



District Council of
Mount Remarkable

**CHIEF EXECUTIVE OFFICER
12 Month Assessment of Performance Report**

1 July 2018 – 30 June 2019

District Council of Mount Remarkable
CHIEF EXECUTIVE OFFICER
12 Month Assessment of Performance Report 2018 - 2019

I have pleasure in presenting a report on my sixth year as Chief Executive Officer (CEO) of the District Council of Mount Remarkable (the "Council") for the period 1 July 2018 - 30 June 2019.

Background

As part of this assessment, it is important that all Councillors understand the context of where Council and the organisation was 6 ½ years ago, and the enormous effort and dedication that has been required to get Council to the very strong and viable position it is in today. I offer the following brief outline.

I was appointed to the position of CEO on 21 January 2013. Due to the circumstances of the appointment, there was no induction, there was no handover, and nor was there any staff with sufficient corporate or financial knowledge who were able to inform me or the Council of its status in respect to its corporate, community or environmental obligations under the Local Government Act 1999. Not only was there no separation of duties between the previous CEO and the financial management functions, the previous CEO had not taken leave (bar a couple of weeks) for 8 years, resulting in no other staff member being allowed to manage and/or review the Council's finances.

This in itself led me to fully investigate the corporate operations and I quickly established that Council was seriously non-compliant in the areas of governance, financial management, Work Health & Safety (WHS) and human resources. As at my appointment in January 2013, many of the compulsory strategic management plans, policies and financial reports were non-existent.

- There was no Long Term Financial Plan;
- There were no Asset Management Plans;
- There had been no Asset Revaluations undertaken since 1978;
- The Annual Report, Grants Commission Returns, Roads to Recovery Returns; Financial Comparison Report, and Budget Review had not been done;
- A compulsory Representation Review had not been undertaken or even commenced.

These are all compulsory under legislation. I immediately sort the consent of various Ministers and agencies to seek extensions of time for all of these requirements to avoid Council being identified for maladministration (all agencies informed me they were aware of Council's poor performance and tardiness over previous years).

Most damning of all, and incomprehensible, was that despite the minutes saying that Council had approved the following documents, they in fact did not exist, namely:

- No approved Annual Business Plan;
- No approved Annual Budget;
- No approved Capital Works Program.

This necessitated reviewing two previous years finances and 'creating' a budget for the 2013/2014 year whilst at the same time commencing the budget for the 2014/2015 year and undertaking the huge task of the Representation Review in a short timeframe. This work, undertaken by me, was monumental requiring extensive hours for a prolonged period.

In addition, I established that there was a high level of risk associated with information management:

- there was no actual IT Server but merely all of Councils electronic data was run on a self-improvised old computer;
- The software was no longer supported and the system was deemed by consultants as corrupted and at imminent risk of total failure;
- There was also a number of 'backdoor' portals imbedded into the system;
- a modem was discovered hidden behind a cupboard which would allow external access from a third party computer through a sign-in system;
- Other systems such as records management were also poor or non-existent.
- The consultants deemed that the system was beyond further recovery and repair.

Added to this was a toxic environment of low staff morale and harassment.

The Council could best be described at that point as a non-compliant 'basket case' that needed strong leadership, countless hours of hard work, knowledge and determination to not only fix all of the above, but to change the organisational culture and operating philosophy of Council.

Recovery

The first year (2013-14) proved a year of discovery, recovery, consolidation, innovation and implementation of diverse changes to both the operating philosophy and practices of Council, particularly in the areas of financial management, works programing, human resources and governance.

The second year continued to build upon the ground breaking work.

The third year continued to ensure Council legislative compliance, financial and infrastructure viability/sustainability and professionalism in Council activities as well as the implementation of key strategic management plans and I highlight the following as examples of change management achievements that I have developed and implemented under my leadership:

- Councils first Long Term Financial Plan to assess Council's long term financial sustainability
- Council's first Infrastructure and Asset Management Plans (IAMP) for roads, buildings and infrastructure and other assets
- Council's assets being replaced well above 100% in each of my first full 4 years and 185% for 2017, 157% for 2018. (previous to my tenure it was less than 60%)
- A full revaluation of Council assets which hadn't been done since 1978, achieving a sizeable reduction in applied depreciation
- Implementing more than 30km per year of road construction and additional patching instead of the previous reported mere 5-10km of patching
- Councils roads database developed from nothing
- Council's new roads construction methodology
- Council's new patrol grading and maintenance methodology (praised by the then Minister of Local Government Geoff Brock, and endorsed thereafter by road experts)
- Council-wide road renaming and rural addressing and signage program
- The first Council to develop and gazette its urban streets
- the plan for urban re-numbering of Council towns and street signage
- A new robust and defendable rating system
- Councils suite of all mandatory policies
- Forming and working with a Farmers Reference Group for Roads which has had very positive and ongoing outcomes
- Tidy Towns operations

- Achievements in numerous successful grants for works in the district including previous Stimulus Package grants for Booleroo Centre new Playground & Swimming Pool Upgrade, Port Germein Foreshore Redevelopment and Wilmington Main Street, and other grants such as RecFish Grants, Spear Creek Road Bridge Renewal Program grant, Flood Damage grants, Anzac Memorial grants, Bangor Fire Recovery grant, Volunteers training grant, Revegetation grant and many others over the past few years including the recent Drought Assistance grants
- Assisting numerous community groups with grant applications and information on an ongoing basis
- Continues support and participation in Community programs such as Northern Passenger Transport Network, OPAL, Healthy Communities, StarClub
- Plans developed for future works such as the Weeroona Island Drainage Plan, Road Reseal Plan, Port Germein Levee Bank Plan, Weeroona Island Causeway Plan
- WHS - taking Council from one of the worst performing councils 0% compliance to achieving a 97% compliance rating in 2016 - and still improving
- The fact that despite floods, storms, fires and tempest, Council maintains a huge network of roads and a large number of towns and settlements spread out over 3,500 square kilometres with a minimal number of staff
- Council building CWMSs , Landfill sites, a boat launching facility, new roads and drainage works and much more
- Commencing (now near completion) the rail corridor Melrose to Wilmington bike/walking trail
- Achievements in Council meeting its regulatory/legislative responsibilities across, health & environmental health, fire prevention, building & planning, financial reporting each year
- Council being able to cope with the increasing legislative workload shifting and cost shifting to local government from State Government, and Commonwealth Government grant cuts
- Council auditors giving an unqualified and positive report in each of the past 5 years
- Council staff and Councillor competency training schemes implemented to ensure safety and compliance
- A very positive organisational culture, high staff morale, progressive forward thinking Council.

2016-2017 and 2017-2018 continued to demonstrate Council to be in a strong financial and governance position.

All of this and much more has been, and is, achieved by a small Council with a limited number of staff and a limited budget, through solid financial management, sound operational management , good governance and a positive culture. It was also made possible through the positive collaboration between Staff and Councillors working together and stamping out a previous ‘us and them’ culture.

I am proud of what has been achieved and believe that Councillors too, should be very proud.

The 12 Months 1 July 2018 to 30 June 2019

This year has seen ongoing positive gains in all areas. Below is a summary of some key outcomes I have achieved during the past 12 months to 30 June 2019, through dynamic leadership of Council Staff, working with Councillors and other agencies, and the effective use of internal and external resources.

This year has been not only a year of continuing positive change, but it has also thrown up additional challenges of meeting the increasing demands of legislative compliance thrust upon local government, and in continuing to claw back the years of underspend on Council assets (particularly roads infrastructure) that has placed significant pressures on Council staff and resources.

I submit that I have met and performed above all performance requirements during the past 12 months (and continuing from the outcome of the last Independent CEO Review), placing Council in a long-term sustainable, viable and enviable position through hard work, dedication and strong leadership, and I will continue to do so into the future.

Financial Management, Governance & Asset Management Achievements

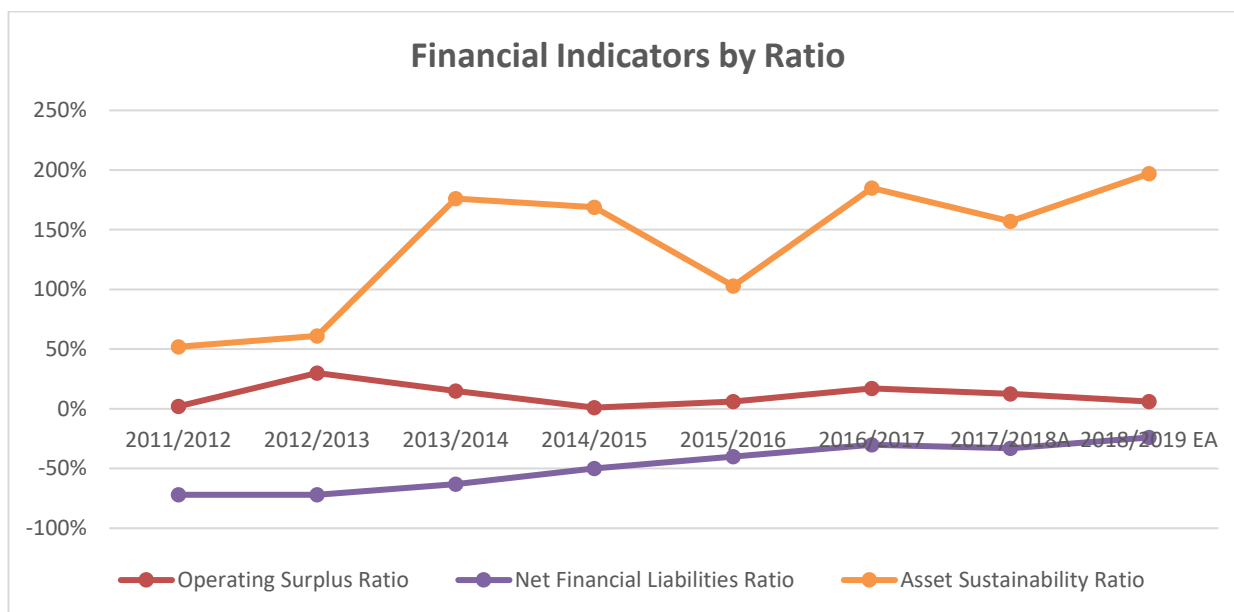
Performance Against Financial Outcomes – 2018-2019 (Estimated)

I believe my strong financial leadership in partnership with Councillors in two (2) separate Councils during the 2018/2019 financial year, sees Council in a continuing strong and sustainable financial position for the financial year ending 30 June 2019.

Councillors are advised that the final financial statements for the financial year ending 30 June 2019 are currently being prepared for the Auditors who will attend Council in September (and after their positive pre-audit). However I provide the predictive estimated results (pending final checks, balances and amendments).

As Councillors are aware, in recent years the Federal Government has made advance payments prior to 30 June from the future year allocations of financial assistance grants. I have based the below results on adjusted ratios to correct the resulting distortion in key ratios and provide a more accurate basis for comparison.

Council performed very well financially in the year. This is demonstrated by achieving an expected (subject to final accounts) adjusted Operating Surplus Ratio of 6% for the period with a complimentary adjusted Net Financial Liabilities Ratio of -24% (demonstrating financial viability). This is a particularly good result when considering that Council continues to deliver a capital worksprogram in excess of its IAMP with a resultant asset sustainability ratio calculation of 197%. These results reflect the improved financial governance, policy & procedures that have been implemented progressively since January 2013. The benefits will continue into 2020 and beyond.



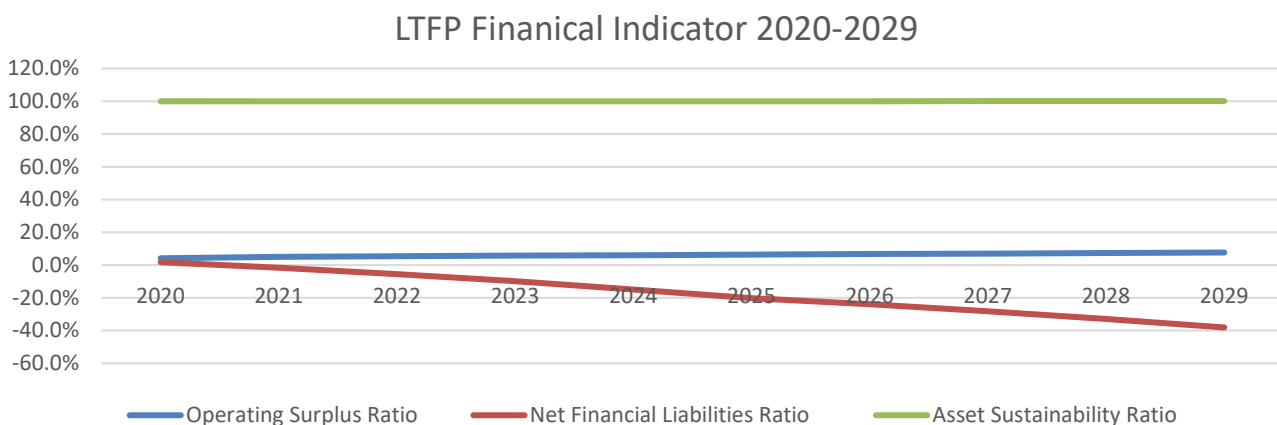
The operating surplus ratio indicates that Council is covering the cost of its operating activities from its operating revenue. The Asset Sustainability Ratio of 197% shows Council is replacing its assets well in excess of its Infrastructure and Asset Management Plans (IAMP) of 100%. The Net Financial Liabilities Ratio of -24% shows Council has the ability to meet its financial obligations and also a capacity to meet unforeseen circumstances (such as weather events) or undertake future major projects (such as a Port Germein CWMS).

The ongoing positive financial results and internal controls have been lauded by the Independent Chair of Councils Audit Committee and by Councils Auditors, who have stated that this is one of the best performing Councils and even more remarkable for its size.

Long Term Financial Plan

As mentioned, I, with Councillors, have ensured that Council is well positioned into the future to be sustainable and viable. This can be clearly seen in the forecast strategic ratios below for the current ten (10) year period of the current Long Term Financial Plan.

The operating deficit due to the advance payments in 2018/2019 has created a distorted (non-adjusted) deficit of -13.5%, however in real terms Council is able to cover the cost of its operating activities from its operating revenue. The Asset Sustainability Ratio of 114% in 2019/2020 shows Council is replacing its assets in accordance with its IAMP and has, as outlined in the graph on the opposite page, has continued to ensure that asset renewals expenditure is above the Industry Standard. The Net Financial Liabilities Ratio of -20% shows Council has the ability to meet its financial obligations and also a capacity to meet unforeseen circumstances or undertake future projects. .



Melrose License Post Office - Financial Sustainability

The Post Office was moved to its new dedicated location in April 2014 and commenced operating under the new reduced hours schedule as agreed with Australia Post, the Community and Council. The new schedule has enabled the full electronic post office (EPO) facility to remain but without incurring the increasing annual operating deficit at a cost to Council and the broader ratepayers (as per mandate). Other initiatives such as the sale of confectionery, gift cards, biscuits etc, have assisted the viability of the EPO, and it remained at better than break-even for 2018-2019.

Targets and Outcomes - 2018/2019 Measures

The following table shows the non-financial performance measure targets and outcomes for the financial year ending 30 June 2019:

TARGET MEASURE	OUTCOME
Review Council's Strategic Management Plan	Continued
Coordinate the Local Government Elections	Completed
Update and Monitor the Long Term Financial Plan and Asset Management Plans	Completed
Continue the ongoing review of Council policies and procedures	Continued. All mandatory policies in place and scheduled ongoing reviews of all policies are on track
Continue the promotion of "Remarkable Experience"	Continued. Photographer completing a 12month assignment, website platform developed and under review before loading information and developing brochures.
Continue Council's Monthly Newsletter, Facebook posts and Website updates for public communication	Continued
Resheet 7.3kms of category 1 unsealed roads	8.55kms Completed <ul style="list-style-type: none"> • 1.5kms Amyton Road (East of Carling Road to Bury Road) • 1.8kms Gladstone Road (From Appila Laura Road to Boundary) • 3kms Middle Track (Days Eggs to Pole Road) • 1.25km Rosslyn Road (From Archie to Dustbowl Road) • 1km Scenic Drive North (Broad Creek to Jenkins Road)
Resheet 24.2kms category 2 unsealed roads (note Scenic Drive North moved to category 1 above)	23.5kms Completed <ul style="list-style-type: none"> • 1km Alexis Road (From Acacia to Peppermint Box Road) • 1km Coonatto Road (From Horrocks Highway) • 1km Gunyah Road (North of Homestead Rd) • 2kms Mahood Road (From Borgas to Wirrabara-Appila Road) • 1.6kms Millers Road (widen & resheet 1.6km) • 3kms Noel Smith Drive (Augusta Highway to Middle Track) • 4kms Tarcowie Road (3km from White Cliffs Road & last 1km to boundary) • 2.8kms Wegner Road (From Horrocks Highway for 2km) • 1km Whim Road (1km East from Collins Road) • 2.9kms Willochra Road (Whim to McCallum Road) • 3.2kms Willochra Road (Cowan to Reichstein Road)
Resheet 1.2kms category 3 unsealed roads	1.2kms Completed

	<ul style="list-style-type: none"> Arthur Road (From Girdham Road to Clarke Road)
Road Rubble - Operations	Fully utilised in operational works to patch numerous roads throughout the district.
Construct and Seal roads in Melrose, Port Germein, Weeroona Island, Wilmington and Wirrabara	Completed
Construct and Seal 1km of Booleroo Road "Harris Hill"	Completed
Reseals in Melrose, Wirrabara and Booleroo Centre	Completed
Install Floodways and Drainage in Wilmington	Completed
Undertake drainage works on Perroomba Road, Murray Town and the Wilmington Tennis Courts, Bowls Club & Golf Club.	Completed
Install culverts on Gunyah Road	Completed
Install Concrete floodways on Alexis and Gogler Road	Completed
Install a new Shade at the Wirrabara Playground	Subject to grant funding. Transferred to the 2019/20 Financial Year.
Paint the Booleroo Swimming Pool, upgrade change-rooms and install solar power.	Completed
Upgrade the Wilmington Cemetery Niche Wall	Completed
Complete the CWMS desludging program	Completed
Investigate suitable rubble pits for resheeting of roads	Continued with new pits identified and tested
Demolishing of the Depot house	Completed
Purchase and install cones and gables for the Booleroo Airstrip	Completed
Install new Boundary Signage	Completed
Carry out footpath refurbishment in Melrose, Booleroo Centre, Wilmington, Wirrabara and Port Germein	Completed
Continue works on the Wilmington to Melrose Rail Trail	Completed
Complete closure of old Landfills	Completed
Melrose Council Office Amenities Upgrade	Completed
Continue the Community Assistance Grants	Completed
Continue Membership with the Regional Development Board	Continued
Provide and subsidise Rural Doctors consulting rooms in Wilmington and Wirrabara	Continued
Provide Annual School Awards	Continued

Continue membership to the Flinders Mobile Library	Continued
Work with agencies for the continuance of the Northern Passenger Transport Network	Continued
Facilitate Annual Australia Day Awards	Continued
Continue to be an active member in the Legatus Group	Continued
Continue support for StarClub Program	Continued
Continue the Leases of Community and Sporting Facilities	Continued
Continue to encourage growth or new businesses in the region	Continued
Continue to work with the LGA for a new CWMS for Port Germein and upgrade of the Wilmington CWMS	Port Germein Feasibility Study approved and commenced. Wilmington Upgrade commenced.
Wirrabara Silo Art - Artwork, construction of car park, fencing, seats	Completed
Wilmington Main Street Upgrade	Council consulted with the Community to amend the scope of works which has delayed the projects. Works are anticipated to be completed in the 1 st half of 2019/20 financial year.
Port Germein Seawall Upgrade	Council is continuing to work with State Government to secure access to the land to construct the Seawall. Work is anticipated to be completed in the 2019/20 financial year (Native Title and Crown Law)
Continue works to develop the Bluff Lookout	Council is continuing to work with the State Government to obtain an agreement to commence works. Works anticipated to be completed in the 2019/20 financial year.

Work Health & Safety (WHS)

I have demonstrated my commitment to the principles of Work Health & Safety (WHS) and implementing policies, procedures, training and practices at Council as a priority, to ensure a safe workplace for all concerned. Council had failed badly in the previous administration's Risk Management Audits and was one of the poorest performing Councils (as presented to Council by our insurers). This has now changed under my leadership through management driving of our WHS Implementation & Action Plan (a realistic 5 year program of continuous improvement) and involving staff at all levels in the process.

The improvements can be clearly seen in the results of audits over the past years. In 2012 under the previous administration, Council was deemed to be fully non-conforming as they were chosen as a WorkCover partnership/evaluation site and did not submit a WorkCover adequacy check for the proposed partnership/evaluation visit. As such, the visit was cancelled.

Year	Final Result	(%) Improvement
2012	0%	--
2012/13	56%	56%
2013/14	79%	23%
2014/15	89%	10%
2015/16	97%	8%
2016/17	93%	-4%
2017/18	96%	3%
2018/19	100% expected	4%

In addition, my employment of a 0.8FTE WHS Coordinator to oversee, support and coordinate the facets of the Implementation and Action Plan, the adoption of the 'One System' for Council, develop registers and the implementation of an accelerated regime to get WHS Policies and Procedures completed, has been highly successful and a recognised outcome. All *One System* Policies and Procedures are now in place with ongoing focus on risk assessments, safe operating procedures and working with government agencies and other councils in upcoming Workcover audits.

Other WHS

I have ensured that other workplace inspections have been carried out during the year:

- Workplace Inspections have been completed for the Caravan Park, Works Depot and all Playgrounds.
- Asbestos Inspections of all Council sites is on compliant with schedule inform the new Asbestos Management Plan.
- General task risk assessments, forms, etc. are being completed by employees and monitoring and training are evaluated; statutory requirements are being met.
- All electrical testing and tagging completed
- All fire extinguisher testing and tagging completed
- Fire Inspections completed in all towns
- Mandated Hearing Testing for Works staff
- Cancer Screening for staff (non-compulsory)
- Fitness assessments for staff (non-compulsory)
- First Aid Kit inspections completed

Policies

I am committed to ensuring an ongoing review and update of all of Councils policies and procedures, and introducing new ones where required, to ensure regulatory compliance and operational effectiveness. Reviews are on schedule with the following 37 governance policies and procedures being adopted by Council in the past 12 months:

- Electronic Communications & Use of Council Resources Policy
- Council Members Training and Development Policy
- Risk Management Policy
- Code of Conduct for Volunteers Policy
- Community Wastewater Management Policy
- Caretaker Policy
- Opal Trailer Policy & Procedure
- Urban Street Numbering Policy
- Code of Practice for Access to Council Meetings & Documents Policy
- Road and Public Place Names Policy
- Information Sharing Policy & Procedure
- Melrose Caravan Park Booking and Refund Policy
- Pre-Used (Second Hand) Transportable Building Policy
- Shipping Container Policy
- Tender Opening & Evaluation Procedure
- Prudential Management Policy
- Meal Allowance for Volunteers Policy
- NPTN Transport on Fire Risk Days Final Policy
- Informal Gatherings Policy
- Flag Flying Policy
- Safe Environment Policy

- Employee Travel and Accommodation Allowances Policy
- Complaints Handling Procedure under Council Members' Code of Conduct
- Disposal of Land and Assets Policy
- Rates Remission and Hardship Policy
- Council Members Allowances and Benefits Policy
- Social Media Policy
- Northern Passenger Transport Network Clients Non Response Policy
- Deputation to Council Policy
- Employee Grievance Policy
- Employee Grievance Procedure
- Cemeteries and Natural Burial Grounds Policy
- Community Wastewater Management Scheme and Water Supply Hardship Policy
- Council's Development Assessment Panel Complaints Handling Policy
- Public Interest Disclosure Policy
- Public Interest Disclosure Procedure
- Employee Conduct Policy

Registers, Codes & Policies

I have ensured the following mandatory documents are in place, compliant and maintained:

Registers

- Members Register of Interest
- Member Register of Allowances and Benefits
- Officers Register Salaries
- Officers Register of Interest
- Fees and Charges
- Community Land
- Public Roads
- By-Laws
- Register of Internments
- Register of Internment Rights
- Campaign Donation Returns
- Development Applications
- Gifts and Benefits

Codes

- Access to Council Meetings, Council Committees and Council Documents
- Code of Conduct for Council Members
- Code of Conduct for Council Employees

Policies

- Prudential Policy
- Procurement Policy
- Public Consultation Policy
- Elected Members Allowances and Support Policy
- Elected Members Training & Development Policy
- Internal Financial Control Policy
- Road Naming Policy
- Protocol – Ombudsman Enquiry Procedure
- Fraud and Corruption Prevention Policy
- Whistleblowers Protection Policy
- Selection of Road Names and Public Places Policy
- Caretaker Policy

- Complaints Handling Policy and Procedures
- Request for Services Policy and Procedures
- Internal Review of Council Decisions
- Rating Policy (within the Annual Business Plan)
- Freedom of Information Procedure
- Risk Management Policy
- Enforcement Policy
- Rates Remission and Hardship Policy
- Community Wastewater Management Scheme and Water Supply Hardship Policy
- Order Making Policy
- Various Other Council Policies included in the Policy Manual
- Various Other Work Health & Safety Policies and Procedures

Other Council Documents

- Freedom of Information Statement
- Assessment Records
- Voters Roll
- Strategic Plan

Policy and Administrative Documents

I have ensured the following District Council of Mount Remarkable policy and administrative documents are compliant, maintained and publically available:

- Ordinary Council Meeting Agendas
- Ordinary Council Meeting Minutes
- The Annual Business Plan and Budget
- Annual Financial Statements
- The Annual Report
- Assessment Records
- Better Development Plan
- Dog and Cat Management Plan
- Community Land Plan
- Health Plan
- Long Term Financial Plan
- Asset Management Plans
- Policy Manual
- Work Health & Safety Manual

Training

I am committed to upskilling staff and Councillors to enable them to perform their tasks efficiently and effectively, to meet legislative requirements and to multi-skill staff as part of succession planning and built in redundancy backup for Council.

Councillors have completed all mandated training as well as further training on Meeting Procedures, Finance Statements, Conflict of Interest and Informal Gatherings.

Training Undertaken

July 2018

6 July - SF Regional Leadership Program
6 & 7 July - Australia Post Awards Dinner & Trade Expo -26 July - Regional Risk Forum - Quarries/Mines
27 July - LG Comms Conference

August 2018

2 August - Council Liaison Officer training
9 August - WHS Safety Program
10 August - SF Regional Leadership Program
20 & 21 August - EWP Training
27 to 31 August - MIG + MIG Metal Welding

September 2018

6 September - Regional Risk Forum
7 September - Wall Bracing Compliance and Termite protection
9 September - Authorised Officer Training
10 September - Yellow Card
11 September - Workzone Traffic Management
20 September - Funding Programs Info Session -
20 & 21 September - Environmental Health Australia (EHA) State Conference
21 September - SF Regional Leadership Program Presentation
25 & 26 September - Healthy Lifestyle Program
27 September - CPR Refresher

October 2018

19 October - Building Better Regions Fund
24 October - Mind your well being
26 October - Hoarders, Junkyard, unsightly properties training
30 October - Sale of Land, non-payment of rates

November 2018

14 November - White Card
27 November - First Aid Course
27 November - CPR Refresher
27 November - Squiz Matrix Website Update
29 November - Regional Risk Forum
29/30 November - SALGFMG Conference
29/30 November - Dog and Cat Online Forum

December 2018

4 December - Squiz Matrix Website Update
11 December - Tackling Tough Times Together

Training Undertaken

February 2019

6 - 8 February - RPSA - Rates Conference
21 - 22 February - Dog & Cat Training
22 February - NAGLIG training
26 to 28 February - Cert III Wastewater - Module 1

March 2019

6 March - Records Training
7 March - Dog Behaviour Training
7 & 8 March - ABIS SA Chapter Conference
12 March - i-Responda Bushfire training
21 March - Wellness CPR
25 to 29 March - Health Safety Representative Level 1
26 March - CHG Healthy Lifestyle Mind Your Wellbeing - Part 1
26 March - Dog & Cat Online Training
26 to 28 March - Cert III Wastewater - Module 2
27 March - Chemical Accreditation

April 2019

2 April - RTW Refresher for IRC/ICC - Online
9 April - Audiometric Hearing testing (Mandatory)
12 April - LGAWCS Payroll Training - Online
16 April - CHG Mind Your Wellbeing - Part 2
30 April - Workzone Traffic Management

May 2019

2/3 May - Leadership by Design
10 May - Hoarders, Junkyards, Unsightly and derelict properties - Part 2
16 May - RTW Refresher for Managers - Online
20 May - Flu Vaccinations
21/22 May - Rural Road Surfacing
21/23 May - Cert III Wastewater - Module 3
22 May - Statewide Super/HR training
22 May - CHG Outdoor Workers Injury Prevention
22 May - CHG Indoor Workers Injury Prevention

June 2019

5 June - i-Responda Flood
5 June - Dog and Cat
6 June - Regional Risk Forum
12-13 June - Cert III Wastewater - Module 4
13 June - Community Managers Network Forum
27 June - Roller Training

Continuing Services

I have ensured that Council has met its basic responsibilities under the Act and other relevant legislation. These include:

numerous regulatory activities (increasing each year)
supporting the elected Council;
setting rates, preparing an annual business plan and budget, and determining longer-term strategic management plans for the area;
management of basic infrastructure including roads, footpaths, public open spaces;
street lighting and storm-water drainage;
street cleaning, rubbish collection, recycling and waste management;
Development planning and control, including building safety assessment;
various environmental and public health services

In addition I have had oversight of a range of additional services and programs that Council provides, performs or contributes to in response to community needs, including (but not restricted to):

Mobile Library Service	Asset Management
Cemeteries	Animal and Plant Control
Booleroo Centre Airstrip	Walking and Riding Trails
Melrose Licenced Post Office	Parking
Community Wastewater Mgt Schemes x 4	Playgrounds
Community Bus	Property Searches
Community Development	Public Toilets
Community Grants	Opal Program
Community Engagement and Information	Recreation and Sporting Facilities
Community Passenger Transport	Road Construction and Maintenance
Community Halls and public venues	Leases
Abandoned Vehicles	StarClub Program
Council Newsletters	Rural Road Signs
Customer Service	Urban Street Signs
Caravan Parks	Street Trees and Gardens
Dog and Cat Management	Swimming Pool (Public)
Economic Development	Tourist and historical sites
Fire Prevention	Traffic Control
Food Act Administration	Waste Management Transfer Stations
Health Act Administration	Willowie Landfill Management
Safe Drinking Water Act Administration	Jetty management
Safe Food Handling Training	Waste Collection
DrumMuster	Recycling Collection
Desludging Programs	Council Website
Environmental Health	Kerbing Watertable Footpaths Floodways
Litter and Nuisance	Tourism information and promotion
Building Approvals	Weeroona Island Water Supply
Planning Approvals	Regional Development
Boat Launching Facility	Coastal Protection
Tidy Towns	Citizenship Ceremonies
Immunisation	Medical Facility

Roads Methodology

I worked with Councillors and staff to develop and implement a new roads construction and maintenance methodology for our vast unsealed roads network in order to repair the many years of neglect, underspending and poor past practices, in order to move forward in a systematic and sustainable way to meet the advancing community needs. Council adopted the methodology.

I also work proactively with a representative Farmers Reference Group to identify priority commodity routes, targeted grading and maintenance in the weeks leading up to planting and harvest. Feedback has been positive about the success of this initiative.

Council's Methodology has been re-enforced by a roads expert at the '*Rural Roads Surfacing – unsealed*' training course conducted by the Centre for Pavement Education in May 2019, attended by the Director Works and Works Supervisor, particularly 'no dry grading'.

Other Matters of Note

In addition to the above sections, I briefly highlight other items of note that Council has and is achieving under my leadership, namely:

- Continued the process to reimage Council to position itself better for tourism marketing and information through:
 - a new Council logo
 - a new Council website and brochures being developed,
 - a new Council Facebook page
 - a new marketing brand of "*Remarkable Experience*" - supported by Tourism SA
- Melrose Tourism and Caravan Park
 - Melrose Caravan Park Extension study completed and recommendations implemented
 - A new name for park
 - Investment in facilities and infrastructure
 - Electronic booking system
 - New Caravan Park Managers engaged, continue to increase profitability
- Council Boundary Signage completed
- Desludging Program completed
- Delegations Review completed
- Wirrabara Silo Art completed
- Wilmington Main Street further consultation and plan changes completed
- Working with companies for major projects in our district including (but not limited to):
 - DP Energy Wind/Solar Farm
 - Rise Renewables pump hydro
 - 5KW Solar Farm
 - Buttrose Mining
 - Mine/ Rail/sealink
 - Bluff Lookout – outcome is imminent
 - Major Project confidential
 - Tourism Infrastructure Readiness Program (TIRP) now culminating including many projects in our district (Epic bike trail, Bluff Lookout, other trails etc)
 - Port Germein Seawall design approved – outcome imminent
 - Drought Communities Programme – Extension – various infrastructure projects
 - Port Germein CWMS feasibility study approved and commenced

Summary

In summary, I respectfully submit that despite the difficult and challenging environment that we face in this time of increased regulatory compliance, state government cost shifting, and changes in Federal, State and Local governments, I have performed the role and duties of Chief Executive Officer of the District Council of Mount Remarkable in a demonstrably professional and diligent manner, and to the highest standard, and met and surpassed all of the performance criteria set. Council is in a very sound and sustainable position, a measure of leadership and CEO performance.

I have provided innovative and visionary leadership, worked collaboratively with Councillors and provided timely advice to Council, established effective networks, created and fostered a work environment that facilitates the development of people and encourages them to perform at a high level, ensured the effective and accountable application of financial and physical resources, maintained change management strategies to enhance service delivery.

Important changes have been implemented to build on the work done in the past years to improve Council's governance, financial regulatory compliance and performance, resource management (human, financial, social and infrastructure), and overall service delivery. I believe the outcomes achieved continue to be significant and places Council in a sustainable financial and governance position to continue to move forward positively and proudly for many years to come.

It has been both a challenging and enjoyable year and I look forward to continuing to work with Councillors, Staff and the Community to build upon the foundations now set and the plans in place.

Wayne Hart
Chief Executive Officer