



WEST ARNHEM REGIONAL COUNCIL AGENDA

**KAKADU WARD ADVISORY COMMITTEE
FRIDAY, 6 MARCH 2026**



WEST ARNHEM REGIONAL COUNCIL

Notice is hereby given that a Kakadu Ward Advisory Committee Meeting of the West Arnhem Regional Council will be held in Jabiru on Friday 6 March 2026 at 9:00 pm.



Katharine Clare Murray
Chief Executive Officer

Code of Conduct: The Local Government Act 2019

As stipulated in Schedule 1 of the Act, the Code of Conduct for Members is as follows:

1. *Honesty and Integrity:* A member must act honestly and with integrity in performing official functions.
2. *Care and diligence:* A member must act with reasonable care and diligence in performing official functions.
3. *Courtesy:* A member must act with courtesy towards other members, council staff, electors and members of the public.
4. *Prohibition on bullying:* A member must not bully another person in the course of performing official functions.
5. *Conduct towards Council staff:* A member must not direct, reprimand, or interfere in the management of, council staff.
6. *Respect for cultural diversity and culture:* A member must respect cultural diversity and must not therefore discriminate against others, or the opinions of others, on the ground of their cultural background.
A member must act with respect for cultural beliefs and practices in relation to other members, council staff, electors and members of the public.
7. *Conflict of interest:* A member must avoid any conflict of interest, whether actual or perceived, when undertaking official functions and responsibilities.
If a conflict of interest exists, the member must comply with any statutory obligations of disclosure.
8. *Respect for confidences:* A member must respect the confidentiality of information obtained in confidence in the member's official capacity.
A member must not make improper use of confidential information obtained in an official capacity to gain a private benefit or to cause harm to another.
9. *Gifts:* Members must not solicit, encourage or accept gifts or private benefits from any person who might have an interest in obtaining a benefit from the council.
A member must not accept a gift from a person that is given in relation to the person's interest in obtaining a benefit from the council.'
10. *Accountability:* A member must be prepared at all times to account for the member's performance as a member and the member's use of council resources.
11. *Interests of municipality, region or shire to be paramount:* A member must act in what the member genuinely believes to be the best interests of the municipality, region or shire.
In particular, a member must seek to ensure that the member's decisions and actions are based on an honest, reasonable and properly informed judgment about what best advances the best interests of the municipality, region or shire.
12. *Training:* A member must undertake relevant training in good faith.

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Acknowledgement of Country

West Arnhem Regional Council acknowledges the First Nations Custodians, and the many Language and Family groups who are Managers and Caretakers to each of their Traditional homelands and Waters across the West Arnhem Region Wards.

West Arnhem Regional Council pays its respects and acknowledges Elders, past, present and rising.

WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING 6 MARCH 2026

Agenda Reference:	3.1
Title:	Apologies, Leave of Absence and Absence Without Notice
Author:	Debbie Branson, Governance Advisor

SUMMARY

This report is to table, for the Kakadu Ward Advisory Committee record, any apologies, and requests for leave of absence received from Committee members, as well as record any absence without notice for the meeting held on 6 March 2026.

RECOMMENDATION

THAT THE COMMITTEE:

1. Notes the absence of ...
2. Notes the apology received from
3. Determines ... are absent with permission of the Committee.
4. Determines ... are absent without permission of the Committee.

COMMENT

The Committee can choose to accept the apologies or requests for leave of absence as presented, or not accept them. Apologies or requests for leave of absence that are not accepted by the committee will be recorded as absent without notice.

LEGISLATION AND POLICY

Council's Scheduling and Conduct of Meetings (Elected, Local Authority and Council Committee Members) Policy.

STRATEGIC IMPLICATIONS

This report is aligned to the following pillars and goals in the *Regional Plan and Budget*:

PILLAR 6 FOUNDATIONS OF GOVERNANCE

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 6.3 Council and Local Authorities

Excellence in governance, consultation administration and representation

ATTACHMENTS

Nil

WEST ARNHem REGIONAL COUNCIL

FOR THE MEETING 6 MARCH 2026

Agenda Reference:	4.1
Title:	Acceptance of Agenda
Author:	Debbie Branson, Governance Advisor

SUMMARY

Agenda papers are presented for acceptance at the Kakadu Ward Advisory Committee meeting held on 6 March 2026.

RECOMMENDATION

THAT THE COMMITTEE accepts the agenda papers as circulated for the Kakadu Ward Advisory Committee meeting held on 6 March 2026.

LEGISLATION AND POLICY

Section 92(1) *Local Government Act 2019*.

Council's Scheduling and Conduct of Meetings (Elected, Local Authority and Council Committee Members) Policy.

STRATEGIC IMPLICATIONS

This report is aligned to the following pillars and goals in the *Regional Plan and Budget*:

PILLAR 6 FOUNDATIONS OF GOVERNANCE

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 6.3 Council and Local Authorities

Excellence in governance, consultation administration and representation.

Goal 6.5 Planning and Reporting

Robust planning and reporting that supports Council's decision-making processes.

ATTACHMENTS

Nil

WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING 6 MARCH 2026

Agenda Reference:	5.1
Title:	Disclosure of Interest of Members or Staff
Author:	Debbie Branson, Governance Advisor

SUMMARY

Kakadu Ward Advisory Committee Members are required to disclose an interest in a matter under consideration at the Committee meeting:

- 1) In the case of a matter featured in an officer's report or written agenda item by disclosing the interest to the meeting as soon as possible after the matter is raised.
- 2) In the case of a matter raised in a general debate or by any means other than the printed agenda of the Council meeting, disclosure as soon as possible after the matter is raised.

Under disclosure, the Member must abide by the decision of the Committee on whether they shall remain in the Chambers and/or take part in the vote on the issue. The Committee may elect to allow the Member to provide further and better particulars of the interest prior to requesting them to leave the Chambers.

Staff Members of the Council are required to disclose an interest in a matter at any time on which they are required to act or exercise their delegate authority in relation to the matter. Upon disclosure, the staff member is not to act or exercise their delegated authority unless the Committee expressly directs them to do so.

RECOMMENDATION

THAT THE COMMITTEE acknowledges the declarations of interest relating to the items listed for the Kakadu Ward Advisory Committee meeting held on 6 March 2026.

LEGISLATION AND POLICY

Section 114 (Elected Members) *Local Government Act 2019*

Section 179 (staff members) *Local Government Act 2019*

Council's Scheduling and Conduct of Meetings (Elected, Local Authority and Council Committee Members) Policy.

STRATEGIC IMPLICATIONS

This report is aligned to the following pillars and goals in the *Regional Plan and Budget*:

PILLAR 6 FOUNDATIONS OF GOVERNANCE

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 6.4 Risk Management

The monitoring and minimisation of risks associated with the operations of Council.

ATTACHMENTS

Nil

WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING 6 MARCH 2026

Agenda Reference:	6.1
Title:	Confirmation of Kakadu Ward Advisory Committee Meeting Minutes
Author:	Debbie Branson, Governance Advisor

SUMMARY

Unconfirmed minutes from the Kakadu Ward Advisory Committee meeting are submitted to the Committee for confirmation that the minutes are a true and correct record of the meeting.

RECOMMENDATION

THAT THE COMMITTEE confirms the minutes of the Kakadu Ward Advisory Committee held on Friday, 18 July 2025 as a true and correct record.

LEGISLATION AND POLICY

Sections 101(4) and 101(5) of the *Local Government Act 2019*.

Clause 13.1 *Guideline 1: Local Authorities 2021*.

Council's Scheduling and Conduct of Meetings (Elected, Local Authority and Council Committee Members) Policy.

STRATEGIC IMPLICATIONS

This report is aligned to the following pillars and goals of the *Regional Plan and Budget*:

PILLAR 6 FOUNDATIONS OF GOVERNANCE

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 6.3 Council and Local Authorities

Excellence in governance, consultation administration and representation.

ATTACHMENTS

1. 2025-07-18 KWAC Minutes - Unconfirmed [6.1.1 - 7 pages]



Minutes of the West Arnhem Regional Council Kakadu Ward Advisory Committee
Friday, 18 July 2025 at 10:00 am
Council Chambers

1 ACKNOWLEDGEMENT OF COUNTRY AND OPENING OF MEETING

Chairperson Blyth declared the meeting open at 10:00am, welcomed all in attendance and did an Acknowledgement of Country.

2 PERSONS PRESENT

ELECTED MEMBERS PRESENT

Chairperson	Ralph F. Blyth
Mayor	James Woods
Deputy Mayor	Elizabeth Williams
Councillor	Mickitja Onus (vid video)

STAFF PRESENT

Chief Executive Officer	Katharine Clare Murray
Director of Finance	Jocelyn Nathanel-Walters (via video)
Manager Technical Services	Kylie Gregson
Project Manager	Clem Beard
Governance Advisor	Debbie Branson
Executive Assistant to Mayor and CEO	Gina Carrascalao (via video)
Community Well Being Senior Project Officer	Gemma Loyer (item 7.3 only)

GUESTS

NT Police	Senior Sergeant Chris Harden
Red Lily Health Clinics	Mark DiFrancesco and Fiona Brooks

3 APOLOGIES AND ABSENCES

Agenda Reference:	3.1
Title:	Apologies, Leave of Absence and Absence Without Notice
Author:	Debbie Branson, Governance Advisor

The Local Authority considered a report on Apologies, Leave of Absence and Absence Without Notice.

KWAC23/2025 RESOLVED:
On the motion of Mayor James Woods
Seconded Cr Micketja Onus

THAT THE COMMITTEE notes that there are nil apologies received.

CARRIED

4 ACCEPTANCE OF AGENDA

Agenda Reference:	4.1
Title:	Acceptance of Agenda
Author:	Debbie Branson, Governance Advisor

The Local Authority considered a report on Acceptance of Agenda.

KWAC24/2025 RESOLVED:
On the motion of Chairperson Cr Ralph Blyth
Seconded Cr Micketja Onus

THAT THE COMMITTEE accept the agenda papers as circulated for the Kakadu Ward Advisory Committee meeting held on 18 July 2025.

CARRIED

5 DECLARATION OF INTEREST OF MEMBERS OR STAFF

Agenda Reference:	5.1
Title:	Disclosure of Interest of Members or Staff
Author:	Debbie Branson, Governance Advisor

The Local Authority considered a report on Disclosure of Interest of Members or Staff.

KWAC25/2025 RESOLVED:
On the motion of Deputy Mayor Elizabeth Williams
Seconded Mayor James Woods

THAT THE COMMITTEE received nil declarations of interest for the Kakadu Ward Advisory Committee meeting held on 18 July 2025.

CARRIED

6 CONFIRMATION OF PREVIOUS MINUTES

Agenda Reference:	6.1
Title:	Confirmation of Kakadu Ward Advisory Committee Meeting Minutes
Author:	Debbie Branson, Governance Advisor

The Local Authority considered a report on Confirmation of Kakadu Ward Advisory Committee Meeting Minutes.

KWAC26/2025 RESOLVED:
On the motion of Deputy Mayor Elizabeth Williams
Seconded Cr Micketja Onus

THAT THE COMMITTEE adopted the minutes of the Kakadu Ward Advisory Committee meeting held Friday 16 May 2025 as a true and correct record.

CARRIED

7 DEPUTATIONS AND PRESENTATIONS

Item 7.1 – Invited Guest – NT Police was deferred and Item 7.2 – Presentations and Guest Speakers was brought forward.

Agenda Reference:	7.2
Title:	Invited Guest – Red Lilly Health Clinic
Author:	Debbie Branson, Governance Advisor

Mark DiFrancesco and Fiona Brooks from Red Lily Health Clinics joined the meeting at 10:00am and left the meeting at 10:26am.

KWAC27/2025 RESOLVED:
On the motion of Chairperson Cr Ralph Blyth
Seconded Cr Micketja Onus

THAT THE COMMITTEE noted the update from Red Lilly Health Clinic.

CARRIED

Agenda Reference:	7.1
Title:	Invited Guest - NT Police
Author:	Debbie Branson, Governance Advisor

The Local Authority considered a report on Invited Guest - NT Police.

Senior Sergeant Chris Harden joined the meeting at 10:00am and left at 10:49am.

KWAC28/2025 RESOLVED:
On the motion of Deputy Mayor Elizabeth Williams
Seconded Cr Micketja Onus

THAT THE COMMITTEE noted the update on Law and Order by the NT Police.

CARRIED

Item 7.3 – NAIDOC Week Celebrations was deferred and Item 8.1 – Review of Action Items was brought forward.

8 ACTION REPORTS

Agenda Reference:	8.1
Title:	Review of Action Items
Author:	Debbie Branson, Governance Advisor

The Local Authority considered a report on Review of Action Items.

KWAC29/2025 RESOLVED:
On the motion of Deputy Mayor Elizabeth Williams
Seconded Chairperson Cr Ralph Blyth

THAT THE COMMITTEE:

1. Received and noted the report titled *Review of Action Items*; and
2. Request that the BMX track action be removed as completed and grants be sourced for the Splash Park.

CARRIED

7 DEPUTATIONS AND PRESENTATIONS (Continued)

Agenda Reference:	7.3
Title:	NAIDOC Week Celebrations
Author:	Debbie Branson, Governance Advisor

The Community Well Being Senior Project Officer, Gemma Loyer addressed the Committee to formally invite the committee members to attend, and if interested, speak at the upcoming West Arnhem Regional Council NAIDOC event.

Gemma Loyer joined the meeting at 10:58am and left the meeting at 11:04am.

KWAC30/2025 RESOLVED:
On the motion of Chairperson Cr Ralph Blyth
Seconded Mayor James Woods

THAT THE COMMITTEE noted the invitation to attend West Arnhem Regional Council NAIDOC event.

CARRIED

The meeting adjourned at 11:04am and reconvened at 11:22am.

9 RECEIVE AND NOTE REPORTS

Agenda Reference:	9.1
Title:	Technical Services Jabiru Projects Report
Author:	Kylie Gregson, Manager Technical Services

The Local Authority considered a report on Technical Services Jabiru Projects Report.

KWAC31/2025 RESOLVED:
On the motion of Deputy Mayor Elizabeth Williams
Seconded Cr Mickitja Onus

THAT KAKADU WARD ADVISORY COMMITTEE receives and notes the report titled *Technical Services Jabiru Projects Report*.

CARRIED

Agenda Reference:	9.2
Title:	CSM Operations Report on Current Council Services
Author:	Kevin Voisey, Seniors Works Officer

The Committee considered a report on CSM Operations Report on Current Council Services.

KWAC32/2025 RESOLVED:

On the motion of Cr Micketja Onus

Seconded Mayor James Woods

THAT KAKADU WARD ADVISORY COMMITTEE:

1. Receives and notes the report titled *CSM Operations Report on Current Council Services*; and
2. Acknowledge the improvements with street lighting around Jabiru.

CARRIED

Agenda Reference:	9.3
Title:	Human Resources Report as at 30 June 2025
Author:	Linda Veugen-Yong, Human Resources Manager (Acting)

The Committee considered a report on Human Resources Report as at 30 June 2025.

KWAC33/2025 RESOLVED:

On the motion of Deputy Mayor Elizabeth Williams

Seconded Cr Micketja Onus

THAT THE COMMITTEE receive and note the report titled *Human Resources Report as at 30 June 2025*.

CARRIED

Agenda Reference:	9.4
Title:	2025 Local Government General Elections
Author:	Katharine Murray, Chief Executive Officer

The Committee considered a report on 2025 Local Government General Elections.

KWAC34/2025 RESOLVED:

On the motion of Deputy Mayor Elizabeth Williams

Seconded Chairperson Cr Ralph Blyth

THAT THE COMMITTEE receive and note the report title *2025 Local Government General Elections*.

CARRIED

Agenda Reference:	9.5
Title:	Jabiru Lake - Catch and Release Program
Author:	Fiona Ainsworth, Director of Community and Council Services

The Committee considered a report on Jabiru Lake - Catch and Release Program.

KWAC35/2025 RESOLVED:
On the motion of Deputy Mayor Elizabeth Williams
Seconded Chairperson Cr Ralph Blyth

THAT KAKADU WARD ADVISORY COMMITTEE agree to close the item and no further action required.

CARRIED

10 COMMITTEE MEMBER QUESTIONS WITH OR WITHOUT NOTICE

Agenda Reference:	10.1
Title:	Kakadu Ward Advisory Committee Member Questions
Author:	Debbie Branson, Governance Advisor

The Committee considered a report on Kakadu Ward Advisory Committee Member Questions.

KWAC36/2025 RESOLVED:
On the motion of Cr Mickitja Onus
Seconded Deputy Mayor Elizabeth Williams

THAT THE COMMITTEE record the following questions from Members for action:

- Dog By-laws

CARRIED

Chairperson Blyth acknowledged the work carried out by staff and extended the committee's appreciation.

11 NEXT MEETING

The next meeting is scheduled for Friday, 17 October 2025.

12 MEETING DECLARED CLOSED

Chairperson Cr Blyth declared the meeting closed at 12:13pm.

This page and the preceding pages are the minutes of the Kakadu Ward Advisory Committee held on Friday 18 July 2025.

Click [here](#) to view the agenda for the Kakadu Ward Advisory Committee held on Friday 18 July 2025.

WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING 6 MARCH 2026

Agenda Reference:	6.2
Title:	Confirmation of Special Kakadu Ward Advisory Committee Meeting Minutes
Author:	Debbie Branson, Governance Advisor

SUMMARY

Unconfirmed minutes from the Kakadu Ward Advisory Committee meeting are submitted to the Committee for confirmation that the minutes are a true and correct record of the meeting.

RECOMMENDATION

THAT THE COMMITTEE confirms the minutes of the Special Kakadu Ward Advisory Committee held on Tuesday, 10 February 2026 as a true and correct record noting Council's resolution as follows:

OCM71/2026 RESOLVED:

THAT COUNCIL:

1. *Notes the confidential minutes of Special Kakadu Ward Advisory Committee confidential meeting held on Tuesday, 10 February 2026; and*
2. *Requests that the item relating to Jabiru Airport be deferred until GAC provides further information.*

LEGISLATION AND POLICY

Sections 101(4) and 101(5) of the *Local Government Act 2019*.

Clause 13.1 *Guideline 1: Local Authorities 2021*.

Council's Scheduling and Conduct of Meetings (Elected, Local Authority and Council Committee Members) Policy.

STRATEGIC IMPLICATIONS

This report is aligned to the following pillars and goals of the *Regional Plan and Budget*:

PILLAR 6 FOUNDATIONS OF GOVERNANCE

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 6.3 Council and Local Authorities

Excellence in governance, consultation administration and representation.

ATTACHMENTS

1. 2026-02-10 Special Kakadu Ward Advisory Committee Minutes [6.2.1 - 5 pages]



Minutes of the West Arnhem Regional Council Special Kakadu Advisory Committee Meeting
Tuesday, 10 February 2026 at 10:00 am
Council Chambers

1 ACKNOWLEDGEMENT OF COUNTRY AND OPENING OF MEETING

Mayor James Woods declared the meeting open at 10:00am, welcomed all in attendance and did an Acknowledgement of Country.

2 PERSONS PRESENT

ELECTED MEMBERS PRESENT

Mayor	James Woods
Councillor	Ralph Blyth
Councillor	Mickitja Onus

STAFF MEMBERS PRESENT

Chief Executive Officer	Katharine Murray
Director Community and Council Services	Fiona Ainsworth
Director Finance	Jocelyn Nathanael Walters
Director Technical Services	Grant McKenzie
Governance Advisor	Debbie Branson
Executive Assistant	Violette Stehlin

GUESTS

Department of Housing, Local Government and Community Development, Jabiru Project	Claire Joyce
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ADJOURNED

The meeting was adjourned at 10:20am and reconvened at 10:28am to conduct an on-site meeting at the Jabiru Childcare Centre.

3 APOLOGIES AND ABSENCES

Agenda Reference:	3.1
Title:	Apologies, Leave of Absence and Absent Without Notice
Author:	Debbie Branson, Governance Advisor

The Committee considered a report on Apologies, Leave of Absence and Absent Without Notice.

KWAC01/2026 RESOLVED:

On the motion of Cr Mickitja Onus

Seconded Mayor James Woods

THAT THE COMMITTEE:

1. Notes the apology received from Deputy Mayor Jacqueline Phillips; and
2. Determines Deputy Mayor Jacqueline Phillips is absent with permission of the Committee.

CARRIED

4 NOMINATION OF CHAIRPERSON

Agenda Reference:	4.1
Title:	Nomination of Kakadu Ward Advisory Committee Chairperson
Author:	Debbie Branson, Governance Advisor

The Committee considered a report on Nomination of Kakadu Ward Advisory Committee Chairperson.

Cr Ralph Blyth nominated Cr Mickitja Onus as Chairperson, Cr Mickitja Onus accepted the nomination.

KWAC02/2026 RESOLVED:

On the motion of Cr Ralph F Blyth

Seconded Mayor James Woods

THAT THE COMMITTEE:

1. Receives and notes the report titled *Nomination of Kakadu Ward Advisory Committee Chairperson*; and
2. Recommends to Council that Cr Mickitja Onus be appointed Chairperson of the Kakadu Ward Advisory Committee and the appointment be reviewed post Kakadu Ward By-Election.

CARRIED

Cr Mickitja Onus assumed the Chair.

5 ACCEPTANCE OF AGENDA

Agenda Reference:	5.1
Title:	Acceptance of Agenda
Author:	Debbie Branson, Governance Advisor

The Committee considered a report on Acceptance of Agenda.

KWAC03/2026 RESOLVED:
On the motion of Mayor James Woods
Seconded Cr Ralph F Blyth

THAT THE COMMITTEE accepts the agenda papers as circulated for the Special Kakadu Ward Advisory Committee meeting held on 10 February 2026.

CARRIED

6 DECLARATION OF INTEREST OF MEMBERS OR STAFF

Agenda Reference:	6.1
Title:	Disclosure of Interest of Members or Staff
Author:	Debbie Branson, Governance Advisor

The Committee considered a report on Disclosure of Interest of Members or Staff.

KWAC04/2026 RESOLVED:
On the motion of Cr Ralph F Blyth
Seconded Cr Mickitja Onus

THAT THE COMMITTEE acknowledges there were no declarations of interest in relation to the items as listed for consideration during the Special Kakadu Ward Advisory Committee meeting held on 10 February 2026.

CARRIED

7 PROCEDURAL MOTIONS

Agenda Reference:	7.1
Title:	Closure to the Public for the Discussion of Confidential Items
Author:	Debbie Branson, Governance Advisor

The Committee considered a report on Closure to the Public for the Discussion of Confidential Items.

KWC05/2026 RESOLVED:
On the motion of Mayor James Woods
Seconded Cr Mickitja Onus

THAT pursuant to section 99(2) and 293(1) of the Local Government Act 2019 and section 52 of the Local Government (General) Regulations 2021 the meeting be closed to the public at 10:38am to consider the Confidential items of the Agenda.

CARRIED

8 CONFIDENTIAL ITEMS

Agenda Reference:	8.1
Title:	Incoming and Outgoing Correspondence
Author:	Debbie Branson, Governance Advisor

The Report will be dealt with under Section 293(1) of the Local Government Act 2019 and General Regulation 2021 Part (3) Administration - Division 2 Section 51(1)(e). It contains information provided to the council on condition that it be kept confidential and would, if publicly disclosed, be likely to be contrary to the public interest.

Agenda Reference:	8.2
Title:	Jabiru Childcare
Author:	Katharine Murray, Chief Executive Officer

The Report will be dealt with under Section 293(1) of the Local Government Act 2019 and General Regulation 2021 Part (3) Administration - Division 2 Section 51(1)(e). It contains information provided to the council on condition that it be kept confidential and would, if publicly disclosed, be likely to be contrary to the public interest.

Agenda Reference:	8.3
Title:	Jabiru Airport
Author:	James Woods, Mayor

The Report will be dealt with under Section 293(1) of the Local Government Act 2019 and General Regulation 2021 Part (3) Administration - Division 2 Section 51(1)(c)(i). It contains information that would, if publicly disclosed, be likely to: cause commercial prejudice to, or confer an unfair commercial advantage on, any person.

Agenda Reference:	8.4
Title:	Jabiru Lakeside Precinct Upgrade
Author:	Jocelyn Nathanael-Walters, Director of Finance

KWAC08/2026 RESOLVED:

On the motion of Cr Mickitja Onus

Seconded Cr Ralph F Blyth

THAT THE COMMITTEE:

1. Receives and notes the report titled *Jabiru Lakeside Precinct Upgrade*; and
2. Recommends to Council that approval be granted to the previous Council's allocated Jabiru dog park funding of \$30,000.00 in Council resolution OCM272/2024, be used as general co-contribution for the Jabiru Lakeside Precinct Upgrade 2025-26 capital project which includes the Council's original dog park plans.

CARRIED

West Arnhem Regional
Council

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Special Kakadu Ward
Advisory Committee
Tuesday 10 February 2026

Agenda Reference:	8.5
Title:	Citizen of the Year Awards
Author:	Katharine Murray, Chief Executive Officer

KWAC10/2026 RESOLVED:
On the motion of Cr Ralph F Blyth
Seconded Cr Micketja Onus

THAT THE COMMITTEE:

1. Receives and notes the report titled *Citizen of the Year Awards*; and
2. Agrees that there will be no 2026 Citizen of the Year awards in Jabiru.

CARRIED

9 DISCLOSURE OF CONFIDENTIAL RESOLUTIONS AND RE-ADMITTANCE OF THE PUBLIC

Agenda Reference:	9.14
Title:	Disclosure of Confidential Resolutions and Re-admittance of the Public
Author:	Debbie Branson, Governance Advisor

KWAC11/2026 RESOLVED:
On the motion of Mayor James Woods
Seconded Cr Micketja Onus

THAT THE COMMITTEE:

1. Approves to disclose the following selected resolutions from the confidential section of this meeting in the non-confidential meeting minutes:
Item 8.4 Jabiru Lakeside Precinct Upgrade
Item 8.5 Citizen of the Year Award; and
2. Opens the meeting to the public at 11:53am after the discussion of confidential items.

CARRIED

10 MEETING DECLARED CLOSED

Chairperson Micketja Onus declared the meeting closed at 11:53am.

This page and the preceding pages are the minutes of the Special Kakadu Ward Advisory Committee held on Tuesday, 10 February 2026.

Click [here](#) to view the agenda for the Special Kakadu Ward Advisory Committee held Tuesday, 10 February 2026.

WEST ARNHem REGIONAL COUNCIL

FOR THE MEETING 6 MARCH 2026

Agenda Reference:	7.1
Title:	Invited Guest - NT Police
Author:	Debbie Branson, Governance Advisor

SUMMARY

The purpose of this report is for the NT Police and the Kakadu Ward Advisory Committee to discuss issues and concerns in the community. These discussions are supported by the MoU between West Arnhem Regional Council and the NT Police.

RECOMMENDATION

THAT THE COMMITTEE notes the update on Law and Order by the NT Police.

BACKGROUND

At various times, the Authority requests that presentations be made so that issues can be raised and information shared.

Senior Sergeant Chris Harden will attend in-person, Senior Sergeant Glenn Leafe will attend online at 11:30am.

STRATEGIC IMPLICATIONS

This report is aligned to the following pillars and goals of the *Regional Plan and Budget*:

PILLAR 1 PARTNERSHIPS, RELATIONSHIPS AND BELONGING

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 1.1 Community Engagement

Seek out and support diverse perspectives and collaborations with community, community leaders, businesses, agencies and local service providers to enhance community life.

ATTACHMENTS

Nil

WEST ARNHAM REGIONAL COUNCIL

FOR THE MEETING 6 MARCH 2026

Agenda Reference:	7.2
Title:	Presentations and Visitors - Red Lily Health Clinic Update
Author:	Debbie Branson, Governance Advisor

SUMMARY

The purpose of this report is to provide the Committee with an update from the Red Lily Health Clinic.

RECOMMENDATION

THAT THE COMMITTEE notes the presentation from Red Lily Health Clinic.

BACKGROUND

At various times, the Committee requests that presentations be made so that issues can be raised and information shared.

COMMENT

Mark DiFrancesco, Brad Palmer and the Local Manager have been invited to provide an update at 1:00pm.

Please raise any Community health-related issues with the representatives.

STRATEGIC IMPLICATIONS

This report is aligned to the following pillars and goals of the *Regional Plan and Budget*:

PILLAR 1 PARTNERSHIPS, RELATIONSHIPS AND BELONGING

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 1.1 Community Engagement

Seek out and support diverse perspectives and collaborations with community, community leaders, businesses, agencies and local service providers to enhance community life.

ATTACHMENTS

Nil

WEST ARNHAM REGIONAL COUNCIL

FOR THE MEETING 6 MARCH 2026

Agenda Reference:	8.1
Title:	Jabiru Waste Report
Author:	Meredith Newall, Waste and Resource Coordinator

SUMMARY

This report is to provide an update to Kakadu Ward Advisory Committee on current activities in the waste management area.

RECOMMENDATION

THAT THE COMMITTEE receives and notes the report titled *Jabiru Waste Report*.

BACKGROUND

The Jabiru Waste Management area is a rapidly developing portfolio that has three significant areas of reporting for Kakadu Ward Advisory Committee oversight.

These areas are as follows;

- Waste operations – kerbside collection and landfill operations;
- Landfill - Northern Territory Environment Protection Authority (NTEPA) compliance – progress reporting on maintenance of compliance to EPL351-01;
- Landfill Remediation – current remediation updates according to the Office of Supervising Scientist.

COMMENT

Waste Operations

The landfill site is operated by an experienced staff member enabling the ongoing collection of commercial waste fees. The segregation bays are sorted and materials appropriately managed to maintain NTEPA compliance. Waste engine oil is stored in a bunded and covered area and car batteries are stored in purpose built palletised storage units. There are minimal volumes of tyres currently present at site and they generally are dropped off by residents only.

Landfill EPA Compliance

An inspection was conducted by the Northern Territory Environmental Protection Authority (NT EPA) 29 October 2025. The inspection report issued by the NT EPA in December 2025 revealed that there were minor issues associated with the operations and these issues are being addressed as outlined in the attached report.

Green Waste

In late August the potential for asbestos containing material was identified in the green waste disposal area on land managed by GACJT. Council engaged Agon to take and analyse samples of the material. Agon submitted a report to council in September 2025 confirming some of the samples were asbestos material. A copy of the report was sent to GACJT and they arranged for a licensed contractor to remove the asbestos containing material and dispose at a licensed facility.

When the material was confirmed as containing asbestos the Jabiru works team barricaded entry to the green waste disposal site, put up warning signs and advised of the relocation of green waste disposal at the council operated landfill site. The current green waste area at the landfill is not a permanent solution however, WARC will not be returning to the GACJT green waste site.

The management of future green waste is being investigated by council. Options include:

- The establishment of a separate green waste disposal site
- Purchase of equipment to process green waste received at the landfill site
- Engagement of a contractor to process green waste when volumes are sufficient

LEGISLATION AND POLICYS

Environmental license EPL351.

FINANCIAL IMPLICATIONS

Any potential liability for penalties imposed due to non-compliance has been overcome.

STRATEGIC IMPLICATIONS

This report is aligned to the following pillars and goals of the *Regional Plan and Budget*:

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 4.3 Waste and Water Management

Deliver environmentally and economically sound solid waste, water and sewerage services.

PILLAR 5 SUSTAINABILITY AND CLIMATE ACTION

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 5.1 Recycling and Waste

Develop recycling and waste initiatives which protect and preserve community natural resources and the local environment.

ATTACHMENTS

1. EPA Inspection - Jabiru - December 2025 [8.1.1 - 4 pages]

West Arnhem Regional Council



NT EPA Inspection 29 October 2025 - Response Jabiru

West Arnhem Regional Council

Inspection Outcomes and Actions to be Taken

The NT EPA conducted an inspection of the Jabiru Waste Management Facility 29 October 2025. The facility is licensed under the *Waste Management and Pollution Control Act 1998* as it receives listed wastes on a commercial basis. The inspection report issued to West Arnhem Regional Council was set out to review the non-compliance issues identified in the inspection conducted June 2024. The following response outlines the actions to be taken in response to the findings of the NT EPA inspection.

West Arnhem Regional Council

Issue No.	Description	Action	Timeframe
1	Entry signage must include EPL No. and 24 hour emergency contact	Compliant	
2	Copy of Environmental Management Plan (EMP) and Emergency Response Plan (ERP) to be available on site	Compliant	
3	Listed wastes permitted under the EPL	Compliant	
4	Permissible listed waste storage limits	Compliant	
5	Used lead acid battery storage	Compliant	
6	Permissible tyre stack limits	Compliant	
7	Firebreak around tyre stockpile	Compliant	
8	Appropriate containment of listed wastes – waste oil bund contained liquid	Requires improvement. VTG engaged to drain oily water from bund.	End January 2026
9	Waste segregation and appropriate signage	Compliant	
10	Litter – small amount along boundary fence but contained on site	Compliant	
11	Cause or permit waste to be burned	Compliant	
12	Covering of waste	Compliant	
13	Potential for release of leachate and water beyond site boundary	Compliant	
14	Maintenance of waste data	Investigate an electronic waste data collection platform.	End March 2026
15	Records to be retained for two years after the end of the 12 month period to which the record relates	Investigate an electronic waste data collection platform.	End March 2026



West Arnhem Regional Council



westarnhem.nt.gov.au

WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING 6 March 2026

Agenda Reference:	8.2
Title:	Technical Services Jabiru Projects Report
Author:	Kylie Gregson, Manager Technical Services

SUMMARY

This report will present the Kakadu Ward Advisory Committee (KWAC) with an update on the overview of Council projects delivered in Jabiru, for the reporting period up to 10 February 2026.

RECOMMENDATION

THAT THE COMMITTEE receives and notes the report titled *Technical Services Jabiru Projects Report*.

BACKGROUND

Elevated level operational/project management reports are provided to ensure transparency, communication, and support are provided to elected members.

COMMENT

The table below provides a comprehensive snapshot of all current projects occurring in Jabiru.

JABIRU COUNCIL PROJECTS

STATUS	PROJECTED COMPLETE	TASK	DESCRIPTION	% DONE
In Progress	31-07-2026	Overview - Replanting of garden beds, move existing park benches under cover, install charging ports and bubbler.	Jabiru Town Square Revitalisation (Rio Tinto).	40%
In Progress	30-04-2026	Insurance claim accepted - Works awarded to TB Constructions. Replacement of internal ceiling due to water damage. Target completion end of February 2026.	Jabiru Hall Ceiling Replacement - Insurance.	40%
In Progress	30-6-2027	Cultural approval received for Dog Park, Playground and Outdoor Gym from GAC. Awaiting release of funds to commence tender procurement process of projects.	Dog Park & Playground - Lakeside Park. Outdoor Gym - Brockman Oval (Rio Tinto).	25%
In Progress	31-7-2026	Internal upgrades include - Pressure wash surfaces, painting walls, ceilings and doors. Supply and install new toilet pans, shower roses, toilet paper dispensers, paper towel dispensers, mirrors above basins. Supply & install new lighting as required. Awaiting release of funds to commence works.	Town Square Public Toilet Upgrades (Rio Tinto).	25%
In Progress	31-7-2026	Internal upgrades include - Pressure wash surfaces, painting walls, ceilings and doors. Supply and install new toilet pans, shower roses, toilet paper dispensers, paper towel dispensers, mirrors above basins. Investigate and repair internal water leaks. Awaiting release of funds to commence works.	Brockman Oval Public Toilet Upgrades (Rio Tinto).	25%
In Progress	31-7-2026	Replace existing wayfinding signs that are damaged and faded. Awaiting release of funds to commence works.	Wayfinding Sign Upgrades (Rio Tinto).	25%

STATUTORY ENVIRONMENT

Not Applicable.

FINANCIAL IMPLICATIONS

Not Applicable.

STRATEGIC IMPLICATIONS

This report aligns to the following pillars and goals as outlined in the *Regional Plan and Budget*:

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 4.1 Strategic Infrastructure and Asset Management

Strategically manage, maintain and enhance community infrastructure.

Goal 4.2 Fleet, Plant and Equipment

Provide a modern and well-maintained fleet of plant and vehicles capable of meeting service delivery requirements.

Goal 4.3 Waste and Water Management

Deliver environmentally and economically sound solid waste, water, and sewerage services.

Goal 4.4 Local Road Management and Maintenance

Tactically monitor, maintain, and manage Council gazetted roads and community safety via traffic management.

PILLAR 5 SUSTAINABILITY AND CLIMATE ACTION

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 5.1 Recycling and Waste

Develop recycling and waste initiatives which protect and preserve community natural resources and the local environment.

Goal 5.2 Procurement

Develop and implement a leading-edge sustainability procurement strategy.

ATTACHMENTS

Nil

WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING 6 MARCH 2026

Agenda Reference:	8.3
Title:	CSM Operations Report on Current Council Services
Author:	Kevin Voisey, Council Services Manager, Jabiru

SUMMARY

This report will present the Kakadu Ward Advisory Committee (KWAC) with an update on council services provided in the Jabiru community for the period 01 June 2025 – 01 December 2025, as prepared and presented by Council Services Manager (CSM), Kevin Voisey.

RECOMMENDATION

THAT THE COMMITTEE receives and notes the report titled *CSM Operations Report on Current Council Services*.

BACKGROUND

All issues/matters raised are to be discussed by Kakadu Ward Advisory Committee members, as detailed in the report.

COMMENT

1. Community Recruitment

Positions filled during the report period:

- Wellbeing services coordinator – Commenced 30 June 2025.
- Customer Services Officer – Commenced 07 July 2025.
- Relief Administration Officer – Commenced 05 August 2025.
- Early childhood educator – Commenced 11 August 2025.
- Childcare manager – Commenced 27th of October 2025.
- Centrelink officer -Commenced -12th of December 2025.

2. Administration Services

2.1 Administration

The Jabiru Council administration office was open from 8:00am to 4:30pm on each business day during the reporting period except for the following periods:

- 11 July 2025 – Closure due to National Aborigines and Islanders Day Observance Committee (NAIDOC) Day public holiday, only applicable to West Arnhem Regional Council (WARC) staff and services provided.
- Relief Administration Officer (No.1) provided support to the Maningrida Post Office 11-14 August 2025 and the administration team provided remote support to the Maningrida Office by assisting with enquiries and purchase orders.
- Relief Administration Officer (No.2) provided support to the Jabiru Post Office from 19-20 August 2025 due to staff availability.
- Services Assistant has been assisting Tenancy cleaning houses, mowing lawns and other handyman tasks.

- Other departments continue to send through purchase order request. This has been extremely helpful for the administration team as it provides them with more experience in preparing purchase orders.
- The Administration team continue to support the communities with admin and Council services manager with enquiries, Little Hotelier, Purchase Orders and other administrative tasks.
- Admin has been assisting our other communities.
- Administrator Coordinator has been on leave since the 9th of September 2025 – ongoing.

2.2 Post Office

Post Office services are provided by Jabiru Council administration staff during normal business hours. Mail was received, sorted and dispatched each business day.

- The Post Office staff are working to increase retail sales and improving merchandising displays.
- Jabiru administration team provide support backfill with post office staff are on leave.
- The Gunbalanya Administration Coordinator and the Gunbalanya Customer Services Office spent 1 x week in Jabiru for Post Office training. They both did very well.
- Staff from Gunbalanya Post office covered the service.
- Postal officer on leave from the 8th of December to the 15th of January admin officer assisting with cash up duties.

Total postage received	43,464.5 KG
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2.3 Centrelink

The Jabiru Centrelink Office opens between 8:00am to 4:30pm each business day during the report period.

- New monitor from Services Australia desk arrived and installed.
- Money Management team visited Jabiru 15-17 July 2025, but due to internet issues in Centrelink set-up at the ALPA Store.
- Centrelink Office was closure on 23 June – 21 July 2025, due to internet and phone disruptions.
- The Money Management team visited Jabiru from 19-21 August 2025. Due to previous internet issues that our Centrelink Office experienced, Money Management set up in the ALPA office.
- The Senior Centrelink Officer position has been advertised. We hope to fill this position as soon as possible with the right candidate admin relief office is back filling this role.
- Relief admin sat in the service and supported Clients to self-service using the phone and computer.

2.4 Cleaning

Scheduled cleaning of council assets for reporting report has been completed as follows:

- Council Offices and Library – Daily Monday-Friday – total of 130 occasions.
- Public (Town Plaza) toilets – Daily Monday-Friday – total of 130 occasions.
- Lake Playground amenities and BBQ area – Daily Monday-Friday – total of 130 occasions.
- Workshop office – Once a week – total of 126 occasions.
- Brockman oval – Once a week – total of 52 occasions, and restocked supplies prior to Australian Football League (AFL) games and hires.
- Magela Oval amenities – Once a week – total of 52 occasions.
- Basketball Court amenities – as required.
- Community (Aged) Care, Centrelink, and Post Office – Twice a week – total of 52 occasions.
- Town Hall amenities – Twice a week – total of 52 occasions.
- Town Hall – No weekly clean currently while construction works occurring.
- Childcare Centre – Daily Monday-Friday – total of 130 occasions.
- Services Assistant attended Weed and Chemical training on 10 – 12 June 2025.
- Services Assistant on leave 11 August 2025 – 05 September 2025.

3. Wellbeing Services

3.1 Sport & Recreation

Sport and Recreation team delivered activities involving after-school sessions, school holiday initiatives, and young adult-oriented programs. The activities offered included:

- Youth, Sport and Recreation did not operate during June 2025, due to staff availability.
- After school activities conducted at the library.
- On 01 July 2025, WARC and the Northern Territory Events team hosted a Territory Day fireworks display and BBQ at the lakeside playground.
- In August 2025, WARC supported the delivery of a four-week AFL Program in Jabiru, coordinated by Australia Football League Northern Territory on average, around 15 young people attended each week at Magela Oval – total of 4 occasions.
- The Jabiru community netball competition, hosted by WARC in partnership with Jabiru Area School teachers. The competition has continued to grow in momentum, becoming a much-anticipated Wednesday activity for the community.
- The Australia Football League Northern Territory (AFL NT) talent scouting took place at the Gunbalanya AFL NT oval. Teams from Maningrida, Jabiru, Minjilang, and Waruwi gathered for the event, with six young players from Jabiru, aged 15 and under, making the long journey for a chance to be selected for the annual Michael Long Cup, which will be held in Darwin in August. The games were played in nine (9) round-robin formats, designed to showcase key elements of Territory footy, speed, skill, and teamwork.
- AFL NT ran 4 weeks of AFL in Jabiru starting 05 August 2025, to further support the young youth with skills in the community.
- Red Lily hosted a Hoops4life event on 23 July 2025, bringing energy, culture, and healing through smoke-free vibes while promoting the importance of staying away

from smoking and vaping. This basketball event, led by First Nations people, was grounded in cultural strength and healing. Hoops 4 Health creates a safe space for young people to connect with their culture, reflect, regulate, and build resilience, all while learning important life lessons through sport. WARC supported this activity by providing two marquees, two BBQ's and the basketball courts.

- Jabiru held NAIDOC Week celebrated on 24 July 2025, to coincide with the return of kids after the school holidays. This year's theme 'The Next Generation: Strength, Vision & Legacy', highlighted the powerful role of enduring strength and intergenerational knowledge within First Nations communities. Our guest speaker, Mayor James Woods, issued a challenge to all Jabiru residents, urging them to support future leaders and help ensure that the culture, connection, and legacy remain vibrant and strong.
- A meeting was held with the Clontarf Foundation to discuss opportunities for increasing WARC Youth, Sports and Recreation (YSR) presence and engagement with students during their daily activities. Discussions focused on how West Arnhem Regional Council could provide additional support and input into Clontarf's structured program across the remainder of the school year. This includes integrating into both wellbeing check-ins and sports sessions.
- Wellbeing Services Coordinator worked alongside the Community Wellbeing Senior Project Officer in preparation for the **Kurrung Festival**, taking lead responsibility for catering. As expected for a festival of this scale, preparation was full on, but the effort paid off with a fantastic event supported by volunteers and stakeholders across the region. Wellbeing Services Coordinator also assisted with registering and supporting the **Jabiru Bombers** teams to participate. While Wellbeing Services Coordinator was originally meant to oversee the Bombers AFL and Basketball
- Wellbeing Services Coordinator pivoted to lead the catering which proved both successful and rewarding. The festival drew in **over 400 people**, creating a vibrant community gathering
- 13-17 November 2025 – Closure due to limitations within operations team travelled to Maningrida to support Sydney Swans Kick the Habits.

Attendance totals	2,559
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3.2 Aquatic Centre

The Jabiru aquatic center was open Monday, Tuesday, Wednesday, Saturday, Sunday and Public Holidays 1.30pm – 6.30pm, as per regular schedule. Closed on Thursday and Friday until further notice.

- 11-18 June 2025 – Closure due to staff availability.
- 21-23 June 2025 – Closure due to staff availability.
- 21 July 2025 – Closure due to staff availability
- 6th – 8th October- Closure due to staff availability
- 1st – 9th November 2025 – Closure due to staff availability
- Attendance low during the report period due to cooler weather and cooler water temperatures.

- Jabiru Area School Swim program, conducted by Swimming NT held on 18-22 August 2025.
- Jabiru Pool Royal Life savers services NT Safety Assessment completed in early September 2025.
- Jabiru Area School Swimming Carnival held on 28 August 2025.
- Aqua Fitness continues, running one session per week currently.
- Jabiru Under Water Hockey (Adults only) is still occurring on Monday nights.
- Caulfield Grammar student groups – regular visitations – new group each month.
- Jabiru Children/Community Christmas Party postponed from 23rd November, due to Cyclone Fina affecting Darwin and surrounding districts, moved to 30th November.
- West Arnhem regional council end of year celebrations was held at the pool on the 5th of December 2025.

Attendance totals	5,957
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3.3 Library (Jabiru only)

The library operates Monday to Friday, from 10:30am to 12:00pm and 12:30pm to 4:30pm, during the reporting period.

- Meeting room continues to be utilised both internally and externally.
- Regular after school computer usage and craft activity.
- School Holiday Program commenced 26 June 2025 – 10 July 2025.
- 18 July – 05 August 2025 – Closure due to maintenance and upgrade works occurring.
- Sensory Zone completed on the 07 August 2025.
- Daily movie and Popcorn activities were held during school holidays.
- Remote Physio therapist 25.09.25.
- Library closed 18.11.25 – 27.11.25 due to new carpet being install.

Attendance totals	1,493
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3.4 Early Learning

The Jabiru Childcare Centre hours of operation are Monday to Friday, 7:30am – 5:00pm.

- Partnership with Caulfield Grammar, the Jabiru Area School and their STARS program continue.
- Childcare Manager visited Minjilang Creche to provide training and mentoring to staff.
- Early Childhood Australia visited on 14th August 2025, to review services and provided support to staff and children.
- There has been participation increase for 3–5 years age group, with the hope to build bookings for Wednesday, Thursday and Fridays.
- Collaborating with ALPA men’s activities to improve the outside yard.
- Commencement of community engagement walks and excursions.
- Throughout this year we will continue to celebrate different cultures, including those of children attending the service.

- RUOK day was celebrated at Jabiru childcare in support of this day we had meaningful discussions with children’s staff and children came dressed in yellow as well as some white t-shirts for an activity with children.
- The service is short staffed, however with the use of exchange educator from Maningrida was able to compensate for the 2nd week of November, negating the need to close the service.
- Building greater relationships with Caufield college as their students came to visit us twice this month and had a fantastic time.
- Childcare closed from the 22th of December deep cleaning was completed this was extended and to the 9th of January to include staff training on WH&S.

Attendance totals	1,192
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Jabiru Childcare Centre children attending NAIDCO Week activities.

3.5 Community Care (Aged Care)

The Jabiru Community Care team provides services Monday – Friday to nine (9) clients. The usual services provided to clients continue to include meal deliveries, domestic assistance, transport, and social support.

- Clients have been receiving their meals at their communities. Currently, some clients are away from home and are not in their communities.
- Clients Packages – Nine (9)
- Commonwealth Health Support Programs – Six (6)
- National disability Insurance scheme (NDIS) – Two (2)
- Home Care Package (HCP) – One (1)
- Manaburduma Town Camp clients receive their breakfast every weekday, Monday to Friday.
- Due to sorry business on 30 June 2025 at Mudginberri Community, alternative arrangements were made to deliver meals to clients.

Total meals provided	1,343
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3.6 Disability Care

The Jabiru National Disability Insurance scheme (NDIS) service operates from 09.00am until 3.00pm each business day. Services provided are as follows:

- Meals.
- Personal Care.
- Household Tasks.
- Transport; and
- Social Support.
- Kakadu currently delivers breakfast and lunch to a NDIS client. Due to the client's location, breakfast is also included for the following day, when lunch is delivered.
- Focus is connecting and growth over the next few months.

Total number of NDIS participants	3
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4. Community Works

4.1 Parks and Open Space

The community is generally clean and tidy with rubbish collection occurring 2 days per week.

- Cleaned out drains and gutters around township.
- Work crews were helping tenancy maintenance and furniture moving.
- Slashing around fire breaks.
- Relieved landfill officer when on leave during reporting period.
- Mowing Magela oval for sport events.
- Started setup furniture and game at the plaza.
- Repaired potholes around Jabiru.
- Set up event for Territory Day and NAIDOC Day.
- Trimmed and remove dead tree at Jabiru community pool.
- Emptied green waste trailer at the pool.
- Cleared fire break area behind low level tank.
- Cleaned out drains and gutters around township.
- Relieved landfill officer when on leave.
- Two (2) works staff completed weed spraying course.
- Cleaned lane ways and alleyways around Jabiru Township.
- Watering and mowing parklands and playgrounds around Jabiru Township.
- Maintained feral animal traps around township.
- Maintained plaza lawns, garden beds and car parks.
- Repairing water leaks and replacing sprinklers on Brockman oval for sports event
- We also worked overtime to assist Wellbeing Coordinator.
- Road report was conducted. There are several potholes that were repaired.
- Remove abandoned car off road 10th of November 2025
- Drop off Tables and Marquees and Eskys at pool for end of year celebration on 5/12/25 and at childcare for the party 12/12/25.

4.2 Roads

Generally, minor road repairs and maintenance are undertaken across the community.

- Potholes Road Street sweeping minimally around Jabiru this reporting period

- Awaiting ongoing issues to be identified in the investigation into the storm water system by Department of Logistics and Infrastructure (DLI), report currently with DLI not yet distributed to WARC:
 - Lewis place needs drain to be unblocked as this causes flooding in Auld place during wet season.
 - Drain on corner of Calvert crescent and Civic drive needs to be cleared and potentially modified. There are many tree roots inside the pipework contributing to it flooding when the lake level rises, and the drain cannot flow into the lake

4.3 Waste

Landfill site operated between Monday to Friday, 7:00am to 3:00pm with no disruption to service. After hours dumping into the segregation bays.

- Spot fire occurred at the landfill site on 11th of August 2025, jumping across from the sprinkler farm. With the assistance of the Council Services Manager, Senior Works Officer and Jabiru brigade, the fire was stopped prior to getting to the landfill face and causing major damage.
- Green waste is now being accepted at the landfill.

Total volume of waste on-charged	1340 cubic meters
Total value on-charged	\$117,909.00 inc

5. Essential Services

5.1 Power

- Streetlight repairs completed, however a further fault on the red phase power supply was identified. Contractor reset breaker and repaired red phase fault for streetlights.
- Backup generators run weekly, and data recorded on checklist.

5.2 Water

- Telemetry was struck by lightning during a storm. This has damaged plant at sprinkler farm, low level tanks, sewage ponds and bore no. 2. Quote and reports for insurance claim and has been submitted
- Repaired several water leaks around Jabiru
- Quote sourced for water leaks on mains as this repair needs asbestos removal licences to repair.
- Daily checks of bores completed, and data recorded on checklist.
- Daily chlorine levels checked on potable water and data recorded on checklist.
- Completed bi-weekly bacterial water testing.
- New water leaks around town identified and added to council services manager list.

5.3 Sewage

- Sewerage Remediation project funding continues, with relationships built between the Council and the contractor.
- Sewage lift pump checked daily, and data recorded on checklist.

- Grids and filter for sewage and sprinkler farm cleaned weekly.
- Unlocked dump point for contractor.

6. Community

6.1 Community meetings and events

- NAIDOC Week was held in Jabiru and activities were held on 27 June 2025 – 03 July 2025, with children attending the celebrations and the centre creating a child friendly zone with activities for all age groups.
- Kurrung Sports Festival took place early September. It was extremely busy. We assisted with set up and pack down
- 29-30 August 2025 – Vet visited Jabiru to provide vet care services to the community

6.2 Community key focus areas

- Storm water rectification.
- Jabiru landfill.

LEGISLATION AND POLICY

Not applicable.

FINANCIAL IMPLICATIONS

Not applicable.

STRATEGIC IMPLICATION

This report is aligned to the following pillars and goals of the *Regional Plan and Budget*:

PILLAR 1 PARTNERSHIPS, RELATIONSHIPS AND BELONGING

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 1.1 Community Engagement

Seek out and support diverse perspectives and collaborations with community, community leaders, businesses, agencies and local service providers to enhance community life.

Goal 1.4 Community Events

Deliver cultural, civic and sporting events which engage and unite the community.

Goal 1.6 Youth Engagement

Deliver diverse, targeted programs and events which actively empower and engage young people as valuable partners in decision-making which effects them.

PILLAR 3 SAFETY AND WELLBEING

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 3.4 Community Service Delivery

Provision of high quality, culturally informed programs that support and enhance the safety and wellbeing of community members.

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 4.3 Waste and Water Management

Deliver environmentally and economically sound solid waste, water and sewerage services.

ATTACHMENTS

Nil

WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING 6 March 2026

Agenda Reference:	8.4
Title:	Human Resources Report up to 13 February 2026
Author:	Katharine Murray, Chief Executive Officer

SUMMARY

The purpose of this report is to inform the Committee of Council employment statistics within the Local Government area and employment vacancies.

RECOMMENDATION

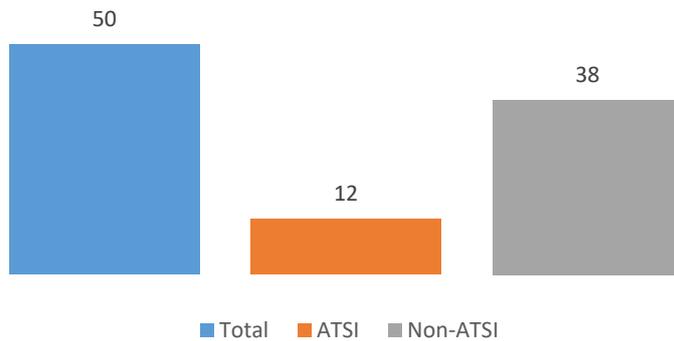
THAT THE COMMITTEE receives and notes the report titled *Human Resources Report up to 13 February 2026*.

COMMENT

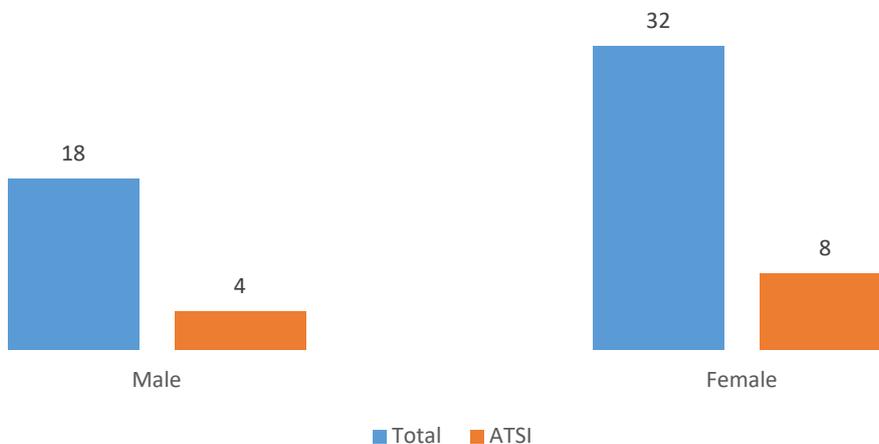
Workforce Report

As of 13 February 2026

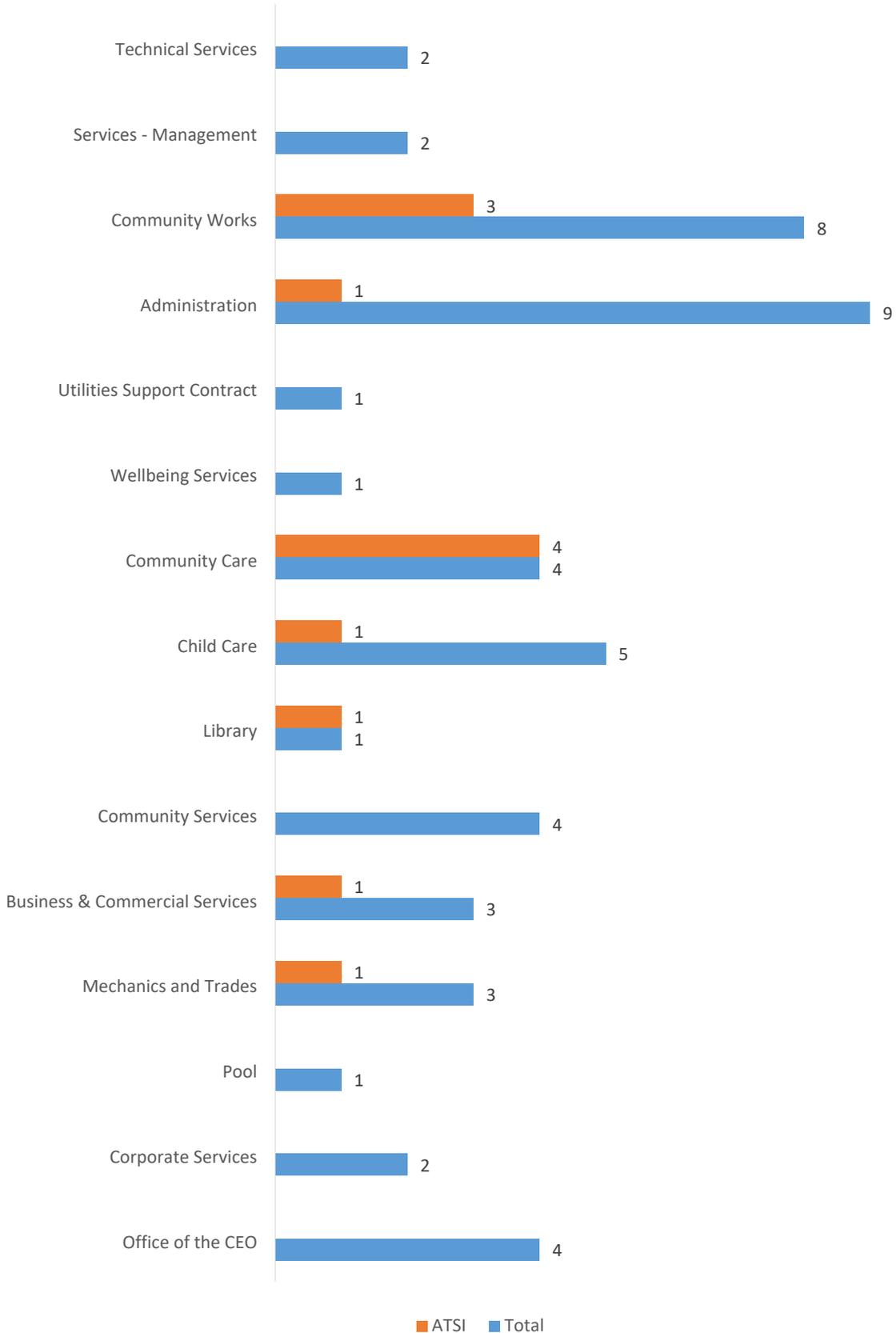
Employees by Number - Jabiru



Employee by Gender - Jabiru



Employees by Work Group



Vacancies by location as of 13 February 2026

Jabiru

- **Precinct Assistant (Sports Grounds Keeper)** - \$26.53/hr | Fixed Term | 20 hrs | No Accommodation | Open until filled *
- **Pool and Safety Assistant x 2** - \$26.53/hr | Fixed Term | 20 hrs | No Accommodation | Open until filled *
- **Waste Collection Assistant** - \$26.53/hr | Fixed Term | Full Time | No Accommodation | Open until filled *
- **Pool Officer** — \$68k | Permanent | 25 hrs | Subsidised Accommodation | Open until filled

*Special conditions apply

LEGISLATION AND POLICY

Local Government Act 2019 (Act)

Council's Organisational Structure

Council's Budget and Long-Term Financial Plan

FINANCIAL IMPLICATIONS

Nil.

STRATEGIC IMPLICATIONS

This report aligns to the following pillars and goals as outlined in the *Regional Plan and Budget*:

PILLAR 2 INCREASED LOCAL INDIGENOUS EMPLOYMENT

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 2.1 Indigenous Employment Framework

Create Council Indigenous employment framework including tailored pathways to employment.

Goal 2.2 Policy and Procedures

Research, review and develop policy to underpin and inform Council's intent and strategy to increase local Indigenous employment.

Goal 2.3 Policy and Procedures

Research, review and develop policy to underpin and inform Council's intent and strategy to increase local Indigenous employment.

PILLAR 3 SAFETY AND WELLBEING

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 3.2 Health and Safety

Staff and public safety is achieved via planning, education and training.

Goal 3.3 Training and Development

Deliver training and development which is effective and culturally appropriate, engaging and increases future employment opportunities and pathways.

ATTACHMENTS

Nil

WEST ARNHAM REGIONAL COUNCIL

FOR THE MEETING 6 March 2026

Agenda Reference:	8.5
Title:	2024-2025 Annual Report
Author:	Debbie Branson, Governance Advisor

SUMMARY

The purpose of this report is to present the approved West Arnhem Regional Council's 2024-2025 Annual Report to the Local Authority for noting. The Annual Report contains information about Council's operating and financial activities over the past financial year.

RECOMMENDATION

THAT THE COMMITTEE receives and notes the report titled *2024-2025 Annual Report*.

BACKGROUND

According to Guideline 1: Local Authorities section 10.2 (a)

Once in each financial year, a local authority agenda must include a copy of the Council's Annual report for the previous financial year.

LEGISLATION AND POLICY

Local Government Act 2019

Guideline 1: Local Authorities

FINANCIAL IMPLICATIONS

Not applicable

STRATEGIC IMPLICATIONS

This report aligns to the following pillars and goals as outlined in the *Regional Plan and Budget*:

PILLAR 1 PARTNERSHIPS, RELATIONSHIPS AND BELONGING

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 1.1 Community Engagement

Seek out and support diverse perspectives and collaborations with community, community leaders, businesses, agencies and local service providers to enhance community life.

PILLAR 6 FOUNDATIONS OF GOVERNANCE

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 6.3 Council and Local Authorities

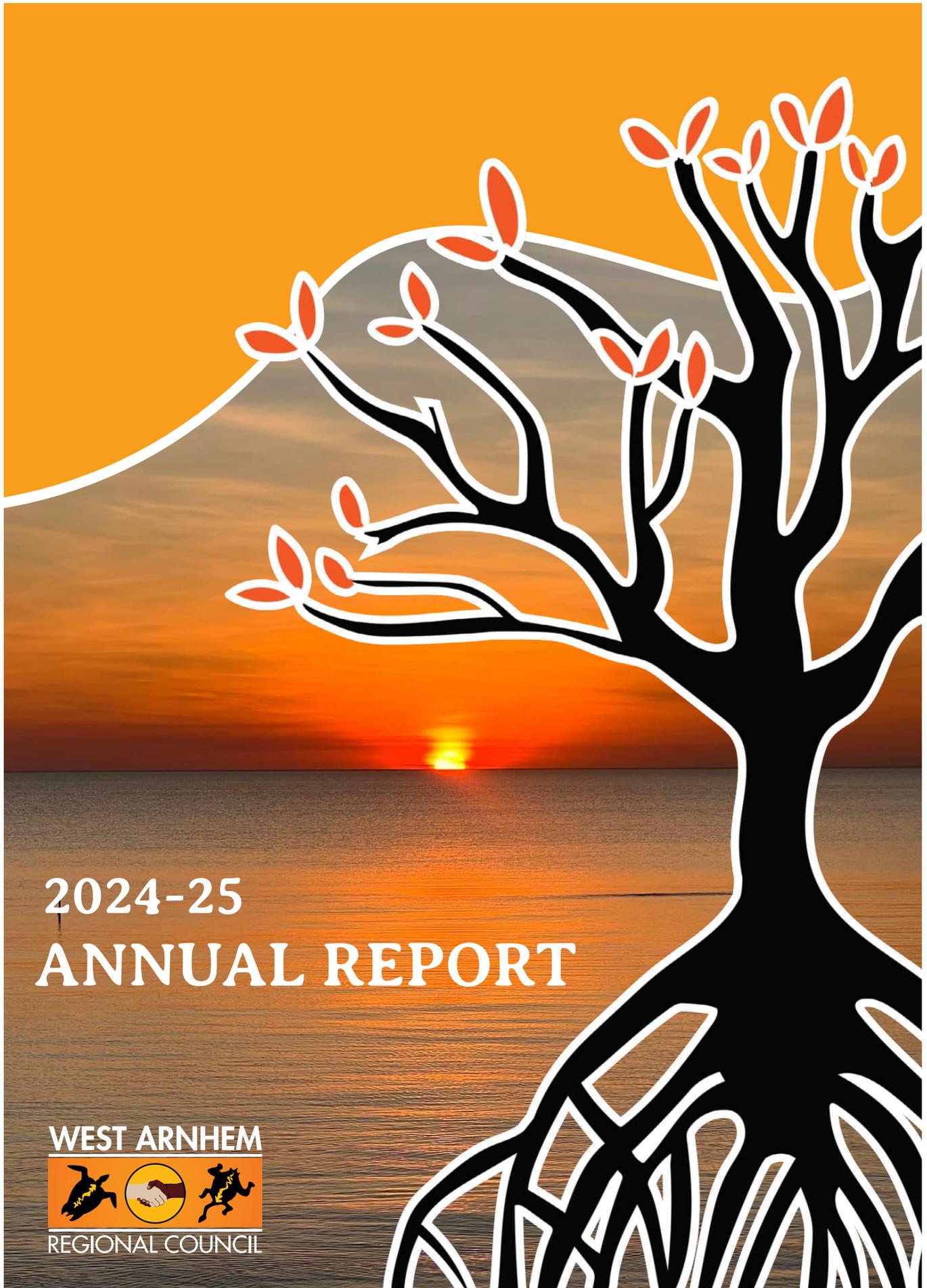
Excellence in governance, consultation administration and representation.

Goal 6.5 Planning and Reporting

Robust planning and reporting that supports Council's decision-making processes.

ATTACHMENTS

1. WARC 2024-25 Annual Report (1) [8.5.1 - 113 pages]



2024-25 ANNUAL REPORT

WEST ARNHEM



REGIONAL COUNCIL

Acknowledgement 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.



Ubirr, Kakadu National Park.



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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 and CEO Welcome

On behalf of West Arnhem Regional Council, we are proud to present the 2024-25 Annual Report.

This year has been one of progress, as we continue to work together to achieve our Vision of Strong Communities. We recognise that true and lasting outcomes are achieved through collaboration and consultation with our constituents, Local Authorities and stakeholders. This has been, and will remain, a central focus of our Council's work.

With the leadership of our 12 Aboriginal Elected Members, representing the five wards of West Arnhem, Council remains strong and committed to greater outcomes for our region through community development, good governance, financial sustainability, and the empowerment of the communities we serve.

In 2024-25, Council saw several changes in leadership. We welcomed several new Elected Members, Monica Wilton and Jermaine Namanurki, representing the Maningrida Ward in July 2024. Tamar Nawirridj was appointed in January 2025 for the Gunbalanya Ward, and Steven Nabalmarada was appointed in February 2025 for the Minjilang Ward. We also acknowledge and thank the outgoing Councillors for their contributions during this period.

Following a national recruitment campaign, Council was also pleased to appoint Katharine Murray as Chief Executive Officer (CEO) in April 2025. Katharine took on the role from former CEO Andrew Walsh, who resigned earlier in the year. We thank Andrew for his significant contributions during his tenure and warmly welcome Katharine's leadership as she guides Council into the future.

This has been a year of milestones across all facets of our organisation - from advocacy and representation to strong service delivery, building up our workforce and increasing

local employment. These priorities are deeply embedded in the six Pillars of our Strategic Plan, which continues to guide and shape our work.

A key achievement this year was the approval of the West Arnhem Regional Council (Jabiru Town) By-Laws 2024. Endorsed at a Special Council Meeting on 6 December 2024 and approved by the Minister on 17 December 2024, the new by-laws came into effect on 1 January 2025. These laws replaced six existing by-laws, ensuring the ongoing maintenance and regulation of Jabiru Township.

“These priorities are deeply embedded in the six Pillars of our Strategic Plan, which continues to guide and shape our work..”

Under Pillar 4 – Service Delivery & Built Environment, Council has continued to invest in vital infrastructure that enhances liveability, supports community activity, and improves facilities across the region. This year's highlights include:

- Gunbalanya: Oval irrigation upgrades – \$250,000
- Jabiru: Installation of oval lights – \$1.5 million
- Maningrida: Changerooms – \$3.5 million
- Minjilang: Cemetery works – \$150,000
- Warruwi: Recreation Hall upgrades – \$200,000

Throughout the year, Local Authorities across West Arnhem supported and funded more than 20 major community and infrastructure projects. Council acknowledges the dedication of all Local Authority members, past and present, for their important role as a bridge between Council and community. In line with Pillar 2 – Increased Local Indigenous Employment, Council was successful in securing 12 positions under the



Remote Jobs and Economic Development Program, further strengthening opportunities for local employment and community development.

Council also reached an important milestone for its workforce, with staff voting in favour of the organisation's first Enterprise Agreement, formally approved by the Fair Work Commission on 25 February 2025. This agreement improves employment conditions and reflects our commitment to valuing and investing in our people. We sincerely thank our 170-strong workforce for their dedication and service to our communities and look forward to the positive outcomes this agreement will deliver.

Council has also maintained a strong focus on financial sustainability, ensuring that resources are managed responsibly and transparently to support the long-term wellbeing of our communities.

Our advocacy efforts have ensured that West Arnhem continues to have a strong voice in Territory and

national conversations, securing valuable funding and resources while championing the needs and aspirations of our region. During the reporting period, Council was pleased to secure additional funding for major community infrastructure projects, including \$50,000 for repairs to the Maningrida Swimming Pool, \$200,000 for a new fuel tank in Minjilang, and \$1.15 million for upgrades to recreation facilities in Jabiru.

We would like to extend our heartfelt thanks to the Australian Government, the Northern Territory Government and our funding bodies for their valuable partnerships and funding opportunities over the past year. These collaborations have played a key role in advancing the development and welfare of our region.

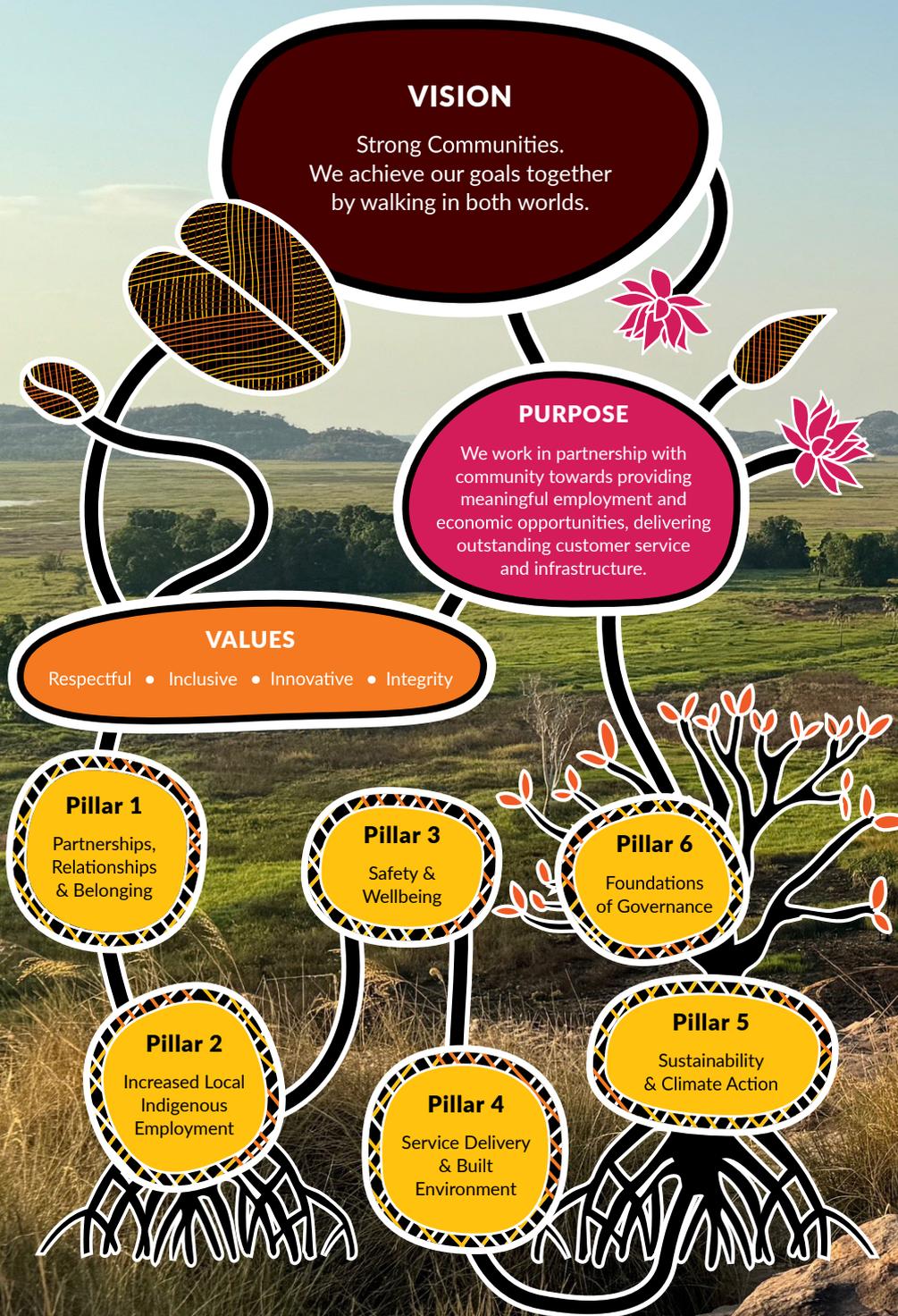
Finally, to our communities - thank you. Council is proud to walk alongside you, and we look forward to continuing this journey together. As we look ahead, our focus remains on building on these foundations, strengthening opportunities, and delivering meaningful outcomes for all communities in West Arnhem.



James Woods
Mayor

Katharine Murray
Chief Executive Officer

Strategic Plan





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.

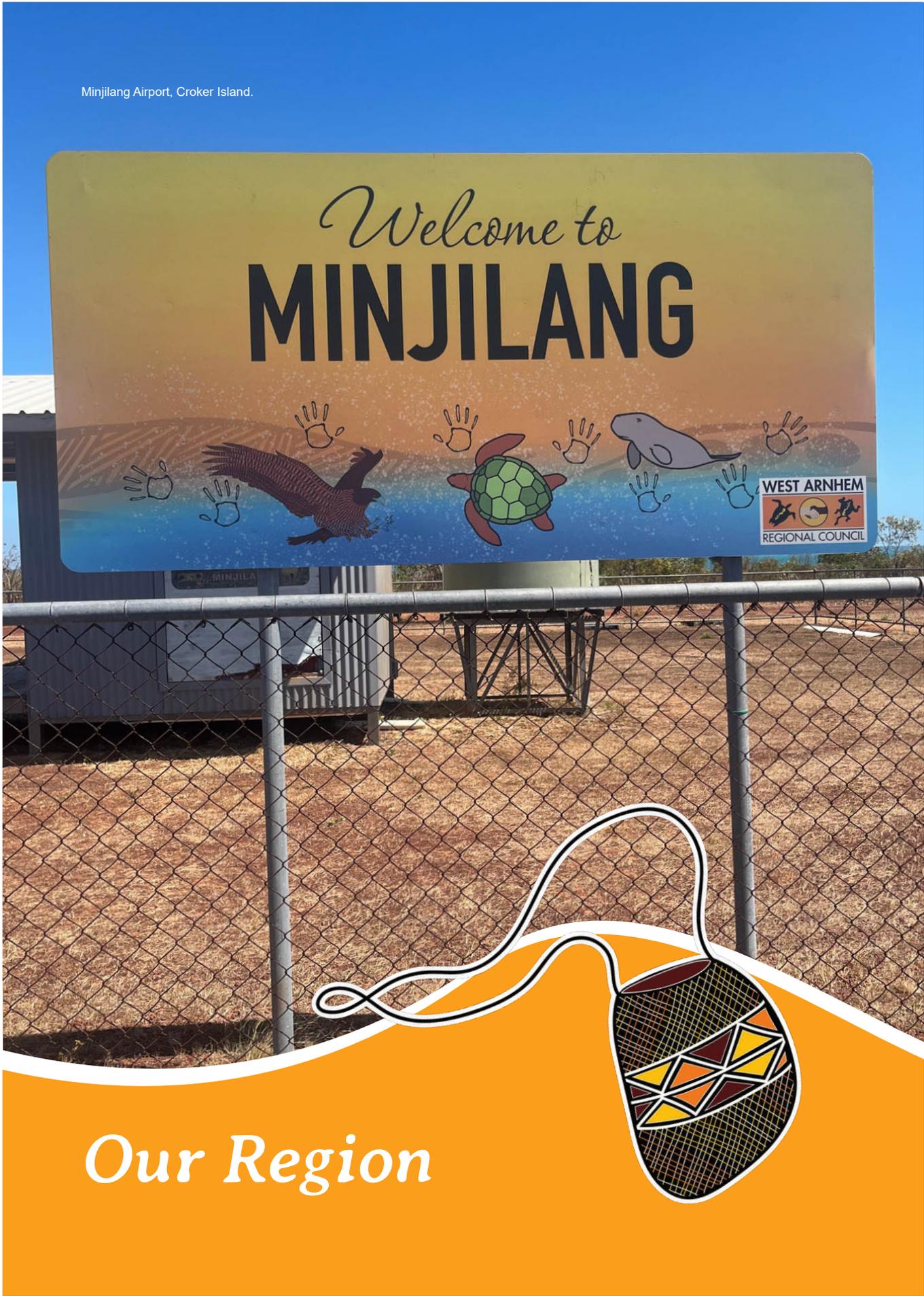
Innovative:

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.

Minjilang Airport, Croker Island.



Our Region

Our Region at a Glance

The West Arnhem Regional Council is located in the northern reaches of the Northern Territory, spanning 49,675 square kilometres of diverse landscapes and deep cultural heritage. The region is home to around 6,281 people living across five main communities - Maningrida, Gunbalanya, Jabiru, and the island communities of Warruwi and Minjilang - as well as more than 100 homelands.

Communities and Populations

Each community has its own character, history, and strengths:

- Gunbalanya: 1,177 residents
- Jabiru: 755 residents
- Maningrida: 2,518 residents
- Minjilang: 265 residents
- Warruwi: 432 residents

Together, these communities reflect the strong bonds of saltwater and freshwater peoples, whose lives and identities remain intertwined through songlines and cultural practices. More than three-quarters of the population - about 81% - identify as Aboriginal and/or Torres Strait Islander Peoples, making culture, tradition, and language central to everyday life.

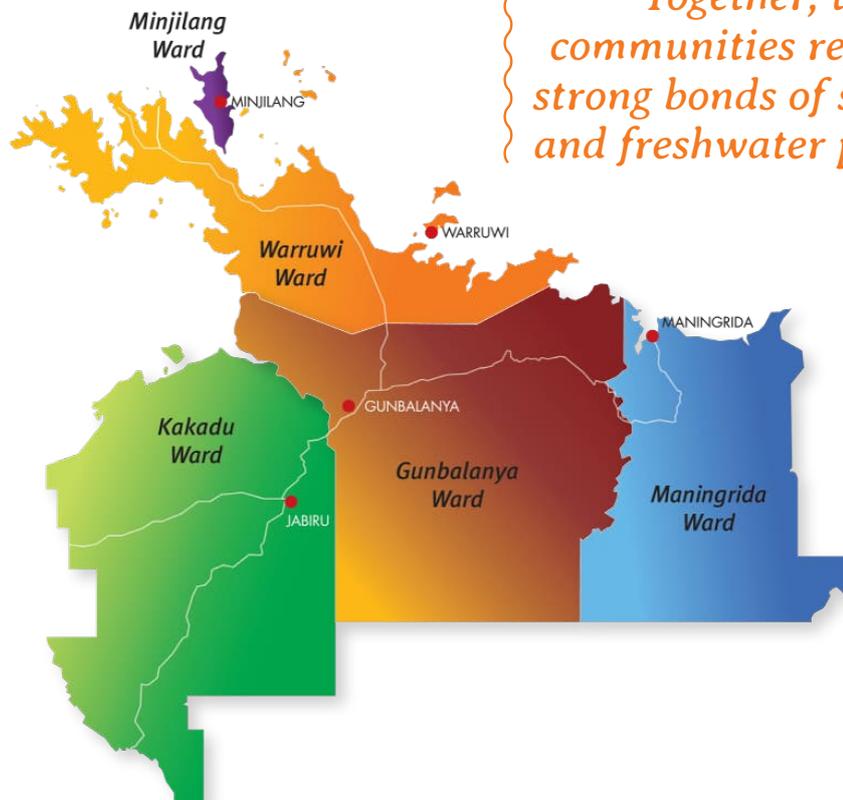
Environment and Country

West Arnhem is defined by its extraordinary environment. From sweeping coastlines, winding river systems, wetlands, and freshwater billabongs to the rugged escarpments of stone country, the region holds both ecological and cultural significance. It is also home to two of Australia's most famous protected areas: Kakadu National Park, a UNESCO World Heritage site, and Garig Gunak Barlu National Park on the Cobourg Peninsula.

Governance and Community Voice

Council governance is organised into five Wards, represented by 12 elected members. These members work in close partnership with their communities to address local priorities while respecting the unique needs of each area. Local decision-making is further strengthened through four Local Authorities in Maningrida, Gunbalanya, Warruwi, and Minjilang. These meetings give community members a direct voice in shaping projects and services, helping ensure that council decisions reflect local aspirations.

“Together, these communities reflect the strong bonds of saltwater and freshwater peoples..”



Statistics Overview

Data source: 2021 Census data



Total Population

6,281
Median Age: 28 years



Aboriginal and/or Torres Strait Islander Peoples

5,097 or 81%



Gender Breakdown

Male 50.9%
Female 49.1%



Number of Families

1,144



Top Languages Spoken at Home

(Excluding English)
Kunwinjku: 23.1%
Burarra: 18.0%
Kuninjku: 6.6%
Ndjebbana (Gunavidji): 5.7%
Maung: 5.1%



Households

Private Dwellings: 2,188
Average number of people per household: 4.2



Waruwi Youth, Sport and Recreation program's 'on Country' activities.



The Youth AFL 9s competition in Gunbalanya.

Mayor James Woods and Councillor Jacqueline Phillips attending the 2024 First Circles Leadership Program graduation as Alumni.



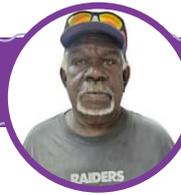
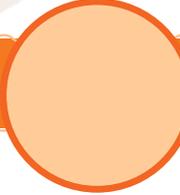
Our Council



Our Councillors

The Council is governed by five wards with 12 Elected Members serving to represent the interests of their respective Wards. The Elected Members work closely with the Communities to ensure that local priorities and challenges are addressed, with a special emphasis on the unique needs of each area.



			
			
Gunbalanya Ward Cr Otto Dann	Gunbalanya Ward Cr Tamar Nawirridj	Gunbalanya Ward Cr Donna Nadjamerrek	
			
			
Maningrida Ward Mayor James Woods	Maningrida Ward Cr Jacqueline Phillips	Maningrida Ward Cr Monica Wilton	Maningrida Ward Cr Jermaine Namanurki
			
			
Kakadu Ward Deputy Mayor Elizabeth Williams	Kakadu Ward Cr Ralph Blyth	Kakadu Ward Cr Mickitja Onus	
			
			
Minjilang Ward Cr Steven Nabalmarda	Warruwi Ward Cr Marrawal		

Council's Structure

Residents of each of West Arnhem Regional Council's five wards elect councillors at the Northern Territory local government general election held every four years. There are 12 councillors in total elected and they sit as the West Arnhem Regional Council.

The role of Council is to:

- Listen to and represent the interests of residents
- Influence decisions which affect communities
- Provide leadership, guidance, and directly influence the future direction of the region
- Advocate to all levels of government on important community matters

“Council welcomed several new appointments to ensure strong local representation.”

Following the 2021 NT Local Government General Election, Council welcomed several new appointments to ensure strong local representation. Tamar Nawirridji was appointed to fill a vacancy in the Gunbalanya Ward, while Monica Wilton and Jermaine Namanurki joined the Maningrida Ward, and Steven Nabalmarda was appointed to the Minjilang Ward. The next NT Local Government General Election is scheduled for August 2025, when community members will once again have the opportunity to elect their representatives.

Changes within Council

Gunbalanya Ward

In October 2024, Council accepted the resignation of Cr Gabby Gumurdul. Cr Tamar Nawirridji was appointed in January 2025 to fill the vacancy. Cr Nawirridji is committed to supporting the Gunbalanya community and caring for country.

Maningrida Ward

In July 2024, Council called for nominations to fill two vacancies in the Maningrida Ward. Cr Jermaine Namanurki and Cr Monica Wilton were subsequently appointed. Cr Namanurki is eager to strengthen his understanding of governance and develop leadership skills to benefit the Maningrida community. Cr Wilton is dedicated to being a strong voice for her people, with a focus on improving community health and reducing violence.

Minjilang Ward

In November 2024, Council accepted the resignation of Cr Henry Guwiyul. Cr Steven Nabalmarda was appointed in February 2025 and is committed to working closely with the Minjilang community to address local needs.



Elected Members training with staff from the Department of Housing, Local Government and Community Development.

Meeting Attendance

Elected Members Attendance at Council and Committee Meetings in 2024-25:

Elected Members	Ward	Council meetings	Finance Committee Meetings	Risk Management and Audit Committee Meetings	CEO Employment & Remuneration Advisory Panel	Kakadu Ward Advisory Committee Meeting	Special Council Meeting	Attendance Summary		
								Entitled to Attend	Meeting Attended	
James Woods (Mayor)	Maningrida	10/12		3/4	3/3	4/4	16/16	39	36	92%
Elizabeth Williams (Deputy Mayor)	Kakadu	11/12		4/4	3/3	4/4	16/16	39	38	97%
Gabby Gumurdul	Gunbalanya	0/4					0/4	4	0	0%
Ralph Blyth	Kakadu	9/12				4/4	13/16	32	26	81%
Otto Dann	Gunbalanya	6/12					7/16	28	13	46%
Donna Nadjamerrek	Gunbalanya	7/12					6/16	28	13	46%
Jacqueline Phillips	Maningrida	8/12		2/4			12/16	32	22	68%
Monica Wilton	Maningrida	12/12					11/11	23	23	
Henry Guwiyul	Minjilang	1/4					0/4	8	1	12%
Jemaine Namanurki	Maningrida	10/12					8/11	23	18	78%
Cr Marrawal	Warruwi	8/12			3/3		9/16	31	20	65%
Tamar Nawirridj	Gunbalanya	3/5					3/5	5	3	60%
Mickitja Onus	Kakadu	11/12			3/3	4/4	15/16	35	33	94%

1. Finance Committee members are Mayor James Woods, Deputy Mayor Elizabeth Williams, Cr Mickitja Onus, Cr Marrawal and Cr Donna Nadjamerrek. No meetings were convened in 2024-25.
2. Risk Management and Audit Committee members are Mayor James Woods, Deputy Mayor Elizabeth Williams, Cr Jacqueline Phillips and two independent members Chairperson Carolyn Eagle and Member Warren Jackson.
3. CEO Employment & Remuneration Advisory Panel members are Mayor James Woods, Deputy Mayor Elizabeth Williams, Cr Mickitja Onus and Cr Marrawal. Mark Blackburn was appointed as the independent member.
4. Kakadu Ward Advisory Committee members are Mayor James Woods, Deputy Mayor Elizabeth Williams, Cr Mickitja Onus and Cr Ralph Blyth.

Allowances

Elected Members Payments

Elected Member	Total Allowances Paid (excl. Super Paid)	Base Allowance	Extra Meeting Allowance	Superannuation Paid
James Woods (Mayor)	102,000.08	102,000.08	-	11,730.02
Elizabeth Williams (Deputy Mayor)	42,400.12	36,000.12	6,400.00	4,875.98
Gabby Gumurdul	7,423.07	6,923.07	500.00	853.64
Ralph Blyth	23,499.98	19,999.98	3,500.00	2,702.46
Otto Dann	23,399.98	19,999.98	3,400.00	2,690.96
Donna Nadjamerrek	21,599.98	19,999.98	1,600.00	2,483.96
Jacqueline Phillips	23,799.98	19,999.98	3,800.00	2,736.96
Monica Wilton	23,396.68	18,296.68	5,100.00	2,690.59
Henry Guwiyul	8,327.46	7,527.46	800.00	957.65
Jermaine Namanurki	22,496.68	18,296.68	4,200.00	2,587.09
Cr Marrawal	24,899.98	19,999.98	4,900.00	2,863.46
Tamar Nawirridj	8,737.38	7,637.38	1,100.00	1,004.79
Mickitja Onus	24,699.98	19,999.98	4,700.00	2,840.46
Steven Nabalmarda	7,538.46	6,538.46	1,000.00	866.91
Total	364,219.81	323,219.81	41,000.00	41,884.93
Total Allowances and Super Paid				406,104.74

1. Allowance for Members are set by the Northern Territory Government Remuneration Tribunal.
2. Payments are as per the Members payment advice.

Council Committee Unelected Member Payments

Council Committee Unelected Member		Total Payments	Meeting Allowance	Travel Paid
Council's Risk Management and Audit Committee Independent Chairperson	Carolyn Eagle	\$3,836.00	\$3,836.00	-
Council's Risk Management and Audit Committee Independent Member	Warren Jackson	\$2,876.00	\$2,876.00	-
		\$6,712.00	\$6,712.00	-

Council Committees and Panel

Finance Committee

The 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 of the *Local Government Act 2019* and Regulation 19 of the *Local Government (General) Regulations 2021*. The Finance Committee was formed to review and approve the finance report in the instance that a quorum cannot be met for an Ordinary Meeting of Council.

The Committee currently consists of the following members:

Finance Committee Members
Mayor James Woods
Deputy Mayor Elizabeth Williams
Councillor Mickitja Onus
Councillor Marrawal
Councillor Donna Nadjamerrek

The Finance Meeting was disbanded at the beginning of 2023 and reestablished in February 2024.

No meetings were convened during the 2024-25 finance year.

Risk Management and Audit Committee

The Risk Management and Audit Committee is a key component of Council's governance framework. The Committee is an independent advisory body that monitors the compliance of Council's financial policies and procedures with relevant statutory provisions, regulations and ministerial guidelines. The Committee works within the framework of the Risk Management and Audit Committee Charter and the Risk Management and Audit Committee Terms of Reference.

The Committee currently consists of the following members:

Risk Management and Audit Committee Members
Carolyn Eagle (Independent Chair)
Warren Jackson (Independent Member)
Mayor James Woods
Deputy Mayor Elizabeth Williams
Councillor Jacqueline Phillips
Councillor Gabby Gumurdul

The Risk Management and Audit Committee meets four times a year. Meeting dates were as follow:

20 September 2024
12 November 2024
27 February 2025
19 June 2025



Gunbalanya Local Authority member and Chairperson Andy Gamarradj, Minister Malamdirri McCarthy, Cr Donna Nadjamerrek, Mayor James Woods and Cr Otto Dann in Gunbalanya in April 2025.

Council Committees and Panel

CEO Employment and Remuneration Advisory Panel

The Chief Executive Officer (CEO) Employment and Remuneration Advisory Panel was reestablished in May 2024 in line with the *Local Government Act 2019* - Guideline 2: Appointing a CEO. The key objective of the Panel is to provide advice and support to Council regarding CEO employment processes including recruitment, contract of employment, remuneration and performance review.

The Panel has the following members:

CEO Employment and Remuneration Advisory Panel Members
Mayor James Woods
Deputy Mayor Elizabeth Williams
Councillor Mickitja Onus
Councillor Marrawal
Independent Member Mark Blackburn

Meeting dates in 2024-25:

22 January 2025
14 February 2025
20 February 2025

Kakadu Ward Advisory Committee

Formed to support the Kakadu Ward Councillors as the Ward has not been recognised by the Local Government Ministers as a Local Authority. This gives the Councillors a voice in and for the activities and operations of West Arnhem Regional Council in Jabiru and the wider Kakadu Ward. Whilst this advisory committee has no income stream at this point, the Committee's activities encompass all areas of Kakadu Ward events and operations, and it was established as a vessel to empower the greater community spirit and make a difference for the constituents of the Kakadu Ward.

The Committee currently consists of the following members:

Kakadu Ward Advisory Committee Members
Councillor Ralph Blyth (Chairperson)
Mayor James Woods
Deputy Mayor Elizabeth Williams
Councillor Mickitja Onus

Meeting dates in 2024-25:

13 September 2024
29 November 2024
14 March 2025
19 June 2025



Consultations Undertaken by Council

The West Arnhem Regional Council Plan and Budget 2025-26

The Draft Regional Plan and Budget 2025-26 was approved by Council and released for public consultation on 29 April 2025.

A revised draft was issued on 13 May 2025 to incorporate information inadvertently omitted from the original version. The subsequent public consultation period closed on 3 June 2025, with one submission received from the Department of Housing, Local Government and Community Development, recommending minor grammatical changes.

"The Plan is underpinned by six strategic pillars."

During May 2025, the draft Plan was also presented to Local Authorities across the region to invite review and feedback from community representatives.

The final Regional Plan and Budget 2025-26 was formally adopted by Council on 17 June 2025.

The Plan is underpinned by six strategic pillars:

- Partnerships, Relationships and Belonging
- Increased Local Indigenous Employment
- Safety and Wellbeing
- Service Delivery and Built Environment
- Sustainability and Climate Action
- Foundations of Governance

These priorities, developed through consultation with communities and Local Authorities, reinforce Council's commitment to stability, financial resilience, and strong local governance across West Arnhem.

Consultation on Draft Jabiru By-Laws

West Arnhem Regional Council sought feedback on its Draft West Arnhem Regional Council (Jabiru Town) By-Laws, which were required to replace the six existing by-laws for Jabiru Town after the end of the Jabiru Town Development Authority. The notice was published on Friday, 27 September 2024.

The draft by-laws aimed to:

- Promote public health, wellbeing and safety
- Control animals in Jabiru
- Protect public amenities
- Include provisions that consider the wishes of the Mirarr people

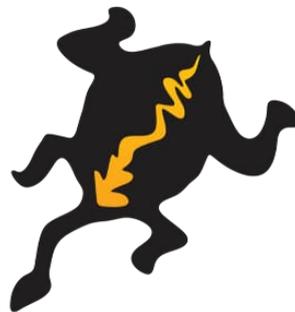
Written submissions were invited and accepted until close of business on Friday, 18 October 2024. Comments received by Council were considered in consultation with the NT Government. Two letters were received from residents and multiple comments from elected members.

The West Arnhem Regional Council (Jabiru Town) By-Laws 2024 were endorsed at a Special Council Meeting on 6 December 2024 and received Ministerial approval on 17 December 2024.

On 1 January 2025, the new by-laws for Jabiru came into effect, replacing the six previous by-laws for the township.

This milestone marked the conclusion of a three-and-a-half-year process following the cessation of the Jabiru Town Development Authority.

Beginning in May 2021, the by-laws were drafted, revised and refined through extensive community consultation to ensure strong local governance and the ongoing maintenance and regulation of the Jabiru township.



Key Council Projects

This year's projects – from early planning to completion and new works underway – highlight our strong commitment to community development and infrastructure improvement.

Gunbalanya
Oval Lights installation
Oval irrigation upgrades
Flood insurance at Toad Hall
Jabiru
Housing upgrades
Installation of lights at Brockman Oval
Maningrida
Construction of change rooms and toilet upgrades
Cemetery
Malabam Road drainage and culvert
Minjilang
Cemetery
Warruwi
Recreation Hall upgrades
Ground penetrating radar



Road upgrades along Malabam Road, Maningrida.



Construction of the new Maningrida Change Rooms.



New lights installed on Gunbalanya's Oval.

Council Shared Agreements

CouncilBIZ Subsidiary

The members of CouncilBIZ agreed to transition all member services, predominantly ICT and software, to the relevant individual member councils on or before 30 June 2024 and for the local government subsidiary to be wound up. At the end of June 2025 only a few shared legacy telecommunication contracts remain, and the Council is working with the other CouncilBIZ members and the NT Government to resolve these agreements and to close CouncilBIZ.

Local Government Association of the Northern Territory

West Arnhem Regional Council is a member of the Local Government Association of the Northern Territory (LGANT). LGANT's role is to advocate on behalf of and support the local government sector and its member councils. In the 2024-25 year, Council continued to work with LGANT in various key areas and the Council's Mayor, James Woods, was appointed as a LGANT Board Member. The staff and elected members also attended the LGANT Conference in November 2024 and April 2025.

Other Agreements

In the 2024-25 year, Council entered into other agreements with various government agencies in efforts to improve its service delivery especially through its social welfare programs. These include:

1. The delivery of Licenced Post Office services in Jabiru, Maningrida and Gunbalanya, and Community Postal Agency services in Waruwi and Minjilang 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 delivery of National Disability Insurance Scheme (NDIS) Remote Community Connector services as per a contract with NDIA
5. The provision of Centrelink services in Gunbalanya, Jabiru, Minjilang and Waruwi as per an agreement with Services Australia.
6. An agreement with Power and Water Corporation to maintain power, water and sewerage systems contracts in Gunbalanya, Maningrida, Minjilang and Waruwi.
7. An agreement with the Melbourne Veterinary School commenced in January 2024 to provide animal management services in Gunbalanya, Jabiru, Maningrida, Minjilang and Waruwi.
8. The maintenance of airstrip services contracts in Gunbalanya, Maningrida, Waruwi and Minjilang as per an agreement with the Department of Logistics and Infrastructure (DLI).
9. Agreements with National Indigenous Australians Agency (NIAA) to provide programs to Gunbalanya, Maningrida, Minjilang and Waruwi for community sport and recreation activities, Waruwi Outside School Hours Care (OSCH) and local Indigenous broadcasting.
10. An agreement with NIAA to provide a community safety program in Gunbalanya, Minjilang and Waruwi.
11. An agreement with the Northern Territory Government to provide the Active Regional and Remote Communities program in Gunbalanya, Jabiru, Maningrida, Minjilang and Waruwi.
12. An agreement with Australian Government Department of Education via Community Child Care Fund restricted grant (CCCCFR) for creche provision in Minjilang and Waruwi.
13. Collaborations with education institutions such as Batchelor Institute and Charles Darwin University to facilitate the delivery of accredited courses to Council staff.
14. Working together with Reconciliation Australia as Council continues to make progress in its reconciliation journey, and achieve the goals outlined in the West Arnhem Regional Council Innovate Reconciliation Action Plan July 2021 – July 2023.
15. Various agreements with the Commonwealth Government to improve the wellbeing of communities.
16. 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.

Council Delegations and Advisory Bodies

The *Local Government Act 2019* (Act) contains several provisions that allow Council to delegate some of its functions and powers to Committees including Local Authorities.

By delegating its powers and functions, Council provides an opportunity for community members to contribute to ideas about various community projects through their local representatives and have greater input in Council's decision-making process. Council considered expert advice from professionals and specialists appointed to Council Committees, such as Council's Risk Management and Audit Committee which has two independent members with specialist skills.

In 2024-25, the Council approved delegations to the following committees/authorities:

Local Authorities in Minjilang, Warruwi, Gunbalanya and Maningrida

In 2024-25, Council worked closely with Local Authority members in all its communities, and received advice, recommendations and approvals on the following key matters:

1. Council's Strategic Plan;
2. Council's priorities for expenditure within each Local Authority area, including projects funded by the Local Authorities;
3. Council's service delivery for communities in each Local Authority; and
4. The West Arnhem Regional Council Regional Plan and Budget 2024-25.

Risk Management and Audit Committee

The Risk Management and Audit Committee was established pursuant to part 5.3 of the Act as a key component of Council's governance framework. During the 2024-25 year, the Risk Management and Audit Committee met 4 times to carry out the following key functions:

1. Monitoring and overseeing Council's audit function which includes:
 - a. The development of audit programs;
 - b. The conducting of internal audits;
 - c. The review of audit outcomes; and
 - d. Assessing how audit recommendations have been implemented.
2. Advising Council about the appointment of external

auditors, reviewing the auditor's recommendations about Council's key risk and compliance issues, and providing feedback about the auditor's performance.

3. Reviewing and if appropriate, recommending that Council approves financial statements (in conjunction with the auditor's report).

4. Monitoring changes in accounting and reporting requirements.

5. Reviewing compliance and legislative requirements, contracts, standards and best practice guidelines.

6. Monitoring and making recommendations on the adequacy of Council's risk management framework, internal policies, as well as Council's practices and procedures for managing risk.

Kakadu Ward Advisory Committee

In 2024-25, the Council also worked with the Kakadu Ward Advisory Committee and received advice and recommendations on the key matters it put to Council's Local Authorities.

Finance Committee

The Finance Committee is an Executive Committee with all the necessary powers to carry out Council's financial functions. This Committee has delegated authority from Council to carry out the following functions during the months that an Ordinary Council meeting is not convened:

1. Review and approve Council's monthly financial reports.
2. Review and approve reports on Council budgets that are presented during the Committee's meeting.
3. Review reports about Council's immediate and long-term financial plans.
4. Consider the financial implications of Council's financial plans to ensure that they meet the needs of West Arnhem communities.
5. Review the financial status and progress of major projects and recommend changes or revisions to projects, if necessary.
6. Review the debtor and creditor lists, and ensure sufficient funds are available to pay forthcoming debts.
7. Review and approve any other urgent matters as required.

An Ordinary Council meeting was scheduled and occurred every month in 2024-25 and there was no need for a Finance Committee meeting.



Local Authorities

Local Authority meetings are an essential forum to strengthen local decision making in remote communities.

Through local authorities, communities have the opportunity to express their views and represent their communities views on matters affecting local government.

West Arnhem's Local Authorities give people living in Maningrida, Minjilang, Warruwi and Gunbalanya a direct voice in how Council services are provided, and how funds are spent in their communities. Acting as a link between

their community and the Council, the members express local interests and make recommendations for projects of significance to their community.

“Local Authority meetings are an essential forum to strengthen local decision making in remote communities..”

During the 2024-25 financial year, Local Authorities in the West Arnhem region held meetings on the following dates:

Maningrida	Warruwi	Gunbalanya	Minjilang
12 September 2024	10 September 2024	11 September 2024	9 September 2024
28 November 2024	26 November 2024	27 November 2024	25 November 2024
10 March 2025	11 March 2025	5 February 2025	13 March 2025
12 May 2025	13 May 2025	12 March 2024	15 May 2025
		14 May 2025	



Warruwi Local Authority meeting on Tuesday, 13 May 2025.

Local Authority Meeting Attendance

Gunbalanya				
Member	Position	Eligible to Attend	Meetings Attended	
Andy Garnarradj	Chairperson	5	4	80%
Henry Yates	Appointed Member	5	5	100%
Kenneth Mangiru	Appointed Member	5	3	60%
Maxwell Garnarradj	Appointed Member	5	5	100%
Connie Nayinggul	Appointed Member	5	3	60%
Evonne Gumurdul	Appointed Member	5	5	100%
Nicodemus Nayilibidj	Appointed Member	5	2	40%
Grant Nayinggul	Appointed Member	5	5	100%
James Woods	Mayor	5	5	100%
Elizabeth Williams	Deputy Mayor	5	5	100%
Donna Nadjamerrek	Elected Member	5	1	20%
Otto Dann	Elected Member	5	3	60%
Tamar Nawirridj	Elected Member	3	2	66%
Gabby Gumurdul	Elected Member	1	1	100%

Gabby Gumurdul resigned in October 2024 and Tamar Nawirridj was appointed Elected Member in January 2025.

Maningrida				
Member	Position	Eligible to Attend	Meetings Attended	
Sharon Hayes	Appointed Member/Chairperson*	4	4	100%
Jessica Phillips	Appointed Member/Chairperson*	4	2	50%
Garth Doolan	Appointed Member	4	4	100%
Marlene Kernan	Appointed Member	4	4	100%
Shane Namanurki	Appointed Member	4	2	25%
Joyce Bohme	Appointed Member	4	3	75%
James Woods	Mayor	4	4	100%
Monica Wilton	Elected Member	4	4	100%
Elizabeth Williams	Deputy Mayor	4	4	100%
Jermaine Namanurki	Elected Member	4	4	100%
Jacqueline Phillips	Elected Member	4	2	50%

Jessica Phillips was appointed Maningrida Local Authority Chairperson for 12 months in May 2025.

Minjilang					
Member	Position	Eligible to Attend	Meetings Attended		
Matthew Nagarbin	Chairperson	4	3	75%	
Shane Wauchope	Appointed Member	4	4	100%	
Charles Yirrawala	Appointed Member	4	4	100%	
Clint Wauchope	Appointed Member	4	4	100%	
David Makings *	Appointed Member	2	2	100%	
Josephine Cooper	Appointed Member	4	2	50%	
Audry Lee *	Appointed Member	2	0	0%	
James Woods	Mayor	4	4	100%	
Elizabeth Williams	Deputy Mayor	4	4	100%	
Steven Nabalmarda *	Elected Member	2	1	50%	
Henry Guwiyul *	Elected Member	1	0	0%	

David Makings and Audry Lee resigned as Local Authority appointment Members, Henry Guwiyul also resigned as Elected Member in November 2024 and Steven Nabalmarda was appointed in February 2025.

Warruwi					
Member	Position	Eligible to Attend	Meetings Attended		
Jason Mayinaj	Chairperson	4	3	75%	
Nicholas Hunter	Appointed Member	4	3	75%	
Phillip Wasaga	Appointed Member	4	3	75%	
Ida Wasaga	Appointed Member	4	2	50%	
Richard Nawirr	Appointed Member	4	4	100%	
Alfred Gawaraidjt	Appointed Member	4	3	75%	
Geri Narul	Appointed Member	4	3	75%	
William Wurlurli	Appointed Member	4	2	50%	
James Woods	Mayor	4	4	100%	
Elizabeth Williams	Deputy Mayor	4	4	100%	
Cr Marrawal	Elected Member	4	3	75%	

Local Authority Projects

Throughout the 2024-25 period, West Arnhem's Local Authorities have supported and funded a number of major community and infrastructure projects:

Maningrida	
Project	Status
Installation of outdoor gym	Completed and operational
Installation of bollards at Cricket Oval	Completed and operational
Maningrida New Year's Eve fireworks	Completed and delivered
Installation of outdoor water bubbler	Completed
Installation of pebble ice machine	Completed and operational
Installation of solar lights, Bottom camp/New subdivision/Childcare	Completed and operational
Funeral hearse vehicle	Delivery received
Animal Management Program co-contribution	One round remaining at end of financial year

Minjilang	
Project	Status
Water service connection to new cemetery	Works in progress
Removal of trees front of council office	Completed
Animal Management Program co-contribution	One round remaining at end of financial year



New shelter facilities constructed at the Gunbalanya billabong.

New solar lights in Maningrida.

Gunbalanya	
Project	Status
Oval upgrades	Completed and operational
Modifications to office shelter	Completed and operational
Cold drinking water fountain	Completed and operational
Gunbalanya billabong installation of new shelters	Completed and operational
Aged care pavers	Completed and operational
Crosswalk and bollards at the council office	Completed and operational
Animal Management Program co-contribution	One round remaining at end of financial year

Warruwi	
Project	Status
Repairs to shade structure	Completed and operational
Installation of steel grab rails	Completed and operational
Table and seating replacement	Completed and operational
Animal Management Program co-contribution	One round remaining at end of financial year



New bollards installed near the Maningrida cricket oval.



Warruwi shade structure repaired.

Maningrida Youth, Sport & Recreation
Team Leader Edward Dudanga.



Our Staff





Organisational Structure

Functional & Role



Staff Snapshot



Over the past year, the workforce was reduced by 40 employees, primarily through natural attrition. This reduction aligned with budgetary constraints and was guided by strategic intent. Additionally, the staffing plan was adjusted to transition casually employed staff into permanent part-time roles, supporting workforce stability and long-term planning. The representation of female employees remained consistent, showing steady participation over the past two years.

- Support the recruitment and retention of high-quality employees,
- Recognise and encourage high performance and positive workplace behaviours,
- Provide clear and transparent employment conditions,
- Acknowledge and support Aboriginal culture,
- Contribute to strong outcomes for the communities served by the Council, and
- Align the needs of the Council with those of its employees.

WARC's First Enterprise Agreement

In late November 2024, following a comprehensive consultation process and strong employee representation, WARC staff voted in favour of the organisation's first Enterprise Agreement. This milestone marked a significant step forward in shaping employment conditions tailored to the needs of both the Council and its workforce.

The enterprise bargaining process provided a valuable opportunity for collaboration between management and staff, resulting in several key enhancements, including:

- Pay increases of 4% from the first full pay period after the agreement was approved, followed by 3% increases in both 2025 and 2026.
- Extension of pay step progression to include casual employees, in addition to permanent and temporary staff.
- Introduction of an outdoor allowance, replacing Level 1 and 2 adverse conditions payments under the award. This allowance is set at the highest award rate and applies to all hours worked, not just qualifying hours.
- Expanded compassionate leave, offering 3 days per occurrence, with an additional 2 days for travel outside Council boundaries or interstate (for Darwin-based employees).
- Up to 10 days of cultural and ceremonial leave annually for Aboriginal and Torres Strait Islander employees.
- Six weeks of paid parental leave and two weeks of paid supporting partner leave.
- An additional public holiday each year during NAIDOC Week, recognising and celebrating Aboriginal and Torres Strait Islander culture.

The Fair Work Commission formally approved the Enterprise Agreement on 25 February 2025. Implementation commenced immediately, enabling employees to benefit from its provisions without delay.

The Agreement is designed to:

Building capability: Community services staff embark on Certificate III training

Nearly 20 staff members from Community Safety, Wellbeing, and Youth, Sport and Recreation teams across our communities have been enrolled in a Certificate III in Community Services this year. This nationally recognised qualification equips professionals with practical skills and knowledge to develop and deliver local, person-centred services that meet diverse community needs. By undertaking this course, our team will be empowered to provide support, foster community wellbeing, and drive positive social outcomes.

Training is being delivered on-site by Charles Darwin University, commencing in the second semester of 2025. This hands-on approach ensures that learning is tailored to our unique community context, with staff able to put theory straight into practice for immediate local benefit.

WARC amongst first Councils to join LG Traineeship Pilot Program

West Arnhem Regional Council is proud to be among the first councils in the Northern Territory to join the Local Government Traineeship Pilot Program, a collaborative initiative between LGANT, GTNT Group, Industry Skills Advisory Council NT, and the NT Government.

Through this program, employees will undertake a Certificate III in Business tailored to local government, receiving dedicated mentoring, networking opportunities, and broad exposure to council operations. This hands-on experience directly supports council's strategic vision by empowering residents to build skills and gain recognised professional qualifications, while fostering a sustainable pathway to employment in the sector.

Location and Age

Work Location	Total	Indigenous employees
Darwin	22	2
Jabiru	48	12
Gunbalanya	25	16
Maningrida	23	15
Minjilang	23	17
Warruwi	28	27

Age	Total	Indigenous employees
Under 20	5	5
20-29	16	12
30-39	39	17
40-49	39	22
50-59	47	25
60-69	19	6
Over 70	4	2

Employment Types

Employment Type	Total	Indigenous employees
Fixed Term	7	4
Casual	7	7
Permanent (ongoing)	153	78

Employment Class	Total	Indigenous employees
Casual	7	7
Full Time	117	47
Part Time	45	35



Minjilang's works crew at a WHS site visit.

Minjilang Crèche staff Joelle
Puantulura and Vanessa Bradshaw.



Works team in Warruwi moving sand for a community event.



Council's Performance



Our Performance Highlights

Pillar 1: Partnerships, Relationships and Belonging

Celebrating community and sport

West Arnhem Regional Council hosted the Kurrung Sports Carnival on August 30 and 31 2024, showcasing an impressive display of football and basketball. The event brought together men's and women's sports teams from Jabiru, Minjilang, Maningrida, Warruwi, Gunbalanya, and even Katherine.

Through Kurrung, the Council continues its commitment to strengthening Communities across the West Arnhem region.

West Arnhem Regional Council Mayor James Woods acknowledged the significance of the Kurrung Sports Carnival for the region, expressing his gratitude to Council staff and Community stakeholders for their hard work in delivering a remarkable event. "Sport is a powerful way to unite people for a common purpose. Through sport, we feel pride, unity, and mateship."



Empowering Young Leaders at inaugural Warruwi Youth Camp

The inaugural Warruwi Youth Culture Camp, held 17–18 July 2024 at Ngjipin Beach, brought together more than 20 young people for on-country learning and cultural connection.

Initiated by local youth through the 2023 Youth Leadership Summit, the camp featured health checks, anti-smoking workshops with Red Lily Health, cultural activities with Elders, spear making, mussel collecting and sessions with Mardbalk Rangers, Power and Water and NT Police.

Strongly supported by the Warruwi Local Authority, the camp reflected the priorities of young people and promoted health, wellbeing and cultural pride.

Youth Leadership Summit

The 2024 West Arnhem Youth Leadership Summit brought together young leaders from Gunbalanya, Jabiru, Maningrida, and Warruwi for an inspiring three-day event. This summit, held in November, showcased the transformative power of youth leadership, collaboration, co design and community-driven change.

This year's summit not only built on the foundations established in 2023 but introduced innovative approaches that empowered students to develop actionable ideas, share their visions with stakeholders, and contribute meaningfully to their communities.

Each student group created a robust framework for their ideas, reflecting a deep understanding of their communities' needs and potential solutions. The hands-on inquiry approach empowered students to take ownership of their projects, ensuring long-term relevance and impact.



Youth AFL 9s kicking goals

During the school holidays, 40 young men aged 12–17 took to Brockman Oval for an AFL 9s round robin between Jabiru, Maningrida and Gunbalanya. Despite the distance, Maningrida entered two teams, with Gunbalanya eventually defeating Maningrida 2 in the grand final.

The carnival, an idea raised at the recent Youth Leadership Summit, delivered on the call for inter-community competition and showcased the talent, sportsmanship and community pride of all players.

The event also promoted health, social and emotional wellbeing among West Arnhem youth.

**Pillar 2:
Increased Local Indigenous Employment**

Works crew complete truck driving training

Members of the Council works crews attended a training session in Gunbalanya on 12 and 13 August 2024 to learn how to safely drive heavy rigid vehicles. The following week, the group travelled to the CDU campus in Katherine to put in practice what had learnt and had the opportunity of driving trucks on the road.

William Wurluri from Warruwi said it was a great training experience.

“Driving a truck on a different road was challenging. The traffic conditions in Katherine are different to the ones in Warruwi, but it was great to practice what we have learnt to make us better truck drivers. I was able to upgrade to a HR driver licence and I’m very happy”.



Works Crews begin on-site training for Certificate III in Civil Construction

The Council is very excited to share that our works crews across communities are enrolled to complete a Certificate III In Civil Construction Plant Operations.

By completing this program, the teams will learn the necessary skills to operate machinery and perform construction tasks safely. Initially, 45 participants are being signed-up with the study activities conducted on-site by Batchelor Institute.

Misman Kris, Senior Works Officer at Minjilang, said it was great to have Matthew on-site for training. “The boys really enjoy having him here and we learned a lot from him. We look forward to completing the full certification”.



Council Shines at Maningrida Job Fair

The Council was proud to participate in the highly successful Job Fair held in Maningrida on 20 May 2025. The event attracted an impressive turnout, with over 200 adults and 30 senior students in attendance. Our vibrant and eye-catching display proved popular, keeping our team engaged throughout the day as they answered a wide range of job enquiries and provided valuable information about career opportunities.

We look forward to connecting with more community members and continuing to support local employment and career development.

Showcasing Career Pathways in Council

West Arnhem Regional Council was proud to participate in Gunbalanya School Career's Week on Friday, 6 June 2025, joining 12 other expo stalls to inspire the 70 students in attendance.

Council staff showcased the diverse career pathways available within the organisation - from hands-on demonstrations with machinery (a highlight for students keen to climb aboard), to interactive games led by the Youth, Sport and Recreation Team Leader.

Students also enjoyed cake tasting courtesy of Council's talented Cook and learned about the vital role of the IT team in keeping services running smoothly.



**Pillar 3:
Safety and Wellbeing**

**Amongst first Councils to join LG
Traineeship Pilot Program**

West Arnhem Regional Council is excited to be one of the first organisations in the NT to join the Local Government Traineeship Pilot Program, a collaboration between LGANT, GTNT Group, Industry Skills Advisory Council NT, and the NT Government.

Amarni Harris, Retail and Post Officer in Jabiru, has been enrolled into this program to complete a Certificate III in Business focused on Local Government, receiving extra mentoring, peer networking opportunities, and exposure to the essential operations of council life.

Katharine Murray, WARC CEO, says “this also goes in line with Council’s strategic plan by providing local residents with opportunities to learn and obtain professional qualifications in administration”.



**First Aid, CPR and Fire
Warden Training Across
WARC**

In August 2024, more than 70 employees participated in First Aid, CPR and Fire Warden training, refreshing their skills to provide assistance in emergencies and respond effectively in critical situations.

Trainer Martin Evans visited each community to deliver two days of training, ensuring staff were well prepared. In Jabiru, First Aid Officer Lajane Nicholls renewed her certification and praised the program saying, “The trainer made the session interactive and clear for all the participants.”

Council proudly delivers this training annually across all communities to build staff capability and ensure workplace and community safety.

All About Movement, Connection and Culture

West Arnhem Regional Council partnered with Red Lily Health, Waruwi School, Minjilang School and Yagbani Aboriginal Corporation to deliver Hoops4Health - a First Nations-led, strength-based program supporting healing, connection and youth empowerment through basketball and community leadership. The initiative created opportunities for positive change by combining leadership and cultural connection with one of the community's favourite activities — basketball.

In Waruwi, Works Officer Baden was recognised as a local 'Champion' and spoke with young people about the importance of staying in school, continuing their learning, and avoiding drugs and alcohol. The event was a great success, with more than 100 participants joining throughout the day.

In Minjilang, strong support from the local school and community helped boost participation, with over 40 young people actively involved in the activities.



Sports and Culture Programs Boost Community Wellbeing

Minjilang's sport and recreation programs continue to thrive, offering a mix of basketball, dodgeball, AFL, back-to-country trips and community walks. Activities have drawn strong participation from all ages, with basketball and dodgeball proving especially popular.

Cultural connection remains central, with outings such as fishing trips providing opportunities to learn from Country, share stories and strengthen identity. Positive community feedback and the addition of a new Wellbeing Services Senior Officer have helped build momentum, supporting a holistic approach to health, culture and community wellbeing in Minjilang.

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



**Building Better Sporting Spaces
Across West Arnhem**

West Arnhem Regional Council remained committed to improving sporting facilities across the region, with significant progress made on major projects in 2024-25.

In Gunbalanya, the new Oval Lights were officially completed, thanks to the support of the Northern Territory Government. These lights created a huge boost for sport and recreation in the community, enabling evening games and training sessions and making the facility more accessible for all.

In Jabiru, upgrades to Brockman Oval also advanced, supported by the Rio Tinto Jabiru Social Infrastructure Fund. Three new grandstands were completed, providing improved seating and comfort for spectators, while works on the brand-new oval lighting commenced but were not yet finalised within the reporting period.

These upgrades demonstrated Council's ongoing commitment to enhancing sporting infrastructure and supporting strong, active AFL communities across West Arnhem.

**Upgrades to Community Road
Networks**

West Arnhem Regional Council undertook extensive road upgrades in Maningrida, Warruwi and Gunbalanya, with strong support from the Roads to Recovery program.

In Warruwi, works were completed and the community roads were left looking better than ever. The upgrades included shoulder maintenance and resealing of all internal community roads, along with repairs to edge breaks and potholes throughout the town.

To further improve safety, new steel grab rail bollards were installed on each side of the speed bumps, funded by the Warruwi Local Authority.

These improvements extended the life of the road network by at least 10 years while also enhancing safety and accessibility for the community.





Maningrida Changerooms Nearing Completion

The new changerooms in Maningrida moved closer to completion, with several major milestones achieved. This exciting project will soon deliver upgraded facilities to support local sport and community use.

By mid-year, works included:

- Painting of interior and exterior walls
- Shower and wall tiling underway
- Internal plumbing, electrical, and joinery completed, along with painting of steelwork and door trims
- Flooring prepared for installation in June
- Canteen appliances ordered and arriving soon

Proudly supported by the National Indigenous Australians Agency (NIAA) and managed by West Arnhem Regional Council, the changerooms are set to provide modern facilities for players, supporters, and the wider community.

Mayor James Woods said, "Sport and recreation is a lifeblood - it brings people together and contributes to building stronger communities. Council is counting down to the grand opening of the Maningrida Changerooms in 2025."

Major Projects Completed Across West Arnhem

West Arnhem Regional Council was busy over recent months, delivering improvements to infrastructure across our communities to ensure benefits for everyone.

Newly resurfaced roads in Maningrida, Warruwi and Gunbalanya were completed with support from the Northern Territory Government, enhancing safety and accessibility. Alternative access gates were installed at the Maningrida Airport to support sorry business.

In Minjilang, the Crèche reopened following extensive roof and interior repairs. The facility remains an important part of the community, continuing to provide vital support for local families.



**Pillar 5:
Sustainability and Climate Action**

Youth Education – Caring for Country

Council delivered a youth education initiative focused on the powerful message of ‘Caring for Country.’ Young people across West Arnhem participated in a creative project highlighting the impacts of litter and the importance of waste reduction.

In partnership with SoundED, youth collaborated on a regional song, Stop the Drop, combining video, music and lyrics to promote sustainability in a fun and engaging way.

West Arnhem Regional Council Services Manager, Geri Narul, expressed her excitement about the initiative, saying: “Our goal is to see our West Arnhem communities waste-free in the near future and this project is a great way to send a strong message about how important it is to look after our Country.”



Removing scrap metals from our landfills

In late 2024, Maningrida hosted Sell & Parker to remove scrap metal from the community. The team successfully crushed and removed more than 200 cars from the Maningrida landfill.

The metal was recycled, with old car bodies shredded, melted down, and repurposed into new products, including parts for new vehicles. Council encouraged residents with unwanted car bodies to contact their local office to arrange collection, supporting both community safety and sustainability.

Pre-Cyclone Clean-Ups

Council delivered pre-cyclone clean-ups across all communities, providing residents with the opportunity to safely dispose of hard rubbish that could pose risks during severe weather.

Collections took place in Warruwi, Jabiru, Maningrida, Gunbalanya and Minjilang between October and December 2024, with household items, e-waste and scrap metal removed from kerbsides. The initiative enhanced community safety and preparedness while keeping them clean and clear in advance of the wet season.



**Pillar 6:
Foundations of Governance**

Council Attends National General Assembly

West Arnhem Regional Council continued its role as a vital advocate and representative for its communities at all levels of government, with Mayor James Woods, Councillor Mickitja Onus and CEO Andrew Walsh travelling to Canberra to attend the National General Assembly.

During the visit, Mayor Woods had the opportunity to host ALGA President Linda Scott, alongside councillors from both East and West Arnhem Regional Councils. Mayor Woods expressed his gratitude, saying: "Thank you for your service to Local Government – job well done."

Community needs and priorities were central to discussions when Mayor Woods, Councillor Onus, and East Arnhem councillors met with Senator Malarndirri McCarthy. Topics included support for local government, housing, the critical need for Indigenous employee housing, health, the new Remote Jobs and Economic Development Program, and homelands.



Elected Member Training

West Arnhem Regional Council's Elected Members participated in a valuable training session with the Department of Housing, Local Government and Community Development on 18 November 2024.

The session covered key topics essential for good governance and decision-making, including:

- Introduction to finances
- Council meeting procedures and decision-making
- Understanding Local Government
- Roles and responsibilities
- Code of Conduct
- Conflict of interest

Ongoing training ensures Elected Members are well-equipped to serve our Communities with integrity and informed decision-making.

Celebrating Long Service in Local Government

At the March 2025 Minjilang Local Authority meeting, West Arnhem Regional Council Mayor James Woods presented Shane Wauchope and Charles Yirrawala with awards recognising their remarkable 10 years of service to the Minjilang Local Authority. Their dedication has played a vital role in shaping a stronger future for the community.

Earlier, on 18 February 2025, Mayor Woods also presented Councillor Ralph Blyth with a Long Service Award on behalf of the Local Government Association of the Northern Territory, celebrating his 20 years of dedicated service to local government and his ongoing commitment to the West Arnhem region.

These awards highlight the extraordinary dedication of local leaders in supporting and strengthening their communities.



Remote Food Security Strategy Launched

West Arnhem Regional Council Mayor James Woods met with Minister for Indigenous Australians, Senator Malarndirri McCarthy, and Member for Lingiari, Marion Scrymgour MP, in Maningrida for the official launch of the Remote Food Security Strategy rollout across regional and remote communities.

Mayor Woods expressed his support for the strategy, stating: "The release of the Remote Food Security Strategy is a significant step forward for remote communities, which will no longer be forced to endure unacceptable food insecurity. Access to affordable food will improve the health and wellbeing of our communities."

The Minister's visit also provided an opportunity to discuss key regional issues and showcase important Council-led projects. The meeting highlighted the importance of collaboration across all levels of government to deliver meaningful initiatives that enhance the quality of life for residents in West Arnhem communities.



Assessment of Council's Performance

West Arnhem Regional Council's Strategic Plan is built around six key pillars that represent the priorities and aspirations of our communities.

This section provides an overview of Council's performance against the objectives outlined in the 2024-25 Regional Plan, offering a clear and transparent look at the progress made toward achieving these goals.

Council's progress has been assessed using the following categories:

 Target Achieved
  Target Partially Achieved
  Target In Progress
  Target Not Achieved



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
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Pillar 5 - Sustainability and Climate Action

- 5.1 Recycling and Waste
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Pillar 6 - Foundations of Governance

- 6.1 Financial Management
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- 6.5 Planning and Reporting
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Pillar 1: Partnerships, Relationships and Belonging



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	Result
1.1 Community Engagement 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 to assist with cultural events provided	100%	✓ TARGET ACHIEVED: Ongoing support to assist in the request from Community members to help facilitate/coordinate road closures. Council provide in-kind support where requested, to assist with cultural events
	Attend and contribute to heads of agencies meetings	Heads of agencies meetings attended and information shared locally with teams and across the organisation	100%	✓ TARGET ACHIEVED: This is ongoing, and the target continues to be met across the region with monthly meetings attended in each community
	Develop well-planned, community-led sport and recreational 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%	✓ TARGET ACHIEVED: Ongoing community consultation and engagement informs programs and activities across communities
	Actively seek out and develop collaborative partnerships that encourage service coordination and integration	Community meetings coordinated, informed and participated in	100%	✓ TARGET ACHIEVED



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Goal	Strategy	Measure	Target	Result
1.2 Economic Partnerships Secure increased income opportunities (grants and commercial) that create employment and/or improve community life	Business Development Strategy to drive economic outcomes	Review existing Business Development Strategy	September 2024	🔴 TARGET IN PROGRESS: priorities of new CEO and Council to be considered before development of full plan - December 2026
	Identify and pursue opportunities for further partnerships, income and growth	Local employment opportunities embedded into planning and new contracts and increased	June 2025	🔴 TARGET IN PROGRESS: Refer RJED. When applying for grants and considering contracts, driving local employment is always a focus
		Council-run community services are adequately resourced to provide culturally appropriate, safe, community-led programs	100%	🟢 TARGET ACHIEVED: Community service programs are adequately funded, with local staff employed to ensure they are culturally appropriate, safe, community-led programs
	Manage WARC's staff housing portfolio in order to: a. attract and retain staff b. promote staff stability and contribute to community life	Every tenancy is delivered according to the RTA	100%	🟢 TARGET ACHIEVED: Every tenancy is delivered according to the Residential Tenancy Act
		All applicable opportunities for funding for new housing and housing maintenance contracts pursued	100%	🟢 TARGET ACHIEVED: Critical upgrades to staff housing completed in Minjilang and Warruwi from NTG grant funding. All opportunities for further funding are pursued
Seek to retain and uplift existing grants and contracts	Existing contracts retained and additional contracts procured	Minimum uplift CPI or above	🟢 TARGET ACHIEVED: Uplift sought for all existing grants and contracts. Additional grants and contracts procured in 24/25	

Goal	Strategy	Measure	Target	Result
1.3 Communication 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 Website news articles – minimum 2 per month	100%	✔️ TARGET ACHIEVED: These targets across all social media platforms were met
	Publish <i>The Wire</i> once a fortnight	Implement social media strategy	June 2025	❌ TARGET NOT ACHIEVED: Goals of future social media strategy to be workshopped
	Publish a community event calendar on noticeboards and the website	Community contribution of articles and/or photos to each edition	4	✔️ TARGET ACHIEVED: Articles and photos are contributed for each edition
	Create and promote the use of pictorial and/or promotional materials in local languages via Council's established communication channels (internal and external)	Noticeboards and website current and up-to-date community event calendar displayed	100%	✔️ TARGET ACHIEVED: Noticeboards, LED screens and the website are updated weekly. The website's community event calendar is kept updated
	Foster an organisational culture of innovation in communication which engages staff and enhances internal communication	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%	⚠️ TARGET PARTIALLY ACHIEVED: Local language groups regularly provide materials in language for WARC to promote
		Staff newsletter <i>In the Loop</i> published monthly	12 per annum	✔️ TARGET ACHIEVED: 12 editions were published during this period
	Work with stakeholders to foster positive relationships and build effective networks locally, across the region and nationally	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%	✔️ TARGET ACHIEVED: All internal requests are delivered or supported
	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%	✔️ TARGET ACHIEVED: Stakeholder news and updates are shared as requested

Goal	Strategy	Measure	Target	Result
1.4 Community Events 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	✔️ TARGET ACHIEVED: Minimum of 4 events held in each community across the region: Australia Day, ANZAC Day, NAIDOC week and Territory Day
	Provide support to community organisations to deliver community-based events	In-kind support provided to community groups as requested	As per budget	✔️ TARGET ACHIEVED: As resources available in all locations

Goal	Strategy	Measure	Target	Result
1.5 Cultural Awareness Training Develop increased understanding and observation of cultural protocols	Develop and launch cultural awareness program	Cultural awareness providers engaged and worked with to design and deliver a WARC-appropriate cultural awareness program	June 2025	✔️ TARGET ACHIEVED
		Online learning course for all WARC staff, contractors and consultants embedded	100%	⚠️ TARGET PARTIALLY ACHIEVED: Staff with computer access completed the online training
		All new employees completed cultural awareness training within first week of employment	100%	🔄 TARGET IN PROGRESS: Online training embedded
		Cultural awareness and cultural safety in WARC's First Nations Employment Plan embedded	June 2025	❌ TARGET NOT ACHIEVED
		A series of half day cultural awareness workshops delivered	June 2025	✔️ TARGET ACHIEVED: Delivered in previous financial year

Goal	Strategy	Measure	Target	Result
1.6 Youth Engagement Deliver diverse, targeted programs and events which actively empower and engage young people as valuable partners in decision-making which effects 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%	🔄 TARGET IN PROGRESS: The West Arnhem Youth Leadership Summit was selected as the winner of the National Local Government award for Aboriginal and Torres Strait islander People's Recognition. The outcome from this summit help form the program planning and delivery across communities

Goal	Strategy	Measure	Target	Result
1.6 Youth Engagement Deliver diverse, targeted programs and events which actively empower and engage young people as valuable partners in decision-making which effects them	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%	 TARGET ACHIEVED: Anecdotal evidence as well as actions from the West Arnhem Youth Leadership Summit formulate event planning across the region. Kurrung Sports Carnival is an annual event and this year's AFL 9s was born out of the expressed request for intercommunity sporting events. Sporting peak bodies and specialist providers have also visited all communities at the request of community
	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%	 TARGET IN PROGRESS: Specialist providers to community during school holidays see an increase in attendance and engagement. Jabiru and Minjilang are WIP noting Jabiru is not agency funded
	Identify funds to diversify the range of youth activities and establish new services as requested by the community	A more diverse range of youth activities and events, catering to different age groups, interests, genders and localities are planned and delivered	June 2025	 TARGET ACHIEVED: The Business and Commercial Services team keep abreast of funding opportunities. Current funders also share potential funding opportunities with Grants. These grants may fill identified gaps
	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	 TARGET ACHIEVED: The Community Service team are regular contributors to <i>The Wire</i> . This serves as a means of highlighting and celebrating the current programs and activities as well as promoting the programs and opportunities available in community
	Ensure robust data collection systems and contribute to community knowledge	Data collection tool reviewed; data uploaded by all Team Leaders and good quality reporting provided	December 2024	 TARGET PARTIALLY ACHIEVED: A hard copy data collection tool has been implemented in Night Patrol. Jabiru staff reviews uploaded data weekly and reports back to the community leadership what their community's status is. All communities have devices to input the data. All staff program team leaders understand the purpose of the data collection. Data collection and integrity of data is an ongoing issue working progress

Pillar 2: Increased Local Indigenous Employment



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	Result
2.1 Indigenous Employment Framework Create Council Indigenous employment framework including tailored pathways to employment	Develop a WARC Indigenous Employment Strategy including Indigenous identified positions, dedicated People and Capability support, career pathways, apprenticeships and traineeships	Indigenous Employment Strategy finalised and commenced	June 2025	🌀 TARGET IN PROGRESS
	Work with community to understand employment obstacles for local people and identify solutions	Employment consultation workshops and initiatives delivered in each community	December 2024	✅ TARGET ACHIEVED: Enterprise Agreement approved by Fair Work Commission and implemented
	Seek funding to support WARC's Indigenous Employment Strategy	Funding opportunities identified and funds applied for	December 2024	🌀 TARGET IN PROGRESS: Awaiting finalisation of Indigenous Employment Strategy. All grants and contracts are considered an opportunity to support Indigenous Employment. WARC has applied for Regional Jobs and Economic Development funding. This program supports local jobs for local people. Received 75% of requested positions (12 across three communities)
	Undertake a skills gap and training needs analysis	Results of skills and training gap analysis used to draft training plan	100%	🌀 TARGET IN PROGRESS
	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%	✅ TARGET ACHIEVED: Recruitment branding updated
	Earmark roles as 'Indigenous identified positions'	The number of 'Indigenous identified positions' increased annually	5% per annum	✅ TARGET ACHIEVED: Currently achieved by Special Measures Targeted Recruitment Policy

Goal	Strategy	Measure	Target	Result
<p>2.2 Traineeships and Apprenticeships</p> <p>Provide local residents opportunities to learn and obtain professional qualifications in trades and administration</p>	<p>Create a traineeships and apprenticeships program which partners with community stakeholders, including local schools, to identify potential traineeship and apprenticeship candidates and linking candidates to employment pathways with Council</p>	<p>Traineeships and apprenticeships implemented</p>	<p>June 2025</p>	<p>✔ TARGET ACHIEVED</p>

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



Pillar 3: Safety and Wellbeing



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	Result
3.1 Cultural Safety 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 2025	🚫 TARGET NOT ACHIEVED: Renewed RAP and working group will be a focus in 25/26
	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%	🚫 TARGET NOT ACHIEVED
	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%	🚫 TARGET NOT ACHIEVED
	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 2025	🔄 TARGET IN PROGRESS: Progress of RAP reviewed

Goal	Strategy	Measure	Target	Result
3.2 Health and Safety Staff and public safety is achieved via planning, education and training	Work Health and Safety Plan	Work Health and Safety Plan implemented	100%	🔄 TARGET IN PROGRESS
	Develop and deliver a training program that meets work health and safety, staff and organisational needs	Work health and safety training completed as per training schedule	100%	✅ TARGET ACHIEVED
	Support the wellbeing of employees	Culturally appropriate wellness programs, support embedded into HR practices, mental health support, diversity and inclusion training	June 2025	🔄 TARGET IN PROGRESS
	Review policies and procedures in accordance with statutory requirements	Policies and procedures continue to be reviewed in accordance with the required timelines	100%	🔄 TARGET IN PROGRESS

Goal	Strategy	Measure	Target	Result
3.3 Employee Engagement and Training and Development 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	June 2025	TARGET IN PROGRESS
	Review policies and procedures in accordance with statutory requirements	Policies and procedures continue to be reviewed in accordance with the required timelines	100%	TARGET IN PROGRESS
	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%	TARGET IN PROGRESS
		Probation/annual goal and development planning with Line Manager undertaken	100%	TARGET IN PROGRESS
		Performance reviews tracked and monitored by People and Capability team and completed on time by Line Managers	90%	TARGET IN PROGRESS
	Foster a positive workplace culture through engagement initiatives	Annual survey, on-boarding and exit surveys, events, reward and recognition initiatives	As per strategic plan	TARGET IN PROGRESS

Goal	Strategy	Measure	Target	Result
3.4 Community Service Delivery 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%	 TARGET ACHIEVED: Programs and activities are developed in conjunction with participants and local community staff. This is fundamental to the community care programs – Aged Care and NDIS. Jabiru staff work with community staff to ensure the programs and activities meet the legislative needs and expectations of the funding providers. The funding agreements identify and contribute to the outcomes of the programs

Goal	Strategy	Measure	Target	Result
3.4 Community Service Delivery Provision of high quality, culturally informed programs that support and enhance the safety and wellbeing of community members	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%	 TARGET IN PROGRESS: All mandatory qualifications and training are offered and must be completed by staff. Staff are also offered professional development opportunities via formal and informal training. All staff are encouraged to take up the opportunities. Support to successfully complete these formal training opportunities is in many cases required
	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%	 TARGET PARTIALLY ACHIEVED: Programs have Continuous Improvements strategies as required
		All activities, reports and compliance tasks completed as per contractual arrangement, aged care standards, NDIS care standards	100%	 TARGET ACHIEVED: Council has a current NDIS Certificate of Registration until February 2028 with the Mid Term audit August 2026
		Timely data/monitoring returns and funding reports delivered by Community Wellbeing team	100%	 TARGET PARTIALLY ACHIEVED: All Community Care - NDIS and Aged Care and Remote Community Connector reporting is compliant and submitted by the Community Care team. All Wellbeing grant reports, budgets submitted to funders and data have been submitted
	Remote Indigenous Broadcasting Services supporting local Indigenous languages are managed and supported across the region	Broadcasters are offered support training opportunities with Top End Aboriginal Bush Broadcasting Association (TEABBA)	90%	 TARGET IN PROGRESS: TEABBA funding is for wages of the broadcasting staff only. Training opportunities must be supported by TEABBA. They are flexible in how and when they support the current staff via online or face to face, in community training and mentoring

Goal	Strategy	Measure	Target	Result
3.4 Community Service Delivery Provision of high quality, culturally informed programs that support and enhance the safety and wellbeing of community members	High quality early learning activities for child development are delivered	All National Quality Standard and Australian Children's Education & Care Quality Authority crèche and childcare standards met	100%	 TARGET PARTIALLY ACHIEVED: The Crèche in Warruwi has been closed since December 2024. Vacancies have not been filled. This is an ongoing barrier to re-opening the service. Recruitment is an industry wide issue. Minjilang Crèche has been audited by Australian Children's Education and Care Quality Authority ACECQA quality and safety project officers and the Early Childhood Regulatory Project Australian Government Department of Education. There were no major non-conformances identified
	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 worked with to increase the competency levels in responding to domestic and family violence, specifically intake, case management and safety planning with clients	2024 - 2025	 TARGET NOT ACHIEVED: No longer deliver safehouse, only night patrol. Require specialist culturally appropriate trainer in 25/26
	Provide to the community well-managed and maintained library collections, including a culturally relevant library collection	Diversity audit completed and recommendations implemented	2024 - 2025	 TARGET ACHIEVED
		Connected Communities: Vision for the Northern Territory Public Libraries 2017 - 2023 enacted as applicable to West Arnhem	100%	 TARGET ACHIEVED
	Plan, prepare and present educational and engaging early childhood activities weekly	Weekly early childhood activities are well planned and delivered as per schedule	100%	 TARGET ACHIEVED: In Jabiru plans are updated monthly

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	Result
4.1 Strategic Infrastructure and Asset Management 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:	Corporate Asset Management Strategy completed	July 2025	TARGET IN PROGRESS: Asset Management Strategy to be reviewed now the ERP Software has been updated
	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	Asset management tracking system implemented	July 2025	TARGET IN PROGRESS: Identifying the best framework and management system to be used and refer as above
	Investigate opportunities to source external funding for infrastructure upgrades	Scoping, plans and cost estimates for critical infrastructure assets identified for future funding requirements	Ongoing	TARGET ACHIEVED: Proactive in identifying future projects and scoping for potential funding
	Maintenance programs for parks, ovals, cemeteries and reserves	Safety audits conducted yearly on trees within community which are designated to Council responsibility	100%	TARGET ACHIEVED: Quarterly audits are carried out in all areas in the Community
		All maintenance activities carried out in accordance with budget allocation	100%	TARGET PARTIALLY ACHIEVED: Expenses are kept with-in Council Budget. With exception of emergency un-forecasted events
		Park equipment safety audits, inspections and maintenance program carried out to schedule	100%	TARGET ACHIEVED: Regularly inspected by Council Service Managers and reported to Technical Services team

Goal	Strategy	Measure	Target	Result
4.1 Strategic Infrastructure and Asset Management Strategically manage, maintain and enhance community infrastructure	Continue community consultations on the establishment of gazetted cemeteries in Warruwi, Minjilang and Maningrida	Community consultations on the establishment of gazetted cemeteries in Warruwi, Minjilang and Maningrida progressed	June 2025	🌀 TARGET IN PROGRESS: Minjilang and Maningrida cemeteries now gazetted and under construction. Warruwi and Gunbalanya lease applications pending
	Ensure community swimming pools operate according to community needs and all legislative and work health and safety requirements	Opening hours to meet community requirements provided with a comparison year-on-year increase in operating costs of no more than 10%	June 2025	✅ TARGET ACHIEVED: Flexible Pool hours of operation are in place which enables Community members and Service Providers access to Council Swimming Pools
		Staff employed to meet supervision ratios and cultural needs	100%	✅ TARGET ACHIEVED: one new part time ATSI Pool Attendant employed to cover any shortfall of supervision ratios and cultural needs.(Maningrida only) ✅ TARGET ACHIEVED: Jabiru
		Operational procedures are adhered to and documented as required by WARC and legislated standards	100%	✅ TARGET ACHIEVED: Monthly reports are submitted by Swimming Pool Team Leader
		Pool maintenance regime is established and sustainable	June 2025	✅ TARGET ACHIEVED: Daily, weekly and monthly maintenance schedule in place and operational for Swimming Pool staff



Goal	Strategy	Measure	Target	Result
4.2 Fleet, Plant and Equipment 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	Ongoing	🔗 TARGET IN PROGRESS: Identifying the best framework and management system to be used
	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	May 2025	✅ TARGET ACHIEVED: Cost recovery model and charge back to programs in place
		Fleet, plant and equipment hire contracts to support and ensure effective cost recovery for Council prepared	Ongoing	✅ TARGET ACHIEVED: Business activity under constant review
	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%	✅ TARGET ACHIEVED: Vehicle inspections completed
		Repairs and maintenance requests performed in line with Strategic Plan	100%	🚫 TARGET PARTIALLY ACHIEVED: Maintenance and repair work done as possible within resource capacity
		Accurate vehicle, plant and equipment data maintained	100%	✅ TARGET ACHIEVED: Vehicle and plant register up to date
	Maintain adequate stock levels	Stocks purchased and used in community workshops reviewed and monitored	Ongoing	✅ TARGET ACHIEVED: Stocking requirements closely monitored
	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	✅ TARGET ACHIEVED: Fuel distribution monitored regularly

Goal	Strategy	Measure	Target	Result
4.3 Waste and Water Management 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%	✔️ TARGET ACHIEVED: Waste collections maintained
	Landfill sites are licensed and operate in accordance with NT Environment Protection Authority (NTEPA) authorities	Landfill sites remain operational	100%	❌ TARGET NOT ACHIEVED: Jabiru landfill site under remediation to meet NTEPA guidelines in joint venture with OSS as per deed obligations
	Work with other government and commercial entities in order to plan for long term waste disposal needs	Utilise Charles Darwin University's <i>Academic Review of Future Waste Management Strategy</i>	July 2025	❌ TARGET NOT ACHIEVED: Position was vacant for several months during this financial year
		Northern Territory Local Government Association liaised and collaborated with on advocacy initiatives and waste strategies	July 2025	✔️ TARGET ACHIEVED: Attend regular meetings with LGANT and liaise on relevant issues
	Adhere to water and sewerage operations and maintenance schedules	Disruption to Jabiru town water supply	10% or less	✔️ TARGET ACHIEVED: In Jabiru when dealing with these repairs within budget
		Disruption to Jabiru sewerage network	10% or less	✔️ TARGET ACHIEVED: In Jabiru when dealing with these repairs within budget
		All legislated standards for potable water testing in Jabiru met	100%	✔️ TARGET ACHIEVED: In Jabiru when dealing with these repairs within budget
		Annual audit of water treatment practices including policies and procedures conducted	December 2024	🟡 TARGET PARTIALLY ACHIEVED: 50% achieved

Goal	Strategy	Measure	Target	Result
4.4 Local Road Management and Maintenance 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: <ol style="list-style-type: none"> determines a road maintenance schedule for the course of the year determines grading frequency of internal access roads schedules hazard identification and road condition reports (actions and frequency) schedules footpath and stormwater inspections 	Deliver yearly road, footpath and stormwater repairs and maintenance as per schedule with records maintained for each community in Council's records management system - currently 'Magiq'	100%	 TARGET PARTIALLY ACHIEVED: All planned road maintenance activities were successfully completed. Record management not achieved due to ongoing position vacancy
		All footpaths and stormwater inspected quarterly	100%	 TARGET ACHIEVED
		Percentage of known footpath hazards made safe within 24 hours	85%	 TARGET ACHIEVED
	Continually monitor and carry out minor road repairs	Roads monitored and minor repairs completed as required	85%	 TARGET ACHIEVED: Road assessment ongoing and all repairs completed where capacity and finance is available
	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%	 TARGET ACHIEVED: Local Authorities have been active in determining road project priorities
	Deliver plans as per schedule for managing street lighting	All non-functioning street lights repaired bi-annually as per set program	100%	 TARGET PARTIALLY ACHIEVED: 80% achieved in Jabiru, other communities to be addressed as per lighting strategy when completed
		Functioning street lights per audit per community	85%	 TARGET PARTIALLY ACHIEVED: Target achieved in Jabiru, other communities to be addressed as per lighting strategy when completed



Pillar 5: Sustainability and Climate Action



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	Result
5.1 Recycling and Waste Develop recycling and waste initiatives which protect and preserve community natural resources and the local environment	Review strategic and environmental risks associated with climate change and sustainability and draft 10 year strategy for reuse, recycle and reduce waste initiatives	Reuse, Recycle and Reduce Waste Strategy implemented	June 2025	✔ TARGET ACHIEVED: Reduce, Reuse and Recycle Strategy has been implemented
	Continue pre-cyclone community waste collections	Pre-cyclone waste collections held twice yearly as per published schedule	100%	✔ TARGET ACHIEVED: Two or more pre-cyclone waste clean-ups achieved in each community
	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	June 2025	✔ TARGET ACHIEVED: Ongoing activity and relationships maintained

Goal	Strategy	Measure	Target	Result
5.2 Procurement 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	June 2025	✔ TARGET ACHIEVED: Procurement Policy approved by Council December 2024

Goal	Strategy	Measure	Target	Result
5.3 Reduce Office Waste All offices recycle and reduce waste and consumables	Encourage Council office solutions to reduce waste	Paperless agenda papers to reduce binding and printing costs	June 2025	🟡 TARGET PARTIALLY ACHIEVED: Councillors have access to laptops and email to view electronic copies

Goal	Strategy	Measure	Target	Result
5.4 Education 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	June 2025	✅ TARGET ACHIEVED: 'Stop the Drop' video created September 2024. Video displayed at all community council offices
	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	June 2025	✅ TARGET ACHIEVED: Promotions through social media and Council website. 'Waste and Sustainability' page added to Council website
	Encourage and promote community understanding and correct use of sorting bays	Uplift in correct use of sorting bays	50%	🟡 TARGET IN PROGRESS: Sorting bay signage has been replaced as required and community education is in progress

Goal	Strategy	Measure	Target	Result
5.5 Policy 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 2025	✅ TARGET ACHIEVED: Refer to WARC Regional Waste Management Strategy

Pillar 6: Foundations of Governance



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	Result
6.1 Financial Management 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%	🌀 TARGET IN PROGRESS: Continuing to work with Council's stakeholders including the NT Government to achieve a financially sustainable budget and long-term financial plan
	Management of Council's revenue and payable functions			✅ TARGET ACHIEVED
	Manage and deliver on Council's annual statutory and financial obligations			✅ TARGET ACHIEVED: Obligations met within the required timeframes
	Management of Council's asset accounting practices			🌀 TARGET IN PROGRESS: Asset valuation achieved, and the asset register assembly and policies are next to be reviewed and updated
	Monitor and coordinate external funding provided through grants and commercial contracts	Contractual arrangements complied with	100%	🌀 TARGET IN PROGRESS: All Community Care - NDIS and Aged Care and Remote Community Connector reporting is compliant and submitted by the Community Care team - 100%. All Wellbeing grant reports, budgets submitted to funders and data have been submitted - 100%. Creche - Minjilang and Warruwi reporting is via a third part provider - OWNA. Collected data is reported - 75%. All other grant program reports and acquittals are submitted as required 🌀 TARGET IN PROGRESS: All commercial contractual agreements fulfilled

Goal	Strategy	Measure	Target	Result
6.1 Financial Management Provision of strong financial management and leadership which ensures long term sustainability and growth	Maintain the rates database including all property details	Statutory requirements fully complied with and percentage of rates debtors outstanding	100%	✔ TARGET ACHIEVED
	Maintain the rates register		100%	✔ TARGET ACHIEVED
	Prepare the annual rates declaration		Less than 5%	✔ TARGET ACHIEVED
	Apply concessions as appropriate		100%	✔ TARGET ACHIEVED
	Determine the rateability of properties		100%	✔ TARGET ACHIEVED
	Manage and provide advice on Council's investments in accordance with adopted policies	Interest on investments	> \$180,000 FY2024-2025	✔ TARGET ACHIEVED: Interest on investments was over the \$180,000 target
	Monitor returns of investments including roll-over of term deposits			✔ TARGET ACHIEVED
	Manage Council-funded projects to maintain a positive working capital ratio	Positive working capital ratio	Minimum ratio 1:1	✔ TARGET ACHIEVED
	Annual review and update of Council's Fees and Charges	Review and update of Council's Fees and Charges completed	100%	✔ TARGET ACHIEVED

Goal	Strategy	Measure	Target	Result
6.2 Records Delivery of storage and retrieval of records 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%	🚫 TARGET PARTIALLY ACHIEVED: Over 90% of relevant statutory obligations complied with
	Implement disposal schedule by sentencing and disposing of records	Electronic records held in records management system eligible for destruction sentenced	85%	✔ TARGET ACHIEVED: 100% of eligible records have been sentenced
	Train staff in the use of Council's records management system - currently 'Magiq'	Training delivered to new staff using records management system 'Magiq' during their probation period	85%	✔ TARGET ACHIEVED: 87% of relevant staff received induction training
	Support staff to identify and save important records	Number of queries/ requests telephoned or sent to records@ for support and responded to within 24 hours	85%	✔ TARGET ACHIEVED: 95% of enquiries were responded to within 24 hours

Goal	Strategy	Measure	Target	Result
6.3 Council and Local Authorities 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	100%	✔️ TARGET ACHIEVED: Where sufficient evidence had been provided
		Complaints acknowledged within five working days	90%	✔️ TARGET ACHIEVED: And complaints finalised
		Complaints finalised within fifteen working days	95%	✔️ TARGET ACHIEVED
	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%	✔️ TARGET ACHIEVED: Training provided by the Department of Housing, Local Government and Community Development for Council and Local Authority Members
		Ongoing administrative and secretarial support for Council, Local Authority and Committee Meetings provided	100%	✔️ TARGET ACHIEVED: Governance Advisor attending all meetings in person to provide support
		Four meetings of each Local Authority held each financial year	100%	✔️ TARGET ACHIEVED: Meetings held September 2024, November 2024, March 2025 and May 2025
	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%	✔️ TARGET ACHIEVED: Available within the timeframes on Council's website and hard copies available upon request
	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%	❌ TARGET NOT ACHIEVED
	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%	✔️ TARGET ACHIEVED
	Ensure advocacy and representation of Council interests through government, the private sector and the media	Advocacy framework, strategy and communication reviewed	December 2024	✔️ TARGET ACHIEVED
Create an advocacy framework, strategy and communication plan in consultation with Councillors			🟡 TARGET PARTIALLY ACHIEVED	

Goal	Strategy	Measure	Target	Result
6.4 Risk Management The monitoring and minimisation of risks associated with the operations of Council	Update risk registers and ensure appropriate treatment plans are implemented	Overall risk rating within the risk register reduced	10% reduction	✔ TARGET ACHIEVED
	Undertake internal audits as per audit plan	Internal audits completed as per the adopted plan	100%	✘ TARGET NOT ACHIEVED: Internal Audit Plan being finalised
	Regularly review insurance cover and premiums	Annual full appraisal of cover required, policies reviewed via insurance broker	June 2024	✔ TARGET ACHIEVED

Goal	Strategy	Measure	Target	Result
6.5 Planning and Reporting 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%	⚙️ TARGET IN PROGRESS
	Jabiru Masterplan Meetings are attended by CEO and/or designated executive	All Masterplan meetings scheduled are attended	100%	✔ TARGET ACHIEVED

Goal	Strategy	Measure	Target	Result
6.6 Information and Communication Technology 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	December 2024	✘ TARGET NOT ACHIEVED: Priority continues to be on ICT transformation and security with the move away from CouncilBIZ supported services. However, a review of Council's ICT needs is in progress
	Optimise the delivery of ICT services and equipment to required work locations to meet staff and service delivery needs	Develop ICT Asset register	June 2025	⚙️ TARGET IN PROGRESS: Is part of determining Council's future ICT needs
	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%	⚙️ TARGET IN PROGRESS: Is part of the Council's ICT transformation
	Optimise costs associated with ICT delivery, including communications, both fixed and mobile, data, voice and video services and staff equipment		100%	⚙️ TARGET IN PROGRESS: Is part of the project determining Council's future (immediate and longer term) ICT needs

Ngjipin Beach, Warruwi.



Financial Performance

Statement 1. Comparison of Actual Performance Against Budget

Table 1.1 Income and Expenditure Statement

	Financial Year Original Budget	Financial Year Final Budget	Actual Performance	Variation Between Final Budget and Actuals
	\$	\$	\$	\$
OPERATING INCOME				
Rates	2,667,828	2,667,829	2,525,946	(141,883)
Charges	4,337,273	3,904,376	3,304,903	(599,473)
Fees and Charges	696,126	725,448	820,118	94,670
Operating Grants and Subsidies	16,363,765	22,263,569	18,972,704	(3,290,866)
Interest / Investment Income	154,000	154,000	221,413	67,413
Commercial and Other Income	13,368,342	13,279,963	13,514,956	234,992
TOTAL OPERATING INCOME	37,587,333	42,995,185	39,360,039	(3,635,146)
OPERATING EXPENDITURE				
Employee Expenses	19,919,484	18,169,847	16,788,958	(1,380,889)
Materials and Contracts	7,113,838	10,904,386	7,905,383	(2,999,004)
Elected Member Allowances	399,170	418,928	368,053	(50,874)
Elected Member Expenses	48,000	212,150	210,693	(1,457)
Council Committee & LA Allowances *	26,450	49,800	40,862	(8,938)
Council Committee & LA Expenses **	-	23,788	18,963	(4,825)
Depreciation, Amortisation and Impairment	5,476,364	5,271,438	5,064,566	(206,872)
Interest Expenses	-	-	-	-
Other Expenses	9,195,099	12,648,826	10,713,504	(1,935,323)
TOTAL OPERATING EXPENDITURE	42,178,405	47,699,163	41,110,981	(6,588,182)
OPERATING SURPLUS / DEFICIT	(4,591,072)	(4,703,978)	(1,750,942)	2,953,036

Statement 1. Comparison of Actual Performance Against Budget

Statement 1.2 Annual Operating Position

	Financial Year Original Budget	Financial Year Final Budget	Actual Result	Variation Between Final Budget and Actuals
	\$	\$	\$	\$
OPERATING SURPLUS / DEFICIT	(4,591,072)	(4,703,978)	(1,750,942)	2,953,036
Remove NON-CASH ITEMS				
Less Non-Cash Income	(6,964,681)	(6,855,620)	(6,527,841)	327,779
Add Back Non-Cash Expenses	12,441,045	12,127,058	11,592,407	(534,651)
TOTAL NON-CASH ITEMS	5,476,364	5,271,438	5,064,566	(206,872)
Less ADDITIONAL OUTFLOWS				
Capital Expenditure	8,740,992	5,826,123	5,140,829	(685,294)
Borrowing Repayments (Principal Only)	-	-	-	-
Transfer to Reserves	147,000	-	1,749,414	1,749,414
Other Outflows	-	-	8,054,766	8,054,766
TOTAL ADDITIONAL OUTFLOWS	(8,887,992)	(5,826,123)	(14,945,010)	(9,118,887)
Add ADDITIONAL INFLOWS				
Capital Grants Income	7,906,700	3,050,000	7,233,205	4,183,205
Prior Year Carry Forward Tied Funding	-	1,716,074	3,376,320	1,660,246
Other Inflow of Funds	96,000	437,503	2,261,010	1,823,507
Transfers from Reserves	-	55,087	55,087	-
TOTAL ADDITIONAL INFLOWS	8,002,700	5,258,664	12,925,623	7,666,959
NET OPERATING POSITION	-	-	1,294,237	1,294,237

Statement 2. Reasons for Material Variations between the Final Budget and Actual Performance

Operating Income

Operating Income had a negative variance to the amended budget of \$3.6M. Rates and Charges were below expectation as there was a delay in issuing water charge notices. The difference in Operating Grants and Subsidies was partially due to not receiving the full financial subsidy initially requested and a delay in receiving grant money at year end.

Operating Expenses

Overall, the Operating Expenditure is in a net favourable position of \$6.6M due to a number of reasons. Employee expenses were \$1.3M less compared to budget,

as a result of staff shortages and turnover.

Materials and Contracts were under budget by \$3M due to delays in projects and the inability to engage contractors in a timely manner (i.e. industry shortages).

Capital Expenditure

West Arnhem Regional Council's capital expenditure reflects the acquisition/creation of new assets as well as renewal of existing ones. Capital expenditure for the 2024-25 was over budgeted by \$0.7M. This budget variance was due to the delay in the completion of several projects, which will be finalised in 2025-26.

Table 3.1 Total Expenditure for Each Council Committee and Local Authority

For the year ending 30 June 2025	Council Committee & LA Allowances \$	Council Committee & LA Expenses \$	Total \$
Audit Committee	6,712	-	6,712
Kakadu Ward Committee	-	2,472	2,472
Gunbalanya LA Members	14,100	3,357	17,457
Maningrida LA Members	7,250	5,544	12,794
Minjilang LA Members	5,000	4,378	9,378
Warruwi LA Members	7,800	3,212	11,012
TOTAL	40,862	18,963	59,825

Key Performance Indicators

The financial performance indicators detailed below inform all interested parties on how well the Council is performing compared to industry benchmarks.

Asset Sustainability Ratio

This ratio helps to show whether the Council is replacing assets as their service potential is used up. Some assets are absolutely essential – sewerage and water treatment facilities, etc. This ratio helps to identify whether the Council will be able to continue services associated with these assets.

All Northern Territory councils struggle to replace assets as and when this is needed, and this has been the subject of several reviews undertaken by the NT Government.

The Target Benchmark is greater than 90%.

Result 2024-2025 = 102%

Result 2023-2024 = 40%*

*Recalculated to remove road assets.

Operating Surplus Ratio

This ratio shows whether the Council has the ability to cover its operating costs from operating revenues. Like all businesses, Council must ensure that it has sufficient revenue to meet its operating costs. Achieving a positive result means that Council is covering its costs and is able to apply the surplus to capital expenditure.

The Target Benchmark is between 0% and 10%.

Result 2024-2025 = 8%

Result 2023-2024 = 11%

Current Ratio

The current ratio is a liquidity ratio that measures Council's ability to pay its short-term obligations. To gauge this ability, the current ratio considers the current total assets (both liquid and illiquid) relative to the current total liabilities. Council's current ratio of 0.99 means that it has 0.99 times current assets in relation to current liabilities.

The Target Benchmark is greater than 1.

Result 2024-2025 = 0.97

Result 2023-2024 = 0.88

Rate Coverage Ratio

This ratio measures the Council's dependence on general rate revenue to fund its operations. The higher the ratio more the Council's revenue is sourced from its rating base, which in turn means a lower dependency on grant funding. Like many regional councils, WARC is substantially dependent on grant funding, which reduces its flexibility and control when it comes to budget options. The challenge for Council is to improve this ratio in the face of limited alternative funding sources and a very limited rate base.

The Target Benchmark is greater than 12%.

Result 2024-2025 = 8%

Result 2023-2024 = 7%*

*Recalculated to only include general rate revenue.



Financial Statement



WEST ARNHEM REGIONAL COUNCIL

ABN: 45 065 336 873

**FINANCIAL REPORT FOR THE YEAR ENDED
30 JUNE 2025**

WEST ARNHEM REGIONAL COUNCIL

ABN: 45 065 336 873

FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

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WEST ARNHEM REGIONAL COUNCIL
ABN: 45 065 336 873
CHIEF EXECUTIVE OFFICER CERTIFICATE
FOR THE YEAR ENDED 30 JUNE 2025

I, Katharine Murray, the Chief Executive Officer of the West Arnhem Regional Council (the council), certify that:

- (a) the statement has, to the best of my knowledge, information and belief, been properly drawn up in accordance with the applicable Australian Accounting Standards, the *Local Government Act 2019* and those Regulations so as to present fairly the financial position of the council and the results for the 2024-25 financial year; and
- (b) the statement is in accordance with the accounting and other records of the council.



Dated: 11 November 2025



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**AUDITOR'S INDEPENDENCE DECLARATION UNDER THE PROVISIONS OF
NORTHERN TERRITORY LOCAL GOVERNMENT ACT 2019 AND NORTHERN
TERRITORY LOCAL GOVERNMENT (GENERAL) REGULATIONS 2021**

TO THE COUNCILLORS OF WEST ARNHEM REGIONAL COUNCIL

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025 there have been no contraventions of:

- (i) the auditor independence requirements as set out in the *Northern Territory Local Government Act 2019 and Northern Territory (General) Regulations 2021*, in relation to the audit, and
- (ii) any applicable code of professional conduct in relation to the audit.

A handwritten signature in blue ink that reads 'Nexia Edwards Marshall NT'.

Nexia Edwards Marshall NT
Chartered Accountants

A handwritten signature in blue ink that reads 'Noel Clifford'.

Noel Clifford
Partner

Direct Line: 08 8981 5585 ext. 506
Mobile: 0417 864 114
Email: nclifford@nexiaemnt.com.au

Darwin, Northern Territory
Dated: 13 November 2025

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WEST ARNHAM REGIONAL COUNCIL

Opinion

We have audited the financial report of West Arnhem Regional Council (the "Council"), which comprises the statement of financial position as at 30 June 2025, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the Chief Executive Officer's Certificate.

In our opinion, the accompanying financial report of West Arnhem Regional Council, is in accordance with the *Northern Territory Local Government Act 2019* including:

- (i) giving a true and fair view of the Council's financial position as at 30 June 2025 and of its financial performance and its cashflows for the year then ended; and
- (ii) complying with Australian Accounting Standards and the *Northern Territory Local Government (General) Regulations 2021*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Council in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The Councillors and Chief Executive Officer are responsible for the other information. The other information comprises the information in West Arnhem Regional Council's annual report for the year ended 30 June 2025, but does not include the financial report and the auditor's report thereon.

Our opinion on the financial report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of the other information we are required to report that fact. We have nothing to report in this regard.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WEST ARNHAM REGIONAL COUNCIL (CONT.)

Responsibilities of the Councillors and Chief Executive Officer for the Financial Report

The Councillors and Chief Executive Officer of West Arnhem Regional Council are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Northern Territory Local Government Act 2019* and for such internal control as the Councillors and Chief Executive Officer determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Councillors and Chief Executive Officer are responsible for assessing the Council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Councillors and Chief Executive Officer either intend to liquidate the Council or to cease operations, or have no realistic alternative but to do so.

The Councillors and Chief Executive Officer are responsible for overseeing the Council's financial reporting process.

Auditor's responsibility for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or taken together, they could reasonably be expected to influence the economic decisions of users taken based on this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Council's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by those charged with governance.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WEST ARNHAM REGIONAL COUNCIL (CONT.)

Auditor's responsibility for the audit of the financial report (Cont.)

- Conclude on the appropriateness of the Councillors and Chief Executive Officer use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Council's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Council to cease to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Councillors and Chief Executive Officer regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A handwritten signature in purple ink that reads "Nargia Edwards Marshall NT".

Nexia Edwards Marshall NT
Chartered Accountants

A handwritten signature in purple ink that reads "Noel Clifford".

Noel Clifford
Partner

Direct Line: 08 8981 5585 ext. 506
Mobile: 0417 864 114
Email: nclifford@nexiaem.com.au

Darwin, Northern Territory

Dated: 13 November 2025

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WEST ARNHAM REGIONAL COUNCIL
ABN:45 065 336 873
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
INCOME			
Grants and contributions	2A	20,770,174	16,176,599
Rates and annual charges	2B	5,830,849	6,076,850
Other (losses)/ gains	2C	447,148	24,235
Investment income	2D	221,413	192,989
User charges and fees	2E	7,787,513	10,421,027
TOTAL INCOME		35,057,097	32,891,700
EXPENSES			
Depreciation	3A	5,064,566	8,036,274
Employee Cost	3B	14,222,126	15,980,472
Other operating expenses	3C	14,476,168	13,012,425
TOTAL EXPENSES		33,762,860	37,029,171
OPERATIONAL PROFIT (LOSS)		1,294,237	(4,137,471)
Roads and Capital Activities			
Write off Roads		21,219,628	-
Write off Assets		-	345,505
Total Roads and Capital Activities	8	21,219,628	345,505
NET LOSS		(19,925,391)	(4,482,976)
OTHER COMPREHENSIVE INCOME			
Revaluation of buildings and other structures for the year	14	55,375,580	-
TOTAL OTHER COMPREHENSIVE INCOME		55,375,580	-
TOTAL COMPREHENSIVE INCOME (LOSS)		35,450,189	(4,482,976)

The accompanying notes form part of these financial statements.

WEST ARNHAM REGIONAL COUNCIL
ABN:45 065 336 873
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2025

	Note	2025 \$	2024 \$
ASSETS			
CURRENT ASSETS			
Cash on Hand and at Bank	4	14,125,956	8,669,259
Trade and Other Receivables	5	1,588,176	1,567,093
Other Assets	6	170,554	151,626
Inventory	7	133,511	104,829
TOTAL CURRENT ASSETS		16,018,197	10,492,807
NON-CURRENT ASSETS			
Property, Plant and Equipment	8	116,560,000	82,028,083
Right of Use Assets	9	7,475,665	7,765,016
TOTAL NON-CURRENT ASSETS		124,035,665	89,793,099
TOTAL ASSETS		140,053,862	100,285,906
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables	10	4,407,919	3,649,126
Other Contract liabilities	11	9,790,253	5,890,393
Employee Provisions	12	2,023,428	2,009,477
Lease Liabilities	13	229,526	417,932
TOTAL CURRENT LIABILITIES		16,451,126	11,966,928
NON-CURRENT LIABILITIES			
Employee Provisions	12	194,890	223,220
Lease Liabilities	13	8,190,268	8,328,369
TOTAL NON-CURRENT LIABILITIES		8,385,158	8,551,589
TOTAL LIABILITIES		24,836,284	20,518,517
NET ASSETS		115,217,578	79,767,389
EQUITY			
Retained Earnings		32,381,488	54,015,421
Reserves	14	82,836,090	25,751,968
TOTAL EQUITY		115,217,578	79,767,389

The accompanying notes form part of these financial statements.

WEST ARNHAM REGIONAL COUNCIL
ABN:45 065 336 873
STATEMENT OF WORKING CAPITAL
AS AT 30 JUNE 2025

	Note	2025 \$	2024 \$
ASSETS			
CURRENT ASSETS			
Cash on Hand and at Bank	4	14,125,956	8,669,259
Trade and Other Receivables	5	1,588,176	1,567,093
Other Assets	6	170,554	151,626
Inventory	7	133,511	104,829
TOTAL CURRENT ASSETS		16,018,197	10,492,807
Less:			
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables	10	4,407,919	3,649,126
Contract liabilities	11	9,790,253	5,890,393
Employee Provisions	12	2,023,428	2,009,477
Lease Liabilities	13	229,526	417,932
TOTAL CURRENT LIABILITIES		16,451,126	11,966,928
NET CURRENT ASSETS (LIABILITIES)		(432,929)	(1,474,121)
CURRENT RATIO		0.97	0.88

The accompanying notes form part of these financial statements.

WEST ARNHAM REGIONAL COUNCIL
ABN:45 065 336 873
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2025

	Note	Retained Earnings	Assets Revaluation Reserve	Capital Reserves	Other Reserves	Total Equity
		\$	\$	\$	\$	\$
Balance at 1 July 2023		58,425,467	25,711,095	113,803	-	84,250,365
Comprehensive income:						
Loss for the year		(4,482,976)	-	-	-	(4,482,976)
Other comprehensive income (loss) for the year	14	-	-	-	-	-
Total comprehensive income (loss) attributable to Members of the entity for the year		(4,482,976)	-	-	-	(4,482,976)
Transfers between equity		72,930	-	(72,930)	-	-
Balance at 30 June 2024		54,015,421	25,711,095	40,873	-	79,767,389
Balance at 1 July 2024		54,015,421	25,711,095	40,873	-	79,767,389
Comprehensive income:						
Loss for the year		(19,925,391)	-	-	-	(19,925,391)
Other comprehensive income for the year	14	-	55,375,580	-	-	55,375,580
Total comprehensive income (loss) attributable to Members of the entity for the year		(19,925,391)	55,375,580	-	-	35,450,189
Transfers between equity	14	(1,708,542)	-	120,553	1,587,989	-
Balance at 30 June 2025		32,381,488	81,086,675	161,426	1,587,989	115,217,578

The accompanying notes form part of these financial statements.

WEST ARNHAM REGIONAL COUNCIL
ABN:45 065 336 873
STATEMENT OF CASH FLOWS
FOR YEAR ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		13,472,071	18,183,923
Grants and contributions receipts		24,670,034	15,750,571
Payments to suppliers and employees		(27,514,401)	(28,516,075)
Interest received		221,413	192,989
Net cash provided by operating activities	16	<u>10,849,117</u>	<u>5,611,408</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from disposals of property, plant and equipment		511,595	76,433
Payment for property, plant and equipment		(5,140,826)	(5,046,049)
Net cash (used in) investing activities		<u>(4,629,231)</u>	<u>(4,969,616)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Payments for lease liabilities		(763,189)	(454,523)
Net cash (used in) financing activities		<u>(763,189)</u>	<u>(454,523)</u>
Net increase in cash held		5,456,697	187,269
Cash and cash equivalents at beginning of the financial year		8,669,259	8,481,990
Cash and cash equivalents at end of the financial year	4, 16	<u>14,125,956</u>	<u>8,669,259</u>
The accompanying notes form part of these financial statements.			

WEST ARNHEM REGIONAL COUNCIL
ABN:45 065 336 873
NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Material Accounting Policy Information

The financial statements cover West Arnhem Regional Council as an individual entity, incorporated and domiciled in Australia. West Arnhem Regional Council is operating pursuant to the NT Local Government Act 2019 and NT Local Government (General) Regulations 2021.

The financial statements were authorised for issue on 13 November 2025 by the Elected Members of the Council.

Statement of Compliance

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB), the requirements of the Local Government Act 2019, Local Government (General) Regulations 2021 and other authoritative pronouncements of the Australian Accounting Standard Board.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

Basis of Preparation

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements are in Australian Dollars and have been rounded to the nearest dollar.

Critical Accounting Estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Council's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in Note 1(p) Critical Accounting Judgements, Estimates and Assumptions.

Current and Non Current Classification

Assets and liabilities are presented in the statement of financial position based on current and non current classifications.

An asset is classified as current when it is either expected to be realised or intended to be sold or consumed in the Council's normal operating cycle, it is held primarily for the purpose of trading, it is expected to be realised within 12 months after the reporting period and or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non current.

A liability is classified as current when it is either expected to be settled in the Council's normal operating cycle, it is held primarily for the purpose of trading, it is due to be settled within 12 months after the reporting period and or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non current.

Material Accounting Policies**(a) Revenue and Other Income Recognition**

The Council recognises revenue as follows :

Revenue from Contracts With Customers

Revenue is recognised at an amount that reflects the consideration to which the Council is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the Council identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

WEST ARNHAM REGIONAL COUNCIL
ABN:45 065 336 873
NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Material Accounting Policy Information (Cont.)**(a) Revenue and Other Income Recognition (Cont.)****Operating Grants**

Grant revenue is recognised in profit or loss when the Council satisfies the performance obligations stated within the funding agreements.

Funding arrangements which are enforceable and contain sufficiently specific performance obligations are recognised as revenue under AASB15. Otherwise, such arrangements are accounted for under AASB 1058, where upon initial recognition of an asset, the Association is required to consider whether any other financial statement elements should be recognised (for example financial liabilities representing repayable amounts), with any difference being recognised immediately in profit or loss as income.

If conditions are attached to the grant which must be satisfied before the Council is eligible to retain the contribution, the grant will be recognised in the statement of financial position as a liability until those conditions are satisfied.

Capital Grant

When the Council receives a capital grant, it recognises a liability for the excess of the initial carrying amount of the financial asset received over any related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer) recognised under other Australian Accounting Standards.

Rates

Rates are recognised as revenue when the Council obtains control over the asset comprising the receipt.

Rates are an enforceable debt linked to rateable property that will be recovered when the property is sold, and therefore control normally passes at the time of levying, or where earlier upon receipt of rates paid in advance. The rating period and reporting period for the Council coincide and accordingly, all rates levied for the year are recognised as revenue.

Uncollected rates are recognised as receivables.

Contributed Assets

The Council receives assets from the government and other parties for Nil or nominal consideration in order to further its objectives. These assets are recognised in accordance with the recognition requirements of other applicable accounting standards (AASB 9, AASB 16, AASB 116 and AASB 138).

On initial recognition of an asset, the Council recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer).

The Council recognises income immediately in profit or loss as the difference between initial carrying amount of the asset and the related amounts.

Interest Income

Interest income is recognised using the effective interest method.

Donations and Bequests

Donations and bequests are recognised on receipt of the funds with control of this revenue having passed to the Council.

Income from Sale of Goods

Revenue from the sales of goods and the rendering of a service is recognised upon the delivery of the goods and services to the customers.

A receivable will be recognised when the goods are delivered. The Council's right to consideration is deemed unconditional at this time as only the passage of time is required before payment of that consideration is due. There is no significant financing component because sales are made within a credit term of 30 to 45 days.

The Council's historical experience with sales returns show that they are negligible and considered to be highly improbable. As such no provision for sale refunds is recognised by the Council at the time of sale of goods.

All revenue is stated net of the amount of goods and services tax.

WEST ARNHAM REGIONAL COUNCIL
ABN:45 065 336 873
NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Material Accounting Policy Information (Cont.)**(b) Property, Plant and Equipment**

Each class of property, plant and equipment is carried at cost or fair value as indicated, less, where applicable, accumulated depreciation and any impairment losses.

Freehold Property

Freehold land and Buildings are shown at their fair value based on periodic, but at least triennial, valuations by external independent valuers, less subsequent depreciation for buildings.

In periods when the Freehold Land and Buildings are not subject to an independent valuation, the Councillors conduct Councillors' valuations to ensure the carrying amount for the Land and Buildings is not materially different to the fair value.

Increases in the carrying amount arising on revaluation of Land and Buildings are recognised in other comprehensive income and accumulated in the revaluation surplus in equity. Revaluation decreases that offset previous increases of the same class of assets shall be recognised in other comprehensive income under the heading of revaluation surplus. All other decreases are recognised in profit or loss.

Any accumulated depreciation at the date of the revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.

Freehold Land and Buildings that have been contributed at no cost, or for nominal cost, are initially recognised and measured at the fair value of the asset at the date it is acquired.

Plant and Equipment

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than its estimated recoverable amount, the carrying amount is written down immediately to its estimated recoverable amount and impairment losses are recognised either in profit or loss or as a revaluation decrease if the impairment losses relate to a revalued asset. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1(f) for details of impairment).

Plant and equipment that have been contributed at no cost, or for nominal cost, are valued and recognised at the fair value of the asset at the date it is acquired.

Depreciation

The depreciable amount of all fixed assets, including buildings and capitalised lease assets but excluding freehold land, is depreciated on a straight-line basis over the asset's useful life to the entity commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate Life (years)
Buildings, structures and site improvements and improvements	10-60 years
Infrastructure	15- 100 years
Plant and equipment	1-14 years
Roads	2-100 years
Furniture and Fittings and office Equipment	1- 5 years
Motor Vehicles	1- 5 years
Right of Use Assets- Leased Land and Buildings	10-40 years

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised in profit or loss in the period in which they arise. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained earnings.

The Council approved, in a special Council meeting on 29 January 2025, that the Council elected not to recognise roads expenditure as an asset and for those road assets already recorded, in the Council's accounts up to 30 June 2024, to be written off as a cost. The carrying amount of these roads was removed from the asset register, with the resulting loss recognized in the Income Statement of \$21,219,628. The write-off reflects a prudent assessment of asset condition and ensures the financial statements accurately represent the service potential of the Council's infrastructure.

WEST ARNHEM REGIONAL COUNCIL
ABN:45 065 336 873
NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Material Accounting Policy Information (Cont.)**(c) Leases**

At inception of a contract, the Council assess if the contract contains or is a lease. If there is a lease present, a right-of-use asset and a corresponding lease liability is recognised by the Council where the Council is a lessee. However all contracts that are classified as short term leases (lease with remaining lease term of 12 months or less) and leases of low value assets are recognised as an operating lease on a straight-line basis over the term of the lease.

Initially the lease liability is measured at the present value of the lease payments still to be paid at commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the Council uses the incremental borrowing rate.

Lease payments included in the measurement of the lease liability are as follows :

- fixed lease payments less any lease incentives;
- variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date;
- the amount expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options;
- lease payments under extension options, if the lessee is reasonably certain to exercise the options; and
- payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

The right-of-use assets comprise the initial measurement of the corresponding lease liability as mentioned above, any lease payments made at or before the commencement date as well as any initial direct costs. The subsequent measurement of the right-of-use assets is at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the lease term or useful life of the underlying asset whichever is the shortest. Where a lease transfers ownership of the underlying asset or the cost of the right-of-use asset reflects that the Council anticipates to exercise a purchase option, the specific asset is depreciated over the useful life of the underlying asset.

Concessionary Leases

For leases that have significantly below market terms and conditions principally to enable the Council to further its objectives (commonly known as peppercorn / concessionary leases), the Council has adopted the temporary relief under AASB 2019-8 and measures the right of use assets at cost on initial recognition.

(d) Right of Use Assets

A Right of Use Asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right of Use Assets are depreciated on a straight line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the Council expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right of Use Assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

(e) Impairment of Financial Assets

The Council recognises a loss allowance for expected credit losses on:

- financial assets that are measured at amortised cost or fair value through other comprehensive income;
- contract assets (eg amount due from customers under contracts).

The Council uses the following approach to impairment, as applicable under AASB 9: Financial Instruments:

- the simplified approach.

Simplified approach

The simplified approach does not require tracking of changes in credit risk at every reporting period, but instead requires the recognition of lifetime expected credit loss at all times.

This approach is applicable to:

- trade receivables; and
- lease receivables.

In measuring the expected credit loss, a provision matrix for trade receivables is used taking into consideration various data to get to an expected credit loss (i.e. diversity of its customer base, appropriate groupings of its historical loss experience, etc).

WEST ARNHAM REGIONAL COUNCIL
ABN:45 065 336 873
NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Material Accounting Policy Information (Cont.)**(e) Impairment of Financial Assets (Cont.)****Recognition of expected credit losses in financial statements**

At each reporting date, the Council recognises the movement in the loss allowance as an impairment gain or loss in the statement of profit or loss and other comprehensive income.

(f) Impairment of Non Financial Assets

Non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in profit or loss.

Recoverable amount is the higher of an asset's fair value less costs of disposal and value-in-use. The value-in-use is the present value of the estimated future cash flows relating to the asset using a pre-tax discount rate specific to the asset or cash-generating unit to which the asset belongs. Assets that do not have independent cash flows are grouped together to form a cash-generating unit.

Where an impairment loss on a revalued individual asset is identified, this is recognised against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that class of asset.

(g) Employee Benefits**Short-term employee benefits**

Provision is made for the Council's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and annual leave and superannuation. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

The Council's obligations for short-term employee benefits such as wages, salaries and superannuation are recognised as a part of current trade and other payables in the statement of financial position.

Other long-term employee benefits

The Council classifies employees' long service leave and annual leave entitlements as other long-term employee benefits as they are not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Provision is made for the Council's obligation for other long-term employee benefits, which are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to market yields at the end of the reporting period on government bonds that have maturity dates that approximate the terms of the obligations. Any remeasurements for changes in assumptions of obligations for other long term employee benefits are recognised in profit or loss in the periods in which the changes occur.

The Council's obligations for long-term employee benefits are presented as non-current liabilities in its statement of financial position, except where the Council does not have an unconditional right to defer settlement for at least twelve months after the reporting date, in which case the obligations are presented as current liabilities. The Council based on past experience records employee's long service leave entitlements on commencement of their employment within the Council.

Retirement benefit obligations**Superannuation benefits**

All employees of the Council receive accumulated contribution superannuation entitlements, for which the Council pays the fixed superannuation guarantee contribution to the employee's superannuation fund of choice. For the period 1 July 2024 to 30 June 2025 this was 11.5% of the employee's ordinary average salary. From 1 July 2025 this rate has increased to 12% plus additional superannuation of 0.5% in 2025 (2024 :1%) for employees that commenced their employment with Council before the Enterprise Bargaining Agreement (EBA) came into effect. All contributions in respect of employees' accumulated contribution entitlements are recognised as an expense when they become payable. The Council's obligation with respect to employees' accumulated contribution entitlements is limited to its obligation for any unpaid superannuation guarantee contributions at the end of the reporting period. All obligations for unpaid superannuation guarantee contributions are measured at the (undiscounted) amounts expected to be paid when the obligation is settled and are presented as current liabilities in the Council's statement of financial position.

(h) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

WEST ARNHAM REGIONAL COUNCIL
ABN:45 065 336 873
NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Material Accounting Policy Information (Cont.)**(i) Trade and Other receivables**

Trade and other receivables include amounts due from clients for fees and goods and services provided, from donors and any outstanding grant receipts. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

Accounts receivable are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any provision for measurement. Refer to Note 1(e) for further discussions on the determination of impairment losses.

(j) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

(k) Income Tax

No provision for income tax has been raised as the entity is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.

(l) Trade and Other Payables

Trade and other payables represent the liabilities for goods and services received by the Council during the reporting period that remain unpaid at the end of the reporting period. Trade payables are recognised at their transaction price. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

(m) Contract Liabilities

Contract liabilities represent the Council's obligation to transfer goods or services to a customer or complete required performance obligations and are recognised when a customer pays consideration, or when the Council recognises a receivable to reflect its unconditional right to consideration (whichever is earlier), before the Council has transferred the goods or services to the customer and or completed required performance obligations.

(n) Provisions

Provisions are recognised when the Council has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of reporting period.

(o) Comparative Figures

Where required by Accounting Standards comparative figures have been adjusted to conform with changes in presentation for the current financial year.

WEST ARNHAM REGIONAL COUNCIL
ABN:45 065 336 873
NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Material Accounting Policy Information (Cont.)

(p) Critical Accounting Judgements, Estimates and Assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

(i) Valuation of buildings, land and infrastructure

The Council engaged independent valuers in 2025 to conduct an independent valuation of its land, buildings and infrastructure assets. Marsh Valuation Services were engaged to undertake this valuation of the Council's property and infrastructure assets

The valuation was completed on 16 October 2025 with the valuation date being 30 June 2025. The valuation of Council's infrastructure assets was performed by Ms. Khadhija Bembridge, BE, GradIEAust, Consultant Valuer License number 8504641 and Mr. Langley Johnston, BEMIEAust, Principal-Infrastructure License number 4365664. The valuation of Council's land and buildings, site improvements and other structures was performed by Mr. Matthew Persley, AAPI, Certified Practising Valuer, Valuer Number 4057MR and Mr. Travis Whiteman, AAPI, Certified Practising Valuer, Valuer Number 5143.

The valuation was prepared in accordance with the Australian Accounting Standards with the basis of value used being fair value of the assets. In determining fair value, the valuer has used the Market Approach and Cost Approach. The market approach compares assets with identical or comparable (similar) assets for which price information is available. The cost approach provides an indication of value by calculating the current replacement or reproduction cost of an asset and making deductions for physical deterioration and all other relevant forms of obsolescence. Straight line depreciations were used for buildings and infrastructure assets and the estimated remaining useful life of assets having regard to physical deterioration, functional and economic obsolescence.

Council assets were valued on the basis that the Council intends to retain the assets for a continuous use for Council's purposes. The current use of these assets is presumed to be their highest and best use.

The valuation of these assets at 30 June 2025 resulted in a net increase in the land, buildings and infrastructure value of \$55,375,580 and an increase of the same amount to the Asset Revaluation Reserve.

(ii) Useful lives of property, plant and equipment

As described in Note 1(b), the Council reviews the estimated useful lives of property, plant and equipment at the end of each reporting period, based on the expected utility of the assets.

The Council determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

(iii) Impairment- General

The Council assesses impairment at the end of each reporting period by evaluating conditions and events specific to the Council that may be indicative of impairment triggers.

Impairment of plant and equipment

The Council assesses impairment of plant and equipment at each reporting date by evaluating conditions specific to the Council and to the particular asset that may lead to impairment. If an impairment trigger exists, the recoverable amount of the asset is determined. This involves fair value less costs to sell or value-in-use calculations, which incorporate a number of key estimates and assumptions. There was no provision for impairment of plant and equipment at 30 June 2025 (2024: \$Nil).

Impairment of accounts receivable

The provision for impairment of receivables assessment requires a degree of estimation and judgement. The level of provision is assessed by taking into account the recent sales experience, the ageing of receivables, historical collection rates and specific knowledge of the individual debtors' financial position. Provision for impairment of receivables at 30 June 2025 amounted to \$17,225 (2024: \$36,638).

WEST ARNHAM REGIONAL COUNCIL
ABN:45 065 336 873
NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 1 Material Accounting Policy Information (Cont.)

(p) Critical Accounting Judgements, Estimates and Assumptions (Cont.)

(iv) Performance Obligations Under AASB 15

To identify a performance obligation under AASB 15, the promise must be sufficiently specific to be able to determine when the obligation is satisfied. Management exercises judgement to determine whether the promise is sufficient by taking into account any conditions specified in the arrangement, explicit or implicit, regarding the promised goods or services. In making this assessment, management includes the nature / type, cost /value, quantity and the period of transfer related to the goods or services promised.

v) Performance Obligations Under AASB 16

The lease term is a significant component in the measurement of both the right-of-use asset and lease liability. Judgement is exercised in determining whether there is reasonable certainty that an option to extend the lease or purchase the underlying asset will be exercised, or an option to terminate the lease will not be exercised, when ascertaining the periods to be included in the lease term. In determining the lease term, all facts and circumstances that create an economical incentive to exercise an extension option, or not to exercise a termination option, are considered at the lease commencement date. Factors considered may include the importance of the asset to the Corporation's operations; comparison of terms and conditions to prevailing market rates; incurrence of significant penalties; existence of significant leasehold improvements; and the costs and disruption to replace the asset. The Corporation reassesses whether it is reasonably certain to exercise an extension option, or not exercise a termination option, if there is a significant event or significant change in circumstances.

Where the interest rate implicit in a lease cannot be readily determined, an incremental borrowing rate is estimated to discount future lease payments to measure the present value of the lease liability at the lease commencement date. Such a rate is based on what the Corporation estimates it would have to pay a third party to borrow the funds necessary to obtain an asset of a similar value to the right-of-use asset, with similar terms, security and economic environment.

(q) Fair Value of Assets and Liabilities

The Council measures some of its assets at fair value on either a recurring or non-recurring basis, depending on the requirements of the applicable Accounting Standard.

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

(r) Economic Dependence and Going Concern

The financial statements have been prepared on a going concern basis, which contemplates continuity of normal business activities and the realisation of assets and settlement of liabilities in the ordinary course of business.

The Council is dependent on continued funding from the Australian and Northern Territory Governments to ensure the continuance of its activities. At the date of this report Management has no reason to believe that Council will not continue to receive funding support from the Governments. Current funding for the Active Regional and Remote Community program from Northern Territory Government runs until 30th June 2029 and the Local Authority Project funding program runs until 30 June 2027. The operations and future success of the Council is dependent upon the continued support and funding by the government bodies and the achievement of operating surpluses and positive operating cash flows.

(s) New and Amended Accounting Standards and Policies Adopted By The Council

AASB 2020-1: Amendments to Australian Accounting Standards - Classification of Liabilities as Current or Non-Current.

The Council adopted AASB 2020-1 which amends AASB 101 to clarify requirements for the presentation of liabilities in the statement of financial position as current or non-current. It also clarifies the meaning of "settlement of a liability".

The adoption of the amendment did not have a material impact on the financial statements.

AASB 2022-6: Amendments to Australian Accounting Standards - Non-Current Liabilities with Covenants.

The Council adopted AASB 2022-6: Amendments to Australian Accounting Standards - Non-Current Liabilities with Covenants which amends AASB 101 to improve the information an Council provides in its financial statements about liabilities from loan arrangements for which the Council's right to defer settlement of those liabilities for at least 12 months after the reporting period is subject to the Council complying with conditions specified in the loan arrangement.

The adoption of the amendment did not have a material impact on the financial statements.

The West Arnhem Regional Council has adopted all amendments required for the year ended 30 June 2025. The adoption of these amendments did not have a material impact on the financial statements.

WEST ARNHAM REGIONAL COUNCIL
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NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 2 Revenue and Other Income

The majority of West Arnhem Regional Council funding is in the form of grants from governmental department bodies. The Council has assessed that the majority of its grant agreements are enforceable and contain sufficiently specific performance obligations. This assessment is based on the fact that the agreements require the Council to deliver defined activities such as waste management and sustainability initiatives, infrastructure development, community wellbeing programs, and initiatives that support economic opportunities and employment. Each agreement also specifies the duration of the programs and associated reporting requirements. The Council therefore recognises funding received under such agreements as Revenue under AASB 15. Revenue is recognised as the Council delivers the required services over the duration of the underlying programs.

	Note	2025 \$	2024 \$
2A Grant and Contributions			
NTG - Operational Grants		10,017,761	9,445,983
NTG - Capital Grants		2,544,400	2,083,800
Aust Gov - Operational Grants		5,264,410	4,803,661
Aust Gov - Capital Grants		4,646,075	2,823,240
Grant Income Other		1,219,190	55,267
		<u>23,691,836</u>	<u>19,211,951</u>
Less movement:			
Grant Income brought and carried forward movement		(2,921,662)	(3,035,352)
Total Grant and Contributions		<u>20,770,174</u>	<u>16,176,599</u>
2B Rates and annual charges			
General Rate Income Base		2,364,196	2,304,407
Sewerage Charges Income Base		657,544	711,797
Water Charges Income Base		1,153,351	1,440,743
Domestic Waste Charge Income Base		1,362,646	1,321,663
Commercial Waste Charge Income		131,362	143,880
Animal Control - Special Rate		161,750	154,360
Total Rates and annual charges		<u>5,830,849</u>	<u>6,076,850</u>
2C Other (losses)/ gains			
Gain on disposal of assets		447,148	24,235
Total Other (losses)/ gains		<u>447,148</u>	<u>24,235</u>
2D Investment income			
Interest income		221,413	192,989
Total Investment income		<u>221,413</u>	<u>192,989</u>
2E User charges and fees:			
Property lease rental fees		201,461	185,947
Reimbursement Income		184,696	76,528
Insurance claims		52,945	1,403,763
Equipment Hire Income		92,875	48,659
Landfill Fee Income		485,202	368,034
Council Fees and Charges Income		31,624	54,723
Sales Income		701,734	861,427
Service Fee Income		948,014	983,734
Contract Fee Income		4,129,252	5,372,316
FAO Childcare Benefit		290,879	455,519
Other Agency Income		372,358	475,167
Fuel Tax Credit		60,166	61,700
Contribution		27,820	12,977
Other income		208,487	60,533
Total User charges and fees		<u>7,787,513</u>	<u>10,421,027</u>

WEST ARNHAM REGIONAL COUNCIL
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NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 3	Expenses	2025 \$	2024 \$
3A	Depreciation Expense		
	Depreciation Expense Buildings	1,567,712	1,710,539
	Depreciation Expense Infrastructure	2,029,530	2,010,411
	Depreciation Expense Plant and Equipment	720,898	880,514
	Depreciation Expense Furniture Fittings and Office	123,247	118,370
	Depreciation Expense Vehicles	259,027	302,432
	Depreciation Expense - Section 19 Leases	174,042	147,089
	Depreciation Expense - Jabiru Town Leases	190,110	183,271
	Depreciation Expense Roads	-	2,683,648
	Total Depreciation Expense	5,064,566	8,036,274
3B	Employee Cost		
	Salaries and Wages	10,446,491	11,813,898
	Leave provision expense	1,513,834	1,775,641
	Locality Allowance	283,714	324,101
	Superannuation	1,469,866	1,609,572
	Worker compensation	491,133	426,392
	Fringe Benefits Tax	17,088	30,868
	Total Employee Cost	14,222,126	15,980,472
3C	Other operating expenses		
	Accounting & Audit Fee	82,215	64,999
	Airfare & Taxi	358,478	372,652
	Bank fees	11,694	13,880
	Bad Debt Provision & write off	84	13,947
	Capital expenditure (minor)	150,000	-
	Elected and Committee Member Payments	415,489	367,083
	Contractors	4,809,410	4,452,931
	Disaster Recovery costs	100,000	-
	Election setup expenses	87,989	-
	Food Purchases	169,667	224,051
	Freight Expense	252,961	252,932
	Fuel Diesel /UL	411,620	499,015
	Hire of Plant, Equipment and Office	19,017	16,032
	Insurance	2,615,649	1,153,417
	Interest - Lease Liabilities	361,881	349,589
	Interest - Other	-	1,885
	Inventory Purchases	405,652	587,557
	Leases - Equipment & Low Value Assets	26,566	27,048
	Leases - Jabiru and Section 19 Charges	68,194	107,683
	Legal Fees	134,696	60,816
	Lotto/Scratchies Purchases	87,942	106,308
	Materials expense	871,989	936,576
	Motor Vehicle Registration	104,776	116,033
	Minor Capital Expenditure	58,457	60,163
	Professional Fees	344,212	477,438
	Relocation/Recruitment Expense	142,429	174,412
	Software and Other License Fees	388,292	274,669
	Software Help Desk Support	436,587	713,044
	Staff Housing Rent Expense	-	54,336
	Subscriptions and Membership	57,184	62,652
	Sundry	56,941	18,676
	Telephone, Network and Communication	167,684	192,130
	Training Expenses	184,529	263,976
	Travel, Accommodation & Meals	168,627	42,399
	Utilities - Electricity, Water, Gas & Sewerage	925,257	954,096
	Total Operating Expense	14,476,168	13,012,425

WEST ARNHAM REGIONAL COUNCIL
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NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 4	Cash on Hand and at Bank	Note	2025	2024
			\$	\$
	CURRENT			
	Term Deposit		2,255,000	2,655,000
	Cash at Bank		11,869,318	6,012,459
	Cash on Hand		1,638	1,800
	Total Cash on Hand and at Bank		14,125,956	8,669,259
	Restricted cash and cash equivalents summary			
	<i>Purpose</i>			
	External restrictions			
	Included in liabilities			
	Contract liabilities and Revenue in advance	11	9,790,253	5,890,393
	Total external restrictions		9,790,253	5,890,393
	Internal restrictions			
	Included in liabilities Employee Leave Provisions current		2,023,428	2,009,477
	Total internal restrictions		2,023,428	2,009,477
	Total unrestricted		2,312,275	769,389
	Total Cash on hand and at bank	16(a), 20	14,125,956	8,669,259
Note 5	Trade and Other Receivables			
	CURRENT			
	Receivables :			
	Trade receivables		1,093,538	951,628
	Less: Provision for impairment of receivables		(17,225)	(36,638)
	Total trade receivables		1,076,313	914,990
	Other Receivables :			
	Accrued Income		322,747	318,366
	ATO Receivables - GST (Net)		189,116	333,737
	Total Other receivables		511,863	652,103
	Total current trade and other receivables	20	1,588,176	1,567,093
	The Council normal credit term is 30 days. No interest is charged for the first 30 days from the date of invoice. Thereafter, interest is charged at 10% per annum, and is calculated on a daily basis, on the outstanding balance.			
	Ageing of accounts receivable:			
	The ageing of trade receivables is detailed below:			
	Not past due		599,392	486,628
	Past due 31-60 days		26,027	230,781
	Past due 61-90 days		153,777	48,631
	Past due 91+ days		314,342	185,588
	Total		1,093,538	951,628
	Movement in provision for impairment of receivables			
	Balance at beginning of the year		36,638	57,843
	Provision utilised during year and or recovered		(19,413)	(21,205)
	Balance at the end of the year		17,225	36,638
Note 6	Other Assets			
	CURRENT			
	Prepayments		170,554	151,626
	Total Other Assets		170,554	151,626
Note 7	Inventory			
	CURRENT			
	Inventory at cost (Fuel, Oil and Merchandise)		133,511	104,829
	Total Inventory		133,511	104,829
	All Inventories are expected to be either sold or utilised within 12 months			

WEST ARNHAM REGIONAL COUNCIL
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NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 8	Property, Plant and Equipment	Note	2025 \$	2024 \$
	NON CURRENT			
	Land and Buildings, Roads and Infrastructures:			
	Land:			
	At Cost		-	688,500
	At independent valuation 2025		520,000	-
	Total Land		520,000	688,500
	Buildings:			
	At independent valuation 2025		1,747,165	-
	At cost		30,971,682	32,067,046
			32,718,847	32,067,046
	Less Accumulated depreciation		(17,172,348)	(15,605,138)
	Total Buildings		15,546,499	16,461,908
	Infrastructure assets:			
	At independent valuation 2025		89,692,564	-
	At cost		19,657,911	53,512,689
			109,350,475	53,512,689
	Less Accumulated depreciation		(16,215,991)	(14,189,196)
	Total Infrastructure assets		93,134,484	39,323,493
	Roads:			
	At cost		-	34,647,986
	Less Accumulated depreciation		-	(13,428,358)
	Total Roads		-	21,219,628
	Total Land and Buildings, Roads and Infrastructure	21	109,200,983	77,693,529
	Vehicles at cost			
	At cost		2,773,191	2,908,635
	Less Accumulated depreciation		(2,457,159)	(2,530,429)
	Total Vehicles		316,032	378,206
	Furniture and Fittings:			
	At cost		927,205	927,205
	Less Accumulated depreciation		(763,295)	(640,048)
	Total Furniture and Fittings		163,910	287,157
	Plant and Equipment:			
	At Cost		9,171,647	9,408,356
	Less Accumulated depreciation		(7,045,464)	(7,035,400)
	Total Plant and Equipment		2,126,183	2,372,956
	WIP		4,752,892	1,296,235
	Total Property, Plant and Equipment		116,560,000	82,028,083

Movements in Carrying Amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Land \$	Buildings \$	Infrastructure \$	Road Structures \$	Motor Vehicles \$	Furniture and Fittings \$	Plant and Equipment \$	WIP \$	Total \$
Carrying amount at 1 July 2024	688,500	16,461,908	39,323,493	21,219,628	378,206	287,157	2,372,956	1,296,235	82,028,083
Additions at cost	-	785,937	162,807	-	208,237	-	527,188	3,456,657	5,140,826
write off adjustments	-	-	-	(21,219,628)	-	-	-	-	(21,219,628)
Disposals/ adjustments	-	-	-	-	(11,384)	-	(53,063)	-	(64,447)
Depreciation expense	-	(1,567,712)	(2,029,530)	-	(259,027)	(123,247)	(720,898)	-	(4,700,414)
Revaluation increments (decrements)	(168,500)	(133,634)	55,677,714	-	-	-	-	-	55,375,580
Carrying amount at 30 June 2025	520,000	15,546,499	93,134,484	-	316,032	163,910	2,126,183	4,752,892	116,560,000

WEST ARNHAM REGIONAL COUNCIL
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NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 8 Property, Plant and Equipment (Cont.)

The Council engaged independent valuers in 2025 to conduct an independent valuation of its land, buildings and infrastructure assets. Marsh Valuation Services were engaged to undertake this valuation of the Council's property and infrastructure assets.

The valuation was completed on 16 October 2025 with the valuation date being 30 June 2025. The valuation of Council's infrastructure assets was performed by Ms. Khadhija Bembridge, BE, GradIEAust, Consultant Valuer License number 8504641 and Mr. Langley Johnston, BEMIEAust, Principal-Infrastructure License number 4365664. The valuation of Council's land and buildings, site improvements and other structures was performed by Mr. Matthew Persley, AAPI, Certified Practising Valuer, Valuer Number 4057MR and Mr. Travis Whiteman, AAPI, Certified Practising Valuer, Valuer Number 5143.

The valuation was prepared in accordance with the Australian Accounting Standards with the basis of value used being fair value of the assets. In determining fair value, the valuer has used the Market Approach and Cost Approach. The market approach compares assets with identical or comparable (similar) assets for which price information is available. The cost approach provides an indication of value by calculating the current replacement or reproduction cost of an asset and making deductions for physical deterioration and all other relevant forms of obsolescence. Straight line depreciations were used for Buildings and infrastructure assets and the estimated remaining useful life of assets having regard to physical deterioration, functional and economic obsolescence.

Council assets were valued on the basis that the Council intends to retain the assets for a continuous use for Council's purposes. The current use of these assets is presumed to be their highest and best use.

The valuation of these assets at 30 June 2025 resulted in a net increase in the land, buildings and infrastructure value of \$55,375,580 and an increase of the same amount to the Asset Revaluation Reserve.

(ii) Roads Structure

The Council approved, in a special Council meeting on 29 January 2025, that the Council elected not to recognise roads expenditure as an asset and for those road assets already recorded, in the Council's accounts up to 30 June 2024, to be written off as a cost. The carrying amount of these roads was removed from the asset register, with the resulting loss recognized in the Income Statement of \$21,219,628. The write-off reflects a prudent assessment of asset condition and ensures the financial statements accurately represent the service potential of the Council's infrastructure.

	2025	2024
	\$	\$
Note 9 Right of Use Assets		
NON CURRENT		
Right of Use Assets :		
Leased Buildings	9,147,905	9,088,930
Less Accumulated depreciation	(1,672,240)	(1,323,914)
	7,475,665	7,765,016
The Council's lease portfolio includes lease of buildings. The Property leases have an average of 20 years as their lease term.		
The option to extend or terminate are contained in several of the property leases of the Council. These clauses provide the Council the opportunities to manage leases in order to align with its strategies. All of the extension or termination options are only exercisable by the Council. The extension or termination options which were probable to be exercised have been included in the calculation of the Right of Use Asset.		
Carrying amount at 1 July 2024	7,765,016	7,765,016
Additions at cost	74,801	74,801
Depreciation expense	(364,152)	(364,152)
Carrying amount at 30 June 2025	7,475,665	7,475,665
(b) AASB 16 Related Amounts Recognised in the Statement of Profit and Loss		
Depreciation charge related to right of use assets	364,152	330,360
Interest expense on lease liabilities	361,881	349,589
Short Term leases expense	94,760	134,731
	820,793	814,680

WEST ARNHAM REGIONAL COUNCIL
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NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$
Note 10 Trade and Other Payables		
CURRENT		
Trade creditors	2,977,035	2,631,151
Accrued expenditure	1,073,076	834,056
Other Payables	144,125	169,961
Income in Advance	213,683	13,958
Total Trade and Other Payables	4,407,919	3,649,126
(a) Financial liabilities at amortised cost are classified as trade and other payables.		
Trade and other payables:	4,407,919	3,649,126
Total trade and other payables	4,407,919	3,649,126
Financial liabilities as trade and other payables	20 4,407,919	3,649,126
	2025	2024
	\$	\$
Note 11 Contract Liabilities		
CURRENT		
Contract Liabilities - unspent grant funded programs	2,593,398	2,210,930
Contract Liabilities - capital grant funded programs	4,860,560	3,376,320
Grants refundable	536,362	303,143
Grant Revenue in Advance	1,799,933	-
	9,790,253	5,890,393
Total Other Contract Liabilities	9,790,253	5,890,393

WEST ARNHAM REGIONAL COUNCIL
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NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$
Note 11 Contract Liabilities (Cont.)		
Total Contract and Unspent liabilities comprising the following grant funding amounts:		
(a) Contract Liabilities - grant funded programmes		
Warruwi Outside School Hours Care	42,206	36,139
Aged Care Transitional Support	22,549	22,549
TEABBA Staff Funding - Indigenous Broadcasting	-	12,329
NAIDOC Week	9,335	11,005
Kurrung Sports Carnival - Sport Australia	10,030	7,925
Celebrating Aboriginal Culture (Australia Day)	-	1,746
Ninja Warrior Obstacle Course	-	1,157
Strong Women for Healthy Country Network Forum	-	1,135
Commonwealth Home Support Program	-	574,720
NT Jobs Package - Aged Care	478,842	298,714
Remote Sports Program	-	54,775
Malala Road (non gazetted) Maningrida - From Lot 736	-	1,069
Seeding New Investment	-	18,691
Manage Creche	448,449	762,305
Long Day Care Toy & Equipment Grant Program	-	1,635
Youth Mobile Gym Program - Maningrida	-	760
Deliver Indigenous Broadcasting Programs (RIBS)	93,729	47,991
Sports and Recreation	243,807	271,284
West Arnhem Youth Leadership Summit	25,333	85,000
Inter-community Fishing Competition-GUN & JAB	20,000	-
Active Regional and Remote Communities Program	195,201	-
Transition Support Aged Care	10,000	-
Community Night Patrols	205,364	-
Repair the Maningrida Pool Eroded Footings	50,000	-
R2R - Warruwi Internal Road, Warruwi, From Lot 4 to Lot 148	7,921	-
R2R - Airport Road, Maningrida - From Lot Lot 438 to Lot 739	25,968	-
Upgrade for Maningrida Rd and airport road funeral access	10,610	-
Public Library Services	1,590	-
Kakadu Traithlon	5,670	-
Local Authorities Community Project Income	609,706	-
Regional and Remote Burials Grant - MAN and WAR	28,780	-
Regional and Remote Burials Grant - Minjilang	48,308	-
Total Contract Liabilities - grant funded programmes	2,593,398	2,210,929
(b) Contract Liabilities - capital grant funded programs		
Local Authorities Community Project Income	-	1,008,229
WaRM - Waste and Resource Management	183,303	148,800
Warruwi Community Hall Upgrade	-	372,669
ABA - Maningrida Oval Changerooms	1,916,115	395,196
Regional and Remote Burials Grant - MAN and WAR	-	43,000
Regional and Remote Burials Grant - Minjilang	-	50,000
LRCI Phase 4 - Part B - Malabam Road - Maningrida	-	281,544
Critical upgrades to Minjilang staff housing;	-	158,682
Purchase of a new garbage compactor for Minjilang	40,652	250,000
Brockman Oval grandstand installation - Jabiru	-	86,700
Brockman Oval Lights - Jabiru	1,412,255	150,000
Revitalisation Project - Jabiru	125,000	16,500
West Arnhem Cemetery Establishment - MANINGRIDA	409,814	415,000
Jabiru Library Revitalisation Phase 2	41,947	-
Repair and Maintenance of Maningrida Basketball Court	42,730	-
4WD Buses -Gunbalanya and Maningrida -Sports & Recreation	438,744	-
Jabiru Gym Upgrade	50,000	-
Replace the Minjilang Fuel Tank	200,000	-
Total Contract Liabilities - capital grant funded programs	4,860,560	3,376,320

WEST ARNHEM REGIONAL COUNCIL
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NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

	2025	2024
	\$	\$
Note 11 Contract Liabilities (Cont.)		
(c) Grants refundable		
TFHC - Womens Safe House NPA	-	200,202
Flexible Support Packages and COVID-19 Service Delivery Cost	-	67,289
Domestic Family & Sexual Violence Program	-	35,652
International Women's Day – Library Event	258	-
National Australia Day Council - Australia Day Grant	842	-
Celebrating Aboriginal Culture (Australia Day)	1,746	-
Australia Day Council Regional Grant	224	-
Youth Mobile Gym Program - Maningrida	760	-
Commonwealth Home Support Program	532,495	-
Long Day Care Toy & Equipment Grant Program	37	-
Total Grants refundable	536,362	303,143
(d) Contract liabilities - movement in amounts :		
Balance at the beginning of the year	2,210,930	2,444,066
Additions: Grants for which performance obligations will only be satisfied in subsequent years	2,593,398	2,210,930
Expended : Grants acquitted or utilised during the year	(2,210,930)	(2,444,066)
Closing balance	2,593,398	2,210,930

	2025	2024
	\$	\$
Note 12 Employee Provisions		
CURRENT		
Provision for annual leave	1,209,452	1,178,811
Provision for long service leave	813,976	830,666
	2,023,428	2,009,477
NON-CURRENT		
Provision for long service leave	194,890	223,220
	194,890	223,220
Total provisions for employee benefits	2,218,318	2,232,697
Analysis of total provisions:	Total	
	\$	
Opening balance at 1 July 2024	2,232,697	
Provisions used during the year (net)	(14,379)	
Balance at 30 June 2025	2,218,318	

Provision For Employee Benefits

Employee provisions represents amounts accrued for annual leave and long service leave.

The current portion for this provision includes the total amount accrued for annual leave entitlements and the amount accrued for long service leave entitlements that have vested due to employees having completed the required period of service. Based on past experience, the Council does not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within the next 12 months. However, these amounts must be classified as current liabilities since the Council does not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their leave entitlement.

The non-current portion for this provision includes amounts accrued for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.

In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based upon historical data. The measurement and recognition criteria for employee benefits have been discussed in Note 1(g).

WEST ARNHAM REGIONAL COUNCIL
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NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
Note 13 Lease Liabilities			
CURRENT			
Lease Liabilities		182,164	146,623
Accrued lease charges		47,362	271,309
		<u>229,526</u>	<u>417,932</u>
NON-CURRENT			
Lease Liabilities		8,190,268	8,328,369
		<u>8,190,268</u>	<u>8,328,369</u>
Total Lease Liabilities	20	<u>8,419,794</u>	<u>8,746,301</u>
		2025	2024
		\$	\$
Note 14 Reserves			
Asset Revaluation Reserve		81,086,675	25,711,095
Capital Reserve		161,426	40,873
Other Reserve		1,587,989	-
Total Reserves		<u>82,836,090</u>	<u>25,751,968</u>
Asset Revaluation Reserve		<u>81,086,675</u>	<u>25,711,095</u>
Movements in the Reserve during the year were:			
Opening Balance		25,711,095	25,711,095
Revaluation increments (decrements)		55,375,580	-
Closing Balance Asset Revaluation Reserve		<u>81,086,675</u>	<u>25,711,095</u>
Capital Reserve		<u>161,426</u>	<u>40,873</u>
Movements in the Reserve during the year were:			
Opening Balance		40,873	1,160,271
transfers from (to) retained earnings		120,553	(1,119,398)
Credit Income Statement Build Reserve		-	-
Closing Balance Capital Reserve		<u>161,426</u>	<u>40,873</u>
Other Reserve		<u>1,587,989</u>	<u>-</u>
Movements in the Reserve during the year were:			
Opening Balance		-	-
transfers from (to) retained earnings		1,587,989	-
Closing Balance Other Reserve		<u>1,587,989</u>	<u>-</u>

The Asset Revaluation Reserve records the revaluations of non current assets.
The Capital Reserve is maintained for Council nominated capital projects and acquisitions.
The Other Reserve is maintained for Council nominated operational works.

WEST ARNHAM REGIONAL COUNCIL
ABN:45 065 336 873
NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 15 Related Party Transactions

Any persons having authority and responsibility for planning, directing and controlling the activities of the Council, directly or indirectly, including any Board Member (whether executive or otherwise) of the Council, is considered to be Key Management Personnel (KMP).

(i) **Names of the persons holding the position of KPM at the Council at any time during the year are:****Councillors**

Councillor (Mayor) James Woods	
Councillor (Deputy Mayor) Elizabeth Williams	
Councillor Ralph Blyth	
Councillor Otto Dan	
Councillor James Marrawal	
Councillor Gabby Gumurdul	Resigned 28 October 2024
Councillor Donna Nadjamerrek	
Councillor Jacqueline Phillips	
Councillor Henry Guwiyul	Resigned 8 November 2024
Councillor Mickitija Onus	
Councillor Jermaine Namanurki	Commenced 19 July 2024
Councillor Monica Wilton	Commenced 19 July 2024
Councillor Tamar Nawirridj	
Councillor Steven Nabalmarda	

Chief Executive Officer

Andrew Walsh	Resigned 27 February 2025
Ben Waugh (Interim CEO)	Period 17 February 2025 to 17 May 2025
Katharine Clare Murray	Commenced 28 April 2025
Fiona Ainsworth (Acting CEO)	Period 27 December 2024 to 01 January 2025
Jocelyn Nathanael-Walters (Acting CEO)	Period 13 September 2024 to 20 September 2024

Executive Management

Fiona Ainsworth, Director of Community and Council Services	Commenced 17 May 2021 (General Manager Technical Services, from December 2022, Acting Chief Operating Officer, and from 12 February 2024 Director of Community and Council Services).
Rick Mitchell, Acting Director of Community and Council Services	Period 19 December 2024 to 22 December 2024, 04 January 2025 to 12 January 2025 and 14 April 2025 to 28 April 2025
Jocelyn Nathanael-Walters, Director of Finance	Commenced 05 February 2024
Ben Waugh (Acting Director of Finance)	Period 21 May 2025 to 23 June 2025

WEST ARNHAM REGIONAL COUNCIL
ABN:45 065 336 873
NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 15 Related Party Transactions (Cont.)**(ii) Remuneration of KMP**

The KMP of Council includes the elected members, the CEO, and certain prescribed officers under AASB 124. In all, 20 were paid the following total remuneration (21 KMP in 2024).

	2025	2024
	\$	\$
Short-term employee benefits	744,258	786,048
Non-cash benefits	18,788	93,734
Termination benefits	98,354	106,544
Councillor Allowances	423,495	341,608
Total Key Management Remuneration	1,284,895	1,327,934

(iii) CEO Remuneration :

The Council CEO's (as defined by AASB 124 Related Party Disclosure and in accordance with General Instruction 2: Annual Financial Statement) were paid the following total remuneration for the 2024-25 year:

Position	CEO	Interim CEO	CEO	Acting CEO	Acting CEO	DCC	Acting DCC	DF	Interim DF
Name	Andrew Walsh	Ben Waugh	Katharine Murray	Jocelyn Nathanael - Walters	Fiona Ainsworth	Fiona Ainsworth	Rick Mitchell	Jocelyn Nathanael - Walters	Ben Waugh
Start and end dates	4/03/2024 to 27/02/2025	17/02/2025 to 17/05/2025	28/04/2025 to current	13/09/2024 to 20/09/2024	27/12/2024 to 01/01/2025	12/02/2024 to current	19/12/2024 to 22/12/2024, 04/01/2025 to 12/01/2025, 14/04/2025 to 28/04/2025	05/02/2024 to current	21/05/25 to 23/06/2025
Short-term benefits	\$192,853	\$68,000	\$37,491	\$6,253	\$3,931	\$222,454	\$14,869	\$190,094	\$8,313
Non-cash benefits	\$18,788	-	-	-	-	-	-	-	-
Termination benefits	\$90,571	\$6,923	-	-	-	-	-	-	860.00
Total Remuneration	\$302,212	\$74,923	\$37,491	\$6,253	\$3,931	\$222,454	\$14,869	\$190,094	\$9,173

(iv) Other Transactions

Other than the amount paid as taxpayers or residents (e.g. rates, user charges fees, etc.), no other transactions have been made with KMP during the year.

(v) During the year the Council entered into the following transactions with the related parties:

	Receiving of Services 2025	Receiving of Services 2024
	\$	\$
CouncilBIZ	576,864	1,025,450
Local Gov Association NT	45,128	55,833
	621,992	1,081,283

There are no other transactions with KMP and or other related parties in 2025 (2024: Nil).

WEST ARNHAM REGIONAL COUNCIL
ABN:45 065 336 873
NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
Note 16 Cash Flow Information			
(a) Reconciliation of cash and cash equivalents to Statement of Cash Flows :			
Cash on hand and at bank	4	14,125,956	8,669,259
Total cash as stated in the Statement of cash flows		14,125,956	8,669,259
(b) Reconciliation of Cash Flow from Operating Activities with Current Year Loss			
Loss: for the current year		(19,925,391)	(4,482,976)
Non-cash flows:			
Depreciation and amortisation expense		5,064,566	8,036,274
Gain on disposal of assets		(447,148)	(24,235)
Write off assets - buildings (leased)		-	345,505
Write off assets Roads		21,219,628	-
Interest expense on lease liabilities		361,881	349,589
Changes in assets and liabilities:			
(Increase)/decrease in Trade and Other Receivables		(21,083)	1,540,168
(Increase)/decrease in other assets		(18,928)	(99,950)
(Increase)/decrease in Inventory		(28,682)	114,580
Increase/(decrease) in Trade and Other payables		758,793	5,138
Increase/(decrease) in Other Contract liabilities		3,899,860	(426,028)
Increase/(decrease) in Employee Provisions		(14,379)	253,343
Net cash provided by operating activities		10,849,117	5,611,408

Note 17 Lease and Capital Expenditure Commitments Outstanding:

	2025 \$	2024 \$
(a) Lease Liability Lease Commitments		
<i>Leasehold rental commitments</i>		
Committed at the reporting date but not recognised as liabilities, payable:		
Within one year	539,815	502,356
One to five years	2,048,820	2,185,756
More than 5 years	11,897,389	12,221,211
	14,486,024	14,909,323
(b) Operating Lease Commitments		
Committed at the reporting date but not recognised as liabilities, payable:		
Within one year	19,017	16,032
One to five years	-	-
More than 5 years	-	-
	19,017	16,032

The non-cancellable operating leasing commitments in 2025 were for the short term lease of office Equipments. All such leases at 30 June 2025 are on a month to month basis.

(c) Capital Expenditure Commitments

The Council has capital expenditure commitments of \$4,860,560 as at 30 June 2025 (2024: \$3,376,320). Of this a significant portion is being funded through specific grant programs.

WEST ARNHAM REGIONAL COUNCIL
ABN:45 065 336 873
NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 18 Contingent Liabilities and Contingent Assets

The Council is not aware of any Contingent Liabilities and Contingent Assets as at 30 June 2025 (2024: \$Nil).

Note 19 Events After the Reporting Period

Council is not aware of any other significant events since the end of the reporting period that have significantly affected, or may significantly affect the Council's operations, the results of those operations, or the Council's state of affairs in future financial years.

Note 20 Financial Risk Management

The Council's financial instruments consist mainly of deposits with banks accounts, receivables and payables.

The totals for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

	Note	2025 \$	2024 \$
Financial assets			
Cash on hand	4	14,125,956	8,669,259
Trade and other receivables	5	1,588,176	1,567,093
Total financial assets		15,714,132	10,236,352
Financial liabilities			
Financial liabilities at amortised cost:			
Trade and other payables	10	4,407,919	3,649,126
Lease Liabilities	13	8,419,794	8,746,301
Total financial liabilities		12,827,713	12,395,427

Financial Risk Management Policies

Management is responsible for mentoring and managing the Council's compliance with its risk management strategy. The overall risk management strategy is to assist the Council in meeting its financial targets whilst minimising potential adverse effects on financial performance. These include credit risk policies and future cash flow requirements.

Specific Financial Risk Exposures and Management

The main risks the Council is exposed to through its financial instruments are credit risk, liquidity risk and market risk relating to interest rate risk. There has been no substantive change in the types of risk the Council is exposed to, how these risks arise, management's objectives, policies and procedures for managing or measuring risks from the previous period.

WEST ARNHAM REGIONAL COUNCIL
ABN:45 065 336 873
NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 20 Financial Risk Management (Cont.)**a. Credit Risk**

Exposure to credit risk relating to financial assets arises from the potential non-performance by counterparties of contract obligations that could lead to a financial loss for the Council.

Credit risk exposures

The maximum exposure to credit risk by class of recognised financial assets at the end of the reporting period is equivalent to the carrying amount and classification of those financial assets (net of any provisions) as presented in the statement of financial position.

Legislative restrictions on Council's investment powers effectively limit investments to financial instruments issued or guaranteed by the Australian Government, banks and authorised deposit taking institutions. Rates and other receivables are monitored on an ongoing basis with the result that the Council's exposure to bad debts is not significant.

The Council has no significant concentrations of credit risk exposure to any single counterparty or group of counterparties. Details with respect to credit risk of accounts receivable and other debtors are provided in Note 5.

b. Liquidity risk

Liquidity risk arises from the possibility that the Council might encounter difficulty in settling its debts or otherwise meeting its obligations in relation to financial liabilities. The Council manages this risk through the following mechanisms:

- > preparing forward-looking cash flow analysis in relation to its operational, investing and financing activities.
- > maintaining short term investments to cater for unexpected volatility in cash flows.
- > monitoring the ageing of receivables and payables.
- > maintaining a reputable credit profile.
- > managing credit risk related to financial assets.
- > only investing surplus cash with major financial institutions.

c. Market risk**Interest rate risk**

Exposure to interest rate risk arises on financial assets and financial liabilities recognised at the end of the reporting period whereby a future change in interest rates will affect future cash flows or the fair value of fixed rate financial instruments. The Council is also exposed to earnings volatility on floating rate instruments.

The financial instruments that expose the Council to interest rate risk are limited to cash and cash equivalents.

The Council also manages interest rate risk by ensuring that, whenever possible, payables are paid within any pre-agreed credit terms.

(ii) Sensitivity analysis

The following table illustrates sensitivities to the Council's exposures to changes in interest. The table indicates the impact on how profit reported at the end of the reporting period would have been affected by changes in the relevant risk variable that management considers to be reasonably possible.

These sensitivities assume that the movement in a particular variable is independent of other variables.

	2025	2024
	\$	\$
Surplus \$		
(+/- 1% in interest rates)	113,976	92,292

No sensitivity analysis has been performed on foreign exchange risk as the entity has no material exposures.

Refer to Note 18 for detailed disclosures regarding the fair value measurements of the Council financial assets.

WEST ARNHAM REGIONAL COUNCIL
ABN:45 065 336 873
NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 21 Fair Values Measurements**Fair value estimation**

The Council measures and recognises the following assets and liabilities at fair value on a recurring basis after initial recognition:

- financial assets at fair value through profit or loss;
- financial assets at fair value through other comprehensive income; and
- freehold land and buildings.

The Council does not subsequently measure any liabilities at fair value on a recurring basis, or any assets or liabilities on a non-recurring basis.

The fair values of financial assets and financial liabilities are presented in the following table and can be compared to their carrying values as presented in the statement of financial position.

	Note	2025		2024	
		Carrying Amount	Fair Value	Carrying Amount	Fair Value
		\$	\$	\$	\$
Financial assets					
Cash on hand and at bank	4,20	14,125,956	14,125,956	8,669,259	8,669,259
Trade and other receivables	5,20	1,588,176	1,588,176	1,567,093	1,567,093
Total financial assets		15,714,132	15,714,132	10,236,352	10,236,352
Financial liabilities					
Trade and other payables	10,20	4,407,919	4,407,919	3,649,126	3,649,126
Lease Liabilities	13,20	8,419,794	8,419,794	8,746,301	8,746,301
Total financial liabilities		12,827,713	12,827,713	12,395,427	12,395,427

- (i) Cash on hand, accounts receivable and other debtors, and accounts payable and other payables are short-term instruments in nature whose carrying value is equivalent to fair value. Trade and other payables exclude amounts provided for annual leave, which is outside the scope of AASB 139.
- (ii) Lease liabilities fair values are assessed on an annual basis by Management and the Directors. Current available data is used in assessing their carrying and fair values.

A fair value measurement assumes that the transaction to sell the asset or transfer the liability takes place either:

- (a) in the principal market for the asset or liability; or
(b) in the absence of a principal market, in the most advantageous market for the asset or liability."

	Note	2025		2024	
		Carrying Amount	Fair Value	Carrying Amount	Fair Value
		\$	\$	\$	\$
Non-Financial assets					
Buildings and Structure and Site Improvements	8	109,200,983	109,200,983	77,693,529	77,693,529
Total non- financial assets		109,200,983	109,200,983	77,693,529	77,693,529

The Council engaged independent valuers in 2025 to conduct an independent valuation of its land, buildings and infrastructure assets. Marsh Valuation Services were engaged to undertake this valuation of the Council's property and infrastructure assets.

The valuation was completed on 16 October 2025 with the valuation date being 30 June 2025. The valuation of Council's infrastructure assets was performed by Ms. Khadhija Bembridge, BE, GradIEAust, Consultant Valuer License number 8504641 and Mr. Langley Johnston, BEMIEAust, Principal-Infrastructure License number 4365664. The valuation of Council's land and buildings, site improvements and other structures was performed by Mr. Matthew Persley, AAPI, Certified Practising Valuer, Valuer Number 4057MR and Mr. Travis Whiteman, AAPI, Certified Practising Valuer, Valuer Number 5143.

The details of the valuation and valuation methodology are disclosed at Note 8 Property, Plant and Equipment.

WEST ARNHEM REGIONAL COUNCIL
ABN:45 065 336 873
NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

Note 22 Auditor's Fees

	2025	2024
Audit of the Financial Report:	\$	\$
Audit Fees	50,500	45,900
	50,500	45,900

Note 23 Council Details

West Arnhem Regional Council ABN 45 065 336 873 is the Regional Council for the local government area of the West Arnhem Region, in the Northern Territory, Australia, established under the Local Government Act 2019. Its principal activities are to deliver the usual services of a local Council, as well as certain commercial activities. Its address is 13 Tasman Crescent, Jabiru NT 0886.

WEST ARNHEM REGIONAL COUNCIL
ABN:45 065 336 873
NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

NOTE 24 Revenue, Expenses And Assets By Functions
24 (a) Actual Component Results and Assets by Functions

Revenues, expenses and assets have been attributed to the following functions/activities. Details of those functions/activities are provided at note 24(b).

Income, Expenses and Assets have been directly attributed to the following Functions / Activities. Details of these Functions / Activities are provided in Note 24(b).										
	Income		Expenses		Operating Surplus / (Deficit)		Grants Included in Income		Total Assets Held (Current & Non-Current)	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
\$	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual
Functions										
General Public Services	14,385,129	10,691,865	16,820,317	13,869,779	(2,435,188)	(3,177,914)	11,229,001	6,854,417	21,563,600	5,875,257
Public Order and Safety	1,085,508	2,020,779	1,034,727	1,471,057	50,781	549,722	919,463	1,866,185	349,680	212,105
Economic Affairs	7,454,444	6,981,006	25,847,633	8,713,620	(18,393,190)	(1,732,614)	4,219,338	2,328,447	6,527,360	24,577,472
Environmental Protection	2,608,766	2,601,804	502,369	1,657,857	2,106,397	943,946	-	8,460	17,250,880	13,178,149
Housing and Community Amenities	3,719,926	3,864,713	5,137,945	5,691,309	(1,418,020)	(1,826,596)	-	119,626	37,882,000	27,076,441
Health	-	247,136	200,202	23,250	(200,202)	223,886	-	247,136	-	-
Recreation, Culture and Religion	3,431,653	765,163	1,637,466	2,900,142	1,794,187	(2,134,979)	3,356,798	691,638	32,054,000	10,636,150
Education	-	-	-	-	-	-	-	-	-	-
Social Protection	2,371,671	5,719,234	3,801,827	3,047,662	(1,430,156)	2,671,576	1,045,574	4,060,690	932,480	472,509
Total Functions	35,057,097	32,891,700	54,982,488	37,374,676	(19,925,391)	(4,482,976)	20,770,174	16,176,599	116,560,000	82,028,083

WEST ARNHAM REGIONAL COUNCIL
ABN:45 065 336 873
NOTES TO THE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2025

NOTE 24 Revenue, Expenses And Assets By Functions

24 (b) Components of Functions: Activities

The activities relating to the Council functions are as follows:

GENERAL PUBLIC SERVICES

General public services including administrative, legislative and executive affairs, financial and fiscal affairs, external affairs, governance and general services.□

PUBLIC ORDER & SAFETY

Animal control, enforcement of local government regulations and emergency services.

ECONOMIC AFFAIRS

General economic, agricultural and forestry, fuel and energy, other labour and employment affairs, transport, other industries and tourism.

ENVIRONMENTAL PROTECTION

Waste management, pollution reduction, protection of biodiversity and landscape, protection and remediation of soil, ground water and surface water, and best practice management of the natural environment.

HOUSING & COMMUNITY AMENITIES

Water supply, street lighting and other community amenities.

HEALTH

Preventative health programs

RECREATION, CULTURE & RELIGION

Community centres, libraries, facilities and venues, recreation parks and ovals.

SOCIAL PROTECTION

Childcare services, community aged care programs, youth camps, sports events and family safe programs.

Contact

West Arnhem Regional Council

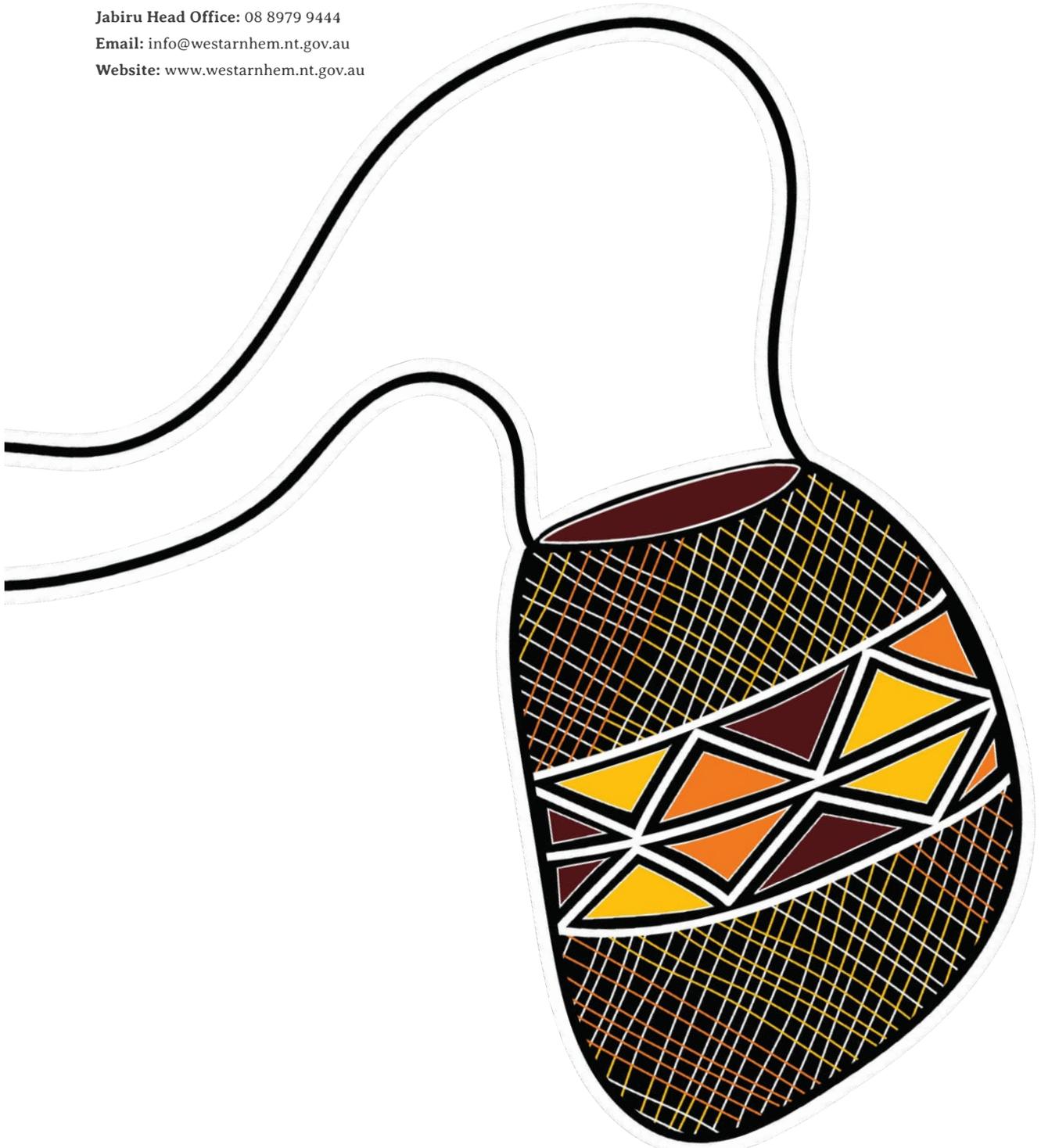
Address: 13 Tasman Crescent, Jabiru NT 0886

Postal Address: PO Box 721 Jabiru, NT 0886

Jabiru Head Office: 08 8979 9444

Email: info@westarnhem.nt.gov.au

Website: www.westarnhem.nt.gov.au





WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING 6 March 2026

Agenda Reference:	8.6
Title:	Jabiru Town By-laws 2024
Author:	Rick Mitchell, Acting Director Council and Community Services

SUMMARY

The purpose of this report is to provide the Committee with the current Jabiru By-laws for review.

RECOMMENDATION

THAT THE COMMITTEE receives and notes the report titled *Jabiru Town By-laws 2024*.

BACKGROUND

At the Ordinary Council Meeting held 29 October 2025, a Kakadu Ward Council Member requested that the Jabiru Town By-laws, policy and procedures be presented to the Kakadu Ward Advisory Committee to be reviewed step by step.

In November 2025 it was reported to Council that an external contractor has been engaged to develop the Jabiru by-law framework including standard operating procedures, a suite of documentation and processes. Once received, administration will review and determine any additional positions, tools and training required whilst considering financial capacity.

LEGISLATION AND POLICY

Jabiru By-laws

FINANCIAL IMPLICATIONS

Nil

STRATEGIC IMPLICATIONS

This report aligns to the following pillars and goals as outlined in the *Regional Plan and Budget*:

PILLAR 6 FOUNDATIONS OF GOVERNANCE

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 6.4 Risk Management

The monitoring and minimisation of risks associated with the operations of Council.

ATTACHMENTS

1. West Arnhem Regional Council Jabiru Town By- Laws 2024 [8.6.1 - 44 pages]

NORTHERN TERRITORY OF AUSTRALIA

WEST ARNHEM REGIONAL COUNCIL (JABIRU TOWN) BY-LAWS 2024

Subordinate Legislation No. 28 of 2024

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NORTHERN TERRITORY OF AUSTRALIA

Subordinate Legislation No. 28 of 2024*

West Arnhem Regional Council (Jabiru Town) By-laws 2024

West Arnhem Regional Council, at a meeting held on 6 December 2024, made the following by-laws under the *Local Government Act 2019* and, for section 63A(1)(a)(ii) of the *Interpretation Act 1978*, authorised Andrew Walsh, the Chief Executive Officer, to sign them.

Dated 6 December 2024

A. WALSH
Chief Executive Officer

* Notified in the *Northern Territory Government Gazette* on 17 December 2024.

Part 1 Preliminary matters

Part 1 Preliminary matters

1 Title

These By-laws may be cited as the *West Arnhem Regional Council (Jabiru Town) By-laws 2024*.

2 Commencement

These By-laws commence on 1 January 2025.

3 Purpose

The purpose of these By-laws is to provide for the good governance of Jabiru by establishing a legal and procedural framework for promoting public health and wellbeing and safety and the protection of public amenities in the town.

4 Acknowledgement of Mirarr people

- (1) Jabiru is located on Mirarr country and the Council pays its respects to the Mirarr Traditional Owners and pays its respects to Mirarr elders past, present and emerging.
- (2) The Council is committed to continuously nurturing a respectful working relationship with the Mirarr people.

5 Definitions

In these By-laws:

advertising means any form of advertising for the attention of the public, including advertising by writing, images, pictures, symbols, objects or illumination.

Examples for definition advertising

Billboard, fence sign, portable sign, poster, distinctive lighting and bunting.

approved means approved by the Council by resolution.

assistance dog means a dog that is an assistance animal as defined in section 4A of the *Anti-Discrimination Act 1992*.

attack, see by-law 56(2).

commercial waste means waste produced in the course of trade or commerce.

Council means the West Arnhem Regional Council.

dangerous dog means a dog declared to be dangerous under by-law 59.

dog means an animal of the genus *Canis*.

fee includes a charge, a due, a fare and rent payable to the Council.

goods includes food, beverages, wares, merchandise, raffle tickets, tokens, badges and vehicles.

handbill means a printed announcement or advertisement, including a poster, placard, notice, ticket, pamphlet and card.

infringement notice, see by-law 79.

infringement notice offence, see by-law 78(1).

Jabiru means the land specified as Jabiru town land under the *Aboriginal Land Rights (Northern Territory) Act 1976* (Cth).

litter, see section 3 of the *Litter Act 1972*.

market means an area in which 2 or more stalls are located or intended to be located.

menace, see by-law 55(2).

motor vehicle, see section 5 of the *Motor Vehicles Act 1949*.

nuisance, see by-law 65(2).

owner, of a dog, means:

- (a) the person whose name is registered with the Council as the owner of the dog; or
- (b) if the dog is not registered – the person who has care or control of the dog.

permit means a permit issued under by-law 8.

pound means a place established by the Council as a pound.

premises include the following:

- (a) a building or other structure;
- (b) a part of a building or other structure;
- (c) land where a building or other structure is situated.

prescribed amount, see by-law 78(2).

public land means a road, a reserve or land within Jabiru that is owned, controlled or maintained by the Council.

sell, in relation to goods, includes:

- (a) offering or exposing goods for sale or hire; and
- (b) displaying or publishing an advertisement describing or promoting the sale of goods.

stall means an outdoor place or structure in or from which goods or services are offered for sale, including a tent, a motor vehicle, a caravan, a trailer and a table.

Examples for definition stall

A stall at an outdoor market selling beverages or food, offering massages or selling crafts.

stallholder means a person who sells or offers for sale goods from a stall.

stallholder permit, see by-law 27.

vehicle means any conveyance that runs on wheels.

Examples for definition vehicle

Cars, trucks, trailers, golf carts, motorcycles, bicycles, scooters, skateboards and inline skates.

waste means garbage, litter, rubbish, refuse and other organic or inorganic waste matter.

waste management facility means a facility for waste management operated or controlled by the Council.

Note for by-law 5

The Act also defines terms that are used in these By-laws.

6 Application of by-laws

These By laws apply to and have effect within Jabiru.

7 Application of Criminal Code

Part IIAA of the Criminal Code applies to an offence against these By-laws.

Note for by-law 7

Part IIAA of the Criminal Code states the general principles of criminal responsibility, establishes general defences, and deals with burden of proof. It also defines, or elaborates on, certain concepts commonly used in the creation of offences.

8 Permits

- (1) A person may apply to the CEO for a permit to carry out an activity mentioned in these By-laws.
- (2) An application for a permit must be:
 - (a) in writing; and
 - (b) accompanied by any fee determined by the Council for the permit.
- (3) The CEO may grant or refuse to grant a permit.
- (4) A permit granted by the CEO:
 - (a) must be in writing; and
 - (b) is valid for the period specified in the permit; and
 - (c) is subject to the conditions specified in the permit (if any).
- (5) Without limiting clause (4)(c), it is a condition of a permit that authorises work to be carried out that the person to whom it is granted must reinstate, to the satisfaction of the CEO, a public road or crossing in respect of any damage caused in carrying out the work.
- (6) A person to whom a permit is issued must comply with:
 - (a) any conditions specified under clause (4)(c); and
 - (b) if clause (5) applies to the permit – that clause.
- (7) A person commits an offence of strict liability if the person fails to comply with clause (6).

Maximum penalty: 50 penalty units.

9 Variation, revocation or transfer of permits

- (1) The CEO may vary or revoke a permit on application of the person to whom it was granted.
- (2) The CEO may revoke a permit if the person who holds the permit fails to comply with these By-laws or a condition of the permit.
- (3) If the CEO varies or revokes a permit, it must give notice to the holder of the permit as soon as practicable.
- (4) A permit is not transferable.

10 Powers of authorised persons and employees

- (1) Subject to clause (2), an authorised person may exercise any reasonable power necessary or required to give effect to these By-laws.
- (2) An authorised person must act in accordance with any conditions imposed on the person by the Council, by resolution.
- (3) An authorised person or employee of the Council acting in accordance with their duties is exempt from the requirement of a permit for that activity.

Example for clause (3)

An employee does not need a permit to set up structures on public land.

- (4) An authorised person may request the holder of a permit to produce the permit for inspection by the authorised person.
- (5) A person commits an offence of strict liability if the person fails to comply with a request under clause (4).

Maximum penalty: 20 penalty units.

11 Maintenance of objects

- (1) A person commits an offence if:
 - (a) the person holds a permit in relation to an object, a structure, a sign or a fence; and
 - (b) the person fails to maintain the object, structure, sign or fence to a sufficient standard to reasonably ensure public safety in relation to, and in the vicinity of, the object, structure, sign or fence.

Maximum penalty: 50 penalty units.

Part 2 Public facilities and places
Division 2 Protecting public land

- (2) An authorised person may revoke a permit if satisfied that the holder of the permit is not adequately maintaining an object, structure, sign or fence in respect of which the permit was granted.

Part 2 Public facilities and places

Division 1 Liability of owner or occupier of land

12 Non-compliance by owner or occupier

- (1) The CEO may, by written notice, require the owner or occupier of land to comply, within the period specified in the notice, with any of the following:
- (a) these By-laws;
 - (b) a condition of a permit granted to the owner or occupier under these By-laws.
- (2) A person commits an offence of strict liability if:
- (a) the person is issued a notice under clause (1); and
 - (b) the person does not comply with the notice.

Maximum penalty: 50 penalty units.

- (3) If the owner or occupier fails to comply with a notice issued under clause (1), the CEO may arrange to carry out the work or take the action required by the notice.
- (4) Any costs properly and reasonably incurred by the Council under clause (3) are recoverable as unpaid rates or as a debt due and payable to the Council.
- (5) The CEO may apply the amount of a deposit made as a condition of the grant of a permit granted under these By-laws to cover any costs properly and reasonably incurred by the Council under clause (3).

Division 2 Protecting public land

13 Constructing cross-overs

- (1) An owner or occupier of premises adjoining public land may construct the following with a permit:
- (a) a cross-over across the footpath and verge to connect a driveway on the premises to a road or other public land;

Part 2 Public facilities and places
Division 2 Protecting public land

- (b) a cross-over for pedestrians or vehicles to travel between the premises and the public land.

Note for clause (1)

The requirements in this Division are in addition to any other legislative requirements that apply to construction, such as development permits and planning standards.

- (2) A person commits an offence of strict liability if the person constructs a cross-over referred to in clause (1) without a permit.

Maximum penalty: 50 penalty units.

14 Road works

- (1) This by-law does not apply to a person performing work for or on behalf of the Territory.

- (2) A person must not perform any of the following work without a permit:

- (a) do either of the following on a road:

- (i) deposit any material;
(ii) erect any structure;

- (b) open or break up the surface of a road.

- (3) A person who performs work specified in clause (2) must prevent harm or inconvenience to the public from the work and materials used for the work by:

- (a) managing any affected traffic appropriately; and
(b) operating safety lights around the work and materials between sunset and sunrise and when visibility is otherwise reduced; and
(c) installing appropriate fencing and enclosures around the work and materials.

Note for clause (3)

The safety measures required by this by-law must be taken whether or not the work is authorised by the Council.

- (4) The CEO may give the person performing the work directions regarding compliance with the safety measures required by this by-law.

Part 2 Public facilities and places
Division 2 Protecting public land

(5) The cost of the safety measures must be paid by the person who performs the work.

(6) A person commits an offence of strict liability if the person fails to comply with clause (2).

Maximum penalty: 100 penalty units.

15 Prohibited excavation on adjoining land

(1) A person must not, without a permit, excavate any part of land abutting public land.

(2) A person commits an offence of strict liability if the person fails to comply with clause (1).

Maximum penalty: 50 penalty units.

16 Enclosing land to prevent risk of escaping soil

(1) The CEO may, by written notice, require the owner or occupier of land to cause the land to be enclosed if:

(a) the land adjoins a road, footpath or other public land; and

(b) the land is not enclosed in a manner that prevents soil, sand or other material from being carried on to the road, footpath or other public land.

(2) An owner or occupier of land who receives a notice under clause (1) must cause the land to be enclosed in accordance with the notice at the owner or occupier's own cost.

(3) A person commits an offence of strict liability if the person fails to comply with clause (2).

Maximum penalty: 50 penalty units.

17 Damage to public land

(1) A person must not, without a permit, cause damage to a footpath, road or other public land.

Examples for clause (1)

1 *Removing a road kerb.*

2 *Digging up a road.*

3 *Spilling wet concrete, motor oil or hydraulic fluid on a road.*

Part 2 Public facilities and places
Division 3 Control of vegetation

- (2) A person commits an offence of strict liability if the person fails to comply with clause (1).

Maximum penalty: 50 penalty units.

18 Structures on public land

- (1) A person must not, without a permit, erect or install on public land a post, rail, fence, pole, tent, booth, furniture, stand, display, exhibition, decoration or structure, whether permanent or temporary.

- (2) A person must not, without a permit, remove or displace a barrier, railing, post, seat or other structure on public land.

- (3) A person commits an offence of strict liability if the person fails to comply with clause (1) or (2).

Maximum penalty: 50 penalty units.

19 Obstruction of public facilities

- (1) A person must not obstruct or hinder another person from using public land or a facility located on public land.

Examples for clause (1)

A footpath, walkway, public shelter, play or exercise structure, public toilet, drinking fountain, water supply, barbecue or fireplace on public land.

- (2) A person commits an offence of strict liability if the person fails to comply with clause (1).

Maximum penalty: 50 penalty units.

Division 3 Control of vegetation

20 Damage to public vegetation

- (1) A person must not, without a permit, remove or damage vegetation on Council property or public land.

Examples for clause (1)

1 Driving a vehicle on public land.

2 Cutting a tree.

3 Digging up a flowerbed on Council property.

4 Plucking, cutting or taking from a public flowerbed.

Part 2 Public facilities and places
Division 4 Activities on public land

- (2) A person commits an offence of strict liability if the person fails to comply with clause (1).

Maximum penalty: 50 penalty units.

21 Trimming vegetation

- (1) The owner or occupier of land adjoining a footpath, verge or road must trim or otherwise maintain vegetation on the land to prevent the vegetation:

- (a) obstructing or damaging the footpath, verge or road; or
- (b) becoming a hazard to persons or property.

Examples for clause (1)

- 1 *Trimming a tree or shrub that blocks a footpath.*
- 2 *Mowing grass to prevent infestation by snakes or vermin.*

- (2) The CEO may, by written notice, require an owner or occupier of land to trim or otherwise maintain vegetation on the land if the CEO considers that it is:

- (a) obstructing or damaging the footpath, verge or road; or
- (b) becoming a hazard to persons or property.

- (3) The owner or occupier of land who receives a notice under clause (2) must trim or otherwise maintain the vegetation in accordance with the notice.

- (4) A person commits an offence of strict liability if the person fails to comply with clause (1) or (3).

Maximum penalty: 50 penalty units.

Division 4 Activities on public land

22 Busking and other activities

- (1) A person must not engage in any of the following activities on public land without a permit:

- (a) busking, performing or offering entertainment to the public;
- (b) painting or drawing portraits for a fee or donation;
- (c) taking photographs, making a film or recording audio or video for commercial or corporate purposes;

Part 2 Public facilities and places
Division 5 Camping on public land

- (d) fundraising;
- (e) preaching or proselytising for religious, political or ideological purposes;
- (f) activities related to community or pastoral care.

Examples for clause (1)

- 1 *Singing or playing guitar for donations.*
- 2 *Setting up an easel to paint or draw the faces of tourists.*
- 3 *Filming a movie or video on location in Jabiru.*
- 4 *Street fundraising.*
- 5 *Soup kitchens or portable laundry services.*

- (2) A person commits an offence of strict liability if the person engages in an activity specified in clause (1) without a permit.

Maximum penalty: 20 penalty units.

23 Goods on public land

- (1) A person must not, without a permit, place goods in, on or over public land, or outside premises adjoining public land.
- (2) A person commits an offence of strict liability if the person fails to comply with clause (1).

Maximum penalty: 20 penalty units.

- (3) The following circumstances are not relevant to an offence against clause (2):

- (a) whether the goods cause an obstruction;
- (b) whether the goods are for sale.

24 On-street parking

For the purpose of regulating on-street parking, the Council must determine the conditions for parking on any street.

Division 5 Camping on public land

25 Permit required to camp on public land

- (1) A person must not camp or set up camp on public land without a permit.

Part 2 Public facilities and places
Division 6 Selling goods and services

- (2) For this by-law, the following activities are taken to be camping or setting up camp:
- (a) occupying, between sunset and sunrise, a vehicle used for sleeping;
 - (b) erecting a tent or other shelter used for camping;
 - (c) setting up bedding, camping gear or other equipment used for camping.
- (3) A person commits an offence of strict liability if:
- (a) the person camps or sets up camp on public land; and
 - (b) the person does not have a permit to do so.

Maximum penalty: 20 penalty units.

26 Direction to vacate public land

- (1) An authorised person may direct a person who fails to comply with by-law 25 to do any of the following:
- (a) leave the public land;
 - (b) remove any vehicle, tent, shelter, gear or equipment to a place specified by the authorised person.
- (2) A person commits an offence of strict liability if the person fails to comply with a direction given under clause (1).

Maximum penalty: 20 penalty units.

Division 6 Selling goods and services

27 Stallholder permit

A person must not sell goods from a stall on public land except in accordance with a stallholder permit.

Note for by-law 27

A stallholder permit may be subject to conditions under by-law 8(4)(c). Examples of conditions that may be applied to a stallholder permit are the following:

- (a) the types of goods that may be sold from the stall;*
- (b) days and hours of operation;*
- (c) location of the stall and distance from other businesses;*
- (d) standards in relation to the order and condition of the stall health or hygiene procedures to be observed by the stallholder;*

Part 3 Waste and recycling
Division 1 Waste management

(e) a requirement to conduct the stall in a non-obstructive manner.

28 Offence to conduct stall without stallholder permit

A person commits an offence of strict liability if the person sells goods from a stall without a stallholder permit.

Maximum penalty: 20 penalty units.

Part 3 Waste and recycling

Division 1 Waste management

29 Collection of household waste and recyclables

- (1) Subject to this by-law, the Council must regularly carry out the collection of household waste and recycling from domestic premises in the town area of Jabiru.
- (2) The Council may refuse to collect any of the following:
 - (a) more than one bin at a time from a domestic premises;
 - (b) waste or recycling that is not contained in the correct bin as approved by the Council for that purpose;
 - (c) waste or recycling that is contained in a bin with a capacity of more than 240 litres;
 - (d) waste containing oil, paint, biological waste, batteries, chemicals or toxic substances.

30 Notice to remove waste or other discarded material

- (1) The Council may serve on the occupier of land or premises a written notice to remove from the land or premises any waste or discarded material (including material prohibited by by-law 31) that is likely to adversely affect:
 - (a) the health, convenience or comfort of the occupiers of adjoining or neighbouring land or premises; or
 - (b) the value of adjoining land or premises.
- (2) On receiving a notice under clause (1), the person must remove from the land or premises the waste or discarded material specified in the notice.

- (3) A person commits an offence of strict liability if the person fails to comply with a notice given under clause (1).

Maximum penalty: 50 penalty units.

- (4) If the Council cannot ascertain the identity of an occupier of land, the Council may serve a notice under clause (1) on the owner of the land or premises.

31 Machines not to be stored or broken up

- (1) A person must not on land or premises:

- (a) store a machine, disused motor vehicle or the body or chassis of a motor vehicle, which is not in working order; or
- (b) dismantle or break up a machine, disused motor vehicle or the body or chassis of a motor vehicle, which is not in working order.

- (2) Despite clause (1), a person may keep a machine or motor vehicle which is stored, dismantled or broken up if the machine or motor vehicle is:

- (a) inside a building; or
- (b) within an area enclosed by a fence or wall that is:
- (i) not less than 2 metres in height; or
- (ii) of such a nature as to screen the machine or disused motor vehicle and its parts from the adjoining street and properties.

- (3) A person commits an offence of strict liability if the person fails to comply with clause (1), except in circumstances permitted by clause (2).

Maximum penalty: 50 penalty units.

32 Commercial waste and toxic materials

- (1) A person commits an offence of strict liability if the person leaves, throws, deposits or abandons commercial waste other than at a waste management facility, unless the person has a permit to do so.

Maximum penalty: 50 penalty units.

- (2) A person commits an offence of strict liability if the person disposes of oil or toxic materials other than at a waste management facility.

Maximum penalty: 50 penalty units.

33 Disposal of waste at waste management facility

- (1) A person commits an offence of strict liability if the person leaves, throws, deposits or abandons waste at a waste management facility, other than on the days and during the hours specified by the Council.

Maximum penalty: 15 penalty units.

- (2) A person commits an offence of strict liability if the person deposits commercial waste at a waste management facility other than on the days and during the hours specified by the Council.

Maximum penalty: 50 penalty units.

- (3) A person commits an offence of strict liability if the person enters a waste management facility other than in accordance with the approved facility rules.

Maximum penalty: 15 penalty units.

- (4) A person commits an offence of strict liability if the person fails to comply with any direction given by an authorised person or clearly displayed on signage at a waste management facility relating to the place at which or manner in which either of the following are to be deposited at the facility:

- (a) commercial waste;
- (b) oil or toxic materials.

Maximum penalty: 50 penalty units.

- (5) A person commits an offence of strict liability if the person does not allow an authorised person at a waste management facility to inspect waste that the person is proposing to deposit at the facility.

Maximum penalty: 25 penalty units.

Part 3 Waste and recycling
Division 2 Offences related to waste

Division 2 Offences related to waste

34 Offence to deposit waste

- (1) A person must not deposit waste or recyclable materials in a place unless:
 - (a) the person is acting under the authority of the Council; or
 - (b) the place is an approved bin provided by the Council; or
 - (c) the place is a waste management facility.
- (2) A person must not deposit, in an approved bin provided by the Council, any substance or thing prohibited under the conditions and other particulars of the service determined by the Council by resolution.
- (3) A person must not deposit or allow to remain on land a substance or thing that is likely to attract vermin, unless it is enclosed in a bin or container that is vermin-proof.
- (4) A person who conducts a business must not dispose of waste from the business in a residential bin provided by the Council.
- (5) A person commits an offence of strict liability if the person fails to comply with clause (1), (2), (3) or (4).

Maximum penalty: 50 penalty units.

35 Offence to discharge liquid waste

- (1) A person commits an offence of strict liability if:
 - (a) the person deposits or causes waste water, liquid waste or hazardous liquid to be deposited onto public land or into a drain on public land; and
 - (b) the person has no permit for that conduct.
- (2) It is a defence to a prosecution for an offence against clause (1) if the defendant took all reasonable steps and exercised due diligence to avoid committing the offence.

Examples for by-law 35

Water leaking from a faulty air conditioner or used cooking oil dumped in a drain.

36 Offence to interfere with approved bins

- (1) A person who damages an approved bin provided by the Council is liable to the Council for the costs of replacing the bin.
 - (2) A person commits an offence of strict liability if the person:
 - (a) removes anything from an approved bin provided by the Council; or
 - (b) takes or interferes with an approved bin provided by the Council; or
 - (c) causes an approved bin provided by the Council to become a danger to public health or to affect the comfort of persons occupying or passing through or along neighbouring premises.
- Maximum penalty: 50 penalty units.
- (3) An employee or contractor engaged by the Council to collect waste and recycling is exempt from clause (2)(a) and (b).

Division 3 Removal of waste deposits

37 Removal of waste

- (1) An authorised person may, by written notice, direct a person responsible for waste in a public place or on vacant land to remove the waste within a stated period.
- (2) The authorised person must determine the period under clause (1) by taking into account the nature, quantity and location of the waste.
- (3) If the waste to be removed under clause (1) constitutes a threat or risk to public safety, the authorised person may specify in the notice that the waste must be removed immediately.
- (4) If a person does not comply with a notice under clause (1), an authorised person may carry out the work required to remove the waste.
- (5) Any costs properly and reasonably incurred by the Council under clause (4) are recoverable as unpaid rates or as a debt due and payable to the Council.

Part 4 Safety
Division 1 Fires

38 Offence not to comply with direction

A person commits an offence of strict liability if the person:

- (a) receives a direction under by-law 37; and
- (b) fails to comply with the direction.

Maximum penalty: 50 penalty units.

Part 4 Safety

Division 1 Fires

39 Lighting fires

(1) A person must not light a fire or keep a fire burning unless:

- (a) the person has permission to light or keep the fire under a law of the Territory or law of the Commonwealth; or
- (b) a person is operating a crematorium or incinerator licensed under a law of the Territory or otherwise approved by the Council; or
- (c) the fire is:
 - (i) for meal preparation or personal comfort; and
 - (ii) safely contained and supervised in a barbecue, fireplace or fire pit constructed of fireproof materials; and
 - (iii) not larger than 1 m²; and
 - (iv) at least 4 m away from any flammable vegetation or other material.

(2) A person commits an offence of strict liability if the person lights a fire or keeps a fire burning contrary to clause (1).

Maximum penalty: 50 penalty units.

Note for by-law 39

The Bushfires Management Act 2016 also provides for the control of fires.

Part 4 Safety
Division 2 Unsafe and unsanitary behaviour

40 Burning offensive substance or thing

A person commits an offence if:

- (a) the person intentionally burns or heats any substance or thing; and
- (b) that conduct results in an odour that is offensive to another person on adjacent land or public land and the person is reckless in relation to that result.

Maximum penalty: 50 penalty units.

Division 2 Unsafe and unsanitary behaviour

41 Breaking glass or other material

(1) A person commits an offence of strict liability if:

- (a) the person intentionally breaks glass or other material; and
- (b) the pieces of the glass or other material are on public land; and
- (c) the pieces of the glass or other material are likely to cause injury to a person or animal.

Maximum penalty: 50 penalty units.

(2) A person does not commit an offence against clause (1) if the broken pieces were collected and disposed of safely and without delay.

42 Throwing object causing damage

A person commits an offence if:

- (a) the person intentionally throws, or uses a device to throw, a stone or other object onto, into or from public land; and
- (b) the conduct results in:
 - (i) damage to property; or
 - (ii) hitting or frightening a person or animal; and
- (c) the person is reckless in relation to that result.

Maximum penalty: 20 penalty units.

Part 5 Animal management
Division 1 General keeping of animals

43 Unsanitary behaviour

A person commits an offence of strict liability if the person urinates or defecates on public land, other than in a toilet.

Maximum penalty: 20 penalty units.

Part 5 Animal management

Division 1 General keeping of animals

44 Prohibition on keeping animals

(1) For this Part, a person keeps an animal if:

- (a) the person has custody or possession of the animal; or
- (b) the animal, as a result of action taken by the person, is ordinarily kept on the person's land.

(2) A person must not keep an animal other than:

- (a) a fish indigenous to the Magela Creek system; or
- (b) a dog that is kept in accordance with this Part.

(3) A person commits an offence of strict liability if the person keeps an animal other than as permitted under clause (2).

Maximum penalty: 50 penalty units.

Note for by-law 44

See also regulation 12.19 of the Environment Protection and Biodiversity Conservation Regulations 2000 (Cth).

45 Entry and removal

(1) An authorised person may enter land on which it has reason to believe there is or may be an animal prohibited under by-law 44 and take all necessary steps to remove the animal from the land.

(2) The authorised person must give at least 24 hours notice to the owner or occupier of the land before entering land under clause (1).

46 Destruction of animals

An animal that is removed from land under by-law 45 may be:

- (a) removed from Jabiru in accordance with the directions of the Council; or

Part 5 Animal management
Division 2 Responsible ownership of dogs

(b) destroyed:

- (i) by a veterinarian or an officer of the Council authorised in writing by the Council; and
- (ii) in a manner approved by the Australian Veterinary Association.

47 Abandonment of animals

A person commits an offence of strict liability if the person abandons or sets at large an animal.

Maximum penalty: 50 penalty units.

48 Removal or disposal of animal remains

- (1) The Council may arrange for the removal and disposal of the remains of a dead animal found in a public place.
- (2) The Council may recover expenses incurred in removing and disposing of a dead animal from the owner of the animal as a debt due and payable to the Council.

Division 2 Responsible ownership of dogs

49 Registration required

- (1) A person who keeps a dog in Jabiru for more than 3 months must apply to the Council to register the dog to an address at which the dog is usually kept.
- (2) The Council must, by resolution, determine the following:
 - (a) the process for registering dogs;
 - (b) any grounds for refusing to register a dog;
 - (c) any conditions of registration;
 - (d) date of expiry of a registration.

Examples for clause (2)(b)

Unsuitable premises or excessive number of dogs.

Part 5 Animal management
Division 2 Responsible ownership of dogs

50 Offence of unregistered dog

- (1) A person commits an offence of strict liability if the person keeps an unregistered dog in Jabiru for a period of 3 months or longer.

Maximum penalty: 50 penalty units.

- (2) The following persons are exempt from clause (1):

- (a) a Council employee or contractor who keeps a dog in a pound;
- (b) a person who or entity that provides animal welfare services;
- (c) a veterinarian who keeps a dog for treatment.

51 Offence for contravention of condition of registration

- (1) The owner of a registered dog must comply with any conditions on the registration determined by the Council.

- (2) A person commits an offence of strict liability if:

- (a) the person is the owner of a registered dog; and
- (b) the registration of the dog is subject to a condition; and
- (c) the owner fails to comply with the condition.

Maximum penalty: 50 penalty units.

52 Notice of change in address or owner

- (1) The owner of a registered dog must notify the Council of the following events:

- (a) a change in the owner's address;
- (b) a transfer of the dog to a new owner.

- (2) The notice must be given in the approved form within 14 days after the event.

- (3) A person commits an offence of strict liability if the person:

- (a) is the owner of a registered dog; and
- (b) fails to comply with clause (1) or (2).

Maximum penalty: 10 penalty units.

Part 5 Animal management
Division 2 Responsible ownership of dogs

53 Maximum number of dogs

- (1) Subject to clause (2), a person commits an offence of strict liability if the person keeps a dog on premises where there are already 2 dogs.

Maximum penalty: 20 penalty units.

- (2) The Council may, on application, grant a permit to a person to keep more than 2 dogs on a premises.

54 Dog restricted areas

- (1) The Council may declare an area to be a dog restricted area.

- (2) If the Council intends to declare an area to be a dog restricted area, the Council must:

- (a) publish notice of the proposed area at least 28 days in advance; and
(b) consider any responses to the notice from residents of Jabiru.

- (3) The Council must publish the location and restrictions on dogs in any dog restricted area it declares.

Examples for clause (3)

- 1 *Prohibiting taking a dog into a market or festival.*
2 *Restricting classes or numbers of dogs in an area.*

- (4) A person commits an offence of strict liability if the person:

- (a) owns a dog; and
(b) subject to clause (5), fails to comply with the conditions of a dog restricted area.

Maximum penalty: 50 penalty units.

- (5) The owner of a dog may not comply with the conditions for the dog restricted area if any of the following apply:

- (a) the dog is an assistance dog;
(b) the person is authorised not to comply with one or more specified conditions by an authorised person;
(c) the Council has granted an exemption by resolution.

Division 3 Dangerous dogs

55 Dog menaces

- (1) The owner of a dog must ensure it does not menace a person or another animal.
- (2) For this Division, a dog is taken to **menace** a person or animal if it chases, harasses, rushes at or threatens to bite the person or animal in a manner that causes a reasonable apprehension of fear in the person or the owner of the animal.
- (3) The owner of a dog commits an offence of strict liability if the owner fails to comply with clause (1).

Maximum penalty: 50 penalty units.

56 Dog attacks

- (1) The owner of a dog must ensure it does not attack a person or another animal.
- (2) For this Division, a dog is taken to **attack** a person or another animal if it:
 - (a) bites the person or animal causing a puncture or break to the skin; or
 - (b) assaults the person or animal resulting in bleeding, bone breakage, sprains, scratches or bruising; or
 - (c) behaves aggressively resulting in physical contact with the person or animal and damage to anything worn by the person or animal.
- (3) The owner of a dog commits an offence of strict liability if the owner fails to comply with clause (1).

Maximum penalty: 100 penalty units.

57 Defences

It is a defence to a prosecution for an offence against by-law 55 or 56 if:

- (a) another person had, without the defendant's permission, caused the dog to menace or attack the person or animal; or
- (b) in the case of a person being menaced or attacked – the person was on premises owned or occupied by the defendant without consent (whether express or implied); or

- (c) in the case of another animal being menaced or attacked – the other animal was on premises owned or occupied by the defendant without consent (whether express or implied).

58 Orders to impound or destroy

If a court finds a person guilty of an offence against by-law 55 or 56, the court may order either or both of the following in addition to, or instead of, the penalty for the offence:

- (a) if the dog is impounded as a result of the offence – that the person pay the costs and expenses of, and incidental to, the impounding;
- (b) that the dog be destroyed.

59 Declaration of dangerous dog

- (1) An authorised person may, by written notice, declare a dog to be a dangerous dog if:
 - (a) the dog menaces or attacks a person or another animal; or
 - (b) the authorised person believes on reasonable grounds that the dog is destructive, dangerous, savage or a threat to the safety of the community.
- (2) The authorised person must give written notice of the declaration to the owner of the dog.
- (3) The written notice of the declaration must be in the approved form and include the following information:
 - (a) the day the declaration takes effect;
 - (b) the reasons for the declaration;
 - (c) the identity of the dog and the owner of the dog.
- (4) The Council must keep a record of the information in clause (3).

60 Duties of owner of dangerous dog

- (1) This by-law applies to the owner of a dangerous dog.
- (2) The owner must, within 14 days after the day the declaration takes effect:
 - (a) provide to an authorised person evidence from a veterinarian that the dog is desexed; and

Part 5 Animal management
Division 3 Dangerous dogs

- (b) if the dangerous dog is not desexed, arrange for it to be desexed at the owner's expense; and
 - (c) undergo behavioural or other training with the dog, as specified by the CEO, at the owner's expense.
- (3) The owner must ensure the dangerous dog is kept contained in a secure enclosure that is appropriate to contain the dangerous dog.

Example for clause (3)

High and strong fencing would be required for a large dangerous dog.

- (4) The owner must post signage on the premises where the dangerous dog is usually kept with the words "Warning Dangerous Dog" clearly visible and legible from the front boundary of the premises.
- (5) When the dangerous dog is outside the premises where it is usually kept, the owner must ensure that:
- (a) the dog is under the control of a person who is at least 18 years of age and competent to restrain the dog; and
 - (b) the dog is muzzled and controlled by a suitable leash.
- (6) If the owner intends to keep the dangerous dog for more than 14 days at a place other than the premises where it is usually kept, the owner must notify the Council of the address of the place within 24 hours after the dog is relocated.
- (7) The owner must notify the Council of any attack, or alleged attack, by the dangerous dog of a person or another animal within 24 hours of the earlier of the following:
- (a) the time of the attack or alleged attack;
 - (b) the time the owner becomes aware of the attack or alleged attack.

61 Notice to Council

- (1) The owner of a dangerous dog must notify the Council if the dog is missing within 24 hours after the owner becomes aware the dog is missing.
- (2) The owner of a dangerous dog must notify the Council if the dog dies within 14 days after its death.

Part 5 Animal management
Division 3 Dangerous dogs

- (3) If the owner of a dangerous dog intends to transfer ownership of the dangerous dog, the owner must:
- (a) inform the prospective owner that the dog is dangerous; and
 - (b) notify the Council of the name and address of the new owner at least 72 hours before the transfer.

62 Remedial action for dangerous dog

- (1) If the owner of a dangerous dog fails to comply with the duties of an owner under by-law 60 more than once in a 12-month period, an authorised person may require the owner to take either or both of the following actions:
- (a) undergo further specified behavioural or other training with the dog at the owner's expense;
 - (b) surrender the dog to the pound.
- (2) If an authorised person intends to take action under clause (1), the authorised person must give the owner of the dangerous dog a notice that:
- (a) states what action the authorised person is proposing under that clause; and
 - (b) states the grounds for taking that action; and
 - (c) invites the owner to show cause, within 14 days, why the action should not be taken.
- (3) After considering any response received within 14 days of the day of the notice, an authorised person must decide whether to take action under clause (1).
- (4) As soon as practicable after making a decision under clause (3), an authorised person must give a notice of the decision to the owner of the dangerous dog.

63 Offence in relation to dangerous dogs

A person commits an offence of strict liability if the person:

- (a) is the owner of a dangerous dog; and
- (b) fails to comply with by-law 60 or 61.

Maximum penalty: 100 penalty units.

64 Enticement or incitement

- (1) A person must not entice or incite a dog to:
- (a) menace a person or another animal; or
 - (b) engage in behaviour that is prohibited by by-law 65; or
 - (c) attack a person or another animal.

Example for clause (1)

A person must not cause a neighbour's dog to start barking excessively in order to make a complaint about the neighbour's dog.

- (2) A person commits an offence if:
- (a) the person intentionally engages in conduct; and
 - (b) the conduct causes a dog to:
 - (i) menace a person or another animal; or
 - (ii) attack a person or another animal; or
 - (iii) engage in behaviour that is prohibited by by-law 65; and
 - (c) the person is reckless in relation to that result.

Maximum penalty: 50 penalty units.

65 Dog causing nuisance

- (1) The owner of a dog must ensure the dog is not a nuisance to people or animals.
- (2) For this by-law, a dog is taken to be a **nuisance** if it:
- (a) causes, or is likely to cause, injury or is dangerous to the health of the community or a person other than its owner; or
 - (b) behaves repeatedly in a manner contrary to:
 - (i) the general interests of the community; or
 - (ii) the specific and reasonable interests of a person other than its owner; or
 - (c) creates a noise or an odour of a degree or to an extent that disturbs the reasonable mental, physical or social wellbeing of a person other than its owner; or

Part 5	Animal management
Division 4	Seizure, impounding and destruction of dogs and other animals

- (d) defecates to a degree or extent that causes annoyance to a person other than its owner.

Examples for clause (2)(c)

Constant or loud barking, especially when pedestrians walk past the premises.

- (3) The owner of a dog that defecates in public must immediately remove the faeces and dispose of them in a sanitary manner.
- (4) The owner of a dog must ensure it does not aggressively chase a person or vehicle or another animal.
- (5) The owner of a dog must not allow the animal to come within 10 m of a public play structure or public exercise structure, unless the dog is under direct control of its owner.
- (6) A person must not bring a dog into the town centre unless:
- (a) the dog is an assistance dog; or
 - (b) the person holds a permit to do so; or
 - (c) the dog is allowed under an exemption determined by the Council, by resolution.
- (7) A person must not feed a wild or feral dog.
- (8) A person commits an offence of strict liability if the person fails to comply with clause (1), (3), (4), (5), (6) or (7).

Maximum penalty: 50 penalty units.

Division 4 Seizure, impounding and destruction of dogs and other animals

66 Seizure and impounding

- (1) An authorised person may seize:
- (a) a dog that appears to be diseased, injured, savage, destructive, stray or unregistered; or
 - (b) a dog or any other animal that an authorised person believes on reasonable grounds has attacked a person; or
 - (c) a dog or any other animal that is at large; or
 - (d) a dangerous dog whose owner is not complying with Division 3.

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Division 4 Seizure, impounding and destruction of dogs and other animals

- (2) As soon as practicable after seizing an animal, the authorised person must:
- (a) impound the animal in a pound; or
 - (b) in the case of a dog – return the dog to its owner.

67 Notice of impounding

- (1) The CEO must ensure that reasonable steps are taken to notify the owner of an impounded dog that:
- (a) the dog is impounded; and
 - (b) subject to by-laws 69 and 71, the owner must collect it.
- (2) The owner of an impounded dog who receives a notice under clause (1) must collect the dog within the time specified in the notice.
- (3) A person commits an offence of strict liability if the person:
- (a) owns a dog; and
 - (b) receives a notice under clause (1) that the owner must collect the dog; and
 - (c) fails to collect the dog within the time specified in the notice.

Maximum penalty: 50 penalty units.

68 Release from pound

- (1) When collecting a dog from a pound, a person must provide evidence that the person is the owner of the dog or is authorised to act on behalf of the owner.
- (2) Subject to by-law 69, an impounded dog must not be released from a pound unless:
- (a) it is registered (either with the Council or another council); and
 - (b) it is released to its owner or to a person authorised to act on behalf of the owner; and
 - (c) the Council receives any fees payable in relation to it.

Note for by-law 68

Section 289 of the Act allows the Council to charge fees for services, including charging the owner of a dog for:

- (a) the costs incurred by the Council in relation to an impounded dog; and*

Part 5 Animal management
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(b) *delivering the dog from the pound.*

69 Diseased dog

- (1) An authorised person must make arrangements for any impounded dog that is suspected of being infected with a contagious disease to be isolated from other animals in the pound.
- (2) An authorised person must take reasonable steps to give the owner of a dog isolated under clause (1) written notice:
 - (a) stating the reasons for isolating it; and
 - (b) warning that it must either undergo a course of treatment specified in the notice or be destroyed.
- (3) The authorised person may, in the notice given under clause (2), require the owner of the dog to give the Council a report on its condition and the condition of any other dogs usually kept at the same premises at which the diseased dog is usually kept.
- (4) If required under clause (3), the owner must:
 - (a) have the report prepared by a veterinarian or other person specified in the notice; and
 - (b) give the report to the Council within the time specified in the notice.
- (5) A dog that is isolated under this by-law may be released from the pound in accordance with by-law 68, subject to any conditions an authorised person considers appropriate.
- (6) The cost of treatment reasonably provided by the Council to a diseased dog, and to any other animal in the pound infected or at risk of being infected by the diseased dog before it could reasonably be isolated, is a debt payable by the owner of the diseased dog to the Council.
- (7) An owner of a dog commits an offence of strict liability if the owner:
 - (a) fails to comply with clause (4); or
 - (b) fails to comply with a condition imposed under clause (5).

Maximum penalty: 50 penalty units.

70 Transfer of dog

The CEO may make arrangements for the transfer of dogs from a pound to a person or entity that provides animal welfare services.

Example for by-law 70

Arrangements could be made with the RSPCA or other organisations that provide care for unwanted and stray animals.

71 Destruction of dog

- (1) The CEO may arrange for a dog to be destroyed if:
 - (a) the dog is diseased, savage or destructive and in the opinion of the CEO is an immediate and actual threat to public safety; or
 - (b) the dog is diseased or injured and in the opinion of the CEO it would be cruel to keep it alive.
- (2) As soon as practical after arranging the destruction of a dog under this by-law the CEO must make a reasonable attempt to find the dog's owner and inform, in writing, the dog's owner of the destruction.

72 Destruction of other animal

The CEO may arrange for an animal other than a dog to be destroyed if:

- (a) the animal is in the pound, is seized or abandoned or is found on public land; and
- (b) the animal is diseased, injured, savage, destructive, unclaimed or unwanted; and
- (c) it is humane to destroy the animal in the circumstances.

73 Manner of destroying animal

Any destruction of an animal under these By-laws must be done:

- (a) in a manner approved by the Australian Veterinary Association; and
- (b) by a veterinarian or another person who is, in the opinion of the CEO, qualified to destroy it.

Part 6 Advertising and handbills

74 Permit for handbills

- (1) A person must not, without a permit, affix a handbill:
 - (a) to a power pole, signpost or fixture in a street; or
 - (b) to or against a structure adjoining public land; or
 - (c) to a vehicle on public land.
- (2) A person who affixes a handbill under a permit must:
 - (a) ensure the handbill is preserved in a clean and tidy condition; and
 - (b) remove the handbill after the information it contains expires or is no longer relevant; and
 - (c) properly dispose of any waste arising from the handbill.

Example for clause (2)(b)

Take down a concert handbill after the concert is over.

- (3) An authorised person may, by written notice, require the following persons to remove or remediate any handbill that is dirty, untidy, worn, torn or detached:
 - (a) any person who was issued the permit to post the handbill;
 - (b) the owner or occupier of the land where the handbill is posted;
 - (c) the person who sponsored or is responsible for the handbill.
- (4) A person who receives a notice under clause (3) must comply with the notice.
- (5) A person commits an offence of strict liability if the person fails to comply with clause (1), (2) or (4).

Maximum penalty: 20 penalty units.

75 Establishing advertising code

- (1) The Council must establish an outdoor advertising code to prohibit and regulate outdoor advertising on:
 - (a) land owned, occupied or under the control of the Council; or

(b) premises adjoining, or visible from, land owned, occupied or under the control of the Council.

(2) The outdoor advertising code may:

(a) define expressions used in this Part and not defined in these By-laws; and

(b) classify advertising and the criteria or conditions applicable to each class; and

(c) create exemptions from the requirement for an outdoor advertising permit; and

(d) provide for matters necessary or convenient for this Part.

(3) An outdoor advertising code must be published.

76 General standards for advertising signs

A person installing or exhibiting outdoor advertising must ensure the advertising:

(a) complies with the outdoor advertising code; and

(b) does not detract from the quality and architectural character of the premises on which the advertising is installed or exhibited; and

(c) has no negative effect on the environmental character and amenity of the surrounding area; and

(d) is in good repair and poses no risk to the health and safety of the public.

Examples for by-law 76

1 *Advertising must not obstruct, or cause distraction to, vehicular and pedestrian traffic.*

2 *A sign must be built to withstand high winds.*

77 Interference with Council advertising

A person commits an offence of strict liability if the person removes, changes, defaces or otherwise interferes with any outdoor advertising installed or exhibited by the Council.

Maximum penalty: 50 penalty units.

Part 7 Infringement notice offences

78 Infringement notice offence and prescribed amount payable

- (1) An ***infringement notice offence*** is an offence against a provision specified in Schedule 1.
- (2) The ***prescribed amount*** for an infringement notice offence is the amount equal to the monetary value of the number of penalty units specified for the offence in Schedule 1.

79 When infringement notice may be given

If an authorised person believes on reasonable grounds that a person has committed an infringement notice offence, the authorised person may issue a notice (an ***infringement notice***) to the person.

80 Contents of infringement notice

- (1) The infringement notice must specify the following:
 - (a) the name and address of the person to whom it is issued, if known;
 - (b) the date the infringement notice is issued to the person;
 - (c) the date and time of the infringement notice offence and the place at which the infringement notice offence occurred;
 - (d) a description of the offence;
 - (e) the prescribed amount payable for the offence;
 - (f) the enforcement agency to which the prescribed amount is payable.
- (2) The infringement notice must include a statement to the effect of the following:
 - (a) the person may expiate the infringement notice offence and avoid any further action in relation to the offence by paying the prescribed amount to the Council within 28 days after the notice is issued;
 - (b) the person may elect to have the offence dealt with by a court by:
 - (i) completing a statement of election and giving it to the Council; and

Part 7 Infringement notice offences

- (ii) not paying the prescribed amount;
 - (c) if the *Fines and Penalties (Recovery) Act 2001* applies to the infringement notice offence – enforcement action may be taken under that Act if the person does nothing in response to the notice.
- (3) The infringement notice must include an appropriate form for making the statement of election mentioned in clause (2)(b)(i).

81 Electronic payment and payment by cheque

- (1) If the person uses electronic means to pay the prescribed amount, payment is not effected until the amount is credited to the payee's bank account.
- (2) If the person tenders a cheque in payment of the prescribed amount, payment is not effected unless the cheque is cleared on first presentation.

82 Expiation of offence

If the prescribed amount for the infringement notice offence is paid in accordance with the infringement notice, the alleged offence is expiated and no further proceedings can be taken in relation to the offence.

83 Withdrawal of infringement notice

- (1) An authorised person may withdraw the infringement notice by written notice issued to the person.
- (2) The notice must be issued:
 - (a) within 28 days after the infringement notice is issued to the person; and
 - (b) before payment of the prescribed amount.

84 Application of Part

- (1) This Part does not prejudice or affect the start or continuation of proceedings for an infringement notice offence for which an infringement notice has been issued unless the offence is expiated.
- (2) This Part does not:
 - (a) require an infringement notice to be issued; or

Part 8	Repeals and transitional matters
Division 2	Transitional matters for West Arnhem Regional Council (Jabiru Town) By-laws 2024

- (b) affect the liability of a person to be prosecuted in a court for an offence for which an infringement notice has not been issued; or
 - (c) prevent more than one infringement notice for the same offence being issued to a person.
- (3) If more than one infringement notice for the same offence has been issued to a person, the person may expiate the offence by paying the prescribed amount in accordance with any of the notices.

Part 8 Repeals and transitional matters

Division 1 Repeals

85 By-laws repealed

The By-laws specified in Schedule 2 are repealed.

Division 2 Transitional matters for West Arnhem Regional Council (Jabiru Town) By-laws 2024

86 Definitions

In this Division:

commencement means the commencement of these By-laws.

former By-laws means the By-laws repealed by by-law 85.

87 Former determinations

A charge, due, fare, fee or rent determined by the Council under the former By-laws and in force immediately before the commencement continues in effect as if it were determined by the Council under the Act until amended or revoked by the Council.

88 Former authorisations, permits and registrations

- (1) A licence, permit or other authorisation issued, granted or renewed under the former By-laws that is in effect immediately before the commencement continues in effect as if it were a permit granted under these By-laws or by the Council until revoked or expired.
- (2) A registration issued, granted or renewed under the former By-laws that is in effect immediately before the commencement continues in effect as if it were a registration granted under these By-laws or by the Council until revoked or expired.

Schedule 1 Infringement notice offences

Schedule 1 Infringement notice offences

by-law 78

Item	Provision	Prescribed amount in penalty units	
		for individual	for body corporate
1	by-laws 10(5), 22(2), 23(2), 25(3), 26(2), 28, 33(1), (3) and (5), 34(5), 36(2), 42, 43, 52(3), 53(1) and 74(5)	1	5
2	by-laws 8(7), 12(2), 13(2), 15(2), 16(3), 17(2), 18(3), 19(2), 20(2), 21(4), 30(3), 31(3), 32(1) and (2), 38, 39(2), 41(1), 47, 50(1), 54(4), 64(2) and 67(3)	2	10
3	by-law 69(7)	3	15
4	by-laws 33(2) and (4) and 40	4	20
5	by-laws 14(6) and 63	9	45
6	by-laws 44(3), 51(2) and 65(8)	10	50
7	by-law 56(3)	20	100

Schedule 2 Repealed By-laws

Schedule 2 Repealed By-laws

by-law 85

<i>West Arnhem Regional Council (Jabiru Town) (Control of Animals) By-laws 1984</i>	Subordinate Legislation No. 40 of 1984
<i>West Arnhem Regional Council (Jabiru Town) (Control of Dogs) By-laws 1992</i>	Subordinate Legislation No. 27 of 1992
<i>West Arnhem Regional Council (Jabiru Town) (Refuse) By-laws 1983</i>	Subordinate Legislation No. 7 of 1983
<i>West Arnhem Regional Council (Jabiru Town) (Roads and Public Places) By-laws 1983</i>	Subordinate Legislation No. 42 of 1983
<i>West Arnhem Regional Council (Jabiru Town) (Stallholders) By-laws 1983</i>	Subordinate Legislation No. 8 of 1983
<i>West Arnhem Regional Council (Jabiru Town) (Swimming Pool Complex) By-laws 1982</i>	Subordinate Legislation No. 82 of 1982

WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING 6 MARCH 2026

Agenda Reference:	9.1
Title:	KWAC Terms of Reference - Review
Author:	Katharine Murray, Chief Executive Officer

SUMMARY

The purpose of this report is to provide an opportunity for the Kakadu Ward Advisory Committee to review the Terms of Reference, followed by Council's approval.

RECOMMENDATION

THAT THE COMMITTEE:

1. Receive and note the report titled *KWAC Terms of Reference - Review*; and
2. Review the Terms of Reference and submit the reviewed document to Council for adoption.

BACKGROUND

Under Section 11 of the current Terms of Reference, a review is to take place with the Local Government election term to provide assurance that the Terms of Reference remains consistent with Council's objectives and responsibilities. The purpose of the review is also to ensure compliance with legislative changes.

LEGISLATION AND POLICY

Local Government Act NT 2019

Local Government (General) Regulations NT 2021

FINANCIAL IMPLICATIONS

Nil

STRATEGIC IMPLICATIONS

This report is aligned to the following pillars and goals of the *Regional Plan and Budget*:

PILLAR 6 FOUNDATIONS OF GOVERNANCE

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 6.3 Council and Local Authorities

Excellence in governance, consultation administration and representation.

ATTACHMENTS

1. 230227 TERMS OF REFERENCE - Kakadu Ward Advisory Committee [9.1.1 - 5 pages]



West Arnhem Regional Council Kakadu Ward Advisory Committee

Version 2023.0: Approved by Committee Meeting held on - Resolution KWAC...../2023

Adopted by Council on – Resolution OCM.....



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1. Role

The Kakadu Ward Advisory Committee (the Committee) is created as an advisory committee as per provisions in the *Local Government Act 2019* (the Act) and the *Local Government (General) Regulations 2021* (the Regulations). The Committee is an independent advisory body formed to add value and improve Council's operations within the Kakadu Ward.

2. Responsibilities

The Committee provides recommendations to Council and the Chief Executive Officer (CEO) that encompass all areas of Kakadu Ward events and operations. The Committee will discuss and develop objectives, opportunities and activities for community and stakeholder engagement and development as well as providing feedback relevant specifically to the Kakadu Ward or WARC. Nevertheless, the Committee has no direct authority or responsibility for the activities it monitors. The Committee has no responsibility for developing or implementing procedures or systems, and it does not prepare records or engage in line processing functions or activities. Additionally, the work of the Committee does not in any way relieve Council staff of their responsibilities for the development, implementation and maintenance of management control systems in their area.

3. Composition of the Committee

The Committee will comprise of all West Arnhem Regional Council (WARC) Kakadu Ward Elected Members, The Mayor, Deputy Mayor. In addition to this, the Chairperson will be decided by appointment at the first meeting of the Kakadu Ward Advisory Committee meeting of each elected term of Council.

In addition to the Committee members, the following Council staff may attend Committee meetings:

- i. Chief Executive Officer
- ii. Chief Operating Officer
- iii. Governance and Risk Advisor
- iv. Council Services Manager
- v. Administration Officer

The Committee will receive secretariat support from Council staff.

4. Committee Meetings and Reporting to Council

A quorum at each Committee meeting will be the smallest integer greater than half of the total number of Committee members. In the Chair's absence from a meeting, the members of the Committee present at the meeting will select a Chair for that particular meeting.

Meetings of the Committee may be held face-to-face or through any technological means by which members can participate in a discussion. The notice and agenda of each meeting will be made available to Committee members at least three business days before each meeting. All Committee meetings are to be open to the public unless they are considered confidential as per provisions in section 293(1) of the Act division 2 of the Regulations.

The Committee may invite any persons to attend its meetings as it sees fit, and consult with other persons or seek any information it considers necessary to fulfil its responsibilities.

The minutes of each Committee meeting should be prepared as per requirements in regulation 59 of the Regulations. The Chair should review the minutes within 5-7 business days after receipt from the

[1]



secretariat. The secretariat is to ensure the minutes of Committee meetings are available on Council's website within 10 business days after the meeting to which they relate, to comply with section 102(2) of the Act.

The Committee Chair is to report to the Council following each Committee meeting to comply with section 101(4) of the Act. The manner of reporting may be by distribution of a copy of the minutes of the meeting supplemented by other written information if necessary, including any recommendations requiring Council action and/or approval.

5. Voting Right of Committee Members

All Committee members have equal voting rights on the Committee. Any matters requiring a decision will be decided by a majority of votes of members present. In the event of a tie, the Chair has the casting vote.

6. Term of Appointment and Termination of Committee Members

The term of membership for elected members will be the term of the Council, which is 4 years. Elected members will be appointed to the Committee at the first Ordinary Council Meeting following the local government general election. Membership of an elected member ceases if they are no longer an elected member.

7. Performance and Review

The Committee will review its performance at least once every 2 years. This review may be conducted as a self-assessment, and will be coordinated by the Chair. The assessment may seek input from the CEO, management and any other relevant stakeholders as determined by the CEO.

8. Remuneration of the Committee Members

WARC's elected members of the Committee shall be remunerated for their attendance at Committee meetings in accordance with Council's Allowances and Expenses (Elected, Local Authority and Committee Members) Policy. The rate payable is specified annually in Council's Regional Plan and Budget.

9. Committee Access to Council Records and Resources

Council authorises the Committee, through the Chair, to:

- i. Seek any information it requires from:
 - a. Any employee. All employees of the council are directed to co-operate with any request made by the committee, and
 - b. External parties;

10. Conflict of Interest

Committee members will be asked to disclose conflicts of interest at the commencement of each meeting. Ongoing conflicts of interest need not be declared at each meeting once acknowledged. Where members or invitees at Committee meetings are deemed to have a real or perceived conflict of interest, they will be excused from Committee discussions and deliberations on the issue where a conflict of interest exists.

[2]



As per section 110 (1) of the Act, elected members of the Committee should submit an annual return of interests within 60 days of the elected member's election, and no later than 30 September each year. The submission must be in the prescribed form as outlined in regulation 106 of the Regulations.

11. Review of Terms of Reference

The Committee shall review its terms of reference every year inline with the Local Government election term (four years) to provide assurance that it remains consistent with Council's objectives and responsibilities. The Committee shall also review its terms of reference to ensure compliance with any legislative changes.

[3]

WEST ARNHAM REGIONAL COUNCIL

FOR THE MEETING 6 MARCH 2026

Agenda Reference:	9.2
Title:	Review of Action Items
Author:	Debbie Branson, Governance Advisor

SUMMARY

This report is submitted for Kakadu Ward Advisory Committee to review and discuss the progress on outstanding action items from meetings.

RECOMMENDATION

THAT THE COMMITTEE:

1. Received and noted the report titled *Review of Action Items*; and
2. Reviewed the outstanding action items and gave approval for completed items to be removed from the register.

BACKGROUND

Action items arise out of resolutions of the Kakadu Ward Advisory Committee or questions asked by Members. The attached register provides the current status of the action items as provided by the administration. The administration recommends items as complete but it is for the Committee to determine whether the item remains active or is complete and can be removed.

COMMENT

The actions that Committee resolves to occur are to be acted upon by the administration. This report enables Committee to progressively discuss and acknowledge the status of items.

STRATEGIC IMPLICATIONS

This report is aligned to the following pillars and goals in the *Regional Plan and Budget*:

PILLAR 6 FOUNDATIONS OF GOVERNANCE

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 6.3 Council and Local Authorities

Excellence in governance, consultation administration and representation.

ATTACHMENTS

1. Actions KWAC [9.2.1 - 1 page]

Meeting Date	Item No.	Status	Action Required	Assignees	Action Taken
16/05/2025	10.1	Recommend Complete	Follow up on having lifetime access to fixed sign light box next to Bowali Visitor Centre and Pine Creek turn off.	Fiona Ainsworth	The electronic signboards on the roads in Kakadu National Park are operated by Department of Logistics and Infrastructure (DLI). The intent of the signs is to display road conditions and adverse conditions. IE: weight restrictions, fire, smoke and other road risk notifications. The signs are also used to display road safety information and seasonal campaign reminders. WARC is unable to obtain lifetime access which is centrally managed by DLI. If DLI gets a call from the public about a road hazard (e.g. water over the road) DLI will verify it first, usually with one of their officers travelling on the road mentioned. Once verified, and if it is determined the event may last more than a few hours, DLI will action messaging. If requested by police to use the sign for a major incident, DLI will publish the details. DLI have advised they will not put up messages about community events unless it will have a definite impact on traffic. For example, if the Kakadu Triathlon was held on the highway they would place a message up several days before the event to notify road users. As per information provided above, recommend the item closed.

WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING 6 MARCH 2026

Agenda Reference:	9.3
Title:	Community Benefit Fund
Author:	Grant Mckenzie, Director Technical Services

SUMMARY

This report is to collate and prioritise a list of community assets nominated by the Committee members for potential infrastructure improvements and asset purchases when grant funding opportunities arise.

RECOMMENDATION

THAT THE COMMITTEE:

1. Receive and note the report titled *Community Benefit Fund*; and
2. Prioritises a list of projects from the Local Authority members for the Administration to pursue future grant applications.

BACKGROUND

The Community Benefit Fund (CBF) receives funds from a levy on electronic gaming machines in licensed hotels. Major community grants provide funding to provide services, leisure activities and opportunities to Territorians.

All applications that meet the eligibility criteria will be considered.

If your application meets the priorities below, it will be given preference when considered.

The priorities are:

Priority 1

Applications for infrastructure improvements or asset purchases that can demonstrate an ongoing community benefit beyond the period of funding.

Priority 2

Applications that support the growth of the NT and:

Provide multi-level stimulus through the outcome of the grant and also use local suppliers and contractors in the process of completing the grant.

COMMENT

The Major Community Grant opportunity opens biannually, with funding from **\$15,001 to \$250,000**. The next available funding round opens 1 July and closes 31 August 2026.

The most recent successful application works awarded to West Arnhem Regional Council (WARC) was the Revitalization/Upgrade of the Jabiru Library completed in 2025.

Recommendations put forward in the past for community upgrades focusing on enhancing community participation, health, and wellbeing include:

- Earthworks - Resurfacing Ovals
- Upgrading/installing reticulation to grounds
- Removing potentially dangerous/at risk trees in all community public areas.
- Upgrading existing ablution facilities across the region
- Providing additional drinking water fountain locations
- Upgrading existing playgrounds/shades/surfaces

The Local Authority's have the opportunity to give feedback to Council on what projects they may wish to be considered for this and other any future grant funding opportunities.

LEGISLATION AND POLICY

Local Government Act NT 2019

FINANCIAL IMPLICATIONS

In kind support can be considered as part of application process:

- Internal Wages
- Admin Fees
- Project Management Fees

STRATEGIC IMPLICATIONS

This report is aligned to the following pillars and goals of the *Regional Plan and Budget*:

PILLAR 1 PARTNERSHIPS, RELATIONSHIPS AND BELONGING

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 1.1 Community Engagement

Seek out and support diverse perspectives and collaborations with community, community leaders, businesses, agencies and local service providers to enhance community life.

Goal 1.2 Economic Partnerships

Secure increased income opportunities (grants and commercial) that create employment and/or improve community life.

Goal 1.4 Community Events

Deliver cultural, civic and sporting events which engage and unite the community.

Goal 1.6 Youth Engagement

Deliver diverse, targeted programs and events which actively empower and engage young people as valuable partners in decision-making which effects them.

ATTACHMENTS

Nil

WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING FRIDAY 6 MARCH 2026

Agenda Reference:	10.1
Title:	Closure to the Public for the Discussion of Confidential Items
Author:	Debbie Branson, Governance Advisor

SUMMARY

Pursuant to section 99(2) and 293(1) of the *Local Government Act 2019* and regulation 52 of the *Local Government (General) Regulations 2021*, the meeting is to be closed to the public to consider confidential matters.

LEGISLATION AND POLICY

Section 99(2) of the *Local Government Act 2019*

Regulations 51 and 52 of the *Local Government (Administration) Regulations 2021*

RECOMMENDATION

THAT pursuant to section 99(2) and 293(1) of the Local Government Act 2019 and section 52 of the Local Government (General) Regulations 2021 the meeting be closed to the public at {time} to consider the Confidential items of the Agenda.

ATTACHMENTS

Nil

WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING FRIDAY 6 MARCH 2026

EXCLUSION OF THE PUBLIC

The information in this section of the agenda is classed as confidential under section 293(1) of the *Local Government Act 2019* and regulation 52 of the *Local Government (Administration) Regulations 2021*.

WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING 6 MARCH 2026

Agenda Reference:	11.1
Title:	Kakadu Ward Advisory Committee Member Questions
Author:	Debbie Branson, Governance Advisor

SUMMARY

The purpose of this report is to give Kakadu Ward Advisory Committee Members a forum in which to table items they wish to be debated.

Committee Members are encouraged to raise any issues they wish to discuss during the meeting.

RECOMMENDATION

THAT THE COMMITTEE recorded for action the following questions from Members.

ATTACHMENTS

Nil

Agenda Reference:	12.1
Title:	Confirmation of Confidential Special Kakadu Ward Advisory Committee Minutes
Author:	Debbie Branson, Governance Advisor

The Report will be dealt with under Section 293(1) of the Local Government Act 2019 and General Regulation 2021 Part (3) Administration - Division 2 Section 51(1)(c)(ii). It contains information that would, if publicly disclosed, be likely to: prejudice the maintenance or administration of the law.

Agenda Reference:	12.2
Title:	Review of Action Items
Author:	Katharine Murray, Chief Executive Officer

The report will be dealt with under Section 293(1) of the Local Government Act 2019 and General Regulation 2021 Part (3) Administration - Division 2 Section 51(1)(e). It contains information provided to the council on condition that it be kept confidential and would, if publicly disclosed, be likely to be contrary to the public interest.

13 MEETING DECLARED CLOSED

14 NEXT MEETING