ANNUAL REPORT
2022–2023

Shire of Koorda

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SHIRE INTRODUCTION & STATISTICS

Take the road less travelled to the Shire of Koorda and enjoy the peaceful atmosphere of this small country town. Catch a movie under the canopy of stars at the Koorda Drive In or take a serene stroll around one of the many nature reserves Koorda has to offer. Colourful flowering shrubs and wildflowers are a blaze of glory many months of the year.

Approximately three hours' drive north-east of Perth and situated along the popular 'Wheatbelt Way' self-drive trail, Koorda's main industries include wheat, coarse grain and sheep farming.

Koorda is famously referred to as 'Corn Dolly Country', attracting sightseers wanting to learn more about this ancient tradition of creating 'dollies' from stalks and husks of wheat. While in town, explore some of Koorda's main attractions.

Koorda Drive In Theatre
The iconic Koorda Drive In Movie Theatre is one of only three left in WA, showing two new release movies at its monthly screenings. It's a fantastic activity for making memories.

Museums
Koorda boasts two new museums. Koorda Museum draws on the building's origins as a hospital in the years before World War II.

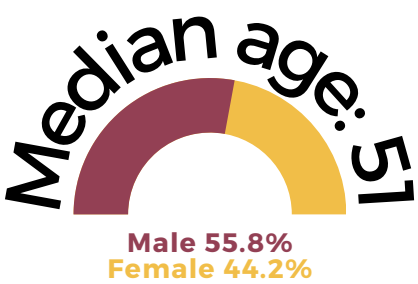
It is worth a visit to view the collection of antique medical and surgical equipment that was used in the former hospital ward. There is also a large display of early farming machinery and pioneer homestead artefacts.

The Motor Museum and Military collection has an extensive private collection of motor and military memorabilia and café where you can rest and have a cuppa.

Koorda Swimming Pool
The Koorda Swimming Pool consists of one large and two small swimming pools. Open from November to April, the facilities include a barbecue area and plenty of grassed shaded areas to enjoy.

Granite Outcrops and Wildflowers
For natural splendour, there's a wealth of granite outcrops and wildflowers to be discovered. Near to town you can find Mollerin Rock, Newcarlbeon, Badgerin Rock, Native Flora Reserve and Moningarin.

These picturesque outcrops each have their own peculiar mini environment of magnificent wildflowers and native shrubs including the Koorda Rose, dozens of bird varieties and native animals including kangaroos and echidnas. Most have picnic and/or barbecue facilities.



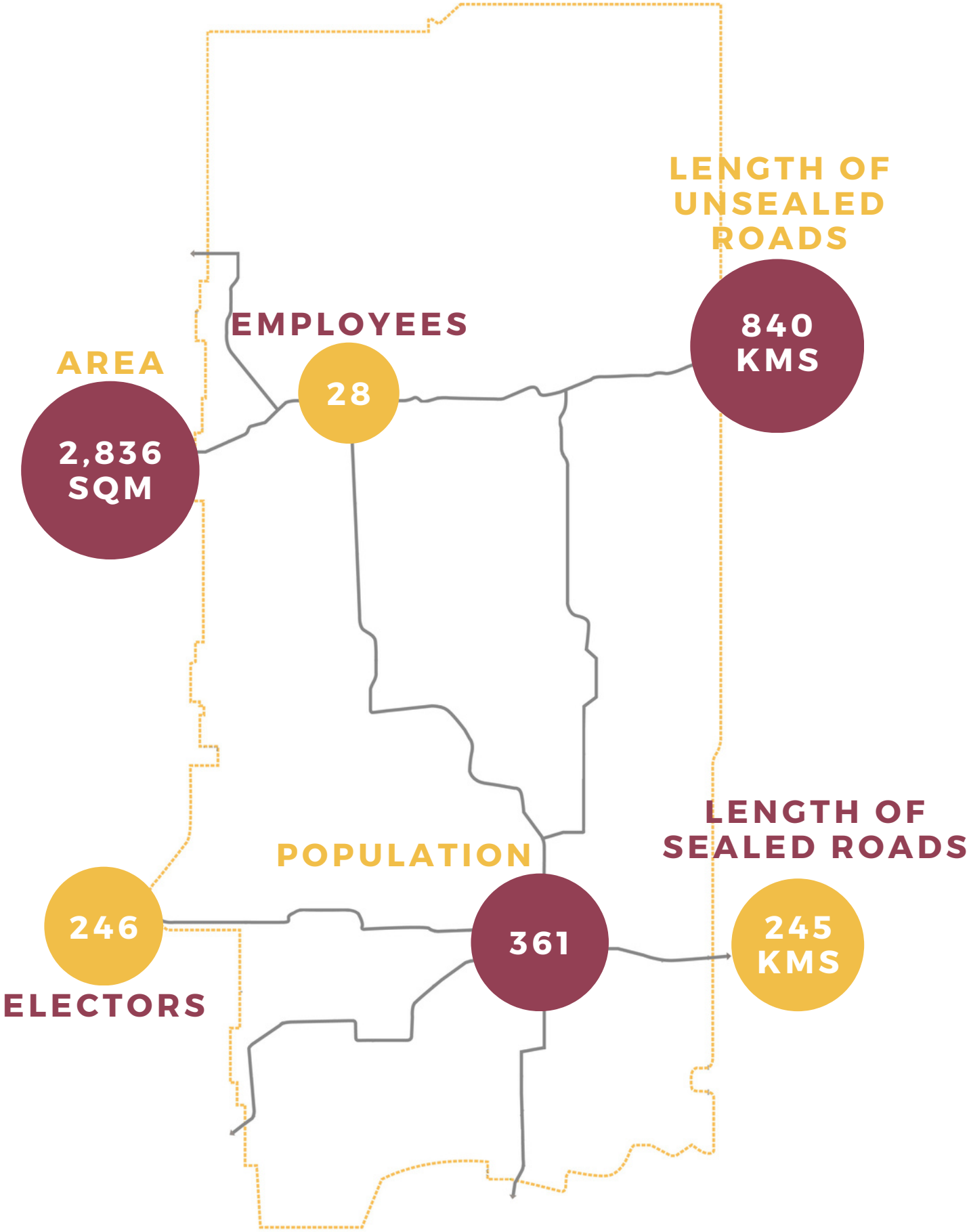
All private dwellings

246

- Average number of people per household **2.2**
- Median weekly household income **$1,341**
- Median monthly mortgage repayments **$748**
- Median weekly rent **$129**
- Average number of motor vehicles per dwelling **2.3**

Average number of children per family;
for families with children **2.1**
for all households **0.5**

SHIRE INTRODUCTION & STATISTICS



PRESIDENTS MESSAGE

It gives me great pleasure to comment on the 2022/23 Annual Report. I hope that Councillors, Staff and Community take a moment to reflect on the substantial milestones achieved by the Shire over the past 12 months.

This year we began a major review of our governance structures including the Delegation Register (and reporting), Council Policies, Council and Staff Code of Conduct, as well as the completion of the Financial Management, Risk Management, Legislative Compliance, and Internal Controls Review.
While the review of these policies and procedures has included a substantial workload internally, with progress made so far, and at completion, our organization will be in a strong position for leadership and decision making into the future. I would like to thank Lana Foote for her ongoing commitment to this review.

The council also welcomed the Governance Review papers from the Wheatbelt Secondary Freight Network. With our previous Shire President Ricky Storer being instrumental in the Network's conception, robust governance and planning will ensure the group are in a strong position to advocate, prioritize and manage future upgrades to wheatbelt road projects.

Our Works Team have once again completed a comprehensive works program across the shire, with Council receiving many compliments on our roads and the neat presentation of the town. Thank you to Darren West and his team for the high standards they set in completing projects.

NEWROC continues to advocate for regional collaboration and service delivery. Council has supported an application for NEWROC to form a Regional Subsidiary.

Economic investments within our shire have been particularly strong with 2022/23 seeing Telstra investing in a 5G Telstra Tower upgrade, CBH Emergency Grain Storage completed and Workers Accommodation planned, a Eucalypt Woodlands Project planned and a Crisp Wireless tower built at Newcarlbeon.

Health Services are an ongoing concern for Council with continuous communication and partnership with the Shire of Wyalkatchem on our Doctor service, and with WA Country Health on our Nursing Post service.

Waste Management is still a priority for council, with the Strategic Waste Management Plan and the Waste Facility Landfill Closure Management Plan adopted at the November 2022 Council meeting.

Round Three of the Local Roads and Infrastructure funding project: Recreation Ground Upgrade and Extension, tender was awarded in December 2022. There has been a significant delay with the project due to labour shortages. Funding for this project has been carried forward to the 2023/24 budget and we look forward to the commencement of this community project.

While the Council has seen unprecedented funding opportunities arising over the past two years, significant consideration is given to the capacity of the Council and Community to service and maintain liabilities into the future.

While outside the 12-month reporting period, in August this year we bid farewell to our CEO Darren Simmons. I would like to acknowledge his contribution to the Shire and community during his four-year tenure.

In closing I would like to congratulate and thank Council and Staff for their commitment over the past 12 months. Thanks also must go to the community for supporting us through the many opportunities and challenges that arise throughout the year. Your feedback allows us to make informed decisions on behalf of the community.

Jannah Stratford
President

ACTING CEO COMMENT

It is a pleasure to be able to provide comment for the 2022/2023 Annual Report.

It has been a busy few years working towards delivering a number of key infrastructure projects, following the COVID stimulus funding handed to Local Governments through the Local Roads and Community Infrastructure Fund. We have been fortunate to be able to complete some fantastic projects for our community, and visitors alike, with upgrades to Yalambee Short Term Accommodation, Caravan Park Ablutions and Bays, and most recently the proposed upgrades and extensions to the Koorda Recreation Centre.

Due to delays with the planned Recreation Upgrade and Extension project, we were able to use the 2022/2023 financial year to undertake some critical reviews of our current documents, system processes and procedures.

Council established a Policy Review Committee, who have worked thoroughly to complete a comprehensive review of the current Council Policies and recommended updates to policies by way of updating, merging, rescinding or transferring to the Operational Policy Manual. Although this work wasn't entirely completed during 2022/2023, the outcome once complete will have a lasting impact on our Council now and into the future, with policies providing a strong foundation to decision making processes.

Under Regulation 17 of the Local Government (Audit) Regulations 1996, the CEO is to review the appropriateness and effectiveness of a local government's systems and procedures in relation to; risk management, internal control and legislative compliance. An external company, in Moore Australia, were contracted to undertake this thorough review and provided a report on any areas requiring improvement. Significant work has been undertaken by Staff to remediate improvement recommendations.

In addition to this, a complete re-write of the Shire's Delegation Register was undertaken, and adopted by the Council in May 2023.

The Shire Economy continues to grow with a large amount of property sales during the 2022/2023 year. Twenty two rural properties sold for a combined value of $17.2million, and eleven town properties with a sale value of $1.2million. On top of this, $7.97million worth of development applications and building applications were received over twelve applications.

Provision for Health Services still remains a high priority on the Council's agenda. During the year, WA Country Health Services extended their lease on the Koorda Health Centre, from 1 February 2023 to 31 January 2025, with an option to extend to 2027 and 2029. To further cement the relationship between the Shire of Koorda and the Shire of Wyalkatchem with regard to the provision of Doctor Services, a Deed of Agreement was signed by both Shires to compliment the work that has been undertaken by both parties in securing and maintaining a high level of Doctor Services for both communities.

A notable mention to President Stratford, CEO Darren Simmons and Shire of Wyalkatchem President Quentin Davies and CEO Peter Klein for the mountain of work and advocacy undertaken behind the scenes.

In closing, I would like to extend a thanks to the Council and Staff cohort for the unwavering support and commitment during another busy year. Looking forward, we have some exciting projects coming up, and the ground work undertaken during 2022/2023 won't go unnoticed.

A special thank you to our community members who continue to support each other and the Shire as we translate your priorities and goals into action.

Lana Foote
Acting CEO

HIGHLIGHTS

Asphalting of the driveway at Yalambee Units.

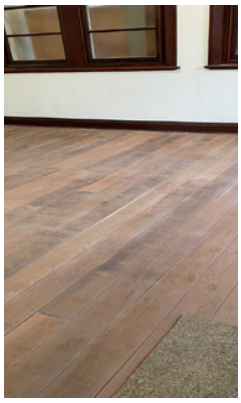
^ CWA Building Upgrades included roof and floor board restoration work.

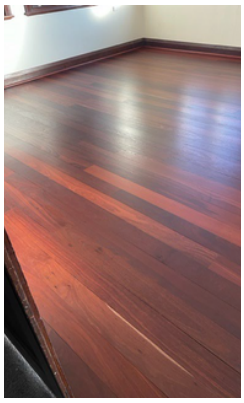
Community Citizen of the Year

Two nominations were received for Community Citizen of the year; Marissa Chandler & Kylie Burrell. The 2022 Community Citizen of the Year was awarded to Marissa Chandler.

Marissa Chandler accepting the award

Kylie Burrell receiving her nomination certificate





The Shire was successful in receiving a grant from the Western Australian Government through the State Library of WA. With this grant, we were able to secure two iPads and one Samsung Tablet for public use.

Hosted another successful Seniors Luncheon with catering from Saffron Cakes & Catering.

Purchased a generator to run the Admin Office during power outages.

Hosted a number of successful and positive workshops for the Recreation Ground Upgrade

HIGHLIGHTS

21

11 Council, 3 Special Council, 5 Audit Committee, 1 Works Committee and 1 Electors Meeting.

$17.2M

22 rural property sales were processed throughout the year with a sale value of $17,246,951

$1.2M

11 town property sales were processed throughout the year with a sale value of $1,200,000

$150K

income received from the Yalambee Units in 2022/2023. Up from $41k in 21/22. and $91k from 20/21

2.5

1,756 recorded visitors stayed in Shire owned facilities for an average of 2.5 nights. 60% of these visitors stayed between 1 July - 30 October.

13.7KM

of roads were resealed on three roads for $494k. Sections of roads that were resealed included parts of; Koorda-Kulja, Koorda-Dowerin and Burakin-Wialki.

$985K

spent on full reconstructions on 5.5km over four roads to widen two roads from 6.2m to 8.0m and one from 3.6m to 7.5m

8KM

of gravel roads were re-formed and re-sheeted over four roads for $99k. Roads included Koorda North West, Mollerin Rock South, Dukin West & Mulji.

894

Held ten screenings at the Drive in which attracted 894 visitors. There was an average of 90 visitors per screening.

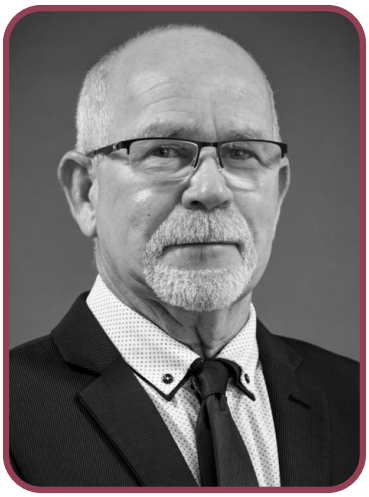
$7.97M

Received and approved; six development applications worth $4.66million, and six building applications worth $3.31million

APPROVED

ELECTED MEMBERS - AS AT 30 JUNE 2023

President
Cr JM (Jannah) Stratford
Term ends 2025



Deputy President
Cr BG (Buster) Cooper
Term ends 2023

Councillor
Cr GW (Gary) Greaves
Term ends 2025

Councillor
Cr GL (Gina) Boyne
Term ends 2023

Councillor
Cr LC (Lea) Smith
Term ends 2023

Councillor
Cr NJ (Nick) Chandler
Term ends 2025

DISCLOSURES

Elected Member Meeting Attendance Record

As per regulation 19B (2)(f) of the Local Government (Administration) Regulations 1996, the annual report must contain information of the number of Council and Committee meetings attended by each Elected Member during the financial year.

(LOA: Leave of Absence. APOL: Apology)

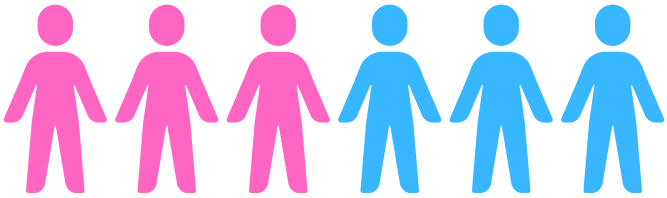
	Council Meetings		Committee Meetings		Electors Meeting
	Ordinary	Special	Audit	Works	Annual
No of meetings held	11	3	5	1	1
Cr JM Stratford	11	3	5	1 (Deputy Member)	1
Cr BG Cooper	8 LOA: 1, APOL: 2	2 LOA: 1	1 (Deputy Member)	1	APOL: 1
Cr GW Greaves	10 APOL: 1	2 APOL: 1		APOL: 1	1
Cr GL Boyne	10 APOL: 1	3			1
Cr LC Smith	10 APOL: 1	3	5		APOL: 1
Cr NJ Chandler	8 APOL: 3	2 APOL: 1	4 APOL: 1	1	1

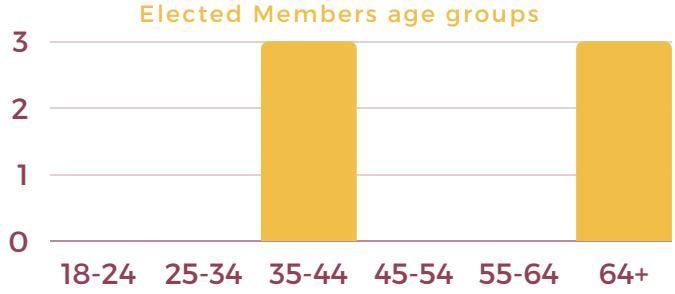
Elected Member Information

As per regulation 19B (2)(g)(h)(i) of the Local Government (Administration) Regulations 1996, the annual report must contain, if available, information on the Elected Members in regard to their; gender, linguistic background, country of birth, age and the number who identify as Aboriginal or Torres Straight Islander.

No Elected Members identify as Aboriginal or Torres Strait Islander.

Elected members were 50% female and 50% male





100% of Elected Members were born in Australia and speak English

Remuneration and Allowance

As per regulation 19B (2)(c) of the Local Government (Administration) Regulations 1996, the annual report must contain information of any remuneration and allowances paid by the local government under Schedule 5.1 clause 9 during the financial year.

During the 2022/2023 period, no remuneration or allowances were paid.

Other Remuneration

As per regulation 19B (2)(d) of the Local Government (Administration) Regulations 1996, the annual report must contain any amount ordered under section 5.110(6)(b)(iv) to be paid by a person against whom a complaint was made under section 5.107(1), 5.109(1) or 5.114(1) to the local government during the financial year.

During the 2022/2023 period, no such amount was ordered to be paid.

DISCLOSURES

Employee Remuneration Disclosure

As per section 19B (a)(b) of the Local Government (Administration) Regulations 1996, the annual report must contain the number of employees of the local government entitled to an annual salary of $130,000 or more, and the number of employees in the local government entitled to an annual salary that falls within each band of $10,000 over $130,000.

Salary Range	Number of Employees
$130,000 - $139,999	0
$140,000 - $149,999	1

Note: In this regulation - remuneration has the meaning given in the Salaries and Allowances Act 1975 section 4(1).
Remuneration includes salary, allowances, fees, emoluments and benefits (whether money or not)

CEO Remuneration

As per regulation 19B (2)(e) of the Local Government (Administration) Regulations 1996, the annual report must contain the remuneration paid or provided to the CEO during the financial year.

The Shire of Koorda is a band 4 local government. The total reward package of a band 4 local government is $131,423 - $206,141.

During the 2022/2023 period, $194,551 was paid/provided to the CEO.

Disability Access and Inclusion Plan (DAIP)

Since 1995 it has been a requirement under the Disability Services Act 1993, that all Western Australian Local Governments develop and implement a Disability Access and Inclusion Plan (DAIP) that outlines the ways in which the Local Government will ensure that people with disability have equitable access to its facilities and services. The plan is to be reviewed and amended at a minimum of every five years.

The Shire of Koorda DAIP 2020-2025 was adopted at the July 2020 Ordinary Council Meeting and includes strategies which will address physical access barriers to Shire facilities and services as well as promote inclusion of people with disability within our community.

Council has continued a program of upgrading access to sealed footpaths and some local amenities to ensure that community members utilising “wheelchairs or gophers” are not disadvantaged. Council continue to monitor their current plan and are considering any additional requirements seen as desirable by Council or the community and ensured it met the key changes between the Disability Service Plans and the now legislated, disability access and inclusion plans (DAIP’s).

National Competition Policy

This policy was introduced by the Commonwealth Government in 1995 to promote competition for the benefit of business, consumers and the economy by removing what was considered to be unnecessary protection of monopolies of markets where competition can be enhanced. It effects local governments as factors such as exemption from company and income tax or possible local regulation and laws may give local government a potential advantage over private contractors.

During the 2022/2023 financial year, the Shire met its obligation concerning National Competition Policy. The Shire has no local laws or policies that contain anti-competitive provisions. No complaints were received during the period.

DISCLOSURES

Freedom of Information

In complying with the Freedom of Information Act 1992, the Shire of Koorda is required to prepare and publish an information statement.

The Shire of Koorda's information Statement is subject to review annually and is available via Council's website or at the Shire Administration Office. The information statement contained advice on the type of documents available to the public and how to access those documents.

The Shire received no Freedom of Information Applications in the 2022/2023 reporting year.

Public Interest Disclosures

The Public Interest Disclosures Act 2003 facilitates the disclosure of public interest information and provides protection for those making disclosures and those who are the subject of disclosures. The Act provides a system for the matters disclosed to be investigated and for appropriate action to be taken.

During the 2022/2023 period, no public interest disclosures were lodged.

Sewerage Scheme Reports

In accordance with the operating license issued to the Shire of Koorda by the Environmental Regulation Authority, a report has been prepared on the operation of the sewerage scheme.

The scheme operated during the 2022/2023 period with an operating expenditure of $74,698 and operating revenue of $125,742 with the costs being ongoing maintenance and asset management.

Council will continue to budget for ongoing operating maintenance, annual sewer cleaning with the balance of the income received being set aside in a Reserve Fund for future requirements. The balance in the Sewerage Reserve at 30 June 2023 was $1,050,190.

For the 2022/2023 period six (6) defect reports were received.

Records Management

The Shire is committed to meeting the requirements of the State Records Act 2000 which requires the Shire to maintain and dispose of all records in the prescribed manner.

The Shire transitioned to an Electronic Document Management System in 2020/2021, utilising IT Vision's software; Altus ECM. Retaining documents in an electronic management system delivers best practice in recordkeeping and provides an efficient document processing service to meet customer needs and volume demands.

In accordance with the State Records Act 2000 the Shire undertook a review of its Record Keeping Plan in 2021/2022. The plan sets out matters regarding how records are created and how the Shire retains its records.

The Shire's reviewed Record Keeping Plan was approved on 5 August 2022 by the State Records Commission and in accordance with section 28 of the State Records Act 2000, the Shire's Plan is to be reviewed by 2026/2027.

DISCLOSURES

Local Government (Rules of Conduct) Regulations 2007 - Complaints Register

These regulations require the reporting of various offences by elected members, as prescribed by the Regulations. Elected members must comply with their obligations under the Local Government Act 1995 and subsidiary legislation. Complaints about elected member conduct are to be made to the Complaints Officer, who in accordance with section 5.120 of the Local Government Act 1995, must be a designated senior employee. The Shire's Complaints Officer is the Chief Executive Officer. Section 5.121 of the Local Government Act 1995 requires the Annual Report to contain details of the entries made about elected members.

There were no formal complaints lodged against elected members in the year under review.

Staff Movements

During 2022/2023 period we bid farewell to seven staff members.

Two of our cleaners retired during the year; Liz Johnston following two years of service and Vicki Verelst with four years of service.

Four of our Plant Operators retired; Jim Madew after completing three years of service, Rod Verelst after four years, Gary Thornton after six years, Ray Clarke after seven years and Rob Fleay following eight years of service to the Shire of Koorda.

We take this opportunity to thank the above staff members for their strong work ethics, efforts and loyal service to the Shire over their tenure.

Strategic Community and Corporate Business Plans

As per regulation 19B (2)(j)(k) of the Local Government (Administration) Regulations 1996, the annual report must detail any modifications to the Local Government's Strategic Community or Corporate Business Plan during the financial year.

The Integrated Strategic Plan (ISP) was adopted by Council at the April 2022 Ordinary Council Meeting as per resolution 060422. The ISP incorporates both the Strategic Community Plan 2022-2032 and Corporate Business Plan 2022-2025.

IPR Reviews

This Integrated Strategic Plan will be subject to a major review requiring extensive community engagement in 2025 as legislated. In addition, council priorities will be reviewed and updated annually to reflect any changes to regional and local priorities, the budget and to service levels.

Progress reporting for the IPR reports can be found on the following pages.

DISCLOSURES

Progress Reporting

The Shire of Koorda has adopted a traffic light based Quarterly Update to report progress to Council and the Community against their documented commitments. In addition, results are formally communicated to the community both quarterly in the Shire Narkal Notes pages and annually via the legislated Annual Report.

OUR COMMUNITY

Community Priorities	Council Actions	22 23	23 24	24 25	Status	Comment
1.1 - Local people feel safe, engaged, and enjoy a healthy and peaceful lifestyle.	**1.1.1 -** Maintain strong working relationships with State Agencies. (e.g. WAPOL, Department of Education and WACHS)	X	X	X	**Ongoing**	Continued advocacy to maintain local services.
	1.1.2 - Advocate for continued improvements in medical, education and support services from other levels of government and the private sector that facilitates aging, living and learning within the Shire.	X	X	X	**Ongoing**	WACHS lease renewal request for Koorda Health Centre. Partnered with Shire of Wyalkatchem to facilitate contract extension for local GP retention. Ongoing Liaison with Shire of Wyalkatchem for the future continued provision of GP services.
	1.1.3 - Facilitate and support events that promote the region and deliver a positive economic impact.	X	X	X	**Ongoing**	Policy Review Committee investigated Community Grants and will work on the policy and framework to be roll them out in 2023/2024 Budget. Supported Festival of Small Halls concert and annual Drive-in screenings.
1.2 - Local volunteer groups supported through initiatives that reduce volunteer fatigue and strengthen their resilience.	**1.2.1 -** Recognise and support the value of our community volunteers and provide meaningful opportunities to contribute to Shire projects and improving local living.	X	X	X	**Ongoing**	Drafting of local "Koorda Awards" to replace Australia Day Awards to be rolled out in the second quarter of 2023/2024.
	1.2.2 - Develop and implement a Community Grants Program.	X	X		**Ongoing**	Guideline drafting commenced during 2022/2023. To roll out in the second quarter of 2023/2024.
	1.2.3 - Make available a list of current grant opportunities to local businesses, clubs and community groups.	X	X	X	**Ongoing**	Local businesses and groups encouraged to liaise with the Koorda CRC (as the Shire's Community Development Officer) for available grants.
1.3 - Emergency services are supported with effective planning, risk mitigation, response, and recovery.	**1.3.1 -** Work with emergency service stakeholders to ensure the Shire and Volunteers meet WHS standards.	X	X	X	**Ongoing**	BFAC Meeting held in June 2023. Meetings scheduled for the 2023/24 year to continue working towards improved training and meeting WHS standards.
	1.3.2 - Conduct regular LEMC meetings and exercises.	X	X	X	**Ongoing**	Quarterly LEMC meetings scheduled in June 2023 for the 2023/24 year.
	1.3.3 - Investigate regional emergency service arrangements. (Policies, procedures, risk management plans).	X		X	**Ongoing**	An MOU with GECZ Shires regarding shared resources during local emergency situations has been developed. NEWROC Shires working on scope to complete an Emergency Services/ Resources Audit.

OUR ECONOMY

Community Priorities	Council Actions	22 23	23 24	24 25	Status	Comment
2.1 - Our local economy grows in a sustainable manner.	**2.1.1 -** Ensure that our planning framework is modern and meets the needs of the relevant zoning stakeholders, such as industry, residential, small business and any emerging opportunities.	X	X	X	**Ongoing**	Allocation in 2023/24 Draft Budget to update the Local Planning Scheme to allow for more than one dwelling on a rural land parcel. Six development applications approved during 2022/2023 totalling $4.66million worth of development.
	2.1.2 - Advocate regionally to reduce economic barriers such as access and reliability of water, electricity, logistics infrastructure and telecommunications.	X	X	X	**Ongoing**	Development Applications for; upgraded Telstra tower within the Koorda Townsite and CRISP Wireless Internet Koorda North Tower. Admin Office Generator purchased. Planning underway for projects under the Seroja Resilience Funding to increase community resilience during emergencies.
	2.1.3 - Investigate the viability of a Business/Economy grant program.	X	X		**On Hold**	Yet to commence. To investigate the need for such a grant program following the roll out of the Community Grants Program.
	2.1.4 - Promote business network development and collaboration. (e.g. CRC business after dark and Wheatbelt Business Network)	X	X	X	**Ongoing**	Koorda CRC, acting as the Shire's Community Development Officer, works with Wheatbelt Business Network to ensure training opportunities for local businesses are available in town.
	2.1.5 - Activate the town centre through community inspired street scaping and initiatives.	X	X	X	**Ongoing**	Koorda Town Team successful in RAC grant application for multiple town scaping projects around town.
2.2 - Tourism helps to diversify and grow our local economy	**2.2.1 -** Contribute to regional tourism marketing campaigns. (e.g. NEWTRAVEL/Wheatbelt Way)	X	X	X	**Ongoing**	NEWTRAVEL membership continued and meetings attended in July, October and February.
	2.2.2 - Work towards a high standard of tourism assets and information. (Yalambee, Caravan Park & tourist information boards and brochures)	X	X	X	**Ongoing**	Upgrades and Yalambee Units and Caravan Park completed.

OUR ENVIRONMENT

Community Priorities	Council Actions	2223	2324	2425	Status	Comment
3.1 - Shire owned facilities are renewed and maintained in a strategic manner to meet community needs.	**3.1.1 -** Manage Shire Assets sustainably using the Strategic Resourcing Plan.	X	X	X	**Ongoing**	Allocation in the 2023/24 Budget for a review of the Strategic Resourcing Plan. Upgrades undertaken as per Budget Programs.
	3.1.2 - Develop and implement online user maintenance request system.	X			**Complete**	Works requests via Shire website now available.
3.2 - Safe, efficient, and well-maintained road, and footpath infrastructure.	**3.2.1 -** Continue to improve the road and footpath network by maximising external funding sources and delivering infrastructure projects to a high standard.	X	X	X	**Ongoing**	Haig Street (West) footpath completed in 2022/23 budget. Allocation in 2023/24 for Greenham Street (North) footpath.
	3.2.2 - Implement an effective, proactive road maintenance program that is sensitive to industry seasonality.	X	X	X	**Ongoing**	Liaison with Main Roads to complete assessments to investigate RAV rating increases on strategic freight networks. To be finalised before 2023/24 Harvest.
3.3 - A high standard of sustainable waste services.	**3.3.1 -** Develop and effectively implement Waste Management and Landfill Rehabilitation Project.	X	X	X	**Ongoing**	Council adopted a Waste Management Plan and Koorda Landfill Closure Management Plan in November 2022. Plans to be implemented once an outcome has been reached with the NEWROC Regional Landfill project.
	3.3.2 - Continue to work towards a Regional Waste solution with NEWROC.	X	X	X	**Ongoing**	NEWROC waste project still under consideration. As waste management, and particularly the provision of landfill-based waste disposal sites, is a key local government service shared by all member Councils of NEWROC, the NEWROC waste project aims offer NEWROC residents a more contemporary, environmentally friendly waste service whilst reducing waste management costs across through sharing of resources across the NEWROC membership.
3.4 - Conservation of our natural environment for future generations.	**3.4.1 -** Support renewable energy initiatives and encourage further renewable industry development.	X	X	X	**Ongoing**	Currently working through NEWROC on its energy project.
	3.4.2 - Partner with Wheatbelt NRM and DWER for future grant and project opportunities.	X	X	X	**Ongoing**	Participated and promoted DPIRD pest parrot and cockatoo management strategy consultation.
	3.4.3 - Increase community awareness and preparedness for the impacts of climate change and its major local risks such as bush fires.	X	X	X	**Ongoing**	Updates to Shire Website to ensure Fire & Emergency Service information is easily accessible. Continued promotion of firebreak, total fire ban and harvest and movement bans.

OUR ORGANISATION

Community Priorities	Council Actions	22 23	23 24	24 25	Status	Comment
4.1 - Open and Transparent Leadership.	**4.1.1 -** Ensure the use of resources is effective, efficient and reported regularly. (e.g. Financial Management)	X	X	X	**Ongoing**	Review of Financial Management, Risk Management, Legislative Compliance and Internal Controls (FMR) undertaken in February 2023, with subsequent report tabled at the June 2023 Audit Committee Meeting. Quarterly reporting implemented to report on progress made to report findings.
	4.1.2 - Identify business improvement opportunities to enhance operational effectiveness. (e.g. implement any recommended actions from audit/OAG reports)	X	X	X	**Ongoing**	Continued improvement opportunities identified and implemented as staff work through the FMR Report and recommended actions.
	4.1.3 - Develop and implement Customer Service Charter & External Stakeholder communication plan.	X	X			Community Engagement Charters are being considered as part of the Local Government Act Reform. These regulations and materials will be created via consultation with the local government sector. Most of these reforms will not be ready for implementation until 2024.
4.2 - Investment in the skills and capabilities of our elected members and staff.	**4.2.1 -** Promote continued professional development amongst elected members and staff.	X	X	X	**Ongoing**	Continuing Professional Development for Elected Members has been endorsed by the Policy Review Committee and Council in June 2023. Elected Members registered to attend WALGA Convention in September 2023.
	4.2.2 - Progress 'Team Koorda' initiative. (e.g. Workforce Plan)	X	X	X	**Ongoing**	Continued support for corporate health checks. Staff liaison for changes to WA Industrial Relations system. Staff encouraged to take recreational leave (in line with OAG audit and TeamKoorda principles).
4.3 - Forward planning and delivery of services and facilities that achieve strategic priorities.	**4.3.1 -** Actively participate in regional collaboration initiatives. (e.g. NEWROC regional subsidiary)	X	X	X	**Ongoing**	Continued attendance at NEWROC Council & Executive Meetings and Quarterly GECZ Meetings. NEWROC Regional Subsidiary still a work in progress.
	4.3.2 - Regularly report on progress of strategic plan initiatives using a quarterly score card.	X	X	X	**Ongoing**	Quarterly reports tabled at Audit and Council Meetings, and following endorsement advertised in the Narkal Notes and on the Shire Website.