



AGENDA

Ordinary Council Meeting

16 October 2025

**SHIRE OF BROOMEHILL-TAMBELLUP
NOTICE OF MEETING**

**An Ordinary Meeting of the Council of the Shire of Broomehill-Tambellup
will be held in the Council Chambers, 46-48 Norrish Street, Tambellup
on 16 October 2025 commencing at 4.30pm.**



**Karen Callaghan
Chief Executive Officer**

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Shire of Broomehill–Tambellup

DISCLOSURE OF INTEREST FORM

To: Chief Executive Officer
Shire of Broomehill-Tambellup
46-48 Norrish Street
TAMBELLUP WA 6320

I, **(1)** _____ wish to disclose an interest in the
Following item to be considered by Council at its meeting to be held on **(2)** _____
Agenda Item **(3)** _____

The **type** of Interest I wish to declare is **(4)**

- ☐ Financial pursuant to Section 5.60A of the Local Government Act 1995
- ☐ Proximity pursuant to Section 5.60B of the Local Government Act 1995
- ☐ Indirect Financial pursuant to Section 5.61 of the Local Government Act 1995
- ☐ Impartiality pursuant to Clause 22 of the Shire's Code of Conduct for Council Members, Committee Members and Candidates.

The nature of my interest is **(5)** _____

The extent of my interest is **(6)** _____

I understand that the above information will be recorded in the minutes of the meeting and placed in the Disclosure of Financial and Impartiality of Interest Register.

Yours sincerely

Signed

Date

NOTES:

1. Insert your name (print)
2. Insert the date of the Council Meeting at which the item is to be considered.
3. Insert the Agenda Item Number and Title
4. Tick box to indicate type of interest
5. Describe the nature of your interest
6. Describe the extent of your interest (if seeking to participate in the matter under S. 5.68 and 5.69 of the Act)

DISCLOSURE OF INTERESTS (NOTES FOR YOUR GUIDANCE)

A Member, who has a Financial Interest in any matter to be discussed at a Council or Committee Meeting that will be attended by the Member, must disclose the nature of the interest:

- a) In a written notice given to the Chief Executive Officer before the Meeting or;
- b) At the Meeting, immediately before the matter is discussed.

A member, who makes a disclosure in respect to an interest, must not:

- a) Preside at the part of the Meeting, relating to the matter or;
- b) Participate in, or be present during any discussion or decision-making procedure relative to the matter, unless to the extent that the disclosing member is allowed to do so under Section 5.68 or Section 5.69 of the Local Government Act 1995.

NOTES ON FINANCIAL INTEREST (NOTES FOR YOUR GUIDANCE)

The following notes are a basic guide for Councillors when they are considering whether they have a Financial Interest in a matter. These notes will be included in each agenda for the time being so that Councillors may refresh their memory.

1. A Financial Interest requiring disclosure occurs when a Council decision might advantageously or detrimentally affect the Councillor or a person closely associated with the Councillor and is capable of being measured in money terms. There are exceptions in the Local Government Act 1995 but they should not be relied on without advice, unless the situation is very clear.
2. If a Councillor is a member of an Association (which is a Body Corporate) with not less than 10 members i.e. sporting, social, religious etc.), and the Councillor is not a holder of office of profit or a guarantor, and has not leased land to or from the club, i.e., if the Councillor is an ordinary member of the Association, the Councillor has a common and not a financial interest in any matter to that Association.
3. If an interest is shared in common with a significant number of electors or ratepayers, then the obligation to disclose that interest does not arise. Each case needs to be considered.
4. **If in doubt declare.**
5. As stated in (b) above, if written notice disclosing the interest has not been given to the Chief Executive Officer before the meeting, then it MUST be given when the matter arises in the Agenda, and immediately before the matter is discussed.
6. Ordinarily the disclosing Councillor must leave the meeting room before discussion commences.

The only exceptions are:

- 6.1 Where the Councillor discloses the extent of the interest, and Council carries a motion under s.5.68(1)(b)(ii) or the Local Government Act; or
- 6.2 Where the Minister allows the Councillor to participate under s.5.69(3) of the Local Government Act, with or without conditions.

INTERESTS AFFECTING IMPARTIALITY DEFINITION:

An interest that would give rise to a reasonable belief that the impartiality of the person having the interest would be adversely affected, but does not include an interest as referred to in Section 5.60 of the 'Act'. A member who has an Interest Affecting Impartiality in any matter to be discussed at a Council or Committee Meeting, which will be attended by the member, must disclose the nature of the interest;

- a) in a written notice given to the Chief Executive Officer before the Meeting; or
- b) at the Meeting, immediately before the matter is discussed

IMPACT OF AN IMPARTIALITY DISCLOSURE

There are very different outcomes resulting from disclosing an interest affecting impartiality compared to that of a financial interest. With the declaration of a financial interest, an elected member leaves the room and does not vote. With the declaration of this new type of interest, the elected member stays in the room, participates in the debate and votes. In effect then, following disclosure of an interest affecting impartiality, the member's involvement in the Meeting continues as if no interest existed.

Strategic Community Plan 2023-2033

‘People Power’



TABLE OF CONTENTS

1.	DECLARATION OF OPENING AND ANNOUNCEMENT OF GUESTS	7
2.	ATTENDANCE	7
3.	DISCLOSURE OF INTEREST	7
4.	RESPONSE TO PREVIOUS PUBLIC QUESTIONS TAKEN ON NOTICE	7
5.	PUBLIC QUESTION TIME	7
6.	PRESENTATIONS/PETITIONS/DEPUTATIONS	7
7.	APPLICATION FOR LEAVE OF ABSENCE	7
8.	ANNOUNCEMENTS FROM THE PRESIDING MEMBER	7
9.	CONFIRMATION OF MINUTES	8
9.1	ORDINARY COUNCIL MEETING 18 SEPTEMBER 2025	8
10.	KEY PILLAR 1: BROOMEHILL-TAMBELLUP POINT OF DIFFERENCE	9
10.1	BUSHFIRE BRIGADES STANDARD OPERATING PROCEDURES 2025-2026	9
11.	KEY PILLAR 2: BROOMEHILL-TAMBELLUP ECONOMY	11
11.1	BROOMEHILL VILLAGE CO-OPERATIVE LTD – RATE CONCESSION	11
11.2	TAMBELLUP COMMUNITY CROPPING GROUP INC. – RATE CONCESSION	13
12.	KEY PILLAR 3: BROOMEHILL-TAMBELLUP LIFESTYLE	15
13.	KEY PILLAR 4: BROOMEHILL-TAMBELLUP SHIRE SUPPORT	15
13.1	FINANCIAL STATEMENTS – SEPTEMBER 2025	15
13.2	MONTHLY LIST OF PAYMENTS – SEPTEMBER 2025	17
13.3	CORPORATE BUSINESS PLAN – QUARTERLY PROGRESS REPORT JULY-SEPTEMBER 2025	19
13.4	CORPORATE BUSINESS PLAN – ANNUAL REVIEW 2025	22
13.5	INTERIM AUDIT REPORT FOR THE YEAR ENDED 30 JUNE 2025	26
14.	MATTERS FOR WHICH THE MEETING MAY BE CLOSED	30
15.	ELECTED MEMBERS' MOTIONS OF WHICH PREVIOUS NOTICE HAS BEEN GIVEN	30
16.	QUESTIONS FROM MEMBERS WITHOUT NOTICE	30
17.	NEW BUSINESS OF AN URGENT NATURE INTRODUCED BY DECISION OF MEETING	30
18.	CLOSURE	30

**Agenda for the Ordinary Council Meeting to be held in the Council Chambers,
46-48 Norrish Street, Tambellup on 16 October 2025**

1. DECLARATION OF OPENING AND ANNOUNCEMENT OF GUESTS

The Presiding Member, Cr White, shall declare the meeting open at ____pm.

2. ATTENDANCE

Councillors

Cr ME White	President
Cr DT Barritt	Deputy President
Cr CJ Letter	
Cr SH Penny	
Cr CM Dewar	
Cr JL Wills	
Cr SJ Robinson	

Staff

KP Callaghan	Chief Executive Officer
PA Hull	Strategic Support and Projects Officer
P Vlahov	Manager of Works

Leave of Absence

Apologies

3. DISCLOSURE OF INTEREST

4. RESPONSE TO PREVIOUS PUBLIC QUESTIONS TAKEN ON NOTICE

5. PUBLIC QUESTION TIME

6. PRESENTATIONS/PETITIONS/DEPUTATIONS

7. APPLICATION FOR LEAVE OF ABSENCE

8. ANNOUNCEMENTS FROM THE PRESIDING MEMBER

9. CONFIRMATION OF MINUTES

9.1 ORDINARY COUNCIL MEETING 18 SEPTEMBER 2025

Recommendation:

That the minutes of the Ordinary Meeting of Council held on 18 September 2025 be confirmed as a true and accurate record of proceedings.

10. KEY PILLAR 1: BROOMEHILL-TAMBELLUP POINT OF DIFFERENCE**10.1 BUSHFIRE BRIGADES STANDARD OPERATING PROCEDURES 2025-2026**

ATTACHMENT(S)	10.1.1 Bush Fire Brigade Standard Operating Procedures 2025-2026
FILE NO	ADM0118
AUTHOR	Pam Hull, Strategic Support & Projects Officer
DATE	8 October 2025
DISCLOSURE OF INTEREST	

STRATEGIC IMPLICATIONS	
Strategic Community Plan 2023-2033	Corporate Business Plan 2024-2028
Community Outcomes	Corporate Actions
Key Pillar: Broomehill-Tambellup Point of Difference	
2. A United Community 2.2 Volunteering Assisting and growing new-age BT-spirit, volunteering models and celebrating the spirit created through volunteering. This includes school and youth volunteering 'action-oriented' programs to develop the volunteers-of-the-future.	No specific Corporate Action

SUMMARY

The Council is requested to consider the reviewed Standard Operating Procedures for Bush Fire Brigades for 2025-2026.

BACKGROUND

The Standard Operating Procedures (SOPs) provide information that will assist the Shire's Bush Fire Brigade volunteer members to conduct their activities safely and in accordance with legislation and established Shire and Department of Fire and Emergency Services procedures.

Each year, following review by the Community Emergency Services Manager and senior staff, the SOPs are provided to the Bush Fire Advisory Committee (BFAC) for comment and update if required. The SOPs are then presented to the Council for consideration and endorsement if appropriate. The endorsed SOPs are circulated to all brigade members electronically and are also available on the Shire website.

COMMENT

The SOPs were presented to the BFAC meeting held on 16 September 2025 for consideration.

All SOPs were reviewed, with minor amendments incorporated to include reference to 'State Hazard Plan – Fire' in the legislative references for SOPs 1.09, 4.02, 4.08 and 4.09.

One new SOP has been included:

- **SOP 4.14 Standalone Power System Fire Response** - To provide a standard procedure for volunteer bushfire fighters attending to fire incidents within or around a standalone power system compound.

CONSULTATION

Community Emergency Services Manager
Bush Fire Advisory Committee

STATUTORY ENVIRONMENT

Bush Fires Act 1954

Shire of Broomehill-Tambellup Bush Fire Brigades Local Law 2020

FINANCIAL IMPLICATIONS

Nil

POLICY IMPLICATIONS

Nil.

RISK MANAGEMENT IMPLICATIONS

This item has been evaluated against the Shire's Risk Assessment and Acceptance Criteria. The perceived level of risk is considered to be "Low" risk and can be managed by routine procedures and with current resources.

ASSET MANAGEMENT IMPLICATIONS

Nil.

VOTING REQUIREMENTS

Simple majority

COMMITTEE RECOMMENDATION

That the Bush Fire Brigade Standard Operating Procedures 2025-2026, as presented, be endorsed.

11. KEY PILLAR 2: BROOMEHILL-TAMBELLUP ECONOMY**11.1 BROOMEHILL VILLAGE CO-OPERATIVE LTD – RATE CONCESSION**

ATTACHMENT(S)	11.1.1 – Broomehill Village Co-operative – Rate Concession Request
FILE NO	A1066
AUTHOR	Karen Callaghan, Chief Executive Officer
DATE	6 October 2025
DISCLOSURE OF INTEREST	

STRATEGIC IMPLICATIONS	
Strategic Community Plan 2023-2033	Corporate Business Plan 2024 -2028
Community Outcomes	Corporate Actions
Key Pillar: BT Economy	
5. Healthy Existing Businesses 5.3 BT Business Support Stimulate business interaction through events, education, sharing, and celebrating. This is the Shire supporting a 'shop local' philosophy.	No specific corporate initiative

SUMMARY

The Council to consider a request for a rate concession for the 2025/2026 financial year.

BACKGROUND

The Broomehill Village Co-operative Ltd (Co-op) purchased the Imperial Hotel in April 2022 as a closed business. The building and facilities need major investment before reopening. The Co-op is still in the early stages of planning renovations, and it is likely to be some time before the hotel can reopen and generate income.

The Co-op has written requesting the Shire's assistance by way of granting a rate exemption for their property at 30366 Great Southern Highway, Broomehill, for the 2025/2026 financial year (Attachment 11.1.1)

COMMENT

The rates levied on this assessment are \$3653.13 for the 2025/2026 financial year. When considering similar applications for a rate concession (the Tambellup Golf Club and Tambellup Business Centre), the Council has required the property owners to pay the refuse collection service charges and Emergency Services Levy, which totals \$398.00 on this assessment. The Co-op was first granted a concession on rates levied in 2022/2023.

The Shire's support to the Co-op during the initial stages of clean-up and planning, by way of a rate concession, will ensure their limited funds can be put towards renovation of the building and amenities.

CONSULTATION

Nil.

STATUTORY ENVIRONMENT

Local Government Act 1995

s6.47 Concessions

Subject to the Rates and Charges (Rebates and Deferments) Act 1992, a local government may at the time of imposing a rate or service charge or at a later date resolve to waive a rate or service charge or resolve to grant other concessions in relation to a rate or service charge.*

**Absolute majority required*

FINANCIAL IMPLICATIONS

Provision of \$10,000 has been included in the 2025/2026 budget against general ledger account 03111.70 – Rates Written Off in anticipation of such requests. Following the granting of two concessions totalling \$2,423 at the September 2025 Ordinary Council Meeting, the account has a balance of around \$7,500.

The Council is considering two requests for rate concessions during this meeting totalling \$4,525.25. The budgeted allocation is sufficient to accommodate all three requests, if granted.

POLICY IMPLICATIONS

Nil.

RISK MANAGEMENT IMPLICATIONS

This item has been evaluated against the Shire's Risk Assessment and Acceptance Criteria. The perceived level of risk is considered to be "Low" risk and can be managed by routine procedures and with current resources.

ASSET MANAGEMENT IMPLICATIONS

Nil.

VOTING REQUIREMENTS

Absolute Majority

OFFICER RECOMMENDATION

That the Council

1. Grant a rate concession of \$3,653.13 to the Broomehill Village Co-operative Ltd. on assessment A1066 for the 2025/2026 financial year.
2. Authorises the CEO to write to the Broomehill Village Co-operative requesting that any future rate concession request for financial year 2026/2027, include additional documentation that includes a business case for property 30366 Great Southern Highway, Broomehill (assessment A1066).

11.2 TAMBELLUP COMMUNITY CROPPING GROUP INC. – RATE CONCESSION

ATTACHMENT(S)	11.2.1 – Tambellup Community Cropping Group Inc. Rate Concession Request
FILE NO	A140
AUTHOR	Karen Callaghan, Chief Executive Officer
DATE	8 October 2025
DISCLOSURE OF INTEREST	

STRATEGIC IMPLICATIONS	
Strategic Community Plan 2023-2033	Corporate Business Plan 2024 -2028
Community Outcomes	Corporate Actions
Key Pillar: BT Economy	
11. Delivered Shire Trust and Performance 11.4 Community Revenue The Shire and community working creatively together to build new revenue streams for community-driven ‘People Power’ activities.	Support coordination and promotion of community-driven revenue opportunities.

SUMMARY

The Council to consider a request for a rate concession for the 2025/2026 financial year.

BACKGROUND

The Tambellup Community Cropping Group (TCCG) has written requesting that the Council consider granting a concession on rates levied on its property at 3319 Gnowangerup-Tambellup Road, Tambellup, for the 2025/2026 year (Attachment 11.2.1).

COMMENT

The TCCG is a community-led organisation which raises funds each year through proceeds of its annual cropping program. The funds raised are channeled into the community through various community organisations and activities, and the benefits to the community since the group’s inception have been significant.

Recipients of funds include the Tambellup Community Pavilion Association, Tambellup Golf Club, the Tambellup Co-operative to assist with the purchase of a property to accommodate the store manager, Tambellup CWA, Gillamii Centre, and the community generally through the purchase of a community bus.

The TCCG has recently purchased the parcel of land at 3319 Gnowangerup-Tambellup Road, which, in conjunction with leased land, provides a level of sustainability to its operations.

The rates levied on this assessment are \$872.12 for the 2025/2026 financial year. Should the Council agree to the rate concession, the TCCG is still responsible for payment of the Emergency Services Levy.

CONSULTATION

Nil.

STATUTORY ENVIRONMENT

Local Government Act 1995

s6.47 Concessions

Subject to the Rates and Charges (Rebates and Deferments) Act 1992, a local government may at the time of imposing a rate or service charge or at a later date resolve to waive a rate or service charge or resolve to grant other concessions in relation to a rate or service charge.*

**Absolute majority required*

FINANCIAL IMPLICATIONS

Provision of \$10,000 has been included in the 2025/2026 budget against general ledger account 03111.70 – Rates Written Off in anticipation of such requests. Following the granting of two concessions totalling \$2,423 at the September 2025 Ordinary Council Meeting, the account has a balance of around \$7,500

The Council is considering two requests for rate concessions during this meeting totalling \$4,525.25. The budgeted allocation is sufficient to accommodate all three requests, if granted.

POLICY IMPLICATIONS

Nil.

RISK MANAGEMENT IMPLICATIONS

This item has been evaluated against the Shire's Risk Assessment and Acceptance Criteria. The perceived level of risk is considered to be "Low" risk and can be managed by routine procedures and with current resources.

ASSET MANAGEMENT IMPLICATIONS

Nil.

VOTING REQUIREMENTS

Absolute majority

OFFICER RECOMMENDATION

That a rate concession of \$872.12 be granted to the Tambellup Community Cropping Group Inc. on assessment A140 for the 2025/2026 financial year.

12. KEY PILLAR 3: BROOMEHILL-TAMBELLUP LIFESTYLE

Nil.

13. KEY PILLAR 4: BROOMEHILL-TAMBELLUP SHIRE SUPPORT**13.1 FINANCIAL STATEMENTS – SEPTEMBER 2025**

ATTACHMENT(S)	13.1.1 Financial Statements September 2025
FILE NO	N/A
AUTHOR	Michelle Martin, LG Best Practices
DATE	6 October
DISCLOSURE OF INTEREST	

STRATEGIC IMPLICATIONS	
Strategic Community Plan 2023-2033	Corporate Business Plan 2024 -2028
Community Outcomes	Corporate Actions
Key Pillar: BT Shire Support	
11. Delivered Shire Trust and Performance 11.2 SoBT financial sharing This is the Shire workforce releasing financial trends and results quarterly, transparently indicating where funds come from for each piece of work. The Shire is working well with the community to develop new revenue options to achieve community driven pieces of work.	No specific corporate initiative

SUMMARY

The Council to consider the monthly financial statements for September 2025.

BACKGROUND

The *Local Government (Financial Management) Regulations 1996* require a statement of financial activity to be prepared each month and prescribe the contents of that report and accompanying documents. The report is to be presented at an Ordinary Council Meeting within two months after the end of the month to which the report relates.

COMMENT

In accordance with the *Local Government (Financial Management) Regulations 1996*, Council is required each financial year to adopt a percentage or value to be used in the Statement of Financial Activity for reporting material variances.

As part of the 2025/26 budget adoption process, Council endorsed a material variance threshold of 10% or \$10,000, whichever is the greater.

The Statement of Financial Activity for the period ending 30 September 2025 is now presented for Council's information.

CONSULTATION

Chief Executive Officer

STATUTORY ENVIRONMENT

Local Government (Financial Management) Regulations 1996

34. Financial activity statement report

- (1) A local government is to prepare each month a statement of financial activity reporting on the revenue and expenditure, as set out in the annual budget under regulation 22 (1)(d), for that month in the following detail –*
- (a) annual budget estimates, taking into account any expenditure incurred for an additional purpose under section 6.8(1)(b) or (c);*
 - (b) budget estimates to the end of the month to which the statement relates;*
 - (c) actual amounts of expenditure, revenue and income to the end of the month to which the statement relates;*
 - (d) material variances between the comparable amounts referred to in paragraphs (b) and (c); and*
 - (e) the net current assets at the end of the month to which the statement relates.*
- (2) Each statement of financial activity is to be accompanied by documents containing –*
- (a) an explanation of the composition of the net current assets of the month to which the statement relates, less committed assets and restricted assets;*
 - (b) an explanation of each of the material variances referred to in subregulation (1)(d); and*
 - (c) such other supporting information as is considered relevant by the local government.*

FINANCIAL IMPLICATIONS

The report represents the financial position of the Shire at the end of each reporting period.

POLICY IMPLICATIONS

Nil.

RISK MANAGEMENT IMPLICATIONS

This item has been evaluated against the Shire's Risk Assessment and Acceptance Criteria. The perceived level of risk is considered to be "Low" risk and can be managed by routine procedures and with current resources.

ASSET MANAGEMENT IMPLICATIONS

Nil.

VOTING REQUIREMENTS

Simple Majority.

OFFICER RECOMMENDATION

That the monthly financial statements for the period ending 30 September 2025 be received.

13.2 MONTHLY LIST OF PAYMENTS – SEPTEMBER 2025

ATTACHMENT(S)	13.2.1 Monthly Payments Listing September 2025
FILE NO	N/A
AUTHOR	Michelle Martin, LG Best Practices
DATE	6 October 2025
DISCLOSURE OF INTEREST	

STRATEGIC IMPLICATIONS	
Strategic Community Plan 2023-2033	Corporate Business Plan 2024 -2028
Community Outcomes	Corporate Actions
Key Pillar: BT Shire Support	
11. Delivered Shire Trust and Performance 11.2 SoBT financial sharing This is the Shire workforce releasing financial trends and results quarterly, transparently indicating where funds come from for each piece of work. The Shire is working well with the community to develop new revenue options to achieve community driven pieces of work.	No specific corporate initiative

SUMMARY

The Council to consider the list of payments made from the Municipal and Trust Funds and via Purchasing Card, during September 2025.

BACKGROUND

The *Local Government (Financial Management) Regulations 1996* prescribe that a list of accounts paid under delegated authority by the CEO is to be prepared each month, providing sufficient information to identify the transactions.

The list is to be presented to the Council at the next Ordinary Council Meeting after the list is prepared and recorded in the minutes of that meeting.

COMMENT

Summary of payments made for the month:

September 2025	\$
Municipal Fund	666,748.31
Trust Fund	0.00
Purchasing Cards	3,363.59
TOTAL	670,111,90

Any comments or queries regarding the list of payments is to be directed to the author prior to the meeting.

CONSULTATION

Chief Executive Officer

STATUTORY ENVIRONMENT

Local Government (Financial Management) Regulations 1996

r13. Lists of accounts

(1) If the local government has delegated authority to the CEO the exercise of its power to make payments from the municipal fund or the trust fund, a list of accounts paid by the CEO is to be prepared each month showing for each account paid since the last such list was prepared–

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

r13A. Payments by employees via purchasing cards

(1) If a local government has authorised an employee to use a credit, debit or other purchasing card, a list of payments made using the card must be prepared each month showing the following for each payment made since the last such list was prepared –

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

FINANCIAL IMPLICATIONS

The list of payments reports the payments made for the period ending September 2025 from the Municipal and Trust Funds, and purchases made using Shire credit cards or purchasing cards.

POLICY IMPLICATIONS

Council Policy '2.1 Purchasing Policy' provides guidance and restrictions relative to purchasing commitments.

RISK MANAGEMENT IMPLICATIONS

This item has been evaluated against the Shire's Risk Assessment and Acceptance Criteria. The perceived level of risk is considered to be "Low" risk and can be managed by routine procedures and with current resources.

ASSET MANAGEMENT IMPLICATIONS

Nil.

VOTING REQUIREMENTS

Simple Majority.

OFFICER RECOMMENDATION

That, in accordance with Regulations 13(1) and 13A(1) of the *Local Government (Financial Management) Regulations 1996* the list of payments paid under delegated authority or with Shire purchasing cards for September 2025 be endorsed, comprising:

- Municipal Fund cheque, electronic funds transfer (EFT) and direct debit payments totalling \$666,748.31; and
- Credit/Purchasing Card payments totalling \$3,363.59.

13.3 CORPORATE BUSINESS PLAN – QUARTERLY PROGRESS REPORT JULY-SEPTEMBER 2025

ATTACHMENT(S)	13.3.1 – Corporate Business Plan 2024-2028 Quarterly Progress Report – July-September 2025
FILE NO	ADM0382
AUTHOR	Pam Hull, Strategic Support & Projects Officer
DATE	7 October 2025
DISCLOSURE OF INTEREST	

STRATEGIC IMPLICATIONS	
Strategic Community Plan 2023-2033	Corporate Business Plan 2024 -2028
Community Outcomes	Corporate Actions
Key Pillar: BT Shire Support	
11. Delivered Shire Trust and Performance 11.1 SoBT monitoring and reporting. This is the Shire workforce scoring all SCP pieces of work with a traffic light scoring system, and passing these results to all community members, quarterly.	Develop and implement a traffic light dashboard reporting system for all Corporate Business Plan initiatives.

SUMMARY

The Corporate Business Plan 2024-2028 Quarterly Progress Report for the period July-September 2025 has been prepared and is presented for the Council's consideration.

BACKGROUND

Section 5.56(1) of the *Local Government Act 1995* requires all local governments to have a plan for the future of the district.

The *Local Government (Administration) Regulations 1996* requires all local governments to adopt two key documents: a Strategic Community Plan (SCP) and a Corporate Business Plan (CBP). These documents are supported by informing plans, strategies, and other documents. Together these documents drive the development of each local government's Annual Budget.

The CBP sets a roadmap to achieve the first four years of the community's aspirations as outlined in the ten-year SCP 2023-2033 'People Power', which was adopted by the Council on 17 November 2022.

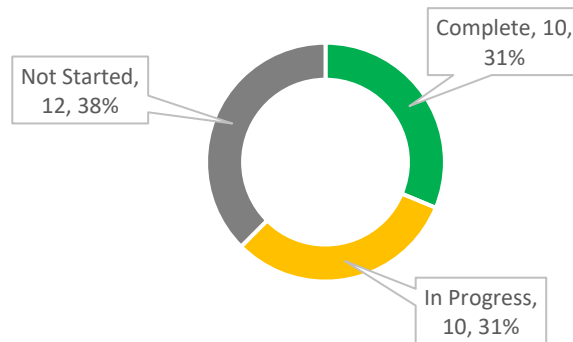
COMMENT

A review of the CBP was undertaken in September 2024. The review provided the opportunity to condense the previous 198 actions into 47 high level actions with 73 key performance indicators.

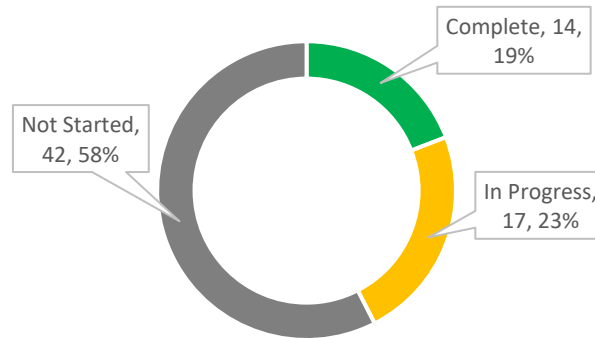
The following table illustrates progress against actions scheduled to be undertaken in the current financial year and also progress to date across the life of the CBP, 2024-2028.

Status	Definition	2025/2026		2024-2028 to date	
		Number of initiatives	%	Number of initiatives	%
Complete	Action has been completed	10	31	14	19
In progress	Action has commenced	10	31	17	23
Not started	Action has not commenced	12	38	42	58
TOTAL		32	100	73	100

Corporate Business Plan Quarterly Report
2025/2026 Key Performance Indicators
July-September 2025



Corporate Business Plan
2024-2028 Key Performance Indicators
Progress to 30 September 2025



Attachment 13.3.1 provides detail on the progress of individual actions. It should be noted that many of the actions noted as 'Not Started' or 'In Progress' have elements that are scheduled to be delivered over successive financial years, and this progress will be reflected in future reports.

CONSULTATION

Senior Management Team

STATUTORY ENVIRONMENT

Local Government (Administration) Regulations 1996

19DA. Corporate business plans, requirements for (Act s. 5.56)

- (1) A local government is to ensure that a corporate business plan is made for its district in accordance with this regulation in respect of each financial year after the financial year ending 30 June 2013.*
 - (2) A corporate business plan for a district is to cover the period specified in the plan, which is to be at least 4 financial years.*
 - (3) A corporate business plan for a district is to —*
 - (a) set out, consistently with any relevant priorities set out in the strategic community plan for the district, a local government's priorities for dealing with the objectives and aspirations of the community in the district; and*
 - (b) govern a local government's internal business planning by expressing a local government's priorities by reference to operations that are within the capacity of the local government's resources; and*
 - (c) develop and integrate matters relating to resources, including asset management, workforce planning and long-term financial planning.*
 - (4) A local government is to review the current corporate business plan for its district every year.*
 - (5) A local government may modify a corporate business plan, including extending the period the plan is made in respect of and modifying the plan if required because of modification of the local government's strategic community plan.*
 - (6) A council is to consider a corporate business plan, or modifications of such a plan, submitted to it and is to determine* whether or not to adopt the plan or the modifications.*
- *Absolute majority required.*
- (7) If a corporate business plan is, or modifications of a corporate business plan are, adopted by the council, the plan or modified plan applies to the district for the period specified in the plan.*

FINANCIAL IMPLICATIONS

Nil.

POLICY IMPLICATIONS

Nil.

RISK MANAGEMENT IMPLICATIONS

This item has been evaluated against the Shire's Risk Assessment and Acceptance Criteria. The perceived level of risk is considered to be "Low" risk and can be managed by routine procedures and with current resources.

ASSET MANAGEMENT IMPLICATIONS

Nil.

VOTING REQUIREMENTS

Simple majority

OFFICER RECOMMENDATION

That the Corporate Business Plan 2024-2028 Quarterly Progress Report for the period July-September 2025, as presented, be received.

13.4 CORPORATE BUSINESS PLAN – ANNUAL REVIEW 2025

ATTACHMENT(S)	13.4.1 – Draft Corporate Business Plan 2024-2028
FILE NO	ADM0382
AUTHOR	Karen Callaghan, Chief Executive Officer
DATE	8 October 2025
DISCLOSURE OF INTEREST	

STRATEGIC IMPLICATIONS	
Strategic Community Plan 2023-2033	Corporate Business Plan 2024 -2028
Community Outcomes	Corporate Actions
Key Pillar: BT Shire Support	
11. Delivered Shire Trust and Performance 11.1 SoBT monitoring and reporting. This is the Shire workforce scoring all SCP pieces of work with a traffic light scoring system, and passing these results to all community members, quarterly.	Develop and implement a traffic light dashboard reporting system for all Corporate Business Plan initiatives.

SUMMARY

The annual review of the Corporate Business Plan has been completed and is presented for the Council’s consideration.

BACKGROUND

Section 5.56 of the *Local Government Act 1995* requires each local government “to plan for the future of the district” by developing plans in accordance with the regulations.

The *Local Government (Administration) Regulations 1996* require each local government to adopt a Strategic Community Plan and a Corporate Business Plan to give effect to that strategic direction.

The major review of the Strategic Community Plan was completed in 2022, and the Broomehill-Tambellup Strategic Community Plan 2022–2032 – People Power was adopted by Council on 17 November 2022.

The initial Corporate Business Plan was adopted by Council on 18 May 2023 and is reviewed annually to monitor progress and ensure ongoing alignment with community priorities and available resources. The last review was completed in September 2024.

COMMENT

A desktop review of the Corporate Business Plan (CBP) has been undertaken by senior staff to assess progress against current actions and deliverables. The review identified that several actions are unlikely to be completed within the existing timeframes due to staff resourcing constraints, competing operational demands, and project interdependencies. To maintain the accuracy, integrity, and usefulness of the CBP as a guiding document, it is proposed that the timeframes for the affected actions be amended as shown in the table below. These changes do not alter the intent or scope of the actions but instead recognise the realistic time required for delivery within existing staffing levels.

Amending the CBP will ensure that project expectations remain achievable, resource allocation is better aligned with priorities, and performance reporting remains accurate and transparent.

Outcome	Action/Key Performance Indicator (KPI)	KPI Delivery date	KPI Amended Delivery Date
1.1 Identity Continual commitment to promote Broomehill-Tambellup as a region driven by community spirit.	Develop, adopt and implement a Corporate Communications Strategy and Corporate Style Guide. - Deliver a Corporate Communications Strategy and Corporate Style Guide by June 2025. - Ensure a 5% annual increase in social media engagement and website traffic from June 2025 to June 2026.	June 2025 June 2026	June 2026 June 2027
2.1 Wellbeing and Safety The community and Shire working more boldly to provide advanced wellbeing programs for all ages. This also includes further development of neighbourhood safety programs, facilities and products and a Youth Centre upgrade.	Develop, adopt and implement a Tambellup Youth Precinct Five Year Plan. Deliver a Tambellup Youth Precinct Five Year Plan by March 2025.	March 2025	June 2026
2.3 Community Creativity The Shire, partners and community forming a 'BT Community Chest', being four grant rounds per year.	Develop, adopt and implement a Community Grants Guideline. Deliver a Community Grants Guideline by February 2025	February 2025	March 2026
4.2 Tambellup Short Stay Accommodation Development Developing the Tambellup Caravan Park and creating cabin style accommodation for workers and visitors. This also requires exploring further RV and camping options.	Develop, adopt and implement a Tambellup Caravan Park Five Year Plan. Deliver a Tambellup Caravan Park Five Year Plan by March 2025.	March 2025	June 2026

Outcome	Action/Key Performance Indicator (KPI)	KPI Delivery date	KPI Amended Delivery Date
6.4 New Business Making it easy for any new business to be attracted to the area such as a supportive Town Planning Scheme, commercial and industrial land development and encouraging value-adding to current business and industry.	Develop, adopt and implement a Local Planning Strategy. Deliver a Local Planning Strategy by December 2025.	December 2025	June 2027
10.4 Workforce Development The Shire and local businesses supporting traineeships and work experience programs.	Review, adopt and implement a new Workforce Plan. - Deliver a Workforce Plan by December 2024. - Implement 50% of the actions in the Workforce Plan by September 2025.	December 2024 September 2025	March 2026 September 2026
11.3 Workforce Satisfaction Advancing workforce satisfaction through reconciliation progress, celebrating milestone achievements, developing a sense of pride and confidence, and the workforce contributing to pieces of 'People Power' at any time.	Investigate formal and informal staff engagement opportunities and implement. - Deliver a Workforce Engagement Plan by December 2024. - Implement 100% of the actions in the Workforce Plan by April 2025.	December 2024 April 2025	September 2026 December 2026

The reviewed CBP is provided at Attachment 13.4.1. Council's consideration and endorsement of this review is requested.

CONSULTATION

Senior Management Team

STATUTORY ENVIRONMENT

Local Government (Administration) Regulations 1996

19DA. Corporate business plans, requirements for (Act s. 5.56)

(1) A local government is to ensure that a corporate business plan is made for its district in accordance with this regulation in respect of each financial year after the financial year ending 30 June 2013.

(2) A corporate business plan for a district is to cover the period specified in the plan, which is to be at least 4 financial years.

(3) A corporate business plan for a district is to —

(a) set out, consistently with any relevant priorities set out in the strategic community plan for the district, a local government's priorities for dealing with the objectives and aspirations of the community in the district; and

(b) govern a local government's internal business planning by expressing a local government's priorities by reference to operations that are within the capacity of the local government's resources; and

(c) develop and integrate matters relating to resources, including asset management, workforce planning and long-term financial planning.

(4) A local government is to review the current corporate business plan for its district every year.

(5) A local government may modify a corporate business plan, including extending the period the plan is made in respect of and modifying the plan if required because of modification of the local government's strategic community plan.

(6) A council is to consider a corporate business plan, or modifications of such a plan, submitted to it and is to determine whether or not to adopt the plan or the modifications.*

**Absolute majority required.*

(7) If a corporate business plan is, or modifications of a corporate business plan are, adopted by the council, the plan or modified plan applies to the district for the period specified in the plan.

FINANCIAL IMPLICATIONS

Nil.

POLICY IMPLICATIONS

Nil.

RISK MANAGEMENT IMPLICATIONS

This item has been evaluated against the Shire's Risk Assessment and Acceptance Criteria. The perceived level of risk is considered to be "Low" risk and can be managed by routine procedures and with current resources.

ASSET MANAGEMENT IMPLICATIONS

Nil.

VOTING REQUIREMENTS

Absolute majority

OFFICER RECOMMENDATION

That the Council, by absolute majority, endorses the reviewed Corporate Business Plan 2024-2028 as presented.

13.5 INTERIM AUDIT REPORT FOR THE YEAR ENDED 30 JUNE 2025

ATTACHMENT(S)	13.5.1 Interim Audit Management Letter – 30 June 2025
FILE NO	ADM0302
AUTHOR	Karen Callaghan, Chief Executive Officer
DATE	7 September 2025
DISCLOSURE OF INTEREST	Nil

STRATEGIC IMPLICATIONS	
Strategic Community Plan 2023-2033	Corporate Business Plan 2024 -2028
Community Outcomes	Corporate Actions
Key Pillar: BT Shire Support	
11. Delivered Shire Trust and Performance No specific Community Outcome.	No specific corporate action.

SUMMARY

For the Council to consider the Interim Audit Report for the 2024/25 financial year.

BACKGROUND

The *Local Government Act 1995 Part 7* and *Local Government (Audit) Regulations 1996* prescribe the conduct of an audit. The objectives, scope, and plan for the audit were communicated by way of an audit entrance meeting, which was held between our appointed audit firm Armada Audit Services, the Office of the Auditor General (OAG), Cr Barritt, Chair of the Audit and Risk Committee, Chief Executive Officer, and Manager of Finance and Administration.

An interim audit is conducted prior to the end of the financial year to assess internal systems, controls, and procedures, which ensures the integrity of our data and confirms reliance on the financial reports. Any matters identified from the interim audit can be resolved prior to the end of the financial year.

The interim audit for the financial year ended 30 June 2025 was conducted over three days from 12-15 May 2025, by Armada Audit Services.

COMMENT

The following matters were noted during the interim audit –

1. Procurement and purchases

The Shire's Purchasing Policy requires them to obtain at least three (3) written quotations from a suitable supplier for purchases between \$20,001 and \$50,000 and obtain at least three (3) written quotations containing price and specification of goods and service for purchases between \$50,001 and \$250,000.

We noted five instances (out of 26 samples) where the number of quotes obtained were not in line with the Purchasing Policy.

We also noted one instance where the purchase order was raised after the invoice was received.

This finding was initially raised in 2024, and since then, management has consistently reminded all staff of the requirement to adhere to the established policy. Management has also committed to continuing these reminders and reinforcing the importance of compliance through ongoing discussions.

Recommendation

To help ensure all purchases are properly sourced and represents the best value for money, quotations should be obtained and attached to the purchase order as per the Shire's Purchasing Policy. Where quotations have not been obtained as required by the Shire's Purchasing Policy the reasons should be documented on/with the purchase order.

All authorised officers should be reminded of the need to ensure purchase orders are raised and authorised prior to authorising works/services or ordering goods. This will help to ensure goods/services have been appropriately ordered and authorised and help Shire in managing its budget responsibility.

Management comment

Discussions are continually had with staff over the need to obtain the required number of quotations in accordance with the Purchasing Policy. While all endeavours are made, in the current climate there is sometimes resistance from contractors to provide quotes without guarantee of securing the work they are quoting on, and it is difficult to source the required number of quotes. Internal processes will be strengthened to document these instances and provide rationale when sufficient quotes cannot be obtained. Procurement forms have been developed for this purpose and staff will be reminded of the need to complete these.

All staff have been, and will continue to be, reminded of the need to issue purchase orders at the time of ordering goods and services.

2. Information, Technology and Communication (ITC) Plans and Policies

The Shire has not implemented a comprehensive framework of ITC-related policies, nor does it have a comprehensive IT strategic plan and IT disaster recovery plan in place.

This finding was initially raised in 2024, and management has since engaged an external consultant to address the matter during the 2025/26 financial year.

Recommendation

To enhance ITC governance, the Shire should develop and implement comprehensive ITC policies covering data security, access control, password management, backup plans, incident response, and system maintenance. Simultaneously, creating an IT strategic plan aligned with business objectives will optimize resource allocation and long-term goal achievement.

Implementing an asset classification framework, based on sensitivity and criticality assessments, will ensure effective security resource allocation, including access controls and monitoring protocols, all subject to regular updates to adapt to evolving needs and risks. This proactive approach will mitigate security risks efficiently.

Management comment

Development of an ICT framework and strategy was identified as a priority in the Shire's Corporate Business Plan and Risk Management processes and was also raised in the 2023/24 audit. An external consultant has recently been engaged to assist with development of the ICT Framework and Strategy, which includes development of ICT policies, and this will be completed during the 2025/26 financial year.

3. Policies and procedures

As per the Financial Management Review performed in November 2024, we noted the following policies and procedures are not being tested to ensure its validity:

- Business Continuity Plan.
- Record Keeping Disaster Management Plan.

We also noted the following policies and procedures are largely undocumented or are outdated:

- Risk Management Procedures.
- Risk Register

Recommendation

It is recommended that the Shire formally document all key policies and procedures and establish a schedule to review and update them on a regular basis—ideally every two to three years or upon changes in legislation or operational needs. Policies should be approved by the appropriate authority, clearly version-controlled, and communicated effectively to all relevant staff. This will help ensure compliance with statutory obligations, promote transparency and accountability, and support consistent and efficient operations across the organisation.

Management comment

The Shire's Risk Management procedures and register require review and update, which is planned to be undertaken in the first half of the 2025/26 year.

With external assistance, scenarios to test both the Business Continuity Plan and Record Keeping Disaster Management Plan will be scheduled during the 2025/26 year.

CONSULTATION

Armada Audit Services

All staff regarding purchasing procedures

STATUTORY ENVIRONMENT

*Local Government Act 1995 – Part 6 Financial Management; and
Local Government (Financial Management) Regulations 1996*

- Defines the processes and procedures that apply to the recording and reporting of financial matters.

*Local Government Act 1995 – Part 7 Audit; and
Local Government (Audit) Regulations 1996*

- Defines the audit of the financial accounts of local governments, including the appointment of auditors and the conduct of audits.

FINANCIAL IMPLICATIONS

The interim audit assesses risk, checks control systems and procedures, and provides reasonable assurance that the financial systems of the Council are functioning reliably.

POLICY IMPLICATIONS

Nil

RISK MANAGEMENT IMPLICATIONS

External audits and risk reviews are an integral part of ensuring that financial and compliance risks are minimised and legislative compliance is maintained.

ASSET MANAGEMENT IMPLICATIONS

Nil

VOTING REQUIREMENTS

Simple majority

COMMITTEE RECOMMENDATION

That the Interim Audit Management Letter for the financial year ended 30 June 2025 be received.

14. MATTERS FOR WHICH THE MEETING MAY BE CLOSED
15. ELECTED MEMBERS' MOTIONS OF WHICH PREVIOUS NOTICE HAS BEEN GIVEN
16. QUESTIONS FROM MEMBERS WITHOUT NOTICE
17. NEW BUSINESS OF AN URGENT NATURE INTRODUCED BY DECISION OF MEETING
18. CLOSURE

There being no further business to discuss, the Presiding Member, Cr White declared the meeting closed at _____pm.