



MINUTES

Ordinary Council Meeting Thursday, 23 July 2026

Date: Thursday, 23 July 2026

Time: 5:30 PM

Location: Council Chambers

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SHIRE OF BRIDGETOWN GREENBUSHES

The Ordinary Council Meeting Minutes of Meeting held on 23rd July 2026 commencing at 5:30 PM.

ITEM 1 OPENING OF MEETING

The Presiding Member opened the meeting at 5.30 pm.

ITEM 2 ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the cultural custodians of the land, the Kaneang, Pibelmen and Wadandi people. We acknowledge and support their continuing connection to the land, waterways and community. We pay our respects to members of the Aboriginal communities and their culture; and to Elders past and present, their descendants still with us today, and those who will follow in their footsteps.

ITEM 3 ATTENDANCE, APOLOGIES AND LEAVE OF ABSENCE

Councillors

Councillor S Carstairs	President
Councillor R Redman	Deputy President
Councillor J Boyle	
Councillor M Fletcher	
Councillor L Pearce	
Councillor T Pratico	
Councillor K Gillies	
Councillor S Robinson	
Councillor A McRae	

Council Officers

Chief Executive Officer, G Adams
Director Corporate, Economic and Community Development, C Radford
Director, Development and Regulatory Services, L Guthridge
Director Projects & Environment, M Gillham
Manager, Executive Services Unit, M Morrell
Executive Assistant, K Durbin

Observers/Visitor

Apologies

Nil

Leave of Absence Previously Granted

Cr Mike Fletcher

ITEM 4 ATTENDANCE OF GALLERY

Nick Maxfield

Suspend Standing Orders

Suspend Standing Order 9.1

Resolution: OCM 117-26/27

Moved: Councillor S Carstairs

Seconded: Councillor K Gillies

That Council moves to suspend Standing Order 9.1 regarding the requirement to stand when addressing the Council.

For: Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae

Against: Nil

carried 9/0

Suspend Standing Order 3.9

Resolution: OCM 118-26/27

Moved: Councillor S Carstairs

Seconded: Councillor R Redman

That Council moves to suspend Standing Order 3.9 to allow for full debate and consideration of all agenda items.

For: Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae

Against: Nil

carried 9/0

ITEM 5 RESPONSE TO PREVIOUS QUESTIONS TAKEN ON NOTICE

No matters for consideration

ITEM 6 PUBLIC QUESTION TIME

ITEM 7 PETITIONS/DEPUTATIONS/PRESENTATIONS

ITEM 8 COMMENTS ON AGENDA ITEMS BY PARTIES WITH AN INTEREST

ITEM 9 APPLICATION FOR LEAVE OF ABSENCE

APPLICATION FOR LEAVE OF ABSENCE

RESOLUTION: OCM 119-26/27

Moved: Councillor R Redman

Seconded: Councillor A McRae

That Council grants Councillor T Pratico a leave of absence for the August and September Ordinary Council Meetings 2026.

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae

AGAINST: Nil

CARRIED 9/0

ITEM 10 CONFIRMATION OF MINUTES**10.1 Ordinary Council Meeting Minutes 25 June 2026****File Ref****Responsible Officer** Merridith Morrell, Manager of Executive Services Unit**Reporting Officer** Merridith Morrell, Manager of Executive Services Unit**Attachments** 1. Minutes OCM 25 June 2026**Voting Requirements** Simple Majority**Disclosure of Interest** Reporting Officer: Nil
Responsible Officer: Nil**RESOLUTION: OCM 120-26/27**

Moved: Councillor A McRae

Seconded: Councillor T Pratico

That Council confirms the Minutes from the Ordinary Council Meeting held on 25 June 2026.**FOR:** Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae**AGAINST:** Nil**CARRIED 9/0****ITEM 10.2 CONCEPT FORUMS AND WORKSHOPS****File Ref****Responsible Officer** Merridith Morrell, Manager of Executive Services Unit**Reporting Officer** Merridith Morrell, Manager of Executive Services Unit**Attachments** Nil**Voting Requirements** Simple Majority**Disclosure of Interest** Reporting Officer: Nil
Responsible Officer: Nil**RESOLUTION: OCM 121-26/27**

Moved: Councillor K Gillies

Seconded: Councillor S Robinson

That Council notes the following Council Briefings/Workshops were held:

- 1. 18 June 2026 Place Planning Presentation**

2. 23 June 2026 Budget Workshop part 1**3. 7 July 2026 Budget Workshop part 2****4. 9 July 2026 Concept Forum**

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae

AGAINST: Nil

CARRIED 9/0

ITEM 11 ANNOUNCEMENTS BY THE PRESIDING MEMBER WITHOUT DISCUSSION

I wish to advise the meeting that, in accordance with Clause 3.6 of the Shire's Standing Orders Local Law, I propose to alter the order of business for this meeting so that Item 16.4 - Proposed Revocation of Policy GC6 - Councillors Allowances / Expenses is dealt with immediately prior to Item 16.1 - Adoption of the 2026/27 Budget and Fees & Charges.

Unless a member moves that this change not be accepted, the order of business will proceed on that basis. There were no objections to the change.

ITEM 12 NOTIFICATION OF DISCLOSURE OF INTEREST

Part 5, Division 6 of the Local Government Act 1995 requires a member who has an interest in any matter to be discussed at the meeting to disclose the interest and the nature of the interest in writing before the meeting, or immediately before the matter is discussed.

The Chief Executive Officer declared a financial interest in item 17.4 as it relates to his employment.

ITEM 13 QUESTIONS ON AGENDA ITEMS BY ELECTED MEMBERS**ITEM 14 CONSIDERATIONS OF MOTIONS OF WHICH PREVIOUS NOTICE HAS BEEN GIVEN**

No matters for consideration

REPORTS OF OFFICERS

Reports of Officers have been divided into Departments as follows:

- CEO's Office
- Corporate Services
- Development, Community and Infrastructure

ITEM 15 CEO'S OFFICE

15.1 Firebreak and Fuel Hazard Reduction Notice 2026/2027

File Ref

Responsible Officer Garry Adams, Chief Executive Officer

Reporting Officer Conor McGregor, Community Emergency Services Manager

Attachments 1. Firebreak and Fuel Hazard Reduction Notice 2026/2027

Voting Requirements Simple Majority

Disclosure of Interest Reporting Officer: Nil
Responsible Officer: Nil

RESOLUTION: OCM 122-26/27

Moved: Councillor S Robinson

Seconded: Councillor T Pratico

That Council:

- 1. Authorises the publication of the 2026/2027 Firebreak and Hazard Reduction Notice attached in the Government Gazette and in a local newspaper circulating within the district.**

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae

AGAINST: Nil

CARRIED 9/0

IN BRIEF

At the OCM held on 25th June 2026 Council voted to endorse the Shire of Bridgetown-Greenbushes 2026/2027 Firebreak and Fuel Hazard Reduction Notice incorporating the amendment to Section 3.5 recommended by the Bush Fire Advisory Committee at its meeting held on 9 June 2026.

The document presented was the required statutory wording excluding letterheads, general information and the Restricted/Prohibited Burning Times determined by the State.

Attached is the full publishable document to circulate within the district.

MATTER FOR CONSIDERATION

Nil

BACKGROUND

Nil

STATUTORY ENVIRONMENT

Bush Fires Act 1954

POLICY IMPLICATIONS

Nil

FINANCIAL IMPLICATIONS

NIL

COUNCIL PLAN**CORPORATE BUSINESS PLAN**

NIL

LONG TERM FINANCIAL PLAN

NIL

ASSET MANAGEMENT PLANS

NIL

WORKFORCE PLAN

NIL

RISK MANAGEMENT

NIL

COMMENT

NIL

15.2 Proposed Revocation of LUP14 - Home Based Business Policy

File Ref	LUP14
Responsible Officer	Garry Adams, Chief Executive Officer
Reporting Officer	Mackenzie Walmsley, Principal Planner
Attachments	1. Attachment 1 - LUP14 Home Based Business
Voting Requirements	Simple Majority
Disclosure of Interest	Reporting Officer: Nil Responsible Officer:

RESOLUTION: OCM 123-26/27

Moved: Councillor S Robinson

Seconded: Councillor R Redman

That Council:

- 1. Resolves to revoke LUP14 – Home Based Business in accordance with Clause 6 of Schedule 2 (Deemed Provisions) of the *Planning and Development (Local Planning Schemes) Regulations 2015*.**
- 2. Authorises the Chief Executive Officer to publish a Notice of Revocation of LUP14 – Home Based Business for a period of not less than 21 days in accordance with Clause 6 of Schedule 2 of the *Planning and Development (Local Planning Schemes) Regulations 2015*.**
- 3. Following the notice period, removes LUP14 – Home Based Business from the Shire’s Register of Local Planning Policies.**

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae

AGAINST: Nil

CARRIED 9/0**IN BRIEF**

Local Planning Policy 14 – Home Based Business has been reviewed as part of the Shire’s ongoing review of its Local Planning Policies.

Since the Policy was adopted in 2017, significant amendments to the *Planning and Development (Local Planning Schemes) Regulations 2015* have established a modernised and more consistent statutory framework for Home Office, Home Occupation and Home Business land uses across Western Australia.

The review identified that much of the policy now duplicates or reiterates matters contained within the State planning framework and provides limited additional local planning guidance.

Retaining duplicated statutory content within a Local Planning Policy creates an unnecessary administrative burden and increases the potential for inconsistency as State legislation evolves.

The practical information currently contained within the policy can be more effectively communicated through the Shire's Home Based Businesses webpage and administrative guidance material.

It is recommended that Council revoke LUP14 – Home Based Business.

MATTER FOR CONSIDERATION

The purpose of this report is to seek Council's approval to revoke LUP14 – Home Based Business.

A review of the policy has determined that it no longer provides a meaningful level of local planning guidance beyond that already provided through the *Planning and Development (Local Planning Schemes) Regulations 2015* and associated Deemed Provisions. It is considered that the policy's objectives can be more effectively achieved through contemporary guidance material, while statutory planning matters continue to be administered under the existing legislative framework.

BACKGROUND

LUP14 – Home Based Business was adopted by Council at its Ordinary Council Meeting held on 29 June 2017.

The policy replaced the former Home Occupation and Cottage Industry Policy (TP20) which had last been reviewed in October 2010 and was subsequently considered by Council as part of a broader policy review in November 2016.

At the time of its adoption, the policy was amended to provide guidance for the assessment of Home Office, Home Occupation and Home Business proposals and to assist applicants and decision makers in interpreting the planning framework then in place. During the public advertising process, four submissions were received from State Government agencies prior to Council adopting the policy.

Since the policy was adopted, the Western Australian planning framework has undergone significant reform. Amendments to the *Planning and Development (Local Planning Schemes) Regulation 2015* which commenced on 15 February 2021, further modernised the regulation of home-based business activities by expanding development exemptions under Clause 61 of the Deemed Provisions and strengthening the consistent application of Statewide land use definitions and development approval requirements.

While the Shire's operative Town Planning Scheme Nos. 3 and 4 predate these reforms, the Deemed Provisions apply to all local planning schemes and now provide the primary statutory framework for determining development approval requirements for Home Office, Home Occupation and Home Business land uses.

The Shire is also progressing Draft Local Planning Scheme No. 6 (LPS6), which will modernise the local planning framework and provide greater consistency with the contemporary State planning system.

As part of the Shire's ongoing review of Local Planning Policies, LUP14- Home Based Business has been assessed to determine whether it continues to fulfill the intended purpose of a Local Planning Policy. The review concluded that the policy has been substantially overtaken by subsequent legislative reform and that its remaining guidance can be more effectively communicated through the Shire's Home Based Businesses webpage and other administrative guidance material.

Community Engagement

The statutory process for revocation of a Local Planning Policy differs from the process for making or amending a policy. The *Planning and Development (Local Planning Schemes) Regulations 2015* do

not require consultation prior to Council determining revocation; however, following Council's resolution, a Notice of Revocation will be published for a period of not less than 21 days in accordance with Clause 6 of Schedule 2 (Deemed Provisions).

STATUTORY ENVIRONMENT

The proposal has been prepared having regard to:

Planning and Development Act 2005

Planning and Development (Local Planning Schemes) Regulations 2015

Schedule 2 (Deemed Provisions) of the Planning and Development (Local Planning Schemes) Regulations 2015

Shire of Bridgetown Town Planning Scheme Nos. 3 and 4 (TPS3) and (TPS4)

Clause 3 of Schedule 2 provides that the purpose of a Local Planning Policy is to provide guidance to decision makers and the community on matters relating to the exercise of discretion under a local planning scheme.

Local Planning Policies do not form part of a Local Planning Scheme and cannot vary or override statutory planning provisions contained within the Scheme or the *Planning and Development (Local Planning Schemes) Regulations 2015*.

The Deemed Provisions apply to all local planning schemes in Western Australia and provide the primary statutory framework for many procedural and development approval matters, including the assessment of Home Office, Home Occupation and Home Business land uses.

Clause 6 of Schedule 2 enables a local government to revoke a Local Planning Policy by publishing a notice of revocation for a period of not less than 21 days.

The proposed revocation is considered consistent with the purpose of Local Planning Policies, as the existing statutory planning framework now provides the principal guidance for the assessment of home based business activities. Revoking the policy will not alter the planning controls applicable to these land uses but will remove duplication and improve the overall clarity of the Shire's planning framework.

OFFICER COMMENT

The following provides further consideration of the key components of the policy and how these matters will continue to be managed following revocation.

Home Office

The policy provides guidance regarding Home Office activities, including the definition and incidental nature of the use.

Home Office activities are generally exempt from development approval where the requirements of the Deemed Provisions are satisfied. As such, the policy should not provide additional planning discretion or introduce additional controls.

Following revocation, information regarding Home Office activities can continue to be provided through the Shire's Home Based Businesses webpage, which provides a more appropriate format for explaining approval requirements for applicants.

Home Occupation and Home Business

The policy provides guidance regarding matters such as parking, traffic generation, operating hours, noise and impacts on surrounding amenity for both Home Occupation and Home Business activities.

Under the current State planning framework, a Home Occupation that satisfies the criteria prescribed by the Deemed Provisions is exempt from requiring development approval. Where a proposal does not satisfy all of the criteria, it does not qualify as a Home Occupation for the purposes of the exemption and must be considered under the appropriate land use classification, which may include Home Business, where development approval is required.

The existing policy has the potential to create uncertainty by presenting Home Occupation matters as general assessment criteria rather than clearly distinguishing between exempt Home Occupation and other home-based business activities requiring development approval.

The assessment of amenity matters, including traffic generation, parking, operating hours, noise and impacts on surrounding properties, will continue to occur through the applicable statutory planning framework where development approval is required for a Home Business operation.

Following revocation, clearer information regarding the distinction between exempt Home Occupation activities and Home Business activities requiring development approval are provided through the Shire's Home Based Business webpage.

Rural Home Business and Cottage Industry

The policy contains references to rural home based business activities and cottage industries. These provisions reflect historical terminology and approaches to home based businesses.

Contemporary planning legislation now applies consistent land use classifications and approval pathways. Information relating to rural business activities is considered more appropriately provided through guidance material rather than a Local Planning Policy.

Amenity Considerations

The revocation of LUP14 Home Based Business does not remove the ability for the Shire to consider amenity impacts associated with home based businesses.

Matters including noise, traffic generation, parking, hours of operation, signage and impacts on surrounding properties remain relevant planning considerations and will continue to be assessed where applicable under the statutory planning framework.

The purpose of removing the policy is not to reduce planning oversight, but to ensure that assessment occurs through the appropriate legislative framework and that applicant information is provided in a clear and accessible format.

Matters Outside the Planning Framework

The policy also contains references to matters such as food handling requirements, health approvals, registration and other operational requirements associated with running a home based business.

While these matters may be relevant to some business operators, they are administered under separate legislation and regulatory frameworks by the relevant authorities. They do not form part of the planning assessment process and are not matters that can be regulated through a Local Planning Policy.

Including these matters within a planning policy may create confusion regarding the respective responsibilities of the planning system and other regulatory agencies. These matters are more appropriately communicated through general information material that directs applicants to the relevant approval authorities.

The Shire's Home Based Business webpage provides a suitable platform for communicating these additional requirements alongside planning information, while maintaining a clear distinction between planning controls and other statutory obligations.

POLICY IMPLICATIONS

LUP 14 - Home Based Business Policy

FINANCIAL IMPLICATIONS

There are no significant financial implications associated with the proposed revocation of LUP14 Home Based Business. Minor administrative costs associated with publishing the Notice of Revocation and updating the Shire's Local Planning Policy Register can be accommodated within existing operational budgets.

COUNCIL PLAN**CORPORATE BUSINESS PLAN**

Nil

LONG TERM FINANCIAL PLAN

Nil

ASSET MANAGEMENT PLANS

Nil

WORKFORCE PLAN

Nil

RISK MANAGEMENT

The retention of LUP14 Home Based Business presents a risk that duplicated statutory provisions may become inconsistent with future amendments to the State planning framework. Revocation will reduce the risk by ensuring planning requirements are communicated through the current legislative framework and contemporary guidance material.

ITEM 16 CORPORATE, ECONOMIC AND COMMUNITY DEVELOPMENT**16.4 Proposed Revocation of Policy GC6 - Councillors Allowances / Expenses****File Ref**

Responsible Officer Casey Radford, Director Corporate, Economic and Community Development

Reporting Officer Xandra Curnock, Finance Contractor

Attachments 1. Shire Policy GC6 - Councillors Allowances / Expenses

Voting Requirements Simple Majority

Disclosure of Interest Reporting Officer: Nil
Responsible Officer: Nil

RESOLUTION: OCM 124-26/27

Moved: Councillor K Gillies

Seconded: Councillor A McRae

That Council revokes Policy GC6 – Councillors Allowances / Expenses on the basis the policy is not operationally required, with elected members remuneration and allowances to be agreed upon as part of annual budget adoption.

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae

AGAINST: Nil

CARRIED 9/0

IN BRIEF

Council is asked to revoke Council Policy GC6 – Councillors Allowances / Expenses to allow for Councillor remuneration to be determined on an annual basis part of the annual budget process.

MATTER FOR CONSIDERATION

That Council revoke Policy GC6 – Councillors Allowances / Expenses, with elected member remuneration and allowances to be determined annually by Council resolution during consideration of the annual budget.

BACKGROUND

Council Policy GC6 – Councillors Allowances / Expenses was adopted to establish the remuneration, allowances and reimbursements payable to elected members. However, the Salaries and Allowances Tribunal framework prescribes the maximum fees and allowances payable to elected members, with local governments determining the actual amounts payable within the prescribed band ranges by Council resolution. The Salaries and Allowances Tribunal reviews these determinations annually and publishes updated fee schedules ahead of the following financial year to which they apply. This allows administration to account for the updated figures within budget preparation, to be adopted as a resolution as part of the budget adoption report each year.

Administration has reviewed the current policy as part of the 2026/27 budget preparation and considers the policy is no longer applicable and reflects the detail already provided for by the Tribunal in their annual determination.

STATUTORY ENVIRONMENT

Local Government Act 1995

Local Government (Administration) Regulations 1996

POLICY IMPLICATIONS

G 3 - Members Allowances/Expenses

FINANCIAL IMPLICATIONS

Councillors allowances will be determined as part of the annual budget adoption process.

COUNCIL PLAN

LONG TERM FINANCIAL PLAN

Not applicable.

ASSET MANAGEMENT PLANS

Not applicable.

WORKFORCE PLAN

Not applicable.

RISK MANAGEMENT

Measures of Likelihood			
Rating	Description	Frequency	Probability
Almost Certain	The event is expected to occur in most circumstances	More than once per year	> 90% chance of occurring
Likely	The event will probably occur in most circumstances	At least once per year	60% - 90% chance of occurring
Possible	The event should occur at some time	At least once in 3 years	40% - 60% chance of occurring
Unlikely	The event could occur at some time	At least once in 10 years	10% - 40% chance of occurring
Rare	The event may only occur in exceptional circumstances	Less than once in 15 years	< 10% chance of occurring

Risk Matrix					
Consequence Likelihood	1 Insignificant	2 Minor	3 Moderate	4 Major	5 Catastrophic
Almost Certain	Moderate	High	High	Extreme	Extreme
Likely	Low	Moderate	High	High	Extreme
Possible	Low	Moderate	Moderate	High	High
Unlikely	Low	Low	Moderate	Moderate	High
Rare	Low	Low	Low	Low	Moderate

COMMENT

The *Local Government Act 1995*, the *Local Government (Administration) Regulations 1996* and the determinations of the Salaries and Allowances Tribunal prescribe the legislative framework for the payment of elected member fees, allowances and reimbursements.

Following review, Administration considers that Policy GC6 – Councillors Allowances / Expenses no longer serves a purpose, as many of its provisions either replicate legislative requirements, and reference amounts determined annually by the Salaries and Allowances Tribunal. It also does not account for changes in legislation relating to Councillor superannuation which came into effect in October 2025.

Council retains the authority to determine elected member meeting fees, annual allowances and other applicable payments by Council resolution, within the limits prescribed by the Salaries and Allowances Tribunal.

Administration undertook a benchmarking review of elected member remuneration and allowances across neighbouring local governments and those of a similar size. The review identified that the Shire's current remuneration levels are generally below those paid by comparable local governments, despite elected members undertaking similar governance responsibilities and statutory obligations. The benchmarking supports Council reviewing elected member remuneration annually to ensure it remains appropriate, competitive and reflective of the responsibilities of the role.

	2026 Max Band 3	Band 3	Band 4	Band 3	Band 3	Band 3	2027 Max Band 3	2027 60%	2027 75%
Councillor fees	2026 Max	2026 Bridgetown	2026 Nannup	2026 Donnybrook	2026 Denmark	2026 Plantagenet	2027 Max	2027 Bridgetown - 60%	2027 Bridgetown - 75%
President Allowance	\$ 41,388	\$ 24,833	\$ 16,000	\$ 11,211	\$ 37,249	\$ 35,180	\$ 42,837	\$ 25,702	\$ 32,128
Deputy President Allowance	\$ 10,347	\$ 6,208	\$ 4,000	\$ 2,803	\$ 9,312	\$ 8,795	\$ 10,709	\$ 6,425	\$ 8,032
President meeting fee	\$ 28,385	\$ 17,031	\$ 14,000	\$ 13,557	\$ 16,502	\$ 24,127	\$ 29,379	\$ 17,627	\$ 22,034
Councillor meeting fee	\$ 18,335	\$ 11,001	\$ 7,000	\$ 11,045	\$ 16,502	\$ 15,585	\$ 18,977	\$ 11,386	\$ 14,233
ICT allowance - per member		\$ 2,545	\$ 1,500	\$ 1,010	\$ 3,500	\$ 2,000	\$ 3,500	\$ 2,100	\$ 1,500
Travel and Accom expenses- per member		\$ 445	\$ 1,409	\$ 444	\$ 1,200	\$ -	\$ -	\$ 460	\$ 460
Super paid		No	No	Yes	Yes	No		No	No

Policy GC6- Councillor Allowances / Expenses currently prescribes that elected member meeting fees and allowances are to be set at 60% of the maximum amounts determined by the Salaries and Allowances Tribunal. Whilst this approach has historically provided consistency, it also limits Council's ability to consider the Shire's circumstances each year. Revoking the policy will provide Council with the flexibility to determine an appropriate percentage of the Tribunal's prescribed maximum, having regard to the Shire's financial capacity, long-term financial sustainability, benchmarking against comparable local governments, community expectations and the responsibilities associated with the role of an elected member.

Administration proposes that the determination of elected member remuneration and allowances continue to be considered annually as part of the budget process in line with legislated provisions. This approach enables Council to review remuneration each financial year, respond to changing financial and organisational circumstances, and determine appropriate remuneration by Council resolution without requiring amendments to a Council Policy whenever remuneration levels are reviewed.

Administration therefore recommends that Policy GC6 – Councillors Allowances / Expenses be revoked.

Supplementary

16.1 Adoption of the 2026/27 Budget and Fees & Charges

File Ref

Responsible Officer Casey Radford, Director Corporate, Economic and Community Development

Reporting Officer Xandra Curnock, Finance Contractor

Attachments

1. Annual Budget 2026/27
2. 2026/27 Schedule of Fees and Charges
3. Ministerial Approval
4. Capital Works Program 2026/27
5. Grants, Donations and Contributions
6. FM14 - Sustainability Reserve Funding Policy

Voting Requirements Absolute Majority

Disclosure of Interest Reporting Officer: Nil
Responsible Officer: Nil

RESOLUTION: OCM 125-26/27

Moved: Councillor T Pratico

Seconded: Councillor J Boyle

That Council:

1. Pursuant to sections 6.32, 6.33, 6.34 and 6.35 of the *Local Government Act 1995*, adopts the following Differential General Rates and Minimum Payments for Gross Rental Values (GRV) and Unimproved Values (UV) for the 2026/27 financial year;

Rate Category	Rate in the \$	Minimum Payment \$
Residential GRV	0.076910	1,290.00
Mining GRV	0.232929	-
Commercial GRV	0.083391	1,310.00
Industrial GRV	0.080001	1,300.00
Shire Rural UV	0.003909	1,590.00
Mining UV	0.067928	200.00

2. Pursuant to section 6.45 of the *Local Government Act 1995* and regulation 64(2) of the *Local Government (Financial Management) Regulations 1996*, imposes the following due dates for the payment in full by instalments as follows, noting the first instalment being on or before 11 September 2026 or 35 days after the date issue appearing on the rate notice, whichever is later;

Instalment options	Date due	Instalment plan admin charge \$	Instalment plan interest rate %	Unpaid rates interest rates %
Option one				
Single full payment	11/09/2026	-	0.0%	11%
Option two				
First instalment	11/09/2026	-	0.0%	11%
Second instalment	13/11/2026	11.01	5.5%	11%
Third instalment	15/01/2027	11.01	5.5%	11%
Fourth instalment	19/03/2027	11.01	5.5%	11%

3. Pursuant to Section 6.51(1) and subject to section 6.51(4) of the *Local Government Act 1995* and regulation 70 of the *Local Government (Financial Management) Regulations 1996*, imposes an interest rate of 11% for rates (and charges) and costs of proceedings to recover such charges that remain unpaid after becoming due and payable.
4. Pursuant to section 6.45 of the *Local Government Act 1995* and regulation 68 of the *Local Government (Financial Management) Regulations 1996*, imposes an interest rate of 5.5% where the owner has elected to pay rates and service charges through an instalment option.
5. Pursuant to section 6.45 of the *Local Government Act 1995* and regulation 67 of the *Local Government (Financial Management) Regulations 1996*, imposes a one off instalment administration charge of \$34.60.
6. Pursuant to section 6.45 of the *Local Government Act 1995* and regulation 67 of the *Local Government (Financial Management) Regulations 1996*, imposes a flat fee of \$50.50 on any ratepayer who wishes to negotiate alternative payment arrangements.
7. Pursuant to section 67 of the *Waste Avoidance and Resources Recovery Act 2007*, imposes the following charges for the collection of residential and non-residential waste, incorporating a weekly waste service collection and fortnightly residential recycling service.
 - \$216.00 per annum for one 120 litre waste bin service per week (noting that a 240 litre bin is charged as two 120 litre bins).
 - \$184.00 per annum for a fortnightly residential recycling service.
 - \$216.00 per annum for each additional waste service per week
 - \$184.00 per annum for each additional fortnightly recycling service
8. Pursuant to section 66 of the *Waste Avoidance and Resources Recovery Act 2007*, the following charges are imposed for Landfill Site Maintenance;

	Basis of valuation	Rate in \$
Minimum charge per assessment \$250	GRV	0.00005170
	UV	0.00002803

9. In accordance with regulation 34(5) of the *Local Government (Financial Management) Regulations 1996*, the level to be used in statements of financial activity in 2026/27 for reporting material variances shall be 10% or \$20,000, whichever is the greater.
10. Pursuant to section 5.98 and section 5.99 of the *Local Government Act 1995*, adopts that the elected members will be paid annual allowances as follows:

	Annual Allowance \$
President Allowance	32,128
Deputy President Allowance	8,032
President Sitting Fee	22,034
Elected Member Sitting Fee *	14,233
ICT Allowance	1,500

***Elected Member Sitting Fees \$14,233 per annum per Elected member, excluding the President.**

- 11. Pursuant to the provision of section 6.2 of the Local Government Act 1995 and Part 3 of the Local Government (Financial Management) Regulations 1996, Council adopts the Municipal Fund Budget 2026/27 for the Shire (as contained in attachment 1).**
- 12. Council adopts the Capital Program (as contained in attachment 4).**
- 13. Council adopts the Grants and Donations (as contained in attachment 5).**
- 14. Revokes Policy FM14 – Sustainability Reserve Funding on the basis the policy is no longer operationally required and its removal will improve policy governance and administrative efficiency. Copy of policy in attachment 6.**
- 15. Pursuant to Section 6.16 of the *Local Government Act 1995*, Council adopts the 2026/27 Schedule of Fees and Charges (as contained in attachment 2).**
- 16. Approves the Shire obtain a loan for up to the sum of \$300,000 from Western Australian Treasury Corporation.**
- 17. Authorises the Chief Executive Officer and Shire President to sign and affix the Shires Common Seal to the loan agreement with Western Australian Treasury Corporation.**

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, T Pratico, K Gillies, S Robinson and A McRae

AGAINST: Cr L Pearce

CARRIED BY ABSOLUTE MAJORITY 8/1

Cr Pearce requested that the presiding member put officer recommendation item 10 as a separate motion. The presiding member, Cr Carstairs, declined the request to divide the motion.

IN BRIEF

For Council to review and adopt the proposed Municipal Fund Budget for the 2026/27 financial year with supporting schedules, including the imposition of the rate in the dollar and minimum payments, adoption of fees and charges, establishment of new reserve account funds, setting of council member fees for the year and other consequential matters arising from the budget papers.

MATTER FOR CONSIDERATION

The matters submitted for Council's consideration are as follows:

- Imposition of rate in the dollar and minimum payments;
- Adopting the 2026/27 Annual Budget;
- Setting a level of reporting material variances so as to satisfy Council that the annual budget is being implemented satisfactorily;
- Setting fees for kerbside rubbish collection and kerbside recycling collection services;

- Setting the Landfill Site Maintenance Rate under the *Waste Avoidance and Resource Recovery Act 2007*;
- Setting due dates for payment of rates and service charges, either in full or by instalments;
- Setting interest rates for outstanding rates after the due date and for rates paid by instalments and the administrative fee for setting up an instalment plan;
- Transfer of reserve account funds;
- Resolve that Reserve Funds can be used as short term liquidity funding in lieu of utilising an overdraft facility if required;
- Revoke Policy FM14 – Sustainability Reserve Funding; and
- Setting of fees and charges for 2026/27.

BACKGROUND

Pursuant to the Local Government Act 1995, Council is required to adopt an Annual Budget between 1 June and 31 August each financial year.

The Shire Bridgetown-Greenbushes comments the 2026/27 Budget process with the following;

- Review of proposed fees and charges, community grants and proposed rating strategy in a workshop held on 10 June 2026.
- Proposed Differential Rates considered at its meeting held on 25 June 2026.
- Consideration of options and strategies for Reserve funds at a Budget workshop held on 23 June 2026.
- Workshop on the draft budget held on 7 July 2026.

STATUTORY ENVIRONMENT

Local Government (Financial Management) Regulations 1996

Local Government Act 1995

POLICY IMPLICATIONS

FM 14 – Sustainability Reserve Funding Policy

G 3 - Members Allowances/Expenses

FINANCIAL IMPLICATIONS

Specific financial implications are as outlined in the body of this report and as itemised in the draft 2026/27 budget attached for adoption

COUNCIL PLAN

The Council Plan was reviewed as part of the 2026/27 budget preparation

CORPORATE BUSINESS PLAN

The Corporate Business Plan was reviewed as part of the 2026/27 budget preparation.

LONG TERM FINANCIAL PLAN

The Corporate Business Plan was reviewed as part of the 2026/27 budget preparation.

ASSET MANAGEMENT PLANS

The existing asset management plans were reviewed as part of the 2026/27 budget preparation.

WORKFORCE PLAN

Nil.

RISK MANAGEMENT

Measures of Likelihood			
Rating	Description	Frequency	Probability
Almost Certain	The event is expected to occur in most circumstances	More than once per year	> 90% chance of occurring
Likely	The event will probably occur in most circumstances	At least once per year	60% - 90% chance of occurring
Possible	The event should occur at some time	At least once in 3 years	40% - 60% chance of occurring
Unlikely	The event could occur at some time	At least once in 10 years	10% - 40% chance of occurring
Rare	The event may only occur in exceptional circumstances	Less than once in 15 years	< 10% chance of occurring

Risk Matrix					
Consequence Likelihood	1 Insignificant	2 Minor	3 Moderate	4 Major	5 Catastrophic
Almost Certain	Moderate	High	High	Extreme	Extreme
Likely	Low	Moderate	High	High	Extreme
Possible	Low	Moderate	Moderate	High	High
Unlikely	Low	Low	Moderate	Moderate	High
Rare	Low	Low	Low	Low	Moderate

COMMENT

The Shire is forecasting an estimated opening surplus of \$3,343,348 as at 30 June 2026. This surplus has occurred due to the timing of grant monies being received in advance and certain capital projects not being completed during the 2025/26 financial year. This accounting adjustment has been addressed in the 2026/27 Budget, which forecasts a balanced budget of \$nil as at 30 June 2027.

The 2026 opening position remains unaudited and may be subject to change following finalisation of the Shire's financial accounts for June 2026 and annual statutory financial audit. Any change will be addressed as part of the Statutory Mid Year Budget Review.

The Shire is committed to managing its finances responsibly, limiting the impact on ratepayers while advocating for increased financial support from other levels of government to ensure the Shire of Bridgetown-Greenbushes can continue to deliver the infrastructure and services their communities need; now and into the future.

Key Budget Features

Operating Income

- Rates Revenue: Proposed increase of 5%, generating an additional \$1.7m in Gross Rental Values (GRV) and Unimproved Values (UV) rate income.
- Operating Grants, Subsidies and Contributions income is forecasted to decrease by \$2.3m in 2027, mainly due to the Federal Assistance Grant being received in advance in 2026 totalling \$1.7m. At the time of budget preparation it is unknown whether the 2027/28 Federal Assistance Grant will be paid in advance, and accordingly, no advance receipt has been included in the budget.
- Fees and Charges: Overall increase of 15% in fee and charge income, with a base increase of 4.5% on fees and charges directly affecting residential ratepayers and small business. In addition an increase in the landfill rate fee is expected to generate an additional \$206k per annum, reflecting that landfill fees have not been increased for approximately 10 years.
- Other Income is \$107k less in 2026/27 than 2025/26 partly due to 2025/26 including a one off contribution to the Shire of \$50k, plus more rates debt recovery income from recoupable legal charges incurred by the Shire as reimbursements, and workers compensation contributions expecting to decrease in 2026/27 resulting in less income.

Operating Expenditure

- Materials and contracts have increased by 13% factoring in contract price increases, inflationary cost pressures and expanded service delivery. Key increases include enhanced tree pruning programs, additional planning and surveying of the road network to better inform and prioritise future capital investment and a range of one off strategic and administrative projects, including the planning strategic, housing strategies and customer satisfaction survey.
- Employment costs reflect a decrease of \$1.4m, compared to 2025/26 actuals, due to more staff being allocated to capital works, and cost savings at the Bridgetown Leisure Centre.

Capital Works Program

The total budgeted capital expenditure for 2026/27 is \$8.6 million for the year. Details of the capital projects are contained within attachment 4. The capital spend for 2027 is made up of:

- \$3.9m on roads, drainage, bridges and footpath upgrades.
- \$2.7m on Shire building upgrades including the completion of the Depot Building and foyer of Bridgetown Town Hall.
- \$1.3m on Infrastructure Parks, Ovals and Other, including the upgrade of parks at Highland Bridgetown Estate and Greenbushes Pool Playground.
- \$0.7m on plant and equipment, light vehicles and furniture and equipment replacement over Shire facilities.

Rating Strategy

Differential Rating

Under section 6.33 of the Local Government Act 1995 (the Act), Council may impose differential rates based on:

- Land zoning;
- Land use;
- Whether land is vacant; and
- Other prescribed characteristics.

This flexibility supports equitable rating across property types and ensures alignment with service delivery and infrastructure usage.

Minimum Payments

Section 6.35 of the Act allows Council to impose minimum payments, ensuring all ratepayers contribute fairly to essential services. Minimum payments may not apply to more than 50% of properties within a rating category.

Ministerial Approval

In accordance with Section 6.35 of the Local Government Act 1995, Ministerial approval has been sought for the imposition of Mining GRV differential rates and Mining UV differential rates due to their rate in the dollar being more than twice the lowest GRV and UV differential rate. A copy of the ministerial approval letter will be attached to this report prior to the meeting as Attachment 3. If this letter is not received prior to 23 July 2026 this report will be deferred to another date for Council consideration.

Valuations and Rating Principles

The Shire applies a combination of GRV and UV to calculate annual rates. Valuations are independently provided by Landgate and the Valuer General of WA, with no input or appeal rights from the Shire.

Valuation Frequency:

- GRV properties: Revalued every three to six years (effective 1 July).

Rate Category	Valuation 2025/26 \$	Valuation 2026/27 \$	Change to Last Year \$	Change to Last Year %
Gross Rental Values	55,298,503	55,665,052	366,549	1%

- UV properties: Revalued annually (effective 1 July). The most recent revaluation of the Shire's GRV properties was updated 1 July 2026 and there is no change for the 2026/27 rating year. The next revaluation cycle review is scheduled for 2027/28, with the valuations to take effect 1 July 2027.

UV Mining properties are subject to annual valuation reviews which take effect 1 July. The 1 July 2026 valuations have been factored into the 2026/27 budget. The 2026/27 valuation data is outlined in Table below.

Rate Category	Valuation 2025/26 \$	Valuation 2026/27 \$	Change to Last Year \$	Change to Last Year %
Unimproved Values	425,906,078	478,780,269	52,874,191	12%

Due to individual valuation changes, rates levied per property may fluctuate annually, independent of Council's percentage rate increase.

GRV Rating Categories

- Residential GRV: Base rate
- Commercial GRV: reflecting higher service demands from commercial business activities
- Industrial GRV: reflecting higher service demands from industrial business activities.
- Mining GRV: accounts for infrastructure wear from mining-related traffic.

Rate Category	Rates to Raise 2025/26 \$	Rates to Raise 2026/27 \$	Change to Last Year \$	Change to Last Year %
Gross Rental Values	5,013,681	5,258,088	244,407	5%

UV Rating Categories

- Shire Rural UV: recognizes low-impact, remote land uses.
- Mining UV: covers increased infrastructure and regulatory demands from mining operations. Council benchmarks rates in the dollar and minimum payments against neighbouring local governments to maintain regional equity.

Rate Category	Rates to Raise 2025/26 \$	Rates to Raise 2026/27 \$	Change to Last Year \$	Change to Last Year %
Unimproved Values	2,027,364	2,121,336	93,972	5%

Where a property is not aligned with the land zoning that it falls within, a process by which the property can be reclassified for rating purposes will be made available to those ratepayers e.g. residential houses in a commercial GRV zone.

Loans

There is one new loan proposed in the 2026/27 Budget, being an additional \$300k for the construction of the new Depot. Council previously endorsed a loan of \$2.7 million for this project; however, grant funding received was lower than originally anticipated. As a result, an additional \$300k loan is required to meet the remaining construction costs, ensuring the project can be completed while preserving the Shire's cash reserves and maintaining current service levels.

Reserves

While there are no set parameters as to the number of Reserve Accounts or the amounts contained within the Accounts it is considered industry best practice that Reserve Accounts are limited to key high value savings for major projects and planned future expenditure. Additionally matters that are recognised as needing substantial funding and are a priority of Council require sufficient funding as opposed to many years of smaller transfers that are generally ineffective. Based on this, it is suggested the number of reserve accounts be decreased from 30 to 12.

The recommended changes are within the attached 2026/27 Budget document.

Fees and Charges

Fees and charges are attached to this report for adoption by Council. These will come in to affect from 1 August 2026.

Grants and Donations to Community Groups

During the 2026/27 Budget Workshops, Council reviewed all grant and donation funding applications and directed Administration to prepare the budget on the basis that all approved grants and donations be offered for a one-year term only.

This approach will enable Administration to undertake a review of the current grant funding application process and develop an appropriate policy and/or procedure to support community groups seeking financial assistance in future years. The review will also provide Council with a more consistent and transparent framework to assist in assessing applications and making informed funding decisions.

Attachment 5 has been provided detailing the grant and donation funding proposed for the 2026/27 financial year. Noting that all approved funding is for a one-year term only, with no new multi-year funding agreements proposed.

Elected Members Remuneration

Administration undertook a review of elected member remuneration and allowances, including benchmarking against neighbouring local governments and those of a similar size. The review identified that the current level of remuneration paid to elected members is below that of comparable local governments.

The proposed remuneration has been set at 75% of the maximum amounts determined by the Salaries and Allowances Tribunal. The Information and Communication Technology (ICT) Allowance has been proposed to decrease, given elected members were all issued with laptops during the 2025/26 financial year.

The proposed fees and allowances are detailed within the below table and, if adopted by Council, will apply for the 2026/27 financial year.

No superannuation is to be paid on these allowances.

	Annual Allowance \$
President Allowance	32,128
Deputy President Allowance	8,032
President Sitting Fee	22,034
Elected Member Sitting Fee *	14,233
ICT Allowance	1,500

*Elected Member Sitting Fees \$14,233 per annum per Elected member, excluding the President.

16.2 List of Accounts June 2026

File Ref

Responsible Officer Casey Radford, Director Corporate, Economic and Community Development

Reporting Officer Casey Radford, Director Corporate, Economic and Community Development

Attachments 1. List of Accounts June 2026

Voting Requirements Simple Majority

Disclosure of Interest Reporting Officer: Nil
Responsible Officer: Financial

RESOLUTION: OCM 126-26/27

Moved: Councillor K Gillies

Seconded: Councillor A McRae

That Council receives the June 2026 List of Accounts.

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae

AGAINST: Nil

CARRIED 9/0**IN BRIEF**

Council is asked to receive the list of payments made from the Municipal and Trust funds including a summary report of the corporate credit card transactions and other purchasing cards incurred by authorised card holders.

MATTER FOR CONSIDERATION

The Local Government (Financial Management) Regulations 1996 (the Regulations) require that where a local government has delegated to the Chief Executive Officer the exercise of its power to make payments from the municipal, trust funds or via purchasing cards, a list of those accounts paid in a month are to be presented to the council at the next ordinary meeting (Regulation 13 and 13A).

In June 2026 the list of accounts is summarised below:

Municipal Direct Debits Payments	\$87,016.28
Municipal EFT Payments	\$1,649,632.31
Corporate Credit Card Payments	\$4,419.88
Fuel Card Payments	\$5,605.49
BPAY Payments	\$19,001.00
Licencing Direct Debit Payments	\$119,280.30

Trust Payments	\$2,387.10
Cheques	\$0.00
Total Payments for June 2026	\$1,887,342.36

BACKGROUND

Where the local government has delegated to the CEO the exercise of its power to make payments from the municipal fund or the trust fund, Regulation 13 requires that a list of accounts paid by the CEO is to be prepared each month showing for each account paid:

- a) the payee's name; and
- b) the amount of the payment; and
- c) the date of the payment; and
- d) sufficient information to identify the transaction.

The list of accounts is to be:

- a) presented to the council at the next ordinary meeting of the council after the list is prepared; and
- b) recorded in the minutes of that meeting.

Regulation 13A states If a local government has authorised an employee to use a credit, debit or other purchasing card, a list of payments made using the card must be prepared each month showing the same information as above.

STATUTORY ENVIRONMENT

Local Government (Functions and General) Regulations 1996

Local Government (Financial Management) Regulations 1996

POLICY IMPLICATIONS

FM 4 – Procurement, Budget Management and Supporting Local Business Policy

FM 7 - Corporate Credit Cards

FINANCIAL IMPLICATIONS

Payments have been in made in accordance with the Annual Budget adopted at the Special Council Meeting on 20 August 2025.

COUNCIL PLAN

Proactive, visionary Leadership and effective governance

CORPORATE BUSINESS PLAN

LONG TERM FINANCIAL PLAN

Nil.

ASSET MANAGEMENT PLANS

Nil.

WORKFORCE PLAN

Nil.

RISK MANAGEMENT

Council's decision to receive this report is considered a low risk due to:

1. Segregation of duties;
2. Varying levels of delegated financial authority dependent on level and role; and
3. The Shires internal management processes.

Measures of Likelihood			
Rating	Description	Frequency	Probability
Almost Certain	The event is expected to occur in most circumstances	More than once per year	> 90% chance of occurring
Likely	The event will probably occur in most circumstances	At least once per year	60% - 90% chance of occurring
Possible	The event should occur at some time	At least once in 3 years	40% - 60% chance of occurring
Unlikely	The event could occur at some time	At least once in 10 years	10% - 40% chance of occurring
Rare	The event may only occur in exceptional circumstances	Less than once in 15 years	< 10% chance of occurring

Risk Matrix					
Consequence Likelihood	1 Insignificant	2 Minor	3 Moderate	4 Major	5 Catastrophic
Almost Certain	Moderate	High	High	Extreme	Extreme
Likely	Low	Moderate	High	High	Extreme
Possible	Low	Moderate	Moderate	High	High
Unlikely	Low	Low	Moderate	Moderate	High
Rare	Low	Low	Low	Low	Moderate

COMMENT

Nil.

16.3 Monthly Financial Report - May 2026

File Ref

Responsible Officer Casey Radford, Director Corporate, Economic and Community Development

Reporting Officer Casey Radford, Director Corporate, Economic and Community Development

Attachments 1. Monthly Financial Report May 26

Voting Requirements Simple Majority

Disclosure of Interest Reporting Officer: Nil
Responsible Officer: Nil

RESOLUTION: OCM 127-26/27

Moved: Councillor M Fletcher

Seconded: Councillor A McRae

That Council receives the May 2026 Financial Activity Statements.

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae

AGAINST: Nil

CARRIED 9/0**IN BRIEF**

The purpose of the report is for Council to receive the May 2026 Financial Activity Statements.

MATTER FOR CONSIDERATION

Regulation 34 of the Local Government (Financial Management) Regulations 1996 (the Regulations) requires a local government to prepare each month a statement of financial activity reporting on the sources and applications of its funds.

The Statement of Financial Activity provides Elected Members with a high-level oversight of operating and capital revenues and expenditures. It is also intended to link operating results with balance sheet items and reconcile with the end of month balances.

In accordance with the Regulations, a report must be compiled on variances greater than the percentage agreed by Council which is currently plus (+) or minus (-) 10% or \$20,000 whichever is the lesser amount, the exception being that any material variances of less than \$10,000 are non-reportable.

For the period 1 July 2025 to 31 May 2026:

- Operating Income is under budget by 3.22%; and
- Operating Expenditure is over budget by 0.38%.

Commentary in relation to the operating variances is provided at nature level below.

Nature of Income/Expenditure	Variance \$	Variance %	Var.	Reason	Explanation of Variance
OPERATING ACTIVITIES					
Revenue from operating activities					
Rates	(169,399)	(2.35%)	▼	Permanent	The (169k) variance in rates revenue is attributable to an assessment that was previously assumed to be rateable but was later confirmed to be held under a miscellaneous licence and is therefore exempt from rates under new legislation.
Operating grants, subsidies and contributions	(131,382)	(6.77%)	▼	Timing / Permanent	73k is a timing variance between the receipt of DFES grants and reimbursements from partner Shires for CESM and Bushfire Mitigation roles. 18k is a permanent variance for Library grants that we will not receive this financial year. 28k is a permanent variance for grant funding we did not receive for Community Sporting and Recreation Facilities Fund (CSRFF) funding as the funding round was suspended this year (100k total). 12k is a timing variance for attributable to the 24/25 Talison partnering for the future funding which will be received when the final acquittal is submitted.
Fees and charges	(79,338)	(2.95%)	▼	Timing	Delay to the issuing of annual food business permits (Health Act licences) and outdoor traders permits due to staff resourcing (15k). Expected to be invoiced in June. Timing variation for refuse collection charges for the landfill site (6k), Landfill site maintenance concessions (13k), reduction in rates enquiry charges in March (9k), less fees and charges collected for animal control (10k). Bridgetown Leisure Centre Fees and charges are (7k) less than budget. Cemetery charges are less than expected (5k) as are fire prevention fines and hazard reduction charges (6k). The remaining (8k) is a number of minor timing differences for other services
Expenditure from operating activities					
Employee costs	(244,568)	(3.43%)	▼	Timing / Permanent	Unfavourable permanent variance for Salaries and Wages at the Leisure centre over budget (152k), mostly attributable to having 2 recreation officers on at all times, extended user group opening hours being staffed and additional hours required for additional point of sale system

Materials and contracts	132,391	3.14%	▲	Timing / Permanent	configuration. Permanent variance for salaries and wages for the Library (58k) as the wages were reduced at mid year but it has since been identified that the wages were being costed elsewhere. This has since been corrected. (23k) is a variance in the People and Culture team wages, attributable to the engagement of a casual position for HR assistant to assist with organisational development and culture initiatives. The remaining (12k) are minor variances over a number of other accounts. Variance of 100k is a permanent variance due to the Geegilup Brook Detail Design project being reprioritised pending completion of the place planning project. 59k timing variance on powerline pruning completed in June, 49k permanent variance on LPS consultant costs not required, 22k permanent variance on rates valuation charges associated with the budgeted interim rates variance listed above as not required. A further timing variance of 22k is for routine drainage in built up areas 22k This is offset by a variance between budget and YTD actual for the refuse site (73k), (21k) unfavourable permanent variance for fire prevention plant operation costs, due to using shire owned plant for mitigation works. (15k) is an increase to the replacement of pool infrastructure including the gas detector replacement. The remaining (11k) are minor timing variances in materials and contracts over a number of accounts
Loss on asset disposals	17,336	69.62%	▲	Timing	Lower than expected loss for sold assets YTD. Refer to note 7 for further information.

INVESTING ACTIVITIES

Capital grants, subsidies and contributions	(88,729)	(2.12%)	▼	Timing	Capital grants are currently being held in the balance sheet until their corresponding capital project has met its milestones. This will be reconciled in June.
Proceeds from disposal of assets	(75,272)	(34.37%)	▼	Timing	Refer to Note 7 for tracking of budgeted proceeds on sale
Purchase of property, plant and equipment	1,561,076	27.80%	▲	Timing	Refer to Note 8 for tracking of individual projects
Purchase and construction of infrastructure	2,490,010	57.15%	▲	Timing	Refer to Note 8 for tracking of individual projects

Council for the financial year ending 30 June 2025 adopted a percentage of plus or minus 10% or dollar value of \$20,000 (whichever is the lesser amount) at nature classification level to be used for reporting material variances of actual revenue and expenditure in the monthly financial reports. The exception being that material variances of \$10,000 or less are non-reportable.

▼ Deficit ▲ Surplus - Indicates a variance between Year to Date (YTD) Budget and YTD Actual as per the adopted materiality threshold.

BACKGROUND

In its monthly Financial Activity Statement, a local government is to provide the following detail:

- a) annual budget estimates, taking into account any expenditure incurred for an additional purpose under section 6.8(1)(b) or (c) of the Local Government Act;
- b) budget estimates to the end of the month to which the statement relates;
- c) actual amounts of expenditure, revenue and income to the end of the month to which the statement relates.
- d) material variances between the comparable amounts referred to in paragraphs (b) and (c); and
- e) the net current assets at the end of the month to which the statement relates.

Each of the Financial Activity Statements is to be accompanied by documents containing:

- a) an explanation of the composition of the net current assets of the month to which the statement relates, less committed assets and restricted assets;
- b) an explanation of each of the material variances referred to in sub-regulation (1)(d); and
- c) such other supporting information as is considered relevant by the Local Government.

The information in a statement of financial activity is to be shown according to nature and type classification.

The Financial Activity Statement and accompanying documents referred to in sub-regulation 34(2) are to be:

- a) presented at an ordinary meeting of the council within 2 months after the end of the month to which the statement relates; and
- b) recorded in the minutes of the meeting at which it is presented.

STATUTORY ENVIRONMENT

Local Government Act 1995

Local Government (Financial Management) Regulations 1996

POLICY IMPLICATIONS

Nil

FINANCIAL IMPLICATIONS

The budget is currently ahead of budget, with an overall surplus of \$2.097m year to date.

STRATEGIC COMMUNITY PLAN

14 Effective governance and financial management.

CORPORATE BUSINESS PLAN

Nil

LONG TERM FINANCIAL PLAN

Nil

ASSET MANAGEMENT PLANS

Nil.

WORKFORCE PLAN

Nil.

RISK MANAGEMENT

Council's decision to receive this report is considered a low risk due to:

1. Segregation of duties;
2. Varying levels of delegated financial authority dependent on level and role; and
3. The Shire's internal control processes.

Measures of Likelihood			
Rating	Description	Frequency	Probability
Almost Certain	The event is expected to occur in most circumstances	More than once per year	> 90% chance of occurring
Likely	The event will probably occur in most circumstances	At least once per year	60% - 90% chance of occurring
Possible	The event should occur at some time	At least once in 3 years	40% - 60% chance of occurring
Unlikely	The event could occur at some time	At least once in 10 years	10% - 40% chance of occurring
Rare	The event may only occur in exceptional circumstances	Less than once in 15 years	< 10% chance of occurring

Risk Matrix					
Consequence Likelihood	1 Insignificant	2 Minor	3 Moderate	4 Major	5 Catastrophic
Almost Certain	Moderate	High	High	Extreme	Extreme
Likely	Low	Moderate	High	High	Extreme
Possible	Low	Moderate	Moderate	High	High
Unlikely	Low	Low	Moderate	Moderate	High
Rare	Low	Low	Low	Low	Moderate

COMMENT

Nil.

ITEM 17 EXECUTIVE SERVICES UNIT**17.1 Nomination of Delegates - WALGA 2026 Annual General Meeting****File Ref****Responsible Officer** Merridith Morrell, Manager of Executive Services Unit**Reporting Officer** Merridith Morrell, Manager of Executive Services Unit**Attachments** Nil**Voting Requirements** Simple Majority**Disclosure of Interest** Reporting Officer: Nil
Responsible Officer: Nil

RESOLUTION: OCM 128-26/27

Moved: Councillor K Gillies

Seconded: Councillor S Robinson

That Council:

- 1. Approves Cr McRae and Cr Gillies and Cr Carstairs to attend the WALGA Conference from 16 September to 18 September 2026 ; and**
- 2. Approves Cr McRae and Cr Carstairs as voting delegates and Cr Gillies as proxy voting delegates to represent the Shire of Bridgetown-Greenbushes at the 2026 WALGA Annual General Meeting; and**
- 3. Invites Elected Members to submit any proposed motions for Council consideration and endorsement prior to submission to WALGA.**

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae

AGAINST: Nil

CARRIED 9/0

IN BRIEF

Council is requested to appoint delegates to represent the Shire at the 2026 WALGA Annual General Meeting and is invited to consider whether it wishes to submit any motions to WALGA for consideration.

MATTER FOR CONSIDERATION

Council is requested to appoint two voting delegates and two proxy delegates to attend and vote on behalf of the Shire at the 2026 WALGA Annual General Meeting (AGM).

WALGA has also invited member Councils to submit motions for consideration at the AGM, which must be endorsed by Council prior to submission.

BACKGROUND

The WALGA AGM will be held as part of the WA Local Government Convention and Trade Exhibition and is scheduled to be held between Wednesday, 16 to Friday, 18 September 2026 at the Perth Convention and Exhibition Centre.

WALGA has formally advised all member Councils that each local government may appoint two voting delegates and proxy delegates to act on its behalf at the AGM.

The Shire of Bridgetown-Greenbushes is a member of WALGA and is therefore entitled to representation and voting rights at the AGM.

WALGA has also advised that motions for consideration at the AGM must be submitted with Council endorsement by *****

STATUTORY ENVIRONMENT

Nil

There is no specific legislative requirement governing WALGA representation. However, representation and participation align with Council's advocacy and sector engagement responsibilities.

POLICY IMPLICATIONS

Nil

FINANCIAL IMPLICATIONS

Attendance at the WALGA AGM is free for member local governments.

Should Elected Members choose to attend the WA Local Government Convention and Trade Exhibition, registration costs will be met in accordance with the relevant Elected Members Entitlements provisions.

ITEM	COST (exc. GST)
Full delegate registration	\$1,300
Single day delegate registration	\$650
Welcome drinks	\$130
The kingsman soirée	\$200
Icons breakfast	\$120

Welcome Drinks, The Kingsman Soirée and Icons Breakfast are additional optional costs, charged per person. Accommodation for each delegate would also be an additional cost.

STRATEGIC COMMUNITY PLAN

1 A growing community that is diverse, welcoming and inclusive.

Outcome 14 – Effective governance and financial management

Participation in WALGA supports effective governance, sector collaboration and informed decision-making.

CORPORATE BUSINESS PLAN

Supports Council's advocacy and governance responsibilities through engagement with sector-wide forums.

LONG TERM FINANCIAL PLAN

No direct impact.

ASSET MANAGEMENT PLANS

No direct impact.

WORKFORCE PLAN

No direct impact.

RISK MANAGEMENT

Failure to appoint delegates may result in the Shire not being represented in sector decision-making forums.

Participation in the WALGA AGM supports:

- effective advocacy and sector representation;
- awareness of emerging local government issues; and
- engagement in policy development affecting local government.

COMMENT

The WALGA AGM provides an important opportunity for Elected Members to engage with the broader local government sector, contribute to policy discussions, and influence advocacy priorities at a state level.

In accordance with the WALGA Constitution, each member Council is entitled to appoint two voting delegates to represent the local government at the AGM. Proxy delegates may also be appointed to act in the absence of voting delegates.

Council is also invited to consider whether it wishes to submit any motions for consideration at the AGM. WALGA has provided clear criteria for motions, including that they:

- align with the objectives of the Association;
- address issues of relevance to multiple local governments;
- contribute to policy development or sector improvement; and
- are lawful, clear and unambiguous.

At the time of preparation of this report, no proposed motions have been received for Council consideration.

Council is requested to appoint delegates and determine whether it wishes to put forward any motions to WALGA.

17.2 POLICY - Senior Designated Employees

File Ref**Responsible Officer** Garry Adams, Chief Executive Officer**Reporting Officer** Merridith Morrell, Manager of Executive Services Unit**Attachments** 1. POLICY - Senior Designated Employees (Shire of Bridgetown-Greenbushes)**Voting Requirements** Simple Majority**Disclosure of Interest** Reporting Officer: Nil
Responsible Officer: Nil**OFFICER RECOMMENDATION****That Council:**

1. **Adopts the Senior Designated Employees Policy (Attachment 1) as the Shire's framework for designating and managing senior employees under the *Local Government Act 1995*; and**
2. **Authorises the Chief Executive Officer to make minor administrative updates to the adopted policy to ensure ongoing legislative compliance and clarity, provided no change is made to the intent or effect of the policy.**

ALTERNATIVE MOTION**RESOLUTION: OCM 129-26/27**

Moved: Councillor S Carstairs

Seconded: Councillor R Redman

That Council refers this matter to the August meeting of the Audit Risk and Improvement Committee for consideration with a recommendation from that Committee being made to Council for the next available Ordinary Council Meeting.

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae

AGAINST: Nil

CARRIED 9/0**IN BRIEF**

- The Shire does not currently have a policy that formally designates senior employees under section 5.37 of the *Local Government Act 1995*.

- This report presents a Senior Designated Employees Policy for adoption, which designates specified senior positions and sets out how the associated statutory obligations are administered.
- Formal designation provides clarity and legal certainty regarding the respective roles of the CEO and Council in the employment, management and dismissal of senior employees.

MATTER FOR CONSIDERATION

Formal designation of senior employee positions under section 5.37(1) of the *Local Government Act 1995*, and adoption of the accompanying Senior Designated Employees Policy.

BACKGROUND

Section 5.37(1) of the *Local Government Act 1995* provides that a local government may designate employees, or persons belonging to a class of employee, to be senior employees. The designation is discretionary; however, once made, it engages a number of statutory obligations.

Where a position is designated as a senior employee position, section 5.37(2) requires the CEO to inform Council of each proposal to employ or dismiss that senior employee, and Council may accept or reject the CEO's recommendation (providing written reasons if it rejects). This qualifies the CEO's general employment powers under section 5.41(2)(d). Senior employees must also be engaged under written contracts that specify performance criteria, in accordance with section 5.39.

A review of the Shire's governance framework identified that senior employees have not previously been formally designated by Council. This creates uncertainty as to which positions attract the provisions of sections 5.37 and 5.39. The attached policy addresses this by consolidating the relevant documentation, identifying the designated positions (supported by an organisational chart), and setting out how the statutory requirements are met.

The importance of correctly applying section 5.37(2) has been considered in industrial proceedings concerning the dismissal of senior local government employees, underscoring the value of a clear, adopted framework.

This matter was presented to Council at the July Concept Forum, where the proposed Senior Designated Employees Policy and the associated statutory designations were discussed. This report brings the matter forward for formal Council adoption, incorporating the feedback provided at that forum.

STATUTORY ENVIRONMENT

Local Government (Administration) Regulations 1996

Local Government Act 1995

Local Government Act 1995

- Section 5.37 – Senior employees (designation; CEO to inform Council of proposals to employ or dismiss).
- Section 5.38 – Annual review of employees' performance.
- Section 5.39 – Contracts for CEO and senior employees (written contracts; performance criteria).
- Section 5.41(2)(d) – Functions of the CEO, subject to section 5.37(2) in relation to senior employees.

Local Government (Administration) Regulations 1996

- *Relevant provisions relating to senior employee employment and contracts.*

Local Government (Model Code of Conduct) Regulations 2021**POLICY IMPLICATIONS**

Nil

The Senior Designated Employees Policy is a new policy within the Shire's governance framework. It consolidates related documentation dealing with senior employees and, on adoption, will operate alongside the Shire's existing employment and governance policies.

FINANCIAL IMPLICATIONS

There are no direct financial implications arising from the adoption of the policy or the designation of senior employee positions. The remuneration and contractual arrangements for senior employees are managed under existing workforce and budget provisions and are not affected by the act of designation.

COUNCIL PLAN

The policy supports the Strategic Community Plan aspiration for strong, accountable and transparent governance and effective organisational leadership.

LONG TERM FINANCIAL PLAN

Nil impact.

ASSET MANAGEMENT PLANS

Not applicable.

WORKFORCE PLAN

The policy is directly relevant to the Workforce Plan. Formal designation clarifies the Shire's senior organisational structure and the governance arrangements applying to senior positions, supporting consistent and compliant workforce management.

RISK MANAGEMENT

Adoption reduces governance and employment risk by removing uncertainty about which positions are senior employees and by documenting the process for their employment and dismissal under section 5.37(2). Failure to correctly apply these provisions carries legal and reputational risk; a clear, adopted policy mitigates that exposure

COMMENT

Formally determining the organisation structure, designating senior employees and adopting a supporting policy provides Council and the Administration with a clear, defensible framework for managing the Shire's most senior positions. It confirms the Shire's senior structure, the positions to which sections 5.37 and 5.39 apply, the CEO's obligation to inform Council of proposals to employ or dismiss those positions, and the requirement for written contracts with performance criteria.

Once adopted, the policy will provide certainty for both Council and staff, support consistent decision-making, and align the Shire's practice with the requirements of the *Local Government Act 1995*.

17.3 Advocacy Agenda**File Ref****Responsible Officer** Garry Adams, Chief Executive Officer**Reporting Officer** Merridith Morrell, Manager of Executive Services Unit**Attachments**
1. Advocacy Agenda
2. Advocacy Strategy**Voting Requirements** Simple Majority**Disclosure of Interest** Reporting Officer: Nil
Responsible Officer: Nil

At 6:06 pm, Councillor Lyndon Pearce declared a financial interest in the proposed amendment and left the meeting.

MOTION

Moved: Councillor K Gillies

Seconded: Councillor A McRae

That Council

1. Endorses the following four matters as priority items on the Shire's Advocacy Agenda for advocacy to State and Federal Government and other stakeholders:
 - a. Development of social and affordable housing;
 - b. Federal and State funding to improve roads and bridges;
 - c. Aged care accommodation and support services; and
 - d. Upgrade and expansion of Bridgetown Hospital - Emergency Department and Mental Health services.
2. Notes that these priorities will be pursued in accordance with the Shire's adopted Advocacy Strategy, including through engagement with relevant State and Federal Members of Parliament, State Government agencies and other partners.
3. Requests the CEO to progress these priorities as advocacy opportunities arise.

AMENDMENT

RESOLUTION: OCM 130-26/27

Moved: Councillor K Gillies

Seconded: Councillor A McRae

That Council

1. Endorses the following five matters as priority items on the Shire's Advocacy Agenda for advocacy to State and Federal Government and other stakeholders:

-
- a. Development of social and affordable housing;
 - b. Federal and State funding to improve roads and bridges;
 - c. Aged care accommodation and support services; and
 - d. Upgrade and expansion of Bridgetown Hospital - Emergency Department and Mental Health services.
 - e. Advocacy for State and federal investment to address the cumulative impacts of the continued expansion of the Greenbushes Lithium operations including infrastructure, housing, health services, environmental resilience, and preserving Bridgetown-Greenbushes as the gateway to the southwest.
2. Notes that these priorities will be pursued in accordance with the Shire's adopted Advocacy Strategy, including through engagement with relevant State and Federal Members of Parliament, State Government agencies and other partners.
 3. Requests the CEO to progress these priorities as advocacy opportunities arise.

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, K Gillies, S Robinson and A McRae

AGAINST: Cr T Pratico

CARRIED 7/1

AMENDED SUBSTANTIVE MOTION

RESOLUTION: OCM 131-26/27

Moved: Councillor K Gillies

Seconded: Councillor A McRae

That Council

1. Endorses the following five matters as priority items on the Shire's Advocacy Agenda for advocacy to State and Federal Government and other stakeholders:
 - a. Development of social and affordable housing;
 - b. Federal and State funding to improve roads and bridges;
 - c. Aged care accommodation and support services; and
 - d. Upgrade and expansion of Bridgetown Hospital - Emergency Department and Mental Health services.
 - e. Advocacy for State and federal investment to address the cumulative impacts of the continued expansion of the Greenbushes Lithium operations including infrastructure, housing, health services, environmental resilience, and preserving Bridgetown-Greenbushes as the gateway to the southwest.
2. Notes that these priorities will be pursued in accordance with the Shire's adopted Advocacy Strategy, including through engagement with relevant State and Federal Members of Parliament, State Government agencies and other partners.
3. Requests the CEO to progress these priorities as advocacy opportunities arise.

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, T Pratico, K Gillies, S Robinson and A McRae

AGAINST: Nil

CARRIED 8/0

At 6:15 pm, Councillor Lyndon Pearce returned to the meeting.

IN BRIEF

- Council's adopted Advocacy Strategy requires advocacy priorities to be identified through the Community, Elected Members and Shire Administration, and ranked against financial sustainability, social and economic benefit, community and elected member support, and State/Federal alignment.
- Fourteen potential advocacy items have been assessed against this framework. This report recommends Council endorse the four highest-ranked matters as priorities for active advocacy: social and affordable housing, roads and bridges funding, aged care accommodation and support services, and the upgrade and expansion of Bridgetown Hospital's Emergency Department and Mental Health services.
- These four issues are aligned to the Shire's Council plan and reflect the most pressing and best-aligned opportunities for the Shire to pursue with State and Federal Government.

MATTER FOR CONSIDERATION

Council is requested to consider and endorse four priority matters for inclusion in the Shire of Bridgetown-Greenbushes Advocacy Agenda, being:

- Development of social and affordable housing;
- Federal and State funding to improve roads and bridges;
- Aged care accommodation and support services; and
- Upgrade and expansion of Bridgetown Hospital – Emergency Department and Mental Health services.

Endorsement of these priorities will guide officer and elected member advocacy efforts, including engagement with the Federal Member for O'Connor, the State Member for Warren-Blackwood, the Minister for the South West, relevant State Government agencies, and other partners, consistent with the governance and roles set out in the Advocacy Strategy.

BACKGROUND

The Shire's Advocacy Strategy establishes how Council will pursue funding commitments and policy outcomes from other levels of government and the private sector in a coordinated, transparent and evidence-based manner. As a predominantly rural and residential community with a relatively small rates base and limited direct economic return from visitation, the Shire is reliant on investment from State and Federal Government, grant funding bodies and philanthropic and private sector partners to deliver infrastructure renewal, service development and community programs.

Consistent with the Strategy, advocacy priorities are identified through input from the Community, Elected Members and Shire Administration, and must align with the adopted Council Plan. Each potential priority is ranked on a scale of 1 to 5 against four factors: financial sustainability, social and

economic benefits, community and elected member support, and State or Federal alignment, to produce a total score out of 20.

Fourteen matters have been assessed under this framework as part of the current Advocacy Agenda review. The table below sets out the scoring for the four highest-ranked matters, which are the subject of this report.

Development of social and affordable housing (19/20) and Federal and State funding to improve roads and bridges (19/20) were the highest-scoring matters overall, reflecting strong financial sustainability, social and economic benefit, and alignment with State and Federal priorities. Aged care accommodation and support services (18/20) and the upgrade and expansion of Bridgetown Hospital's Emergency Department and Mental Health services (18/20) reflect strong community and elected member support and high social benefit, addressing significant service gaps for an ageing and growing population.

Under the Advocacy Strategy, the Shire's advocacy priorities are to be reviewed by Council during each budget process, with a Council-approved Advocacy Agenda to accompany each budget. This report gives effect to that review cycle.

This matter was presented to Council at the July Concept Forum, where the proposed advocacy priorities and supporting assessment were discussed. This report brings the matter forward for formal Council endorsement, incorporating the feedback provided at that forum.

STATUTORY ENVIRONMENT

Local Government Act 1995

POLICY IMPLICATIONS

Nil

The recommended priorities are consistent with, and give effect to, the Shire of Bridgetown-Greenbushes Advocacy Strategy, including its guiding principle that priorities be based on Council-adopted positions supported by research, evidence and data.

FINANCIAL IMPLICATIONS

There are no direct financial implications associated with endorsing these priorities. Preparation of supporting business cases and prospectus material will be undertaken within existing operational resources. Should advocacy efforts be successful, individual funding submissions and any associated Shire co-contribution requirements will be brought back to Council for separate consideration as part of the relevant business case, grant application or budget process.

COUNCIL PLAN

The recommended priorities support the Shire's vision to be the heart and soul of the Southwest and align with the Council Plan's focus areas, including infrastructure and facilities that encourage participation and enhance community health and safety, and improved integrated transport networks throughout the Shire.

LONG TERM FINANCIAL PLAN

Successful advocacy outcomes, particularly for roads and bridges funding and housing development, have the potential to reduce pressure on the Shire's Long Term Financial Plan by attracting external investment toward infrastructure renewal that would otherwise fall to the rates base.

ASSET MANAGEMENT PLANS

Roads and bridges infrastructure is identified within the Shire's Asset Management Plan as a priority renewal category. Securing external funding for these assets supports the Shire's capacity to maintain agreed service levels without disproportionate impact on ratepayers.

WORKFORCE PLAN

Nil direct workforce implications. Coordination of advocacy activities will be undertaken by the CEO and relevant officers within existing roles, consistent with the governance arrangements set out in the Advocacy Strategy.

RISK MANAGEMENT

There is a risk that, without a clearly endorsed set of priorities, the Shire's advocacy efforts lack the focus and consistency needed to be effective, particularly in a competitive funding environment. Endorsing these four priorities mitigates this risk by providing officers and Elected Members with a clear, Council-adopted mandate for engagement with State and Federal Members of Parliament and government agencies.

COMMENT

The four matters recommended in this report represent the highest-priority advocacy items identified through the current assessment process and reflect significant and interconnected community needs – housing affordability, transport infrastructure, and health and aged care services for a growing and ageing population.

Endorsing these priorities will position the Shire to engage proactively with relevant Ministers, Members of Parliament and agencies, and to prepare the supporting evidence and business cases required well ahead of the next State and Federal election cycles, consistent with the Advocacy Strategy's approach to election preparedness.

L.1 (17.4) CEO Performance Review 2026

File Ref**Responsible Officer** Merridith Morrell, Manager of Executive Services Unit**Reporting Officer** Merridith Morrell, Manager of Executive Services Unit**Attachments**

1. CEO Review - Bridgetown-Greenbushes Final Report (under separate cover)
2. CEO Performance Review Committee - Minutes 16 July 2026 (under separate cover)

Voting Requirements Absolute Majority**Disclosure of Interest** Reporting Officer: Nil
Responsible Officer: Nil

Mr Garry Adams left the meeting at 6:16pm.

RESOLUTION: OCM 132-26/27

Moved: Councillor R Redman

Seconded: Councillor A McRae

That Council, by ABSOLUTE MAJORITY:

1. Receives the Minutes from the CEO Performance Review Committee Meeting held on 16 July 2026.
2. Notes the outcomes of the Chief Executive Officer's annual performance review for the 2025-2026 period, as set out in Confidential Attachment 1.
3. Adopts the Chief Executive Officer's performance criteria for the 2026-2027 period, as set out in Confidential Attachment 1 noting an amendment to KPI 8 to include the delivery of a Consolidated Town Planning Scheme.
4. Approves a variation to the Chief Executive Officer's Total Reward Package for the 2026-2027 period, in accordance with the option 4 as set out in CEO Performance Review Committee Minutes - July 2026.
5. Delegates to the Shire President authority to approve professional development, conference attendance and annual leave taken by the Chief Executive Officer.
6. Schedules the next review of the Chief Executive Officer's performance and Total Reward Package for Council's consideration in July 2027.
7. Notes that, in accordance with Division 3 of the *Local Government (Administration) Regulations 1996*, Schedule 2, Clause 18, this review is endorsed by resolution of an absolute majority of Council.
8. Notes that, in accordance with Division 3 of the *Local Government (Administration) Regulations 1996*, Schedule 2, Clause 19, the Chief Executive Officer is to be notified of the results of this performance review.

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae

AGAINST: Nil

CARRIED BY ABSOLUTE MAJORITY 9/0

Mr Garry Adams returned to the meeting at 6:19pm.

IN BRIEF

The Shire engaged an independent consultant to undertake the Chief Executive Officer's statutory annual performance review for the 2025-2026 period. This report asks Council to note the outcomes of that review, adopt updated performance criteria for 2026-2027, determine the CEO's Total Reward Package, and fulfil the Shire's statutory obligations to endorse the review and notify the CEO of its results.

As the review addresses a matter affecting an employee, the detailed findings, performance assessment and remuneration information are provided to Elected Members in Confidential Attachment 1, which is not for public distribution. This report and the Officer Recommendation are not confidential.

MATTER FOR CONSIDERATION

Mr Garry Ross Adams was contracted as Chief Executive Officer on 22 May 2025, commencing 4 August 2025, for a five-year term expiring 4 August 2030, under a performance-based employment contract. The contract requires Council to consider, on an annual basis, his performance and any changes to his Total Reward Package (TRP) based on performance outcomes.

Mr Adams is now due for his annual performance review, in accordance with section 5.38 of the *Local Government Act 1995* and the performance review provisions of his employment contract. An independent consultant was engaged to coordinate the review and ensure compliance with statutory and contractual requirements. The detailed outcomes of that review are provided to Council in Confidential Attachment 1.

The Chief Executive Officer has declared an interest in this matter as the subject of the performance review. The Reporting and Responsible Officers have no interest to declare.

BACKGROUND

The Shire is required to undertake an annual review of the CEO's performance against a KPI schedule agreed between the parties at the previous review, noting that the schedule may be amended at any time by agreement. This review relates to the 2025-2026 performance period.

As Key Result Areas (KRAs) and KPIs form part of the CEO's employment contract, these are reviewed and re-set for each forthcoming period, and are aligned with the goals contained in the Council's Strategic Community Plan and Corporate Business Plan.

STATUTORY ENVIRONMENT

Local Government (Administration) Regulations 1996

Local Government Act 1995

Section 5.38 of the Act requires a local government to review the performance of its CEO every year of their employment. Section 5.39B makes it compulsory for a local government to adopt and apply

the Model Standards for CEO Recruitment, Performance and Termination, set out in Schedule 2 of the Local Government (Administration) Regulations 1996. Division 3 of the Standards (Clauses 15–19) governs the review of CEO performance, Council endorsement, and notification of results to the CEO.

As this matter affects an employee, it is appropriate for the detailed report to be dealt with confidentially in accordance with section 5.23(2)(a) of the Local Government Act

POLICY IMPLICATIONS

Nil

The review has been conducted consistently with the CEO Standards adopted by the Shire. KPI setting forms part of the annual performance review process required under those Standards.

FINANCIAL IMPLICATIONS

Nil, other than any change to the CEO's Total Reward Package arising from Recommendation 3. The financial detail of that variation is set out in Confidential Attachment 1.

COUNCIL PLAN

The CEO's performance criteria are aligned to the goals contained in the Shire's Council Plan and are to be updated as that Plan is reviewed.

CORPORATE BUSINESS PLAN

Key Result Areas and KPIs for the 2026–2027 period are set based on the goals identified in the Corporate Business Plan and Council's current priorities.

LONG TERM FINANCIAL PLAN

Nil, other than the potential impact of any Total Reward Package variation noted under Financial Implications above.

ASSET MANAGEMENT PLANS

Not applicable.

WORKFORCE PLAN

This report relates to the statutory performance review of the Chief Executive Officer as an individual senior employee under contractual and legislative requirements, rather than to broader workforce planning.

RISK MANAGEMENT

KPI setting forms part of the mandatory annual performance review process for the CEO. Without agreed KPIs, the CEO's performance cannot be assessed objectively, which would result in non-compliance with the Act and Regulations. This risk is mitigated by Council setting CEO KPIs in agreement with the CEO via this process.

COMMENT

The review process followed is consistent with the requirements of the *Local Government Act 1995* and the Shire's standards for CEO performance review, comprising agreement of the review process and KPIs, an objective performance survey and individual interviews with Elected Members and the

CEO, a review of contract compliance and remuneration benchmarking, and preparation of a draft report provided to the CEO for comment under procedural fairness provisions before finalisation.

Consultation with Elected Members was undertaken by email, in person at the Shire offices in Bridgetown, and by telephone.

Given the personal and remuneration-related nature of the matter, Council may wish to discuss the substance of Confidential Attachment 1 in a session closed to members of the public, in accordance with section 5.23(2)(a) of the *Local Government Act 1995*, before resolving on this Officer Recommendation in open session.

Notwithstanding the outcomes of the review, given the Shire's current financial constraints, the Chief Executive Officer has advised that he does not seek an increase to the salary component of his Total Reward Package for the 2026-2027 period. He has instead requested that an amount of \$2,000 be made available to cover professional membership fees and subscriptions relevant to his role (Option 4 – noted in the CEO Performance Review Committee report and Minutes).

Full supporting detail, including the CEO's performance assessment, the agreed KPIs for 2026-2027 and the Total Reward Package options, is contained in Confidential Attachment 1.

ITEM 18 PROJECT MANAGEMENT AND ENVIRONMENT**18.1 Geegeelup Mountain Bike Trail Network - Feasibility Proposal for Lot 203 Hester Road****File Ref****Responsible Officer** Morgan Gillham, Director of Project Management and Environment**Reporting Officer** Alexa Tunmer, Environmental Sustainability Officer**Attachments**
1. Geegeelup Mountain Bike Trail Network Feasibility Proposal for Lot 203 Hester Road 2026
2. Letter of Support**Voting Requirements** Simple Majority**Disclosure of Interest**
Reporting Officer: Nil
Responsible Officer: Nil**RESOLUTION: OCM 133-26/27**

Moved: Councillor M Fletcher

Seconded: Councillor S Robinson

That Council:

- 1. Endorses the Geegeelup Mountain Bike Network Feasibility Proposal for Lot 203 Hester Road (Attachment 1), and**
- 2. Authorises the Shire President to sign a Letter of Support (Attachment 2) in support of the proposal being submitted to Talison Lithium Pty Ltd by the Bridgetown Mountain Bike and Cycling Club.**

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae**AGAINST:** Nil**CARRIED 9/0****IN BRIEF**

For the past decade, the Bridgetown Mountain Bike and Cycling Club (BMBCC) and the Shire, through the Trails Development Working Group have investigated opportunities to establish a formalised mountain bike trail network.

As no suitable public land option has been identified, Council is asked to support feasibility investigations of a privately owned parcel of land on Hester Road.

MATTER FOR CONSIDERATION

A predominately cleared parcel of land on Hester Road, owned by Talison Lithium, has been identified by the BMBCC as having strong potential for mountain bike trail development.

As no suitable public land option has been identified, a privately owned parcel of land is now proposed for further investigation.

Council is asked to endorse the attached proposal, to be submitted by the BMBCC to Talison Lithium, and provide support through a letter from the Shire President to enable feasibility investigations into the suitability of the land for a mountain bike trail network, including consideration of a potential lease agreement.

BACKGROUND

For more than a decade, the Bridgetown Mountain Bike and Cycling Club (BMBCC), in collaboration with the Shire through the Trails Development Working Group, have explored opportunities to establish a formalised mountain bike trail network within the Shire.

Investigations have primarily focused on public land managed by the Department of Biodiversity, Conservation and Attractions, as well as plantation land managed by the Forest Products Commission. Environmental and land management constraints have prevented progression of previous proposals.

Given these constraints, alternative land outside public tenure is being considered. Council's support is sought to endorse the Club's proposal and to provide a letter of support to enable feasibility investigations to proceed with Talison Lithium.

STATUTORY ENVIRONMENT

Local Government Act 1995

Any future proposal to enter into a lease or undertake development works would be subject to the relevant provisions of the *Local Government Act 1995* and would require a further decision of Council.

Preliminary discussions indicate that Shire insurance arrangements may be capable of accommodating a future trail network; however, this would be subject to confirmation should feasibility investigations support further progression.

POLICY IMPLICATIONS

CC5 - Advisory and Working Groups

FINANCIAL IMPLICATIONS

There are no direct financial implications associated with providing support or permitting feasibility investigations to proceed. Officer time will be required to participate in discussions with Talison Lithium and the Bridgetown Mountain Bike and Cycling Club through the Trails Development Working Group.

Should feasibility investigations indicate that the site is suitable for trail development, a further report will be presented to Council including a business case outlining the next step into concept planning, funding and long-term maintenance and management.

COUNCIL PLAN

2. Good health and community wellbeing.

2.2 Provide quality sport, leisure and recreation services.

2.4 Build community capacity by supporting community organisations and volunteers.

7. Safe, affordable and efficient transport options.

7.2 Provide a safe, well-connected network of paths and cycleways.

9. Bridgetown Greenbushes is a major tourist destination.

9.1 Position Bridgetown Greenbushes as a major tourist destination.

9.2 Develop and promote festivals, events and trails that showcase the area's natural assets and core competencies.

9.2.4 Work with stakeholders to develop the Mountain Bike Trail.

LONG TERM FINANCIAL PLAN

Any costs associated with new Mountain Bike Trails endorsed by Council would be incorporated into the LTFP.

ASSET MANAGEMENT PLANS

N/A

WORKFORCE PLAN

N/A

RISK MANAGEMENT

The proposed feasibility study will look for and identify potential risks and opportunities.

There is minimal organisational or financial risk associated with the recommendations, as no commitments are being made beyond supporting feasibility investigations.

COMMENT

Lot 203 Hester Road, Bridgetown presents a promising opportunity to investigate a potentially suitable site for the development of a local mountain bike trail network particularly after exhausting all other identified alternative land tenure options. The recommendation supports the BMBCC to formally request feasibility investigations commence with Talison Lithium.

Should feasibility investigations identify the site as suitable, a further report will be presented to Council for consideration.

18.2 Bridgetown-Greenbushes Place Planning Scope**File Ref****Responsible Officer** Garry Adams, Chief Executive Officer**Reporting Officer** Morgan Gillham, Director of Project Management and Environment**Attachments**

1. Bridgetown-Greenbushes Place Planning Scope rev 1
2. Bridgetown-Greenbushes Scope Investigation
3. Place Planning - A Logical Way Forward

Voting Requirements Simple Majority**Disclosure of Interest** Reporting Officer: Nil

Responsible Officer:

RESOLUTION: OCM 134-26/27

Moved: Councillor K Gillies

Seconded: Councillor A McRae

That Council:

1. Approves the Place Planning consultancy scope for Bridgetown & Greenbushes as described in attachment 1; and
2. Authorises the CEO to forward the Scope to Talison for review and determination of funding contribution prior to advertising for tenders.

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae**AGAINST:** Nil**CARRIED 9/0****IN BRIEF**

The development of Place Plans for Bridgetown – Greenbushes requires an approved scope of works to be included in Tender documents.

MATTER FOR CONSIDERATION

Included in this report is the proposed detailed scope (attachment #1) for endorsement by Council prior to issuing to Talison Lithium for consideration of Partnership funding in the 2026 calendar year.

If Talison Funding is agreed as per budget, the scope will be included in documents compiled for Tender issue.

BACKGROUND

In mid-2024, the Project Management Office (PMO) provided a paper to Council named 'Place Planning – A Logical Way Forward (refer attachment #3). The paper discussed the use of Place Planning as a tool to inform financial planning, whilst also ensuring funding for reactive or opportunistic infrastructure, did not become a constraint to well considered community led spatial planning.

Place Planning for Bridgetown was included in the 2025/26 FY budget, however the opportunity to partner with Talison Lithium was later realised and if approved by Talison, will see the two Place Plans for both Bridgetown and Greenbushes, delivered in the 2026/27 FY.

It was important that Officers understood how Place Planning has developed in recent years, so specialist Place Planners; Place Laboratory, were engaged to work with officers in the development of a thorough and well considered industry best practice scope of works.

Once the scope of works was developed, officers took it to the June 2026 Concept Forum for consideration and comment by Council. This was then followed up with a Teams meeting for Councillors, the Consultant and Officers to ask questions and discuss any concerns.

Amendments were made to the scope based on feedback from Councillors and have been incorporated in the scope that is brought to council at this meeting (refer attachment #1)

STATUTORY ENVIRONMENT

Local Government (Functions and General) Regulations 1996

If the scope is approved by Council and contributions are received from Talison Lithium, the scope will be released to Tender as required by the Local Government (Functions and General) Regulations 1996.

POLICY IMPLICATIONS

Nil

FINANCIAL IMPLICATIONS

Nil

COUNCIL PLAN

5.2.1 Engage with community and local businesses to develop place plans for Bridgetown and Greenbushes with consideration of ideas to improve land use, connectivity, infrastructure, aesthetics and environmental sustainability.

LONG TERM FINANCIAL PLAN

The delivery of Place Plans will assist with accurate budgeting in the TLFP.

ASSET MANAGEMENT PLANS

Nil

WORKFORCE PLAN

Nil

RISK MANAGEMENT

Going to market with a fully scoped specification for the Place Planning will ensure consistency in responses from Tenderers and will go toward derisking the delivery of the project.

COMMENT

Officer recommendation is to approve the Scope of works as presented, to allow the document to be shared with Talison Lithium as a funding partner. Once funding is approved, the project will go to Tender at the earliest possible time in FY 26/27.

UNOFFICIAL

ITEM 19 RECEIVAL OF MINUTES FROM MANAGEMENT COMMITTEES

No matters for consideration

ITEM 20 URGENT BUSINESS APPROVED BY DECISION

ITEM 21 RESPONSES TO ELECTED MEMBERS QUESTIONS TAKEN ON NOTICE

No matters for consideration

ITEM 22 ELECTED MEMBERS QUESTIONS WITH NOTICE

ITEM 23 NOTICE OF MOTION FOR CONSIDERATION AT THE NEXT MEETING

No matters for consideration

ITEM 24 MATTERS BEHIND CLOSED DOORS (CONFIDENTIAL ITEMS)

The Meeting will be closed by Council Resolution to the public under Part 5 Division 2 Section 5.23(2)(c) of the Local Government Act 1995 as the Items relates to : -

- (c) a contract entered into, or which may be entered into, by the local government and which relates to a matter to be discussed at the meeting

RESOLUTION: OCM 135-26/27

Moved: Councillor R Redman

Seconded: Councillor T Pratico

That Council close the meeting to the public at 6.25 pm to consider the confidential reports listed below in accordance with Section 5.23(2) of the Local Government Act 1995:

24.1 Request to State Government - Building Acquisition for Community Purposes

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae

AGAINST: Nil

CARRIED 9/0

24.1 Request to State Government - Building Acquisition for Community Purposes**MOTION**

Moved: Councillor K Gillies

Seconded: Councillor R Redman

That Council

1. **Authorises the Chief Executive Officer to negotiate with relevant State Government agencies and the relevant Minister regarding the tenure and use of the property outlined in the body of this report.**
2. **Requests the Chief Executive Officer to report back to Council regarding the outcome of negotiations as soon as practicable, together with a viable business plan for its use.**
3. **Notes that any agreement with the State Government regarding use of the property will be subject to a further decision of Council.**

AMENDMENT**RESOLUTION: OCM 136-26/27**

Moved: Councillor K Gillies

Seconded: Councillor A McRae

That Council

1. **Authorises the Chief Executive Officer to negotiate with relevant State Government agencies and the relevant Minister regarding the tenure and use of the property outlined in the body of this report.**
2. **Requests the Chief Executive Officer to report back to Council regarding the outcome of negotiations as soon as practicable, together with a viable business plan for its use.**
3. **Notes that any agreement with the State Government regarding use of the property will be subject to a further decision of Council.**
4. **That any proposal to acquire, lease or otherwise accept responsibility for the property be brought back to Council accompanied by a detailed business case, condition assessment, governance model, financial analysis and risk assessment prior to any commitment being made.**

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae

AGAINST: Nil

CARRIED 9/0

AMENDED SUBSTANTIVE MOTION

RESOLUTION: OCM 137-26/27

Moved: Councillor K Gillies

Seconded: Councillor A McRae

That Council

1. **Authorises the Chief Executive Officer to negotiate with relevant State Government agencies and the relevant Minister regarding the tenure and use of the property outlined in the body of this report.**
2. **Requests the Chief Executive Officer to report back to Council regarding the outcome of negotiations as soon as practicable, together with a viable business plan for its use.**
3. **Notes that any agreement with the State Government regarding use of the property will be subject to a further decision of Council.**
4. **That any proposal to acquire, lease or otherwise accept responsibility for the property be brought back to Council accompanied by a detailed business case, condition assessment, governance model, financial analysis and risk assessment prior to any commitment being made.**

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae

AGAINST: Nil

CARRIED 9/0

The above mentioned report/s were provided to Elected Members under separate cover. The report/s are not for publication.

RESOLUTION: OCM 138-26/27

Moved: Councillor R Redman

Seconded: Councillor J Boyle

That the meeting be open to members of the public at 6.36 pm.

FOR: Crs S Carstairs, R Redman, J Boyle, M Fletcher, L Pearce, T Pratico, K Gillies, S Robinson and A McRae

AGAINST: Nil

CARRIED 9/0

Public Reading of Resolution

Should there be any members of the public in attendance at the re-opened Meeting, the Shire President is to read aloud the decisions made by Council while the Meeting was closed to the public.

ITEM 25 CLOSURE

The Presiding Member closed the meeting at 6.38pm.