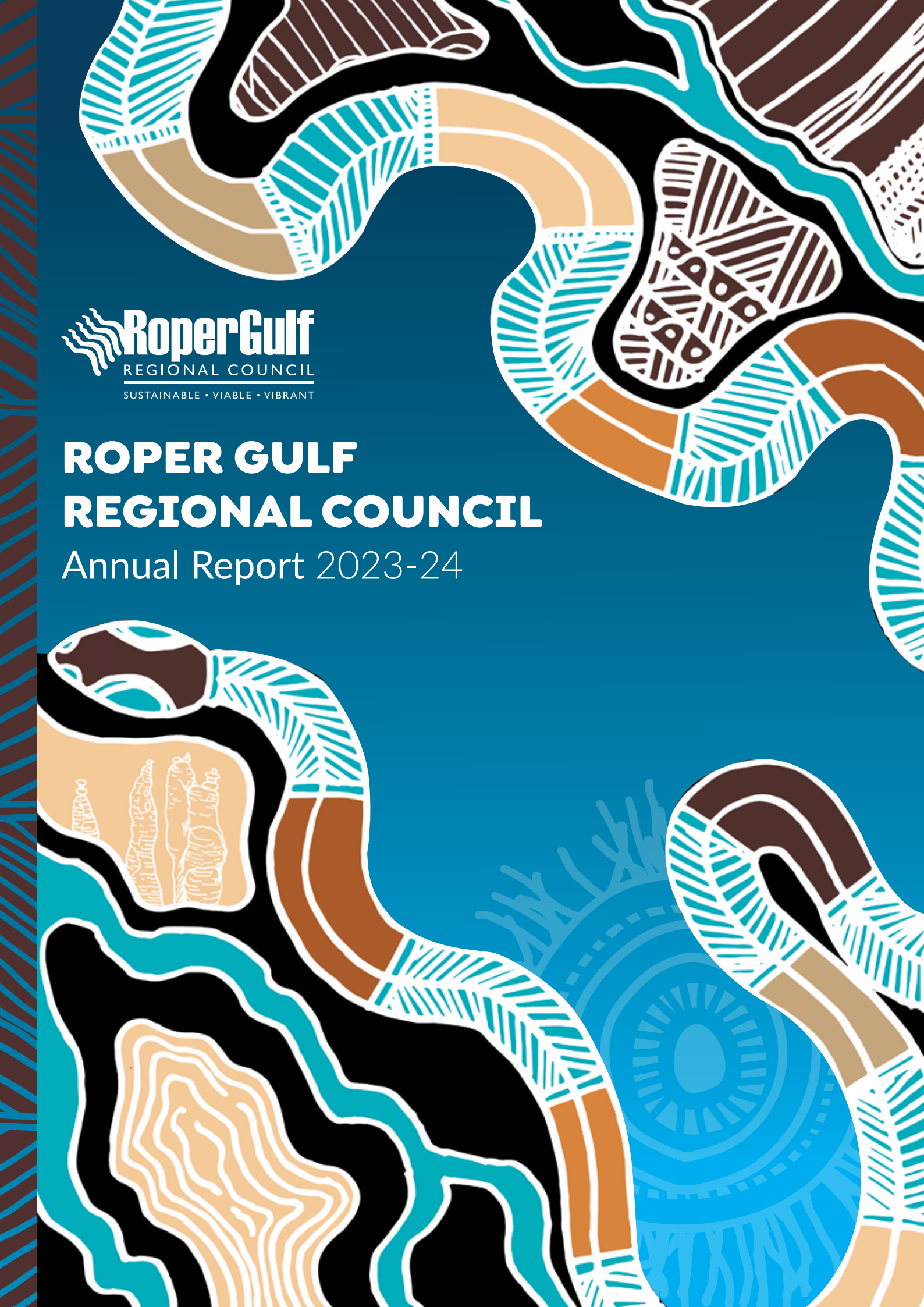




ROPER GULF REGIONAL COUNCIL

Annual Report 2023-24



Warning:

Aboriginal and Torres Strait Islander readers are advised that this document may include images of people who are deceased.

Disclaimer:

While care has been taken to ensure the content in this Regional Plan is accurate, Council cannot guarantee that is completely error free. Council also values your feedback on how the information in this report is presented. If you wish to share your feedback with us, please send an email to info@ropergulf.nt.gov.au.

The Logo

The logo was developed from a concept created by Lainie Joy of Borroloola. The five flowing figures have multiple meanings. The figures represent the five wards in our Roper Gulf Region (Never Never, Numbulwar Numburindi, Nyirranggulung, South West Gulf and Yugul Mangi), the five main rivers winding through our region (the Limmen, McArthur, Robinson, Roper and Rose Rivers), the low-lying hills that are visible on the horizon nearly everywhere in the Region and the Rainbow Serpent that underlies everything. The colours are based on the different colours of the soils and the peoples co-existing in the Roper Gulf region.

Design

Photography: Roper Gulf Regional Council
Document Design: Moogie Down Productions
<https://moogiedownproductions.com.au/>

Roper Gulf Regional Council Support Centre

Street Address: 2 Crawford Street, Katherine NT 0850
Postal Address: PO Box 1321, Katherine NT 0851
Phone: 08 8972 9000
Email: info@ropergulf.nt.gov.au
Website: ropergulf.nt.gov.au
ABN: 94 746 956 090

Workshop and Depot

Street Address: 63 Chardon Street,
Katherine NT 0850
Postal Address: PO Box 1321,
Katherine NT 0851

Council Offices

Barunga	08 8977 3200
Wugularr (Beswick)	08 8977 2200
Borroloola	08 8975 7700
Bulman	08 8975 4189
Jilkmिंगgan	08 8977 3100
Manyallaluk	08 8975 4055
Mataranka	08 8977 2300
Ngukurr	08 8977 4690
Numbulwar	08 8977 2190
Urapunga	08 8977 4690

This Annual Report was adopted by Council at its Ordinary Meeting **



Roper Gulf Regional Council acknowledges the Traditional Owners of the land and pays respect to Elders past, present and emerging and all members of the communities in the Roper Gulf region.





“

The strategic priorities and budget outlined in this Regional Plan provides an insight of our Council’s overall vision for the region and goals as a local government body, operating in the remote Northern Territory.

”



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OVERVIEW

WELCOME

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In the spirit of transparency and our commitment to accountable governance, Roper Gulf Regional Council (the Council) is proud to present its Annual Report for 2023-24. This year's report is particularly significant as it marks another step forward in our journey under the five-year Strategic Plan, established in 2022.

The Annual Report serves as a key instrument for informing our community and stakeholders about the Council's performance throughout the 2023-24 financial year, highlighting key achievements and challenges faced. This comprehensive document has been prepared in accordance with Part 14.1 of the Local Government Act 2019.

Within these pages, you will find the strategic initiatives and significant accomplishments undertaken by the Council during 2023-24, aligned with each key outcome area of our strategic roadmap for 2022-27. Additionally, the report provides a detailed account of our service delivery and financial performance, reflecting our commitment to operational excellence.

We would like to extend our sincere appreciation to our dedicated staff, whose contributions have been instrumental in the production of this Annual Report.

While every effort has been made to ensure the accuracy of the content in this Annual Report, we acknowledge the possibility of errors. Your feedback on the presentation and content of this report is invaluable to us. Please feel free to share your feedback via email at info@ropergulf.nt.gov.au.

Thank you for your continued support and partnership as we work towards a more sustainable, viable, and vibrant region.



MESSAGE FROM THE MAYOR & CEO

The 2023-2024 financial year was a standout period of activity and achievement for our Council. During this time, we redefined our purpose and strengthened our commitment to delivering exceptional services and infrastructure for our valued residents and communities.

This annual report highlights the many accomplishments we've achieved, showcasing the strides we've made towards a brighter future for the Roper Gulf region.

Among the key highlights were the reopening of the Ngukurr and Borroloola Pools in October 2023, the adoption of our Sport and Recreation Masterplan in February 2024, and the victory of our Roper Gulf Conquerors in the NT Australasian Management Challenge in April 2024. We also celebrated the professional growth of our staff, with many earning their Certificate IV in Training and Assessment, enabling them to deliver vital training in our communities.

This year also saw us improve local amenities, tackle environmental challenges through the removal of feral pigs in Ngukurr and Numbulwar, and foster community spirit with events like the NAIDOC AFL round in Barunga and the Council Cup Clash. We were honoured to receive multiple awards, including the Industry Collaboration of the Year at the NT Training Awards and the Tidy Towns Award for Borroloola.

While we made significant progress, we were deeply disappointed by the outcome of the Voice referendum. However, we remain resolute in our commitment to advocating for the rights and voices of our Indigenous communities.

As we reflect on this year, we also take a moment to pay our respects to the late Dr Bush Blanas, Chairman of the Northern Land Council. His leadership and dedication have left a lasting mark on our region, and his legacy will continue to inspire us.

Council is incredibly proud of what we've achieved in the 2023-24 financial year. We look ahead with optimism and determination, as there is still much to be done to further improve the Roper Gulf region and ensure the best possible outcomes for all our residents.



Tony Jack
Mayor Roper Gulf Regional Council



David Hirst
Acting Chief Executive Officer

OUR VISION

VISION

Sustainable, Viable
and Vibrant

MISSION

To work as a well-informed
organisation to deliver
services to all Roper Gulf
Council residents which
meet their needs and
improve their quality of life.

CORE VALUES

1.

Honesty

all dealings and
decisions are
transparent, backed by
integrity, and truth.

2.

Equality

all people treated
fairly, with dignity,
without bias, based
on facts.

3.

Accountability

actions and decisions
comply with policies,
procedures, and legislative
requirements.

4.

Respect

understanding and
acceptance of the
feelings, rights and
culture of all with
whom we deal.

5.

Trust

a focus on building
mutually supportive,
healthy relationships
built and maintained
over time.

HIGHLIGHTS

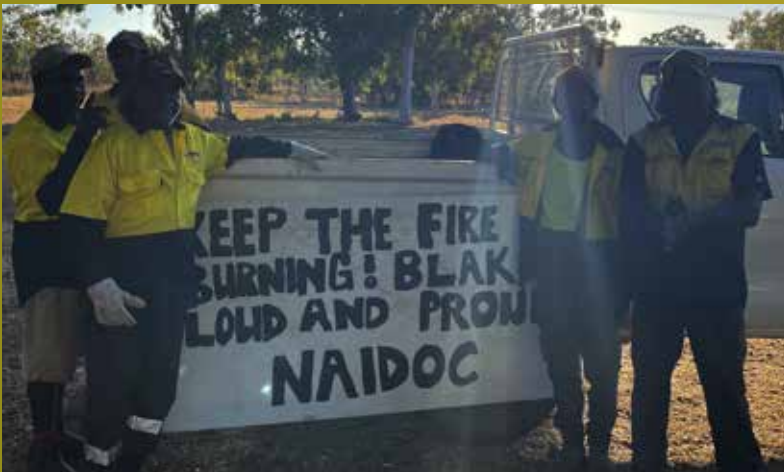
Key projects and events delivered in 2023-24

2023

July		Community staff graduate from Certificate III in Community Services
July		NAIDOC AFL round held at Barunga
June		Sport and Rec Masterplan wins Parks and Leisure Australia SA/NT Award
August		Council Cup Clash held against Beswick Bears and Timber Creek Lions
September		Council and Bradford Institute won the award for Industry Collaboration of the Year at the NT Training Awards
September		Feral pig removal in Ngukurr and Numbulwar
October		Re-opening of Ngukurr and Borroloola Pools
October		Shade Structure and soft fall installed at Barunga playground
November		Borroloola wins Tidy Towns Awards

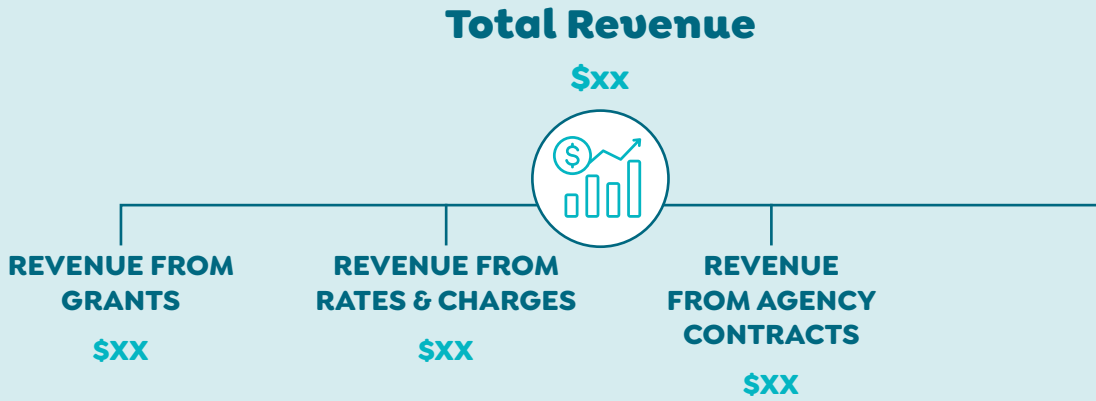
2024

February		Sport and Recreation Masterplan Adopted by Council
April		Roper Gulf Council Conquerors win the NT Australasian Management Challenge
May		Barunga Memorial Statement Design Consultations
May		Council staff complete Certificate IV in Training and Assessment to deliver Back on Track Training in communities
May		Camp Dog challenge at Barunga Festival
June		Scabies Prevention Day in Mulggan Camp
June		Shade structure at Barunga Airport and Front entrance
June		Numbulwar AOD intervention video interviews

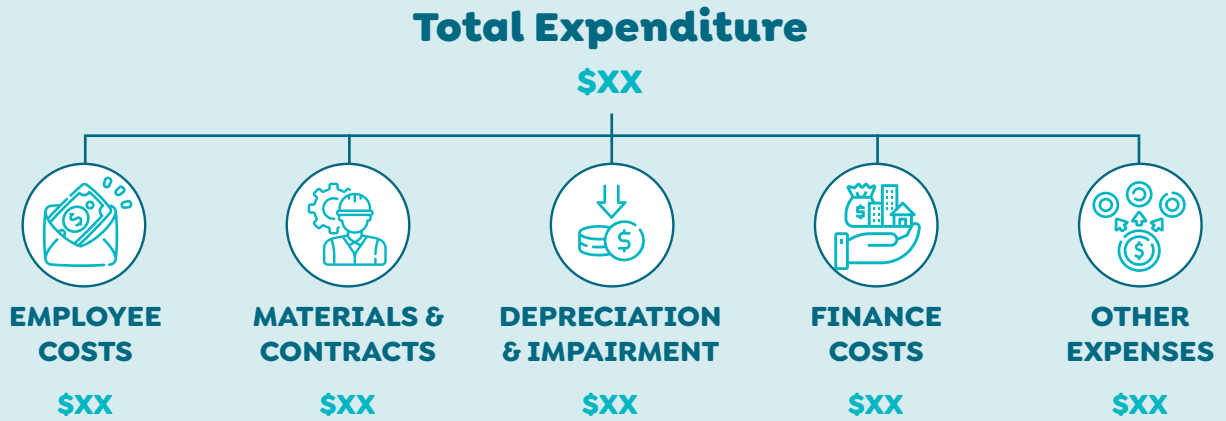


BUDGET SUMMARY

Where did our money come from?



Where was the money spent?



How much was spent on our five largest service delivery programs?



TOTAL SPENT ON MUNICIPAL SERVICES
\$xx



TOTAL SPENT ON NIGHT PATROL
\$xx



TOTAL SPENT ON CDP
\$xx



TOTAL SPENT ON SPORT & RECREATION
\$xx



TOTAL SPENT ON AGED CARE SERVICES
\$xx



JOHN M
FOO

adidas

OUR REGION

In the heart of Australia lies a vast and majestic region where Roper Gulf Regional Council proudly operates, delivering a wide range of essential corporate, community, and infrastructure services. Our commitment spans an impressive 201,000 square kilometres—making it one of the largest operational areas in the Northern Territory.

Our regional boundaries stretch from the Kakadu escarpment in the north to the expansive edges of the Barkly Tablelands in the south. From the eastern fringes of the Stuart Highway to the captivating Gulf of Carpentaria and the Queensland border. Here, nature unveils its wonders, an ecological treasure trove of tropical savannahs, arid grasslands, and vast open forests. Rich, eroded sandstone, limestone escarpments, and graceful peaks define the unique character of our landscape.

Flowing through this remarkable region are our lifeblood rivers, ancient, grand, and awe-inspiring. The Roper, Rose, McArthur, Robinson, and Limmen rivers carve their stories into our land, reflected in the very fabric of our Council's logo. These rivers unite in an annual spectacle, holding 11,750 gigalitres of water, the equivalent of approximately 23 Sydney Harbours, a true testament to the abundance of nature's gifts. Also, within our region, rivers like Katherine, Edith, Fergusson, East Alligator, and King begin their journeys.

Imagine a predominantly rural landscape where small townships, Indigenous communities, and remote outstations weave the fabric of our existence. The rural land, a vital resource, is primarily dedicated to cattle grazing, sustaining livelihoods in harmony with the land. Here, mining and tourism also contribute to the rich tapestry of our diverse economy.

We embrace this unique terrain, attuned to its rhythms, and strive to align our services with the essence of this remarkable land.



AN OVERVIEW OF THE ROPER GULF REGION:

POPULATION

6,486



MEDIAN AGE

29



TOP LANGUAGES

(used at home other than English):

- Kriol
- Nunggubuyu
- Garrwa
- Anindilyakwa
- Yanyuwa



ABORIGINAL & TORRES STRAIT ISLANDER POPULATION

4,879
(75.2%)

GEOGRAPHICAL AREA

201,000
KM²



MAIN RIVERS

- Limmen
- McArthur
- Robinson
- Roper
- Rose

OUTSTATIONS (HOMELANDS)

- Badawarrka
- Baghetti
- Barrapunta
- Costello
- Kewulyi
- Mole Hill
- Mount Catt
- Mulggan Camp
- Nulawan



NORTHERN
TERRITORY



Data source: 2021 ABS Census Data



COUNCIL WARDS:

Never Never Ward:
Daly Waters, Jilkminggan, Larrimah, Mataranka and Minyerri

Numbulwar-Numburindi Ward:
Numbulwar

Nyirranggung Ward:
Barunga, Bulman, Manyallaluk (Eva Valley) and Wugularr (Beswick)

South West Gulf Ward:
Borroloola and Robinson River

Yugul Mangi Ward:
Ngukurr and Urapunga



OUR ORGANISATION



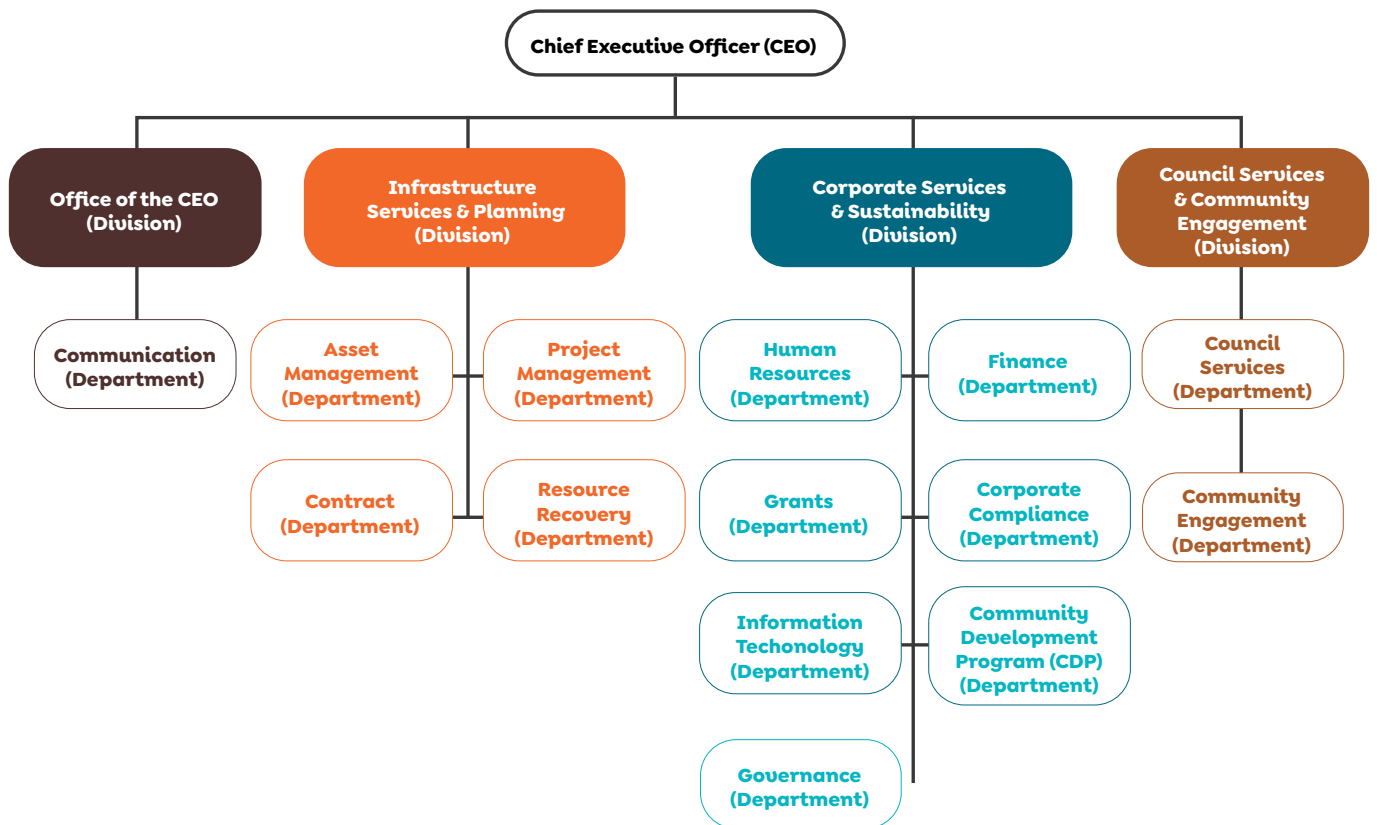


ORGANISATIONAL STRUCTURE

Roper Gulf Regional Council is responsible for delivering more than 40 services to residents. These services range from upkeep and maintenance of public spaces, waste management, the delivery of antisocial diversion activities, and individual care services. These are community-led services that are critical to the life cycle and function of community.

Council also provides professional support to service delivery across the region through the provision of administrative, human resources, accounting, information technology, governance and planning services delivered from our Katherine Support Centre and Workshop Depot.

Our organisational structure is designed to support the delivery of the key outcome areas, strategic objectives and goals set out in the Strategic Plan 2022-27.



EXECUTIVE MANAGEMENT TEAM

The Executive Management Team is made up of the Chief Executive Officer, the General Manager Corporate Services and Sustainability, the General Manager Council Services and Community Engagement and the General Manager Infrastructure Services and Planning, each overseeing the four respective departments of our organisation.

The Executive Management Team is responsible for implementing the decisions of Council. It also provides advice to Council, its Committees and its Local Authorities, is responsible for coordinating the management of the region, is involved in top-level decision-making and monitors compliance, service delivery and major projects.



Acting Chief Executive Officer **David Hurst**

At the time of publication, the Chief Executive Officer is vacant. David Hurst, General Manager Council Services and Community Engagement is acting in this position.

David commenced employment with Council in April 2021, was appointed General Manager of Council Services and Community Engagement in October 2022 and stepped into Acting Chief Executive Officer in May 2024.

David brings 30 years of leadership experience in Local Government, State Government, Aboriginal Corporations and the not for profit sector across Australian Capital Territory, New South Wales, Queensland and the Northern Territory. He has lived and worked in remote Aboriginal communities for 7 years in senior leadership roles.

David has a Bachelor of Commerce Degree and is commencing a Master of Business Administration (MBA). With a passion for community development and organisational capacity building, David's goal is to promote an integrated approach to local employment and economic development through job creation and high quality service delivery and community engagement.



General Manager Corporate Services and Sustainability **Cindy Haddow**

Cindy was appointed General Manager Corporate Services and Sustainability in October 2022. Cindy has spent the past 19 years living in Katherine and has worked in senior leadership roles in the Australian Government, Northern Territory Government and the not for profit sector. Cindy is committed to working collaboratively to ensure Council has high quality corporate support to deliver services to communities.

Cindy holds a Master's Degree in Business Administration and a Postgraduate Certificate in Public Sector Management. Cindy is passionate about Indigenous workforce development and developing community capacity to meet the social and economic challenges faced in remote communities.

General Manager Council Services and Community Engagement **David Hurst**

David Hurst

At the time of publication, David Hurst, General Manager Council Services and Community Engagement is acting as Chief Executive Officer.

General Manager Infrastructure Services and Planning **Vacant**

Vacant

WHAT WE DO

OFFICE OF THE CEO

- Strategic Management and Planning
- Communications
- Advocacy

INFRASTRUCTURE SERVICES

- Contract Management
- Project Management
- Asset Management
- Outstation Services
- Waste Management
- Cemetery Management
- Urban Planning and Design

CORPORATE SERVICES AND SUSTAINABILITY

- Financial Management and Planning
- Human Resources
- Community Development Program
- Grants
- Information Technology
- Corporate Compliance
- Governance
- Sustainability

COUNCIL SERVICES AND COMMUNITY ENGAGEMENT

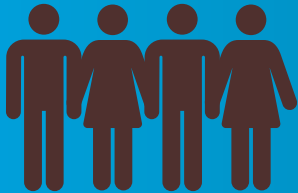
- Aged and Disability Care
- Animal Management
- Childcare
- Libraries
- Rubbish collection
- Maintaining parks and public spaces
- Maintaining community roads and paths
- Night Patrol
- Remote Indigenous Broadcasting Service
- School Nutrition Program
- Outside School Hours Care
- Sport and Recreation
- Airstrips
- Community Engagement
- Youth Services
- Alcohol and other Drugs Education



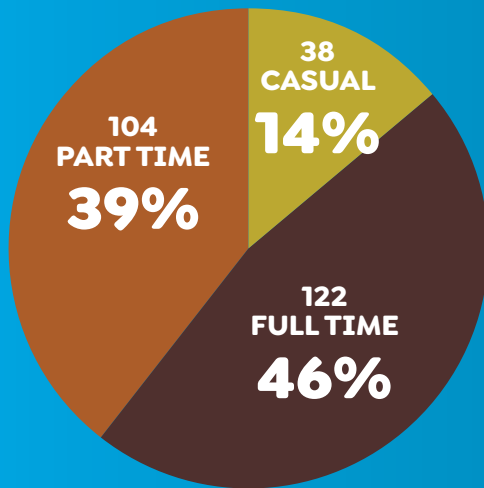


OUR STAFF

TOTAL
264

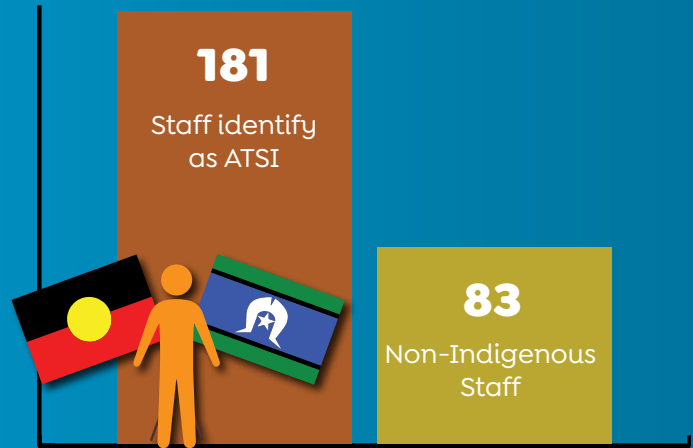


EMPLOYMENT TYPE

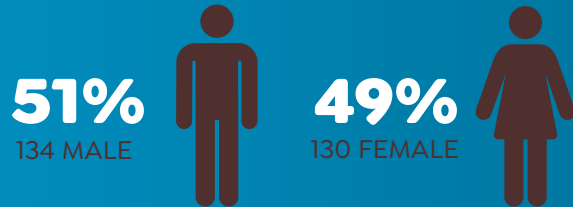


69%

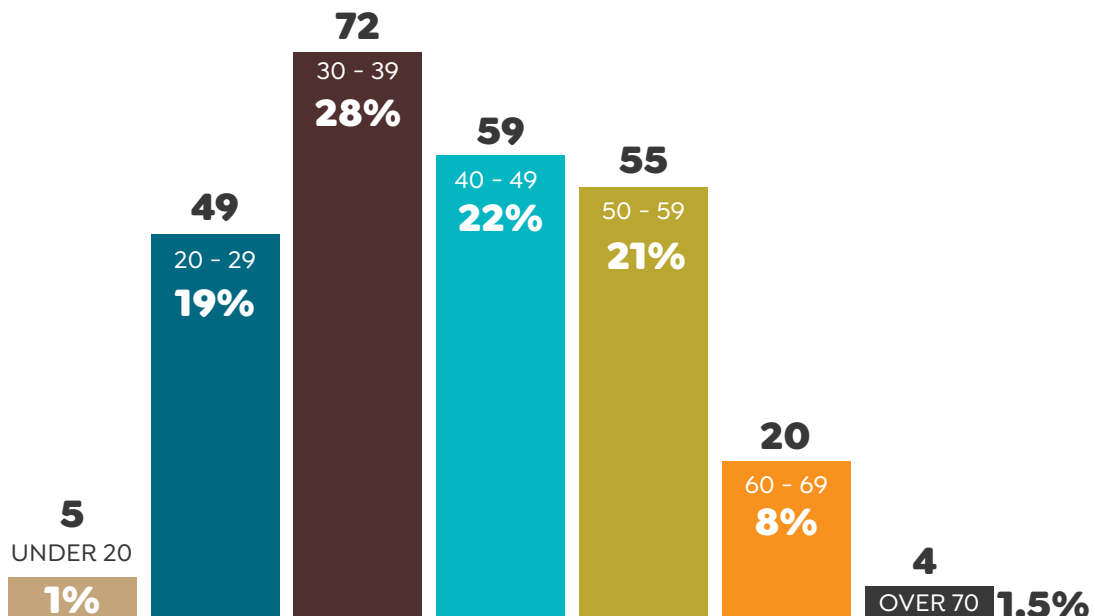
INDIGENOUS STAFF



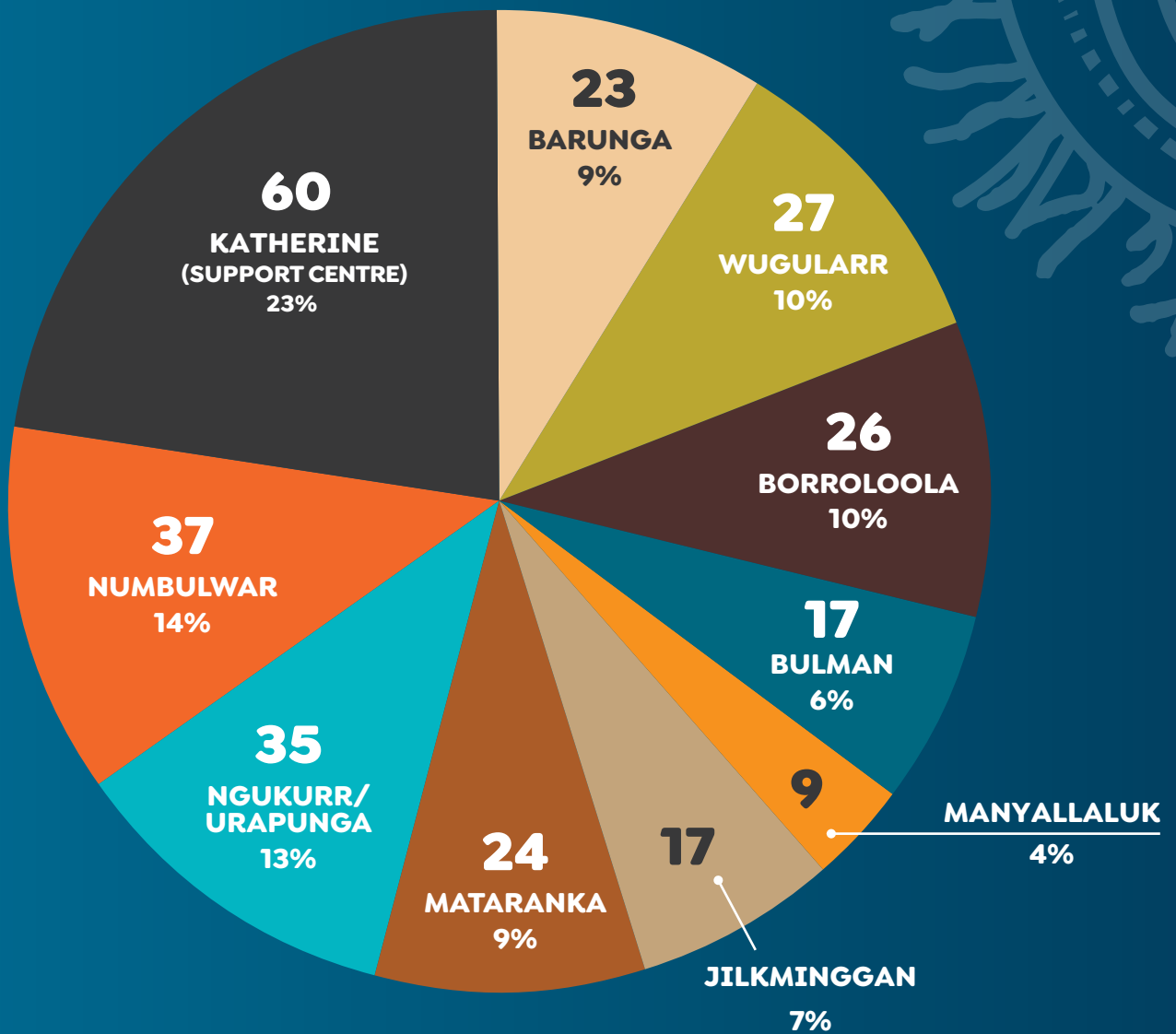
GENDER



AGE



EMPLOYEE LOCATIONS



4
(2%) Office of the CEO

85
(32%) Corporate Services and Sustainability

168
(64%) Council Services and Community Engagement

7
(3%) Infrastructure Services and Planning

TRAINING AND DEVELOPMENT OPPORTUNITIES

At Roper Gulf Regional Council, we create a culture of continuous growth and development, recognising the importance of every staff member's professional journey within local government.

Over the past financial year, we provided numerous opportunities for staff to engage in customised training and development programs aimed at enhancing their skills and advancing their careers. More than a hundred of our staff members eagerly embraced these opportunities, participating in a wide range of training initiatives.

Our commitment to personalised and meaningful learning experiences prioritises face-to-face training sessions within our communities. This approach not only boosts the effectiveness of the training but also reflects our dedication to connecting with our staff on a personal and community-focused level.

We are incredibly proud of the commitment and enthusiasm our team has shown in taking on these learning opportunities and empowering their professional growth.

The training courses delivered in 2023-24 included:

- **First Aid and CPR**
- **4WD** - Operation on Unsealed Roads
- **Machinery Maintenance** - Operate and Maintain Basic Machinery and Equipment
- **Light Rigid Vehicle** - Licence to Drive a Light Rigid Vehicle
- **Heavy Rigid Vehicle** - Licence to Drive a Heavy Rigid Vehicle
- **Heavy machinery** - Backhoe, Excavator, Front End Loader, Grader, Skid steer, Tractor
- **Forklift** - Licence to Perform High Risk Work – LF
- **ARO** - Aerodrome Reporting Officer Skill Set
- **RPA Operator Accreditation** - Remotely Piloted Aircraft
- **Media Training**
- **Kriol Language Course**
- **Aged Care Training** - Certificate III in Individual Support
- **Crèche Training** – NAPCAN Child Abuse and Neglect Prevention/Mandatory Reporting
- **Night Patrol Training** – Certificate III in Community Services with additional units from the Corrective Practices framework
- **Wildfire Awareness**
- **Fire Warden**
- **Food Safety**

- **De-Escalation training**
- **Bullying and Harassment training**
- **Certificate IV in Training and Assessment**

In 2024, Council continued its partnership with the Australian Institute of Management (AIM) tailored *Partner Pack*, offering enrolments in a pre-determined bundle of virtual courses delivered over a six-month period. These virtual courses have proved invaluable to further developing the skillset of our staff, especially those in management positions or with aspirations to become a leader in the organisation.

Examples of the virtual courses undertaken by Council staff this year include:

- **Applying Strategic Thinking**
- **Conflict Resolution**
- **Critical Thinking and Problem Solving**
- **Effective Business Writing**
- **Finance for Non-Finance Managers,**
- **Government Writing for Impact**
- **Leading with Emotional Intelligence**
- **Mental Health in the Workplace**
- **Project Management Essentials,**
- **Risk Management**

APPRENTICESHIPS AND TRAINEESHIPS

As a leading employer in our region, Roper Gulf Regional Council recognises the crucial role that apprenticeships and traineeships play in building our future workforce and nurturing local talent.

We proudly offer a variety of opportunities through our Apprenticeship/Traineeship Scheme, providing an invaluable stepping-stone for both new entrants and existing staff members looking to advance their careers within our organisation.

This scheme combines hands-on work experience with academic study, creating a supportive pathway to sustainable employment under the mentorship of our qualified professionals. The qualifications available through our apprenticeship and traineeship programs range from AQF Level 3 to AQF Level 6 (Advanced Diploma), ensuring that our initiatives accommodate diverse skill sets and aspirations. This approach empowers individuals to realise their potential and make meaningful contributions to the Council's goals.

Some of the apprenticeships and traineeships available are:

- **Mechanical Apprenticeship**
- **Administration Traineeship**
- **Community Sector Management**

Council also recognises the importance of using accredited units of competence and non-accredited training courses to support further professional development and compliance within the following areas::

- **Civil Construction**
- **Sport and Recreation**
- **Aged Care**
- **Early Childhood**
- **Project Management**
- **Leadership and Mentoring**

WORK HEALTH AND SAFETY

Our organisation is committed to setting a distinguished standard in health and safety. We are dedicated to optimising health and safety by effectively managing all risks inherent in our business activities.

At the core of our values is the importance we place on the health, safety, and wellbeing of everyone connected to our organisation—our employees, contractors, visitors, and the broader community benefiting from the various facilities under our care. We are driven by a vision to achieve the highest possible standards in workplace health and safety management across all aspects of our operations.

We believe that through personal commitment and the active participation of every individual, we can elevate our workplace health and safety standards to exceptional levels. This dedication underpins our commitment to providing an environment that is not only safe but also fosters growth, productivity, and a sense of security for all.



OUR STAKEHOLDERS

Community and stakeholder engagement is a vital part of our service, enabling us to better connect with the people who live and work in the Roper Gulf region and understand their needs and aspirations. Stakeholder engagement and consultation were key components in the development of our Strategic Plan and have been a strategic focus over the past financial year.

Our stakeholders are important to us, and we are committed to building strong and effective relationships by enhancing engagement, collaboration, and knowledge sharing, as well as actively participating in community events.

	STAKEHOLDER GROUP	WHY THEY ARE IMPORTANT TO US	WHY WE ARE IMPORTANT TO THEM	HOW WE ENGAGE WITH THIS GROUP
EXTERNAL	Constituents (Residents)	Utilise our services, programs and facilities and provide valuable feedback.	Provide high quality services, representation, advocacy, programs and facilities.	<ul style="list-style-type: none"> • Public meetings • Community events • Corporate documents • Website • Social media • Surveys
	Ratepayers	Provide funding to deliver services and infrastructure and provide valuable feedback.	Provide high quality services and infrastructure.	<ul style="list-style-type: none"> • Public meetings • Community events • Corporate documents • Website • Social media • Surveys
	Northern Land Council	Provides guidance, local advice and strategies for community engagement and growth.	Deliver services on the ground, and provides support, partnerships and resources.	<ul style="list-style-type: none"> • Public meetings • Formal meetings • Corporate documents
	Business owners	Economic development and local employment.	Utilise the products and services and enhance business.	<ul style="list-style-type: none"> • Public meetings • Community events • Website • Social media • Electronic communication
	Visitors	Provide economic benefits and need for local employment.	We provide services, facilities and infrastructure.	<ul style="list-style-type: none"> • Website • Social media • Posters
	Community groups and local Aboriginal Controlled Corporations	Sharing of community knowledge, connections and resources.	Provide support, partnerships and resources.	<ul style="list-style-type: none"> • Public meetings • Community events • Contracts • Formal Partnerships • Joint Service Delivery • Local Decision making

	STAKEHOLDER GROUP	WHY THEY ARE IMPORTANT TO US	WHY WE ARE IMPORTANT TO THEM	HOW WE ENGAGE WITH THIS GROUP
EXTERNAL	Government (Territory and Commonwealth)	Provides oversight, guidance, funding opportunities and advocacy on behalf of the Council.	Deliver services on the ground and provide local advice/strategies.	<ul style="list-style-type: none"> • Public meetings • Formal meetings • Corporate documents • Electronic communication
	Media	Help to raise awareness of events, services, projects or local issues.	Provide stories and information.	<ul style="list-style-type: none"> • Media releases • Website • Social media • Interviews
	Suppliers and contractors	Provide products and services.	Utilise the products and services and enhance business.	<ul style="list-style-type: none"> • Contract management processes (tenders) • Website • Electronic communication
	Emergency Services	Provide emergency management and services for the wellbeing of our constituents.	Provide logistical, infrastructure, strategic and consultative assistance.	<ul style="list-style-type: none"> • Local Emergency Planning; • Local Emergency Committees • Legislative provisions • Electronic communication
	Other Local Councils	Common purpose, collaboration.	Common purpose, collaboration.	<ul style="list-style-type: none"> • Formal meetings • Electronic communication Local Government Association of the Northern Territory (LGANT)
INTERNAL	Employees	Provide knowledge and skills to the organisation and deliver high quality services.	Provide fair employee payment, benefits, training and development opportunities and a safe work environment.	<ul style="list-style-type: none"> • Surveys • Staff meetings • Electronic communication
	Elected Members	Elected representatives and strategic decision making of Council.	Implementation of Council's strategic decisions.	<ul style="list-style-type: none"> • Public meetings • Formal meetings • Formal administrative support
	Advisory groups	Assist with the decision making process.	Implementing the decisions of Council.	<ul style="list-style-type: none"> • Public meetings • Formal meetings • Website

OUTSTATIONS

In partnership with the Northern Territory Government Department of Territory Families, Housing and Communities, Roper Gulf Regional Council provides basic core services to outstations (homelands) across our local government area. An outstation is a small, remote satellite community of a larger Aboriginal community, comprised of people who have chosen to take up residence on that land due to its cultural and spiritual significance.

Within the Roper Gulf region, there are approximately 200 people living across the 9 outstations that the Council services, with the largest outstation population being approximately 70 people at Mulgga Camp. These figures are approximate due to the transient nature of these locations and the seasonal variations that occur due to wet weather restricted access.

The Council's outstations team operates under the Infrastructure Services and Planning department and is based at the Workshop Depot in Katherine. With a combined total of over 30 years' experience supporting outstations for Roper Gulf Regional Council, the small but dedicated team have travelled over 65,000kms this financial year to oversee the delivery of municipal, housing and essential services.

Outstations serviced from Bulman and Katherine:

- Barrapunta
- Baghetti
- Mount Catt

Outstations serviced from Mataranka and Katherine:

- Mulgga Camp

Outstations serviced from Ngukurr and Katherine:

- Badawarrka
- Costello
- Kewulyi
- Mole Hill
- Nulawan

Roper Gulf Regional Council receives funding from the Northern Territory Government Department of Territory Families, Housing and Communities to deliver the following services to outstations.

Municipal and Essential Services

Operational funding for repairs and maintenance, minor works and general operational costs of the delivery of municipal and essential services. Municipal services primarily include road and aerodrome maintenance, waste disposal, landscaping and dust control in common areas, firebreaks, dog control programs, environmental health activities and other municipal services. Essential services activities primarily are concerned with electricity, water and the operation and maintenance of sewerage systems.

Housing Maintenance Services

This assists homeland residents to live in a safe and healthy environment. Funding is used for the direct costs associated with undertaking urgent and planned repairs and maintenance of dwellings.

Homelands Capital Program

The Homelands Capital Program provides funding (\$10,000 - \$300,000) for the purchase and construction of capital infrastructure and equipment that supports the delivery of housing, municipal and essential services.

Council received a grant of \$167,567 in the Homelands Capital Grant Program of the Northern Territory Government for the fiscal year 2023/24 to support in completing several community projects.

OUTSTATIONS PROJECTS

This table shows the ongoing services and projects that were completed or started in the 2023-24 financial year.

OUTSTATION	PROJECTS 2022-23	STATUS
Baghetti	Municipal essential services	Ongoing
	Housing maintenance services	Ongoing
	Emergency supply and installation of new power generator	Completed
Barrapunta	Municipal essential services	Ongoing
	Housing maintenance services	Ongoing
Mount Catt	Municipal essential services	Ongoing
	Housing maintenance services	Ongoing
	Upgrade of septic system at House 3	Completed
	Installed 2 x Hot Water Systems	Completed
Mulggan Camp	Municipal essential services	Ongoing
	Housing maintenance services	Ongoing
	Electrical and plumbing emergency repairs	Completed
	Development of visitor management plan	Completed
	Development of Living Strong Plan	Completed
	Erect two Rules signs	Completed
	Development of Alcohol Management Plans	In progress
	Installation of 2 public washing machines	Completed
Installation of 6 new electric stoves	Completed	
Badawarrka	Municipal essential services	Ongoing
	Housing maintenance services	Ongoing
	Installation of Solar Power for Potable water supply	Completed
	Installation of Solar Hot Water System	Completed
Costello	Municipal essential services	Ongoing
	Housing maintenance services	Ongoing
	Installation of new Generator	Completed
Kewulyi	Municipal essential services	Ongoing
	Housing maintenance services	Ongoing
	Home extra allowance	Ongoing
Mole Hill	Municipal essential services	Ongoing
	Housing maintenance services	Ongoing
Nulawan	Municipal essential services	Ongoing
	Housing maintenance services	Ongoing

GOVERNANCE





GOVERNANCE STRUCTURE

Council is a local government body that operates as a result of, and in accordance with, the Local Government Act 2019 (the Act) and its statutory instruments. As outlined at Section 4 (1) (a) of the Act, local government is a distinct and essential sphere of government. The system of Local Government is outlined at Chapter 2 of the Act, the constitutive provision for local government bodies in the Northern Territory, which includes Roper Gulf Regional Council.

Council’s stated role, functions and objectives are prescribed at Part 2.3 of the Act and can be summarised as the provision of an accountable, representative decision-making government body that represents the constituents of its region (local government area), and provides them with key services and amenities.

As to effectively and fairly balance the representation of its constituents, Council’s region is divided into five administrative regions that are called wards that encompass townships, aboriginal communities, and outstations, as well as various regional and remote constituents. Council’s five wards are the Never Never Ward, Numbulwar Ward, Nyiranggulung Ward, South West Gulf Ward, and the Yugul Mangi Ward.

Council itself is comprised of thirteen democratically elected members (Councillors) from across its five wards who are elected for four-year terms in local government general elections, in accordance with Chapter 8 of the Act and the Local Government (Electoral) Regulations 2021 that are overseen by the Northern Territory Electoral Commission (NTEC).

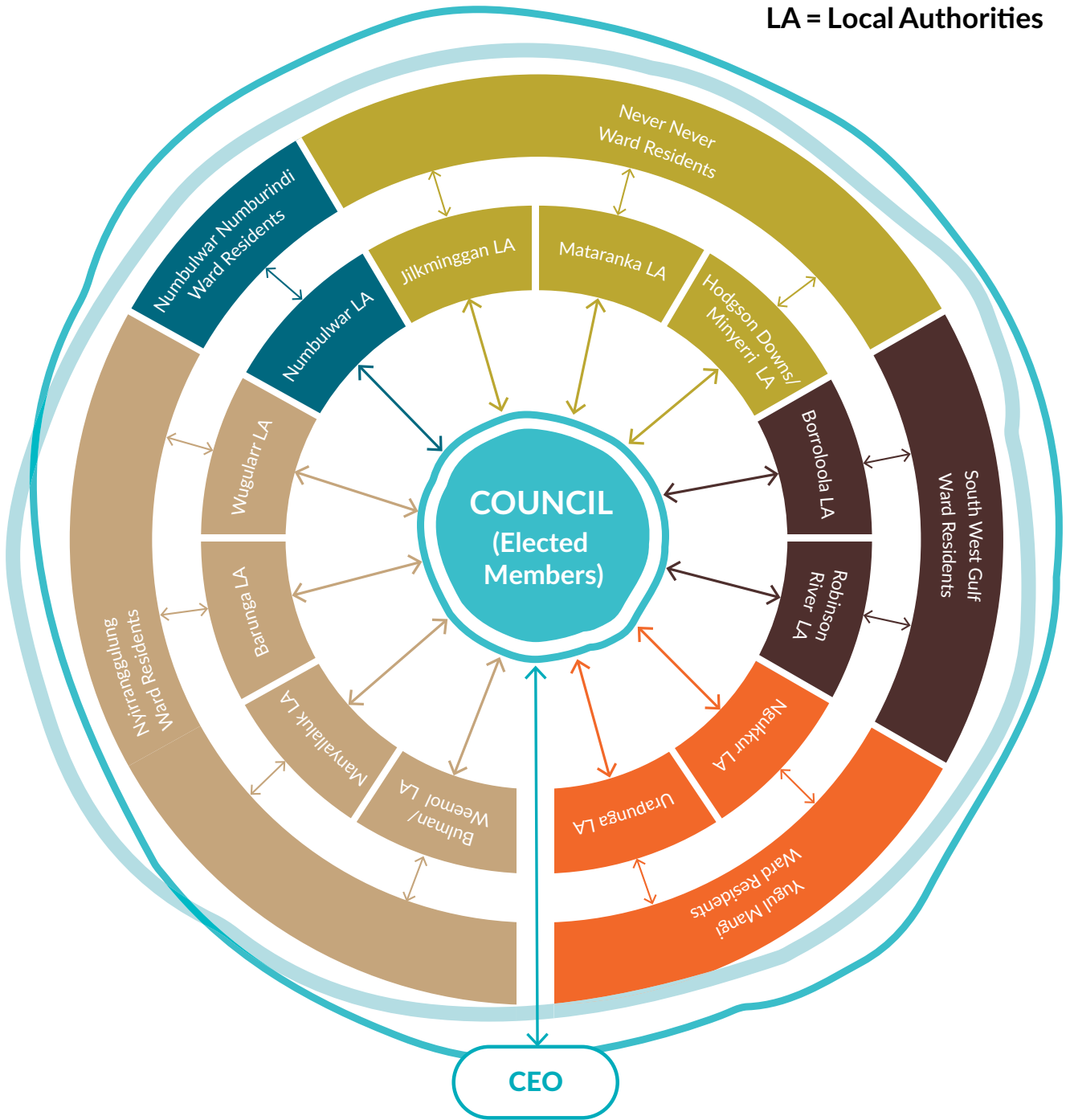
Council has a Principal Member (Mayor) and a Deputy Principal Member (Deputy Mayor) who are elected from within and by its elected members at its first Ordinary Meeting of Council. For the financial year 2023-24, Council’s Mayor and Deputy Mayor were Tony Jack, of the South West Gulf Ward, and Helen Lee of the Nyiranggulung Ward respectively. Elected Members are appointed and function within the legislative provisions of the *Local Government Act 2019*, including the Code of Conduct, which is prescribed at Schedule 1 of the Act.

To increase the effectiveness and efficiency of the organisation, the Council aims for open and transparent communication with the community, staff and stakeholders and encourage opportunities for the community to take part in planning and decision-making processes.

The elected members are accountable to the members of our region, who expect that the Council will apply good governance through its decision-making processes and systems. If residents and/or stakeholders wish to engage with the Council they are encouraged to attend a Local Authority meeting, which are held four times per year. Actions and requests of the Local Authorities are presented at Council meetings and if approved, are delegated to Council staff for implementation.



LA = Local Authorities



OUR COUNCILLORS

Roper Gulf Regional Council is comprised of thirteen democratically elected members (Councillors) from across its five wards.

For the 2023-24 financial year, Council's Mayor and Deputy Mayor were Tony Jack, of the South West Gulf Ward, and Helen Lee of the Never Never Ward respectively. Elected Members are appointed and function within the legislative provisions of the *Local Government Act 2019*.



Nyirranggulung Ward

from left:

Selina Ashley, Councillor
John Dalywater, Councillor



Yugul Mangi Ward

from left:

Owen Turner, Councillor
Jana Daniels, Councillor

COUNCIL MEETING ATTENDANCE

ELECTED MEMBERS	23 AUG 2023	25 OCT2023	15 NOV2023	13 DEC 2023
Mayor Tony Jack	P	P	P	P
Deputy Mayor Helen Lee	P	P	P	P
Cr. Samuel Evans	P	P	AP	AP
Cr Owen Turner	AP	P	AP	P
Cr Edna Iles	-	P	AP	P
Cr. Edwin Nungumajbarr	P	P	P	P
Cr. Kathy-Anne Numamurdirdi	P	P	P	P
Cr. John Dalywater	P	P	P	P
Cr. Annabelle Daylight	P	AP	P	P
Cr. Selina Ashley	P	P	P	AP
Cr Patricia Farrell	P	P	AP	AP
Cr Jana Daniels	No AP	P	AP	No AP
Cr. Gadrian Hoosan	P	AP	AP	P

P Present AP Apologies given and accepted No AP No apologies given and not present at meeting
- Not a member at the time of meeting or attendance not required



Neuer Neuer Ward

from left:

- Edna Iles, Councillor
- Annabelle Daylight, Councillor
- Patricia Farrell, Councillor
- Helen Lee, Deputy Mayor



South West Gulf Ward

from left:

- Samuel Evans, Councillor
- Gadrian Hoosan, Councillor
- Tony Jack, Mayor



Numbulwar-Numburindi Ward

from left:

- Kathy-Anne Numamurdirdi, Councillor
- Edwin Nungumajbarr, Councillor

28 FEB 2024	24 APR 2024	30 MAY 2024	26 JUN 2024	28 AUG 2024	% ATTENDANCE 9 meetings held
P	P	P	P	AP	89%
AP	P	P	P	P	89%
P	AP	P	P	P	67%
P	P	P	AP	AP	56%
P	P	P	P	P	78%
P	AP	P	P	P	89%
P	P	P	P	AP	89%
P	P	AP	AP	P	78%
P	P	P	AP	No AP	67%
AP	AP	P	AP	P	56%
P	P	AP	P	P	67%
P	No AP	AP	No AP	AP	22%
P	AP	P	P	AP	56%

FINANCE AND INFRASTRUCTURE COMMITTEE

Roper Gulf Regional Council has created committees to assist with the decision making process under the provisions of the *Local Government Act 2019*. These committees carry out a wide range of functions and the members of the committee may include people who are not Elected Members or Council staff.

The Finance and Infrastructure Committee assists the Council to oversee the allocation of the local government's finances and resources. It operates as an executive committee under Part 5.2 of the *Local Government Act 2019*. Specifically, it undertakes the financial management roles of Council in the months that the Council does not meet, therefore meeting once every second month.

Members of the Finance and Infrastructure Committee:

- Awais Ur Rehman (Independent Member)
- The Mayor Tony Jack
- The Deputy Mayor Helen Lee
- Councillor Samuel Evans
- Councillor Owen Turner
- Councillor Annabelle Daylight
- Councillor Edwin Nunggumajbarr
- Councillor John Dalywater.

FINANCE AND INFRASTRUCTURE COMMITTEE MEETING ATTENDANCE

MEMBER	26 JUL 23	27 SEP 23	29 NOV 23	24 JAN 24	27 MAR 24	22 MAY 24	22 JUL 24	% ATTENDANCE 5 meetings held
Independent Member Awais Ur Rehman	P	P	P	P	AP	P	P	86%
Mayor Tony Jack	P	P	AP	P	P	P	P	86%
Deputy Mayor Helen Lee	P	P	P	P	P	P	P	100%
Councillor Samuel Evans	AP	AP	P	P	P	P	No AP	57%
Councillor John Dalywater	-	-	No AP	AP	No AP	P	P	29%
Councillor Owen Turner	AP	P	P	P	P	P	AP	71%
Councillor Annabelle Daylight	P	AP	P	P	No AP	AP	P	57%
Councillor Edwin Nunggumajbarr	P	P	P	P	P	P	P	100%

P Present AP Apologies given and accepted No AP No apologies given and not present at meeting

- Not a member at the time of meeting or attendance not required

AUDIT AND RISK COMMITTEE

The Audit and Risk Committee assists Council in monitoring its compliance with proper standards of financial management, and its compliance with the *Local Government Act 2019*, its statutory instruments, and the Accounting Standards as listed in its terms of reference found at www.ropergulf.nt.gov.au.

Members of the Audit and Risk Committee:

- Ian Swan (Independent Member)
- Carolyn Eagle (Independent Member)
- Claudia Goldsmith (Independent Member)
- Councillor John Dalywater

AUDIT AND RISK COMMITTEE MEETING ATTENDANCE

MEMBER	16 AUG 23	23 OCT 23	19 FEB 24	12 JUN 24	26 AUG 24	% ATTENDANCE 4 meetings held
Independent Member Ian Swan	P	P	P	P	P	100%
Independent Member Carolyn Eagle	P	P	P	P	P	100%
Independent Member Claudia Goldsmith	P	P	P	P	P	100%
Councillor John Dalywater	AP	P	P	P	P	80%
Councillor Patricia Farrell	P	P	AP	P	P	80%

P Present **AP** Apologies given and accepted **No AP** No apologies given and not present at meeting
 - Not a member at the time of meeting or attendance not required



LOCAL AUTHORITIES

To facilitate and promote representation and decision-making at the local community level, the Council maintains local representative bodies for individual communities and townships known as Local Authorities.

Local Authorities represent individual communities and townships and have both advisory and delegated functions that include the planning and nomination of local priorities, the allocation of Local Authority Project Funding, and advice and input into Council's strategic planning.

A Local Authority is made up of people who live in a community and are selected by the Council based on their capacity to contribute to the effective functioning of the community.

Local Authority groups help to achieve integration and ensure the involvement of remote communities in the system of local government. Each Local Authority meets a minimum of four (4) times each year.

The role of the Local Authorities in the Roper Gulf region is to:

- Provide advice to the Council on service delivery plans, including infrastructure requirements for communities and associated outstations, or local Region or wards, and to contribute to the development of Regional Business Plans
- Alert and advise the Council on new and emerging issues within the scope of Council activities
- Advise on specific Council, community and social projects that impact on the community or region
- Advise and support Council staff in the local implementation of the Regional Business Plan, particularly in the area of cross-cultural best practice in governance and service delivery
- Respond to identified community needs, if appropriate, by participating and organising activities such as community events, youth, community safety, housing advice and community planning and infrastructure development.



LOCAL AUTHORITY MEETING ATTENDANCE

Barunga

LOCAL AUTHORITY MEMBER	4 JUL 23	3 OCT 23	9 JAN 24	3 APR 24	9 JUL 24	% ATTENDANCE 4 meetings held
Deputy Mayor Helen Lee	P	P	P	P	P	100%
Danielle Bush	P	P	P	P	P	100%
Charlane Bulumbara	P	P	P	P	P	100%
Nell Brown	P	AP	P	P	No AP	60%
Ambrose Bulumbara	P	P	P	P	P	100%
Vita Brinjen	AP	AP	No AP	Rescinded	-	0%
Anne Marie Lee	P	P	P	P	P	100%

Borroloola

LOCAL AUTHORITY MEMBER	3 AUG 23	21 NOV 23	8 FEB 24	9 MAY 24	% ATTENDANCE 2 meetings held
Mayor Tony Jack	P	CANCELLED	P	CANCELLED	100%
Councillor Samuel Evans	No AP		AP		0%
Councillor Gadrian Hoosan	AP		AP		0%
Donald Garner	P		P		100%
Trish Elmy	P		P		100%
Maria Pyro	No AP		AP		0%
Raymond Anderson	No AP		Resigned		0%
Mike Longton	P		P		100%
Jonathan Sauer	No AP		P		50%
Jack Green	No AP		No AP		0%
Andrew Firley	P				50%
Casey Hucks	P	P	100%		

P Present **AP** Apologies given and accepted **No AP** No apologies given and not present at meeting

- Not a member at the time of meeting or attendance not required

Meetings cancellation reason can be retrieved from the Council's website.

Bulman

LOCAL AUTHORITY MEMBER	6 JUL 23	5 OCT 23	15 JAN 24	5 APR 24	16 APR 24	% ATTENDANCE 1 meeting held
Councillor Selina Ashley	CANCELLED	CANCELLED	AP			0%
Councillor John Dalywater			P			100%
Annette Miller			Rescinded	-	-	0%
Peter Miller			Rescinded	-	-	0%
Anthony Kennedy			Rescinded	-	-	0%
Aaron Rickson			Rescinded	-	-	0%
Charmain Brinjen			P			100%
Shantelle Miller			Rescinded	-	-	0%
Loretta Lindsay			Rescinded	-	-	0%
Spencer Martin			P			100%
Francis Miller			P			100%
Aiden Lindsay			-	-	Newly appointed	0%
Margaret Lindsay			-	-	Newly appointed	0%
Nathaniel Miller			-	-	Newly appointed	0%
Shantal Mundal			-	-	Newly appointed	0%

Jilkminggan

LOCAL AUTHORITY MEMBER	1 AUG 23	30 NOV 23	6 FEB 24	7 MAY 24	% ATTENDANCE 3 meetings held
Councillor Annabelle Daylight	CANCELLED	P	P	P	100%
Cecilia Lake		P	P	P	100%
Lisa McDonald		AP	P	P	67%
Shirley Roberts		P	P	P	100%
Anne Marie Woods		P	P	P	100%
Timothy Baker		No AP	No AP	No AP	0%
Morgan Cockyell		P	No AP	No AP	33%

P Present **AP** Apologies given and accepted **No AP** No apologies given and not present at meeting

- Not a member at the time of meeting or attendance not required

Meetings cancellation reason can be retrieved from the Council's website.

Manyallaluk

LOCAL AUTHORITY MEMBER	3 JUL 23	2 OCT 23	19 JAN 24	2 APR 24	% ATTENDANCE 2 meetings held
Deputy Mayor Helen Lee	CANCELLED	P	P	CANCELLED	100%
Lloyd Brown		AP	No AP		0%
Ben Ulamari		P	P		100%
Eileen Avelum		AP	P		50%
Elena Lawrence		P	P		100%
Sherese Dooley		P	P		100%

Mataranka

LOCAL AUTHORITY MEMBER	1 AUG 23	7 NOV 23	6 FEB 24	7 MAY 24	% ATTENDANCE 2 meetings held	
Former Deputy Mayor Judy MacFarlane	AP	CANCELLED	CANCELLED	-	0%	
Councillor Annabelle Daylight	-			Appointed	P	50%
Sue Edwards	P			CANCELLED	P	100%
Margaret Minnett	P				P	100%
Michael Somers	P				AP	50%
Rachael Waters	AP				P	50%
Anthony Heaslip	AP	Rescinded	-		0%	
Desmond Barritt	P	-	P	100%		
Johnny Billy	-		Appointed	P	50%	
Shaunette Martin	-		Appointed	P	50%	
Alan Chapman	AP	Rescinded	-	-	0%	

Minyerri (Hodgson Downs)

LOCAL AUTHORITY MEMBER	4 SEP 23	10 OCT 23	4 DEC 23	18 MAR 24	3 JUN 24	% ATTENDANCE 3 meetings held	
Councillor Patricia Farrell	POSTPONED	P	CANCELLED	CANCELLED	P	100%	
Councillor Edna Iles		-			Appointed	P	50%
Jones Billy		AP			CANCELLED	AP	0%
Beth John		P				P	100%
Sonia Roberts		P				P	100%
Jonathon Walla		P				P	100%
Naomi Wilfred		AP				P	50%

P Present AP Apologies given and accepted No AP No apologies given and not present at meeting

- Not a member at the time of meeting or attendance not required

Meetings cancellation reason can be retrieved from the Council's website.

Ngukurr

LOCAL AUTHORITY MEMBER	5 SEP 23	14 SEP 23	5 DEC 23	19 MAR 24	4 JUN 24	% ATTENDANCE 2 meetings held
Mayor Tony Jack	POSTPONED	P	AP	CANCELLED	CANCELLED	50%
Councillor Owen Turner		P	P			100%
Councillor Jana Daniels		P	AP			50%
Robin Rogers		P	P			100%
Tanya Joshua		P	P			100%
Craig Rogers		P	AP			50%
Roxanne Roberts		P	P			100%
Keith Rogers	-	-	Appointed			0%
Melissa Andrews	-	-	Appointed			0%

Numbulwar

LOCAL AUTHORITY MEMBER	6 SEP 23	15 SEP 23	6 DEC 23	20 MAR 24	5 JUN 24	% ATTENDANCE 2 meetings held
Councillor Edwin Nungumajbarr	POSTPONED	AP	CANCELLED	CANCELLED	P	50%
Councillor Kathy-Anne Numamurdirdi		P			100%	
Douglas Wunungmurra		P			100%	
Rhonda Simon		P			100%	
Travis Mirniyowan		AP			50%	
Roland Nundhirribala		P			100%	
Felicity Rami		P			100%	
Amanda Ngalmi		P			100%	

P Present **AP** Apologies given and accepted **No AP** No apologies given and not present at meeting

- Not a member at the time of meeting or attendance not required

Meetings cancellation reason can be retrieved from the Council's website.

Robinson River

LOCAL AUTHORITY MEMBER	3 AUG 23	31 AUG 23	9 NOV 23	8 FEB 24	9 MAY 24	% ATTENDANCE 3 meetings held
Mayor Tony Jack	POSTPONED	AP	CANCELLED	P	P	67%
Councillor Samuel Evans		AP		AP	AP	0%
Councillor Gadrian Hoosan		P		AP	AP	33%
Timothy Simon		AP		P	P	67%
Richard Dixon		No AP		-	-	0%
Shandel Dick		No AP		AP	P	33%
Freddy Jackson		P		AP	P	67%
Susan George		AP		P	P	67%
Patsy-Anne George		-		-	P	33%
Melissa Noble		P		P	AP	67%

Urapunga

LOCAL AUTHORITY MEMBER	5 SEP 23	14 SEP 23	5 DEC 23	19 MAR 24	4 JUN 24	% ATTENDANCE 2 meetings held
Mayor Tony Jack	POSTPONED	AP	P	CANCELLED	CANCELLED	50%
Councillor Owen Turner		P	P			100%
Councillor Jana Daniels		AP	AP			0%
Dennis Duncan		P	P			100%
Edna Nelson		AP	P			50%
Antonella Pascoe		AP	AP			0%
Elaine Duncan		AP	-			0%
Amanda Jeffs		P	-			50%
Paul Jeffs		AP	-			0%
Clifford Jeffs		-	-			0%
Brandan Turner		-	-			0%
Danny Duncan		-	-			0%

P Present **AP** Apologies given and accepted **No AP** No apologies given and not present at meeting
 - Not a member at the time of meeting or attendance not required
 Meetings cancellation reason can be retrieved from the Council's website.



A YEAR IN REVIEW



Our Strategic Priorities



**WORKFORCE
DEVELOPMENT**



**COMMUNITY
ENGAGEMENT**



RECONCILIATION



COMPLIANCE



**CULTURAL
COMPETENCY**



**PROJECT PLANNING
& DELIVERY**

Challenges



**EMPLOYEE
AVAILABILITY**



**POLICY
RESTRUCTURE**



**PUBLIC PERCEPTION
OF COUNCIL**



**CHALLENGES IN
REMOTE PROJECT
DELIVERY**



**NO CONTROL OF LAND
USE, SOCIAL AND TOWN
PLANNING**

Looking ahead



**COMMUNITY
INFRASTRUCTURE**



**INFORMATION
TECHNOLOGY
IMPROVEMENTS**



**DEVELOPMENT OF
ANCILLARY PLANS**



**COMPLIANCE
REVIEW**



**CULTURAL
COMPETENCY
FRAMEWORK**



**BUSINESS
CONTINUITY
PLAN**



**COMMUNICATIONS
AND ENGAGEMENT
PLAN**



**STRATEGIC
PLANNING
WORKSHOP**

STRATEGIC PRIORITIES



WORKFORCE DEVELOPMENT

Roper Gulf Regional Council has seen significant developments over recent years, particularly in the implementation of the new Strategic Plan and organisational restructure. This year, our focus shifted towards Workforce Development.

Councils unique structure is designed to tackle the challenges of operating in a vast and remote area, enhance staff morale, address the unique needs of Aboriginal and Torres Strait Islander employees, and provide tools for performance monitoring. Focusing on developing staff's skills facilitates the attraction, training, and retention of employees, creating pathways for local staff to maximise employment opportunities, develop their skills, and progress their careers through the diverse opportunities that the Council offers.



COMMUNITY ENGAGEMENT

Community engagement is a two-way process that allows the community to have their say on matters that impact or interest them. Roper Gulf Regional Council is proud to serve a passionate community with a strong local identity and rich culture, and we are committed to investing the time to understand and respond to the needs of the people who live and work here.

Engaging with the community and key stakeholders is central to how we deliver services, and it played a crucial role in the development of our Strategic Plan. We regularly connect with the community through various platforms, including our website, social media, email, public meetings, community gatherings, corporate documents, surveys, and by attending major events and festivals.

In the past financial year, community engagement was a top priority in the development of the Sport and Recreation Masterplan. We made it a point to actively seek input from all community members to ensure their needs and aspirations for sport, recreation, and related infrastructure were captured.

This collaborative approach ensured the masterplan truly reflects the diverse interests of the region.

This aligns with the Strategic Plan 2022-27, which aims to enhance workforce effectiveness and community engagement. By reducing misinformation, creating a mutual understanding between Council and the community, and increasing support for Council initiatives, we continue to build a stronger, more connected region.





RECONCILIATION

Over the course of the 2023/24 financial year Roper Gulf Regional Council continued to enact its Reconciliation Action Plan with Executive Staff promoting and supporting the implementation. This has been done by Council and Executive decision-making as well as on-going participation and support for the RAP Working Group.

The RAP Working Group continued to meet quarterly over the year to discuss, monitor and review the progress of the RAP actions. This also gave opportunity to identify further development of tangible actions to assist with on-going cultural change and/or greater support for Reconciliation.

Over the year Roper Gulf Regional Council achieved the following:

- Implementation of cultural competency training for all new staff to Council
- Continued support for the Barunga Festival 2024
- Participation in the Katherine NAIDOC Week celebrations
- Ongoing sponsorship and support of Artback NT Numbulwar's Numbrindi and Borroloola's Malandari Festival
- The introduction of the Casual to Permanent Employment Transition, as an Organisational Directive in September 2023 which aligns to the Indigenous employment aspirations and initiatives within the actions of the RAP
- Ongoing support of the Katherine Careers Expo to promote career opportunities for young people within Roper Gulf Regional Council. This includes students from our Region.
- The Council endorsed its support for the 'Voice to Parliament' in the lead up to the referendum held in October 2023
- Holding of Australia Day events across the Region
- Implementation of National Reconciliation Week events in Katherine and across the Region

The RAP Working Group have identified that there will be a continuation of our Innovate RAP into the 2025 and calendar year but will undergo a review



COMPLIANCE

As a public, legislated, and Gazetted Local Government Body (Council), Council has strict legislated obligations arising out of the *Local Government Act 2019* (the Act), its statutory instruments, as well as other legislative items as applicable to a public body.

Furthermore, Council undertakes and delivers a range of services on behalf of other public bodies of the Territory and the Commonwealth (Agency Services) for the benefit of its Region and constituents residing therein. These Agency Services also carry strict legislative obligations as applicable to their particular fields, as well as contractual obligations.

Meeting its own inherent compliance obligations arising out of the Act, and those arising out of Agency Services is a complex and ongoing undertaking managed at the Corporate Services level. Corporate Compliance is a key Strategic Priority of Council, which it considers to have the utmost, and priority importance.



PROJECT PLANNING AND DELIVERY

The Strategic Plan 2022-27 has provided a clear guideline for the Council to map out priority projects, which were highlighted in the community consultation process.

Our aim is to support much needed community projects and maintaining community infrastructure that positively contributes to resident needs and aspirations, and Council is proud to have delivered a number of community and local authority projects in the 2023-24 financial year, including:

- Borroloola and Ngukurr Pools
- Barunga Cemetery Arch
- Barunga Playground Shade sale and Softfall
- Feral Pig removal in Ngukurr and Numbulwar





INFORMATION TECHNOLOGY IMPROVEMENTS

During the 2023-24 period, the Information Technology (IT) department made substantial progress in expanding the Council's digital footprint and optimizing efficiency through advanced technology systems and hardware solutions.

At the heart of this transformation was the successful implementation of Microsoft Office 365 and the migration from on-premises systems to a fully cloud-based infrastructure. This shift has greatly enhanced the flexibility of Council's application deployment, improved system performance by eliminating reliance on Virtual Desktop Environments and marked the culmination of years of dedicated effort - with the invaluable support of CouncilBIZ, this vision has now been realised.

Additionally, Council completed the replacement of one-third of its IT hardware that had reached End of Life (EOL). It was further approved that these hardware refreshes will be conducted annually to ensure staff are equipped with the most up-to-date and fit-for-purpose technology. This initiative also included the full replacement of Council printers, paired with the implementation of a Cloud-Based Printer Management System (PaperCut) for enhanced analysis and control over printing resources.

Network upgrades were rolled out across all Council locations, utilising either 50M fibre or Starlink Business services depending on availability. These improvements have significantly enhanced the user experience for Council staff, resulting in greater efficiency in daily operations.

Moreover, the hiring of an IT Manager and the restructuring of the IT department to include a total of four staff members underscores Council's recognition of IT's critical role in ensuring smooth and efficient operations. This investment reflects a proactive approach to staying ahead of technological demands and the desire to increase service delivery across the region.

The 2023-24 period was a pivotal year for the IT department, laying a solid foundation for the Council's digital future. As we look ahead to 2024-25, the momentum continues, with even greater innovations on the horizon—driving not just operational efficiency but transforming how the Council serves its community in a rapidly evolving digital landscape.



CHALLENGES



EMPLOYEE AVAILABILITY

The 2023-24 financial year continued to pose challenges for the Human Resources function at Council. The ongoing national shortage of skilled workers has made attracting and retaining qualified staff a significant hurdle.

Ensuring that remote communities have the skilled workforce needed for self-sufficiency and sustainability remains crucial, yet the geographic isolation of our region continues to complicate this task.

As a result, the organisation has experienced extended vacancies in key positions, placing additional responsibilities on existing staff and increasing their already heavy workloads. In response, Council is actively exploring contemporary and innovative approaches to both develop our local workforce and enhance the attraction and retention of employees in these remote areas.



CHALLENGES IN REMOTE PROJECT DELIVERY

The geographical isolation of our region continues to present a distinct set of challenges that impact the efficient delivery of projects.

Council staff, contractors, and suppliers regularly face obstacles unique to remote settings. These include limited access to critical resources, potential communication gaps between remote sites, and the need to navigate complex cultural considerations. Together, these factors can affect the quality, timeliness, and cost-effectiveness of projects. The vast distances between project sites and management teams further exacerbate these challenges.

Internally, Council continues to grapple with the realities of managing projects in such remote locations. Employee availability and turnover remain significant hurdles, occasionally straining our project management systems and processes and leading to administrative delays.



NO CONTROL OF LAND USE, SOCIAL AND TOWN PLANNING

In the context of the Northern Territory, jurisdiction over town planning and land use remains largely under the authority of the Northern Territory Government, leaving local government organisations with limited control.

This arrangement continues to highlight critical shortcomings, particularly in areas such as effective planning, land availability, and social housing provision. These gaps have significant consequences, leading to widespread social, health, and educational challenges, especially in Indigenous communities throughout the Territory.

As a regional council, we are constrained by this structure, limiting our ability to drive economic development and improve outcomes for our communities. The absence of local planning control significantly hampers our capacity to address land availability and housing shortages in a proactive manner. We remain steadfast in our belief that decentralising town planning and land use control to local governments would allow for more responsive and tailored solutions, ensuring that housing needs are met and supporting sustainable community growth.



PUBLIC PERCEPTION OF COUNCIL

Before the 2008 amalgamations reshaped the governance landscape, Community Government Councils were the sole service providers in their respective areas. However, the landscape has since evolved, with a wide range of service providers now operating across our region.

Alongside Council, this network includes Aboriginal Corporations, Northern Territory Government departments, contractors, local businesses, and other key stakeholders.

Despite this diverse network, a lingering perception within the community persists—the belief that Council is solely responsible for all services. This misconception continues to present challenges for the organisation. Our staff are often faced with managing unrealistic expectations, handling vexatious complaints, and addressing occasional drops in morale due to negative public perception. As a Council, we are committed to fostering a clearer understanding of our role, while promoting the shared responsibility of all service providers in addressing community needs.



POLICY RESTRUCTURES

In the 2023-24 financial year, the Commonwealth and Northern Territory Governments undertook significant policy reframing, which has required Council to adapt and update its own policies in response.

These changes, covering areas such as governance, service delivery, and regulatory compliance, have necessitated a comprehensive review of our existing frameworks. Council remains committed to aligning with these evolving requirements to ensure that our policies continue to meet legislative standards and effectively serve the needs of our communities.



LOOKING AHEAD



DEVELOPMENT OF ANCILLARY PLANS

Several key initiatives are currently being developed as a result of the Strategic Plan 2022-27, alongside targeted community consultations undertaken in the past year.

These ancillary plans are designed to complement the Strategic Plan, providing a more specific framework for how Council will meet the needs of its community. The strategic directions, priorities, and actions outlined in each plan will guide decisions on resource and asset allocation, supporting our overall vision of becoming a sustainable, viable, and vibrant region.

The purpose of these ancillary plans is to bolster the core activities and services being delivered, while also shaping how future growth and changes within the community will be managed.

The ancillary plans and strategies in development include:

- Council Operational Plans
- Human Resources Strategy
- Workforce Development Plan
- Waste Management Strategy
- Business Continuity Plan
- Communications and Engagement Plan
- Cultural Competency Framework



COMMUNITY INFRASTRUCTURE

As part of our ongoing commitment to the empowerment and development of remote Aboriginal communities, Council remains dedicated to improving essential community infrastructure where it is most needed.

We understand that strong infrastructure is the foundation of vibrant communities, fostering growth, enhancing quality of life, and supporting sustainable development. With this in mind, we continue to prioritise identifying areas that require infrastructure improvements and work diligently to address any gaps.

To strengthen our efforts, we actively seek grants from various sources to fund these vital projects. Collaborative partnerships and external funding are key to driving meaningful change. These grants not only enable the initiatives but also reaffirm our commitment to ensuring equitable access to opportunities and a brighter future for all. Through targeted grant acquisition and strategic resource allocation, we aim to spark progress and deliver lasting, positive transformations in remote Aboriginal communities.



STRATEGIC PLANNING WORKSHOP

Council is planning a dedicated workshop with staff and elected members to collaboratively map out the future needs of our communities across all Council areas.

This strategic planning session will focus on setting clear priorities and goals, ensuring that our long-term vision aligns with the evolving needs of the region. By engaging both leadership and staff, we aim to develop actionable plans that drive sustainable growth and improved services for our communities.



COMPLIANCE REVIEW

Council remains committed to upholding all compliance regulations and ensuring best practices across our operations.

In the upcoming financial year, we will undertake a comprehensive review of our compliance frameworks to ensure every area remains fully aligned with legislative and regulatory standards. This proactive approach will help us maintain accountability, foster transparency, and ensure the highest level of service delivery to our communities.







COMMUNITY GRANTS PROGRAM

Our Community Grants Program is designed to encourage and support community initiatives that address local needs and enhance community wellbeing, culture, and quality of life. Eligible applicants can apply for funding of up to \$5,000 to support local projects, events, or activities. Up to four (4) competitive funding rounds are held each financial year, depending on the availability of funds.

Image: Rae-Etta Harrison with Casey Hucks and Kendall Douglas who, with grant funds travelled to the Borroloola Bushman's Carnival to host a Roping School.

Our Community Grants Program provided over \$65,000 worth of funding for community projects and initiatives across the region in 2023-24. The successful recipients were:

ROUND ONE

APPLICANT	PROJECT	AMOUNT
Borroloola School	To replace post padding for the basketball court / assembly area.	\$3,906.10
Borroloola School	To purchase sports equipment for sports new to the students.	\$5,000.00
Robinson River School	To host a sports workshop with High Cal Sports NT.	\$5,000.00
Mataranka School FaFT	To assist families to attend the annual minicamp visit to Darwin for 3 nights.	\$5,000.00
Numbulwar School FaFT	To take families out of the community to Mataranka and Katherine to participate in community events.	\$5,000.00
Jasmine Philips	To host a Halloween Community Event in Mataranka for all local children.	\$2,000.00
Total		\$25,906.10

ROUND TWO

APPLICANT	PROJECT	AMOUNT
Ngukurr School	Melbourne Excursion	\$5,000
National Trust of Australia (NT) Gulf Branch	Borroloola History Book (Ed. 3) Publication	\$5,000
Roper River Landcare Group Inc.	To run an information and training session at the Never Never Festival	\$4,000
Mataranka School	Darwin Excursion	\$5,000
Borroloola Amateur Race Club	Sponsorship of the Borroloola Bushman Carnival 2024	\$5,000
Mimal Land Management Aboriginal Corporation	Supporting 5 indigenous women to attend the 2024 Strong Women for Healthy Country Forum	\$5,000
Barunga School	Support Cultural Program	\$4,200
Ciculation Ltd (Behalf of Urapanga Aboriginal Corporation)	NAIDOC Week 2024	\$5,000
Mataranka Fishing Sporting and Recreation Club	Territory Day Fireworks 2024	\$5,000
Total		\$43,200

LOCAL AUTHORITY PROJECTS

The Northern Territory Government provides funding to Local Authorities for the provision of smaller community priority projects. Local Authority projects are identified by Local Authority members and managed by Council staff.

In 2023-24, the following Local Authority projects were completed:

LOCATION	COMPLETED PROJECTS 2022-23
Barunga	<ul style="list-style-type: none"> • Seating stands at Basketball Court • Seating stand at Softball Oval • Shade shelter at Airstrip • Shade shelter and seating at Entrance
Borroloola	<ul style="list-style-type: none"> • Portable Toilets at Cemetery
Bulman	<ul style="list-style-type: none"> • Community Notice Boards
Jilkminggan	<ul style="list-style-type: none"> • Purchased Musical Instruments
Manyallaluk	<ul style="list-style-type: none"> • Playground soft fall
Mataranka	<ul style="list-style-type: none"> • Plaque for the Cemetery • Survey for Installation of footpaths
Minyerri	<ul style="list-style-type: none"> • Purchased Sports Equipment • Rubbish bins • Water Cart Trailer
Ngukurr	<ul style="list-style-type: none"> • Sports Court Drainage
Numbulwar	<ul style="list-style-type: none"> • Pig Removal Project
Robinson River	<ul style="list-style-type: none"> • Purchased AFL Gear
Urapunga	<ul style="list-style-type: none"> • Solar lights to Store
Wugularr	<ul style="list-style-type: none"> • Purchase Lawn mowers and whipper snippers for community use.

Image at right: Children in Numbulwar observing the Pig Removal Project funded through the Local Authority.



COUNCIL PERFORMANCE





PLANNING FRAMEWORK

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Our strategic planning pathway provides a comprehensive overview of how the Council actively engages with its stakeholders to shape plans for service delivery and investments in community infrastructure.

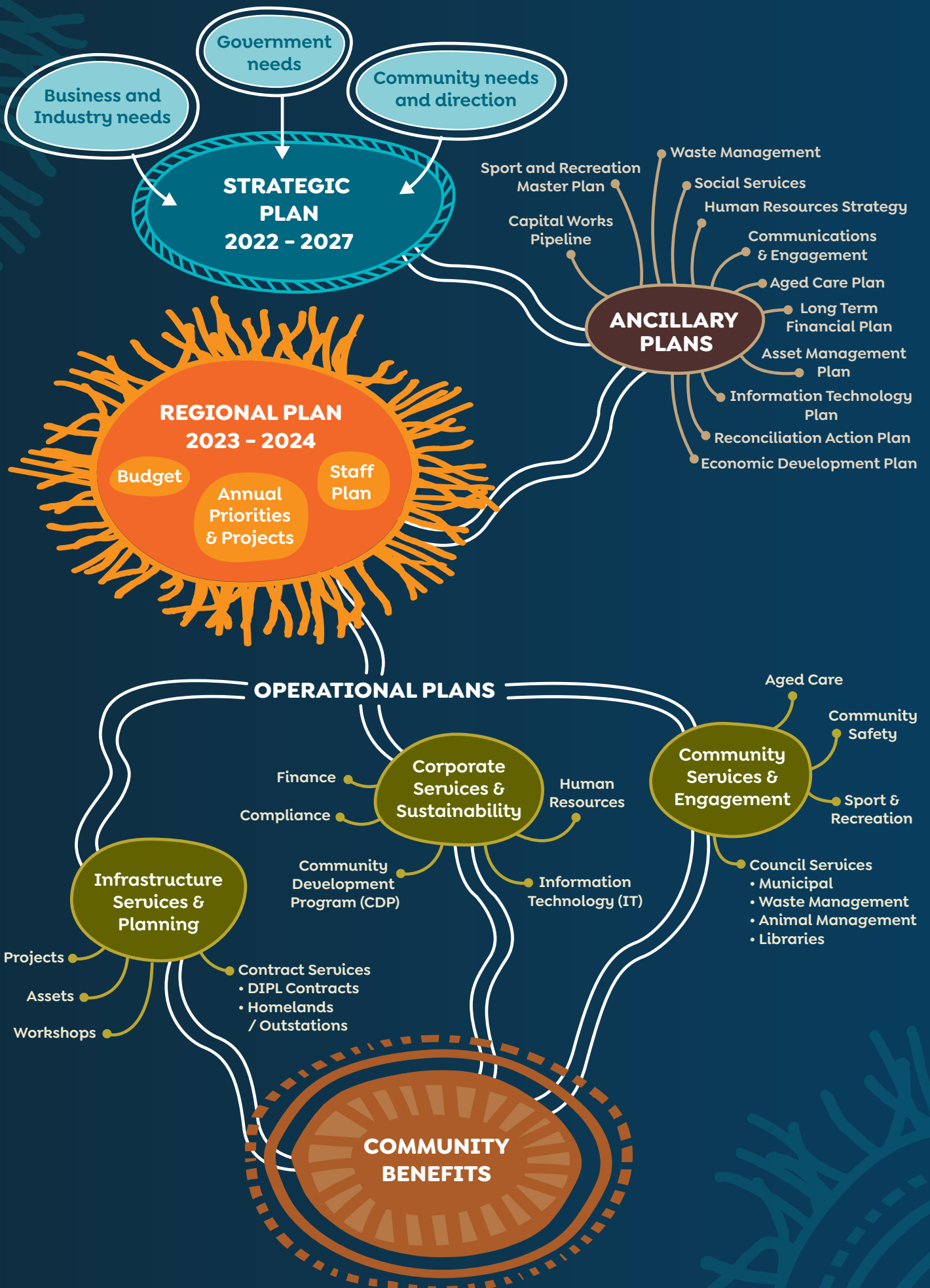
This structured approach outlines how the Council's resources and services are strategically aligned with identified community needs, ensuring a seamless and integrated planning process. It also ensures that financial and capital resources are optimally allocated to support strategic decision-making and effectively coordinate our operations and activities.

At the core of our strategic roadmap is the five-year Strategic Plan (2022-2027), serving as a guiding compass for the Council in realising its primary objective - enhancing the quality of life for all residents of the Roper Gulf region. This plan establishes a solid framework for decision-making, reporting, and lays the groundwork for the development of Regional Plans, Annual Reports, Ancillary Plans, and Operational Plans.

Roper Gulf Regional Council has developed this Annual Report in accordance with the *Local Government Act 2019*. This is the first Annual Report relating to our Strategic Plan 2022-27 and is a vital part of our governance framework and our commitment to transparency and accountability.

The Annual Report is used by Council to inform our communities and stakeholders about our performance during the 2023-24 financial year including our key achievements, challenges, organisation structures, service delivery outcomes and financial performance.







The deliverables outlined in the Regional Plan 2023-24 are extracted from the Strategic Plan and align behind five key outcome areas:



The following tables assess our performance against our strategic goals, objectives and key performance indicators for the 2023-24 financial year.



WELLBEING

Goal: Contribute to the wellbeing of residents individually and communities as a whole; by fostering increased participation in community activities, education, healthy lifestyles, and a safe living environment.

STRATEGIC FOCUS	DELIVERABLES
<p>Increase public safety.</p>	<p>Review historical records of adverse incidents and events over the past 5 years.</p>
	<p>Engage with police service and develop collaborative actions.</p>
	<p>Regular community safety audits undertaken in company with community opinion leaders.</p>
	<p>Lobby for appropriate technologies & incorporate techniques for 'Crime Prevention Through Environmental Design' (CPTED) as a deterrent to property damage.</p>

KEY PERFORMANCE INDICATORS	STATUS	COMMENTS
<ul style="list-style-type: none"> 5 year analysis of incidents prepared. 	Ongoing	Available data is currently being collated and a report will be provided once compilation and analysis is complete.
<ul style="list-style-type: none"> Report submitted to Council and considered. 	Ongoing	As Above
<ul style="list-style-type: none"> Agreement on collaboration in place. 	Ongoing	Ongoing – Police have advised that they are completing monthly Community Safety Meetings followed by Liquor Committee Meetings. Will continue to engage through CSMs.
<ul style="list-style-type: none"> Program for collaboration in place. 	Ongoing	Community Safety Stats are provided to the Big Rivers Regional Coordination Committee (BRRCC). Request made through BRRCC for collaborative community safety meetings.
<ul style="list-style-type: none"> Progress reports submitted to Council. 	Ongoing	Forms part of Program area report to Council.
<ul style="list-style-type: none"> Number of audits undertaken. 	Ongoing	Surveys for community feedback conducted in each location bi-annually. Community safety meetings also held on an ad-hoc basis with attendance from community members and other stakeholders. Aged care has a specific audit schedule to meet the Aged care standards agency criteria.
<ul style="list-style-type: none"> Rectification actions/strategies/works undertaken. 	Ongoing	Actions taken if required following each community safety meeting and on an ad-hoc basis as required. Adjustment of Night Patrol delivery completed as required following bi-annual community feedback which forms part of Activity Plan and Performance reporting.
<ul style="list-style-type: none"> Site responsive solutions. 		Council has engaged Hutsix to capture Night Patrol data which can then be analysed for service adjustments and community safety decision making. Council is incorporating this in any new design works eg: Numbulwar Office design and Numbulwar Aged care facility.

Increase public safety (cont.)	Continue night patrols.
	Consult with communities on safe house needs and advocate to fill identified needs.
Increase participation in healthy activities.	Audit sport and recreation facilities and identify gaps.
	Prepare practical designs for water parks consistent with resources available.
	Develop a sport & recreation strategy in consultation with communities.

<ul style="list-style-type: none"> Number of night patrols. 		<p>There are currently 10 Night Patrol Teams, consisting of 29 male and 23 female staff. Night Patrols are conducted according to individual community needs. 39,483.5 hours of Community Night Patrol have been conducted across the region as at 30 June 2024.</p>
<ul style="list-style-type: none"> Trend reports on incidents. 		<ul style="list-style-type: none"> 65% of recorded incidences were youth leaving after participating in Sport & Recreation or walking the streets; 24% of recorded incidences were alcohol related; 5% of recorded incidences were due to violence; 3% of recorded incidences were listed as other (gambling, other drugs); 2% of recorded incidences were due to illness and; 1% of recorded incidences were due to property damage.
<ul style="list-style-type: none"> Safe house requirements defined. 	Ongoing	<p>At Council's direction, we have continually lobbied the desperate need for a safe house in Numbulwar, inclusive of Ministerial correspondence at NT and Australian Government levels. We have offered support to provide evidence of the need and have worked collaboratively with the Numbulwar police to provide this information.</p>
<ul style="list-style-type: none"> Number of new, revised, improved facilities in place. 	Ongoing	<p>Ongoing. As above. Council has been advised and have directed advocacy action.</p>
<ul style="list-style-type: none"> Audit completed. 	Completed	<p>Completed through the RGRC Sports & Recreation Masterplan</p>
<ul style="list-style-type: none"> Gaps defined and reviewed by Council. 	Completed	<p>Completed through the RGRC Sports & Recreation Masterplan. Formally adopted by Council in February 2024.</p>
<ul style="list-style-type: none"> Community specific designs completed. 	Ongoing	<p>At this stage our research has indicated that water parks are not currently supported by Power and Water due to the widespread water stress in communities. We are working collaboratively with Alawa Aboriginal Corporation to support the repairs needed for the water park.</p>
<ul style="list-style-type: none"> Strategy completed Year 1. 	Completed	<p>Master Plan in place</p>
<ul style="list-style-type: none"> Funding sought from NT Government. 	Completed	<p>Funding secured. Master Plan in place</p>
<ul style="list-style-type: none"> Agreed projects included in capital works program. 	Ongoing	<p>Council is developing a priority list of pro-jects. This has commenced with the We-emol basketball court and the Barunga Oval and Barunga changerooms are the first projects to progress.</p>

<p>Increase participation in healthy activities (cont).</p>	<p>Collaborate with Dept. of Health on delivery of healthy eating and exercise programs.</p>
<p>Improve Council service delivery.</p>	<p>Engage with adjoining Councils to determine feasibility/practicality of shared service delivery.</p> <hr/> <p>Ongoing feedback reporting on performance through Local Authority meetings.</p> <hr/> <p>Establish Service Delivery Standards, with associated policies and procedures.</p>
<p>Aged health care.</p>	<p>Develop an Aged Care Strategy</p> <hr/> <p>Determine feasibility of Mata-ranka becoming RGRC aged care community hub.</p>
<p>Increase engagement with young people.</p>	<p>Develop and implement a Community Services (Social Needs) Strategy.</p>

<ul style="list-style-type: none"> • Agreement on collaboration in place 	Partially commenced	Council collaborates with Dept of Health on menu options for both Aged Care, Creche and School Nutrition programs. Further progress on this can be completed through our Programs team.
<ul style="list-style-type: none"> • Program for collaboration in place. 	Partially commenced	As above
<ul style="list-style-type: none"> • Progress reports submitted to Council. 	Ongoing	Part of reporting to Council through Programs team.
<ul style="list-style-type: none"> • Scope, number and type of agreements. 	In progress	Animal Management program is collaborating with East Arnhem Regional Council. Have previously engaged East Arnhem Regional Council vet to support program service delivery. Monthly catch up between Program team and Victoria Daly Regional Council on Sport and Recreation programs.
<ul style="list-style-type: none"> • Number of feedback reports. 	Ongoing	Standing Agenda item on all Local Authority and Council meetings.
<ul style="list-style-type: none"> • Ratings of services over time. 	Ongoing	Forms part of funding body performance assessment. Stats provided to Council with analysis of data showing improvements and gaps.
<ul style="list-style-type: none"> • Number of feedback reports. 	Ongoing	As above
<ul style="list-style-type: none"> • Ratings of services over time. 	Ongoing	As above
<ul style="list-style-type: none"> • Service delivery standards established and utilised. 	Ongoing	As above
<ul style="list-style-type: none"> • Reports on contractor performance. 	Ongoing	Captured in Local Authority and Major Projects reports to Council and FICM.
<ul style="list-style-type: none"> • Community feedback reports. 	Ongoing	Community Satisfaction surveys are conducted each year. Pulse surveys are conducted for internal service delivery ie: staff
<ul style="list-style-type: none"> • Aged Care Strategy completed. 	Completed	5-year Strategic Plan in place with a completed Rapid Training Review conducted by consultants Ernst & Young.
<ul style="list-style-type: none"> • Feasibility assessment completed. 	Completed	The view of community is that this is not a model that is supported. The preference is to offer services on Country.
<ul style="list-style-type: none"> • Social Services needs reviewed and reported on. 	Ongoing	Forms part of the community plan – funding being applied for under the Community Places for people grants
<ul style="list-style-type: none"> • Social Services Strategy developed and implemented. 	Ongoing	We have lobbied NIAA for the need for a collaborative approach in Ngukurr across services and that the strategy is developed on community needs basis.
<ul style="list-style-type: none"> • Number of actions successfully implemented under the Strategy. 	Not yet commenced	As at 30 June 2024

<p>Increase engagement with young people (cont).</p>	<p>Invite school staff, police and other relevant organisations to Local Authority meetings to discuss local youth issues.</p>
	<p>Invite youth representatives of local sporting and recreational groups to present views to Local Authority meetings.</p>
	<p>Presentations to schools on jobs /career paths available in Council.</p>
<p>Increase access to educational resources.</p>	<p>Review libraries in the context of increasing their utilisation as learning/drop in centres.</p>
	<p>Collaborate with schools and other learning institutions to access online learning tools and resources.</p>
	<p>Identify opportunities for funding to build up cultural records and resources.</p>
	<p>Develop and implement strategy for building cultural records and resources through our libraries.</p>
	<p>Collation of formalisation of all cemetery records throughout Council.*</p>

• Frequency and number of agencies attending.	Ongoing	Bulman and Wugularr school students have attended LA meetings. Discussions commenced during the reporting period of how to formally include youth in LA membership.
• Reports on views of effectiveness.	Ongoing	Feedback from Schools that have attended has been positive. And feedback from LA members & Councillors has also been positive.
• Frequency and number of presentations.	Ongoing	There is cross over between LA membership and local sporting groups. LA meetings are announced to various stakeholder groups, including sporting and recreational groups as part of agenda promulgation. However Council can improve engagement over time by way of direct engagement.
• Description of resolutions affected.	Nil	No specific resolutions made.
• Number of presentations.	Ongoing	Presented at the Katherine Careers Expo.
• School feedback reports.	Nil	Not received
• Strategy for library utilisation in place.	Ongoing	Ngukurr Library ICT equipment upgraded, including connectivity. Significant community utilisation. Mataranka does library programming with Jilkminggan and Mataranka schools and the Jilkminggan Families as First Teachers (FAFT) program
• Extent and scope of learning resources incorporated into libraries.	Ongoing	Mataranka has online resources. This is the only site that currently has the capability.
• Funding sources identified.	Ongoing	We are currently developing a partnership with Milwarparra Aboriginal Corporation who have extensive cultural resources ready for publication. Council is constantly looking for ways to support cultural heritage and legacy within the region. An example of this is the work that we are doing with the Numbulwar Cemetery Project.
• Number and success of funding submissions.	Ongoing	We were successful in the Regional and Remote Burial areas Grant to support the development of the Numbulwar Cemetery project. A secondary grant was unsuccessful for Barunga.
• Strategy completed and adopted by Council.	Ongoing	This can form part of our Cultural Competency Framework
• TOs engaged, data sourced and recorded.	Ongoing	Mataranka museum has comprehensive records. Further work can be done in the future.
• Records completed per community.*		We will continue this work in every site pending resources and in collaboration with local elders and TO's. We have made significant progress in Wugularr and Mataranka. Works in Barunga and Numbulwar are currently being undertaken.



ENVIRONMENT

Goal: Protect and care for the physical environment, including development and maintenance of clean and environmentally focused communities.

STRATEGIC FOCUS	DELIVERABLES 2022-23
<p>Create an overarching framework to improve and safeguard the environment.</p>	<p>Review and update the <i>Green Plan 2013-2016</i>. Coordinate and mesh with the relevant environmental strategy areas.</p>
<p>Improve effectiveness and efficiency of waste management.</p>	<p>Engagement with and implementation of Big Rivers Region Waste Management Strategy.</p> <p>Map waste streams to source.</p> <p>Investigate cost effective options for re-cycling.</p> <p>Develop a container deposit scheme.</p> <p>Establish methods for collection and disposal of derelict vehicles.</p>

KEY PERFORMANCE INDICATORS	STATUS	COMMENTS
<ul style="list-style-type: none"> Green Strategy reviewed and updated. 	Nil	Not commenced. This will be commenced after other priority strategies have been implemented and resources are available. However, Council has been active in engaging in matters pertaining to the environmental safeguarding, including the Beetaloo Basin SREEBA and the Mataranka Water allocation plan.
<ul style="list-style-type: none"> All strategies in this area of focus brought together under this platform. 	Nil	Not commenced.
<ul style="list-style-type: none"> Achievement of actions adopted in the overarching Strategy. 	Nil	Not commenced.
<ul style="list-style-type: none"> Implementation reports. 	Ongoing	Council has engaged in the Big Rivers Waste Management Strategy meetings, however the regional plan has not progressed to implementation.
<ul style="list-style-type: none"> Mapping completed. 	Ongoing	This will form part of the Waste Management Strategy.
<ul style="list-style-type: none"> Recycling options report completed. 	Ongoing	This will form part of the Waste Management Strategy.
<ul style="list-style-type: none"> Amount and type of recycling implemented and trends. 	Ongoing	This will form part of the Waste Management Strategy.
<ul style="list-style-type: none"> Scheme implemented. 	Ongoing	Recycling Scheme implemented in Borroloola and Mataranka
<ul style="list-style-type: none"> Trend reports of containers returned. 	Ongoing	This will form part of the Waste Management Strategy.
<ul style="list-style-type: none"> Methodology established and adopted by Council. 	Ongoing	This will form part of the Waste Management Strategy.
<ul style="list-style-type: none"> Trend reports on number of derelict vehicles recovered. 	Ongoing	This will form part of the Waste Management Strategy.

	<p>Deliver waste management education program for communities.</p>
<p>Reduce reliance on fossil fuels for energy supplies.</p>	<p>Develop a 5 year regional energy use plan.</p> <hr/> <p>Determine feasibility and practicality of local renewable energy generation at community scale (solar power).*</p> <hr/> <p>Coordinate and mesh with the relevant environmental strategy areas.</p>
<p>Increase community resilience to environmental impacts.</p>	<p>Develop models for impacts from future flooding events.</p> <hr/> <p>Review cyclone shelter needs and put in place appropriate capital works program.</p> <hr/> <p>Develop fire management plans.</p>

<ul style="list-style-type: none"> • Program sourced and/or developed. 	Ongoing	Collaboration with Tidy Towns and education with community on recycling options.
<ul style="list-style-type: none"> • Number of programs delivered. 	Ongoing	2 as per above
<ul style="list-style-type: none"> • Time series photographs of communities. 	Ongoing	This will form part of the Waste Management Strategy. A review is currently being conducted into each site rehabilitation provisions and lifespans.
<ul style="list-style-type: none"> • 5 year plan in place (5 year plan incorporated into Council's Green Plan).* 	Nil	Not commenced
<ul style="list-style-type: none"> • Feasibility report produced. 	Ongoing	Working with Northern Territory Government Remote Power Systems strategy consultants on Council's communities renewable energy options.
<ul style="list-style-type: none"> • Number of local community systems in place. 	2	Mt Catt and Kewuyli outstations have both had solar installations as part of the ABA Homelands rollout.
<ul style="list-style-type: none"> • Number and size of systems installed. 	2	As above
<ul style="list-style-type: none"> • Energy savings over time. 	Ongoing	The installation of these systems has significantly improved the amenity of these outstations and reduced costs of diesel generators being used.
<ul style="list-style-type: none"> • Modelling completed. 	Ongoing	Ongoing development with NTG and LEC. We have engaged in this process in Wugularr, Ngukurr and Minyerri. In keeping with the subdivision guidelines, this work will continue as new developments come online
<ul style="list-style-type: none"> • Storm water drainage asset management plan completed.* 	Ongoing	Reviews of storm water drainage on roads and other Council projects ie: Borroloola Cyclone Shelter form part of the project development.
<ul style="list-style-type: none"> • Needs defined. 	Completed	Cyclone Shelters for Numbulwar and Ngukurr form part of the NTG infrastructure pipeline.
<ul style="list-style-type: none"> • Number, type and capacity of shelters provided. 	Ongoing	Construction underway as of 30 June 2024 (Borroloola).
<ul style="list-style-type: none"> • Plans in place. 	Ongoing	Part of regular Council operations.
<ul style="list-style-type: none"> • Periodic reports on fire management activities. 	Ongoing (Occasional)	Part of regular Council operations.
<ul style="list-style-type: none"> • Plans in place. 	Ongoing	Part of LEC.

Increase community resilience to environmental impacts (cont).	Develop storm water management plan.
	Program for installation of rainwater collection tanks.
	Council participation in disaster management preparation response and recovery initiatives.
Improve community visual amenity.	Implement parks development, street scaping, street greening and way finding plans.

<ul style="list-style-type: none"> Extent of capital works undertaken. 	Ongoing	Some works undertaken by NTG in Wugularr, Minyerri and Ngukurr.
<ul style="list-style-type: none"> Wet Season impact reports. 	Ongoing	Part of LEC
<ul style="list-style-type: none"> Feasibility study completed. 	Not Commenced	This will form part of design works for any new Council properties.
<ul style="list-style-type: none"> Number of installations. 	Not Commenced	Zero
<ul style="list-style-type: none"> Report to Council on water filtration strategies for Council assets per community.* 	Ongoing	Filters have been installed on community ice machines. Further filtration systems are being investigated to be installed on a wider scale. Up until recently, these have been cost prohibitive.
<ul style="list-style-type: none"> Meetings attended. 	Completed	Council CSMs attended all disaster management preparation meetings in community. Borrooloola Cyclone Event
<ul style="list-style-type: none"> Preparation activities undertaken. 	Completed	Completed in every community. Borrooloola Cyclone Events and Wugularr Flooding events.
<ul style="list-style-type: none"> Response reports. 	No	Emergency Services matter.
<ul style="list-style-type: none"> Number of new initiatives developed. 	Ongoing	Ongoing Local Authority Projects.
<ul style="list-style-type: none"> Number and type of upgrades to existing amenities. 	Ongoing	Ongoing Local Authority Projects.
<ul style="list-style-type: none"> Ngukurr, Borrooloola and Mata-ranka greening and way finding plans completed and reported to Council.* 	Nil	Reported in Ward Reports and Sport and Recreation Reports to Council.

<p>Improve animal health and control over pets.</p>	<p>Engage community members in animal health and responsible pet ownership programs.</p>
	<p>Continue implementation and enforcement of animal control By-laws.</p>

<ul style="list-style-type: none"> • Program sourced or developed. 	<p>Ongoing</p>	<p>Door to door conversations across all communities as part of program delivery.</p> <p><i>March - Numbulwar visit to school</i></p> <ul style="list-style-type: none"> • Baby Animals Belong in the Bush video and discussion of the impacts of keeping feral animals as pets in community. <p><i>May- joint visit with AMRRIC Bulman</i></p> <ul style="list-style-type: none"> • Vet presents at Mimal AGM, and community event. • Learning on Country students and rangers visit vet team during surgery. • Rangers given lessons on using App to record data and giving injections. <p><i>May- PAWS Darwin sport and rec Animal Training sessions.</i></p> <p><i>June - Deadly Dog competition</i></p> <ul style="list-style-type: none"> • Fun competition for residents of Barunga designed to strengthen human animal bond and showcase camp dogs. <p><i>August: Science Week Inspired NT</i></p> <ul style="list-style-type: none"> • Interactive session to promote science and discuss zoonotic disease • Jilkminggan and Barunga school.
<ul style="list-style-type: none"> • Number of sessions and attendees. 	<p>Ongoing</p>	<p>Community wide door to door engagement with residents- numbers vary according to occupancy at time of visit.</p>
<ul style="list-style-type: none"> • Veterinarian reports on animal health trends. 	<p>Ongoing</p>	<p>Visits reported on and concerns logged in community reports tabled in Ordinary Meeting of Council or LA meetings.</p>
<ul style="list-style-type: none"> • Number and type of breaches and trend reports over time. 	<p>No</p>	<p>Managed by way of Part 13.2 LGA Regulatory Orders.</p>



INFRASTRUCTURE

Goal: Support building and maintaining community infrastructure which positively contributes to resident needs and aspirations.

STRATEGIC FOCUS	DELIVERABLES 2022-23
<p>Improve liveability of each community.</p>	<p>Develop a ten-year capital works program.</p>
	<p>Finalise main street/precinct master planning in communities and towns.</p>
	<p>Develop and implement a roads re-seal plan.</p>
	<p>Develop a cemetery strategy.</p>
	<p>Develop and implement an asset management plan</p>

KEY PERFORMANCE INDICATORS	STATUS	COMMENTS
<ul style="list-style-type: none"> Plan finalised Year 1. 	N/A	Outside of Reporting Period. Capital Works plans are continually being developed with Council collaboration on priority projects.
<ul style="list-style-type: none"> Two communities/town completed each year. 	Ongoing	Council has applied for funding under the Regional Precincts and Partnerships program fund to conduct master planning in every community.
<ul style="list-style-type: none"> Number of 'Shovel Ready' plans finalised and included in capital works program. 	Ongoing	There are a number of projects that are in the design phase up to and including being shovel ready. This includes the Urapunga Community Hall, Mataranka Dump Point, Mataranka Septic upgrade, Bulman Dump Road, Mataranka Aged Care, Bulman Staff Housing, Bulman Community Ablutions Block and Borroloola Airport Toilets.
<ul style="list-style-type: none"> Plan completed. 	Ongoing	We have engaged consultants to conduct a comprehensive roads condition assessment and report of scoping of needs for each site. This will form the basis of decisions regarding priority of reseal work.
<ul style="list-style-type: none"> Number of projects completed. 	2	Weemol access road and Bulman internal roads. A number of other roads projects are in the planning stages, including Numbulwar clinic road, Bulman Dump Road and Wugularr internal roads.
<ul style="list-style-type: none"> Strategy completed Year 1. 	Ongoing	Ongoing development based on available resources.
<ul style="list-style-type: none"> Number and type of works completed. 	4	Numbulwar Cemetery works, Barunga Cemetery Arch, Borroloola ablutions and Urapunga Cemetery arch.
<ul style="list-style-type: none"> Plan Finalised Year 1. 	Ongoing	An asset management plan was developed. This is currently under review and significant work is needed to update prior to implementation.
<ul style="list-style-type: none"> Best practice asset management implemented. 	Ongoing	Council has identified the best practice model for use. The implementation phase of this has commenced.

Manage community development expectations.	Ongoing community engagement / education regarding the 10 year capital works program and Master Planning projects, constraints and opportunities.
	First test proposals for community projects through an evidence based business case.
	Utilise business cases to support funding applications.
	Training and education for local service managers, senior leadership and Councillors in strategic thinking.*

<ul style="list-style-type: none"> Downward trend in unrealistic projects advanced for consideration. 	Completed	We have engaged extensively through Council and Local Authorities around realistic projects, timeframes and barriers for progression. The current list of Major Projects and Local Authority Projects is realistic, lawful and achievable.
<ul style="list-style-type: none"> Number of business cases completed. 	Ongoing	Council has utilised a Gate system that incorporates business cases.
<ul style="list-style-type: none"> Number of projects demonstrated as viable/sustainable. 	Ongoing	Refer to Current Major Projects list and Local Authority Projects list
<ul style="list-style-type: none"> Number of projects that attract funding. 	Ongoing	Applications during the reporting period included: Numbulwar Aged Care, Borrooloola Cyclone Shelter, Roads to Recovery, Numbulwar Cemetery, Barunga changerooms, Borrooloola change rooms, Wugularr internal roads, Ngukurr ablution block.
<ul style="list-style-type: none"> Training program developed. 	Ongoing	Council strategic planning workshop has been planned and was postponed to December OMC. Training has occurred for Senior Leadership team in community engagement, strategic planning around communication and managers have been actively engaged in the development of ancillary strategic plans.
<ul style="list-style-type: none"> Training completed for all Regional Managers, Community Service Officers, Senior Leadership and Councillors.* 	Ongoing	As above



ECONOMIC DEVELOPMENT

Goal: Foster strengthening and growing jobs, industries, and investment attraction.

STRATEGIC FOCUS	DELIVERABLES 2022-23
<p>Strengthen resources to deliver economic development services.</p>	Identify existing capacities and skills.
	Develop the scope and nature of the role the RGRC should play.
	Define the resources required to undertake the defined role
	Develop a strategy to secure the resources - in house and / or outsourced.
<p>Optimise flow on impacts from existing / developing regional industries.</p>	Engagement / consultation pro-gram with industry stakeholders.
	Definition of scope and type of business and employment opportunities.
	Skills and capacity audit against identified opportunities.
	Training, support and mentoring targeted at securing opportunities.
	Mesh with Wellbeing strategies as to engagement with young peo-ple

KEY PERFORMANCE INDICATORS	STATUS	COMMENTS
<ul style="list-style-type: none"> Capacity audit complete 	Ongoing	Capacity audit is a continuous process. Specific audits have been completed as part of the Community Development Program (CDP).
<ul style="list-style-type: none"> Proposed role defined and agreed by Council. 	Ongoing	As above
<ul style="list-style-type: none"> Appropriate resources secured. 	Ongoing	As above
<ul style="list-style-type: none"> Performance criteria in place. 	Ongoing	As above
<ul style="list-style-type: none"> Program established, meetings held, and collaborative actions agreed. 	Ongoing	Council is an active member of the Big Rivers Regional Economic Development Committee.
<ul style="list-style-type: none"> Funding secured, Terms of Reference (TOR) issued, and consultants report presented. 	Ongoing	On a industry / Project by project basis. Eg: Beetaloo, Renewables, Mining
<ul style="list-style-type: none"> Funding secured, Terms of Reference (TOR) issued, and consultants report presented. 	Ongoing	As part of the HR Strategy and Community Development Program (CDP).
<ul style="list-style-type: none"> Training, support and mentoring funding and resources in place. 	Ongoing	As part of the HR Strategy and Community Development Program (CDP).
<ul style="list-style-type: none"> Trends in unemployment. 	Ongoing	As part of the HR Strategy and Community Development Program (CDP).
<ul style="list-style-type: none"> New businesses established. 	Not commenced	Not a Council function. However support has been provided to local Aboriginal Controlled organisations to develop their commercial viability.

<p>Build local partnerships.</p>	<p>Engage and/or partner with Aboriginal Corporations to secure joint contracts for infrastructure projects or service delivery.</p> <p>Review prospects for the Roper Gulf Regional Council being declared an Aboriginal Council based organisation for the purposes of tendering and contract manners.</p>
<p>Stimulate building and construction industry.</p>	<p>Build staff housing in communities where tenure permits.</p>
<p>Lobby for Aboriginal Land Release via legislation (under Section 19 of the <i>Aboriginal Land Rights (Northern Territory) Act 1976 (Cth)</i>)</p>	<p>Ongoing engagement and negotiation with the Northern Land Council (NLC), NT Government and Traditional Owners.</p>
<p>Improve communications connectivity.</p>	<p>Prioritise communications infrastructure to address 'black-spots' in the Region.</p>

<ul style="list-style-type: none"> Number, type and depth of Partnerships formed with Aboriginal Corporations. 	Ongoing	<p>Formal Partnerships through Local Decision Making Agreements (LDM) in place with Urapunga Aboriginal Corporation, Jawoyn Aboriginal Corporation, Numburindi Aboriginal Corporation and Bagala Aboriginal Corporation.</p> <p>Commercial partnerships with Alawa Aboriginal Corporation for the delivery of Municipal Services, Community Night Patrol and the Community Development Program (CDP) and with Mungoorbada Aboriginal Corporation for the delivery of Community Night Patrol Services.</p> <p>A partnership is being developed with the Milwarparra Aboriginal Corporation as recognition of their role as TO's of Ngukurr Community.</p>
<ul style="list-style-type: none"> Submissions on Roper Gulf Regional Council area impacts prepared in support of the Local Government Association Northern Territory (LGANT) advocacy. 	Ongoing	<p>Council has been extremely active in lobbying in this space, including working with LGANT to advocate on this matter. This is both a Commonwealth and NTG policy matter.</p>
<ul style="list-style-type: none"> Number of dwellings built. 	Ongoing	<p>Zero for reporting period. Bulman staff house project has commenced. Numbulwar, Ngukurr and Mataranka developments are being scoped.</p>
<ul style="list-style-type: none"> Changes over time in rental revenues. 	Ongoing	<p>All staff housing contracts are being reviewed at the time of their expiry as at 30 June 2024.</p>
<ul style="list-style-type: none"> Roper Gulf regional deal endorsed (similar to Barkly regional deal)* 	Ongoing	<p>The need for a Regional Deal has been advocated through the Big Rivers Regional Economic Development Committee. However funds have not been made available by the Commonwealth for this purpose.</p>
<ul style="list-style-type: none"> Extent of Aboriginal Land Released via Section 19 	Ongoing	<p>Ongoing, We have developed a good working relationship with the NLC and continue to encourage open collaboration on land use and development, including respectful and culturally appropriate approaches to development.</p>
<ul style="list-style-type: none"> New communications systems and infrastructure established. 	Ongoing	<p>StarLink and new Cloud-based software being deployed.</p>
<ul style="list-style-type: none"> Advocate for Jilkminggan, Urapunga, Edith and Wuygiba.* 	Ongoing	<p>StarLink and new Cloud-based software being deployed.</p>

<p>Build tourism industry opportunities.</p>	<p>Leverage Big Rivers Destination Management Plan (DMP) to identify key tourism assets by each location; experience gaps, possible opportunities; & relevant market data.</p>
	<p>Continue to develop relationship with Tourism Top End and Tourism NT.</p>
	<p>Prioritise maintaining thoroughfares and central public facilities in communities.</p>
	<p>Leverage from Northern Territory Aboriginal Tourism Strategy to attract projects and investments.</p>
<p>Attract new businesses and industries.</p>	<p>Scoping study as to:</p> <ul style="list-style-type: none"> ● Areas of potential ● Barriers and opportunities ● Strategies to effect attraction of identified opportunities. <p>Engage professional assistance to develop and pitch business cases.</p>
<p>Reduce unemployment.</p>	<p>Identify and articulate barriers for local people to gain employment</p> <p>Develop strategies to address barriers.</p> <p>Identify list of jobs likely to be available in the region and the skill sets required.</p>
	<p>Development and delivery of training specifically aligned with skill sets required to fill regional jobs.</p> <p>Develop mentoring and on the job training programs.</p>

<ul style="list-style-type: none"> Roper Gulf tourism as-sets, opportunities, development needs, and barriers identified. 	Ongoing	The Mataranka Dump point was delivered due to the identified need for tourism amenity. Ablution block developments are also assisting in tourism amenity.
<ul style="list-style-type: none"> Local Government Tourism Standards for Towns are incorporated into asset management and general council operational plans.* 	Ongoing	We liaise with Tourism NT
<ul style="list-style-type: none"> Tourism Top End membership. 	Maintained	Council is a member of Tourism Top End
<ul style="list-style-type: none"> Engagement on Big Rivers Tourism Destination Management Plan "Project Implementation Team". 	Ongoing	As above
<ul style="list-style-type: none"> Tourism Facilities incorporated into main street master planning. 	Ongoing	This will form part of the Community planning process.
<ul style="list-style-type: none"> Evidence of support generated for RGRC Aboriginal tourism attractions, new investments and products. 	Ongoing	This forms part of our membership and engagement in the Big Rivers Regional Economic Development Committee.
<ul style="list-style-type: none"> Trends in new businesses, industry growth and employment. 	Ongoing	Part of our workforce development plan and our Community Development Program (CDP) delivery.
<ul style="list-style-type: none"> Analysis on barriers, opportunities and response strategies completed (CDP trials and training programs)* Action plan implemented and progress reported. 	Ongoing	As above
<ul style="list-style-type: none"> Training programs and mentoring resources in place. Traineeships and mentoring pathways with schools reported to Council annually.* 	Ongoing	<p>Council invested in training 10 staff in the Training and Assessment qualification to assist the ongoing option to deliver in community training.</p> <p>Training programs have been very successful. 10 community based staff completed their Cert III in Community Services.</p> <p>Council successfully supported a local staff member to complete their Mechanical Apprenticeship.</p> <p>Creche and Aged Care training has been successfully delivered.</p> <p>We are working with GTNT to develop this pathway. Expected to engage a school based apprentice in the 2024/25 period.</p>



GOVERNANCE

Goal: Increase the effectiveness and efficiency of the organisation, including in engagement with staff members, residents and external stakeholders.

STRATEGIC FOCUS	DELIVERABLES 2022-23
<p>Increase workforce effectiveness and engagement.</p>	<p>Create and implement a Workforce Development Plan.</p>
	<p>Develop and implement a staff communications strategy.</p>
	<p>Develop and implement a Community Communications Strategy.</p>

KEY PERFORMANCE INDICATORS	STATUS	COMMENTS
<ul style="list-style-type: none"> Workforce Development Plan finalised. 	Ongoing	Part of broader HR Strategy
<ul style="list-style-type: none"> Number of policies revised. 	Ongoing	10 policies revised, 5 rescinded. As per policy revision schedule.
<ul style="list-style-type: none"> Number of Operations manuals revised. 	11	Operations Plans for each community have been developed. Aged Care operations plan has been completed.
<ul style="list-style-type: none"> % of staff who undertake Cultural Awareness Training. 	Ongoing	100% of new staff receive Cultural Awareness training. Reviewed bi-annually
<ul style="list-style-type: none"> Job vacancy rate decreases. 	HR	
<ul style="list-style-type: none"> Staff retention rate increases. 	HR	
<ul style="list-style-type: none"> Employee Communications Strategy approved and implemented. 	Developed	Parts of the strategy have been implemented. This includes all staff meetings, CSM meetings, CEO message, rebranding. A comprehensive communication plan is under development. Management staff have undertaken community engagement training.
<ul style="list-style-type: none"> Periodic feedback reports. 	Ongoing	Pulse surveys conducted on a 3 monthly basis. UniSA conducts a survey bi-annually.
<ul style="list-style-type: none"> Community Communications Strategy implemented. 	Ongoing	Developing a communications and engagement strategy and being implemented. CSMs and Managers have been trained in this field and are used as a conduit for important communications in community.
<ul style="list-style-type: none"> Periodic feedback reports. 	Ongoing	Community Satisfaction surveys are conducted. Local Authority meetings are also a mechanism for community feedback.

<p>Optimise performance in key outcome areas.</p>	<p>Align organisation structure and human resources behind Key Outcome Areas.</p>
	<p>Workshops with Council staff on Strategic Plan, key outcome areas and strategic focus.</p>
	<p>Align Council staff reporting behind key outcome areas, Strategic focus and KPIs.</p>
<p>Increase awareness / acknowledgement of Indigenous culture and history of the region.</p>	<p>Develop and implement a Reconciliation Action Plan.</p>
	<p>Provide cross-cultural training for new staff members plus periodic follow up sessions.</p>
<p>Optimise impacts, outcomes and effectiveness of Council relationships.</p>	<p>Review current brand use, effectiveness and develop branding strategy.</p>
	<p>Review all external organisations with which Council is involved:</p> <ul style="list-style-type: none"> • Define reason for engagement • Establish objectives and optimal outcomes • Strategy for optimal engagement. <p>Allocate suitable resources.</p>
	<p>Engage with Police, Health professionals, Aboriginal Corporations and others as relevant through Local Council meetings.</p>

<ul style="list-style-type: none"> • Organisation structure reviewed and re-designed by CEO. 	Completed	Organisational Restructure: Corporate Governance moved from Office of CEO to Corporate Services and Sustainability Division.
<ul style="list-style-type: none"> • RGRC organisation chart developed. 	Completed	Completed in 2023. Due for revision late 2024.
<ul style="list-style-type: none"> • Position descriptions, specifications and lines of reporting reviewed. 	Ongoing	Position Descriptions are reviewed at the time of pre-recruitment. A wider review of Aged Care position descriptions have been completed to align them with the Australian Qualifications Framework. Once implemented, this will be progressively rolled out to other positions.
<ul style="list-style-type: none"> • Number of workshops undertaken. 	Ongoing	2
<ul style="list-style-type: none"> • Feedback reports. 	Ongoing	1
<ul style="list-style-type: none"> • Follow up actions taken. 	Ongoing	Continuous process
<ul style="list-style-type: none"> • Reporting aligned and incorporated into monthly Council Agendas. 	Ongoing	Continuous process
<ul style="list-style-type: none"> • Action Plan finalised, communicated and implemented. 	Completed	Implementation Ongoing
<ul style="list-style-type: none"> • Cross-cultural training delivered. 	Ongoing	Staff inductions include cultural awareness training. Location specific cultural awareness for Jawoyn communities forms part of the Jawoyn Local Decision Making agreement. Scoping has been undertaken for an online cultural awareness course that covers historical events and a broader focus on cultural awareness.
<ul style="list-style-type: none"> • Brand strategy in place. 	Completed	Branding guidelines have been developed and implemented.
<ul style="list-style-type: none"> • Review completed. 	Ongoing	Part of ordinary operations.
<ul style="list-style-type: none"> • Representative reports against objectives for engagement with each stakeholder 	Ongoing	Ad hoc basis.
<ul style="list-style-type: none"> • Number of agencies and number of meetings attended. 	Ongoing	Part of ordinary Council operations on an ad hoc basis.
<ul style="list-style-type: none"> • Collaborative actions / programs implemented. 	Ongoing	Part of ordinary Council operations on an ad hoc basis.
<ul style="list-style-type: none"> • Increases in broad based feedback to Council. 	Ongoing	Part of ordinary Council operations on an ad hoc basis.

<p>Continue to meet or exceed compliance with formal governance standards and requirements.</p>	<p>Implement internal Audit Plan v Legislative and Policy Compliance.</p>
	<p>Develop and implement an Information Technology Strategy.</p>
<p>Continuously build on elected Councillors' knowledge and capacities.</p>	<p>Engage with LGANT governance training program.</p>
	<p>Include a 'strategic review' session in each Council meeting, utilising the Strategic Plan as a tool and point of reference.</p>
<p>Improve recognition of the Council role in the NT environment and attract support.</p>	<p>Generally support LGANT Advocacy and lobbying activities.</p>
	<p>Support implementation of the NT Local Government 2030 strategy.</p>
	<p>Support advocacy for removal of NT government rate caps.</p>

<ul style="list-style-type: none"> Internal audit plan completed. 	Ongoing	Part of ordinary Council operations.
<ul style="list-style-type: none"> Audit Committee satisfied compliance obligations are met. 	Ongoing	Part of ordinary Council operations.
<ul style="list-style-type: none"> Information Technology Strategy developed. 	Completed	IT Strategy developed and mid implementation.
<ul style="list-style-type: none"> Implementation plan for IT strategy in place, including budget allocations. 	In progress	Deployment underway as of 30 June 2024.
<ul style="list-style-type: none"> Number of Elected Members who undergo training. 	N/A	Complete as of previous Financial Year.
<ul style="list-style-type: none"> Council papers updated to reflect Strategic Plan direction and outcomes. 	N/A	Complete as of previous Financial Year.
<ul style="list-style-type: none"> Material prepared & LGANT submission support. 	Ongoing	Council makes submissions to LGANT General Meetings.
<ul style="list-style-type: none"> Level & extent of NT Local Government 2030 Strategy implementation. 	Ongoing	Forms part of our interactions through LGANT.
<ul style="list-style-type: none"> Rate caps removed. 	Ongoing	We continue to advocate for this through LGANT. During the 2023/24 financial year, the NTG significantly increased the conditional rating amount. LGANT continues to advocate that this is not sufficient.

