

**2025-2026**

# **REGIONAL PLAN & BUDGET**

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**WEST ARNHEM**



**REGIONAL COUNCIL**





## Acknowledgment of Country

West Arnhem Regional Council acknowledges the First Nations Custodians; and the many Language and Family groups who are Managers and Care-takers to each of their Traditional homelands and Waters across the West Arnhem Region's Wards. West Arnhem Regional Council pay their respects and acknowledge Elders, past present and rising.



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Aboriginal and Torres Strait Islander People should be aware that this publication may contain images and names of people who have since passed away.



# Mayor & CEO Welcome



Welcome to the West Arnhem Regional Council (WARC) 2025-26 Regional Plan and Budget - a key governance document and a legislative requirement. It sets the direction for our Council in the year ahead, guiding our dedicated workforce and supporting our constituents who shape our vibrant region every day.

This Regional Plan and Budget has been developed in collaboration with Elected Members, Local Authorities, staff, and the voices of the West Arnhem region constituents. It outlines our key priorities - delivering strong services, upholding good governance and ensuring long-term financial stability.

We begin this new year with great enthusiasm and refreshed leadership following the appointment of Katharine as our new Chief Executive Officer. Additionally, we welcome a full Council, with the recent appointments of Councillor Tamar Nawiridj for the Gunbalanya Ward and Councillor Steven Nabalmarda for the Minjilang Ward. With 12 Aboriginal Elected Members, we take pride in our leadership's deep connection to community and remain committed to working together for a promising year ahead.

With fresh opportunities on the horizon, WARC is committed to building on past successes and shaping a thriving future. Our priorities remain firmly embedded in community needs, ensuring enhanced service delivery, economic sustainability and long-term stability.

In the year ahead, we are dedicated to working closely with our four Local Authorities and strengthening community-led decision-making. These Local

Authorities serve as a vital link between government and community, ensuring genuine representation and that decisions reflect the needs and aspirations of our people. We also acknowledge and thank every single Local Authority member for your invaluable contributions to this process.

For our dedicated workforce of 180 staff, this Plan emphasises building capability through training opportunities, fostering a strong workplace culture, and creating pathways for career growth. We are proud to support the ongoing learning and development of staff members currently completing their Trade Certificate in Civil Construction, and we look forward to the skills and experience they will bring to their roles. Investing in our workforce is key to delivering high-quality services and ensuring the overall prosperity of our organisation. Additionally, we anticipate positive outcomes through our Enterprise Agreement - the first one for Council. This agreement enhances employment conditions, demonstrating our commitment to valuing and investing in our people.

In 2025-26, residents can look forward to several community-led projects taking shape, many funded by our Local Authorities. These initiatives will provide high-quality infrastructure and services tailored to each community's unique needs, fostering a strong sense of place and belonging. We eagerly await the official opening of the Maningrida changerooms – an incredible achievement for our Council that will have lasting benefits for the community while enhancing sport and recreation opportunities across the wider region.



In the year ahead, Council remains committed to working collaboratively with stakeholders to advance community services. A key partnership is our ongoing Memorandum of Understanding with the Northern Territory Police. This agreement ensures coordination between Police, WARC's Local Authorities, Community Night Patrol and Sport and Recreation services. Through these valued partnerships, we enhance community safety, harmony, health and wellbeing.

***“With fresh opportunities on the horizon, WARC is committed to building on past successes and shaping a thriving future.”***

This Plan also outlines our legislative obligations for the year ahead. In 2025-26, we will focus on upcoming changes to the Local Government Act, and the ongoing work with communities to fulfill the requirements of the *Burial and Cremation Act 2022* and the West Arnhem Regional

Council (Jabiru Town) By-Laws 2024.

Looking ahead, advocacy remains a key priority for our Council, as we strive to achieve better outcomes and opportunities for our people. We are committed to working in partnership with our constituents and stakeholders, and we deeply appreciate the support we receive through grants and funding programs at all levels of government. These critical funding streams enable us to deliver essential services, infrastructure, and meaningful projects in our remote communities.

As the 2021-2025 Council term comes to an end, we recognise the significance of the upcoming Local Government Election in August 2025. On behalf of the Elected Members, we thank our constituents for the opportunity to serve. We take pride in our communities, our Council, and the achievements we have made together.

Finally, Council looks forward to implementing this Regional Plan and Budget, guiding a strong organisation into a promising year ahead. With the leadership of our Elected Members and Local Authorities, we reaffirm our commitment to delivering better outcomes for the region and achieving our vision of building strong communities.



**Mayor James Woods**      **Katharine Murray**  
*West Arnhem Regional Council      Chief Executive Officer*





# Our Council





# Our Communities

The West Arnhem region, located in the Top End of the Northern Territory, is a vast and diverse area spanning nearly 50,000 square kilometres. This unique region is home to five vibrant Communities: Warruwi, Minjilang, Gunbalanya, Jabiru, and Maningrida, each with its own distinct geographical profile.

West Arnhem Regional Council acknowledges the deep connection Aboriginal people have to Country, which is reflected in the strong cultural and linguistic ties across the region.

The area is home to approximately 6,281 residents, with over two-thirds identifying as Aboriginal and/or Torres Strait Islander, or 'Bininj' people. The region's Communities are geographically diverse:

- **Warruwi** (432 people) and **Minjilang** (265 people) are smaller island Communities in the Arafura Sea
- **Maningrida** (2,518 people), the largest Community, is situated on the Central Arnhem coast
- **Gunbalanya** (1,177 people) is located far inland
- **Jabiru** (755 people) is positioned within the World Heritage-listed Kakadu National Park

Despite the geographical differences, the Communities are united through strong cultural connections, with language, culture, and ceremony playing vital roles in daily life. Clan groups across the entire Arnhem region are connected through cultural song lines.

## Regional Overview in Statistics

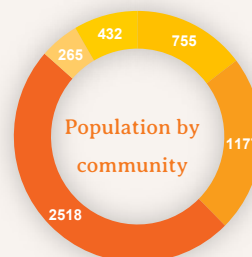
Data source: 2021 Census data



6,281  
Population



5,097 or 81%  
Aboriginal and/or Torres  
Strait Islander Peoples



■ Jabiru ■ Gunbalanya ■ Maningrida ■ Minjilang ■ Warruwi



50.9% 49.1%  
Males Females



4.3  
Average Household  
Size



28  
Median Age



Languages

Kunwinjku: 23.1%  
Burarra: 18.0%  
Kuninjku: 6.6%  
Ndjebbana: 5.7%  
Maung: 5.1%



49,675km<sup>2</sup>  
Geographical Area



1,144  
Number of Families

# Our Councillors

## Maningrida Ward



Maningrida Ward  
Mayor James Woods



Maningrida Ward  
Cr Jacqueline Phillips



Councillor  
Monica Wilton



Councillor  
Jermaine Namanurki

## Kakadu Ward



Deputy Mayor  
Elizabeth Williams



Councillor  
Ralph F. Blyth



Councillor  
Mickitja Onus

## Gunbalanya Ward



Councillor  
Otto Dann



Councillor  
Donna Nadjamerrek



Councillor  
Tamar Nawirridj

## Minjilang Ward



Councillor  
Steven Nabalmarda

## Warruwi Ward



Councillor  
James Marrawal



# About Council

The **Council's** role is to represent, inform, and make responsible decisions for its constituency.

Through the voices of the 12 Elected Members who represent the five Wards, our Council plays an important role in advocating at all levels of government on matters important to the people residing in our communities.

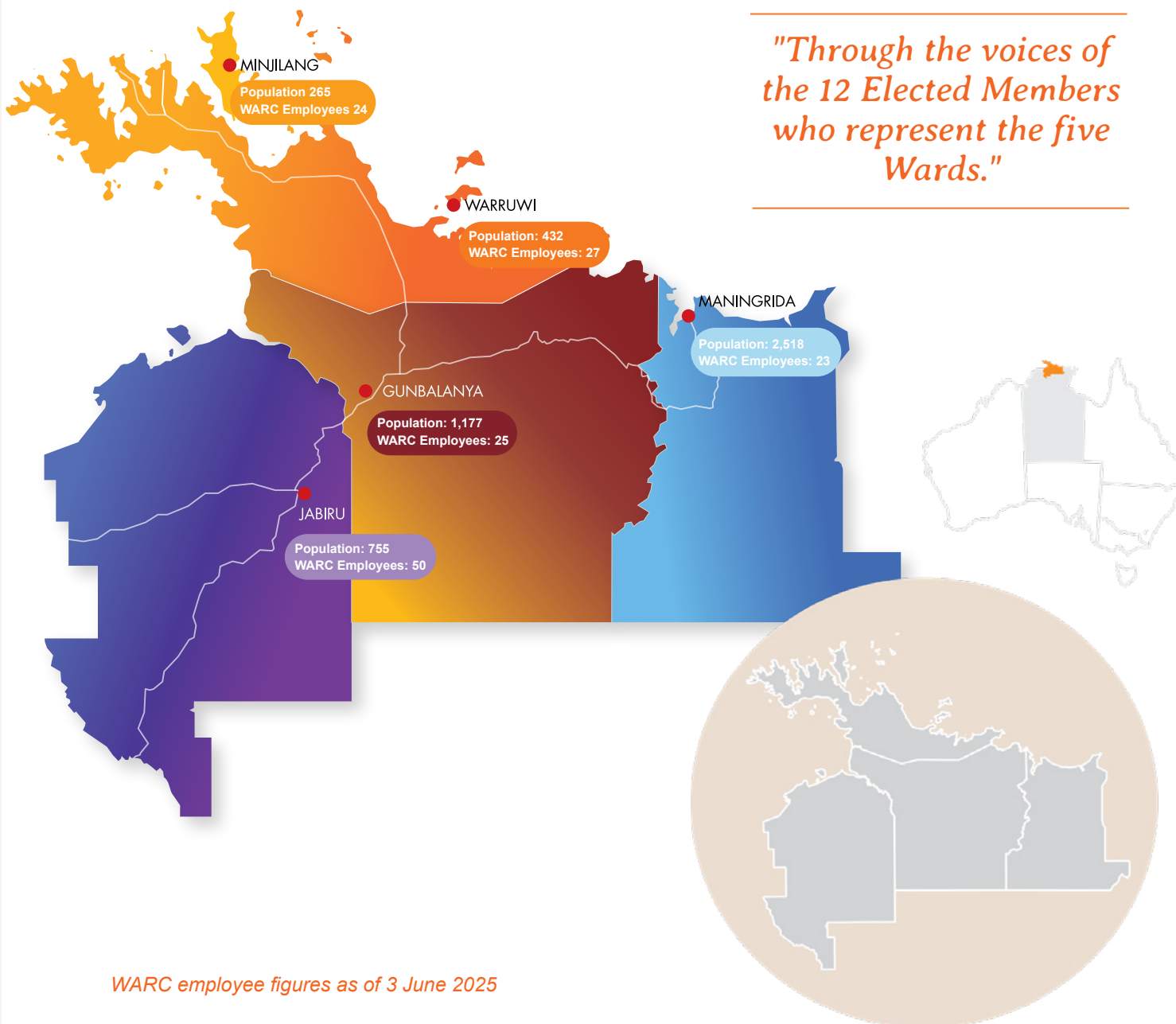
West Arnhem Regional Council holds Ordinary Council Meetings every month, alternating between in person and video conferencing.

Two **Special Finance Committee** Meetings are scheduled for the 2025-26 year, with Special Meetings of Council held as required.

The **Risk Management and Audit Committee** and the Kakadu Ward Advisory Committee meet four times throughout a financial year.

**Local Authority** Meetings are convened four times per financial year for each of the four Local Authorities in the region.

*"Through the voices of the 12 Elected Members who represent the five Wards."*



# Committees and Panel

## Risk Management and Audit Committee

The Risk Management and Audit Committee is an advisory Committee formed in line with section 86 of the *Local Government Act 2019* that assists Council to achieve good governance by the exercising of due care, diligence and skills in relations to Internal and External Control of Audits and Reporting.

The Risk Management and Audit Committee will meet four times in 2025-26.

### Risk Management and Audit Committee Members

Carolyn Eagle (Independent Chair)

Warren Jackson (Independent Member)

Mayor James Woods

Deputy Mayor Elizabeth Williams

Cr Jacqueline Phillips

## Special Finance Committee

The West Arnhem Regional Council Special Finance Committee is constituted as an Executive Committee with all the necessary powers to carry out Council's financial functions in line with section 83(4) of the *Local Government Act 2019*.

The Special Finance Committee was formed to review and approve the monthly finance report in the instance that a quorum cannot be met for an Ordinary meeting of Council.

### Special Finance Committee

Mayor James Woods

Deputy Mayor Elizabeth Williams

Cr Donna Nadjamerrek

Cr Mickitja Onus

Cr James Marrawal

## CEO Employment and Remuneration Advisory Panel

The CEO Employment and Remuneration Advisory Panel was re-established in 2024

The Panel is an advisory panel that assists Council to fulfil its responsibilities relating to the CEO's employment as required under part 9.1 of the *Local Government Act 2019* and Guideline 2: Appointing a CEO.

The panel is responsible for ensuring that comprehensive principles of human resource management are applied to the employment of the CEO, and to provide advice to Council on matters relating to the CEO recruitment, performance, professional development, remuneration and conditions of employment.

### CEO Employment and Remuneration Advisory Panel

Mayor James Woods

Deputy Mayor Elizabeth Williams

Cr Mickitja Onus

Cr James Marrawal

Mark Blackburn (Independent Member)

## Kakadu Ward Advisory Committee

West Arnhem Regional Council established a Kakadu Ward Advisory Committee, pursuant to Part 5.3 of the *Local Government Act 2019*, as a key component of WARC's governance framework.

The Committee is an independent advisory body formed to strengthen relationships between Council, its staff and the residents of Kakadu by recommendations on improving Council's operations within the Kakadu Ward.

### Kakadu Ward Advisory Committee Members

Mayor James Woods

Deputy Mayor Elizabeth Williams

Cr Ralph Blyth (chair)

Cr Mickitja Onus



# Local Authorities

Local Authorities play a critical role by providing Council with informed recommendations and feedback from the West Arnhem communities. The region has four Local Authorities, and each has a minimum representation of six appointed members who reside in the community. For the 2025-26 year, each Local Authority is scheduled to meet four times.

APPOINTED MEMBERS			
Gunbalanya	Maningrida	Minjilang	Warruwi
Andy Garnarradj (Chairperson)	Jessica Phillips (Chairperson)	Matthew Nagarlbin (Chairperson)	Jason Mayinaj (Chairperson)
Connie Nayinggul	Sharon Hayes	Charles Yirrawala	Alfred Gawaraidj
Evonne Gumurdul	Shane Namanurki	Shane Wauchope	Ida Waianga
Henry Yates	Joyce Bohme	Clint Wauchope	Nicholas Hunter
Kenneth Mangirru	Marlene Kernan	Josephine Cooper	Richard Nawirr
Maxwell Garnarradj	Garth Doolan	Vacant	Phillip Wasaga
Grant Nayinggul			William Wurluli
Nicodemus Nayilibidj			Geraldine Narul
ELECTED MEMBERS			
Mayor James Woods	Mayor James Woods	Mayor James Woods	Mayor James Woods
Deputy Mayor Elizabeth Williams	Deputy Mayor Elizabeth Williams	Deputy Mayor Elizabeth Williams	Deputy Mayor Elizabeth Williams
Cr Otto Dann	Cr Monica Wilton	Cr Steven Nabalmarda	Cr James Marrawal
Cr Tamar Nawirrdj	Cr Jacqueline Phillips		
Cr Donna Nadjamerrek	Cr Jermaine Namanurki		



# Organisational Structure

## Functional & Role







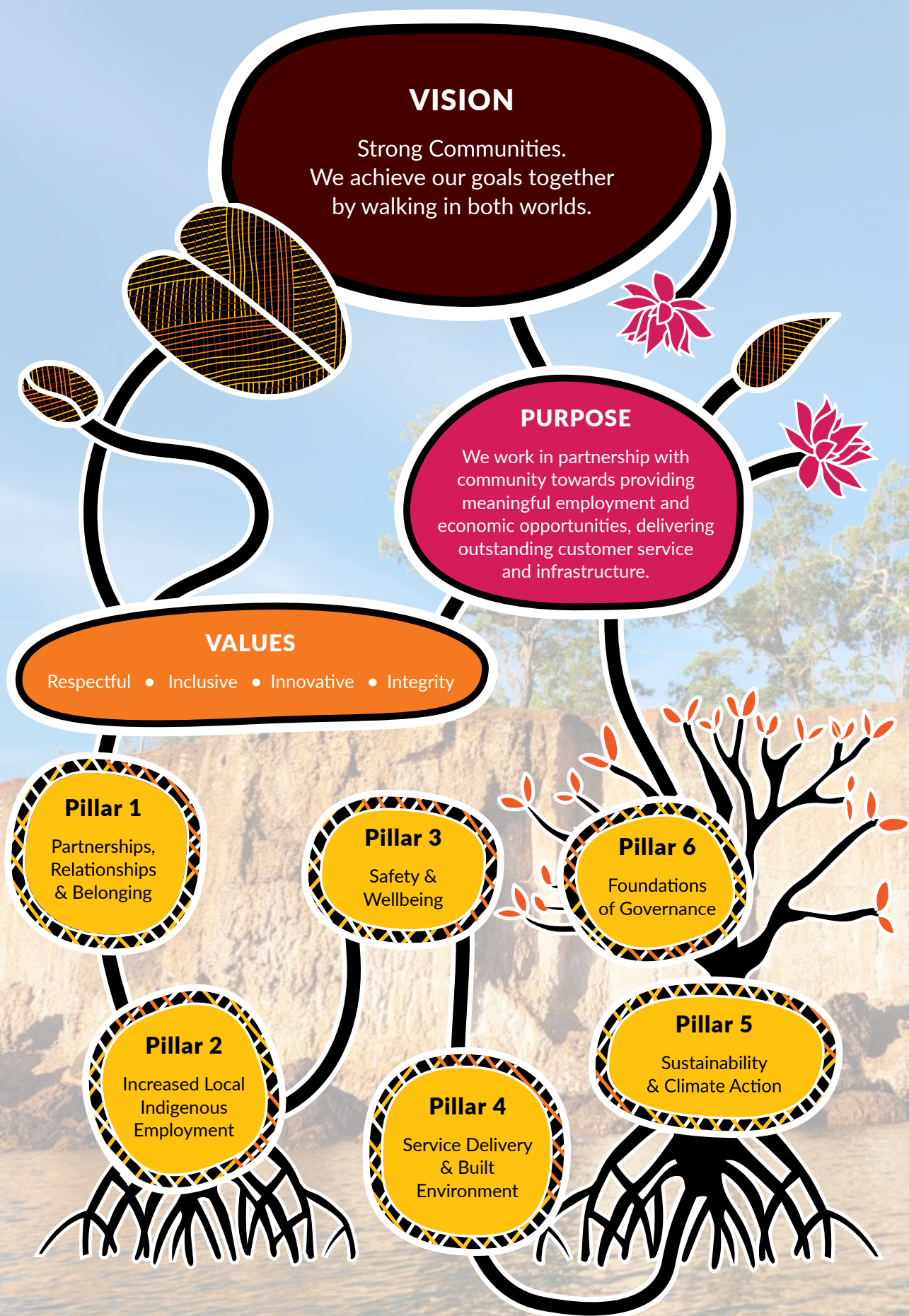




# Strategic Plan

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# Our Values

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**The values or behaviours that Council will embrace to support our Purpose and guide us in achieving the Vision are:**

## Respectful

We respect our communities and staff of all cultures.

We respect elders past, present and emerging for they hold the memories, the traditions, the culture and hopes of Indigenous Australia.

We acknowledge that Aboriginal culture is a living culture and that Aboriginal people continue to live in spiritual and sacred relationship with country.

## Inclusive

We are engaged with our communities and partners.

We value diverse perspectives and voices and encourage their incorporation into our work practices.

## Innovative

We encourage and promote a culture of safety where innovation is celebrated and new ways of working are implemented to improve our services.

## Integrity

We are open, transparent and accountable.

# Strategic Plan Journey

West Arnhem Regional Council undertakes an annual review of its strategic plan, which is embedded in the Regional Plan through six foundational Pillars:

**Pillar 1:** Partnerships, Relationships, and Belonging

**Pillar 2:** Increased Local Indigenous Employment

**Pillar 3:** Safety and Wellbeing

**Pillar 4:** Service Delivery and Built Environment

**Pillar 5:** Sustainability and Climate Action

**Pillar 6:** Foundations of Governance

These Pillars provide the strategic framework for Council, guiding our commitment to community well-being, strong local governance, and sustainable development. To ensure community priorities remain at the forefront, Council consults annually with Elected Members, Local Authorities, and constituents to gather feedback on the Plan and Budget.

## For the 2025-26 Regional Plan and Budget, this included:

Pillars Plan discussed and workshopped with senior management and executive staff	February 2025
First draft of the Regional Plan and Budget 2025-26 presented to Council for review	19 February 2025
First draft of the Regional Plan and Budget 2025-26 presented to Local Authorities for review	March 2025
Extensive budget reviews with senior management and executive staff	April 2025
Draft Regional Plan and Budget 2025-26 presented to Council for review and approval to consult with communities for 21 days	29 April 2025
Draft Regional Plan and Budget 2025-26 presented to Local Authorities	May 2025
Regional Plan and Budget 2025-26 approved by Council	17 June 2025

# Council Services

West Arnhem Regional Council is committed to delivering high-quality core services that support our vision of Strong Communities. We focus on fostering active community engagement, maintaining strong governance, and ensuring excellence in local government administration. Our daily operations centre on providing essential civic services, promoting environmental health, and improving local infrastructure across all our communities.

	GUNBALANYA	JABIRU	MANINGRIDA	MINJILANG	WARRUWI
<b>COMMUNITY ENGAGEMENT</b>					
Public and corporate relations	✓	✓	✓	✓	✓
Customer relationship management, including complaints and responses	✓	✓	✓	✓	✓
Governance	✓	✓	✓	✓	✓
Advocacy and representation on local and regional issues	✓	✓	✓	✓	✓
<b>LOCAL GOVERNMENT ADMINISTRATION</b>					
Financial management	✓	✓	✓	✓	✓
Revenue growth	✓	✓	✓	✓	✓
Human resources, learning and development	✓	✓	✓	✓	✓
Records management	✓	✓	✓	✓	✓
Risk management	✓	✓	✓	✓	✓
Council planning and reporting: strategic, financial and service delivery planning and reporting	✓	✓	✓	✓	✓
IT and Communications	✓	✓	✓	✓	✓
<b>LOCAL CIVIC SERVICES</b>					
Library and cultural heritage service		✓			
<b>LOCAL INFRASTRUCTURE</b>					
Asset management	✓	✓	✓	✓	✓
Lighting for public safety	✓	✓	✓	✓	✓
Local road traffic management, maintenance, upgrading and construction	✓	✓	✓	✓	✓
Maintenance and upgrade of parks, reserves and open spaces inc. weed control	✓	✓	✓	✓	✓
Fleet, plant and equipment maintenance	✓	✓	✓	✓	✓
Maintenance and upgrade of buildings, facilities and fixed assets	✓	✓	✓	✓	✓
Swimming pools		✓	✓		
Management and administration of local laws		✓			
<b>LOCAL ENVIRONMENT HEALTH</b>					
Waste management	✓	✓	✓	✓	✓
Provision of sewer and water management		✓			
Provision of contract services for sewer and water management	✓		✓	✓	✓
Animal management program	✓	✓	✓	✓	✓



# Commercial Services

West Arnhem Regional Council delivers a diverse range of commercial activities and services across the region, providing essential resources to local communities while creating valuable employment opportunities. Revenue generated through these activities serves as a crucial supplementary income stream, allowing the Council to enhance community services, support local initiatives, and drive regional development. This approach reflects the Council's commitment to economic sustainability and the long-term enrichment of West Arnhem communities.

The commercial services anticipated to be delivered by West Arnhem Regional Council in 2025-26 include:

	GUNBALANYA	JABIRU	MANINGRIDA	MINJILANG	WARRUWI
Long Day Care Service		✓			
Centrelink Agent Services	✓	✓		✓	✓
Airstrip Maintenance Contract	✓		✓	✓	✓
Power, Water and Sewerage Systems Contract	✓		✓	✓	✓
Post Office Agreement	✓	✓	✓	✓	✓
Manage Visitor Accommodation	✓		✓	✓	✓



# Community Services

West Arnhem Regional Council is committed to improving the quality of life for residents by delivering a broad range of community wellbeing programs. Through strong partnerships with local communities and key stakeholders, the Council ensures the provision of essential services that support health, social wellbeing, and community connections. These initiatives not only enhance individual wellbeing but also contribute to regional development and the strengthening of communities.

The Community Wellbeing Services planned for delivery by West Arnhem Regional Council in 2025-26 include:

	GUNBALANYA	JABIRU	MANINGRIDA	MINJILANG	WARRUWI
<b>AGED AND COMMUNITY CARE</b>					
Home Care Packages Program	✓	✓		✓	✓
Commonwealth Home Support Programme	✓	✓		✓	✓
Indigenous Aged Care Employment Program	✓	✓		✓	✓
National Disability Insurance Scheme	✓	✓		✓	✓
<b>CHILDREN AND YOUTH SERVICES</b>					
Remote Sport Programme	✓	✓	✓	✓	✓
Warruwi and Minjilang Crèche				✓	✓
Outside School Hours Care					✓
Sport and Recreation	✓	✓	✓	✓	✓
<b>COMMUNITY SAFETY AND SUPPORT</b>					
Community Night Patrols	✓			✓	✓
<b>CULTURE AND HERITAGE</b>					
Deliver Indigenous Broadcasting Programme	✓		✓	✓	✓





# Major Project Plans

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West Arnhem Regional Council will undertake a series of community-led infrastructure projects across the region in 2025-26. Some of these projects, funded by Local Authorities, represent significant capital investment, enhancing the built environment and supporting community wellbeing. Additionally, Council will implement technology solutions to optimise service delivery and strengthen operations.

These projects will progress and/ or come to completion as this Regional Plan is implemented:

## Regional

Animal Management Program  
co-contribution

Reduce, Reuse, Recycle Strategy  
implementation

Creation of Remote Recycling Hub Business  
Plan

Update in Council's Business Software

## Jabiru

Brockman Oval Football Oval  
Construction of Lights

Dog Park and Playground at Lake

Outdoor Gym at Brockman Oval

## Maningrida

Upgrades toilets at Maningrida  
Council Office

New Year's Eve fireworks - TBC





# Pillars

In line with the Local Government Act (the Act), West Arnhem Regional Council has developed a new Strategic Plan, guiding the council's initiatives and actions towards meaningful Community impact.

The following Pillars represent the priorities, interests, requirements, aspirations and needs of the Communities within Council.

The Strategic Plan sets out the Council's six main pillars:

## **Pillar 1 - Partnerships, Relationships and Belonging**

- 1.1 Community Engagement
- 1.2 Economic Partnerships
- 1.3 Communication
- 1.4 Community Events
- 1.5 Cultural Awareness Training
- 1.6 Youth Engagement

## **Pillar 2 - Increased Local Indigenous Employment**

- 2.1 Indigenous Employment Framework
- 2.2 Traineeships and Apprenticeships
- 2.3 Policy and Procedures

## **Pillar 3 - Safety and Wellbeing**

- 3.1 Cultural Safety
- 3.2 Health and Safety
- 3.3 Employee Engagement and Training and Development
- 3.4 Community Service Delivery

## **Pillar 4 - Service Delivery and Built Environment**

- 4.1 Strategic Infrastructure and Asset Management
- 4.2 Fleet, Plant and Equipment
- 4.3 Waste and Water Management
- 4.4 Local Road Management and Maintenance

## **Pillar 5 - Sustainability and Climate Action**

- 5.1 Recycling and Waste
- 5.2 Procurement
- 5.3 Education
- 5.4 Policy

## **Pillar 6 - Foundations of Governance**

- 6.1 Financial Management
- 6.2 Records
- 6.3 Council and Local Authorities
- 6.4 Risk Management
- 6.5 Planning and Reporting
- 6.6 Information and Communication Technology

## Pillar 1: Partnerships, Relationships and Belonging

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Investing in relationships and partnerships at all levels supports and strengthens community and belonging.

We prioritise the value of partnerships and relationships as a key determinant of a happy, strong and thriving community.



Goal	Strategy	Measure	Target
<b>1.1 Community Engagement</b>  Seek out and support diverse perspectives and collaborations with community, community leaders, businesses, agencies and local service providers to enhance community life	Engage with Traditional Owners to assist local cultural events with road closures, facilities hire and/or use, provide signage and general support	In-kind support as available to assist with cultural events as available	100%
	Attend and contribute to heads of agencies meetings	Heads of agencies meetings attended and information shared locally with teams and across the organisation	100%
	Develop well-planned, community-led sport, recreational and cultural programs	Programs and initiatives are informed by the expressed needs and voices of the local people they serve and the staff who deliver them	100%
	Actively seek out and develop collaborative partnerships that encourage service coordination and integration	Community meetings coordinated, informed and participated in	100%

Goal	Strategy	Measure	Target
<b>1.2 Economic Partnerships</b>  Secure increased income opportunities (grants and commercial) that create employment and/or improve community life	Yearly review of Council Contracts to ensure delivery best practice and full financial outcomes	Review existing Business Development Strategy	February 2026
	Identify and pursue opportunities for further partnerships, income and growth	Local employment opportunities embedded into planning and new contracts and increased	June 2026
		Council-run community services are adequately resourced to provide culturally appropriate, safe, community-led programs	100%
	Manage WARC's staff housing portfolio in order to:	Every tenancy is delivered according to the RTA and WARC policies	100%
	a. attract and retain staff	All applicable opportunities for funding for new housing and housing maintenance contracts pursued	100%
	b. promote staff stability and contribute to community life		
	Seek to retain and uplift existing grants and contracts	Existing contracts retained and additional contracts procured	Minimum uplift CPI or above



Goal	Strategy	Measure	Target
<b>1.3 Communication</b>  Deliver dynamic communication which is culturally informed and appropriate, engaging and relevant to the interests of Council	Develop and manage Council's social media and communication channels, including the website	Minimum social media targets are met: Instagram – minimum 2 posts per month Facebook – minimum 3 posts per month LinkedIn – minimum 2 posts per month Twitter – minimum 1 post per month	100%
		Implement social media strategy	December 2025
	Publish <i>The Wire</i> once a fortnight	Community contribution of articles and/or photos to each edition	4
	Publish a community event calendar on the website	Website current and up-to-date community event calendar displayed	100%
	Create and promote the use of pictorial and/or promotional materials in local languages via Council's established communication channels (internal and external)	Internal and external communication and promotional materials in local languages and/or pictorials are delivered according to the actions of WARC's Reconciliation Action Plan	100%
	Foster an organisational culture of innovation in communication which engages staff and enhances internal communication	Staff newsletter <i>In the Loop</i> published monthly	12 per annum
		All internal requests for WARC branded communication materials including calendars, posters, digital displays and social media posts are facilitated and delivered by WARC Communications and Public Relations Coordinator	100%
	Work with stakeholders to foster positive relationships and build effective networks locally, across the region and nationally	Stakeholder news shared through social media and communication channels on behalf of stakeholders as per request	85%

Goal	Strategy	Measure	Target
<b>1.4 Community Events</b>  Deliver cultural, civic and sporting events which engage and unite the community	Conduct civic events which recognise and celebrate community sentiment	Civic events held in each community hosted by Council	4 per annum
	Provide support to community organisations to deliver community-based events	In-kind support provided to community groups as requested	As per budget

Goal	Strategy	Measure	Target
<b>1.5 Cultural Awareness Training</b>  Develop increased understanding and observation of cultural protocols	Review and expand culture awareness program	Identify and review current framework for appropriateness and identify opportunities for improvement and expansion	June 2026
		Develop appropriate learning activities to reach all staff, contractors, consultants and volunteers	June 2026
		All new employees completed cultural awareness training during probation	June 2026



Goal	Strategy	Measure	Target
<b>1.6 Youth Engagement</b>  Deliver diverse, targeted programs and events which actively empower and engage young people as valuable partners in decision-making which affects them	Design and deliver youth engagement programs in consultation with youth and community stakeholders	Youth and community consultations informed by program design and activity work plans	100%
	Deliver regional planning activities with Sport and Recreation and Community Services teams and schools	Sport and Recreation and Community Services delivery well-planned, with programs reflecting the expressed needs of the community and WARC's regional goals designed	100%
	Plan and deliver diverse and engaging holiday programs that meet the needs and interests of all children/young people and which run for a longer period each day	Holiday programs delivered and attendance is increased in each community throughout the school holiday period	Uplift 10%
	Promote, celebrate and report on activities and events in publications such as <i>The Wire</i> and social media	Photos and/or stories for publication in <i>The Wire</i> and social media provided by Sport and Recreation and Community Services teams	Minimum 2 per month



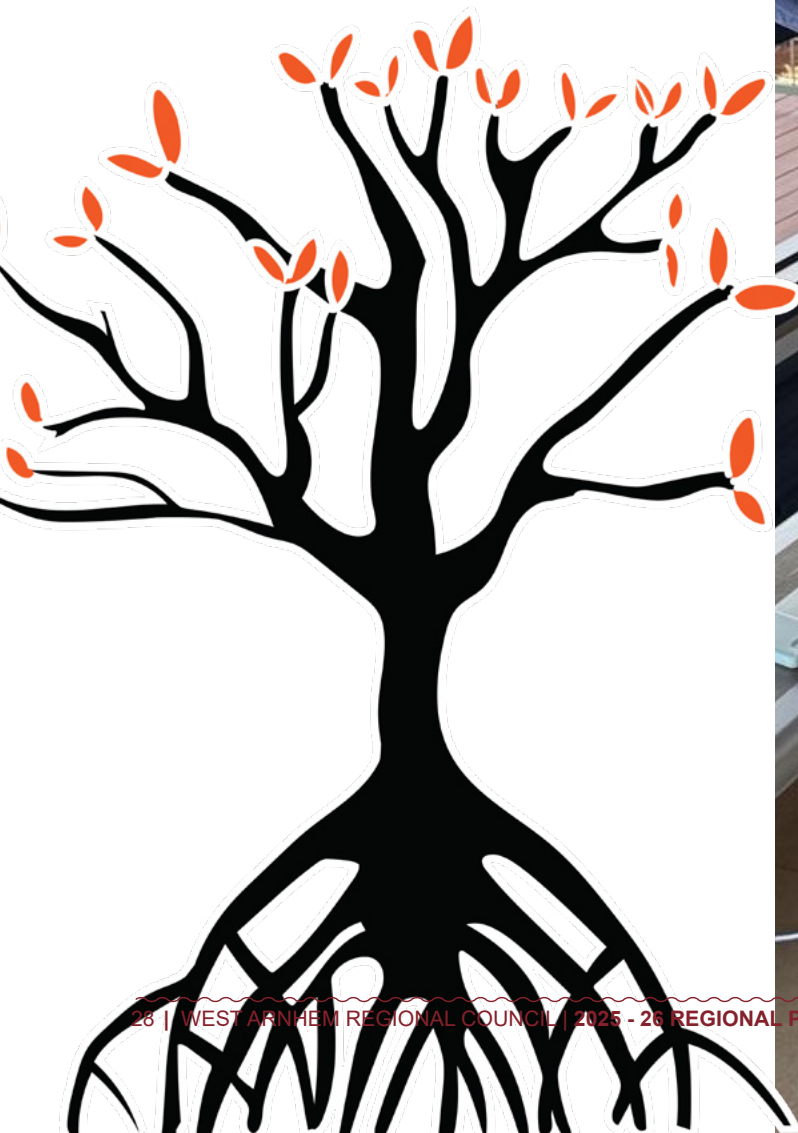


## Pillar 2: Increased Local Indigenous Employment

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We are committed to investing in and supporting local Indigenous employment.

We recognise the instrumental value that Indigenous staff bring to our organisation and the social force that occurs with employment opportunities.



Goal	Strategy	Measure	Target
<b>2.1 Indigenous Employment Framework</b>  Create Council Indigenous employment framework including tailored pathways to employment	Develop a WARC First Nations Employment Strategy	Finalise and launch First Nations Employment Strategy	December 2025
	Work with community to understand employment obstacles for local people and identify solutions	Undertake consultation activities across all Communities	December 2025
	Seek funding to support WARC's Indigenous Employment Strategy	Funding opportunities identified and funds applied for	February 2026
	Undertake a skills gap and training needs analysis	Results of skills and training gap analysis used to draft training plan	100%
	Enhance WARC's employer brand to attract and retain staff	Review WARC branding for all positions, website and community level initiatives for local employment	100%

Goal	Strategy	Measure	Target
<b>2.2 Traineeships and Apprenticeships</b>  Provide local residents opportunities to learn and obtain professional qualifications in trades and administration	Create a learning pathway and training into apprenticeships and traineeships	Implemented training activities relevant to work groups	June 2026

Goal	Strategy	Measure	Target
<b>2.3 Policy and Procedures</b>  Research, review and develop policy to underpin and inform Council's intent and strategy to increase local Indigenous employment	Review WARC recruitment processes, partnerships and systems for local people	Recruitment process recommendations implemented	100%



## Pillar 3: Safety and Wellbeing

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As an 'Employer of Choice', we provide and promote a positive culture of safety, inclusion and respect. Our people are skilled, informed and have opportunities to grow and develop within our organisation.

Services provided to community are professional, impactful, engaging and appropriate to local needs





Goal	Strategy	Measure	Target
<b>3.1 Cultural Safety</b>  Delivery of actions in the WARC 'Innovate' Reconciliation Action Plan	Complete all actions of Council's 'Innovate' Reconciliation Action Plan	'Innovate' Reconciliation Action Plan actions completed as per plan	June 2026
	Provide reports to Council and Local Authorities on the challenges, highlights and progress of implementing the Reconciliation Action Plan initiatives	Reconciliation Action Plan updates and reports provided to Council and Local Authorities each quarter	100%
	Contribute articles and updates to staff newsletter <i>In the Loop</i> on the highlights of the Reconciliation Action Plan progress	Reconciliation Action Plan working group and Council Service Managers contributed to alternating monthly update/story to <i>In the Loop</i> staff newsletter	100%
	Review success of Reconciliation Action Plan against actions and determine Council's next steps towards reconciliation actions for 2024 and beyond	Progress of 'Innovate' plan reviewed and next steps determined by Chief Executive Officer and Reconciliation Action Plan working group	June 2026

Goal	Strategy	Measure	Target
<b>3.2 Health and Safety</b>  Staff and public safety is achieved via planning, education and training	Implement a Digital Safety Management System to streamline incident reporting, hazard identification, and risk assessments	Implemented digital safety management system (Lucidity)	December 2025
	Develop and deliver digital (Lucidity) WHS training sessions that meets staff and organisational needs	Work health and safety training completed as per training schedule	June 2026
	Support the wellbeing of employees	Culturally appropriate wellness programs, support embedded into HR practices, mental health support, diversity and inclusion training	June 2026
	Review policies and procedures in accordance with statutory requirements in reference to WHS Act and Regulations 2011	Policies and procedures continue to be reviewed in accordance with the required timelines	June 2026

Goal	Strategy	Measure	Target
<b>3.3 Training and Development</b>  Deliver training and development which is effective and culturally appropriate, engaging and increases future employment opportunities and pathways	Establish a WARC Learning and Development Framework	Learning and Development Framework draft created	December 2025
	Review policies and procedures in accordance with statutory requirements	Policies and procedures continue to be reviewed in accordance with the required timelines	100%
	Review and improve WARC's performance framework, including probation and on-boarding program	Implement an effective performance management system with SMART goals established for positions	100%
		Probation/annual goal and development planning with Line Manager undertaken	100%
		Performance reviews tracked and monitored by Human Resources team and completed on time by Line Managers	90%
	Foster a positive workplace culture through engagement initiatives	Improved recruitment, onboarding, training, support and engagement	June 2026

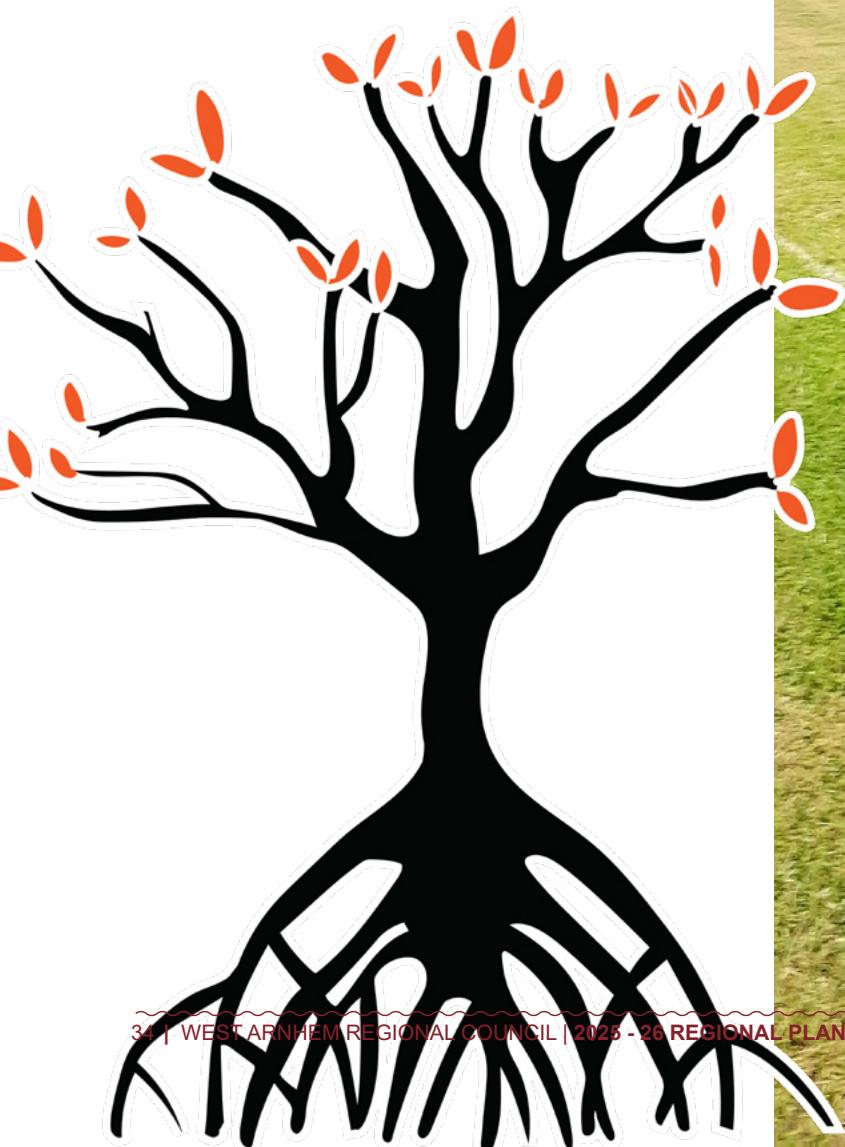


Goal	Strategy	Measure	Target
<b>3.4 Community Service Delivery</b>  Provision of high quality, culturally informed programs that support and enhance the safety and wellbeing of community members	Programs and services are well planned with activities and expected outcomes identified prior to delivery commencing	Activity plans are developed in consultation with local teams for each service and initiative	100%
	High quality care is provided to all recipients of community services delivered by Council	All staff are provided with opportunities to upskill via access to professional development relevant to their roles and responsibilities	100%
	Service delivery is compliant with the expectations of funders and relevant legislation	Report providing recommendations on service quality and compliance improvement opportunities reviewed and delivered by the Community Support team	100%
		All activities, reports and compliance tasks completed as per contractual arrangement, aged care standards, NDIS care standards	100%
		Timely data/monitoring returns and funding reports delivered by Community Wellbeing team	100%
	Remote Indigenous Broadcasting Services supporting local Indigenous languages are provided across the region	Broadcasters are offered support training opportunities with TEABBA	90%
	High quality early learning activities for child development are delivered	All NQS and ACEQA crèche and childcare standards met	100%
	Strengthen ability to respond to community safety needs, including the provision of staff enrolment in training that enhances and sustains appropriate community safety skills and provide opportunities for professional development	Local staff that are capable to respond and report on domestic and family violence	100%
	Provide to the community well-managed and maintained library collections, including a culturally relevant library collection	Diversity audit completed and recommendations implemented	June 2026
		Connected Communities: Vision for the Northern Territory Public Libraries 2017 - 2023 enacted as applicable to West Arnhem	100%
	Plan, prepare and present educational and engaging early childhood activities weekly	Weekly early childhood activities are well planned and delivered as per schedule	100%



## Pillar 4: Service Delivery and Built Environment

We provide high quality infrastructure and service delivery that meets the unique needs of each community, creates a sense of place and contributes towards promoting a sense of pride in community.



Goal	Strategy	Measure	Target
<b>4.1 Strategic Infrastructure and Asset Management</b>  Strategically manage, maintain and enhance community infrastructure	Develop and manage a corporate Asset Management Strategy and Asset Management Plans for defined asset classes with a focus on: a. identifying and developing an asset maintenance tracking system that includes cyclical inspections b. managing the renewal and replacement program c. coordinating projects within community	Corporate Asset Management Strategy completed	July 2026
		Asset management tracking system implemented	June 2026
	Investigate opportunities to source external funding for infrastructure upgrades	Scoping, plans and cost estimates for critical infrastructure assets identified for future funding requirements	Ongoing
	Maintenance programs for parks, ovals, cemeteries and reserves	Safety audits conducted yearly on trees within community which are designated to Council responsibility	100%
		Develop and implement a sporting grounds/field facility strategy by community	December 2026
		All maintenance activities carried out in accordance with budget allocation	100%
		Park equipment safety audits, inspections and maintenance program carried out to schedule	100%
	Continue community consultations on the establishment of gazetted cemeteries in Gunbalanya, Maningrida, Minjilang and Warruwi	Community consultations on the establishment of gazetted cemeteries in Gunbalanya, Maningrida, Minjilang and Warruwi progressed	December 2026
		Develop and implement cemetery strategy, including community funeral process	December 2026
	Ensure community swimming pools operate according to community needs and all legislative and work health and safety requirements	Opening hours as per best practice to meet community expectations	2026
		Staff employed to meet supervision ratios and cultural needs	100%
		Operational procedures are adhered to and documented as required by WARC and legislated standards	100%
		Pool maintenance regime is established and sustainable	Ongoing



Goal	Strategy	Measure	Target
<b>4.2 Fleet, Plant and Equipment</b>  Provide a modern and well-maintained fleet of plant and vehicles capable of meeting service delivery requirements	Review and update the Strategic Fleet Asset Management Strategy	Strategic Fleet Asset Management Strategy maintained and improved	December 2026
	Implement effective cost recovery mechanisms for use of Council's vehicles, plant and equipment	Annual review and update of Council's Fees and Charges against operating and replacement costs	June 2026
		Fleet, plant and equipment hire contracts to support and ensure effective cost recovery for Council prepared	Ongoing
	Ensure vehicles, plant and equipment are fully serviced as per the Strategic Plan for the useful life of the asset	All vehicles inspected as per Strategic Plan	100%
		Repairs and maintenance requests performed in line with Strategic Plan	100%
		Accurate vehicle, plant and equipment data maintained	100%
	Upgrade fuel distribution infrastructure to comply with work, health and safety relevant standards and business requirements	Infrastructure audit as per current legislation completed and report including recommended plan for upgrades delivered	Ongoing



Goal	Strategy	Measure	Target
<b>4.3 Waste and Water Management</b>  Deliver environmentally and economically sound solid waste, water and sewerage services	Provide scheduled domestic waste collection in each community	Waste collections completed as per schedule	100%
	Work with other government and commercial entities in order to plan for long term waste disposal needs	Northern Territory Local Government Association liaised and collaborated with on advocacy initiatives and waste strategies	Ongoing
	Adhere to water and sewerage operations and maintenance schedules	All legislated standards for potable water testing in Jabiru met	100%
		Annual audit of water treatment practices including policies and procedures conducted	June 2026

Goal	Strategy	Measure	Target
<b>4.4 Local Road Management and Maintenance</b>  Tactically monitor, maintain and manage Council gazetted roads and community safety via traffic management	Develop and schedule yearly road, footpath and stormwater repairs and maintenance programs for each community which: a. determines a road maintenance schedule for the course of the year b. determines grading frequency of internal access roads c. schedules hazard identification and road condition reports (actions and frequency) d. schedules footpath and stormwater inspections	Deliver yearly road, footpath and stormwater repairs and maintenance delivered as per schedule with records maintained for each community in Council's records management system - currently 'Magiq'	Ongoing
		Develop and implement roads reseal plan	December 2026
		All footpaths and stormwater inspected quarterly	100%
	Continually monitor and carry out minor road repairs	Roads monitored and minor repairs completed as required	85%
	Consult with Local Authorities to incorporate local priorities for traffic management into traffic management strategies and/or plans	Consultations on traffic management priorities are minuted and reported to Council and WARC executive	100%
	Deliver plans as per schedule for managing street lighting	Implement Public Lighting Asset Management plan per community	December 2026



## Pillar 5: Sustainability and Climate Action

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Leading by example, we commit to developing a culture of sustainable practice.

We recognise and champion the importance of safe guarding our environment for future generations by working collectively with community, private enterprises and all tiers of government.





Goal	Strategy	Measure	Target
<b>5.1 Recycling and Waste</b>  Develop recycling and waste initiatives which protect and preserve community natural resources and the local environment	Work towards first review point of the Reduce, Reuse Recycle 2024-2034 Strategy	All 2026 implementation goals achieved	100% in June 2026
	Continue pre-cyclone community waste collections	Pre-cyclone waste collections held twice yearly as per published schedule	100%
	Continue whole-of-community approach to identify and implement innovative initiatives to reuse, recycle and reduce waste	Keep Australia Beautiful and local schools collaborated with and Clean up Australia Day, Tidy Towns campaign and eco schools program participated in	Ongoing

Goal	Strategy	Measure	Target
<b>5.2 Procurement</b>  Develop and implement a leading-edge sustainability procurement strategy	Review WARC current procurement practices against sustainability and climate action NT and national procurement benchmarks and develop leading-edge Procurement Strategy	Leading-edge Procurement Strategy completed	December 2025

Goal	Strategy	Measure	Target
<b>5.3 Education</b>  Develop and deliver locally relevant education initiatives on sustainability and climate impacts across multiple mediums and platforms	Engage with local schools to develop age and locally appropriate educational resources	Education campaign collateral created and displayed in community and schools	Ongoing
	Facilitate relationships between businesses, community leaders and youth with a focus on conserving natural resources	Community-appropriate collaborative materials, initiatives and messages developed and promoted via community noticeboards and social media	Ongoing
	Encourage and promote community understanding and correct use of sorting bays	Uplift in correct use of sorting bays	Ongoing

Goal	Strategy	Measure	Target
<b>5.4 Policy</b>  Devise and implement a Sustainability and Climate Action Policy	Research and develop WARC Environment and Sustainability Management Strategy and Policy	Environment and Sustainability Management Strategy and Policy completed	June 2026



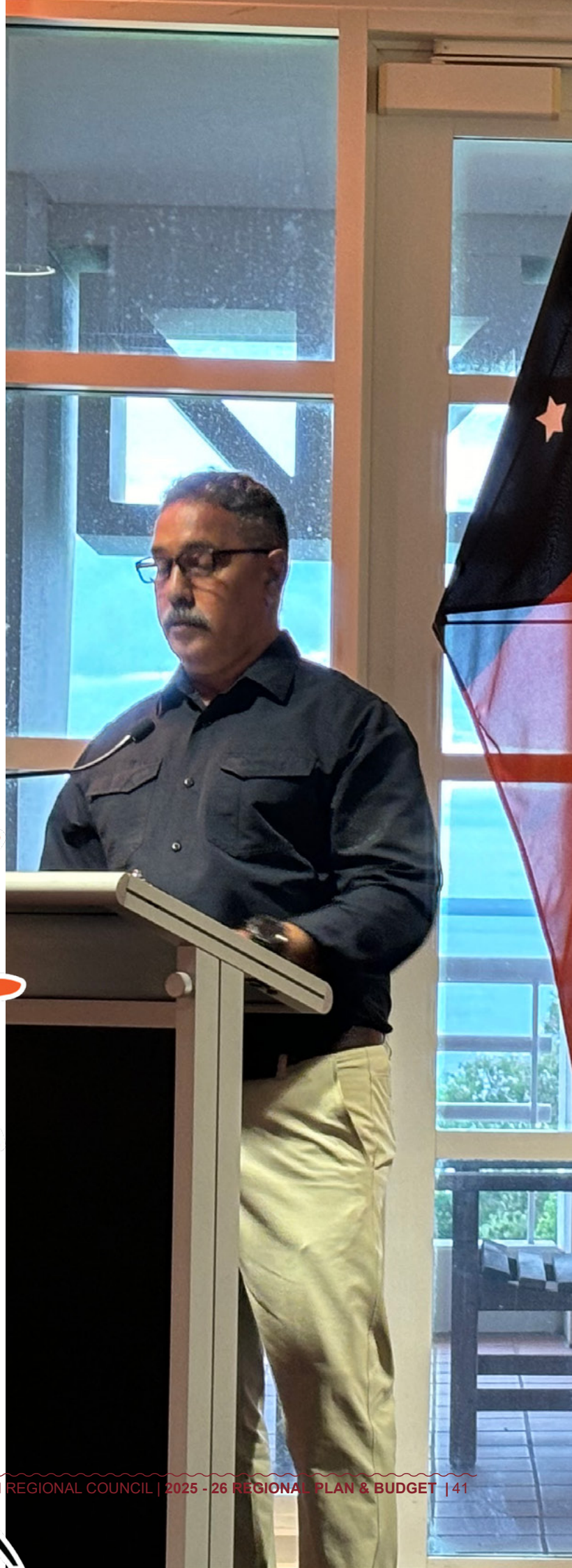
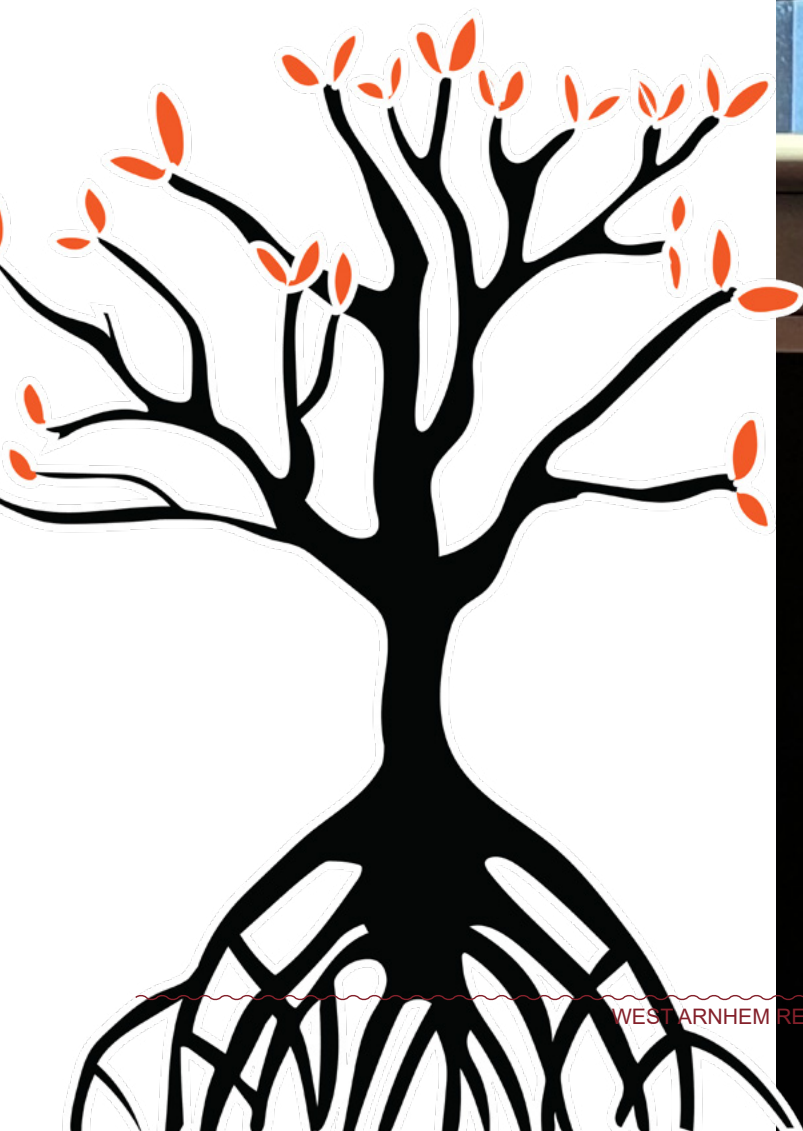


## Pillar 6: Foundations of Governance

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Integrity is at the heart of everything we do. We are leaders of best practice and excellence in governance, advocacy, consultation and administration.

Our processes, procedures and policies are ethical and transparent.





Goal	Strategy	Measure	Target
<b>6.1 Financial Management</b>  Provision of strong financial management and leadership which ensures long term sustainability and growth	Develop and implement a financially sustainable long term financial plan, annual budget and periodic budget reviews	Statutory requirements and external audit qualifications fully complied with	100%
	Management of Council's revenue and payable functions		
	Manage and deliver on Council's annual statutory and financial obligations		
	Management of Council's asset accounting practices		
	Monitor and coordinate external funding provided through grants and commercial contracts	Contractual arrangements complied with	100%
	Maintain the rates database including all property details	Statutory requirements fully complied with and percentage of rates debtors outstanding	100%
	Maintain the rates register		100%
	Prepare the annual rates declaration		Less than 5%
	Apply concessions as appropriate		100%
	Determine the rateability of properties		100%
	Manage and provide advice on Council's investments in accordance with adopted policies	Interest on investments	> \$160,000 annually
	Monitor returns of investments including roll-over of term deposits		
	Manage Council-funded projects to maintain a positive working capital ratio	Positive working capital ratio	Minimum ratio 1:1
	Annual review and update of Council's Fees and Charges	Review and update of Council's Fees and Charges completed	100%

Goal	Strategy	Measure	Target
<b>6.2 Records</b>  Delivery of information management processes which support efficient and transparent administration	Maintain records in accordance with legislation	Public Information, Local Government Council Statutory and Freedom of Information requirements complied with	100%
	Implement disposal schedule by sentencing and disposing of records	Electronic records held in records management system eligible for destruction sentenced	85%
	Induct staff in the use of Council's information management system including 'Magiq' and '365'	Training delivered to new staff using information management system during their probation period	85%
	Provide an information management help-desk service	Number of queries/requests responded to within 24 hours	85%

Goal	Strategy	Measure	Target
<b>6.3 Council and Local Authorities</b>  Excellence in governance, consultation administration and representation	Ensure capacity for customer relationship management, including mechanisms for feedback on service delivery	Complaints and positive feedback reported to the administration, acknowledge and addressed as required	100%
	Improve accountable and transparent decision-making by facilitating the participation of Councillors in Council, Committee and Local Authority Meetings	At least one training program attended each financial year by Council and Local Authority Members	100%
		Four meetings of each Local Authority held each financial year	100%
	Enable community members to participate in local decision-making by ensuring that non-confidential Agendas and Minutes of Council are publicly available at Council offices in each community	All non-confidential Agendas and Minutes publicly available three working days before a meeting (Agendas) and ten working days after a meeting (Minutes)	100%
	Establish formal and informal mechanisms for community consultation on key issues and input into decision-making	Community outreach event hosted by Council in each community every financial year	100%
	Create opportunities for Councillors and senior staff to be available to community members to discuss Council decisions, programs and projects, either informally or through community meetings	Local Authority Meetings attended by at least one relevant Councillor and at least one Senior Manager	100%
	Ensure advocacy and representation of Council interests through government, the private sector and the media	Advocacy framework, strategy and communication plan developed	June 2026
	Create an advocacy framework, strategy and communication plan in consultation with Councillors		

Goal	Strategy	Measure	Target
<b>6.4 Risk Management</b>  The monitoring and minimisation of risks associated with the operations of Council	Update risk registers and ensure appropriate plans are implemented	Regular review and management of risks	100%
	Regularly review insurance cover and premiums	Annual full appraisal of cover required, policies reviewed via insurance broker	100%



Goal	Strategy	Measure	Target
<b>6.5 Planning and Reporting</b>  Robust planning and reporting that supports Council's decision-making processes	Produce key policy and direction documents for the Council including the Regional Plan, Annual Reports and policies	Regional Plan finalised and shared, Annual Report delivered, and policies requiring review are reviewed and updated as per required timelines	100%

Goal	Strategy	Measure	Target
<b>6.6 Information and Communication Technology</b>  Effective and innovative information technology solutions which maximise service delivery and support Council's operations	Plan and deliver Council's technology needs through the provision of a well-maintained and managed information and communication technology (ICT) platform	Develop ICT Strategic Plan	June 2026
	Optimise the delivery of ICT services and equipment to required work locations to meet staff and service delivery needs	Develop ICT Asset register	December 2025
	Provision of innovative, relevant and cost-effective ICT solutions to solve service delivery challenges	Annual review of ICT needs in line with the ICT Strategic Plan completed	100%
	Optimise costs associated with ICT delivery, including communications, both fixed and mobile, data, voice and video services and staff equipment		











# Framework & Assessments

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# Assessment of Administrative and Regulatory Frameworks

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Four years after the implementation of new local government legislation, Council policies are being reviewed as part of normal business practice and in line with legislation.

Local Authority and Committee meetings are being held at least four times a financial year as required and are providing the Council with valuable recommendations and guidance.

In 2025-26, Council's administration will continue to work closely with all key stakeholders including Elected and Local Authority Members to seek views from West Arnhem communities

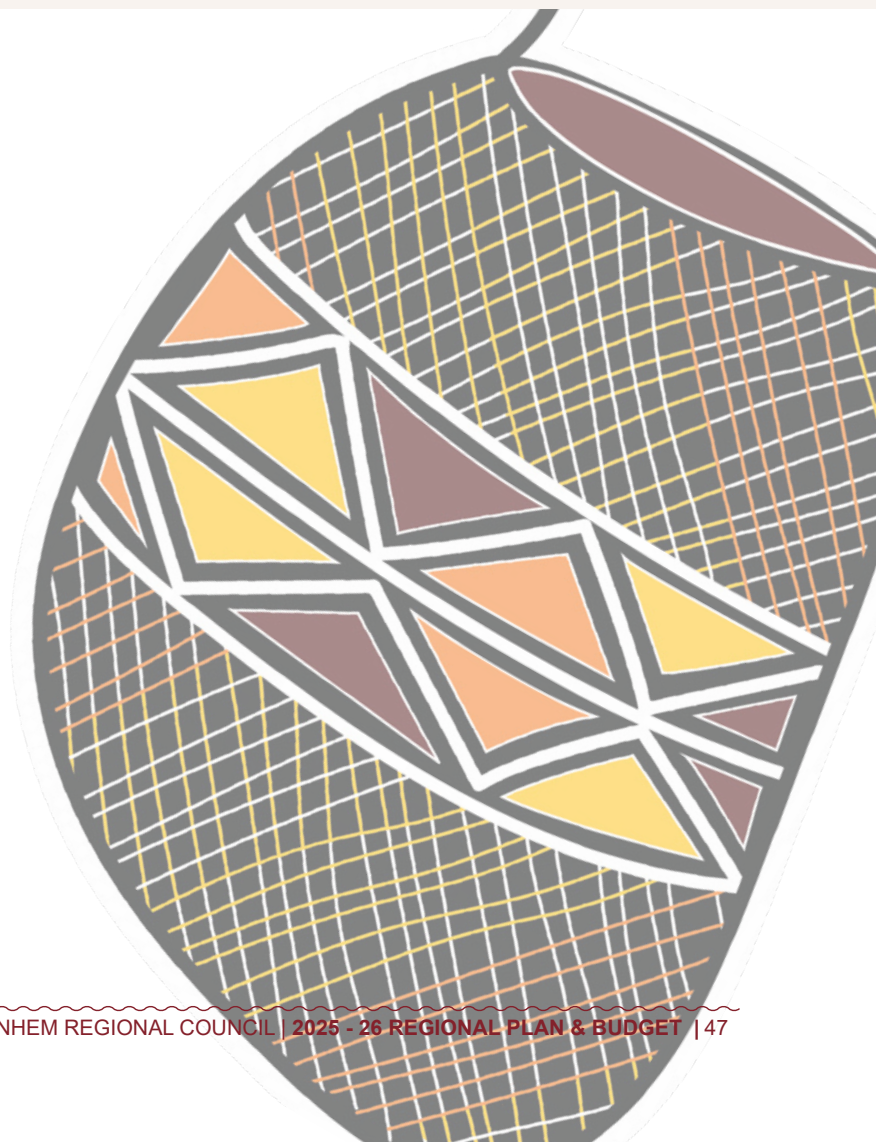
on changes that will have an impact on Council's administrative and regulatory frameworks. In recognition of the *Burial and Cremation Act 2022* which was passed into law on 28 November 2022, Council continues to work with each of the West Arnhem communities to fulfill the obligations of the Act.

In December 2024, Council adopted the West Arnhem Regional Council (Jabiru Town) By-Laws 2024. In 2025-26, Council's administration will implement processes to ensure the residents of Jabiru understand and comply with this legislation.

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*In 2025-26, Council's administration will implement processes to ensure the residents of Jabiru understand and comply with this legislation.*

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# Cooperative Arrangements

Council has several cooperative arrangements designed to improve service delivery, and facilitate engagement with government agencies and the private sector in the development of the West Arnhem region. Over the next financial year, Council will continue to deliver services through partnerships that it has formed with various organisations.

**Below is a list of Council's key partners as well as services and key engagement outcomes for 2025-26:**

1. The delivery of post office services in Jabiru, Maningrida, Waruwi, Minjilang and Gunbalanya as per agreements with Australia Post.
2. The delivery of Home Care Packages (HCP) and Commonwealth Home Support Program (CHSP) that enable clients, within the aged care sector, to live in their own homes.
3. The delivery of disability support services as a registered National Disability Insurance Agency (NDIA) provider.
4. The provision of Centrelink services in Gunbalanya, Jabiru, Minjilang and Waruwi as per an agreement with Services Australia.
5. An agreement with Power and Water Corporation to maintain power, water and sewerage systems contracts in Gunbalanya, Maningrida, Minjilang and Waruwi.
6. An agreement with the Melbourne Veterinary School commenced in January 2025 to provide animal management services in Gunbalanya, Jabiru, Maningrida, Minjilang and Waruwi.
7. The maintenance of airstrip services contracts in Gunbalanya, Maningrida, Waruwi and Minjilang as per an agreement with the Department of Logistics and Infrastructure (DLI).
8. Collaborations with education institutions such as Charles Darwin University to facilitate the delivery of accredited courses to Council staff.
9. Various agreements with the Commonwealth Government to improve the wellbeing of communities.
10. Various agreements and collaborations with the Northern Territory Government to facilitate local decision-making and deliver Elected Members training.
11. Attendance and participation of Elected Members and Council staff in the Local Government Association of the Northern Territory (LGANT).
12. Working together with the Northern Land Council (NLC), an independent statutory authority of the Commonwealth that assists Aboriginal peoples in the Top End of the Northern Territory to acquire and manage their traditional lands and seas.
13. Working together with Gundjeihmi Aboriginal Corporation Jabiru Town (GACJT) as the lease holder of the Jabiru Township.



# Opportunities and Challenges

West Arnhem Regional Council has identified a range of opportunities and challenges as it works towards enhancing service delivery across the region. These factors play a crucial role in shaping Council's strategic approach, ensuring that services are responsive, effective, and aligned with community needs:

## Opportunities

- Work with stakeholders in the private and public sectors to promote West Arnhem as a destination for ecotourism and Indigenous tourism.
- Continue to strengthen partnerships for a sustainable future whereby, Council, communities in the region and stakeholders work together to manage and protect the environment.
- Supporting the diversification of income earning opportunities for residents in the region.
- Advocate for greater investment in infrastructure in the region including reliable digital infrastructure and connectivity, all weather roads and habitable housing.
- Continue to engage with West Arnhem communities by providing opportunities for community members to participate in decision-making, and contribute to the development of Council's strategies, development plans and policies.
- Provide ongoing mentoring and training opportunities for Council staff working in all communities in the region.

*"Engage with West Arnhem communities by providing opportunities for community members to participate in decision-making."*

## Challenges

- Insufficient infrastructure such as all-weather roads and reliable telecommunication services that impede service delivery.
- The negative impact of climate change including unpredictable and decreased rainfall patterns as well as rising temperatures, and the impact that this has on infrastructure and liveability in remote communities.
- Limitations on traditional funding sources despite increasing needs in communities.





# 2025-26 Budget





West Arnhem Regional Council proposes to adopt its budget for the 2025-26 year consistent with the provisions of the Local Government Act 2019. The following information is provided in accordance with these listed requirements.

The 2025-26 budget contains:

**a) An outline of the:**

**i. Council's objectives for the relevant financial year; and**

The objectives for the 2025-26 year are to deliver services and programs as outlined in this Regional Plan. The primary focus of the Council is to deliver Services like providing an administration centre in each community, undertaking maintenance on council roads and parks, and the collection of rubbish. The Regional Plan also commits to the delivery of social programs, from Aged Care to Sports and Reconciliation programs, as well as commercial services.

**ii. Measures the Council proposes to take, during the financial year, to achieve Council's objectives; and**

The principal measure the Council will be taking in 2025-26 will be to monitor and control operating costs to remain financially viable and to build the quality of Council's plant and equipment fleet to better deliver services to Council's communities. To achieve this the Council will:

- Continue to dispose plant and equipment that is unreliable, expensive to maintain and beyond its useful life in favour of new, more reliable and economical to operate assets.
- Monitor, assess and manage funding and supply agreements to deal with challenging inflationary and economic conditions impacting Council's finances.
- Endeavour to provide services to the region within Council's financial capacity by matching expenditure to income streams.
- Continue to review and manage all sections of Council operations, including Core, Commercial and Community Services with the understanding that:

o Community Service programs are fully funded by each program's funding; and

o Commercial Service activities are contributing to the operating costs of the Council.

In Council's review of the net benefit of each Commercial and Community Services activity to Council's communities, an assessment of the net income the Council receives, as a result of that work, is to be considered to ensure funding is sufficient to deliver the program to match expectations and required deliverables.

The Core Services activities are listed within the Regional Plan's Pillars with defined expectations of the activity's outputs/actions.

**iii. Indicators the Council intends to use as a means of assessing its efficiency in achieving its objectives.**

The 2025-26 Service Delivery Pillars list the indicators/ measures the Council intends to use to assess the quality and/or effectiveness of the planned outputs/actions.

**b) Estimates of revenue and expenditure for the financial year (differentiating between operating and capital expenditure); and**

The attached 2025-26 budget lists the revenue and expenditure expected. In addition, a copy of Council's 2025-26 Schedule of Fees and Charges has been included in the Regional Plan. Of Council's fees and charges, the largest charge comes from the sale of water in Jabiru which is expected to be \$1.67 million followed by Jabiru sewerage of \$750 thousand.

**c) The amount to be allocated to the development and maintenance of each class of infrastructure for the financial year; and**

The below table lists the categories and amounts budgeted to be spent on Council's infrastructure in 2025-26 (this does not include Fleet or Plant and Equipment expenditure):

Category	Operating Expenditure \$	Capital Expenditure \$
Install and maintenance streetlights	254,015	-
Maintain and construct council controlled buildings and land	291,697	500,000
Waste management	1,803,992	-
Operate and maintain swimming pools	745,688	-
Maintain staff houses	1,285,303	200,000
Sewerage management	90,117	-
Municipal services	1,716,345	-
Operate long-day care	-	20,000
Operate post office business	-	15,000

d) The amount the Council proposes to raise by way of rates, and sets out the rates structure, for the financial year; and

The 2025-26 Rates and Charges to be levied are as follows:

Rate or Charge	Application	Detail of the Rate or Charge	Total Expected to be Raised
General Rate	Single Residential - Jabiru	3.735 cents per dollar or minimum charge of \$1,101.00	\$2,701,888
General Rate	Residential - ALRA	2.322 cents per dollar or minimum charge of \$1,101.00	
General Rate	Multiple Residential - Jabiru	7.381 cents per dollar or minimum charge of \$1,414.00	
General Rate	Commercial - Jabiru	11.930 cents per dollar or minimum charge of \$1,773.00	
General Rate	Commercial - ALRA	3.344 cents per dollar or minimum charge of \$1,816.00	
General Rate	Commercial - Remote	1.120 cents per dollar or minimum charge of \$1,816.00	
Special Rate	Animal Management	\$156.00 per residential lot	\$175,344
Special Rate	Public Lighting	\$85.00 per residential and commercial lot	\$102,170
Charge - Garbage	Residential - Gunbalanya and Maningrida	\$709.50 x 2 collections	\$1,603,579
Charge – Garbage	Residential – Jabiru	\$815.00	
Charge – Garbage	Residential – Minjilang and Waruwu	\$1,192.00	
Charge – Garbage	Commercial	\$1,413.00	
<b>Total</b>			<b>\$4,582,981</b>



**e) An assessment of the social and economic effects of its rating policies; and**

Though the Council is heavily reliant on operating grants from the Territory and Commonwealth Governments the Council does have some ability to raise own-source revenue through the raising of rates and charges. In recent years the single largest ratepayer has been the NT Government (at approximately 80% of Council's rates revenue).

With changes to ERA's operation (moving from mining to rehabilitation phase) there has been a reduction of the number of rateable properties in Jabiru. From 1 July 2021, the Jabiru Town Development Authority (JTDA) leases were replaced with sub leases with Gundjeihmi Aboriginal Corporation Jabiru Town (GACJT) and some old housing stock has been demolished. Overall, minimal increases in the number of rateable properties in Council's local

government area is expected in 2025-26 and budgeted outer years.

When looking at increasing own-source revenue through the raising of rates and charges the Council is very aware of the need to be mindful of the ratepayer's capacity to pay more. This is not the case for most municipal councils as they have many more individual ratepayers; ratepayers with higher capacity to pay; and growth opportunities on the number of rateable properties.

**f) The allowances for members of the Council for the financial year and the amount budgeted to cover payment of those allowances.**

The amounts included in the budgets are as per the NT Government Remuneration Tribunal's Determination relevant to the 2025-26 year and are list in the below table:

a) Councillor Base and Electoral Allowances			
Allowance	Ordinary Council Member	Deputy Principal Member	Principal Member
Base Allowance	\$21,320	\$37,320	\$106,600
b) Councillor Professional Development Allowances			
PD Allowance	\$5,000		
c) Councillor Extra Meeting Allowance			
Extra Meeting / Activity Allowance of up to \$10,000 per financial year	Up to 2 hours = \$200 Between 2 and 4 hours = \$300 More than 4 hours = \$500		N/A
d) Local Authority Members			
Allowance	Ordinary Local Authority Member	Local Authority Chairman	
Allowance per Meeting	Up to 2 hours = \$200 Between 2 and 4 hours = \$300 More than 4 hours = \$400	Up to 2 hours = \$300 Between 2 and 4 hours = \$450 More than 4 hours = \$600	

# Long Term Financial Plan Discussion

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## The budget developed for 2025-26 feeds into the Council's long-term financial plan.

The planning process is restricted by a number of unknowns regarding a range of commercial and community service-related activities and expenditure commitments agreed by former Council administration that will take time to rationalise.

Commercial and community service contracts represent a significant revenue stream for the Council in terms of charging management and administration fees. These fees assist in covering costs directly incurred in managing the associated activities and subsidise other core Council service costs that contribute to the delivery of these activities like human resources (HR), finance, administration and infrastructure services. Commercial and community service activities are also expected to contribute to capital upgrades particularly Council's fleet.

The sustainability of the Council is dependent upon continuous long-term grant funding arrangements, that are increased in line with costs, with the Australian and Northern Territory Governments. The lack of certainty in grant funding and changes in existing commercial and agency contracts with both governments has the potential to disrupt the Council's capacity to deliver local government services to its communities.

## The budget and long-term financial plan key assumptions are:

- As raised in 2024-25, additional one-off funding will be provided by the Territory Government to allow the Council to rationalise its inherited expenditure commitments.
- Grant-funded services (community services) have been considered only where experience shows the funding is recurrent or where funding for the next 4 financial years has been advised by the funding body. The estimated funding has been based on the prior agreement unless the actual amount is known.
- There will be no significant adverse changes in government policies impacting the operations of the Council.
- User fees and charges have increased on a case-by-case basis.
- Overall inflationary increases of between 2% and 5% per annum have been applied where appropriate to other grant income and expenditure (excluding employee expenses).
- Employee expense increase of 3% for 2025-26 and 2026-27 has been applied and 2.5% increases thereafter.
- The repairs, maintenance, management and development of infrastructure is intended to continue at the same level as detailed in the current year budget with inflationary increases of between 2% and 5%.
- There are no additional major initiatives planned over the next four years, outside of the six major pillars outline in the Regional Plan. This is due to major initiatives being wholly dependent on additional funding and there is currently no indication of significant increases that would enable major initiatives to be considered.
- Internal income and expenses allocations have been excluded.





# Budget and Long Term Financial Plan

	Budget 2025-26 \$	Budget 2026-27 \$	Budget 2027-28 \$	Budget 2028-29 \$
<b>OPERATING INCOME</b>				
Rates	2,979,401	3,187,959	3,411,116	3,649,894
Charges - Sewerage	750,797	803,353	859,587	919,759
Charges - Water	1,674,000	1,791,180	1,791,180	1,916,563
Charges - Waste	1,603,580	1,715,831	1,835,939	1,964,454
Fees and Charges	714,021	728,301	742,867	757,725
Operating Grants and Subsidies	16,000,972	16,000,972	16,000,972	16,000,972
Interest / Investment Income	164,000	164,820	168,116	171,479
Income allocation	6,609,908	6,742,107	6,876,949	7,014,488
Other income	628,862	641,439	654,268	667,353
Income Agency and Commercial Services	6,619,669	6,750,871	6,885,885	7,023,603
<b>TOTAL OPERATING INCOME</b>	<b>37,745,210</b>	<b>38,526,832</b>	<b>39,226,880</b>	<b>40,086,289</b>
<b>OPERATING EXPENDITURE</b>				
Employee Expenses	19,258,155	19,835,900	20,331,797	20,840,092
Materials and Contracts	8,160,473	8,568,497	8,739,867	8,914,664
Elected Member Allowances	402,120	414,184	422,467	430,917
Elected Member Expenses	274,475	282,709	288,363	294,131
Council Committee	7,000	7,210	7,354	7,501
LA Allowances	36,305	37,394	38,142	38,905
Council Committee & LA Expenses	33,683	34,693	35,387	36,095
Depreciation, Amortisation and Impairment	5,271,438	5,271,438	5,271,438	5,271,438
Interest Expenses	-	-	-	-
Finance expenses	14,390	14,390	14,678	14,971
Travel, Freight and Accom Expenses	1,141,951	1,199,049	1,223,030	1,247,490
Fuel, utilities and communication	2,325,690	2,441,975	2,490,814	2,540,630
Other Expenses	6,788,968	7,208,017	7,197,686	7,330,479
<b>TOTAL OPERATING EXPENDITURE</b>	<b>43,714,648</b>	<b>45,315,456</b>	<b>46,061,024</b>	<b>46,967,314</b>
<b>BUDGETED OPERATING SURPLUS / (DEFICIT)</b>	<b>(5,969,438)</b>	<b>(6,788,624)</b>	<b>(6,834,144)</b>	<b>(6,881,025)</b>

# Budget and Long Term Financial Plan

	Budget 2025-26 \$	Budget 2026-27 \$	Budget 2027-28 \$	Budget 2028-29 \$
<b>BUDGETED OPERATING SURPLUS / (DEFICIT)</b>	<b>(5,969,438)</b>	<b>(6,788,624)</b>	<b>(6,834,144)</b>	<b>(6,881,025)</b>
Remove NON-CASH ITEMS				
Less Non-Cash Income	(6,609,908)	(6,742,107)	(6,876,949)	(7,014,488)
Add Back Non-Cash Expenses	11,881,346	12,013,545	12,148,387	12,285,926
<b>TOTAL NON-CASH ITEMS</b>	<b>5,271,438</b>	<b>5,271,438</b>	<b>5,271,438</b>	<b>5,271,438</b>
Less ADDITIONAL OUTFLOWS				
Capital Expenditure	(2,618,419)	(150,000)	(150,000)	(150,000)
Borrowing Repayments (Principal Only)	-	-	-	-
Transfer to Reserves	1,473,000	1,517,190	1,562,706	1,609,587
Other Outflows	-	-	-	-
<b>TOTAL ADDITIONAL OUTFLOWS</b>	<b>(1,145,419)</b>	<b>1,367,190</b>	<b>1,412,706</b>	<b>1,459,587</b>
Add ADDITIONAL INFLOWS				
Proceeds from Sale of Assets	90,000	-	-	-
Capital Grants Income	-	-	-	-
Prior Year Carry Forward Tied Funding	1,753,419	-	-	-
Other Inflow of Funds	-	-	-	-
Transfers from Reserves	-	150,000	150,000	150,000
<b>TOTAL ADDITIONAL INFLOWS</b>	<b>1,843,419</b>	<b>150,000</b>	<b>150,000</b>	<b>150,000</b>
<b>NET BUDGETED OPERATING POSITION SURPLUS / (DEFICIT)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>



# Capital Expenditure and Funding

By class of infrastructure, property, plant and equipment.

CAPITAL EXPENDITURE	2025-2026 Budget \$	2026-2027 Budget \$	2027-2028 Budget \$	2028-2029 Budget \$
Plant	420,000	-	-	-
Infrastructure	1,753,419	-	-	-
Roads	-	-	-	-
Buildings	235,000	-	-	-
Furniture, Fittings and Office Equipment	-	-	-	-
Vehicles	210,000	150,000	150,000	150,000
<b>TOTAL CAPITAL EXPENDITURE</b>	<b>2,618,419</b>	<b>150,000</b>	<b>150,000</b>	<b>150,000</b>
<b>TOTAL CAPITAL EXPENDITURE FUNDED BY:</b>				
Operating income (amount allocated to fund capital items)	775,000	-	-	-
Capital Grants	1,753,419	-	-	-
Transfers from Cash Reserves	-	150,000	150,000	150,000
Proceeds from Sale of Assets	90,000	-	-	-
<b>TOTAL CAPITAL EXPENDITURE FUNDING</b>	<b>(2,618,419)</b>	<b>(150,000)</b>	<b>(150,000)</b>	<b>(150,000)</b>

## Budget by Planned Major Capital Works\*

Class of Assets	By Major Capital Project**	Total Prior Year(s) Actuals \$ (A)	Budget Financial Year 2025-2026 \$ (B)	Budget 2026-27 \$	Budget 2027-28 \$	Budget 2028-29 \$	Total Planned Budget \$ (G = A+B+C+D+E+F)	Expected Project Completion Date
Buildings	Upgrade Staff Housing - Jabiru	-	200,000	-	-	-	200,000	30/06/2026
Infrastructure	Maningrida Oval Change Room	\$2,828,281	1,753,419	-	-	-	4,581,700	30/06/2026
Plant	Street sweepers & Skid steers for Gunbalanya, Maningrida and Minjilang	-	420,000	-	-	-	420,000	30/06/2026
Vehicles	Vehicles	-	210,000	150,000	150,000	150,000	660,000	30/06/2026
	<b>Total</b>	<b>2,828,281</b>	<b>2,583,419</b>	<b>150,000</b>	<b>150,000</b>	<b>150,000</b>	<b>5,861,700</b>	

\*\*The Council, by resolution, adopted a minimum reporting threshold of \$150,000.00



# Local Authority Area Budget for 2025-26

LOCAL AUTHORITY BUDGET COMPARISON	Region		Gunbalanya		Jabiru		Maningrida		Minjilang		Waruwi		Total Annual Budget	
	2nd Revised Approved Budget 2024-25 \$	Budget 2025-26 \$	2nd Revised Approved Budget 2024-25 \$	Budget 2025-26 \$	2nd Revised Approved Budget 2024-25 \$	Budget 2025-26 \$	2nd Revised Approved Budget 2024-25 \$	Budget 2025-26 \$	2nd Revised Approved Budget 2024-25 \$	Budget 2025-26 \$	2nd Revised Approved Budget 2024-25 \$	Budget 2025-26 \$	2nd Revised Approved Budget 2024-25 \$	Budget 2025-26 \$
<b>OPERATING INCOME</b>														
Rates	21,648	102,170	351,384	402,506	1,393,150	1,589,772	589,597	667,839	56,128	87,597	90,941	129,517	2,502,848	2,979,401
Charges - Sewerage	-	-	-	-	750,797	750,797	-	-	-	-	-	-	750,797	750,797
Charges - Water	-	-	-	-	1,550,000	1,674,000	-	-	-	-	-	-	1,550,000	1,674,000
Charges - Waste	-	-	390,621	390,622	303,185	303,185	735,252	735,252	67,857	67,857	106,664	106,664	1,603,579	1,603,580
Fees and Charges	160,480	197,300	67,392	22,000	456,398	384,840	116,763	63,881	46,698	15,000	42,698	31,000	890,429	714,021
Operating Grants and Subsidies	16,208,243	11,511,524	681,690	816,380	240,514	203,782	1,813,968	831,580	1,222,874	1,069,763	2,096,280	1,567,943	22,263,569	16,000,972
Interest / Investment Income	154,000	164,000	-	-	-	-	-	-	-	-	-	-	154,000	164,000
Income allocation	5,993,311	5,900,019	388,125	330,520	170,878	124,675	99,932	96,150	134,845	126,601	68,530	31,943	6,855,620	6,609,908
Other income	23,596	510,000	18,500	74,862	5,500	11,500	133,020	20,000	7,000	7,000	5,500	5,500	193,116	628,862
Income Agency and Commercial Services	220,015	220,015	1,754,319	1,719,578	1,321,057	1,522,571	1,312,656	1,512,866	854,561	849,027	768,620	795,613	6,231,227	6,619,669
Untied Funding and Revenue Allocation	-	(8,513,834)	-	1,470,179	-	2,828,396	-	2,203,641	-	951,245	-	1,060,373	-	-
<b>TOTAL OPERATING INCOME</b>	<b>22,781,292</b>	<b>10,091,194</b>	<b>3,652,031</b>	<b>5,226,648</b>	<b>6,191,478</b>	<b>9,393,518</b>	<b>4,801,188</b>	<b>6,131,209</b>	<b>2,389,963</b>	<b>3,174,090</b>	<b>3,179,233</b>	<b>3,728,553</b>	<b>42,995,185</b>	<b>37,745,210</b>
<b>OPERATING EXPENDITURE</b>														
Employee Expenses	6,661,845	6,923,366	2,082,041	2,413,287	3,892,850	3,918,971	2,138,353	2,312,490	1,607,324	1,703,511	1,787,433	1,986,530	18,169,847	19,258,155
Materials and Contracts	2,737,689	2,049,606	1,382,325	1,361,117	1,750,136	1,831,264	2,773,667	1,434,187	560,815	564,429	1,700,754	919,871	10,905,387	8,160,473
Elected Member Allowances	418,928	402,120	-	-	-	-	-	-	-	-	-	-	418,928	402,120
Elected Member Expenses	212,150	274,475	-	-	-	-	-	-	-	-	-	-	212,150	274,475
Council Committee	-	7,000	-	-	-	-	-	-	-	-	-	-	-	7,000
LA Allowances	14,000	-	14,900	14,900	-	-	5,600	6,000	6,100	6,205	9,200	9,200	49,800	36,305
Council Committee & LA Expenses	-	-	8,000	4,000	-	10,000	12,000	8,000	12,705	8,600	4,841	3,083	37,546	33,683
Depreciation, Amortisation and Impairment	5,271,438	5,271,438	-	-	-	-	-	-	-	-	-	-	5,271,438	5,271,438
Interest Expenses	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance expenses	6,100	6,100	3,088	2,270	1,770	1,770	1,125	2,050	1,055	1,400	660	800	13,798	14,390
Travel, Freight and Accom Expenses	537,527	375,959	136,253	140,647	72,452	65,542	190,887	211,855	165,206	205,746	192,841	142,202	1,295,165	1,141,951
Fuel, utilities and communication	444,922	483,043	341,289	345,814	606,558	623,926	423,372	369,667	347,644	302,584	228,620	200,657	2,392,405	2,325,690
Other Expenses	5,040,895	4,193,026	1,011,404	566,297	733,419	678,422	626,736	654,968	777,717	317,006	706,730	379,249	8,947,458	6,788,968
<b>TOTAL OPERATING EXPENDITURE</b>	<b>21,345,494</b>	<b>19,986,133</b>	<b>4,979,301</b>	<b>4,848,332</b>	<b>7,057,185</b>	<b>7,129,894</b>	<b>6,171,740</b>	<b>4,999,216</b>	<b>3,478,567</b>	<b>3,109,482</b>	<b>4,631,079</b>	<b>3,641,592</b>	<b>47,699,163</b>	<b>43,714,648</b>
<b>BUDGETED OPERATING SURPLUS / (DEFICIT)</b>	<b>1,435,799</b>	<b>(9,894,939)</b>	<b>(1,342,169)</b>	<b>378,316</b>	<b>(865,706)</b>	<b>2,263,623</b>	<b>(1,376,152)</b>	<b>1,131,993</b>	<b>(1,094,704)</b>	<b>64,608</b>	<b>(1,461,046)</b>	<b>86,961</b>	<b>(4,703,978)</b>	<b>(5,969,438)</b>

LOCAL AUTHORITY BUDGET COMPARISON	Region		Gunbalanya		Jabiru		Manningrida		Minjilang		Warruwi		Total Annual Budget	
	2nd Revised Approved Budget 2024-25 \$	Budget 2025-26 \$	2nd Revised Approved Budget 2024-25 \$	Budget 2025-26 \$	2nd Revised Approved Budget 2024-25 \$	Budget 2025-26 \$	2nd Revised Approved Budget 2024-25 \$	Budget 2025-26 \$	2nd Revised Approved Budget 2024-25 \$	Budget 2025-26 \$	2nd Revised Approved Budget 2024-25 \$	Budget 2025-26 \$	2nd Revised Approved Budget 2024-25 \$	Budget 2025-26 \$
BUDGETED OPERATING SURPLUS / (DEFICIT)	1,435,799	(9,894,939)	(1,342,169)	378,316	(865,706)	2,263,623	(1,376,152)	1,131,993	(1,094,704)	64,608	(1,461,046)	86,961	(4,703,978)	(5,969,438)
<b>Remove NON-CASH ITEMS</b>														
Less Non-Cash Income	(5,993,311)	(5,855,314)	(388,125)	(330,520)	(170,878)	(124,675)	(99,932)	(96,150)	(134,845)	(126,601)	(68,530)	(31,943)	(6,855,620)	(6,609,908)
Add Back Non-Cash Expenses	11,264,749	11,126,752	388,125	330,520	170,878	124,675	99,932	96,150	134,845	126,601	68,530	31,943	12,127,058	11,881,346
<b>TOTAL NON-CASH ITEMS</b>	<b>5,271,438</b>	<b>5,271,438</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>5,271,438</b>	<b>5,271,438</b>
<b>Less ADDITIONAL OUTFLOWS</b>														
Capital Expenditure	(360,757)	(210,000)	(715,623)	(235,000)	(571,500)	(255,000)	(3,452,565)	(1,823,419)	(268,948)	(95,000)	(456,731)	-	(5,826,123)	(2,618,419)
Borrowing Repayments (Principal Only)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transfer to Reserves	-	1,473,000	-	-	-	-	-	-	-	-	-	-	-	1,473,000
Other Outflows	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>TOTAL ADDITIONAL OUTFLOWS</b>	<b>(360,757)</b>	<b>1,263,000</b>	<b>(715,623)</b>	<b>(235,000)</b>	<b>(571,500)</b>	<b>(255,000)</b>	<b>(3,452,565)</b>	<b>(1,823,419)</b>	<b>(268,948)</b>	<b>(95,000)</b>	<b>(456,731)</b>	<b>-</b>	<b>(5,826,123)</b>	<b>(1,145,419)</b>
<b>Add ADDITIONAL INFLOWS</b>														
Proceeds from Sale of Assets	437,503	90,000	-	-	-	-	-	-	-	-	-	-	437,503	90,000
Capital Grants Income	148,800	-	780,000	-	70,000	-	2,200,000	-	-	-	-	-	3,050,000	-
Prior Year Carry Forward Tied Funding	-	-	(118,791)	-	253,200	-	810,196	1,753,419	250,000	-	372,669	-	1,716,074	1,753,419
Other Inflow of Funds	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transfers from Reserves	-	-	2,872	-	-	-	8,735	-	-	-	43,480	-	55,087	-
<b>TOTAL ADDITIONAL INFLOWS</b>	<b>586,303</b>	<b>90,000</b>	<b>664,081</b>	<b>-</b>	<b>323,200</b>	<b>-</b>	<b>3,018,931</b>	<b>1,753,419</b>	<b>250,000</b>	<b>-</b>	<b>416,149</b>	<b>-</b>	<b>5,258,664</b>	<b>1,843,419</b>
<b>NET BUDGETED OPERATING POSITION SURPLUS / (DEFICIT)</b>	<b>6,932,782</b>	<b>(3,270,501)</b>	<b>(1,393,711)</b>	<b>143,316</b>	<b>(1,114,006)</b>	<b>2,008,623</b>	<b>(1,809,786)</b>	<b>1,061,993</b>	<b>(1,113,652)</b>	<b>(30,392)</b>	<b>(1,501,628)</b>	<b>86,961</b>	<b>-</b>	<b>-</b>



## Schedule of Fees and Charges 2025-26

The following fees and charges apply to all Service Delivery Centres unless otherwise stated.

**A 10% discount can be provided to Pensioners upon appropriate documentation being shown.**

DESCRIPTION	QUANTITY	FEES & CHARGES \$ (GST inc.)
<b>AFTER HOURS CALL OUT / SERVICE FEE</b>		
<i>This call out fee applies to any service provided outside of Council's business hours</i>		
Call out charge	Each	420.00
<b>GENERAL ADMINISTRATION</b>		
Laminating (A4 and A5)	Each	6.00
Laminating (Credit card size)	Each	5.00
Printing & Photocopying (A4, Black and White)	Per page	1.00
Printing & Photocopying (A4, Colour)	Per page	3.00
Printing and Photocopying (A3, Black and White)	Per page	2.00
Printing and Photocopying (A3, Colour)	Per page	6.00
Scanning (max A3)	Per page	1.00
Faxing	Per transaction	3.50
Binding (1-50 double sided pages)	Per document	12.50
Binding (51+ double sided pages)	Per document	19.00
Key Cutting (including blank key)	Each	10.00
<b>REPORTS / POLICIES / APPLICATIONS</b>		
Annual Report	Each	70.00
Regional Plan	Each	47.00
Copy of policies / by-laws / documents	Per double sided page	1.00
Freedom of Information Search (through Jabiru Office only):		
Personal Information		
- Application Fee	Each	Free
- Supervising Examination of Information beyond 2 Hours	Per hour	26.00
Non Personal Information		
- Application Fee	Each	30.00
- Search Fee	Per hour	25.00
- Consideration of Application	Per hour	25.00
- Supervising Examination of Information	Per hour	25.00
<b>TOWN HALL, MEETING / TRAINING ROOMS</b>		
Meeting room	Up to 4 hours	345.00
Meeting room	Full day (office hours only)	470.00
Meeting room Bond (ad hoc users only)	Per use	137.00
Town Hall (Jabiru) - Hall only	Up to 4 hours	195.00
Town Hall (Jabiru) - Hall and toilets	Up to 4 hours	330.00
Town Hall (Jabiru) - Hall, toilets and kitchen	Up to 4 hours	455.00
Town Hall (Jabiru) - Bond	Per use	620.00
Town Hall (Jabiru) - Cleaning Hall only	Per use (if not cleaned by user)	200.00
Town Hall (Jabiru) - Cleaning fee - Hall and toilets	Per use (if not cleaned by user)	280.00
Town Hall (Jabiru) - Cleaning fee - Hall, toilets and kitchen	Per use (if not cleaned by user)	370.00
Video Conferencing facilities	Per hour (min. 1 hr.)	185.00

DESCRIPTION	QUANTITY	FEES & CHARGES \$ (GST inc.)
Video Conferencing facilities	1/2 Day (max 3 hrs.)	500.00
Teleconference facilities	Per hour (min. 1 hr.)	120.00
<b>PORTABLE ASSETS</b>		
Chairs (Non-meeting room use)	Per chair/day	4.00
Tables (Non-meeting room use)	Per table/day	5.00
Tables & chairs Bond	Per use	125.00
Portable whiteboard or screen	Per hour, min 1 hr.	25.00
Portable whiteboard or screen (Bond)	Per use	64.00
Portable PA Sound System	Per Day	40.00
Portable PA Sound System (Bond)	Per use	40.00
<b>ADVERTISING RATES – The Wire</b>		
Full page (Black and white)	Per advert/notice	200.00
Full page (Colour)	Per advert/notice	250.00
Half page (Black and white)	Per advert/notice	118.00
Half page (Colour)	Per advert/notice	152.00
Up to, and including Quarter page (Black and white)	Per advert/notice	90.00
Up to, Quarter page (Colour)	Per advert/notice	102.00
Insert (Black and white)	Per advert/notice	240.00
Insert (Colour)	Per advert/notice	330.00
Insert (Self prepared)	Per advert/notice	173.00
Electronic Edition Ad (full page with hyperlink)	Per advert/notice	90.00
<b>LIBRARY (JABIRU ONLY)</b>		
Used Paper backs	Each	5.00
Used Hardcover books	Each	7.00
Overdue notice (first notice)	Per book	3.00
Overdue notice (second notice)	Per book	9.00
Overdue notice (third notice)	Per item	Replacement cost
Overdue notice administration fee	Per notice	7.00
WI-FI BYO device	N/A	Free
Internet/Email (non-library members)	20 minutes	3.00
Internet/Email (non-library members)	40 minutes	5.00
Internet/Email (non-library members)	1 hour	7.00
Printing A4 B/W	Per page	1.00
Printing A4 Colour	Per page	3.00
<b>FUNERAL PLOTS (JABIRU ONLY)</b>		
Funeral plots (includes opening and closing of grave)	Each	1,160.00
<b>CONTROL OF DOG BY-LAWS (JABIRU ONLY)</b>		
Registration of Entire Dog (without microchip) – Jul to Dec	Per dog per year (ending financial year)	75.00
Registration of Entire Dog (without microchip) – Jan to Jun*	Per dog per year (ending financial year)	38.00
Registration of Entire Dog (with microchip) – Jul to Dec	Per dog per year (ending financial year)	63.00

DESCRIPTION	QUANTITY	FEES & CHARGES \$ (GST inc.)
Registration of Entire Dog (with microchip) – Jan to Jun*	Per dog per year (ending financial year)	32.00
Registration of De-sexed Dog (without microchip) – Jul to Dec	Per dog per year (ending financial year)	38.00
Registration of De-sexed Dog (without microchip) – Jan to Jun*	Per dog per year (ending financial year)	19.00
Registration of De-sexed Dog (with microchip) – Jul to Dec	Per dog per year (ending financial year)	25.00
Registration of De-sexed Dog (with microchip) – Jan to Jun *	Per dog per year (ending financial year)	14.00
Registration of a Dog trained for the Blind or Hearing Impaired	Per dog	Free
Tag replacement fee	Per tag	14.00
Release fee (includes first day charge)	Per instance	130.00
Pound charge	Per day (after day one)	65.00
Additional Release Fee (out of business hours – by prior arrangement only)	Per instance (refer call out fee)	410.00
*Option available only for new dog registrations made between January and June 2026		
<b>PARKS, ROADS AND PUBLIC AREAS</b>		
Stallholders permit (Jabiru only)	Per stall	40.00
Hire of Sport oval - individual residents	Per use	Free
Hire of Sport oval - organisations	Per event (max 8 hours)	155.00
Use of lights	Per hour	14.00
Sign Permit Fee (Jabiru Only)	Annual	85.00
Road Work Permits	Per permit	125.00
<b>STAFF / LABOUR</b>		
<i>After hours services will be charged at a 50% rate increase for weekdays after 4:30 PM and 100% rate increase for weekends</i>		
Site Supervisor	Per hour, min. 1 hr.	185.00
Administration Assistant	Per hour, min. 1 hr.	105.00
Trade person (plumbing, electrical, painter etc.)	Per hour, min. 1 hr.	145.00
Trade assistant	Per hour, min. 1 hr.	92.00
Plant Operator	Per hour, min. 1 hr.	158.00
Cleaner	Per hour, min. 1 hr.	80.00
<b>AIRPORT PICK UPS</b>		
<i>Each way – collection from airport to community or return to airport only</i>		
Minjilang	Each way	\$75
All other communities	Each way	\$55





DESCRIPTION	QUANTITY	FEES & CHARGES \$ (GST inc.)
<b>ACCOMMODATION</b>		
Guest house room / contractors quarters / bed in dorm room	Per person/night	187.00
Guest house room / contractors quarters / bed in dorm room	Per week (Monday to Sunday)	1017.00
Self contained Cabin / Unit	Per cabin/night	210.00
Self contained Cabin / Unit	Per week (Monday to Sunday)	1,125.00
Storage of belongings	Per day	Request quote
Entire dwelling rental short/medium/long term	Contact Bus Dev Mgr	Request quote
Laydown areas or additional parking	Contact Bus Dev Mgr	Request quote
Extra cleaning charges	Per hour (50% increase for weekdays after 4:30pm and 100% on weekends)	72.00
<b>ACCOMMODATION – CLEANING CHARGES – STAYS &gt; ONE WEEK</b>		
Vacate clean - 1 bedroom unit	Per Unit	530.00
Vacate clean - 2 bedroom unit	Per Unit	765.00
Vacate clean - 2 bedroom upstairs/downstairs unit	Per Unit	880.00
Vacate clean - 3 bedroom house	Per Unit	1,175.00
Vacate clean - 4 bedroom house	Per Unit	1,400.00
Standard clean	Per Hour	72.00
<b>SWIMMING POOL COMPLEX (JABIRU ONLY)</b>		
Casual entry (adult)	Each	8.00
Casual entry (13 to 17 years)	Each	5.00
Child (0 to 12 years)	Each	Free
10 Pool Pass (13 to 17 years)	Person	30.00
10 Pool Pass (adult)	Person	70.00
30 Pool Pass (13 to 17 years)	Person	55.00
30 Pool Pass (adult)	Person	110.00
Season Pass adult (3 months)	Person	140.00
Season Pass adult (6 months)	Person	210.00
Season Pass - 13 to 17 years (3 months)	Person	70.00
Season Pass - 13 to 17 years (6 months)	Person	105.00
Season Pass adult (12 months)	Person	355.00
Season Pass - 13 to 17 years (12 months)	Person	180.00
Swimming Lesson	Each	15.00
Swimming Lessons	5 lessons bulk	55.00
Pool Aqua Fitness includes entry	Session	15.00
Pool Aqua Fitness includes entry	10 Sessions Bulk	110.00
<b>SWIMMING POOL COMPLEX (JABIRU AND MANINGRIDA)</b>		
Pool Hire Charge	Hour (outside of operational hours)	138.00
Pool Hire Charge (Bond)	Per use	500.00
Pool Inflatable charge	Per hr.	138.00

DESCRIPTION	QUANTITY	FEES & CHARGES \$ (GST inc.)
<b>WASTE COLLECTION AND LANDFILL DUMPING FEES</b>		
240ltr Wheelie Bin Replacement	Each	172.00
Commercial dumping fees	Per cubic metre	88.00
Car/vehicles Bodies - Dumping only	Each	120.00
Car/vehicles Bodies - Removal & Dumping	Each	310.00
Sullage Charge	Per litre	1.00
Waste Oil	Per Litre	2.00
Tires – small	Each	21.00
Tires – Medium (Truck Tires)	Each	115.00
Tires – Large (Tractor and Loader)	Each	195.00
Vehicle Batteries	Each	11.00
White Goods (wash machine, fridge, A/C, freezer) - Commercial	Per item	62.00
<b>PLANT &amp; MISCELLANEOUS HIRE – COMMERCIAL RATES</b>		
<i>All plant hire rates are for the cost of machinery and operator. No dry hire without the express permission of the Director or CEO</i>		
Cement mixer (excluding Jabiru)	Per day	177.00
Utility vehicle (no recreational use permitted)	Per day	295.00
Utility vehicle (no recreational use permitted)	Per week (Mon to Sun)	1,770.00
Mini Excavator	Per day	1,875.00
Traxcavator (Gunbalanya, Jabiru and Maningrida only)	Per day	2,505.00
Excavator (20 tonne) (Gunbalanya only)	Per day	2,505.00
Motor grader	Per day	2,505.00
Small drum roller (Maningrida only)	Per day	1,875.00
Wheel Loader under 10 tonne (Maningrida only)	Per day	1,875.00
Wheel Loader over 10 tonne	Per day	2093.00
Skid steer loader (with attachments)	Per day	1,875.00
Tractor with slasher	Per day	1,875.00
Truck - flat top or tipper (Up to 10 tonne)	Per day	1,586.00
Truck - flat top or tipper (over 10 tonne)	Per day	1,805.00
Truck - with water tank 5000Ltr	Per day	1,805.00
Truck – with water tank 13000Ltr (Maningrida only)	Per day	1,963.00
Truck - Large Tipper & Tag Trailer (Gunbalanya, Maningrida)	Per day	1,963.00
Truck - Tilt Tray – Local work (Jabiru only)	Per day	1,793.00
Truck - Tilt Tray – Outside town limit	Per kilometre	5.00
LED Display screen on Trailer	Per day	277.00
Operator for mobilisation and demobilisation of LED display	Per occasion – mobilisation/ demobilisation	83.00
Water Jetter (Maningrida and Jabiru only)	Per day	2,310.00
Water usage	Per kilolitre	3.00

DESCRIPTION	QUANTITY	FEES & CHARGES \$ (GST inc.)
<b>PLANT &amp; MISCELLANEOUS HIRE – LOCAL COMMUNITY ORGANISATION RATES</b>		
	<b>Day Rates (GST incl)</b>	<b>Hourly Rates (GST incl)</b>
Traxcavator (Gunbalanya, Maningrida and Jabiru only)	2,227.00	318.00
Excavator 20 tonne (Gunbalanya only)	2,121.00	318.00
Grader	2,121.00	318.00
Small drum roller	1,493.00	228.00
Truck - under 10 tonne	1,257.00	191.00
Truck - Over 10 tonne	1,414.00	215.00
Truck - 5000 Ltr water tank	1,414.00	215.00
Truck - 13000 Ltr water tank	1,571.00	240.00
Truck - large tipper and trailer (Maningrida and Gunbalanya only)	1,571.00	240.00
Tilt Tray - Local work (Jabiru only)	1,414.00	215.00
Tilt Tray - Outside town limit (Jabiru Only)	1,414.00	215.00
LED Display screen on Trailer (Maningrida only)	1,972.00	260.00
Operator for mobilisation and demobilisation of LED display	545.00	70.00
Water Jetter (Maningrida and Jabiru only)	2,200.00	315.00
<b>MISCELLANEOUS EQUIPMENT</b>		
Barbeque (where available)	Per day	32.00
Barbeque (Bond)	Per use	65.00
<b>STORAGE FEES</b>		
Container Storage	Per Week	150.00
<b>WATER &amp; SEWERAGE (JABIRU ONLY)</b>		
<i>Water and sewerage tariffs and charges are regulated by the Territory Government via a Water and Sewerage Pricing Order issued by the Regulatory Minister.</i>		
<i>* The 2024-25 regulated charges</i>		
Water usage *	Per kiloliter	2.1987
Up to 25mm *	Fixed daily Charge	0.9182
26 – 40mm *	Fixed daily Charge	2.3507
41 – 50mm *	Fixed daily Charge	3.6652
51 – 100mm *	Fixed daily Charge	14.8078
101 – 150mm *	Fixed daily Charge	33.0526
151 – 200mm *	Fixed daily Charge	58.7753
0-2 Sanitary Fittings (SF) *	One Off Fixed Charge	926.1100
3 SF TO 24 SF *	Per Fitting	926.11 plus 630.49 for each fitting more than 2
25 SF TO 49 SF *	Per Fitting	14,796.80 plus 591.41
50 SF TO 99 SF *	Per Fitting	29582.03 plus 549.09
100 SF TO 149 SF *	Per Fitting	57,036.57 plus 510.19
>149 SF *	Per Fitting	82,546.10 plus 494.05
Sewerage Dumped Waste Disposal	Per Kilolitre	72.00
<b>CHILDCARE CENTRE (JABIRU ONLY)</b>		
<i>Discounts may be available</i>		
Daily rate	Per child per day	160.00
Casual daily rate	Per child per day	180.00
Hourly rate (max. 3 hours)	Per child	32.00
<b>CRECHE (MINJILANG &amp; WARRUWI ONLY)</b>		
Daily Fee	Per child per day	13.00



**WEST ARNHEM**



**REGIONAL COUNCIL**

## Contact

**Address:** 13 Tasman Crescent, Jabiru NT 0886

**Postal Address:** PO Box 721 Jabiru, NT 0886

**Email:** [info@westarnhem.nt.gov.au](mailto:info@westarnhem.nt.gov.au)

**Jabiru Head Office:** 08 8979 9444

**Gunbalanya Community Council Office:** (P) 08 8970 3700

**Maningrida Community Council Office:** (P) 08 8979 6600

**Minjilang Community Council Office:** (P) 08 8970 3500

**Warruwi Community Council Office:** (P) 08 8970 3600

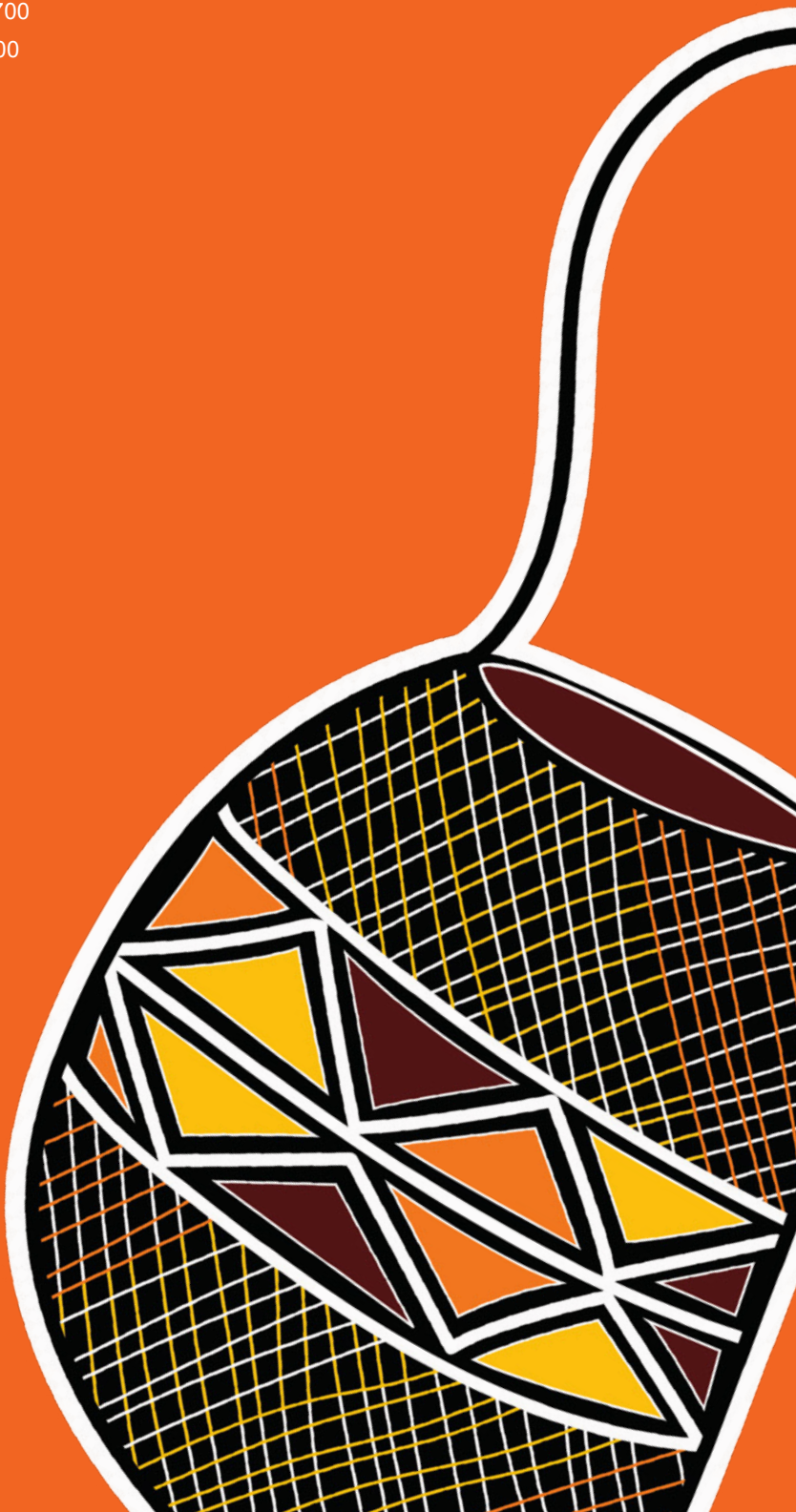
**Website:** [www.westarnhem.nt.gov.au](http://www.westarnhem.nt.gov.au)

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## Access to Regional Plan & Budget

The West Arnhem Regional Council Regional Plan 2025 - 2026 is available on Council's website by visiting: [www.westarnhem.nt.gov.au](http://www.westarnhem.nt.gov.au) and then clicking on Corporate Documents.

Copies are also available for public inspection at Council's public office as per section 33(3) of the *Local Government Act 2019*.



**WEST ARNHEM**



**REGIONAL COUNCIL**

