



2022-2023
ANNUAL REPORT



Shire of
Bridgetown-Greenbushes
... simply beautiful



CONTENTS

SHIRE ADMINISTRATION OFFICE

1 Steere Street, Bridgetown
PO Box 271, Bridgetown WA 6255

(08) 9761 0800

btnshire@bridgetown.wa.gov.au

www.bridgetown.wa.gov.au

OVERVIEW

2022/2023 Annual Report	6
Our Shire At A Glance	8
A Year In Review – From the Shire President	12
A Year in Review – From the CEO	14

COUNCIL

Elected Members	20
Demographic Stats	20
Allowances & Fees	21
Our Leadership & People	22
Projects	27
Community Development Update	31

STRATEGIC PLANNING

Future planning	33
-----------------	----

GOVERNANCE

Planning and Reporting – Compliance	42
-------------------------------------	----

FINANCIAL STATEMENTS

44

VISION

The heart and soul of the South West

ACKNOWLEDGMENT

We pay our respects to members of the Aboriginal communities and their culture; and to Elders past and present, their descendants still with us today, and those who will follow in their footsteps.

2022/2023 ANNUAL REPORT

We are pleased to present the Shire of Bridgetown-Greenbushes 2022/2023 Annual Report. It highlights our achievements, challenges, and progress towards the goals outlined in our Strategic Community Plan 2023-2033, showcasing our commitment to community services and infrastructure.



PEOPLE

A friendly, welcoming and inclusive community.



PLANET

Our natural environment is valued, conserved and enjoyed.



PLACE

Our built environment is maintained, protected and enhanced.



PROSPERITY

Our economy is strong, diverse and resilient.



PERFORMANCE

Our leadership is visionary, collaborative and accountable.

By employing this strategic planning approach, embracing various roles within our local government, and delivering a diverse range of products and services, we are able to respond to the needs of our community, businesses, industry, government, and other essential stakeholders.

For additional details regarding Council's plans, policies, and activities, please explore the information available on the Council's website. www.bridgetown.wa.gov.au



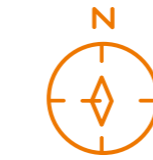
OUR SHIRE AT A GLANCE

Located within the South West region of Western Australia, the Shire of Bridgetown-Greenbushes boasts green rolling hills, the stunning Blackwood River, farmlands and forests. The location inspires many artists, sustainable agriculture, permaculture endeavours, gourmet food, and fine wine establishments. There are a range of accommodation options to meet residential and visitor needs.

Home to iconic events such as the Blackwood Marathon, Blues at Bridgetown Music Festival, and the ever growing Bridgetown Art Trail, the community is dynamic and always evolving. The appeal and diversity of the area sees many visitors choosing to settle here.

The Shire is home to a major lithium mine and primary processing facility which will continue to undergo significant expansion in the next two to four years. Increased employment opportunities are anticipated to grow the population by 22.5 percent.

The Shire's elected members and staff are committed to continuing to develop best practice and a 'can do' approach in all services areas to add value to community and local business initiatives that aligns with our shared values. We strive to work collaboratively within our community, and with neighbouring Shires to ensure we are achieving the best outcomes for our people.



LAND
1,034km²



OCCUPIED DWELLINGS
2682



BUILDING APPROVALS
200



POPULATION
5,238



MEDIUM AGE
51



FAMILIES
1,448



EMPLOYED
96.2%



UNEMPLOYED
3.8%



AGE UNDER 30
27.7%



CAT + DOG REGISTRATIONS
1,428



BINS EMPTIED
Recycling 1992
General Waste 2316



FACEBOOK FOLLOWERS
2.8K

A YEAR IN REVIEW FROM THE SHIRE PRESIDENT



I think all would agree that the 2022 -2023 year has been a time of change and new initiatives within our Shire.

We have seen over the past 12 months or so a marked upswing in people moving to live within our two beautiful communities. We are so fortunate to have extensive employment opportunities available across a wide range of sectors here, a benefit not broadly the case for regional shires. This helps provide security and sustainability for our local economy and gives Council the resources to work towards better facilities and improved services.

Our business community has seen shifts too with several businesses changing hands, alongside new businesses bringing innovation and diversity to the commercial landscape. I suspect there may be more of this as time progresses.

For the first time the Shire had a stand at the Agricultural Show this year and we were thrilled with the response. It was a great opportunity to talk to people about future plans and discuss any issues with both Shire staff and Councillors in attendance. Given the success, we have decided to make this an annual event as part of our ongoing and improved community engagement initiatives.

We were also happy to gain our RV Friendly town status for Bridgetown this year. Our 24 hour free camping for self-contained RV's at the Town Square carpark has been very popular. Our initial trial period where we asked those using the site to leave their in-town shopping receipts, indicated a good spend at local businesses while holiday makers used the site. We see this as one piece of the plan to enhance the visitor servicing aspect of our economic development.

We saw the departure of two of our Councillors this year with Peter Quinby and Amanda Rose both moving out of the district. We thank them most sincerely for their valued service to our community.

Thanks to all of you who contribute in small ways and large to make our Shire truly "the heart and soul of the south west". Our many volunteers are simply outstanding and I cannot thank you enough for the all the selfless work that you so gladly bring to the quality and safety of our lives here. Our many community organisations continue to grow and be at the very heart of our connected community.

Thanks to the Shire staff who have continued to ably support the work of Council and thank you to my fellow Councillors who approach every decision with professionalism, wisdom, and always with the community at heart.

I look forward to another year of positive changes, new ideas and new initiatives I see on the horizon.

Cr Jenny Mountford
Shire President

A YEAR IN REVIEW FROM THE CEO



I am delighted to present the Annual Report for the Shire of Bridgetown-Greenbushes for the fiscal year 2022-2023. This year has been marked by significant strides and accomplishments, reflecting our steadfast commitment to the community's well-being and development.

COMMENCEMENT OF KEY PROJECTS

Visitor's Centre Relocation

The Visitor's Centre project has recently commenced, and we are excited about the positive changes it promises for our community. The relocation from its aging building on the main street to the beautifully refurbished railway station is underway, aiming to create a more welcoming environment for visitors and preserve our historical assets. It also marks the commencement of the development of a cultural precinct within the town site.

Sports Ground Enhancement

We are thrilled to announce the commencement of extensive work on our sports ground. This includes the installation of state-of-the-art night lights and a modern reticulation system. These improvements are aimed at fostering a vibrant sports culture within our community, providing opportunities for recreation and promoting a healthy lifestyle.

Town Hall Refurbishment

For the first time in 40 years, we have embarked on the refurbishment of our iconic Town Hall. This project is driven by a commitment to preserving our rich history while ensuring the venue meets contemporary standards. Our aim is to maintain historical accuracy while optimising acoustics for events and functions, ensuring the Town Hall remains a hub for cultural, social, and community gatherings.

Beautify Greenbushes Project

I am excited to share with you an impactful initiative that is set to transform our beloved Greenbushes - the 'Beautify Greenbushes' project. Generously sponsored by Talison, this project reflects a shared commitment to enhancing our community's infrastructure and amenities both now, and in the years to come. The project is a comprehensive effort aimed at uplifting the aesthetic appeal and functionality of our community, including public amenities.

Financial Overview

The financial health of the Shire remains robust, thanks to prudent fiscal management and strategic investments.

A detailed breakdown of the 2022 financials is available in the financial report within. Key highlights include sustained revenue growth, responsible expenditure management, and the successful execution of various capital projects within budgetary constraints.

As an incoming CEO, who did not commence in the role until October 2023, I extend my sincere gratitude to the 2022 Councillors whose dedication and leadership have played a pivotal role in the success of the Shire's projects and services. The 2022 Council will be forever associated with the positive transformation of our Shire.

I would also like to express my appreciation to all Shire employees and volunteers. Your hard work, passion, and commitment have been the driving force behind the achievements of the past year. The Shire is truly fortunate to have such a dedicated team.

Finally, I want to recognise the invaluable contributions of independent volunteer community groups. Your tireless efforts and initiatives continue to enhance the fabric of our community, and we are immensely grateful for your partnership.

We believe in the power of community collaboration, and as such, we invite all people to actively provide input and recommendations into our projects, as well as the services we deliver. Your input, ideas, and feedback are invaluable as we work together to shape the future of our community.

In conclusion, the Shire of Bridgetown-Greenbushes remains steadfast in its commitment to fostering a vibrant and inclusive community. As we reflect on the past year's accomplishments, we look forward to the completion of ongoing projects, the continued improvement of all the products and services that the Shire provides to the community and keeping everyone informed every step of the way..

Thank you for your trust and partnership.

Nicole Gibbs
CEO



OUR ELECTED MEMBERS

The council is chosen by the local community to advocate for the interests and requirements of community ratepayers. Elected Members collaborate to ensure effective governance, making decisions that encompass community, social, environmental, and economic well-being.

COUNCIL MEETINGS

Ordinary Council meetings are scheduled for the last Thursday of each month, with the exception of December when they are held earlier due to Christmas, start time is 5:30 pm. Council encourages both ratepayers and residents to attend these meetings and take part in the Public Question Time segment, which occurs at the start of each meeting.

Special Council Meetings are convened as needed, addressing urgent matters that cannot wait until the next regular Council meeting.

In the 2022/23 period, there were a total of 12 Ordinary Council meetings and 9 Special Council meetings.

COUNCIL CONCEPT FORUMS

Council Concept Forums take place on the second Thursday of each month, excluding December and every second October, aligning with ordinary local government elections.

During these forums, councillors and staff come together to propose, discuss, and formulate philosophies, ideas, strategies, and concepts for the development of the local government and district. These forums often focus on projects in the early planning stages, seeking guidance from elected members and providing a platform for the presentation of ideas and concepts for future consideration.

Examples of issues covered in concept forums include discussions on local or regional matters of significance,

- Future development plans
- Significant revenue-raising or expenditure needs,
- Internal strategic documents
- Annual budget considerations
- Governance processes
- Brainstorming sessions
- Policy development (though not adoption)
- Breaking down complex issues slated for Council consideration in the medium to longer term.

COUNCILLORS

Council members, also known as Elected Members, serve as representatives for electors, ratepayers, and residents. Their role involves fostering communication between the community and the Council by disseminating information about Council policies and decisions. Formally convening as the Council, these representatives make decisions to address the overall needs of the Shire of Bridgetown-Greenbushes by conveying community desires, concerns, and opinions to the Council. Throughout the year, Council members actively participate in committee meetings and various advisory group gatherings, which may not be reflected in the Elected Members attendance table.

In 2022/23 Cr Amanda Rose (2021-23) and Cr Peter Quinby (2013-17 and 2019-23) retired from their role as Councillors.

We thank Cr Rose and Cr Quinby for their contributions to the community of the Shire of Bridgetown-Greenbushes during their terms on the council.

The Western Australian Electoral Commissioner approved Council's request for the 2 vacancies to be held open until the ordinary elections in October, thereby saving the expense of holding an extraordinary election.

OUR ELECTED MEMBERS



Shire President
Cr Jenny Mountford
Term Expires: 2023



Deputy Shire President
Cr Sean Mahoney
Term Expires: 2025



Cr Julia Boyle
Term Expires: 2025



Cr Mike Christensen
Term Expires: 2025



Cr Tony Pratico
Term Expires: 2023



Cr Tracy Lansdell
Term Expires: 2025



Cr Elke Browne
Term Expires: 2023

DEMOGRAPHIC STATS

AGE RANGE 30 JUNE 2022	ELECTED MEMBER
45-54	2
55-64	1
OVER 64	6

MALE	FEMALE
4	5

PAST COUNCILLORS



Cr Peter Quinby
Resigned from Council
5 May 2023



Cr Amanda Rose
Resigned from Council
27 April 2023

COUNCILLOR ATTENDANCE

The number of Council Meetings Concept Forums, Elector Meetings attended by Councillors from 1 July 2022 to 30 June 2023.

Councillor	No. of Ordinary and Special Council Meetings	No. Attended	No. of Concept Forum Meetings	No. Attended	No. of Electors Meetings	No. Attended
Cr Julia Boyle	17	17	11	10	1	1
Cr Elke Browne	15	12	10	9	0	0
Cr Mike Christensen	15	15	10	10	0	0
Cr Tracy Lansdell	17	17	11	11	1	1
Cr Sean Mahoney	17	17	11	9	1	1
Cr Jenny Mountford	17	17	11	10	1	1
Cr Tony Pratico	17	16	11	10	1	1
Cr Peter Quinby	14	12	9	7	1	1
Cr Amanda Rose	14	14	9	9	1	1

COUNCIL ALLOWANCES AND FEES

The Councillor Allowances and Attendance at Events Policy of the Shire of Bridgetown-Greenbushes details the support available to Councillors, considering their responsibilities and dedication as community representatives. Councillor remuneration is determined in accordance with the Band Classification system for local governments in Western Australia by the Salaries and Allowances Tribunal. The Shire of Bridgetown-Greenbushes holds a classification of Band 3 within this framework

Councillor	President's Annual Allowance	Deputy President's Annual Allowance	Meeting Attendance Fees	Annual Allowance for ICT expenses	Travel Expense Reimbursement	Total
Cr Boyle			\$10,066	\$2,100		\$12,166
Cr Browne			\$9,038	\$1,885		\$10,923
Cr Christensen			\$9,038	\$1,885		\$10,923
Cr Lansdell			\$10,066	\$2,100	\$1,806	\$13,972
Cr Mahoney		\$5,682	\$10,066	\$2,100		\$17,848
Cr Mountford	\$22,729		\$15,586	\$2,100		\$40,415
Cr Pratico			\$10,066	\$2,100		\$12,166
Cr Quinby			\$8,524	\$1,778		\$10,302
Cr Rose			\$8,304	\$1,733	\$486	\$10,523
Total	\$22,729	\$5,682	\$90,754	\$17,781	\$2,292	\$139,238



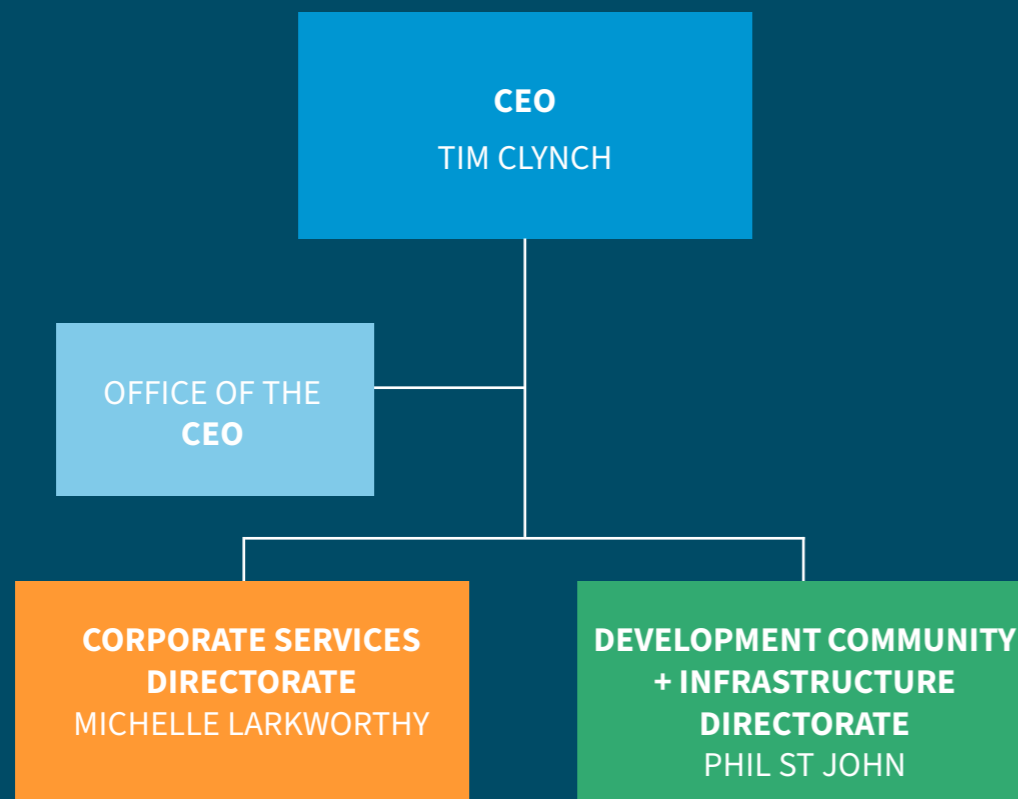
As of 2023, the Shire had 62 full time equivalent (FTE) staff employed to deliver services across three directorates.

Directorate	Full time	Part Time	Casual	Total
Office of the CEO	5	2.5	0.83	8.33
Corporate Services	10	6.3	0.69	16.99
Development Community + Infrastructure	28	7.2	1.48	36.68
Total (FTE)	43	16	2..98	62

OUR LEADERSHIP AND PEOPLE

ORGANISATIONAL STRUCTURE

Through the CEO, the Executive Leadership Team provides strategic advice, enhances organisational capacity, and oversees day-to-day Shire management. They prioritise and address improvement opportunities through an integrated planning process, ensuring services align with community expectations and bolster long-term sustainability.



CONDITIONS OF EMPLOYMENT

Employees at the Shire are covered by the Local Government Officers' (Western Australia) Award 2021 and the Municipal Employees (Western Australia) Award 2021. The Shire contributes the statutory component of each employee's salary to a complying superannuation fund of their choice and will increase the superannuation contributions in line with legislation. Employees also have the option to make additional contributions to their superannuation fund.

WORKPLACE HEALTH & SAFETY

A change in Executive staff has introduced a greater awareness in the WHS space and strengthened the Shire's ability to respond to the new Workplace Health & Safety (WHS) legislation in the following ways:

- Review of the Shire's WHS Committee, including it's Terms of Reference, increasing the number of WHS Committee meetings per year and increasing the number of safety reps across the business.
- Revision of the WHS Manual to be undertaken via WHS Committee.
- External desktop audit against the WHS Act 2020 to be undertaken to assess gaps in the Shire's WHS requirements.
- Annual skin checks continue to be booked in.
- The WHS Committee to work with LGIS Regional Risk Coordinator to create, accept, implement and review an holistic three year WHS Management System Plan.

CHANGES TO WORK HEALTH & SAFETY LEGISLATION

The Work Health & Safety Act 2020 was enacted in March 2022. This act supersedes the Occupational Safety & Health Act 1984. The introduction of the new WHS Act brings WA in line with other States and Territories (excluding Victoria), meaning businesses will have similar health and safety obligations and requirements across Australia.

Some key changes that the enactment of this act brought about are:

- The introduction of "PCBU" or a "person conducting a business or undertaking". This has the potential to affect Council Members, Executive and other decision-makers within Council.
- Under the OSH Act 1984, duty of care was largely based around the employer-employee relationship. Under the WHS Act 2020, all PCBUs have a primary duty of care to ensure the health and safety of their workers and others who may be affected by the carrying out of work. Due to this, the PCBU is required to undertake action to eliminate risks to health & safety as reasonably practicable.
- The introduction of "industrial manslaughter" may apply whereby a PCBU that is seen as negligent in the event of the death of an employee can be held professionally and personally liable for the incident e.g if a risk is known to the PCBU and there is no evidence of the PCBU taking reasonable action to mitigate the risk and an incident occurs, causing death, industrial manslaughter may apply.
- The introduction of reporting requirements for what are known as 'notifiable incidents', which includes serious illness, injury or death and dangerous incidents which might happen during the conduct of a business or undertaking.



WORKS AND SERVICES OVERVIEW

CAPITAL WORKS

Notable achievements during this year include the following:

Name	Description	Main Funding Source
Brockman Highway	Tree pruning, widening and sealing of shoulders and installing audible edgelines	Regional Road Safety Program, Roads to recovery and Council Funds
Winnejup Road	Tree clearing and Reconstruction SLK 6.5 to 8	Regional Road Group and Roads to Recovery
Hay Road	Gravel Sheeting SLK 0 to 5.58	LRCIP Federal Grant Funding
Grange Road	Gravel Sheeting SLK 0 to 2.35	LRCIP Federal Grant Funding
Polina Road	Gravel Sheeting SLK 0 to 4.12	LRCIP Federal Grant Funding
West Blackwood Terrace	Gravel Sheeting SLK 0 to 0.99	Roads to Recovery
Greenfields Road	Gravel Sheeting SLK 0 to 1.61	Roads to Recovery
Roe Street	Asphalt Overlay SLK 0.76 to 0.87	Roads to Recovery
Henry Street	Asphalt Overlay SLK 0.17 to 0.35	Roads to Recovery
Lockley Ave Intersection	Asphalt Overlay the Intersection	Roads to Recovery

COMMUNITY GRANTS PROGRAM

Our Community Grants Program provides funding towards community projects, events and activities to support community organisations, clubs, not-for-profits and social enterprise organisations for the benefit of the community. Council noted that in 2022/23, there was a total of \$111,670 allocated to Community Grants, Service Agreements and other Donations. There were 15 new grant and service agreement applications granted to a total of \$29,282 as part of the Shire's Community Grants Program. Council had existing Service Agreements of \$8,382 and ongoing Non-Contestable allocations of \$25,000.

Other contributions, donations and awards to \$57,388, including the annual contribution to the Landcare Officer were covered. The Community Grants Program supported a variety of projects including the annual Blues at Bridgetown event, Bridgetown Girl Guides and the ongoing costs associated with the Counselling Services of Henri Nouwen House. The Program continues to be valued by community, it is always well subscribed, builds capacity and supports essential community services.

SUSTAINABILITY

The Shire worked towards becoming more sustainable in 2022-23 in a number of ways:

- The Council Sustainability Advisory Committee partnered with the Warren Blackwood Alliance of Councils, with the surrounding four Shires. Collectively a Climate Change Action Plan was produced which has been endorsed and will guide Council on actions to help mitigate and adapt to the affects of Climate Change on a regional level.
- The Waterwise Program continued for the third year and reported an overall decrease in community potable water use across the three main areas of residential, commercial and education, a saving of 75,190kL (1kL = 1000L).
- Recycling services are constantly being reviewed and an avenue for timber recycling was identified, allowing for the diversion of 5.33 tonnes between May-June 2023.
- A Sustainability Reserve was created to:
 - provide environmental benefits to Council and the community.
 - combat rising costs of energy.
 - reduce the carbon footprint of corporate operations with energy-efficiency initiatives.
 - implement water-wise and waste-reduction initiatives.
 - create future cost savings to be reinvested into the delivery of new sustainability projects.
- Increased community education through the website and social media to educate residents on how to recycle better, waste less and reuse/re-purpose.



PROJECTS

BRIDGETOWN RAILWAY STATION CONSERVATION AND RENEWAL PROJECT

The Bridgetown Railway Station (fmr) was constructed in 1898 to support rail transport for the Bunbury to Bridgetown rail line as land and business activity opened up in the area. The Bridgetown Railway Station is listed on the State Heritage Register as place number 00256. The Shire funded the Conservation and Renewal Project via the Federal Government's Drought Communities Program, DPIRD's Small Grants Program and its own funds. The Shire engaged the services of Stephen Carrick Architects who specialise in Heritage conservation works who scoped the project, assisted the Shire with the tender process and provided superintendence services for the delivery of the project. The final specifications were guided by a Conservation Management Plan (CMP) that the Shire prepared in 2013 and the principles and practices of the ICOMOS Burra Charter. This project will assist to revitalise the precinct where the Railway Station is located by introducing new adaptive re-uses and setting the direction for future planning and improvements in this precinct.

The Shire accepted a tender from a local builder where site possession was taken in February 2022 and practical completion was issued on the 26th June 2023. The improvements included:

- Re-stumping and leveling the building (with floor levels dropping up to half a meter to the building's edge).
- Introducing a perimeter breathing strip for stabilization and ventilation.
- Addressing termite damage and structural deterioration.
- Repairing all external weatherboards and interior timber paneling.
- Reinstating timber columns with original detailing.
- Repairing and reinstating all timber trims and detailing.
- Re-roofing and replacing all gutters and rainwater goods.

- Re-leveling exterior ground levels and paving around the building.
- Introducing a limestone retaining wall to the front for improved pedestrian access.
- Installing fencing on the platform side and at the front for pedestrian safety.
- Removing cement render from chimneys and repairing brickwork.
- Repainting the entire building.
- Repairing all timber doors and windows to ensure proper function and compliance.
- Introducing updated toilet and kitchenette facilities.
- Upgrading electrical services, including new air conditioning, exterior, and interior lighting.
- Refinishing the original timber floors and fireplace walls.
- Introducing additional store and office areas.
- Creating a large opening between the two entry spaces for contemporary use.

GREENBUSHES TOWN CENTRE CAR PARK

Works on the Greenbushes car park, located adjacent to Stanifer Street behind the Post Office, Roadhouse and RSL Hall, are now completed.

The project involved the construction of a sealed car park, including long bay caravan parking, disabled access parking, footpath, and sealing of the laneway from Stanifer Street to Tourmaline Street.



BRIDGETOWN TOWN HALL ADAPTATION AND CONSERVATION PROJECT

The Bridgetown Town Hall has been largely under utilised with many missed opportunities to support local, regional and touring events and private and civic functions due to the condition and technical capabilities of the Town Hall. A revitalized Town Hall will include the technical equipment capable of hosting local, regional and state events, community, business and private functions within the restored heritage surrounds. It is projected that a flexible, multi use function/creative centre will attract regional interest and dramatically increase the use of the building, creating a cultural and artistic hub.

After several years of planning including securing funding from multiple funding sources the Bridgetown Town Hall Adaptation and Conservation Project progressed to the tender stage where Council accepted a Tender from a local builder to undertake the works at its November 2022. The total investment for the project is \$1.2 Million. The improvements include:

- Demolish the existing suspended strip ceiling and supply and install new acoustic plasterboard ceiling with an interesting profile, associated ceiling

fixtures and ceiling insulation.

- Removal of back of stage screen wall.
- Modify below stage storage doors that are user friendly.
- Install new electrical fixtures and fittings (lighting, power and controls).
- Undertake repairs to the existing roof and ceiling structure as required.
- Supply and install structural steel columns and beams to the stage area.
- Undertake Stage and Auditorium floor refinishing.
- Install curtains over doors and windows .
- Prepare and paint interior surfaces and joinery generally including, but not limited to, the ceiling, walls, below stage doors, door & window frames and doors, trims, architraves etc.
- Install AV services as per venue planning instructions.
- Supply, install and commission reverse cycle ducted air conditioning to the Auditorium and big ass fans.

The Builder took site possession in February 2023 and commenced demolition works shortly after. 25% of the project has been completed as of 30 June 2023.

GREENBUSHES YOUTH PRECINCT

The Shire completed the first stage of the Greenbushes Youth Precinct which included a new skate park, large shelter with picnic tables and benches, marked ¼ basketball court and installed a new water fountain. The Greenbushes community has been eagerly awaiting this development and the response has been incredibly positive.

CRICKET PRACTICE NETS AND STORAGE SHED

The Shire, in partnership with the Bridgetown Cricket Club and Bridgetown Rotary, completed the new Cricket Practice Nets and large storage shed at the Bridgetown Sports Ground. The installations Cricket Nets has been a long-awaited project, with the Bridgetown Cricket Team using the Bridgetown Primary School nets for many years. The new nets are open for community use and are located on the east side of the oval, behind the AFL score board. The storage shed has been completed to support the Cricket Club, which uses 1/3 of the shed and Bridgetown Rotary which now uses 2/3 of the shed to store all of their equipment for the events they hold including the Blackwood marathon.

GEEGELUP MOUNTAIN BIKE TRAIL

Funding was received through the Department of Local Government, Sport and Cultural Industries to develop concept plans for a 20km mountain bike trail. The Shire has been working with officers from Department of Biodiversity, Conservation and Attractions to find an appropriate location to develop the trail.



COMMUNITY DEVELOPMENT UPDATE

The Community Development team have been working closely with Council's advisory committees to improve the local natural and built environments for community members, expand and focus the type of programs and activities offered through our facilities, and to identify gaps in service levels within the Shire.

- The Bridgetown Library received funding from State Library of Western Australia to purchase equipment and facilitate a term of free community workshops to support digital inclusion and training across the community. The library also offered a variety of programs including Rhyme Time, Kindy visits to the schools, Library Book Club and school holiday activities.
- An annual calendar of events was developed to be available to community on the Shire website.
- A new events process and associated internal procedure is being developed and will be rolled out both internally and to community once refined.
- A community education program on responsible pet ownership was completed including educational material, social media posts. This was popular and will become an annual campaign to support responsible pet ownership.
- Council adopted the development of the Shire's Acknowledgement of Country, NAIDOC week banners and the school program which developed banners for harmony week. The process of Dual Naming the Blackwood River began and gained the support of a number of the associated Councils and Traditional Owners. There has been an ongoing review of the management of Winnejup Reserve to assess where traditional owners can be included in the management of this very important and unique habitat.
- The Shire became members of Welcoming Towns and RV Friendly Towns.

STRATEGIC DOCUMENTS

A number of Council's strategic plans are under review including the Age Friendly Community Plan and the Youth Plan, which will be presented to Council in the 2023/24 financial year.

The Trails Plan was adopted by Council in February 2023 and actions from the plan are being prioritised through the Trails Development Advisory Committee.

AUSTRALIA DAY

An Australia Day Breakfast was held at the Bridgetown Recreation centre Pool on January 26, 2023.

Councillors cooked up a delicious breakfast for all the those who attended. Recipients of the Citizen of the Year awards for 2023 were recognised and two new Australian Citizens were welcomed.

The Community enjoyed free entry to the pool, a complimentary breakfast and musical entertainment.



To comply with with the Integrated Planning and Reporting Framework (IPRF) the Shire has a Strategic Community Plan, Corporate Business Plan and Annual Budget.

The Strategic Community Plan sets the scene for the whole framework – it expresses the community’s vision and priorities for the future and shows how the Council and community intend to make progress over a ten year period.

The Corporate Business Plan integrates resourcing plans and specific council plans with the Strategic Community Plan.

FUTURE PLANNING



PEOPLE

A friendly, welcoming and inclusive community.

- Provide and/or partner with Blackwood Youth Action to improve access to youth activities, support services counselling and mentoring for young people, in particular marginalised and at-risk youth.
- Advocate for improved access to childcare services.
- Provide redevelopment of the Greenbushes Youth Precinct.
- Advocate for State and Federal Government to support the provision of additional residential aged care and in-home services based on the higher than average senior population.
- Advocate for State Government to provide more housing for the elderly in Greenbushes and Bridgetown.
- Provide universal access playground equipment at Memorial Park and Thomson Park.
- Provide a Reconciliation Action Plan.
- Facilitate the collection and sharing of information and stories about local culture and history including NAIDOC week and Harmony Week.
- Advocate for hospital, specialist, GP and allied health services to be retained and improved to meet community needs.
- Advocate for improved access to mental health services and drug and alcohol support.
- Facilitate the promotion of community health and wellbeing programs that are provided by Government and local service providers.
- Advocate to assist community organisations to provide more crisis accommodation for at risk youth and victims of domestic abuse.
- Advocate for tenure of the ex-Water Corporation dams at Dumpling Gully in Greenbushes.
- Once tenure assured provide concept plans for development of the ex-Water Corporation dams at Dumpling Gully for recreational use.
- Provide the implementation of the “Greenbushes Sportsground & Recreation Precinct Redevelopment Project”.
- Provide improved playing surface at Bridgetown Sportsground including an improved water source, irrigation, turf, lighting and additional sealed parking.
- Provide the Bridgetown Leisure Centre Activation Project (court fans, pool inflatable and pool blankets).
- Advocate to the Western Australian Government to obtain suitable tenure of land over the Railway Goods Shed and surrounding railway land.
- Fund community grants, service agreements and donations.
- Provide recognition of the value of volunteers and promote volunteering opportunities to attract and retain local volunteers.
- Provide ongoing promotion and communication of safety messages and education programs delivered by WA Police and others.
- Provide a reserve fund to implement the CCTV Plan.
- Provide improved CCTV coverage
- Provide a review of dog exercise areas including the need for fenced areas.

FUTURE PLANNING



PLANET

Our natural environment is valued, conserved and enjoyed.

- Provide concept plans and preliminary costings for the “Bridgetown CBD Water Restoration Project” (Geegelup Brook).
- Provide detailed design plans, costings and funding model for “Bridgetown CBD Water Restoration Project” (Geegelup Brook).
- Partner in an ongoing communications campaign to encourage community members to participate in the ‘Helping Hands’ reserve management program.
- Provide specialist advice on management of street and park trees.
- Partner with the Local Emergency Management Committee (LEMC) to promote greater community awareness and compliance with emergency management and recovery plans.
- Partner with DFES and other local governments to increase capacity to ensure continued development of bush fire mitigation plans.
- Provide bush fire mitigation activities on Shire controlled land.
- Provide a Sustainability Reserve to be funded by savings generated from installation of solar PV and battery storage at Shire facilities.
- Provide implementation of the Waterwise Action Plan.
- Partner with key stakeholders to improve awareness and adoption of sustainable behaviours (such as those related to water, energy, eco-housing, regenerative farming and electric vehicles).
- Provide a review of areas receiving kerbside waste collection services.
- Provide more bins in public spaces.
- Provide a cost benefit analysis of extending waste site opening hours.
- Provide a waste site development plan to address current and future requirements of the site, including the aesthetics.
- Provide a post closure waste site plan.
- Provide a communications campaign to improve community awareness and adoption of sustainable waste behaviours (recycling, composting, removing contaminants, etc.).





FUTURE PLANNING



PLACE

Our built environment is maintained, protected and enhanced.

- Provide a Local Planning Strategy, in consultation with the community, to plan thoughtfully, creatively and sustainably for population growth, affordable housing, and protection of environmental values.
- Provide a consolidated town planning scheme.
- Facilitate release by the State Government of residential crown lots in Greenbushes.
- Advocate for State Government funding for community infrastructure to support the implications of the mine expansion project.
- Advocate for improved telecommunications.
- Provide a landscaping plan for Bridgetown town centre.
- Provide the Greenbushes Transformation Project.
- Provide for implementation of the 'Welcoming Cities Network membership/partnership.
- Provide a Street Tree Plan to protect existing trees and plant new or replacement trees to beautify the area and provide shade along footpaths.
- Provide a Park Facilities Plan addressing infrastructure renewal but also including a playground assessment and hierarchy.
- Provide the Bridgetown Parks and Playgrounds Improvement Project – Highland Bridgetown Estate Park, Memorial Park, Blackwood River Park and a future fenced dog park.
- Provide implementation of the long term Shire buildings infrastructure renewal and upgrade plan.
- Provide implementation of the long term Shire road, drainage, bridges and footpaths infrastructure renewal and upgrade plan.
- Provide implementation of the long term Shire plant and equipment renewal and upgrade plan.
- Provide development and implementation of the long term aquatics complex infrastructure renewal plan.
- Provide development and implementation of the long term parks renewal and upgrade infrastructure plan.
- Provide implementation of the long term Shire furniture and equipment renewal and upgrade plan.
- Provide implementation of the Town Hall and Civic Centre Revitalisation Project.
- Provide implementation of the Bridgetown and Greenbushes Railway Stations Revitalisation Project.
- Partner with the Historical Society to improve promotion of local history and heritage.
- Advocate to Main Roads WA to conduct a safety audit of the Hampton Street precinct.
- Facilitate construction of the Greenbushes Mine Access Road.
- Provide rural roadside vegetation management.
- Provide the Greenbushes CBD Parking and Safety Enhancement Project.
- Provide an audit of the urban pathway networks in Bridgetown and Greenbushes to identify gaps in servicing key community places.
- Provide an audit of existing footpaths to identify universal access requirements (i.e. safe crossings, reduce large kerbs, widen footpaths, fix uneven surfaces, seal gravel footpaths, regular cleaning and maintenance, etc.).
- Provide footpath renewals, upgrades and extensions as per the long term plan (see Action 7.6.2).

FUTURE PLANNING



PROSPERITY

Our economy is strong, diverse and resilient.

- Provide an annual review of the Growth Strategy to drive population growth, create jobs and generate economic development.
- Provide a feasibility for the development of the Light Industrial Area (LIA) in Bridgetown.
- Provide a Local Economic Development Strategy, including tourism.
- Provide traineeships within the Shire organisation.
- Fund the Warren Blackwood Alliance of Councils to promote the region as a major tourist destination.
- Provide renewal/improvements/fit out works at the current Visitor Centre building in Hampton Street.
- Provide fitout at the Bridgetown Railway Station.
- Provide a contribution to the Busselton Margaret River Regional Airport Marketing Fund.
- Provide implementation of the visitor servicing plan.
- Provide a rebuild/refresh of the Visitor Centre website.
- Advocate for Cinefest Oz to host films in Bridgetown.
- Facilitate promotion and development of key festivals, events and trails (such as Blues Festival, Bridgetown Art Trail, Festival of Country Gardens, culinary trails, etc.).
- Provide an audit and review of trails signage in the Shire.
- Provide installation of multi-colour up lights under street trees in footpaths on Hampton Street between Steere Street and Stewart Street.





FUTURE PLANNING



PERFORMANCE

Our leadership is visionary, collaborative and accountable.

- Provide and communicate a clear vision for Bridgetown Greenbushes with regular progress reports to the community.
- Provide a strategic approach to seeking Government funding and support for Growth Strategy projects.
- Provide a biennial Councillor study tour to benchmark practices in leading Councils.
- Facilitate the opportunity for community members and groups to bring innovative ideas forward for discussion.
- Provide an annual review of the Corporate Business Plan.
- Provide a quarterly review each year of the Shire's risk profile.
- Provide a bi-annual review of the Customer Service Charter to ensure it is aligned with changing community needs and expectations.
- Provide annual report on customer service improvements to meet performance gaps.
- Provide construction of the new depot workshop, office and other infrastructure due to fire damage.
- Provide an annual review of the Long Term Financial Plan.
- Provide communication to ratepayers with annual rates notice on how rate dollars are spent.
- Provide a review of community facility hire fees, as part of the budget review, to provide value for money and encourage greater use of Shire facilities.
- Provide a Community Engagement Strategy to improve communication and consultation across all customer segments.
- Provide a central customer database to support timely and targeted communications.
- Fund ordinary and special Council elections.
- Provide a biennial community survey to benchmark service levels and assess community priorities.
- Provide a major review of the Workforce Plan, including an employee engagement survey to benchmark performance levels and assess employee priorities.
- Provide an annual update to the Workforce Plan aligned with the annual Corporate Business Plan review.
- Develop key performance indicators (KPIs) for individual staff members and link to job descriptions and CBP actions.
- Provide investigation of additional staff housing to assist with recruitment of key staff.

GOVERNANCE

DISCLOSURE OF ANNUAL SALARIES

Regulation 19B(2) of the Local Government Act (Administration) Regulations 1996 requires the Shire to include the following information in its Annual Report:

- (a) the number of employees of the local government entitled to an annual salary of \$130,000 or more;
- (b) the number of employees of the local government entitled to an annual salary that falls within each band of \$10,000 over \$130,000;

The number of employees of the local government entitled to an annual salary of \$130 000 or more was two. The number of employees of the local government entitled to an annual salary that falls within each band of \$10 000 over \$130 000:

Band	No. of Employees
\$140,000 - \$150,000	1
\$180,000 - \$190,000	1

The remuneration paid or provided to the CEO during the financial year was:

Salary (including any salary sacrifice arrangements)	\$198,858
Compulsory Superannuation (10.5%)	\$23,278
Employer Superannuation Contribution (3%)	\$6,651
Private Use of Vehicle	\$8,000
	\$236,787

PUBLIC INTEREST DISCLOSURES

A local government is required to appoint one of its officers to act as the local government's Public Interest Disclosures Officer under the Public Interest Disclosures Act 2003.

The legislation requires the reporting of serious wrongdoing with the State public sector and local government as well as providing the mechanism for responding to reports.

In 2022/23 the Public Interest Disclosures Officer for the Shire of Bridgetown-Greenbushes was the Manager Governance & Risk Neil Price.

No disclosures were received in relation to the Shire of Bridgetown-Greenbushes during 2022/23.

FREEDOM OF INFORMATION

The Freedom of Information Act 1992 gives members of the public the right to access documents held by local governments (subject to limitations).

We prepared an up-to-date Information Statement and made it available to the public (as required by section 96 of the Freedom of Information Act 1992).

This statement detailed the process for applying for information under the Act, as well as information that we provide outside the Act.

A total of two Freedom of Information applications were completed during 2021/22.

GRANTS, SUBSIDIES AND CONTRIBUTIONS

Capital grants, subsidies and contributions received for replacing and renewing assets received and expended by the local government

2022/23	2021/22	2020/21
\$3,222,960	\$1,852,990	\$1,281,919

RECORD KEEPING PLAN (STATE RECORDS ACT 2000)

The efficiency and effectiveness of the Shire's Record Keeping Plan, together with the staff training program, is reviewed regularly. A major review of the Record Keeping Plan was completed in March 2021.

Our electronic record keeping system (Synergy Soft) is used to record all incoming and outgoing mail/ documents and saw 11,276 corporate records registered in 2022/23 detailed as follows:

Total Incoming Items Registered in synergy	7560
These items are registered as follows	
General Correspondence	1441
Emails	3156
Building Application	362
Building Correspondence	264
Customer Service Requests	1390
Human Resource	82
Planning Applications	257
Planning Correspondence	261
Septic Application	54
Septic Correspondence	78
Other	215

Total Outgoing Items Registered in synergy	3716
These items are registered as follows	
General Correspondence	286
Emails	1485
Building Correspondence	259
Human Resource	15
Planning Correspondence	275
Septic Correspondence	118
Other	1278

DISABILITY ACCESS AND INCLUSION

The Shire of Bridgetown-Greenbushes remains committed to collaborating with the Council's Access and Inclusion Committee, service providers, and community members. The goal is to explore innovative approaches for enhancing access and inclusion within the organization. Additionally, the Shire aims to refine existing methods, ensuring that all Councillors, staff, and contractors recognize the significance of universal access and inclusion. The organization is actively striving to implement the strategies outlined in the Disability Access and Inclusion Plan (DAIP).

In 2021/22 a number of achievements and initiatives were progressed or implemented, including:

- Review of the services provided by the Bridgetown leisure Centre to focus on encouraging people with disability to attend and remove barriers for those members of the community that want to attend.
- Review of the Events procedure to ensure and inclusion of Accessible Events checklist to ensure all events held on shire land – whether organised by the Shire or outside parties – the event organisers will have the information required to.
- Engaged an accessibility expert to audit the two main streets of the Bridgetown Townsite and have budgeted to implement the audit in the 2023/24 financial year.
- Offer the use of our audio system and follow the suggested guidelines for all printed and electronic material produced by the Shire to reduce barriers for people with disability.
- Provide training for all customer service staff to ensure they are aware of how to best provide an inclusive service to all customers.
- Follow guidelines around printed material and options including hard copies and library staff to assist with the completion of a consultation on line.
- Offer employment to people of all abilities by using our networks when looking for employees including Forrest Personnel, service providers and supports all requirements to provide a safe and inclusive environment for all employees.



2022-2023
FINANCIAL REPORT