



I hereby give notice that an Ordinary Meeting of Council will be held on:

Date: Wednesday 10 December 2025

Time: 9:00 am

**Location: Corner Djinkiya & Lardil Street
Gununa**

MORNINGTON SHIRE COUNCIL

Ordinary Council Meeting Wednesday 10 December 2025

**Gary Uhlmann
Chief Executive Officer**

To empower our Community – Our people
To feel solid and strong like the rock in Mundalbe
To taste and hear the breaking waves of change
To establish clean, safe, healthy lifestyles togetherness
Pride and respect for each other in our culture, achievements and successes.
To see and smell the compassion and peacefulness of our community

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1 OPENING OF MEETING**2 ACKNOWLEDGEMENT OF COUNTRY**

I would like to begin by acknowledging the Traditional Owners of the land on which we meet today, the Lardil people of Mornington Island and pay our respects to Elders past and present. We would also like to acknowledge the Kaiadilt, Yangkaal, Waanyi, Gangalidda and Garrawa people who share our homelands.

3 PRESENT**4 LEAVE OF ABSENCE****5 DISCLOSURE OF INTEREST - COUNCILLORS AND STAFF****6 CONDOLENCES AND MEMORIALS**

7 CONFIRMATION OF MINUTES

7.1 Minutes of the Ordinary Council Meeting - Wednesday 26 November 2025

Author: Director Corporate & Community

Attachments: 1. Mornington Shire Council - Ordinary Council meeting - November 2025 - Unconfirmed minutes [7.1.1 - 6 pages]

RECOMMENDATION

That the Minutes of the Ordinary Council Meeting - Wednesday 26 November 2025 be received and the recommendations therein be adopted.

**MINUTES OF MORNINGTON SHIRE COUNCIL
ORDINARY COUNCIL MEETING
HELD AT THE COUNCIL CHAMBER, CORNER DJINKIYA & LARDIL STREET GUNUNA
ON WEDNESDAY 26 NOVEMBER 2025 AT 9:00 AM**

1 OPENING OF MEETING

The meeting was opened by Mayor Richard Sewter at 9:07am.

2 ACKNOWLEDGEMENT OF COUNTRY

I would like to begin by acknowledging the Traditional Owners of the land on which we meet today, the Lardil people of Mornington Island and pay our respects to Elders past and present. We would also like to acknowledge the Kaiadilt, Yangkaal, Waanyi, Gangalidda and Garrawa people who share our homelands.

3 PRESENT

Mayor Richard Sewter, Deputy Mayor Robert Thompson, Cr Farrah Linden, Cr Renee Wilson, Cr Jane Ah Kit.

Gary Uhlmann (Chief Executive Officer) and Skye Price (Director Corporate and Community).

4 LEAVE OF ABSENCE

5 DISCLOSURE OF INTEREST - COUNCILLORS AND STAFF

6 CONDOLENCES AND MEMORIALS

7 CONFIRMATION OF MINUTES

RESOLUTION 2025/162

Moved: Deputy Mayor Robert "Bobby" Thompson

Seconded Councillor Farrah Linden

That the Minutes of the Ordinary Council Meeting - 29 October 2025 be received and the recommendations therein be adopted.

CARRIED 5 / 0

COUNCIL MEETING MINUTES

WEDNESDAY 26 NOVEMBER 2025

8 DEPUTATIONS

11:00am – Mr Gary Hall, Chief Operating Officer; Ms Leah Simmons, Senior Mentor CDP; Mr Marty Chambers, Rise Ventures

Introduction and advice related to Rise Ventures and Remote Australia Employment Service

12:00pm – Ms Virginia Nelson, Assistant Commissioner, Queensland Police Service

Community wellbeing and safety matters

1:00pm – Mr Daryl Camp, Regional Director; Sandra Wallison, Area Controller; State Emergency Service,

Presentation of SES Annual Report

3:20pm – Ms Julie Brook, Meridian Urban, LGAQ First nations climate risk and resilience strategy

Introduction of strategy (deputation did not proceed because of flights)

3:30pm – Dean Going, Director, Commercial Partnerships, Transport and Main Roads

Rex Airlines community engagement

9 ACTION SCHEDULE

Not tabled in the meeting.

**10 MAYOR AND COUNCILLOR REPORTS
RESOLUTION 2025/163**

Moved: Councillor Farrah Linden

Seconded Councillor Renee Wilson

That Councillors receive and note the Mayor and Councillors' verbal reports for November 2025.

CARRIED 5 / 0

Mayor Richard Sewter

- Attended Gulf Cruise Forum 4 – 5 November 2025.
Research is occurring for approximately 5 – 6 cruise ship visits per year.
Advocacy needs to occur with Queensland Port Authority because after 2027 the Karumba Port will no longer be dredged at a cost of approximately \$10m per annum when the mine closes and that will impede shipping traffic.
- Discussed Rex Airlines with Steve Jones and new ownership of the airlines, as well as the status of the current services.
- Attended Torres Cape Indigenous Council Alliance (TCICA) Annual General Meeting Annual General Meeting. Minister Ann Leahy was in attendance. She understands that the Alcohol

COUNCIL MEETING MINUTES

WEDNESDAY 26 NOVEMBER 2025

Management Plans are not fit-for-purpose.

- Discussed potential interest in security contract services with Tony and Sheree in Normanton. They were advised that the AISS contract is being reviewed and that they can potentially make a tender submission when the contract is advertised.

Deputy Mayor Robert Thompson

- Work on outstation roads continues
- Three roads have been completed
- Some theft has occurred on site of batteries, fuel and tyres
- CCTV cameras might be put in place to monitor plant and equipment

Cr Farrah Linden

- Attended meeting with hospital, police and council representatives about recent deaths, mortuary, coronial inquests and funeral processes. A working group will be convened in early 2026. An education tool will be developed for community about deaths and burials.
- Chaired Community Safety Committee. Updating the Community Safety Plan will be a priority.
- Request for development of an inclusive 2026 Calendar of events

Cr Jane Ah Kit

- Rolled out and attended Jika Kangka Gununamanda launch
- Participated in recruitment panels
- Participated in education community board

Cr Renee Wilson

- Recently had three weeks off island.

11 CHIEF EXECUTIVE OFFICER REPORT

RESOLUTION 2025/164

Moved: Deputy Mayor Robert "Bobby" Thompson

Seconded: Councillor Farrah Linden

That Council receive and note the Chief Executive Officer report for November 2025.

CARRIED 5 / 0

COUNCIL MEETING MINUTES

WEDNESDAY 26 NOVEMBER 2025

12 FINANCE

RESOLUTION 2025/165

Moved: Deputy Mayor Robert "Bobby" Thompson

Seconded Councillor Farrah Linden

That Council receive and note the Financial Report for October 2025.

CARRIED 5 / 0

RESOLUTION 2025/166

Moved: Councillor Farrah Linden

Seconded Councillor Renee Wilson

That Council receive and note the report related to the 2024 Audit Closing report deficiencies, as well as the actions being undertaken to address and resolve deficiencies.

CARRIED 5 / 0

14 HUMAN RESOURCES

RESOLUTION 2025/167

Moved: Councillor Renee Wilson

Seconded Deputy Mayor Robert "Bobby" Thompson

That Council receive and note the Human Resources report for November 2025.

CARRIED 4 / 0

15 HOUSING AND FACILITIES

Nil

16 ENGINEERING

RESOLUTION 2025/168

Moved: Councillor Farrah Linden

Seconded Councillor Renee Wilson

That Council receive and note the Engineering report for November 2025.

CARRIED 5 / 0

17 PLANNING AND COMMUNITIES

RESOLUTION 2025/169

Moved: Councillor Jane Ah Kit

Seconded Councillor Farrah Linden

That Council receive and note the Accommodation and Hospitality report for November 2025.

CARRIED 5 / 0

18 GENERAL BUSINESS

Photo identification for collection of carriage limit

Action: Check whether Junkari Laka photo identification is permitted for alcohol purchases

Community Safety Committee meetings

Concerns about meetings proceeding during Sorry Business

Action: The Chairperson will advise whether a meeting should proceed or be deferred

Jalaa Carnival

Expression of thanks to Council and JKG for support and ensuring that the carnival was a success

19 CONFIDENTIAL REPORTS

Nil

20 NEXT MEETING

Wednesday 10 December 2025

21 CLOSURE

Mayor Richard Sewter closed the meeting at 4:13pm.

Unconfirmed minutes

8 DEPUTATIONS

10:00am - Mirndiyan Gununa Aboriginal Corporation

Wrap-up of Yalmiyal Gununa Cultural Festival 2025

1:00pm – Australian Government National Indigenous Australians Agency

Ms Kassmena Birch, Regional Director and Mr Henry Enoch, Engagement Director

9 ACTION SCHEDULE

All outstanding Council resolutions are attached.

Council resolutions report			Printed: 28 October 2025		
TASK NAME	RESOLUTION NUMBER	RESOLUTION DATE	RESOLUTION	ASSIGNED TO	UPDATES
PRELIMINARY DISCUSSION ON ILUA FOR GRAC LAND	2021/07-32	21/07/2021	<p>RESOLUTION 2021/07-32</p> <p>That Council authorise Acting CEO to commence investigation to establish a Indigenous Land Use Agreement (ILUA) with Carpentaria Land Council Corporation (CLAC).</p> <p>Moved: Cr. Thompson</p> <p>Seconded: Cr. Barnes</p> <p>Carried 3/0</p>	Chief Executive Officer	<p>16 Feb 2024 10:00am Williams, Rhianne No updates on ILUA with Carpentaria Land Council</p> <p>28 Oct 2024 3:06pm Olds, Jacinta - ILUA funding required from DTATSIPCA, - Meeting held with GRAC 03/10/2024 , - Negotiations occurring to formalise ILUA pertaining to all GRAC sites.</p>
GUNANA SWIMMING POOL	2021/	15/09/2021	<p>RESOLUTION 2021/56</p> <p>That Council seek formal support from Education Queensland for the land and long term undertaking for the operation and maintenance of the swimming pool and associated facilities.</p> <p>Further that Council provide a copy of the swimming pool proposal to the Government Champions seeking their support.</p> <p>Further that Council seek grant funding for the construction of the swimming pool complex, and on receipt of funding Council's consultants undertake stakeholder and community consultation as part of the final design.</p> <p>Moved: Cr Thompson</p> <p>Seconded: Mayor Yanner</p> <p>CARRIED 5/0</p>	Chief Executive Officer	<p>16 Jun 2023 3:34pm Williams, Rhianne A pool funding strategy is being considered. Water availability needs to be considered. An ocean pool and splash park are also potential options.</p> <p>04 Oct 2023 2:59pm Hunter, Jan Water security consultancy underway with ARUP. The study will be completed early 2024. In the interim, different funding sources are being considered for potential salt water pool to minimise impact on water demands.</p> <p>08 Nov 2023 12:41pm Williams, Rhianne The first tranche of funding is for planning (\$500,000), the second component is for construction/ implementation (\$5m) . , All activities must conclude by 30 June 2026. , We're working with an imminent planner, to develop a masterplan for recreation, leisure and public open spaces through all of Gununa.</p> <p>16 Feb 2024 10:00am Williams, Rhianne Ongoing</p> <p>28 Oct 2024 3:13pm Olds, Jacinta Ongoing</p>

Local Government Domestic Family Violence Prevention Champions Network	2024/64	22/05/2024	RESOLUTION	Director Corporate and Community
			Moved: Mayor Richard Sewter Seconded: Cr Renee Wilson	
			That Council:	
			<ol style="list-style-type: none"> 1. receive and note the May 2024 report related to the Local Government Domestic Family Violence Prevention Champions Network; and 2. complete the self-assessment checklist and return to the Local Government Domestic Family Violence Prevention Champions Network; and 3. nominate Councillors to partake as a part of the four virtual meetings, each year and be a representative "champion"; and 4. that Mayor Sewter extends an invitation to the Domestic and Family Violence Prevention Council to have a deputation at an upcoming 2024 Ordinary Council meeting; and 5. that Council formally sign the "Not now, not ever" pledge during the deputation; and 6. that the Director Corporate and Community ensure periodic distribution of resources for staff 	

Council resolutions report

Printed: 28 October 2025

awareness and community
stakeholder awareness.

CARRIED 3/0

ORDINARY COUNCIL MEETING - 29 OCTOBER 2025

[16.1 Potential citizenship ceremony](#)

RESOLUTION 2025/153

Moved: Councillor Renee Wilson

Seconded Councillor Farrah Linden

That Council formally endorse the hosting of a Citizenship Ceremony for the candidate that has applied to the Department of Home Affairs to become an Australian citizen; and that the department be advised that Council's preference is to host either a public or private ceremony, Wednesday 10 December 2025.

CARRIED 5 / 0

ORDINARY COUNCIL MEETING - 29 OCTOBER 2025

[16.6 Mornington Shire Council Planning Scheme Review](#)

RESOLUTION 2025/158

Moved: Councillor Farrah Linden

Seconded Deputy Mayor Robert "Bobby" Thompson

That Council endorse formal review and amendment to the Mornington Shire Council Planning Scheme, in keeping with Queensland Government Department of State Development, Infrastructure and Planning mandatory expectations and guidelines.

CARRIED 5 / 0

ORDINARY COUNCIL MEETING - 29 OCTOBER 2025

[17.1 Lardil Street basketball courts and playground public open space area](#)

RESOLUTION 2025/159

Moved: Deputy Mayor Robert "Bobby" Thompson

Seconded Councillor Renee Wilson

Investigations related to removing dilapidated improvements and rehabilitating the entire parcel to a green fill site.

CARRIED 5 / 0

ORDINARY COUNCIL MEETING - 26 NOVEMBER 2025

[7.1 Minutes of the Ordinary Council Meeting - 29 October 2025](#)

RESOLUTION 2025/162

Moved: Deputy Mayor Robert "Bobby" Thompson

Seconded Councillor Farrah Linden

That the Minutes of the Ordinary Council Meeting - 29 October 2025 be received and the recommendations therein be adopted.

CARRIED 5 / 0

ORDINARY COUNCIL MEETING - 26 NOVEMBER 2025

[10.1 Mayor and Councillor Verbal Reports](#)

RESOLUTION 2025/163

Moved: Councillor Farrah Linden

Seconded Councillor Renee Wilson

That Councillors receive and note the Mayor and Councillors' verbal reports for November 2025.

CARRIED 5 / 0

RESOLUTION 2025/164

Moved: Deputy Mayor Robert "Bobby" Thompson

Seconded Councillor Farrah Linden

That Council receive and note the Chief Executive Officer report for November 2025.

CARRIED 5 / 0

ORDINARY COUNCIL MEETING - 26 NOVEMBER 2025

[12.1 Financial Report - October 2025](#)

RESOLUTION 2025/165

Moved: Deputy Mayor Robert "Bobby" Thompson

Seconded Councillor Farrah Linden

That Council receive and note the Financial Report for October 2025.

CARRIED 5 / 0

ORDINARY COUNCIL MEETING - 26 NOVEMBER 2025

[12.2 Audit Deficiencies Action Register](#)

RESOLUTION 2025/166

Moved: Councillor Farrah Linden

Seconded Councillor Renee Wilson

That Council receive and note the report related to the 2024 Audit Closing report deficiencies, as well as the actions being undertaken to address and resolve deficiencies.

CARRIED 5 / 0

ORDINARY COUNCIL MEETING - 26 NOVEMBER 2025

[14.1 Human Resources Management report - November 2025](#)

RESOLUTION 2025/167

Moved: Councillor Renee Wilson

Seconded Deputy Mayor Robert "Bobby" Thompson

That Council receive and note the Human Resources report for November 2025.

CARRIED 4 / 0

ORDINARY COUNCIL MEETING - 26 NOVEMBER 2025

[16.1 Engineering report - November 2025](#)

RESOLUTION 2025/168

Moved: Councillor Farrah Linden

Seconded Councillor Renee Wilson

That Council receive and note the Engineering report for November 2025.

CARRIED 5 / 0

ORDINARY COUNCIL MEETING - 26 NOVEMBER 2025

[17.1 Accommodation and Hospitality report - November 2025](#)

RESOLUTION 2025/169

Moved: Councillor Jane Ah Kit

Seconded Councillor Farrah Linden

That Council receive and note the Accommodation and Hospitality report for November 2025.

CARRIED 5 / 0

10 MAYOR AND COUNCILLOR REPORTS**10.1 Mayor and Councillor Verbal Reports****RECOMMENDATION**

That Councillors receive and note the Mayor and Councillors' verbal reports for December 2025.

11 CHIEF EXECUTIVE OFFICER REPORT**11.1 Chief Executive report - December 2025**

Author: Chief Executive Officer

Attachments: Nil

PURPOSE (EXECUTIVE SUMMARY)

The purpose of this report is to provide Elected Members with the Chief Executive Officer's report for December 2025.

BACKGROUND & PREVIOUS COUNCIL CONSIDERATIONS

Council should be proud of the achievements delivered by all parts of the Council's operations during this calendar year.

- At the Strategic level we have:
 - Addressed most key financial issues the Council has been challenged with. The overall financial position is now stabilised and strong.
 - A forward capital program of approximately \$100m and successful implementation of a range of projects and initiatives for community
 - A social housing program of approximately \$39m and a roads program for up to \$26m
 - Established a masterplan of projects, with a Capital Projects Office established to implement this program
 - Invested in and provided significant additional plant and equipment for our operational areas
 - Implemented a range of systems and process improvements that have already yielded noticeable improvements in our revenue position
 - Implemented significant improvements to our communication and engagement practices with community
 - Most of the management positions requiring specialist knowledge and skills have been filled and there is a major focus on local skills development for next year and especially our future leaders.
- Council's credibility with government is strong, with positive government support and feedback, and grant approvals increasing with all levels of government.
- The focus for next year is on:
 - Developing a community driven ten-year Recreation Plan for Gununa
 - Improving good governance arrangements and practices
 - Implementation of our capital works program
 - A fast tracked and strong focus on the social housing program
 - Refinement of our internal processes
 - The profitability of our business units and local business development

- Developing employment pathways, as well as training and development of our local employees
- Council is playing an important role in supporting community through the ongoing challenges with the deaths of local residents of all ages, and the impact this is having on all community members and on our employees.

FINANCIAL & RESOURCE IMPLICATIONS

The Council is typically operating within approved 2025/26 allocated budget parameters.

RECOMMENDATION

That Council receive and note the Chief Executive Officer's report for December 2025.

12 FINANCE**12.1 Financial report - Interim November 2025**

Author: Chief Financial Officer

Attachments: 1. Monthly Reports Nov 2025 Final [12.1.1 - 6 pages]

PURPOSE (EXECUTIVE SUMMARY)

The purpose of this report is to present Elected Members with a monthly consolidated financial snapshot of key information regarding the financial position of Council.

BACKGROUND & PREVIOUS COUNCIL CONSIDERATIONS

Finance reports provide Elected Members with essential insights to monitor financial performance, uphold fiscal responsibility, identify and manage risks, ensure efficient resource allocation, and support long-term financial sustainability.

All figures are the interim year to date, until 30 November 2025.

Key items to note:

- ATO accounts are zero for the first time in many years
- Cashflow is positive at this time due to improvements in processes to ensure that grants are acquitted in a timely manner; and invoicing and collections are completed weekly.
- Improvements in commercial lease information has seen an improvement in collections for these occupied sites.
- Active treasury management has seen an improved interest received amount (+\$200k) compared to what had been budgeted.
- Expenses are being closely monitored monthly by the Executive team, ensuring that the balance between service delivery and cost effectiveness is undertaken.

FINANCIAL & RESOURCE IMPLICATIONS

Council is mostly operating within 2025/26 budget allocations.

RECOMMENDATION

That Council receive and note the Interim Financial Report for November 2025.

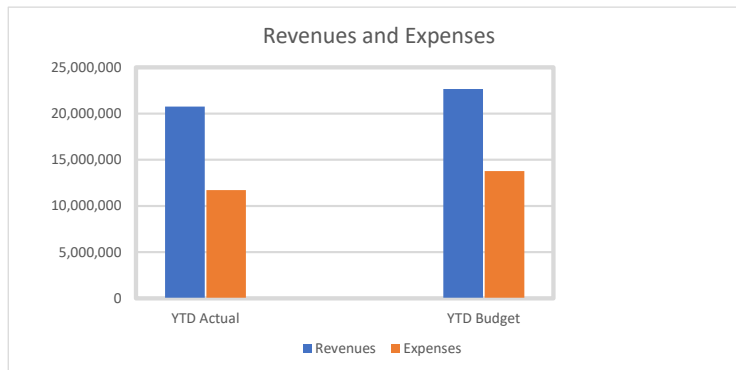
This month Story

Cashflow was positive. Council has \$24m invested with Queensland Treasury Corporation, earning interest.
Unrestricted cash holdings improving. Currently this year over three months. Target is four months holdings
ATO accounts all at Zero for the first time in many years
Capital grants are on budget
Recording and recouping all revenues must be a focus going forward to maintain or cash position
The procurement audit has been conducted and is a major focus
An internal payroll audit currently being conducted, with a report due by Christmas
2025 Financial statement have been well progressed. Audit in progress
Accounts Receivables decreased by \$600k once again some HC Construction invoices paid

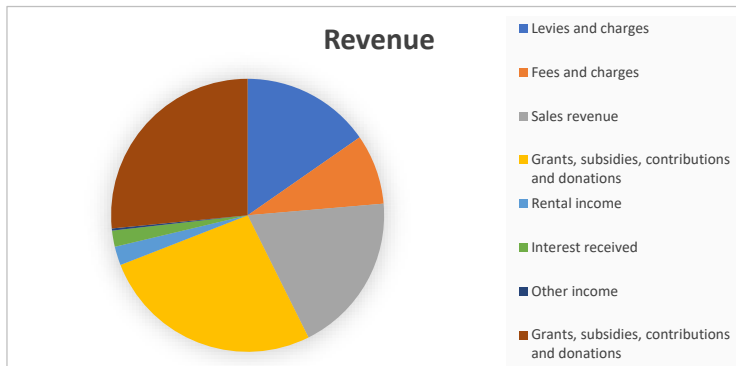


Revenues and Expenses

All numbers are year to date up until 30-November-2025

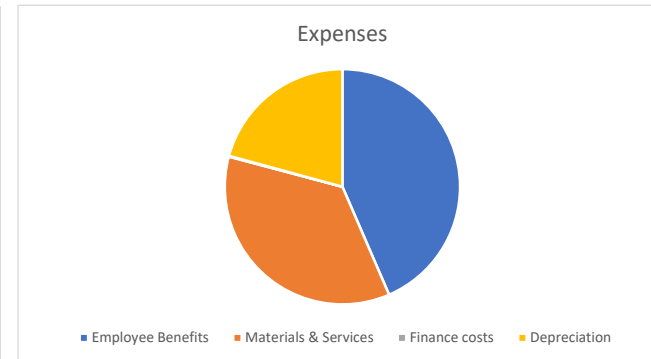


Where did the Money come from?



Did we make a profit ?

Where do we spend our money?



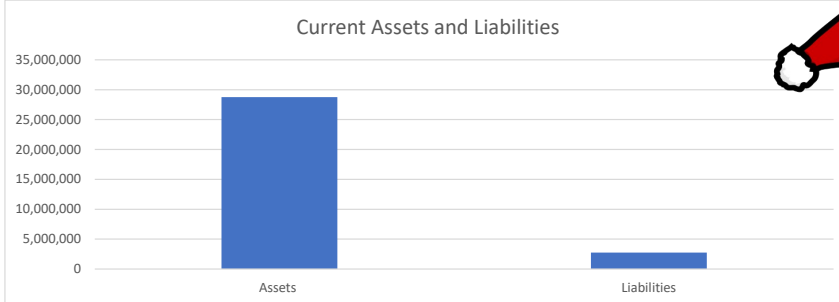
Details in the numbers

Interim Statement of Comprehensive Income Year to date up 30-November-2025

Income	Actual	Budget	Variance	Year to Date Last Year
Revenue	\$	\$	\$	\$
Recurrent Revenue				
Levies and charges	3,179,263	3,215,377	-36,114	3,089,624
Fees and charges	1,726,379	1,968,083	-241,704	2,229,526
Sales revenue	3,942,943	4,780,605	-837,662	4,219,753
Grants, subsidies, contributions and donations	5,484,584	6,449,118	-964,534	8,546,587
Total Recurrent Revenue	<u>14,333,170</u>	<u>16,413,184</u>	<u>-2,080,014</u>	<u>18,085,489</u>
Rental income	461,392	337,500	123,892	661,209
Interest received	396,444	150,000	246,444	129,266
Other income	53,199	0	53,199	73,326
Total operating revenue	<u>15,244,206</u>	<u>16,900,684</u>	<u>-1,656,478</u>	<u>18,949,291</u>
Capital Income				
Grants, subsidies, contributions and donations	5,506,993	5,760,753	-253,761	3,631,419
Total capital income	<u>5,506,993</u>	<u>5,760,753</u>	<u>-253,761</u>	<u>3,631,419</u>
Total income	<u>20,751,198</u>	<u>22,661,437</u>	<u>-1,910,239</u>	<u>22,580,710</u>
Expenses				
Recurrent Expenses				
Employee Benefits	5,100,606	5,465,187	-364,581	5,355,460
Materials & Services	4,176,452	6,090,207	-1,913,755	6,277,656
Finance costs	12,558	16,000	-3,442	3,219
Depreciation	2,434,204	2,201,562	232,642	2,444,322
	<u>11,723,819</u>	<u>13,772,956</u>	<u>-2,049,136</u>	<u>14,080,657</u>
Capital expenses	0	0	0	0
Total expenses	<u>11,723,819</u>	<u>13,772,956</u>	<u>-2,049,136</u>	<u>14,080,657</u>
Net result	<u>9,027,379</u>	<u>8,888,482</u>	<u>138,897</u>	<u>8,500,053</u>

Cash Position

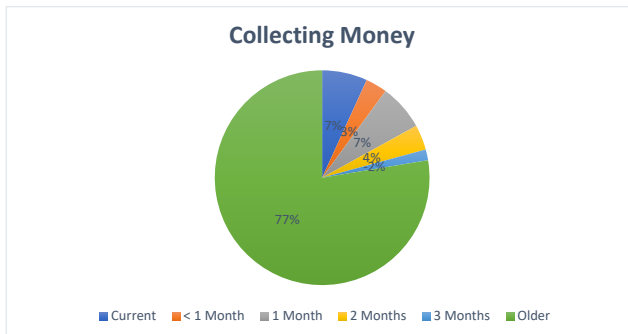
All numbers are year to date up until 30-November-2025



Assets		Liabilities	
Cash at bank Unrestricted	7,974,287	Creditors	1,963,041
Cash at bank Restricted	16,629,289	GST	48,838
Debtors	4,155,194	PAYG	974
	<u>28,758,770</u>	Employee entitlements	733,312
			<u>2,746,165</u>

Receivables						
Current	< 1 Month	1 Month	2 Months	3 Months	Older	Total
265,313.32	126,319.98	269,845.14	147,436.14	(63,536.16)	3,023,034.57	3,768,412.99
30%	8%	2%	2%	2%	56%	100%

Payables						
Current	< 1 Month	1 Month	2 Months	3 Months	Older	Total
401,352.13	3,022.63	22,199.07	4,194.04	0.00	1,501,026.33	1,931,794.20
21%	0%	1%	0%	0%	78%	100%



Who owes us money (Debtors) But hasn't paid soon enough	Over 90 days	Total	Comments
AISS (Australian Indigenous Security Service Pty Ltd)	1,363,568	1,598,766	Confirmed to settle
GRAC (Gulf Regional Aboriginal Corporation)	173,112	224,340	
GUNUNAMANDA LIMITED T/A Gununamanda Store	394,763	447,071	In discussions
HC Building and Construction	154,277	141,977	
James Construction Queensland Pty Ltd	494,596	505,226	Referred
N & J Building & Construction	92,191	92,191	
Rex Airlines	174,585	174,586	Administrators appointed 21/10
Total of above and others	\$3,023,035	\$3,768,413	

AISS (Australian Indigenous Security	1,402,824	1,402,824
This amount is payable over all invoices		195,942



Cashflow

4

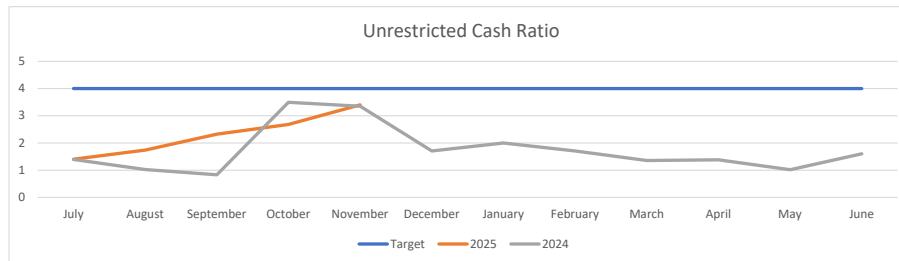
All numbers are year to date up until

30-November-2025

Account	Jul 2025	Sept 2025	Oct 2025	Nov 2025
Normal Business				
Money in	2,405,480.60	2,664,688.22	3,722,281.17	2,653,526.98
Money Out	(1,824,792.77)	(2,557,929.04)	(1,919,380.74)	(1,753,025.30)
Difference	580,687.83	106,759.18	1,802,900.43	900,501.68
Capital Grants				
Money in	0.00	1,448,753.00	1,467,719.07	0.00
Money Out	(533,825.62)	(791,907.88)	(1,818,464.85)	(785,642.08)
Difference	(533,825.62)	656,845.12	(350,745.78)	(785,642.08)
Other (Super BAS)	4,441,146.52	(893,624.00)	147,255.56	501,658.15
	4,441,146.52	(893,624.00)	147,255.56	501,658.15
	4,488,008.73	(130,019.70)	1,599,410.21	616,517.75
Bank				
Start	3,662,639.00	5,103,067.96	4,973,048.26	6,561,173.42
Difference	4,488,008.73	(130,019.70)	1,599,410.21	616,517.75
End	8,150,647.73	4,973,048.26	6,572,458.47	7,177,691.17

This year

Month	Target	Actual
July	4	1.40
August	4	1.74
September	4	2.32
October	4	2.68
November	4	3.40
December	4	
January	4	
February	4	
March	4	
April	4	
May	4	
June	4	



Are we up to date with all the numbers and ticking the boxes

Task	Traffic Light	Due	Due next	Notes
ATO Reporting	✓		21/12/2025	FBT return due in May
Workcover	✓		15/09/2026	
Insurance	✓		21/03/2026	All reported on time resulting in a discount
Audit 2024	✓			Completed
Audit 2025	✓		31/03/2026	Extension of time granted
Grant reporting	✓		11/12/2025	
Paying Invoices	✓	Ongoing		With the exception of AISS up-to-date and cleaned up
5 Year Plan	✓	Ongoing		
QTC 10 Year forecast	-	Ongoing		Progressing met with the Department and draft has been provided
Policies	-	Over		To be reviewed and adopted
Budget 2027	✓		1/06/2026	
Debt Recovery	✗			Positive progress is being made with AISS settlement forthcoming
Contracts Register \$200k+	✓			Tenders to commence for prequalified suppliers in December
Contracts Register All	✗			

Measures of Financial Sustainability

Operating Surplus Ratio

Target: NA 23% ✓
Net operating result divided by total operating revenue

Operating Cash Ratio

Target: Greater than 0% 39% ✓
Net operating result add Depreciation Amortisation add Finance Costs divided by total operating revenue

12.2 Capital Projects Office - Masterplan overview

Author: Chief Financial Officer

Attachments: 1. CPO reporting to Council [12.2.1 - 1 page]

PURPOSE (EXECUTIVE SUMMARY)

The Capital Projects Office (CPO) is a new department within Council that focuses purely on the delivery of key capital projects to the community. The purpose of this report is to provide the Mayor and Councillors a view of the works being undertaken (the Master Planning Scheme) and the indicative finish dates for their noting.

BACKGROUND & PREVIOUS COUNCIL CONSIDERATIONS

Council has previously expressed concerns that open and transparent oversight for capital projects has not been proactively provided.

The proposed program and schedule are subject to:

1. Collective agreement on project priorities, reflecting the Master Planning Scheme and confirmed community needs.
2. Timely development of site surveys to assess site conditions and constraints, supporting program and schedule planning.
3. An agreed contracting strategy and delivery model (including procurement timelines and approval processes).
4. Adequate internal and external resources to complete all stages of the master capital works program (project management, design, approvals, construction & commissioning).
5. The ability of the Council and internal trade teams to carry out early enabling works when needed.
6. Council accommodation availability to support external contractors in delivering projects.
7. Timely decisions by the Council and executives on scope, budget, and risk issues that impact key milestones.
8. Confirmation of funding availability and cash flow to support the staged delivery of the program and to fund any projects that require council contributions.

For a smaller council this is a lot of work, however the team are dedicated to delivery, especially the Social Housing.

The team meets weekly with the Department of Housing to report progress and discuss concerns; other meetings are held frequently with other Department leads to keep them updated on progress on their sites.

FINANCIAL & RESOURCE IMPLICATIONS

Most capital projects are operating within assigned budgetary and grant funding parameters for 2025/26.

RECOMMENDATION

That Council receive and note the periodic Capital Projects Office masterplan overview for November 2025.

CPO PROJECTS

30/11/2025

Project Name	Project stage	Project Timing	Start Date	Completed/ Indicative Finish Date	Comments
Tech Services Shed	Works Completed	Within Timeframe	9/04/2025	7/11/2025	Further works will be needed for electrical works and ramping into site for vehicles.
Cool Room Freezer Installations	Works Underway	30-60 Days	1/09/2025	23/01/2025	Works to be completed in January.
Generator Installations	Concept	60+ Days	19/01/2026	15/06/2026	Detailed scope to be completed in January
30 Lardil Street	Works Underway	30-60 Days	29/08/2025	15/01/2026	Defects being attended to by James Constructions. Inspector due on site on 8th December for final sign off (hopefully)
152 Lardil Street	Works Underway	30-60 Days	10/02/2025	30/01/2026	Defects being attended to by James Constructions. Inspector due on site on 8th December for final sign off (hopefully)
Library Rectification Works	Works Underway	30-60 Days	10/02/2025	19/12/2025	Defects being attended to by HC Constructions.
Lot 926 - 4 x Houses	Works Underway	Future	10/02/2025	23/04/2026	Contract awarded for housing. Preliminary works to essential infrastructure by Christmas. Work onsite begins in March, wet season dependent
Motel Expansion - 4 units	Works Completed	Within Timeframe	10/02/2025	31/05/2026	Contract awarded for units. Site survey for essential infrastructure occurring before Christmas. Modular units to site expected in April.
Seawall & Foreshore Project	Planning	Future	1/09/2025	23/11/2027	Design expected to be finalised by 29/6/2026 after consultation with Council and keystakeholders. This will then go out for tender.
Plug In 286a Mukakiya St - 3 bed	Planning (F)	Future	19/01/2026	18/12/2026	
Plug In 323A Mukakiya St- 3 bed	Planning (F)	Future	19/01/2026	18/12/2026	
Plug in 126B Wengka St- 2 bed	Planning (F)	Future	19/01/2026	18/12/2026	
Plug in 254 Warddirkan Street - 4 bed	Planning (F)	Future	19/01/2026	18/12/2026	
Lot 925 Lardil - 3 bed	Planning (F)	Future	19/01/2026	18/12/2026	
Plug in 205 Lardil - 2 Bed	Planning (F)	Future	1/06/2026	25/06/2027	
Plug in Yarrabarkan Street - 2 Bed	Planning (F)	Future	1/06/2026	25/06/2027	
Plug in 9 Lardil St - 2 Bed	Planning (F)	Future	1/06/2026	25/06/2027	
Plug in 16 Lardil St - 2 Bed	Planning (F)	Future	1/06/2026	25/06/2027	
Plug in 103 Wurruku Cres - 2 Bed	Planning (F)	Future	1/06/2026	25/06/2027	
Plug In 5 Addresses to be confirmed - 2 beds	Planning (F)	Future	1/06/2026	25/06/2027	
Tavern Kitchen upgrade	Planning	60+ Days	10/02/2025	23/10/2026	Progressing to review of design. Hold up has been funding as only \$250k initially allocated. Extra funding has been now sourced. It is now designing to the new funding amount value.
Water Treatment Plant	Planning (F)	Within Timeframe	31/07/2025	13/10/2026	First week of December design discussion were underway with the Department. Final design to be decided.
Council Building upgrades (Tech Services/Bakery)	Concept	Unknown Timeframe	16/02/2026	16/09/2027	Prioritisation of other projects (social housing) have put this project behind schedule and will be revisited in the new year
Lot 911 Lardil - 13 Dwellings	Planning (F)	Future	1/02/2027	1/12/2028	Future project that will be moved to as soon as resourcing available.
Lot 9 Cemetary Road - Staff Housing	Planning (F)	Future	1/07/2026	26/06/2029	Future project that will be moved to as soon as resourcing available. DA being finalised before proceeding.

13 GOVERNANCE

13.1 Inquiry - Local Government funding and fiscal sustainability

Author: Director Corporate & Community

Attachments: 1. Letter - Inquiry - local government funding and fiscal sustainability [13.1.1 - 1 page]

PURPOSE (EXECUTIVE SUMMARY)

The purpose of this report is to advise Elected Members of correspondence sent to Mayor Richard Sewter from the Honorary Kristy McBain MP, Australian Government Minister for Emergency Management, Minister for Regional Development, Local Government and Territories dated 21 November 2025. The letter provided information about a new inquiry into Local Government funding and fiscal sustainability.

BACKGROUND & PREVIOUS COUNCIL CONSIDERATIONS

Minister Kristy McBain formally advised that on 4 November 2025 she referred the matter of local government funding and fiscal sustainability to the House of Representatives Standing Committee on Regional Development, Infrastructure and Transport.

Her referral allows the Committee to build on the previous inquiry into local government sustainability which lapsed with the Federal election in May 2025.

The Standing Committee has announced that a new inquiry related to Local Government funding and fiscal responsibility will be conducted.

The minister advised that, “The Terms of Reference for this Inquiry have a sharper focus on the financial sustainability of local governments, including the interactions between levels of governments, funding sources and the impact and effectiveness of those sources”.

The minister also confirmed that written submissions can be provided to the Inquiry until 3 February 2026.

FINANCIAL & RESOURCE IMPLICATIONS

Correspondence from Minister Kristy McBain MP does not result in any impact related to Council’s 2025/26 operational budgets.

RECOMMENDATION

That Council receive and note the letter from Minister Kristy McBain MP related to the Inquiry into Local Government funding and fiscal sustainability dated 21 November 2025 and that a letter be sent from the mayor’s office commending the inquiry, highlighting the ongoing importance of Financial Assistance Grants and supplementary operational funding for First Nations communities, particularly communities without conventional rates incomes.

OFFICIAL



The Hon Kristy McBain MP

Minister for Emergency Management
Minister for Regional Development, Local Government and Territories
Member for Eden-Monaro

Dear Mayor

I am pleased to advise that on 4 November 2025, I referred the matter of local government funding and fiscal sustainability to the House of Representatives Standing Committee on Regional Development, Infrastructure and Transport (the Committee). My referral allows the Committee to build on the previous inquiry into local government sustainability which lapsed with the Federal election in May 2025.

I am delighted that the Committee has announced that it will continue this important work through the new inquiry into Local Government Funding and Fiscal Sustainability (the Inquiry). The Terms of Reference (TOR) for this Inquiry have a sharper focus on the financial sustainability of local governments, including the interactions between levels of governments, funding sources and the impact and effectiveness of those sources.

The Committee will consider evidence already presented from the previous inquiry, but is also calling for additional or updated submissions to explore these new areas of focus. While there is no need to resubmit any previous submissions, I encourage anyone who may have more to add to the Inquiry given its revised terms of reference to consider making a submission. Written submissions may be provided to the Inquiry until **3 February 2026**.

For the TOR and more information regarding the Inquiry, including how to make a submission, please visit the Parliament of Australia website at: www.aph.gov.au/Parliamentary_Business/Committees/House/Regional_Development_Infrastructure_and_Transport/LocalGovernmentFunding. Any questions relating to written submissions process should be directed to the Committee Secretariat at: rdit.reps@aph.gov.au.

I look forward to receiving the Committee's final report and recommendations and continuing to deliver on the Government's commitment to supporting a strong and sustainable local government sector.

Yours sincerely

Kristy McBain MP

21 /11/2025

Parliament House, Canberra ACT 2600 Tel: 02 6277 7060 | Email: minister.mcbain@mo.regional.gov.au
Electorate Offices: PO Box 214, Queanbeyan NSW 2620 Tel: 02 6284 2442 | PO Box 1233, Bega NSW 2550 Tel: 02 6492 0542

OFFICIAL

1

13.2 Legislative reforms - Queensland Local Government Sector

Author: Director Corporate & Community

Attachments: 1. DG Letter Part 48 [13.2.1 - 2 pages]

PURPOSE (EXECUTIVE SUMMARY)

The purpose of this report is to advise Elected Members of Director General, Bronwyn Blagoev, Department of Local Government, Water and Volunteers correspondence to the Chief Executive Officer, dated 20 November 2025, about legislative reforms to the Queensland local government sector.

BACKGROUND & PREVIOUS COUNCIL CONSIDERATIONS

Director General Bronwyn Blagoev advised that 20 November 2025, the Honourable Ann Leahy MP, Minister for Local Government and Water and Minister for Fire, Disaster Recovery and Volunteers introduced the Local Government (Empowering Councils) and Other Legislation Amendment Bill 2025 (the Bill) into the Legislative Assembly.

Several significant local government reforms are contained in this Bill to:

- empower councils
- empower mayors
- improve and simplify the councillor conflicts of interest and register of interests
- frameworks
- reduce red tape and unnecessary regulation
- provide certainty to councillors about matters relating to remuneration, leaves of absence, vacation of office and eligibility
- promote good governance and decision-making
- enhance safeguards for local government election candidates and participants.

FINANCIAL & RESOURCE IMPLICATIONS

Correspondence from Director General Bronwyn Blagoev does not result in any impact related to Council's 2025/26 operational budgets.

RECOMMENDATION

That Council receive and note the report related to correspondence from Director General Bronwyn Blagoev related to the Honourable Ann Leahy introduction of the Local Government (Empowering Councils) and Other Legislation Amendment Bill (2025) into the Legislative Assembly, 20 November 2025.

**DELIVERING
FOR QUEENSLAND**



**Queensland
Government**

Department of
**Local Government,
Water and Volunteers**

Our ref: CTS 24949/25

20 November 2025

Mr Gary Uhlmann
Chief Executive Officer
Mornington Shire Council

Email: ceo@mornington.qld.gov.au

Dear Mr Uhlmann

I write to inform you of important and significant legislative reforms to the Queensland local government sector.

Today, the Honourable Ann Leahy MP, Minister for Local Government and Water and Minister for Fire, Disaster Recovery and Volunteers introduced the Local Government (Empowering Councils) and Other Legislation Amendment Bill 2025 (the Bill) into the Legislative Assembly.

The Bill is the first phase of the Queensland's Government's significant legislative reform program.

Several significant local government reforms are contained in this Bill to:

- empower councils
- empower mayors
- improve and simplify the councillor conflicts of interest and register of interests frameworks
- reduce red tape and unnecessary regulation
- provide certainty to councillors about matters relating to remuneration, leaves of absence, vacation of office and eligibility
- promote good governance and decision-making
- enhance safeguards for local government election candidates and participants.

The Bill also makes minor administrative and technical amendments to improve the operation of existing legislation.

The Bill and explanatory material are available on the Queensland Legislation website at www.legislation.qld.gov.au

1 William Street
Brisbane QLD 4000
GPO Box 2247 Brisbane
Queensland 4001 Australia
Telephone 13 QGOV (13 74 68)
Website www.dlgvv.qld.gov.au
ABN 51 242 471 577

A summary of the proposed amendments in the Bill is available on the Department of Local Government, Water and Volunteers' (the department) webpage at <https://www.localgovernment.qld.gov.au/for-councils/governance/empowering-councils-bill>.

I take this opportunity to highlight some of the key reforms in the Bill:

- re-empowering councillors to appoint senior executive employees of their local government (via appointment panels) and re-empowering councillors at Brisbane City Council to appoint senior contract employees (including at the General Manager level)
- reinforcing that the mayor is the official spokesperson of their council, whilst clarifying that other councillors may communicate with their community about council matters
- clarifying that mayors are the default chairperson of council meetings
- replacing the existing conflict-of-interest framework with the material personal interest and conflict-of-interest framework that was in place from 2013 to early 2018
- providing the Local Government Minister with the power to issue a general approval for councils to make major policy decisions about Disaster Recovery Funding Arrangements assistance during local government caretaker periods
- removing conduct breaches from the councillor conduct framework
- changing mandatory training requirements for local government election candidates and councillors
- providing that an election candidate/participant may include a physical address, PO Box or other form of address prescribed by regulation in election material, and
- making amendments to section 143 of the *Local Government Act 2009* to better facilitate short to medium-term access to quarry materials for local governments.

The Bill has been referred to the Local Government, Small Business and Customer Service Committee. Information about the Committee's inquiry, including the dates for stakeholder submissions, public briefings and public hearings will be available on the Queensland Parliament website at www.parliament.qld.gov.au/Work-of-Committees. I encourage you to review the Bill and provide your feedback via the Committee process.

If you require any further information, please contact Mr Karl Holden, A/Director, Local Government Legislation and Policy, Local Government Division in the department by phone on (07) 3452 6737 or email karl.holden@dlgww.qld.gov.au who will be pleased to assist.

Yours sincerely



Bronwyn Blagoev
Director General

13.3 Child Safe Organisations Act 2024 - Amendments

Author: Director Corporate & Community

Attachments: 1. LTR - Gary Uhlmann [13.3.1 - 1 page]

PURPOSE (EXECUTIVE SUMMARY)

The purpose of this report is to inform Elected Members of correspondence sent from Luke Twyford, Principal Commissioner, Queensland Family and Child Commission dated 14 November 2025, for the Chief Executive Officer, related to Child Safe Organisations Act 2024 legislative amendments.

BACKGROUND & PREVIOUS COUNCIL CONSIDERATIONS

The Child Safe Organisations Act 2024 has been amended in Queensland Parliament to bring forward the start date for the Reportable Conduct Scheme to 1 July 2026, for all sectors.

This does not have a variable impact for Mornington Shire Council because Child protection services, government entities, local governments, services for children with a disability, and justice and detention services were already required to comply from 1 July 2026.

As such, Council will be obliged to introduce and maintain a compliant Child Safe Organisations System and Reportable Conduct Scheme.

Financial & Resource Implications

There are no immediate financial impacts for Council's operational budgets pertaining to Child Safe Organisations Act 2024 legislative amendments. However, resourcing will be allocated during the first quarter of 2026 to ensure that Council has suitable policies, systems and processes in place to uphold legislative compliance obligations.

RECOMMENDATION

That Council receive and note the report related to Child Safe Organisations Act 2024 amendments and compliance obligations that need to be implemented by 1 July 2026.



Telephone: 07 3900 6000
Reference: TF25/1534 – D25/14967

Mr Gary Uhlmann
Chief Executive Officer
Mornington Shire Council

Via email: ceo@mornington.qld.gov.au

Dear Mr Uhlmann

I am writing to advise the *Child Safe Organisations Act 2024* has been amended in Queensland Parliament to bring forward the start date for the Reportable Conduct Scheme (the Scheme) to 1 July 2026 for all sectors.

Child protection services, government entities, local governments, services for children with a disability, and justice and detention services were already required to comply from 1 July 2026.

I trust work is underway to prepare for the Scheme to take effect. To further assist, I have enclosed factsheets about the Child Safe Organisations system and Reportable Conduct Scheme, which you are welcome to share with organisations. Additional information is available on our website at www.qfcc.qld.gov.au/childsafereportable-conduct-scheme.

We are committed to supporting organisations to succeed in their approach to protecting children, which is why we are working cooperatively across sectors to support organisations' compliance, particularly in the early stages of implementation.

I look forward to working together to implement the Reportable Conduct Scheme across Queensland to better safeguard our children.

If you would like to discuss this matter further, please don't hesitate to contact me directly on 0427 621 626 or via email at principal.commissioner@qfcc.qld.gov.au.

Yours sincerely

A handwritten signature in black ink, appearing to read "Luke Twyford".

Luke Twyford
Principal Commissioner
Queensland Family and Child Commission

14 November 2025

Level 8, 63 George Street
Brisbane Qld 4000
PO Box 15217
Brisbane City East Qld 4002

Telephone: 07 3900 6000
Facsimile: 07 3900 6050
Website: qfcc.qld.gov.au
ABN: 91 102 013 458

13.4 Council meeting dates - 2026**Author:** Director Corporate & Community**Attachments:** Nil**PURPOSE (EXECUTIVE SUMMARY)**

The purpose of this report is to enable Councillors to consider and potentially endorse a 2026 schedule of Council meeting dates, to be compliant with Section 277 of the Local Government Regulation 2012.

BACKGROUND & PREVIOUS COUNCIL CONSIDERATIONS

In accordance with Section 277 Public Notice of Meetings, Council must, at least once a year, publish a notice of the days and times when:

- Its ordinary meetings will be held; and
- The notice must be published on the local government's website, and in other ways the local government considers appropriate.
- Council must also display in a conspicuous place in its public office a copy of such notice.

Council has traditionally met on the third Wednesday of each month, with exceptions to accommodate the Christmas/New Year break, or anticipated absence of councillors and executive staff during public sector/ industry conferences, school holidays, or gazetted public holidays.

It is recommended that where possible going forward, Council meets on the fourth Wednesday of each month to enable report writing and preparation which provides a more holistic representation of the previous month's activities, events and expenditure.

Proposed 2026 meeting dates are as follows:

Date	Meeting type	Comments
28 January	Ordinary	
25 February	Ordinary	
25 March	Ordinary	
29 April	Ordinary	Term 1 holidays: Friday 3 April - Sunday 19 April
27 May	Ordinary	
17 June	Special	Adoption of 2026/27 budget
24 June	Ordinary	Term 2 holidays: Saturday 27 June - Sunday 12 July
22 July	Ordinary	
26 August	Ordinary	
30 September	Ordinary	Term 3 holidays: Saturday 19 September - Monday 5 October
29 October	Ordinary	

25 November	Ordinary	
16 December	Ordinary	Term 4 holidays: Saturday 12 December - Tuesday 26 January 2027

All Council ordinary meetings will be held at the Mornington Shire Council Chamber and will be scheduled to commence at 9:00am, pursuant to Section 258 of the Local Government Regulation 2012. The Lardil Street Council Chamber will be the advertised venue for Council meetings.

At the time of preparing this report, key dates for Torres Capes Indigenous Council Alliance (TCICA), the Mayor’s Forum, North-West Regional organisation of Councils (NWROC) and other peak body gatherings for 2026 had not yet been confirmed.

At this stage it is anticipated that as a part of 2026/27 budgetary setting processes four comprehensive workshops will be held:

Date	Workshop session
18 February	Strategic review and realignment/ high level priority operational/capital projects
18 March	Draft capital projects review
20 May	High view financial review
17 June	Finalised Financial review

Meetings will not be restricted to Ordinary meeting, Special meeting and finance workshop dates. Additional workshop and strategic planning sessions may also be scheduled.

FINANCIAL & RESOURCE IMPLICATIONS

Usual expenditure related to Elected Member meetings inclusive of budgeted Councillor attendance fees, staff time, stationary, ICT and catering will be incurred.

RECOMMENDATION

That Council receive and note the report; and endorse the Council meeting schedule for the 2026 calendar year.

14 HUMAN RESOURCES**14.1 Human Resources report - December 2025**

Author: Human Resources Manager

Attachments: Nil

PURPOSE (EXECUTIVE SUMMARY)

This report provides an overview of Human Resources activities for the month of December 2025.

BACKGROUND & PREVIOUS COUNCIL CONSIDERATIONS**Human Resources (HR) Strategic Actions 2025**

The Human Resources and WHS operational plans for 2026 are being developed and will be finalised in January 2026.

HR Metrics and Workforce Analytics

Council's resourcing at the time of the writing of this report totals 158 employees consisting of 126 full-time, 5 part-time and 27 casual employees.

During this reporting period, there have been no resignations submitted by employees.

During the reporting period the following positions have been filled.

- Environmental Control Officer x 1
- Indigenous Knowledge Officer x 1
- Youth Officer x 1
- Store Persons X 1

The following positions are currently advertised at key locations throughout the community and on Seek calling for applications from candidates from on island and as deemed necessary, from off island:

- Senior HR Officer
- Youth Hub Co-ordinator
- Procurement Officer
- Senior Finance Officer
- Sport and Recreation Officer
- Auto Electrician

As previously reported, we are still experiencing difficulties in relation to receiving suitable or interested applicants from on island.

All advertisements for positions on Island will now be referred through Rise.

HR Innovation and Continuous Improvement

Work continues with the development and implementation of MSC's Human Resources Information System. Training for HR staff for the configuration of the Recruitment and Onboarding modules was conducted on Wednesday 19 November.

Investing in our Employees and Community - Training & Development

Induction

- Further induction training scheduled Monday 9 December 2025.
- 16 staff are enrolled in Cultural Awareness training during December.

Training

- 3 x plumbing apprentices attended a TAFE block mid-October to mid-November
- The enrolment of a mature aged plumbing apprentice has been finalised
- Enrolment of an employee in Certificate III in Gas Fitting is being finalised by TAFE
- First Aid training postponed until February 2026 due to flights availability – they had to wait for LGAQ.
- Pro-lift – waiting for update on courses – EWP, Telehandler and Working from Heights
- Workshop apprentices – attended further online training with Major Training 21st November 2025
- Workshop Apprentices – Major Training will be on island 2nd week of December, for practical training
- MRAEL cancelled for 27 November due to Sorry Business
- Peak Services training on island 9 - 11 December
- 2 x staff off island for Cairns Truck School to do MR and HR licences for back up rubbish truck driver roles – first week of December
- 2 staff enrolled for asbestos training – 10 December

Workforce Planning and Performance

Full time employees are still not completing timesheets and recording their attendance.

Attendance is still concerning. However, there has been slight improvement following repeated attention being drawn to the absentee rates and staff involved.

Supervisors Meeting

A supervisors meeting was conducted Monday 1 December 2025 to ensure a full briefing and consultation related to:

- Drug & Alcohol Testing
- Fleet & Vehicle Policy
- Employee Attendance
- Licences & Qualifications
- Annual Awards – Christmas Party
- Christmas Shut Down

Employee Workplace Health and Safety

Grief counselling support for Staff

Following recent community deaths and an impact on all at Council, requests have been made for counselling support with Queensland Government Department of Health and the

Gas Storage

Gas depot fire, evacuation, and safety management plans have been finalised, together with gas bottle replacement and deliveries. Safe Operating Procedures are completed too.

The cleanup of the storage area at the rear of the warehouse is continuing and due for completion by mid-December 2025.

Drug and Alcohol Testing

Random breath tests were conducted amongst Civil Works and Workshop staff, 5 November 2025. A total of eighteen staff members were tested, with all staff returning a negative result. Random drug test on 28 November 25. Three workshop staff were tested, returning a negative result.

Ongoing tests will be conducted randomly in each department, prior to the Christmas shutdown.

NQ Cranes inspection on overhead crane at workshop

- Crane is due for 25-year assessment

Incident reporting

Four incidents reported:

- 2 vehicle incidents
- 1 strained back
- 1 stress leave

General safety

- Staff briefings will be conducted prior to Christmas shutdown
- TEST & TAG machine has arrived

FINANCIAL & RESOURCE IMPLICATIONS

Human Resources functions are operating within 2025/26 operating budget parameters.

RECOMMENDATION

That Council receive and note the Human Resources report for December 2025.

15 HOUSING AND FACILITIES

Nil

16 ENGINEERING**16.1 Engineering report - December 2025**

Author: Director Corporate & Community

Attachments: Nil

PURPOSE (EXECUTIVE SUMMARY)

The purpose of this report is to provide Elected Members with an overview of Engineering division activities for December 2025.

BACKGROUND & PREVIOUS COUNCIL CONSIDERATIONS**Airport**

Allan has recently returned from Australian Defence Force training and completed the annual Christmas drop 2 December 2025, ensuring readiness for community celebrations, 5 December 2025. With increased passenger movement and freight coming in, the team is well prepared for a very busy Christmas period.

Town Amenities / Parks and Gardens

Proactive work has continued across the township, focusing on roadside rubbish collection and general street cleaning. Efforts have significantly improved the appearance of public areas, ensuring the community is looking for its best in the lead-up to Christmas events.

Fencing

Fence repairs at the football oval have been occurring whilst regular workload has been maintained.

Roads & Civil

The Civil team remains engaged in works under the 2025 QRA Road Works Program. Erscon is scheduled to return just before Christmas to inspect completed and ongoing works. The crew has been focused on maintaining bypass roads and carrying out repairs needed after the recent rain event, working efficiently to keep roads safe and open.

Batching Plant

The team have been relocating containers for departing staff and preparing for incoming containers ahead of Christmas. They have also spent time cleaning and organising the batching plant area to ensure it is ready for smooth operations in the new year.

Workshop

Workplace Health and Safety conducted an on-island inspection of the workshop. The inspector provided positive feedback related to its condition and overall cleanliness. He noted significant improvement since his visit 2 years ago and commended the workshop staff for maintaining high standards.

Water & Waste

Water quality testing and routine maintenance at the water plant continue as scheduled. The second design meeting for the new water plant was held, with plans now at the 85% completion stage. The new facility will be substantially larger—around five times the size of the current plant—and will deliver significantly improved water quality once completed.

Waste management facility & recycling

Cleaning and reorganise the waste management facility using the limited equipment has been occurring. The workshop team has also been rebuilding the front-end loader to support operations at the waste facility.

Environmental Health & Animal Management

Animal Management
Ongoing monitoring, follow-ups, and prompt responses to community concerns are occurring. Paige Steinhart, has joined the team and will be assisting through the Christmas period, with animal-related matters.

Vet Visit (1 – 5 December)
Burton Veterinary Services are here to undertake basic health checks, updated treatment notes, organising records, and identifying any animals requiring additional attention and de-sexing.

Pre-Christmas Preparation
The team is working to ensure all animals are assessed, medicated, and up to date before the Council’s Christmas shutdown period, aiming to minimise outstanding tasks and maintain community animal welfare over the break.

Upcoming Projects

Water treatment plant upgrade
Designs and specifications are nearing completion. Once finalised, they will be submitted to Council for approval before progressing to the tender stage.

Waste management facility and recycling precinct upgrades
Awaiting feedback and direction from the Department of Environment and Science before further work can proceed.

FINANCIAL & RESOURCE IMPLICATIONS

Engineering division activities are occurring within adopted 2025/26 operational budget parameters.

RECOMMENDATION

That receive and note the report for the Engineering division for December 2025.

17 PLANNING AND COMMUNITIES**17.1 Queensland Government Department of Housing Tenancy Services update**

Author: Director Corporate & Community

Attachments: 1. Mornington Island Delivery Report December 25 [17.1.1 - 3 pages]

PURPOSE (EXECUTIVE SUMMARY)

Ms Alexia Kelso, Customer Tenancy Services, Queensland Government Department of Housing intends to provide a verbal status update related to the two hundred and twenty-nine (229) social housing properties in Gununa, Mornington Island.

BACKGROUND & PREVIOUS COUNCIL CONSIDERATIONS

Written and verbal reports from the Queensland Government Department of Housing Tenancy Services provide advice related to accounts in arrears, temporary absences and subsequent investigations, vacancies, transitional properties and a register of need.

The Department of Housing team also provide regular reports related to housing allocations and any housing tenancy matters.

Of note from the current report is that the register of need has sixty-four current applications as at December 2025, seeking housing with a range of different bedroom requirements. This number has been steadily increasing in recent months.

FINANCIAL & RESOURCE IMPLICATIONS

There are no financial impacts for Council regarding Queensland Government Department of Housing Tenancy Services. (Council does retain the Q Build contract for maintenance and upgrade of social housing. However, this commercial arrangement is considered differently from the administrative allocation of housing for community members).

RECOMMENDATION

That Council receive and note the report related to Queensland Government Department of Housing Tenancy Services for December 2025.

Delivery Update

For Mornington Aboriginal Shire Council – December 2025

Social Housing Properties

- 229 in total Social Housing Properties
 - 1 under an Agency Appointment (Dept. acting as an agent for Council)
 - 229 under a 40yr lease arrangement

Arrears – 0 weeks and higher

- 66 accounts in arrears

Tenancy management continue to send breach notices to tenants with outstanding rent arrears
Rent arrears are decreasing.

Tenancy is working with the tenants and discussing payment plans for outstanding rent arrears –
payments plans increasing and tenants are continuing to keep plans in place

Tenancy management has successfully signed up new payment plans, arrears continue to reduce.
We will continue to with conversions and support to these tenants.

Temporary Absences being investigated/reviewed – ongoing

-

Temporary Absences Approved

- 1

VACANCIES (not including transitional housing)		
69B Wengka St	1	Under Maintenance
166 Dungah Cl	2	Communities

Transitional Properties / upgrades

44 Wardirrkkan St – Tenanted

200 Lardil St – Tenantable



Register of Need – 64 applications

Bedroom	#
1	31
2	12
3	11
4	7
5	2
6	1

Tenancy Management News

- Tenancy Management currently investigating tenants not residing at properties- ongoing
- Tenancy Management continue to talk to tenants around yard maintenance, letters sent to each household – ongoing
- Tenancy Management working on promoting an application drive for the community together with council and other stakeholders – Plan in place to hold a morning tea to attract community members to apply for social housing. Poster with time and date will be sent to Council to put on social media for community. Date to be announced
- Tenancy Management will investigate household numbers and names to help drive up the applications. – ongoing
- Tenancy Management commenced collecting household numbers and updating households.

Next Schedules Visits

The below trips have been booked and scheduled:

- 15th to 19th December - SHO Mary Jo Craigie and SHO Sanita Nuku
- Last outreach trip for 2025 – currently working on dates for 2026

WISHING MORNINGTON ISLAND ABORIGINAL SHIRE COUNCIL AND COMMUNITY
MEMBERS A VERY HAPPY XMAS AND A SAFE NEW YEAR

Tenancy Team

- Alexia Kelso Client Service Manager – 0459 864 881
- Mary Jo Craigie Senior Housing Officer - 0436 632 037
- Sanit Nuku Senior Housing Officer – 0436 632 074

Tenancy Team Movements

- Office will be closed when the team is not on the island.
- Tenancy Management will continue to provide a housing service to the community. The team will be available by phone in the hours between 8:30 – 4:30 Monday to Friday.

Contact Details

Alexia Kelso Customer Service Manager

Ph: 07 44 372 719

M: 0459 864 881

Department of Housing and Public Works

19 West St Mount Isa Qld 4825

17.2 Hospitality and Accommodation report - December 2025

Author: Director Corporate & Community

Attachments: Nil

PURPOSE (EXECUTIVE SUMMARY)

The purpose of this report is to provide an overview of Hospitality and Accommodation activities, for November and early December 2025.

BACKGROUND & PREVIOUS COUNCIL CONSIDERATIONS

Carriage limit performance

Carriage Limit

For the month ended	31/10/2025	30/11/2025
Total People (# Sales)	1,785	1,510
Total Sales \$	141,190	110,264
Trading days	31	30
Average Price Per Person	79	73

During November 2025, carriage limit recorded a decrease in both customer numbers and sales revenue with a decrease of \$30,926 in sales revenue, to October.

Carriage limit will be open during the Christmas break on non-public holidays and time of trading will be 10:00am to 12:00pm.

We are currently working on a way to implement our current tavern point of sale system, Swiftpos at carriage limit. Unfortunately, there have been some challenges to overcome before this system can be introduced with the current location and constraints.

Tavern and Laundry

The washing machines are still being finished off with works from Carpentaria Electrical to take place before the machines can be up and running. A new chemical supplier will visit the island early next year to provide professional advice related to detergent dosage and usage, once electrical work is completed.

Extra funding has not yet been confirmed for the tavern kitchen project. Feedback is anticipated soon to enable a refocus of the current design in a manner that will enable the project to be rolled out.

We are planning on our upcoming events, the staff awards/Christmas party and New Years Eves occasion which is going to have a tropical theme. Marketing and publicity materials will commence shortly.

Accommodation

Accommodation upgrades are still in progress. We have eight (8) rooms to come back online this week in VAC I, so that will help with a shortfall of rooms for accommodation.

FINANCIAL & RESOURCE IMPLICATIONS

Hospitality and Accommodation activities are occurring within the parameters of the adopted 2025/26 operational budgets.

RECOMMENDATION

That Council receive and note the Hospitality and Accommodation report for December 2025.

17.3 Community Development report - December 2025**Author: Community Development Coordinator**

- Attachments:**
1. • Orange Sky Australia Mornington Island service update [17.3.1 - 1 page]
 2. Build Up Skate Program report [17.3.2 - 5 pages]
 3. September – October School Holiday Program [17.3.3 - 2 pages]
 4. Mornington Island Orange Sky Service - 1st birthday overview [17.3.4 - 1 page]

PURPOSE (EXECUTIVE SUMMARY)

The purpose of this Report is to update Elected Members about Community Development activities for the period from 1 September to 30 November.

BACKGROUND & PREVIOUS COUNCIL CONSIDERATIONS

The Community Development portfolio commenced a period of reinvigoration in September, supported by additional full-time resources relocating to Mornington Island. This increased on-island presence has enabled Council to become more visible and actively engaged within the community — connecting directly with residents to better understand their needs and aspirations, while also strengthening stakeholder relationships and collaboration.

In September, two full-time permanent staff commenced within the Communities Portfolio: a Community Development Coordinator and a Digital Indigenous Knowledge Centre Coordinator. Since then, a further two positions have been filled — a full-time permanent Youth Activities Officer (based at the Youth Hub) and a permanent part-time Indigenous Knowledge Officer (based at the IKC).

Recruitment for two additional full-time permanent roles is currently underway: a Youth Hub Coordinator and a Sport and Recreation Officer.

Community laundry

October 2025 saw the Community Laundry celebrate 12 months of operation. During this time, 1,601 loads of laundry have been completed by the community. The Laundry has become much more than a laundry service for the Mornington Island community with staff providing a safe space where people can catch up, have a yarn, and feel part of the community again.

With 739 loads completed from 1 July – 30 October 2025, the Community Laundry is on track to see a 38% increase in workload during the 2026 financial year. Attached for your review are the Orange Sky Australia Mornington Island Service – 1st Birthday Summary and Mornington Island Service Update.

The Community Laundry collaboration between North and West Hospital and Health Service, Orange Sky Laundry and Mornington Shire Council won a collaboration award at the National Rural and Remote Health Awards (Rural/Remote Multidisciplinary Health Collaboration of the Year). Loretta Juhel represented Mornington Shire Council at the Awards Ceremony held in Canberra on 5 November.

Goobalathaldin Knowledge Centre

Officially opened on 23 September, the Goobalathaldin Knowledge Centre (GKC) is rapidly becoming an integral hub for the Mornington Island community. Since opening, the Centre has attracted a steadily increasing number of visitors of all ages, providing a safe, welcoming space for reading, digital access, cultural learning, and community connection. The Centre has also begun shaping its identity as a place where knowledge—both traditional and contemporary—is shared, celebrated, and preserved.

The State Library of Queensland has played a significant role in supporting the establishment and early operation of the GKC. Their team has delivered extensive on-site and remote training covering a wide range of digital systems, collection management tools, and library processes. This support has been instrumental in upskilling staff, increasing confidence in delivering services, and ensuring the centre can operate effectively and sustainably. Staff now have a stronger understanding of library operations, digital literacy facilitation, cultural knowledge program delivery, and community engagement, enabling the GKC to provide a higher-quality service to community members.

Gununa Youth Hub

The Youth Hub continues to operate as a drop-in centre for the community's young people, providing a safe, welcoming space to relax, share a meal, and connect with peers and staff.

The recent School Holiday Program delivered a range of youth-focused activities aimed at building confidence, skills, and cultural connection through structured and engaging experiences. A particular highlight was the *Pedal it Forward* bike-building sessions, which offered hands-on learning opportunities and meaningful conversations around anti-social behaviour, while allowing participants to take pride in creating something tangible.

Following the school holidays, the Youth Hub rolled out a Skateboarding Program that promoted physical activity, resilience, and peer support—further strengthening youth engagement and empowerment across the island.

A copy of the School Holiday Program and the Skateboard Program Report is attached.

Community Events

On Monday 27 October 2025, our Elders came together to share stories, enjoy one another's company, and celebrate the richness of community life as part of Queensland Seniors Month. This was the first event in which staff proactively engaged local stakeholders to value-add to the occasion, resulting in a more meaningful experience and greater participation. Council extends appreciation to 54 Reasons, Mission Australia, and the Mirndiyan Gununa Aboriginal Corporation for their generous support.

During the event, Elders expressed a desire for more frequent opportunities to gather. In response, a proposal has been established to host bi-monthly Elder gatherings in 2026, to be held at various locations across the community, promoting connection, wellbeing, and cultural exchange. Proposed dates are:

- 24 February

- 28 April
- 23 June
- 25 August

Staff are also finalising arrangements for the Community Christmas Party on Friday 5 December 2025. Council has again partnered with the Salvation Army, with donations being collected through the Community Christmas Appeal to support local families during the festive season. Presents received through Exercise Christmas Drop will also be distributed at this event.

The final event for the year will be the New Year's Eve fireworks display, with two showings scheduled—8:00 pm and midnight—to ensure accessibility for families and individuals of all ages.

Looking ahead, a four-day lure-making workshop is planned for January 2026 and will be open to all interested community members. Noel Brady will deliver a modified two-morning program as part of the Youth Hub's School Holiday Program, before facilitating a broader community workshop. It is hoped that initiatives such as this will help inspire and support potential micro-business opportunities on the island.

Identified key events for 2026 include:

- 26 January – Australia Day Celebrations
- 12-19 February – Orche Ribbon Week
- 2 March – Clean-Up Mornington Island Day
- 8 March – International Women's Day
- 6-12 April – National Youth Week
- 25 April – ANZAC Day
- June – Ash & Amber stage show (date to be confirmed)
- 27 October – Elder's Month Celebration
- 4 December – Community Christmas Celebration

Community Engagement

A significant portion of the initial three months with dedicated staff has been focussed on establishing strong relationships with key stakeholders across the island. This has involved consistent participation in monthly JKG led stakeholder meetings, as well as numerous one-on-one discussions with service providers, community organisations, and government partners. This engagement has been essential to gain a clearer understanding of current programs, gaps in service delivery, and opportunities for collaboration.

In addition to stakeholder engagement, considerable time has been spent out in the community, speaking directly with residents to gather insights related to concerns, priorities, and ideas for future initiatives. These conversations have provided valuable context for planning and have helped build trust and visibility for Council's Community Development team. This groundwork has been crucial in informing future program design and ensuring that upcoming activities reflect genuine community needs and aspirations.

The Council stall at the JKG Re-Launch on 18 November 2025 further strengthened community connection. The event provided an important opportunity for Council to engage with residents at a grassroots level, share information about current projects, and listen to feedback in an open and accessible environment. The positive interactions on the day highlighted the value of Council having a visible presence at community events, reinforcing a sense of approachability and partnership.

Overall, the period from 1 September to 30 November has marked a substantial phase of growth and consolidation for the Community Development portfolio. Enhanced staffing levels, improved service visibility, and strengthened stakeholder partnerships have contributed to more coordinated and responsive service delivery. The portfolio is now well-placed to continue building momentum and delivering outcomes aligned with community needs and Council priorities.

FINANCIAL & RESOURCE IMPLICATIONS

Community Development activities inclusive of Goobalathaldin Knowledge Centre and Gununa Youth Hub programming are operating within allocated 2025/26 operational budget and grant funded

RECOMMENDATION

That Council receive and note the Community Development report for the period September – November 2025 and the proposed key events for 2026 be endorsed.



Mornington Island Service Update



Here's the key stats from the last 4 months in Mornington Island

July 2025 - October 2025



739

LOADS OF LAUNDRY



1290

HOURS OF YARNS



83

SHIFTS IN YOUR COMMUNITY

Service Updates & Shout Outs

- Busiest shift was Wednesdays - **Avg of 11.5 Washes per shift**
- Quietest shift was Thursdays - **Avg 6.2 Washes per Shift**
- **ONLY 6 Missed Shifts** over 4 months (7%), an incredible testament to Lulu and Rebecca's commitment to the service!
- Addition of **Rebecca** to the team, extending shift time from **8am-6pm, Mon - Thurs**
- Lulu's attendance in Canberra to receive National Award recognising the partnership between Orange Sky and NWHHS - **Rural/Remote Multidisciplinary Health Collaboration of the Year**



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Build4Up®

Program Report

LOCATION:

Mornington Island

PROGRAM DATES:

20th October – 23rd October



Equipment report

General notes

Brand new Skateboards and Ramps were built and used during this visit.



Skateboards
CONDITION



Helmets
CONDITION



PADS
CONDITION



RAMPS
CONDITION



Daily Highlights



Day 01.

- 26 participants.
- Netty showed great skills using drills and building ramps.
- Young participants worked well together to get the building finished.
- Participants then set up and decorated skateboards.



Day 02.

- Sorry business, workshops cancelled.



Day 03.

- 22 Participants.
- Finished decorating boards and introduced to skateboarding.
- Ishi wouldn't stop skating the whole workshop.
- Participants learnt skills quickly from instructors and one another.



Day 04.

- 23 participants.
- Participants of all ages showed natural ability and enthusiasm for skateboarding.
- Mathias showed a particular natural style and ease when riding a board. His skills encouraged others.

Social outcomes

This program wasn't just about skating—it also gave the kids a chance to learn teamwork, patience, and encouragement. With limited space at the youth Hub, Participants had to wait for each other, which created opportunities for practising patience and supporting others. As the days went on, confidence and skills grew, participants were more willing to try new challenges with their friends. Watching and learning from each other is key in developing skills on the skateboard as well as interpersonal relationships.

Skateboarding acted as a connector between kids of different ages, developing social skills and ensuring an enjoyable and safe space to learn.

For Participants who were not so keen on skateboarding, art provided a way for them to express themselves creatively whilst still engaging with the workshops.

Feedback

Staff

Nicole - "Great to see the kids involved in building. They have learnt some handy new skills".

Participants

Netty - "I enjoy using tools as I learnt to use them at school".

Mathias - "I love cruising around".

Community

Participants relative - "Good for the kids to learn new things".

Moving Forward

- Great engagement from participants involved in our first workshops. Ongoing we will focus on developing skills on skateboards and creating an enjoyable environment for participants to learn and grow in.
- Facilitating workshops at pcyc will give participants more space to practise.
- Our next workshop will also focus on further developing designs on boards and ramps.
- Feedback from participants and staff will guide us in the direction they wish to take.
- We will aim to identify individuals to assist with skateboard programming and provide training to them next visit .



Buildup[®]

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MORNINGTON
SHIRE COUNCIL

SCHOOL HOLIDAY PROGRAM WEEK ONE

 **YOUTH HUB & PCYC & IKC**

 **10AM – 6PM**

22
SEPT

ART & MUSIC JAM
(PAINTING, CRAFT, OPEN MIC/KARAOKE)

YOUTH HUB

23
SEPT

ARTS & CRAFTS
OFFICIAL LIBRARY OPENING

YOUTH HUB/IKC

24
SEPT

OUTDOOR GAMES & BBQ

PCYC

25
SEPT

SPORTS DAY
(BASKETBALL, CRICKET, AGILITY GAMES)

PCYC

26
SEPT

CHILL ZONE & BOARD GAMES
(CARDS, PUZZLES, SWITCH SET UP)
PEDAL IT FORWARD
BUILD A BIKE

IKC

YOUTH HUB



MORNINGTON
SHIRE COUNCIL

SCHOOL HOLIDAY PROGRAM WEEK TWO

 **YOUTH HUB & PCYC & IKC**

 **10AM – 6PM**

29
SEPT

SCIENCE DAY
(SIMPLE EXPERIMENTS & SLIME)

YOUTH HUB

30
SEPT

YARD GAMES & BBQ

PCYC

1
OCT

GAMING / LAN DAY

YOUTH HUB/IKC

2
OCT

MOVIE DAY & DRESS UP
How to Train Your Dragon (2025) - 1pm @ IKC

YOUTH HUB/IKC

3
OCT

MINI CARNIVAL
(RING TOSS, APPLE BOBBING, PRIZES)

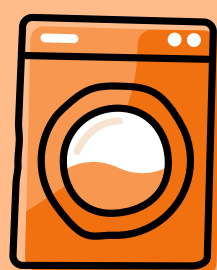
PCYC



Mornington Island Service – 1st Birthday!



Extending our thanks to the Mornington Shire Council for an incredible first year of impact



1601
LOADS OF LAUNDRY



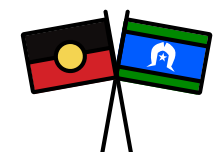
2760
HOURS OF YARNS



220
SHIFTS IN YOUR COMMUNITY

September 2024 – 2025 Highlights

- Launching in **September 2024**, in **partnership** with the **Mornington Shire Council** a Remote Vehicle Trailer was launched on the island.
- It has been a pleasure working with council staff and **Lulu**, who has been working on the Orange Sky service **since it launched!**
- Recently, the addition of Rebecca to the team allowing **shift times to extend till 6pm** will undoubtedly lead to more washing and connection for the community
- Lulu’s attendance in Canberra to receive National Award recognising the partnership between **Orange Sky and NWHHS – Rural/Remote Multidisciplinary Health Collaboration of the Year** →
- Looking forward, we hope to add a vehicle pick up & drop off capacity to assist those unable to transport themselves & their laundry to our daily shifts.



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18 GENERAL BUSINESS

19 CONFIDENTIAL REPORTS

Nil

19.1 Chief Executive Officer – Potential extension of employment contract
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CONFIDENTIAL

Section under the Regulation:	The grounds on which part of the Council or Committee may be closed to the public are listed in Section 254J of the Local Government Regulations 2012.
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20 NEXT MEETING

Provisionally, 28 January 2026.

21 CLOSURE