

Option A)							
Program Staffing							
	Category	Hrs	Description	Location	Salary and Allowances	Superannuation	Total
Sport and Recreation Coordinator (Youth and Senior)	FT	38	Manages the whole program as well as Warburton	Warburton	\$100,000	\$10,000	\$110,000
Sport and Recreation Officer (Youth) 1	FT	38	Fulltime SR Officer	Warburton	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 2	FT	38	Fulltime SR Officer	Warburton	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 3	FT	38	Floating relief when other on leave (Est 32-42 weeks per year) depending on sick leave	Relief	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 4	Casual	8	Casual community worker	Warburton	\$18,947	\$1,895	\$20,842
Sport and Recreation Officer (Youth) 5	Casual	8	Casual community worker	Warburton	\$18,947	\$1,895	\$20,842
Sport and Recreation Officer (Youth) 6	Casual	38	Casual Summer School holiday program support, 6 weeks per year	Warburton	\$10,385	\$1,038	\$11,423
Sport and Recreation Officer (Youth) 7	Casual	38		Warburton	\$10,385	\$1,038	\$11,423
Sport and Recreation Officer (Youth) 8	FT	38	Fulltime SR Officer	Warakurna, outreach to Wanarn	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 9	FT	38	Fulltime SR Officer	Warakurna, outreach to Wanarn	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 10	FT	38	Fulltime SR Officer	Blackstone outreach to Jameson	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 11	FT	38	Fulltime SR Officer	Blackstone outreach to Jameson	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 12	FT	38	Fulltime SR Officer	Wingellina	\$90,000	\$9,000	\$99,000
					\$878,664	\$87,866	\$966,530
Sport Coordination							
Sport Coordinator (Football and Softball)	FT	38	Fulltime adult competition coordinator	Warburton	\$100,000	\$10,000	\$110,000
Sport Coord. Assistant 1 (Football and Softball)	PT	12	Local assistant	Warakurna	\$28,421	\$2,842	\$31,263
Sport Coord. Assistant 2 (Football and Softball)	PT	12	Local assistant	Wanarn	\$28,421	\$2,842	\$31,263
Sport Coord. Assistant 3 (Football and Softball)	PT	12	Local assistant	Blackstone	\$28,421	\$2,842	\$31,263
Sport Coord. Assistant 4 (Football and Softball)	PT	12	Local assistant	Jameson	\$28,421	\$2,842	\$31,263
Sport Coord. Assistant 5 (Football and Softball)	PT	12	Local assistant	Wingellina	\$28,421	\$2,842	\$31,263
					\$242,105	\$24,211	\$266,316
Maintenance Staffing							
Maintenance Officer	PT	38	Ovals and facilities	Warburton, Warakurna, Wanarn	\$100,000	\$10,000	\$110,000
Maintenance Trainee	PT	38	Ovals and facilities	Warburton, Warakurna, Wanarn	\$60,000	\$6,000	\$66,000
Maintenance Officer	PT	38	Ovals and facilities	Blackstone, Jameson, Wingellina	\$100,000	\$10,000	\$110,000
Maintenance Trainee	PT	38	Ovals and facilities	Blackstone, Jameson, Wingellina	\$60,000	\$6,000	\$66,000
					\$320,000	\$32,000	\$352,000
Total Staffing					\$1,440,769	\$144,077	\$1,584,846

Table 1: Option a) Staffing

<b>Operating Income / Expenditure</b>	<b>Year 0</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>
	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>	<b>2023/24</b>	<b>2024/25</b>	<b>2025/26</b>
<b>Operating Income</b>						
Shire of Ngaanyatjarra (from General revenue)	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060
Operating Grants - DLGSC	\$ 7,500	\$ -	\$ -	\$ -	\$ -	\$ -
New Operating Grants Needed	\$ -	\$ 1,578,590	\$ 1,757,846	\$ 1,759,846	\$ 1,761,846	\$ 1,763,846
<b>Total Operating Income</b>	<b>\$ 544,560</b>	<b>\$ 2,115,649</b>	<b>\$ 2,294,905</b>	<b>\$ 2,296,905</b>	<b>\$ 2,298,905</b>	<b>\$ 2,300,905</b>
<b>Operating Expenditure</b>						
Recreation & Sport (Youth) Consultancy	\$ 40,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000
Lighting-Grassed Ovals	\$ 6,000	\$ 8,000	\$ 10,000	\$ 12,000	\$ 14,000	\$ 16,000
Salaries- Sports & Recreation (Youth)	\$ 268,422	\$ 878,664	\$ 878,664	\$ 878,664	\$ 878,664	\$ 878,664
Super - Sports & Recreation (Youth)	\$ 25,500	\$ 87,866	\$ 87,866	\$ 87,866	\$ 87,866	\$ 87,866
Salaries- Sports Coordinators	\$ -	\$ 242,105	\$ 242,105	\$ 242,105	\$ 242,105	\$ 242,105
Super - Sports Coordinators	\$ -	\$ 24,211	\$ 24,211	\$ 24,211	\$ 24,211	\$ 24,211
Salaries- Maintenance	\$ -	\$ 160,000	\$ 320,000	\$ 320,000	\$ 320,000	\$ 320,000
Super- Maintenance	\$ -	\$ 16,000	\$ 32,000	\$ 32,000	\$ 32,000	\$ 32,000
Insurance Workers Compensation	\$ 10,495	\$ 50,077	\$ 56,332	\$ 56,332	\$ 56,332	\$ 56,332
Relocation Expenses	\$ 5,000	\$ 20,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000
Travel & Accommodation Expenses	\$ 3,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000
Rent payback - Sport and Rec use of Houses	\$ -	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000
Motor Vehicle Running Expenses	\$ 36,864	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000
Accommodation (Staff housing) Ops Expenses	\$ -	\$ 78,000	\$ 78,000	\$ 78,000	\$ 78,000	\$ 78,000
Office Expenses	\$ 500	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
Telephone Charges (Satellite)	\$ 360	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
Administrative Expenses	\$ 96,877	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000
Football Development Program	\$ 3,000	\$ 9,000	\$ 9,000	\$ 9,000	\$ 9,000	\$ 9,000
Depreciation - Buildings	\$ 734	included in total income and expenditure summary table				\$ -
Depreciation - Plant & Equipment	\$ 18,588	\$ 60,507	\$ 60,507	\$ 60,507	\$ 60,507	\$ 60,507
Depreciation - Recreation	\$ 2,220	\$ 2,220	\$ 2,220	\$ 2,220	\$ 2,220	\$ 2,220
Sports Equipment	\$ 2,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000
Stationery Printing & Postage	\$ 500	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
Conferences & Staff Training	\$ 2,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000
Contribution-Desert Dust-Up	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000
Holiday Program	\$ 1,500	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000
Drop-In Centre Equipment	\$ 2,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000
Youth/DIC Misc. Equipment	\$ 1,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000
Youth Development - Small Programs	\$ 3,000	\$ 18,000	\$ 18,000	\$ 18,000	\$ 18,000	\$ 18,000
Youth Festivals & Events	\$ 5,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000
<b>Total Operating Expenditure</b>	<b>\$ 544,560</b>	<b>\$ 2,115,649</b>	<b>\$ 2,294,905</b>	<b>\$ 2,296,905</b>	<b>\$ 2,298,905</b>	<b>\$ 2,300,905</b>
<b>Net Operating Surplus / -Deficit</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**Table 2: Option a) Operational Income and Expenditure (5 years)**

Option A) Capital Facility Projects					
Project name	Location	Project Description	Capital Cost Total Cost Ex GST	Estimate Validity?	Priority Order
Warburton oval and softball re-turfing and reticulation	Warburton	Import fill as required, install reticulation, fencing, water and grow turf, reticulate	\$ 440,000	Order of Magnitude	1
Additional Warburton Staff Duplex	Warburton	Construct new staff housing	\$ 950,000	Order of Magnitude	1
Warburton outdoor courts refurbishment and lighting to standard	Warburton	New equipment and lighting to standard. Repair fencing	\$ 79,575	Order of Magnitude	1
Warakurna oval and softball re-turfing and reticulation	Warakurna	Import fill as required, install reticulation, fencing, water and grow turf, reticulate	\$ 462,000	Order of Magnitude	2
Warakurna outdoor courts refurbishment and lighting to standard	Warakurna	New equipment and lighting to standard. Repair fencing	\$ 82,354	Order of Magnitude	2
Additional Warakurna Staff Duplex	Warakurna	Construct new staff housing	\$ 975,000	Order of Magnitude	2
Wanarn outdoor courts refurbishment and lighting to standard	Wanarn	New equipment and lighting to standard. Repair fencing	\$ 82,354	Order of Magnitude	2
New Warburton indoor courts and youth centre	Warburton	New fit for purpose indoor centre to current standards	\$ 3,779,217	Order of Magnitude	3
Blackstone oval and softball re-turfing and reticulation	Blackstone	Import fill as required, install reticulation, fencing, water and grow turf, reticulate	\$ 462,000	Order of Magnitude	3
Blackstone outdoor courts refurbishment and lighting to standard	Blackstone	New equipment and lighting to standard. Repair fencing	\$ 82,354	Order of Magnitude	3
Additional Blackstone Staff Duplex	Blackstone	Construct new staff housing	\$ 975,000	Order of Magnitude	3
Wanarn oval and softball re-turfing and reticulation	Wanarn	Import fill as required, install reticulation, fencing, water and grow turf, reticulate	\$ 462,000	Order of Magnitude	4
Additional Wanarn Staff Duplex	Wanarn	Construct new staff housing	\$ 975,000	Order of Magnitude	4
Wingellina outdoor courts refurbishment and lighting to standard	Wingellina	New equipment and lighting to standard. Repair fencing	\$ 85,133	Order of Magnitude	4
Jameson outdoor courts refurbishment and lighting to standard	Jameson	New equipment and lighting to standard. Repair fencing	\$ 82,354	Order of Magnitude	4
Refurbish Warakurna Hall	Warakurna	Minor refurbishment of hall to ensure fit for use and easy maintenance	\$ 100,000	Order of Magnitude	5
Refurbish Blackstone Hall	Blackstone	Minor refurbishment of hall to ensure fit for use and easy maintenance	\$ 100,000	Order of Magnitude	5
New Wanarn Hall	Wanarn	Construct a community Hall with indoor courts at Wanarn	\$ 100,000	Order of Magnitude	5
Wingellina oval and softball re-turfing and reticulation	Wingellina	Import fill as required, install reticulation, fencing, water and grow turf, reticulate	\$ 484,000	Order of Magnitude	5
Additional Wingellina Staff Duplex	Wingellina	Construct new staff housing	\$ 975,000	Order of Magnitude	5
Jameson oval and softball re-turfing and reticulation	Jameson	Import fill as required, install reticulation, fencing, water and grow turf, reticulate	\$ 462,000	Order of Magnitude	6
Additional Jameson Staff Duplex	Jameson	Construct new staff housing	\$ 975,000	Order of Magnitude	6
Refurbish Wingellina Hall	Wingellina	Minor refurbishment of hall to ensure fit for use and easy maintenance. Repair current damage	\$ 400,000	Order of Magnitude	7
Refurbish Jameson Hall	Jameson	Minor refurbishment of hall to ensure fit for use and easy maintenance	\$ 100,000	Order of Magnitude	7
<b>Totals</b>			<b>\$ 13,670,340</b>		

**Table 3: Option a) Capital Facility Projects**

Option A)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	2029/30	2030/31
<b>Operation</b>										
Income	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060
Expenditure	\$ 2,115,649	\$ 2,294,905	\$ 2,296,905	\$ 2,298,905	\$ 2,300,905	\$ 2,300,906	\$ 2,300,907	\$ 2,300,908	\$ 2,300,909	\$ 2,300,910
<b>Net Surplus / -Deficit</b>	<b>-\$ 1,578,590</b>	<b>-\$ 1,757,846</b>	<b>-\$ 1,759,846</b>	<b>-\$ 1,761,846</b>	<b>-\$ 1,763,846</b>	<b>-\$ 1,763,847</b>	<b>-\$ 1,763,848</b>	<b>-\$ 1,763,849</b>	<b>-\$ 1,763,850</b>	<b>-\$ 1,763,851</b>
<b>Maintenance</b>										
Income	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Expenditure	\$ 243,811	\$ 275,845	\$ 381,816	\$ 413,906	\$ 449,086	\$ 477,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826
<b>Net Surplus / -Deficit</b>	<b>-\$ 243,811</b>	<b>-\$ 275,845</b>	<b>-\$ 381,816</b>	<b>-\$ 413,906</b>	<b>-\$ 449,086</b>	<b>-\$ 477,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>
<b>Renewal or Depreciation</b>										
Income	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Expenditure	\$ 243,811	\$ 275,845	\$ 381,816	\$ 413,906	\$ 449,086	\$ 477,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826
<b>Net Surplus / -Deficit</b>	<b>-\$ 243,811</b>	<b>-\$ 275,845</b>	<b>-\$ 381,816</b>	<b>-\$ 413,906</b>	<b>-\$ 449,086</b>	<b>-\$ 477,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>
<b>New Works and Upgrades</b>										
Income	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Expenditure	\$ 1,469,575	\$ 1,601,708	\$ 5,298,571	\$ 1,604,486	\$ 1,759,000	\$ 1,437,000	\$ 500,000	\$ -	\$ -	\$ -
<b>Net Surplus / -Deficit</b>	<b>-\$ 1,469,575</b>	<b>-\$ 1,601,708</b>	<b>-\$ 5,298,571</b>	<b>-\$ 1,604,486</b>	<b>-\$ 1,759,000</b>	<b>-\$ 1,437,000</b>	<b>-\$ 500,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Total Income</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>
<b>Total Expenditure</b>	<b>\$ 4,072,845</b>	<b>\$ 4,448,302</b>	<b>\$ 8,359,108</b>	<b>\$ 4,731,203</b>	<b>\$ 4,958,077</b>	<b>\$ 4,693,558</b>	<b>\$ 3,776,559</b>	<b>\$ 3,276,560</b>	<b>\$ 3,276,561</b>	<b>\$ 3,276,562</b>
<b>Net Surplus / -Deficit</b>	<b>-\$ 3,535,786</b>	<b>-\$ 3,911,242</b>	<b>-\$ 7,822,048</b>	<b>-\$ 4,194,143</b>	<b>-\$ 4,421,017</b>	<b>-\$ 4,156,498</b>	<b>-\$ 3,239,499</b>	<b>-\$ 2,739,500</b>	<b>-\$ 2,739,501</b>	<b>-\$ 2,739,502</b>

**Table 4: Option a) Total Income and Expenditure (years 1 – 10)**

Option A)	Year 11	Year 12	Year 13	Year 14	Year 15	Year 16	Year 17	Year 18	Year 19	Year 20	Total
	2031/32	2032/33	2033/34	2034/35	2035/36	2036/37	2037/38	2038/39	2039/40	2040/41	
<b>Operation</b>											
Income	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 10,741,192
Expenditure	\$ 2,300,911	\$ 2,300,912	\$ 2,300,913	\$ 2,300,914	\$ 2,300,915	\$ 2,300,916	\$ 2,300,917	\$ 2,300,918	\$ 2,300,919	\$ 2,300,920	\$ 45,820,967
<b>Net Surplus / -Deficit</b>	<b>-\$ 1,763,852</b>	<b>-\$ 1,763,853</b>	<b>-\$ 1,763,854</b>	<b>-\$ 1,763,855</b>	<b>-\$ 1,763,856</b>	<b>-\$ 1,763,857</b>	<b>-\$ 1,763,858</b>	<b>-\$ 1,763,859</b>	<b>-\$ 1,763,860</b>	<b>-\$ 1,763,861</b>	<b>-\$ 35,079,775</b>
<b>Maintenance</b>											
Income	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$ -
Expenditure	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 9,071,850
<b>Net Surplus / -Deficit</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 9,071,850</b>
<b>Renewal or Depreciation</b>											
Income	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$ -
Expenditure	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 9,071,850
<b>Net Surplus / -Deficit</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 9,071,850</b>
<b>New Works and Upgrades</b>											
Income	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$ -
Expenditure	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 13,670,340
<b>Net Surplus / -Deficit</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>-\$ 13,670,340</b>
<b>Total Income</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 10,741,192</b>
<b>Total Expenditure</b>	<b>\$ 3,276,563</b>	<b>\$ 3,276,564</b>	<b>\$ 3,276,565</b>	<b>\$ 3,276,566</b>	<b>\$ 3,276,567</b>	<b>\$ 3,276,568</b>	<b>\$ 3,276,569</b>	<b>\$ 3,276,570</b>	<b>\$ 3,276,571</b>	<b>\$ 3,276,572</b>	<b>\$ 77,635,006</b>
<b>Net Surplus / -Deficit</b>	<b>-\$ 2,739,503</b>	<b>-\$ 2,739,504</b>	<b>-\$ 2,739,505</b>	<b>-\$ 2,739,506</b>	<b>-\$ 2,739,507</b>	<b>-\$ 2,739,508</b>	<b>-\$ 2,739,509</b>	<b>-\$ 2,739,510</b>	<b>-\$ 2,739,511</b>	<b>-\$ 2,739,512</b>	<b>-\$ 66,893,814</b>

**Table 5: Option a) Total Income and Expenditure (years 11 – 20)**

## 7.2 Option B) Medium Provision

Option A) identified the services, facilities and funding required for a medium standard of Sport and Recreation provision. While the provision is defined as 'medium' it would still be considered very basic by standards applied to non-remote communities.

### 7.2.1 Facilities Provision

In addition to the facilities detailed in option a) - staged implementation of the following facilities in the Communities of Warburton, Warakurna, Blackstone, Wanarn, Jameson and Wingellina:

- Lighting to training standard (100 lux) to football ovals and softball fields;
- Major refurbishments of existing halls and addition of a Youth centre;

In addition construction of a pavilion at the Warburton oval with Toilets/change rooms, spectator seating, BBQ facilities.

### 7.2.2 Facility Maintenance

Staged implementation of the following:

- Developing and signing facility usage agreements with each Community;
- Employing the following suitably qualified and experienced personnel to undertake maintenance:
  - A full-time maintenance officer and full-time maintenance trainee in Warburton;
  - A full-time maintenance officer and full-time maintenance trainee in Warakurna providing outreach to Wanarn;
  - A full-time maintenance officer and full-time maintenance trainee in Blackstone providing outreach services to Jameson; and
  - A full-time maintenance officer and full-time maintenance trainee Wingellina.

### 7.2.3 Programs

Staged implementation of the following:

- Provision of a medium level of sport and recreation programming for Youth through implementation of staffing in a staged approach:
  - An overall Sport and Recreation Coordinator based in Warburton;
  - A Recreation Centre manager based in Warburton;
  - Two full-time Sport and Recreation (Youth) workers Warburton;
  - Two full-time Sport and Recreation (Youth) workers in Warakurna providing outreach to Wanarn and a limited self-service support outreach to other communities;
  - Two full-time Sport and Recreation (Youth) workers in Blackstone providing outreach to Jameson and a limited self-service support outreach to other communities;
  - A full-time Sport and Recreation (Youth) worker Wingellina providing a limited self-service support outreach to other communities;
  - A full-time relief worker able to cover roles when staff are on leave across the lands; and
  - A pool of casual local workers providing support during peak periods (Warburton, Warakurna, Blackstone, Wanarn, Jameson and Wingellina).



3) Provision of a medium level of sport and recreation programming (particularly football and softball) for all community members through implementation of staffing in a staged approach:

- A full-time Sport and Recreation Coordinator in Warburton;
- A full-time Sport and Recreation Officer and part-time local assistant in Warburton;
- A full-time Sport and Recreation Officer and part-time local assistant in Warakurna providing outreach to Wanarn and a limited self-service support outreach to other communities;
- A full-time Sport and Recreation Officer and part-time local assistant in Blackstone providing outreach to Jameson and a limited self-service support outreach to other communities; and
- A full-time Sport and Recreation Officer and part-time local assistant in Wingellina providing a limited self-service support outreach to other communities.

Staged cash flows for option b) are provided below.



Option B)							
Program Staffing							
	Category	Hrs	Description	Location	Salary and Allowances	Superannuation	Total
Recreation Centre Manager	FT	38	Manages the Warburton Recreation Centre providing programs for all community members	Warburton	\$110,000	\$11,000	\$121,000
Sport and Recreation Coordinator (Youth and Senior)	FT	38	Manages the whole program as well as Warburton	Warburton	\$100,000	\$10,000	\$110,000
Sport and Recreation Officer (Youth) 1	FT	38	Fulltime SR Officer	Warburton	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 2	FT	38	Fulltime SR Officer	Warburton	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 3	FT	38	Floating relief when other on leave (Est 32-42 weeks per year) depending on sick leave	Relief	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 4	Casual	8	Casual community worker	Warburton	\$18,947	\$1,895	\$20,842
Sport and Recreation Officer (Youth) 5	Casual	8	Casual community worker	Warburton	\$18,947	\$1,895	\$20,842
Sport and Recreation Officer (Youth) 6	Casual	38	Casual Summer School	Warburton	\$10,385	\$1,038	\$11,423
Sport and Recreation Officer (Youth) 7	Casual	38	holiday program support, 6	Warburton	\$10,385	\$1,038	\$11,423
Sport and Recreation Officer (Youth) 8	FT	38	Fulltime SR Officer	Warakurna, outreach to Wanarn	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 9	FT	38	Fulltime SR Officer	Warakurna, outreach to Wanarn	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 10	FT	38	Fulltime SR Officer	Blackstone outreach to Jameson	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 11	FT	38	Fulltime SR Officer	Blackstone outreach to Jameson	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 12	FT	38	Fulltime SR Officer	Wingellina	\$90,000	\$9,000	\$99,000
Sport and Recreation Assistant (Casuals)	Casual	Varies	Local assistants during peak periods	Warburton, Warakurna, Wanarn, Blackstone, Jameson and Wingellina	\$284,211	\$28,421	\$312,632
					\$1,272,874	\$127,287	\$1,400,162
Sport Coordination							
Sport and Recreation Coordinator	FT	38	Fulltime adult competition coordinator	Warburton	\$100,000	\$10,000	\$110,000
Sport and Recreation Officer 1	FT	38	Fulltime SR Officer	Warburton	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer 2	FT	38	Fulltime SR Officer	Warakurna, outreach to Wanarn	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer 3	FT	38	Fulltime SR Officer	Blackstone, outreach to Jameson	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer 4	FT	38	Fulltime SR Officer	Wingellina	\$90,000	\$9,000	\$99,000
Sport and Recreation Trainee 1	PT	20	Local assistant	Warburton	\$47,368	\$4,737	\$52,105
Sport and Recreation Trainee 2	PT	20	Local assistant	Warakurna, outreach to Wanarn	\$47,368	\$4,737	\$52,105
Sport and Recreation Trainee 3	PT	20	Local assistant	Blackstone, outreach to Jameson	\$47,368	\$4,737	\$52,105
Sport and Recreation Trainee 4	PT	20	Local assistant	Wingellina	\$47,368	\$4,737	\$52,105
					\$649,474	\$64,947	\$714,421
Maintenance Staffing							
Maintenance Officer	PT	38	Ovals and facilities	Warburton	\$100,000	\$10,000	\$110,000
Maintenance Trainee	PT	38	Ovals and facilities	Warburton	\$60,000	\$6,000	\$66,000
Maintenance Officer	PT	38	Ovals and facilities	Warakurna, outreach to Wanarn	\$100,000	\$10,000	\$110,000
Maintenance Trainee	PT	38	Ovals and facilities	Warakurna, outreach to Wanarn	\$60,000	\$6,000	\$66,000
Maintenance Officer	PT	38	Ovals and facilities	Blackstone outreach to Jameson	\$100,000	\$10,000	\$110,000
Maintenance Trainee	PT	38	Ovals and facilities	Blackstone outreach to Jameson	\$60,000	\$6,000	\$66,000
Maintenance Officer	PT	38	Ovals and facilities	Wingellina	\$100,000	\$10,000	\$110,000
Maintenance Trainee	PT	38	Ovals and facilities	Wingellina	\$60,000	\$6,000	\$66,000
					\$640,000	\$64,000	\$704,000
					\$2,562,348	\$256,235	\$2,818,583

Table 6: Option b) Staffing



<b>Operating Income / Expenditure</b>	<b>Year 0</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>
	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>	<b>2023/24</b>	<b>2024/25</b>	<b>2025/26</b>
<b>Operating Income</b>						
Shire of Ngaanyatjarra (from General revenue)	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060
Operating Grants - DLGSC	\$ 7,500	\$ -	\$ -	\$ -	\$ -	\$ -
New Operating Grants Needed	\$ -	\$ 2,636,179	\$ 2,997,390	\$ 3,124,891	\$ 3,127,091	\$ 3,129,291
<b>Total Operating Income</b>	<b>\$ 544,560</b>	<b>\$ 3,173,238</b>	<b>\$ 3,534,450</b>	<b>\$ 3,661,951</b>	<b>\$ 3,664,151</b>	<b>\$ 3,666,351</b>
<b>Operating Expenditure</b>						
Recreation & Sport (Youth) Consultancy	\$ 40,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000
Lighting-Grassed Ovals	\$ 6,000	\$ 8,800	\$ 11,000	\$ 13,200	\$ 15,400	\$ 17,600
Salaries- Sports & Recreation (Youth)	\$ 268,422	\$ 1,162,874	\$ 1,162,874	\$ 1,272,874	\$ 1,272,874	\$ 1,272,874
Super - Sports & Recreation (Youth)	\$ 25,500	\$ 116,287	\$ 116,287	\$ 127,287	\$ 127,287	\$ 127,287
Salaries- Sports Coordinators	\$ -	\$ 559,474	\$ 559,474	\$ 559,474	\$ 559,474	\$ 559,474
Super - Sports Coordinators	\$ -	\$ 55,947	\$ 55,947	\$ 55,947	\$ 55,947	\$ 55,947
Salaries- Maintenance	\$ -	\$ 320,000	\$ 640,000	\$ 640,000	\$ 640,000	\$ 640,000
Super- Maintenance	\$ -	\$ 32,000	\$ 64,000	\$ 64,000	\$ 64,000	\$ 64,000
Insurance Workers Compensation	\$ 10,495	\$ 79,854	\$ 92,365	\$ 96,666	\$ 96,666	\$ 96,666
Relocation Expenses	\$ 5,000	\$ 22,000	\$ 16,500	\$ 16,500	\$ 16,500	\$ 16,500
Travel & Accommodation Expenses	\$ 3,000	\$ 13,200	\$ 13,200	\$ 13,200	\$ 13,200	\$ 13,200
Rent payback - Sport and Rec use of Houses	\$ -	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000
Motor Vehicle Running Expenses	\$ 36,864	\$ 180,000	\$ 180,000	\$ 180,000	\$ 180,000	\$ 180,000
Accommodation (Staff housing) Ops Expenses	\$ -	\$ 150,000	\$ 150,000	\$ 150,000	\$ 150,000	\$ 150,000
Office Expenses	\$ 500	\$ 3,300	\$ 3,300	\$ 3,300	\$ 3,300	\$ 3,300
Telephone Charges (Satellite)	\$ 360	\$ 3,300	\$ 3,300	\$ 3,300	\$ 3,300	\$ 3,300
Administrative Expenses	\$ 96,877	\$ 132,000	\$ 132,000	\$ 132,000	\$ 132,000	\$ 132,000
Football Development Program	\$ 3,000	\$ 9,900	\$ 9,900	\$ 9,900	\$ 9,900	\$ 9,900
Depreciation - Buildings	\$ 734	included in total income and expenditure summary table				\$ -
Depreciation - Plant & Equipment	\$ 18,588	\$ 90,760	\$ 90,760	\$ 90,760	\$ 90,760	\$ 90,760
Depreciation - Recreation	\$ 2,220	\$ 2,442	\$ 2,442	\$ 2,442	\$ 2,442	\$ 2,442
Sports Equipment	\$ 2,000	\$ 13,200	\$ 13,200	\$ 13,200	\$ 13,200	\$ 13,200
Stationery Printing & Postage	\$ 500	\$ 3,300	\$ 3,300	\$ 3,300	\$ 3,300	\$ 3,300
Conferences & Staff Training	\$ 2,000	\$ 13,200	\$ 13,200	\$ 13,200	\$ 13,200	\$ 13,200
Contribution-Desert Dust-Up	\$ 10,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
Holiday Program	\$ 1,500	\$ 16,500	\$ 16,500	\$ 16,500	\$ 16,500	\$ 16,500
Drop-In Centre Equipment	\$ 2,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
Youth/DIC Misc. Equipment	\$ 1,000	\$ 6,600	\$ 6,600	\$ 6,600	\$ 6,600	\$ 6,600
Youth Development - Small Programs	\$ 3,000	\$ 19,800	\$ 19,800	\$ 19,800	\$ 19,800	\$ 19,800
Youth Festivals & Events	\$ 5,000	\$ 16,500	\$ 16,500	\$ 16,500	\$ 16,500	\$ 16,500
<b>Total Operating Expenditure</b>	<b>\$ 544,560</b>	<b>\$ 3,173,238</b>	<b>\$ 3,534,450</b>	<b>\$ 3,661,951</b>	<b>\$ 3,664,151</b>	<b>\$ 3,666,351</b>
<b>Net Operating Surplus / -Deficit</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**Table 7: Option b) Operational Income and Expenditure (5 years)**

Option B) Capital Facility Projects					
Project name		Project Description	Capital Cost Total Cost Ex GST	Estimate Validity?	Priority Order
Warburton oval and softball lighting	Warburton	LED Lighting to 100 lux - amateur training and competition standard	\$ 366,950	Order of Magnitude	11
Pavilion at Warburton oval	Warburton	Toilets/ changerooms, spectator seating, BBQ facilities	\$ 2,000,000	Order of Magnitude	12
Warakurna oval and softball lighting	Warakurna	LED Lighting to 100 lux - amateur training and competition standard	\$ 380,698	Order of Magnitude	13
Blackstone oval and softball lighting	Blackstone	LED Lighting to 100 lux - amateur training and competition standard	\$ 380,698	Order of Magnitude	13
Wanarn oval and softball lighting	Wanarn	LED Lighting to 100 lux - amateur training and competition standard	\$ 380,698	Order of Magnitude	13
Wingellina oval and softball lighting	Wingellina	LED Lighting to 100 lux - amateur training and competition standard	\$ 394,445	Order of Magnitude	13
Jameson oval and softball lighting	Jameson	LED Lighting to 100 lux - amateur training and competition standard	\$ 380,698	Order of Magnitude	13
Major refurbishment of Warakurna Hall- add on Youth centre	Warakurna	Major refurbishment of hall and add on fit for purpose Youth Centre	\$ 1,708,721	Order of Magnitude	14
Major refurbishment of Blackstone Hall- add on Youth centre	Blackstone	Major refurbishment of hall and add on fit for purpose Youth Centre	\$ 1,708,721	Order of Magnitude	14
Wanarn Hall- add on Youth centre	Wanarn	Add on fit for purpose Youth Centre	\$ 866,058	Order of Magnitude	14
Major refurbishment of Wingellina Hall- add on Youth centre	Wingellina	Major refurbishment of hall and add on fit for purpose Youth Centre	\$ 1,785,327	Order of Magnitude	14
Major refurbishment of Jameson Hall- add on Youth centre	Jameson	Major refurbishment of hall and add on fit for purpose Youth Centre	\$ 1,708,721	Order of Magnitude	14
<b>Totals</b>			<b>\$ 12,061,731</b>		

**Table 8: Option b) Capital Facility Projects**

Option B)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	2029/30	2030/31
<b><u>Operation</u></b>										
Income	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060
Expenditure	\$ 3,173,238	\$ 3,534,450	\$ 3,661,951	\$ 3,664,151	\$ 3,666,351	\$ 3,666,352	\$ 3,666,353	\$ 3,666,354	\$ 3,666,355	\$ 3,666,356
<b>Net Surplus / -Deficit</b>	<b>-\$ 2,636,179</b>	<b>-\$ 2,997,390</b>	<b>-\$ 3,124,891</b>	<b>-\$ 3,127,091</b>	<b>-\$ 3,129,291</b>	<b>-\$ 3,129,292</b>	<b>-\$ 3,129,293</b>	<b>-\$ 3,129,295</b>	<b>-\$ 3,129,296</b>	<b>-\$ 3,129,297</b>
<b><u>Maintenance</u></b>										
Income	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Expenditure	\$ 243,811	\$ 275,845	\$ 381,816	\$ 413,906	\$ 449,086	\$ 477,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826
<b>Net Surplus / -Deficit</b>	<b>-\$ 243,811</b>	<b>-\$ 275,845</b>	<b>-\$ 381,816</b>	<b>-\$ 413,906</b>	<b>-\$ 449,086</b>	<b>-\$ 477,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>
<b><u>Renewal or Depreciation</u></b>										
Income	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Expenditure	\$ 243,811	\$ 275,845	\$ 381,816	\$ 413,906	\$ 449,086	\$ 477,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826
<b>Net Surplus / -Deficit</b>	<b>-\$ 243,811</b>	<b>-\$ 275,845</b>	<b>-\$ 381,816</b>	<b>-\$ 413,906</b>	<b>-\$ 449,086</b>	<b>-\$ 477,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>
<b><u>New Works and Upgrades</u></b>										
Income	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Expenditure	\$ 1,469,575	\$ 1,601,708	\$ 5,298,571	\$ 1,604,486	\$ 1,759,000	\$ 1,437,000	\$ 500,000	\$ -	\$ -	\$ -
<b>Net Surplus / -Deficit</b>	<b>-\$ 1,469,575</b>	<b>-\$ 1,601,708</b>	<b>-\$ 5,298,571</b>	<b>-\$ 1,604,486</b>	<b>-\$ 1,759,000</b>	<b>-\$ 1,437,000</b>	<b>-\$ 500,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Total Income</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>
<b>Total Expenditure</b>	<b>\$ 5,130,434</b>	<b>\$ 5,687,847</b>	<b>\$ 9,724,154</b>	<b>\$ 6,096,449</b>	<b>\$ 6,323,522</b>	<b>\$ 6,059,004</b>	<b>\$ 5,142,005</b>	<b>\$ 4,642,006</b>	<b>\$ 4,642,007</b>	<b>\$ 4,642,008</b>
<b>Net Surplus / -Deficit</b>	<b>-\$ 4,593,375</b>	<b>-\$ 5,150,787</b>	<b>-\$ 9,187,094</b>	<b>-\$ 5,559,389</b>	<b>-\$ 5,786,463</b>	<b>-\$ 5,521,944</b>	<b>-\$ 4,604,945</b>	<b>-\$ 4,104,946</b>	<b>-\$ 4,104,947</b>	<b>-\$ 4,104,948</b>

**Table 9: Option b) Total Income and Expenditure (years 1 – 10)**

Option B)	Year 11 2031/32	Year 12 2032/33	Year 13 2033/34	Year 14 2034/35	Year 15 2035/36	Year 16 2036/37	Year 17 2037/38	Year 18 2038/39	Year 19 2039/40	Year 20 2040/41	Total
<b>Operation</b>											
Income	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 10,741,192
Expenditure	\$ 3,666,357	\$ 3,666,359	\$ 3,666,360	\$ 3,666,361	\$ 3,666,362	\$ 3,666,363	\$ 3,666,364	\$ 3,666,365	\$ 3,666,366	\$ 3,666,367	\$ 72,695,536
Net Surplus / -Deficit	-\$ 3,129,298	-\$ 3,129,299	-\$ 3,129,300	-\$ 3,129,301	-\$ 3,129,302	-\$ 3,129,303	-\$ 3,129,304	-\$ 3,129,306	-\$ 3,129,307	-\$ 3,129,308	-\$ 61,954,344
<b>Maintenance</b>											
Income	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$ -
Expenditure	\$ 495,165	\$ 535,165	\$ 573,509	\$ 729,060	\$ 729,060	\$ 729,060	\$ 729,060	\$ 729,060	\$ 729,060	\$ 729,060	\$ 10,900,854
Net Surplus / -Deficit	-\$ 495,165	-\$ 535,165	-\$ 573,509	-\$ 729,060	-\$ 729,060	-\$ 729,060	-\$ 729,060	-\$ 729,060	-\$ 729,060	-\$ 729,060	-\$ 10,900,854
<b>Renewal or Depreciation</b>											
Income	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$ -
Expenditure	\$ 495,165	\$ 535,165	\$ 573,509	\$ 729,060	\$ 729,060	\$ 729,060	\$ 729,060	\$ 729,060	\$ 729,060	\$ 729,060	\$ 10,900,854
Net Surplus / -Deficit	-\$ 495,165	-\$ 535,165	-\$ 573,509	-\$ 729,060	-\$ 729,060	-\$ 729,060	-\$ 729,060	-\$ 729,060	-\$ 729,060	-\$ 729,060	-\$ 10,900,854
<b>New Works and Upgrades</b>											
Income	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$ -
Expenditure	\$ 366,950	\$ 2,000,000	\$ 1,917,235	\$ 7,777,546	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 25,732,071
Net Surplus / -Deficit	-\$ 366,950	-\$ 2,000,000	-\$ 1,917,235	-\$ 7,777,546	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-\$ 25,732,071
<b>Total Income</b>	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 10,741,192
<b>Total Expenditure</b>	\$ 5,023,637	\$ 6,736,688	\$ 6,730,614	\$ 12,902,028	\$ 5,124,483	\$ 5,124,484	\$ 5,124,485	\$ 5,124,486	\$ 5,124,487	\$ 5,124,488	\$ 120,229,314
<b>Net Surplus / -Deficit</b>	-\$ 4,486,577	-\$ 6,199,629	-\$ 6,193,554	-\$ 12,364,968	-\$ 4,587,423	-\$ 4,587,424	-\$ 4,587,425	-\$ 4,587,426	-\$ 4,587,427	-\$ 4,587,429	-\$ 109,488,122

Table 10: Option b) Total Income and Expenditure (years 11 – 20)



## 7.3 Option C) Medium – Advanced Provision

Option C) identifies the services, facilities and funding required for a medium – advanced standard of Sport and Recreation provision as follows:

### 7.3.1 Facilities Provision

In addition to facilities identified in options a) and b) - staged implementation of the following facilities in the Communities of Warburton, Warakurna, Blackstone, Wanarn, Jameson and Wingellina:

- A 'music trailer' equipped with instruments and PA allowing community band practice and performance; and
- A sports pavilion constructed adjacent each oval with Toilets/ changerooms, spectator seating and BBQ facilities.

### 7.3.2 Facility Maintenance

Staged implementation of the following:

- Developing and signing facility usage agreements with each Community;
- Employing the following suitably qualified and experienced personnel to undertake maintenance:
  - A full-time maintenance officer and full-time maintenance trainee in Warburton;
  - A full-time maintenance officer and full-time maintenance trainee in Warakurna providing outreach to Wanarn;
  - A full-time maintenance officer and full-time maintenance trainee in Blackstone providing outreach services to Jameson; and
  - A full-time maintenance officer and full-time maintenance trainee Wingellina.

### 7.3.3 Programs

Staged implementation of the following:

- Provision of a medium / advanced level of sport and recreation programming for Youth through implementation of staffing in a staged approach:
  - An overall Sport and Recreation Coordinator based in Warburton;
  - A Recreation Centre manager based in Warburton;
  - Two full-time Sport and Recreation (Youth) workers and a full-time Trainee in Warburton;
  - A full-time Sport and Recreation (Youth) worker and a full-time Trainee in Warakurna;
  - A full-time Sport and Recreation (Youth) worker and a full-time Trainee in Blackstone;
  - A full-time Sport and Recreation (Youth) worker and a full-time Trainee in Wanarn;
  - A full-time Sport and Recreation (Youth) worker and a full-time Trainee in Jameson;
  - A full-time Sport and Recreation (Youth) worker and a full-time Trainee in Wingellina;
  - A full-time relief worker able to cover roles when staff are on leave across the lands;
- 4) Provision of a medium/advanced level of sport and recreation programming (particularly football and softball) for all community members through implementation of staffing in a staged approach:
  - A full-time Sport and Recreation Coordinator in Warburton;
  - A full-time Sport and Recreation worker and a full-time Trainee in Warburton;

- A full-time Sport and Recreation worker and a full-time Trainee in Warakurna;
- A full-time Sport and Recreation worker and a full-time Trainee in Blackstone;
- A full-time Sport and Recreation worker and a full-time Trainee in Wanarn;
- A full-time Sport and Recreation worker and a full-time Trainee in Jameson; and
- A full-time Sport and Recreation worker and a full-time Trainee in Wingellina.

Staged cash flows for option c) are provided below.



Program Staffing	Category	Hrs	Description	Location	Salary and Allowances	Superannuation	Total
Recreation Centre Manager	FT	38	Manages the Warburton Recreation Centre providing programs for all community members	Warburton	\$110,000	\$11,000	\$121,000
Sport and Recreation Senior Supervisor (Youth)	FT	38	Manages the whole program as well as Warburton	Warburton	\$110,000	\$11,000	\$121,000
Sport and Recreation Officer (Youth) 1	FT	38	Fulltime SR Officer	Warburton	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 2	FT	38	Fulltime SR Officer	Warburton	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 3	FT	38	Floating relief when other on leave (Est 32-42 weeks per year) depending on sick leave	Relief	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 4	Casual	8	Casual community worker	Warburton	\$18,947	\$1,895	\$20,842
Sport and Recreation Officer (Youth) 5	Casual	8	Casual community worker	Warburton	\$18,947	\$1,895	\$20,842
Sport and Recreation Officer (Youth) 6	Casual	38	Casual Summer School	Warburton	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 7	Casual	38	holiday program support, 6	Warburton	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 8	FT	38	Fulltime SR Officer	Warakurna	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 9	FT	38	Fulltime SR Officer	Wanarn	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 10	FT	38	Fulltime SR Officer	Blackstone	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 11	FT	38	Fulltime SR Officer	Jameson	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer (Youth) 12	FT	38	Fulltime SR Officer	Wingellina	\$90,000	\$9,000	\$99,000
Sport and Recreation Trainee (Youth) 1	FT	38	Local Trainee SR Officer	Warburton	\$60,000	\$6,000	\$66,000
Sport and Recreation Trainee (Youth) 2	FT	38	Local Trainee SR Officer	Warakurna	\$60,000	\$6,000	\$66,000
Sport and Recreation Trainee (Youth) 3	FT	38	Local Trainee SR Officer	Wanarn	\$60,000	\$6,000	\$66,000
Sport and Recreation Trainee (Youth) 4	FT	38	Local Trainee SR Officer	Blackstone	\$60,000	\$6,000	\$66,000
Sport and Recreation Trainee (Youth) 5	FT	38	Local Trainee SR Officer	Jameson	\$60,000	\$6,000	\$66,000
Sport and Recreation Trainee (Youth) 6	FT	38	Local Trainee SR Officer	Wingellina	\$60,000	\$6,000	\$66,000
					\$1,517,895	\$151,789	\$1,669,684
<b>Sport Coordination</b>							
Sport and Recreation Coordinator	FT	38	Fulltime adult competition coordinator	Warburton	\$110,000	\$11,000	\$121,000
Sport and Recreation Officer 1	FT	38	Fulltime SR Officer	Warburton	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer 2	FT	38	Fulltime SR Officer	Warakurna	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer 3	FT	38	Fulltime SR Officer	Wanarn	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer 4	FT	38	Fulltime SR Officer	Wanarn	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer 5	FT	38	Fulltime SR Officer	Blackstone	\$90,000	\$9,000	\$99,000
Sport and Recreation Officer 6	FT	38	Fulltime SR Officer	Jameson	\$90,000	\$9,000	\$99,000
Sport and Recreation Trainee 1	FT	38	Local Trainee	Wingellina	\$60,000	\$6,000	\$66,000
Sport and Recreation Trainee 2	FT	38	Local Trainee	Warakurna	\$60,000	\$6,000	\$66,000
Sport and Recreation Trainee 3	FT	38	Local Trainee	Wanarn	\$60,000	\$6,000	\$66,000
Sport and Recreation Trainee 4	FT	38	Local Trainee	Blackstone	\$60,000	\$6,000	\$66,000
Sport and Recreation Trainee 5	FT	38	Local Trainee	Jameson	\$60,000	\$6,000	\$66,000
Sport and Recreation Trainee 6	FT	38	Local Trainee	Wingellina	\$60,000	\$6,000	\$66,000
					\$1,010,000	\$101,000	\$1,111,000
<b>Maintenance Staffing</b>							
Maintenance Officer	PT	38	Ovals and facilities	Warburton	\$100,000	\$10,000	\$110,000
Maintenance Trainee	PT	38	Ovals and facilities	Warburton	\$60,000	\$6,000	\$66,000
Maintenance Officer	PT	38	Ovals and facilities	Warakurna, outreach to Wanarn	\$100,000	\$10,000	\$110,000
Maintenance Trainee	PT	38	Ovals and facilities	Warakurna, outreach to Wanarn	\$60,000	\$6,000	\$66,000
Maintenance Officer	PT	38	Ovals and facilities	Blackstone outreach to Jameson	\$100,000	\$10,000	\$110,000
Maintenance Trainee	PT	38	Ovals and facilities	Blackstone outreach to Jameson	\$60,000	\$6,000	\$66,000
Maintenance Officer	PT	38	Ovals and facilities	Wingellina	\$100,000	\$10,000	\$110,000
Maintenance Trainee	PT	38	Ovals and facilities	Wingellina	\$60,000	\$6,000	\$66,000
					\$640,000	\$64,000	\$704,000
					\$3,167,895	\$316,789	\$3,484,684

**Table 11: Option c) Staffing**



<b>Operating Income / Expenditure</b>	<b>Year 0</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>
	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>	<b>2023/24</b>	<b>2024/25</b>	<b>2025/26</b>
<b>Operating Income</b>						
Shire of Ngaanyatjarra (from General revenue)	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060
Operating Grants - DLGSC	\$ 7,500	\$ -	\$ -	\$ -	\$ -	\$ -
New Operating Grants Needed	\$ -	\$ 2,722,200	\$ 3,903,013	\$ 4,030,514	\$ 4,032,714	\$ 4,034,914
<b>Total Operating Income</b>	<b>\$ 544,560</b>	<b>\$ 3,259,260</b>	<b>\$ 4,440,072</b>	<b>\$ 4,567,573</b>	<b>\$ 4,569,773</b>	<b>\$ 4,571,973</b>
<b>Operating Expenditure</b>						
Recreation & Sport (Youth) Consultancy	\$ 40,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000
Lighting-Grassed Ovals	\$ 6,000	\$ 8,800	\$ 11,000	\$ 13,200	\$ 15,400	\$ 17,600
Salaries- Sports & Recreation (Youth)	\$ 268,422	\$ 1,047,895	\$ 1,407,895	\$ 1,517,895	\$ 1,517,895	\$ 1,517,895
Super - Sports & Recreation (Youth)	\$ 25,500	\$ 104,789	\$ 140,789	\$ 151,789	\$ 151,789	\$ 151,789
Salaries- Sports Coordinators	\$ -	\$ 650,000	\$ 1,010,000	\$ 1,010,000	\$ 1,010,000	\$ 1,010,000
Super - Sports Coordinators	\$ -	\$ 65,000	\$ 101,000	\$ 101,000	\$ 101,000	\$ 101,000
Salaries- Maintenance	\$ -	\$ 320,000	\$ 640,000	\$ 640,000	\$ 640,000	\$ 640,000
Super- Maintenance	\$ -	\$ 32,000	\$ 64,000	\$ 64,000	\$ 64,000	\$ 64,000
Insurance Workers Compensation	\$ 10,495	\$ 78,897	\$ 119,560	\$ 123,861	\$ 123,861	\$ 123,861
Relocation Expenses	\$ 5,000	\$ 24,200	\$ 18,150	\$ 18,150	\$ 18,150	\$ 18,150
Travel & Accommodation Expenses	\$ 3,000	\$ 14,520	\$ 14,520	\$ 14,520	\$ 14,520	\$ 14,520
Rent payback - Sport and Rec use of Houses	\$ -	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000
Motor Vehicle Running Expenses	\$ 36,864	\$ 216,000	\$ 216,000	\$ 216,000	\$ 216,000	\$ 216,000
Accommodation (Staff housing) Ops Expenses	\$ -	\$ 180,000	\$ 180,000	\$ 180,000	\$ 180,000	\$ 180,000
Office Expenses	\$ 500	\$ 3,630	\$ 3,630	\$ 3,630	\$ 3,630	\$ 3,630
Telephone Charges (Satellite)	\$ 360	\$ 3,630	\$ 3,630	\$ 3,630	\$ 3,630	\$ 3,630
Administrative Expenses	\$ 96,877	\$ 145,200	\$ 145,200	\$ 145,200	\$ 145,200	\$ 145,200
Football Development Program	\$ 3,000	\$ 10,890	\$ 10,890	\$ 10,890	\$ 10,890	\$ 10,890
Depreciation - Buildings	\$ 734	included in total income and expenditure summary table				\$ -
Depreciation - Plant & Equipment	\$ 18,588	\$ 108,912	\$ 108,912	\$ 108,912	\$ 108,912	\$ 108,912
Depreciation - Recreation	\$ 2,220	\$ 2,686	\$ 2,686	\$ 2,686	\$ 2,686	\$ 2,686
Sports Equipment	\$ 2,000	\$ 14,520	\$ 14,520	\$ 14,520	\$ 14,520	\$ 14,520
Stationery Printing & Postage	\$ 500	\$ 3,630	\$ 3,630	\$ 3,630	\$ 3,630	\$ 3,630
Conferences & Staff Training	\$ 2,000	\$ 14,520	\$ 14,520	\$ 14,520	\$ 14,520	\$ 14,520
Contribution-Desert Dust-Up	\$ 10,000	\$ 12,100	\$ 12,100	\$ 12,100	\$ 12,100	\$ 12,100
Holiday Program	\$ 1,500	\$ 18,150	\$ 18,150	\$ 18,150	\$ 18,150	\$ 18,150
Drop-In Centre Equipment	\$ 2,000	\$ 12,100	\$ 12,100	\$ 12,100	\$ 12,100	\$ 12,100
Youth/DIC Misc. Equipment	\$ 1,000	\$ 7,260	\$ 7,260	\$ 7,260	\$ 7,260	\$ 7,260
Youth Development - Small Programs	\$ 3,000	\$ 21,780	\$ 21,780	\$ 21,780	\$ 21,780	\$ 21,780
Youth Festivals & Events	\$ 5,000	\$ 18,150	\$ 18,150	\$ 18,150	\$ 18,150	\$ 18,150
<b>Total Operating Expenditure</b>	<b>\$ 544,560</b>	<b>\$ 3,259,260</b>	<b>\$ 4,440,072</b>	<b>\$ 4,567,573</b>	<b>\$ 4,569,773</b>	<b>\$ 4,571,973</b>
<b>Net Operating Surplus / -Deficit</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**Table 12: Option c) Operational Income and Expenditure (5 years)**



Option C) Projects					
Project name	Project Description	Capital Cost Total Cost Ex GST	Estimate Validity?	Priority Order	
Music trailer	Warburton	Music trailer for band rehearsals and performance. Equipped with instruments and PA	\$ 20,000	Order of Magnitude	15
Music trailer	Blackstone	Music trailer for band rehearsals and performance. Equipped with instruments and PA	\$ 20,000	Order of Magnitude	15
Music trailer	Warakurna	Music trailer for band rehearsals and performance. Equipped with instruments and PA	\$ 20,000	Order of Magnitude	15
Music trailer	Wanarn	Music trailer for band rehearsals and performance. Equipped with instruments and PA	\$ 20,000	Order of Magnitude	15
Music trailer	Wingellina	Music trailer for band rehearsals and performance. Equipped with instruments and PA	\$ 20,000	Order of Magnitude	15
Music trailer	Jameson	Music trailer for band rehearsals and performance. Equipped with instruments and PA	\$ 20,000	Order of Magnitude	15
Pavilion at Warakurna oval	Blackstone	Toilets/ changerooms, spectator seating, BBQ facilities	\$ 2,100,000	Order of Magnitude	17
Pavilion at Blackstone oval	Warakurna	Toilets/ changerooms, spectator seating, BBQ facilities	\$ 2,100,000	Order of Magnitude	17
Pavilion at Wanarn oval	Wanarn	Toilets/ changerooms, spectator seating, BBQ facilities	\$ 2,100,000	Order of Magnitude	19
Pavilion at Wingellina oval	Wingellina	Toilets/ changerooms, spectator seating, BBQ facilities	\$ 2,200,000	Order of Magnitude	19
Pavilion at Jameson oval	Jameson	Toilets/ changerooms, spectator seating, BBQ facilities	\$ 2,100,000	Order of Magnitude	20
<b>Totals</b>		<b>\$ 10,720,000</b>			

**Table 13: Option c) Capital Facility Projects**

Option C)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	2029/30	2030/31
<b><u>Operation</u></b>										
Income	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060
Expenditure	\$ 3,259,260	\$ 4,440,072	\$ 4,567,573	\$ 4,569,773	\$ 4,571,973	\$ 4,571,975	\$ 4,571,976	\$ 4,571,977	\$ 4,571,978	\$ 4,571,979
<b>Net Surplus / -Deficit</b>	<b>-\$ 2,722,200</b>	<b>-\$ 3,903,013</b>	<b>-\$ 4,030,514</b>	<b>-\$ 4,032,714</b>	<b>-\$ 4,034,914</b>	<b>-\$ 4,034,915</b>	<b>-\$ 4,034,916</b>	<b>-\$ 4,034,917</b>	<b>-\$ 4,034,919</b>	<b>-\$ 4,034,920</b>
<b><u>Maintenance</u></b>										
Income	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Expenditure	\$ 243,811	\$ 275,845	\$ 381,816	\$ 413,906	\$ 449,086	\$ 477,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826
<b>Net Surplus / -Deficit</b>	<b>-\$ 243,811</b>	<b>-\$ 275,845</b>	<b>-\$ 381,816</b>	<b>-\$ 413,906</b>	<b>-\$ 449,086</b>	<b>-\$ 477,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>
<b><u>Renewal or Depreciation</u></b>										
Income	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Expenditure	\$ 243,811	\$ 275,845	\$ 381,816	\$ 413,906	\$ 449,086	\$ 477,826	\$ 487,826	\$ 487,826	\$ 487,826	\$ 487,826
<b>Net Surplus / -Deficit</b>	<b>-\$ 243,811</b>	<b>-\$ 275,845</b>	<b>-\$ 381,816</b>	<b>-\$ 413,906</b>	<b>-\$ 449,086</b>	<b>-\$ 477,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>	<b>-\$ 487,826</b>
<b><u>New Works and Upgrades</u></b>										
Income	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Expenditure	\$ 1,469,575	\$ 1,601,708	\$ 5,298,571	\$ 1,604,486	\$ 1,759,000	\$ 1,437,000	\$ 500,000	\$ -	\$ -	\$ -
<b>Net Surplus / -Deficit</b>	<b>-\$ 1,469,575</b>	<b>-\$ 1,601,708</b>	<b>-\$ 5,298,571</b>	<b>-\$ 1,604,486</b>	<b>-\$ 1,759,000</b>	<b>-\$ 1,437,000</b>	<b>-\$ 500,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Total Income</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>	<b>\$ 537,060</b>
<b>Total Expenditure</b>	<b>\$ 5,216,456</b>	<b>\$ 6,593,469</b>	<b>\$ 10,629,776</b>	<b>\$ 7,002,071</b>	<b>\$ 7,229,145</b>	<b>\$ 6,964,626</b>	<b>\$ 6,047,627</b>	<b>\$ 5,547,629</b>	<b>\$ 5,547,630</b>	<b>\$ 5,547,631</b>
<b>Net Surplus / -Deficit</b>	<b>-\$ 4,679,396</b>	<b>-\$ 6,056,410</b>	<b>-\$ 10,092,717</b>	<b>-\$ 6,465,012</b>	<b>-\$ 6,692,085</b>	<b>-\$ 6,427,567</b>	<b>-\$ 5,510,568</b>	<b>-\$ 5,010,569</b>	<b>-\$ 5,010,570</b>	<b>-\$ 5,010,571</b>

**Table 14: Option c) Total Income and Expenditure (years 1 – 10)**

Option C)	Year 11 2031/32	Year 12 2032/33	Year 13 2033/34	Year 14 2034/35	Year 15 2035/36	Year 16 2036/37	Year 17 2037/38	Year 18 2038/39	Year 19 2039/40	Year 20 2040/41	Total
<b>Operation</b>											
Income	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 10,741,192
Expenditure	\$ 4,571,981	\$ 4,571,982	\$ 4,571,983	\$ 4,571,984	\$ 4,571,985	\$ 4,571,987	\$ 4,571,988	\$ 4,571,989	\$ 4,571,990	\$ 4,571,991	\$ 89,988,397
Net Surplus / -Deficit	-\$ 4,034,921	-\$ 4,034,922	-\$ 4,034,923	-\$ 4,034,925	-\$ 4,034,926	-\$ 4,034,927	-\$ 4,034,928	-\$ 4,034,929	-\$ 4,034,931	-\$ 4,034,932	-\$ 79,247,205
<b>Maintenance</b>											
Income	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$ -
Expenditure	\$ 495,165	\$ 535,165	\$ 573,509	\$ 729,060	\$ 731,460	\$ 731,460	\$ 815,460	\$ 815,460	\$ 901,460	\$ 943,460	\$ 11,465,254
Net Surplus / -Deficit	-\$ 495,165	-\$ 535,165	-\$ 573,509	-\$ 729,060	-\$ 731,460	-\$ 731,460	-\$ 815,460	-\$ 815,460	-\$ 901,460	-\$ 943,460	-\$ 11,465,254
<b>Renewal or Depreciation</b>											
Income	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$ -
Expenditure	\$ 495,165	\$ 535,165	\$ 573,509	\$ 729,060	\$ 731,460	\$ 731,460	\$ 815,460	\$ 815,460	\$ 901,460	\$ 943,460	\$ 11,465,254
Net Surplus / -Deficit	-\$ 495,165	-\$ 535,165	-\$ 573,509	-\$ 729,060	-\$ 731,460	-\$ 731,460	-\$ 815,460	-\$ 815,460	-\$ 901,460	-\$ 943,460	-\$ 11,465,254
<b>New Works and Upgrades</b>											
Income	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$ -
Expenditure	\$ 366,950	\$ 2,000,000	\$ 1,917,235	\$ 7,777,546	\$ 120,000	\$ -	\$ 4,200,000	\$ -	\$ 4,300,000	\$ 2,100,000	\$ 36,452,071
Net Surplus / -Deficit	-\$ 366,950	-\$ 2,000,000	-\$ 1,917,235	-\$ 7,777,546	-\$ 120,000	\$ -	-\$ 4,200,000	\$ -	-\$ 4,300,000	-\$ 2,100,000	-\$ 36,452,071
<b>Total Income</b>	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 537,060	\$ 10,741,192
<b>Total Expenditure</b>	\$ 5,929,260	\$ 7,642,311	\$ 7,636,237	\$ 13,807,651	\$ 6,154,906	\$ 6,034,907	\$ 10,402,909	\$ 6,202,910	\$ 10,674,911	\$ 8,558,912	\$ 149,370,975
<b>Net Surplus / -Deficit</b>	-\$ 5,392,201	-\$ 7,105,252	-\$ 7,099,177	-\$ 13,270,592	-\$ 5,617,847	-\$ 5,497,848	-\$ 9,865,849	-\$ 5,665,850	-\$ 10,137,852	-\$ 8,021,853	-\$ 138,629,783

Table 15: Option c) Total Income and Expenditure (years 11 – 20)

## 8.0 Conclusion and Funding Sources

This plan documents options in relation to provision of a wholistic Sport and Recreation service across the Ngaanyatjaraku lands.

The plan includes:

- A record of stakeholder engagement;
- Results of comparative research;
- Results of needs assessment; and
- Proposed future delivery method options (a, b and c) including detailed staffing, operational, maintenance, asset management and capital project costs over a 20-year period for each option.

As document in the plan, the Shire of Ngaanyatjaraku is not like a normal Local Government in that it receives very little income from rates and is almost wholly dependent on State and Federal Government funding to provide services.

The Shire is not in a position to reduce service levels in critical areas of operation (i.e. road construction and maintenance, waste, regulatory services etc) and funding of the plan is wholly dependent on capital and ongoing State and Federal funding.

The Shire will need to lodge applications and negotiate with agencies and funding providers to confirm the option(s) to be delivered. Potential funding sources include:

- Department of Local Government, Sport and Cultural Industries (DLGSC) CSRFF funding;
- WA State Government direct budget funding;
- Australian Federal Government direct budget funding;
- National Indigenous Australians Agency - Indigenous Advancement Strategy (IAS), National Partnership Agreements, Special Accounts and Special Appropriations.
- Australian Sports Foundation; and
- Lotterywest.

The options in the plan, if funded, will ensure that all residents of the Ngaanyatjaraku lands will have fair access to basic, safe Sport and Recreation facilities and activities, to the minimum level generally provided to residents of other areas in Western Australia.

In the event external funding is not provided the Shire will have no choice but to match Sport and Recreation provision by the Shire across the lands to the level of funding received.







## 9.0 Appendix A: Sport and Recreation Asset Register

### Current Assets Used For Sport and Recreation Delivery (Excludes Swimming Pool Related)

Please note. Renewal values represent replacement on a like for like and not value in current condition. For simplicity the Shire has requested an overall condition score is assigned to each asset. The Shires Asset Management Plan and data input sheet will feature componentised condition ratings and should be used for Asset Management planning purposes.

### Summary Renewal Value of Current Assets Used for Sport and Recreation (Excludes Swimming Pool Related)

Renewal value of Shire Assets	\$ 3,986,753	Note: Order of magnitude valuation based on 'like for like' replacement. Excludes value of football and softball fields as these are not depreciable and generally not valued for renewal/ asset management purposes. In general recreation assets as designed are not 'fit for purpose' and would not be replaced 'like for like' refer to Sport and Recreation Plan Options for full replacement / upgrade to current standards.
Renewal Value of Community Assets	\$ 10,734,121	
<b>Total</b>	<b>\$ 14,720,875</b>	

### Warburton

### Shire Assets (Sport and Recreation)

Asset ID	Asset Name	Asset Location	Asset Class	Hierarchy	Asset Category	Renewal Value	Overall Condition	Comment
NG-B004	Duplex Units - Staff Accommodation	Lot 104 Warburton	Buildings	Local Buildings	Residential Dwellings	\$ 840,748	3. Excellent	2017 Valuation plus 4 years CPI at 1.5% per year
						\$ 840,748		

NG Community/ Council Assets (Sport and Recreation)								
Asset ID	Asset Name	Asset Location	Asset Class	Hierarchy	Asset Category	Renewal Value	Overall Condition	Comment
N/A	Warburton Youth Centre	Lot 58 Warburton	Buildings	District Buildings	Community Facilities	\$ 850,026	5. Fair	Fair condition however not fit for purpose. Too small for number of participants. Ceiling heights low. Very poor acoustics. Renewal value indicative only - not valued. Estimated from M2 rates of other similar buildings in Warburton as this is closer to residential than community facility construction. Unlikely to be replaced as is for purpose.
N/A	Warburton Oval Floodlighting	Lot 170 Warburton	Lighting	District Facilities	Community Facilities	\$ 146,902	5. Fair	Would be replaced with LED lighting to current standard (100 Lux - Amateur level club competition and match practice)
N/A	Warburton Oval	Lot 170 Warburton	Sporting surfaces	District Facilities	Community Facilities	\$ -	6. Fair-Poor	Natural sports surfaces are generally not considered depreciable and do not generally receive a Renewal value for asset management purposes.
N/A	Warburton Softball Field	Lot 175 Warburton	Sporting surfaces	District Facilities	Community Facilities	\$ -	6. Fair-Poor	
N/A	BMX Track - Warburton	Lot 175 Warburton	BMX Track	District Facilities	Community Facilities	\$ 10,000	6. Fair-Poor	
N/A	Warburton Basketball Courts	Lot 244 Warburton	Sporting surfaces	District Facilities	Community Facilities	\$ 53,544	6. Fair-Poor	Rawlinson's valuation - Regional index of 200% on Perth price applied. 5% Demolition + 12% Professional fees applied.
N/A	Warburton Basketball Courts - Rings	Lot 244 Warburton	Sporting equipmer	District Facilities	Community Facilities	\$ 14,000	6. Fair-Poor	
N/A	Warburton Basketball Courts - Lighting	Lot 244 Warburton	Lighting	District Facilities	Community Facilities	\$ 16,000	5. Fair	2x light poles and sodium fitting. Est 50 lux (does not meet standard). Value is indicative as costing not available for like for like replacement
N/A	Warburton Oval Playground Equipment	Lot 170 Warburton	Play Equipment	District Facilities	Community Facilities	\$ 60,000	6. Fair-Poor	2017 Management valuation plus CPI estimate. No Softfall. Does not meet standards
N/A	Skate & BMX Park	Lot 142 Warburton	Skate & BMX Park	District Facilities	Community Facilities	\$ 318,000	5. Fair	2017 Management valuation plus CPI estimate. Would be replaced with concrete rather than the current removable ramps.
N/A	Warburton Old Hall	Lot 83 Warburton	Buildings	District Buildings	Community Facilities	\$ 1,089,504	9. Extremely Poor	320 M2 Hall. Walls demolished. Roof not fully intact. Rawlinson's valuation - Regional index of 200% on Perth price applied. 5% Demolition + 12% Professional fees applied.
						\$ 2,557,976		

Table 16: Warburton Assets

<b>Papulankutja Blackstone</b>								
<b>Shire Assets (Sport and Recreation)</b>								
Asset ID	Asset Name	Asset Location	Asset Class	Hierarchy	Asset Category	Renewal Value	Overall Condition	Comment
NG-B011	Unit B of Duplex Units - Staff Accommodation	Lot 76 Blackstone	Buildings	Local Buildings	Residential Dwellings	\$ 438,499	3. Excellent	2017 Valuation plus 4 years CPI at 1.5% per year
						\$ 438,499		
<b>NG Community/ Council Assets (Sport and Recreation)</b>								
Asset ID	Asset Name	Asset Location	Asset Class	Hierarchy	Asset Category	Renewal Value	Overall Condition	Comment
N/A	Blackstone Community Hall	Lot 31 Blackstone	Buildings	District Buildings	Community Facilities	\$ 1,198,454	5. Fair	320 M2 Hall. Rawlinson's valuation - Regional index of 220% on Perth price applied. 5% Demolition + 12% Professional fees applied.
N/A	Blackstone Oval Floodlighting	Lot 109 Blackstone	Lighting	District Facilities	Community Facilities	\$ 141,570	5. Fair	2 poles. Three lights per pole. Est 50 Lux. Rawlinson's - Regional index of 220% plus 5% Demolition + 12% Professional fees applied. Unknown if working. Would be replaced with LED lighting to current standard (100 Lux - Amateur level club competition and match practice)
N/A	Blackstone Oval	Lot 109 Blackstone	Sporting surfaces	District Facilities	Community Facilities	\$ -	6. Fair-Poor	Bare earth - no grass. Natural sports surfaces are generally not considered depreciable and do not generally receive a Renewal
N/A	Blackstone Softball Field	Lot 109 Blackstone	Sporting surfaces	District Facilities	Community Facilities	\$ -	6. Fair-Poor	
N/A	Blackstone Basketball Courts	Lot 59 Blackstone	Sporting surfaces	District Facilities	Community Facilities	\$ 50,484	6. Fair-Poor	Rawlinson's valuation - Regional index of 220% on Perth price applied. 5% Demolition + 12% Professional fees applied.
N/A	Blackstone Basketball Courts - Rings	Lot 59 Blackstone	Sporting equipment	District Facilities	Community Facilities	\$ 15,400	6. Fair-Poor	2017 Warburton valuation plus CPI estimate plus 10% additional for Blackstone
N/A	Blackstone Basketball Courts - Lighting	Lot 59 Blackstone	Lighting	District Facilities	Community Facilities	\$ 17,600	5. Fair	2x light poles and sodium fitting. Est 50 lux (does not meet standard). Value is indicative as costing not available for like for like replacement. Additional 10% for Blackstone installation
N/A	Blackstone Playground Equipment	Lot 34 Blackstone	Play Equipment	District Facilities	Community Facilities	\$ 66,000	5. Fair	2017 Management valuation plus CPI estimate plus 10% Blackstone loading. No Softfall. Does not meet standards
						\$ 1,489,508		

Table 17: Blackstone Assets



<b>Warakurna</b>								
<b>Shire Assets (Sport and Recreation)</b>								
Asset ID	Asset Name	Asset Location	Asset Class	Hierarchy	Asset Category	Renewal Value	Overall Condition	Comment
NG-B012	Unit B of Duplex Units - Staff Accommodation	Lot 11 Warakurna	Buildings	Local Buildings	Residential Dwellings	\$ 314,423	3. Excellent	2017 Valuation plus 4 years CPI at 1.5% per year
						\$ 314,423		
<b>NG Community/ Council Assets (Sport and Recreation)</b>								
Asset ID	Asset Name	Asset Location	Asset Class	Hierarchy	Asset Category	Renewal Value	Overall Condition	Comment
N/A	Warakurna Community Hall	Lot 23 Warakurna	Buildings	District Buildings	Community Facilities	\$ 2,247,102	4. Very Good	600 M2 Hall and drop-in centre/ storage. Rawlinson's valuation - Regional index of 220% on Perth price applied. 5% Demolition + 12% Professional fees applied.
N/A	Warakurna Oval Floodlighting	Lot 12 Warakurna	Lighting	District Facilities	Community Facilities	\$ 283,140	5. Fair	4 poles. Three lights per pole. Est 50 Lux. Rawlinson's - Regional index of 220% plus 5% Demolition + 12% Professional fees applied. Unknown if working. Would be replaced with LED lighting to current standard (100 Lux - Amateur level club competition and match practice)
N/A	Warakurna Oval	Lot 12 Warakurna	Sporting surfaces	District Facilities	Community Facilities	\$ -	6. Fair-Poor	Bare earth - no grass. Natural sports surfaces are generally not considered depreciable and do not generally receive a Renewal
N/A	Warakurna Softball Field	Lot 12 Warakurna	Sporting surfaces	District Facilities	Community Facilities	\$ -	6. Fair-Poor	Rawlinson's valuation - Regional index of 220% on Perth price applied. 5% Demolition + 12% Professional fees applied.
N/A	Warakurna Basketball Courts	Lot 37 Warakurna	Sporting surfaces	District Facilities	Community Facilities	\$ 50,484	5. Fair	2017 Warburton valuation plus CPI estimate plus 10% additional for Warakurna
N/A	Warakurna Basketball Courts - Rings	Lot 37 Warakurna	Sporting equipment	District Facilities	Community Facilities	\$ 15,400	4. Very Good	2x light poles and sodium fitting. Est 50 lux (does not meet standard). Value is indicative as costing not available for like for like replacement. Additional 10% for Warakurna installation
N/A	Warakurna Basketball Courts - Lighting	Lot 37 Warakurna	Lighting	District Facilities	Community Facilities	\$ 17,600	4. Very Good	Management valuation plus CPI estimate plus 10% Warakurna loading. No Softfall. Does not meet standards
N/A	Warakurna Playground Equipment	Lot 12 Warakurna	Play Equipment	District Facilities	Community Facilities	\$ 66,000	5. Fair	
						\$ 2,679,726		

Table 18: Warakurna Assets

<b>Irrunytju Wingellina</b>							
<b>Shire Assets (Sport and Recreation)</b>							
Asset ID	Asset Name	Asset Location	Asset Class	Hierarchy	Asset Category	Renewal Value	Overall Condition Comment
N/A	N/A	N/A	N/A				Nil Shire assets for Sport and Recreation identified in Wingellina
						\$ -	
<b>NG Community/ Council Assets (Sport and Recreation)</b>							
Asset ID	Asset Name	Asset Location	Asset Class	Hierarchy	Asset Category	Renewal Value	Overall Condition Comment
N/A	Wingellina Community Hall	Lot 36 Wingellina	Buildings	District Buildings	Community Facilities	\$ 2,349,243	5. Fair 600 M2 Hall. Rawlinson's valuation - Regional index of 230% on Perth price applied. 5% Demolition + 12% Professional fees applied. Vandalism damage - Community Manager estimates \$200,000 to \$300,000 to repair
N/A	Wingellina Oval	Lot 108 Wingellina	Sporting surfaces	District Facilities	Community Facilities	\$ -	6. Fair-Poor Unlit. Bare earth - no grass. Damage - Camel holes present. Natural sports surfaces are generally not considered depreciable and do not generally receive a Renewal value for asset management purposes.
N/A	Wingellina Softball Field	Lot 108 Wingellina	Sporting surfaces	District Facilities	Community Facilities	\$ -	6. Fair-Poor
N/A	Wingellina Basketball Courts	Lot 101 Wingellina	Sporting surfaces	District Facilities	Community Facilities	\$ 52,779	5. Fair Rawlinson's valuation - Regional index of 230% on Perth price applied. 5% Demolition + 12% Professional fees applied.
N/A	Wingellina Basketball Courts - Rings	Lot 101 Wingellina	Sporting equipment	District Facilities	Community Facilities	\$ 16,800	6. Fair-Poor 2017 Warburton valuation plus CPI estimate plus 20% additional for Wingellina
N/A	Wingellina Basketball Courts - Lighti	Lot 101 Wingellina	Lighting	District Facilities	Community Facilities	\$ 38,400	8. Very Poor Vandalism damage - lights not working and control gear destroyed. 4x light poles and sodium fitting. Est 50 lux (does not meet standard). Value is indicative as costing not available for like for like replacement. Additional 20% for Wingellina installation
N/A	Wingellina Playground Equipment	Lot 101 Wingellina	Play Equipment	District Facilities	Community Facilities	\$ 72,000	5. Fair Management valuation plus CPI estimate plus 20% Wingellina loading. No Softfall. Does not meet standards
						\$ 2,529,222	

Table 19: Wingellina Assets

<b>Wanarn</b>								
<b>Shire Assets (Sport and Recreation)</b>								
Asset ID	Asset Name	Asset Location	Asset Class	Hierarchy	Asset Category	Renewal Value	Overall Condition	Comment
NG-B008	Unit B of Duplex Units - Staff Accommodation	Lot 70 Wanarn	Buildings	Local Buildings	Residential Dwellings	\$ 439,248	3. Excellent	2017 Valuation plus 4 years CPI at 1.5% per year
						\$ 439,248		
<b>NG Community/ Council Assets (Sport and Recreation)</b>								
Asset ID	Asset Name	Asset Location	Asset Class	Hierarchy	Asset Category	Renewal Value	Overall Condition	Comment
N/A	Wanarn Oval	Lot 71 Wanarn	Sporting surfaces	District Facilities	Community Facilities	\$ -	6. Fair-Poor	Unlit. Bare earth - no grass. Damage - Camel holes present. Natural sports surfaces are generally not considered depreciable and do not generally receive a Renewal value for asset management purposes.
N/A	Wanarn Softball Field	Lot 71 Wanarn	Sporting surfaces	District Facilities	Community Facilities	\$ -	6. Fair-Poor	
N/A	Wanarn Basketball Courts	Lot 71 Wanarn	Sporting surfaces	District Facilities	Community Facilities	\$ 50,484	4. Very Good	Rawlinson's valuation - Regional index of 220% on Perth price applied. 5% Demolition + 12% Professional fees applied.
N/A	Wanarn Basketball Courts - Rings	Lot 71 Wanarn	Sporting equipment	District Facilities	Community Facilities	\$ 15,400	6. Fair-Poor	2017 Warburton valuation plus CPI estimate plus 10% additional for Wanarn
N/A	Wanarn Basketball Courts - Lighting	Lot 71 Wanarn	Lighting	District Facilities	Community Facilities	\$ 12,320	6. Fair-Poor	1x light poles and sodium fitting. Est 50 lux (does not meet standard). Unknown if working. Value is indicative as costing not available for like for like replacement. Additional 10% for Wanarn installation
N/A	Wanarn Playground Equipment	Lot 71 Wanarn	Play Equipment	District Facilities	Community Facilities	\$ 66,000	5. Fair	Management valuation plus CPI estimate plus 10% Wanarn loading. No Softfall. Does not meet standards
						\$ 144,204		

Table 20: Wanarn Assets

<b>Mantamaru Jameson</b>								
<b>Shire Assets (Sport and Recreation)</b>								
Asset ID	Asset Name	Asset Location	Asset Class	Hierarchy	Asset Category	Renewal Value	Overall Condition	Comment
NG-B009	Unit B of Duplex Units - Staff Accommo	Lot 54 Jameson	Buildings	Local Buildings	Residential Dwellings	\$ 419,785	3. Excellent	2017 Valuation plus 4 years CPI at 1.5% per year
						\$ 419,785		
<b>NG Community/ Council Assets (Sport and Recreation)</b>								
Asset ID	Asset Name	Asset Location	Asset Class	Hierarchy	Asset Category	Renewal Value	Overall Condition	Comment
N/A	Jameson Community Hall	Lot 35 Jameson	Buildings	District Buildings	Community Facilities	\$ 936,293	6. Fair-Poor	250 M2 Hall. Rawlinson's valuation - Regional index of 220% on Perth price applied. 5% Demolition + 12% Professional fees applied.
N/A	Jameson Youth Centre	Lot 72 Jameson	Buildings	District Buildings	Community Facilities	\$ 163,709	3. Excellent	80 M2 Low ceiling building. More akin to residential construction. Renewal value indicative only - not valued. Estimated from M2 rates of other similar buildings
N/A	Jameson Oval	Lot 70 Jameson	Sporting surfaces	District Facilities	Community Facilities	\$ -	6. Fair-Poor	Unlit. Bare earth - no grass. Natural sports surfaces are generally not considered depreciable and do not generally receive a Renewal value for asset management purposes.
N/A	Jameson Softball Field	Lot 70 Jameson	Sporting surfaces	District Facilities	Community Facilities	\$ -	6. Fair-Poor	
N/A	Jameson Basketball Courts	Lot 73 Jameson	Sporting surfaces	District Facilities	Community Facilities	\$ 50,484	5. Fair	Rawlinson's valuation - Regional index of 220% on Perth price applied. 5% Demolition + 12% Professional fees applied.
N/A	Jameson Basketball Courts - Rings	Lot 73 Jameson	Sporting equipment	District Facilities	Community Facilities	\$ 15,400	4. Very Good	2017 Warburton valuation plus CPI estimate plus 10% additional for Jameson
N/A	Jameson Basketball Courts - Lighting	Lot 73 Jameson	Lighting	District Facilities	Community Facilities	\$ 17,600	4. Very Good	2x light poles and sodium fitting. Est 50 lux (does not meet standard). Value is indicative as costing not available for like for like replacement. Additional 10% for Warakurna installation
N/A	Jameson Playground Equipment	Lot 73 Jameson	Play Equipment	District Facilities	Community Facilities	\$ 150,000	8. Very Poor	Management valuation. High spec Corocord spacenet. Manufacturer claims almost undamageable. Significant current damage. No Softfall. Does not meet standards
						\$ 1,333,485		

Table 21: Jameson Assets

## 10.0 Appendix B: Results of Comparative Research

### 10.1 Sport and Recreation Facilities

Sport and Recreation Facilities												
Shire	Larger Communities In Survey	Shire Area by sq kms	Shire Population	No. Ovals or Playing fields	No. Indoor sports stadium/court facilities	Total No. Courts	No. public swimming pools	Indoor/ outdoor and size of each pool	No. of gyms (Public can use casually or become a member)	No. Playgrounds	Other relevant Sport & Recreation facilities	Comment
Shire of Menzies	Menzies	124,600	490	1	1	1	-	Nil	-	1	A site used for rodeos just outside township and a water park adjacent to the playground and town oval.	
	Tjuntjuntjara	Just to give you a short overview of their sporting and recreation facilities, as far as I'm aware they have a playground, football oval, rage cage (multiple purpose outdoor sports court) and they are currently applying for funding for a pool (I understand the Shire of Menzies is going to make a contribution). I believe they are also making plans to build a new playground soon.										



Shire of Wyndham-East Kimberley	Kununurra	121,000	7,148	2	1 Indoor	6 netball 6 tennis 3 basketball	1 - 25m x 8 lane outdoor pool 3 - toddler pools	1	9	3 - indoor squash courts	
	Wyndham			1	1 Undercover court	1 x multipurpose court 1 x undercover multipurpose	1 - 25m x 6 lane outdoor pool 2 x toddler pools		6		
	Kalumburu		No information provided for Kalumburu, Doon Doon and 38 small communities								
	Doon Doon										
	38 other small										

Shire of Laverton	Laverton	179,984	1,217	1	Town Hall	Community Sports Club - Multipurpose, recently refurbished	1	25m casual water playground areas	1	3	Golf course, race track	
	Ilkurlka											
	? Other Aboriginal communities											

Shire of East Pilbara	Marble Bar	380,000	10,590	Deemed not relevant for sample								
	Nullagine											
	Newman											
	Jigalong			1	1	1	1	25m outdoor	-			
	Punmu			2	-	1	-	-	-			
	Parngurr			1	1	1 basketball court has a roof	-	-	1 (school) donated equipment. Needs upgrading	-	-	
	Irrungadgi			1	-	1 tennis, 1 basketball	-	-				
	Parupajina			-	-	-	-	-				
	Kunawarritji			1	-		-	-				

Shire of Broome	Broome	55,796	16,222 Population too large for Sample									
	Ardyaloon			1	-	2 (outdoor)	-	-	-	1	N/A	Also has one outdoor court at the school
	Beagle Bay			0.70	-	1 (outdoor)	-	-	-	-		School has a junior under cover court
	Bidyadanga			1	-	1 (outdoor)	1	6 lane x 25m Plus Beach entry and toddler pool	-	2	N/A	
	Djarindjin (Lombadina)			-	-	1 (outdoor)	-	-	-	-	N/A	Also has one covered court at school

Shire of Leonora	Leonora	32,189	1,508	1	1	3 - Tennis (outside) 1 - Basketball (inside) 2 - Squash (inside) 1 - half Basketball (outside)	1	25m x 11m Outdoor	1	1	Shire staff also run events such as Easter Egg Races and Sausage Sizzles at the Park with music, including of course a series of events during NAIDOC Week, so I have only listed the base activities for your information.	
	Gwalia	No information provided for Gwalia or Leinster Township										
	Leinster Township											
Shire of Meekatharra	Meekatharra	100,789	1,067	1	1	2	1	Indoor 25m x 15m	1	1	Youth Centre Skate Park	
	Karalundi	No information provided for Karalundi or Kumarina										
	Kumarina											

Table 22: Comparative Research - Facilities



## 10.2 Sport and Recreation Programs

Sport and Recreation Programs								
Shire	Larger Communities In Survey	Sport & Recreation activities provided by Shire	Approx. FTE of Shire staff engaged only in delivering programs (i.e. does not include facility managers)	Approx. FTE of Shire staff engaged in facility management.	Sport & Recreation programs/activities - other providers	Approx. FTE of Non-Shire staff engaged only in delivering programs (i.e. does not include facility managers)	Approx. FTE of Non-Shire staff engaged in facility management.	Comments
Shire of Menzies	Menzies	Youth after school engagement (3.00pm-4.30pm three times per week) Fortnightly evening sports games, timetable changes depending on the season.	0.50 FTE	1.0 FTE	Nil	Nil	Nil	
	Tjuntjuntjara	I think the school in Tjuntjuntjara takes major responsibility for the youth related sports activities but I'm unsure of what programs are actually taking place for sport and recreation in the community. I hope this information is of some assist.						

Shire of Wyndham-East Kimberley	Kununurra	None - see note	The Shire do not provide sport and recreation activities/programs in Kununurra. The Kununurra Leisure Centre has five FTE and a fulltime Manager. There are approximately 6 x .3FTE casuals. Maria Geier, is the DLGSC representative in town and would be the best person to talk to in regards to what clubs are delivering in the region. (cc into email)
	Wyndham	None - see note a	There is one FTE Pool Operator in Wyndham at the pool there. Most sporting programs are delivered by Not for Profit sporting groups, SWEK basically provide a facility to hire.
	Kalumburu Doon Doon 38 other small		

Shire of Broome	Broome		
	Ardyaloon	N/A	<p>The Shire's role in the facilities for the communities is to advocate for funding for facility development.</p> <p>Providing support and advocacy for recent successful CSRFF</p>
	Beagle Bay		
	Bidyadanga		
	Djarindjin (Lombadina)		

Shire of Leonora	Leonora	Shire organised Sporting Program Youth two afternoons per week Adults one day per week - 3 hours Youth Centre Open 3.00pm-6.00pm, 6 days per week Free pool entry on Sunday with inflatables (requiring extra lifeguard)	1.0 FTE	1.0 FTE (same person) Pool open 6 days per week. Christmas Party run at the pool, and used for intermittent events	YMCA/WACA/Football West/Red Horizon/School/P&C/WA Police/HOPE/Royal Life Bush Misson/Centrecare	1.0 FTE	-	Our Rec Centre Manager is our Pool Manager as well, so has extra casual help when needed to run programs.
	Gwalia	No information provided for Gwalia or Leinster Township						
	Leinster Township							
Shire of Meekatharra	Meekatharra	Youth Centre Sports Program Runs Monday-Friday 3pm-5pm, 6pm-7pm tootball, basketball, netball, touch rugby	1.0 FTE	0.5 FTE	Stephen Michael Foundation Football Program Shooting Starts Netball Program Youth Centre Program	3.0 FTE	-	
	Karalundi	No information provided for Karalundi or Kumarina						
	Kumarina							

Table 23: Comparative Research - Programs







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# EMPLOYEE CODE OF CONDUCT

Implementation Date: June 2021  
Responsible Officer: Chief Executive Officer

## **1. Objective**

To provide guidance for employees in the Shire of Ngaanyatjaraku on acceptable standards of professional conduct.

### **1.1 Preamble**

The Code is complementary to the principles adopted in the Local Government Act 1995 and regulations which incorporates four fundamental aims to result in:

- (a) better decision-making by local governments,
- (b) greater community participation in the decisions and affairs of local governments,
- (c) greater accountability of local governments to their communities, and
- (d) more efficient and effective local government.

## **2. Policy Statement**

The Code of Conduct provides employees in the Shire of Ngaanyatjaraku with consistent guidelines for an acceptable standard of professional conduct.

The Code addresses in a concise manner the broader issue of ethical responsibility and encourages greater transparency and accountability in the Shire of Ngaanyatjaraku.

The Code provides a guide and a basis of expectations for employees. It encourages a commitment to ethical and professional behaviour and outlines principles in which individual and collective Local Government responsibilities may be based.

### **2.1 Statutory Environment**

The Code addresses the requirement in section 5.51A of the Act for the CEO to prepare and implement a code of conduct to be observed by employees of the Local Government, and includes the matters prescribed in Part 4A of the *Local Government (Administration) Regulations 1996*.

The Code should be read in conjunction with the Act and associated regulations. Employees should ensure that they are aware of their statutory responsibilities under this and other legislation.

For the purposes of the Code, the term employees include persons employed by the Shire of Ngaanyatjaraku or engaged by the Shire under a contract for services. The Code applies to all employees, including the CEO, while on the Local Government's premises or while engaged in Local Government related activities. This Code in relation to Gifts, does not apply to the CEO.

### **2.2 Ethical Principles**

In addition to the statutory requirements of the contents of the Code, this Code of Conduct is also governed by three ethical principles – Justice, Respect for Persons, and Responsible Care.

#### 2.2.1 Justice

A responsibility to:

- Be fair and equitable in our treatment of others, not treating people as a means to an end.
- Use and share power for the common good of both individuals and society.
- Avoid discrimination, abuse, or exploitation of others.

#### 2.2.2 Respect for Persons

A responsibility to:

- Respect the rights of individuals and groups allowing them their opinion and their right to be different.

- Enable and empower others to achieve their potential by promoting their physical, mental and social wellbeing.
- Encourage honest working relationships by being truthful and sincere when dealing with others.

### 2.2.3 Responsible Care

A responsibility to: -

- Contribute to the wellbeing of individuals and society by exercising due diligence and a duty of care to others.
- Treat others, as they would like to be treated, doing good and not doing harm.
- Uphold the rights of those who are unable to do so, advocating for others where required.
- Protect and responsibly manage the resources of the Shire of Ngaanyatjaraku

## **3. Role of CEO and Employees**

The role of employees is determined by the functions of the CEO as set out in s 5.41 of the Local Government Act 1995:

“The CEO’s functions are to —

- (a) advise the council in relation to the functions of a local government under this Act and other written laws,
- (b) ensure that advice and information is available to the council so that informed decisions can be made,
- (c) cause council decisions to be implemented,
- (d) manage the day-to-day operations of the local government;
- (e) liaise with the mayor or president on the local government’s affairs and the performance of the local government’s functions,
- (f) speak on behalf of the local government if the mayor or president agrees,
- (g) be responsible for the employment, management supervision, direction and dismissal of other employees (subject to s 5.37(2) in relation to senior employees),
- (h) ensure that records and documents of the local government are properly kept for the purposes of this Act and any other written law; and
- (i) perform any other function specified or delegated by the local government or imposed under this Act or any other written law as a function to be performed by the CEO.”

### **3.1 Principles affecting the employment of employees by the Shire**

The following principles, set out in s5.40 of the Act, apply to the employment of the Shire’s employees:

- (a) employees are to be selected and promoted in accordance with the principles of merit and equity,
- (b) no power regarding matters affecting employees is to be exercised based on nepotism or patronage,
- (c) employees are to be treated fairly and consistently,
- (d) there is to be no unlawful discrimination against employees or persons seeking employment by the Shire on a ground referred to in the Equal Opportunity Act 1984 or on any other ground; and
- (e) employees are to be provided with safe and healthy working conditions in accordance with the Work Health and Safety Act 2020.
- (f) such other principles, not inconsistent with this Division, as may be prescribed



#### **4. Relationships between Council Members and Employees**

Employees recognise that Council Members, constituting the Council, is the supreme policy making body for the Shire and that employees implement the policies and decisions of the Council.

Employees will recognise that Council Members' views and opinions often reflect valid community viewpoints that should be considered in conjunction with professional opinion. Employees will therefore make every effort to assist Members in the performance of their role, and to achieve the satisfactory resolution of issues that may arise in the performance of their official roles.

An effective Council Member works as part of the Council team with the Chief Executive Officer and other employees. That teamwork will only occur if Council Members and employees have a mutual respect and co-operate with each other to achieve the Council's corporate goals and implement the Council's strategies.

Employees, when referring a member of the community to a Council Member over issues that the employee cannot resolve due to current Council Policy, will ensure that other Council Members are advised of the referral and any information that may assist in resolving the issue.

#### **5. Personal Behaviour**

Employees will:

- act, and be seen to act, properly and in accordance with the requirements of the law and the terms of this Code,
- perform their duties impartially and in the best interests of the Shire of Ngaanyatjaraku uninfluenced by fear or favour,
- act in good faith (i.e., honestly, for the proper purpose, and without exceeding their powers) in the interests of the Shire of Ngaanyatjaraku and the community and shall be particularly mindful to avoid interference in commercial relationships between developers and objectors or between developers competing for the right to develop,
- make no allegations which are improper or derogatory (unless true and in the public interest) and refrain from any form of conduct, in the performance of their official or professional duties, which may cause any reasonable person unwarranted offence or embarrassment; and
- always act in accordance with their obligation of fidelity to the Shire of Ngaanyatjaraku.

##### **5.1 Performance of Duties**

While on duty, employees will give their whole time and attention to the Shire of Ngaanyatjaraku's business and ensure that their work is carried out efficiently, economically, and effectively, and that their standard of work reflects favourably both on them and on the Shire.

##### **5.2 Honesty and Integrity**

Shire employees will:

- (a) observe the highest standards of honesty and integrity, and avoid conduct which might suggest any departure from these standards;
- (b) be frank and honest in their official dealing with each other; and
- (c) report any dishonesty or possible dishonesty on the part of any other employee to their Line Manager or the CEO in accordance with this Code and the Shire of Ngaanyatjaraku's policies.

##### **5.3 Improper or Undue Influence**

Shire employees must not take advantage of their position to improperly influence council members or employees in the performance of their duties or functions, to gain undue or improper (direct or indirect) advantage or gain for themselves or for any other person or body.

Shire employees shall not take advantage of their position to improperly influence any other person to gain undue or improper (direct or indirect) an advantage or gain, pecuniary or otherwise, for themselves or any other person, or body. Similarly, employees shall not take advantage of their positions to improperly disadvantage or cause detriment to the local government or any other person.

#### **5.4 Compliance with Lawful Orders**

Shire employees will comply with any lawful order given by any person having authority to make or give such an order, with any doubts as to the propriety of any such order being taken up with the superior of the person who gave the order and, if resolution cannot be achieved, with the Chief Executive Officer.

Shire employees will give effect to the lawful policies of the Shire of Ngaanyatjarraku, whether or not they agree with or approve of them.

#### **5.5 Administrative and Management Practices**

Shire employees will ensure compliance with proper and reasonable administrative practices and conduct, and professional and responsible management practices.

#### **5.6 Corporate Obligations**

Shire employees are expected to always comply with neat and responsible dress standards. Accordingly, management reserves the right to adopt policies relating to corporate dress and to raise the issue of dress with individual employees.

### **6. Handling of information, records keeping and communications**

#### **6.1 Use of Confidential Information**

Shire employees shall not use confidential information to gain improper advantage for themselves or another person or body in ways which are inconsistent with their obligation to act impartially in the public interest; or to improperly cause harm, detriment or impairment to any person, body, or the Council.

Due discretion shall be exercised by all those who have access to confidential or sensitive information. Every matter dealt with by, or brought before, a meeting sitting behind closed doors, shall be treated as strictly confidential, and shall not without the authority of the Council be disclosed to any person other than the council members and/or employees of the Shire (and in the case of employees only so far as may be necessary for the performance of their duties) prior to the discussion of the matter at a meeting of the Council held with open doors.

Nothing in this section prevents a council member or employee from disclosing confidential information:

- to a legal practitioner for the purpose of obtaining legal advice; or
- if the disclosure is permitted by law.

#### **6.2 Intellectual Property**

The title to Intellectual Property in all duties relating to contracts of employment will be assigned to the Shire of Ngaanyatjarraku upon its creation unless otherwise agreed by separate contract.

#### **Communication and Public Relations**

All aspects of communication by employees (including verbal, written or personal), involving the Shire of Ngaanyatjarraku's activities should reflect the status and objectives of the Shire. Communications should be accurate, polite, and professional.

Statements to the press on behalf of the Shire will only be made by the President or the CEO.

#### **6.3 Personal Communications and Social Media**

(a) Personal communications and statements made privately in conversation, written, recorded, emailed or posted in personal social media, have the potential to be made public, whether intended or not.

(b) Employees must not, unless undertaking a duty in accordance with their employment, disclose information, make comments, or engage in communication activities about or on behalf of the Shire of Ngaanyatjaraku, its Council Members, employees, or contractors, which breach this Code.

(c) Employee comments which become public and breach the Code of Conduct, or any other operational policy or procedure, may constitute a disciplinary matter and may also be determined as misconduct and be notified in accordance with the Corruption, Crime and Misconduct Act 2003.

## **6.4 Record Keeping**

All employees should familiarise themselves with the Shire Record Keeping Policy and Procedures and ensure compliance.

This is especially important for those employees with delegated authority to make decisions, and for whom compliance with Reg 19 of the Local Government (Administration) Regulations 1996 is required, viz:

*Where a power or duty has been delegated under the Act to the CEO or to any other local government employee, the person to whom the power or duty has been delegated is to keep a written record of —*

*(a) how the person exercised the power or discharged the duty; and*

*(b) when the person exercised the power or discharged the duty; and*

*(c) the persons or classes of persons, other than council or committee members or employees of the local government, directly affected by the exercise of the power or the discharge of the duty.*

## **6.5 Dealing with Other Employees**

(a) Employees will treat other employees with respect, courtesy and professionalism, and refrain from behaviour that constitutes discrimination, bullying or harassment.

(b) Employees must be aware of and comply with their obligations under relevant law and the Shire of Ngaanyatjaraku's policies regarding workplace behaviour and occupational safety and health.

(c) Employee behaviour should reflect the Shire of Ngaanyatjaraku's values and contribute towards creating and maintaining a safe and supportive workplace.

## **6.6 Dealing with community**

(a) Employees will treat all members of the community with respect, courtesy and professionalism.

(b) All Shire of Ngaanyatjaraku services must be delivered in accordance with relevant policies and procedures, and any issues resolved promptly, fairly and equitably.

# **7. Fraudulent, corrupt, and improper behaviour**

## **7.1 Serious Misconduct**

### **Definitions**

s4 of the Corruption and Crime Commission Act 2003 defines the instances when 'misconduct' occurs:

Misconduct occurs if:

(a) a public officer corruptly acts or corruptly fails to act in the performance of the functions of the public officer's office or employment,

(b) a public officer corruptly takes advantage of the public officer's office or employment as a public officer to obtain a benefit for himself or herself or for another person or to cause a detriment to any person,

(c) a public officer whilst acting or purporting to act in his or her official capacity, commits an offence punishable by 2 or more years' imprisonment; or

(d) a public officer engages in conduct that —

(i) adversely affects, or could adversely affect, directly or indirectly, the honest or impartial performance of the functions of a public authority or public officer whether or not the public officer was acting in their public officer capacity at the time of engaging in the conduct,

(ii) constitutes or involves the performance of his or her functions in a manner that is not honest or impartial,

#### CEO role as Principal Officer of a Notifying Authority, tole of other employees

As a 'principal officer of a notifying authority' (for the purposes of the Corruption and Crime Commission Act 2003), the CEO, is statutorily obligated to report to the Corruption and Crime Commission:

(a) any alleged misconduct; or

(b) any situation that might be drawn to his or her attention involving misconduct, where the CEO reasonably suspects that the misconduct is relevant or is an issue of concern to the CEO in his or her official capacity.

Nonetheless, any employee or any other person may report directly to the Corruption and Crime Commission any matter which that person reasonably suspects may concern misconduct that:

(a) has or may have occurred

(b) is or may be occurring

(c) is or may be about to occur; or

(d) is likely to occur.

## **7.2 Minor Misconduct**

### **Definitions**

s4 of the Corruption and Crime Commission Act 2003 defines the instances when 'misconduct' occurs.

Minor misconduct occurs if a public officer engages in conduct that:

- adversely affects, or could adversely affect, directly or indirectly, the honest or impartial performance of the functions of a public authority or public officer, whether or not the public officer was acting in their public officer capacity at the time of engaging in the conduct; or
- constitutes or involves the performance of his or her functions in a manner that is not honest or impartial; or
- constitutes or involves a breach of trust placed in the public officer by reason of his or her office or employment as a public officer, or
- involves the misuse of information or material that the public officer has acquired in connection with his or her functions as a public officer, whether the misuse is for the benefit of the public officer or the benefit or detriment of another person and constitutes, or could constitute -
- a disciplinary offence providing reasonable grounds for the termination of a person's office or employment as a public service officer under the Public Sector Management Act 1994 (PSM Act) (whether or not the public officer to whom the allegation relates is a public service officer or is a person whose office or employment could be terminated on the grounds of such conduct).

#### CEO role as Principal Officer of a Notifying Authority, tole of other employees

As a 'principal officer of a notifying authority' (for the purposes of the Corruption and Crime Commission Act 2003), the CEO, is statutorily obligated to report to the Public Sector Commission any alleged minor misconduct of any employee.

Any employee or any other person may report directly to the Public Sector Commission any matter which that person reasonably suspects may concern minor misconduct of a local government employee.

## **8. Use of local government resources**

### **8.1 General**

Employees will:

- be scrupulously honest in their use of the Local Government's resources and shall not misuse them or permit their misuse (or the appearance of misuse) by any other person or body,
- use the Local Government resources entrusted to them effectively and economically in the course of their duties,
- not use the Local Government's resources (including the services of Shire employees) for private purposes (other than when supplied as part of a contract of employment), unless properly authorised to do so, and appropriate payments are made (as determined by the Chief Executive Officer).

### **8.2 Travelling and Sustenance Expenses**

Employees will only claim or accept travelling and sustenance expenses arising out of travel-related matters which have a direct bearing on the services, policies, or business of the Local Government in accordance with Local Government policy and the provisions of the Local Government Act 1995.

#### Use of Shire of Ngaanyatjaraku Finances

- (a) Employees are expected to act responsibly and exercise sound judgment with respect to matters involving the Shire of Ngaanyatjaraku's finances.
- (b) Employees will use Shire of Ngaanyatjaraku's finances only within the scope of their authority, as defined in [position descriptions, policies and procedures, administrative practices].
- (c) Employees with financial management responsibilities will comply with the requirements of the Local Government (Financial Management) Regulations 1996.
- (d) Employees exercising purchasing authority will comply with the Shire of Ngaanyatjaraku's Purchasing Policy, and the systems and procedures established by the CEO in accordance with regulation 5 of the Local Government (Financial Management) Regulations 1996.
- (e) Employees will act with care, skill, diligence, honesty and integrity when using local government finances.
- (f) Employees will ensure that any use of Shire of Ngaanyatjaraku's finances is appropriately documented in accordance with the relevant policy and procedure, including the Shire of Ngaanyatjaraku's Recordkeeping Plan.

### **8.3 Assisting Council Members access to Information**

Employees will ensure that Council Members are given access to all information necessary for them to properly perform their functions and comply with their responsibilities, especially regarding s5.92, 5.93 of the Local Government Act 1995.

If any employee has doubts about the validity of a request by a Council Member for access to information held by the Shire, then the request should be referred to a Director, or the CEO, for determination.



## **9. Reporting of suspected wrongdoing and breaches of the Code.**

### **9.1 Breaches of the Code of Conduct**

A person (including an employee) who reasonably believes that an employee's behaviour is in breach of the standards of conduct set out in the Code, may refer the matter to the CEO or the responsible person for Human Resources who will take the matter into consideration and deal with it according to the management protocols, procedures, or practices of the Shire of Ngaanyatjaraku and any applicable laws regarding employees.

A person (including an employee) who reasonably believes that the personal behaviour of the CEO is in breach of the standards of conduct set out in the Code may refer the matter to the Director Governance and Strategic who will take the matter into consideration and deal with it according to the management protocols, procedures, or practices of the Shire of Ngaanyatjaraku and any applicable laws.

Each report of a breach is to be dealt with efficiently, effectively, and fairly in line with the principles of fair procedures.

### **9.2 Reporting legislative breaches by regular external contractors and consultants, internal consultants, and volunteers**

The person responsible for Human Resources ensures delivery of an induction to employees, internal consultants, and volunteers. The induction which is outlined in the document "Shire of Ngaanyatjaraku Induction" includes an obligation to report legislative breaches.

The officer responsible for Human Resources will ensure that an induction including an obligation to report legislative breaches is delivered to external contractors and consultants. The induction is outlined in the document "Contractor OHS Compliance Guidelines".

## **10. Conflicts of Interest**

### **Definitions (as per Local Government Act 1995 or Local Government (Administration) Regulations 1996)**

Interest (Local Government (Administration) Regulations 1996)

(a) means an interest that could, or could reasonably be perceived to, adversely affect the impartiality of the person having the interest; and

(b) includes an interest arising from kinship, friendship or membership of an association

s5.60A. Financial interest (Local Government Act 1995)

For the purposes of this Subdivision, a person has a financial interest in a matter if it is reasonable to expect that the matter will, if dealt with by the local government, or an employee or committee of the local government or member of the council of the local government, in a particular way, result in a financial gain, loss, benefit or detriment for the person

s5.60B. Proximity interest (Local Government Act 1995)

(1) For the purposes of this Subdivision, a person has a proximity interest in a matter if the matter concerns —

(a) a proposed change to a planning scheme affecting land that adjoins the person's land; or

(b) a proposed change to the zoning or use of land that adjoins the person's land; or

(c) a proposed development (as defined in section 5.63(5)) of land that adjoins the person's land.

(2) In this section, land (the proposal land) adjoins a person's land if —

- (a) the proposal land, not being a thoroughfare, has a common boundary with the person's land; or
  - (b) the proposal land, or any part of it, is directly across a thoroughfare from, the person's land; or
  - (c) the proposal land is that part of a thoroughfare that has a common boundary with the person's land.
- (3) In this section a reference to a person's land is a reference to any land owned by the person or in which the person has any estate or interest.

#### s5.61. Indirect financial interests (Local Government Act 1995)

A reference in this Subdivision to an indirect financial interest of a person in a matter includes a reference to a financial relationship between that person and another person who requires a local government decision in relation to the matter.

#### **10.1 Avoidance of conflicts of interest**

- (a) Employees will ensure that there is no actual (or perceived) conflict of interest between their personal interests and the impartial fulfilment of their professional duties.
- (b) Employees will not engage in private work with or for any person or body with an interest in a proposed or current contract with the Shire of Ngaanyatjaraku, without first making disclosure to the Chief Executive Officer. In this respect, it does not matter whether advantage is in fact obtained, as any appearance that private dealings could conflict with performance of duties must be scrupulously avoided.
- (c) Employees will lodge written notice with the Chief Executive Officer describing an intention to undertake a dealing in land within the Shire of Ngaanyatjaraku's area or which may otherwise conflict with the Council's functions.
- (d) Employees who exercise a recruitment or other discretionary function will make disclosure before dealing with relatives or close friends and will disqualify themselves from dealing with those persons.
- (e) Employees will refrain from partisan political activities which could cast doubt on their neutrality and impartiality in acting in their professional capacity. An individual's rights to maintain their own political convictions are not impinged upon by this clause. It is recognised that such convictions cannot be a basis for discrimination, and this is supported by anti- discriminatory legislation.
- (e) Employees will conduct themselves in an apolitical manner and refrain from political activities which could cast doubt on their neutrality and impartiality in acting in their professional capacity.

#### Secondary Employment

An employee must not engage in secondary employment (including paid and unpaid work) without receiving the prior written approval of the CEO

#### **10.2 Identifying and disclosing conflicts of interest**

Reg 19AD of the Local Government (Administration) Regulations 1995 requires a Code of Conduct for employees to include provisions regarding the disclosure of interests by employees.

An employee who has an interest in any matter to be discussed at a council or committee meeting attended by the local government employee must disclose the nature of the interest:

- in a written notice given to the CEO before the meeting; or
- at the meeting immediately before the matter is discussed.

An employee who has given, or will give, advice in respect of any matter to be discussed at a council or committee meeting not attended by the local government employee disclose the nature of any interest the local government employee has in the matter:

- in a written notice given to the CEO before the meeting; or

- at the time the advice is given.

These requirements do not include an interest referred to in s5.60 of the Local Government Act 1995.

An employee is excused if the employee fails to disclose the nature of an interest because they did not know and could not reasonably be expected to know —

- that they had an interest in the matter; or
- that the matter in which they had an interest would be discussed at the meeting and they disclosed the nature of the interest as soon as possible after the discussion began.

If an employee discloses an interest in a written notice given to the CEO before a meeting, then:

- before the meeting, the CEO must cause the notice to be given to the person who is to preside at the meeting; and
- at the meeting, the person presiding must bring the notice and its contents to the attention of the persons present immediately before any matter to which the disclosure relates is discussed.

If the nature of an interest in a matter is:

- disclosed at a meeting; or
- a disclosure is made at a meeting; or
- notice of the interest is brought to the attention of the persons present at a meeting.

then the nature of the interest must be recorded in the minutes of the meeting.

## 11. Gifts

### Definition (as per s5.57 Local Government Act 1995)

activity involving a local government discretion has the meaning given to it in the *Local Government (Administration) Regulations 1996*;

*activity involving a local government discretion means an activity —*

- (a) *that cannot be undertaken without an authorisation from the local government; or*
- (b) *by way of a commercial dealing with the local government. (r.19AA of the Local Government (Administration) Regulations 1996)*

associated person has the meaning given to it in the *Local Government (Administration) Regulations 1996*;

*associated person means a person who —*

- (a) *is undertaking or seeking to undertake an activity involving a local government discretion; or*
- (b) *it is reasonable to believe, is intending to undertake an activity involving a local government discretion (r. 19AA of the Local Government (Administration) Regulations 1996)*

gift means:

- (a) a conferral of a financial benefit (including a disposition of property) made by 1 person in favour of another person unless adequate consideration in money or money's worth passes from the person in whose favour the conferral is made to the person who makes the conferral: or
- (b) a travel contribution.

travel includes accommodation incidental to a journey,

travel contribution means a financial or other contribution made by 1 person to travel undertaken by another person.

It does not include —

- (a) a gift from a relative as defined in s5.74(1); or
- (b) a gift that must be disclosed under the Local Government (Elections) Regulations 1997 regulation 30B; or
- (c) a gift from a statutory authority, government instrumentality or non-profit association for professional training; or
- (d) a gift from WALGA, the Australian Local Government Association Limited or the Local Government Professionals Australia WA.

prohibited gift has the meaning given to it in the Local Government (Administration) Regulations 1996;

prohibited gift, in relation to a local government employee, means —

- (a) a gift worth the threshold amount or more; or
- (b) a gift that is 1 of 2 or more gifts given to the local government employee by the same person within a period of 1 year that are in total worth the threshold amount or more;

[r.19AA of the Local Government (Administration) Regulations 1996

relative, in relation to a relevant person, means any of the following —

- (a) a parent, grandparent, brother, sister, uncle, aunt, nephew, niece, lineal descendant of the relevant person or of the relevant person's spouse or de facto partner;
- (b) the relevant person's spouse or de facto partner or the spouse or de facto partner of any relative specified in paragraph (a),

whether or not the relationship is traced through, or to, a person whose parents were not actually married to each other at the time of the person's birth or subsequently, and whether the relationship is a natural relationship or a relationship established by a written law; (Section 5.74(1) of the Local Government Act 1995)

reportable gift means:

- (i) a gift worth more than \$50 but less than \$300; or
- (ii) a gift that is 1 of 2 or more gifts given to the local government employee by the same person within a period of 1 year that are in total worth more than \$50 but less than \$300.

threshold amount has the meaning given to it in the Local Government (Administration) Regulations 1996, subject to the CEO's determination under subclause (c);

travel includes accommodation incidental to a journey;

travel contribution means a financial or other contribution made by 1 person to travel undertaken by another person (Section 5.57 of the Local Government Act 1995)

### **11.1 Prohibition on accepting gifts worth \$300 or more**

The CEO is required to determine the rules applying to gifts to all employees - except the CEO, for whom the gift rules are determined by different provisions.

All employees may accept gifts of up to \$300 (that is \$299 maximum) from a donor but cumulative provisions also apply where a donor provides more than 1 gift over 12 months. In the legislation this is known as the "threshold amount" and any gift/s exceeding this amount are prohibited.

Thus, an employee may accept a gift worth \$250 from a donor, but if the same donor offers a second gift within 12 months to the same employee, worth \$250 then the amount more than \$299 is prohibited,

because the maximum value of a gift, or gifts from the same donor over 12 months is \$299 \*that is, less than \$300).

There is no requirement to disclose, or record a gift, worth less than \$50, unless it is a cumulative gift.

### **Reportable Gifts**

(e) An employee who accepts a reportable gift (that is, a gift worth \$50 or more, but less than \$300) from an associated person is to notify the CEO in accordance with subclause (f) and within 10 days of accepting the gift.

(f) The notification of the acceptance of a reportable gift must be in writing and include:

- (i) the name of the person who gave the gift; and
- (ii) the date on which the gift was accepted; and
- (iii) a description, and the estimated value, of the gift; and
- (iv) the nature of the relationship between the person who is an employee and the person who gave the gift; and
- (v) if the gift is one of two or more accepted from the same person within a period of one year:
  - (1) a description;
  - (2) the estimated value; and
  - (3) the date of acceptance,

of each other gift accepted within the one year period.

(g) The CEO will maintain a register of reportable gifts and record in it details of notifications given to comply with subclause (f).

(h) The CEO will arrange for the register maintained under subclause (g) to be published on the Shire of Ngaanyatjaraku's official website.

(i) As soon as practicable after a person ceases to be an employee, the CEO will remove from the register all records relating to that person. The removed records will be retained for a period of at least 5 years.

### **11.2 Associated Persons**

#### **Definition (as per 19AA Local Government (Administration) Regulations 1996)**

Associated person means a person who:

- (a) is undertaking or seeking to undertake an activity involving a local government discretion; or
- (b) it is reasonable to believe, is intending to undertake an activity involving a local government discretion.

An employee must not accept a prohibited gift from an associated person.

Where an employee accepts a gift from an associated person it must be disclosed, in writing, in a form determined by the CEO and will be recorded at the Shire website, and will include:

- The name of the associated person who gave the gift,
- The date on which the gift was received,
- A description of the gift and its estimated value,
- The nature of the relationship between the employee and the associated person; and
- If the gift is one of 2 or more gifts given to the employee by the same person within a 12-month period –



- A description of each gift,
- The estimated value; and
- The date of acceptance.

Employees who have accepted a gift from an associated person, may have a conflict of interest in determining matters, under delegated authority, or in providing advice, and making recommendations to Council. Where such a conflict of interest may arise, the employee is to discuss the matter with a Director or the CEO, to determine how the potential conflict of interest is to be addressed.

As a rule, employees should not make decisions, or provide advice in relation to a matter concerning an associated person.

## **12. ENFORCEMENT OF THE CODE**

Any person who has reason to believe that an employee has committed a breach of the Code of Conduct may complain about the breach to the Shire's CEO, or if the complaint under this Code is against the CEO, the complaint is to be directed to the Director Governance and Strategic.

The complaint is to be made in writing, giving details of:

- a) who is making the complaint,
- b) who is alleged to have committed the breach,
- c) the contravention that is alleged to have resulted in the breach; and
- d) any other relevant information

Within 14 days of receiving the complaint, the complaints officer must:

- a) give the person making the complaint a written acknowledgement that the complaint has been received; and
- b) give the person whom the complaint is being made a copy of the complaint.

As soon as practicable after acknowledging the complaint, the complaints officer is to carry out a thorough investigation, having regard to procedural fairness and natural justice. While undertaking the thorough investigation, the complaints officer may engage the services of appropriate persons.

This has relevance where the complaint is made against the CEO, or another senior employee. The CEO has developed a Procedure – Complaints Handling (Code of Conduct) that will be followed in these instances.

At the completion of the investigation, the complaints officer shall advise the outcomes of the investigation to:

- a) CEO, if the investigating officer is not the CEO; and
- b) person subject of the complaint, and
- c) person who made the complaint.

Any actions taken because of a proven breach of the Code of Conduct will be made in accordance with the provisions of any applicable legislation or common law provisions that governs the operations of the Shire and its employees.

## **13. Review of Code and Publication**

The CEO may review and amend the Code from time to time.

The Code must be published at the Shire website.



COUNCIL (Aboriginal Corporation) ICN: 101

P.O. Box 644  
58 Head Street  
Alice Springs NT 0871  
Phone: (08) 8950 1711  
Fax: (08) 8953 1892  
email: [ngcouncil@ngaanyatjarra.org.au](mailto:ngcouncil@ngaanyatjarra.org.au)

3 June 2021

Mr Kevin Hannagan  
CEO Shire of Ngaanyatjarraku  
PMB 87 Via KALGOORLIE WA 6431

Dear Mr Hannagan

**Re: Community Reserve Road Names**

I refer to your correspondence dated 1st April 2021 with regards:

- Rural Road Renaming: Jameson West Bypass Road to be named "Nyinninga Road"

Ngaanyatjarra Council Aboriginal Corporation hereby supports and endorses the proposed road name changes in accordance with the recommendations outlined in your letter.

If you require further clarification, please do not hesitate to contact undersigned.

Kind regards

**NGAANYATJARRA COUNCIL**

A handwritten signature in blue ink, appearing to read 'Gerard Coffey'.

**Gerard Coffey**  
CEO

E: [gerard.coffey@ngcouncil.org.au](mailto:gerard.coffey@ngcouncil.org.au)  
P: 0410 347 588

# ACTION SHEET

Works Engineer – Peter Kerp  
**Dates on Site 2<sup>nd</sup> June – 11<sup>th</sup> June 2021**  
**Next site visit: 1<sup>st</sup> July – 9<sup>th</sup> July 2021**

Date	Subject	Action Taken
June 2021	Breakaway Road Construction Contractor	<p>Site visit Great Central Road gravel re-sheet SLK246.35 to SLK253.51</p> <p><b>Construction To-Date</b></p> <p>Jameson Southern Bypass – completed 31<sup>st</sup> July 2020.</p> <p>Jameson Wanarn Rd SLK 2.70 – SLK 4.20 – Completed 11<sup>th</sup> August 2020.</p> <p>Jameson Wanarn Rd SLK 22.28 – SLK 25.90 Completed 13<sup>th</sup> September 2020.</p> <p>Blackstone Warburton Rd SLK138.40 – SLK 143.15 – completed 1<sup>st</sup> November 2020.</p> <p>Blackstone Warburton Rd SLK165.96 – SLK 170.00 – completed 17<sup>th</sup> January 2021.</p> <p>Giles Mulga Park Road SLK119.00 – SLK126.00 – completed 21<sup>st</sup> May 2021.</p> <p><b>ACTION</b></p> <p><b>Works Officer will undertake regular site visits to Great Central Road construction site SLK246.35 to SLK253.51</b></p>
June 2021	Fulton Hogan SLK Meter App	<p>Technical issues have been encountered with the Fulton Hogan SLK Meter app with spatial centerline data uploaded into Council's asset management system RAMM and subsequently into the MRWA Integrated Roads Information System (IRIS) not showing correct centerline information on the GPS apps.</p> <p>Drive byes along sample roads where centerline data survey had been completed and uploaded into IRIS with both GPS apps showing errors with no SLK readings.</p> <p>The error has been reported to both RAMM support and MRWA and the matter is currently being addressed.</p> <p><b>ACTION</b></p> <p><b>Issues are still being experienced with both the Fulton Hogan and MRWA app and both apps being addressed by MRWA</b></p>
June 2021	Warburton Water Pipe Leaks	<p>The existing mains water network in Warburton community is aged and deteriorating and in need of replacement.</p> <p>Works officers have been tasked to survey the network and record road damage, water leaks and prepare formal report to Council and NCAC to lobby governments for urgent funding for pipe replacement.</p> <p>Following completion visual assessment of surface defects timing of any reseal works needed to restore the functionality and levels of service requirements can be developed.</p> <p>Replacement of the substandard water pipes would ideally be constructed in advance of future road reseals to mitigate road damage from leaking pipes.</p> <p><b>ACTION</b></p> <p><b>Survey pickup of water pipe leaks completed, and formal report being presented to June 2021 Council meeting.</b></p>

June 2021	Centerline Road Data Survey	<p>Council's road asset database RAMM does not contain pavement condition information on the seal road network within the communities of Warburton, Warakurna, Jameson and Blackstone, respectively as the centerline survey had never been done.</p> <p>To have this road data information in RAMM centerline surveys will need to be undertaken of the road network and this spatial data uploaded into RAMM and imported into the road information system (IRIS) at MRWA before condition assessment surveys can be undertaken by Council officers.</p> <p>Priority is the road seal network within the Warburton community where there are significant issues with leaking water pipes, with the remaining communities seal network to follow.</p> <p>On completion of centerline data upload into RAMM and IRIS road condition inspections will be carried out by council officers on the road seal network in Warburton, Jameson, Blackstone and Warakurna respectively.</p> <p><b>ACTION</b></p> <p><b>Works in progress collecting road centerline survey of all roads within Warburton, Jameson, Blackstone and Warakurna communities and shape files being forwarded to RAMM support for upload of data files into Council's Road data base inventory RAMM</b></p>
June 2021	Various Road Signage	<p>Following a waste audit of community landfill sites where asbestos was identified in the summary of urgent issues during the Waste Management Plan visit by ASK Waste Management Consultancy.</p> <p>Funding was provided by state government for the purchase of the various signs and installation is in progress.</p> <p>Other signage requiring installation include:</p> <ul style="list-style-type: none"> <li>• Signage depicting <i>Warburton Roadhouse</i> <i>Transit Permit Holders: You are now entering phone range. Please Call Ahead 8956 7657</i> <i>Warakurna Roadhouse</i> <i>Transit Permit Holders: You are now entering phone range. Please Call Ahead 8956 7344</i></li> </ul> <p>To be installed either side of Warburton and Warakurna roadhouses on Great Central Road, respectively.</p> <ul style="list-style-type: none"> <li>• Signage depicting <i>Restricted Access to Aboriginal Communities</i> <i>Do not enter unless permitted.</i></li> </ul> <p>To be installed on Great Central Road Laverton Shire boundary and NT border</p> <p><b>ACTION</b></p> <p><b>Completed installation of all 15 asbestos signs warning of asbestos contamination at the 3 identified rubbish sites and 6 advisory signs on Great Central Road at designated locations</b></p>

# ACTION SHEET

Environmental Health & Building Officer – Maurice Walsh

## Dates on Site:

**January – February 2021 Nil**

**8<sup>th</sup> March - 17<sup>th</sup> March 2021, 5<sup>th</sup> April - 14<sup>th</sup> April 2021, 17<sup>th</sup> May - 28<sup>th</sup> May 2021**

**Next site visit: 14<sup>th</sup> June to 25<sup>th</sup> June 2021**

Date	Subject	Action Taken
Ongoing	Covid-19 Pandemic	Mandatory Contact Tracing Registers in place within Shire Offices and other operated facilities as per Department of Health requirements. <b>Action: EHO to continue monitoring Covid-19 Public Health matters for the Shire of Ngaanyatjaraku.</b>
2021	Oz Minerals West Mulgrave Mine Site	Mine Site progressing to opening in the near future. <b>Action: EHO to continue monitoring Mine Site activities.</b>
Jan - Feb 2021	Warburton Community	Swimming Pool water sampling report results for Warburton swimming pool satisfactory. <b>Action: EHO to continue monitoring swimming pool water quality safety measures.</b>
March 2021		Swimming Pool water sampling report results for Warburton swimming pool satisfactory. Warburton Swimming Pool now closed for winter. <b>Action: EHO to continue monitoring swimming pool water quality safety measures.</b>  Warburton Work Camp, Warburton HACC and Warburton Roadhouse mandatory food business inspections. All premises satisfactory. Kapi Café mandatory food business inspection. Premises unsatisfactory – work order issued. <b>Action: EHO to continue monitoring food business safety matters in Warburton.</b>  Building Permit previously issued for the construction of Universal Access Toilet for Shed and Access Ramp Lot 88 Twentieth Street Warburton. NCAMS has advised the Shire that the building works have been completed. <b>Action: BO has issued an Occupancy Permit for the new building.</b>
April 2021		Asbestos Warning Signs (2) have been installed at the Warburton Landfill Site due to public health hazards identified in November 2020 whilst collecting data for the preparation of the Shire's Waste Management Plan. <b>Action: EHO to monitor Asbestos Warning Signs at Warburton's landfill site.</b>
May 2021		Warburton General Store mandatory food business inspection carried out. Premises satisfactory. <b>Action: EHO to continue monitoring food business safety matters in Warburton.</b>  New HVAC (air conditioning) system has been completed at the Warburton Police Station. <b>Action: BO has recored the Occupancy Permit for the new buildings issued by the State Government.</b>



		<p>The Shire is currently preparing a report on the status and suitability of the current infrastructure of Warburton's drinking water supply lines/piping due to ongoing problems associated with leaks occurring in numerous locations within the townsite. The EHO has requested that the Department of Communities via Ng Council's Essential Services to increase the current monitoring of the drinking water sampling program in Warburton.</p> <p><b>Action: EHO to continue monitoring the quality and safety of Warburton's drinking water.</b></p>
March 2021	Wanarn Community	<p>Building Permit previously issued for the construction of wet areas (bathrooms) modifications and accessibility fit out for existing accommodation areas, bin incinerator, footpath and storage area at the Wanarn Aged Care Facility.</p> <p>NCAMS has advised the Shire that the building works have been completed.</p> <p><b>Action: BO has issued an Occupancy Permit for the new buildings.</b></p>
April 2021		<p>Wanarn Aged Care Facility and Wanarn General Store mandatory food business inspections carried out. Premises satisfactory.</p> <p><b>Action: EHO to continue monitoring food business safety matters in Wanarn.</b></p>
Jan - Mar 2021	Blackstone Community	<p>Swimming Pool water sampling report results for Blackstone swimming pool satisfactory.</p> <p>Blackstone Swimming Pool now closed for winter.</p> <p>*Department of Health carried out an inspection of Blackstone Swimming Pool in April 2021.</p> <p><b>Action: EHO to continue monitoring swimming pool water quality safety measures.</b></p>
April 2021		<p>Blackstone General Store mandatory food business inspections carried out. Premises satisfactory.</p> <p><b>Action: EHO to continue monitoring food business safety matters in Blackstone.</b></p>
May 2021		<p>New HVAC (air conditioning) system has been completed at the Blackstone Police Station.</p> <p><b>Action: BO has recored the Occupancy Permit for the new buildings issued by the State Government.</b></p>
April 2021	Jameson Community	<p>Jameson HACC Kitchen and Jameson General Store mandatory food business inspections carried out. All premises satisfactory.</p> <p><b>Action: EHO to continue monitoring food business safety matters in Jameson.</b></p>
		<p>Asbestos Warning Signs (11) have been installed at the Jameson Landfill Site/s due to public health hazards identified in November 2020 whilst collecting data for the prepration of the Shire's Waste Management Plan.</p> <p><b>Action: EHO to monitor Asbestos Warning Signs in Jameson.</b></p>
Jan – Mar 2021	Warrakurna Community	<p>Swimming Pool water sampling report results for Warrakurna swimming pool satisfactory.</p> <p>Warrakurna Swimming Pool now closed for winter.</p> <p>*Department of Health carried out an inspection of Warrakurna Swimming Pool in April 2021.</p> <p><b>Action: EHO to continue monitoring swimming pool water quality safety measures.</b></p>
April		<p>New administration building and classroom have been completed at the Warrakurna Communit School.</p> <p><b>Action: BO has recored the Occupancy Permit for the new buildings issued by the State Government.</b></p>
		<p>Warrakurna Roadhouse mandatory food business inspection carried out. Premises satisfactory.</p>

2021		<b>Action: EHO to continue monitoring food business safety matters in Warrakurna.</b>
April 2021	Wingellina Community	Wingellina General Store and Metals X Camp Kitchen mandatory food business inspections carried out. All premises satisfactory. <b>Action: EHO to continue monitoring food business safety matters in Wingellina.</b>
May 2021		Premises inspection of proposed HACCC Kitchen Facility in Wingellina. <b>Action: EHO to monitor the progress of the development of the HACCC Kitchen in Wingellina.</b>
May 2021	Tjukurla Community	Asbestos Warning Signs (1) has been installed at Tjukurla due to public health hazards identified in November 2020 whilst collecting data for the preparation of the Shire's Waste Management Plan. <b>Action: EHO to monitor the Asbestos Warning Sign at Tjukurla.</b>
2021	Waste Management Plan	Waste Management Plan has been prepared for the Shire of Ngaanyatjaraku and a submission has been made to the State Government for funding to implement the Waste Management Plan. <b>Action: EHO to continue monitoring the implementation Shire's Waste Management Plan.</b>
Pending	Lot 410 Cultural Centre Street Community Layout Plan Amendment - Shire Depot Storage Facility Warburton	It was previously determined that the safest location for Shire storage area is the area behind the Shire dwellings adjacent to the Roadhouse. This area has been rezoned in the Community Layout Plan for Warburton. Building plans have been approved/certified by engineers for construction. Shire has been provided with working building construction plans. <b>Action: BO has issued a building permit for the construction of the fencing at the Shire Depot Storage Facility – Stage 1.</b> <b>The Shire is to construct the fencing of the compound at the Shire Depot Storage Facility.</b> <b>Works expected to commence in June 2021.</b> <b>BO has liaised with NCAMS for a quote to construct earthworks, shed and placement of storage containers on the site – Stage 2.</b>
Pending	Wanarn Aged Care (HACC) Facility Food Safety Audit	A mandatory Food Safety Audit of the Wanarn Aged Care Facility was postponed in February 2021 due to COVID restrictions and will now be undertaken in June 2021. <b>Action: EHO has liaised with the NG Health and the Auditor regarding the pending audit in June 2021.</b>
Pending	HACC – Facilities Jameson, Blackstone, Warakurna and Warburton Food Safety Audits	A Food Safety Plan has been verified and submitted for the four HACC Facilities in the Shire. Mandatory Food Safety Audits of the Wanarn Aged Care Facility were postponed in February 2021 due to COVID restrictions and will now be undertaken in June 2021. <b>Action: EHO has liaised with the NG Health and the Auditor regarding the pending audits of the HACC Facilities in June 2021.</b>
Pending	Community Shade Structure Warburton Oval	<b>Action: The Shire is to complete the project. Works to commence in June 2021.</b> <b>BO to monitor the project.</b>
Pending	Public Health Plan 2021-2025	The Shire's Public Health Plan is being prepared by the Shire's Environmental Health Officer. The Shire has requested data from the Department of Health of Western Australia on chronic disease rates of the

		<p>Ngaayatjarra People for the purpose of including such data within the Public Health Plan.</p> <p><b>Action: EHO to prepare the Shire's Public Health Plan for presentation to Council in November 2021.</b></p>
Pending	Drinking Water Report 2020	<p>The Department of Communities has provided the Shire with a report on the quality and safety of drinking water within the Shire's Communities.</p> <p>The report contains data on the microbiological, chemical and radiological findings of drinking water samples previously submitted for examination and analysis as part of the Department of Communities public drinking water sampling program.</p> <p>The "report" is still being examined by the Shire's Environmental Health Officer.</p> <p><b>Action: EHO to continue to monitor the quality and safety of the Shire's Communities drinking water.</b></p>
Ceased	Container Deposit Scheme – for WA	<p>The scheme has ceased operating at the Warburton Roadhouse in March 2021.</p> <p><b>Action: No further action required.</b></p>



**Shire of Ngaanyatjaraku**  
ON A JOURNEY

File PH.00

30 June 2021

Hon Roger Cook MLA

Deputy Premier; Minister for Health; Medical Research;  
State Development, Jobs and Trade; Science

Level 13, Dumas House

2 Havelock Street

**WEST PERTH WA 6005**

Tjulyuru Cultural and Civic Centre  
Warburton Community

PMB 87 via Kalgoorlie  
Western Australia 6431

Telephone: (08) 8956 7966  
Facsimile: (08) 8956 7959

Email: [mail@ngaanyatjaraku.wa.gov.au](mailto:mail@ngaanyatjaraku.wa.gov.au)  
Website: [www.ngaanyatjaraku.wa.gov.au](http://www.ngaanyatjaraku.wa.gov.au)

Via email: [Minister.Cook@dpc.wa.gov.au](mailto:Minister.Cook@dpc.wa.gov.au)

Dear Minister

**Re: Request for Data Chronic Disease Rates - Shire of Ngaanyatjaraku Public Health Plan**

I refer to the provisions of the new Public Health Act 2016 of Western Australia for Local Governments to produce a Public Health Plan.

Please be advised that the Shire of Ngaanyatjaraku is in the process of undertaking the above and would like to incorporate data on the chronic diseases that have been occurring within the Shire.

The Shire has previously requested this information on 6 January 2021 (see letter attached) from the Department of Health and has tried several times for the requested data. Unfortunately, all we have gotten is automated email responses advising:

- *We will endeavour to respond to your enquiry within five working days. However, it may take us longer to respond to enquiries of a technical or complex nature.*

As it has been six months now this matter was considered at today's Council meeting and it was resolved to write and seek your assistance in having the Department of Health providing the Shire with relevant statistical data on chronic disease rates within the Shire of Ngaanyatjaraku.

The information that we seek includes the incidence and mortality rates due to all chronic diseases and what the age of death has been facing the Ngaanyatjarra People over the last 20 years. Council believes that this information is not only important in addressing what is commonly referred to as "The Gap", but more importantly, it also provides important epidemiological information on chronic diseases that can be utilized by the Ngaanyatjarra People and the Department of Health of Western Australia to help prevent and reduce chronic diseases and produce better public health outcomes for everyone in the future.

Please find attached a spreadsheet which outlines what data on chronic diseases the Shire would like from the Department of Health to incorporate in its Public Health Plan. The Shire believes that this information will allow the Shire and the Department of Health to be able to measure the adequacy of health programs and gauge the standard of public health and implement ongoing improvements amongst the Ngaanyatjarra People in the future.

It would be appreciated that the information that the Shire has requested does not include biostatistical data for the whole Goldfield's Region as this would only distort the required data for the Shire and the Ngaanyatjarra People.

The Shire would like to thank you for your assistance regarding this matter and looks forward to the Department of Health providing this important requested information.

Should you require any further information or assistance regarding this matter please contact the Shire's Environmental Health Officer, Dr Maurice Walsh on 0417 961 533 or [eho@ngaanyatjarraku.wa.gov.au](mailto:eho@ngaanyatjarraku.wa.gov.au)

Yours faithfully

A handwritten signature in black ink, appearing to read 'Kevin Hannagan', with a stylized flourish at the end.

Kevin Hannagan  
Chief Executive Officer

Attachments: 1 x Table - Indigenous Chronic Disease Rates in Western Australia

File: PH.00

6 January 2021

Environmental Health Directorate  
Department of Health  
189 Royal Street  
East Perth WA 6004  
Phone: 9222 2000

Email: [ehinfo@health.wa.gov.au](mailto:ehinfo@health.wa.gov.au)

**CHRONIC DISEASE RATES  
SHIRE OF NGAANYATJARRKU**



**Shire of Ngaanyatjaraku**  
ON A JOURNEY

Tjulyuru Cultural and Civic Centre  
Warburton Community

PMB 87 via Kalgoorlie  
Western Australia 6431

Telephone: (08) 8956 7966  
Facsimile: (08) 8956 7959

Email: [mail@ngaanyatjaraku.wa.gov.au](mailto:mail@ngaanyatjaraku.wa.gov.au)  
Website: [www.ngaanyatjaraku.wa.gov.au](http://www.ngaanyatjaraku.wa.gov.au)

I wish to advise that the Shire of Ngaanyatjaraku is in the process of preparing its mandatory Public Health Plan as required by the provisions of the Public Health Act 2016.

Please be advised that as part of preparing its Public Health Plan the Shire would like to be able to set a guiding bench-mark as to what are the Ngaanyatjarra People's chronic disease rates.

Your assistance would therefore be appreciated in providing the Shire with relevant statistical data on chronic disease rates within the Shire of Ngaanyatjaraku.

The information that we seek includes the incidence and mortality rates due to all chronic diseases. We would also like what the age of death has been facing the Ngaanyatjarra People over the last 20 years as this information is not only important in determining what is commonly referred to as "The Gap", but more importantly, it also provides vital epidemiological information that can be utilized by the Ngaanyatjarra People and Department of Health of Western Australia to prevent and reduce the incidence of chronic diseases in the future.

Please find attached a summary of Chronic Disease Rates facing Indigenous People in Western Australia for your perusal. It would be appreciated that the information that the Shire has requested does not include biostatistical data for the whole Goldfield's Region as this would only distort the required data for the Shire and the Ngaanyatjarra People.

The Shire looks forward to the Department of Health providing this important information.

Should you require any further information or assistance regarding this matter please contact the Shire's Environmental Health Officer, Dr Maurice Walsh on 0417 961 533 or [eho@ngaanyatjaraku.wa.gov.au](mailto:eho@ngaanyatjaraku.wa.gov.au)

Yours faithfully

Kevin Hannagan  
Chief Executive Officer

Attachments: 1 x Table - Indigenous Chronic Disease Rates in Western Australia



# INDIGENOUS CHRONIC DISEASE RATES IN THE SHIRE OF NGAAYATJARRAKU WESTERN AUSTRALIA

Incidence of Diseases									
Respiratory Diseases		Circulatory/Heart		Acute Rheumatic Fever (Heart)		Rheumatic Heart Disease		Strokes	
2000-2020		2000-2020		2000-2020		2000-2020		2000-2020	
All ages		All ages		0-14 yrs / 15-24 yrs	0-14 yrs / 15-24 yrs	All ages		All ages	
Incidence per 100,000		Incidence per 100,000		Incidence Per 100,000		Incidence per 100,000		Incidence per 100,000	
Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku	
?	?	?	?	?	?	?	?	?	?
South West		South West		South West		South West		South West	
?	?	?	?	?	?	?	?	?	?
Cancer		Diabetes		Chronic Kidney Disease		End Stage Kidney Disease		High Blood Pressure	
2000-2020		2000-2020		2000-2020		2000-2020		2000-2020	
All ages		All ages		≥ 18		55-64 yrs		All ages	
Incidence per 100,000		Incidence per 100,000		Incidence per 100,000		Incidence per 100,000		Incidence per 100,000	
Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku	
?	?	?	?	?	?	?	?	?	?
South West		South West		South West		South West		South West	
?	?	?	?	?	?	?	?	?	?

# INDIGENOUS CHRONIC DISEASE RATES IN THE SHIRE OF NGAAYATJARRAKU WESTERN AUSTRALIA

Incidence of Diseases									
Chlamydia		Non-Congenital Syphilis		Gonorrhoea		Hepatitis B		Hepatitis C	
2000-2020		2000-2020		2000-2020		2000-2020		2000-2020	
All ages		All ages		All ages		All ages		All ages	
Incidence per 100,000		Incidence per 100,000		Incidence per 100,000		Incidence per 100,000		Incidence per 100,000	
Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku	
?	?	?	?	?	?	?	?	?	?
South West		South West		South West		South West		South West	
?	?	?	?	?	?	?	?	?	?
Enteric & Parasitic Diseases		Ear Diseases		Trachoma		Other Eye Diseases		Oral Diseases	
2000-2020		2000-2020		2000-2020		2000-2020		2000-2020	
All ages		All ages		≤ 15 years		≥ 15 years		Hospitalization 0-15 yrs	
Incidence per 100,000		Incidence per 100,000		Incidence per 100,000		Incidence per 100,000		Incidence per 100,000	
Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku	
?	?	?	?	?	?	?	?	?	?
South West		South West		South West		South West		South West	
?	?	?	?	?	?	?	?	?	?

# INDIGENOUS CHRONIC DISEASE RATES IN THE SHIRE OF NGAAYATJARRAKU WESTERN AUSTRALIA

Incidence of Diseases/Deaths									
Life Expectancy at Birth		Life Expectancy at Birth		Infant Child Mortality		Perinatal Mortality		Overall Death Rate	
2000-2020		2000-2020		2000-2020		2000-2020		2000-2020	
Males		Females		0-4 yrs		≤ 28 Days		All ages	
Age Standardized Rate		Age Standardized Rate		Deaths Per 100,000		Per 1,000 Births		Deaths Per 100,000	
Indigenous	Non-Indigenous	Indigenous	Non-Indigenous	Indigenous	Non-Indigenous	Indigenous	Non-Indigenous	Indigenous	Non-Indigenous
Ngaayatjarraku	South West	Ngaayatjarraku	South West	Ngaayatjarraku	South West	Ngaayatjarraku	South West	Ngaayatjarraku	South West
?	?	?	?	?	?	?	?	?	?
Mental Health									
Social/Emotional Wellbeing		Social/Emotional Wellbeing		Mental Health		Alziemers Disease		Suicide	
2000-2020		2000-2020		2000-2020		2000-2020		2000-2020	
≤ 18		≥ 18		≥ 18		All ages		All Ages	
Incidence per 100,000		Incidence per 100,000		Incidence per 100,000		Incidence per 100,000		Incidence per 100,000	
Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku	
?	?	?	?	?	?	?	?	?	?
South West		South West		South West		South West		South West	
?	?	?	?	?	?	?	?	?	?

# INDIGENOUS CHRONIC DISEASE RATES AND DEATHS IN THE SHIRE OF NGAAYATJARRAKU WESTERN AUSTRALIA

Deaths Due to Chronic Diseases									
Circulatory Diseases		Acute Rheumatic Fever (Heart)		Rheumatic Heart Disease		Cancer		Respiratory Diseases	
2000-2020		2000-2020		2000-2020		2000-2020		2000-2020	
All ages		0-14 yrs / 15-24 yrs	0-14 yrs / 15-24 yrs	All ages		All ages		All ages	
Deaths Per 100,000		Deaths Per 100,000		Deaths Per 100,000		Deaths Per 100,000		Deaths Per 100,000	
Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku	
?	?	?	?	?	?	?	?	?	?
South West		South West		South West		South West		South West	
?	?	?	?	?	?	?	?	?	?
Endocrine Metabolic Nutritional		Other Chronic Disease Deaths		External Causes		Disability			
2000-2020		2000-2020		2000-2020		2000-2020			
All ages		All ages		All ages		≥ 15			
Deaths Per 100,000		Deaths Per 100,000		Deaths Per 100,000		Incidence per 100,000			
Males	Females	Males	Females	Males	Females	Males	Females		
Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku		Ngaayatjarraku			
?	?	?	?	?	?	?	?		
South West		South West		South West		South West			
?	?	?	?	?	?	?	?		