



SHIRE OF MANJIMUP

ANNUAL REPORT

2024 / 2025

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ACKNOWLEDGEMENT OF COUNTRY

The Shire of Manjimup respectfully acknowledges the Noongar people as the Traditional Custodians of the lands in which we work throughout the region, and we pay our respects to their Elders, past and present.



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OUR COMMUNITY VISION

*We are a thriving region offering an excellent quality of life that is safe, liveable and welcoming.
We value and care for our natural environment, which sustains both economic and recreational pursuits.
Our industries are recognised for their resilience, quality and innovation and for their contribution to
the state of Western Australia.
Our economic diversity provides business and employment opportunities for all.*



A MESSAGE FROM THE SHIRE PRESIDENT AND THE CHIEF EXECUTIVE OFFICER

We are pleased to present the 2024/25 Annual Report to the Shire of Manjimup to our community.

This year has been one of consolidation and steady progress, building on the transformation of recent years. Our focus has remained on balancing the completion of key projects with the effective management and maintenance of existing assets, ensuring our Shire delivers sustainable and high-quality services for our community.

It is important to acknowledge the continued service of our Elected Members throughout 2024/25, and to particularly recognise those who will be concluding their terms following the 2025 local government election. We thank them for their significant contribution and dedication over their time in office.

Throughout the year, we have continued to advance key community projects that provide lasting value. Significant achievements include securing grant funding for major initiatives such as the Manjimup Trail Bike Hub and Off-Road Vehicle project (\$990,000), and the Rea Park and Collier Street Reserve Redevelopment (\$1.25 million), alongside other targeted investments. These projects reflect our ongoing dedication to improving facilities and infrastructure for the enjoyment and benefit of our community.

At the same time, our Shire has embraced State-driven reform initiatives, including local government and planning reforms. By proactively engaging with these changes, we are ensuring our operations remain efficient, compliant, and aligned with best practice standards.

We are proud to report a clean bill of audit health for 2024/25, which reflects strong financial management and responsible stewardship of community resources. This provides confidence that our Shire is well-positioned for the future.

We extend our sincere thanks to all Elected Members for their dedication, and to our staff for their professionalism and hard work throughout the year. Their commitment ensures that the Shire of Manjimup continues to deliver on its promises to the community.

Finally, we thank our residents for their ongoing support and engagement. Together, we will continue to strengthen the foundations of our Shire, maintaining services and infrastructure that enhance quality of life and ensure a thriving future for all.

Warm regards,



Donelle Buegge
Shire President



Benjamin (Ben) Rose
Chief Executive Officer





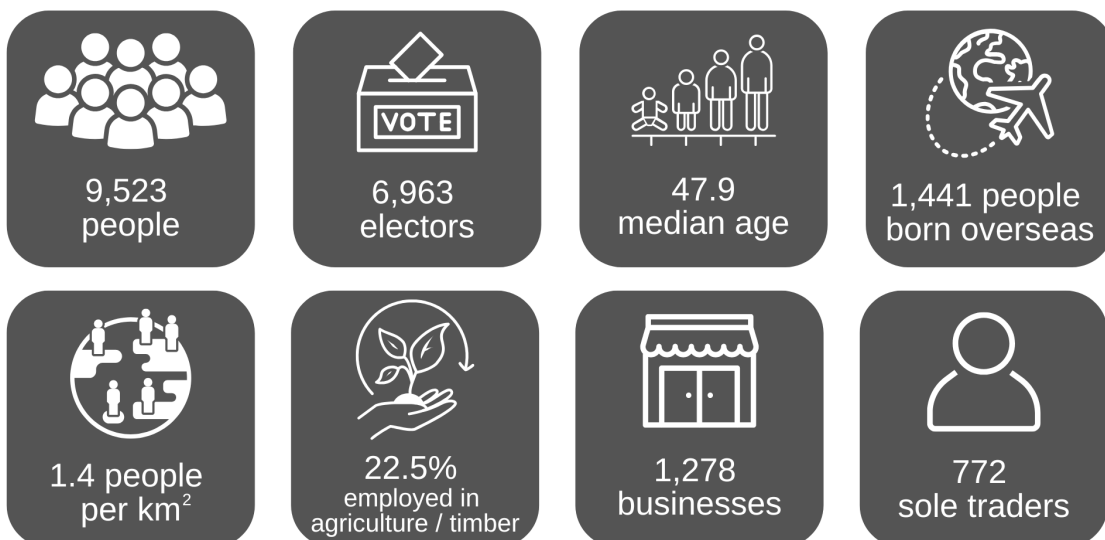
COMMUNITY SNAPSHOT

The Shire of Manjimup is home to a range of unique towns and settlements, each contributing to the character and charm of the region.

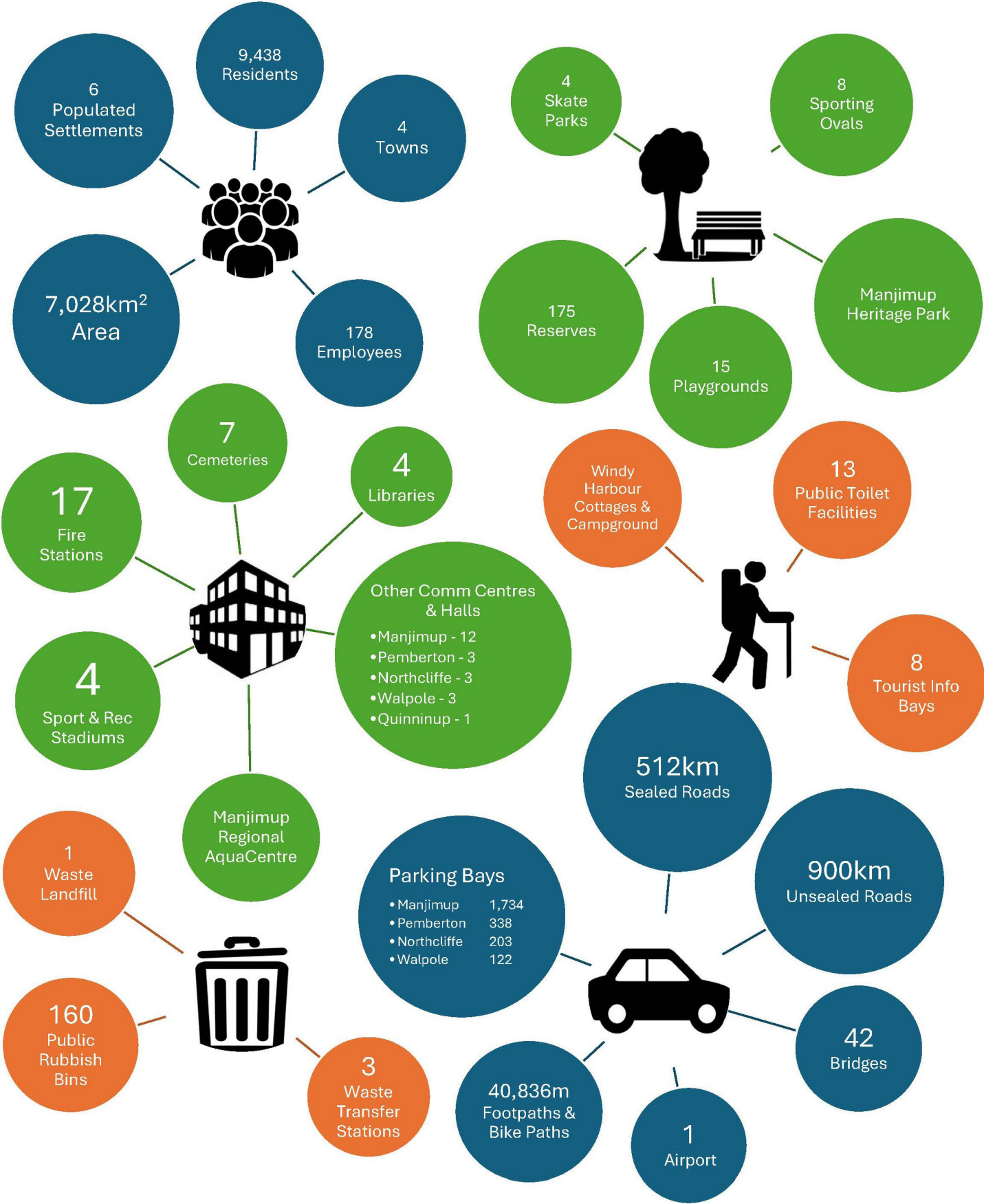
Each town in the Shire offers something distinct. Manjimup serves as the central hub, with a strong heritage in agriculture and timber, and a vibrant calendar of sporting and community events. Pemberton, surrounded by scenic forests, is known for its focus on recreation and tourism. Northcliffe is a close-knit community with a strong connection to its natural surroundings and the arts, while Walpole, a picturesque coastal town, balances outdoor pursuits with a relaxed lifestyle. Quinninup offers a peaceful forest setting with a strong sense of community pride.

Together, these communities make the Shire of Manjimup a diverse and inviting place to live, work, and visit, united by a shared appreciation for the region's beauty and a strong sense of community.

Our Community Profile (Source: Australian Bureau of Statistics, WA Electoral Commission)



Community Asset Snapshot





OUR COUNCIL

The Shire of Manjimup Council is comprised of eight elected members representing two wards (Urban and Rural) alongside a Shire President who is directly elected by residents. This structure ensures broad representation across the Shire while allowing the President to provide leadership on behalf of the community.

In 2024/25, the Council's meeting cycle was updated in line with Council Policy 1.1.1 – *Council Meetings, Agenda Briefing Sessions and Concept Forums*, transitioning from three-weekly meetings to a monthly schedule, with a recess in January.

To support informed decision-making, Agenda Briefing Sessions and Concept Forums were introduced and are held the week prior to each Council meeting, providing Councillors with the opportunity to ask questions on agenda items, seek clarification from staff, and contribute input on strategic matters before formal consideration by Council.

During the year, a total of 13 Council meetings were held, comprising 12 ordinary meetings and one special meeting. To promote accessibility and community engagement, ordinary meetings were hosted across the Shire, with one meeting held in each of Pemberton, Northcliffe, and Walpole, and the special meeting also held in Pemberton.

Council meetings held in Manjimup are livestreamed to the public, while audio recordings of meetings held in the outer towns are made available on the Shire website. These arrangements ensure transparency, facilitate community participation, and provide residents with convenient access to Council deliberations and decisions.

Elected Members (as of October 2023)

URBAN WARD



SHIRE PRESIDENT
Donelle Buegge
Term expiry October 2027



DEPUTY SHIRE
PRESIDENT
Steve Miolin
Term expiry October 2027



COUNCILLOR
Jayde Darin
Term expiry October 2027



COUNCILLOR
Wade De Campo
Term expiry October 2025



COUNCILLOR
Hon. Paul Omodei
Term expiry October 2025

RURAL WARD



COUNCILLOR
Wendy Eiby
Term expiry October 2025



COUNCILLOR
Murray Ventris
Term expiry October 2025



COUNCILLOR
Jennifer Willcox
Term expiry October 2025



COUNCILLOR
Cliff Winfield
Term expiry October 2025

Elected Member Remuneration

In accordance with the Shire of Manjimup 2024/25 Annual Budget, the following allowances and fees were applicable to Elected Members:

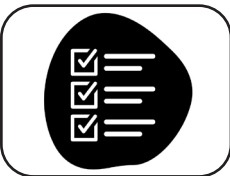
- Shire President Allowance: \$42,596
- Deputy Shire President Allowance: \$10,649
- Shire President Attendance Fee: \$24,897
- Councillor Attendance Fee: \$20,613
- Allowance for ICT Expenses: \$2,000
- Travel and accommodation expenses

Full details of the actual allowances and fees paid can be found in Section 21(a) of the 2024/25 Annual Financial Report.

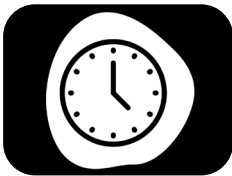
Council Statistics



211 items
considered by
Council



114 items
passed enbloc



Average meeting
duration of 1 hour
and 21 minutes



13 confidential
items considered
by Council



94.3% of items
passed without
change to
recommendation

Council and Committee Meeting Attendance

The number of Council and Committee meetings attended by each Elected Member during 2024/25 is as follows:

Meeting	Number of meetings	Shire President D Buegge	Dep. Shire President S Miolin	Councillor J Darin	Councillor W De Campo	Councillor W Eiby	Hon. Councillor P Omodei	Councillor M Ventris	Councillor J Willcox	Councillor C Winfield
Council Meetings	13	12	12	12	12	12	10	12	12	13
Access & Inclusion	3					2				
Airfield Management	3									3
Audit & Risk Management	2	2		2	1		1	1		
Bushfire	2	1								2
CEO Review	1	1	1	1	1					
Local Emergency Management	2	2	2							
Manjimup Heritage Park	3	2				3				
Manjimup Recreation	0									
Manjimup Town Activation	2		2							
Northcliffe Forest Park	1					1				
Northcliffe Town Activation	1	1								
Pemberton Town Activation	2							2		
Plant Replacement	1	1	1		1	1 (guest)		1		
Rea Park & Collier Street	1	1								
Reconciliation Action Plan	3	3								3
Road Infrastructure	3	3	3	1	2 (guest)	2	2	3		
Sustainability	3	2			1	2				1
Walpole Town Activation	3								2	
Total	49	31	21	16	18	21	13	19	14	22







OUR ORGANISATION

The Shire of Manjimup is a professional and community-focused organisation dedicated to promoting good governance and supporting the community's shared vision. We deliver a range of services and facilities, manage legislative responsibilities, and develop policies that benefit the Shire.

Our focus is on ensuring the Shire remains a great place to live, work, and visit. We are committed to supporting the community's wellbeing, fostering economic growth, and planning for a sustainable future.

Organisational Structure

Chief Executive Officer

Human Resources, Public Relations,
Work Health and Safety, Governance

Community Services

Recreation and
Community Services

Libraries and
Cultural Services

Home and
Community Care

Infrastructure Services

Works

Parks and Gardens

Technical Services

Business Services

Finance and
Administration

Information
Communications
Technology

Development Services

Planning and
Development

Building Services

Rangers and
Emergency Services

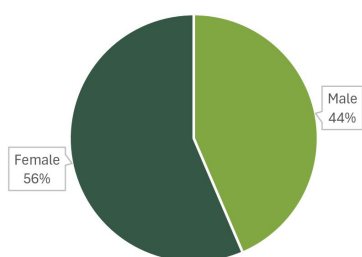
Environmental
Health

Workplace Demographics

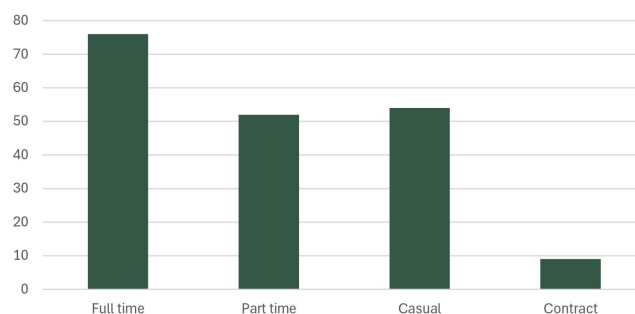
The Shire employed a total of 228 people in 2024/25.

The following graphs provide a detailed overview of the Shire's workforce demographics, highlighting key metrics such as gender distribution, employment type, length of service, and age profile.

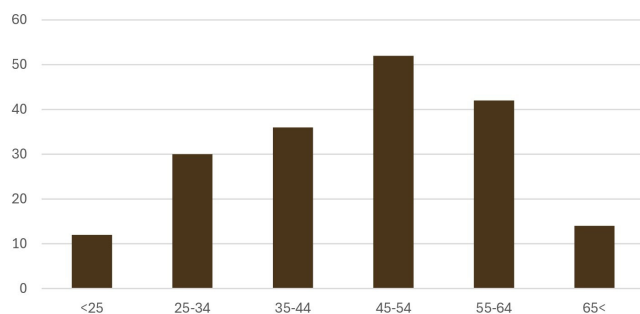
Gender Distribution



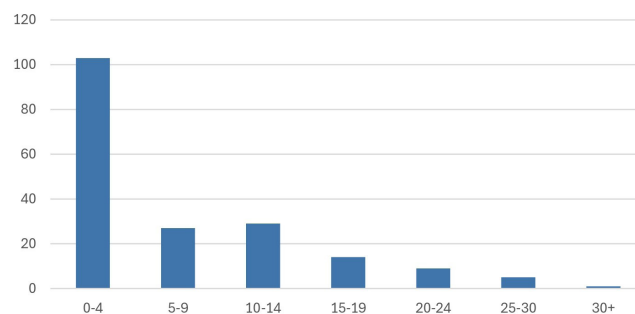
Employment Type



Age Distribution



Length of Service (years)



Employee and CEO Remuneration

Regulation 19B(2) of the Local Government Act (Administration) Regulations 1996 requires the Shire to report the number of employees that are entitled to an annual salary of \$130,000 or more. This information is provided in the table to the below.

Band	No. of employees
\$130,000 - \$140,000	6
\$140,000 - \$150,000	2
\$150,000 - \$160,000	1
\$160,000 - \$170,000	2
\$170,000 - \$180,000	0
\$180,000 - \$190,000	0
\$190,000 - \$200,000	1

The total remuneration package provided to the Chief Executive Officer as at 30 June 2025 was \$339,995 (annualised).

SERVICE *snapshot* DELIVERY



1,679
invoices
raised



5,795
rates notices
issued



46
lease managed
properties (not-for-profit)



14
lease managed
properties (commercial)



22,669
incoming
records



6,117
outgoing
records



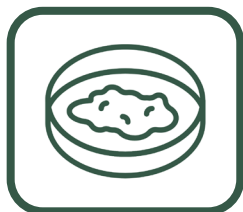
64
cheques
received



126
environmental health
investigations/enquiries



77
food business
inspections



191
food business
renewals



131
drinking water
samples



10
lodging house
applications



1,080
bushfire
volunteers



49
fire
callouts



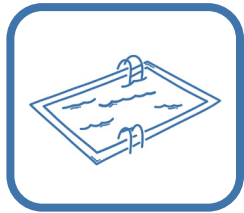
1,470
bushfire
inspections



705
ranger incident
investigations

COMMUNITY SERVICES

AT A GLANCE



50,917
AquaCentre
visitors



27,113
Library
visitors



7,219
Power Up
Museum visitors



438
Indoor Sports
Pavilion bookings



34
Shire approved
events



25
school awards to
11 schools



189
incorporated
associations



11
donations made
to the community



28
Citizen of the
Year nominees



10,367
swimming lesson
entries



7,639
group fitness entries
at MRAC



369
interlibrary
loans



42,242
physical library
checkouts



22,348
digital library
checkouts



2,134
library
members



205
library activities
held

OUR BUSINESS

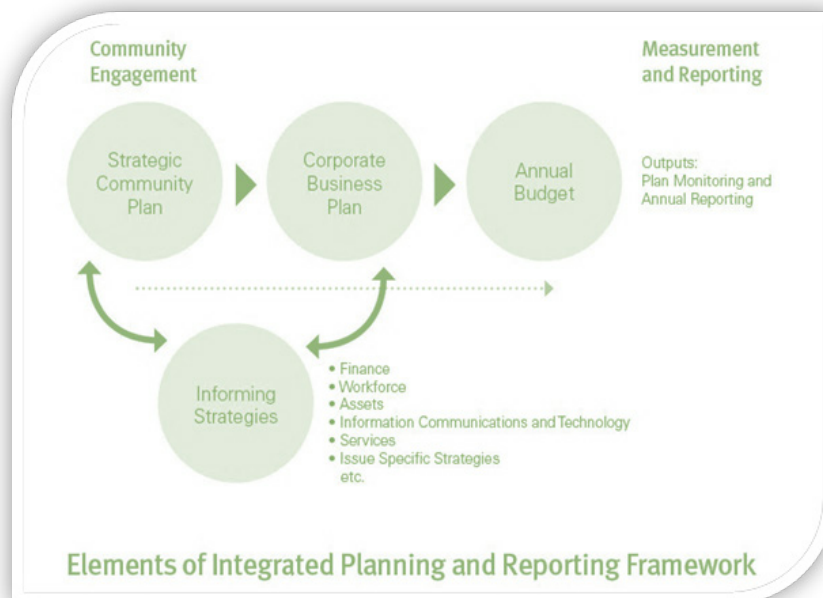


Under the *Local Government Act 1995 (WA)*, all local governments must strategically plan for the future of their districts, guided by the *Local Government (Administration) Regulations 1996*. The Integrated Planning and Reporting Framework, provided by the Department of Local Government, Sports and Cultural Industries, sets the foundation for effective strategic planning.

Integrated Planning and Reporting Framework

The Framework comprises five key elements:

- **Strategic Community Plan (10 years):** Defines long-term community-driven goals and strategies with a “whole of Shire” approach. The Shire of Manjimup Strategic Community Plan was last updated in 2021.
- **Corporate Business Plan (4 years):** Details actions to achieve the goals of the Strategic Community Plan. The Shire of Manjimup Corporate Business Plan was last updated in June 2023.
- **Informing Strategies:** Supports the local government to deliver the Corporate Business Plan through key informing documents including the Long Term Financial Plan, Asset Management Plan, Workforce Plan, and other specialised plans (e.g., Road Construction Plan, Sports & Recreation Strategic Plan).
- **Annual Budget:** Allocates resources to implement the Corporate Business Plan and Strategic Community Plan.
- **Annual Report (this document):** Offers the community an update on the Shire’s progress in implementing the Corporate Business Plan and highlights how the community is advancing towards the goals outlined in the Strategic Community Plan.



Shire of Manjimup Achievements

The following pages highlight the Shire’s key achievements for the 2024/25 financial year, aligning with the themes and community goals set out in the Strategic Community Plan and Corporate Business Plan.

OUR NATURAL ENVIRONMENT

Community Goals

1.1 Natural landscapes, habitats and resources are sustainably managed for the benefit of existing and future generations.

1.2 Development is managed sustainably and our environment is valued through policy and regulation.

1.3 Our region is recognised for its iconic, world-class natural environment that can be enjoyed by all.

1.4 Potential climate change impacts are anticipated and responded to.

1.5 Waste management strategies are expanded and a greater range of options provided to ensure we minimise the negative impacts on our environment.

Key Achievements

The Planning and Sustainability Services team have been undertaking activities and projects that protect and nurture the Shire's biodiversity and endemic species. The Shire manages over 100 reserves that contain natural bushland areas where threatened species habitats are found. The Shire partners with the community to manage these areas, encouraging citizen science and supporting Friends of Groups. The following projects are helping achieve the goals of protecting and nurturing biodiversity.

WALGA Biodiversity Projects

The Western Australian Local Government Association (WALGA) Local Biodiversity and Native Vegetation Management Projects are funded by the State NRM Program. The Shire of Manjimup Road Reserve Conservation Values Assessment and Report, and Shire of Manjimup Biodiversity Assessments include weed mapping and recommendations to better manage land for better environmental outcomes. This project has completed five biodiversity assessments on Shire bush land reserves and twelve Shire road reserves. The image below is of Golden Wreath Wattle that was controlled before it could invade sensitive wetland areas alongside Windy Harbour Road.



Golden Wreath Wattle (Acacia longifolia)

State Natural Resource Management Grant 2024 - 2026

The 'Empowering Community in Managing Threatened Species Habitat' grant has enabled dune restoration, intensive weed management, threatened species monitoring and educational activities at Windy Harbour. Community involvement is essential in these types of projects. For example, the Friends of Windy Harbour Group and the Manjimup Weed Action Group have supplied volunteers, technical advice and equipment. The revegetation attracted many community members to participate in bollard installation and planting of coastal shrubs and trees

This project has also enabled citizen science opportunities such as the Western Ringtail Tally, Great Cocky Count and Biodiversity monitoring in the Shire.



Climate change is an emerging challenge for the Shire. In 2024/25, the Shire participated in the Warren Blackwood Alliance of Councils Climate Action Group and the Sustainability Advisory Committee who have been working on initiatives such as becoming a Waterwise Council. Partnerships with groups like Southern Forests Community Landcare also help strengthen community resilience in biosecurity and land management.

Windy Harbour Coastal Hazard Risk Management and Adaption Plan

The Windy Harbour Coastal Hazard Risk Management and Adaption Plan (CHRMAP) has been completed and will inform the next review of the Windy Harbour Management Plan. The CHRMAP is partially funded by Western Australian Planning Commission and Department of Transport to identify coastal hazards, analyse risks and prioritise management and adaptation responses through an implementation plan. The Shire consulted broadly to establish the values of the community and include their perspectives in the CHRMAP. The document can be found on the Shire's website.



In Brief

- The Rea Park and Collier Street Redevelopment includes the installation of LED playing field lighting as well as incorporating environmental considerations into project planning (eg. flora and fauna surveys, tree assessments).
- The Manjimup Trail Bike Hub route development takes Disease Risk Areas into account, and the newly developed website offers rider education on reducing environmental impact.
- The Shire hosted, and presented at, the South West WALGA Workshop on Roadside Vegetation Management.





Ranger and Emergency Services Report

The Shire's Ranger and Emergency Services team continued to deliver proactive programs aimed at protecting the local wildlife and natural environments during the reporting period.

Key initiatives included managing cat and feral pig populations, mitigating bushfire risks, and enforcing camping regulations to ensure safety and compliance across the Shire.

Cat Trapping Program

During the year, the Shire supported residents and the broader community in managing domestic and feral cats. Sixty-one cat traps were loaned to residents with cat complaints, and Rangers conducted ten trapping programs within Shire reserves.

Forty-three feral or stray cats were removed from townsite areas. Of the trapped cats, fourteen were found suitable for rehoming after remaining unclaimed in the pound, and another fourteen were impounded and returned to their owners.

Six warning notices were issued to residents for keeping cats without consent.

Feral Pig Management

The Shire contributed \$10,000 to the Lake Muir Denbarker Feral Pig Eradication Group to support targeted feral pig control across the Shire, including within Windy Harbour Reserve. This ongoing program helps protect local ecosystems, agricultural land, and community assets.

Bushfire Mitigation

Bushfire mitigation remained a priority, with \$172,300 secured through the Mitigation Activity Fund Grant 2024/2025.

Forty-eight treatment activities were undertaken, including firebreak construction, prescribed burns, mulching, and slashing. An additional \$25,000 was spent on twelve chemical treatments to control weed growth, reducing fuel loads and enhancing fire management effectiveness.

Camping Enforcement

Lower levels of unauthorised camping were observed across the year, with a noticeable reduction in backpacker-related activity. This trend appears to align with the increased participation in the Pacific Australia Labour Mobility (PALM) scheme, which has contributed to fewer transient workers camping across the South West.

Ongoing Challenges

- Increased feral pig activity in the Windy Harbour area, likely due to wildlife displacement following the Chesapeake bushfires and limited capacity within the Lake Muir-Denbarker Group.
- Limited availability of crews during weekday working hours impacted the Shire's ability to carry out planned prescribed burns on Shire-managed reserves.
- Ongoing challenges for Ranger Services in enforcing overnight camping regulations.

Waste Management

Overview

The Shire of Manjimup operates a licensed landfill and controlled liquid waste facility at the Manjimup Recycling and Refuse Centre (MRRC) and three registered transfer stations (Northcliffe, Pemberton and Walpole). Each of these sites is managed by an independent contractor. A small, registered refuse pit at Windy Harbour is operated by the settlement Caretaker. The Shire's waste facilities are complemented by an extensive kerbside collection service and an annual vergeside hard waste collection.

Waste Collection

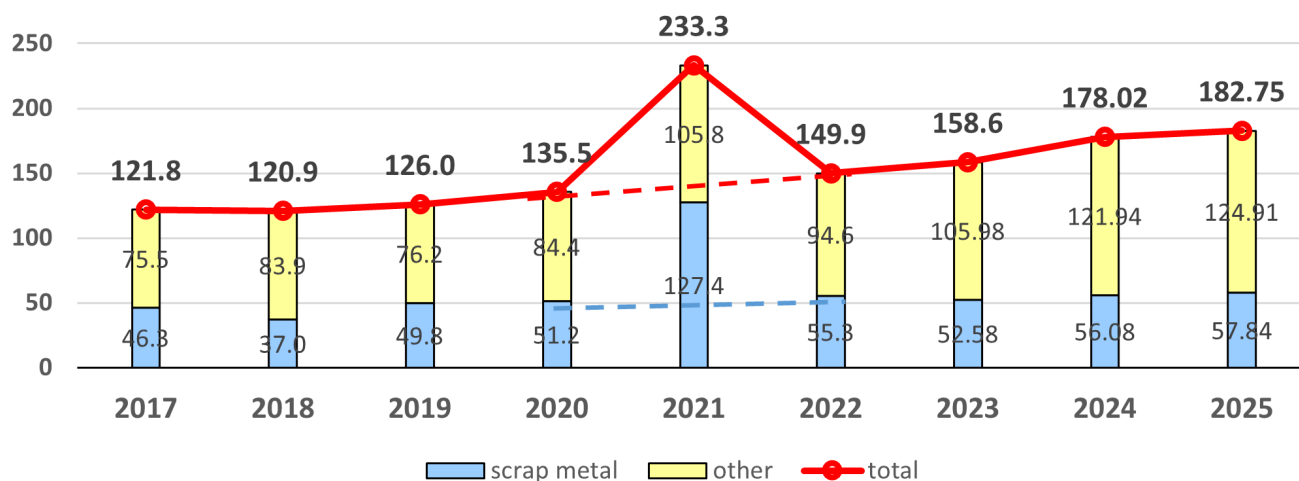
The Shire of Manjimup's waste collection contractor is Cleanaway. Their services under the contract include provision of regular kerbside bin collection, street and public bin servicing (Manjimup only), transfers of hook-lift bulk bins from the three transfer stations, and an annual vergeside hard waste collection service. Waste was taken to the MRRC landfill and commingled recyclables to Cleanaway's Materials Recovery Facility in Perth.

Annual Vergeside Hard Waste Collection

The annual vergeside hard waste collection removed slightly more (2.7%) material from the residential properties it is available to than was removed in the previous year. This was broadly in line with the trend observed over much of the previous decade.

About 58 tonnes of scrap metal was separated from other hard wastes and sent on to be used in recycling processes. A further 3.2 tonnes of steel, also sent to recycling, was extracted from the 240 mattresses collected. Thus 33.4% of the total weight of all collected material was diverted from landfill and recycled.

Annual hard waste collection 2017 to 2025: total tonnes



Manjimup Recycling and Refuse Centre (MRRC)

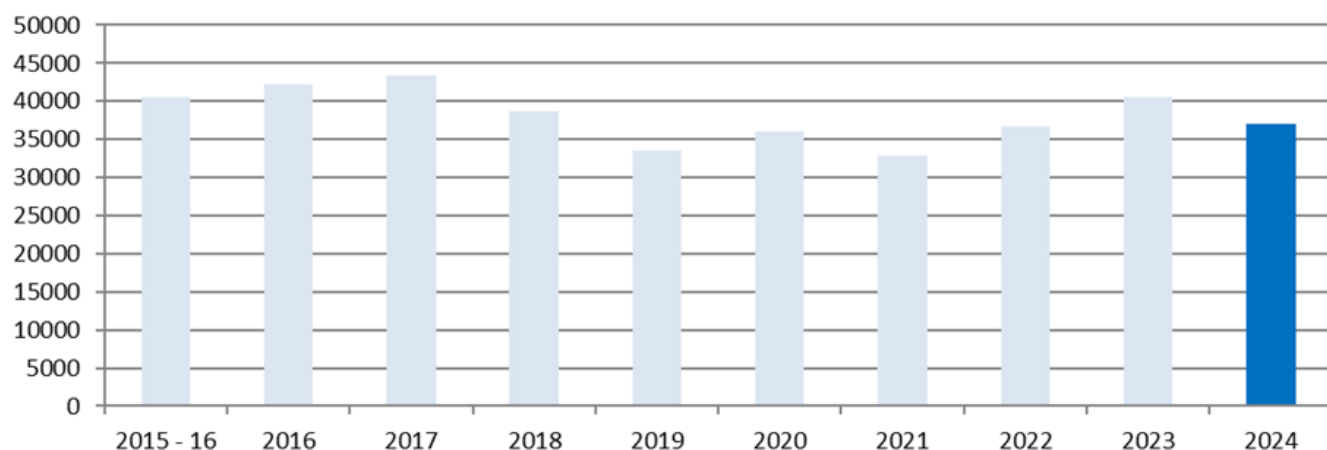
Solid waste was received at the MRRC from the Shire's municipal collections and from the Shire's own operational activities, from domestic gardening and clean-up activities, from rural properties, commercial and agricultural activities, and from various construction and demolition projects.

The total volume of solid waste received at the MRRC during the year was 37,065 cubic metres. This represented an 8.5% decrease over the previous year, but a 10.4% increase on the corresponding

figure from five years earlier.

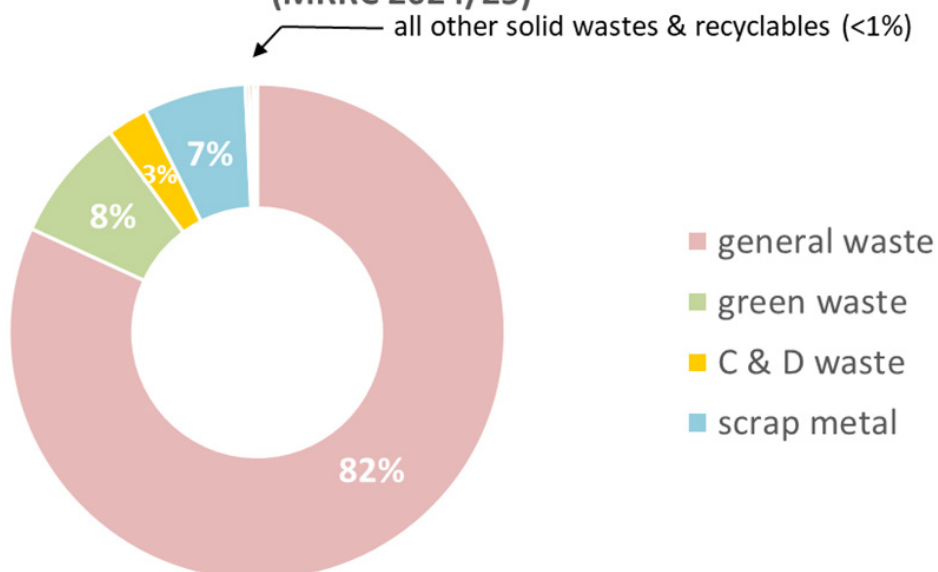
The decrease from the previous year resulted from reduced volumes of all four of the major solid waste streams compared to the previous year.

MRRC total waste volume for 2024 and preceding decade (m³)



During the past year, general waste made up 82% of all waste by weight. The proportion of all waste which is garden green waste was 8% by weight in the most recent year. Construction and demolition (C & D) waste (3% by weight) has continued to reduce in proportion to other wastes over the past five years, reflecting the completion of several major civic construction projects across the Shire.

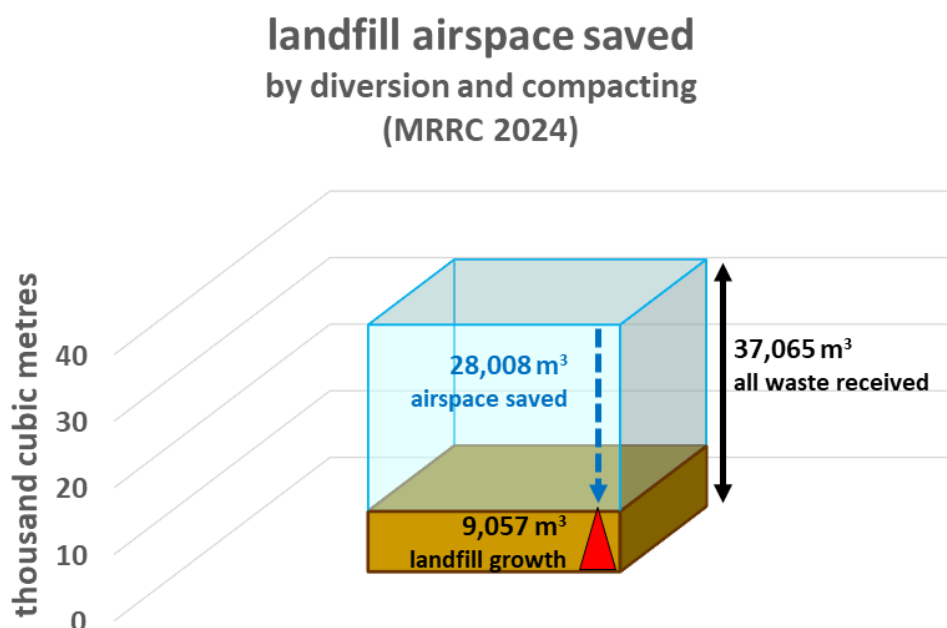
proportions of solid wastes received, by weight (MRRC 2024/25)



Landfill

About 37,065 m³ of waste was received at the MRRC during the year, measured or estimated on arrival. However, the spatial growth of the actual landfill over the same period was only 11,144 m³, as calculated by independent drone survey. This suggests that around 29,382 m³ of airspace was preserved for future landfilling operations.

This 73% saving in landfill void space take-up is the result of two key measures. First, Council allocates significant budgeted funds to the diversion of certain waste materials from landfill (for example scrap metal, commingled household recyclables and bulky recyclables including mattresses, tyres, batteries and e-waste). Second, the Shire's site operations contractor, Verge Enviro, compacts the residual landfill diligently. Maintaining this high efficiency ratio is key to continuing the life of the MRRC landfill to its maximum potential.



Recycling

Council continued to strongly support recycling through its allocation of budgets to this key activity. The two areas of focus are household commingled recycling and resource recovery from bulky recyclables.

The Shire's commingled recycling contractor (Cleanaway) continued to provide a reliable destination for our mixed household containers, paper and cardboard, collected by the Shire's regular fortnightly kerbside yellow-lid bin service (526 tonnes), and through drop-off bulk bins at the MRRC and at the three transfer stations (59 tonnes). However, regional data suggests that approximately 25% of material collected for recycling is contamination which must be sent to landfill. These figures suggest that for each resident, just under 44kg of household recyclable material was successfully processed during the year.

Other waste streams diverted from landfill for resource recovery included scrap metal, e-waste (computers, televisions and other electric or electronic items), vehicle tyres, mattresses, vehicle and household batteries, cooking oil and motor oil, printer cartridges, mobile phones and fluorescent light tubes. All of these materials were received in significant volumes.

Council's investment of funds and effort into the diversion of these bulky waste materials from landfill is critical to the management of all waste generated in the Shire of Manjimup.

OUR PROSPERITY

Community Goals

2.1 New people and new businesses are attracted to the region.

2.2 Existing core industries, such as agriculture and timber, are resilient, innovative and sustainable.

2.3 The local economy is diversified and supports a range of industries and job opportunities.

2.4 Industry and development is not hindered by excessive or complex compliance regulations.

2.5 Local business thrives because it has access to information and support, and because the community maximises the use of local resources, services and products.

2.6 The region grows in reputation as a world-class culinary, agricultural, environmental and trails tourism destination.

2.7 Our quality primary and secondary education opportunities are maintained and access to a range of life-long learning and training opportunities is broadened.

Key Achievements

Manjimup Trail Bike Hub

The Shire continued to develop recreational and tourism opportunities that support local prosperity and attract visitors to the region.

Significant progress was made across several stages of the Manjimup Trail Bike Hub throughout the year. Works for Stage 2, the Trail Bike Tourer Experience, are nearing completion and will soon provide an expanded network of trails designed to cater to riders of varying abilities, further positioning the district as a regional trail bike destination.

The Off-Road Vehicle Area Feasibility Study also advanced this year, with several potential locations and facility options currently under detailed assessment. The Shire successfully secured grant funding to support the development of an Off-Road Vehicle Area and associated trails, subject to a positive outcome from the Feasibility Study.

The Manjimup Trail Bike Hub Trail Centre opened its doors and is now operational. The Centre is managed by the Manjimup Trail Bike Hub Association and provides a central point for visitor information, rider support services and the coordination of trail-related activities.



Planning Application Activity

The Planning Services team continued to manage a strong workload throughout the year, processing a total of 172 development applications. Of these, 25 applications were determined by Council, while the remaining 147 were assessed under delegated authority. The total development value for the year reached \$19.47 million, reflecting steady investment and growth across the Shire.

In addition to development applications, the team also processed 19 subdivision applications, supporting ongoing land use planning and development across the district.

Workforce Development

Several staff successfully completed Certificate III in Individual Support (Ageing and Disability) through South Regional TAFE. This training has strengthened workforce capability and provided a pathway for new or unskilled workers to enter the growing care and support sector within the Shire.

RV Friendly Town Planning

During the year, site assessments were undertaken across all towns to identify suitable locations for short-term overnight parking. This work forms part of the Shire's efforts to meet the requirements for RV Friendly Town status and to enhance services for travelling visitors.

Tourism and Regional Promotion

The Shire continued to collaborate closely with tourism partners to promote the region as a must-visit destination. Key initiatives included:

- Partnering with Australia's South West (ASW) at the Caravan and Camping Show.
- Exhibiting at the 4WD and Adventure Show, including engagement with a related television series.
- Participating in multiple print media campaigns with RAC, ASW, and Caravan and Camping publications.
- Producing updated print materials, desk maps and trail guides for visitor use.
- Supporting Busselton Margaret River Airport marketing initiatives to attract visitors.
- Providing funding contributions to four Visitor Centres, Southern Forests & Valleys Local Tourism Organisation (SFVLTO), Southern Forests Food Council (SFFC), and event grants to strengthen destination promotion and visitor experiences across the region.

OUR COMMUNITY

Community Goals

3.1 The range of support services in our community are useful, empowering and aligned to community needs now and in the future.

3.2 The health and wellbeing of people of all ages and circumstances is supported within their own community.

3.3 We respond to an ageing demographic by cultivating age-friendly communities that are also inherently dementia and disability friendly.

3.4 A range of efficient, safe and accessible public transport options are provided across the region.

3.5 Our whole community participates in strategies to ensure we are minimising risks in regards to bushfire and other natural emergencies.

3.6 Residents feel safe, secure and comfortable at home, work and at play.

3.7 Our community is vibrant, dynamic and fun because we have access to a broad range of art, cultural, social and recreational opportunities.

3.8 Diversity, inclusivity and harmony are the foundations of our strong community spirit and we celebrate and honour our diverse cultures, heritage and lifestyles.

Key Achievements

Draft Public Health Plan

The Shire has commenced the process of preparing a Public Health Plan to identify local health priorities, guide preventative initiatives, and ensure services and programs are aligned with the needs of our community.

The plan will provide a strategic framework to support healthier environments and improve long-term wellbeing across the district.

Aged and Community Care Services and Assets Review

During the reporting period, the Shire of Manjimup undertook a comprehensive review of its aged and community care services and associated assets to support informed decision-making by Council on the proposed divestment of some functions.

The Shire is at a strategic crossroads in its role as a provider of aged and community care. The review concluded that proceeding with an Expressions of Interest process represents a prudent next step to explore divestment opportunities, reduce organisational risk, and improve long-term outcomes for the community through the involvement of a specialist provider.

Any future transition will be guided by the Shire's commitment to safeguarding key outcomes such as continuity of care, equitable service access, and retention of the local workforce.

Ongoing Initiatives

- Delivery of annual school awards to all primary and secondary schools within the Shire.
- Continuation of participation in annual Reconciliation Week Banner Program.
- Continue to support and encourage collaboration for emergency relief agencies in the Shire through the Emergency Relief Agencies Network.
- Administration of KidSport program.
- Ongoing financial assistance to associations operating town recreation centres (Pemberton, Northcliffe and Walpole).



Community Grants

In 2024/25, the Shire continued its strong commitment to supporting local groups, events and community initiatives through its Community Grants Program.

Across the year, a total of 76 grants were awarded, delivering practical support to community organisations right across the district.

Events: 17 event grants were provided, totalling \$63,500, helping community groups deliver festivals, celebrations and local activities that bring people together.

Youth and Chaplaincy: The Shire awarded four grants in this category, with \$25,000 invested in programs that support young people and school chaplaincy services.

General Grants: 36 general community grants were allocated, providing \$94,636 in funding for a broad range of projects, services and facility improvements.

Financial Support Grants: 19 grants totalling \$52,749 were provided to assist with operational costs and ongoing community service delivery.

Overall, more than \$235,800 in community funding was distributed, strengthening local organisations and enhancing community wellbeing across the Shire.

Public Libraries

The Shire's libraries continued to evolve as vibrant community hubs, broadening their roles and services to benefit both locals and wider audiences. A key highlight was the significant expansion of student workshop programs, which offered hands-on activities aligned with the school curriculum, alongside a more relaxed and creative school holiday schedule.

STEM workshops engaged young minds with topics such as aerodynamics, circuitry, environmental science, and light refraction. During the holidays, children enjoyed crafting sessions that included making slime, dream catchers, and Easter baskets, blending fun with creativity.

Early Childhood Engagement Programs for younger children explored important themes including fire safety, emergency preparedness, and animal welfare. Children at the Walpole Library were especially delighted by the animal visits, featuring friendly guinea pigs and a local joey named Rocco, which provided a delightful blend of fun and education.

The Libraries' author talk series featured inspiring presentations, including a session by self-help advocate Coral Emerson, and an insightful exploration of the history of the local timber by Dr Christina Gillgren.

New memberships remained strong, reflecting the steady influx of residents to the area. While there was a slight decline in physical item checkouts, this was effectively offset by a corresponding rise in the use of the Libraries' eResources, highlighting a growing shift toward digital engagement.



In Brief

- Significant increase in student workshops featuring a wide range of STEM and other topics staged both during school term and school holidays.
- Sparking Interest art workshops staged throughout the year across all Shire towns.
- Construction of Art Gallery storage shed via grant funding.

Manjimup Art Gallery

A generous grant from the Department of Creative Industries and Tourism, facilitated the delivery of a diverse series of traditional and contemporary art workshops for Year 5 to 10 students across the Shire as part of the Sparking Interest project.

These workshops engaged students from local schools with artistic media and concepts that extended far beyond the standard curriculum. In addition to learning about printmaking and working with acrylics, participants gained valuable exposure to emerging artistic fields such as animation and digital art, offering a glimpse into potential career pathways within the evolving creative industries.

The Gallery showcased a vibrant mix of exhibitions that celebrated both local creativity and national artistry. Highlights included, *Now and Then*, a retrospective by local artist, Anna Czerkasow, and *Fantastic Fungi* by the Manjimup Photo Club, which captured the region's unique natural beauty.

Complementing these were two acclaimed touring exhibitions: *Walking Through a Songline* from the National Museum of Australia showcased an ancient story of our rich Indigenous culture and *Stitched and Bound* by the West Australian Quilters Association demonstrated the creative talent of WA's textile artists.

Together, these exhibitions attracted a diverse audience of locals and visitors from across the country, reinforcing the Gallery's role as an innovative venue within the State's regional arts network.



In Brief

- Celebration of the Shire of Manjimup's heritage through 2025 Heritage Festival.
- Appointment of a Shire of Manjimup Curator to oversee the management of the Shire's heritage collection and provide guidance and support to local history groups.
- Local Drug Action Team (LDAT) established, with the Shire as the lead agency.
- Increase of all-abilities strength and fitness training classes on land and water through the offering of daily exercise sessions, creating a class timetable that ensures all ages and circumstances within our community have an option to participate.
- Regular programs for the aged community providing a sense of belonging and company for the isolated and vulnerable.
- Disability inclusive programs run at the Wellness and Respite Centre on a fortnightly basis, providing an opportunity to forge friendships, develop independent living skills, create a sense of belonging and community.
- Men's outings coordinated by the Home and Community Care team for men who otherwise would be isolated and disengaged in their community.
- Meal on Wheels program volunteers provided meals to those unable to prepare meals for themselves, which created a friendly check in for individuals otherwise remaining at home with limited human contact.
- Volunteer transport provided opportunities for those who are no longer working or recently retired to give back to their local community.
- Advocacy and partnerships established with Community Housing Providers.
- Advocacy and lobbying with government to support housing development and housing options.
- Implementation of various cultural activities and partnership with local community arts and First Nation Community Members.
- The Local Emergency Management Committee met three times during the year, bringing together all relevant Emergency Management Agencies and conducting a Community Risk Workshop to review the Shire's Local Emergency Management Arrangements.
- The Bush Fire Advisory Committee met two times and, with representation from Shire staff and Bush Fire Brigade volunteers, continued to advise Council on bushfire preparedness and response.



Home and Community Care

Manjimup Home and Community Care offers vital support to the aged and disability community through the Commonwealth Home Support Program (CHSP), Home Care Packages (HCP), and the National Disability Insurance Scheme (NDIS).

The infographics below detail the support provided to clients during the 2024/25 financial year. In the descriptions, OOS refers to occasions of support.



2,337
day centre
respite hours



5,342
personal
care OOS



6,148
transport
OOS



210
cottage
respite hours



5,560
domestic
assistance OOS



58
in home
respite hours



3,545
home & garden
maintenance OOS



2,664
total meals on wheels
and at the Centre



110
food
preparation OOS



6,755
group social
support OOS



4,016
individual social support
OOS



375
total
clients

OUR INFRASTRUCTURE

Community Goals

4.1 Infrastructure gaps in regards to energy, water, sewerage, and information and communication technology services are resolved.

4.2 Community infrastructure is delivered and maintained at a level of service that is aligned with community needs now and in the future.

4.3 Land use planning strategies support the sustainable development and growth of our communities.

4.4 Town centres are accessible, attractive and inviting whilst maintaining their unique characters.

4.5 Parks and open spaces are attractive and create opportunities for people to come together, socialise and enjoy a range of activity.

4.6 Sport and recreation facilities sustain a broad range of pursuits.

4.7 Community infrastructure planning responds to an ageing demographic and is also inherently dementia and disability friendly.

4.8 Places of heritage value are recognised and retained.

4.9 Transport infrastructure and networks provide for the safe movement of all users.

Key Achievements

Manjimup Main Street Upgrade

The Shire completed the Main Street Upgrade, highlighted by the planting of a themed avenue of cherry trees along the Giblett Street median.

This addition enhances the visual appeal of the town centre, creates a cohesive streetscape identity, and contributes to a more vibrant and welcoming environment for residents and visitors.



Manjin Park Fountain Renewal

The Manjin Park fountain was repaired and upgraded to strengthen its role as a defining gateway feature for Manjimup.

The improvements restored the fountain's functionality and refreshed its presentation, and enhance its visibility as a prominent landmark on the main highway through Manjimup.



Mordalup Bridge Replacement

In 2024/25, Main Roads WA completed the upgrade of the 90-year-old Mordalup Road Bridge, restoring an important connection across the Tone River east of Manjimup.

Works commenced in October and were initially expected to take eight months, with prolonged wet weather extending the project timeline by one month. Given the condition of the structure, the upgrade was essential to ensure the long-term safety and reliability of the crossing.

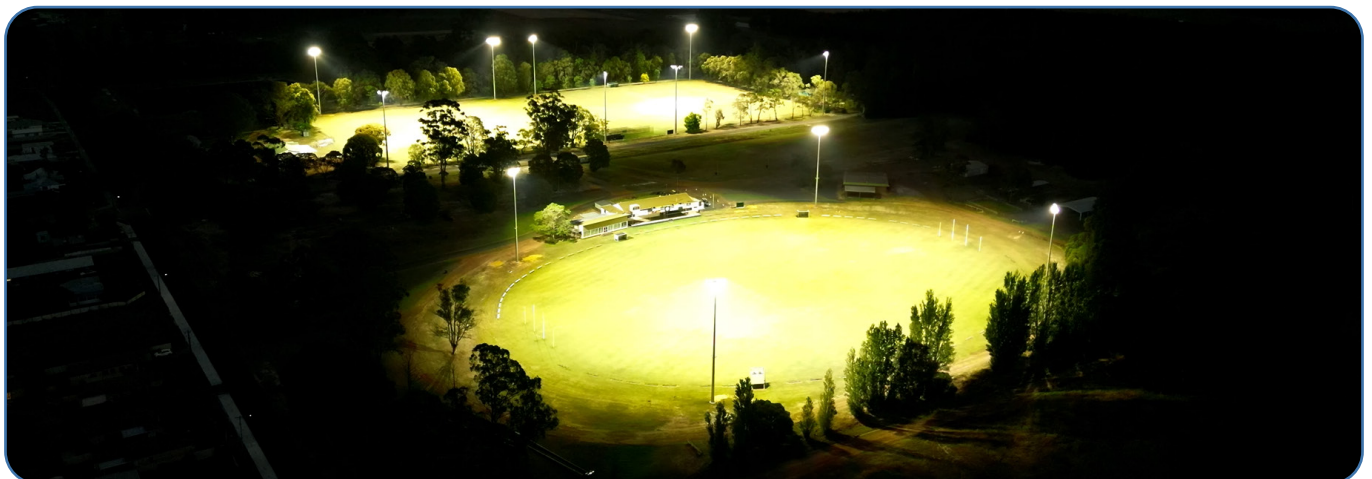
Throughout the project, the Shire worked closely with Main Roads to support communication with affected residents and to explore options to minimise disruption, including assessing whether temporary construction access could safely accommodate public use. Safety and environmental constraints meant this was not feasible. The bridge was partially reopened to traffic at the close of the 2024/25 reporting period.



Manjimup Rea Park and Collier Street Reserve Redevelopment

Stage 1 of the Manjimup Rea Park & Collier Street Reserve Redevelopment was officially completed during the reporting period, delivering essential upgrades including a power upgrade, new playing field lighting and the installation of events electrical bollards at the Reserve.

The Shire also secured \$1.25 million in State Government funding to progress Stage 2 of the project, which will focus on redeveloping the playing fields and delivering new or upgraded amenities. Additional funding will be required to enable full implementation of Stage 2.



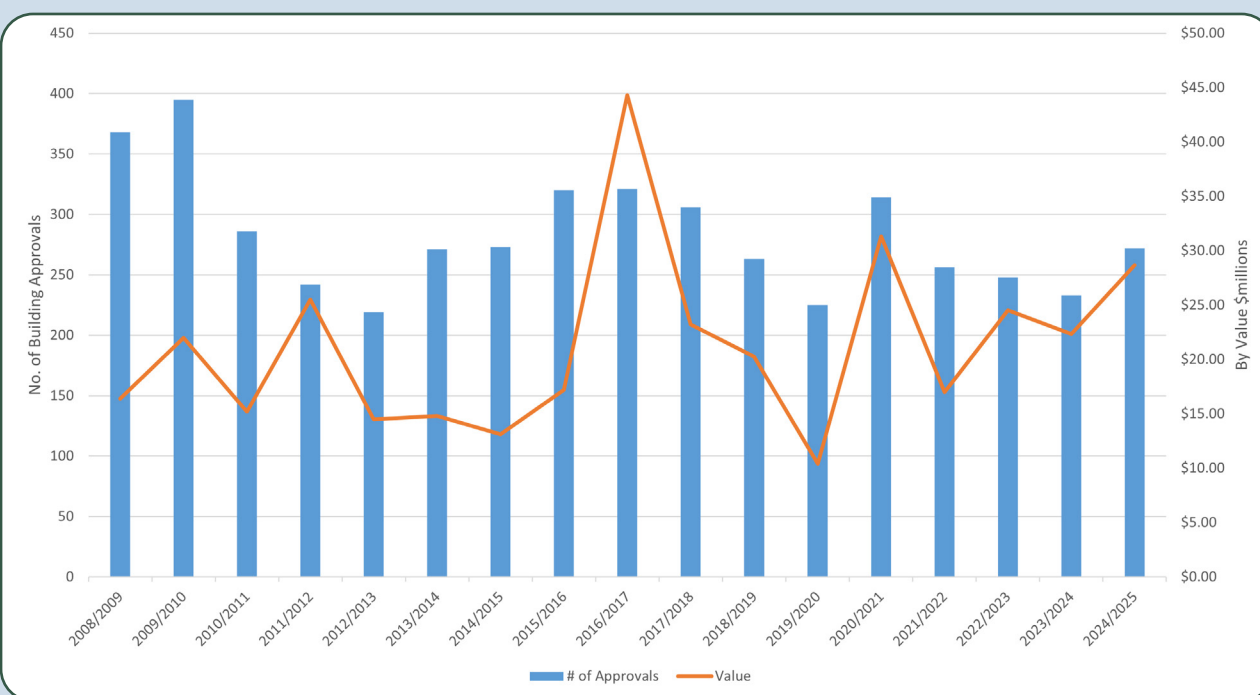
Building Application Breakdown

The Building Services team had another busy year, managing a steady volume of building-related applications. Over the reporting period, the team received and processed a total of 272 applications, comprising:

- 244 building permit applications
- 15 occupancy permit applications
- 4 demolition permit applications
- 9 building approval certificate applications

Of the 272 applications received, 62 were certified applications. None of these were certified by the Shire's Building Surveyors; however, the team did complete one certification on behalf of another permit authority during the year.

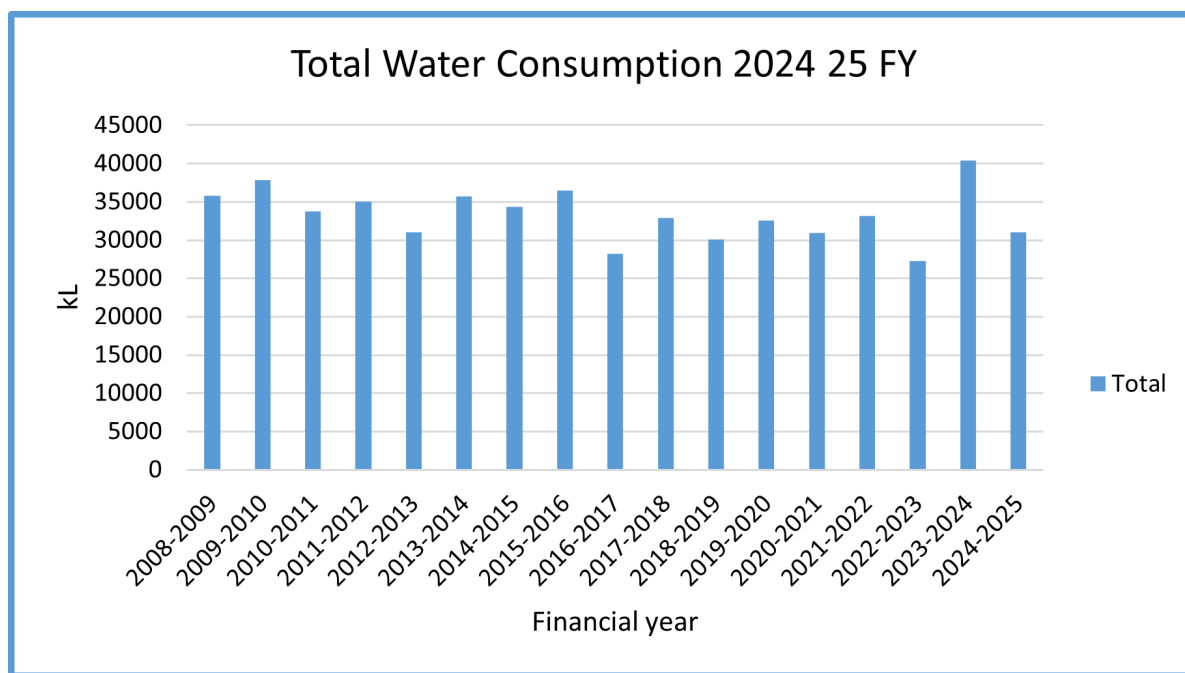
The remaining 210 applications were uncertified building permit applications, and Shire officers undertook all assessment and certification work associated with these.



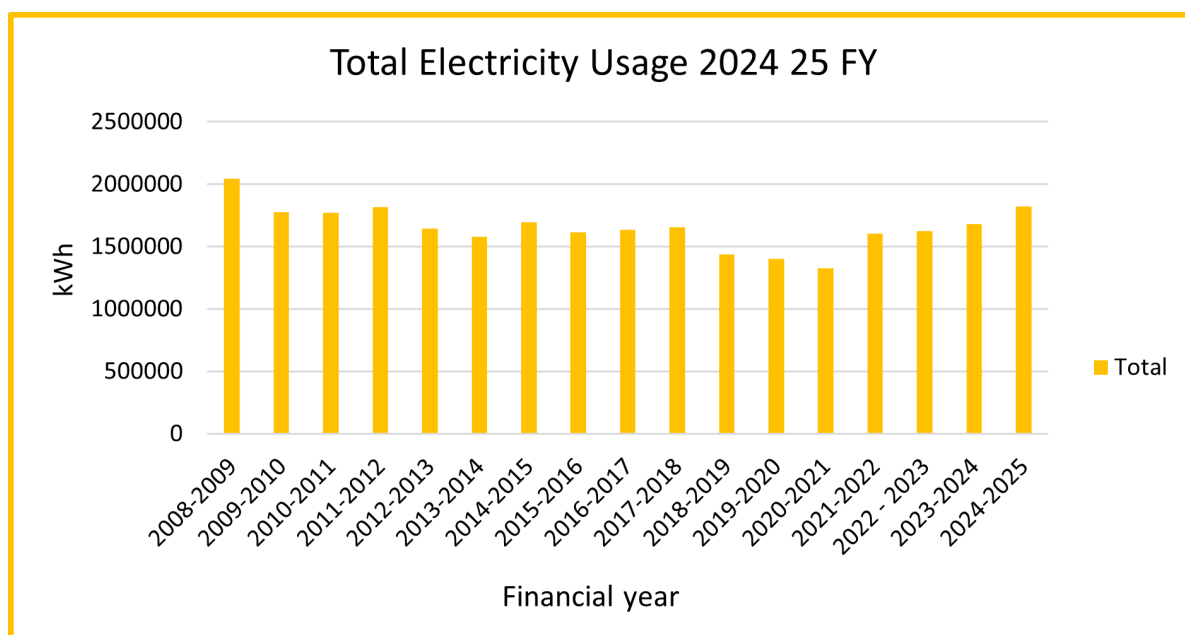
Water and Energy Usage

By encouraging design features, development practices and behaviours that demonstrate best practice water and energy efficiency, we can reduce water and electricity usage. The Shire has committed to joining the Waterwise Council Program in partnership with Water Corporation and the Department of Water and Environmental Regulation. The graphs below show the Shires water and electricity usage from 2008 till the end of the 2024/25. Analysis of the water and electricity usage in graphs below should also consider the increases in infrastructure and community use in Shire of Manjimup facilities since 2008.

Graph 1. From 2008/09 FY to 2024/25 FY, the Shire of Manjimup's water usage decreased by 13%.



Graph 2. From 2008/09 to 2024/25 FY, the Shire of Manjimup's electricity usage decreased by 10%. The electricity usage does not include street lighting which is approximately 10% of the overall usage.



Unsealed Road Maintenance

The Shire has 297 unsealed roads within its maintenance scope, and in 2024/25, 155 of those roads were graded.

Operational statistics

- 2,595 grader hours
- 662 roller hours

Sealed Road Maintenance

The Shire is responsible for maintaining approximately 109 sealed roads. Over the past year, the Shire's Auto Patching Truck completed patching work on 282 roads.

Operational statistics

- 804 truck hours



Roads

The following roadworks were undertaken by the Shire's Works Team during 2024/25.

Location	Length (m)	Works undertaken
North Walpole Road	3,250	Shoulder widening and reseal
Wheatley Coast Road	630	Reconstruction and sealing
Graphite Road	370	Reconstruction and sealing
Old Vasse Road	1,250	Construction and sealing
Grays Road	600	Construction and sealing
Rest Point Road	100	Reconstruction and sealing
Mayo Street	130	Asphalt overlay
Swan Street	155	Asphalt overlay and kerb replacement
Nockolds Street	210	Asphalt overlay
Shotter Street	110	Asphalt overlay and kerb replacement
Park Ave	350	Asphalt overlay
Boronia Street	150	Asphalt overlay
Banksia Street	195	Asphalt overlay
Ipsen Street (Manjimup)	140	Asphalt overlay
Ralston Street	80	Profiling, asphalt overlay
Ipsen Street (Deanmill)	1,000	Bitumen reseal
Perup Road	1,850	Bitumen reseal
Seven Day Road	1,300	Bitumen reseal
Channybearup Road	1,600	Bitumen reseal
Muirillup Road	800	Bitumen reseal
Donnelly Road	1,000	Bitumen reseal
Johnson Crescent	75	Bitumen reseal
Middleton Road	1,800	Bitumen reseal
Smithbrook Road	1,200	Gravel resheet
Dingup Road	1,100	Gravel resheet
Calcup Road	2,100	Gravel resheet
Kimber Road	900	Gravel resheet
Hawke Road	1,000	Gravel resheet
Clarke Road	1,000	Add polymer binder to gravel
North Walpole Road	1,000	Add polymer binder to gravel

Footpaths

A total of 506 linear metres of new or replacement footpath was constructed in 2024/25. The Hospital Avenue footpath upgrade has been carried forward to 2025/26 due to insufficient funding.

Building Services

The Shire continued to invest in community sport and recreation infrastructure, delivering upgrades and maintenance to ensure facilities are safe, accessible, and welcoming for all residents and visitors.

A highlight for the year was the completion of a new accessible toilet block at the Walpole Recreation Centre, providing improved amenities for sports participants and spectators and supporting greater inclusivity across community activities.



Significant maintenance and refurbishment works were undertaken on several key sporting facilities. The Pemberton Sports Club Stadium and the Manjimup Indoor Sports Pavilion were both reclad, extending the life of these heavily used community assets and enhancing their durability against the elements.



In Northcliffe, the Clem Collins Recreation Centre ablutions underwent a full refurbishment, transforming the space into a fully accessible facility that meets modern disability standards, while the Eric Sanders Pavilion received major upgrades, including structural repairs to rusted lintels, grandstand improvements, and extensive renovations to the internal change rooms, ensuring the venue continues to support local sporting clubs and community events.

Accessibility and safety were further enhanced across several facilities. New internal and external handrails were installed at the Pemberton Sports Club, while the Pemberton Community Hub also received accessible handrails, improving safe access for all users.

High-use public areas also received attention, with the Manjin Park Walkway undergoing a comprehensive upgrade. Rusted purlins were replaced, new flashings installed, and timber artwork completely repainted and recoated, improving both the safety and aesthetic appeal of this important community space while extending the life of the asset.



The Shire continued its proactive approach to building maintenance, promptly responding to roof leaks and other facility issues across its portfolio to ensure that all community buildings remained functional, safe, and available for use. Essential services such as the Walpole Dump Point were reinstated, restoring a valuable resource for visitors, caravanners, and local tourism operators.

Maintaining high standards of cleanliness and presentation remained a priority, with ongoing cleaning and upkeep of town centres, recreation facilities, and public amenities ensuring welcoming and hygienic spaces for residents and visitors alike. The Shire also managed a notable increase in vandalism and antisocial behaviour, particularly in popular areas such as Manjin Park and the skate park, responding quickly to preserve community assets.

Ongoing Challenges

- Increased vandalism and antisocial behaviour.
- Ageing community infrastructure.
- Resource constraints, including staff capacity and contractor availability.
- Rising material and construction costs.
- Weather-related impacts, including roof leaks and storm damage, increasing reactive maintenance workloads.
- Continuing issues with the Walpole dump point, due to inappropriate disposal of wipes by users causing recurrent blockages and system downtime.

OUR LOCAL GOVERNMENT

Community Goals

5.1 All elected members and Shire employees uphold the values of professionalism, proactivity, reliability, integrity and courtesy.

5.2 The Shire's long-term planning and activities deliver on the community's goals and aspirations.

5.3 Our elected members represent the best interests of the community.

5.4 Community participation in decision making is maximised.

5.5 The Shire communicates effectively with all its communities.

5.6 The Shire is a resilient and financially stable organisation that uses public funds responsibly.

5.7 Asset management plans are developed and implemented to maintain community assets at the appropriate standard.

5.8 The Shire continuously improves organisational performance and service delivery.

Key Achievements

New Policy Development

Council adopted Policy 5.1.13 Temporary Accommodation in Caravans and Tiny Homes on Wheels, enabling temporary use of caravans and tiny houses on private land. The policy ensures clear approval guidelines, maintains health, safety and environmental standards, and supports flexible housing options and local tourism.

Council also adopted Policy 1.1.9 Council Member Induction to guide the induction program for new Council Members following the 2025 local government elections. The program provides essential training and support, covering governance, legislation, and Shire-specific matters, while encouraging existing members' participation to share knowledge and experience.

Aged Care Services and Assets Review

Council accepted a Project Plan to guide the potential divestment of the Shire's aged and community care services and assets, including Moonya Lodge, the Residential Aged Care Site on Hospital Avenue, and the Wellness and Respite Community Centre.

The plan outlines a staged process addressing financial, operational, and stakeholder considerations, supporting informed decision-making while meeting the needs of the Shire's ageing community.

Review of Council Committees

Council reviewed its committee structure to improve efficiency, governance, and alignment with Shire priorities. Key statutory committees, including Audit, CEO Review, Local Emergency Management, and Bush Fire Advisory, were retained. Several existing committees were proposed to be disbanded or reconstituted as less formal Reference and Advisory Groups to reduce administrative workload while maintaining community and stakeholder input.

A policy will be prepared to guide the new structure in the 2025/26 financial year, with implementation to follow the 2025 ordinary election.

Implementation of New Council Meeting System

In 2024/25, the Shire reviewed its Council meeting practices to improve efficiency, transparency, and strategic focus. Key changes included reducing the number of Ordinary Council Meetings, introducing Agenda Briefing Sessions and Concept Forums the week prior to meetings, and shifting meetings to Tuesdays to ensure timely circulation of agendas and minutes. These improvements supported better decision-making, allowed more time for strategic considerations, and enhanced communication with the community.

Sustainable Energy Project

The Shire continued its participation in the WA Local Government Association's (WALGA) Sustainable Energy Project, securing access to renewable energy and reduced electricity prices through a collective procurement process.

WALGA's new contract offer with Synergy (2025–2028) is expected to limit cost increases driven by significant rises in wholesale electricity prices, with modelling indicating estimated savings of 17% for the Shire compared to open-market prices.

Organisational Culture Review

In response to significant organisational changes over the previous years, including leadership transitions, a shift from capital expansion to service delivery focus, evolving regulatory requirements, and changing expectations from the CEO, Council, staff, and community, the Chief Executive Officer, in collaboration with the Shire's Executive Team, established a timeline, budget, and approach to conduct an organisational culture survey.

The survey informed the development of an improvement plan to embed a culture of continuous improvement, leadership, and organisational values, with delivery and training scheduled to commence in the 2025/26 financial year.

Work Health Safety Report

Shire workplaces continued to be regularly inspected by Health and Safety Representatives, ensuring safe and well-maintained environments that support staff professionalism, reliability, and integrity. Updated inspection forms and simplified assessment processes strengthened organisational performance and service delivery.

Health and wellbeing initiatives, including skin assessments and influenza vaccinations, demonstrated proactive care for employees and contributed to a resilient and responsible organisation. Safety Committee meetings and WorkSafe WA training for WHS Representatives supported effective consultation, leadership, and informed decision-making, reinforcing professional standards and community-focused governance.

Ongoing asbestos management and monitoring of corrective actions ensured compliance with legislative requirements, demonstrating accountability and responsible management of Shire assets.

FUTURE PLANNING

Looking Forward to 2025/26

The Shire of Manjimup's future planning is guided by our Integrated Strategic Planning and Reporting Framework, ensuring that planning is clear, connected, and responsive to the community. The framework aligns with various aspects of the Shire's work and supports the delivery of our 10-year Strategic Community Plan.

By linking performance monitoring with planning, the Shire can respond to changes in community needs and the business environment. The approach gathers community input, sets clear long-term goals, and outlines the necessary resources and financial implications.

As we progress into 2025/26, the Shire will continue to deliver core business and key projects that support our natural environment, local prosperity, resilient communities, well-planned infrastructure and strong governance. Below is a summary of the major initiatives planned for the year ahead.

Our Natural Environment

- **Clearing of walk trails through Northcliffe Forest Park for safe recreational access.**
- New Environmental Sustainability Strategy has been drafted and is undertaking consultation with key stakeholders.
- Additional five traps have been purchased to expand trapping programs and respond to wandering cat complaints.
- \$15,000 provided to the Lake Muir Denbarker Feral Pig Eradication Group to reduce feral pig numbers in the Shire and Windy Harbour Reserve.
- Planned bush fire mitigation activity: \$204,100 for 64 treatments, including firebreaks, prescribed burns, mulching, and slashing, and \$33,000 for 18 chemical treatments to reduce weed growth in treated areas.
- Disseminate maps and other information about the Walpole Giants Trails network and the Pemberton Trails networks through events such as the Perth 4WD and Adventure show and the Caravan and Camping show.
- Leverage visitor marketing opportunities from the UCI Gravel world championships to be held in Nannup in 2026.

Our Prosperity

- Management of environmental and public health risks associated with the Policy 5.1.13 Temporary Accommodation in Caravans and Tiny Homes on Wheels.
- No More Homeless proposal.

- Council endorsement of Local Planning Strategy, followed by WA Planning Commission certification for advertising.
- Confirmation of short-term overnight parking locations and achieving RV Friendly Town status where feasible.
- Launch of the trails of Stages 1 (Adventure Bike Experience) and 2 (Trail Bike Tourer Experience) of the Manjimup Trail Bike Hub project.
- Completion of the Off-Road Vehicle Area Feasibility Study for the Manjimup Trail Bike Hub.
- Establishment of an Off-Road Vehicle Area/Trails, depending on the outcome of the Feasibility Study.
- Planning is underway for the Universal Cycling International (UCI) and Gravel 7 (G7) events coming to the region in October 2026, with collaboration across DBCA, Visitor Centres and local tourism partners to promote the area as a premier cycling and outdoor recreation destination and develop supporting promotional materials.
- Establishment of the Giants Trails in the Walpole and Pemberton Arboretum Trails precincts to support town centre activation and encourage a diverse range of visitors and community members to experience the region.
- Appointment of new Tourism Officer.
- Development of new Marketing and Promotional Plan, including new marketing material.

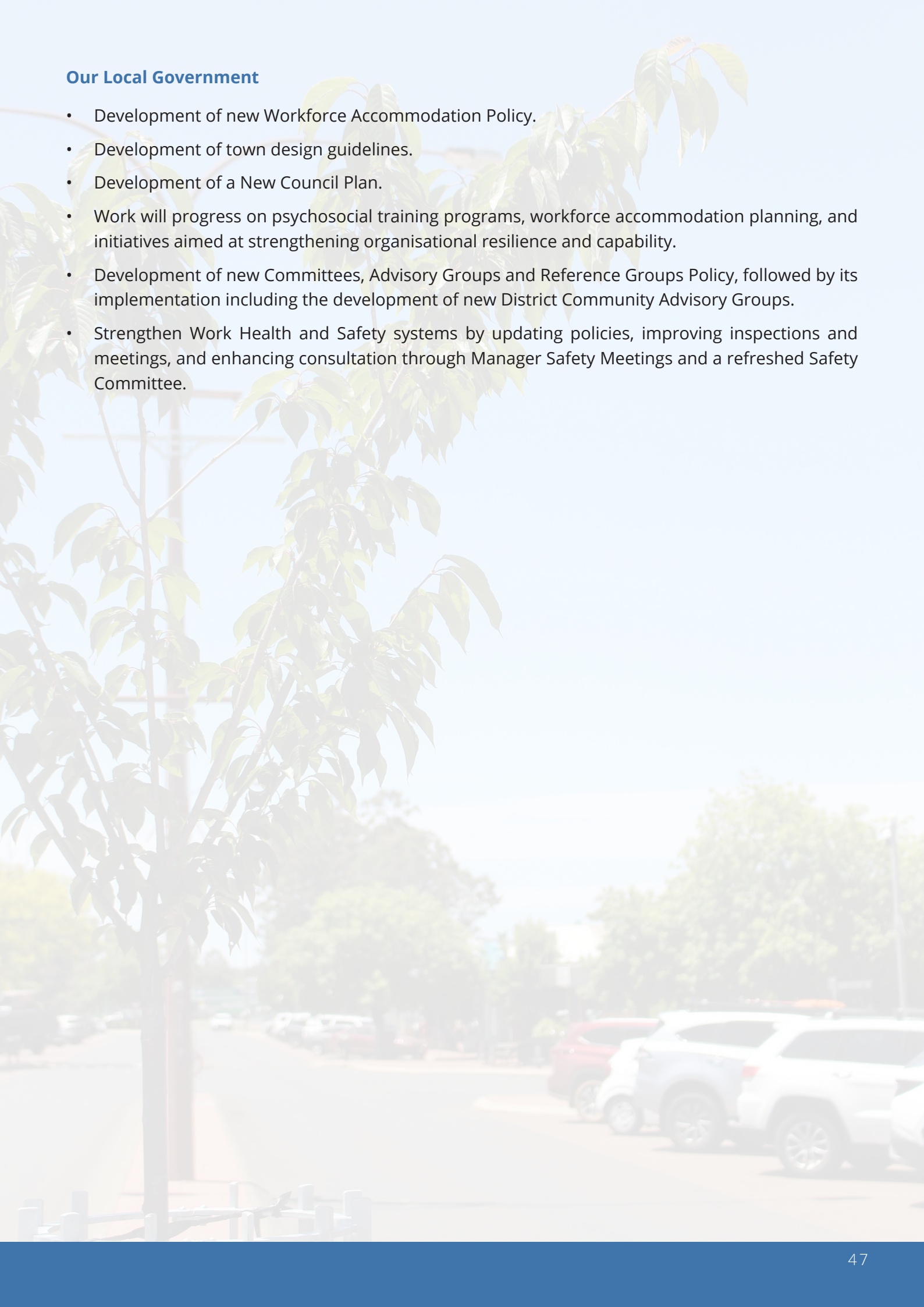
Our Community

- Launch of Public Health Plan.
- Working with 'Hous3d' for the delivery of affordable housing on balance lot of Cherry Glades.
- Conversation Plan(s) with grant funding.
- Preparation of the proposed new Local Emergency Management Arrangements (LEMA), to be reviewed by the Local Emergency Management Committee (LEMC). LEMC will exercise LEMAs and complete a Manjimup Airfield induction.
- Bush Fire Brigade leadership group made up of Fire Control Officers and Captains will meet in November for the annual preparedness forum.
- Investigation of protective cover over the rail relic display to preserve and protect the display from weather damage, while also creating a more engaging and accessible space for visitors for all seasons.
- Development of community blueprints for each town to outline future priorities and aspirations for each of our unique communities.
- Initiate an Expressions of Interest process to seek submissions from qualified Aged Care Providers for the potential divestment of the Shire's aged and community care services and assets, including Moonya Lodge, the Residential Aged Care site on Hospital Avenue, the Wellness and Respite Community Centre, and Manjimup Home and Community Care Aged and NDIS Services.
- Conduct a trial run of communication boards at local cafes, the Manjimup Education Support Centre, libraries, Community Resource Centres, and other community locations.

- Support the delivery of the Blurred Minds program in partnership with Blackwood Youth Action.
- Introduction of Aqua Striders program at the Manjimup Regional AquaCentre to enable community members with mobility or physical impairments to receive guided instruction and support to participate in leisure pool exercise classes.
- Introduce casual 'pay as you go' swimming lessons for all ages, including babies, toddlers, children and adults, allowing community members to attend when they can and receive professional instruction without committing to the full 8-week program.
- Working closely with Southern Forest Arts on the development of a yarnning circle to be located at the Manjimup Heritage Park.

Our Infrastructure

- Progression towards replacement of bin receptacles through Manjimup town site.
- Complete 506m footpath link along Hospital avenue, between Mottram Street and Simms Court.
- Undertake playground upgrades to Lintott St and Cole St Parks as part of planned Asset replacement.
- Municipal Heritage Inventory rewrite to Local Heritage Survey with grant funding
- Preparation and final drafting of Local Planning Scheme No. 5.
- Preparation of design guidelines for Pemberton Workers Cottages Precinct and Manjimup Art Deco Precinct.
- Continue staged renewal of ageing building infrastructure, including targeted structural repairs, cladding replacements and upgrades to high-use public buildings.
- Implement improved vandalism-mitigation measures and CPTED-based (Crime Prevention Through Environmental Design) upgrades, particularly at Manjin Park.
- Support planned capital works across recreation, sport and community facilities.
- Continue improving accessibility features across public buildings and pathways, supporting an ageing population and universal access outcomes.
- Refresh of Manjimup Art Gallery space (upgrade lighting and repainting of the space) and children's area of Manjimup and Walpole Libraries.
- Completion of Asset Management Plan for AquaCentre.
- Completion of the replacement of the expansion joints and underwater tiling at the AquaCentre.
- Commence Dual Naming process of the Manjimup Heritage Park.
- Review of the Sound Shell viewing gradient and identify improvement plan.
- Grant applications in progress to secure the remaining required funding for the implementation of Stage 2 of the Manjimup Rea Park and Collier Street Precinct Redevelopment, which will include playing fields redevelopment and new/upgraded amenities.
- Support of and ongoing consultation with Imperials Football Club and their successful Play Our Way grant application towards the lighting upgrade at Manjimup Recreation Grounds.



Our Local Government

- Development of new Workforce Accommodation Policy.
- Development of town design guidelines.
- Development of a New Council Plan.
- Work will progress on psychosocial training programs, workforce accommodation planning, and initiatives aimed at strengthening organisational resilience and capability.
- Development of new Committees, Advisory Groups and Reference Groups Policy, followed by its implementation including the development of new District Community Advisory Groups.
- Strengthen Work Health and Safety systems by updating policies, improving inspections and meetings, and enhancing consultation through Manager Safety Meetings and a refreshed Safety Committee.

STATUTORY INFORMATION

Freedom of Information

The Freedom of Information (FOI) Act 1992 is applicable to the Shire of Manjimup. The FOI Coordinator for the Shire of Manjimup is Senior Administration & Property Officer, the Decision Maker is the Director of Business, and the Chief Executive Officer is the FOI Internal Review Officer.

During 2024/25, the Shire received two (2) requests for information under the Freedom of Information Act. The average time to process each request was 45 days. In accordance with Section 96(1) the Shire of Manjimup has produced an 'Information Statement' and is available at the Shire office in Manjimup or by contacting the FOI officer.

Record Keeping Compliance

The Shire of Manjimup is committed to maintaining effective and compliant record-keeping practices, in line with legislative requirements, including the State Records Act 2000. The Shire uses Content Manager as its record management system to ensure the proper capture, storage, and retrieval of records.

As part of the Shire's commitment to staff training, employees receive a record management induction within their first month of employment. In the 2024/25 financial year, 14 new staff members completed this induction. Additionally, ongoing support is provided through one-on-one training sessions with the Records Officer, with training tailored to the specific needs of each employee's role.

Public Interest Disclosures

The Public Interest Disclosure Act 2003 (amended 2012) applies to the Shire of Manjimup. The public disclosure officers for the Shire of Manjimup are Gail Ipsen Cutts and Evy Apeldoorn, who are required to report annually to the Commissioner via the online reporting to the 'Integrity and Conduct Survey'. In 2024/25, no disclosures were received.

Complaints

In accordance with Section 5.53 of the Local Government Act 1995 and the associated Local Government (Rules of Conduct) Regulations 2007, there were no complaints made against Councillors for the financial year 2024/25.

Funding used for replacement or renewal of Shire assets

In accordance with 19BE(2) of the Local Government (Administration) Regulations 1996 the following funding was used for the replacement or renewal of Shire of Manjimup assets:

	2022/23	2023/24	2024/25
Total Capital Grants, subsidies and Contributions	\$6,144,751	\$4,199,145	\$4,936,056
<i>Less Funding used for upgrade</i>	<i>(\$1,662,331)</i>	<i>(\$1,158,080)</i>	<i>(\$296,383)</i>
Total funding for replacement/renewal of assets	\$4,482,420	\$3,041,065	\$4,639,673

DISABILITY ACCESS & INCLUSION

The Disability Services Act 1993 requires all local government authorities to report annually on the implementation of its Disability Access and Inclusion Plan (DAIP).

The Shire of Manjimup Access and Inclusion Plan 2024 - 2029 was adopted by Council in November 2023. The plan acts as a framework to ensure all members of the community are supported to have the same opportunities as others to access services, facilities and information.

Key achievements for the 2024/25 financial year include the following:

- The Shire of Manjimup hosted a Disability-Inclusive Emergency Management Forum in partnership with the Department of Fire and Emergency Services and the University of Sydney. The forum gathered valuable insights from people with disability to ensure emergency planning meets diverse community needs. Insights gathered from the forum will contribute to the development of a Disability-Inclusive Emergency Plan, ensuring a person-centred approach to emergency planning and response.
- Upgrades to the Pemberton Sports Club handrails and Walpole public toilets, improving safety and accessibility beyond minimum standards. These improvements remove long-standing barriers, allowing community members and visitors to use facilities with dignity and independence.
- Promotion of the Access and Inclusion Committee, empowering people with disability to actively participate. This initiative builds participant capacity and strengthens engagement with the Shire on issues that affect their daily lives.
- Further developing communication boards for Shire facilities, supporting people with communication challenges and non-verbal users. Boards will be rolled out across Shire services and promoted in external community spaces to improve accessibility and independence.
- Continuing to liaise with education and service providers.
- Encouraging and facilitating work placement opportunities for community members with disability at Shire libraries and the AquaCentre.
- Maintaining the Shire's status as an Australian Disability Enterprise through increased employment of persons with disability working within the Property Care Team.
- Providing work placement opportunities to Manjimup Education Support Centre High School students with the Shire Property Care Team.





SHIRE OF
MANJIMUP