



# **Croydon Shire Council**

**Agenda**

**Ordinary Meeting 19 February 2026**



# Croydon Shire Council

Agenda of Ordinary Meeting to be held at the Croydon Shire Council Chambers on 19 February 2026 commencing at 9:30am.

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The meeting commenced at \_\_\_\_\_ am.

## 1. Attendance

## 2. Attendance by audio link or audio-visual link

Moved Cr Seconded Cr  All in favour Yes/No Resolution No.
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## 3. Apologies

## 4. Confirmation of Minutes

### Recommendation

That the minutes of the Ordinary Meeting held 22 January 2026 be confirmed.  
Refer Attachment Number 1.

Moved Cr Seconded Cr  All in favour Yes/No Resolution No.
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## 5. Business arising from Minutes of previous meeting.

### 5.1 Jubilee Metals Planning Development Application – Temporary Non-Resident Workforce Accommodation on Land Helen Street

**Subject:** Development Permit for MATERIAL CHANGE OF USE for Temporary Non-Resident Workforce Accommodation on Land located at Helen Street, Croydon.

**Attachments:** Helen Street Croydon Approved Drawings  
Refer Attachment Number 2

**Author:** Nick Hardy – Director Hardy Town Planning and Consulting

**Date:** 16 February 2026

#### SUMMARY TOWN PLANNING REPORT

Development Permit for MATERIAL CHANGE OF USE for Temporary Non-Resident Workforce Accommodation on Land located at Helen Street, Croydon.

**COUNCIL REFERENCE: 01-12/12/2025**

<u>PROPOSAL:</u>	MATERIAL CHANGE OF USE FOR TEMPORARY NON-RESIDENT WORKFORCE ACCOMMODATION
<u>LEVEL OF ASSESSMENT:</u>	CODE ASSESSMENT
<u>LANDOWNER:</u>	TAGALAKA ABORIGINAL CORPORATION RNTBC
<u>APPLICANT:</u>	JUBILEE METALS LTD
<u>LOCATION OF SITE:</u>	28, 30 AND 32 HELEN STREET AND EDITH STREET, CROYDON
<u>PROPERTY:</u>	LOT 12 ON MPH15920, LOTS 159, 160, 161 AND 170 ON MPH15915 AND LOT 1 ON MPH22204
<u>LAND AREA:</u>	6,072M2
<u>ROAD FRONTAGES:</u>	60M (APPROX.) TO HELEN STREET 60M (APPROX.) TO EDITH STREET
<u>ZONE:</u>	TOWNSHIP ZONE (RESIDENTIAL PRECINCT)



### 3.00 INVESTIGATIONS AND CONSULTATION

a) Hardy Town Planning and Consulting	Land Use and Statutory Planning
b) Erscon Consulting Engineers	Engineering
c) Moray and Agnew Lawyers	Legal review and consideration of matters from the Planning Act (2016)
d) Senior Council Officers	Report and Conditions Review

The following background and information was provided to support the application:-

- a) Town Planning Report;
- b) Response to Council's Information Request;
- c) additional reporting and specifications in response to meetings with the Applicant;

### 4.00 KEY ISSUES

The following key issues were identified:-

- a) the non-residential workforce accommodation is proposed to be operated for eighteen (18) months. After this time, all buildings and infrastructure will be removed;
- b) it is proposed to provide on-site water supply (storage tanks) and power supply (generators) for daylight operation and battery storage to be used for night time operation;
- c) an "advanced secondary quality" waste water treatment system and spray area to be provided on-site;
- d) given the temporary nature of the proposal, it is not proposed to amalgamate the six (6) lots into a single lot. It is noted that a common building and infrastructure extends over the common boundaries of the six (6) lots; and
- e) Jubilee Metals Limited as the Applicant / developer will enter into a lease agreement with Tagalaka Aboriginal Corporation as the landowner in relation to the use of the land.

### 5.00 FULL ASSESSMENT OF THE APPLICATION

A full assessment of the application has been provided in the Town Planning Report dated 13 February 2026 and provided separately to Council.

This full assessment incorporates the review of Town Planning matters including the relevant Codes within the Croydon Shire Planning Scheme (2019), engineering matters and legal matters.

Recommended conditions of approval, advice to the Applicant, approval plans and the reasons for the recommendation to approve the application are included in the Town Planning Assessment Report.

## 6.00 MEASURES AND CONDITIONS

The following key measures are to be addressed as part of the recommended conditions of approval:-

- a) impose a time limit on the approved use of eighteen (18) months;
- b) require a covenant over the land to prevent the disposition (sale) of individual lots prior to the end of the time limit on the use;
- c) require the application to provide a rehabilitation and decommissioning plan for the removal of the buildings and infrastructure and return the land to the pre-development state;
- d) require Jubilee Metals Limited to provide Council with a bank guarantee to secure the removal of all buildings and infrastructure and rehabilitation of the site at the end of the approved time limit for the use;
- e) require by conditions of approval that the on-site car park is constructed to an all-weather standard and the extension to Helen Street is constructed to a bitumen standard;
- f) require that the following matters are addressed to mitigate the possible impacts of the use in relation to:-
  - i) noise generated by the use including the operation of the power generator;
  - ii) odours resulting from the operation of the waste water treatment system;
  - iii) stormwater management;
  - iv) emissions including fumes resulting from the operation of the generators; and
  - v) the provision of screen fencing and landscaping.

## 7.00 RECOMMENDATION

That Council approves the Development Permit for Material Change of Use for Temporary Non-resident Workforce Accommodation over land formally described as Lot 12 on MPH15920, Lots 159, 160, 161 and 170 on MPH15915 and Lot 1 on MPH22204 situated at 28, 30, 32 Helen Street and Edith Street, Croydon subject to the following elements within the Town Planning Assessment Report dated 13 February 2026:-

- a) Approved Plans;
- b) Assessment Management Conditions
- c) Advice

## **RESOLUTION**

That the Council approves the Development Permit for Material Change of Use for Temporary Non-Resident Workforce Accommodation as presented.

Moved  
Seconded

All in favour  
Resolution No.

## 6. Officer's Reports

### 6.1 Chief Executive Officer Reports

#### 6.1.1 Council Update

**Subject:** January Information Report

**Attachments:** Nil

**Author:** Chief Executive Officer

**Date:** 13 February 2026

Specific meetings:

- Weekly Northlane regarding roads program
- rPPP meetings continuing
- Hardy Town Planning regarding numerous development applications
- NWQROC meeting – online
- Co-op model for Tyre Recovery – further discussions and presentation in March
- Jubilee development application – discussed – Nathan Cammerman
- Disaster Management – re-supply happened 29 January, over a dozen requests for cattle relocation/fodder drops to date
- Strathmore evacuation – accommodation & meals
- QRA update on current activation
- Airport lighting upgrade and automation
- Flood warning infrastructure.

NWQROC brief:

- North West newspaper
- Special Economic Zone – AEC Group
- Updates from GSD, LGAQ, Ergon, BOM & QRA
- State & Federal delegations dates discussed

Damage to housing stock due to water inundation including CEO house and relocation

Elected Member Update (EMU) proposed for 10 June

Dept Local Government Councillor training session – proposed 11 March

Capex budget item – Landscaping at splash park and pump track – for discussion

**Business Unit:** Croydon WHS Performance Report

**Reporting period:** January 2026

**Author:** Terry Simons

#### **General Update on WHS Management**

##### **WHS Management WHS Management System**

WHS Training program for 2026 has commenced, with training scheduled for First Aid training in February. This program provides valuable life skills for workers and Croydon in general.

Where possible, when organising training for Council workers we are also looking for opportunities for public courses to run in conjunction.

WHS Management System audit scheduled for 18-20 May 2026.

##### **WHS Issues for Escalating**

Reviews are underway for a number of WHS policies that fall due in early 2026. As they are completed, they will be prepared for Council to consider.

#### **RESOLUTION**

That the Council update for January 2026 be confirmed.

Moved  
Seconded

All in favour  
Resolution No.

### **6.1.2 Immunisation Policy Review**

**Subject:** Immunisation Policy Review

**Attachments:** Immunisation Policy Version 2 (proposed – clean and tracked Refer Attachment Number 3 & 4

**Author:** Chief Executive Officer

**Date:** 16 February 2026

#### **Executive Summary**

The Immunisation Policy provides Croydon Shire Council workers with a framework to support their ongoing health and wellbeing through prevention and early intervention of vaccine-preventable illness or disease. It aims to minimise the risk to health and safety of staff exposed to infectious illness risk while at work; ensure the risk of exposing Council customers and members of the public to infectious illness is minimised; and uphold Council's duty of care to ensure all employees at risk of contracting infectious illness are given the opportunity to be appropriately immunised.

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The policy has been updated to align with the *Work Health and Safety Act 2011* (Qld) and *Work Health and Safety Regulation 2011* requirements, the Australian Immunisation Guidelines and advice from Workplace Health and Safety Queensland. Changes are reflected via 'tracked changes' in the attached policy that apply specifically to Croydon and alignment with our policy layout.

### **Recommendation**

That Council adopt the updated version 2 of the above-mentioned Policy, as presented.

### **Background**

The policy was originally adopted by Council on 2 February 2021. This review is overdue and will next be scheduled for 30 January 2027.

### **Consultation (internal/external)**

Chief Executive Officer, Senior Management, all staff, Workplace Health and Safety Queensland and Queensland Health.

### **Relationship to Corporate and Operational Plans**

Corporate Plan 2022-2027

Theme 3 – Corporate Governance and Leadership – 3.2.1 Council applies the principles of accountability, transparency, integrity, leadership and social equity to its decision making and ensures appropriate systems are in place to ensure compliance with these principles.

### **Legislation and related documents**

- Work Health and Safety Act 2011 (Qld)
- Work Health and Safety Regulation 2011 (Qld)
- Vaccine-preventable diseases and immunisation programs Fact Sheet – Workplace Health and Safety Queensland April 2013
- [Australian Immunisation Handbook](#) – Australian Government Department of Health, Canberra

### **Duty of Care**

This policy meets the requirements of the *Work Health and Safety Act 2011* (Qld) and *Work Health and Safety Regulation 2011* (Qld) by upholding Council's legal duty of care, as a Person Conducting a Business or Undertaking (PCBU), to keep staff safe from vaccine preventable illness.

While the WHS Act and Regulation do not specifically cover immunisations against vaccine-preventable diseases, the WHS Queensland fact sheet referenced above provides information on the legal duties (of care) and guidelines on vaccine and immunisation programs.

Additionally, we and other councils have been advised by Workplace Health and Safety Queensland that immunisation cannot be treated as voluntary and still comply with Council's duty of care.

This policy and the immunisation program focus on workers identified as being at risk to infectious illness due to potential hazards in their work-related tasks and relevant work environment and specifically those in high-risk roles, such as Water and Sewage, Childcare and Parks and Gardens, road crews and animal control. Vaccine requirements vary depending on the roles. Low risk roles, such as Administration, HR and Finance generally would not require vaccinations.

The current policy, section 6, states that Council's immunisation program is voluntary and includes the requirement to assess and manage the risks, including where an employee refuse vaccination or are unable to be vaccinated. To align with the legislative requirements and advice from WHS Queensland, the terminology has been changed to read that the program is mandatory.

This relates to the program itself and not vaccinations. Both the current and proposed policies, allow for managing vaccine refusal or where someone is unable to be vaccinated for medical reasons. The revised policy also includes where someone does not respond to vaccination.

The scope of the current policy covers employees and visitors; however, Council's duty of care applies to all workers, defined under the WHS Act as a person who carries out work in any capacity for Council, including work as:

- an employee; or
- a contractor or subcontractor; or
- an employee of a contractor or subcontractor; or
- an employee of a labour hire company who has been assigned to work in the person's business or undertaking; or
- an outworker; or
- an apprentice or trainee; or
- a student gaining work experience; or
- a volunteer; or

a person of a prescribed class.

The scope of the proposed policy has been expanded to cover all workers.

Under the proposed policy, Council's immunisation program would cover costs for employees and volunteers.

Contractors, as a Person Conducting a Business or Undertaking (PCBU), have the same duty of care to their workers and others who may be affected by their activities and should have their own immunisation programs to mitigate their risk.

When carrying out work for Council, they would be required to comply with Council's Immunisation program. Where a contractor or others covered under the definition of a worker are unable or unwilling to be vaccinated, this would be managed under Council's risk management process on a case-by-case basis.

The relevant sections of the WHS Act 2011 are detailed below.

### **1. Under Section 19 (1) WHS Act 2011 - Primary duty of care**

*A person conducting a business or undertaking must ensure, so far as is reasonably practicable, the health and safety of —*

- (a) workers engaged, or caused to be engaged by the person; and*
- (b) workers whose activities in carrying out work are influenced or directed by the person, while the workers are at work in the business or undertaking.*

In compliance with this, the Person in Control of the Business or Undertaking cannot direct a worker to undertake an activity whilst knowing that person or persons are at risk of contracting a communicable disease.

### **2. Under Section 3 (2) WHS Act 2011 – Objects**

*regard must be had to the principle that workers and other persons should be given the - highest level of protection against harm to their health, safety and welfare from hazards and*

*risks arising from work or from particular types of substances or plant as is reasonably practicable.*

This is expanded on in the WHS Regulation 2011, *Section 35 - Management of Risk* which requires the elimination of the risk so far as is reasonably practicable.

Where it is not reasonably practical, *Section 36 - Hierarchy of Control Measures* requires the application of the hierarchy of controls when selecting measures to minimise the risk as far as is reasonably practicable.

### **Legislative and Financial Risks**

A worker contracting a vaccine preventable illness would likely require hospitalisation which, would in turn, require notification to the Regulator.

WHS Queensland have advised that failing to comply the primary duty of care is the main charge faced by business owner or employers (PCBUs). If the requirements covered in *Point 2* above have not been complied with, it would be very difficult to defend a prosecution under the WHS Act.

The penalties that would apply in a successful prosecution would depend on the offence being prosecuted. In a worst-case scenario, the CEO and senior officers, where their conduct causes the death of an individual, and they were found to be negligent, could face an Industrial manslaughter charge which carries a maximum penalty of 20 years imprisonment.

Below this, the penalties range from:

#### **Category 1 Offences**

Serious breaches where a duty holder who recklessly endangers a person to risk of death or serious injury. Offences involving reckless conduct, will be prosecuted in the District Court.

- Corporation: up to \$3 million
- Individual as a person conducting a business or undertaking (PCBU) or an officer: up to \$600,000 / 5 years jail
- Individual e.g. worker: up to \$300,000/ 5 years jail.

#### **Category 2 Offences**

Failure to comply with a health and safety duty or electrical safety duty that exposes a person to risk of death, serious injury or illness. Offences will be prosecuted in the Magistrates Court.

- Corporation: up to \$1.5 million
- Individual as a PCBU or an officer: up to \$300,000
- Individual e.g. worker: up to \$150,000.

#### **Category 3 Offences**

Failure to comply with a health and safety duty or electrical safety duty. Offences will be prosecuted in the Magistrates Court.

- Corporation: up to \$500,000
- Individual as a PCBU or an officer: up to \$100,000
- Individual worker: up to \$50,000

Additionally, failure to comply with a duty of care may also expose Council and its officers to common law action.

Workers who are off work as a result of contracting a vaccine preventable illness while at work may be entitled to workers compensation which may impact Council operations as well as work cover premiums.

### **Policy Implications**

Council's updated Policy and Procedure will be current and in accordance with existing legislation.

### **Work Health and Safety Implications**

Council will demonstrate compliance with the abovementioned legal requirements with this policy change.

### **Financial and Resource Implications**

Negligible.

### **RESOLUTION**

That the Council adopts the updates to the Immunisation Policy as presented.

Moved  
Seconded

All in favour  
Resolution No.

### **6.1.3 Closed Business**

Moved Cr  
Seconded Cr

In accordance with sections 254J(3)(g) of *the Local Government Regulation 2012* the meeting is closed to the public.

All in favour Yes  
Resolution No. 03-01/2026

Moved Cr  
Seconded Cr

In accordance with sections 254J(3)(g) of *the Local Government Regulation 2012* the meeting is open to the public.

All in favour Yes  
Resolution No. 03-01/2026

### 6.1.3.1 Proposed Sale of Council Assets

Moved  
Seconded

All in favour Yes  
Resolution No. 04-01/2026

### 6.1.3.1 Register of Pre-Qualified Suppliers – Provision of Tractor Slasher Contract

Moved  
Seconded

All in favour Yes  
Resolution No. 04-01/2026

### 6.1.3.1 Register of Pre-Qualified Suppliers – Provision of Services Contract

Moved  
Seconded

All in favour Yes  
Resolution No. 04-01/2026

## 6.1.4 Croydon Caravan Park

**Business Unit:** Croydon Caravan Park

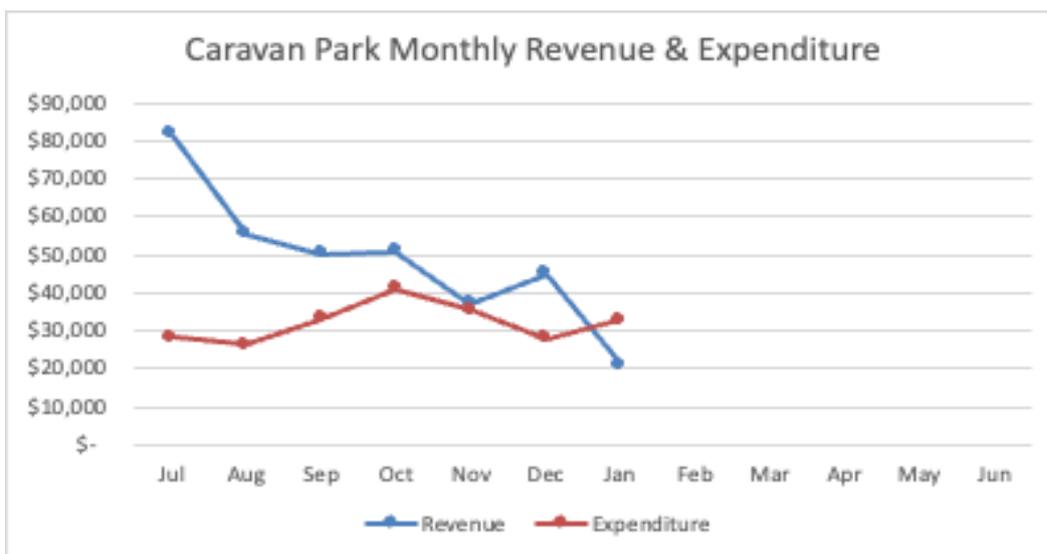
**Reporting period:** January 2026:

**Attachments:** Nil

**Author:** Caravan Park Manager

#### Occupancy Statistical Data:

Number of Guests	October	November
Accessible - 2BR	9	7
Double Cabin	110	69
Family Cabin	57	68
King Single Room	34	24
Powered Site	61	100
Unpowered Site	1	2
<b>Total</b>	<b>564</b>	<b>429</b>



**Note:** Expenditure does not include rates and depreciation expenses.

**Issues/Comments:** Occupancy has remained steady with the previous month although less than the same time last year. This can be attributed to seasonal flooding impacting accessibility to Croydon.

We had the evacuees from the Strathmore come to stay with us this month.

Busy time due to all the rain, maintaining the grounds to keep the park well presented.

We have also started training casual cleaner in some of the basic office tasks with the hope that she can look after the office if the Managers go away at any time prior to commencement of the tourist season.

**RESOLUTION**

That Council accepts the monthly Caravan Park report for the period ending 31 January 2026.

Moved Cr  
Seconded Cr

All in favour Yes/No  
Resolution No.

## 6.1.5 Councillor Conference and Meeting Schedule 2026

Below is a Councillor Conference and Meeting Schedule for 2026. The schedule will be updated monthly to reflect Councillor movements and assist in coordinating travel requirements.

<b>Date</b>	<b>Conference / Meeting</b>	<b>Attendance</b>
19 Feb	Croydon Shire Council Ordinary Meeting	All Councillors
5 March	FNQROC – Cairns	Mayor, Deputy, CEO
5/6 March	NWQROC – Deputation to Brisbane	Mayor
19 March	Croydon Shire Council Ordinary Meeting	All Councillors
25/26 March	Civic Leaders Summit - Brisbane	All Councillors, CEO
31 March/1 April	NWQROC – Deputation to Canberra	Mayor
24 April	NWQROC – Zoom	Mayor, Deputy, CEO
16 April	Croydon Shire Council Ordinary Meeting	All Councillors
7 May	FNQROC - Cairns	Mayor, Deputy, CEO
6/7 May	NWQROC - Brisbane	Mayor, Deputy, CEO
21 May	Croydon Shire Council Ordinary Meeting	All Councillors
26-28 May	Bush Council Convention Longreach	All Councillors
5 June	NWQROC - Zoom	Mayor, Deputy, CEO
18 June	Croydon Shire Council Ordinary Meeting	All Councillors
2 July	FNQROC – Cairns	Mayor, Deputy, CEO
3 July	NWQROC – Zoom	Mayor, Deputy, CEO
16 July	Croydon Shire Council Ordinary Meeting	All Councillors
12/13 Aug	NWQROC - TBC	Mayor, Deputy, CEO
20 Aug	Croydon Shire Council Ordinary Meeting	All Councillors
3 Sept	FNQROC – Port Douglas	Mayor, Deputy, CEO
4 Sept	NWQROC – Zoom	Mayor, Deputy, CEO
17 Sept	Croydon Shire Council Ordinary Meeting	All Councillors
15 Oct	Croydon Shire Council Ordinary Meeting	All Councillors
19 Oct	NWQROC - Cairns	Mayor, Deputy, CEO
19 -21 Oct	LGAQ Annual Conference Cairns	All Councillors
5 Nov	FNQROC – Cairns	Mayor, Deputy, CEO
6 Nov	NWQROC – Zoom	Mayor, Deputy, CEO
19 Nov	Croydon Shire Council Ordinary Meeting	All Councillors
2/3 Dec	NWQROC – TBC	Mayor, Deputy, CEO
18 Dec	Croydon Shire Council Ordinary Meeting	All Councillors

## **6.2 Infrastructure Managers Report**

### **6.2.1 Infrastructure Report**

**Business Unit:** Infrastructure Department  
**Reporting Period:** January 2026  
**Attachments:** Nil  
**Author:** George Coxhead – Depot Manager

#### **Main Roads**

##### **2024-2026 Road Maintenance Performance Contract (RMPC)**

- Routine maintenance and regular inspections ongoing.

#### **DRFA Works**

- Northlane have completed drafting submissions in MARS for the 24/25 event. \$28,011,915.81 approved by QRA to date, \$7,392,863.49 lodged awaiting approval. Northlane will return to pick up the 2025/2026 damage to local road network when roads are more accessible

#### **Shire Roads**

##### **DRFA**

- Council crews are currently assessing the roads, picking up Emergency Works as they go as far out as they can.

##### **Transport Infrastructure Development Scheme (TIDS)**

- Application approved by the RRG TC for a further 3km of Richmond Road to be stabilised and sealed (CH 154.97 – CH157.97). Works to be completed before 30 Jun 2026.

#### **Shire Roads Upgrades**

- Town roads – ongoing.
- Drainage works - require attention in areas that are inundated with water from heavy falls.

#### **Reseals**

- Staff are considering sections for re-seal under the 2025-26 budget and will align works with the sealing of town streets, airport reseal and Claraville road re-alignment – ongoing.

#### **Water and Town Infrastructure**

##### **Town crew for the month have completed:**

- Maintenance of all parks and gardens when weather has permitted.
- Preparation of facilities for hire/training

## **Water**

- All sampling has been completed with no issues.
- Minor water leaks were attended to promptly.
- Request for quotes sent to complete works at WTP, which will make the plant partially automated.
- Works Area 3 – Alldridge Street water main upgrade – tenders submitted, paperwork/contracts to be finalised early February.

## **Plant**

- Replacement of two UD trucks (531 & 532) – new vehicles are currently at Rydweld being fitted with bull bars, etc.
- Quotes being sort for new Corolla to replace the Yaris

## **Tenders for release**

- Tenders and requests for quotes are being prepared for the new budget...

## **Proposed Works Scheduled**

- Shire Roads DRFA Emergency Works.
- Shire Roads DRFA REPA Works.
- Emergency Works on 92B – Croydon-Georgetown Road.
- Capital budget planning.

## **RESOLUTION**

That Council accepts the Infrastructure Department information report as presented.

Moved Cr  
Seconded Cr

All in favour Yes/No  
Resolution No.

## **6.3 Community, Tourism and Marketing Reports**

### **6.3.1 Community, Tourism and Marketing Reports**

**Business Unit:** Community, Tourism and Marketing

**Attachments:** Nil

**Reporting period:** January 2026

**Author:** Grace Owen - Acting Director Community, Tourism and Marketing

<b>Tourist Numbers:</b>	<b>January 2026</b>	<b>January 2025</b>
Total Tourists	26	7
Racecourse Rest Campers	2	4
Buses	0	0
Overseas travellers	0	4
Free Walking Tour	0	-

Tourism staff have been busy doing jobs that don't get done throughout the year.  
Bollards installed in front of the Bank of NSW  
Chronicle project – Tourism Officers working at the Cemetery checking sites to ensure records match

### **Staff**

Director Community, Tourism and Marketing on leave 21/01/2026 to 16.02.2026. Community Support Officer on higher duties during that time.

### **Library:**

Four iPads and four laptops have now been ordered for the library funded by the SLQ Digital Starter Grant. These will be utilised to do more online digital programs/workshops for the community plus the iPads will be handy for the trivia nights.

### **Library Statistics: January**

- 119 library visits/enquiries/transactions
- 33 library loans/renewals
- No new library memberships

### **Funerals:**

There were no funerals in January

### **Swimming Pool:**

Stats: 148 January 2026

- Pool attendant took three days off. 2<sup>nd</sup> Pool attendant is cut off from Croydon for wet season, so pool closed for those days.
- During school term the pool will be open from 2:30pm to 6:00pm, Monday to Friday and 12:00pm to 5:00pm Saturday and Sunday. School utilising pool for swimming lessons.

### **Gym:**

Statistics for Gym January

- 87 people attended.
- 7 New members.

### **Jan. Events:**

- Australia Day well attended with six award recipients honoured for their contributions to the community. The event was moved to the Rodeo Shed due to standing water around the shelter on Rec grounds. Cricket was cancelled due to rain.

### **Upcoming Events:**

- Trivia night
- Valentine's Day community markets

## **RESOLUTION**

That Council accepts the Community, Tourism and Marketing information report as presented.

Moved Cr  
Seconded Cr

All in favour Yes/No  
Resolution No.

### **6.3.2 Childcare Report**

**Business Unit:** Croydon Childcare Centre  
**Reporting Period:** January 2026  
**Attachments:** Nil  
**Author:** Cheyenne Freeman – Acting Director of Childcare

<b>Attendance figures/statistics:</b>	
Long Day Care Non-Kindy Days	14 Children (1y, 5m– 4y)
Long Day Care Kindy Days	12 Children (1y, 5m– 4y)
After School Care	6 Children (4m – 6y)
Vacation Care	4 Children (5 – 10y)

<b>Reporting period December 2025 – January 2026</b>	<b>Number of children attending per day</b>					<b>Average per day</b>
	<b>Mon</b>	<b>Tues</b>	<b>Wed</b>	<b>Thurs</b>	<b>Fri</b>	
<b>CLOSED 19/12/25 – 18/01/26</b>						
19/01/26 – 23/01/26	15	15	16	12	RDO	14
26/01/26 – 30/01/26	11	13	12	9	9	11

#### **Major activities this reporting period**

- First Five Forever ceased from the week of the 01/12/2025, due to start back in February 2026.
- Vacation Care offered between 08/12/25 – 23/01/26 .
- January 2026 Educational Leader resigned and will continue as casual staff, currently have relief staff to fill in and relieve lunches at the Centre until further notices.
- Booking has decreased due to eight children now transitioning to the school setting for Kindy Program five days per fortnight, remaining families however have increased their child's bookings. Non-Kindy days are busy with up to 16 bookings between the three sessions: Morning Session, Full Day and After School Care .
- Early Childhood Teacher online has resumed collaborating with the Centre in regard to the Program and Planning.
- Acting-Director and Xplor Officers has completed and finalised tasks to transition from QikKids to Xplor – (We are now using Xplor for all childcare related bookings and CCS as of February 2026).
- Quality Improvement Plan completed for 2025 and the 2026 Quality Improvement Plan is now available for staff to contribute to.

- Refinements to the National Quality Standards commenced on 1 January 2026, and information has been relayed onto childcare staff in regard to ensure a Child Safe Environment, Child Safe Guides to be reviewed to ensure Centre is in compliance with the NQF.
- Looped-style fencing removed from the Centre to minimize the risk of entrapment dangers for children in care.
- Children and staff files have been reviewed and updated.
- Families swipe cards to access the Centre are being reprogrammed for the year, the door locking system will commence starting February 16.

#### **Activities/reporting scheduled**

- Educators support children in settling back into care and adjusting to transitioning between the School and Childcare Setting.
- Children engaged in celebrating Australia Day activities through a range of art and craft activities at the Centre.
- Children build knowledge in regard to sustainable practices through reusing, recycling and reducing through engaging in creative experience such as collaging sea animals, sorting natural and processed materials and discussion relating to how to care for our planet.
- Children engaged in activities that encourage fine motor development including cutting and collaging, experimenting with mark-making, modelling playdough using a range of different tools, tipping and pouring, exploring paints and painting tools, sand drawing etc.
- Children engage in physical activities that focus on developing larger muscle groups including physical activities of running, group games such as what's the time Mr Wolf, bike and scooters rides etc.
- Children engaged in excursions to the park for afternoon tea and to farewell Educational Leader.

#### **RESOLUTION**

That Council accepts the Childcare information report as presented.

Moved Cr  
Seconded Cr

All in favour Yes/No  
Resolution No.

## **6.4 Corporate Services Reports**

### **6.4.1 Finance Report**

**Attachments:** Financial Report Summary 2025-2026  
Refer Attachment Number 5

**Author:** Tony Brett – Director & Principal Consultant - Shave & Brett P/L

**Date:** 10 January 2026

#### **Executive Summary**

The financial report as of 31 January 2026 which summarises the financial performance and financial position is presented to Council.

## **Recommendation**

That Council receives the monthly financial report for the period ending 31 January 2026.

### **Financial Report:**

The financial report compares actual performance to date with the Council's adopted 2025-2026 budget and provides information, any budget variances, or financial risks/concerns.

Financial information provided in this report comprises of:

1. Summary of the Statement of Comprehensive Income (Profit & Loss) provides the total revenue versus expenditure which gives the operating result.
2. Statement of Financial Position (Balance Sheet) discloses the net community equity of Council, which represents its wealth as measured by total assets less liabilities.
3. Summary of Cash Position i.e., how much cash is held in Council's bank account or invested in QTC (Queensland Treasury Corporation).
4. Capital Works program expenditure report (please refer attachment).

## **RESOLUTION**

That Council accepts the monthly financial report for the period ending 31 January 2026.

Moved Cr  
Seconded Cr

All in favour Yes/No  
Resolution No.

## **6.4.2 Midyear Budget Review Report**

<b>Business Unit:</b>	Corporate Services
<b>Reporting Period:</b>	January 2026 (10 February 2026)
<b>Attachments:</b>	Amended Budget 2025-26 and Long Term Financial Forecast Refer Attachment Number 6  Amended 2025-26 Capital Works Schedule Refer Attachment Number 7
<b>Author:</b>	Tony Brett – Director & Principal Consultant - Shave & Brett P/L

### **Executive Summary**

This report presents the Mid-Year Budget Review for the 2025-26 financial year. The review proposes amendments to the adopted budget to reflect updated information, revised project timelines, and changes in funding assumptions. Overall, the amended budget remains consistent with Council's financial strategy and long-term sustainability objectives.

### **Recommendation**

That Council receives the 2025-26 Mid-Year Budget Review and adopts the amended budget and long term financial forecast as presented.

## Report:

Council adopted the 2025-26 Budget at its meeting on 18 June 2025. In accordance with sound financial management practices, a mid-year review of the budget has been undertaken to assess actual financial performance to date and to update budget estimates for the remainder of the financial year. This review incorporates year-to-date results, revised forecasts, and known changes in operational and capital activities.

The proposed amended budget reflects a number of material changes since adoption of the original budget, including variations to operating and capital programs. The key changes include:

- adjustments to operating revenue and expenditure forecasts based on year-to-date performance.
- re-profiling of capital expenditure to align with revised project delivery schedules; and
- updates to grant funding to reflect confirmed approvals and timing changes.

A summary of the net budget movements is as follows:

	Original Budget 2025/26 \$000	Amended Budget 2025/26 \$000	Net Adjustment \$000	Comment
<b>Income</b>				
<b>Revenue</b>				
<b>Recurrent Revenue</b>				
Rates, Levies and Charges	1,005	1,005	-	
Fees and Charges	513	610	97	Additional income from planning fees, caravan park, and childcare fees.
Rental Income	183	214	31	Additional income from staff housing.
Interest Received	1,403	1,403	-	
Other Income	32	97	65	Additional revenue from insurance recovery.
Recoverable Works	16,461	16,461	-	
Grants, Subsidies, Contributions and Donations	7,567	7,590	23	Reduction in Childcare Subsidy offset by additional grants for Disaster Management, Community Services, and Employment subsidies.
<b>Total Operating Revenue</b>	<b>27,163</b>	<b>27,380</b>	<b>217</b>	
<b>Expenses</b>				
<b>Recurrent Expenses</b>				
Employee Benefits	7,248	7,248	-	
Materials and Services	16,810	16,932	122	Additional expenses for procurement and town planning support.
Finance Costs	38	38	-	
Depreciation expenses	2,976	2,976	-	
Amortisation of Right-of-Use Assets	-	-	-	
<b>Total Operating Expenses</b>	<b>27,071</b>	<b>27,193</b>	<b>122</b>	
<b>Net Operating Outcome</b>	<b>92</b>	<b>187</b>	<b>95</b>	Net increase in operating surplus of \$95k
<b>Capital Revenue</b>				
Grants, Subsidies, Contributions and Donations	6,918	7,115	197	Reallocation of plant sales offset by additional grant for aerodrome upgrade
Profit/(Loss) on sale of asset	-	-	-	
	<b>6,918</b>	<b>7,115</b>	<b>197</b>	
<b>NET RESULT</b>	<b>7,010</b>	<b>7,302</b>	<b>292</b>	

The amended budget results in a revised operating position that remains consistent with Council's financial management principles. Cash balances are expected to remain at prudent levels, and Council's financial sustainability indicators are above the target for each ratio.

The revised Capital Works listing with a net reduction of \$231k is at Attachment 2 for Council's information with the changes incorporated into the Budgeted Statement of Cash Flows. The bulk of the works program remains largely unchanged with the following items to note:

- New projects for the replacement of failed air conditioners in the Matron Morrow Library (\$18k), replacement of the Toyota Yaris (\$36k) and Pest Control vehicle (\$201k).
- Increases to the budget for the Residential Switch Upgrade (\$4k) and Electronic Sign (\$17k) to reflect quoted costs.
- The deferment of the replacement of two trailers as they are still in good working condition (total \$180k).
- Deferment of two thirds of the Enterprise Software Update to the 2027 financial year to reflect updated timing (\$200k).
- Several water infrastructure projects have been combined to reflect the common nature of the work to be undertaken.

The Budgeted Statement of Financial Position has been updated to reflect the updated balances for the changes noted above. Adjustments to the Right of Use Assets and Lease Liabilities have also been made to reflect the hand back of the rollers which were under lease.

### **RESOLUTION**

That Council Notes the Mid-Year Budget Review for the 2025-26 Financial Year; and adopts the amended 2025-26 Budget and Long-term financial forecast, as presented.

<p>Moved Cr Seconded Cr</p> <p>All in favour Yes/No Resolution No.</p>
--

### **6.4.3 Corporate Services Manager’s Report**

**Business Unit:** Corporate Services  
**Reporting Period:** January 2026 (16 February 2026)  
**Attachments:** Nil  
**Author:** Chief Executive Officer

#### **Human Resources**

<b>New Starters/Offers – January 2026</b>	<b>New Starters/Offers – February 2026 onwards</b>
Parks and Gardens Labourer - Casual Trades Assistant - Casual	Procurement Officer – commencing 3 March
<b>Resignations January 2026</b>	<b>Resignations February 2026</b>
Childcare Educator Director of Infrastructure Temp. Admin Officer	Nil

<b>Current/Upcoming Vacancies</b>	
<b>Position</b>	<b>Notes</b>
Director Childcare - FT	Offer made, candidate withdrew, readvertised now closing 9 March 2026. Interview 18/2/26.
Traineeship Opportunities	3 opportunities – readvertised, expanded network – no close date.
Admin/Reception- FT	Offer made, candidate withdrew, readvertised – closing 26 February
Director Infrastructure	Applications closed 12 February.

### **Employee Assistance Program**

- Monthly updates/newsletters issued.

### **Information Technology**

- Systems operating to satisfactory levels for January 2026
- Enterprise System – To go to Tender.
- IT Managed Service provider – Tenders closed 9 February 2026, evaluation commenced.
- IT Upgrades for Windows 10 End of Life and installation of new devices successfully rolled out and completed.

### **Records Management**

- Records continue to be updated as required.
  - 140553 records in BCS (Business Classification Scheme) and Data works libraries
  - 33777 in other libraries
  - 618 new registrations into BCS – December 2025

### **Local Disaster Management Group**

- LDMG meeting held 30 January 2026.
- North West Queensland Weather Event
  - LDMG moved to Alert status 01 January 2026, currently on 'Stand Down'
  - Extended closures of Gilbert River Bridge – Gulf Developmental Rd and local roads
  - Resupply Croydon successfully completed on 29 January.
  - Gilbert River Bridge reopened on 30 January with a speed limit to 40km.
  - Water from recent event continues to challenge the Shire and roads West to Normanton opened on 14 Feb to 4wd and Heavy Vehicles only.

### **Return to Work/Rehabilitation**

- 0 new claim

### **QGAP**

- Functioning in line with expectations

## Staff Housing

- Current vacancies - NIL
  - 50 Samwell St (allocated)
  - 45 Mabel St – Renovations almost completed. (Has been allocated)
  - 47 Mabel St (allocated)
  - 78 Sircom St – Insurance assessor has been and assessed sewerage water damages. (allocated once repairs are completed)
  - 3 x new houses. (allocated)

## Information Privacy/Right to Information

- No new requests or changes

## **RESOLUTION**

That Council accepts the Corporate Services monthly information report as presented.

Moved Cr  
Seconded Cr

All in favour Yes/No  
Resolution No.

## 6.4.4 Corporate Plan

**Subject:** Corporate Plan  
**Attachments:** Draft Corporate Plan  
Refer Attachment Number 8  
**Author:** Chief Executive Officer  
**Date:** 16 February 2026

### Summary

Croydon Shire Council's Proposed Corporate Plan 2026-2030

## **RESOLUTION**

That Council review and adopt the Corporate Plan as presented.

Moved Cr  
Seconded Cr

All in favour Yes/No  
Resolution No.

## **7. Matters of which notice has been given.**

Cr Evans wishes to raise the following:

- Clara River
- Local Roads
- Flood Cameras

## **8. Business which the Mayor wishes to have considered at the meeting without notice.**

## **9. Meeting Close**

The meeting closed at \_\_\_\_\_



# **Croydon Shire Council**

**Unconfirmed Minutes**

**Ordinary Meeting 22 January 2026**

**Croydon Shire Council**



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<b>9. Meeting Close .....</b>	<b>7</b>

The meeting commenced at 9:38am.

## **1. Attendance**

Cr TJ Pickering (Chair)

Cr J Evans

Cr AL Pickering

Cr LH Pickering

Cr W Bing Chew

Jacqui Cresswell – Chief Executive Officer

Janette Neander – Office Manager/Executive Assistant

## **2. Attendance by audio link or audio-visual link**

Nil.

## **3. Apologies**

Nil.

## **4. Confirmation of Minutes**

Moved Cr J Evans

Seconded Cr LH Pickering

That the minutes of the Ordinary Meeting held 12 December 2025 be confirmed.

All in favour Yes

Resolution No. 01-01/2026

## **5. Business arising from Minutes of previous meeting.**

### **5.1 Jubilee Metals & Wren Constructions Planning Development Applications**

#### Action Item

Responses received from both parties to our request for information, awaiting detailed report from engineering and town planner.. CEO to present report at February Council Meeting.

## 6. Officer's Reports

### 6.1 Chief Executive Officer Reports

#### 6.1.1 Council Update

Moved Cr TJ Pickering  
Seconded Cr AL Pickering

That the Council Update for December 2025 be received.

All in favour Yes  
Resolution No. 02-01/2026

#### 6.1.2 Closed Business – Proposed Sale of Council Assets

Moved Cr J Evans  
Seconded Cr TJ Pickering

In accordance with sections 254J(3)(g) of *the Local Government Regulation 2012* the meeting is closed to the public.

All in favour Yes  
Resolution No. 03-01/2026

Moved Cr TJ Pickering  
Seconded Cr AL Pickering

That the meeting is open to the public

All in favour Yes  
Resolution No. 04-01/2026

No motion was moved for the closed Business.

#### Action Item

Ceo to investigate further and report back to February Meeting.

#### 6.1.3 Croydon Caravan Park

Moved Cr J Evans  
Seconded Cr AL Pickering

That the Caravan Park Report for December 2025 be received.

All in favour Yes  
Resolution No. 05-01/2025

## **6.2 Infrastructure Managers Report**

### **6.2.1 Infrastructure Report**

#### Action Item:

Infrastructure Manager to investigate the road behind the school and also flood cameras.

Moved Cr LH Pickering  
Seconded Cr W Bing Chew

That the Infrastructure Managers Report for December 2025 be received.

All in favour Yes  
Resolution No. 06-01/2026

#### Adjournment

The meeting adjourned for morning tea at 10:43am.

The Meeting resumed at 11:20am.

## **6.3 Community, Tourism and Marketing Managers Report**

### **6.3.1 Community, Tourism and Marketing Report**

Moved Cr J Evans  
Seconded Cr LH Pickering

That the Community, Tourism and Marketing Report for December 2025 be received.

All in favour Yes  
Resolution No. 07-01/2026

### **6.3.2 Childcare Report**

No childcare report was submitted before closing in December 2025.

### **6.3.3 Australia Day Aware Nominees**

Cr AL Pickering declared a material personal interest in item 6.3.3 (as defined in section 172 of the Local Government Act 2009) due to her personal relationship and proposed to exclude herself from the meeting while this matter is discussed and the vote is taken.

#### Attendance

Cr AL Pickering left the room at 11:28am.

Cr J Evans declared a material personal interest in item 6.3.3 (as defined in section 172 of the Local Government Act 2009) due to his personal relationship and proposed to exclude himself from the meeting while this matter is discussed and the vote is taken.

### Attendance

Cr J Evans left the room at 11:32am.

### Attendance

Cr AL Pickering and Cr J Evans entered the room at 11:36am

Moved Cr LH Pickering  
Seconded Cr W Bing Chew

That Council accepts the nominations of the Australia Day Award Recipients.

All in favour Yes  
Resolution No. 08-01/2026

### Attendance

Stephen Frost, Manager of Corporate Services, entered the room at 11:37am.

## **6.4 Corporate Services Manager's Reports**

### **6.4.1 Finance Report**

Moved Cr J Evans  
Seconded Cr LH Pickering

That the Finance Report for the period ending 31 December 2026 be received.

All in favour Yes  
Resolution No. 09-01/2026

### **6.4.2 Operational Plan 2025-2026 – 1<sup>st</sup> Quarter Review**

Moved Cr J Evans  
Seconded Cr TJ Pickering

That Council receives the 2025-2026 Operational Plan 1<sup>st</sup> Quarterly review for the period ending 31 December 2025.

All in favour Yes  
Resolution No. 10-01/2026

### **6.4.3 Corporate Services Managers Report**

Moved Cr TJ Pickering  
Seconded Cr W Bing Chew

That the Corporate Services Monthly Report for December 2025 be received

All in favour Yes  
Resolution No. 11-01/2026

#### **6.4.4 Immunisation Policy Review**

Moved Cr LH Pickering  
Seconded Cr AL Pickering

Council refused to adopt the Immunisation Policy as presented.

All in favour Yes  
Resolution No. 12-01/2026

#### Action Item

Amended Immunisation Policy to be presented to staff for consultation and WHS Advisor to present back to the February Meeting.

Stephen Frost, Manager of Corporate Services, left the room at 12:30pm.

#### **7. Matters of which notice has been given.**

Cr Evans raised discussion on Roads, Flood Cameras, Depth Markers, Road Report Updates on Council Website.

#### **8. Business which the Mayor wishes to have considered at the meeting without notice.**

Nil

#### **9. Meeting Close**

The meeting closed at 12:45pm.

---

**Cr TJ Pickering**

**Mayor**



1 Aerial Site & Locality Plan  
1:500

**SUSTAINABLE BUILDING REQUIREMENTS FOR CLASS 1 BUILDINGS**

**Acceptable Solutions:**  
**Shower Floors:**  
 Shower Floors to be AAA rating when assessed against AS/NZ 6400:2004 or as star rating under the Water Efficiency Labelling Scheme (WELS).

**Water Supply:**  
 In a service area for retail water service under the Water Act 2000, the water supplied to a new Class 1 building does not exceed pressure levels set out in AS/NZ 3550:1:2002 and if the main water pressure exceeds or could exceed 500 Kpa, a water pressure limiting device is installed to ensure that the maximum operating pressure at the outlet within boundaries of the property does not exceed 500 Kpa.

**Volume of Water used in Toilet:**  
 In a new Class 1 building, toilet cisterns have dual flush capability that does not exceed 4.5 litres on full flush and 3 litres on half flush.

**Energy Efficiency Lighting:**  
 In a new Class 1 building, fluorescent lights or compact fluorescent lights (CFLs) are used in 80% of the total area of all rooms. The total area to include the floor area of the garage, where the garage is associated with the Class 1 building. Air conditioning systems must have an Energy Efficiency Rating of at least 2.9

**Hot Water System:**  
 In a new Class 1 building, a hot water supply is provided by:  
 (a) Solar hot water system, or  
 (b) A gas hot water system with a five star energy rating, or  
 (c) A heat pump system.

**GENERAL NOTES**

1. Refer any discrepancy to designer for written instructions.
2. All work to be in accordance with the B.C.A. Class 1 & 10.
3. Plumbing & Drainage to comply with AS/NZS 3500.
4. Footings to comply with AS 2870.
5. Cladding to comply with AS 1288, AS 2047
6. Cold formed steel to comply with AS/NZS 4600.
7. Timber framing to comply with AS 1684.3:2021.
8. Termitic treatment: Timber to be preservative treated (I.O.S.P.) in accordance with AS 3660.1 - 2014.
9. Stormwater to be discharged to council regulations.
10. All structural fixed bolts, nuts and washers to be hot dipped galvanized.
11. Confirm all journey fit-out details with proprietor prior to construction.

**Property Description**

Lot 156, 159, 160, 161, 170 - on MPH 15915  
 Lot 12 on MPH 15920  
 Locality - Croydon  
 Croydon Shire Council  
 Area of Land - 7x1012 = 5060 sq m  
 Building Classification Class 1b  
 Building Area - sq m  
 Flood overlay Not applicable  
 Bushfire Overlay Not applicable

TAKE FIGURED DIMENSIONS IN PREFERENCE TO SCALED  
 IF IN DOUBT ASK !!  
 All work must be in accordance with Local Authority By-laws and the Building Construction Code of Australia.  
 The Builder should verify all dimensions on site before commencing any work.

A.B.N. No. 16 010 600 321

Max Slade Designs Pty. Ltd.  
 48/44 La. No. 458470  
 Builder - Low Rise  
 Building Designer - Medium Rise  
 Phone 07 40 91 2099  
 maxslade@bigpond.net.au  
 Business Street  
 Glenmore 4882  
 maxslade@bigpond.net.au

Revisions  
 Client

**Tagalaka  
 Aboriginal  
 Coporation**

Project

**Workers  
 accomodation**

Address

**Helen Street  
 Croydon**

No.	Description	Date
A -	DA Issue	14 11 2025
B -	DA Issue - Wastewater Irrigation area amended	14 11 2025
C -	RFI additions	19 01 26
D -	RFI additional information	04 02 26

Project number **M25 - 5082**  
 Date **November 2025**  
 Drawn by **Max Slade**  
**4/02/2026 5:02:35 AM**  
 Scale **1 : 500**

**SITE PLAN**

Sheet No. **A101** Rev **D**

TAKE FIGURED DIMENSIONS IN PREFERENCE TO SCALED DIMENSIONS ON SHEETS COMMENCING ANY WORK.  
 All work must be in accordance with Local Authority By-laws and the Building Construction Code of Australia.

MAX SLADE DESIGNS  
 Max Slade Design Pty. Ltd.  
 48/44 La. St. #10/17  
 Boulder - Low Rise  
 Building Approval - Medium Rise  
 Phone 07 40 91 2099  
 maxslade@bigpond.net.au

Revisions  
 Client

**Tagalaka Aboriginal Coporation**

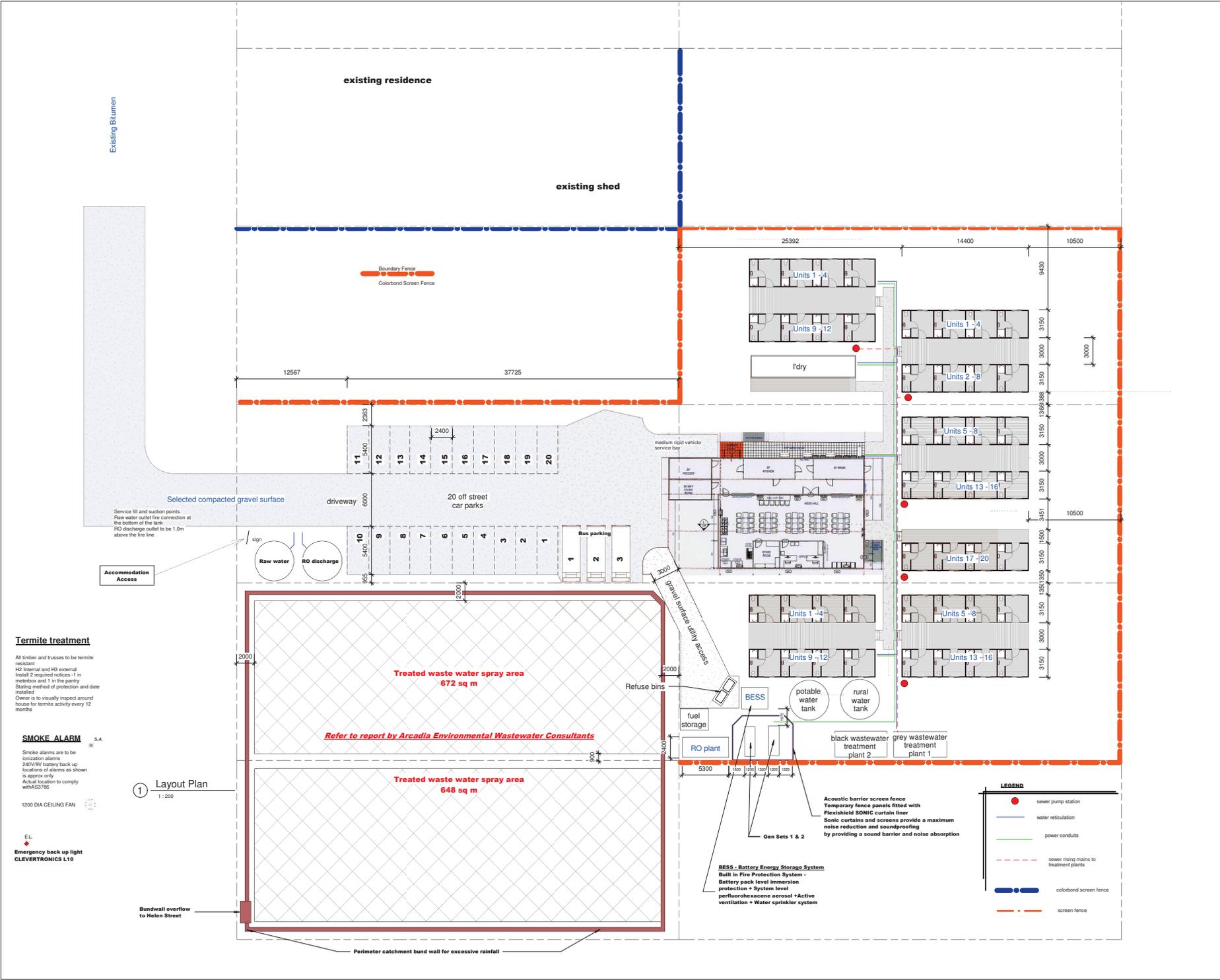
Project  
**Workers accomodation**

Address  
**Helen Street Croydon**

No.	Description	Date
A -	DA Issue	14 11 2025
B -	DA Issue - Wastewater Irrigation area amended	14 11 2025
C -	RFI additions	10 01 26
D -	RFI additional information	04 02 26

Project number **M25 - 5082**  
 Date **November 2025**  
 Drawn by **Max Slade**  
**4/02/2026 7:23:59 AM**  
 Scale **1 : 200**

**LAYOUT PLAN**  
 Sheet No. **A102** Rev **D**



**Termite treatment**  
 All timber and trusses to be termite resistant  
 142 internal and 143 external  
 install 2 required notices - 1 in meterbox and 1 in the pantry  
 Slating method of protection and date installed  
 Owner is to visually inspect around house for termite activity every 12 months.

**SMOKE ALARM** S.A.  
 Smoke alarms are to be ionization alarms  
 240V/9W battery back up  
 locations of alarms as shown is approx only  
 Actual location to comply with AS3786  
 1200 DIA CEILING FAN

**Emergency back up light**  
**CLEVERTRONICS L10**

1 Layout Plan  
 1 : 200

Bundwall overflow to Helen Street

Perimeter catchment bund wall for excessive rainfall

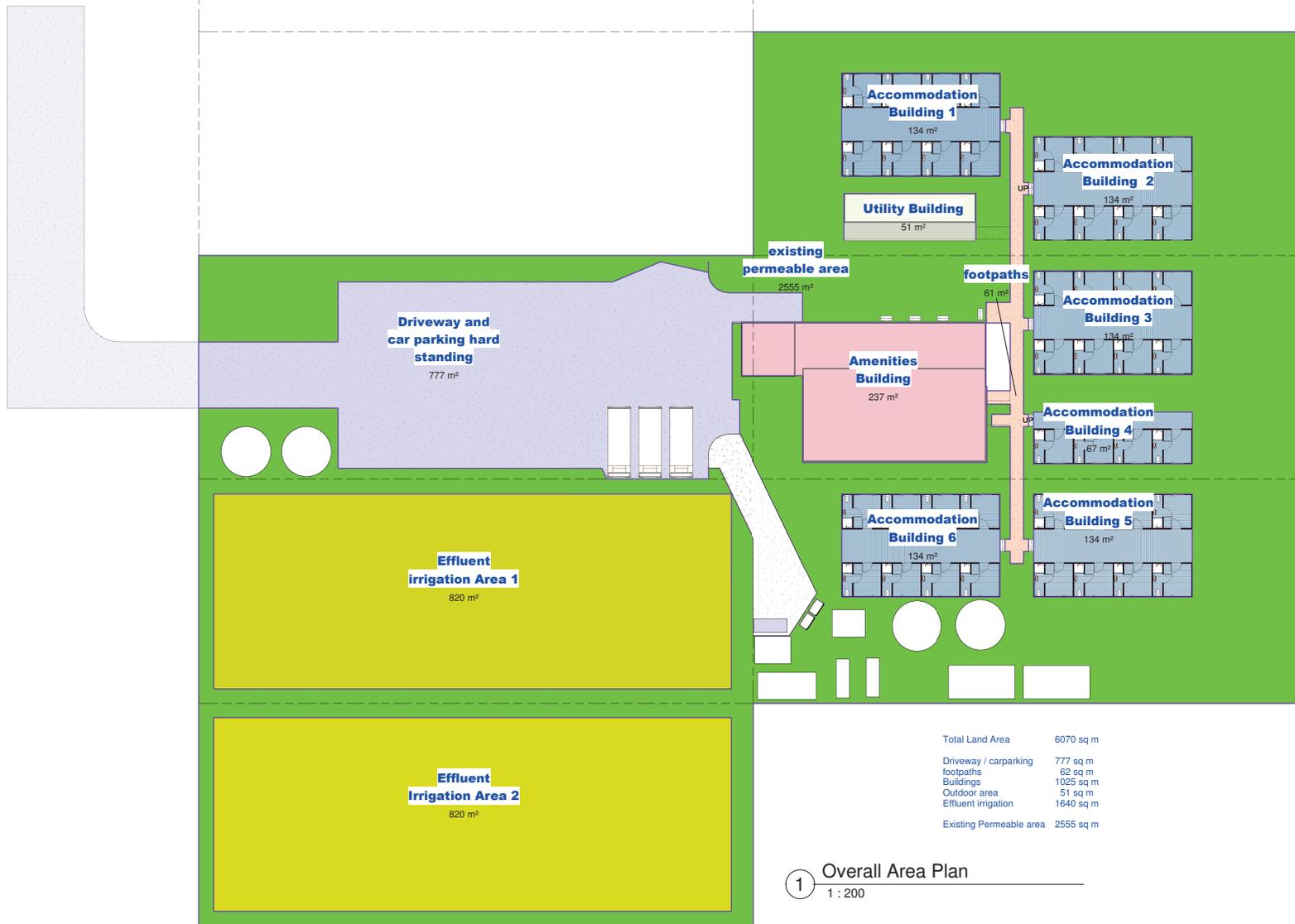
TAKE FIGURED DIMENSIONS IN PREFERENCE TO SCALED P. IN DOUBT ASK !!  
 All work must be in accordance with Local Authority By-laws and the Building Construction Code of Australia.

The Builder should verify all dimensions on site before commencing any work.

A.S.N. No. 16 010 000 001



Max Slade Designs Pty. Ltd.  
 6084 Co. No. 458470  
 Builder - Low Rise  
 Building Supervisor - Medium Rise  
 Phone 07 40 91 2099  
 maxslade@bigpond.net.au  
 Business Street  
 Altonville 4802  
 maxslade@bigpond.net.au



Total Land Area	6070 sq m
Driveway / carparking	777 sq m
footpaths	62 sq m
Buildings	1025 sq m
Outdoor area	51 sq m
Effluent irrigation	1640 sq m
Existing Permeable area	2555 sq m

1 Overall Area Plan  
 1 : 200

Revisions  
 Client

**Tagalaka  
 Aboriginal  
 Corporation**

Project

**Workers  
 accomodation**

Address

**Helen Street  
 Croydon**

No.	Description	Date
A -	DA Issue	14 11 2025
B -	DA Issue - Wastewater Irrigation area amended	14 11 2025
C -	RFI additions	10 01 26
D -	RFI additional information	04 02 26

Project number **M25 - 5082**

Date **November 2025**

Drawn by **Max Slade**

**4/02/2026 5:05:47 AM**

Scale **1 : 200**

**Overall Areas Plan**

Sheet No. **A111** Rev **D**

TAKE FIGURED DIMENSIONS  
IN PREFERENCE TO SCALED  
DIMENSIONS  
IF IN DOUBT ASK IT!  
All work must be in accordance  
with local Authority By laws and the Building Construction  
Code of Australia.

The Builder should verify all  
dimensions on site before  
commencing any work.

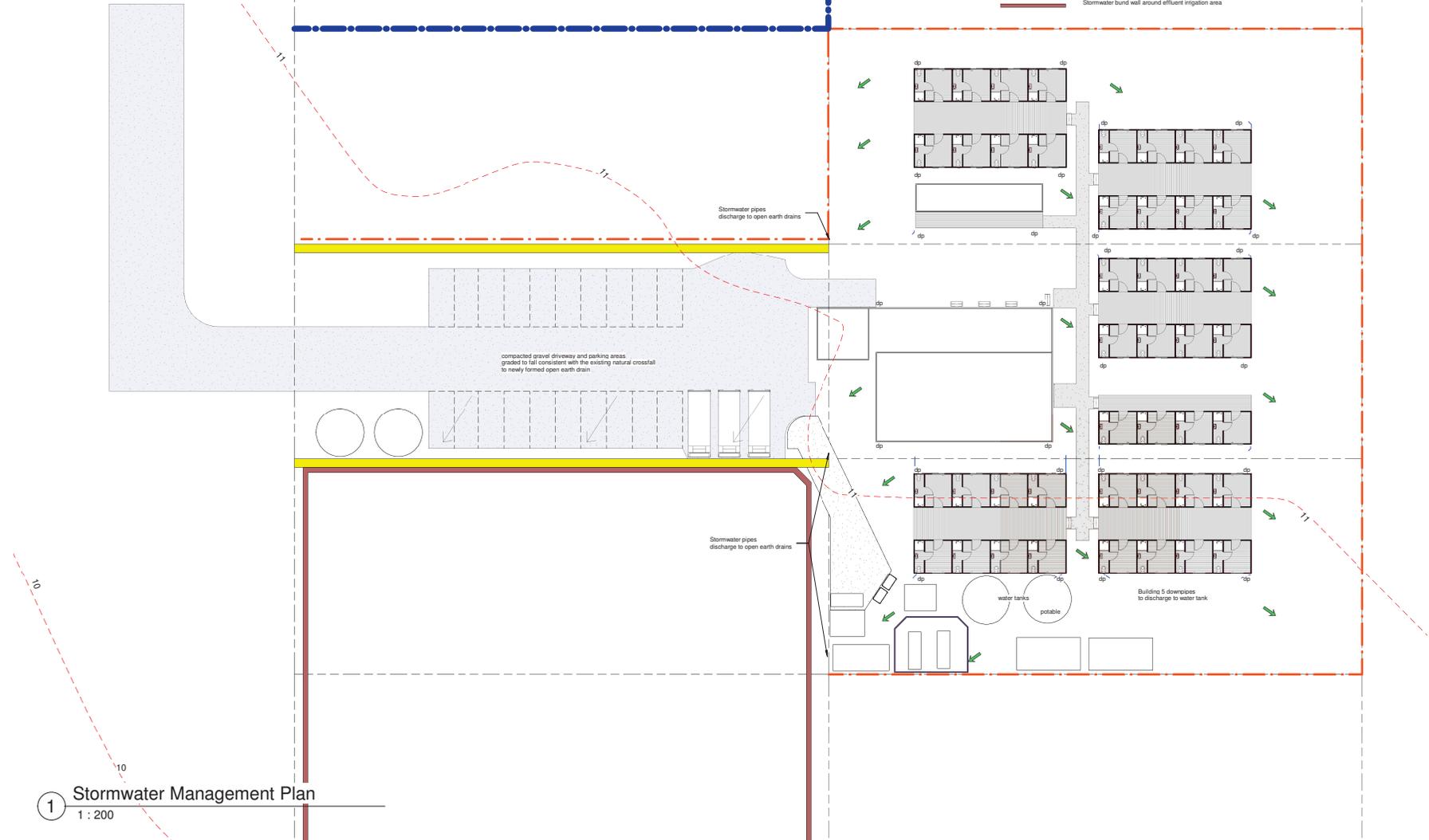
A.S.N. No. 16 010 000 001



Max Slade Designs Pty. Ltd.  
ABN 16 610 000 001  
Builder - Low Rise  
Building Supervisor - Medium Rise  
Phone 07 40 91 2099  
maxslade@bigpond.net.au

Business Street  
Merrimac 4802  
maxslade@bigpond.net.au

- Legend**
- contour
  - fence line
  - dp Downpipe locations on the buildings - Downpipes to discharge on to 400x400 concrete pavers
  - stormwater pipeline
  - open earth drains
  - Indicates natural surface storm water cross flow directions
  - Stormwater bund wall around effluent irrigation area



Revisions

No.	Description	Date
A -	DA Issue	14 11 2025
B -	DA Issue - Wastewater irrigation area amended	14 11 2025
C -	RFI additions	19 01 26
D -	RFI additional information	04 02 26

Client  
**Tagalaka Aboriginal Corporation**

Project  
**Workers accomodation**

Address  
**Helen Street Croydon**

No.	Description	Date
A -	DA Issue	14 11 2025
B -	DA Issue - Wastewater irrigation area amended	14 11 2025
C -	RFI additions	19 01 26
D -	RFI additional information	04 02 26

Project number **M25 - 5082**  
Date **November 2025**  
Drawn by **Max Slade**  
**4/02/2026 7:22:55 AM**  
Scale **1 : 200**

**Stormwater Management Plan**

Sheet No. **A112** Rev **D**

1 Stormwater Management Plan  
1 : 200



## Croydon Shire Council

# Immunisation Policy

### Document Control

Responsible Officer: Chief Executive Officer

CEO Signature: \_\_\_\_\_

Date:

Category (tick):

- Policy** *Council resolution required*
- Procedure** *CEO approval required*
- Guideline** *CEO approval required*

Approval date	Head Policy #	Reference Number	Reason/Comment	Next review
02/02/2021	NA	POL STRAT01	New Policy	24/11/2024
January 2026			Update to meet WHS obligations	30/01/2027

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## 1. Purpose

To provide Croydon Shire Council workers with a framework to support their ongoing health and wellbeing through prevention and early intervention of vaccine-preventable illness, and:

- To minimise the risk to health and safety of staff exposed to infectious illness risk while at work;
- To ensure the risk of exposing Council customers and members of the public to infectious illness is minimised; and
- As a duty of care to ensure all employees at risk of contracting infectious illness are given the opportunity to be appropriately immunised.

## 2. Scope

This policy applies to all Croydon Shire Council workers, including contractors and volunteers, identified as being at risk to infectious illness due to potential hazards in their work-related tasks and relevant work environment. This policy does not supersede advice provided by a registered health professional.

## 3. Background

Certain occupations are associated with an increased risk of exposure to some vaccine preventable illnesses. Because of work-related duties some workers may be at greater risk of exposure to some infectious illness than they would normally experience.

Council workers work in environments where the risk of passing on infectious illness may have serious consequences for other workers, workers' families, and the wider community. Council recognises that it has a duty of care to all workers as well as members of the community to provide a safe and healthy workplace.

## 4. Legislation

- Work Health and Safety Act 2011 (Qld)
- Work Health and Safety Regulation 2011 (Qld)
- How to Manage Health and Safety Risks in the Workplace – Code of Practice 2021.

## 5. Definitions

Term	Definition
<b>Contractor</b>	A person or organisation who performs a specific act or acts including the provision of services and/or materials to another person or organisation under an agreement enforceable by law.
<b>Council</b>	Croydon Shire Council.
<b>Employee</b>	An employee of Croydon Shire Council: (a) the chief executive officer; or (b) a person holding an appointment under section 196 of the Local Government Act 2009.
<b>High Risk Worker</b>	A worker at risk of acquiring a vaccine preventable illness.

<b>Immunisation</b>	The process of inducing immunity to an infectious agent by giving a vaccine.
<b>Registered Health Professional</b>	A medical practitioner registered with the Medical Board of Queensland or similar registration authority.
<b>Vaccine preventable illness</b>	An infectious illness for which an effective preventative vaccine is readily available.
<b>Vaccine</b>	A product often made from extracts of killed viruses or bacteria, or from live, weakened strains of viruses or bacteria. A vaccine can stimulate an immune response that protects against natural infection.
<b>Volunteer</b>	Any person, who of their own free will, offers to undertake unpaid work for Council and is accepted as a volunteer by the Chief Executive Officer and/or their authorised delegates.
<b>Worker</b>	Under the WHS Act, a person who carries out work in any capacity for Council, including work as: <ul style="list-style-type: none"> <li>• an employee; or</li> <li>• a contractor or subcontractor; or</li> <li>• an employee of a contractor or subcontractor; or</li> <li>• an employee of a labour hire company who has been assigned to work in the person's business or undertaking; or</li> <li>• an outworker; or</li> <li>• an apprentice or trainee; or</li> <li>• a student gaining work experience; or</li> <li>• a volunteer; or</li> <li>• a person of a prescribed class.</li> </ul>

## 6. Responsibilities

<b>Leadership Team</b>	<p>Council has a duty of care to ensure the ongoing health and wellbeing of workers through prevention and early intervention of vaccine-preventable illnesses.</p> <p>Council will identify (in accordance with legislation and the Australian Immunisation Handbook) whether a position has a potential risk of exposure to infectious illnesses as a result of the work performed for Council.</p>
<b>Supervisors</b>	<p>Supervisors of workers in positions identified as at risk of exposure to infectious illness are required to:</p> <ul style="list-style-type: none"> <li>• Discuss the position's potential risk of exposure to infectious illness with the new or existing worker, in consultation with the Workplace Health and Safety Advisor.</li> <li>• Advise the employee of their access to, and the requirement to participate in an immunisation program prior to commencing duties at risk.</li> <li>• Ensure this policy is implemented and complied with in their area of responsibility.</li> </ul>
<b>Human Resources</b>	<p>The Human Resources department, on recruitment of a new employee is required to:</p> <ul style="list-style-type: none"> <li>• Ensure their employee/s complete the relevant immunisation declaration as well as the relevant immunisation record form.</li> </ul>

	<ul style="list-style-type: none"> <li>• Ensure the completed forms are returned and appropriately recorded in Council's records management system and the employees' personnel file.</li> </ul>
<b>Employees and Volunteers</b>	<p>All employees in positions identified as at risk of exposure to infectious illnesses are required to:</p> <ul style="list-style-type: none"> <li>• Provide a record or statement from a registered health professional confirming past immunisations so that current immunisation needs can be identified.</li> <li>• Provide proof of the required immunisations conducted by a registered health professional is to be provided to the employees Manager/Supervisor.</li> <li>• Ensure their immunisations are current.</li> <li>• Follow WHS guidelines, policies and other requirements to minimise exposure to infectious illness.</li> </ul>
<b>Contractors</b>	<p>Contractors are responsible for ensuring their employees, agents and representatives are appropriately immunised for vaccine preventable illnesses.</p>

## 7. Policy

Council will provide a vaccination program for employees and volunteers to provide protection against vaccine preventable illness to which they may be potentially exposed in the work environment.

Council's immunisation program is mandatory and all high risk workers, as identified by job category and risk assessment, may be required to be immunised dependent on the level of risk exposure to vaccine preventable illness.

While the organisation respects cultural and religious beliefs, there are no exemptions to mandatory vaccination requirements; however, we acknowledge that certain groups, including Aboriginal and Torres Strait Islander peoples, may have specific considerations that will be supported through culturally safe communication and access to health advice.

Where workers refuse vaccination, are unable to be vaccinated for medical reasons or do not respond to vaccination, Council will undertake a risk assessment to determine the most appropriate way to protect the worker.

### Immunisations provided

Council will provide the following occupational immunisations to prevent the following infectious illness relevant to:

Early childhood education and care:

- Influenza (annual vaccination)
- Measles- mumps-rubella (MMR) (if non-immune persons born during or since 1966 who have only received one dose of the MMR vaccine should have a second dose)
- Whooping cough (pertussis) (an adult booster dose if not previously given)
- Chickenpox (varicella) (if non-immune)
- Hepatitis A

All other employees at risk:

- Hepatitis A
- Hepatitis B
- Tetanus
- Influenza

- Q Fever

Other vaccines may be provided based on advice from Queensland Health.

## **Contractors**

Contractors are responsible for ensuring their employees, agents and representatives are appropriately immunised for vaccine preventable illnesses.

## **Immunisation Costs**

For Council employees and volunteers, costs associated with the immunisation appointment and administration of vaccines, including boosters, will be the responsibility of Council.

## **Confirming Immunity**

Most vaccines provide a high level of protection, so confirmation of immunity after vaccination is usually not necessary. However, workers with significant occupational risk of exposure to Hepatitis B should have a blood test four to eight weeks after completing their course of vaccination to confirm they have the adequate protection. Workers who fail to respond to Hepatitis B vaccination may gain immunity following additional doses of vaccine. Persistent non-responders remain at risk, and their risk must be managed.

## **8. Awareness**

All workers shall be made aware of this policy and the associated procedure on commencement of employment / engagement and regularly thereafter.

Awareness programs will be conducted through various formats to provide information to workers on issues around immunisation.

## **9. Related Documents**

- [Australian Immunisation Handbook](#)
- Croydon Child Care Centre Immunisation and Disease Prevention Policy
- Croydon Childcare Centre Infectious Diseases Policy



**Croydon Shire Council**

# Immunisation Policy

## 4. Document Control

Responsible Officer: Chief Executive Officer

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Date: \_\_\_\_\_

Category (tick):

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- Procedure** *CEO approval required*
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<u>02/02/2021</u>	<u>NA</u>	<u>POL STRAT01</u>	<u>New Policy</u>	<u>24/11/2024</u>
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<u>Author:</u>	<u>Business Manager</u>
<u>Review Officer:</u>	<u>Chief Executive Officer</u>
<u>GEO Approval:</u>	

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## 2.1. ~~1.~~ Purpose

To provide Croydon Shire Council ~~workersemployees~~ with a framework to support their ongoing health and wellbeing through prevention and early intervention of vaccine-preventable ~~diseaseillness, and s-~~

- ~~To minimise the risk to health and safety of staff exposed to infectious illness risk while at work;~~
- ~~To ensure the risk of exposing Council customers and members of the public to infectious illness is minimised; and~~
- ~~As a duty of care to ensure all employees at risk of contracting infectious illness are given the opportunity to be appropriately immunised; and.~~
- ~~To clarify the procedure relating to accessing immunisation and monitoring immunisation status.~~

## 3.2. ~~2.~~ Scope

This policy applies to all Croydon Shire Council ~~workers, including contractorsemployees~~ and volunteers, identified as being at risk to infectious ~~diseaseillness~~ due to potential hazards in their ~~work-relatedwork-related~~ tasks and relevant work environment. ~~This policy does not supersede advice provided by a registered health professional.~~

## 3. ~~3.~~ Background

Certain occupations are associated with an increased risk of exposure to some vaccine-preventable ~~diseaseillnesses~~. ~~As a consequence ofBecause of work-relatedwork-related~~ duties some ~~workersemployees~~ may be at greater risk of exposure to some infectious ~~diseaseillness~~ than they would normally experience.

Council ~~workersemployees~~ work in environments where the risk of passing on infectious ~~diseaseillness~~ may have serious consequences ~~other workers, workers families and the wider communityfor members of the public~~. Council recognises that it has a duty of care to all ~~workersemployees~~ as well as members of the community to provide a safe and healthy workplace.

## 4. ~~4.~~ Legislation

- ~~Work Health and Safety Act 2011 (Qld)~~
- ~~Work Health and Safety Regulation 2011 (Qld)~~
- ~~How to Manage Health and Safety Risks in the Workplace – Code of Practice 2021~~

## 5. ~~5.~~ Definitions

Term	Definition
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<del>Employee</del>	<del>An employee of Croydon Shire Council: (a) the chief executive officer; or (b) a person holding an appointment under section 196 of the Local Government Act 2009.</del>
<del>High Risk Worker</del>	<del>A worker at risk of acquiring a vaccine preventable illness.</del>
<del>Immunisation</del>	<del>The process of inducing immunity to an infectious agent by giving a vaccine.</del>

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<b>Registered Health Professional</b>	A medical practitioner registered with the Medical Board of Queensland or similar registration authority.
<b>Vaccine preventable illness</b>	An infectious illness for which an effective preventative vaccine is readily available.
<b>Vaccine</b>	A product often made from extracts of killed viruses or bacteria, or from live, weakened strains of viruses or bacteria. A vaccine can stimulate an immune response that protects against natural infection.
<b>Volunteer</b>	Any person, who of their own free will, offers to undertake unpaid work for Council and is accepted as a volunteer by the Chief Executive Officer and/or their authorised delegates.
<b>Worker</b>	Under the WHS Act, a person who carries out work in any capacity for Council, including work as: <ul style="list-style-type: none"> <li>• an employee; or</li> <li>• a contractor or subcontractor; or</li> <li>• an employee of a contractor or subcontractor; or</li> <li>• an employee of a labour hire company who has been assigned to work in the person's business or undertaking; or</li> <li>• an outworker; or</li> <li>• an apprentice or trainee; or</li> <li>• a student gaining work experience; or</li> <li>• a volunteer; or</li> <li>• a person of a prescribed class.</li> </ul>

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## 5. Council — Croydon Shire Council

- **Immunisation** — The process of inducing immunity to an infectious agent by giving a vaccine.
- **Vaccine preventable disease illness** — An infectious disease illness for which an effective preventative vaccine is readily available.
- **Vaccine** — A product often made from extracts of killed viruses or bacteria, or from live, weakened strains of viruses or bacteria. A vaccine can stimulate an immune response that protects against natural infection.

## 6. Responsibilities

<b>Leadership Team</b>	Council has a duty of care to ensure the ongoing health and wellbeing of workers through prevention and early intervention of vaccine-preventable illnesses. Council will identify (in accordance with legislation and the Australian Immunisation Handbook) whether a position has a
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	<u>potential risk of exposure to infectious illnesses as a result of the work performed for Council.</u>
<u>Supervisors</u>	<p><u>Supervisors of workers in positions identified as at risk of exposure to infectious illness are required to:</u></p> <ul style="list-style-type: none"> <li><u>Discuss the position's potential risk of exposure to infectious illness with the new or existing worker, in consultation with the Workplace Health and Safety Advisor.</u></li> <li><u>Advise the employee of their access to, and the requirement to participate in an immunisation program prior to commencing duties at risk.</u></li> <li><u>Ensure this policy is implemented and complied with in their area of responsibility.</u></li> </ul>
<u>Human Resources</u>	<p><u>The Human Resources department, on recruitment of a new employee is required to:</u></p> <ul style="list-style-type: none"> <li><u>Ensure their employee/s complete the relevant immunisation declaration as well as the relevant immunisation record form.</u></li> <li><u>Ensure the completed forms are returned and appropriately recorded in Council's records management system and the employees' personnel file.</u></li> </ul>
<u>Employees and Volunteers</u>	<p><u>All employees in positions identified as at risk of exposure to infectious illnesses are required to:</u></p> <ul style="list-style-type: none"> <li><u>Provide a record or statement from a registered health professional confirming past immunisations so that current immunisation needs can be identified.</u></li> <li><u>Provide proof of the required immunisations conducted by a registered health professional is to be provided to the employees Manager/Supervisor.</u></li> <li><u>Ensure their immunisations are current.</u></li> <li><u>Follow WHS guidelines, policies and other requirements to minimise exposure to infectious illness.</u></li> </ul>
<u>Contractors</u>	<u>Contractors are responsible for ensuring their employees, agents and representatives are appropriately immunised for vaccine preventable illnesses.</u>

## 6.7. Policy

Council will provide a vaccination program for employees and volunteers to provide protection against vaccine preventable illness to which they may be potentially exposed in the work environment. Purpose

This purpose of this policy is:

- To minimise the risk to health and safety of staff exposed to infectious disease/illness risk while at work;
- To ensure the risk of exposing Council customers and members of the public to infectious disease/illness is minimised;
- As a duty of care to ensure all employees at risk of contracting infectious disease/illness are given the opportunity to be appropriately immunised; and
- To clarify the procedure for employees, supervisors/managers relating to accessing immunisation and monitor immunisation status.

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## Immunisation Policy

Council's ~~employee~~ immunisation program is ~~voluntary~~mandatory and all high risk ~~worker~~employees, as identified by job category and risk assessment, ~~are to be offered access to~~ may be required to be immunised against the below listed illnesses ~~dependent on the level of risk exposure to vaccine preventable illness.~~

While the organisation respects cultural and religious beliefs, there are no exemptions to mandatory vaccination requirements; however, we acknowledge that certain groups, including Aboriginal and Torres Strait Islander peoples, may have specific considerations that will be supported through culturally safe communication and access to health advice.

Where workers refuse vaccination, are unable to be vaccinated for medical reasons or do not respond to vaccination, Council will undertake a risk assessment to determine the most appropriate way to protect the worker.

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Employees in high risk categories who do not wish to participate in the immunisation program must be monitored by their Manager/Supervisor to ensure all required exposure controls are being implemented. This will include a documented review of work practices related to the risk exposure areas as identified in risk assessments. Employees, Managers/Supervisors will need to be aware of recommendations for non-responders to immunization.

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### 6.1 Immunisations provided

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Council will provide the following occupational immunisations to prevent the following infectious diseases relevant to:

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#### Early childhood education and care:

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- Influenza (annual vaccination) e Measles-mumps-rubella (MMR) (persons born during or since 1966 who have only received one dose of the MMR vaccine should have a second dose).
- Whooping cough (pertussis) (an adult booster dose)

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- Chickenpox (varicella) (if not previously infected).
- Hepatitis A

#### All other employees at risk:

- Hepatitis B
- Tetanus
- Influenza

The vaccinations are provided free to staff where a risk assessment has determined that their duties place them at risk of exposure.

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### 6.2 Responsibilities

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## Immunisation Policy

### Management

### Human Resources

The Human Resources department, on recruitment of a new employee is required to:

Ensure their employee/s complete the relevant immunisation declaration as well as the relevant immunisation record form.

Ensure the completed forms are returned and appropriately recorded in Council's records management system and the employees' personnel file.

### Employees and Volunteers

### Management

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~~Council has a duty of care to ensure the ongoing health and wellbeing of employees through prevention and early intervention of vaccine-preventable diseases illnesses.~~

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~~Council will meet all necessary immunisation costs to ensure it fulfils its workplace health and safety obligation to employees identified as being at risk.~~

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~~Council will identify (in accordance with legislation) whether a position has a potential risk of exposure to infectious illnesses as a result of the work performed for Council.~~

~~Managers/Supervisors~~

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~~Managers/Supervisors of employees in positions identified as at risk of exposure to infectious diseases illness is required to:~~

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~~Identify (in accordance with legislation) whether a position has a potential risk of exposure to infectious diseases as a result of the work performed for Council.~~

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~~Discuss the position's potential risk of exposure to infectious disease illnesss with the new or existing employee, in consultation with the Workplace Health and Safety Officer.~~

~~Advise the employee of their access to, and the requirement to participate in an immunisation program prior to commencing duties at risk.~~

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~~Ensure this policy is implemented and complied with in their area of responsibility.~~

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~~• Ensure their employee/s complete the relevant immunisation declaration as well as the relevant immunisation record form~~

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~~• Ensure the completed forms are returned and appropriately recorded in Council's records management system and the employees personnel file.~~

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~~• Human Resources~~

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~~• The Human Resources department, on recruitment of a new employee is required to:~~

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~~• Ensure their employee/s complete the relevant immunisation declaration as well as the relevant immunisation record form.~~

~~• Ensure the completed forms are returned and appropriately recorded in Council's records management system and the employees' personnel file.~~

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~~• Employees and Volunteers~~

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~~• For allAll employees in positions identified as at risk of exposure to infectious diseasesillnesses are required to:~~

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~~• Are required to pProvide a record or statement from a registered health professional confirming past immunisations so that current immunisation needs can be identified.~~

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~~• Provide Pproof of the required immunisations conducted by a registered health professional is to be provided to the employees Manager/Supervisor.~~

~~• It is the employees responsibility to eEnsure their immunisations are current.~~

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- Follow WHS guidelines, policies and other requirements. Use appropriate personal protection equipment to minimise exposure to infectious diseases illness.
- **Grounds for refusals for immunisation are to be outlined in the Immunisation Declaration Form. The completed form is to be returned to your Manager/Supervisor.**
- Any identified immunisation needs for existing employees will be required to be undertaken within one month of the employee being notified.
- Council will ensure volunteers that are likely to be at risk of exposure to vaccine preventable disease illnesss are managed in a way to minimize exposure to possible disease illness and infection. Information, training and supervision will be provided to volunteers through Council inductions and awareness program.

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~~Employees can access the Australian government Your immunisation history statement which shows all the immunisations you have had received and listed on that are on the Australian Immunisation Register. You can get your immunisation history statements are available straight away using immediately either your through the Medicare online account through myGov or by using the Express Plus Medicare mobile app. If you can't use Medicare online, your Alternatively your GP or vaccination provider can print your immunisation history statement for you, or you. You can also contact the Australian Immunisation Register on 1800 653 809 and ask them to send your immunisation history statement to you.~~

## Procedure

### Immunisations provided

Council will provide the following occupational immunisations to prevent the following infectious illness relevant to:

Early childhood education and care:

- Influenza (annual vaccination)
- Measles- mumps-rubella (MMR) (if non immune - (persons born during or since 1966 who have only received one dose of the MMR vaccine should have a second dose)
- Whooping cough (pertussis) (an adult booster dose if not previously given)
- Chickenpox (varicella) (if non-t immune previously infected)
- Hepatitis A

All other employees at risk:

- Hepatitis A
- Hepatitis B
- Tetanus
- Influenza
- Q Fever

~~The vaccinations are provided free to staff where a risk assessment has determined that their duties place them at risk of exposure. Other vaccines may be provided based on advice from Queensland Health.~~

### Contractors

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Contractors are responsible for ensuring their employees, agents and representatives are appropriately immunised for vaccine preventable illnesses.

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### 6.3 Immunisation Appointments

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Immunisations can be administered at the Croydon Primary Health Clinic. Employees are responsible for scheduling their immunisation appointments (with approval from their Manager/Supervisor) and may attend immunisation appointments during their normal working hours.

### 6.4 Immunisation Costs

For Council employees and volunteers, costs associated with the immunisation appointment and administration of vaccines, including boosters, will be the responsibility of Council.

### 6.5 Confirming Immunity

Most vaccines provide a high level of protection, so confirmation of immunity after vaccination is usually not necessary. However, workers/employees with significant occupational risk of exposure to Hepatitis B should have a blood test four to eight weeks after completing their course of vaccination to confirm they have the adequate protection. Workers/Employees who fail to respond to Hepatitis B vaccination may gain immunity following additional doses of vaccine. Persistent non-responders remain at risk and their risk must be managed.

### 6.6 Managing Vaccination Refusal

Where employees refuse vaccination or are unable to be vaccinated for medical reasons the Manager/Supervisor and Workplace Health and Safety Officer should will undertake a risk assessment to determine the most appropriate way to protect the employee against infection.

The risk assessment should will give consideration to consider:

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- The way in which particular infectious/infectious disease/illnesses may spread.
- Ensure appropriate work placement and adjustment. The risks in the specific role
- The feasibility of implementing work restrictions (e.g. restrict a worker not vaccinated against a specific vaccine preventable disease/illness from performing at-risk activities, working in at risk environments or having contact with persons or animals infected with the disease/illness).
- Review of work practices to ensure safe systems of work.
- Provide additional information, instruction, training and supervision. • Provide personal protective equipment.
- If it is not possible to redeploy a staff member, it may be such that the employee will no longer be able to perform their role due to the organisation's duty of care to keep the staff member safe from preventable risk. These circumstances will be managed on a case-by-case basis in accordance with relevant legislation such as the *Industrial Relations Act 1996* and the *Local Government Act 2009*.

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### 6.7 Outbreak Management

In the event of an outbreak of a vaccine preventable disease/illness at a workplace, it may be necessary to exclude a non-immune employee, or implement appropriate work

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placement, adjustment or work restrictions to protect employees and prevent further spread of disease/illness.

Advice about exclusion should be sought will be obtained from an appropriate source such as Queensland Health.

## 8. Awareness

All workers shall be made aware of this policy and the associated procedure on commencement of employment / engagement and regularly thereafter.

Awareness programs will be conducted through various formats to provide information to workers on issues around immunisationimmunisation.

## 9. 7. Related Documents

- [Australian Immunisation Handbook](#)
- [Croydon Child Care Centre Immunisation and Disease Prevention Policy and Di](#)
- [Croydon Childcare Centre Infectious Diseases Policy](#)
- [Infectious Diseases/illness Immunisation Declaration](#)
- [Croydon Child Care Centre Immunisation and Di](#)

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### Croydon Shire Council

## Infectious Disease Illness Immunisation Declaration

Employee Name	Employee No.
Position Title	Date of Birth

I have read the attached Immunisation Policy and information concerning immunisation and occupational risks regarding the following diseases/illnesses:

Please indicate below what immunisation you require or have been previously immunised against by placing a ✓ in the box or writing n/a if you are not classed as being at risk for that disease/illness.

	Required	Previously immunised	Date of Immunisation
Hepatitis A			
Hepatitis B			
Tetanus			
Influenza			
Measles-Mumps-Rubella			
Whooping Cough (Pertussis)			
Chickenpox (Varicella)			
Q Fever			
Other:			

I declare that:

I have previously received immunisation for the diseases/illnesses I have indicated above and do not want further testing or immunisation.

I would like an immunisation status check (if applicable) and a further booster/immunisation if required.

I do not want testing or immunisation.

I would like to be immunised for the disease/illness indicated above.

I have attached a copy of my immunisation history statement that is on the Australian Immunisation Register, or provided a statement from my doctor advising of immunisation history.

I understand that by volunteering to be immunised it is my responsibility to find out from the medical staff when I am required to attend the practice to receive immunisations/additional booster.

I understand it is my responsibility to keep track of my immunisations by completing the Immunisation Declaration Form and returning the completed form to my Manager/Supervisor. I understand that by agreeing to receive immunisations I authorise Council to obtain and release information in relation to this immunisation to allow Council to adequately monitor and review the immunisation process.

I understand that all medicines and vaccines carry various risks and benefits and that if I have any concerns regarding my immunisation it is my responsibility to seek further guidance.

I understand that once my immunisations are complete I will inform my Manager/Supervisor so that immunisation status to confirm immunity, blood test can be arranged.

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## Immunisation Policy

Employees Signature: \_\_\_\_\_ Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

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# Income Statement

For the Month Ending 31st January 2026

Year Elapsed 58%

	Actual MTD	Actual YTD	Annual Budget	%
<b>REVENUE</b>				
<b>Operating Revenue</b>				
Rates, Levies and Charges	58,595	558,639	1,017,122	55%
less: Discounts Allowed	-	(5,634)	(12,114)	47%
	<u>58,595</u>	<u>553,005</u>	<u>1,005,008</u>	55%
Fees and Charges	25,218	443,738	512,590	87%
Rental Income	13,284	134,621	182,500	74%
Interest Received	97,477	689,683	1,403,000	49%
Other Income	5,806	110,578	32,045	345%
Recoverable Works Revenue	1,532,617	6,096,295	16,461,453	37%
Grants and Subsidies	4,212	1,930,569	7,566,760	26%
<b>Total Operating Revenue</b>	<u>1,737,209</u>	<u>9,958,489</u>	<u>27,163,356</u>	<u>37%</u>
<b>EXPENSES</b>				
<b>Operating Expenses</b>				
Administration and Governance Costs	139,960	1,627,663	2,981,537	55%
Community Service Expenses	68,511	806,065	1,237,143	65%
Recoverable Works / Flood Damage	383,963	9,550,769	16,341,965	58%
Health and Security Costs	22,943	133,390	159,010	84%
Net Plant Operations	18,184	(320,251)	(579,723)	55%
Tourism and Economic Development	59,276	615,849	862,205	71%
Infrastructure Maintenance	109,607	1,677,329	3,055,465	55%
Finance Costs	2,988	22,123	38,000	58%
Depreciation and Amortisation	247,988	1,735,913	2,975,850	58%
<b>Total Operating Expenses</b>	<u>1,053,420</u>	<u>15,848,851</u>	<u>27,071,452</u>	<u>59%</u>
<b>NET OPERATING SURPLUS</b>	<u>683,789</u>	<u>(5,890,362)</u>	<u>91,904</u>	
<b>Capital Revenue</b>				
Grants and Subsidies	-	1,043,909	6,918,120	15%
Gain / (Loss) on Disposal of PPE	-	-	-	0%
<b>Total Capital Revenue</b>	<u>-</u>	<u>1,043,909</u>	<u>6,918,120</u>	<u>15%</u>
<b>NET RESULT</b>	<u>683,789</u>	<u>(4,846,453)</u>	<u>7,010,023</u>	<u>-69%</u>

## Notes:

The additional income for fees and charges, rentals, and other income have been included in the budget review for amendment.

Overall expenditure is on track for the year to date, while revenue remains behind target mainly due to the timing of grant payments and recoverable works income.

# Balance Sheet

For the Month Ending 31st January 2026

	Actual Balance	Annual Budget
<b>Current Assets</b>		
Cash and Equivalents	31,406,671	25,487,083
Trade Receivables	149,491	1,417,787
Rate Receivables	82,855	48,192
Inventories	93,280	115,795
Contract Assets	4,580,687	891,915
<b>Total Current Assets</b>	<b>36,312,984</b>	<b>27,960,773</b>
<b>Non-Current Assets</b>		
Right of Use Assets	474,990	1,107,733
Property, Plant and Equipment	139,097,552	151,907,560
Capital Works in Progress	8,954,757	-
<b>Total Non-Current Assets</b>	<b>148,527,298</b>	<b>153,015,293</b>
<b>TOTAL ASSETS</b>	<b>184,840,282</b>	<b>180,976,066</b>
<b>Current Liabilities</b>		
Trade and Other Payables	25,936	197,608
Lease Liabilities	505,023	652,299
Contract Liabilities (Unspent Grants)	18,834,410	11,354,025
Employee Leave Provisions	402,263	393,151
<b>Total Current Liabilities</b>	<b>19,767,633</b>	<b>12,597,083</b>
<b>Non-Current Liabilities</b>		
Employee Leave Provisions	123,278	107,961
Lease Liabilities	-	505,023
Other Provisions	142,098	106,713
<b>Total Non-Current Liabilities</b>	<b>265,376</b>	<b>719,697</b>
<b>TOTAL LIABILITIES</b>	<b>20,033,009</b>	<b>13,316,780</b>
<b>NET COMMUNITY ASSETS</b>	<b>164,807,274</b>	<b>167,659,286</b>
<b>Community Equity</b>		
Retained Surplus	64,639,538	61,730,206
Asset Revaluation Reserve	105,014,188	98,919,057
Current Year Surplus	(4,846,453)	7,010,023
<b>TOTAL COMMUNITY EQUITY</b>	<b>164,807,274</b>	<b>167,659,286</b>

# Cash Flow Statement

For the Month Ending 31st January 2026

Year Elapsed 58%

	Actual YTD	Annual Budget	%
<b>Cash Flows from Operating Activities</b>			
Receipts from Customers	8,011,432	1,549,643	517%
Payment to Suppliers and Employees	(16,212,952)	(24,095,471)	67%
	<b>(8,201,520)</b>	<b>(22,545,828)</b>	<b>36%</b>
Interest Received	689,683	1,403,000	49%
Rental Income	134,621	182,500	74%
Operating Grants and Subsidies	1,930,616	24,028,213	8%
<b>Net Cash Flows from Operating Activities</b>	<b>(5,446,600)</b>	<b>3,067,885</b>	<b>-178%</b>
<b>Cash Flows from Investing Activities</b>			
Payments for Property, Plant and Equipment	(2,133,584)	(14,799,236)	14%
Proceeds from Sale of Assets	-	-	0%
Capital Grants and Subsidies	6,282,166	6,918,120	91%
<b>Net Cash Flows from Investing Activities</b>	<b>4,148,582</b>	<b>(7,881,116)</b>	<b>-53%</b>
<b>Cash Flows from Financing Activities</b>			
Repayments of Loans	-	-	0%
<b>Net Cash Flows from Financing Activities</b>	<b>-</b>	<b>-</b>	<b>0%</b>
<b>Net Increase (Decrease) in Cash Held</b>	<b>(1,298,017)</b>	<b>(4,813,231)</b>	
Cash at Beginning of Reporting Period	32,704,689	30,300,314	
<b>Cash at End of Reporting Period</b>	<b>31,406,671</b>	<b>25,487,083</b>	<b>123%</b>

## Capital Expenditure Summary

Budget ID	Asset Description	B/Fwd 30/06/2025	Current Year (Actual)	Current Year (Committed)	Total Year to Date	Budget 2025/26	% of Budget	Total Project Cost	Status	Comments
<b>Buildings and Structures</b>										
44	Chinese Temple Site Reinvigoration	793,882	12,297	24,562	36,859	117,921	31%	830,741	In Progress	Carried over from 2024-25
5	Slip Resistant Coating to Workshop Floor	-	-	-	-	50,000	0%	-	RFQ In progress	
24	Upgrade Doris Casey Hall Kitchen	-	-	-	-	50,000	0%	-	RFQ In progress	
46	Caravan Park - Cabins 7-8 Upgrade	31,187	-	-	-	33,900	0%	31,187	Complete	Carried over from 2024-25 pending capitalisation
34	Roof for a Heritage Building	-	-	-	-	300,000	0%	-	RFQ In progress	
54	Heritage Building Repairs	23,230	-	-	-	23,230	0%	23,230	In Progress	Carried over from 2024-25
47	Purchase of Houses	4,661,125	54,684	276	54,960	4,830,000	1%	4,716,085	Complete	W4Q Funding. Carried over from 2024-25
41	Painting - All Council Buildings	-	4,500	-	4,500	100,000	5%	4,500	In Progress	LGSP Funding. Carried over from 2024-25
17	Employee Housing - Capital Works	-	73,336	-	73,336	193,000	38%	73,336	In Progress	LGSP Funding. Carried over from 2024-25
		<b>5,509,424</b>	<b>144,817</b>	<b>24,838</b>	<b>169,656</b>	<b>5,698,051</b>	<b>3%</b>	<b>5,679,080</b>		
<b>Other Infrastructure</b>										
39	Signage Strategy	5,055	76,540	-	76,540	120,000	64%	81,595	Completed	Carried over from 2024-25
48	Precinct Development & Planning	484,243	794,139	1,239,693	2,033,832	3,156,934	64%	2,518,075	In Progress	Carried over from 2024-25
42	Pump Track/Splash Park - Install New Picnic Area With Electric BBQ	-	-	-	-	70,000	0%	-	RFQ in progress	Carried over from 2024-25
37	Lake Belmore - Construct New Shed & Fishing Area On Eastern Side	-	-	-	-	150,000	0%	-	RFQ in progress	Carried over from 2024-25
37	Lake Belmore - Install Electric BBQ At Existing Lower Shed	-	-	-	-	40,000	0%	-	RFQ in progress	Carried over from 2024-25
37	Lake Belmore - Repairs to Buildings & Rec Area	344	395	-	395	35,000	1%	739	In progress	Carried over from 2024-25
43	Lake Belmore - Playground Replacement	341	-	-	-	250,000	0%	341	RFQ in progress	Carried over from 2024-25
38	Cemetery Fence -Replace 810m Fencing Around Town Cemetery	-	-	-	-	144,000	0%	-	RFQ in progress	Carried over from 2024-25
20	Extra Cemetery Fencing	-	-	-	-	100,000	0%	-	RFQ in progress	Carried over from 2024-25
49	Childcare - Upgrade Play Equipment	-	-	-	-	60,000	0%	-	RFQ in progress	Carried over from 2024-25
45	Heritage Precinct & Chinese Temple Path (Seating) & CWA Hall/Brown St (Install Gazebo)	13,983	-	-	-	124,000	0%	13,983	In progress	Carried over from 2024-25
50	Mini Golf Design	5,000	20,000	-	20,000	25,000	80%	25,000	Completed	Carried over from 2024-25
53	Purchase & Installation Of Grandstand - Rodeo Grounds	65,670	-	-	-	87,365	0%	65,670	In progress	Carried over from 2024-25
18	Landscaping works to splash park and pump track	-	-	-	-	230,000	0%	-	RFQ in progress	
36	Info Centre - Rework of Croydon Story Film	-	9,000	-	9,000	30,000	30%	9,000	In Progress	Carried over from 2024-25
51	Entrance Gardens	65,562	391	-	391	30,000	1%	65,953	In Progress	Carried over from 2024-25
19	Consider a Cemetery Extension Plan	-	-	-	-	56,000	0%	-		
	Swimming Pool - Extra Tank - Chlorine	4,965	-	-	-	-	0%	4,965	In Progress	Carried over from 2024-25
28	Painting of Fence - Opposite Pub	-	44,759	-	44,759	50,000	90%	44,759	In Progress	
31	Re-Surface Kids Pool and Replace Filtration and Chlorinator	-	50,432	-	50,432	55,475	91%	50,432	Completed	
	Air Con Matron Morrow Library	-	17,675	-	17,675	-	0%	17,675	In Progress	Urgent replacement required. Costs included in budget review.
32	Residential Switch Upgrade	-	-	27,363	27,363	26,863	102%	27,363	In Progress	Additional funds requested in budget review
33	Front Verandah Rail - Townhall	-	-	-	-	10,000	0%	-		
35	Grade Road at Old Cemetery and Fence	-	-	-	-	100,000	0%	-		
21	Feature Lighting to Key Assets	-	-	-	-	200,000	0%	-	RFQ in progress	
22	Septic Tank Upgrade to Key Facilities	-	-	-	-	100,000	0%	-		
23	Additional Waste Bins and Infrastructure for the Landfill	-	-	-	-	80,000	0%	-		
27	Council Electronic sign at admin	-	-	-	-	33,000	0%	-		Additional funds requested in budget review
25	Camp Kitchen	-	-	-	-	25,000	0%	-		
26	Mountain Bike Trails - Detailed Design	-	-	-	-	-	-	-		
26	Mountain Bike Trails - B Plan	108,200	-	-	-	200,000	0%	108,200	On Hold - Waiting on Funding	Remain in WIP until final construction of MBT.
26	Mountain Bike Trails - Study	-	-	-	-	-	-	-		
52	Contingency Funding For Grants	-	-	-	-	150,000	0%	-		
		<b>753,363</b>	<b>1,013,331</b>	<b>1,267,056</b>	<b>2,280,387</b>	<b>5,738,637</b>	<b>40%</b>	<b>3,033,750</b>		

## Capital Expenditure Summary

Budget ID	Asset Description	B/Fwd 30/06/2025	Current Year (Actual)	Current Year (Committed)	Total Year to Date	Budget 2025/26	% of Budget	Total Project Cost	Status	Comments
<b>Plant and Equipment</b>										
12	Replacement Of - Toro Mower 7200 Series #509	-	-	-	-	25,000	0%	-		
13	Replacement Of - Howard Float Trailer #388	-	-	-	-	150,000	0%	-		Refer to budget review - Replacement no longer required
14	Replacement Of - Truck UD Nissan GW470 #531	-	-	275,000	275,000	315,000	87%	275,000	Awaiting delivery	Order placed
15	Replacement Of - Single Axle Beaver Float Trailer #	-	-	-	-	30,000	0%	-		Refer to budget review - Replacement no longer required
	Replacement Of - Nissan UD Truck # 532	-	-	284,773	284,773	315,000	90%	284,773	Awaiting delivery	Carryover project - Order placed
	New Pressure Cleaner	-	4,018	-	4,018	-	0%	4,018	Completed	
29	Data Cable & Switch Upgrade	-	61,504	-	61,504	68,000	90%	61,504	Completed	
30	Enterprise Suite Software	-	-	-	-	300,000	0%	-	RFQ in progress	Refer to budget review - To be deferred to FY27
16	IT Upgrades	-	63,456	-	63,456	84,000	76%	63,456	In Progress	Ongoing program. Carry over to 2025-26
		-	128,977	559,773	688,750	1,287,000	54%	688,750		
<b>Roads</b>										
1	Richmond Road - Upgrade and Seal	-	-	-	-	1,218,264	0%	-		RTR and TIDS funding. Carried over from 2024-25
55	Richmond Road - Culvert Upgrade	116,405	12,000	-	12,000	136,132	9%	128,405	In Progress	Carried over from 2024-25
40	Sandstone Kerbing Extension	-	-	-	-	400,000	-	-		Carried over from 2024-25
56	Claraville Road from Rodeo Grds Grid to Cemetary Creek inc Floodway Upgrade	-	-	-	-	210,020	0%	-		Carried over from 2024-25
57	Aerodrome - Reseal and upgrade	-	-	473,330	473,330	380,000	125%	473,330	In progress	Carried over from 2024-25. Grant received from Regional Airports Upgrade Program
3	Resealing of Town Streets	-	188,699	13,308	202,007	200,000	101%	202,007	In progress	Carried over from 2024-25
4	Line Marking of Town Streets	-	-	-	-	100,000	0%	-		
2	Phillips & Brown Street - Upgrade 420m, Haseler & Mabel Street - Upgrade 345m	28,612	288,674	-	288,674	220,000	131%	317,286	In progress	Carried over from 2024-25
6	Stormwater Improvements	-	-	-	-	250,000	0%	-		
8	Richmond Road & Town Streets - Reseals	-	-	-	-	190,000	0%	-		
		145,017	489,373	486,638	976,011	3,304,416	30%	1,121,027		
<b>Water Infrastructure</b>										
59	New Water Mains Installation	192,740	-	-	-	500,000	0%	192,740	In Progress	Refer to budget review - Consolidated with Projects 9, 11, 60
9	Continued Replacement of AC Water Main	-	-	-	-	500,000	0%	-		Refer to budget review - Consolidated to Project 59 - New Water Mains Installation
7	Upgrade Scada Control system and PLC	-	-	-	-	40,000	0%	-		Refer to budget review - Additional allocation from Project 8
8	Engineering Review and Design of Resilience of the WTP Structure	-	-	-	-	45,000	0%	-		Refer to budget review - Project no longer required - allocate budget to Project 7
10	Sprinkler Reticulation to Parks from Water to Parks Project	-	-	-	-	150,000	0%	-		Refer to budget review - Consolidated with Project 61
11	New Water Main Supply to Phillips, Brown & Haseler, Mable Streets Development	-	289,455	5,760	295,215	200,000	148%	295,215	In Progress	Refer to budget review - Consolidated to Project 59 - New Water Mains Installation
60	Relocate Fire Hydrants and Valves	1,187	-	-	-	1,187	0%	1,187	In Progress	Refer to budget review - Consolidated to Project 59 - New Water Mains Installation
61	Alternative Water Supply for Council Parks	257,370	67,631	-	67,631	247,830	27%	325,001	In Progress	Refer to budget review - Consolidated to Project 10
		451,298	357,085	5,760	362,845	1,684,017	22%	814,143		
		6,859,101	2,133,584	2,344,065	4,477,648	17,712,121	25%	11,336,750		

# Cash Analysis

## For the Month Ending 31st January 2026

Cash at Bank	683,168
Investments	30,723,503
	<u><b>31,406,671</b></u>
less: Long Service Provisions (50%)	(142,543)
less: Annual Leave Provisions	(242,508)
less: Unspent Grant Receipts	(18,834,410)
less: Restoration Provisions	(142,098)
less: Working Capital Cash	(3,000,000) <sup>^</sup>
<b>NET CASH SURPLUS</b>	<u><b>9,045,112</b></u>

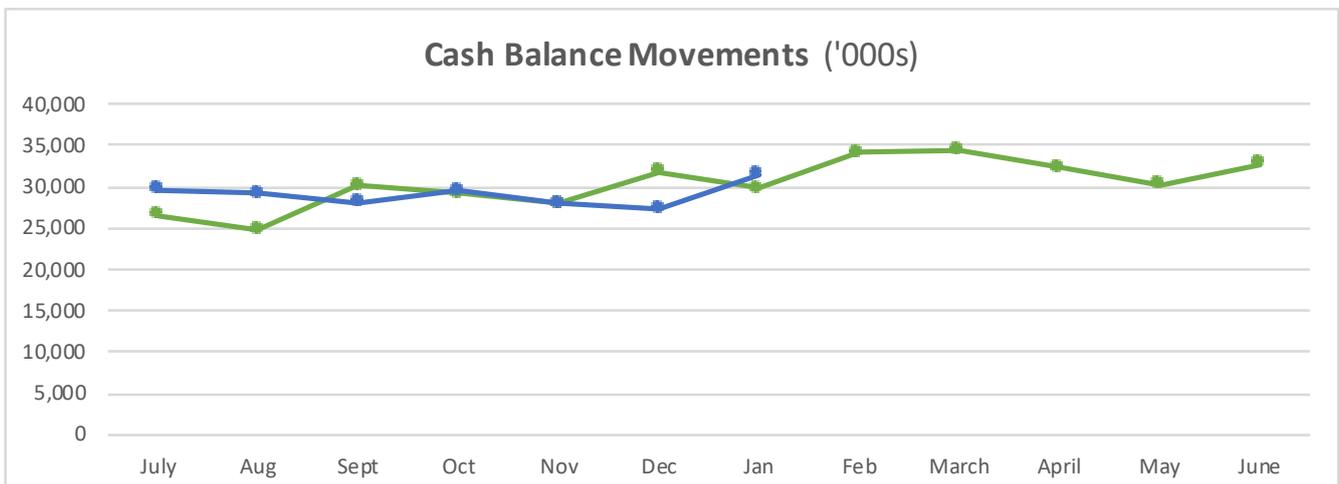
The net cash surplus includes the accumulated surplus balance which represents Council's unconstrained funds.

<sup>^</sup> Working capital cash represents approximately four weeks of Council's cash payments (operating and capital) to allow for cash requirements from when work is performed and invoices paid to when the associated claim or grant is received.

### Investment Analysis

Investment	Type	Expiry	Rate	Balance	Interest
QTC Cash Fund - January	At Call	N / A	4.18%	30,629,311	97,030.58 #
QTC Cash Fund - December	At Call	N / A	4.34%	26,038,115	93,842.37
QTC Cash Fund - November	At Call	N / A	4.23%	27,246,234	94,619.01

#QTC charges an admin fee of 0.12% on funds managed per month. The interest shown above does not include that cost.



This graph compares current year cash balances (blue line) against the prior year (green line).

## Statement of Comprehensive Income

For the Year Ended 30 June 2026

		Budget 2025/26 \$000	Budget 2026/27 \$000	Budget 2028/29 \$000
<b>Income</b>				
<b>Revenue</b>				
<b>Recurrent Revenue</b>				
Rates, Levies and Charges	1	1,005	1,030	1,055
Fees and Charges		610	605	620
Rental Income		214	219	224
Interest Received		1,403	1,438	1,473
Other Income		97	34	35
Recoverable Works	2	16,461	16,468	10,277
Grants, Subsidies, Contributions and Donations	3	7,590	7,721	7,907
<b>Total Operating Revenue</b>		<b>27,380</b>	<b>27,516</b>	<b>21,590</b>
<b>Expenses</b>				
<b>Recurrent Expenses</b>				
Employee Benefits	4	7,248	7,101	6,803
Materials and Services	5	16,932	17,235	11,357
Finance Costs		38	39	40
Depreciation expenses		2,976	3,050	3,127
Amortisation of Right-of-Use Assets		-	-	-
<b>Total Operating Expenses</b>		<b>27,193</b>	<b>27,425</b>	<b>21,326</b>
<b>Net Operating Outcome</b>		<b>187</b>	<b>91</b>	<b>264</b>
<b>Capital Revenue</b>				
Grants, Subsidies, Contributions and Donations	3	7,115	4,100	4,809
Profit/(Loss) on sale of asset		-	-	-
<b>NET RESULT</b>		<b>7,302</b>	<b>4,191</b>	<b>5,073</b>

## Statement of Financial Position

For the Year Ended 30 June 2026

Note	Budget 2025/26 \$000	Budget 2026/27 \$000	Budget 2028/29 \$000
<b>Current Assets</b>			
Cash and Equivalents	23,233	23,894	25,512
Trade and Other Receivables	1,466	1,501	1,537
Inventories	116	116	116
Contract Assets	892	892	892
Right of Use Assets	-	-	-
Other Assets	-	-	-
<b>Total Current Assets</b>	<b>25,706</b>	<b>26,402</b>	<b>28,057</b>
<b>Non-Current Assets</b>			
Property, Plant and Equipment	154,589	156,176	157,735
Right of Use Assets	-	-	-
<b>Total Non-Current Assets</b>	<b>154,589</b>	<b>156,176</b>	<b>157,735</b>
<b>Total Assets</b>	<b>180,295</b>	<b>182,579</b>	<b>185,792</b>
<b>Current Liabilities</b>			
Trade and Other Payables	198	202	207
Contract Liabilities	11,354	6,389	5,305
Lease Liabilities	-	-	-
Provisions	393	403	412
<b>Total Current Liabilities</b>	<b>11,945</b>	<b>6,994</b>	<b>5,924</b>
<b>Non-Current Liabilities</b>			
Lease Liabilities	-	-	-
Provisions	215	220	225
<b>Total Non-Current Liabilities</b>	<b>215</b>	<b>220</b>	<b>225</b>
<b>Total Liabilities</b>	<b>12,159</b>	<b>7,214</b>	<b>6,150</b>
<b>NET COMMUNITY ASSETS</b>	<b>168,136</b>	<b>175,365</b>	<b>179,642</b>
<b>Community Equity</b>			
Revaluation Surplus	98,919	98,919	98,919
Retained Surplus	69,217	76,446	80,723
<b>TOTAL COMMUNITY EQUITY</b>	<b>168,136</b>	<b>175,365</b>	<b>179,642</b>

## Statement of Cash Flows

For the Year Ended 30 June 2026

	Budget 2025/26 \$000	Budget 2026/27 \$000	Budget 2028/29 \$000
<b>Cash Flows from Operating Activities</b>			
Receipts from Customers	1,925	1,889	1,934
Payments to Suppliers and Employees	(24,217)	(24,375)	(18,200)
	(22,292)	(22,486)	(16,266)
Interest Received	1,403	1,438	1,473
Borrowing Costs	-	-	-
Operating Grants, Subsidies, Contributions and Donations	24,052	24,189	18,184
<b>Net Cash Inflow (Outflow) from Operating Activities</b>	<b>3,163</b>	<b>3,141</b>	<b>3,390</b>
<b>Cash Flows from Investing Activities</b>			
Payments for Property, Plant and Equipment	(17,480)	(6,581)	(6,581)
Proceeds from Sale of Property, Plant and Equipment	135	-	-
Capital Grants, Subsidies, Contributions and Donations	7,115	4,100	4,809
<b>Net Cash Inflow (Outflow) from Investing Activities</b>	<b>(10,230)</b>	<b>(2,481)</b>	<b>(1,772)</b>
<b>Cash Flows from Financing Activities</b>			
Proceeds from Borrowings	-	-	-
Repayment of Borrowings	-	-	-
Repayment of finance leases	-	-	-
<b>Net Cash Inflow (Outflow) from Financing Activities</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net Increase / (Decrease) in Cash and Equivalents Held</b>	<b>(7,068)</b>	<b>661</b>	<b>1,618</b>
Cash and Equivalents at the Beginning of the Financial Year	30,300	23,233	23,894
<b>Cash at End of Reporting Period</b>	<b>23,233</b>	<b>23,894</b>	<b>25,512</b>

## Statement of Changes in Equity

For the Year Ended 30 June 2026

	Budget 2025/26 \$000	Budget 2026/27 \$000	Budget 2028/29 \$000
Balance at the beginning of period	162,955	170,257	174,448
Net result	7,302	4,191	5,073
Balance at the end of the period	<u>170,257</u>	<u>174,448</u>	<u>179,521</u>

## Notes to the Financial Statements

For the Year Ended 30 June 2026

	Budget 2025/26 \$000	Budget 2026/27 \$000	Budget 2028/29 \$000
<b>1 Rates and Utilities</b>			
<b>Operating income</b>			
General Rates	691	709	726
Mining Rates	3	3	3
Water	223	228	234
Waste Management	100	103	105
Total Rates and Utility Charges Revenue	1	1,043	1,068
Less: Discounts and Pensioner Remissions	(12)	(12)	(13)
	<u>1,005</u>	<u>1,030</u>	<u>1,055</u>
<b>2 Recoverable Works</b>			
Road Maintenance Performance Contract (RMPC) Works	264	271	277
Other Contract and Recoverable Works	16,198	16,198	10,000
	<u>16,461</u>	<u>16,468</u>	<u>10,277</u>
<b>3 Grants, Subsidies and Contributions</b>			
<b>i) Recurrent</b>			
General Purpose Grants	7,259	7,440	7,619
Specific Purpose Government Subsidies and Grants	274	281	288
Contributions and Donations	-	-	-
	<u>7,533</u>	<u>7,721</u>	<u>7,907</u>
<b>ii) Capital</b>			
Specific Purpose Government Subsidies and Grants	7,115	4,100	4,809
	<u>7,115</u>	<u>4,100</u>	<u>4,809</u>
<b>4 Employee Costs</b>			
Total Staff Wages and Salaries	5,148	5,277	4,917
Councillor Remuneration	424	434	445
Annual, Sick and LSL	1,049	1,075	1,101
Superannuation	584	599	613
	<u>7,205</u>	<u>7,385</u>	<u>7,075</u>
Other Employee Costs	333		
	<u>7,538</u>	<u>7,385</u>	<u>7,075</u>
Less: Capitalised Employee Expenses	(290)	(284)	(272)
	<u>7,248</u>	<u>7,101</u>	<u>6,803</u>
<b>5 Material and Services</b>			
Audit Fees and Services	70	72	73
Operating and Maintenance Expenses	1,650	1,591	1,629
Communications and IT	165	169	173
Flood Damage - Recoverable Works	14,762	15,131	9,182
Department of Main Roads - Recoverable Works	285	292	299
	<u>16,932</u>	<u>17,255</u>	<u>11,357</u>

## Financial Sustainability Ratios

Type	Measure	Target	Budget 2025/26	Budget 2026/27	Budget 2027/28	Forecast 2028/29	Forecast 2029/30	Forecast 2030/31	Forecast 2031/32	Forecast 2032/33	Forecast 2033/34	Forecast 2034/35
Financial Capacity	Council-Controlled Revenue*	N/A	6%	6%	8%	8%	8%	8%	8%	8%	8%	8%
Financial Capacity	Population Growth*	N/A	-0.63%	-0.63%	-0.63%	-0.63%	-0.63%	-0.63%	-0.63%	-0.63%	-0.63%	-0.63%
Operating Performance	Operating Surplus Ratio	N/A	1%	0%	1%	1%	1%	1%	1%	1%	1%	1%
Operating Performance	Operating Cash Ratio	Greater than 0.0%	12%	12%	16%	16%	16%	16%	16%	16%	16%	16%
Liquidity	Unrestricted Cash Expense Cover Ratio	4 Months	6	9	13	13	14	15	15	16	16	17
Asset Management	Asset Sustainability Ratio	Greater than 90%	147%	144%	140%	140%	139%	139%	138%	137%	137%	136%
Asset Management	Asset Consumption Ratio	Greater than 60%	73%	73%	72%	71%	71%	70%	70%	69%	68%	68%

\*The Council-Controlled Revenue and Population Growth measures are reported for contextual purposes only and are not audited by the QAO.

## Long Term Financial Forecast

	Budget 2025/26 \$000	Budget 2026/27 \$000	Budget 2027/28 \$000	Forecast 2028/29 \$000	Forecast 2029/30 \$000	Forecast 2030/31 \$000	Forecast 2031/32 \$000	Forecast 2032/33 \$000	Forecast 2033/34 \$000	Forecast 2034/35 \$000
<b>Income</b>										
<b>Revenue</b>										
Rates, Levies and Charges	1,005	1,030	1,055	1,080	1,106	1,133	1,160	1,188	1,216	1,245
Fees and Charges	610	605	620	635	650	665	681	698	714	732
Rental Income	214	219	224	229	235	241	246	252	258	265
Interest Received	1,403	1,438	1,473	1,508	1,544	1,581	1,619	1,658	1,698	1,739
Other Income	97	34	35	36	37	38	39	40	41	42
Recoverable Works	16,461	16,468	10,277	10,524	10,776	11,035	11,300	11,571	11,849	12,133
Grants, Subsidies, Contributions and Donations	7,590	7,721	7,907	8,097	8,291	8,490	8,694	8,902	9,116	9,335
<b>Total Operating Revenue</b>	<b>27,380</b>	<b>27,516</b>	<b>21,590</b>	<b>22,108</b>	<b>22,639</b>	<b>23,182</b>	<b>23,739</b>	<b>24,308</b>	<b>24,892</b>	<b>25,489</b>
<b>Expenses</b>										
Employee Benefits	7,248	7,101	6,803	6,966	7,133	7,305	7,480	7,659	7,843	8,032
Materials and Services	16,932	17,235	11,357	11,629	11,909	12,194	12,487	12,787	13,094	13,408
Finance Costs	38	39	40	41	42	43	44	45	46	47
Depreciation of Property, Plant, and Equipment	2,976	3,050	3,127	3,202	3,278	3,357	3,438	3,520	3,605	3,691
Amortisation of Right-of-Use Assets	-	-	-	-	-	-	-	-	-	-
<b>Total Operating Expenses</b>	<b>27,193</b>	<b>27,425</b>	<b>21,326</b>	<b>21,838</b>	<b>22,362</b>	<b>22,899</b>	<b>23,449</b>	<b>24,011</b>	<b>24,588</b>	<b>25,178</b>
<b>Net Operating Result</b>	<b>187</b>	<b>91</b>	<b>264</b>	<b>270</b>	<b>277</b>	<b>283</b>	<b>290</b>	<b>297</b>	<b>304</b>	<b>312</b>
<b>Capital Revenue</b>										
Grants, Subsidies, Contributions and Donations	7,115	4,100	4,809	5,341	4,750	4,967	5,019	4,912	4,966	4,966
Capital Income	-	-	-	-	-	-	-	-	-	-
<b>Total Capital Revenue</b>	<b>7,115</b>	<b>4,100</b>	<b>4,809</b>	<b>5,341</b>	<b>4,750</b>	<b>4,967</b>	<b>5,019</b>	<b>4,912</b>	<b>4,966</b>	<b>4,966</b>
<b>Net Result</b>	<b>7,302</b>	<b>4,191</b>	<b>5,073</b>	<b>5,612</b>	<b>5,027</b>	<b>5,250</b>	<b>5,310</b>	<b>5,209</b>	<b>5,270</b>	<b>5,277</b>

## Long Term Financial Forecast

Note	Budget 2025/26 \$000	Budget 2026/27 \$000	Budget 2027/28 \$000	Forecast 2028/29 \$000	Forecast 2029/30 \$000	Forecast 2030/31 \$000	Forecast 2031/32 \$000	Forecast 2032/33 \$000	Forecast 2033/34 \$000	Forecast 2034/35 \$000
<b>Current Assets</b>										
Cash and Equivalents	23,233	23,894	25,512	27,498	28,806	30,242	31,637	32,832	33,984	35,036
Trade and Other Receivables	1,466	1,501	1,537	1,568	1,599	1,631	1,664	1,697	1,731	1,766
Inventories	116	116	116	118	120	123	125	128	130	133
Contract Assets	892	892	892	910	928	947	965	985	1,004	1,025
Right of Use Assets	-	-	-	-	-	-	-	-	-	-
Other Assets	-	-	-	-	-	-	-	-	-	-
<b>Total Current Assets</b>	<b>25,706</b>	<b>26,402</b>	<b>28,057</b>	<b>30,094</b>	<b>31,454</b>	<b>32,942</b>	<b>34,392</b>	<b>35,642</b>	<b>36,850</b>	<b>37,959</b>
<b>Non-Current Assets</b>										
Property, Plant and Equipment	154,589	156,176	157,735	161,189	164,733	168,368	172,098	175,924	179,850	183,877
Right of Use Assets	-	-	-	-	-	-	-	-	-	-
<b>Total Non-Current Assets</b>	<b>154,589</b>	<b>156,176</b>	<b>157,735</b>	<b>161,189</b>	<b>164,733</b>	<b>168,368</b>	<b>172,098</b>	<b>175,924</b>	<b>179,850</b>	<b>183,877</b>
<b>Total Assets</b>	<b>180,295</b>	<b>182,579</b>	<b>185,792</b>	<b>191,283</b>	<b>196,187</b>	<b>201,310</b>	<b>206,490</b>	<b>211,566</b>	<b>216,699</b>	<b>221,836</b>
<b>Current Liabilities</b>										
Trade and Other Payables	198	202	207	211.35	215.58	219.89	224.29	228.77	233.35	238.02
Contract Liabilities	11,354	6,389	5,305	5,169	5,030	4,887	4,741	4,591	4,436	4,278
Lease Liabilities	-	-	-	-	-	-	-	-	-	-
Provisions	393	403	412	420	429	437	446	455	464	474
<b>Total Current Liabilities</b>	<b>11,945</b>	<b>6,994</b>	<b>5,924</b>	<b>5,801</b>	<b>5,675</b>	<b>5,544</b>	<b>5,412</b>	<b>5,275</b>	<b>5,134</b>	<b>4,990</b>
<b>Non-Current Liabilities</b>										
Lease Liabilities	-	-	-	-	-	-	-	-	-	-
Provisions	215	220	225	230	234	239	244	249	254	259
<b>Total Non-Current Liabilities</b>	<b>215</b>	<b>220</b>	<b>225</b>	<b>230</b>	<b>234</b>	<b>239</b>	<b>244</b>	<b>249</b>	<b>254</b>	<b>259</b>
<b>Total Liabilities</b>	<b>12,159</b>	<b>7,214</b>	<b>6,150</b>	<b>6,030</b>	<b>5,909</b>	<b>5,783</b>	<b>5,655</b>	<b>5,523</b>	<b>5,387</b>	<b>5,248</b>
<b>NET COMMUNITY ASSETS</b>	<b>168,136</b>	<b>175,365</b>	<b>179,642</b>	<b>185,253</b>	<b>190,278</b>	<b>195,527</b>	<b>200,835</b>	<b>206,042</b>	<b>211,312</b>	<b>216,588</b>
<b>Community Equity</b>										
Revaluation Surplus	98,919	98,919	98,919	98,919	98,919	98,919	98,919	98,919	98,919	98,919
Retained Surplus	69,217	76,446	80,723	86,334	91,359	96,607	101,916	107,123	112,393	117,669
<b>TOTAL COMMUNITY EQUITY</b>	<b>168,136</b>	<b>175,365</b>	<b>179,642</b>	<b>185,253</b>	<b>190,278</b>	<b>195,527</b>	<b>200,835</b>	<b>206,042</b>	<b>211,312</b>	<b>216,588</b>

## Long Term Financial Forecast

	Budget 2025/26 \$000	Budget 2026/27 \$000	Budget 2027/28 \$000	Forecast 2028/29 \$000	Forecast 2029/30 \$000	Forecast 2030/31 \$000	Forecast 2031/32 \$000	Forecast 2032/33 \$000	Forecast 2033/34 \$000	Forecast 2034/35 \$000
<b>Cash Flows from Operating Activities</b>										
Receipts from Customers	1,925	1,889	1,934	1,934	1,980	2,028	2,076	2,126	2,177	2,230
Payments to Suppliers and Employees	(24,217)	(24,375)	(18,200)	(18,200)	(18,637)	(19,084)	(19,542)	(20,011)	(20,491)	(20,983)
	(22,292)	(22,486)	(16,266)	(16,266)	(16,656)	(17,056)	(17,465)	(17,885)	(18,314)	(18,753)
Interest Received	1,403	1,438	1,473	1,473	1,508	1,544	1,581	1,619	1,658	1,698
Borrowing Costs	-	-	-	-	-	-	-	-	-	-
Operating Grants, Subsidies, Contributions and Donations	24,052	24,189	18,184	18,184	18,620	19,067	19,525	19,993	20,473	20,964
<b>Net Cash Inflow (Outflow) from Operating Activities</b>	<b>3,163</b>	<b>3,141</b>	<b>3,390</b>	<b>3,390</b>	<b>3,472</b>	<b>3,555</b>	<b>3,640</b>	<b>3,728</b>	<b>3,817</b>	<b>3,909</b>
<b>Cash Flows from Investing Activities</b>										
Payments for Property, Plant and Equipment	(17,480)	(6,581)	(6,581)	(6,745)	(6,914)	(7,087)	(7,264)	(7,445)	(7,632)	(7,822)
Proceeds from Sale of Property, Plant and Equipment	135	-	-	-	-	-	-	-	-	-
Capital Grants, Subsidies, Contributions and Donations	7,115	4,100	4,809	5,341	4,750	4,967	5,019	4,912	4,966	4,966
<b>Net Cash Inflow (Outflow) from Investing Activities</b>	<b>(10,230)</b>	<b>(2,481)</b>	<b>(1,772)</b>	<b>(1,404)</b>	<b>(2,164)</b>	<b>(2,120)</b>	<b>(2,245)</b>	<b>(2,533)</b>	<b>(2,666)</b>	<b>(2,857)</b>
<b>Cash Flows from Financing Activities</b>										
Proceeds from Borrowings	-	-	-	-	-	-	-	-	-	-
Repayment of Borrowings	-	-	-	-	-	-	-	-	-	-
Repayment of finance leases	-	-	-	-	-	-	-	-	-	-
<b>Net Cash Inflow (Outflow) from Financing Activities</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net Increase / (Decrease) in Cash and Equivalents Held</b>	<b>(7,068)</b>	<b>661</b>	<b>1,618</b>	<b>1,987</b>	<b>1,308</b>	<b>1,435</b>	<b>1,396</b>	<b>1,194</b>	<b>1,152</b>	<b>1,052</b>
Cash and Equivalents at the Beginning of the Financial Year	30,300	23,233	23,894	25,512	27,498	28,806	30,242	31,637	32,832	33,984
<b>Cash at End of Reporting Period</b>	<b>23,233</b>	<b>23,894</b>	<b>25,512</b>	<b>27,498</b>	<b>28,806</b>	<b>30,242</b>	<b>31,637</b>	<b>32,832</b>	<b>33,984</b>	<b>35,036</b>

## 2025-26 Capital Budget Summary

Budget ID	Asset Description	Grant Funding 2025/26	Expenditure 2025/26	Status	Budget Review Comments
<b>Buildings and Structures</b>					
44	Chinese Temple Site Reinvigoration	-	117,921	In Progress	
5	Slip Resistant Coating to Workshop Floor	-	50,000	RFQ in progress	
24	Upgrade Doris Casey Hall Kitchen	-	50,000	RFQ in progress	
46	Caravan Park - Cabins 7-8 Upgrade	-	33,900	Complete	
34	Roof for a Heritage Building	-	300,000	RFQ in progress	
54	Heritage Building Repairs	-	23,230	In Progress	
47	Purchase of Houses	1,530,000	4,830,000	Complete	
41	Painting - All Council Buildings	-	100,000	In Progress	
17	Employee Housing - Capital Works	143,356	193,000	In Progress	
		<b>1,673,356</b>	<b>5,698,051</b>		
<b>Other Infrastructure</b>					
39	Signage Strategy	80,000	120,000	Completed	
48	Precinct Development & Planning	2,813,500	3,156,934	In Progress	
42	Pump Track/Splash Park - Install New Picnic Area With Electric BBQ	-	70,000	RFQ in progress	
37	Lake Belmore - Construct New Shed & Fishing Area On Eastern Side	-	150,000	RFQ in progress	
37	Lake Belmore - Install Electric BBQ At Existing Lower Shed	-	40,000	RFQ in progress	
37	Lake Belmore - Repairs to Buildings & Rec Area	-	35,000	In progress	
43	Lake Belmore - Playground Replacement	-	250,000	RFQ in progress	
38	Cemetery Fence -Replace 810m Fencing Around Town Cemetery	-	144,000	RFQ in progress	
20	Extra Cemetery Fencing	-	100,000	RFQ in progress	
49	Childcare - Upgrade Play Equipment	-	60,000	RFQ in progress	
45	Heritage Precinct & Chinese Temple Path (Seating) & CWA Hall/Brown St (Install Gazebo)	-	124,000	In progress	
50	Mini Golf Design	-	25,000	Completed	
53	Purchase & Installation Of Grandstand - Rodeo Grounds	-	87,365	In progress	
18	Landscaping works to splash park and pump track	-	230,000	RFQ in progress	
36	Info Centre - Rework of Croydon Story Film	-	30,000	Completed	
51	Entrance Gardens	-	30,000	In Progress	
19	Consider a Cemetery Extension Plan	-	56,000		
28	Painting of Fence - Opposite Pub	-	50,000	In Progress	
31	Re-Surface Kids Pool and Replace Filtration and Chlorinator	-	55,475	Completed	
62	Air Con Matron Morrow Library	-	18,000	Completed	Addition to the budget to replace the failed units

32	Residential Switch Upgrade	-	31,000	In Progress	Increase to \$31k to reflect actual costs
33	Front Verandah Rail - Townhall	-	10,000		
35	Grade Road at Old Cemetery and Fence	-	100,000		
21	Feature Lighting to Key Assets	-	200,000	RFQ in progress	
22	Septic Tank Upgrade to Key Facilities	-	100,000		
23	Additional Waste Bins and Infrastructure for the Landfill	-	80,000		
27	Council Electronic sign at admin	-	50,000		Increase to \$50 for doublesided sign
25	Camp Kitchen	-	25,000		
26	Mountain Bike Trails - Detailed Design				
26	Mountain Bike Trails - B Plan	180,000	200,000	On Hold - Waiting on Funding	
26	Mountain Bike Trails - Study				
52	Contingency Funding For Grants	-	150,000		
		<b>3,073,500</b>	<b>5,777,774</b>		
	<b>Plant and Equipment</b>				
12	Replacement Of - Toro Mower 7200 Series #509	-	22,000		Net cost includes \$3k sales revenue on old mower
13	Replacement Of - Howard Float Trailer #388	-	-		Replacement deferred
14	Replacement Of - Truck UD Nissan GW470 #531	-	190,000	Awaiting delivery	Net costs includes \$125k sales revenue on old truck
15	Replacement Of - Single Axle Beaver Float Trailer #	-	-		Replacement deferred
63	Replacement Of - Nissan UD Truck # 532	-	315,000	Awaiting delivery	
64	New Pressure Cleaner	-	-	Completed	Remove from capital list as below threshold
65	Replacement of Toyota Yaris	-	36,000		Additional project - Vehicle at end of life
66	Replacement vehicle for Pest Control and Dog Catching	-	201,100		Additional project - Vehicle at end of life
29	Data Cable & Switch Upgrade	-	68,000	Completed	
30	Enterprise Suite Software	-	100,000	RFQ in progress	Defer bulk of expenditure to FY27
16	IT Upgrades	-	84,000	In Progress	
		-	<b>1,016,100</b>		
	<b>Roads</b>				
1	Richmond Road - Upgrade and Seal	1,218,264	1,218,264		
55	Richmond Road - Culvert Upgrade	-	136,132	In Progress	
40	Sandstone Kerbing Extension	-	400,000		
56	Claraville Road from Rodeo Grds Grid to Cemetary Creek inc Floodway Upgrade	-	210,020		
57	Aerodrome - Reseal and upgrade	380,000	380,000	In progress	Grant received from the Regional Airports Upgrade Program
3	Resealing of Town Streets	200,000	200,000	In progress	
4	Line Marking of Town Streets	100,000	100,000		
2	Phillips & Brown Street - Upgrade 420m, Haseler & Mabel Street - Upgrade	220,000	220,000	In progress	

	345m				
6	Stormwater Improvements	250,000	250,000		
8	Richmond Road & Town Streets - Reseals	-	190,000		
		<b>2,368,264</b>	<b>3,304,416</b>		

	<b>Water Infrastructure</b>				
59	New Water Mains Installation	-	1,201,187	In Progress	Consolidated with Projects 9, 11, 60
9	Continued Replacement of AC Water Main	-	-		Consolidated to Project 59 - New Water Mains Installation
7	Upgrade Scada Control system and PLC	-	85,000		Additional allocation from Project 8
8	Engineering Review and Design of Resilience of the WTP Structure	-	-		Project no longer required - allocate budget to Project 7
10	Sprinkler Reticulation to Parks from Water to Parks Project	-	397,830		Consolidated with Project 61
11	New Water Main Supply to Phillips, Brown & Haseler, Mable Streets Development	-	-	In Progress	Consolidated to Project 59 - New Water Mains Installation
60	Relocate Fire Hydrants and Valves	-	-	In Progress	Consolidated to Project 59 - New Water Mains Installation
61	Alternative Water Supply for Council Parks	-	-	In Progress	Consolidated to Project 10
		-	<b>1,684,017</b>		
	<b>Grand Total</b>	<b>7,115,120</b>	<b>17,480,358</b>		



# Croydon Shire Council

# Corporate Plan

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## Message from the Mayor

This plan is our community's shared vision for Croydon's future, developed through honest conversations and practical ideas from across the Shire.

Croydon's strength lies in its people. We are proud of our history, and always looking for ways to make life better for everyone who lives and works here.

This Corporate Plan sets out five key themes to guide our work, Leadership and Corporate Governance; Strong United Community; Economic Development and Infrastructure; Culture, Heritage and Tourism; and Environmental Sustainability.

Under this plan, we are committed to leading with integrity and transparency. We will focus on building a healthy, safe, and inclusive community where everyone can participate and thrive.

Our work to protect Croydon's unique natural environment and heritage will be matched by practical action to maintain and improve our parks, roads, and community spaces. We will keep supporting local businesses and creating opportunities for economic growth, while always making decisions that are right for Croydon, now and for the future.

Our town is small, but our community spirit is big. When we work together, we can achieve anything.

I am proud of what we have achieved together so far, and even more optimistic about the future we can create by working together.

Thank you to my fellow Councillors, our Chief Executive Officer, Council staff, and all those who have contributed ideas and feedback. Your commitment and collaboration are the foundation of this plan.

Together, let's keep building an even stronger, and resilient Croydon for all.

## Message from the CEO

I am pleased to introduce the Croydon Shire Council's Corporate Plan. This plan sets out a clear direction for Council's work over the next five (5) years, grounded in the needs and priorities of our community.

The Corporate Plan has been shaped by community input and careful consideration of the challenges and opportunities ahead.

It focuses our efforts across five (5) key themes:

1. Leadership and Corporate Governance
2. Strong United Community
3. Economic Development and Infrastructure
4. Culture, Heritage and Tourism
5. Environmental Sustainability

Each of these themes guide our strategies and actions, ensuring we continue to deliver reliable services, promote inclusion, protect Croydon's unique environment and heritage, and support economic growth.

Council is committed to open, transparent governance, effective community engagement, and responsible financial management. We will continue to maintain and improve our local infrastructure, strengthen community connections, and support Croydon's resilience and sustainability.

I would like to thank the Mayor, Councillors, and all staff for their commitment to delivering the best outcomes for our Shire. I also thank the Croydon community for your ongoing participation and support. Your ideas and feedback are vital in shaping a positive future for Croydon.

Together, we will deliver on the vision and priorities set out in this Corporate Plan and ensure Croydon remains a place where its people and community thrive.

## Executive Summary

The Croydon Shire Council's Corporate Plan 2026–2030 sets out the strategic direction for the Shire over the next five years, providing a clear roadmap for decision making, resource allocation, and service delivery. Developed with extensive input from over 200 community members and stakeholders, this plan responds directly to the needs, challenges, and aspirations of the Croydon community.

### Community Engagement

Council's priorities have been shaped through surveys, interviews, focus groups, online forums, and town hall meetings. This community feedback has been essential in defining the vision, values, and key themes of the plan.

### Key Themes and Priorities

The plan is structured around five (5) main themes, namely:

#### 1. Leadership and Corporate Governance

Council will lead with honesty and transparency, ensuring meaningful engagement and effective communication with the community and stakeholders. Priorities include accountable decision making, responsible financial management, continual improvement, robust risk management, and collaborative external partnerships.

#### 2. Strong United Community

The focus is on supporting a friendly, safe, and welcoming Shire. Council will work to improve engagement with all residents, including First Nations peoples, advocate for better health and education outcomes, support community events, provide quality social infrastructure, and encourage lifelong learning and cultural participation.

#### 3. Economic Development and Infrastructure

Council aims to back local business, attract investment, and grow Croydon's economy. Priorities include upgrading the main and Shire road networks, improving facilities and accessibility, ensuring adequate land and housing, supporting transport links, and promoting local procurement and workforce development.

#### 4. Culture, Heritage and Tourism

Council will embrace and promote Croydon's diverse cultures and heritage, supporting local arts and community events, preserving heritage buildings, and positioning Croydon as a distinctive and attractive destination for residents and visitors alike.

#### 5. Environmental Sustainability

There is a strong commitment to caring for Croydon's land and resources, including promoting sustainable waste management, supporting pest and weed control, advocating for disaster resilience infrastructure, and protecting the Shire's natural and cultural values.

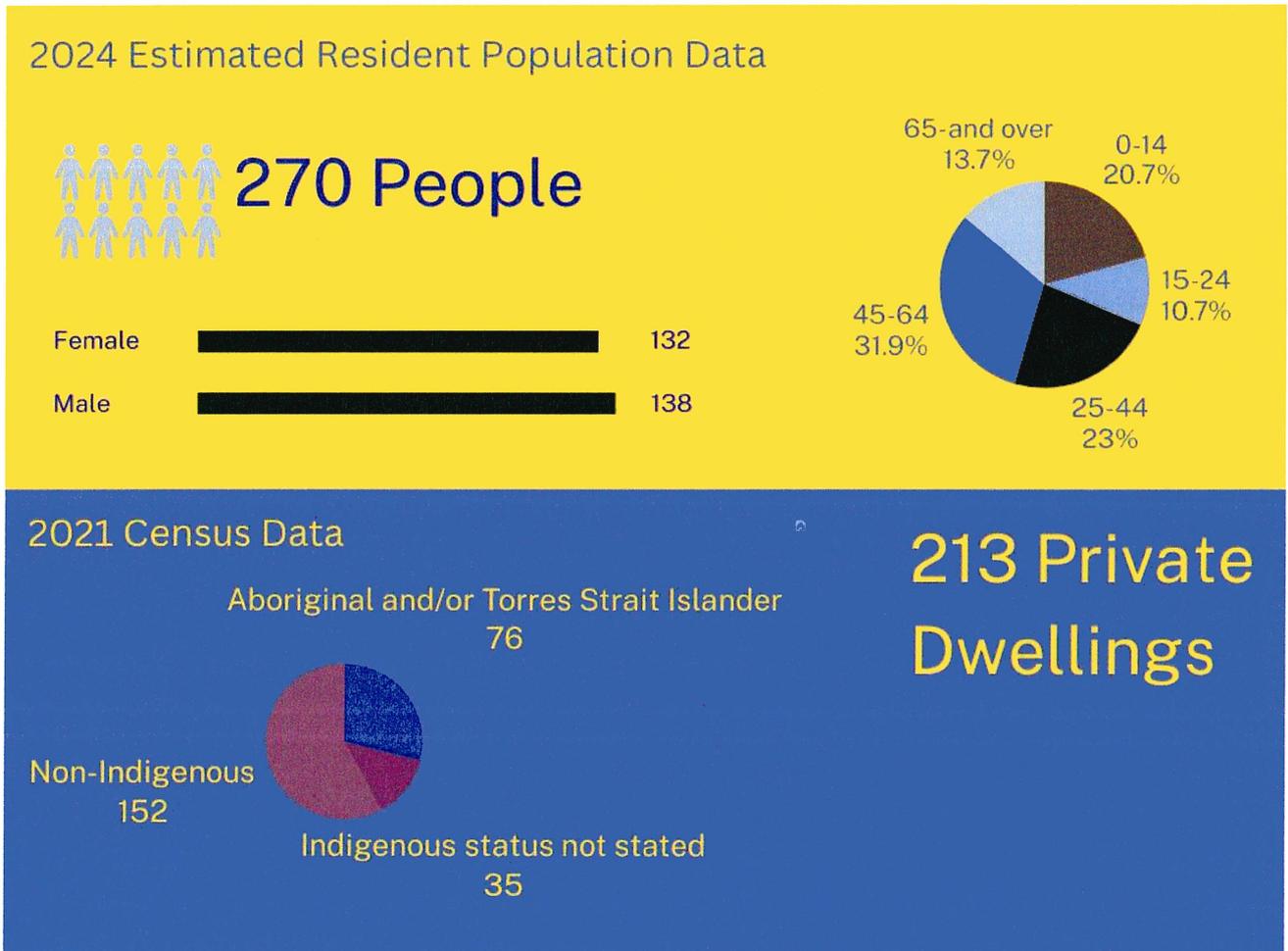
### How Progress Will Be Measured

The plan identifies clear strategies, implementation actions, and performance indicators for each action within each theme. Progress will be tracked through regular reporting, including quarterly and annual performance reports, and the plan will be reviewed and updated as needed to ensure it remains responsive to community needs and emerging opportunities.

## Our Commitment

This Corporate Plan reflects Council's ongoing commitment to transparency, accountability, and service for the Croydon community. Together, Council and community will continue to build a strong, sustainable, and welcoming Shire for all.

## Regional Profile



2021 Census, 2024 Estimated Resident Population, Australian Bureau of Statistics

## What is a Corporate Plan?

The Corporate Plan is a key requirement for all councils in Queensland under the *Local Government Act 2009* (Qld). It sets out Council's priorities, goals, and actions for the next five (5) years, providing a clear roadmap to guide decisions, budgets, and day-to-day operations.

Each council must prepare and adopt a Corporate Plan covering a period of five (5) financial years. This ensures that all planning and budgeting is consistent and aligned with a long-term vision.

Our Corporate Plan sets the strategic direction for Croydon Shire and outlines how Council will work towards achieving our shared vision for the community. It also details the performance indicators we will use to track our progress and success.

While the Corporate Plan is reviewed and updated at least every five (5) years, it may also be amended as needed to respond to changing circumstances or new opportunities.

The Croydon Shire Corporate Plan sets out what we want to achieve, how we will get there, and how we will measure our success. It is our commitment to working with the community to build a thriving, sustainable, and inclusive region. The plan ensures that Council's activities remain transparent, accountable, and focused on the long-term needs of the community.

## Corporate Governance Framework

The Corporate Plan forms a central part of Croydon Shire Council's Corporate Governance Framework, which ensures that all planning, financial management, and reporting processes are transparent, accountable, and aligned with the needs of the community.

The framework is structured as follows:

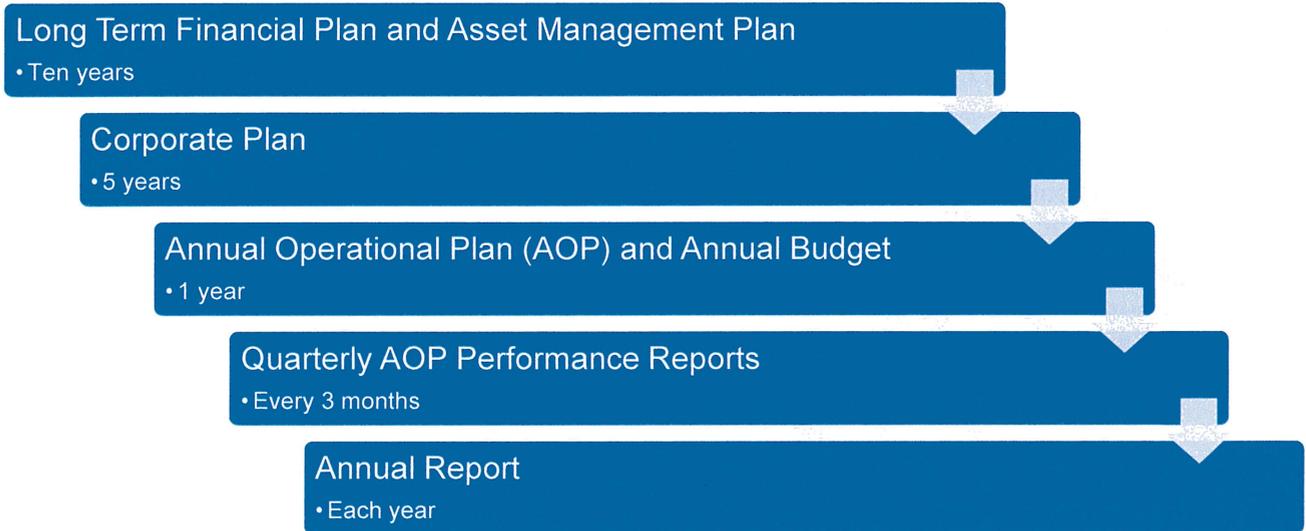
- **Long Term Financial Plan and Asset Management Plan (Ten years):** These long-range plans provide the foundation for sustainable financial management and responsible stewardship of community assets.
- **Corporate Plan (Five years):** The Corporate Plan sets the overall direction and priorities for Council, guiding decisions and investment over a five-year period.
- **Annual Operational Plan and Annual Budget (One year):** Each year, Council develops an Operational Plan and aligned Budget that detail the specific actions and resources required to deliver on the Corporate Plan's objectives, year by year.
- **Quarterly Performance Reports (Every three months):** Annual Operational Plan progress is tracked and reported to ensure that Council remains on course and is responsive to changing needs.
- **Annual Report (Each year):** Council publishes an Annual Report around November annually for the prior financial year, providing the community with a transparent account of performance, achievements, and financial stewardship.

In addition to these planning and reporting documents, Council's work is underpinned by a comprehensive suite of Policies and Procedures. These provide guidance on day-to-day decision making, service delivery, and governance, ensuring consistency, compliance, and high standards of service for the community.

Council also develops and maintains other key strategic planning documents. These include the Croydon Shire Planning Scheme, which sets out land use and development controls, and the Croydon Shire Master Plan and the Croydon Precinct Growth Plan, which together provide a long-term vision for the growth and development of the Shire. Together, these documents ensure that planning for Croydon is integrated, coordinated, and responsive to the needs and aspirations of the community.

These elements form an integrated approach to good governance, ensuring that Croydon Shire Council is well placed to meet current and future challenges, deliver on community expectations, and remain accountable to residents and stakeholders.

#### Diagram one – Corporate Governance Framework



## Engagement

The Croydon Shire Corporate Plan has been developed with valuable input from a wide range of community members and stakeholders across 2025. More than 200 people took part in surveys, interviews, focus groups, online forums, drop-in sessions, and town hall meetings.

Council appreciates the openness and generosity of everyone who contributed their time and insights. This feedback has played an important role in shaping the priorities and direction of the Corporate Plan, helping ensure it reflects the needs, challenges, and aspirations of the whole Croydon community.

## Motto

***'Forever Golden'***

## Mission Statement

To continually improve the quality of life for Shire residents through the provision of quality services and the continued broadening of the economic base of the Shire.

## Vision

For Croydon Shire to be a friendly, safe and welcoming community, united by pride in our history, lifestyle and achievements. We foster a diverse and resilient economy, support our local businesses

and industries, and value the preservation of our cultural and natural heritage. We are committed to continually improving to create a Shire where everyone belongs and thrives.

## Our Values

### **Pride**

We take pride in our work and our Shire, celebrating our achievements and unique identity.

### **Integrity**

We act with honesty, trust and transparency in everything we do.

### **Respect**

We are respectful of others and value diversity, fostering an inclusive and welcoming community.

### **Responsibility**

We are accountable for our decisions and actions and take responsibility for delivering high standards of service.

### **Community Focus**

We are passionate about working collaboratively with our community and supporting each other.

### **Professionalism**

We demonstrate professionalism, and commitment in our work, striving for continuous improvement.

### **Communication**

We are open and effective communicators, building strong relationships within our organisation and the wider community.

## Corporate Structure



## Action Areas

### **1. Leadership and Corporate Governance**

We lead with honesty, transparency, supported by meaningful engagement and effective communication with our community and stakeholders.

### **2. Strong United Community**

We support a friendly, safe, and welcoming Shire where everyone feels connected and valued.

### **3. Economic Development and Infrastructure**

We back local business, and invest in reliable infrastructure, to grow Croydon's economy.

### **4. Culture, Heritage and Tourism**

We embrace our cultures and heritage, and promote Croydon as a distinctive place to live and visit.

### **5. Environmental Sustainability**

We care for our land and resources to ensure a healthy environment, now and into the future.

# 1. Leadership and Corporate Governance

## Outcome

We lead with honesty, transparency, supported by meaningful engagement and effective communication with our community and stakeholders.

## Strategies and Actions

Strategies and Actions				Financial Year						
Strategy	Implementation Action	Key Performance Indicator	Responsibility	Role	Completion Date	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
<b>1.1</b> <b>Council Decision Making</b> Council is responsible, accountable, measured and consistent in its decision making	Council applies the principles of accountability, transparency, integrity, leadership and social equity to its decision making and ensures appropriate systems are in place to ensure compliance with these principles	Consistent and transparent decision making	Chief Executive Officer	Lead	Ongoing	X	X	X	X	X
						1.1.1				
<b>1.2</b> <b>Organisational Sustainability</b> Council is committed to the efficient management of	Council's long-term financial plan, asset management plan and planning scheme is	Long term plans are developed and implemented	Chief Executive Officer	Lead	Ongoing	X		X		
	1.2.1									

Corporate Plan 30 January 2026





1.3.2	Council develops an enhanced IT capability to further improve operational performance and efficiency and external communication and community engagement	Internal and external user satisfaction	Chief Executive Officer/ Director Corporate Services	Lead	Ongoing	X	X	X	X	X	X
1.3.3	Council's corporate structure is regularly reviewed to deliver strategic priorities, operational efficiency and improved service quality	Structural alignment reviewed for workplace performance	Chief Executive Officer	Lead	Ongoing	X	X	X	X	X	X
1.3.4	Council's internal governance arrangements ensure all workplace participants are informed, share a common set of values which build a climate of integrity and teamwork across Council, and take responsibility for their workplace conduct	Council is regarded as an Employer of Choice Compliance with Code of Conduct	Chief Executive Officer/ Director Corporate Services	Lead	Ongoing	X	X	X	X	X	X
1.3.5	Council is committed to a safe workplace for all workplace participants and the public through compliance with its workplace health and safety management system	Annual workplace audit demonstrates benchmark level achieved Continual improvement	Chief Executive Officer/ Workplace Health & Safety Advisor	Lead	Ongoing	X	X	X	X	X	X



## 2. Strong United Community

### Outcome

We support a friendly, safe, and welcoming shire where everyone feels connected and valued.

### Strategies and Actions

Strategy	Implementation Action	Key Performance Indicator	Responsibility	Role	Completion Date	Financial Year				
						2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
<b>Community Engagement</b> Council has meaningful engagement with the Shire community and external stakeholders to ensure Council's decisions fully consider the range of community views	2.1.1 Council effectively communicates with the Shire community and external stakeholders in a timely and appropriate manner consistent with best practice and use of online platforms to better engage with the community	Number of feedback opportunities; participation rates; actions taken based on input.	Chief Executive Officer	Lead	Ongoing	X	X	X	X	X
	2.1.2 Strengthen engagement and collaboration with key community members, including First Nations representatives, to ensure Council's decisions reflect	Number and diversity of engagement activities; Participation of First Nations	Chief Executive Officer	Lead	Ongoing	X	X	X	X	X

2.1

2.2		diverse perspectives and community priorities	representatives ; Qualitative feedback from community and First Nations participants; Evidence of engagement outcomes reflected in decision making					
2.2 The community has access to quality health services within a holistic approach to community health and well being	2.2.1	Council will continue to make representations for improved access to quality primary and allied health care services for the Croydon community and support active community involvement in planning for the delivery of health care services which are responsive to community needs	Improved health indicators	Chief Executive Officer/ Mayor and Councillors	Advocate	Ongoing	X X X X X	X X X X
	2.2.2	Council will facilitate a holistic, collaborative approach to improved community health and wellbeing through innovative and inclusive healthy lifestyle programs which meet the needs of all sections of the community	Number of opportunities for residents to participate in healthy lifestyle activities and participation levels	Director Community, Tourism and Marketing	Lead	Annual	X X X X X	X X X X

2.3	<b>Community Facilities and Services</b> The community's diverse needs are met through a range of social infrastructure services and facilities that are inclusive and equitable	2.3.1	Council continues to operate community and cultural services which are not being delivered by the private sector to ensure equity of access to quality child care, aged care, sport and recreation and cultural activities for Croydon residents	Financial sustainability not adversely impacted; Service accreditation maintained;	Chief Executive Officer, Director Community, Tourism and Marketing and Child Care Director	Lead	Annual	X	X	X	X	X	
				Increase in participation levels;									
				Increased provision of Sport and Recreation services by internal and external providers									
2.3	<b>Community Facilities and Services</b> The community's diverse needs are met through a range of social infrastructure services and facilities that are inclusive and equitable	2.3.2	Work with state education authorities and local partners to support supervised distance education for secondary students who cannot attend school locally.	Number of students supported; establishment of a learning hub or supervised sessions.	Chief Executive Officer/ Mayor and Councillors	Advocate	Ongoing	X	X	X	X	X	
				Number of activities run by community groups									
		2.3.3	Council provides assistance to community clubs and groups to develop their capacity and sustainability to deliver services which are	Recognition for	Director Community, Tourism and Marketing	Lead	Annual reporting	X	X	X	X	X	





2.7	through appropriate adaptation and use		Financial sustainability not adversely impacted				
2.7	<p><b>Community Events</b></p> <p>Croydon residents come together to celebrate and share their culture, lifestyle and achievements through a range of community festivals, events and programs</p>	<p>2.7.1 Council coordinates a community events calendar to encourage broad participation across the full range of community events</p> <p>2.7.2 Council provides support to community groups which run festivals, events and activities</p> <p>2.7.3 Council holds civic events which celebrate and acknowledge individual and community contribution and achievement</p> <p>2.8.1 Council will review its planning scheme to ensure the policy framework</p>	<p>Community Events Calendar published on website and distributed locally; Calendar events promoted widely; Number of participants</p> <p>Number of festivals, events and activities run by community clubs and organisations</p> <p>Annual Program of Civic Events held</p> <p>The planning scheme will be brought into</p>	<p>Director Community, Tourism and Marketing</p> <p>Director Community, Tourism and Marketing</p> <p>Director Community, Tourism and Marketing</p> <p>Chief Executive Officer</p>	<p>Lead</p> <p>Lead</p> <p>Lead</p> <p>Lead</p>	<p>Annual</p> <p>Annual</p> <p>Annual</p> <p>Ongoing</p>	<p>X X X X</p> <p>X X X X</p> <p>X X X X</p> <p>X X X X</p>
2.8	<p><b>Safe Community</b></p> <p>Croydon is a safe, liveable</p>						

community which is appreciated by residents and visitors alike	continues to meet community aspirations accommodating continued economic growth in conjunction with community	line with new legislation, and all development is compliant with Council's	Planning Scheme and relevant legislation							
			Local Law compliance maintained							
	Council is committed to ensuring a safe, nuisance free environment for Shire residents through local law implementation	Local Laws reviewed modelled on Model Local Laws	Chief Executive Officer	Lead	Ongoing	X	X	X	X	X
<b>Disaster Management</b> Effective disaster management arrangements support community safety outcomes	Council continues to provide leadership in preparing for, mitigating and responding to disasters through resourced and effective Local Disaster Management Group arrangements	Community resilience and preparedness for disasters,								
		Local Disaster Management Group meets regularly	Chief Executive Officer (LDC/ Mayor and Councillors	Lead/ Advocate	Ongoing	X	X	X	X	X
2.9		Attendance at District Disaster Management								



### 3. Economic Development and Infrastructure

#### Outcomes

We back local business, and invest in reliable infrastructure, to grow Croydon's economy.

#### Strategies and Actions

Strategies and Actions						Financial Year				
Strategy	Implementation Action	Key Performance Indicator	Responsibility	Role	Completion Date	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
<b>Roads</b> Continue to improve the main road network and shire road network and progressively seal the Richmond Road as a major cattle corridor	3.1.1	Pursue all funding avenues to complete sealing of the Regional Cattle Corridor, the Richmond Road in partnership with Richmond Shire Council	Length of Richmond Road unsealed is progressively reduced	Chief Executive Officer/ Director Infrastructure/ Mayor and Councillors	Advocate Ongoing	X	X	X	X	X
	3.1.2	Improve service level for Shire roads (less downtime)	Length of time shire roads are closed during wet season is progressively reduced for similar rainfall events	Director Infrastructure	Lead Annual	X	X	X	X	X

3.2	<b>Fitness for Purpose</b> Ensure investment in infrastructure achieves operational efficiency and value for money	3.1.3	Continue to secure major road contracts and access external funding to undertake works which progressively upgrade the State and local road network	Successful road works contracts; Annual road works program delivered	Director Infrastructure	Lead	Annual	X	X	X	X	X
		3.1.4	Strongly lobby the Department of Main Roads to realign the dangerous corner at Samwell and Sircom Streets	Successful realignment of dangerous roadway	Chief Executive Officer/ Mayor and Councillors	Advocate	Ongoing	X	X	X	X	X
		3.1.5	Strongly lobby the Department of Main Roads to raise and widen the Gilbert River Bridge	Raising and widening of the bridge	Chief Executive Officer/ Mayor and Councillors	Advocate	Ongoing	X	X	X	X	X
		3.1.6	Strongly lobby the Department of Main Roads to widen narrow sections of the Gulf Developmental Road.	Successful widening of road	Chief Executive Officer/ Mayor and Councillors	Advocate	Ongoing	X	X	X	X	X
		3.2.1	Continue to implement business improvements to ensure infrastructure design and construction is fit for purpose and minimises whole of life costs	Community satisfaction, long-term financial sustainability and maintaining sound financial rating	Director Infrastructure	Lead	Annual	X	X	X	X	X
		3.2.2	Upgrade fencing to significantly reduce wildlife from entering airstrip	User satisfaction and safety compliance	Director Infrastructure	Lead	Ongoing	X	X	X	X	X

3.3	<p><b>Rest Stop Destination</b></p> <p>Position Croydon as a key destination and rest stop for travellers and transport operators</p>	3.3.1	<p>Promote Croydon as an attractive and welcoming stop for both tourists and haulage carriers by improving local facilities, signage and amenities, and actively marketing the Shire as a convenient and worthwhile place to visit or break a journey.</p>	<p>Number of tourists and haulage vehicles stopping in Croydon, as measured by visitor information centre records or local business surveys, each year.</p>	<p>Director Community, Tourism and Marketing/ Mayor and Councillors</p>	<p>Lead/ Advocate</p>	<p>Ongoing</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>
3.4	<p><b>Accessibility</b></p> <p>Improvements for Facility Accessibility</p>	3.4.1	<p>Review and progressively improve accessibility of council facilities, prioritising sites identified as barriers for older people, carers, and people with disability. Advocate for improvement to other service accessibility owned and managed by entities other than Council.</p>	<p>Audit completed; number of accessibility upgrades delivered.</p> <p>Number of submissions made</p>	<p>Chief Executive Officer/ Director Infrastructure/ Mayor and Councillors</p>	<p>Lead and Advocate</p>	<p>Ongoing</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>
3.5	<p><b>Land Availability</b></p> <p>Grow the shire economy, population and rate base, by servicing existing blocks and purchasing new land.</p>	3.5.1	<p>Service existing blocks of land in the township</p>	<p>Surplus lots identified and sold, increased rate base</p>	<p>Chief Executive Officer</p>	<p>Lead</p>	<p>Ongoing</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>
		3.5.2	<p>Secure release of additional unallocated state land for residential</p>	<p>Adequate land available to meet demand;</p>	<p>Chief Executive Officer/ Mayor and Councillors</p>	<p>Lead and Advocate</p>	<p>Ongoing</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>

			and industrial purposes in Croydon	increased rate base															
<b>3.6</b>	<b>Council Housing</b> Adequate housing is available to meet current and future needs for Council's workforce	3.6.1	Council continues to maintain a housing stock to support recruitment and retention of qualified staff to key positions	Council's workforce is housed Financial sustainability not adversely impacted	Chief Executive Officer/ Mayor and Councillors	Lead/ Advocate	Ongoing	X	X	X	X	X	X	X	X	X	X	X	X
<b>3.7</b>	<b>Housing Strategy</b> Grow the shire economy, by population and rate base, by servicing existing blocks and purchasing new land.	3.7.1	Develop a comprehensive demographically and culturally appropriate Housing Strategy in partnership with community members and leaders to address housing diversity, affordability, and quality.	Housing Strategy adopted by Council; Level of community participation in strategy development; Increase in housing options and diversity; Ongoing monitoring of housing demand and supply	Chief Executive Officer/ Mayor and Councillors	Lead/ Advocate	Ongoing	X	X	X	X	X	X	X	X	X	X	X	X
<b>3.8</b>	<b>Transport Links</b> Secure passenger transport links with major centres.	3.8.1	Communicate regularly with rail and coach service providers to promote improved passenger transport	Lobby to secure a regular air passenger service between	Chief Executive Officer/ Mayor and Councillors	Advocate	Ongoing	X	X	X	X	X	X	X	X	X	X	X	X





			re-use, recycling and reduction	Environmentally sustainable									
<b>3.13</b>	<b>Telecommunications</b> Continuous improved telecommunication services as technology improves	3.13.1	Lobby to ensure telecommunications infrastructure and coverage is continually upgraded to provide reliable emergency, business and social communications	Increased coverage and reliability of telecommunications during wet season, disaster events and emergencies	Chief Executive Officer/ Director Corporate Services/ Mayor and Councillors	Advocate	Ongoing	X	X	X	X	X	X
<b>3.14</b>	<b>Energy</b> Explore energy efficiency initiatives	3.14.1	Explore options to minimise Council's energy costs through short and long-term strategies including meeting energy demand from other sources	Energy costs maintained within annual local government cost rise indices	Director Infrastructure	Lead	Ongoing	X	X	X	X	X	X
			Work with relevant agencies, energy providers and the community to improve the resilience and reliability of local energy supply, and to reduce the frequency and impact of power outages across the Shire.	Annual number or duration of reported power outages in the Shire.	Director Infrastructure/ Mayor and Councillors	Lead/ Advocate	Ongoing	X	X	X	X	X	
		3.14.2											
<b>3.15</b>	<b>Local Business</b> Targeted Support for Small	3.15.1	Update council procurement policy to support local suppliers	Policy updated; number of	Chief Executive Officer/ Director	Lead	Ongoing	X	X	X	X	X	X





## 4. Culture, Heritage and Tourism

### Outcomes

We embrace our cultures and heritage, and promote Croydon as a distinctive place to live and visit.

### Strategies and Actions

Strategies and Actions						Financial Year				
Strategy -	Implementation Action	Key Performance Indicator	Responsibility	Role	Completion Date	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
<b>4.1 Tourism and Liveability</b> Promote Croydon to a wider audience as a quality destination	4.1.1 Develop and implement a tourism strategy to focus Council's marketing, investment and resource effort	Increased visitation and expanded range and quality of visitor experiences for Council's investment in tourism	Director Community, Tourism and Marketing	Lead	Ongoing	X	X	X	X	X
	4.1.2 Expand and manage the Croydon Caravan Park as a key tourism asset	The Croydon Caravan Park increases in value and returns a profit to Council	Chief Executive Officer	Lead	Ongoing	X	X	X	X	X

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4.1.3	Promote and manage the racecourse rest area at the Croydon Rodeo Grounds.	# times accessed Activities promoted	Director Community, Tourism and Marketing	Lead	Ongoing	X	X	X	X	X
4.1.4	Showcase and enhance areas in and around the heritage precinct	# times accessed Activities promoted	Director Community, Tourism and Marketing	Lead	Ongoing	X	X	X	X	X
4.1.5	Promote bird watching activities within the shire and particularly around cemetery swamp	Infrastructure installed Activities promoted	Director Community, Tourism and Marketing	Lead	Ongoing	X	X	X	X	X
4.1.6	Establishment of walking tracks around the township and Lake Belmore	Walking tracks established Activities promoted	Director Community, Tourism and Marketing/ Mayor and Councillors	Lead/ Advocate	Ongoing	X				X
4.1.7	Showcase Croydon township and entry points by well maintained parks, gardens, signage, pedestrian access	Upgrade of footpaths around the CBD, Caravan Park and Heritage Precinct areas	Director Infrastructure	Lead	Ongoing	X		X		X
4.1.8	Promote Croydon Shire Council facilities as ideal venues for regional sporting and community events	Increase use by regional bodies of Croydon's facilities	Chief Executive Officer	Lead	Ongoing	X		X		X

4.1.9	Encourage tourism opportunities for small business i.e. Indigenous art centre, cattle station stay, tours etc	Successful small business ventures	Director Community, Tourism and Marketing	Lead	Ongoing	X	X	X	X	X
4.1.10	Showcase Croydon's historical attractions	Enhance the Croydon at Night Experience to give the impression the jail cell is haunted.	Director Community, Tourism and Marketing	Lead	Ongoing	X	X	X	X	X
4.1.11	Promote natural areas and habitats within the Shire to support local wildlife and provide safe, accessible places for residents and visitors to enjoy nature-based recreation.	Number of tourists or visitors accessing and engaging with promoted natural areas and habitats within the Shire each year.	Director Community, Tourism and Marketing	Lead	Ongoing	X	X	X	X	X
4.1.12	Maintain Council's website to promote Croydon as a quality destination	Croydon website is operational and information is current	Director Corporate Services	Lead	Ongoing	X	X	X	X	X
4.1.13	Investigate option to improve Lake Belmore recreation opportunities	Feasibility study undertaken Works complete	Chief Executive Officer/ Director Infrastructure/ Mayor and Councillors	Lead and Advocate	Ongoing	X	X	X	X	X



## 5. Environmental Sustainability

### Outcome

We care for our land and resources to ensure a healthy environment, now, and into the future.

Strategy		Implementation Action	Key Performance Indicator	Responsibility	Role	Completion Date	Financial Year
5.1	Waste Mitigation	Promote waste management initiatives which support waste minimisation	Tyre disposal strategy developed	Director Infrastructure/ Mayor and Councillors	Lead/ Advocate	Ongoing	2026-2027 2027-2028 2028-2029 2029-2030 2030-2031
		Explore energy efficiency initiatives	Program to reduce Council's carbon footprint and limit exposure to carbon tax induced cost increases	Director Infrastructure	Lead	Ongoing	2026-2027 2027-2028

		5.2.2	Explore alternate power options for Council facilities	Alternate power use strategy developed	Director Infrastructure	Lead	Ongoing	X	X	X	X	X
<b>5.3</b>	<b>Weeds</b> The impact of weeds and pest animals on the environment and rural production is reduced	5.3.1	Work collaboratively with landholders and external stakeholders to reduce pest numbers and spread in accordance with the shire Biosecurity Plan	Indicators in Pest Management Plan achieved	Director Infrastructure	Lead	Ongoing	X	X	X	X	X
<b>5.4</b>	<b>Pests</b> The wild dog baiting program meets the needs of the shire's grazing industry	5.4.1	Empower landholders to make decisions on delivery of wild dog management programs in conjunction with Council and Biosecurity Queensland	Measurable reduction over time in value of stock loss and damage from wild dog attacks	Director Infrastructure/ Mayor and Councillors	Lead and Advocate	Ongoing	X	X	X	X	X
<b>5.5</b>	<b>New Development</b> New development including mining activity is located and managed to protect the shire's natural, cultural, social and amenity values	5.5.1	Review Council's planning scheme to ensure land use decision making framework can deliver sustainable outcomes	No detrimental impacts on the shire's natural, cultural, social or amenity values through land use decision making	Chief Executive Officer	Lead	Ongoing	X				X
		5.5.2	Council will continue to monitor remediation of previous mining activity and provide	No detrimental impacts to the environment	Chief Executive Officer/ Mayor and Councillors	Lead and Advocate	Ongoing	X	X	X	X	X



