

BARKLY REGIONAL COUNCIL



OUR VISION

We strive to be responsive, progressive, sustainable council which respects, listens and empowers the people to be strong.

The Way We Will Work

We will make it happen!

We will be engaged and have regular opportunities to listen.

We will have strong policy and budgets to ensure our programs and services are progressive and sustainable.

Respect is shown in everything we do and we have acceptance of all cultures in the Barkly Region and their practices through a culturally competent Council.

We are a responsible Council.

We will be a responsive Council.

We want to empower local decision making.

We want to ensure that our services are sustainable and that our region has a standard consistent level of services.

We want to be able to sustain our environment – our communities, our physical places, our people and our organisational culture.

We will aggressively pursue additional funding from both levels of government to improve the standard of living of people across the region.

We need to be realistic, transparent and accountable.

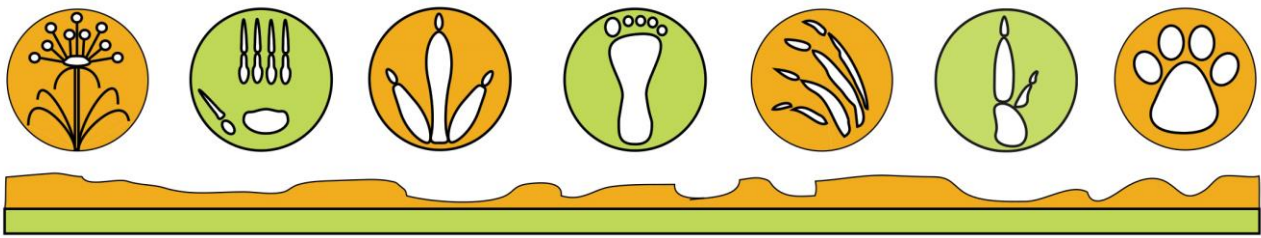
SUPPLEMENTARY AGENDA ORDINARY COUNCIL MEETING

THURSDAY, 27 JUNE 2019

Barkly Regional Council's Ordinary Council Meeting will be held in Council Chambers on Thursday, 27 June 2019 at 08:30 am.

**Steven Moore
Chief Executive Officer**

BARKLY REGIONAL COUNCIL



COUNCIL PRAYER

Our Lord Jesus Christ, we trust you will guide and bless this meeting of the Barkly Regional Council. We pray that you will ensure that all discussions and decisions made today are just and fair as they will affect all people within the Barkly Region. We also pray for your guidance to ensure that all our dealings are appropriate to all those whom we represent and will reflect an equitable and honest approach to the issues to be discussed today.

Amen

WELCOME TO COUNTRY

I respectfully acknowledge the traditional owners past and present of this land on which we are meeting, the Warumungu people.

AGENDA

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CHIEF EXECUTIVE OFFICER REPORTS

ITEM NUMBER S.1
TITLE Workforce Management Plan Presentation
REFERENCE 276399
AUTHOR Andrew Scoffern, Governance and Quality Officer

RECOMMENDATION

That Council:

- a) Receive and note the Workforce Management Plan Presentation.
- b) Approve the Workforce Management Plan

SUMMARY:

The HR Manager will provide a presentation to Council on the Workforce Management Plan.

Additional copies of the plan will be available for Councillors at the meeting.

BACKGROUND

NIL

ORGANISATIONAL RISK ASSESSMENT

NIL

BUDGET IMPLICATION

NIL

ISSUE/OPTIONS/CONSEQUENCES

NIL

CONSULTATION & TIMING

NIL

ATTACHMENTS:

1 [↓](#) Workforce Management Plan Presentation.pdf



Workforce Management Plan

2019 to 2022

What is Workforce planning

Workforce planning is about having the right people in the right place with the right skills doing the right jobs at the right time.

It is also about trying to predict the future demand for different types of staff, and seeking to match this with supply.



What are the benefits of the Workforce Management plan?

- Ensuring that the Council will have the skills to provide high quality services in light of changing needs and expectations of our employees, communities and other stakeholders.
- Ensuring that the best people are placed in positions with the focus on our current and future directions and goals.
- Developing our organisational capability and capacity.
- Attracting, retaining and developing high quality staff.
- Building a positive organisational culture, in which performance, learning and wellbeing are valued and supported.
- Succession planning for positions within the organisation.

Workforce Development – Strategic Priorities

It is vital that Council supports and develops a strong, capable and driven management team who can lead employees and Council through success, now and into the future.

Just as vital, is the attraction, retention and ongoing development of equally capable and driven employees, whom essentially are the backbone of Councils success now and into the future?

The Workforce Management plan supports strategic priorities identified from the Strategic Plan, and have identified deliverables to assist with the goals that are to be achieved. These deliverables include:

- Recruitment
- Induction and Probation
- Retention and Recognition Programs
- Training and Career Development
- Indigenous Development Plan
- Succession Planning
- Performance, Monitoring and Feedback



Barkly Regional Council will engage an external organisation to undertake a comprehensive review on the organisational structure plus internal processes with the proposal of recommendations relating, but not limited to the following:

- Workforce efficiencies (people)
- Process efficiencies
- Utilising technology
- Better forward planning

Summary

The Workforce Management Plan will:

- Provides a document for Council to measure our workforce management performance.
- Provides a structured approach to recruitment, induction, training and development.
- Documents our commitment to career development and promotion
- Identifies the key challenges recruiting and retaining a remote workforce (LLN & attendance)
- From entry level positions to senior management outlines our challenges around staff retention.
- Formalise the acknowledgement of existing staff performance and years of service

The Workforce Management Plan has been developed to assist to make us more efficient in our processes to improve recruitment, upskilling and retention of all staff.

GENERAL BUSINESS

ITEM NUMBER S.1
TITLE Draft Regional Plan
REFERENCE 276404
AUTHOR Andrew Scoffern, Governance and Quality Officer

RECOMMENDATION

That Council:

- a) Receive and endorse the Draft Regional Plan for public consultation.

SUMMARY:

The 2019/20 Draft Regional Plan is attached for Council's consideration and approval. Note there are a number of items marked for updating.

BACKGROUND

NIL

ORGANISATIONAL RISK ASSESSMENT

NIL

BUDGET IMPLICATION

NIL

ISSUE/OPTIONS/CONSEQUENCES

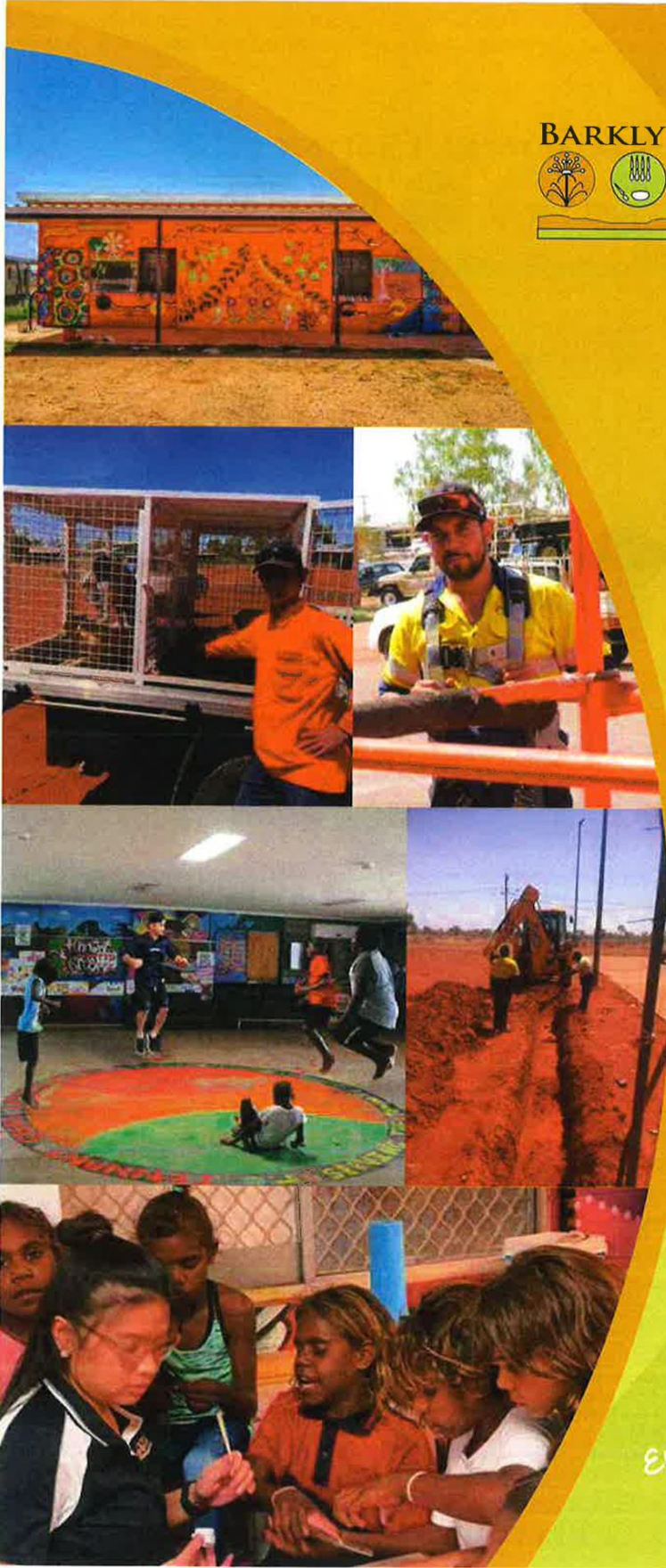
NIL

CONSULTATION & TIMING

NIL

ATTACHMENTS:

1 [↓](#) DRAFT REGIONAL PLAN FOR COUNCIL.pdf

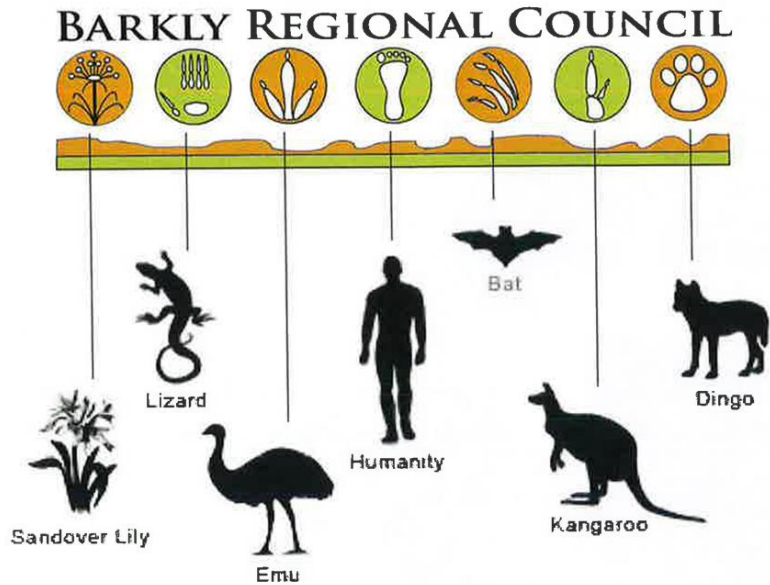


BARKLY REGIONAL COUNCIL



Regional Plan 2019-2020

every picture tells a story



'A footprint has no colour and humanity has to be there. There were these visual tracks right across the Barkly region.'

- Former President Rosalie Kunoth Monks

The **Barkly Regional Council's** logo was created by Barbara Whippy who incorporated logos from the previous smaller community councils.

The base line for the logo is the "McDouall Ranges" north of Tennant Creek, named by John McDouall Stuart on in June, 1860. This was in honour of Colonel James McDouall, of the 2nd Life Guards, Logan and Wigtownshire. Locally they are known as the "Honeymoon Ranges" so called by the newlyweds camping on their mining leases in the range during the 1930s gold rush.

Above, there is a row of symbols starting with the Sandover Lily which represents the Urapuntja or Utopia region, the Lizard which symbolises Nyinkka, a sacred symbol in Tennant Creek, and Emu which characterises Elliott and the surrounding region.

The footprint in the centre represents humanity – all of the people of the Barkly – with the Bat representing Alpururulam, Kangaroo characterising Ampilatwatja and Dingo a sacred symbol for Ali Curung.

The Tracks of the Barkly logo shows that Barkly Regional Council as represented by the Council laws are listening to the communities and to the people of this vast remote region, not only with their intellects but with their heart.

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Message from the Mayor

It is my pleasure to present the Barkly Regional Council's Regional Plan and Budget 2019-2020.

As I prepare this message I reflect on the hectic but rewarding schedule for myself as Mayor and our team of 12 councillors during this year.

Council has approached the preparation of the Regional Plan with an emphasis on delivering services that each community and the region as a whole needs, and then defining the service levels to be delivered.

This process has involved input from the various Local Authorities, submissions from individuals and organisations as well as suggestions from Elected Members and staff. Council has also conducted planning workshops and special budget meetings to review and refine the Regional Plan.

Adopting a logical and practical approach has meant that Council has settled on a Plan and Budget that reflects the expectations of each community and ensures that they do get what they asked for. This can be anything from upgrades to sports facilities and football ovals to landfill and waste improvements.

Delivering core municipal services continues to be a priority and ensures our staff have the equipment they need to do the job. Strengthening the role of Local Authorities (LAs) in all seven communities continues to be a priority to ensure clear communication is maintained across the Region.

The coming year promises to be a busy one as the Barkly Regional Deal commences its implementation stage. Council will play a key role in implementing many of the 28 Regional Deal initiatives, including the \$7.6m Building Better

Regions Grant to build two new youth centres and a cycle path through Tennant Creek. These major projects will ensure the Council team is kept busy during the year.

Long-term, strong and sound financial management is also essential and Council has adopted measures to achieve this. It is committed to ensuring that all rates, fees and charges levied, along with government funds, from both a Territory and Federal level, are all relevant to Council responsibilities and sufficient to cover the costs of service delivery.

The Barkly region is a vast area with a dispersed and diverse population. It is a region which creates not only unique challenges but opportunities, and Council is committed to ensuring the Barkly is the best place in the Territory to live, work, visit and invest in.

On behalf of elected members, I acknowledge the commitment of Council staff and all their hard work, and extend my gratitude to the CEO Steve Moore for his support in leading the team across the region. We share a common aspiration to serve the community as a responsive, efficient, accountable and respectful Council.

Steven Edgington
Mayor Barkly Regional Council



Chief Executive Officer's Report

As we look forward to the 2019-2020 financial year, Council continues to operate in a tight fiscal environment. Rates and charges income makes up approximately 15% of our annual revenue and provides important income for Council to improve service delivery to the Towns and Communities across the Barkly.

Council also relies heavily on grants from the Australian and Northern Territory governments to deliver core Council services across the Barkly Region, which covers approximately 323,000 km².

With Local Authorities scheduled to meet monthly, the flow of information between Council and communities has improved and allowed Council to speed up the decision making process and reduce the time it takes to deliver outcomes for the benefit of all residents.

During the current year, Council has committed a great deal of time refining and reviewing longer-term plans developed the previous year. The coming year we will work on continuing to execute these plans along with playing a key role in implementing the 28 initiatives identified as part of the \$76.4m Barkly Regional Deal.

With a \$7.6m Building Better Regions Fund grant being secured as part of the Regional Deal, Council's major priority for the coming year will be to complete planning and commence construction of two new Youth Centres (one in Tennant Creek and one in Ali Curung), along with a bicycle path through Tennant Creek. This important infrastructure will assist us in achieving our goal to improve infrastructure within the Region.

Another large infrastructure project that will continue during the coming year will be the \$9m upgrade of Purkiss Reserve in Tennant Creek. This is a major project funded by the Northern Territory Government to improve sporting facilities for residents and visitors to the region.

A significant capital budget for the new financial year will see us continue to purchase much needed plant and equipment and continue with our fleet replacement program. Our aim is to give our staff the tools they need to work faster, smarter and safer. Over \$1.5m from our capital budget is committed to projects in our Communities.

Our Councillors and Mayor continue to be active in the community and work hard to support Council staff. I look forward to continue working with our Mayor and Elected Members to deliver on our vision of making the Barkly Region the preferred location to live, work, visit and invest in.

With a strong, visionary Council, engaged and proactive Local Authorities, sound financial management and committed, dedicated staff, Barkly Regional Council is ready to face the new financial year and deliver on the contents of this Regional Plan.

Steve Moore
Chief Executive Officer

Barkly Regional Council

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Who We Are

Barkly Regional Council is a regional council, providing infrastructure, services and programs to individuals, couples, families, children's groups, schools, businesses and agencies across the Barkly. This region has a resident population of 8,563 (Australian Bureau of Statistics 2016).

Where We Are

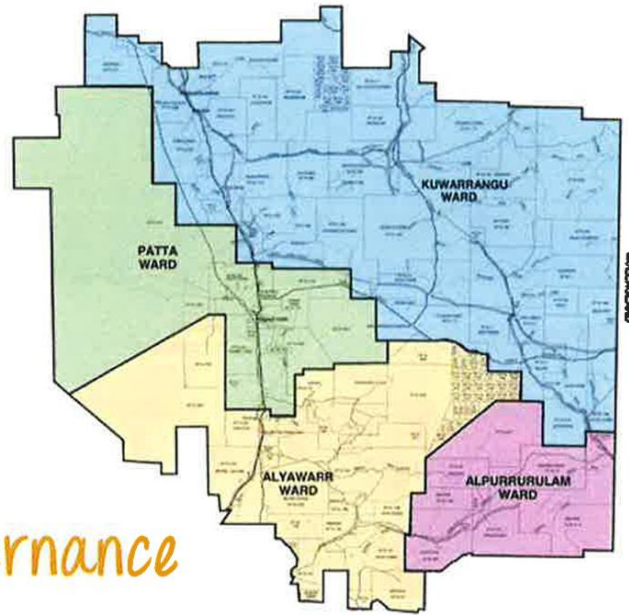
Situated between Alice Springs and Katherine with the town of Tennant Creek at its heart, the Barkly region covers 323,514 square kilometres. The region consists largely of open grass plains and some of the world's largest cattle stations. Its boundaries extend eastwards from Tennant Creek [570.1km] to the community of Alpururulam near the Queensland border. It runs as far south as Barrow Creek (206km south of Tennant Creek), 487.2km north of Tennant Creek to Newcastle Waters and westwards into the Tanami Desert.

Who We Serve

Barkly Regional Council serves the townships of Tennant Creek and Elliott as well as the communities of Ali Curung, Ampilatwatja, Arparra, Alpururulam, and Wutunugurra (Epenarra). In addition to these communities, there are approximately eight minor communities, the largest of which include Tara and Mungkarta, 70 family outstations, 49 pastoral stations, mining operations and commercial properties.

Our Aboriginal Culture

Aboriginal people and their culture are an important part of the Barkly region. At Barkly Regional Council we recognise and respect Traditional Owners of communities and the fact that Aboriginal culture is the oldest continuing culture in the world. Over 60 per cent of the people who live in the Barkly identify themselves as Aboriginal across 16 language groups. English is frequently a third or even fourth language. Aboriginal people have had their own forms of governance for tens of thousands of years and it is in this cross-cultural atmosphere and spirit of trust that Council works with Traditional Owners and community residents. Having strong and effective Aboriginal representatives on the Council also provides an opportunity to discuss and develop effective two-way communication and engagement as well as develop strong governance principles and practices. Council is also one of the largest employers of Aboriginal employees in the region.



Governance

Administration and Regulatory Framework

The Council is bound by the Local Government Act and Regulations as well as other Northern Territory and Federal legislation. As such, compliance with a range of statutory obligations is essential. That is, the normal day-to-day operations of the Council and internal systems and procedures must be adequate to efficiently record and manage these compliance matters.

History

In October 2006 the Northern Territory Government (NTG) announced the reform of local government areas. The intention of the reform was to improve and expand the delivery of services to towns and communities across the Northern Territory by establishing 11 new super shires. On 1 July 2008 the Barkly Shire Council was formed; becoming the second largest Local Government area in Australia at 323,514km², after East Pilbara shire in Western Australia at 380,000km².

Following a review of Local Government, the NTG announced that amongst other changes the name "Shire Council" would be changed to "Regional Council" in the eight large Northern Territory Shires. Council agreed to introduce this change on the 1st January 2014, marking the start of a new era for the Barkly Regional Council. The NTG also flagged increasing the responsibility of Local Authorities, formerly

known as Local Boards, in representing local communities and towns. These changes were embraced and reflect a growing sophistication and acknowledgment of the developing regional responsibility of the Barkly Regional Council.

Electoral Review

The Local Government Act requires Council to undertake an electoral review, in consultation with its community and the NT Electoral Commissioner, to determine whether the current arrangements provide the most effective possible elector representation for the Council area. On 13 February 2015 community consultation on the review commenced. As a result of community input and noting the assessment criteria, Council concluded that its constitutional arrangements were appropriate. No changes were proposed in relation to the name and boundary of the Council, Ward boundaries, the Office of the Principal Member or to the number of elected members. However, it was decided to recommend to the NTG a change in the name of the Yapakurlangu Ward. Yapakurlangu is a Warlpiri word and the community felt that it did not reflect the language groups in the Ward. At the Council meeting of 13 April, 2015 it was resolved that Kuwarrangu would be the new name for this Ward. The Ward name change was gazetted by the Northern Territory Government Minister for Housing and Community Development in June 2017.



Governance

Elected Members

The Barkly Regional Council is governed by a Mayor and a Deputy Mayor, who is nominated every 12 months, and 11 other councillors. These elected members represent four (4) wards:

- Alywarr Ward** (4 elected members)
- Patta Ward** (6 elected members, incl. Mayor)
- Alpurrurulam** (1 elected member)
- Kuwarrangu** (2 elected members)

The Local Government Act, Part 4.3, Section 42(3), allows for regional or shire councils to have at the election of Council, the title of Mayor or President. On 14 September 2017, the Council resolved to change the principle member's title from President to Mayor.

Council holds Ordinary Council Meetings every month at Council Chambers in Tennant Creek with Special Council Meetings called as required. All council meetings are open to the public, unless confidential business is being considered. We encourage attendance by residents of our townships, our communities and other members of the public. Agendas and minutes are available on the Barkly Regional Council website <https://barkly.nt.gov.au> for free.

Council Committees

Council holds regular committee meetings with staff and elected members present. The following councillors have been appointed to the following committees:

- Audit and Risk Committee: Mayor Steven Edgington, Cr Kris Civitarese, Cr Sid Vashist, Cr Ronald Plummer and Cr Jeffrey McLaughlin
- Purkiss Reserve Consultative Committee: Cr Kris Civitarese and Cr Ronald Plummer
- Cultural Competency Advisory Committee: Mayor Steven Edgington, Deputy Mayor Noel Hayes, Cr Ronald Plummer, Cr Jack Clubb, Cr Ricky Holmes, Cr Lucy Jackson and Cr Jennifer Mahoney

- HR Committee: Mayor Steven Edgington, Cr Sid Vashist, Cr Kris Civitarese, Cr Jeff McLaughlin and Cr Ray Aylett
- Procurement Committee: Cr Kris Civitarese, Cr Sid Vashist and Cr Ronald Plummer

Council Working Groups

- Animal Management Working Group: Cr Ray Aylett and Cr Ronald Plummer
- Friends of the Cemetery: Cr Hal Ruger, Cr Sid Vashist and Cr Ronald Plummer

External Committees

- Animal Welfare Advisory Committee: Cr Ray Aylett (Alternate)
- National Local Government Drug And Alcohol Advisory Committee: Mayor Steven Edgington
- NT Place Names Committee: Cr Ronald Plummer
- Development Consent Authority Committee: Mayor Steven Edgington and Cr Hal Ruger; and Cr Sid Vashist (Alternate)
- NT Water Safety Committee: Cr Jeffrey McLaughlin
- NT Tobacco Committee: Cr Kris Civitarese
- Tennant Creek Alcohol Reference Group: Mayor Steven Edgington
- Tennant Creek Regional Economic Development Committee: Mayor Steven Edgington, Steve Moore
- Chamber of Commerce: Cr Kris Civitarese and Mayor Steven Edgington
- Barkly Regional Accommodation Action Group: Mayor Steven Edgington
- Beetaloo User Panel: Mayor Steven Edgington
- Alcohol Reference Group: Mayor Steven Edgington
- Local Government Safe Cities Network: Mayor Steven Edgington
- Regional Development Australia, NT: Mayor Steven Edgington

Governance

Local Authorities

Local Authorities are established under the Local Government Act and have the following functions under that Act:

- (a) To involve local communities more closely in issues related to local government;
- (b) To ensure that local communities are given an opportunity to express their opinions on questions affecting local government;
- (c) To allow local communities a voice in the formulation of policies for the locality as well as policies for the area and the region;
- (d) To take the views of local communities back to the regional council and act as advocates on their behalf;
- (e) To contribute to the development of the relevant regional plan;
- (f) To make recommendations to the council in relation to the council's budget, and to review expenditures by the council, in relation to the part of the council's area within which the local authority performs its functions; and

- (g) To perform other functions assigned to the local authority by the Minister, in accordance with any guidelines that the Minister may make.

Council approves the nominations for each Local Authority at a Council Meeting. As vacancies arise, potential members nominate themselves for the Local Authority and a Chairperson of each Local Authority is chosen from their memberships. All meetings are attended by the Mayor and Ward Councillors when available, and senior Barkly Regional Council staff. Agendas and minutes are available on the BRC website <https://www.barkly.nt.gov.au>



Barkly Regional Council

Barkly Regional Council Elected Members



Mayor Steven Edgington (Patta Ward)
steven.edgington@barkly.nt.gov.au

PATTA WARD



Cr. Kris Civitarese (Deputy Mayor)
kris.civitarese@barkly.nt.gov.au



Cr. Jeffrey McLaughlin
jeffrey.mclaughlin@barkly.nt.gov.au



Cr. Ronald Plummer
ronald.plummer@barkly.nt.gov.au



Cr. Hal Ruger
hal.ruger@barkly.nt.gov.au



Cr. Sid Vashist
sid.vashist@barkly.nt.gov.au

ALYAWARR WARD



Cr. Noel Hayes
noel.hayes@barkly.nt.gov.au



Cr. Jack Clubb
jack.clubb@barkly.nt.gov.au



Cr. Ricky Holmes
ricky.holmes@barkly.nt.gov.au



Cr. Lucy Jackson
lucy.jackson@barkly.nt.gov.au

KUWARRANGU WARD



Cr. Ray Aylett
ray.aylett@barkly.nt.gov.au



Cr. Jane Evans
jane.evans@barkly.nt.gov.au

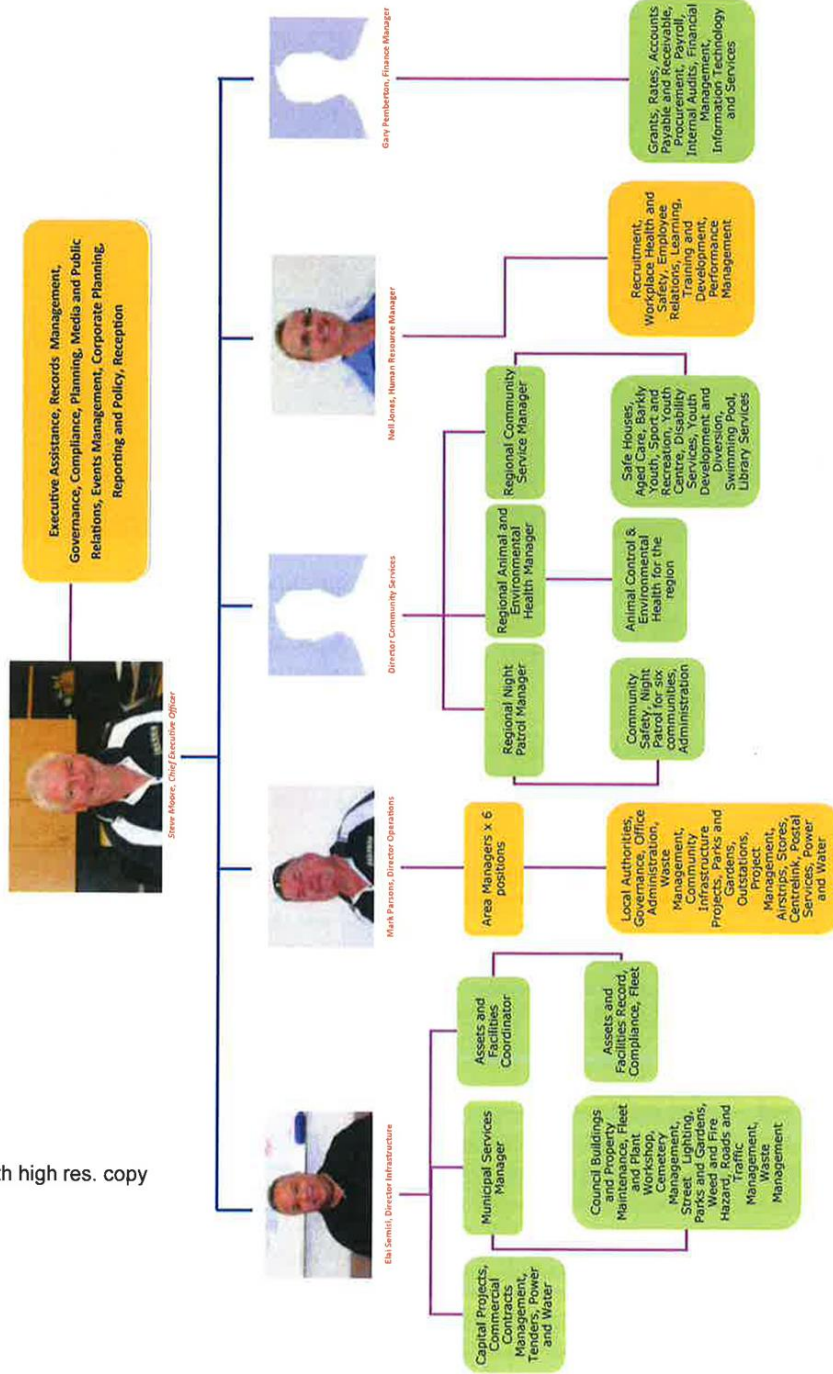
ALPURRURULAM WARD



Cr. Jennifer Mahoney
jennifer.mahoney@barkly.nt.gov.au

Barkly Regional Council organisational chart

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Our Vision

We strive to be a responsive, progressive, sustainable council which respects, listens and empowers the people to be strong.

Core Business

From local government funding we provide essential and municipal services in the towns, communities and homelands across the Barkly region.

From the funding of the Australian and Northern Territory governments we provide contracted agency services to our residents.

Income from property owners and ratepayers and service charges from the provision of services supports both local government and agency services.

Core Competence

Through our work in the regional communities, we have developed a strong understanding of how to best serve the needs of those communities.

Barkly Regional Council contributes to our region by valuing all of its members and providing services to individuals, families and communities in ways that respect their dignity and culture

and fulfil their needs for community services that provide safer communities. We provide a stable platform for workforce development and program delivery across our region.

Core Values

Our values inform how we work and are reflected in our employees and services. Our values are founded in the service standards, and are lived out through our interactions with each other:

- We believe that all people in all communities are equal in dignity and have equal rights
- Our employees are committed to working with people and communities in ways that value them, that are non-discriminatory, and that promote social justice
- We are committed to the common good. Our employees work with people to ensure that they have access to the resources and services they need to effectively participate in the community
- Our employees value the contributions of clients and communities, and foster local community driven services

Monitoring Council Performance

Council Administrative Framework

There are no pending changes in the administrative and or regulatory framework in which the plan relates.

Community

Community members are encouraged to attend Local Authority meetings to observe their deliberations and decisions, including projects. They can also speak directly to Council Area Managers, their Local Authority members and ward councillors for feedback and updates.

Local Authorities

Council reports regularly to Local Authorities on progress against their plans and decisions and any other projects or area of concern identified by the Local Authorities.

Councillors

Barkly Regional Council employees regularly report to Elected Members on progress through the objectives, also known as Key Performance Indicators (KPIs), outlined under the Regional Strategy and Service Delivery, budget performance and other strategies identified by Council. Councillors are responsible for monitoring the Council's spending and progress to ensure that identified outcomes are achieved.

Directorates

Directors are responsible for the monitoring, reporting and implementation of their operational or infrastructure plans. These plans help ensure the achievement of objectives/KPIs, leading to positive outcomes for the community and the Barkly region. A great deal of the work of Barkly Regional Council is funded from external agencies, such as grants and funding agreements with governments at Federal and Territory level. Funding agreements impose on Council detailed performance targets and reporting regimes to monitor outcomes.

Council staff

Each Council team member is responsible for ensuring their work aligns with the infrastructure, strategic and regional plans.

NT Government and General Public

Council documents, including agendas, policies, financial reports, confirmed minutes, annual reports and media releases, are available on the Council website <https://www.barkly.nt.gov.au>

Barkly Regional Council has a principle of transparency wherever possible to ensure that our stakeholders, community residents and other members of the public are aware of Council operations and key governance measures. Council conducts community feedback questionnaires on a range of issues on its provision of services.

The Barkly Regional Council's Regional Plan and Annual Report must be presented to the Minister responsible for Local Government annually to ensure compliance with our governing legislation.

Regional strategy and service Delivery

Strategic Plan 2018-2023

The Strategic Plan outlines the overarching goals, objectives and actions set by Barkly Regional Council for a five year period. Council's Strategic Plan has set seven goals, listing objectives to aid in achieving these goals and has established actions and timeframes that need to be achieved towards completing the overall strategy. The Actions/Key Performance Indicators (KPIs) will be monitored throughout the life of the five-year plan, and will also be reviewed annually to measure progress in achieving the goals and to make any updates to reflect the changing environment Council operates in.

Regional Plan 2019-2020

The Regional Plan 2019-2020 describes the vision, values and core competencies of Council to identify and meet the needs of its towns, communities and residents in the upcoming financial year. Three major infrastructure projects have been identified as a priority. They include two new Youth Centres planned for Ali Curung and Tennant Creek, and a new bike path for Tennant Creek. Plans will be reviewed regularly to ensure they accurately reflect the changing needs of the wider community and Council.

Local Authority Individual Community Plans

Our Local Authority Individual Community Plans cover the goals and priorities for individual communities within the Barkly region. Each of these plans have been developed in consultation with residents and Local Authority members of each community. Projects highlighted by Local Authorities of each community then feed into a five-year Infrastructure Plan to set out priorities, objectives and timelines.

Infrastructure Plan 2018 - 2023

The Infrastructure Plan outlines a list of major infrastructure-related projects identified for the

Barkly region over a five year period. Projects are initiated either through feedback from Local Authority meetings, Council selection or through asset renewal, with the plan clearly outlining Council's future needs around infrastructure and equipment. Major projects are those which cost more than \$250,000. Barkly Regional Council has limited discretionary funds and relies on grants from both the Commonwealth and Northern Territory governments to meet the costs of projects.

Asset Management Plan

The Asset Management Plan provides the details and condition of the Council's current assets, valued around \$52m. The plan defines the level of service to be provided and how the service is to be provided. This plan includes the effective and efficient management of Council assets for transport infrastructure, building and facilities, parks and gardens, streetlights and a range of vehicles. It also identifies and outlines the cost to upgrade and replace infrastructure and equipment as they reach the end of their useful lives.

Workforce Management Plan

The Council Workforce Management Plan will span over a three year period and will be fully implemented later in the year. It will consist of four phases – 1. Analysis, 2. Build, 3. Implement, 4. Improve. This Plan will help achieve organisational objectives, deliver a range of high quality and cost effective services among other benefits. At a strategic level, the Council's Workforce Management Plan will take into account community aspirations, priorities and objectives as identified in the Strategic Plan. It is vital that Council supports a strong, capable and driven management group who can lead employees and Council through success, now and into the future. Just as vital, is the attraction, retention and ongoing development of equally as capable and driven employees, whom essentially are the backbone of Councils success now and into the future.

Regional Deal

Australia's first ever Regional Deal, worth \$78.4 million, has been signed for the Barkly region. The idea of a Regional Deal was first suggested by Mayor Steven Edgington during a meeting with the former Prime Minister Malcolm Turnbull.

The Regional Deal which launched in April 2019, incorporates investments and commitment from all levels of government. It is projected that funding will be used for major initiatives across the Barkly region over a ten year period. A Barkly Governance Table has been established bringing together Traditional Owners and representatives from the 16 language groups across the Barkly region, Aboriginal organisations, youth, business

leaders and the non-government sector with the tree levels of government. The Governance Table is the overarching governance body that will lead the development and implementation of the Barkly Regional Deal to boost economic development, improve social conditions and reinforce the regions strong Aboriginal culture and history over the next 10 years.

There are 28 initiatives identified aimed at targeting three community priority areas – economic development, social development, and culture and place-making.

These 28 initiatives are outlined below.

Economic Development \$37.97M	Social Development \$31.75M	Culture and place-making \$8.65M
Development and implementation of a regional workforce strategy \$1M	Tennant Creek Visitor Park \$9.5M	Barkly local community projects fund \$6M
Youth Infrastructure \$7.62M	Government investment services system reform \$0.6M	Local community governance \$1M
Barkly Business Hub \$2.2M	Crisis youth support – safe places and accommodation \$3M	Community mediation \$1.65M
Construction of a new alternative to detention secure accommodation facility \$5.55M	Trauma informed care \$3M	Arts Centre in Elliott Ongoing
New housing builds Ongoing	Multi-purpose accommodation facility \$0.25M	Update Council website about Aboriginal history Ongoing
Justice Infrastructure Investments \$3.40M	Student boarding accommodation \$12.7M	Marketing and promotion Ongoing
Upgrade Alpururulam airstrip (Remote Airstrip Upgrade Program) Ongoing	Social and affordable housing private-public partnership \$1.9M	
Economic growth strategy \$0.3M	Community sports \$0.8M	
Maximising Aboriginal employment Ongoing	Aged care services in the Barkly region Ongoing	
Barkly Mining and Energy Services Hub Ongoing	Childcare places Ongoing	
Weather radar \$17.9M		
Improvements to delivery of the Community Development Program (CDP) Ongoing		

Working groups have already been formed to provide advice and design and implementation for the following initiatives in the Deal:

- Regional Workforce Strategy – two initiatives (Regional Workforce Strategy, Maximising Aboriginal Employment)
- Youth Infrastructure and Services – three initiatives (Justice Infrastructure investments, crisis youth support – safe places and accommodation and trauma informed care).
- Economic Growth and Support – three initiatives (Barkly Business hub, Economic growth strategy, Barkly mining and Energy Services Hub)
- Construction and Service of Alternative to Detention Facilities; and
- Tennant Creek Visitor Park.



Image TBA





1. Become the employer of choice in the Barkly • Region
2. Have a strong, culturally appropriate and respectful relationship with all residents, government agencies and stakeholders within the Barkly region
3. Improve community infrastructure across the Barkly region
4. Provide services, facilities and programs to address social inequality and advance the region
5. Develop the Barkly for the benefit of residents and visitors
6. Provide leadership through best practice in governance and financial management
7. Protect and promote the environment, resources and natural heritage of the Barkly

Five-year Strategic Plan: 2018-2023

GOAL 1. Become the employer of choice in the Barkly			
Objectives	Key Performance Indicators	Target Date	Status
1.1 Reduce staff turnover by 10 per cent per annum for full and permanent part-time employees	Action 1. Introduce two (2) new staff engagement initiatives each year: 1. Length of service awards and; 2. At least one staff function per community per year	Annually	
	Action 2: Document robust and timely recruitment procedures to ensure consistent recruitment standards	December 2018	
	Action 3: Recruit only those people suitable for the position		Ongoing
	Action 4: Conduct annual staff surveys	Annually	
	Action 5: Conduct bi-annual staff performance appraisals	Bi-annually	
1.2 Develop a workforce plan	Action 1: Develop Individual training and development plans to align with strategy	June 2019	
	Action 2: Bi-annual staff performance appraisals	B-annually	
	Action 3. Identify current gaps between current staffing and workforce needs	June 2018	
	Action 4: Creating employee career paths	December 2018	
1.3 Improve staff engagement and morale	Action 1. Introduce two (2) new staff engagement initiatives each year: 1. Length of service awards and; 2. At least one staff function per community per year	Annually	
	Action 2. Publicly acknowledge staff who perform well above expectation		Ongoing
	Action 3. Implement an employee of the month program	February 2019	
	Action 4. Quarterly staff briefings incorporating morning tea or lunch		Ongoing

1.4 Increase the number of staff recruited from within the Barkly region	Action 1. Forward plan to recruit school leavers from Barkly High Schools at the end of the school year	December annually	
	Action 2. Maximise the use of CDP and identify CDP workers suitable for permanent or part time employment		Ongoing
	Action 3. Advertise staff vacancies on local notice boards	June 2018	
	Action 4. Implement an annual open day for the general public	March 2019	
1.5 Maintain a vacancy rate below 5%	Action 1. Regularly review staff performance and provide honest feedback.	Bi-annually	
	Action 2. Streamline and document the recruitment process	December 2018	
	Action 3. Accurately track contract completion date		Ongoing
	Action 4. Identify the areas of high turnover and develop a mitigation strategy		Ongoing



Barkly Regional Council

GOAL 2. Have a strong, culturally appropriate and respectful relationship with all residents, government agencies and stakeholders within the Barkly region			
Objectives	Key Performance Indicators/Actions	Target Date	Status
2.1 Ensure effective engagement with Local Authorities	Action 1. Ensure Local Authorities meet as scheduled.	Monthly meeting	Ongoing
	Action 2. Rigorously enforce the LA attendance policy		Ongoing
	Action 3. Hold a minimum of one public forum in each community annually	Annually	
	Action 4. Conduct resident satisfaction surveys annually in each community	August annually	
2.2 Obtain regular feedback from residents, government agencies and stakeholders	Action 1. Conduct satisfaction surveys at least once per year	August annually	
	Action 2. Hold a minimum of one public forum per community each year	Annually	
	Action 3. Hold regular meeting with government agencies and external stakeholders		Ongoing
2.3 Ensure staff are trained and able to communicate appropriately in a cross-cultural environment	Action 1. Develop individual training and development plans for each employee	March 2019	
	Action 2. Recruit only those people suitable for the position		Ongoing
	Action 3. Introduce a program for Councillors & LA's to brief new staff on the area and cultural history	March 2019	
	Action 4. Develop a community and culture induction booklet	March 2019	
2.4 Develop an internal and external communication strategy	Action 1. Quarterly staff briefings incorporating morning tea or lunch		Ongoing
	Action 2. Increase the use of social media platforms by 1 per year		Ongoing
	Action 3. Develop a program to keep council notice boards current and relevant	June 2018	
	Action 4. Monthly email updates to staff	May 2018	

GOAL 3. Improve community infrastructure across the Barkly region			
Objectives	Key Performance Indicators	Target Date	Status
3.1 Effectively maintain existing infrastructure of a high standard including: roads, footpaths, lighting in public spaces and council properties, council properties including council owned houses, public parks and gardens, landfills, plant and equipment	Action 1. Develop a workforce plan to ensure we have sufficient staff to maintain current infrastructure	June 2018	
	Action 2. Engage local contractors when work loads are above staffing numbers		Ongoing
	Action 3. Develop and implement a robust reporting system for members of the public to report faults/damage.	May 2018	
	Action 4. Develop and implement an audit system to identify faulty/damaged property.	May 2018	
3.2 Develop a five-year infrastructure plan	Action 1. Identify new infrastructure projects that need to be completed	Bi-annually	
	Action 2. Identify maintenance needs of existing infrastructure		Ongoing
	Action 3. Budget to meet infrastructure requirements within the budgeting framework	Annually	
3.3 Develop a mechanism to obtain feedback from the community on infrastructure needs	Action 1. Conduct at least one public forum per year in each community	Annually	
	Action 2. Ensure LA's are meeting as scheduled and infrastructure planning reviewed twice yearly by LA		Ongoing
	Action 3. Conduct at least one survey in each community each year.	July annually	
3.4 Ensure effective planning to care for new and existing infrastructure	Action 1. Develop a workforce plan	June	
	Action 2. Annual maintenance budgets to be sufficient to cover maintenance needs	Annually	
	Action 3. Develop asset management plan and review annually	July 2018	
	Action 4. Develop and implement maintenance plan as part of the asset management plan	July 2018	

GOAL 4. Provide services, facilities and programs to advance the region			
Objectives	Key Performance Indicators	Target Date	Status
4.1 Provide employment opportunities for Barkly residents.	Action 1. Forward plan to recruit school leavers from Barkly High Schools at the end of the school year	December annually	
	Action 2. Develop individual training and development plans		
	Action 3. Introduce apprenticeships and traineeships to grow our own staff	April 2018	
	Action 4. Identify new funded programs that fit within councils strategic objectives to increase employment opportunities		Ongoing
4.2 Advocate on behalf of all residents in the Barkly	Action 1. Participate in local, Territory and National forums to promote the needs of Barkly Residents		Ongoing
	Action 2. Increase positive media coverage of the Barkly		Ongoing
	Action 3. Work with Government, industry and funding bodies for greater investment in the Barkly		Ongoing
4.3 Create and maintain a positive living environment for our communities	Action 1. Keep public spaces clean, tidy and well presented (grass, graffiti and light)		Ongoing
	Action 2. Improve Municipal service delivery	September 2018	Ongoing
	Action 3. Participate in the annual tidy towns competition	April 2019	
4.4 Develop a five-year infrastructure plan	Action 1. List of new infrastructure required in each community	Annually	
	Action 2. A plan for maintaining current infrastructure	June 2018	Ongoing
4.5 Increase the number of funded programs Council operates across the Barkly	Action 1. Identify new funded programs that fit within Council's strategic objectives		Ongoing
	Action 2. Implement a grants working group to better support the Grants Officer	May 2018	

GOAL 5. Supporting and promoting the Barkly for the benefit of residents and visitors			
Objectives	Key Performance Indicators	Target Date	Status
5.1 Attract new investment into the Barkly	Action 1. Lobby Territory and Federal governments to invest in the Barkly		Ongoing
	Action 2. Actively participate in the Regional Economic Development Committee (REDC)		Ongoing
	Action 3. Identify new business opportunities through public consultation		Ongoing
	Action 4. Engage with government and business to identify new business opportunities		Ongoing
5.2 Gain additional government spending in the Barkly region	Action 1. Lobby Territory and Federal Governments to invest in the Barkly		Ongoing
	Action 2. Lobby Territory and Federal Governments to effectively support the Barkly region through filling current funding gaps		Ongoing
	Action 3. Promote the needs of the Barkly to the wider community (Media)		Ongoing
5.3 Increase tourism in the Barkly region	Action 1. Develop a Tourism Master Plan	June 2018	
	Action 2. Promote the Barkly as a destination through Council's social media sites	June 2018	
	Action 3. Support and promote community events		Ongoing
	Action 4. Provide an annual budget to support community events	Annually	
5.4 Have partnerships with organisations based in the Barkly	Action 1. Establish partnerships with organisations that promote the Barkly		Ongoing
	Action 2. Establish partnerships to make greater use of council assets		Ongoing
	Action 3. Partner with local business and the REDC to identify new business opportunities for the region		Ongoing

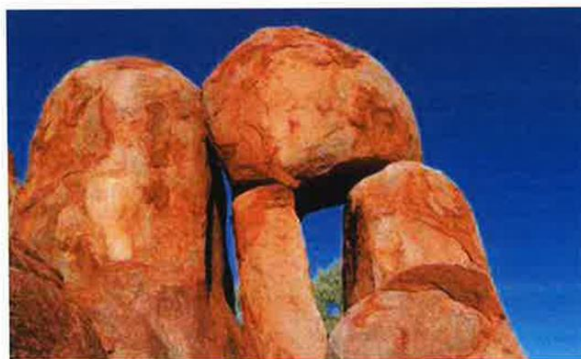


GOAL 6. Be the leading council by maintaining best practice in governance and financial management			
Objectives	Key Performance Indicators	Target Date	Status
6.1 100% compliance with the Local Government Act.	Action 1. Undertake internal compliance reviews and periodic audits in all locations to ensure compliance with internal policies and LG legislation	July 2018	Ongoing
	Action 2. Implement a risk management strategy and policy (Audit and Risk Committee to oversee)	July 2019	
	Action 3. Conduct an annual review of the finance manual	Annually	Ongoing
6.2 Zero incidents of fraud and no Audit qualifications	Action 1. Review all policies and procedures to ensure robust, best practice policies and procedures are in place	December 2018	
	Action 2. Continuous improvement of policies and procedures ensuring relevance and identifying where additional policies are required.		Ongoing
	Action 3. Develop an internal audit framework with appropriate annual audit plan	June 2019	
6.3 Elected members are fully aware of their role and responsibilities	Action 1. Conduct annual governance, meeting procedures and financial awareness training with Elected Members	Annually	Ongoing
	Action 2. Ensure Elected Members are aware of changes in Government applicable Government legislation		Ongoing
	Action 3. Develop a Local Authorities handbook and training program for LA members	August 2019	
6.4 Implement an integrated planning framework that provides financial stability	Action 1. Complete annual and five year cash flows and review quarterly	July 2018	Ongoing
	Action 2. Complete accurate annual budgets and review twice yearly	May annually	Ongoing
	Action 3. Implement and monitor annual community plans	Annually	Ongoing
	Action 4. Review strategic planning processes to better integrate community plans	Annually	Ongoing
	Action 5. Move from five year to ten year forward planning <ul style="list-style-type: none"> • Financial planning • Asset management plans • Infrastructure planning • Strategic planning • Workforce plans 	December 2019	

6.5 Provide sound financial management to protect Council while delivering the maximum services to residents and visitors in the Barkly region.	Action 1. Complete accurate annual operating, cash flow and capital budgets and review twice yearly	Annually	Ongoing
	Action 2. Ensure all grant funding is expended in line and on budget with funding agreements		Ongoing
	Action 3. Liaise with external stakeholders to promote council's interest and share services where possible to maximise return on financial investment		Ongoing
	Action 4. Improve financial management reporting to facilitate accurate budget management	December 2018	Ongoing



GOAL 7. Protect and promote the environment, resources and natural heritage of the Barkly region			
Objectives	Actions: Key Performance Indicators	Target Date	Status
7.1 Stop illegal dumping in the Barkly	Action 1. Fully develop and implement a public awareness campaign	September 2018	Ongoing
	Action 2. Work with stakeholders to catch and prosecute illegal dumpers		Ongoing
	Action 3. Review annual dump fees	May Annually	
	Action 4. Regularly monitor illegal dump sites to catch offenders		Ongoing
7.2 Have environmentally sound waste management practices	Action 1. Review all Barkly landfill sites	August 2018	
	Action 2. Develop a recycling program for Tennant Creek, Elliott and major communities	2020	
7.3 Use the natural resources of the Barkly for the benefit of residents and visitors in the region	Action 1. Support appropriate, environmentally friendly mining development proposals within the Barkly		Ongoing
	Action 2. Promote the region's natural beauty and cultural heritage		Ongoing
	Action 3. Develop the Tourism NT Master Plan for the Barkly	July 2018	
7.4 Protect the natural beauty and cultural heritage in the Barkly	Action 1. Promote responsible, environmentally friendly mining in the Barkly		Ongoing
	Action 2. Develop waste management plans	August 2018	



Regional Plan 2019-2020

For 2019-2020, the following priorities have been set. Barkly Regional Council's aim is to achieve each of these objectives (KPI's) during the year.

GOAL 1 : Become the employer of choice in the Barkly			
Objectives	Actions/ Key Performance Indicators	How	Target Date
1.1 Reduce staff turnover by 10% per department	Action 1. Introduce one new staff initiatives	Initiatives introduced	December 2019 and June 2020
	Action 2. Conduct bi-annual staff reviews	Bi-annual reviews set	December 2019 and June 2020
	Action 3. Implement new Enterprise Bargaining Agreement (EBA) following Fair Work approval.	EBA implemented	November 2019
1.2 Develop a workforce plan	Action 1. Implement Workforce Management Plan	Program implemented	December 2019
1.3 Improve staff engagement and morale	Action 1. Complete an external review of Council activities	Review complete	Dec 2019
	Action 2. Reduce vacancy rate to 10%	<10% vacancy average	Monthly



Barkly Regional Council

GOAL 2 : Have a strong, culturally appropriate & respectful relationship with all residents, Government agencies and stakeholders within the Barkly			
Objectives	Actions/ Key Performance Indicators	How/Measures	Target Date
2.1 Ensure effective engagement with Local Authorities	Action 1. Work with NTG & PMC to transition Arlparra to local decision making		Throughout year
	Action 2. Increase LA engagement in Wutungurra	More meetings held	Ongoing
	Action 3. Maintain engagement in all communities and support local decision making.	Attendance at meetings	Throughout year
2.2 Obtain regular feedback from residents, government agencies and stakeholders	Action 1. Hold at least one public forum in each town and community.	Number of external consultations and which communities	June 2020
	Action 2. Continue to work with all levels of Government to implement Barkly Regional Deal.	Number of external consultations	Ongoing
	Action 3. Conduct at least one resident satisfaction survey	Survey Monkey results and data findings	June 2020
2.3 Develop an internal and external communication strategy	Action 1. Conduct quarterly staff briefings	Briefings x 4 annually	Quarterly
	Action 2. Continue CEO weekly bulletin	Weekly	Weekly
	Action 3. Maintain the use of social media platforms	Council FB and Website	Daily, weekly, monthly

GOAL 3 : Improve community infrastructure within the Barkly			
Objectives	Actions/ Key Performance Indicators	How/Measures	Target Date
3.1 Effectively maintain existing infrastructure	Action 1. Commence construction of two Youth Centres (Tennant Creek and Ali Curung), and bike pathway in Tennant Creek	Infrastructure complete	June 2020
	Action 2. Maintain footpath and road maintenance program	Budget Expended	Ongoing
	Action 3. Implement landfill masterplans	Plans completed	June 2020
	Action 4. Complete one minor infrastructure project in each community	Works completed	June 2020
3.2 Identify new infrastructure projects	Action 1. Complete one minor infrastructure project in each community	Works completed	June 2020

GOAL 4 : Provide services, facilities and programs to advance the region			
Objectives	Actions/ Key Performance Indicators	How/Measures	Target Date
4.1 Identify new funded programs that fit within Council's strategic objectives to increase employment opportunities	Action 1. Implement new sports program for Tennant Creek.	Program implemented	Sep 2019
	Action 2. Commence construction of two Youth Centres (Tennant Creek and Ali Curung), and bike pathway in Tennant Creek	Infrastructure complete	March 2020
	Action 3. Apply for one new programs that fit within Council's scope and apply for contracts	Target achieved	June 2020
4.2 Advocate on behalf of all residents of the Barkly	Action 1. Maintain regular media coverage on council activities.	Council FB, Website and email newsletters	Daily, weekly and monthly
	Action 2. Regularly lobby government and private industry to invest in the Barkly	engagement with Target achieved	Ongoing
4.3 Create and maintain a positive living environment for our communities	Action 1. Keep public spaces clean and well presented	Visual improvement Target achieved	Ongoing
	Action 2. Have at least two communities participate in the 2020 Tidy Towns Awards Program	Council takes part	April 2020
4.4 Implement the Domestic Violence Action Plan	Action 1. Provide an inclusive and equitable working environment. Provide information to staff about ways they can prevent violence against women.	Information provided	Ongoing
	Action 2. Review the action plan to see the actions we have taken and measure effectiveness	Annually	Feb 2020



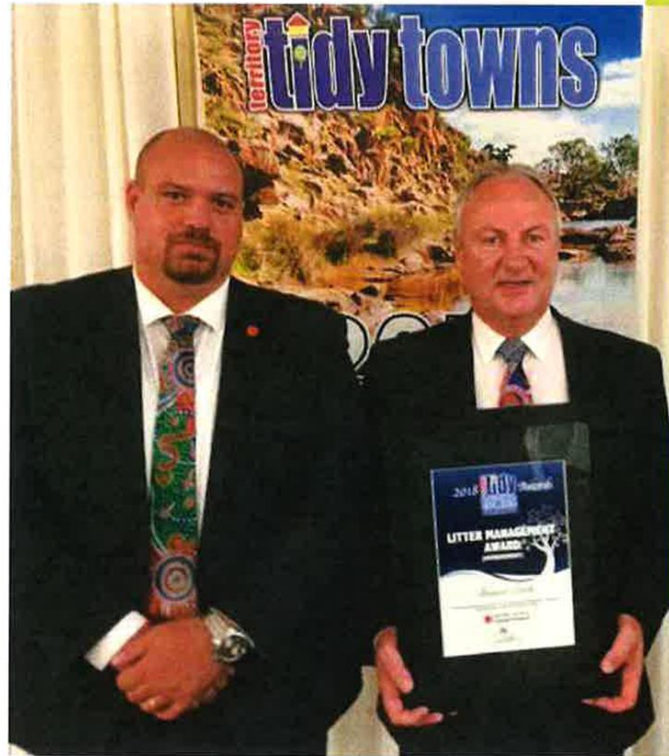
GOAL 5 : Supporting and promoting the Barkly for the benefit of residents and visitors			
Objectives	Actions/ Key Performance Indicators	How/Measures	Target Date
5.1 Gain additional government spending in the Barkly	Action 1. Support and participate in the execution of the Barkly Tourism Masterplan.	Works underway	March 2020
	Action 2. Participate in the Regional Economic Development Committee and any other forums that promote investing in the Barkly	Number of meetings attended	Ongoing
5.2 Attract new investment into the Barkly	Action 1. Support Barkly Regional Deal business initiatives	Establishment of Business Hub	Oct 2019
	Action 2. Support local businesses by buying locally when possible so money remains in the Barkly	Percentage spent with Barkly businesses	Annually
	Action 3. Actively encourage new industries to move to the Barkly region	Level of engagement	Ongoing
5.3 Increase tourism in the Barkly	Action 1. Assist NTG to implement Barkly Tourism master plan	Plan implemented	March 2020
	Action 2. Support the NTG Turbo Charging Tourism initiative to insure the best use of government funds to promote the Barkly	Successful allocation of \$5.5m	March 2020

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GOAL 6 : Be the leading council through maintaining best practice in governance and financial management			
Objectives	Actions/ Key Performance Indicators	How/Measures	Target Date
6.1 100% compliance with the Local Government Act	Action 1. Review all policies and procedures to ensure robust, best practice policies and procedures	Number of policies reviewed Target achieved	Ongoing
	Action 2. Source funding to provide appropriate Governance training to all Local Authority members.	Training delivered	Ongoing
6.2 Provide sound financial management	Action 1. Achieve the annual budget	Target achieved	June 2020
	Action 2. Ensure council purchases represent value for money	100% compliance with procurement policy	Ongoing
6.3 Implement an integrated planning framework that provides financial stability	Action 1. Complete two budget reviews	Completion of 2 projects	Annually
	Action 2. Achieve the annual budget	Budget achieved	June annually
	Action 3. Expend the available capital budget	Capital budget expended	June annually

GOAL 7: Protect and promote the environment, recourses and natural heritage of the Barkly			
Objectives	Actions/ Key Performance Indicators	How/Measures	Target Date
7.1 Have environmentally sound waste management practices	Action 1. Implement landfill masterplans from each community except Alpururulam and Tennant Creek	Works Complete	March 2020
	Action 2. Secure additional land for Tennant Creek landfill	Land granted	Dec 2019
	Action 3. Commence construction of new landfill in Alpururulam.	Works commenced	Dec 2019
7.2 Use the natural resources the Barkly for the benefit of residents and visitors in the region.	Action 1. Support appropriate, environmentally friendly mining development proposals within the Barkly.	New investment	Ongoing
	Action 2. Promote the region's natural beauty and cultural heritage	Increased visitors	Ongoing
EMPTY LINE TO BE REMOVED			
7.3 Protect the natural beauty and cultural heritage in the Barkly	Action 1. Promote responsible, environmentally friendly mining in the Barkly	New investment	Ongoing
	Action 2. Develop and implement Environmental Sub Committee	Committee established	July-2019

August 2019



Barkly Regional Council



Service Delivery Priorities

The Barkly Regional Council area covers approximately 323,000km² and we are often required to move personnel and equipment across this vast region to deliver services. This tyranny of distance presents many unique challenges to Council and we have developed long-term strategic planning to help alleviate some of these challenges.

Our aim for 2019-2020 is to improve service delivery through some key initiatives. These are:

- Purchase additional equipment that will be based in communities to reduce the need to transport equipment between communities ;
- Train community Municipal staff to operate the new equipment;
- Improve the appearance and reduce the amount of manpower required to keep public parks and sporting fields grassed through the increased use of reticulation;
- Introduce an on-going program to improve footpaths in Tennant Creek and Elliott;
- Work on Regional Deal and support the Regional Deal Governance Table;
- Implement Workforce Management Plan;
- Complete external review of Organisational Structure and Internal Processes; and
- Complete capital program for the year.

Council staffing numbers will remain reasonably static; subject to program grant funding remaining steady. Some positions will be changed or upgraded to provide recognition of the skill level of some Council staff. This will also assist to achieve a greater level of customer service and accountability throughout Council.

Human Resources

The HR Department has identified a number of initiatives that the team will focus on in 2019-2020 to provide improved staff engagement throughout Barkly Regional Council. These projects are:

- Implement newly renegotiated Enterprising Bargaining Agreement (EBA), following Fair Work approval;
- Improve recruitment process to maintain compliancy, and vacant positions are filled with minimal delay;
- Implement key initiatives as identified in the Workforce Management Plan.



Barkly Regional Council

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Community Services Directorate

Our Community Service Directorate is responsible for the delivery of funded programs including Aged Care, NDIS, Sports and Recreation (Barkly Youth), Youth Links Centre (Tennant Creek), Libraries (Tennant Creek and Elliott), Safe Houses, Tennant Creek Swimming Pool, and Animal Management and Environmental Health. The recruitment and retention of staff is an ongoing issue and has a direct impact on the delivery of services in remote communities. Working with multiple funding sources is also a challenge, especially as Council relies on almost 100% on external funding to provide services.

For the coming year the Directorate will focus on:

- Commencing construction of two new Youth Centres – Ali Curung and Tennant Creek;
- Focus on reducing high turnover of staff by stabilizing existing teams on community;
- Continuing to deliver high-quality services in Aged Care and Sport and Recreation to each community we are funded to operate in
- Expand the range of non-traditional activities provided as part of our Sport and Recreation program such as music, creative arts and cultural activities on each community
- Undertake an audit of all Sport and Recreation equipment and develop an asset replacement program for equipment
- Undertake training in the prevention of violence against women to all BRC staff and elected members
- Continue to work with the NO MORE campaign to coordinate activities within the Barkly region
- Undertake a stock take of all resources held by Tennant Creek and Elliot libraries
- Work with the National Disability Insurance Agency (NDIA) to ensure Council is seen as the “provider of choice” for all National Disability Insurance Scheme (NDIS) clients within the Barkly, and to increase client numbers on all communities.
- Increase client participation in respite activities delivered as part of our Aged Care services
- Develop and undertake a strategic promotion plan to increase revenue at the Tennant Creek swimming pool
- Ensure all staff undertake professional development activities as appropriate to their job role
- Increase range of cultural activities as part of the Youth Links After Hours Youth Service in Tennant Creek



Infrastructure Directorate

Our Infrastructure Directorate is responsible for maintaining and upgrading Council assets (parks, gardens, and cemetery management, mechanical fleet and vehicle management, car parks, storm water drains, civic buildings maintenance and repairs), roads, equipment and machinery across the Barkly region. Other core services include garbage collection and disposal, waste landfill management and the maintenance and repairs of sporting facilities – swimming pool, water parks, and football ovals with their change rooms, stands and ablution blocks.

The Directorate also manages our Municipal team in Tennant Creek as well as the delivery of numerous diverse projects across the region. All this work is provided in accordance with safe work methods and in compliance with the relevant legislative authorities of NT Work Safe and NT EPA.

For the coming year the Infrastructure Directorate will focus on:

- Implementing our asset management plan
- Continuing our fleet replacement program.
- Construction of two new Youth Centres (Ali Curung and Tennant Creek).
- Implementing our five-year infrastructure plan, including the upgrade of recreational facilities at Lake Mary Ann, repair and construction of new footpaths, revamping the existing Kargaru oval, improve transport networks (bike paths and lighting), introduce smart city lighting (vandal proof LEDs), continuation of the refurbishment of Tennant Creek Cemetery.
- Tendering for new bike path in Tennant Creek.
- Purkiss Reserve upgrade.
- Civic Hall upgrade Tennant Creek.
- Design and construction of Tennant Creek landfill weighbridge.





Major Infrastructure Project

Purkiss Reserve Upgrade

Barkly Regional Council has received \$9 million from the Northern Territory Government to upgrade Purkiss Reserve, an important public space in Tennant Creek.

Funded by the NTG's Department of Tourism and Culture with a recoverable works agreement between Council and the Department of Infrastructure, Planning and Logistics (DIPL), work is scheduled to start on the upgrade in the new financial year.

Purkiss Reserve, which is approximately 9.6ha, contains the swimming pool, ovals and many sporting facilities.

It provides cultural, sporting, entertainment and facilities for healthy lifestyles of all ages. It also brings great visual relief to Tennant Creek, which is placed in what can be a harsh environment.

Members of the Purkiss Reserve Consultative Committee, both past and present, and councillors from the previous council and staff have all contributed to the development of Purkiss Reserve.

In 2016 Council and the Purkiss Reserve Consultative Committee engaged Bennett Design Architect and Elton Consulting to deliver a Master Plan for Purkiss Reserve.

A spokesperson from Elton Consulting said Council should be congratulated on their initiative to consult with the community and deliver more value to this important public asset.

Building Better Regions Fund

With a \$7.6m Building Better Regions Fund grant being secured as part of the Regional Deal, Council's major priority for the coming year will be to complete planning and commence construction of two new Youth Centres (one in Tennant Creek and one in Ali Curung), along with a Bicycle path through Tennant Creek. This important infrastructure will assist us in achieving our goal to improve infrastructure within the Region.

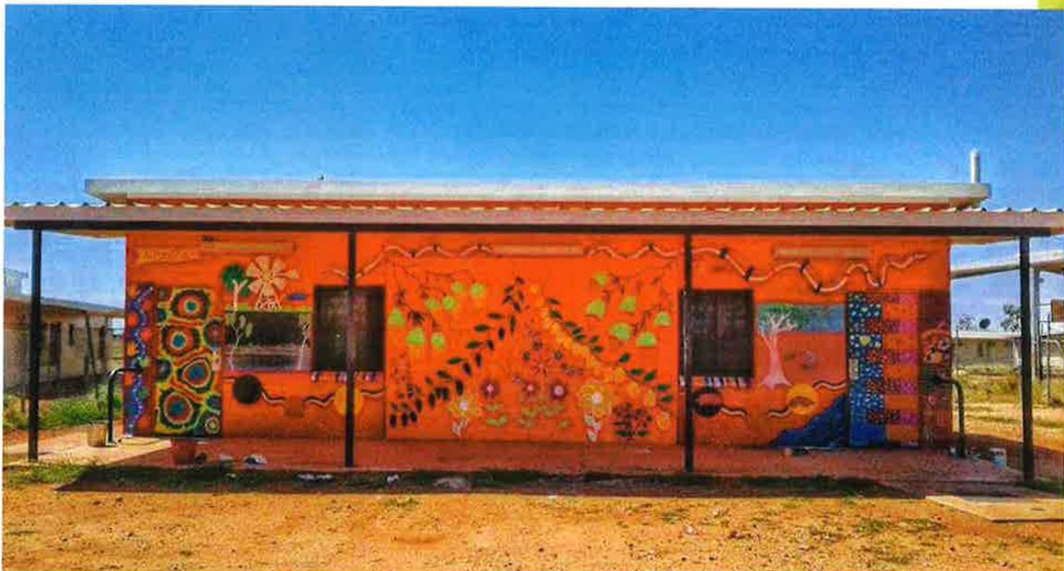
Remote Community Operations

Our Operations Directorate is responsible for delivering Municipal and essential services to the remote communities of Ali Curung, Alpururulam, Ampilatwatja, Arlparra, Wutunugurra and the town of Elliott.

The Directorate also liaises with the Area Managers for each of the communities.

During the coming financial year 2019-2020, the Operations Directorate will focus on:

- Supporting Area Managers to ensure there is a clear understanding of Council's expectations;
- Facilitate capital expenditure lists to ensure that all communities keep getting the required infrastructure.
- Ensure the right staff members are hired to carry out works;
- Ensure these staff members have the appropriate training to carry out their work;
- Working with the Director of Infrastructure and the Tennant Creek Municipal Depot Manager to where necessary, set a roster for machinery allocation to each community on a regular basis.
- Work with the infrastructure team and Area Managers to establish a maintenance roster for community vehicles;
- Work with Local Authority to ensure meetings take place as scheduled;
- Work with Area Managers to ensure Local Authorities are effectively supported and guided to make effective decisions to support the community;
- Provide effective governance support to Area Managers and Local Authorities and improve communication between communities, management and Barkly Regional Council.
- Instill a WHS mentality through all communities to reduce work place accidents.
- Assist all directorates on communities to have open discussions to facilitate communication networks.
- Work to transition Arlparra to local decision making.



Opportunities and Challenges

Opportunities

There are opportunities to work closer with local agencies and to continue to strengthen regional cooperation between the Barkly Regional Council, Central Desert Regional Council, MacDonnell Regional Council, Alice Springs Town Council, and other neighbouring councils as well as creating a network of specialists who could become a resource bank.

We develop an effective engagement and relationship building strategy with:

- The constituencies;
- Grant funding bodies;
- Neighboring councils;
- Various non-government organisations in the region;
- Recruiting, mentoring, training and retraining of key people using technology as the means to overcome the tyranny of distance;
- Communicate the challenges that stand in the way of effective service delivery to the communities. Seek feedback from them to develop local activities towards long-term positive change;
- New projects for community development;
- Communicate these community projects and develop local community capacity to drive them.

Mining explorations have been slow and the construction of a gas pipeline from Tennant Creek to Mt Isa is now complete. The region has attracted new interest from vegetable growers, as well as the future plans for Hydraulic Fracturing in the Northern Territory. The Council has also collaborated with Central Desert Regional Council and MacDonnell Regional Council as part of service delivery to waste management.

Barkly Regional Council is a member of the Local Government Association of the Northern Territory (LGANT), which is made up of five municipal, three shire, and nine regional councils and one associate. As the peak organisation for local government in the Northern Territory, LGANT provides a broad-based research and policy development service for members in response to local, territory and national issues including changes proposed for legislation.

The Council receives services from CouncilBiz, the local government subsidiary established under Local Government Act to facilitate the efficient provision of administration, information technology and financial services to nine Councils in the Northern Territory.

Challenges

As is the case with most Local Government Councils in the Northern Territory, the Barkly Regional Council faces financial, remoteness and cultural challenges in performing its roles and functions. These challenges can be commonly experienced through higher service delivery costs, staff recruitment and retention, and difficulties in coordinating activities across a very large and dispersed geographical area. An external review of organisational structure and internal processes planned to be conducted by the end of 2019, should shed some light on areas Council and become more efficient and reduce the impact of common challenges faced.



Council Community Services Chart

	Tennant Creek	Elliot	Ali Curung	Alpururulam	Amplatwatja	Arparra	Wutunugurra	Tara	Canteen Creek	Mungkarta
Municipal Services										
Cemetery	✓	✓	✓	✓	✓	✓	✓			
Community Roads	✓	✓	✓	✓	✓	✓	✓			
Grass, Parks & Sportsground Maintenance	✓	✓	✓	✓	✓	✓	✓			
Housing Homeland	*	✓	✓		✓					
Library	✓	✓								
Waste Collection, Management & Landfill	✓	✓	✓	✓	✓	✓	✓			
Swimming Pool	✓									
Water Parks		✓	✓							
Council Infrastructure	✓	✓	✓	✓	✓	✓	✓			
Car Parks	✓									
Storm Water Drains	✓	✓								
Community Services										
Animal Management	✓	✓	✓	✓	✓	✓	✓			
Aged Care	*	✓	✓	✓	✓	✓				
Night Patrol	*	✓	✓	✓	✓	✓	✓	✓	✓	✓
Play Group	*							*		
Youth Sport and Recreation	✓	✓	✓	✓	✓	✓	✓			
Safe House	*	✓	✓							
NDIS	*	✓	✓	✓	✓	✓	✓			
Commercial Functions										
Airstrip Maintenance	*	✓	✓	✓	✓	✓				
Centrelink	*	✓	✓	✓	✓	✓	✓			
Essential Services	*		✓	✓	✓	✓	✓			
Post Office Agency	*		✓	✓	✓	✓				
Street Lights	✓	✓	✓	✓	✓	✓	✓			
Street Sweeping	✓	✓								

* Other Agencies providing services in Tennant Creek

Community Profiles and Local Authority Projects

ALI CURUNG

Ward:	Alyawarr
Population:	494 (Australian Census 2016)
Location:	173.2km, south of Tennant Creek
Road conditions:	Sealed
Languages:	Warlpiri, Warumungu, Kaytetye and Alyawarr

Local Authority Members

Chair:	Cr Noel Hayes
Deputy Chair:	Edith Hanlon
Appointed Members:	Cysila Rose, Derek Walker, Sammy Ladd, Jerry Rice, Peter Corbett, Andrew Tsavaris
Elected Members:	Cr. Noel Hayes, Cr Lucy Jackson, Cr Jack Clubb, Cr Ricky Holmes
Ex-Officio:	Mayor Steve Edgington

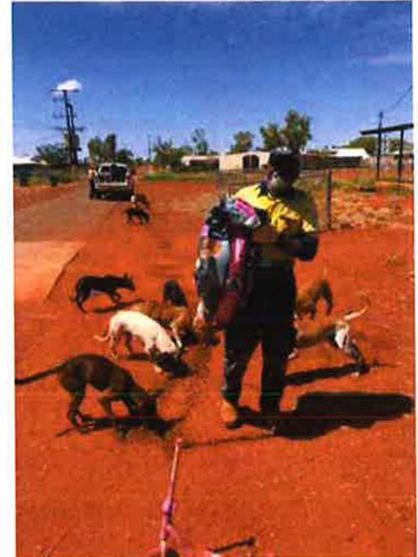
History

Ali Curung is a Kaiditch (Kaytetye) word meaning country of the dogs, dog area, or dog dreaming with two important dog dreaming sites within close proximity (6km) of the community. Totemic ancestors, including the ancestral dogs which travelled near Ali Curung, are believed to have created the landscape in their travels. Ali Curung has adopted the dog as its official emblem to signify the importance of the ceremonial story. Due to their relationship to the ancestral stories and sacred sites in the area, all dogs are regarded as extremely important.

During the late 1950s, small groups of people were collected from around the region and relocated to Warrabri Settlement. These included Kaytetye people from Barrow Creek, Warlpiri people from Bullocky Creek areas and Alyawarra people from Murray Downs and Hatches Creek. Over 1,200 people populated Ali Curung in its early days. Warrabri was established in 1956 under its original name of 'Warrabri Settlement'. The community changed its name to Ali Curung in 1978.

Community Priorities 2018-2023

Project	Priority Level	Strategic Goals
New Sport and Recreation Hall	High	3.2, 3.3, 3.4, 5.1, 5.2
Cemetery Upgrade – fencing, shade & water	High	3.1, 3.2, 3.3, 3.4
Airstrip Sealed	Low	3.1, 3.2, 3.3, 3.4, 5.1, 5.2
Fencing cemetery (Murray Downs)	Medium	3.1, 3.2, 3.3, 3.4
New outdoor shade area	Medium	3.1, 3.2, 3.3, 3.4



ALPURRURULAM

Ward: Alpururulam
Population: 420 (Australian Census 2016)
Location: 570.1km, east of Tennant Creek and 17km from the Northern Territory-Queensland border
Road conditions: Sealed and unsealed. During the wet season all road access to the community is cut off
Languages: Alyawarr



Local Authority Members

Chair: Cameron Long
Deputy Chair: Clarence Campbell
Appointed Members: Doreen Kelly, Meredith Morton, Valerie Campbell, Gary Kopps, Gordon Long
Elected Members: Cr Jennifer Mahoney
Ex-Officio: Mayor Steven Edgington



History

Pastoralists called Alpururulam, which lies on an important source of water in dry country, Lake Nash, but its Aboriginal name is Ipperelhelame. In the time of the Dreaming, great beings passed through that country: antyipere, the flying fox, nyemale, the grass rat, who partly formed the river, and kwerrenye, the green snake. Compared to other groups in the Barkly Tablelands contact with white people came relatively late. Until about 1920, the Alyawarr continued to live traditionally in relative peace, hunting emu and kangaroo and foraging over their country and enjoying a rich ceremonial life.

Alpururulam was formed out of a discord between Lake Nash Station and the Aboriginal population living on the nearby Georgina River. At the time many of the community members worked at Lake Nash Station but in the early 1980s there were plans to move the community to Bathurst Downs. For the locals this was "poison country", no good to live on and posed a risk during wet season. In 1982 the community wrote to the then Chief Minister of the Northern Territory Government requesting a parcel of land to call their own near Lake Nash Station. After many legal battles, 10 square km area was excised from the pastoral lease and given back to the community in 1983. Alpururulam Land Aboriginal Corporation (ALAC) was then formed to be the land owner (a board of Community Elders) for the land.

Community Priorities 2018-2023

Project	Priority Level	Strategic Goals
Creation of a new dump site	High	3.1, 3.2, 3.3, 3.4, 5.1, 5.2, 7.1, 7.2
Safe House	Low	3.2, 3.3, 3.4, 5.1, 5.2
Men's Shed	Low	3.2, 3.3, 3.4, 5.1, 5.2

AMPILATWATJA

Ward:	Alyawarr
Population:	418 (Australian Census 2016)
Location:	314km south-east of Tennant Creek
Road conditions:	100km sealed and 220km dirt
Languages:	Alyawarr

Local Authority Members

Chair:	Donald Simpson
Deputy Chair:	Teresa McKeeman
Appointed Members:	Leslie Morton, Jeannie Beasley, Ada Beasley, Anita Bailey, Peter Morton
Elected Members:	Cr Jack Clubb, Cr Lucy Jackson, Cr Noel Hayes, Cr Ricky Holmes
Ex-Officio:	Mayor Steven Edgington

History

Ampilatwatja is in the heart of Alyawarr country on the Sandover Highway. The Alyawarr people have always lived there and would travel between soaks (water sources) in the hot weather. The people of this region also have close ties to the people who live at Alpururulam, and in the days of early European settlement (1877-1910) they would walk to Alpururulam to collect rations of food and tobacco. In the 1990s, with the return of Utopia Station to traditional ownership, the Alyawarr people of Ampilatwatja made a claim for their traditional homelands, gaining small excisions from the local pastoral lease to continue their life on the land.

Art is an important expression of the Alyawarr people's connection with the land. Local artists are said to "exude a complex and progressive approach to depicting the traditional knowledge of dreaming and country through the translation of water holes and soakages, bush medicines and bush tuckers, mountains, sand hills and ant hills". Their art works retain the heritage and feature the cultural history and values of Alyawarr lore.

Community Priorities 2018-2023

Project	Priority Level	Strategic Goals
Ablution Block – WC, shower & laundry	High	3.1, 3.2, 3.3, 3.4
Close in Basketball Court	High	3.1, 3.2, 3.3, 3.4
Fencing and shade at Cemetery	Medium	3.1, 3.2, 3.3, 3.4
Bigger workshop	Medium	3.1, 3.2, 3.3, 3.4
BBQ or memorial shed	Low	3.1, 3.2, 3.3, 3.4



ARLPARRA

Ward: Alyawarr
Population: 483 (Australian Census 2016)
Location: 381.8km south-east of Tennant Creek
Roads: Unsealed. During the wet season - December to March - the roads, the connecting Sandover highway and the river are often impassable. Around 20km of the road is sealed bitumen from Arlparra north to Urapuntja Health Centre and the airstrip.
Languages: Alyawarr and Anmatyerre

Local Authority Members

Chair:
Deputy Chair:
Appointed Members: Dennis Kunoth
Elected Members: Cr Jack Clubb, Cr Noel Hayes, Cr Lucy Jackson, Cr Ricky Holmes
Ex-Officio: Mayor Steven Edgington

History

Named by German settlers in the early 1920s, Utopia was a pastoral lease owned by the Chalmers family. Aboriginal people originally lived close to the main homestead area now known as Three Bores Homeland. The property was sold and became alienated Crown land held on behalf of Aboriginal people. After a lengthy land claim hearing, this land legally became known as the Angarapa Aboriginal Land Trust under the Aboriginal Land Rights (NT) Act 1976. Aboriginal families then moved back to their more traditional areas.

The Utopia homelands are now one of the more established homelands in the NT, comprising of 16 dispersed communities. These communities are separated by rough, corrugated dirt roads and in some cases by the dry and sandy river bed of the Sandover River. The most central community is Arlparra, on the eastern perimeter of the Western Desert adjacent to the traditional land of the Eastern Anmatyerre and Alyawarr people.

Community Priorities 2018-2023

Project	Priority Level	Strategic Goals
Consultation with the community is yet to be completed		



ELLIOTT

Ward:	Kuwarrangu
Population:	302 (Australian Census 2016)
Location:	253.6km north of Tennant Creek
Road conditions:	Sealed
Languages:	Mudburra, Jingili, Wombaya and Warumungu

Local Authority Members

Chair:	Christopher Neade
Deputy Chair:	Jodie Nish
Appointed Members:	Mona Rennie, Bob Bagnall, Gordon Jackson, Kevin Gaskin
Elected Members:	Cr Ray Aylett and Cr Jane Evans
Ex-Officio:	Mayor Steven Edgington

History

The traditional name for the township of Elliott is Kulumindini. It is the country of the Jingili desert people with the Wombaya people to the east and south-east; the Yangman and Mangarrayi to the north; the Mudbura and Gurindji to the west and the Warlpiri, Warlmanpa and Warramungu to the south and south-west. These people all had traditional associations with the Jingili and ceremonial ties to the watered areas around Elliott. The lands around Elliott lie across the important Dreaming tracks of the Emu and the Star (Baribari dreaming). The spirit ancestors travelled through country on their way to the southern parts of the Northern Territory. The rocks found in this area are amongst the oldest in central Australia, some over 1900 million years old.

Elliott is the Barkly region's second largest town and sits on the edge of Newcastle Waters Station. Named after Army Captain Reginald Douglas Elliott (MBE), it began life at the site of Number 8 bore as an Australian Army Camp during World War II (1942). A war memorial statue stands on the site of the camp, next to the bore used to supply water to troops. Its population is largely Aboriginal, who live in two outstations at either end of the town – Gurungu (North Camp) and Wilyuku (South Camp).

Community Priorities 2018-2023

Project	Priority Level	Strategic Goals
Speed Signage & Pedestrian Crossing (School & Hotel)	High	3.2, 3.3, 3.4, 5.1, 5.2
Community Pool or extended Water Park	Medium	3.1, 3.2, 3.3, 3.4, 5.1, 5.2
Shade Structures by Memorial	Medium	3.1, 3.2, 3.3, 3.4, 5.1, 5.2
Access Roads & Footpaths	Medium	3.1, 3.2, 3.3, 3.4, 5.2
Redevelop Golf Course & Other Sporting Facilities	Low	3.2, 3.3, 3.4, 5.1, 5.2, 7.3
Staff housing/units	Low	1.4, 3.1, 3.2, 3.3, 3.4, 5.2
Upgrade existing street lights	Medium	3.1, 3.2, 3.3, 3.4, 5.2



TENNANT CREEK

Ward:	Patta
Population:	2,995 (including Town Camps) - Australian Census 2016
Location:	508.6km north of Alice Springs, 988.8km south of Darwin
Road conditions:	Sealed
Languages:	Warumungu, Warlpiri, Walmanpa, Alyawarr, Kaytetye, Wambaya and Jingili



Local Authority Members

Chair:	Karan Hayward
Deputy Chair:	Greg Liebelt
Appointed Members:	Josephine Bethel, Ray Wallis, Linda Renfrey, Wayne Green, Tony Civitarese
Elected Members:	Cr Hal Ruger, Cr Sid Vashist, Cr Ronald Plummer, Cr Kris Civitarese, Cr Jeffrey McLaughlin
Ex-Officio:	Mayor Steven Edgington



History

Tennant Creek is a remote Northern Territory town shaped by Aboriginal culture, gold mining and pastoralism. It includes the smaller communities of Kargaru, Tingkarli, Wuppa, Marla Marla, Village Camp, Munji-Marla and Mulga camp. The surrounding area is called the Barkly Tablelands, a region characterised by wide grassy plains, endless blue sky and massive cattle stations. The traditional owners of the area surrounding Tennant Creek are Warumungu living on Patta land. Local Aboriginal lore says the town grew up around the home of the spiky tailed goanna, a powerful Wirnkarra or ancestral being. The rocks are situated in the Nyinkka Nyunyu Art & Culture Centre next to the Stuart Highway which passes through the middle of town.

European history in this area began in 1860 when explorer John McDouall Stuart passed this way on his unsuccessful first attempt to cross the continent from south to north. He named a creek to the north of town after John Tennant, a financier of the expedition and a pastoralist from Port Lincoln, South Australia. Tennant Creek was also the site of Australia's last gold rush during the 1930s, and at that time was the third-largest gold producer in the country. The town was located 12 km south of the watercourse as the Overland Telegraph Station had been allocated on an 11 km reserve.

Community Priorities 2018-2023

Project	Priority Level	Strategic Goals
Bike/walking path with lighting	High	3.2, 3.3, 3.4, 5.1, 5.2
Cemetery Upgrade	High	3.2, 3.3, 3.4, 5.1, 5.2
Lake Mary Ann Upgrade	Low	3.1, 3.2, 3.3, 3.4, 5.1, 5.2
Anzac Hill	Medium	3.1, 3.2, 3.3, 3.4, 5.1, 5.2
Karguru Oval fence	Low	3.1, 3.2, 3.3, 3.4, 5.1

WUTUNUGURRA

- Ward:** Alyawarr
- Population:** 154 (Australian Census 2016)
- Location:** 209.8km south-east of Tennant Creek on the north-eastern edge of the Davenport Ranges
- Roads:** Around 87km of sealed road and 118.8km of unsealed. Access to the community is variable, depending on weather conditions.
- Languages:** Alyawarr, Warlpiri, Kaytetye
- Local Authority Members**
 - Chair:** Geraldine Beasley
 - Deputy Chair:**
 - Appointed Members:** Rochelle Bonney, Lennie Beasley, Mark Peterson, Julie Peterson, Tommy Peterson, Dianne Pompey
 - Elected Members:** Cr Noel Hayes, Cr Lucy Jackson, Cr Ricky Holmes, Cr Jack Clubb
 - Ex-Officio:** Mayor Steven Edgington



History

It is the artists that best capture the spirit of small, remote Aboriginal communities like Wutunugurra. Located on the north-eastern edge of the Davenport Ranges and the eastern side of the Frew River, Wutunugurra is set in an arid landscape that is criss-crossed with watercourses, rocky hills, barren outcrops and valleys. When the land receives significant rain it transforms into a vibrant escarpment, set against the hues of trees, rocks and hills. At these times the waterholes connect and spill across the country. Wutunugurra itself was named after a large waterhole next to Epenarra homestead, about 2km away. Their dreaming is Rain Dreaming.

Like many other communities in the Barkly region and the Northern Territory non-Aboriginal settlement began with the building of the Overland Telegraph line in 1872. By the 1950s the Warumungu and Alyawarr people had been forced on to the poorest land and the traditional owners were not allowed to live on their own country. The community of Wutunugurra was excised (99ha) from Epenarra Pastoral Lease in the early 1980s. The Clough family then enabled a small portion of Epenarra Station to be returned to the traditional custodians as a community living area (CLA); a form of de facto land rights.

Community Priorities 2018-2023

Project	Priority Level	Strategic Goals
Work on Cemetery, Fences, Signs & Shade	High	3.1, 3.2, 3.3, 3.4, 5.1, 5.2
Community bow shade	High	3.1, 3.2, 3.3, 3.4,
Cover over basketball courts	High	3.1, 3.2, 3.3, 3.4,
Fence around basketball courts	High	3.1, 3.2, 3.3, 3.4,

Financial Planning

Budget Summary 2019-2020

The budget for 2019-2020 has been completed on a consultative basis and aims to address the needs of the residents of, and visitors to the Barkly region in conjunction with the grant funded programs under the Barkly Regional Council's direction and control.

The 2019-2020 budget has been prepared using an approach whereby, Council

- analysed community service requirements and grant funding arrangements;
- determined the resources needed to fulfil those requirements including staffing levels;
- estimated the relevant costs associated with those resources;
- established the highest level of community service provision possible, within the operational constraints of Council's available resources; and
- prepared a budget to efficiently and effectively achieve this level of service provision.

During the 2019-2020 financial year, Barkly Regional Council is expected to receive total operating revenues of \$21.68 million. Of this revenue, 70% is expected to be sourced from grants, 17% from general rates and kerbside collection charges, 7% from Government contracts and agency services, 5% from general services and user charges, and the remaining 1% from other sources. In addition, Council will be looking to source an additional \$3.05 million in capital grant revenues in order to facilitate four major capital infrastructure projects in the Barkly.

Council budgets to levy \$3.67 million in rates revenue, increasing general rates and kerbside waste levy charges by 2.2%. Additional detail is provided within the "Rates" section of the Regional Plan.

An analysis of Council's income streams highlights the reliance of the Barkly region on funding from other levels of government and the limited ability to raise revenue through own source income such as rates and user charges. This is of concern as the council loses its autonomy to make community based decisions when funding is based at the territory or commonwealth government level.

In expenditure terms, the five largest service delivery program areas for the Council are: Night Patrol, Youth Services, Community & Aged Care Services, Municipal & Area Management Services, and Council Services General. The largest component of operating expenditure is wages, salaries and related employee costs, a total of \$14.55 million or 60.0% of total operating costs. This is budgeted to fund 192 full-time equivalent positions across the Barkly region. This makes Council one of the largest employers in the region, and also one of the largest employers of Indigenous people in the Barkly Regional Council area.

The increase in costs of employing staff within the remote locations of the Northern Territory is an ongoing issue the council continues to deal with. This increase is not considered fully by funding agencies when determining grant allocations, often hampering the council's ability to provide quality services to the community.

Additionally, the Council has budgeted \$8.6 million for capital expenditure. \$3.81 million of this expenditure is contingent upon Council finalising Building Better Regions Fund grant support to fund at least 80% of the anticipated project costs. The majority of this budget will be used in the Tennant Creek CBD Streetscape Improvement Project, construction of footpaths and an exercise corridor in Tennant Creek, construction of a specific purpose youth services building in Tennant Creek, the construction of a purpose-built sports and recreation hall in Ali Curung, and a \$1.5 million commitment to the Regional Development Fund under the Regional Deal. Other large capital upgrades are planned to enhance

administration, animal management, information technology, and security & safety services for the region. Funds have been committed to the renewal of footpaths in Elliott and Tennant Creek, and the refurbishment of staff housing in Elliott. There are eleven vehicles and heavy plant due for replacement as per Council's Vehicle replacement program.

The 2019-2020 Council budget projects a \$2.6 million operating deficit after covering for depreciation of \$3.2 million. Council is aiming to fund 20% of its depreciation, funding capital renewals, replacements, and new infrastructure from depreciation, grant contributions and existing cash reserves.

Budget Assumptions:

- All current services will continue to be provided by the Council;
- There are no adverse changes in government policies impacting the Regional Council;
- Depreciation expenses are not able to be covered from operational income;
- Use of depreciation, grant revenues, and cash reserves to fund capital expenditure;
- Any unaccounted operational surpluses will be transferred to asset replacement reserves at the year end;
- All operational and capital grant funding is fully expended;
- Council has no direct control over grants and agency income for future years.

Long-Term Financial Plan 2019-2023

The detailed long term financial plan is contained on pages 51-54.

The target of the council is to move to a consistent small surplus on average over the long term, where by depreciation is fully funded so as to replace assets when they complete their useful life. Major additional assumptions included within the long term financial plan include:

- Continuing reduction in corporate overheads over the next four years
- Consistent investment into replacement of council assets in accordance with Council's Asset Management plans;
- 2% annual increase in CPI effecting costs and grant revenues;
- 2% annual rate increase.

Budget 2019-2020

BUDGETED STATEMENT OF COMPREHENSIVE INCOME for the year ended 30 June 2020

	Actual 2018 \$'000	Forecast 2019 \$'000	Budget 2020 \$'000
INCOME			
Rates	3,617	3,585	3,666
Statutory charges	13	75	87
User charges	1,490	1,109	1,126
Grants, subsidies and contributions	16,066	16,530	15,217
Investment income	125	79	92
Contract Services/Reimbursements	1,004	1,293	1,475
Other income	491	42	16
Total Income	22,806	22,713	21,679
EXPENSES			
Employee costs	13,036	13,279	14,554
Materials, contracts & other expenses	8,348	7,845	6,478
Depreciation, amortisation & impairment	2,938	3,140	3,200
Finance costs	13	13	12
Total Expenses	24,335	24,278	24,244
OPERATING SURPLUS / (DEFICIT)	(1,529)	(1,565)	(2,565)
Net gain (loss) on disposal or revaluation of assets	142	92	-
Amounts Received Specifically for new or upgraded assets	12,793	612	3,049
NET SURPLUS / (DEFICIT) transferred to Equity Statement	11,406	(861)	484
Other Comprehensive Income			
Gain on revaluation of infrastructure, property, plant & equipment	-	-	-
Impairment expense offset to asset revaluation reserve	-	-	-
Total Other Comprehensive Income	-	-	-
TOTAL COMPREHENSIVE INCOME	11,406	(861)	484

BUDGETED BALANCE SHEET

as at 30 June 2020

	Actual	Forecast	Budget
	2018	2019	2020
	\$'000	\$'000	\$'000
ASSETS			
Current Assets			
Cash and cash equivalents	15,767	11,221	7,933
Trade & other receivables	2,505	1,229	1,024
Inventories	42	60	60
Total Current Assets	18,314	12,510	9,017
Non-current Assets			
Infrastructure, Property, Plant & Equipment	29,628	39,239	44,637
Other Non-current Assets	5,298	-	-
Total Non-current Assets	34,926	39,239	44,637
Total Assets	53,240	51,749	53,654
LIABILITIES			
Current Liabilities			
Trade & Other Payables	1,611	975	975
Provisions	943	955	2,225
Total Current Liabilities	2,554	1,930	3,200
Non-Current Liabilities			
Provisions	261	254	405
Total Current Liabilities	261	254	405
Total Liabilities	2,815	2,184	3,605
NET ASSETS	50,425	49,565	50,049
EQUITY			
Accumulated (Deficit)/Surplus Current Year	11,406	(861)	484
Accumulated Surplus	5,157	24,910	17,846
Asset Revaluation Reserves	23,788	23,789	23,789
Unspent Grants Reserve	10,074	1,727	-
TOTAL EQUITY	50,425	49,565	50,049

BUDGETED CASH FLOW STATEMENT

for the year ended 30 June 2020

	Actual 2018 \$'000	Forecast 2019 \$'000	Budget 2020 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES			
<u>Receipts</u>			
Rates - general & other	3,409	3,601	3,878
Fees & other charges	1,974	1,184	1,302
Investment receipts	132	79	92
Grants utilised for operating purposes	15,865	16,530	16,358
Other operating receipts	2,853	1,628	2,050
<u>Payments</u>			
Employee Costs	(12,846)	(13,529)	(13,133)
Contractual services & materials	(9,188)	(7,845)	(6,902)
Other operating payments	(1,837)	-	(1,354)
Finance payments	(13)	(14)	(30)
Net Cash provided by (or used in) Operating Activities	349	1,634	2,261
CASH FLOWS FROM INVESTING ACTIVITIES			
<u>Receipts</u>			
Sales of replaced assets	142	612	-
Amounts specifically for new or upgraded assets	12,793	2158	3,049
<u>Payments</u>			
Expenditure on renewal/replacement of assets	(7,683)	(6,950)	(8,598)
Net Cash provided by (or used in) Investing Activities	5,252	(6,180)	(5,549)
Net Increase (Decrease) in cash held	5,601	(4,546)	(3,288)
Cash & cash equivalents at beginning of period	10,166	15,767	11,221
Cash & cash equivalents at end of period	15,767	11,221	7,933

BUDGETED STATEMENT OF EQUITY

for the year ended 30 June 2020

	Actual 2018 \$'000	Forecast 2019 \$'000	Budget 2020 \$'000
ACCUMULATED SURPLUS			
Balance at the end of the previous reporting period	15,231	16,563	24,049
Net Result for the Year	11,406	(861)	484
Transfer from Reserves	-	10,074	1,727
Transfer to Reserves	(10,074)	(1,727)	-
Balance at the end of the period	16,563	24,049	26,260
ASSET REVALUATION RESERVE			
Balance at the end of the previous reporting period	23,788	23,789	23,789
Balance at the end of the period	23,788	23,789	23,789
UNSPENT GRANTS RESERVE			
Balance at the end of the previous reporting period	-	10,074	1,727
Transfer from Reserves	-	(10,074)	(1,727)
Transfer to Reserves	10,074	1,727	-
Balance at the end of the period	10,074	1,727	-

BUDGETED UNIFORM PRESENTATION OF FINANCES

for the year ended 30 June 2020

	Actual 2018 \$'000	Forecast 2019 \$'000	Budget 2020 \$'000
Operating Revenue	22,806	22,713	21,679
Less Operating Expenses	(24,335)	(24,278)	(24,244)
Operating Surplus/(Deficit) before Capital Amounts	(1,529)	(1,565)	(2,565)
Less Net Outlays on Existing Assets			
less Depreciation, Amortisation and Impairment	(2,938)	(3,140)	(3,037)
less Proceeds from the Sale of Replaced Assets	142	158	-
	(2,796)	(2,982)	(3,037)
Less Net Outlays on New and Upgraded Assets			
Capital Expenditure on new and upgraded assets	7,683	6,950	8,598
less Amounts specifically for new or upgraded assets	(12,793)	(612)	(3,049)
	(5,110)	6,338	5,549
Net Lending/(Borrowing) for financial year	(9,435)	1,791	(53)

Long-term Financial Plan 2020-2024

LONG TERM FINANCIAL PLAN STATEMENT OF COMPREHENSIVE INCOME 2020 - 2024

	Budget 2020 \$'000	LTFP 2021 \$'000	LTFP 2022 \$'000	LTFP 2023 \$'000	LTFP 2024 \$'000
INCOME					
Rates	3,666	3,758	3,852	3,948	4,047
Statutory charges	87	89	91	93	95
User charges	1,126	1,154	1,183	1,213	1,243
Grants, subsidies and contributions	15,217	15,597	15,987	16,387	16,797
Investment income	92	94	96	98	100
Reimbursements	1,475	1,512	1,550	1,589	1,629
Other income	16	16	16	16	16
Total Income	21,679	22,220	22,775	23,344	23,927
EXPENSES					
Employee costs	14,554	14,772	14,994	15,219	15,447
Materials, contracts & other expenses	6,478	6,591	6,706	6,823	6,942
Depreciation, amortisation & impairment	3,200	3,264	3,329	3,396	3,464
Finance costs	12	12	12	12	12
Total Expenses	24,244	24,639	25,041	25,450	25,865
OPERATING DEFICIT	(2,565)	(2,419)	(2,266)	(2,106)	(1,938)
Amounts received specifically for new or upgraded assets	3,049	2,287	2,286	2,000	2,000
NET SURPLUS / (DEFICIT) transferred to Equity Statement	484	(132)	20	(106)	62
TOTAL COMPREHENSIVE INCOME	484	(132)	20	(106)	62

**LONG TERM FINANCIAL PLAN STATEMENT OF CHANGES IN EQUITY
2020 - 2024**

	Budget	LTFP	LTFP	LTFP	LTFP
	2020	2021	2022	2023	2024
	\$'000	\$'000	\$'000	\$'000	\$'000
Accumulated Surplus					
Balance at end of previous reporting period	25,776	26,260	26,128	26,148	26,042
Net (Deficit) for Year	484	(132)	20	(106)	62
Balance at end of period	26,260	26,128	26,148	26,042	26,104
Asset Revaluation Reserve					
Balance at end of previous reporting period	23,789	23,789	23,789	23,789	23,789
Restated opening balance	23,789	23,789	23,789	23,789	23,789
Net (Deficit) for Year	-				
Balance at end of period	23,789	23,789	23,789	23,789	23,789

LONG TERM FINANCIAL PLAN BALANCE SHEET 2020-2024

	Budget 2020 \$'000	LTFP 2021 \$'000	LTFP 2022 \$'000	LTFP 2023 \$'000	LTFP 2024 \$'000
ASSETS					
Current Assets					
Cash and cash equivalents	7,933	5,476	5,104	4,439	4,012
Trade & other receivables	1,024	1,044	1,065	1,086	1,108
Inventories	60	44	45	45	44
Total Current Assets	9,017	6,564	6,214	5,570	5,164
Non-current Assets					
Infrastructure, Property, Plant & Equipment	44,637	47,023	47,458	48,062	48,598
Total Non-current Assets	44,637	47,023	47,458	48,062	46,598
Total Assets	53,654	53,587	53,672	53,632	53,762
LIABILITIES					
Current Liabilities					
Trade & Other Payables	975	995	1,015	1,035	1,056
Provisions	2,225	2,270	2,315	2,361	2,408
Total Current Liabilities	3,200	3,265	3,330	3,396	3,464
Non-current Liabilities					
Provisions	405	405	405	405	405
Total Non-current Liabilities	405	405	405	405	405
Total Liabilities	3,605	3,670	3,735	3,801	3,869
NET ASSETS	50,049	49,917	49,937	49,831	49,893
EQUITY					
Accumulated Surplus	26,260	26,128	26,148	26,042	26,104
Asset Revaluation Reserves	23,789	23,789	23,789	23,789	23,789
TOTAL EQUITY	50,049	49,917	49,937	49,831	49,893

LONG-TERM FINANCIAL PLAN CASH FLOW STATEMENT 2020 - 2024

	Budget	LTFP	LTFP	LTFP	LTFP
	2020	2021	2022	2023	2024
	\$'000	\$'000	\$'000	\$'000	\$'000
CASH FLOWS FROM OPERATING ACTIVITIES					
<u>Receipts</u>					
Rates - general & other	3,878	3,758	3,852	3,948	4,047
Fees & other charges	1,302	1,223	1,253	1,285	1,316
Investment receipts	92	94	96	98	100
Grants utilised for operating purposes	16,358	15,597	15,987	16,387	16,797
Other operating receipts	2,050	1,528	1,566	1,605	1,645
<u>Payments</u>					
Employee Costs	(13,133)	(14,728)	(14,949)	(15,173)	(15,400)
Contractual services & materials	(6,902)	(6,554)	(6,687)	(6,803)	(6,920)
Other Operating payments	(1,354)	-	-	-	-
Finance payments	(30)	(12)	(12)	(12)	(12)
Net Cash provided by (or used in) Operating Activities	2,261	906	1,106	1,335	1,573
CASH FLOWS FROM INVESTING ACTIVITIES					
<u>Receipts</u>					
Amounts specifically for new or upgraded assets	3,049	2,287	2,286	2,000	2,000
<u>Payments</u>					
Expenditure on renewal/replacement of assets	(8598)	(5,650)	(3,764)	(4,000)	(4,000)
Net Cash provided by (or used in) Investing Activities	(5,549)	(3,363)	(1,478)	(2,000)	(2,000)
Net Increase (Decrease) in cash held	(3,288)	(2,457)	(372)	(665)	(427)
Cash & cash equivalents at beginning of period	11,221	7,933	5,476	5,104	4,439
Cash & cash equivalents at end of period	7,933	5,476	5,104	4,439	4,012

Rating Policy

Rate Revenue

Council's budget for 2019/2020 contains rate revenues from rates and charges of \$3.676M.

Basis of Rates

Under the *NT Local Government Act (Chapter 11)*, land within a local government area is divided into three basic categories:

- General rateable land;
- Conditionally rateable land; and
- Exempt land.

Rates are charged against rateable and conditionally rateable land.

General Rateable Land

Pursuant to Section 148(3) of the *NT Local Government Act*, Council adopts:

1. Differential valuation-based rates for the township of Tennant Creek fixed for different zones.
2. Differential valuation-based rates for the township of Elliott fixed for different classes of allotments.
3. Differential fixed charge for other allotments within the Council area fixed for different classes of allotments.

For allotments in the towns of Tennant Creek and Elliott the general rate is a valuation-based charge where the basis of assessed value is the unimproved capital value (UCV) of the land subject to rates.

For allotments in other parts of the Council area, the general rate is a fixed charge.

Differential Rates Schedule

Allotments in the town of Tennant Creek	
Multiplier	Zone
2.7835	SD (Single Dwelling)
0.9080	RL (Rural Living)
3.5912	MD (Multiple Dwelling)
8.9158	CL (Community Living)
1.8479	MR (Medium Density Residential)
6.6115	C (Commercial)
7.0971	TC (Tourist Commercial)
6.0900	SC (Service Commercial)
4.5155	CP (Community Purpose)
3.0751	OR (Organised Recreation)
8.7242	LI (Light Industrial)
8.0312	GI (General Industry)
0.6972	UF (Urban Farm Land)

Allotments in the town of Elliott	
Multiplier	Description
0.9477	Allotments used principally for commercial or business purposes
0.5573	All other allotments not included above

Allotments in the town of Newcastle Waters	
Fixed Charge	Description
\$998.32	Allotments used principally for commercial or business purposes
\$220.81	All other allotments not included above

Allotments in community & surrounding living areas of Ali Curung, Alpururulam, Ampilatwatja, Imangara & Wutunugurra	
Fixed Charge	Description
\$1,189.07	Allotments used principally for commercial or business purposes
\$1,003.51	All other allotments not included above

Allotments in Council area (excluding those comprised in other parts of this schedule)	
Fixed Charge	Description
\$1,189.07	Allotments used principally for commercial or business purposes
\$1,003.51	All other allotments not included above

Conditionally Rateable Land

Pursuant to Section 142 of the *NT Local Government Act*, Land held under the pastoral lease and land occupied under a mining tenement is rated as approved by the Minister for Local Government and determined by the Northern Territory Government. Conditional rates are the subject of a Gazette Notice. A copy of the Gazette notice is also available on the website <https://www.barkly.nt.gov.au/uploads/pdfs/Gazette-Notice-Conditionally-Rateable-Land-17-April-2019.pdf>

Pastoral Leases

Rates are calculated by using the unimproved capital value multiplied by 0.000306. The minimum rate for these properties is \$376.45.

The amount the Council will be able to raise by way of rates is \$105,324.

Active Mining Leases

Assessed Value is as defined at section 149(3) of the *Local Government Act*.

Rates are calculated by multiplying the assessed value by 0.003475. The minimum amount payable shall be \$890.96.

The amount the Council will be able to raise by way of rates is \$2,615.

The following table shows the number of properties by location within each of rating zones.

Zone	Tennant Creek	Elliott	Newcastle Waters	Ali Curung	Alpurrurulam	Ampilatwatja	Arlparra	Wutunugurra
C - Commercial	72	6						
CL - Community Living	10							
CP - Community Purposes	6							
GI - General Industrial	8							
LI - Light Industrial	74							
MD - Multi Dwelling Residential	164							
MR - Medium Density Residential	1							
OR - Organised Recreation	3							
RL - Rural Living	29							
SC - Service Commercial	9							
SD - Single Dwelling Residential	705							
TC - Tourist Commercial	4							
UF - Urban Farmland	1							
Pastoral	49							
Active Mining	-							
Fixed Charge Residential	16	36	7	88	83	49	5	31
Fixed Charge Commercial	70	-	5	2	1	2	0	1

Waste Management Charges

That, in relation to Council's function of sanitation and waste management, Council, pursuant to Section 157 of the *Local Government Act (2008)*, hereby makes the following charges:

Council imposes charges in respect of the garbage collection service for Tennant Creek, Elliott, Newcastle Waters, and allotments in the communities and surrounding living areas of Ali Curung, Alpurrurulam, Ampilatwatja, Arlparra and Wutunugurra.

Where a business uses a waste management facility operated by the Regional Council and/or receives waste collection services from the Regional Council, waste charges will apply.

(a) Each allotment in Tennant Creek, Elliott and Newcastle Waters:

Where a waste collection service is provided using a 240 litre capacity receptacle, or where Council is willing and able to provide:

- each weekly kerbside service \$ 375.28 per annum
- each additional weekly kerbside service \$ 375.28 per annum
- each daily kerbside service \$ 1,086.49 per annum

(b) Each allotment in the communities and surrounding living areas of Ali Curung, Alpurrurulam, Ampilatwatja, Arlparra and Wutunugurra:

Where a waste collection service is provided using a 240 litre capacity receptacle, or where Council is willing and able to provide:

- each weekly kerbside service \$ 1,086.49 per annum
- each additional weekly kerbside service \$ 487.24 per annum

The amount the Council proposes to raise by way of waste management charges is \$932,674.

Penalty for Late Payment

That, pursuant to Section 162 of the **Local Government Act NT**, Council determines that the relevant interest rate which accrues on overdue rates will be 10 percent per annum.

Rates Concessions

It is acknowledged that some individual ratepayers may experience difficulties adhering to the rating policy.

Consideration will be given to granting a rate concession (that is, a reduced or deferred payment) in instances of financial hardship, to correct anomalies in the rating system or where there is some public benefit.

Ratepayers may seek consideration of their rates through application under the **Rates Exemption and Concession Policy**. Information is available on the website.

Social and Economic Impacts of Rating Policy

The Council's current income is derived from four basic sources:

- Income from rates and statutory charges;
- Local Government Operational Grants;
- Grants provided by other Agencies to undertake specific funded programs (such as Aged Care); and
- Commercial income which is generated from commercially let contracts.

In determining the rating regime for this year, the Council has considered a number of factors, including:

- The Council's statutory and legislative obligations;
- The service level expectations of the communities, residents and ratepayers;
- The funding environment and the overall reduction in income from grant and own source income.
- The asset management and asset renewal obligations of the Council;
- The Council's priorities with regards to local employment and maintenance of community based employment and training opportunities;
- How current and future rating practices will impact on the Council's financial sustainability,
- How existing services (particularly waste management and animal management) can be funded from existing revenue sources; and
- The impact of the leasing arrangements for Aboriginal owned land on the Council's existing budget.

In determining the rating regime for 2019/2020, the Council has considered its sources of "own source income" as discussed in the "**Analysis of Budget**".

Elected Member and Local Authority Allowances

Elected Member Allowances

In accordance with Section 71 of the *Local Government Act NT*, Barkly Regional Council proposes to pay the following elected member allowances in 2019/2020:

Elected Member Allowances			
Allowance	Mayor	Deputy-Mayor	Councillors
Base Allowance	\$74,742.90	\$27,637.93	\$13,442.75
Electoral Allowance	\$19,672.93	\$4,919.13	\$4,919.13
PD Allowance	\$3,734.50	\$3,734.50	\$3,734.50
Maximum Extra Meeting Allowance	-	-	\$8,961.83
Total Claimable	\$98,150.33	\$36,291.56	\$31,058.21

Acting Principal Member Allowance		
Allowance	Amount	
Daily Rate	\$260.04	The maximum Acting Principal Member Allowance is 90 days per acting Principal Member.
Maximum Claimable	\$23,403.60	

The amount budgeted for the Elected Member expenses and allowances (excluding travel costs and accommodation expenses) is \$362,564.

Local Authority Allowances

Local Authority Allowances are established by the Minister for Local Government. The allowances for Local Authorities based on revenue units as follows:

- Chair, if eligible, 143 revenue units
- Other eligible members 107 revenue units.

The Department of Treasury and Finance has established the revenue unit for the period 1 July 2019 - 30 June 2020 at \$1.21 per unit.

Local Authority Allowances		
Allowance	Chairperson	Member
Revenue Units	143	107
Base Allowance per Meeting	\$173.00	\$129.00
Maximum 12 meetings per year	\$2,076.00	\$1,548.00

The amount budgeted for the Local Authority member expenses and allowances (excluding catering, travel and support expenses) is \$105,474.

Council Fees and Charges 2019-2020

(Effective 1st August 2019 - 31st July 2020)

Review of Fees and Charges	Proposed Fees & Charges 2019-2020	Fees & Charges 2018-2019
Rates		
Rates search	\$99.00	\$98.00
Failure to notify change of address – 20 penalty units @ \$153.00	\$3,060.00	\$3,060.00
Animal Control		
Annual Registration – Intact dog	\$270.00	\$267.00
Annual Registration – Desexed dog	\$44.00	\$43.00
Annual Registration – Intact dog *Concession	\$215.00	\$214.00
Annual Registration – Desexed * Concession	\$38.00	\$37.00
Pound fees – Charge per day	\$30.00	\$84.00
Dog and Cat traps (per day per trap)	Free	free
Deposit for traps	\$110.00	\$110.00
Replacement registration tag	\$21.00	\$21.00
Animal Control Penalties – Tennant Creek as per By-Laws Control of Dogs (2016)		
Keeping a dog that is not registered	\$200.00	\$200.00
Dog, when at large, is not under effective control	\$200.00	\$200.00
Dog attacks a person	\$500.00	\$500.00
Dog attacks an animal	\$500.00	\$500.00
Dog menacing person	\$500.00	\$500.00
Dog menacing animal	\$500.00	\$500.00
Enticing a dog act in manner that may render owner liable to prosecution	\$200.00	\$200.00
Dog chasing vehicles / Bicycles	\$200.00	\$200.00
Abandoning a dog within the municipality		
Dogs causing nuisance	\$200.00	\$200.00
Abandoning dogs	\$500.00	\$500.00
Obstructing pound supervisor in the execution of his/her duties	\$200.00	\$200.00
Sterilization marks and certificates	\$200.00	\$200.00
Providing false information	\$200.00	\$200.00
Keeping more than 2 dogs unless the premises are licenced		
Diseased dogs	\$200.00	\$200.00
Civic Hall Hire		
Hire rate per hour (min 3 hour)	\$60.00	\$60.00
Hire rate per day (Government & Commercial)	\$590.00	\$590.00
Hire rate per day (Concession)*	\$292.00	\$292.00
Acoustic operation fee per hour (min 3 hour)	POA	\$36.00
Bond (refundable after cleaning inspection)	\$560.00	\$560.00
Cleaning fee per hour (max \$450.00)	\$75.00	\$72.00
Key deposit (Cash Only)	\$100.00	\$100.00
Alarm Callout Fee	\$110.00	\$100.00
*The concession is available to Community associations and events on application		
Peko Park - Key Deposit (Cash Only)	\$100.00	\$100.00

Review of Fees and Charges	Proposed Fees & Charges 2019-2020	Fees & Charges 2018-2019
Library		
Interlibrary loans – interstate only POA	POA	POA
Overdue - Video, DVD, CD (per day)	\$3.00	\$3.00
Overdue - Books and spoken word (per day)	\$3.00	\$3.00
Replacement cost – Video, DVD, CD	At Cost	At cost
Replacement cost – Books	At Cost	At cost
Replacement cost – Spoken Word	At Cost	At cost
Replacement cost – Interlibrary loan books	At Cost	At cost
Replacement cost – Lost or damaged items	At Cost	At cost
Internet access – 1 hour (Non-members only)	\$6.00	\$6.00
Internet access – 30 minutes (Non-members only)	\$3.00	\$3.00
Cemetery		
GAZETTED CEMETERIES (Currently Tennant Creek, Elliott)		
Single Plot	\$900.00	\$900.00
Single Plot – half size grave	\$600.00	\$600.00
Double Plot (first burial)	\$900.00	\$900.00
Double Plot (second burial)	\$900.00	\$900.00
Niche Wall	\$750.00	\$750.00
Reserve Plot	\$900.00	\$900.00
Exhumations	\$2,500.00	\$2,500.00
Funerals Directors licence – annual	\$120.00	\$120.00
NON GAZETTED CEMETERIES (Currently All Other Locations)		
Preparing gravesite, site ready for funeral and covering	POA	POA
Waste Disposal – Recyclables – Residential and Commercial		
All Green Waste (any size – not mixed loads)	Free	Free
All Cardboard (any size – not mixed loads)	Free	Free
All Metal (not mixed loads)	Free	Free
Clean fill (clean with no rubbish, rubble, stone, rocks etc.)	Free	Free
Household Rubbish – Barkly Residential Only (proof of residency required)		
Sedan /Station wagon/Motorcycles	Free	Free
Small trailer up to 4'x 6"	Free	Free
UTES (up to 1 tonne capacity)	Free	Free
Standard box trailer (7'x 5')	Free	Free
Standard box trailer (7'x 5') with gates	Free	Free
Large trailer (greater than 7'x5')	Free	Free
Large trailer (greater than 7'x5') with gates	Free	Free
Commercial Waste & Non Residents		
Utes & cars up to 1 tonne	\$20.00	\$20.00
Standard trailer 4x6	\$20.00	\$20.00
Standard trailer 7x5	\$20.00	\$20.00
Truck (up to 4.5 tonne gross tare) light rigid	\$80.00	\$80.00
Truck (between 4.5 tonne and 12 Tonne gross tare) heavy rigid – price per ton of capacity	\$132.00 per cubic metre	\$20.00 per tonne capacity
Commercial waste Barkly based businesses (over 4.5 tonne gross tare)	\$25 per cubic metre	\$50 per tonne
	OR By Commercial Arrangement	

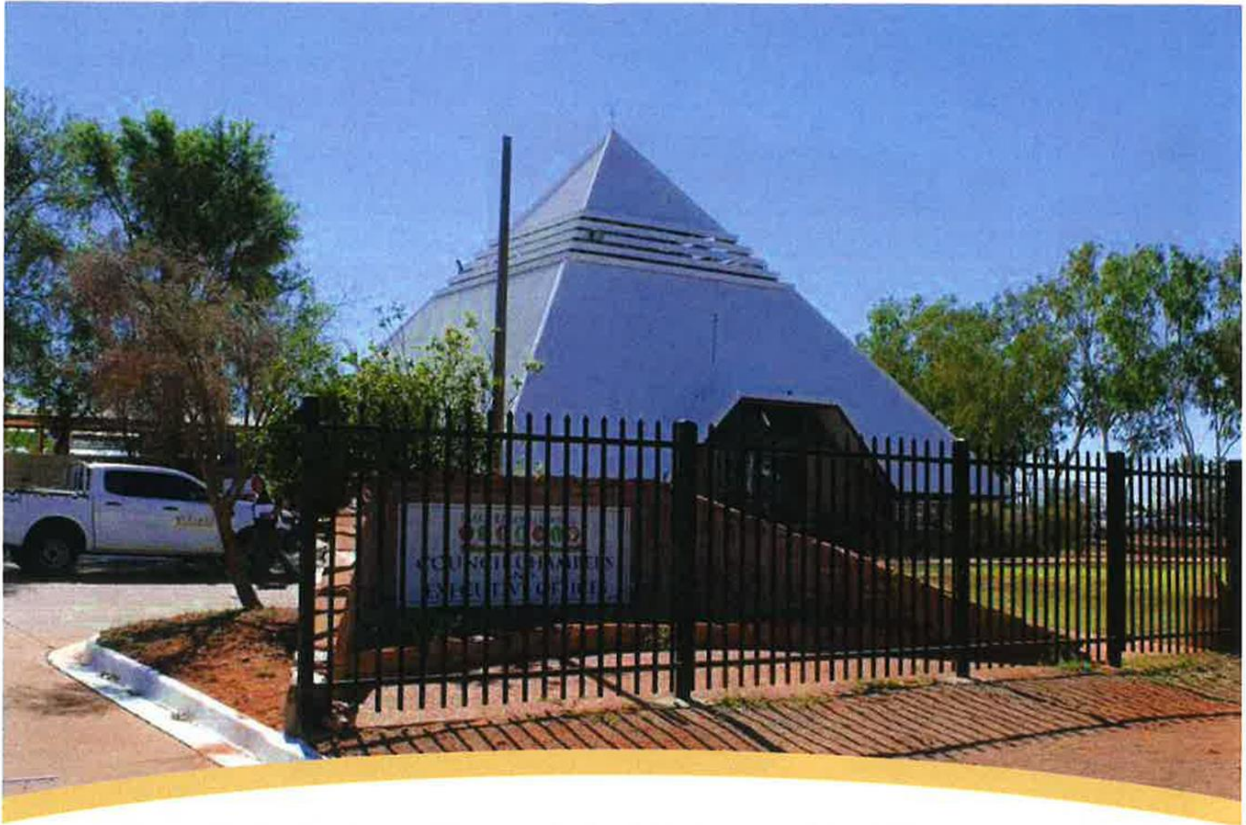
Barkly Regional Council

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Truck (Greater than 12 Tonne Gross tare)	\$132.00 per cubic metre	POA –based on waste
Semi Trailers per trailer		
Review of Fees and Charges	Proposed Fees & Charges 2019-2020	Fees & Charges 2018-2019
Car bodies (drained)	\$180.00	\$180.00
Car bodies(undrained)	\$280.00	\$280.00
Stove	\$5.00	\$5.00
White goods (fridge, freezer – degassed and doors removed)	\$20.00	\$20.00
Air conditioner (degassed only)	\$20.00	\$20.00
Effluent (dumped by contractors per litre)	\$0.10	\$0.10
E-waste per kg	\$10.00	\$10.00
Oil (Hydrocarbon) disposal (per litre)	\$2.50	\$2.50
Oil (Cooking) (per litre)	\$2.50	\$2.50
Tyre Disposal		
Car / Motor Cycle tyres (Each)	\$20.00	\$20.00
Small truck/4WD tyres (Each)	\$25.00	\$25.00
Large truck / semi trailer tyres (Each)	\$45.00	\$45.00
Plant (tractor, loader, grater etc.) tyres each	\$65.00	\$65.00
Retrieval of abandoned items		
Removal of abandoned vehicle	\$290.00	\$285.00
Storage of abandoned vehicle per day	\$15.00	\$15.00
Administration / Advertisement	\$180.00	\$180.00
Plant hours rates – All rates for private hire include operator		
FE Loader – includes operator	\$280.00	\$280.00
Grader – rate per hour	\$280.00	\$280.00
Mobilisation of plant – rate per kilometre	\$3.20	\$3.20
Dozer – D4 or D5 – including operator	\$280.00	\$280.00
Backhoe – including operator	\$260.00	\$260.00
10 tonne tipper – including operator	\$260.00	\$260.00
Water truck	\$200.00	\$200.00
Low loader (Prime Mover and trailer)	\$500.00	\$500.00
Compactor	\$260.00	\$260.00
Bus hire per day (8 hours)	\$800.00	\$800.00
Bus Hire – Per Hour - Min 4 hours including driver	\$100.00	\$100.00
Chainsaw / Push mower / Brush Cutter	\$10.00	\$10.00
Tractor per hour - including	\$160.00	\$160.00
Tractor with attachment – including operator	\$180.00	\$180.00
Sweeper – including operator	\$280.00	\$280.00
Sewage pump out per hour – including operator	\$290.00	\$290.00
Septic pump out per hour – Is charged from the time the truck leaves the depot arrives at job and empties the tank and returns to the depot, this way travel time is included in the price of the job.		
Skid Steer loader – including operator per hour	\$180.00	\$180.00
Fork lift (per hour or part there of)	\$80.00	\$80.00
Tele-handler	\$150.00	\$120.00

Review of Fees and Charges	Proposed Fees & Charges 2019-2020	Fees & Charges 2018-2019
Fork lift	\$150.00	\$160.00
Labour hire per hour (office hours)	\$110.00	\$105.00
Supplier water from stand pipe (Per KL + \$40.00 opening closing fee for each use)	\$2.50	\$2.40
Information Act Fees and Charges		
Application fee non – personal information	\$30.00	\$30.00
Access information (per hour)	\$25.00	\$25.00
Deposit for access to information	\$25.00	\$25.00
Administration		
Binding A4 document	\$20.00	\$20.00
Laminating A4	\$2.00	\$2.00
Laminating A3	\$5.00	\$5.00
By Laws (free on website)	\$30.00	\$30.00
Copy of Minutes (free on website)	\$6.00	\$6.00
Copying Services		
Laminating business card size	\$3.00	\$3.00
A4 B/W	\$0.20	\$0.20
A4 Colour	\$0.50	\$0.50
Faxing Services		
Fax per A4 page first page	\$4.00	\$4.00
Per page thereafter	\$1.00	\$1.00
Fax per A4 page first page overseas	\$12.00	\$12.00
Per page thereafter	\$2.00	\$2.00
Free call all pages	\$2.00	\$2.00
To receive faxes per page	\$5.00	\$5.00
Public places fee per month		
Billboards on adjoining lands	\$60.00	\$60.00
Advertising on buildings	\$60.00	\$60.00
Signboard in or on a public place	\$70.00	\$70.00
Removal of flammable undergrowth POA	POA	POA
Removal of Rubbish	POA	POA
Swimming Pool		
Adult	\$5.50	\$5.50
Child	\$2.50	\$2.50
Child under the age of 5 (with a paying adult/supervisor)	Free	Free
Pensioner	\$3.00	\$3.00
Spectator	Free	Free
Carer of a person with disability	Free	Free
Adult 10 Swim Concession cards	\$50.00	\$50.00
Child 10 swim concession cards	\$22.00	\$22.00
Pensioner 10 swim Concession cards	\$27.00	\$27.00
Adult season pass (pro rata available)	\$310.00	\$310.00
Child season pass (pro rata available)	\$155.00	\$155.00

Review of Fees and Charges	Proposed Fees & Charges 2019-2020	Fees & Charges 2018-2019
Pensioner season pass (pro rata available)	\$170.00	\$170.00
Family pass per season - 2 adults and 2 children (pro rata available)	\$615.00	\$615.00
Family Pass Extra Child	\$50.00	\$48.00
Pool Hire Non-Commercial incl 2 x Lifeguards p/h (out of hours)	POA	\$260.00
Pool Hire Non-Commercial incl 2 Lifeguards p/h (facility closed)	POA	\$310.00
Pool Hire Commercial incl 2 x Lifeguards p/h (out of hours)	\$380.00	\$360.00
Pool Hire Commercial incl 2 Lifeguards p/h (facility closed)	\$480.00	\$460.00
School Swimming Carnival incl 2 x Lifeguards p/h (facility closed)	POA	POA
School Swimming Carnival extra Lifeguard p/h	\$60.00	\$55.00
Parties/functions during pool hours Adult per person	POA	\$5.00
Lane Hire per month		\$80.00
Lane Hire – 4 hour block where no lifeguard required (out of hours only). Including admission for primary person	\$20.00 + admission per person	
TC Swimming Club	POA	
Purkiss Reserve & public parks– per day		
Community/Non-Profit per day	Corporate per day	Seasonal/Annual
Main Oval & Change Rooms (Purkiss Reserve)	\$400.00	POA –User Agreement
Kiosk	100.00	POA –User Agreement
Baseball Oval	\$50.00	POA –User Agreement
Basketball Court	\$30.00	POA –User Agreement
Tennis Court	\$30.00	POA –User Agreement
General area – Purkiss Reserve	\$50.00	
Peko Park	\$100.00	
Power	\$20.00 - \$100 key deposit	
Lake Mary Ann	\$200.00	
Power	\$20.00 - \$100 key deposit	
There is a \$300 facility bond payable per hire (as per terms & conditions of hire)		



Barkly Regional Council Contacts

Tennant Creek Offices

Phone: 08 8962 0000
Fax: 08 8963 3302
Postal: PO Box 821, Tennant Creek NT 0861
Executive: 41 Peko Road, Tennant Creek NT
Library: 41 Peko Road, Tennant Creek NT
Finance: 58 Peko Road, Tennant Creek NT
Depot: 1 Maloney Street, Tennant Creek NT
Email: reception@barkly.nt.gov.au

Community Delivery Centres

ALI CURUNG

Phone: 08 8964 2906
Fax: 08 8964 1975
Postal: Community Mail Bag 188, Ali Curung via Alice Springs NT 0872

ALPURRURULAM

Phone: 07 4748 4800
Fax: 07 4748 4913
Postal: Private Mail Bag 23, Mt Isa, Queensland 4825

AMPILATWATJA

Phone: 08 8956 9966
Fax: 08 8956 9153
Postal: Private Mail Bag 68, via Alice Springs NT 0872

ARLPARRA

Phone: 08 8956 9099
Fax: 08 8956 9851
Postal: Private Mail Bag 127, via Alice Springs NT 0872

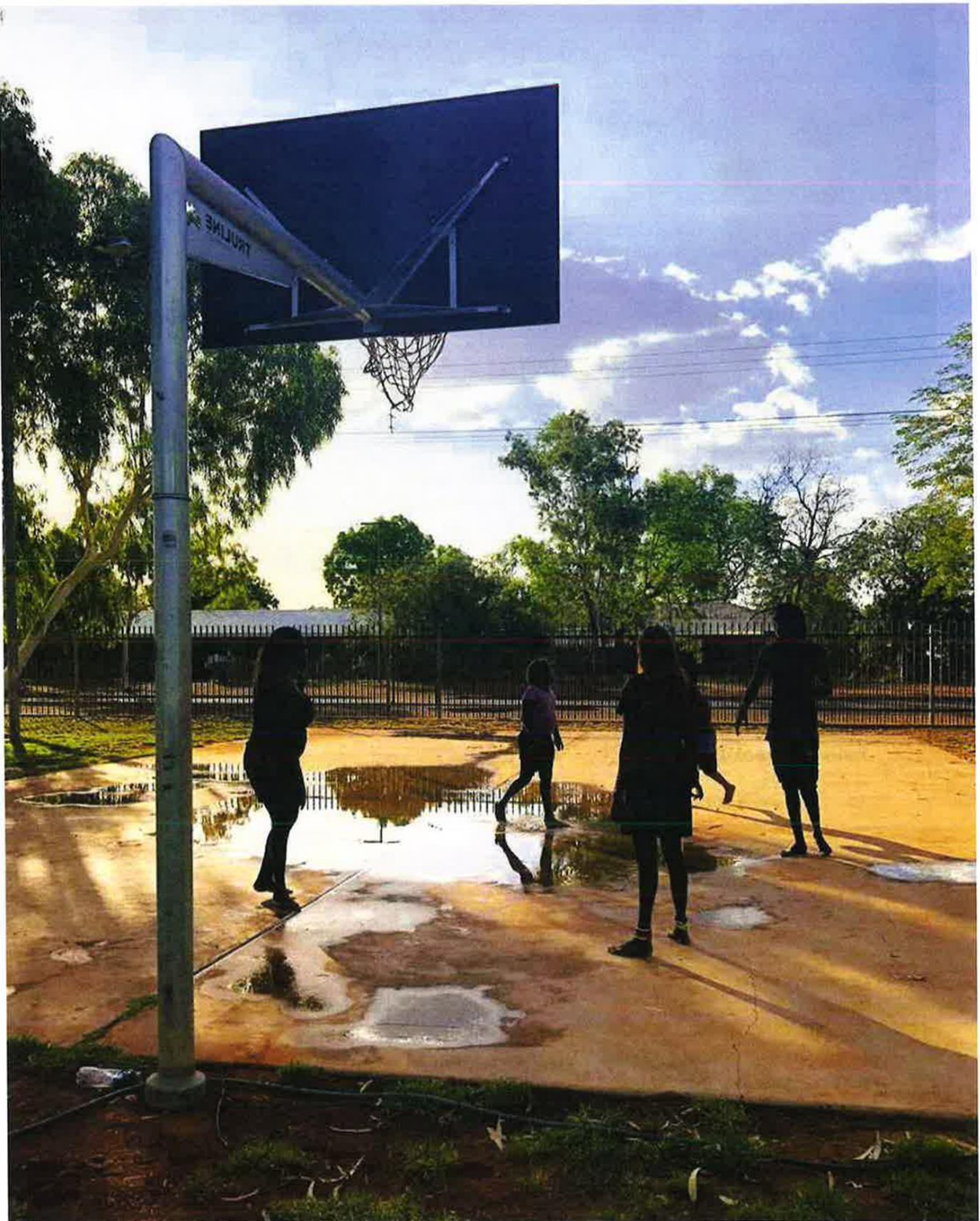
ELLIOTT

Phone: 08 8969 3901
Fax: 08 8969 2076
Postal: C/- Post Office, Elliott NT 0862

WUTUNUGURRA

Phone: 08 8964 1688
Fax: 08 8964 1901
Postal: Private Mail Bag 148, Via Alice Springs NT 0872

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