



WEST ARNHEM REGIONAL COUNCIL AGENDA

**ORDINARY COUNCIL MEETING
WEDNESDAY, 1 JULY 2026**

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WEST ARNHEM REGIONAL COUNCIL

Notice is hereby given that an Ordinary Meeting of the West Arnhem Regional Council will be held in Council Chambers Jabiru on Wednesday 1 July 2026 at 12:00 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 1 JULY 2026

Agenda Reference:	3.1
Title:	Apologies, Leave of Absence and Absent Without Notice
Author:	Katharine Murray, Chief Executive Officer

SUMMARY

This report is to table, for Council's record, any apologies, and requests for leave of absence received by Council's Chief Executive Officer from Elected Members, as well as record any absence without notice for the Ordinary Council meeting held on 1 July 2026.

RECOMMENDATION

THAT COUNCIL:

1. Notes the absence of ...
2. Notes the apology received from Cr Jermaine Namanurki and Cr Mickitja Onus;
3. Determines ... are an apology with permission of the Council.
4. Determines ... are absent without permission of the Council.

COMMENT

Council 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 Council will be recorded as absent without notice.

LEGISLATION AND POLICY

Section 47(o) of the *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

ATTACHMENTS

Nil

WEST ARNHAM REGIONAL COUNCIL

FOR THE MEETING 1 JULY 2026

Agenda Reference:	4.1
Title:	Disclosure of Interest of Members or Staff
Author:	Katharine Murray, Chief Executive Officer

SUMMARY

Elected Members are required to disclose an interest in a matter under consideration at an Ordinary Council 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 Council on whether they shall remain in the Chambers and/or take part in the vote on the issue. The Council may elect to allow the Member to provide further 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 Council expressly directs them to do so.

RECOMMENDATION

THAT COUNCIL acknowledges the declarations of interest disclosed in relation to the items listed for consideration at the Ordinary Meeting held on 1 July 2026.

LEGISLATION AND POLICY/STATUTORY ENVIRONMENT

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 1 JULY 2026

Agenda Reference:	5.1
Title:	Confirmation of Ordinary Council Meeting Minutes
Author:	Katharine Murray, Chief Executive Officer

SUMMARY

The minutes of the Ordinary Council meeting held on Wednesday, 27 May 2026 are submitted to Council for confirmation that those minutes are a true and correct record of the meeting.

RECOMMENDATION

THAT COUNCIL confirms the minutes of the Ordinary Council meeting held on Wednesday, 27 May 2026 as a true and correct record of the meeting.

STATUTORY AND POLICY

Section 101 and 102 *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 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. 2026-05-27 Ordinary Council Meeting Minutes - Unconfirmed [5.1.1 - 14 pages]



Minutes of the West Arnhem Regional Council Ordinary Council Meeting
Wednesday, 27 May 2026 at 9:00 am
Council Chambers via Teams

1 ACKNOWLEDGEMENT OF COUNTRY AND OPENING OF MEETING

Mayor James Woods declared the meeting open at 9:08am, welcomed all in attendance and did an Acknowledgement of Country.

2 PERSONS PRESENT

ELECTED MEMBERS PRESENT

Chairperson	James Woods (Mayor)
Deputy Mayor	Jacqueline Phillips
Councillor	Joseph Diddo
Councillor	Ralph McCoy
Councillor	Steven Nabalmarda
Councillor	Mickitja Onus
Councillor	Dwane Baker

STAFF PRESENT

Chief Executive Officer	Katharine Clare Murray
Acting Director Community and Council Services	Rick Mitchell
Interim Director Community and Council Services	Peter Mickleson
Director Corporate Services	Jocelyn Nathanael-Walters
Director Technical Services	Grant McKenzie
Governance Advisor	Debbie Branson
Executive Assistant	Violette Stehlin

3 APOLOGIES AND ABSENCES

Agenda Reference:	3.1
Title:	Apologies, Leave of Absence and Absent Without Notice
Author:	Katharine Murray, Chief Executive Officer

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

OCM158/2026 RESOLVED:

On the motion of Cr Mickitja Onus

Seconded Deputy Mayor Jacqueline Phillips

THAT COUNCIL:

1. Notes the apology received from Cr Jermaine Namanurki, Cr Henry Yates and Cr Ralph F Blyth;
2. Notes the late arrival of Cr Steven Nabalmarda; and
3. Determines Cr Jermaine Namanurki, Cr Henry Yates, Cr Daniel Siebert and Cr Ralph F Blyth are an apology with permission of the Council.

CARRIED

4 DECLARATION OF INTEREST OF MEMBERS OR STAFF

Agenda Reference:	4.1
Title:	Disclosure of Interest of Members or Staff
Author:	Katharine Murray, Chief Executive Officer

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

Mayor James Woods, and Cr Mickitja Onus declared an interest in Item 11.5 – Sponsorship Applications Received and agreed to leave the meeting when the item was being considered. *Noting this item was deferred.*

Deputy Mayor Jacquie Phillips declared an interest in Item 11.11 – Cultural Training within Communities and agreed to leave the meeting when the item was being considered.

OCM159/2026 RESOLVED:

On the motion of Mayor James Woods

Seconded Cr Ralph McCoy

THAT COUNCIL acknowledges the declarations of interest disclosed in relation to the items listed for consideration at the Ordinary Meeting held on 27 May 2026.

CARRIED

5 STATEMENT OF COMMITMENT

Cr Dwane Baker made his Statement of Commitment as a newly Elected Member on Council.

6 CONFIRMATION OF PREVIOUS MINUTES

Agenda Reference:	6.1
Title:	Confirmation of Ordinary Council Meeting Minutes
Author:	Katharine Murray, Chief Executive Officer

The Council considered a report on Confirmation of Ordinary Council Meeting Minutes.

OCM160/2026 RESOLVED:

On the motion of Deputy Mayor Jacqueline Phillips

Seconded Cr Mickitja Onus

THAT COUNCIL confirms the minutes of the Ordinary Council meeting held on Thursday, 29 April 2026 as a true and correct record of the meeting.

CARRIED

Agenda Reference:	6.2
Title:	Confirmation of Special Council Meeting Minutes
Author:	Katharine Murray, Chief Executive Officer

The Council considered a report on Confirmation of Special Council Meeting Minutes.

Cr Steven Nabalmarda joined the meeting at 9:17am.

OCM161/2026 RESOLVED:

On the motion of Mayor James Woods

Seconded Cr Mickitja Onus

THAT COUNCIL confirms the minutes of the Special Council meeting held on Monday, 11 May 2026 as a true and correct record of the meeting.

CARRIED

7 ACTION REPORTS

Agenda Reference:	7.1
Title:	Review of Action Items
Author:	Katharine Murray, Chief Executive Officer

The Council considered a report on Review of Action Items.

OCM162/2026 RESOLVED:
On the motion of Cr Ralph McCoy
Seconded Cr Steven Nabalmarda

THAT COUNCIL:

1. Receives and notes the report titled *Review of Action Items*;
2. Acknowledges the advice from the Department of Housing, Local Government and Community Development that there is nothing under the Local Government Act 2019 that prevents Council using the operational funds to repatriate a deceased senior community member;
3. Requests a quote to repatriate the deceased by charter which will be paid directly by Council to a maximum cost of \$5,000.00; and
4. Reviews the outstanding action items and gives approval for completed items to be removed from the register.

CARRIED

Agenda Reference:	7.2
Title:	Local Authority Meeting Minutes
Author:	Katharine Murray, Chief Executive Officer

The Council considered a report on Local Authority Meeting Minutes.

OCM163/2026 RESOLVED:
On the motion of Deputy Mayor Jacqueline Phillips
Seconded Cr Ralph McCoy

THAT COUNCIL:

1. Notes the minutes of the following Local Authority meetings and reviewed decisions made by the Local Authority; and
2. Provides in-kind and in-principal support to the upgrade of the Gunbalanya Community Shelter Arrkuluk and Kakbi together with external stakeholders such as Gunbalanya Nominees, Emmanuel Church and Wurdwurd Foundation.

Community	Date Held	Quorum	Date of next meeting
Maningrida	Monday, 11 May 2026	Yes	Tuesday, 14 July 2026
Gunbalanya	Tuesday, 12 May 2026	Yes	Wednesday, 15 July 2026
Warruwi	Wednesday, 13 May 2026	Yes	Thursday, 16 July 2026
Minjilang	Thursday, 14 May 2026	Yes	Friday, 17 July 2026

CARRIED

Agenda Reference:	7.3
Title:	Kakadu Ward Advisory Committee Member Appointment and Terms of Reference Review
Author:	Katharine Murray, Chief Executive Officer

The Council considered a report on Kakadu Ward Advisory Committee Member Appointment and Terms of Reference Review.

OCM164/2026 RESOLVED:
On the motion of Mayor James Woods
Seconded Cr Ralph McCoy

THAT COUNCIL:

1. Receives and note the report titled *Kakadu Ward Advisory Committee Member Appointment and Terms of Reference Review*;
2. Appoints Cr Dwane Baker to the Kakadu Ward Advisory Committee as of Friday, 15 May 2026; and
3. Approves that the current Terms of Reference be amended so that the position of Chairperson of the Kakadu Ward Advisory Committee have an option to rotate on a per meeting basis.

CARRIED

Agenda Reference:	7.4
Title:	LGANT November 2026 Conference Alice Springs
Author:	Katharine Murray, Chief Executive Officer

The Council considered a report on LGANT November 2026 Conference | Alice Springs.

Liaise with Cr Daniel Siebert in relation to attending given his absence at the meeting.

OCM165/2026 RESOLVED:
On the motion of Mayor James Woods
Seconded Cr Dwane Baker

THAT COUNCIL:

1. Receives and notes the report titled *LGANT November 2026 Conference | Alice Springs*; and
2. Approves the costs associated with the Mayor, Deputy Mayor, Chief Executive Officer, a Director, Cr Ralph McCoy, Cr Dwane Baker and Cr Daniel Siebert to attend the LGANT November 2026 Conference in Alice Springs, Tuesday 10 November 2026 and Wednesday 11 November 2026.

CARRIED

Agenda Reference:	7.5
Title:	Regional Cemetery Update
Author:	Meredith Newall, Waste and Resource Coordinator

The Council considered a report on Regional Cemetery Update.

OCM166/2026 RESOLVED:

On the motion of Cr Mickitja Onus

Seconded Cr Dwane Baker

THAT COUNCIL:

1. Receives and notes the report titled *Regional Cemetery Update; and*
2. Approves the proposed signage design for the Jabiru Cemetery subject to consultation with Gundjeihmi Aboriginal Corporation Jabiru Town and their approval.

CARRIED

Agenda Reference:	7.6
Title:	Financial report for period ending 30 April 2026
Author:	Jocelyn Nathanael-Walters, Director Finance

The Council considered a report on Financial report for period ending 30 April 2026.

OCM167/2026 RESOLVED:

On the motion of Cr Ralph McCoy

Seconded Cr Steven Nabalmarda

THAT COUNCIL

1. Receives and note the report titled *Financial report for period ending 30 April 2026; and*
2. Approves Community Places for People Grant Program 2024-25 Acquittal for Waruwi Community Hall.

CARRIED

8 RECEIVE AND NOTE REPORTS

Agenda Reference:	8.1
Title:	Incoming and Outgoing Correspondence
Author:	Katharine Murray, Chief Executive Officer

The Council considered a report on Incoming and Outgoing Correspondence.

OCM168/2026 RESOLVED:

On the motion of Cr Mickitja Onus

Seconded Cr Ralph McCoy

THAT COUNCIL receives and notes the attached items of incoming and outgoing correspondence.

CARRIED

Agenda Reference:	8.2
Title:	Meetings and Events attended by the Mayor
Author:	Katharine Murray, Chief Executive Officer

The Council considered a report on Meetings and Events attended by the Mayor.

OCM169/2026 RESOLVED:
On the motion of Cr Ralph McCoy
Seconded Cr Steven Nabalmarda

THAT COUNCIL receives and notes the report titled *Meetings and Events attended by the Mayor*.

CARRIED

Agenda Reference:	8.3
Title:	Meetings and Events attended by the Chief Executive Officer
Author:	Katharine Murray, Chief Executive Officer

The Council considered a report on Meetings and Events attended by the Chief Executive Officer.

OCM170/2026 RESOLVED:
On the motion of Cr Mickitja Onus
Seconded Cr Ralph McCoy

THAT COUNCIL receives and notes the report titled *Meetings and Events attended by the Chief Executive Officer*.

CARRIED

Agenda Reference:	8.4
Title:	Kakadu Ward Advisory Committee Minutes
Author:	Katharine Murray, Chief Executive Officer

The Council considered a report on Kakadu Ward Advisory Committee Minutes.

OCM171/2026 RESOLVED:
On the motion of Cr Mickitja Onus
Seconded Cr Dwane Baker

THAT COUNCIL notes the minutes of Kakadu Ward Advisory Committee held on Friday, 15 May 2026 and reviewed decisions made by the Committee.

CARRIED

The meeting was adjourned at 10:38am and reconvened at 11:01am.

Agenda Reference:	8.5
Title:	Human Resource Monthly Report
Author:	Luisa Arango, Human Resources Manager

The Council considered a report on Human Resource Monthly Report.

OCM172/2026 RESOLVED:
On the motion of Mayor James Woods
Seconded Cr Joseph Diddo

THAT COUNCIL receives and notes the report titled *Human Resource Monthly Report*.

CARRIED

Agenda Reference:	8.6
Title:	Technical Services Report
Author:	Kylie Gregson, Manager Technical Services

The Council considered a report on Technical Services Report.

OCM173/2026 RESOLVED:
On the motion of Cr Mickitja Onus
Seconded Cr Steven Nabalmarda

THAT COUNCIL receives and notes the report titled *Technical Services Report*.

CARRIED

Agenda Reference:	8.7
Title:	Pavement Defects
Author:	Kylie Gregson, Manager Technical Services

The Council considered a report on Pavement Defects.

OCM174/2026 RESOLVED:
On the motion of Cr Ralph McCoy
Seconded Cr Joseph Diddo

THAT COUNCIL receives and notes the report titled *Pavement Defects*.

CARRIED

Agenda Reference:	8.8
Title:	Regional Waste Update
Author:	Meredith Newall, Waste and Resource Coordinator

The Council considered a report on Regional Waste Update.

OCM175/2026 RESOLVED:
On the motion of Mayor James Woods
Seconded Cr Ralph McCoy

THAT COUNCIL receives and notes the report titled *Regional Waste Update*.

CARRIED

Agenda Reference:	8.9
Title:	2026 Local Government By-Election - Warruwi
Author:	Katharine Murray, Chief Executive Officer

The Council considered a report on 2026 Local Government By-Election - Warruwi.

OCM176/2026 RESOLVED:
On the motion of Mayor James Woods
Seconded Cr Mickitja Onus

THAT COUNCIL receives and notes the report titled *2026 Local Government By-Election - Warruwi*.

CARRIED

Agenda Reference:	8.10
Title:	Community and Council Services Report
Author:	Rick Mitchell, Acting Director Council and Community Services

The Council considered a report on Community and Council Services Report.

OCM176/2026 RESOLVED:
On the motion of Cr Ralph McCoy
Seconded Cr Steven Nabalmarda

THAT COUNCIL:

1. receives and notes the report entitled *Community and Council Services Report*; and
2. requests that the First Nations Employment Plan be brought to the Ordinary Council Meeting in July 2026 for discussion.

CARRIED

9 ELECTED MEMBER QUESTIONS WITH OR WITHOUT NOTICE

Agenda Reference:	9.1
Title:	Elected Member Questions with or without Notice
Author:	Katharine Murray, Chief Executive Officer

The Council considered a report on Elected Member Questions with or without Notice.

OCM178/2026 RESOLVED:

On the motion of Cr Mickitja Onus

Seconded Cr Steven Nabalmarda

THAT the Council acknowledges the following questions raised without notice from Elected Members:

- Maningrida Barge Land Access Road – Sealing.
- Fuel – capacity in Minjilang and Warruwi, deliveries to Maningrida and Gunbalanya.
- Care flight contract – transition / continuity of service.

CARRIED

10 PROCEDURAL MOTIONS

Agenda Reference:	10.1
Title:	Closure to the Public for the Discussion of Confidential Items
Author:	Katharine Murray, Chief Executive Officer

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

OCM179/2026 RESOLVED:

On the motion of Mayor James Woods

Seconded Cr Joseph Diddo

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 11:51am to consider the Confidential items of the Agenda.

CARRIED

11 CONFIDENTIAL ITEMS

Agenda Reference:	11.1
Title:	Confirmation of Confidential Ordinary Council Meeting Minutes
Author:	Katharine Murray, Chief Executive Officer

OCM180/2026 RESOLVED:

On the motion of Deputy Mayor Jacqueline Phillips

Seconded Cr Ralph McCoy

THAT COUNCIL confirms the minutes of the Confidential Ordinary Council meeting held on Thursday, 29 April 2026 as a true and correct record of the meeting.

CARRIED

Agenda Reference:	11.2
Title:	Confirmation of Confidential Special Council Meeting Minutes
Author:	Katharine Murray, Chief Executive Officer

OCM181/2026 RESOLVED:
On the motion of Mayor James Woods
Seconded Cr Mickitja Onus

THAT COUNCIL confirms the minutes of the Confidential Special Council meeting held on Monday, 11 May 2026 as a true and correct record of the meeting.

CARRIED

Agenda Reference:	11.3
Title:	Review of Confidential Action Items
Author:	Katharine Murray, Chief Executive Officer

OCM182/2026 RESOLVED:
On the motion of Mayor James Woods
Seconded Deputy Mayor Jacqueline Phillips

THAT COUNCIL:

1. Receives and note the report titled *Review of Confidential Action Items*; and
2. Requests that a letter be sent to the Northern Land Council raising the Council's concerns in relation to the storage of volatile substances in communities.

CARRIED

Agenda Reference:	11.4
Title:	Incoming and Outgoing Correspondence
Author:	Katharine Murray, Chief Executive Officer

OCM183/2026 RESOLVED:
On the motion of Mayor James Woods
Seconded Cr Mickitja Onus

THAT COUNCIL receives and notes the attached items of incoming and outgoing correspondence.

CARRIED

Agenda Reference:	11.5
Title:	Sponsorship Applications Received
Author:	Jocelyn Nathanael-Walters, Director Corporate Services

OCM184/2026 RESOLVED:

On the motion of Cr Mickitja Onus

Seconded Cr Ralph McCoy

THAT COUNCIL:

1. Receive and note the report titled *Sponsorship Applications Received*; and
2. Form a Sponsorship Application Panel comprising of Cr Ralph F Blyth, Cr Ralph McCoy and Cr Dwane Baker and any other councillor that does not have a conflict of interest in the applications; and
3. Delegates the Sponsorship Application Panel authority to determine the actual amounts that will be granted, where the applications meet the criteria of the policy, given the applications have succeeded the amount of sponsorship funds set by Council in this financial year.

CARRIED

Agenda Reference:	11.6
Title:	Maningrida Church Renovations
Author:	Katharine Murray, Chief Executive Officer

The report will be dealt with under Section 293(1) of the Local Government Act 2019 and General Regulations 2021 Part (3) Administration - Division 2 51(1)(b). It contains information about the personal circumstances of a resident or ratepayer.

Agenda Reference:	11.7
Title:	Bank Authorisations
Author:	Jocelyn Nathanael-Walters, Director Corporate Services

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)(d). It contains information subject to an obligation of confidentiality at law, or in equity.

Agenda Reference:	11.8
Title:	Council issued Credit Cards
Author:	Jocelyn Nathanael-Walters, Director Corporate Services

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)(iii). It contains information that would, if publicly disclosed, be likely to: prejudice the security of the council, its members or staff.

Agenda Reference:	11.9
Title:	Risk Management and Audit Committee - Vacancy of Chairperson
Author:	Jocelyn Nathanael-Walters, Director Corporate Services

OCM188/2026 RESOLVED:
On the motion of Mayor James Woods
Seconded Cr Dwane Baker

THAT COUNCIL:

1. Receives and notes the report titled *Risk Management and Audit Committee - Vacancy of Chairperson*; and
2. Approves forming a Risk Management and Audit Committee Chairperson Application Review Panel comprising of Mayor James Woods, Deputy Mayor Jacqueline Phillips, Cr Ralph F Blyth, Cr Mickitja Onus and Chief Executive Officer to make recommendations to Council on the appointment of a Chairperson.

CARRIED

Agenda Reference:	11.10
Title:	Grants Update
Author:	Jocelyn Nathanael-Walters, Director Corporate Services

OCM189/2026 RESOLVED:
On the motion of Cr Mickitja Onus
Seconded Cr Ralph McCoy

THAT COUNCIL:

1. Receives and note the report titled *Grants Update*;
2. Approves the submission to the Australian Government's (Regional Development Australia NT) Regional Investment Readiness and Impact Fund to seek funding support to finalise project plans for the proposed future Maningrida outdoor exercise and recreation facility; and
3. Approves the submission of the Northern Territory Government's Community Benefit Funding application to construct a new playground in Minjilang.

CARRIED

Agenda Reference:	11.11
Title:	Cultural Training within Communities
Author:	Katharine Murray, Chief Executive Officer

The report will be dealt with under Section 293(1) of the Local Government Act 2019 and General Regulations 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:	11.12
Title:	Chief Executive Officers Report
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)(c)(iii). It contains information that would, if publicly disclosed, be likely to: prejudice the security of the council, its members or staff.

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

Agenda Reference:	12.1
Title:	Disclosure of Confidential Resolutions and Re-admittance of the Public
Author:	Katharine Murray, Chief Executive Officer

OCM192/2026 RESOLVED:
On the motion of Mayor James Woods
Seconded Cr Ralph McCoy

THAT COUNCIL:

1. Approves to disclose the selected resolutions from the confidential section of this meeting in the non-confidential meeting minutes, as follows:
 - Item 11.1 Confirmation of Confidential Ordinary Council Meeting Minutes
 - Item 11.2 Confirmation of Confidential Special Council Meeting Minutes
 - Item 11.3 Review of Confidential Action Items
 - Item 11.4 Incoming and Outgoing Correspondence
 - Item 11.5 Sponsorship Applications Received
 - Item 11.9 Risk Management and Audit Committee – Vacancy of Chairperson
 - Item 11.10 Grants Update
2. Opens the meeting to the public at 3:00pm after the discussion of confidential items.

CARRIED

The public was re-admitted at 3:00pm.

13 NEXT MEETING

The next meeting is scheduled to take place on Wednesday, 1 July 2026.

14 MEETING DECLARED CLOSED

This page and the preceding pages are the minutes of the Ordinary Council Meeting held on Wednesday 27 May 2026.

Click [here](#) to view the agenda for the Ordinary Council Meeting held on Wednesday 27 May 2026.

WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING 1 JULY 2026

Agenda Reference:	5.2
Title:	Confirmation of Special Council Meeting Minutes
Author:	Katharine Murray, Chief Executive Officer

SUMMARY

The minutes of the Special Council meeting held on Wednesday, 17 June 2026 are submitted to Council for confirmation that those minutes are a true and correct record of the meeting.

RECOMMENDATION

THAT COUNCIL confirms the minutes of the Special Council meeting held on Wednesday, 17 June 2026 as a true and correct record of the meeting.

STATUTORY AND POLICY

Section 101 and 102 *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 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. 2026-06-17 Special Council Meeting - Minutes UNCONFIRMED [5.2.1 - 4 pages]



Minutes of the West Arnhem Regional Council Special Council Meeting
Wednesday, 17 June 2026 at 9:00 am
Council Chambers (via Teams)

1 ACKNOWLEDGEMENT OF COUNTRY AND OPENING OF MEETING

Mayor James Woods declared the meeting open at 9:03am, welcomed all in attendance and did an Acknowledgement of Country.

2 PERSONS PRESENT

ELECTED MEMBERS PRESENT

Chairperson	James Woods (Mayor)
Councillor	Henry Yates
Councillor	Ralph McCoy
Councillor	Daniel Siebert
Councillor	Mickitja Onus
Councillor	Dwane Baker

STAFF PRESENT

Chief Executive Officer	Katharine Clare Murray
Governance Advisor	Debbie Branson

GUESTS

Independent Member	John Oberhardt
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3 APOLOGIES AND ABSENCES

Agenda Reference:	3.1
Title:	Apologies, Leave of Absence and Absent Without Notice
Author:	Katharine Murray, Chief Executive Officer

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

SCM05/2026 RESOLVED:

On the motion of Mayor James Woods

Seconded Cr Mickitja Onus

THAT COUNCIL

1. Notes the absence of Deputy Mayor Jacqueline Phillips, Cr Joseph Diddo and Cr Steven Nabalamarda;
2. Notes the apology received from Cr Ralph F Blyth and Cr Jermaine Namanurki;
3. Notes Cr Ralph F Blyth on leave of absence; and
4. Determines Deputy Mayor Jacqueline Phillips, Cr Joseph Diddo, Cr Jermaine Namanurki are absent with permission of the Council.

CARRIED

4 DECLARATION OF INTEREST OF MEMBERS OR STAFF

Agenda Reference:	4.1
Title:	Disclosure of Interest of Members or Staff
Author:	Katharine Murray, Chief Executive Officer

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

The Chief Executive Officer, Katharine Murray declared an interest in Item 6.1 - CEO Annual Performance and Remuneration Review and agreed to leave the room during the discussion.

SCM06/2026 RESOLVED:

On the motion of Mayor James Woods

Seconded Cr Ralph McCoy

THAT COUNCIL acknowledges the declaration of interest in relation to the items as listed for consideration during the Special Council meeting held on 17 June 2026.

CARRIED

5 PROCEDURAL MOTIONS

Agenda Reference:	5.1
Title:	Closure to the Public for the Discussion of Confidential Items
Author:	Katharine Murray, Chief Executive Officer

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

SCM07/2026 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 9:06am to consider the Confidential items of the Agenda.

CARRIED

6 CONFIDENTIAL ITEMS

Agenda Reference:	6.1
Title:	CEO Annual Performance and Remuneration Review
Author:	James Woods, Mayor

Chief Executive Officer, Katharine Murray left the meeting at 9:07am.

SCM08/2026 RESOLVED:

On the motion of Cr Ralph McCoy

Seconded Cr Dwane Baker

THAT COUNCIL:

1. Receive and note the report titled *CEO Annual Performance and Remuneration Review*; and
2. Adopts the recommendations made by the Chief Executive Officer Employment and Remuneration Advisory Panel meeting held Wednesday, 3 June 2026 as attached to the report.

CARRIED

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

Agenda Reference:	7.1
Title:	Disclosure of Confidential Resolutions and Re-admittance of the Public
Author:	Katharine Murray, Chief Executive Officer

SCM09/2026 RESOLVED:

On the motion of Mayor James Woods

Seconded Cr Mickitja Onus

THAT COUNCIL:

1. Approves to disclose the following selected resolutions from the confidential section of this meeting in the non-confidential meeting minutes:
Item 6.1 CEO Annual Performance and Remuneration Review; and
2. Opens the meeting to the public at 9:17am after the discussion of confidential items.

CARRIED

8 MEETING DECLARED CLOSED

Mayor James Woods declared the meeting closed at 9:17am.

This page and the preceding pages are the minutes of the Special Council Meeting held on Wednesday 17 June 2026.

Click [here](#) to view the agenda for the Special Council Meeting held on Wednesday 17 June 2026.

WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING 1 JULY 2026

Agenda Reference:	5.3
Title:	Confirmation of Special Council Meeting Minutes
Author:	Katharine Murray, Chief Executive Officer

SUMMARY

The minutes of the Special Council meeting held on Wednesday, 17 June 2026 are submitted to Council for confirmation that those minutes are a true and correct record of the meeting.

RECOMMENDATION

THAT COUNCIL confirms the minutes of the Special Council meeting held on Wednesday, 17 June 2026 as a true and correct record of the meeting.

STATUTORY AND POLICY

Section 101 and 102 *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 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. 2026-06-17 Special Council Meeting - Minutes UNCONFIRMED [5.3.1 - 4 pages]



Minutes of the West Arnhem Regional Council Special Council Meeting
Wednesday, 17 June 2026 at 9:30 am
Council Chambers (via Teams)

1 ACKNOWLEDGEMENT OF COUNTRY AND OPENING OF MEETING

Mayor James Woods declared the meeting open at 9:27am, welcomed all in attendance and did an Acknowledgement of Country.

2 PERSONS PRESENT

ELECTED MEMBERS PRESENT

Chairperson	James Woods (Mayor)
Deputy Mayor	Jacqueline Phillips
Councillor	Henry Yates
Councillor	Ralph McCoy
Councillor	Daniel Siebert
Councillor	Mickitja Onus
Councillor	Dwane Baker

STAFF PRESENT

Chief Executive Officer	Katharine Clare Murray
Interim Director Community and Council Services	Peter Mickleson
Director Technical Services	Grant McKenzie
Finance Manager	Imran Shajib
Governance Advisor	Debbie Branson
Communications and Public Relations Coordinator	Heidi Walton
Executive Assistant	Violette Stehlin

3 APOLOGIES AND ABSENCES

Agenda Reference:	3.1
Title:	Apologies, Leave of Absence and Absent Without Notice
Author:	Katharine Murray, Chief Executive Officer

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

SCM010/2026 RESOLVED:

On the motion of Deputy Mayor Jacqueline Phillips

Seconded Cr Ralph McCoy

THAT COUNCIL

1. Notes the absence of Cr Joseph Diddo and Cr Steven Nabalamarda;
2. Notes the apology received from Cr Jermaine Namanurki;
3. Notes Cr Ralph F Blyth on leave of absence; and
4. Determines Cr Jermaine Namanurki and Cr Diddo are absent with permission of the Council.

CARRIED

4 DECLARATION OF INTEREST OF MEMBERS OR STAFF

Agenda Reference:	4.1
Title:	Disclosure of Interest of Members or Staff
Author:	Katharine Murray, Chief Executive Officer

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

SCM011/2026 RESOLVED:

On the motion of Mayor James Woods

Seconded Cr Ralph McCoy

THAT COUNCIL acknowledges there were no declarations of interest in relation to the items as listed for consideration during the Special Council meeting held on 17 June 2026.

CARRIED

5 ACTION REPORTS

Agenda Reference:	5.1
Title:	2026-27 Regional Plan and Budget
Author:	Katharine Murray, Chief Executive Officer

The Council considered a report on 2026-27 Regional Plan and Budget.

SCM012/2026 RESOLVED:
On the motion of Cr Ralph McCoy
Seconded Cr Dwane Baker

THAT COUNCIL:

1. Receives and notes the report titled 2026-27 Regional Plan and Budget;
2. Approves the elected member allowances payable for 2026-27 as determined by the NT Government's Remuneration Tribunal;
3. Receives and notes the CEO's certification that all rateable land is recorded in the Council's assessment records;
4. Declares the General Rates and Charges for 2026-27;
5. Declares the Special Rate for Animal Management for 2026-27;
6. Declares the Special Rate for Public Lighting for 2026-27;
7. Approves the Annual Budget for 2026-27 and Long Term Financial Plan 2026-30;
8. Approves the Annual Fees and Charges for 2026-27; and
9. Approves the final 2026-27 Regional Plan and Budget.

CARRIED

6 PROCEDURAL MOTIONS

Agenda Reference:	6.1
Title:	Closure to the Public for the Discussion of Confidential Items
Author:	Katharine Murray, Chief Executive Officer

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

SCM013/2026 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 9:39am to consider the Confidential items of the Agenda.

CARRIED

7 CONFIDENTIAL ITEMS

Agenda Reference:	7.1
Title:	Risk Management and Audit Committee - Appointment of Chairperson
Author:	Katharine Murray, Chief Executive Officer

The report will be dealt with under Section 293(1) of the Local Government Act 2019 and General Regulations 2021 Part (3) Administration - Division 2 51(1)(b). It contains information about the personal circumstances of a resident or ratepayer.

<copy confidential reason here>

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

Agenda Reference:	8.2
Title:	Disclosure of Confidential Resolutions and Re-admittance of the Public
Author:	Katharine Murray, Chief Executive Officer

SCM15/2026 RESOLVED:
On the motion of Mayor James Woods
Seconded Cr Mickitja Onus

THAT COUNCIL:

1. Withholds the resolution from the confidential section of this meeting in the non-confidential meeting minutes; and
2. Opens the meeting to the public at 9:48am after the discussion of confidential items.

CARRIED

9 MEETING DECLARED CLOSED

Mayor James Woods declared the meeting closed at 9:48am.

This page and the preceding pages are the minutes of the Special Council Meeting held on Wednesday 17 June 2026.

Click [here](#) to view the agenda for the Special Council Meeting held on Wednesday 17 June 2026.

WEST ARNHAM REGIONAL COUNCIL

FOR THE MEETING 1 JULY 2026

Agenda Reference:	6.1
Title:	Review of Action Items
Author:	Katharine Murray, Chief Executive Officer

SUMMARY

This report is submitted for Council to review and discuss the progress on outstanding action items from Council meetings.

RECOMMENDATION

THAT COUNCIL:

1. Receives and notes the report titled *Review of Action Items*; and
2. Reviews the outstanding action items and gives approval for completed items to be removed from the register.

BACKGROUND

Action items arise out of resolutions of Council or questions asked by Councillors. 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 Council to determine whether the item remains active or is complete and can be removed.

COMMENT

The actions that Council resolves to occur are to be acted upon by the administration. This report enables Council 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 [6.1.1 - 2 pages]

Ordinary Council Meeting - Actions				
Meeting Date	Status	Action Required	Assignees	Action Taken
28/01/2026	Recommend Complete	Waruwi and Kakadu By-Election OCM009/2026 RESOLVED: Determines a date for the Waruwi By-Election be set in June 2026; and Advises that Kakadu By-Election be held at the latest in April 2026.	Katharine Murray	Waruwi - By-election approximately 30 July 2026.
28/01/2026	In Progress	Strategic Plan - Review of Pillars OCM010/2026 RESOLVED: Endorses the proposal by the CEO to commence consultation with the elected members, local authorities and senior management to review the strategic direction to ensure alignment with current priorities and values.	Katharine Murray	On schedule as per the timetable adopted by Council in April 2026.
24/02/2026	In Progress	Outstanding Debts OCM65/2026 RESOLVED Engaging a Debt Collection agency as an option.	Katharine Murray	On 25/5/26 CEO, ADCCS and DCS met with the DCDD Fines Recovery Unit (FRU) to discuss a possible agreement for the FRU to recover council's (by-law) infringements. Further internal discussion is now to occur.
24/02/2026	Not yet started	OCM65/2026 RESOLVED: Housing Concession Implemented into Local Communities - Investigate eligibility	Katharine Murray	Executives to work with the Mayor
24/02/2026	In Progress	Outdoor Gym OCM65/2026 RESOLVED: Spartan Parks - Playground - Tour Visit	Grant McKenzie	Tour in Darwin - End of Year Funding options being investigated. If funding is received project to go to tender for a potential outdoor gym. Application has been made to RDANT for funds to develop final scope and grant ready project proposal.
27/05/2026	In progress	Careflight Services OCM178/2026 Careflight contract- transition and continuation of service. Write to Craig Rowston, Marion Scrymgour's office and seek further details.	Peter Mickelson	Letter sent - refer to correspondence.

27/05/2026	Recommend Complete	Fuel - Communities OCM178/2026 Capacity in Minjilang and Warnai and deliveries to Maningrida and Gunbalanya - write to Craig Rowston from Marion Scrymgour's office seeking and an update on fuel supplies to remote communities.	Peter Mickelson	DCCS attended a fuel security meeting held by NIAA where they advised there are no fuel supply issues now or in the future.
27/05/2026	Not yet started	Barge Land Access Road - Maningrida OCM178/2026 Investigate sealing the access road to the barge.	Grant McKenzie	
27/05/2026	In Progress	Graffiti - Maningrida Community OCM182/2026 Write to the Northern Land Council raising Council's concerns in relation to the contractors storage of volatile substances in communities as per their permit conditions.	Peter Mickelson	Letter sent - refer to correspondence.

WEST ARNHAM REGIONAL COUNCIL

FOR THE MEETING 1 JULY 2026

Agenda Reference:	6.2
Title:	Warruwi Creche Building - Future Use
Author:	Peter Mickleson, Interim Director Council and Community Services

SUMMARY

This report asks Council to decide what should happen to the Warruwi creche building. The building is owned/controlled by the Department of Education and requires its approval for any changes. Council also needs to give the Department its view about the Minjilang creche building.

RECOMMENDATION

THAT COUNCIL:

1. Receive and note the report titled *Warruwi Creche Building - Future Use*;
2. Advise the Department of Education that Council, after consulting with Traditional Owners, Elders and the community, wants to close the Warruwi creche for good and keep the building for aged care services; and
3. Advise the Department of Education whether Council does/does not want the Minjilang building to keep operating as a community creche.

BACKGROUND

A community meeting was held in Warruwi on 12 March 2026. The meeting was about what services children aged 0 to 5 need in the community.

The meeting was attended by 13 community members including 3 Traditional Owners and 4 Elders.

The Department of Education has asked Council to confirm whether it wants to close the Warruwi creche and keep the building for aged care use. The Department has also asked Council for its view on the Minjilang building and whether the creche should continue there.

These were the main points of the community meeting. Full meeting minutes are attached.

1. Families as First Teachers (FaFT) is running regularly and is well respected. It is a strong base for early learning in Warruwi.
2. There are many young children in Warruwi, but fewer attend each day. More work may be needed to confirm how many formal childcare places are really needed.
3. Families have mixed views. Some may prefer children to go home at midday instead of staying at creche.
4. Staffing is the main challenge. A creche needs qualified and reliable staff.
5. The community may accept fly-in fly-out staff as a short-term option if local qualified staff are not available.
6. The community supports training local people, including young mothers and others who have started certificate courses.
7. There are few other childcare options in Warruwi. Future planning may need to focus on FaFT, the creche, or a mix of both.
8. Culture must be part of any future service. This includes cultural activities, trips, and working across programs.

A key finding from the consultation was that no other alternative childcare options were considered feasible in Warruwi. **FaFT was identified as a suitable model for the community** and was described as highly regarded.

One option is for Council to close the creche for good and, if the Department of Education agrees, use the building for aged care services instead. If Council chooses this option, the Department also wants support from Traditional Owners and Elders.

The Department has also asked Council for its view on the Minjilang building and whether the creche should continue in that community.

COMMENT

The meeting included representatives of Traditional Owners and Elders, so Council can be satisfied that the record of the community consultation represents the views of Traditional Owners and Elders.

Council already knows that it is hard to find and keep staff across many services. The Warruwi creche has the same problem. The community also appears to prefer Families as First Teachers (FaFT).

Staff believe it will be easier to recruit workers for aged care services than for creche services although it will still be difficult.

No investigations have been carried out as to the cost, if any, of changing the creche building for use as aged care. However, it is unlikely that any structural changes would be required and therefore any costs are likely to be low.

For these reasons, staff recommend that Council tell the Department of Education it wants to close the Warruwi creche and keep the building for aged care services.

No consultation has occurred with the Minjilang community regarding the future of its creche. However, Council, as elected representatives of the community may feel it has sufficient understanding of the issues to be able to decide on the future of the creche.

LEGISLATION AND POLICY

Nil.

FINANCIAL IMPLICATIONS

N/A

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 4.1 Strategic Infrastructure and Asset Management

Strategically manage, maintain and enhance community infrastructure.

ATTACHMENTS

1. Warruwi Community Meeting Consultation Summary 2026 [6.2.1 - 5 pages]



Warruwi Community Consultation Summary

Date of Meeting	Thursday 12 March 2026 at 11:00am
Location	Warruwi WARC Conference Room
Hosted by	Katharine Murray, CEO, West Arnhem Regional Council
Minute Taker	Leva Pei, WARC Grants Coordinator

Attendees

Name	Role / Organisation
Rick Mitchell	WARC Acting Director of Council and Community Services
James Wood	Mayor
Jacqueline Phillips	Deputy Mayor
Debbie Gough	WARC Council Services Manager, Warruwi
Jenny Inmulugulu	Traditional Owner
Melissa Inmulugulu	Traditional Owner
Kylinda Brown	Traditional Owner
Bunug Galaminda	Elder
Jamie Milpurrr	Elder
Jenny Manmurulu	Elder
Rosmary Urabadi	Elder
Peter Jenkins	Principal of Warruwi School
Claire Vogan	FaFT Warruwi School
Mary Djrundudu	Community Member

Purpose of Meeting

The meeting focused on understanding current childcare arrangements in Warruwi, community needs for children aged 0–5 years, possible service models, workforce requirements, barriers, and community preferences regarding the future operation or development of a creche/childcare service.



Key Discussion Points

1. Welcome and Introductions

The meeting opened with a Welcome to Country by Jenny Inmulugulu, Traditional Owner, followed by round-table introductions from all attendees.

2. Current Childcare and Early Years Services

The main existing early years' service discussed was FaFT, which was identified as a key and well-regarded service within the community.

Feedback provided during the consultation indicated that FaFT operates as a playgroup from approximately 8:00am to 12:00pm, with home visits occurring from approximately 12:30pm to 2:30pm.

Key service information included:

- Approximately 27–32 children are involved.
- 52 children are enrolled.
- Daily attendance is approximately 9–17 children.
- The service operates 5 days per week.
- There are 2 staff.
- Breakfast and lunch are provided.
- The Department of Education and Warruwi School assist with the service.
- Children currently attend FaFT.
- The age group referenced included children around 3.5 to 5 years old, including 3 four-year-olds and 4 five-year-olds.

3. Childcare Needs and Attendance Patterns

The meeting considered how many children require care, the days and hours care may be needed, and the barriers that may affect attendance.

A significant point raised through community feedback was that some families prefer children to go straight home at 12:00pm rather than attend the creche. This may relate to concerns regarding children's disputes or conflict, and whether staff are appropriately equipped to manage these situations.

4. Service Models and Community Preferences

The consultation considered possible childcare service models, including the creche, FaFT, and potential mixed-service models.

A key finding from the consultation was that no other alternative childcare options were considered feasible in Warruwi. FaFT was identified as a suitable model for the community and was described as highly regarded.

Community feedback also indicated openness to fly-in/fly-out qualified educators if suitably qualified local staff are not available.





The discussion also considered whether families could pay fees if Child Care Subsidy is not available; however, no firm agreed position was reached.

5. Workforce, Training and Support

Workforce availability and training were major points of discussion. Feedback received during the consultation indicated that the community is willing to support educator recruitment.

A significant finding was that the community would like local training opportunities once a qualified person is recruited. This suggests a preferred approach where an appropriately qualified educator could help establish or support the service while local community members undertake training.

It was also indicated that young mothers attending FaFT have shown interest in further education, which may support future local workforce development.

The meeting also considered whether Registered Training Organisations could deliver training in community, and whether new employees could obtain Working with Children Checks and first aid qualifications. No final findings were recorded against these matters.

6. Key Priorities and Barriers

The main priorities and barriers identified were:

- Cultural priorities and excursions.
- Collaboration and working across programs.
- Reliable staffing.
- Recruitment of qualified staff.
- Supporting local recruitment and training.
- Exploring training opportunities for interested community members.

Reliable staffing and access to qualified educators were identified as determining issues for whether the Creche service can operate effectively and sustainably.

7. General Business

There was discussion about whether the FaFT teacher could assist with training and assessment for community members who have already commenced certificate-level qualifications.

This is a significant point of interest, as it suggests there may already be people in the community who have started relevant training and could potentially be supported to complete their qualifications.

Significant Points of Interest

The most significant points arising from the consultation were:

- FaFT is currently the main early years service and is highly valued by the community.
- There are 52 children enrolled in FaFT, with daily attendance between 9 and 17 children.





- There are 59 children aged 0–5 registered as living in Warruwi, as identified by Red Lily Health Care.
- Some families may not support children attending creche after 12:00pm, preferring children to return home.
- Concerns were raised about children's disputes and staff capacity to manage these situations.
- No other alternative childcare options were identified as feasible in Warruwi.
- The community is open to fly-in/fly-out qualified educators where local qualified staff are unavailable.
- The community supports local training once a qualified educator is in place.
- Young mothers involved with FaFT may be interested in further education, creating a possible local workforce pathway.
- Reliable staffing and qualified educators are key barriers that need to be addressed before service delivery can be strengthened or expanded.

Determining Facts and Findings

The following facts and findings appear most relevant for future decision-making:

- 1. Existing service base:** FaFT is operating regularly and is well regarded, making it a strong foundation for any early childhood service model in Warruwi.
- 2. Demand exists but needs clarification:** There are 59 children aged 0–5 registered as living in Warruwi, and 52 children enrolled in FaFT. However, actual daily attendance is lower, at approximately 9–17 children. This suggests further work may be required to confirm realistic demand for formal childcare places.
- 3. Community preference is mixed:** Some families may prefer children to return home at midday rather than attend creche. Future service planning should consider family preferences, preferred hours of care, and community confidence in staff supervision.
- 4. Staffing is the key constraint:** Qualified and reliable staff are essential. Without qualified educators, service options may be limited.
- 5. FIFO staffing may be acceptable:** Community feedback indicated openness to fly-in/fly-out qualified educators if local qualified staff are not available. This may provide a short-to-medium term solution while local workforce capacity is developed.
- 6. Local workforce development is important:** The community supports local training opportunities, and there may be existing interest from young mothers and people who have commenced certificate-level qualifications.
- 7. Alternative childcare options are limited:** Community feedback indicated that no other alternative childcare options are considered feasible in Warruwi. This means future planning may need to focus on strengthening FaFT, the creche, or a combined service model.





8. Cultural priorities must be embedded: Cultural activities, excursions, and cross-program collaboration were identified as priorities and should be considered in any future service model.

Overall Summary

Consultation findings show strong community interest in early childhood support in Warruwi, with FaFT continuing to play a central and well-regarded role. There is a clear population of children aged 0–5 and good engagement with existing services, but actual demand for creche-style childcare, including preferred hours and likely utilisation, still needs to be clarified.

The most significant challenges relate to workforce capacity, particularly recruiting and retaining qualified, reliable educators in a remote context. While the community is open to FIFO qualified staff as a short-term option, there is a strong preference to build a local workforce through training and support for community members who have started, or are interested in, certificate-level qualifications.

Consultation also highlighted the need to better communicate the operational realities of a creche model, including limits on capacity, staffing requirements and regulatory obligations. Managing these expectations will be important to ensure community understanding aligns with what is realistically deliverable.



WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING 1 JULY 2026

Agenda Reference:	7.1
Title:	Incoming and Outgoing Correspondence
Author:	Katharine Murray, Chief Executive Officer

SUMMARY

This report is to table items of correspondence received and sent since the last Ordinary Council Meeting.

RECOMMENDATION

THAT COUNCIL receives and notes the attached items of incoming and outgoing correspondence.

BACKGROUND

In June 2025, Council requested that incoming and outgoing correspondence be made available in hard copy for Council Members to view at each meeting separate to the agenda. Correspondence available is as follows:

COMMENT

Type	Date	Sender/Receiver	Reference
Letter	29 April 26	Department of People, Sport and Culture	Minister's Advisory Council on Multicultural Affairs
Letter	28 May 26	Minister Edgington	Regional and Remote Burial Areas Grant
Email	29 May 26	Kakadu National Park	Attacking Dingo / Dogs in Jabiru
Email	2 June 26	DHLGCD	Consultation Draft Ministerial Guideline – Code of Conduct Framework
Email	4 June 26	LGANT	Consultation Draft Ministerial Guideline – Code of Conduct Framework – Draft Submission
Letter	4 June 26	DHLGCD	Feedback on Councils Draft 2026-27 Annual Plan
Fact Sheet	4 June 26	ALGA	Fuel Crisis Summary
Letter	5 June 26	Northern Land Council	Concerns on the Storage of Volatile Substances
Letter	9 June 26	Member for Lingiari	Care Flight Continuity
Letter	15 June 26	NT Grants Commission	Early payment 2026/27 Financial Assistant Grants
Letter	16 June 26	DHLGCD	Additional NT Operational Subsidy Payment in 2025/26
Letter	17 June 26	LGANT	Local Government Representation Review - early advice

LEGISLATION AND POLICY

Nil.

STRATEGIC IMPLICATIONS

This report is aligned to the following pillars of the *Regional Plan and Budget 2023-2024*:

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 ARNHAM REGIONAL COUNCIL

FOR THE MEETING 1 JULY 2026

Agenda Reference:	7.2
Title:	Meetings and Events attended by the Mayor
Author:	Katharine Murray, Chief Executive Officer

SUMMARY

This report provides information to Council on meetings and events attended by the Mayor since the last Ordinary Council Meeting.

RECOMMENDATION

THAT COUNCIL receives and notes the report titled *Meetings and Events attended by the Mayor*.

BACKGROUND

The meetings and events listed involve discussions that influence or may affect the operations of the Council or relationships with external agencies.

COMMENT

Date(s)	Location	Reason for Meeting	Person(s) met with
28.05.2026	Teams	Draft Ministerial Guideline on Code of conduct Framework	Local Government Australia Northern Territory
28.05.2026	Maningrida	Placed-Based Partnerships Maningrida	Aboriginal Partnerships and Reform
01.06.2026	Maningrida	Maningrida Regional Consortium Meeting	Maningrida Regional Consortium Members
05.06.2026	Teams	Risk Management and Audit Chairperson Application Review Panel	Risk Management Audit Committee Members
10.06.2026	Maningrida	Maningrida Regional Consortium	Maningrida Regional Consortium Members
15.06.2026	Teams	Review of the National Agreement on Closing the Gap	Productivity Commission
17.06.2026	Teams	Special Council Meeting	Elected Members
17.06.2026	Teams	Special Council Meeting	Elected Members
17.06.2026	Maningrida	Place-Based Partnerships Maningrida	Aboriginal Partnerships and Reform
18.06.2026	Maningrida	Photograph taken with new Maningrida Bus	Marion Scrymgour MP
18.06.2026	Maningrida	Closing the Gap Place-Based Partnerships Community of Practice	Aboriginal Partnerships and Reform
22.06.2026	Canberra	Australian Council of Local Government 2026	Various Stakeholders
23.06.2026	Canberra	Regional Forum	Various Stakeholders

23.06.2026	Canberra	Multi-purpose Safe Shelters in Warruwi and Minjilang	Office of the Hon. Catherine King MP
24.06.2026	Canberra	National General Assembly Day 1	Various Stakeholders
24.06.2026	Canberra	Multi-purpose Safe Shelters in Warruwi and Minjilang, Fuel Supply, Storage and Place-Based Partnerships	Minister Malarndirri McCarthy
25.06.2026	Canberra	National General Assembly Day 2	Various Stakeholders
29.06.2026	Teams	Finance Committee Meeting	Finance Committee Members
30.06.2026	Teams	Risk Management and Audit Committee Meeting	Risk Management and Audit Committee Members

LEGISLATION AND POLICY

Nil.

FINANCIAL IMPLICATIONS

Nil.

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 ARNHEM REGIONAL COUNCIL

FOR THE MEETING 1 JULY 2026

Agenda Reference:	7.3
Title:	Meetings and Events attended by the Chief Executive Officer
Author:	Katharine Murray, Chief Executive Officer

SUMMARY

This report provides information on meetings and events attended by the Chief Executive Officer since the last Ordinary Council Meeting.

RECOMMENDATION

THAT COUNCIL receives and notes the report titled *Meetings and Events attended by the Chief Executive Officer*.

BACKGROUND

The meetings listed involve discussions that influence or may affect the operations of the Council or relationships with external agencies.

COMMENT

Date(s)	Location	Reason for Meeting	Person(s) met with
28.05.2026	Darwin	Placed-Based Partnerships Maningrida	Aboriginal Partnerships and Reform
29.05.2026	Darwin	Team Health Reconciliation Week Gathering	Various Stakeholders
29.05.2026	Darwin	Communication Protocol	National Indigenous Australians Agency
01.06.2026	Teams	Homelands Roads Funding	Bawinanga Homelands Aboriginal Corporation
05.06.2026	Darwin	Stakeholder Engagement Meeting	New Future IT
05.06.2026	Teams	Risk Management and Audit Chairperson Application Review Panel	Risk Management Audit Committee Members
10.06.2026	Teams	Sponsorship Application Panel	Elected Members
15.06.2026	Teams	Review of the National Agreement on Closing the Gap	Productivity Commission
16.06.2026	Teams	Renewal	JLT Risk Solutions Pty Ltd
17.06.2026	Jabru	Special Council Meeting	Elected Members
17.06.2026	Jabiru	Special Council Meeting	Elected Members
17.06.2026	Jabiru	2026 Census	Census
17.06.2026	Teams	Place-Based Partnerships Maningrida	Aboriginal Partnerships and Reform
18.06.2026	Maningrida	Photograph taken with new Maningrida Bus	Marion Scrymgour MP
18.06.2026	Maningrida	Official Opening of the Maningrida Clinic	Various Stakeholders

18.06.2026	Maningrida	Closing the Gap Placed-Based Partnerships Community of Practice	Aboriginal Partnerships and Reform
23.06.2026	Canberra	Networking Breakfast	Australian Local Government Women's Association
23.06.2026	Canberra	Regional Forum	Various Stakeholders
23.06.2026	Canberra	Multi-purpose Safe Shelters in Waruwi and Minjilang	Office of the Hon. Catherine King MP
23.06.2026	Canberra	Leading Roles Networking Event	Various Stakeholders
24.06.2026	Canberra	National General Assembly Day 1	Various Stakeholders
24.06.2026	Canberra	Multi-purpose Safe Shelters in Waruwi and Minjilang, Fuel Supply, Storage and Place-Based Partnerships	Minister Malarndirri McCarthy
25.06.2026	Canberra	National General Assembly Day 2	Various Stakeholders
25.06.2026	Canberra	Northern Territory Regional Councils Roundtable	Office of Marion Scrymgour MP
29.06.2026	Teams	Finance Committee Meeting	Finance Committee Members
30.06.2026	Teams	Risk Management and Audit Committee Meeting	Risk Management and Audit Committee Members

LEGISLATION AND POLICY

Nil.

FINANCIAL IMPLICATIONS

Nil.

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 ARNHEM REGIONAL COUNCIL

FOR THE MEETING 1 JULY 2026

Agenda Reference:	7.4
Title:	Regional Cemetery Update
Author:	Meredith Newall, Waste and Resource Coordinator

SUMMARY

This report is to provide an update to the Council on the progress of establishing declared cemeteries within our communities.

RECOMMENDATION

THAT COUNCIL receives and notes the report titled *Regional Cemetery Update*.

BACKGROUND

The *Burials and Cremations Act 2022* commenced 28 November 2022 making local government the managers of cemetery facilities across the Northern Territory. West Arnhem Regional Council (WARC) has been working towards establishing culturally appropriate cemeteries for all our communities with cemeteries in Jabiru, Maningrida and Minjilang achieving 'declared' status.

COMMENT

The NT Government provided funding to WARC to establish cemeteries in our region under the *Community Places for People Grant*. This grant was a one-off funding opportunity, and funds have been used to undertake works in Maningrida and Minjilang to prepare identified cemetery sites for burials.

Other funding provided to WARC for cemeteries was under the *Regional and Remote Burials Grant* 2023/2024 round and this was utilised for works in Maningrida, Minjilang and Warruwi. The 2025/2026 round closed 10 April 2026 with an application submitted to complete works at the Manayingkarirra Community Cemetery.

Status by community:

Gunbalanya

- Northern Land Council (NLC) undertook consultation with the Indigenous Land and Sea Corporation (ILSC) in May 2026 and have identified an amended location for the establishment of a cemetery within their pastoral lease area. NLC will consult with the Traditional Owners regarding the new location. Please refer to attached maps

Jabiru

- The proposed design for the signage was referred to GACJT and has been approved

Maningrida

- Core works were completed 12 September 2025 with the Local Authority approving the following pending works 2 March 2026:
 - Supply and installation of 6 solar light poles with anti-climbing spikes
 - Lights ordered 9 April 2026
 - Installation of lights awarded to Stedman's Construction and Engineering

- Supply and installation of 10 x 1 metre aluminum benches and 10 x 2 metre aluminum benches with back
 - Benches delivered to Maningrida
 - Installation works awarded to Stedman's Construction and Engineering
 - Location of benches to be determined via consultation with Traditional Owners
- Entry sign
 - Awaiting delivery to Maningrida with installation to be completed in-house
- An application under the *Regional and Remote Burials Grant* was submitted in April for the following remaining works:
 - Water connection
 - Supply and install bush tucker plants
 - Tap and fountain
 - Shelter installation
- Council has received \$59,500 in funding under the Regional and Remote Burials Grant towards the completion of works

Minjilang

- Certificate of compliance for the shelter received 24 April 2026
- Awaiting:
 - Copy of the building permit
 - Certifier stamped drawings
 - Occupancy permit

Warruwi

- No update

LEGISLATION AND POLICY

Local Government Act 2019

Burials and Cremation Act 2022

FINANCIAL IMPLICATIONS

As per Community Places for Peoples Grant guidelines

As per Remote Burials Grant Program guidelines

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.

PILLAR 4 SERVICE DELIVERY AND BUILT ENVIRONMENT

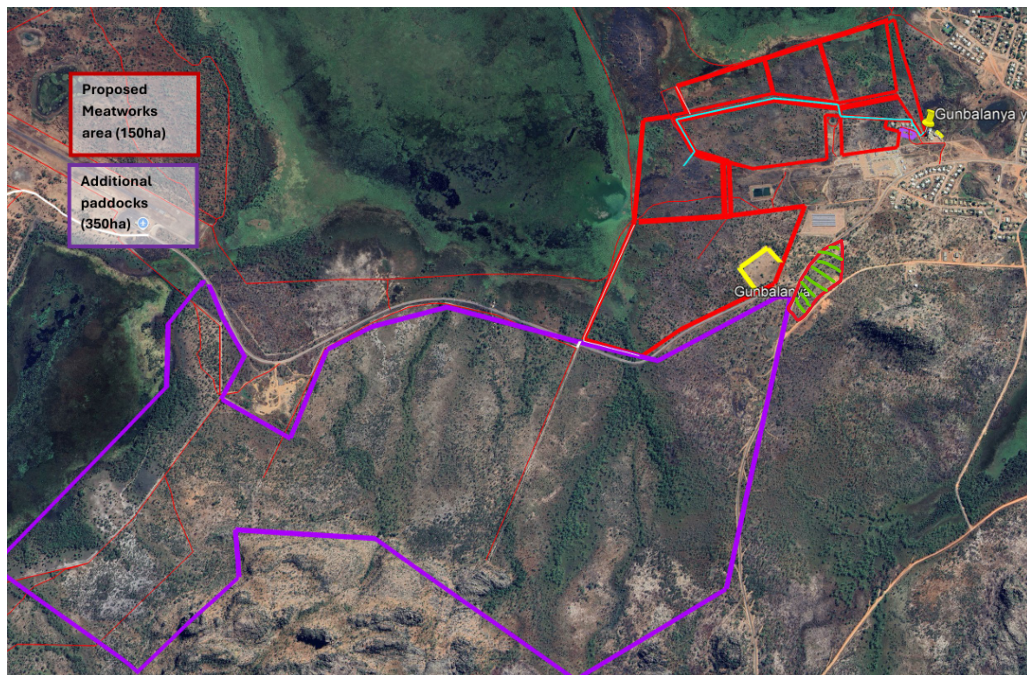
We provide high quality infrastructure and service delivery that meets the unique needs of each community, creates a sense of place and contributes towards promoting a sense of pride in community.

Goal 4.1 Strategic Infrastructure and Asset Management

Strategically manage, maintain, and enhance community infrastructure.

ATTACHMENTS





WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING 1 July 2026

Agenda Reference:	7.5
Title:	Regional Waste Update
Author:	Meredith Newall, Waste and Resource Coordinator

SUMMARY

This report is to provide an update to Council on the status of Waste Management within our communities.

RECOMMENDATION

THAT COUNCIL receives and notes the report titled *Regional Waste Update*.

BACKGROUND

As one of our key operational service delivery areas, Waste Management is an ongoing focus for West Arnhem Regional Council (WARC). Each community has its own unique challenges and opportunities in managing waste in our journey towards circular economy and effective waste management.

COMMENT

1. Regional

- Several non-compliance issues were identified by the NT EPA in October 2025 at Gunbalanya and Maningrida
- Actions to address non-compliance issues by WARC have been approved by council
- The 2025/2026 WaRM grant is being utilised to improve compliance with environmental legislation in all communities
 - Materials purchased under the grant (compliant storage units for car batteries and waste engine oil) have been delivered to relevant communities
 - Optimal Site Performance has been engaged to provide Landfill operator training in July 2026 for all communities

2. Gunbalanya

- Lease Status: Awaiting lease from Northern Land Council (NLC)
- License Status: Requires licensing and NT EPA have advised in writing that a s19 lease is not required to apply and continuing to operate without a licence is in breach of the *Waste Management and Pollution Control Act 1998*
- Rubbish Collections: No changes to schedule. Replacement bins have been delivered to Gunbalanya as well as spare lids and pins
- Landfill: Operational from Monday to Friday 7.30am – 3.00pm
- The focus of this site is to reinstate power to the gatehouse to enable the employment of a Landfill Officer
 - Eco Sparks has been engaged to supply and install a solar array with works commencing when road access is reopened
 - CCTV system will be installed once power is reinstated at the site
- Optimal Site Performance will assess the site and provide recommendations to improve landfilling practices 24 July 2026

3. Jabiru

- Lease Status: Lease with Gundjeihmi Aboriginal Corporation Jabiru Town (GAC JT)
- License Status: License EPL351-01
- Rubbish Collections: No changes to schedule
- Landfill: Operational from Monday to Friday 7.30am – 3.30pm
- Landfill Operator training is being undertaken in Jabiru 20-21 July 2026 for all communities and will include:
 - Environmental risks and control
 - Environmental legislation
 - Workplace Health and Safety requirements
 - Utilising current on site equipment to improve landfilling practices
- Options are being investigated for the safe transport of more than 150 BBQ gas bottles currently stored at the site



- Two (2) containers of used car batteries were sent to Darwin for processing by Sell & Parker

4. Maningrida

- Lease Status: Awaiting lease from Northern Land Council (NLC)
- License Status: Requires licensing and NT EPA have advised in writing that a s19 lease is not required to apply and continuing to operate without a licence is in breach of the *Waste Management and Pollution Control Act 1998*
- Rubbish Collections: No change to schedule
- Landfill: Operational from Monday to Friday 7.30am–3.00pm and currently unstaffed
- Maningrida Landfill is working towards compliance ahead of a license being granted
- The focus of this site is to reinstate power and sewerage to the gatehouse to enable the employment of a Landfill Officer
 - Stedmans Construction & Engineering has finalised the required septic tank works
 - Eco Sparks has been engaged to supply and install a solar array with works commencing when road access has been reinstated
 - CCTV system will be installed once power is reinstated at the site
- Optimal Site Performance will be providing site specific Landfill Operator Training 23 July 2026
- Three (3) containers of used car batteries were sent to Darwin for processing by Sell & Parker



CONTAINERS PACKED FOR TRANSPORT

- Sell & Parker are keen to commence scrap metal removal once road access is reinstated
- Keep Australia Beautiful NT spent three (3) days in Maningrida engaging with local businesses and the wider community

5. Minjilang

- Lease Status: Awaiting lease from Northern Land Council (NLC)
- License Status: No license required
- Rubbish Collections: No change to schedule
- Landfill: Remains unstaffed
- Minjilang landfill is unfenced and is impacted by wild pigs foraging disposed waste. The current site is nearing capacity, and a lease is required to extend the current footprint or another suitable site to be identified
- Optimal Site Performance will be providing site specific Landfill Operator Training 22 July 2026
- VTG have been engaged to provide IBCs for the collection and safe transport of 4,000 litres of waste engine oil. The oil will be processed in Darwin to enable further treatment for its reuse

6. Waruwi

- Lease Status: Draft lease received from Northern Land Council (NLC) which will be used as a template for other West Arnhem Regional Council landfills
- License Status: No license required
- Rubbish Collections: No change to schedule
- Landfill: Unmanned
- Challenges for this site include limited space into the future
- Optimal Site Performance will be providing site specific Landfill Operator Training 22 July 2026

LEGISLATION AND POLICY

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 4.3 Waste and Water Management

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

ATTACHMENTS Nil

WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING 1 July 2026

Agenda Reference:	7.6
Title:	Technical Services Report
Author:	Kylie Gregson, Manager Technical Services

SUMMARY

This report is presented to the Council to provide an overview of all Local Authority and other Council projects delivered across the West Arnhem Regional Council locations, for the reporting period up to 19 June 2026.

RECOMMENDATION

THAT COUNCIL receives and notes the report titled *Technical Services Report*.

BACKGROUND

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

COMMENT

As per the attached report, a comprehensive snapshot is provided to the Council of all current projects being undertaken by the Technical Services Team.

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

1. Technical Services Projects - OCM June 2026 [**7.6.1** - 4 pages]
2. Technical Services Projects L A- OCM June 2026 [**7.6.2** - 3 pages]

GUNBALANYA COUNCIL PROJECTS

STATUS	PROJECT COMPLETE	TASK	DESCRIPTION	% DONE
In Progress	30-09-2026	Insurance claim accepted - Works awarded to M+J Builders. Following site visit, surveyors now advising this is a flood prone area and buildings need to be elevated higher. Build to take place in Darwin, then transported for site installation. Target completion extended to September 2026.	Gunbalanya Flood Insurance Toad Hall, Laundry & damaged house.	70%
In Progress	31-12-2026	Overview - Wall repairs and painting throughout, concrete at entrance, replacement of commercial oven and dishwasher. Awaiting on quotes.	Gunbalanya Aged Care - Support at Home	10%

JABIRU COUNCIL PROJECTS

STATUS	PROJECTED COMPLETE	TASK	DESCRIPTION	% DONE
In Progress	31-12-2026	Overview - Replanting of garden beds, move existing park benches under cover, install charging ports and bubbler. Outstanding works is supply of native plants and re-planning of garden beds. A scope of works and quote has been received, and now sitting with funding body for approval, expect response late July 2026.	Jabiru Town Square Revitalisation (Rio Tinto).	40%
In Progress	30-12-2027	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	Replace existing wayfinding signs that are damaged and faded. Awaiting release of funds to commence works.	Wayfinding Sign Upgrades (Rio Tinto).	25%

MANINGRIDA COUNCIL PROJECTS

STATUS	PROJECTED COMPLETE	TASK	DESCRIPTION	% DONE
Completed	31-05-2026		Maningrida Toilets upgrade near office.	100%
In Progress	31-12-2026	Initial construction works awarded to BV Constructions. Current approved works are installation of signage, seating and solar lighting. Remaining works is installation of shelter, water connection including tap and bubbler, and plants.	New Maningrida Cemetery.	80%

MINJILANG COUNCIL PROJECTS

STATUS	PROJECTED COMPLETE	TASK	DESCRIPTION	% DONE
Completed	31-05-2026	Works awarded to Stedman's Construction. Contractor kick-off meeting completed. Boundary cleared, fencing completed, 6 mtr pavement completed. Final works is now completed, installation of shelter and footpath.	New Minjilang Cemetery.	100%

WARRUWI COUNCIL PROJECTS

STATUS	PROJECTED COMPLETE	TASK	DESCRIPTION	% DONE
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GUNBALANYA LOCAL AUTHORITY PROJECTS

STATUS	PROJECTED COMPLETE	STAGE	DESCRIPTION	% DONE
In Progress	30-07-26	Procurement commenced for delivery via road access.	Install 4 x Flag Poles at the WARC Office.	5%
In Progress	30-06-26	Procurement commenced for delivery via road access.	Replace Stainless Steel Toilets at the Council Office.	5%
In Progress	30-06-26	Awaiting authorised PWC Site Servicing Plan to establish costs to connect services (water and sewerage) for proposed public toilet at the Billabong.	Provide ablution facilities at the Billabong.	5%
In Progress	Ongoing	Shelters managed and leased by the Anglican Church. Requesting for assistance with sourcing external funding for rebuild facilities.	Rebuild of 2 x Community Shelters at Banyan/Arrgulukk.	5%
In Progress	30-11-26	Tender awarded to the University of Melbourne. Gunbalanya scheduled visits are 29th June to 3rd July 2026, 21st to 25th September 2026.	Vet Program - Animal Management.	10%

MANINGRIDA LOCAL AUTHORITY PROJECTS

STATUS	PROJECTED COMPLETE	STAGE	DESCRIPTION	% DONE
In Progress	15-07-26	Alternative Water Bubbler requested 'Fit for Purpose' - Authorised at LA meeting in May 2026 to proceed with installation and fabrication.	Installation of Chilled Water Bubbler, Basketball Court.	5%
In Progress	16-07-26	Procurement commenced - Request for (3) quotes for 'Scope Of Works' to raise Purchase Order.	Installation of Internal Fencing Basketball Court.	5%
In Progress	30-05-26	Engineering and design works completed - awaiting revised Building Permit for variation approval.	Fabrication Variation, Raise Height of Airport Shelter - Cultural Entrance/Exit.	25%
In Progress	30-11-26	Tender awarded to the University of Melbourne. Maningrida scheduled remaining visits are 6th to 10th July 2026, 10th to 21st August 2026, 14th to 18th September 2026.	Vet Program - Animal Management.	10%

MINJILANG LOCAL AUTHORITY PROJECTS

STATUS	PROJECTED COMPLETE	STAGE	DESCRIPTION	% DONE
Completed	30-06-26		Install 4 x Flag Poles at the Office.	100%
In Progress	01-07-26	Council Service Manager (CSM) and IT procuring items for installation.	Starlink Wi-Fi for public use at the rear of the Minjilang Office/Recreation Hall.	5%
In Progress	30-11-26	Tender awarded to the University of Melbourne. Minjilang scheduled visits are 9th to 10th July 2026, 17th to 18th September 2026, final visit TBA.	Vet Program - Animal Management.	10%

WARRUWI LOCAL AUTHORITY PROJECTS

STATUS	PROJECTED COMPLETE	STAGE	DESCRIPTION	% DONE
In Progress	30-06-26	Procurement commenced for delivery by Sea swift Barge. Awaiting on quote for installation.	Install 2 x Flag Poles at the Office.	5%
In Progress	30-10-26	Provide support/materials for Cultural Camp 2026.	Cultural Camp 2026.	5%
In Progress	01-07-26	Awaiting delivery - Park Setting - purchase order sent to Felton Industries.	Beautification of Waruwi - Park Setting for the 'Lookout'.	5%
In Progress	30-11-26	Tender awarded to the University of Melbourne. Waruwi scheduled visits are 6th to 8th July 2026, 14th to 16th September 2026, final visit TBA.	Vet Program - Animal Management.	10%

WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING 1 JULY 2026

Agenda Reference:	7.7
Title:	Community and Council Services Report
Author:	Peter Mickleson, Interim Director Council and Community Services

SUMMARY

This report is presented to the Council to provide an overview of community and council services delivered across the West Arnhem Regional Council (WARC) locations, for the reporting period of 01 April to 30 April 2026.

RECOMMENDATION

THAT COUNCIL receives and notes the report entitled *Community and Council Services Report*.

BACKGROUND

High level operational figures are provided to ensure transparency, communication, and insight are provided to elected members.

COMMENT

1. Community Services

1.1. Broadcasting (Gunbalanya, Maningrida, Minjilang, Warruwi)

- Positions remain vacant across the program due to limited interest within communities.

Total number of Top End Aboriginal Bush Broadcasting Association (TEABBA) on-air hours:

Community	March	April	May	Year to date
Gunbalanya	52.8	2.0	0	93.2 hrs
Maningrida	0	0	0	80 hrs
Warruwi	0	0	0	0 hrs
Minjilang	0	0	0	0 hrs

1.2. Community Care (Aged Care – Gunbalanya, Jabiru, Minjilang, Warruwi)

- The Community Care Team have a focus on connecting clients and families to services with intention of growth and development within the Community Care Team.
- Collaboration with provider, Country Connect is underway to help expand and improve services that are delivered to community and clients.

Number of Aged Care recipients by community as of 31 May 2026.

Community	CHSP	HCP/SAH
Jabiru	6	1

Gunbalanya	6	9
Minjilang	1	2
Waruwi	2	0
Total	15	12

Total meals provided SAH & CHSP:

Community	March	April	May	Year to date
Gunbalanya	467	505	892	2456
Jabiru	286	283	296	1107
Minjilang	120	112	42	394
Waruwi	48	37	244	385

1.3. Community Safety (Night Patrol – Gunbalanya, Minjilang & Waruwi)

Number of nights Night Patrol operated:

Community	February	March	April	Year to date
Gunbalanya	5	2	4	18
Minjilang	22	22	21	85
Waruwi	19	16	0	52

- Community Safety has been consistent across majority of the region with exception of Gunbalanya and Waruwi. Staffing recruitment remains a key issue in Gunbalanya. Sorry business and Community unrest are impacting staff ability to provide CSP program in Waruwi.

1.4. Early Learning Centres (Jabiru Childcare Centre, Minjilang & Waruwi Creches)

Total attendance at the Early Learning Centres:

- Jabiru Childcare Centre remains closed with closure being extended until 01 August due to delays in materials for the roof repairs.
- Jabiru Childcare staffing structure under review to meet requirements within the regulated service.
- Recruitment of Jabiru Childcare staff is progressing.
- Creche Staff in Minjilang and Jabiru continue to undertake study and training in Certificate III Childcare.
- Waruwi Creche remains closed due to recruitment challenges and has remained closed since December 2024.

Community	March	April	May	Year to date
Jabiru	Closed	Closed	Closed	0
Minjilang	46	37	90	173
Waruwi	Closed since December 2024			

Total closures at the Early Learning Centre's:

Community	March	April	May	Year to date
Jabiru	31	30	31	120
Minjilang	4	4	1	37
Warruwi	Closed since December 2024			

New enrollments at the Community Creches:

Community	March	April	May	Year to date
Minjilang	0	0	1	1
Warruwi	Closed since December 2024			

1.5. National Disability Insurance Scheme (Gunbalanya, Jabiru, Minjilang, Warruwi)

Number of National Disability Insurance Scheme (NDIS) participants receiving services as of May 2026.

	Gunbalanya	Jabiru	Minjilang	Warruwi	Total
NDIS Participants receiving services	15	3	0	4	22

Total NDIS meals provided:

Community	March	April	May	Year to date
Gunbalanya	362	362	362	1448
Jabiru	56	76	84	306
Warruwi	168	166	166	668

- There are currently no participants registered with Council for services in Minjilang.

1.6. National Disability Insurance Agency

The National Disability Insurance Agency (NDIA) Remote Community Connector (RCC) based in Jabiru.

Meetings and engagement across the region as follows:

	March	April	May	Year to date
Community and Stakeholder Engagement Activities	108	96	97	301
Participant Check-In	0	1	12	13
Access Request Forms prepared for potential NDIS Participants	1	0	1	2
Service Provider Visits	3	1	1	5
NDIA Supported Visit	0	0	0	0
Number of other Activities Agreed to By Agency	0	0	0	0

Community Visits	0	2	2	4
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- Regular visits to community are scheduled with consideration of community and client needs.

1.7. Sports and Recreation

Total attendance at the Sports and Recreation programs:

Community	March	April	May	Year to date
Gunbalanya	431	495	311	1787
Maningrida	1425	246	160	3487
Minjilang	392	0	0	556
Warruwi	697	68	0	1067
Jabiru	220	150	150	685

During the reporting period:

- WARC Sport and Recreation programs in Minjilang and Warruwi have been impacted by staff on Cultural Leave and Community unrest in Warruwi.
- The six-month facilitator program has continued to be delivered to communities over the reporting period. A key focus in this area is to increase and fill positions within the Sport and Recreation space across the region, identifying gaps and generating rosters to provide maximum program coverage and delivery of services.
- The Adult AFL competition in Maningrida continues to gain strong momentum with the first Women's round commencing and also Indigenous rounds with consistent and growing community attendance at each round. Match days have become a key social fixture, drawing in not only players but also families, elders, and wider community members who come together to support their teams and connect with one another.
- The Dream Impact Boxing Program was delivered in Jabiru, Maningrida and Gunbalanya.

2. Council Services

2.1. Aquatic Centres (Jabiru, Maningrida)

Total attendance at the Aquatic Centres:

Community	March	April	May	Year to date
Maningrida	1703	661	643	4426
Jabiru	580	656	803	1775

2.2. Library (Jabiru only)

Total attendance at the library:

Community	March	April	May	Year to date
Jabiru	418	326	244	1250

2.3. Community Works

- The key focus for the Works Team across the region has been clearing firebreaks and ensuring levels of grass in common and public areas is maintained to a safe and manageable standard.
- Hard rubbish in all communities is scheduled for prompt attention along with removal of general waste and rubbish in community areas were presenting a fire risk.
- Road maintenance and repairs to potholes have mostly been completed in all Communities. This will be on-going throughout the year.
- Ongoing training both on the job and theory components is being conducted throughout the reporting period to align with scheduled training for Certificate three in Civil and Construction.

2.4. Community Wins

- Jabiru - Work is almost completed on the roofing repairs to the Jabiru Childcare building, with works scheduled to be completed at the end of June 2026.
- Gunbalanya LA have approved the funding to purchase fencing materials for the Men's Shed.
- Maningrida – Renovations to the Community Restrooms have been completed.
- Jabiru – Kakadu Triathlon was a huge success, a huge thankyou to WARC staff who contributed to the setting up and running of the Triathlon.
- Maningrida – WARC staff from across different departments attended the Community Career's Day, answering questions, speaking about their roles with WARC, demonstrating machinery.

STATUTORY ENVIRONMENT

Not applicable.

FINANCIAL IMPLICATIONS

Not applicable.

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 1.3 Communication

Deliver dynamic communication which is culturally informed and appropriate, engaging and relevant to the interests of Council.

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 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 1 July 2026

Agenda Reference:	7.8
Title:	First Nations Employment Plan and Survey - Feedback
Author:	Katharine Murray, Chief Executive Officer

SUMMARY

This report attaches the First Nations Employment Plan. It previously came to Council for noting in November 2025 and Council has requested another viewing of the Plan.

RECOMMENDATION

THAT COUNCIL receives and notes the report titled *First Nations Employment Plan and Survey - Feedback*.

BACKGROUND

Early in 2024, a **First Nations Employment Plan** was released to staff for consultation. Unfortunately, due to various leadership changes the plan did not progress.

Since then, WARC has implemented its first Enterprise Agreement and a Special Measures recruitment policy, resulting in the successful delivery of several actions from the previous plan.

With these changes in mind, the First Nations Employment Plan has been reignited and refreshed, to ensure WARC **continues to grow, support, and develop a strong, skilled, and capable First Nations workforce**.

Staff were invited to have their say by providing feedback on the plan or through a survey, or both. Considerable consultation took place with staff over September and October 2025. The First Nations Employment Plan was then finalised and came to Council for noting in November 2025.

STATUTORY ENVIRONMENT

Nil.

FINANCIAL IMPLICATIONS

N/A

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.

ATTACHMENTS

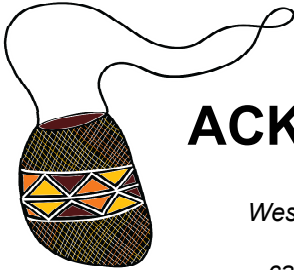
1. First Nations Employment Plan 2026-2030 v 1 - 2026.03.13 [**7.8.1** - 18 pages]

West Arnhem Regional Council



First Nations Employment Plan 2026 – 2030

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 caretakers to each of their Traditional homelands and Waters across the West Arnhem Regions Wards. West Arnhem Regional Council pay their respects and acknowledge Elders past, present and rising.

West Arnhem Regional Council

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West Arnhem Regional Council

OUR VISION

Strong Communities. We achieve our goals together by walking in both worlds.

OUR PURPOSE

We work in partnership with community towards providing meaningful employment and economic opportunities, delivering outstanding customer service and infrastructure.

OUR VALUES

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

West Arnhem Regional Council

TERMS WE HAVE USED IN THIS DOCUMENT

West Arnhem Regional Council (WARC) respectfully uses the terms “First Nations”, Aboriginal and Torres Strait Islander and “Indigenous” in our First Nations Employment Plan to refer to Aboriginal People and Torres Strait Islanders of Australia and First Peoples. We acknowledge other cultural names may be preferred.

CONTRIBUTOR ACKNOWLEDGEMENT

The Council would like to thank the assistance and input of the many contributors to this document including WARC’s First Nations staff, and other employees who have shared their voice.

West Arnhem Regional Council

FIRST NATIONS SNAPSHOT

At 30 June 2021, there were 983,700 Aboriginal and Torres Strait Islander people, representing 3.8% of the total Australian population.

76,487 were living in the Northern Territory representing the highest proportion of Aboriginal and Torres Strait Islander people relative to its total population size (30.8%).

Source: ABS 31.08.2023 Final 2021 Census-based estimated resident population of Aboriginal and Torres Strait Islander and non-Indigenous Australians for various geographies

Source: Estimates of Aboriginal and Torres Strait Islander Australians, 30 June 2021 | Australian Bureau of Statistics (abs.gov.au)

WEST ARNHEM REGION SNAPSHOT

Our Council stretches out over an expanse of almost 50,000 square kilometres across West Arnhem Land encompassing five remote communities, including the two island communities of Waruwi and Minjilang, Gunbalanya, Jabiru and Maningrida. The West Arnhem region encompasses both fresh water and saltwater people of diverse language groups and customs. While each community profile is incredibly unique, Language, Culture and Ceremony are strong, and clans are connected across the entire Arnhem region.

Approximately, 6281 people reside in the West Arnhem region, and more than two thirds of our population identify as Aboriginal and/or Torres Strait Islander or 'Bininj' people.

Population overview

- *Jabiru (755 people)*
- *Gunbalanya (1177 people)*
- *Maningrida (2518 people)*
- *Waruwi (432 people)*
- *Minjilang (265 people)*

People	6281
Male	50.9%
Female	49.1%
Aboriginal and/or Torres Strait Islander	5,097 or 81.1%

Data source: 2021 Census data

West Arnhem Regional Council



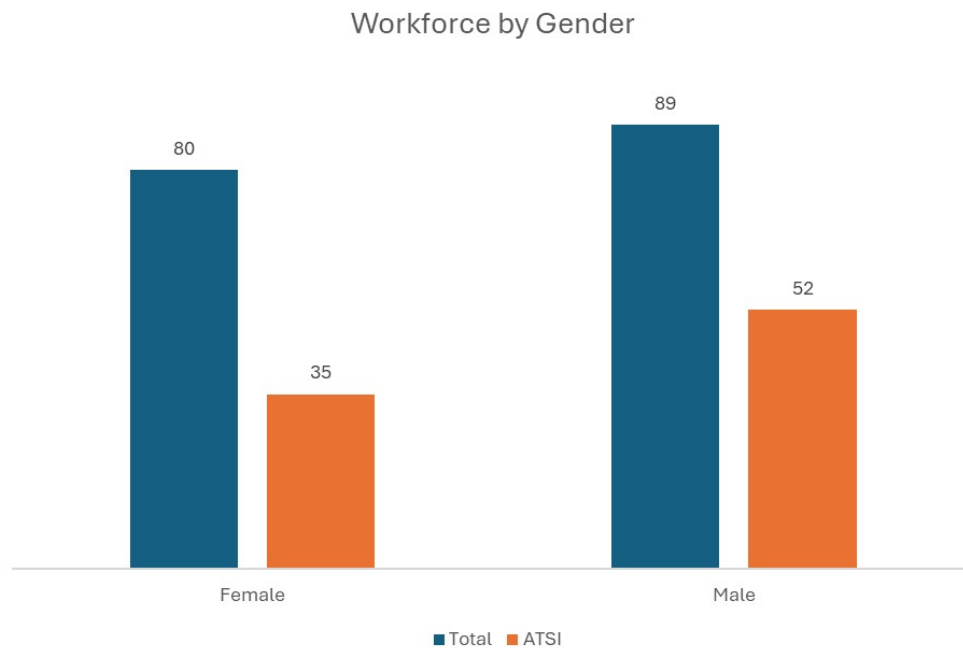
West Arnhem Regional Council

FIRST NATIONS STAFF SNAPSHOT

West Arnhem Regional Council is one of the largest employers in the region providing local government, community wellbeing, and commercial services which contribute to achieving our vision.

As of 30 June 2025, West Arnhem Regional Council employed 169 people of which 53% are Indigenous.

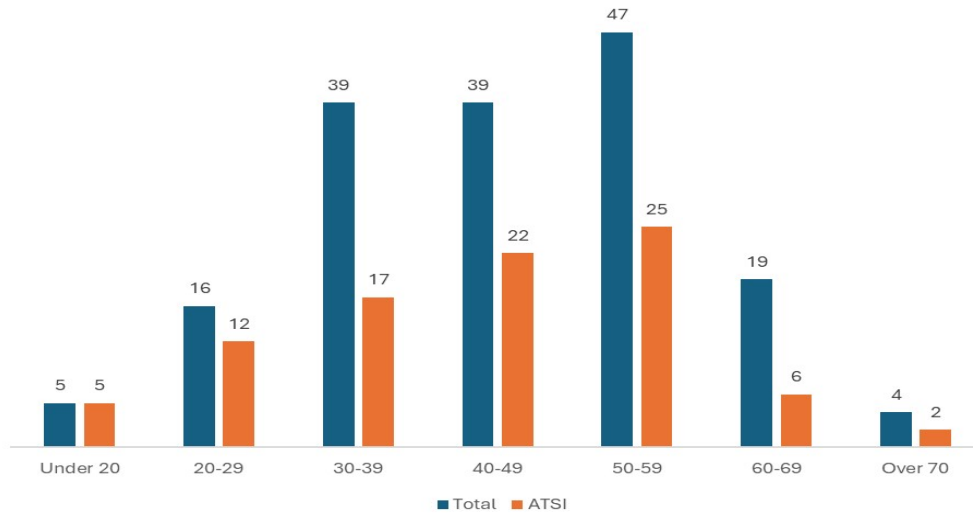
Also, as of 30 June 2025:



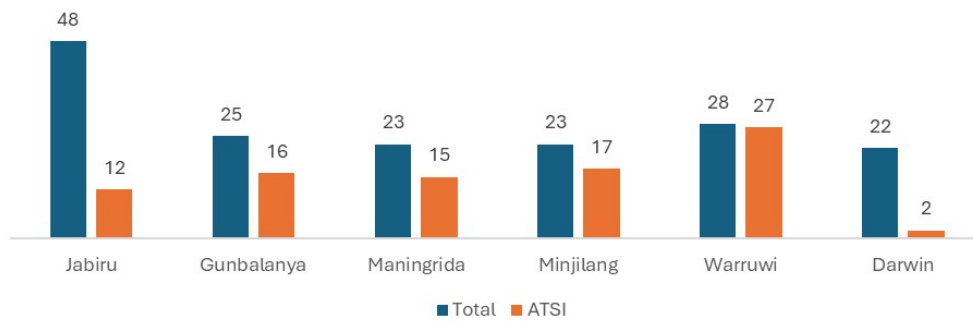
Male employees comprise 53% of the workforce, females constitute 47%.

West Arnhem Regional Council

Workforce by Age



Workforce by Work Location



West Arnhem Regional Council

PLAN OBJECTIVE

The objective of this Plan is to continue to grow and develop a strong, skilled, and capable First Nations workforce across the West Arnhem Region.

This Plan builds on West Arnhem Regional Council's ongoing commitment to drive meaningful organisational change and advance Indigenous employment outcomes.

WARC is committed to creating for Ingenious people a workplace that is supportive, inclusive, and culturally safe.

As one of the major employers in the region, the Council is in a strong position to contribute to improved social and economic outcomes for First Nations people through increased skill development and employment.

This Plan covers the period, March 2026 to March 2030.

Actions will be implemented according to priority and budget.

West Arnhem Regional Council

OUR FOCUS AREAS

Council will aim to increase the employment, retention, and advancement of Indigenous employees across all levels.

First Nations Employment Plan will focus on five main areas:

- 1. Attract and Recruit**
- 2. Train and Develop**
- 3. Retain and Support**
- 4. Grow and Nurture**
- 5. Connect and Partner**

STRATEGIC ALIGNMENT

Internally, WARC considered and adopted information from the following internal sources:

Regional Plan and Budget 2025-2026

West Arnhem Regional Council Enterprise Agreement 2024-2027

WARC Special Measures – Targeted Recruitment Policy

Innovate Reconciliation Action Plan July 2021 - July 2023

Indigenous Workforce Development Strategy 2013 – 2016

Survey results and feedback received on “Draft First Nations Employment Plan”, conducted between 6 October 2025 and 6 February 2026.

West Arnhem Regional Council

1. FOCUS: ATTRACT AND RECRUIT

The Council aims to attract and recruit suitable Indigenous people to work at WARC.

	GOAL	OUTCOME	RESPONSIBILITY	TARGET
1.1	Advertisements to prominently display: "Indigenous people are strongly encouraged to apply. Special Measures in place."	Targeted advertisements	Human Resources Team	Ongoing
1.2	Job advertisements for select levels to include hourly rate	Ensure information is easily understood	Human Resources Team	Ongoing
1.3	Jobs to be advertised locally using notice boards and radio	Ensure vacancies reach the targeted audience	Human Resources Team	Ongoing
1.4	Simple, non-intimidating selection processes relevant for the position	Remove barriers for local employee recruitment	Human Resources Team	Ongoing
1.5	Ensure that language used in recruitment and selection documentation is in plain English	Prospective employees understand job advertisements, selection criteria and job description	Human Resources Team	Ongoing
1.6	Increase, encourage and support flexibility through part time or casual employment	Support family and cultural obligations	Human Resources Team	Ongoing
1.7	Research, review and develop policy to underpin and inform Council's intent and strategy to increase local Indigenous employment Regional Plan and Budget (RPB) – 2.3 – 2025/2026	Review WARC recruitment processes, partnerships and systems for local people	Human Resources Team	As per policy and procedure review dates

West Arnhem Regional Council

2. FOCUS: TRAIN AND DEVELOP

West Arnhem Regional Council will support and encourage Indigenous employees to develop and build skills through culturally appropriate training.

	GOALS	OUTCOME	RESPONSIBILITY	TARGET
2.1	Select and deliver culturally sensitive training and development opportunities	Training delivered in a culturally sensitive manner. A preference for in person (face-to-face) training	Human Resources Team	Ongoing
2.2	Undertake a skills gap and training needs analysis RPB – 2.1 d – 2025/2026	Skills gaps identified for mandatory compliance	Manager / Supervisor with Human Resources Team support	Ongoing
2.3	Traineeships – Provide opportunities to learn and obtain professional qualifications in trades and administration RPB – 2.2 - 2025/2025	Implemented training activities relevant to work groups	Human Resources Team with Senior Management	Ongoing
2.4	Accessible and realistic career / work pathways	Consult and draft career/ work pathway for work groups	Department/Program Managers with Human Resources Team support	Ongoing
2.5	Establish a WARC Learning and Development Framework RPB 3.3 a – 2025/2026	All learning and development activities support our staff to do their jobs well, aligns with WARC's strategic goals, and respects local culture and community needs	Human Resources Team	December 2026
2.6	Deliver practical on-the-job training	Staff know what is expected of them and have the skills to carry out their responsibilities	All Supervisors and Managers	Ongoing

West Arnhem Regional Council

3. FOCUS: RETAIN AND SUPPORT

West Arnhem Regional Council will aim to increase retention of Indigenous employees by offering a culturally sensitive, supportive, and rewarding work environment.

	GOAL	OUTCOME	RESPONSIBILITY	TARGET
3.1	Develop a culturally appropriate induction program to support newly hired First Nations staff, ensuring they understand Council policies, expectations, and how Council operates	Staff receive a culturally appropriate induction that gives them a clear understanding of how Council works	Human Resources Team	December 2026
3.2	Culturally safe reward and recognition programs	Implemented meaningful reward and recognition programs	Human Resources Team	Ongoing
3.3	Ensure HR policies and procedures do not have barriers to participation of Aboriginal people in the workplace RAP 9.5	Create an inclusive system and workplace	Human Resources Team	Ongoing
3.4	Promote the achievements of Indigenous employees through internal and external communications as appropriate	Employee achievements promoted	Communications and Public Relations Coordinator / Human Resources Team	Ongoing
3.5	Assist Indigenous employees to increase their knowledge and understanding of Council policies and procedures	Indigenous employees understanding and follow policy and procedure	Human Resources Team	On commencement of employment and ongoing
3.6	Promote use of applicable leave entitlements to meet cultural and family obligations	Increased use of Cultural Leave and reduction of Unauthorised Absences, when applicable	Managers and supervisors with Human Resources Team	Ongoing
3.7	Support flexible work practices and requests to promote work/life balances, in a culturally sensitive way	Easily accessible and flexible work/life balance practices are available to all employees	Human Resources Team	Ongoing

West Arnhem Regional Council

	GOAL	OUTCOME	RESPONSIBILITY	TARGET
3.8	Ensure all staff are included in opportunities to participate or have their say	Accessible and inclusive opportunities	All staff	Ongoing
3.9	Research and develop a mentoring or buddy program for Indigenous employees, particularly newly recruited staff	A culturally appropriate buddy system in place for new employees	Executive and Senior Management and Human Resources Team	December 2028
3.10	Increase general and site-specific Cultural Training amongst non-indigenous staff RPB 1.5 c 2025/2026	All new non-indigenous employees complete Cultural Training during probation	Human Resources Team	Ongoing
3.11	Managers and supervisors to regularly check in with staff to identify support needs	Staff report feeling adequately supported and confident in their ability to perform in line with job expectations	Managers and supervisors	Ongoing
3.12	Build managers' and supervisors' skills so they can lead First Nations staff in a culturally safe way and support their ongoing growth	Stronger trust and working relationships are developed between managers and First Nations staff, resulting in improved teamwork and cooperation	Executive and Senior Management and Human Resources Team	Ongoing
3.13	Create opportunities for staff to come together, share, and build stronger relationships and communication	Staff feel more connected, supported, and comfortable sharing ideas, strengthening overall team communication and relationships	Managers and supervisors	Ongoing
3.14	Conduct 'exit' interviews to assist in understanding the reasons for staff separation	Exit interviews conducted and action implemented where necessary	Managers and supervisors	At end of employment

West Arnhem Regional Council

4. FOCUS: GROW AND NURTURE

Provide career development opportunities for Indigenous employees to grow and advance, through career pathways, performance reviews, and other support systems.

	GOAL	OUTCOME	RESPONSIBILITY	TARGET
4.1	Encourage Indigenous staff to determine their own career goals through performance reviews that identify strengths and provide constructive feedback	Staff have clearly defined, realistic goals that support their personal growth	Managers and supervisors	Throughout employment
4.2	Identify emerging talent for growth and actively train/mentor them in preparation for backfill and future roles	Upskilled staff, who receive hands-on and supported training opportunities	Managers and Supervisors with support from Human Resources Team	Ongoing
4.3	Provide opportunities to act-up to a higher position	Increase knowledge, skills, and experience	Managers and Supervisors with support from Human Resources Team	Ongoing
4.4	Support expressions of interest for work experience and volunteer work by Indigenous community members	Participants are provided with work experience and insights into roles which may lead to paid employment	Managers and Supervisors with support from Human Resources Team	Ongoing
4.5	Build and nurture relationships with staff in each community by visiting staff and spending time in person	Staff feeling connected, heard and supported	Senior Leadership Team, Managers and Supervisors	Ongoing

West Arnhem Regional Council

5. FOCUS: CONNECT AND PARTNER

West Arnhem Regional Council will develop partnerships with local Indigenous organisations, Government and non-Government agencies.

	GOAL	OUTCOME	RESPONSIBILITY	TARGET
5.1	Support Indigenous employee representation on relevant external boards, committees and working groups	Indigenous employees represented on external and internal committees and working parties	Executive Leadership Team, Senior Managers	Ongoing
5.2	Develop partnership agreements with local Indigenous organisations to support recruitment	Relationships built and maintained with relevant Indigenous organisations and Government agencies	Managers and Human Resources Team	Ongoing
5.3	Support Career Day expos	Raise awareness of jobs available at Council	Human Resources Team	As available
5.4	Develop partnerships with government, non-government and local community organisations to provide training and development opportunities	Access to training opportunities through partnerships with relevant agencies and organisations	Managers and Human Resources Team	Ongoing
5.5	Increase funds available to employ and develop indigenous staff RPB 1.2 b 2025/2026	More employment and training opportunities for first nations people	Executive Leadership Team, relevant Senior Managers	Ongoing

West Arnhem Regional Council

REPORTING

The progress of this Plan will be included in the Council's Annual Report and Ordinary Council Meetings (or as requested).

ACTION	OUTCOME	RESPONSIBILITY	TIMEFRAME
Reporting of progress	Provide confidence to Executive Leadership Team, and Council that internal efforts for advancing First Nations employment is a priority	Human Resources Team	As required.

To measure success, we will access a variety of sources including:

- WARC workforce data (HR Systems)
- Staff survey results
- Staff feedback
- Training Registers
- Action plan progress reporting

WEST ARNHAM REGIONAL COUNCIL

FOR THE MEETING 1 JULY 2026

Agenda Reference:	8.1
Title:	Presentations and Visitors - Apex Security Group
Author:	Katharine Murray, Chief Executive Officer

SUMMARY

The purpose of this report is to provide Council with a presentation by Apex Security Group, a stakeholder of the West Arnhem Regional Council.

RECOMMENDATION

THAT COUNCIL notes the presentation by Apex Security Group Director, Andrew Olive.

BACKGROUND

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

Apex Security Group Director, Andrew Olive, has been invited to provide an overview of the security services their organisation can offer to support Maningrida.

COMMENT

Andrew Olive will be in attendance via Microsoft Teams on Tuesday, 2 July 2026 at 2:00pm.

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 ARNHEM REGIONAL COUNCIL

FOR THE MEETING 1 JULY 2026

Agenda Reference:	9.1
Title:	Elected Member Questions with or without Notice
Author:	Katharine Murray, Chief Executive Officer

SUMMARY

The purpose of this report is to give Elected Members a forum in which to table items they wish to be debated by Council.

RECOMMENDATION

THAT the Chairperson invites questions with or without notice from Elected Members.

ATTACHMENTS

Nil

WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING 1 JULY 2026

Agenda Reference:	10.1
Title:	Closure to the Public for the Discussion of Confidential Items
Author:	Katharine Murray, Chief Executive Officer

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 1 JULY 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*.

Agenda Reference:	11.1
Title:	Confidential Meeting and Events attended by the Mayor
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:	11.2
Title:	Confidential Meeting and Events attended by the Chief Executive Officer
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:	11.3
Title:	Confirmation of Confidential Ordinary Council Meeting Minutes
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)(c)(ii). It contains information that would, if publicly disclosed, be likely to: prejudice the maintenance or administration of the law.

Agenda Reference:	11.4
Title:	Confirmation of Confidential Special Council Meeting Minutes
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)(c)(ii). It contains information that would, if publicly disclosed, be likely to: prejudice the maintenance or administration of the law.

Agenda Reference:	11.5
Title:	Confirmation of Confidential Special Council Meeting Minutes
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)(c)(ii). It contains information that would, if publicly disclosed, be likely to: prejudice the maintenance or administration of the law.

Agenda Reference:	11.6
Title:	Incoming and Outgoing Correspondence
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:	11.7
Title:	Sublet approval for Lot 675 Maningirida
Author:	Clem Beard, Project Manager

The report will be dealt with under Section 293(1) of the Local Government Act 2019 and General Regulations 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:	11.8
Title:	Review of Confidential 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.

Agenda Reference:	11.9
Title:	Chief Executive Officer's Report
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.

WEST ARNHEM REGIONAL COUNCIL

FOR THE MEETING WEDNESDAY 1 JULY 2026

RE-ADMITTANCE OF THE PUBLIC

Agenda Reference:	12.1
Title:	Disclosure of Confidential Resolutions and Re-admittance of the Public
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)(c)(ii). It contains information that would, if publicly disclosed, be likely to: prejudice the maintenance or administration of the law.

13 NEXT MEETING

14 MEETING DECLARED CLOSED