

Annual Report 2012/13

Shire of Roebourne Annual Report
for the year ending June 30 2013



2012
/13



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

The Shire of Roebourne is on the move and 2012/13 has been another landmark year to write in the history books.

As well as delivering significant infrastructure projects throughout the year, such as the Karratha Leisureplex, the Shire's biggest ever project, we continued major planning work to guide future growth as the Shire transforms into a city of 50,000 people.

Our Strategic Community Plan was implemented following extensive community consultation and sets out the vision for the Shire and its towns over the next decade. To help facilitate this Plan we have worked closely with State and Federal government agencies as well as the private sector to ensure responsible and sustainable outcomes for the community.

We have worked hard to partner with the community and corporate sector to create and deliver this vision for the future. A key milestone in the past year was the commencement of our partnership with Rio Tinto to deliver better infrastructure, services and events to the community, worth \$35.8 over five years.

Infrastructure planning also continued apace this year with concepts to upgrade the Airport Terminal and 7 Mile Waste Facility, as well as new community hubs for Dampier and Wickham, all progressing. These projects represent the Shire's commitment towards achieving the "City of the North" dream and building a sustainable and one of the most attractive, stable and liveable Local Government Areas in the region.

As a local government we continue to grow and to prosper, despite the ups and downs of the resources industry, we continue to become more sustainable through an increasingly diverse economy. We have been fortunate in the past year to appoint a new CEO, Chris Adams, whose wealth of local and state government

Cr Fiona White-Hartig



experience as well as local knowledge has been invaluable in setting a clear direction for the organisation during this period of growth.

Some of the strategies that we have put in place around land release, town planning, economic development and diversification have started to bear fruit over the past year with house prices and rents starting to ease and a range of new small businesses starting up around town. There are still many challenges that we face, particularly around creating a sustainable city that is not beholden to the boom and bust cycles of the resources sector. Our commitment is to continue to get ahead of the game in our planning and our infrastructure so we can meet these challenges head on.

As we look back we can reflect on a highly successful year, however, there is still plenty of hard work to do as we continue our growth into a major regional city. We have taken the challenges in our stride this financial year and I have no doubt we will grasp the opportunities presented to us next year and 2013/14 will be another highly successful year for the Shire of Roebourne.

Chris Adams



This reflects the growth in our local government area as well as the growth in services and facilities that we are providing to the community. We have seen a huge amount of infrastructure built and renewed efforts by Council and staff to set new standards of service delivery that reflect our status as a rapidly growing City of the North.

It has been a challenging year for both Councillors and staff. Our efforts this year have focused on the key projects and services outlined by the community in our Strategic Community Plan which centres on the four key themes of: a balanced and diverse community; a well managed and diverse economy; a thriving and sustainable natural and built environment; and responsive and accountable leadership.

Major projects like the Leisureplex, City Centre Redevelopment as well as smaller projects like park upgrades and new footpaths are all key elements of the Strategic Plan that we have worked hard to deliver on over the past year.

Much of the feedback we've received has been about delivering back-to-basics services and I'm pleased that over the past year we have been able to increase things like litter picking, mowing and gardening on top of the our major projects. We're continuing to enhance amenities across the Shire and completed a review of street and footpath sweeping services that will see increased activity rolled out in the 2013/14 financial year.

As an organisation we have undergone a process of change to make sure we have the resources and systems in place to cope with growth and provide value for money to residents and ratepayers. We are continually looking at how we deliver our

services, ensuring our service levels meet community aspirations and making sure we are getting bang for ratepayer bucks. As the Shire grows in budget, staffing and levels of service we provide, we are improving our systems and technology to work smarter rather than harder and to achieve economies of scale.

It is a testament to the financial management of the Shire that we were able to stay under budget for the year and redirect funds saved throughout the year into key community priorities like footpaths and litter picking. We are always looking at ways we can deliver more to the community for less and our staff have done an excellent job on this front over the past year.

The success of the Shire over the past year comes down to the commitment of Councillors to improving our region and the hard work of our staff in delivering our services and projects. In particular, I would like to thank the Shire staff, who have overcome the challenges of rapid growth and change so successfully over the past year. With such a strong and committed team on board, and with the robust planning that has taken place, I am confident that we will keep improving our service delivery to exceed expectations into the future.

A message from the CEO

The 2012/13 financial year had the largest ever budget for the Shire of Roebourne at over \$130 million.

Our Councillors



Meeting date and type	Location	Briefing	Public attendance	●	●	●	●	●	●	●	●	●	●	●	Total attendance
7/16/2012 Ordinary Meeting	Roebourne	Yes	1	0	0	1	1	1	1	1	0	1	1	1	8
8/20/2012 Ordinary Meeting	Chambers	Yes	0	1	1	1	1	1	1	1	1	1	1	1	11
9/17/2012 Ordinary Meeting	Chambers	Yes	9	1	1	1	1	1	1	1	1	1	1	1	11
10/15/2012 Ordinary Meeting	Chambers	Yes	5	1	1	1	1	1	1	1	1	1	1	1	11
11/19/2012 Ordinary Meeting	Chambers	Yes	14	1	1	0	1	1	0	1	1	1	1	1	9
12/17/2012 Ordinary Meeting	Chambers	Yes	3	0	1	1	1	1	1	1	1	1	1	0	9
1/21/2013 Ordinary Meeting	Chambers	No	13	1	1	1	0	1	1	N/A	0	1	0	1	7
2/18/2013 Ordinary Meeting	Chambers	Yes	4	1	1	1	1	1	1	N/A	0	1	1	1	9
3/18/2013 Ordinary Meeting	Point Samson	Yes	10	1	0	1	0	1	1	N/A	1	1	1	1	8
4/15/2013 Ordinary Meeting	Chambers	Yes	21	1	1	1	1	1	1	N/A	1	1	1	1	10
5/20/2013 Ordinary Meeting	Dampier	Yes	17	1	0	0	1	1	1	N/A	0	0	1	1	6
6/17/2013 Ordinary Meeting	Chambers	Yes	5	1	1	0	1	1	1	N/A	1	1	1	1	9
7/5/2013 Budget Meeting	Chambers	Budget	2	0	1	1	0	0	1	N/A	1	1	1	0	6
Totals			104	10	10	10	10	12	12	6	9	12	12	11	
7/26/2012 Special Meeting	Chambers	No	0	1	0	1	1	0	1	N/A	0	1	1	1	7
3/7/2013 Special Meeting	Chambers	No	0	1	1	1	1	1	1	N/A	1	1	1	1	10
5/27/2013 Special Meeting	Chambers	No	0	1	0	1	1	0	1	N/A	1	1	1	1	8
Total			0	3	1	3	3	1	3	0	2	3	3	3	
12/17/2012 Electors' Meeting	Chambers	N/A	0	0	0	1	1	1	1	N/A	1	1	1	0	7
Total			0	0	0	1	1	1	1	0	1	1	1	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 2012/13, six FOI applications were received, six were successfully processed, none are currently pending review, dismissed, withdrawn 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.roebourne.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's Disability Access and Inclusion Plan ensures that people with disabilities 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's Disability Access and Inclusion Plan. During the 2012/13 financial year, the Shire's Disability Access and Inclusion Plan was updated in consultation with the local communities and staff through community consultation, one-on-one staff meetings, an online survey was implemented 2012/13.

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 2012 through to 30 June 2013 no breaches or complaints were registered under Part 5, Division 9 of the Local Government Act 1995.

The year in review





Dampier Highway public art

- Public art installation commenced 12 November 2012
- Karratha's first public art project, creating conversation pieces and beautification along our most used road



Karratha Leisureplex

- The Shire's biggest ever project, officially opened on 28 June 2013
- \$63.5 million – delivered on time and on budget
- Facilities include 6 outdoor and 3 indoor multi-purpose courts, 50m pool, 25m leisure pool, state of the art gym, 3 glass back squash courts, glow in the dark mini golf, function and club rooms and café



Karratha library re-opening

- Library relocated to the Pilbara Skills Centre with new books, shelving and furniture



Rio Tinto partnership

- Partnership signed with Rio Tinto to deliver better infrastructure, services and events to the community worth \$35.8 million over five years
- In 2012/13 funds were allocated to community infrastructure projects in Dampier and Wickham, the Karratha Leisureplex and a number community events and programs



Youth Shed upgrade

- Youth services are another important area where the community has told us loud and clear that we need more services and we are delivering with \$120,000 to upgrade office space at The Youth Shed to house increased youth services staff



Footpath upgrades

- Footpaths and cycle ways benefited from around \$1.7 million worth of upgrades, half of which was allocated from budget savings made throughout the year
- 5.3km of pathways built



Events and festivals

- **NAIDOC 2013:** More than 2500 attendees at the five events in the five towns
- **Cossack Art Award:** Cossack Art Award had nearly 300 entries and sold more than \$60,000 in artworks
- **REAF 2012:** Event continues to grow into one of the marquee community celebrations in the Shire of Roebourne

Improved community survey rating

- More than 700 people participated in the Shire's community survey this year, 100 more than 2012
- Overall community satisfaction score was 66% - in 2012 it was 57%



Environmental health inspection and registration



167
Food premises



84
Public buildings



42
Lodging houses/TWA



10
Caravan Parks



32
Public swimming pool premises

Building statistics 2012/13



406
Dwellings



76
Alterations & Additions



170
Swimming pools & Spa



943
Outbuildings



43
Group Development



681
Number of Sole Occupancy Units (Group Development)



102
Commercial

Monthly Total = 1225

Total construction value = \$426 million

Ranger activity



10
Activities on Shire Properties



300
Abandoned vehicles



937
Animal (dogs/cats/etc)



83
Camping



18
Cyclone



29
Fire



173
Litter

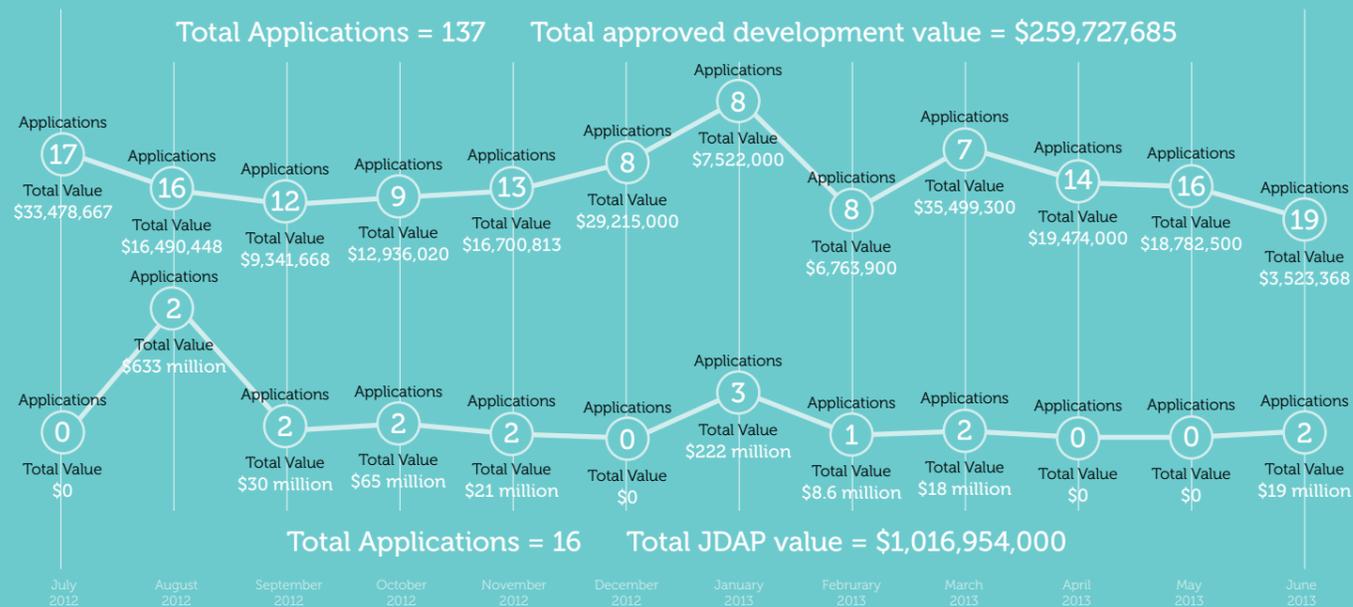


204
Parking



25
Off Road Vehicles

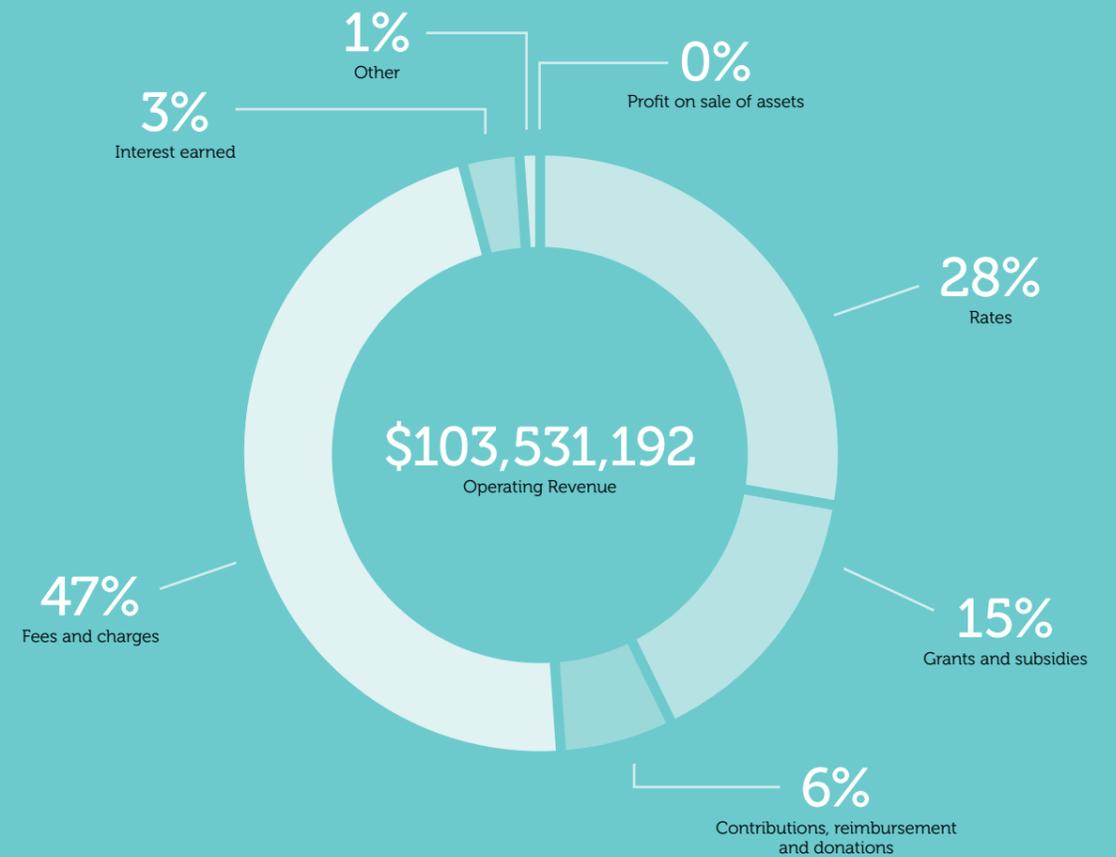
Total approved development value



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.



Delivering on our promises

Creating a diverse and balanced community

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.

1.a	Greater use of public spaces	<ul style="list-style-type: none"> - Maintained robust asset management practices to ensure the sustainable development of facilities through the Asset Management Plan – adopted by Council in August 2013 - Constructed additional footpaths and resealed where necessary - Completed mowing/ slashing and maintenance of all drainage reserves prior to cyclone season - Implemented anti-slip measures at all Council maintained boat ramps - Renewed Roebourne public toilets - Inspected and maintained ovals, major recreation areas, parks, drainage reserves and bush land on a fortnightly basis to ensure areas were kept pleasant in accordance with the Shire Parks and Open Space Operational Level of Service Document - Completed Lions Park redevelopment project within budget in April 2013 - Inspected Shire cemeteries on a monthly basis for damage and/or vandalism - Undertook inspections for new roads and drainage infrastructure within 10 days of request and ensured all defects were identified and reported to developer within seven days - Incorporated best practice principles for open space through the development of the Local Planning Strategy, Roebourne Structure Plan, Point Samson Structure Plan and Cossack Design Guidelines
1.b	Infrastructure facilities, services, activities and programs that meet the needs of the Shire and allow for growth	<ul style="list-style-type: none"> - Delivered Economic Prospectus in June - Implemented public online economic, demographic profile and population forecast system in June - Managed and operated libraries in Wickham, Dampier, Karratha and Roebourne - Relocated Karratha Community Library and Local History office to the Pilbara Institute site - Established downloadable e-books at Karratha Community Library - Conducted 18 community events across all libraries such as Book Week, School Partnerships and Reading Hour - Undertook routine preventative maintenance programs and refurbishments for Shire buildings and facilities - Dampier Highway landscaping completed in June 2013 - Reviewed and updated five community Facility Plans – Karratha, Dampier, Roebourne, Wickham and Point Samson - Delivered state of the art Karratha Leisureplex – completed in June 2013
1.c	Improve housing through normalisation of the housing market, centred around a strong private sector presence	<ul style="list-style-type: none"> - Identified a number of Lazy Lands areas for appropriate for development and residential infill to provide affordable and housing diversity - Processed all development applications within 60 days and 90 days where publicly advertised - Processed all joint development applications within 50 days and 80 days where publicly advertised

1.d	A modern and attractive Shire that offers liveable communities, opportunities for development and improving social capital	<ul style="list-style-type: none"> - Encouraged seniors to participate in social, economic, community and political life in the Shire through regular seniors activities, meetings and events including Seniors' Week, Christmas parties, arts and craft workshops and Stay on your Feet exercises - Completed capital improvements program at Pam Buchanan Centre - Extended lease agreements for a further five years for Shire owned childcare facilities at Wickham, Millars Well and Bulgarra - Supported sporting and community groups through the Club Development Scheme - Distributed community and sporting group newsletters, provided annual calendar of events and completed health checks and assessments for all clubs - Developed and implemented strategic partnerships with Rio Tinto that assisted in the provision of community infrastructure and service delivery - Prepared six weekly and one annual report for each agreement including: <ul style="list-style-type: none"> - Partnership Management Team - Karratha Leisure Centre - Dampier Community Hub - Wickham Facilities Management - Community Events and Festivals - Continued to work with major stakeholders including LandCorp and Government Agencies to implement the Karratha City Centre Master Plan (KCCMP) and Infrastructure Works Program (IWP) - Provided pre-application advice for all major development proposals in the CBD within 21 days
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"> - Prepared and reviewed structure plans for all urban areas in the Shire - Constructed Karratha Leisureplex and completed Dampier Highway Streetscape project
1.f	Enhance community pride, safety, services and community facilities that provide a sense of belonging	<ul style="list-style-type: none"> - Implement the Youth Development Plan - Established Youth Engagement Pilbara (YEP) network to help coordinate youth specific activities and events within the Shire - Implemented YEP Facebook page to promote youth interaction and participation within the Shire - Delivered 24 youth events across all Shire towns - Obtained \$120k of sponsorship to help facilitate activities and programs for Shire youth - Implemented Arts and Culture Action Plan - Presented eight Twilight Tunes events throughout the year in Karratha, Dampier, Wickham, Roebourne, Cossack and Point Samson - Conducted Welcome to Country at all major SoR events and acknowledged traditional owners at all other events and gatherings - Extended invitations to Indigenous artists to be involved in arts and cultural events, workshops and activities - Delivered community activities during NAIDOC Week - Supported community facilitated multicultural events - Promoted all relevant information on arts and culture activities through the Arts and Culture database and Community networks - Maintained public art display at Karratha Airport - Facilitated four major arts and culture events – NAIDOC Week, Cossack Family Day, Cossack Arts Awards and Red Earth Arts Festival

1.f	Enhance community pride, safety, services and community facilities that provide a sense of belonging Continued...	<ul style="list-style-type: none"> - Supported, developed and implemented public art at Dampier Highway and Karratha Leisureplex - Conducted community satisfaction survey to assess the performance of services delivered by the Shire - Developed and implemented communications plans for all major Shire projects – Karratha Leisureplex, City Status and Rio Tinto partnership - Ensured the community received up to date information about the Shire operations and projects through the integration of social media into corporate communications strategies - Proactively engaged the media to ensure community related news is picked up and communicated quickly and accurately - Provided support to local community groups and service providers for community engagement events, programs and activities including the community bus, Computers for Communities project and Volunteers Week - 95% of outdated computers from Shire disseminated to local community groups - Implemented 11 community based activities and events including Sorry Day, Disability Access Christmas Party, Anzac Day, Remembrance Day, citizenship ceremonies, Walkington Award, school awards, Water Week and Australia Day events - Provided a range of other regular community events and festivals including six lives shows at the Walkington Theatre and 64 film screenings at Moonrise Cinema - CCTV and security lighting project started with preferred supplier confirmed - Improved graffiti prevention and removal through the Rapid Response Program - All offensive graffiti removed within 48 hours and non-offensive material removed within seven days - Graffiti removal information distributed to community and all requests for graffiti removal kits are provided within 48 hours - 5,802 bags of litter collected by 22 community groups in Bags for Bucks program - Four clean-ups facilitated as part of the Great Northern Clean-up and 13 other clean-ups conducted - Promoted programs to address alcohol issues and anti-social behavior including Just Bin It program and street drinking awareness banners within the Shire - Used variable messaging signs (VMS) to promote road and vehicle safety - Completed the Off Road Vehicle (ORV) strategy - Maintained visible and daily ranger presence in all areas across the Shire - Responded to public complaints within 48 hours - Conducted Storm Surge and Cyclone preparedness activities with Fire and Emergency Services and other key stakeholders
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Fostering a well managed and diversified economy

Goal: To manage and maximise the benefits of growth in the region while diversifying our economic base.

2.a	Create opportunities for growth and diversification of the local economy	<ul style="list-style-type: none"> - Developed a funding agreement with the Karratha and Districts Chamber of Commerce and Industries (KDCCI) which delivered the Business excellence awards, Pilbara Pulse Economic Summit and the Business and Community Directory - Informed Small to Medium Enterprises of Shire plans and initiatives through a series of quarterly small business breakfast meetings - Supported accommodation development throughout the Shire playing an active role in the management of Warambie Estate worker accommodation - Continued to foster tourism through the support and funding of Visitor Centres throughout the Shire - Hosted tourism forum with Tourism WA, Australia's North West, Pilbara Development Commission and other key tourism stakeholders - Maintained and promoted nature based camping within approved areas of the Shire and appointed caretakers to support nature based camping - Completed improvements to the 40 Mile camping area - Initiated and progressed development of the Local Planning Strategy which identifies opportunities for industrial, residential community and commercial development - Progressed plans and policies for the development of new suburb Mulataga
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Delivering a thriving and sustainable natural and built environment

Goal: Strive to ensure our community lives sustainably in a thriving natural built environment

3.a	An environmentally responsible and sustainable organisation	<ul style="list-style-type: none"> - Vehicles dumped in public open space removed within seven days through the annual Wreck Removal Program - Illegal commercial dumping investigated within 48 hours or reporting - All Fire Control Officers trained to current DFES best practice to minimise environmental damage from fire fighting - Conducted annual assessment of all Shire properties for fire and cyclone risk - Provided expert advice to Government Agencies regarding matters on crown land within 14 days of initial enquiry
3.b	A sustainable and thriving natural environment	<ul style="list-style-type: none"> - Recycled 12,417 tonnes of metal, car batteries and waste oil at the 7 Mile Waste Facility - Increased resources for litter picking operations and collected 78 tonnes of litter and illegally dumped material - 99.9% of residential bins collected on designated day through weekly waste collection service - 99.8% of commercial bins collected on designated day - Missed bins collected within 24 hours - All bins repaired or replaced within seven days of reporting - Provided waste disposal services to residential and commercial customers through 7 Mile Waste Facility and Wickham Transfer Station - 100% public place litter bins collected on designated day - Provided and collected 100% of bins at public events when required - Improved community satisfaction rating through survey for litter control - 100% of illegal dumping incidents responded to within 48 hours
3.c	Environment that promotes healthy lifestyle	<ul style="list-style-type: none"> - Provided permanent shades at community parks through the Permanent Shade Program

Deliver responsive and accountable leadership

Goal: To provide efficient and effective local government service delivery that meets community expectations.

4.a	Delivery of services at a standard that meets expectation of the community	<ul style="list-style-type: none"> - Continued to manage and maintain corporate lease records and arrangements in place for use of public property either owned or vested with the Shire or owned privately and leased by the Shire through the establishment of the Lease Register - Continued to deliver excellent customer service at Shire Reception and Switchboard - Improved rating through the customer satisfaction survey for administration support for internal departments and community groups - Provided the community with informative advice to do with specialised areas within 48 hours of request, including: <ul style="list-style-type: none"> - building construction - environmental health - ranger services - community safety and crime prevention - Provided information requested by the community on land use planning and development matters within 48 hours of request - Designed and administered community satisfaction survey in February 2013 to identify service gaps – 708 responses - Parking Strategy and Local Planning Policy completed and adopted by Council
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4.b	Maintenance of health and wellbeing of our residents	<ul style="list-style-type: none"> - Health, Animal Nuisance and Environmental Local Laws gazetted in January 2013 - Conducted the Golden Gecko Food Premises program and delivered annual report to the Department of Health to ensure all health premises meet and maintain the statutory standards - Undertook monthly sampling of food, water and any other matter affecting public health to ensure compliance with Department of Health frequency - Responded to building, planning and ranger complaints within 48 hours and instigated remedial action when required - Responded to health complaints within seven days and instigated remedial action when required - Conducted assessments of all building, health and ranger related applications and issued permits and approvals in accordance with legislative requirements - Implemented Mosquito Control and Sentinel Chicken programs to prevent public health issues - Facilitated Healthy Dog Day and Sterilisation Program - Implemented Swimming Pool Inspection Program - Reviewed Environmental Health Emergency Response Plan - Inspected all properties within the Shire for fire and cyclone risks - Conducted annual dog registrations - Implemented trapping for feral animals in Roebourne and Wickham - Welfare checks on animals conducted within 48 hours of receiving complaint from public - Dangerous and restricted breed dogs assessed annually and inspections carried out fortnightly - Improved community play spaces through the replacement of the playground at Point Samson and Lions Park redevelopment
4.c	Continuous improvements, innovations and progression throughout the organisation	<ul style="list-style-type: none"> - Enabled Shire staff to deliver efficient and effective services within a supportive environment by providing assistance to all departments across the Shire in complying with legislative and statutory requirements - Maintained effective record keeping practices and completed all requests within agreed timeframes - Provided HR and IT induction programs for all staff - Improved internal communication through staff newsletters, briefings and intranet updates - Provided efficient and effective IT infrastructure ensuring greater accessibility, enhanced service delivery and optimum security - Maintained corporate information to enhance accountability and compliance - Redeveloped Corporate Style Guide to promote consistent branding - Processed freedom of information applications within 42 days to enhance transparency - Undertook internal audits and assessments to develop or review Council policies, procedures and processes - Reviewed and implemented Occupational Health and Safety Plan with a 48% reduction in incidents and 28% increase in hazard inspections compared to Jan-Jun 2012
4.d	Financially sustainable Shire	<ul style="list-style-type: none"> - Monitored and maintained rates property database - Reviewed forward capital works program through the Long Term Financial Plan - Developed and implemented myPredictor as a modelling tool to inform operations across the Shire - Monthly financials presented to Council - Completed monthly Business Activity Statements and annual fringe benefit tax return in compliance with the ATO - Ensured remuneration and benefits are competitive and financially sustainable through the Enterprise Business Agreement 2012

4.e	Partnerships with regional and state agencies	<ul style="list-style-type: none"> - Represented Council and communities at relevant forums including conferences and regional and local meetings
4.f	Ensuring that 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"> - Improved organisational communication through staff newsletters, briefings and intranet updates - Reviewed the performance management system to simplify and include behaviours - Delivered staff performance reviews for all staff - Continued to develop management and leadership capability through coaching and individual development plans - Continued to improve recruitment resources through Workforce Management Plan - Reduction in employee turnover to 30%



Independent Auditor's Report To the Ratepayers of Shire of Roebourne

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We have audited the accompanying financial report of Shire of Roebourne ("the Council") which comprises the statement of financial position as at 30 June 2013, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the Chief Executive Officer's statement.

Council's responsibility for the financial report

The Council of the Shire of Roebourne is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Local Government Act 1995 Part 6. This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Council, as well as evaluating the overall presentation of the financial report.

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