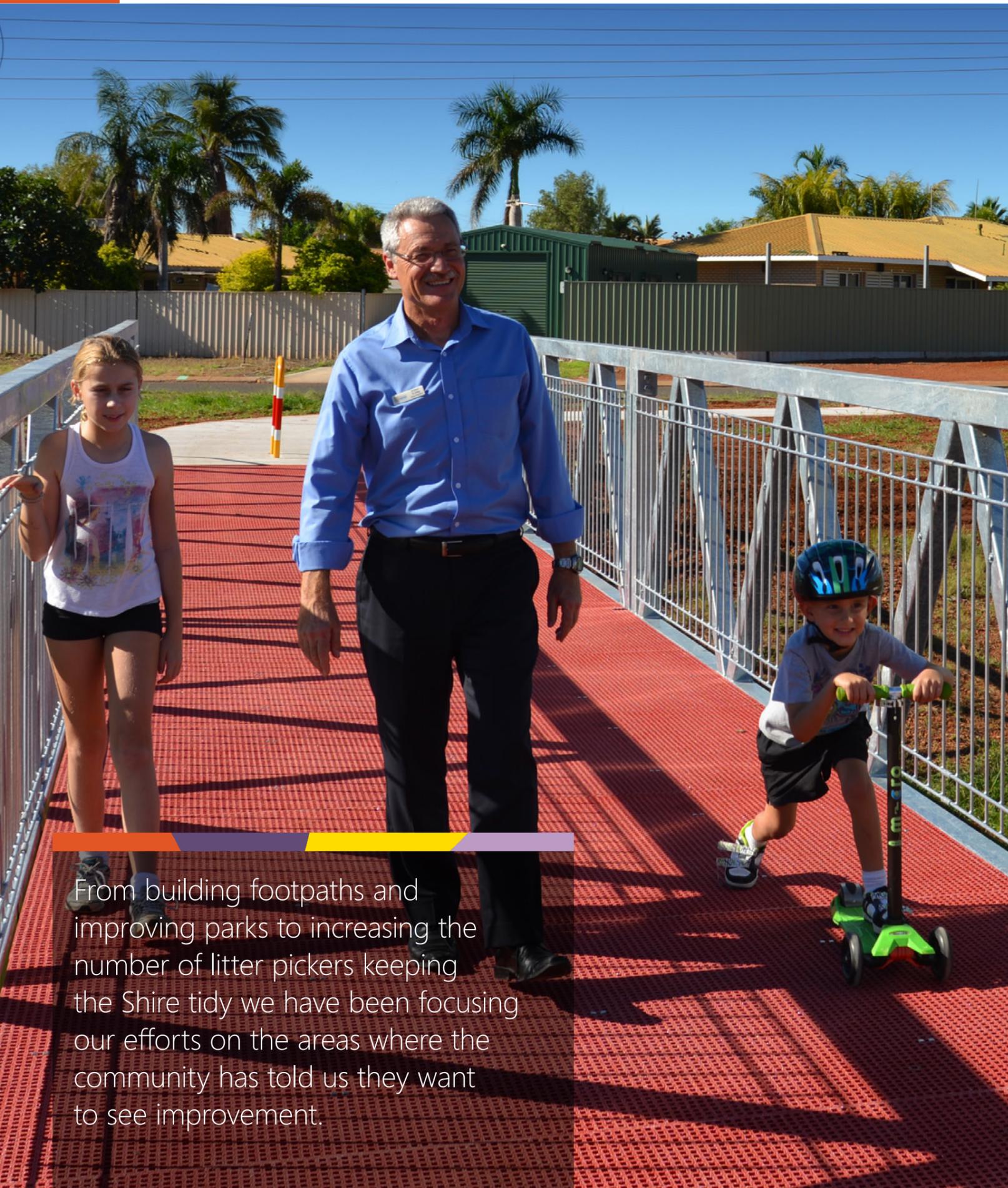


Annual Report 2013/14

City of Karratha Annual Report
for the year ending 30 June 2014





From building footpaths and improving parks to increasing the number of litter pickers keeping the Shire tidy we have been focusing our efforts on the areas where the community has told us they want to see improvement.

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A message from the Shire President

It's been a big year for the Shire of Roebourne.

Progress is how 2013-14 will be defined! It will be remembered as the year we took great strides in our transformative journey towards becoming a major regional Australian city.

So much so that this Annual Report will signal the end of an era... It will be the last published under the Local Government Authority (LGA) name the Shire of Roebourne.

With many of our community pillar projects now 'open for business' local residents have started living a life that – only three years ago – wouldn't have been possible.

They are getting fit in the Karratha Leisureplex's state-of-the-art gymnasium, enjoying a coffee in our new-look main street, trying to squeeze another fantastic community event into their busy calendars.

And they can rest easy knowing their kids are being looked after too; with dedicated youth services in Karratha and Wickham, a new skatespace in Roebourne and a packed program of specialist youth activities across the Shire.

The word on the street is that life - in all of our towns - is the "best it's ever been"!

A sentiment that's been strongly echoed in our annual Shire of Roebourne Community Survey where we've made impressive gains in overall community satisfaction across all major priority areas.

According to the March 2014 survey nearly 63 per cent of people think the Shire is a good or excellent place to live and 57% believe the Shire is a better or much better place to live than 12 months ago.

But the best thing is... It doesn't stop there!

We have been working extremely hard behind the scenes to plan and prepare for the next stage of development - four major new community projects including the \$45 million

Karratha Arts and Community precinct, the \$35 million Karratha Airport Terminal Upgrade and two new community hubs in Dampier and Wickham worth more than \$35 million.

Work on the Karratha City Centre Revitalisation is continuing with the construction of Karratha Terrace, earthworks at the new \$207 million Karratha Health Campus site will soon be underway and a new \$15.546 million Industrial Skills Centre is being built at the Pilbara Institute's Karratha Campus.

Our community is benefitting from a historic and unprecedented level of social infrastructure investment, it is a rare and exciting privilege to witness a city being built from the ground up.

The Shire of Roebourne has achieved a tremendous amount this financial year and it is due to the consistent, exemplary work of our dedicated team, working in close partnership with business, government and the community.

In closing I thank you for your continued support of the work we do and assure you that your Council looks forward to addressing all the challenges that 2013-14 will bring.

Peter Long
Shire President

As we work towards making Karratha one of the best regional cities in Australia, we are committed to performing to the highest standards.

From the delivery of our programs, events, facilities and services, the Shire of Roebourne is dedicated to ensuring transparency, consultation and accountability in everything we do.

Our Annual Report details our performance and achievements but most importantly it captures our progress as we work towards becoming a city of choice.

With an operating surplus of more than \$33million, our financial statements demonstrate how we've been able to continue to improve the quality services and facilities to our residents and businesses whilst being financially responsible.

Sustainability is and will continue to be a key factor in the design and implementation of all our projects – we build today with a strong focus on tomorrow.

Setting a new standard of livability and lifestyle across the Shire of Roebourne was a strong focus for Council in 2013-14 and we achieved this in the following ways:

- More than 350,000 people visited the Karratha Leisureplex in its first year of operation.
- Organised major community events including NAIDOC Week celebrations, Red Earth Arts Festival, Cossack Art Awards and many more...
- Installed more than 5.2 kilometers of new footpaths/cycle ways.
- Spent \$2.3M on asphaltting roads throughout the district.
- Upgraded access at local boat ramps in both Dampier and Karratha Back Beach.
- Planted shady trees, constructed permanent shade structures and installed new equipment in various parks and playgrounds.
- Significantly progressed the comprehensive redevelopment of the CBD of Karratha

Considerable effort was also made to ensure both the Shire of Roebourne is better

prepared for natural disasters with the opening of a new State Emergency Services (SES) facility at Wickham.

Looking forward, we will aim to build capacity and improve services in all of our communities with new community hubs in Dampier and Wickham; improved parks and foreshores throughout the district and designing the much-anticipated Karratha Arts and Cultural Precinct complete with 450-seat performing arts centre and roof-top theatre.

We'll also be calling for feedback on the Roebourne Structure Plan – a new community blueprint that will guide development and revitalisation works in one of the region's oldest towns. The Plan aims to celebrate the cultural strength of local residents and build a strong, diversified industry base that contributes to jobs and economic growth.

Work will continue on the Karratha Airport Terminal Upgrade and economic development and diversification initiatives will be progressed in the areas of tourism and business attraction and development.

I would like to thank President Peter Long and the Councillors for their support and guidance throughout the year. They have made some tough decisions and stayed true to the Council's long term vision. I would also like to acknowledge and thank the Executive Management Team and Council staff for their support and commitment towards improving the Shire of Roebourne. We have a great team of staff who are committed to continually improving.

I look forward to the year ahead as Council continues to strive to make Karratha an even better place to live, work and do business.

Chris Adams
CEO



A message from the CEO

From the delivery of our programs, events, facilities and services, the Shire of Roebourne is dedicated to ensuring transparency, consultation and accountability in everything we do.



Our Councillors



Meeting date and type	Location	Briefing	Public attendance	Councillors													Total attendance	
15/07/2013 Ordinary Meeting	Roebourne	Yes	4	N/A	N/A	1	1	1	0	0	1	1	1	1	N/A	1	N/A	8
19/08/2013 Ordinary Meeting	Chambers	Yes	8	N/A	N/A	1	1	1	1	1	1	1	1	0	N/A	1	N/A	9
16/09/2013 Ordinary Meeting	Chambers	Yes	5	N/A	N/A	1	1	1	0	1	1	1	1	1	N/A	1	N/A	9
28/10/2013 Ordinary Meeting	Wickham	Yes	1	1	1	0	1	N/A	N/A	1	1	1	N/A	1	1	1	1	10
18/11/2013 Ordinary Meeting	Chambers	Yes	8	1	0	0	0	N/A	N/A	1	1	1	N/A	1	1	1	1	8
16/12/2013 Ordinary Meeting	Chambers	Yes	55	1	1	1	1	N/A	N/A	1	1	1	N/A	1	1	1	1	11
28/01/2014 Ordinary Meeting	Chambers	No	6	1	1	1	1	N/A	N/A	1	1	0	N/A	1	1	1	1	10
17/02/2014 Ordinary Meeting	Point Samson	Yes	0	1	0	1	1	N/A	N/A	1	1	0	N/A	1	1	1	0	8
17/03/2014 Ordinary Meeting	Chambers	Yes	8	1	1	1	1	N/A	N/A	1	1	1	N/A	1	1	1	1	11
29/04/2014 Ordinary Meeting	Dampier	Yes	6	1	1	0	0	N/A	N/A	1	1	1	N/A	0	1	1	1	8
19/05/2014 Ordinary Meeting	Chambers	Yes	2	1	0	0	0	N/A	N/A	1	0	1	N/A	1	1	0	1	6
16/06/2014 Ordinary Meeting	Chambers	Yes	3	1	1	1	1	N/A	N/A	1	1	1	N/A	1	1	1	1	11
Totals			106	9	6	8	9	3	1	11	11	10	3	10	9	11	8	

21/10/2013 Special Meeting	Chambers	N/A	17	1	1	0	1	N/A	N/A	1	1	1	N/A	1	1	1	1	10
06/06/2014 Special Meeting	Chambers	N/A	0	1	1	0	1	N/A	N/A	1	1	1	N/A	1	1	1	0	9
30/06/2014 Special Meeting	Chambers	N/A	1	1	1	1	1	N/A	N/A	1	1	1	N/A	0	1	1	1	10
Total			18	3	3	1	3	0	0	3	3	3	0	2	3	3	2	

19/10/2013 Electors' Meeting	Chambers	No	50	1	1	1	1	N/A	N/A	1	1	1	N/A	1	1	1	1	11
10/05/2014 Electors' Meeting	Chambers	No	26	1	1	0	0	N/A	N/A	1	0	1	N/A	0	1	1	0	6
Total			76	2	2	1	1	0	0	2	1	2	0	1	2	2	1	

Elections 19/10/2013	Retirements 19/10/2013	Resignations
Cr Harris, Cr Hipworth, Cr Kickett, Cr Smeathers, Cr Vandenberg	Cr Bertling, Cr Pritchard, Cr Vertigan	0

Statutory reporting

Freedom of Information (FOI)

In accordance with Section 96 and 97 of the Freedom of Information Act 1992, the Shire is required to publish an Information Statement which details the process of applying for information under the Act, as well as information that the Shire provides outside the Act.

During 2013/14, 13 FOI applications were received, 11 were successfully processed, two were withdrawn and none are currently pending review, dismissed or appealed.

The following are some of the documents available for public inspection at the Shire of Roebourne free of charge:

- Council agenda and minutes
- Annual budgets
- Annual financial statements
- Annual reports
- Electoral rolls

Many of the above documents are also available for download on the Shire of Roebourne website at:

www.karratha.wa.gov.au

National Competition Policy

The Competition Principles Agreement (CPA) is a contractual agreement between the Federal Government and all State and Territory Governments. The CPA aims to ensure that all public enterprises /operate in a transparent manner in the best interests of the public.

The Shire of Roebourne continues to meet its obligations to the competition policy and monitors the introduction of council policies and local laws which may be subject of anticompetitive practices. Annual reviews are undertaken.

Disability Access and Inclusion

The Shire of Roebourne continues to promote access and inclusion for all community members. The Shire of Roebourne's Disability Access and Inclusion Plan ensures that people with disability have equal access to all Council services, facilities and information.

Both formal and informal meetings have taken place with the Disability Services Commission, individuals and other organisations across the Shire. These meetings will assist with future planning and design requirements for infrastructure, improve universal access to events and progress and complete strategies and tasks outlined in the Shire of Roebourne's Disability Access and Inclusion Plan. During the 2013/14 financial year, the Shire of Roebourne's Disability Access and Inclusion Plan was updated to improve Employment opportunities for people with disability in consultation with the local communities and staff through community consultation, and one-on-one staff meetings.

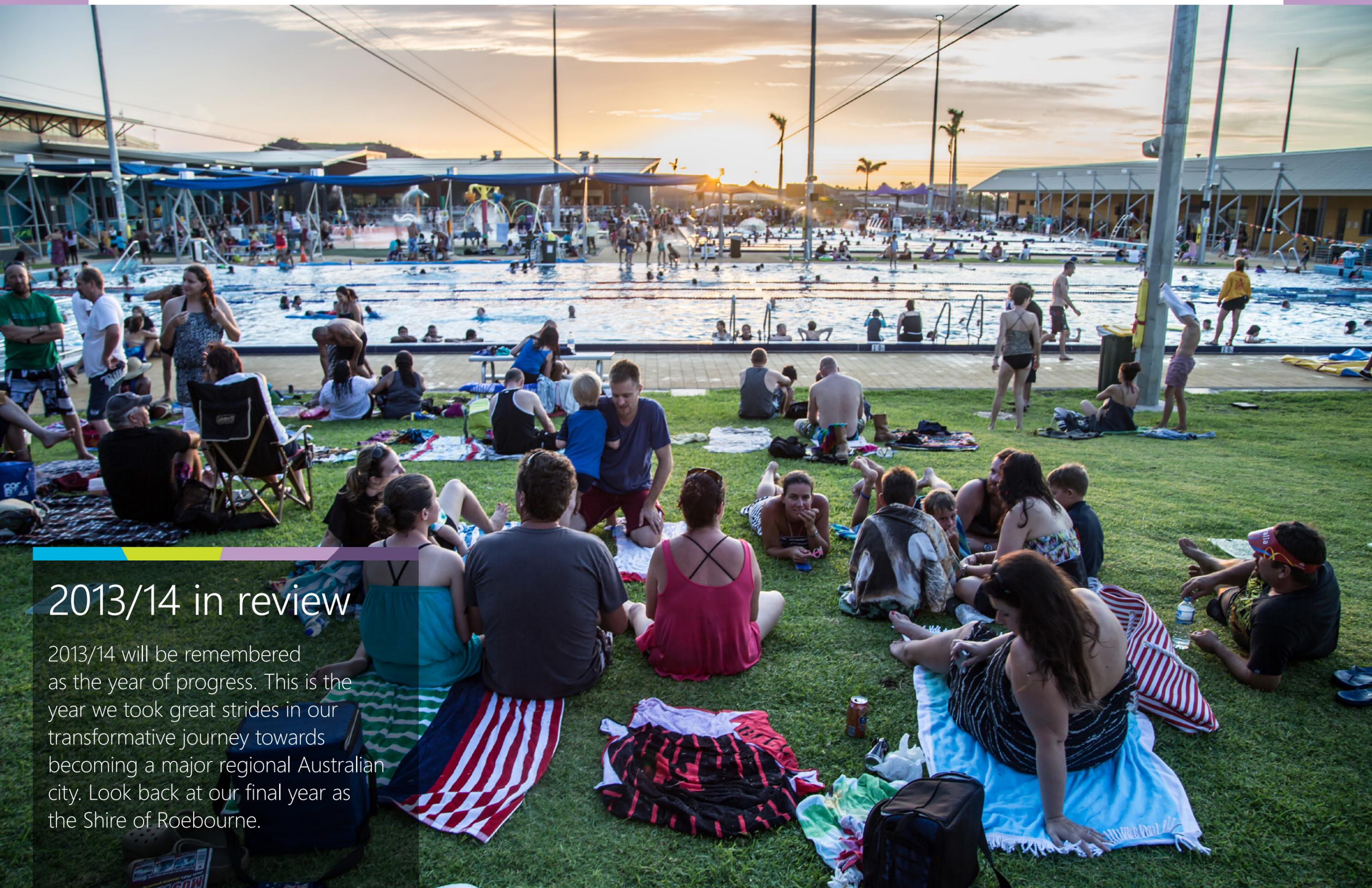
Equal Opportunity

The Shire of Roebourne is committed to equal opportunity principles and will continue to develop and implement equal opportunity strategies to ensure that all Shire of Roebourne's structures, policies, practices and decisions are based on the assessment of individual ability and achievement.

The Shire of Roebourne rejects inappropriate distinctions on the grounds of race (colour, ethnicity, national origin, nationality or descent), sex, pregnancy, marital status, age, sexual orientation, family responsibility, family status, political conviction, religious belief, disability or medical condition (not affecting work performance).

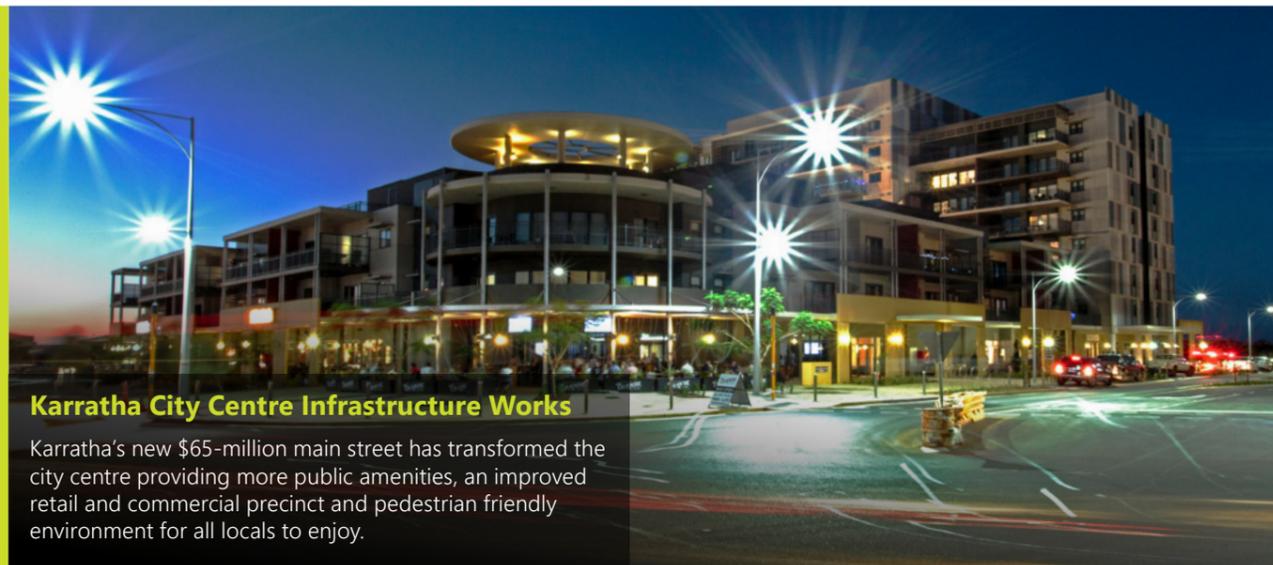
Register of Complaints

During the period 1 July 2013 to 30 June 2014 no breaches or complaints were registered under Part 5, Division 9 of the Local Government Act 1995.



2013/14 in review

2013/14 will be remembered as the year of progress. This is the year we took great strides in our transformative journey towards becoming a major regional Australian city. Look back at our final year as the Shire of Roebourne.



Karratha City Centre Infrastructure Works

Karratha's new \$65-million main street has transformed the city centre providing more public amenities, an improved retail and commercial precinct and pedestrian friendly environment for all locals to enjoy.

Big ticket projects progress

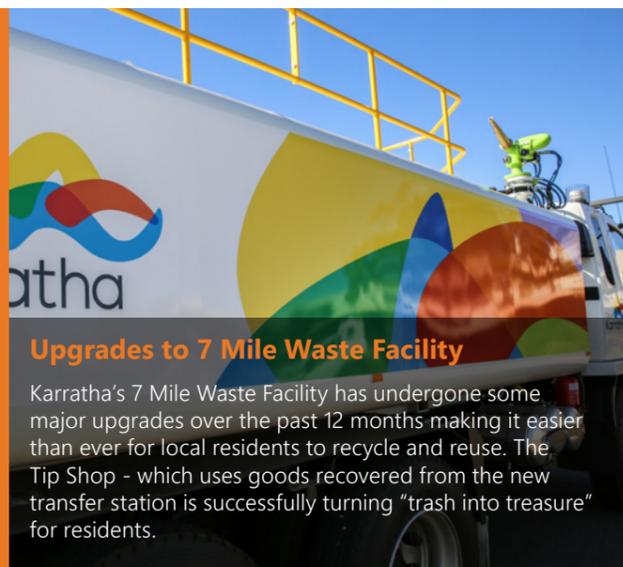
Work has started on four major new community projects, with a combined value of \$115 million. In Karratha, plans for the \$45 million Karratha Arts and Community Precinct earned councils' approval and a major contractor was appointed to the \$35 million Karratha Airport Terminal Upgrade. While Dampier and Wickham will benefit from two new community hubs worth \$16.9 million and \$18.5 million respectively.



Youth Services

More than 8500 young people participated in more than 100 specialist youth programs delivered across the Shire of Roebourne in 2013-14. Programs included Rock Climbing and Bungee Workshops, Awesome Arts Creative Challenge, Lunar Circus Workshops, Morgan Bain Concert and the Indigenous Hip Hop Project.

For the first time young people living in the Shire of Roebourne can now access specialised youth services and programs at The Youth Shed in Karratha most days of the week. A similar program is benefiting young people living in Wickham with week night drop-in sessions, movie screenings and cooking lessons.



Upgrades to 7 Mile Waste Facility

Karratha's 7 Mile Waste Facility has undergone some major upgrades over the past 12 months making it easier than ever for local residents to recycle and reuse. The Tip Shop - which uses goods recovered from the new transfer station is successfully turning "trash into treasure" for residents.



Karratha Leisureplex

More than 350,000 people visited the Karratha Leisureplex in its first year of operation. It's hosted major regional sporting competitions, conferences and expos, community events and celebrations and helped thousands of locals achieve their health and fitness goals.



New Wickham SES Building

Roebourne Districts State Emergency Service (SES) will soon get a new, purpose-built home improving community safety through shorter emergency response times. The need for a Wickham-based emergency services precinct was made apparent during Cyclone Christine, which caused widespread damage, in December 2013.



Community Events

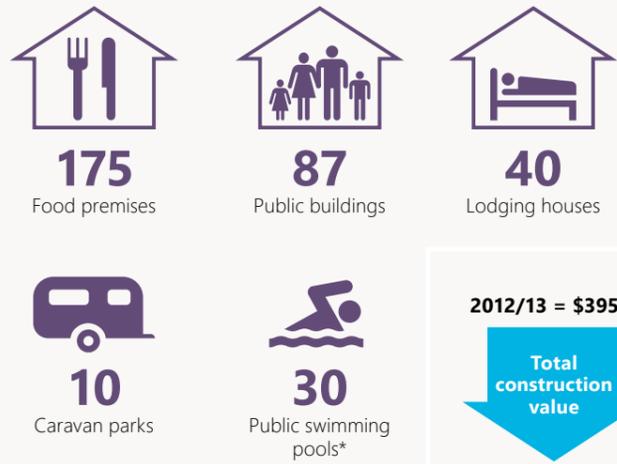
Shire of Roebourne kept locals busy with a jam-packed community events calendar that included the highly successful NAIDOC Week celebrations with performances by Coloured Stone, Christine Anu and The Merindas; the biggest ever Red Earth Arts Festival headlined by Birds of Tokyo; the annual Cossack Art Awards and more.



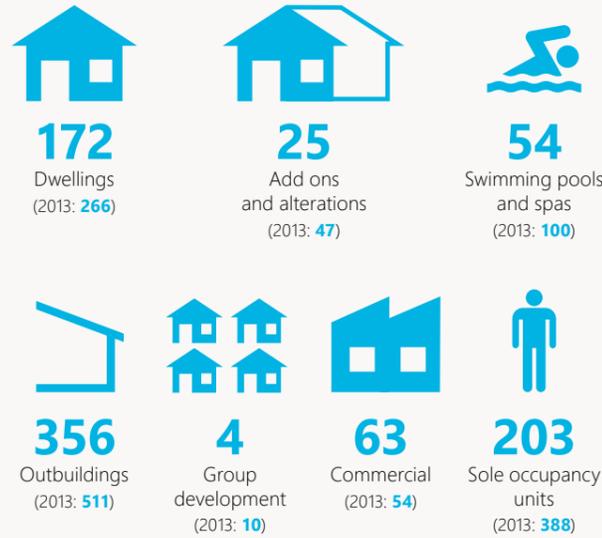
Roebourne Recreational Precinct

Roebourne's new skatespace is the first of a series of new community projects being delivered as part of the Roebourne Recreational Precinct. The precinct will also include an outdoor meeting area.

Environmental health inspection and registration



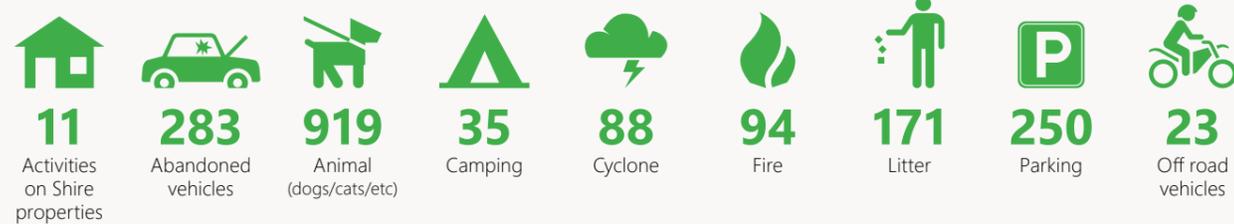
Building statistics



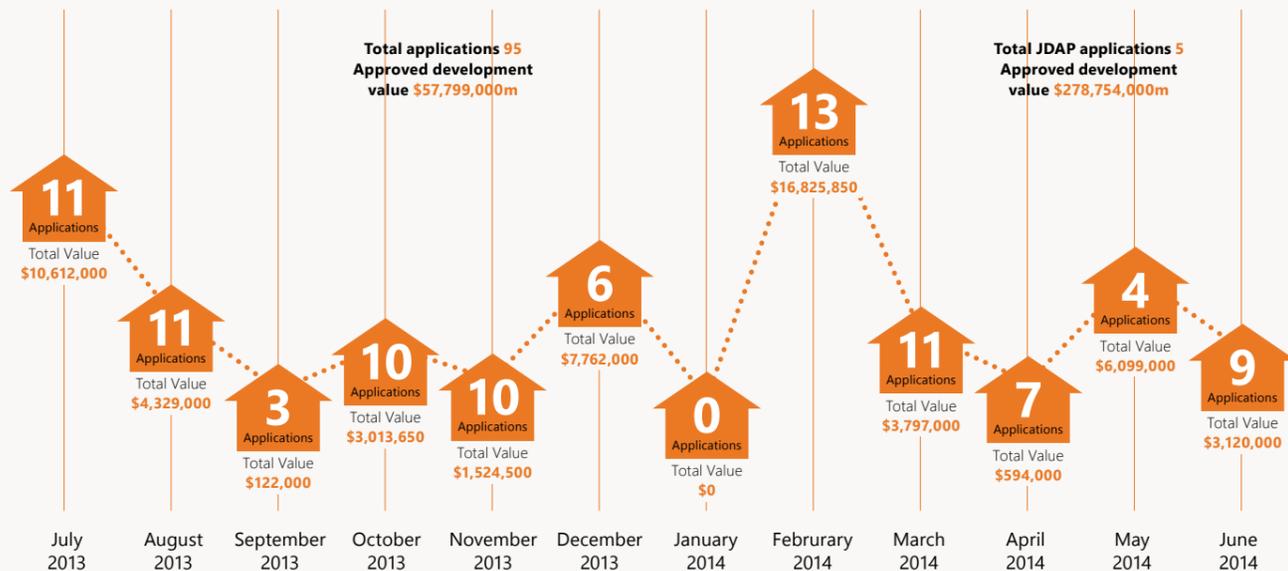
2012/13 = \$395m
Total construction value
2013/14 = \$302m

*Two fewer than 2012/13 due to two TWAs closing

Ranger activity



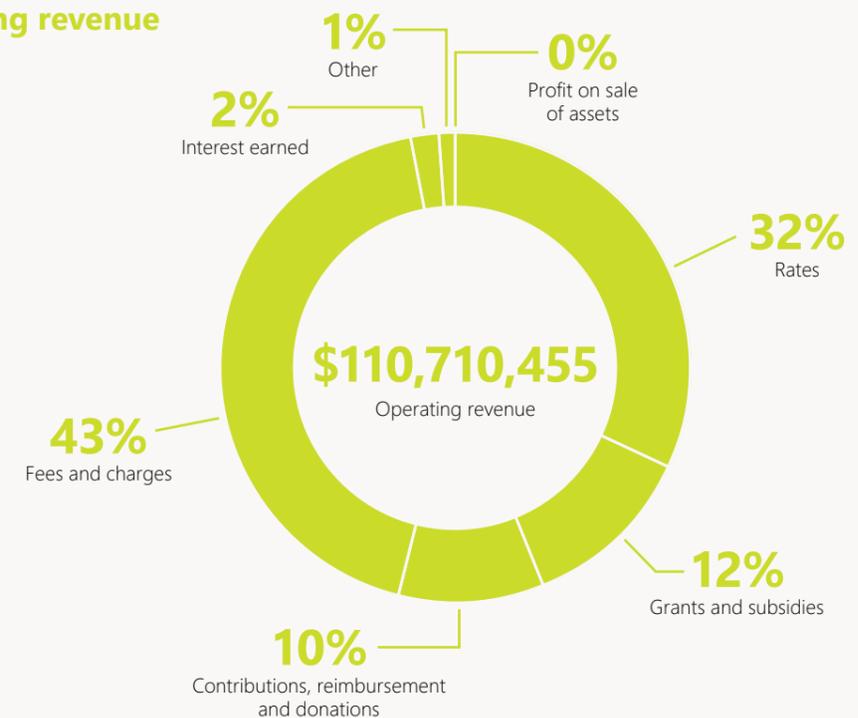
Total approved development value

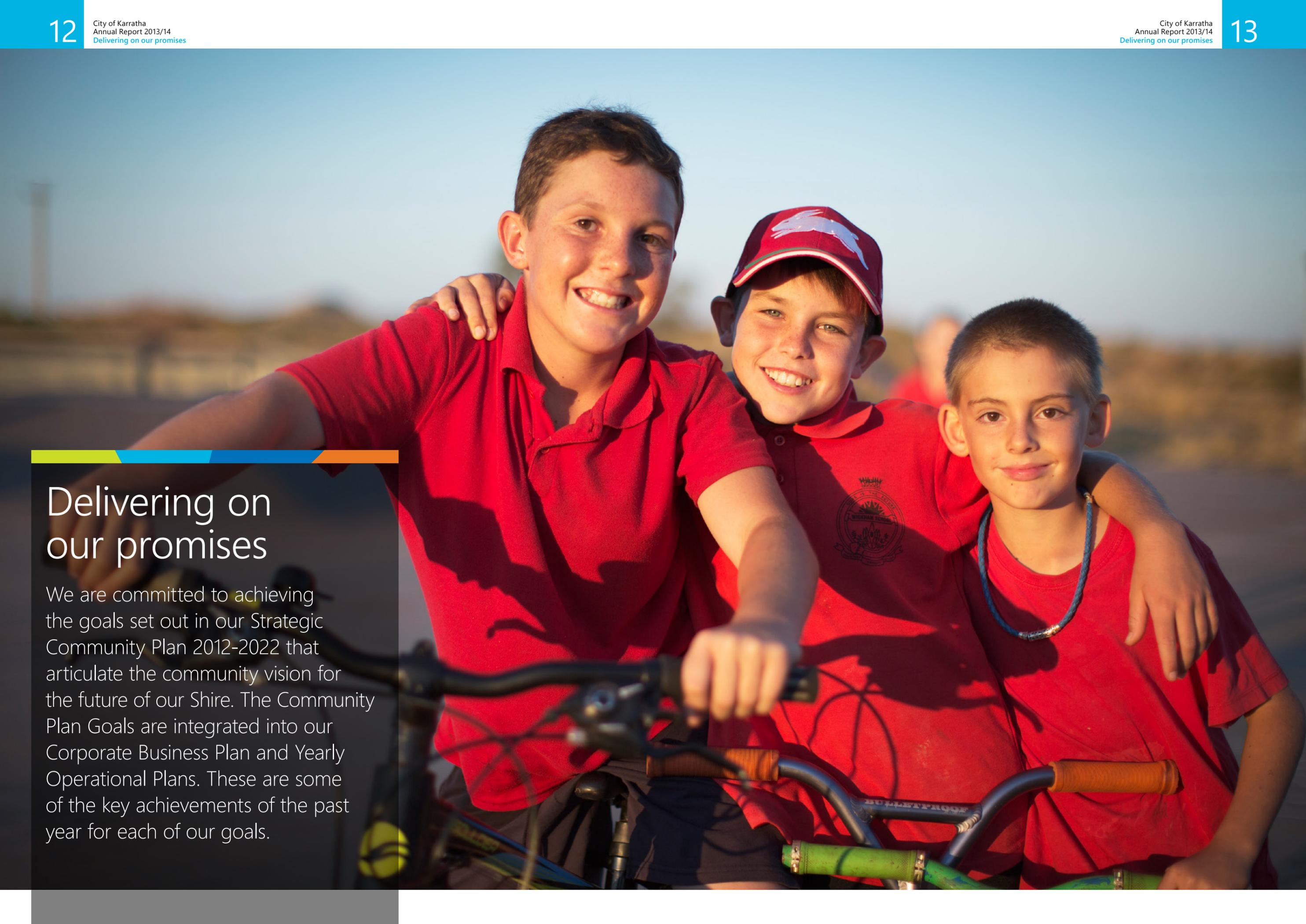


Where do your rates go?



Our operating revenue





Delivering on our promises

We are committed to achieving the goals set out in our Strategic Community Plan 2012-2022 that articulate the community vision for the future of our Shire. The Community Plan Goals are integrated into our Corporate Business Plan and Yearly Operational Plans. These are some of the key achievements of the past year for each of our goals.

Creating a diverse and balanced community

Our Goal: To develop and maintain the infrastructure, facilities, services, activities and programs to create aesthetically attractive, safe and liveable towns which will develop into more diverse and balanced communities.

Desired outcome	How we achieved it in 2013/2014
1.a Greater use of public spaces	<ul style="list-style-type: none"> - A bigger off-road vehicle area at the corner of Millars Road and Balmoral Road is giving trail and quad bike riders more room to ride, after a community survey revealed expanded/upgraded services were needed. - A new skatespace in the Roebourne Recreational Precinct is keeping the local kids busy. Work has progressed on the landscaped outdoor meeting area and IF Foundation community kitchen. - The installation of floodlights at the Roebourne School Oval will provide more opportunities to host more night time community and sporting events. - Dogs are now allowed under control off a leash at more than 5 parks and beaches across the Shire of Roebourne giving dog owners more space to exercise their pets. - Completed Foreshore Management Plans for Karratha, Point Samson and Gnoorea (40 Mile). Plans include provision for improved foreshore amenity, dune fencing and stabilisation and viewing platforms. - Families with young children are enjoying new or upgraded equipment at many playgrounds across the Shire of Roebourne, including an impressive new outdoor play space at the Karratha Lesiureplex. - Pedestrians are stepping out onto 5.2 kilometres of new or improved footpaths identified for action in the Shire of Roebourne's 10 year Footpath Improvement Plan. - Reconstructed the Bulgarra BMX track. - Upgraded public toilets across the Shire of Roebourne, improvements included new taps, toilets, doors and sharp containers at 10 high-use sites including popular parks and playgrounds. - Planted shady new trees and turf at Waters Park, in Pegs Creek, to create a natural "overflow" area from the nearby Youth Shed. - Took over maintenance of irrigation and landscaping at Peg's Creek Cattrall Park, Baynton West Oval and Dampier's Lions Park. - Roundabouts at Gawthorne Drive, Wedgetail Eagle Avenue and Mantaray Loop/Brolga Meander in Karratha now feature waterwise plantings as part of major streetscape improvements.

Desired outcome	How we achieved it in 2013/2014
1.b Infrastructure facilities, services and activities and programs that meet the needs of the Shire and allow for growth.	<ul style="list-style-type: none"> - The Pilbara's home of health and fitness, the \$65-million Karratha Lesiureplex, opened for business on 1 July 2013. It welcomed more than 350,000 people through its doors in its first year of operation. - Roebourne Districts State Emergency Service (SES) has a new, purpose-built home in the Wickham emergency services precinct, improving community safety through faster response times. - Completed plans for the \$16.9 million Dampier Community Hub which will include a fully-equipped learning centre offering up to 70 full-time day care places, library, office space and multi-purpose rooms. - Completed plans for the Karratha Arts and Community Precinct which will include a 450-seat theatre, amphitheatre, offices, library, rooftop terrace and entry foyer. - Appointed the major contractor working on the \$34.5 million Karratha Airport Terminal Upgrade. The project includes the construction of 4100-sqm of new building including new cafés, a bar, airport lounges and meeting facilities, improved security screening and baggage reclaim. - Upgrades at the Dampier Boat Ramp will reduce waiting times and improve public safety at one of the region's busiest ramps. - Six new bus shelters will be installed in Dampier giving locals a shady place to sit and wait for the school, work or community bus. - Introduced a new Stallholder and Street Trading local law to provide greater opportunities for permanent local businesses. - More than 7500 properties in Bulgarra, Point Samson, Dampier and the Karratha and Gap Ridge industrial estates received a new street number making it easier for emergency and utility workers to quickly identify properties. - More than 8500 young people participated in more than 100 specialist programs delivered across the Shire of Roebourne in 2013-14. Programs included Rock Climbing and Bungee Workshops, Awesome Arts Creative Challenge, Lunar Circus Workshops, Morgan Brain Concert and the Indigenous Hip Hop Project. - For the first time young people living in Karratha can now access specialised youth services at The Youth Shed most days of the week. A similar program is benefitting young people living in Wickham. - More than 20,655 people used the Youth Shed Indoor Play Centre in 2013-14. - Community and sporting groups received more than \$50,000 under the Shire of Roebourne's Quarterly Grant Scheme. - Community associations in Karratha, Dampier, Point Samson, Roebourne and Wickham have used funding received under the Shire of Roebourne's Annual Community Association Grant Scheme to deliver free community events, build new community infrastructure including playgrounds and skateparks, restore key community infrastructure and fund community sponsorship requests. - Completed work on the new website www.karratha.wa.gov.au ready for its launch date on 1 July 2014. - More shade, seating, signage and improved service will be delivered at the Karratha and Wickham Cemeteries after council accepted recommendations of a new Cemetery Master Plan. Work will begin in 2014-15. - Karratha's Effluent Reuse Scheme will be upgraded to cope with the towns' growing demand for recycled water to irrigate grassed open space areas including ovals and playing fields. - Laid 6560 tonnes of asphalt, costing more than \$2 million, to reseal some 18 kilometres of road in Bulgarra. - Demolished the Karratha Entertainment Centre to make way for developments identified in the Karratha City of the North "City Growth Plan". - Work is underway to improve silting problems at Karratha Back Beach Boat Ramp.

Desired outcome	How we achieved it in 2013/2014
1.c Improve housing through normalisation of the housing market centered around a strong private sector presence	<ul style="list-style-type: none"> - Work has started rezoning some Karratha properties for infill residential development. So far seven properties have been successfully rezoned. - Approved 95 development applications worth nearly \$60 million. - Approved five development assessment panel applications worth more than \$275 million. - Drafted revised Transient Workforce Accommodation policy to promote transition towards a sustainable local economy and community. - Private sector developers will soon start work constructing some 200 new dwellings at seven parcels of land identified in Stage One of the Lazy Lands project. Sixty-one parcels of surplus land have been earmarked for potential development. - Land Release
1.d A modern and attractive Shire that offers liveable communities, opportunities for development and improving social capital	<ul style="list-style-type: none"> - Completed an extensive program of road resealing across the Shire of Roebourne. Other road upgrades included the installation of traffic lights on Dampier Highway and other road safety improvements. - Made significant progress towards completion of the \$80 million Stage 1 Karratha City Centre Infrastructure Works Program including the new Sharpe Avenue. - Facilitated numerous community workshops and a collaborative mapping project to inform the Karratha Revitalisation Plan.
1.e Plan towns and city that responds to the environmental, social, economic and cultural conditions and aspirations of the Pilbara	<ul style="list-style-type: none"> - Developed an operational plan for the Wickham Recreation Plan. - Completed the draft Roebourne Structure Plan. - Facilitated numerous community workshops and a collaborative mapping project to inform the Karratha Revitalisation Plan; a similar process was also followed in Point Samson. - Prepared the draft Local Planning Strategy. - Completed the Searipple Land Precinct masterplan.
1.f Enhance community pride, safety, services and community facilities that provide a sense of belonging	<ul style="list-style-type: none"> - New street lights have been installed in "dark zones" on footpaths, in parks and open spaces to improve community safety and reduce anti-social behaviour. - New CCTV/motion capture units have increased security at community halls, sports pavilions and skate parks across the Shire of Roebourne. - All offensive graffiti removed within 48 hours and non-offensive material removed within seven days. - Delivered a busy annual calendar of events including Australia Day Celebrations, NAIDOC week, Red Earth Arts Festival, Cossack Art Awards, Remembrance Day, ANZAC Day, Volunteer Recognition Awards, Sorry Day, Futureclubs Sports Awards and a variety of regular activities for seniors. - A pool safety barrier inspection program is helping keep families and children safe around backyard pools and spas. - The Roebourne School Oval will become the home of the Roebourne Lights On project – a program that aims to keep local kids active and engaged at night – following the installation of flood lights. - Karratha Leisureplex was named winner of the 2013 Parks and Leisure Australia WA Award for Leisure Facilities, it also took out honours in the Local Government Engineering Awards. - The Community Bus service now operates on a Tuesday, Thursday, Saturday and Sunday with stops at major community facilities (Karratha Leisureplex, Centro Karratha) and servicing nearby communities. - Revised the Disability Access and Inclusion 2014-2018 plans to create a welcoming workplace for people living with a disability at the Shire of Roebourne. - Facilitated a number of community workshops including grant writing, cultural awareness, local history and rock art tours, organic gardening, cooking and sustainable fishing.

Desired outcome	How we achieved it in 2013/2014
1.g Great housing diversity that meets the needs of a broader demographic profile	<ul style="list-style-type: none"> - Work has started rezoning some Karratha properties for infill residential development. So far seven properties have been successfully rezoned. - One site in Karratha was recoded for higher density residential development. - Four new apartment buildings were approved in Bulgarra. - Approved plans for the new \$50 million Hilton at The Quarter.
2.a Create opportunities for growth and diversification of the local economy.	<ul style="list-style-type: none"> - The Wickham Recreation Precinct is creating exciting new job opportunities for local residents, with six people gaining employment. - Approved 59 new businesses including 23 home businesses, 14 industrial approvals, seven warehouses, four offices and two consulting rooms. - The quarterly Small Business Breakfast Briefings – which are free to attend - continue to receive strong support from the local business community forcing limited business registrations to ensure fair access for all. - Worked in partnership with the Karratha and Districts Chamber of Commerce and Industry (KDCCI) to present the highly successful Pilbara Pulse Economic Summit and inaugural Karratha Business Expo. - Approvals for local business expansion
3.a An environmentally responsible and sustainable organisation.	<ul style="list-style-type: none"> - Made significant progress towards completion of major upgrades at Karratha's 7 Mile Waste Facility which have delivered improved opportunities for locals to recycle and reuse. Locals can now drop-off glass beverage containers, steel and aluminium cans, recyclable plastic, paper, cardboard and green waste for recycling. - In 2013-14 the Shire of Roebourne recycled 4340 tonnes of concrete, lead acid batteries, steel and motor oil. - In just five months – from February to June 2014 - the Shire of Roebourne's mechanical street sweeping program collected more than 15 tonnes of rubbish. - Shire of Roebourne's hard working litter picking crews collected 72 tonnes of rubbish in 2013-14. - More than 450 people from 36 community groups collected 3211 bags of rubbish through the Shire of Roebourne's Cleansweep Taskforce Bags for Bucks program, raising more than \$19,000. - Investigated the illegal dumping of more than 200 vehicles across the Shire of Roebourne, including regular removal of vehicles from the Karratha Back Beach and salt flats. - Regular monitoring of the effluent reuse systems used to water many ovals, parks and playing fields to ensure the health and wellbeing of recreational facility users. - Ongoing maintenance and up-keep in the historic community of Cossack, including a huge clean-up effort in the wake of Cyclone Christine. - Finalised and sought public comment on the revised draft Storm Surge Scheme Amendment and Local Planning policy.
3.b A sustainable and thriving natural environment	<ul style="list-style-type: none"> - Installed new entry statements, improved directional signage and interactive mapping along the Yaburara Heritage Trail to improve user experience and maintain heritage significance. - Investigated and removed illegally dumped rubbish within 48 hours of reporting. - Completed the Shire of Roebourne Local Environmental Strategy. - Adopted foreshore management plans for Karratha, Point Samson and Gnoorea (40 Mile).

Desired outcome	How we achieved it in 2013/2014
3.c Environment that promotes healthy lifestyle	<ul style="list-style-type: none"> - The Karratha Leisureplex boasts the region's biggest group fitness timetable offering 50 classes a week including circuit training, spin/cycle classes and aqua aerobics. - The Karratha Leisureplex Swim School provides a comprehensive program, with full accredited swim instructors, for all ages and abilities. - Delivered a number of highly successful drug and alcohol free events including all youth and NAIDOC Week events. - Roebourne Aquatic Centre continues to deliver its popular swim school and Flipper Ball programs. Flipper Ball is presented in partnership with V Swans. More than 11,700 people visited the Roebourne Aquatic Centre. - Friday Night Footy is now a can't miss community event in Roebourne following the installation of flood lights at the Roebourne School Oval. Friday Night Footy is presented in partnership with the Clontarf Academy and the Roebourne Men's Group. - Families with young children are enjoying new or upgraded equipment at many playgrounds across the Shire of Roebourne, while improvements to local skate parks are keeping the older kids active and engaged. - Playground shade structures installed over play equipment at Church Way and the Karratha Leisureplex. - Pedestrians are stepping out onto kilometres of new or improved footpaths identified for action in the Shire of Roebourne's 10 year Footpath Improvement Plan. - Complete Tracks and Trails Master Plan. - Helped the Karratha Country Club take the first step towards achieving its potential to develop a resort-style golf course at the Karratha Golf Course. A golf course architect is working on plans to redevelop the course.
4.a Delivery of services at a standard that meets expectation of the community	<ul style="list-style-type: none"> - Attained a 91% compliance rating to our obligations under state legislation. - Dealt with 13 Freedom of Information matters during the course of the year averaging 26 days to complete applications. One request was for an internal review of a decision. Two requests expired after the applicant failed to respond to further enquiries initiated by the Shire of Roebourne within the required time period. - Risk Management Policy and framework adopted by the Audit and Organisational Risk Committee for application across the organisation. - Undertook a review of cash handling processes through an internal audit to improve our procedures. - Strengthening our procurement practices to become more streamlined and business community friendly to meet statutory obligations. Using Tenderlink to deliver and receive tenders online. - Implemented a corporate performance management system to track corporate performance and annual operational plan key performance indicators. - Conducted the annual Shire of Roebourne Community Survey. - Conducted the Club Development Survey. - Maintenance of parks, ovals and reserves in Karratha and Roebourne as well as parks and reserves in Dampier, Wickham and Point Samson.
4.b Maintenance of health and wellbeing of our residents	<ul style="list-style-type: none"> - Continued the highly-successful Golden Gecko Food Hygiene Assessment Rating Scheme which awards food businesses that achieve an excellent standard of compliance. - Healthy Dog Days program celebrated its 10th anniversary in 2013-2014 and continues to be a regular event in Roebourne, Wickham and other indigenous communities. Sixty dogs and cats were sterilised this year. - Assessed more than 1100 buildings, worth more than \$410 million, to ensure compliance with the National Construction Code.

Desired outcome	How we achieved it in 2013/2014
4.c Continuous improvements, innovations and progression throughout the organisation	<ul style="list-style-type: none"> - Improvement on our level of compliance to legislation as determined by the annual compliance audit report (85.9% - 92.3% compliance) - Ongoing inductions for staff in HR online learning, compliance training, records management, process mapping and procurement - Establishment of a risk management framework - Conducted internal audits on operational services - Overhaul of procurement systems and processes - Establishment of a performance management system across the organisation - Promotion of health and wellbeing programs, including hard hat sessions
4.d Financially sustainable city	<ul style="list-style-type: none"> - Shire of Roebourne signed a funding agreement with Rio Tinto for the operation of the Wickham Recreation Precinct. - Executives and Management are involved in regular reviews of their operational and departmental budgets both as part of the Budget Review process and ongoing Financial Management and Variance reporting to Council. Savings identified through the budget review process are reallocated to items of priority identified in the City of Karratha's Community Needs and Satisfaction Survey. - Conducted an internal review and rationalisation of Planning Services. - All Council sustainability ratios kept exceeded the Department of Local Government's acceptable ranges - Council had nil debt as at 30/06/2014 - The Long Term Financial Plan enables Council to model the financial impacts of various activities, initiatives, service levels and programs as well as perform risk analysis in terms of measuring the impacts of changing assumptions such as growth, inflation, grants and subsidies etc. It also facilitates modelling of various scenarios that respond to the priorities identified by the community. - Monthly financial Statements, including variances greater than the materiality threshold adopted by Council of \$50,000 or 10% (whichever is the greater) are presented to Council monthly in accordance with <i>Local Government Act 1995</i> and <i>Local Government (Financial Management) Regulations 1996</i>.
4.e Partnerships with regional and state agencies	<ul style="list-style-type: none"> - Represented Council and communities at relevant forums including conferences, regional and local meetings.
4.f Ensuring the organisation is staffed with people with the right skills doing the right jobs at the right time with the right attitude.	<ul style="list-style-type: none"> - Continued staff professional development including attendance at key industry-related conferences, further education support and job training. - Staff review policies: Every permanent employee to have an annual performance review with their Manager. As at 30 June 68% of all reviews due to be completed had been completed. - Recruitment initiatives <ul style="list-style-type: none"> - 121 total recruitments for 2013/14: 69 casuals, 39 FT, 13 PT - Total FTE 2013/14: 252 (increase of 11 FTE) with most growth in community and strategic projects and infrastructure. - Leadership training and course: Emerging leaders - 8 participants attended 3 in house 2 day training sessions in addition to a 4 day training course in Perth - Employee turnover 22.2%



For more information contact
the City of Karratha at:

Welcome Road Karratha WA 6714
PO Box 219 Karratha WA 6714

Tel: 08 9186 8555

Fax: 08 9185 1626

Email: enquiries@karratha.wa.gov.au

Web: www.karratha.wa.gov.au