

The Council adopted an Expenses reimbursement policy in 2012.

Organisation snapshot

Implementation of Councils community plan

The Yarrabah Council adopted its community plan in December 2011.

Organisational Structure

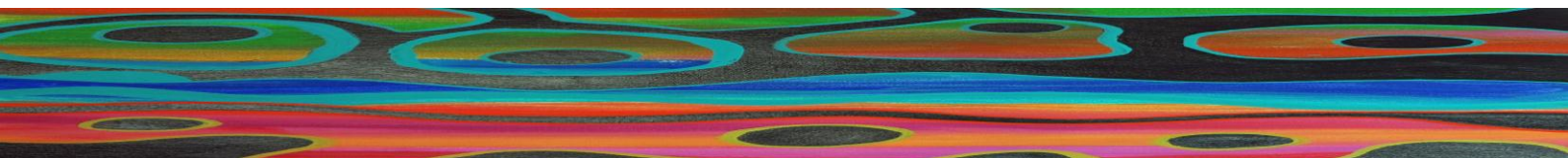
The Yarrabah Aboriginal Shire Council currently employs 129 people, with Council being the largest employer in the Yarrabah Community. With the communities current unemployment rate the Yarrabah Council feel strong about encouraging local employment with 98% of its workforce being local residents.

As per the established organisational structure, the Councils operations are sectioned into 4 functions which are;

Office of the Chief Executive Officer: This comprises the support functions for the Mayor and Councillors, Council and committee meetings and statutory requirements

Corporate Services: This comprises all the administrative functions of Council including financial management, information technology and human resources

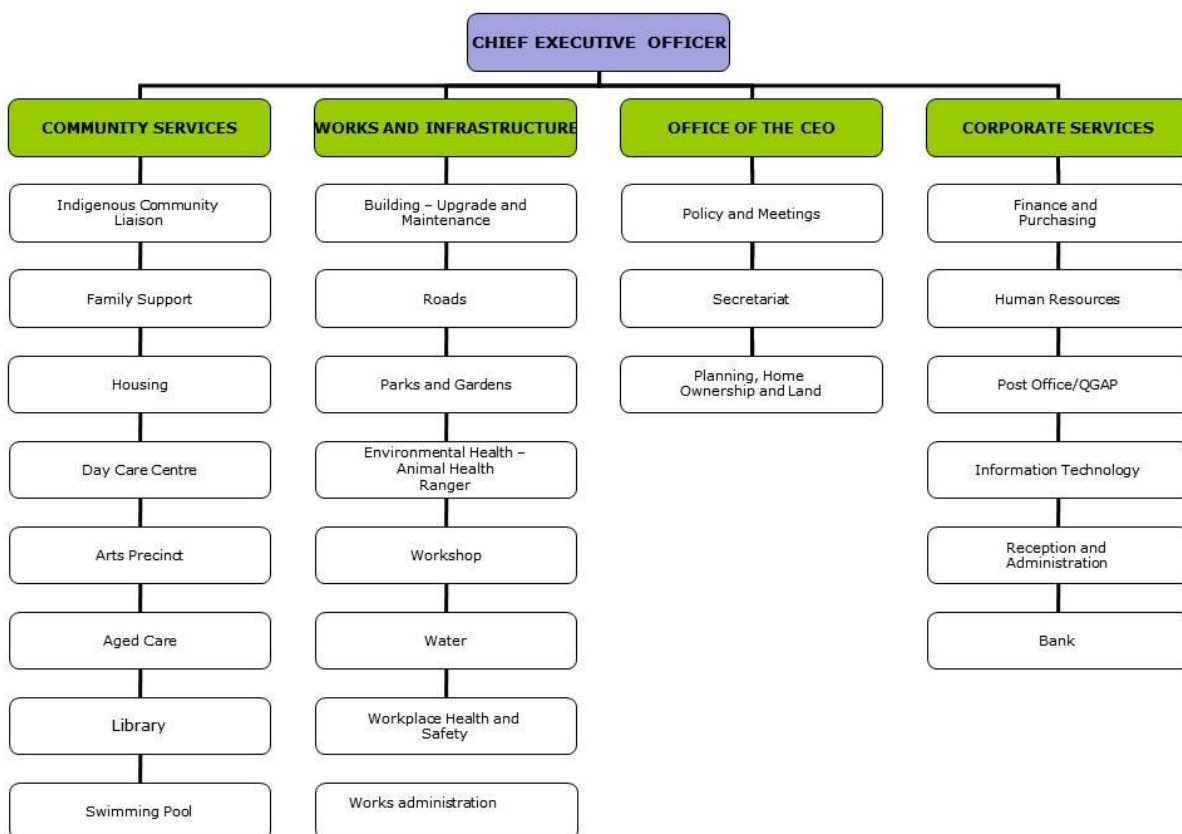
Community services: This comprises of all council operated community services and facilities



Works and Infrastructure: This comprises the functions of all aspects of community municipal works, repairs and maintenance, plant and equipment handling and maintenance, construction and environmental protection

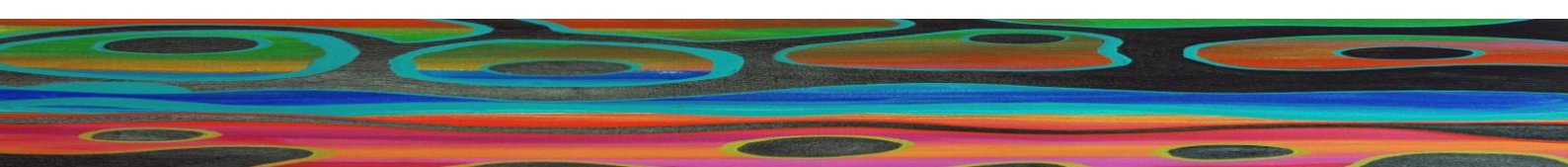
The council is committed to ensuring through its structure that the each of its services is providing an accessible and quality service to each of its community members.

Organisational Chart



Employee Statistics

EMPLOYMENT STATUS	FEMALE	MALE	TOTAL
Full Time	31	56	87
Part Time	13	12	25
Casual	13	4	17
TOTAL:	57	72	129



Equal Employment Opportunity

The Council are committed to ensuring that all employees and potential employees are given and have access to equal opportunities in the workplace regardless of age, race or gender. Council has adopted the practice as part of its policy.

Workplace Health and safety

Council is highly dedicated to ensuring the highest quality of workplace health and safety practices and procedures are followed. To help ensure that practices and procedures are followed, upon commencement of employment, all staff are given a workplace health and safety induction.

Staff are regularly updated on changes and pending changes and/or persons affected it may require further training or study which council fully supports and may cover costs associated with it.

Council currently employs 2 Workplace Health and Safety Officers.

Remuneration of Senior Contract Employees

As per the established organisational structure the Yarrabah Council currently employs 4 Senior Contract Employees.

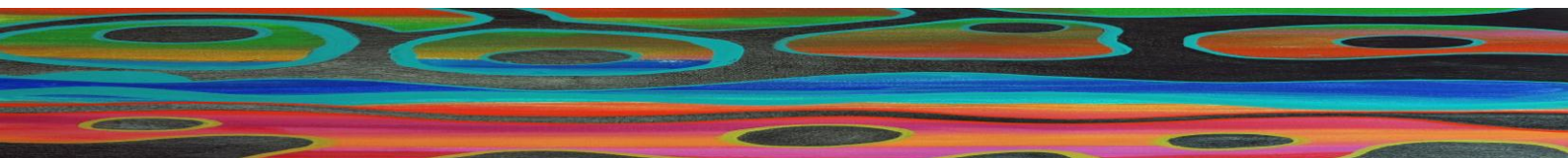
In accordance with the Local Government Act 2009 requirements it is required that the number of senior contract employees with remuneration packages exceeding \$50,000.00 must be recorded for the period of 1 July 2013 to 30 June 2014.

A senior contract employee refers to the Chief Executive Officer and all senior executive employees of the Local Government Council. The table below is a record of the number of senior contract employees whose salary exceed \$50,000.00

Package range	Number of senior contract employee within package range
\$50,000 - \$99,000	0
\$100,000 - \$200,000	4

Complaints management

As per s306 of the Local Government Regulation 2012, the Yarrabah Shire Council is committed to ensuring there is an effective complaints management process which covers both administrative complaints and the conduct and performance of Councillors which we strictly adhere to, to effectively manage complaints in a sensitive yet transparent way and within the prescribed timeframe.



A copy of Council's complaints management process can be obtained from the Human Resources Manager or Chief Executive Officer.

Conduct and Performance of Councillors

The annual report must contain;

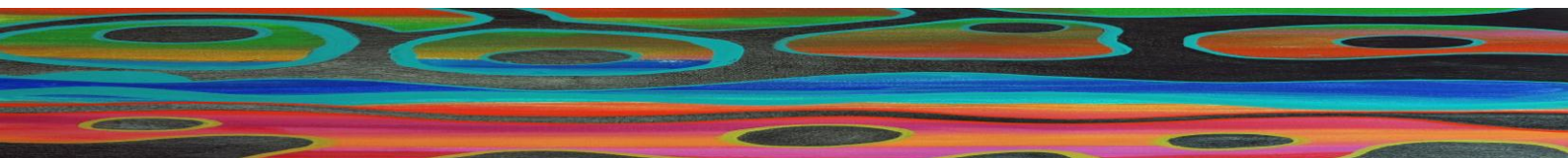
ITEM	RESULT
the total number of the following during the year--	
Orders and recommendations made under section 180 (2) or (4) of the Act.	Nil
Orders made under section 181 of the Act.	Nil
each of the following during the year--	
The name each councillor in relation for whom an order or recommendation was made under section 180 of the Act or an order was made under section 181 of the Act.	Not applicable Not applicable
A description of the misconduct of inappropriate conduct engaged in by each of the Councillors.	Not applicable
A summary of the order or recommendation made for each Councillor.	Not applicable
the number of each of the following during the year--	
Complaints about the conduct or performance of Councillors or which no further action was taken under s176c(2) of the Act	Nil
Complaints referred to the department's Chief Executive Officer under section 176c(3) (a) (i) of the Act.	Nil
Complaints referred to the Mayor under section 176c(4)(a) of the Act.	Nil

Complaints referred to the departments chief executive officer under s176c(4) (a) of the Act	Nil
Complaints assessed by the Chief Executive Officer as being about official misconduct	Nil
Complaints heard by the tribunal	Nil
Complaints to which s176c(6) of the act applied	Nil

Administrative Action Complaints

In terms of administrative action complaints Council must provide as part of our annual report

ITEM	RESULT
The number of the following during the financial year;	
the number of administrative action complaints made to the local government	During this financial year through its complaints management process there have been 4 administrative action complaints lodged to the Yarrabah council.
the number of administrative action complaints resolved by the local government under the complaints management process	3 out of 4 complaints have been resolved through the councils complaints management process this financial year
the number of administrative action complaints not resolved by the local government under the complaints management process	1 out of 4 of the complaints have not been resolved through the councils complaints management process
the number of administrative action complaints under paragraph (a)(iii) that were made in a previous financial year	Nil



Special expenditure & charges reporting categories

Overseas travel

Under section 188 of the Local Government Regulation 2012 the council must contain in the report any overseas travel expenditure covered by the Council.

This financial year 3 of the Yarrabah Shire Councillors have attended an overseas business venture of which the costs were covered by Council. The details of the trip are set out below.

Overseas Travel information

Name	Position	Destination	Purpose of visit	Cost
Errol Neal	Mayor	China	Establish a Sister city relationship & to meet with potential investors	\$7527.40
Bevan Walsh	Deputy Mayor	China	Establish a Sister city relationship & to meet with potential investors	\$7527.40
Malcolm Canendo	Councillor	China	Establish a Sister city relationship & to meet with potential investors	\$7527.40
TOTAL COST:				\$ 22,582.20

Expenditure on grants to community organisations

Under section 189 of the Local Government Regulation 2012 Council must contain in the report a list of expenditure on grants given to community organisations. The grants received from Council by community organisations and members are as outlined below.

Name of recipient	Purpose	Amount received
Charles Murgha	Sponsorship to attend Representative Football match in New Zealand	\$250.00
Theeran Pearson	Sponsorship to attend Representative Football match in New Zealand	\$250.00
Gregory Miller	Sponsorship to attend Representative Football match in New Zealand	\$250.00
Fred Mundraby	Sponsorship to attend Boxing Championships in United Kingdom	\$2000.00
Yarrabah Junior Rugby League Club	Sponsorship	\$1829.00

Name of recipient	Purpose	Amount received
Khail Walsh	Sponsorship to attend U15 AFL State Championships Brisbane	\$250.00
Adele Kingsburra on behalf of K. Gilmartin and J. Kingsburra	Sponsorship for Children to attend Indigenous Leadership program in Brisbane L. Gilmartin and J.Kingsburra	\$400.00
	Sponsorship for 9 students to attend Indigenous Leadership program in Brisbane	\$1800.00
Vincent Sands on behalf of Shanquica Sands	Sponsorship to attend Leadership Forum in Brisbane	\$200.00
Francis Bligh Senior	Sponsorship for trip to Cherbourg	\$800.00
Saint Alban's Church	Foundation Day Sponsorship	\$1090.91
Tamara Little on behalf of Caynin Yeatman	Sponsorship to attend representative Football match in Townsville	\$200.00
	TOTAL:	\$9319.91

Capital Works and Joint Government Activity

Council's capital works for this year included Range road improvements, community house repairs, housing upgrades, water and sewerage upgrade.

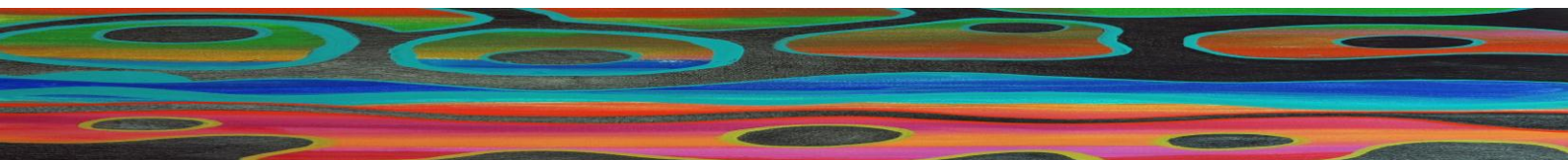
Majority of these projects were financed by grants from the state and federal government. (see Appendix A Financial statements)

Levied special rates or charges

No special rates or charges were granted for the financial year 2013/2014

Concession rates and charges summary

No concessions have been granted for the financial year 2013/2014



Commercial business units

Commercial Business Unit Annual Report

Council possesses no commercial business units.

Beneficial enterprises

The Yarrabah Council does not have any beneficial enterprises

Significant business activities

There were no significant business activities this financial year.

Competitive Neutrality Complaint

There has been no competitive neutrality complaints received this financial year.

Invitation to change tenders

There has been no invitation to change any tenders this financial year.

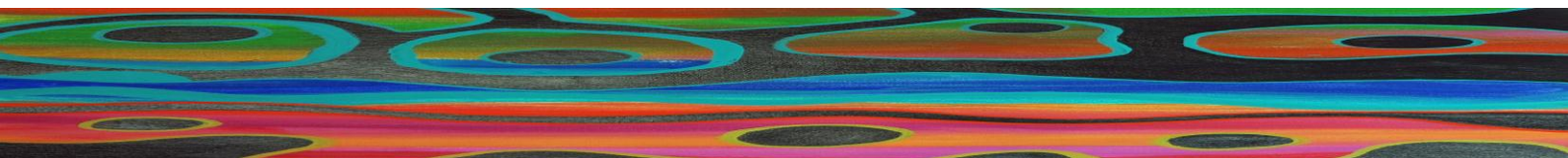
Controlled Roads

The Yarrabah Council fully controls and maintains all roads within the Yarrabah boundaries.

List of Registers

The Yarrabah Council holds the following registers;

Name of Register
Register of Interests of a Councillor and their Related Persons
Register of Interests of Chief Executive Officer and Senior Executive Employees and their Related Persons
Conflict of Interest



Internal audit

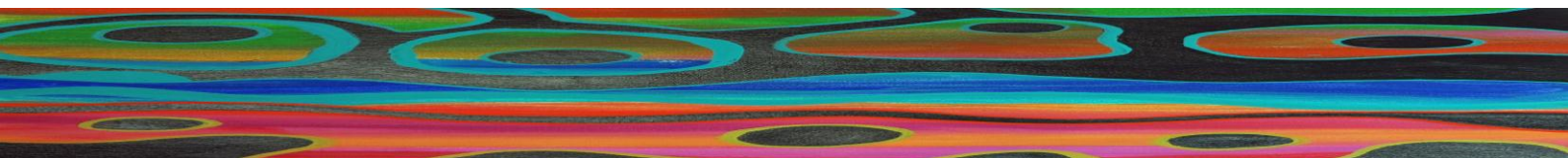
It is required that Council has regular internal audits of its financial practices. The audits are to assist Council with streamlining and improving our processes as well as to ensure that we are legislatively compliant.

The audit also helps identify any areas of operational risk and provides Council with recommendations for improvement.

In the last financial year, Council has had 2 internal audits which were both undertaken by Pacifica Chartered Accounts Pty Ltd.

As part of the internal audit functions, Pacifica carried out the following audits;

- Procurement compliance and review
- Revenue assurance
- Cash handling practices



Community Financial Report

2013/2014 Financial Highlight:

- Tight Council budget adhered to
- Unqualified audit
- Improved Cash Flow

Financial Statements Explained

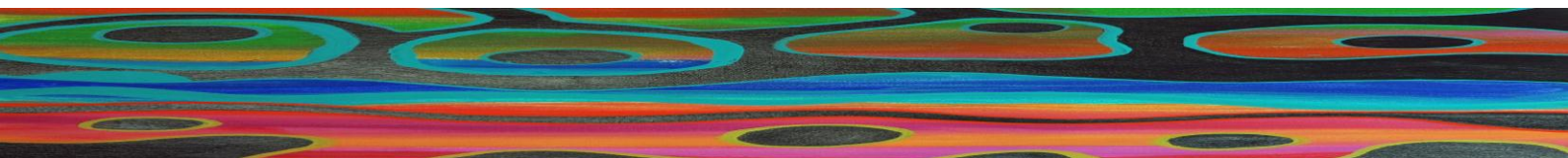
Statement of Comprehensive Income

The objective of the statement of comprehensive income is a report on the money council received and the money council spent over the financial year.

Statement of Comprehensive Income

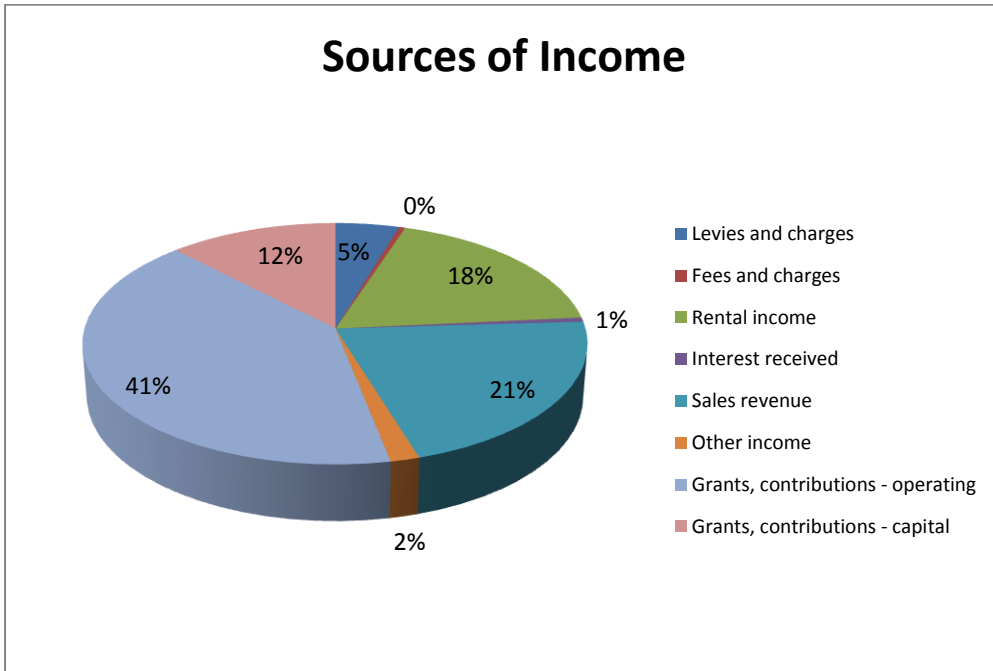
For the year ended 30 June 2014

	Actual	%
Income		
Levies and charges	610,953	5%
Fees and charges	57,526	0%
Rental income	2,452,776	18%
Interest received	73,675	1%
Sales revenue	2,814,478	21%
Other income	219,717	2%
Grants, contributions - operating	5,430,961	41%
Grants, contributions - capital	1,619,944	12%
Total Income	13,280,030	100%
Expenses		
Employee benefits	5,345,970	29%
Materials and services	5,440,295	30%
Finance costs	377,954	2%
Depreciation and amortisation	3,452,454	19%
Capital expenses	3,547,470	20%
Total Expenses	18,164,142	100%
Net Result	-4,884,113	
Increase in asset revaluation surplus	2,025,077	
Total comprehensive income	<u>-2,859,036</u>	



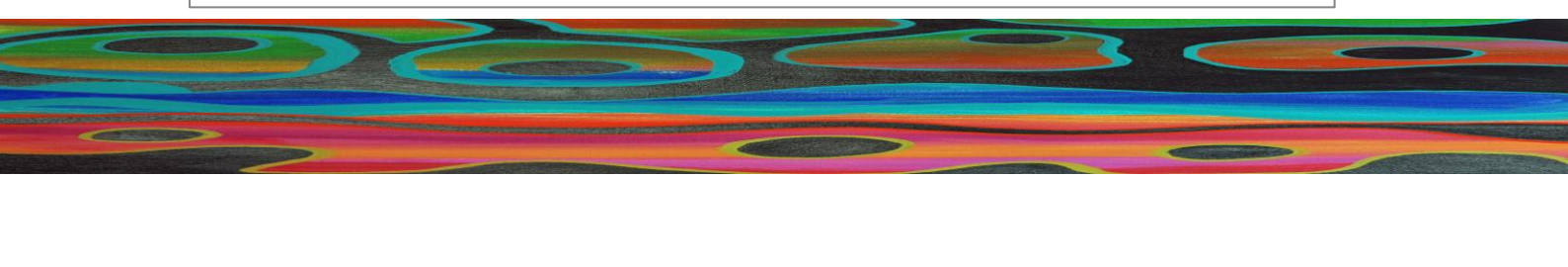
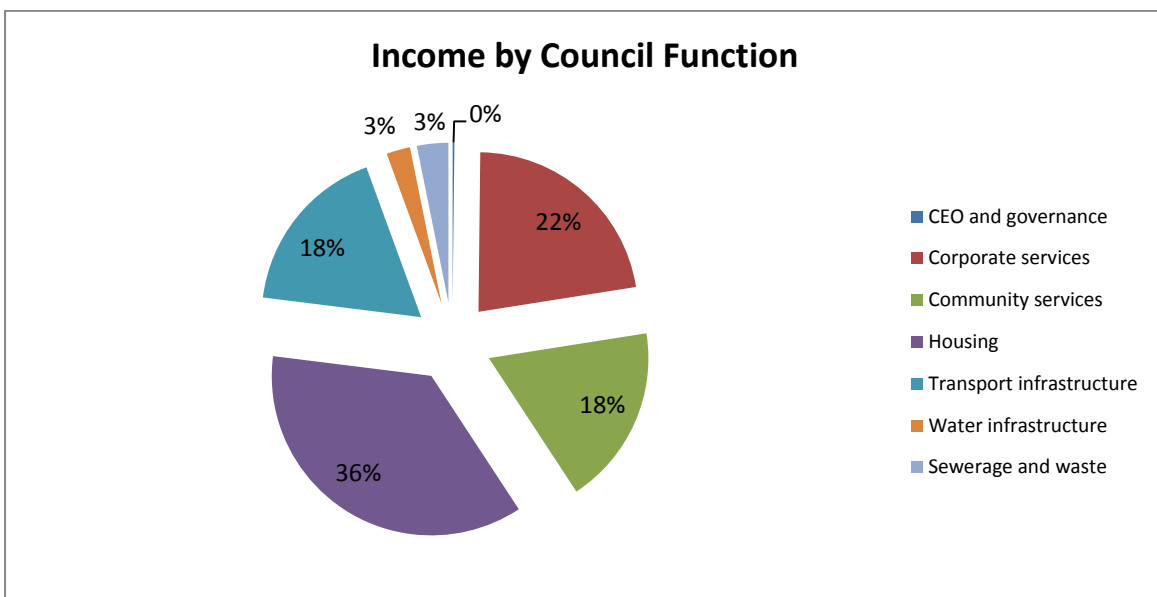
**Please note that within this financial year the Aged Hostel was privatised to Mutkin Aged Hostel, as a result of the privatisation there was a significant financial loss to Council.*

Sources of Income for Yarrabah Aboriginal Shire Council 2013/2014

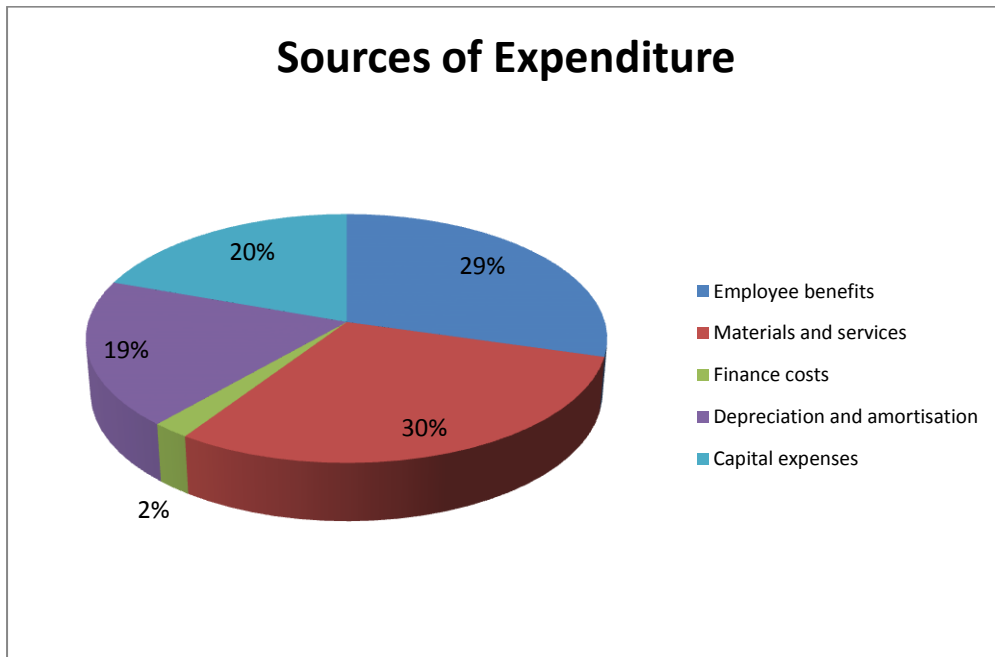


As reflected in the chart 53% of Council’s total revenue is grant funded followed by 18% from rental income and 21% from sales and recoverable works.

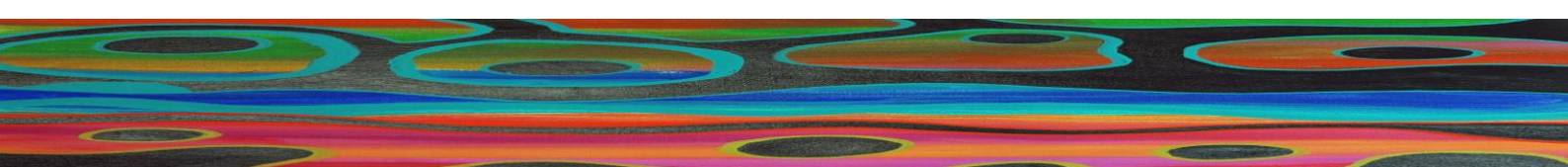
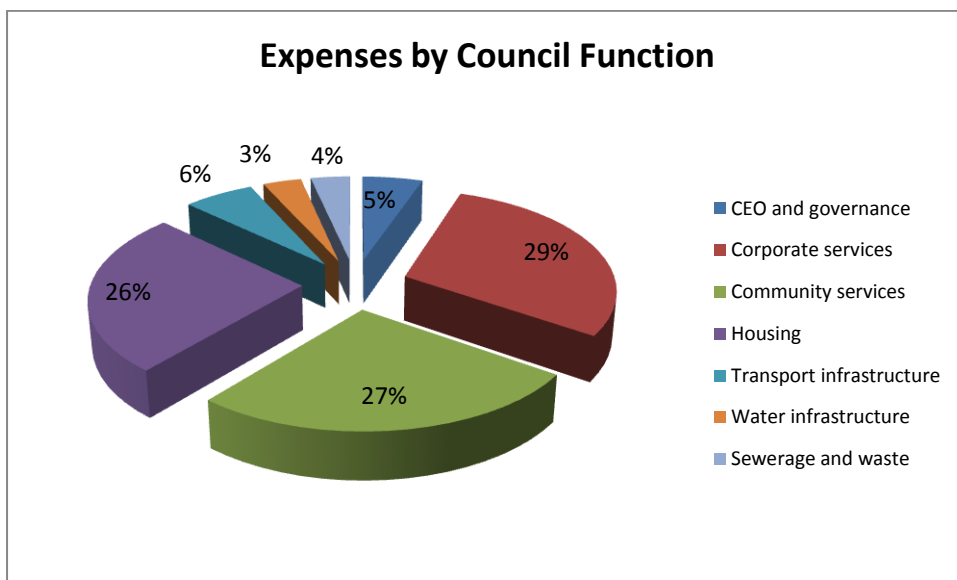
This demonstrates the large extent to which Council is dependent on grants from the government and other bodies in financing the day to day operations of our services.



Housing has always remained councils largest source of income followed by corporate services and community services.



29% of Council’s expenses are on employee costs and 30% on materials and services. Capital expenses were high this year with the privatisation of the Aged Persons Hostel to Mutkin Aged Care. \$1,828,348 worth of assets was passed onto the new provider for nil consideration.



Community Housing Rental

Council collected \$2,452,776 in housing and property rent this financial year. Council utilises this money to top up any shortfall in Building and Asset Services repairs, insurance, water, garbage collection, sewerage and tenancy management. This year there was a total of \$178,011 in rental arrears outstanding bringing the total debt arrears owed to Council to \$2,250,290. Housing rental monies received by Council are used exclusively towards housing and therefore go back into the Community.

Capital Works

Council's capital works for this year included Range road improvements, community house repairs, housing upgrades, water and sewerage upgrade. Majority of these projects were financed by grants from the state and federal government.

Statement of Financial Position

1. Statement of Financial Position

The objective of the Statement of Comprehensive Income is to report on the assets and liabilities of Council at 30th June 2014. This is a snapshot of the Council's financial condition.

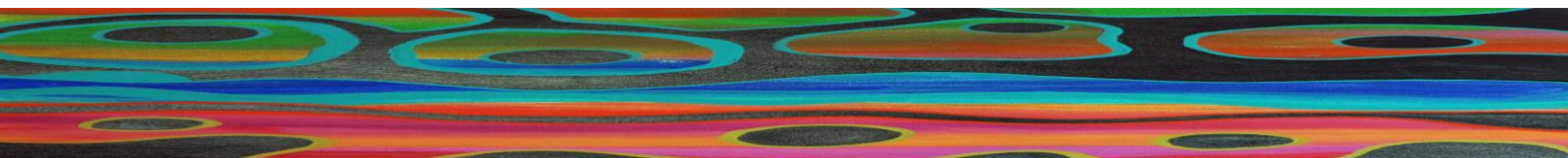
Statement of Financial Position

as at 30 June 2014

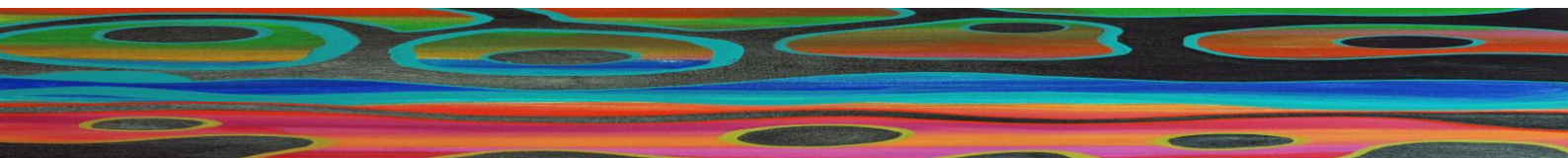
Cash and investments	2,939,649
Debtors	1,586,331
Inventories	51,900
Property, plant and equipment	<u>92,546,364</u>
Total assets	97,124,245
Creditors	1,405,717
Provisions	<u>255,306</u>
Total liabilities	1,661,024
Equity	95,463,219

Council is continuing to work to ensure it is in a strong financial position to provide the level of service required by the Community. Council has in place a long term financial plan, and currently working on the completion of an asset management plan, both which will assist us in going forward.

We are working on projects that will reduce our reliance on government grants and provide our own source of revenue. However, at this point the Community could not survive without the valued assistance from both the Federal and State Government.



As shown by our financial sustainability ratios in Appendix A Council is not sustainable in the long term in its current form, hence the reason Council's vision for the future of Yarrabah will ensure we are sustainable into the years to come.



Appendix A

Financial Statements

