



2015 *Annual Report*



Celebrating Our Diversity

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Shire President's Report



2014/2015 has seen a number of the projects and initiatives, for which planning commenced several years ago, come to fruition or inch closer to becoming a reality. As usual, finances have determined whether certain projects are achievable, but through a rigorous planning process and the support of both state and federal funding bodies, the Shire of Manjimup has once again achieved a myriad of beneficial outcomes resulting in community engagement, economic development and population growth.

Though the community only gets to see the final outcomes of projects, such as the installation of light poles or the construction of a new facility, the reality is that there is a lot of thought, planning and hard work that goes into ensuring that each of these projects comes off as a success – timely, within budget and in-line with our community's aspirational document – the *Strategic Community Plan 2015-2025*. Projects and initiatives aren't simply thought of by a Councillor or staff member; they are always driven through community demand or as a solution to an issue that has been identified within the community. Council and staff are proud of how, through public consultation, Shire projects are developed to meet community needs and then successfully built upon from these foundations.

Once again, the Shire of Manjimup has hosted a number of visiting organisations, but by far the most remarkable was State Cabinet in August/September of 2014. This truly gave the Shire, and other major organisations such as the Department of Agriculture and Food WA, the Manjimup Chamber of Commerce and the Southern Forests Food Council, the opportunity to draw attention to opportunities within the region, as well as solutions to any hurdles that need to be overcome in order to achieve the aspirations of our community. It was an honour to be given the opportunity to present to the group and the visit has certainly driven additional interest and engagement from the State Government with the Shire of Manjimup.

In February 2015 the Shire of Manjimup experienced a natural disaster that nobody could have predicted - O'Sullivan Fires. In what was one of the most trying times that many of us, as community members, would have ever experienced in our lifetimes, the true sense of community was abundant. All of us were extremely proud and grateful for the hard work of the emergency services, not to mention the support and generosity of the community in general. The recovery process commenced before the fire was extinguished and once again, the offers of help, both physically and financially, were exceptional.

The SuperTowns initiatives gained visibility through the installation of light poles along Manjimup's main traffic vein, the reopening of Ipsen Street, the commencement of Brockman Street revitalisation and growth of the Southern Forests SEED Program and the Southern Forests Food Council. The benefits of these enhancements will become more apparent over time as they manifest through economic advancements, population growth and increased tourism.

As mentioned, there were a number of significant events, announcements and outcomes for the Shire of Manjimup throughout 2014 and 2015, which occurred as follows:

July 2014	<ul style="list-style-type: none"> An announcement took place from the Hon. Terry Redman MLA and the Minister for Health the Hon. Kim Hames MB BS JP MLA of a new \$31.4 million hospital to be built in Manjimup.
August 2014	<ul style="list-style-type: none"> A piece of urban art illustrating what it means to live in the Shire of Manjimup, created by the youth of Manjimup, Northcliffe, Pemberton and Quininnup youth groups, was unveiled at its new home – outside the Manjimup Regional AquaCentre. Shire of Manjimup President Wade DeCampo – long-standing Councillor, Deputy President and President, received a Western Australian Local Government Association (WALGA) Honours Award for Long and Loyal Service. The Southern Forests SEED Program hosted the inaugural 'Growing Science Forum' featuring special guest speakers Professor Lyn Beazley AO FTSE, Dr Chris Smith and Dr Karl Kruszelnicki.

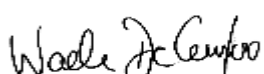
September 2014	<ul style="list-style-type: none"> On Sunday 31 August and 1 September, the Shire of Manjimup hosted the Premier and Western Australian Cabinet Ministers for a Regional State Cabinet meeting. In addition to a number of visits made by Ministers, a 'Meet the Minister' function was held, giving community members the chance to meet with the relevant Minister to discuss any concerns or issues. A community reception, breakfast event and presentation from the Shire President were further opportunities to showcase the region and flag opportunities for growth and development. The Hon. Nigel Hallett MLC, member for the South West Region, bought a delegation of visitors to the region, including Mr Craig Peacock, Commissioner in the Tokyo office of the Western Australian Government. The purpose of the visit was to encourage new business connections in the region and enhance the existing relationships between industry in the South West and Japan. Council approved additional budget allocation to complete the development of infill leasehold sites in Windy Harbour, approved the method of sale of all of the proposed Windy Harbour infill leasehold sites to be a tender process and resolved to return all proceeds of sale to the Windy Harbour Infrastructure Reserve. Council endorsed a budget amendment following a successful LotteryWest funding application for a new suspension bridge at One Tree Bridge.
October 2014	<ul style="list-style-type: none"> It became official, following Ministerial approval and via Government Gazette, that general retail shops in Manjimup now have the option of operating during the following extended retail hours: <ul style="list-style-type: none"> Monday to Friday – 8am to 9pm; Saturday – 8am to 5pm; and Sunday and Public Holidays – 11am to 5pm (excluding Christmas Day, Anzac Day and Good Friday). A team of Shire of Manjimup employees came first in the recent South West heat of the Regional Management Challenge. Jason Giadresco, Michael Leers, Evy Apeldoorn and Gina Nieuwendyk were a true example of the Shire's organisational culture of collaboration and community focus. They came up against teams from the Shires of Busselton, Dardanup and Capel, and their win was a credit to the organisation as a whole. This team went on to win the overall WA Regional Management Challenge. A tri-partite legal agreement between the Shire of Manjimup, Brookfield Rail and the Public Transport Authority was signed and sealed. This was a crucial step towards the re-opening of the Ipsen Street railway crossing. The new light poles to be put up along Mottram Street arrived!
November 2014	<ul style="list-style-type: none"> Free blanket WiFi was made available in the CBD of Manjimup. A reception was held in Pemberton to recognise the gifting of a portion of land from Wesfarmers to the Pemberton Aged Accommodation Inc (PAAI). Alan Carpenter, Executive General Manager of Corporate Affairs for Wesfarmers Limited, represented Richard Goyder, Managing Director of Wesfarmers Limited. Mr Carpenter explained that the gifting of the land is about putting back into the community to recognise the role Pemberton has played in the history of Wes-farmers, to celebrate the centenary of Wesfarmers.
December 2014	<ul style="list-style-type: none"> The Shire of Manjimup was a recipient of a Gold 'Volunteer Employer Recognition' award. These awards recognise employers who allow emergency services volunteers to take time off work to respond to incidents or attend training, allowing them to deliver essential services that keep our communities safe. The installation of new decorative light poles commenced on Manjimup's main highway corridor, Mottram Street. 25m of railway line was removed from a section of Ipsen Street that will be reopened as a part of the Royalties for Regions SuperTown funded Town Centre Revitalisation project. All four towns started experiencing a retail resurgence with the opening of new shops and a renewed enthusiasm amongst community members. Signage was erected in Windy Harbour seeking expressions of interest in the infill leasehold sites, which will be made available for sale by tender in February 2015.

	<ul style="list-style-type: none"> The new Councillor for the Coastal Ward Graham Munro, who was elected following an extraordinary election held on 29 November 2014, was sworn in by CEO Andrew Campbell.
January 2015	<ul style="list-style-type: none"> The first of 70 decorative light poles were installed on Mottram Street in Manjimup. Australia Day celebrations were held at Pemberton Pool with record numbers in attendance. Council endorsed the recommendation to progress subdivision of Lot 401 Ralston Rd, Ringbark through the Sale of Portion to Advance Packing and Marketing Services Pty Ltd and amalgamation of a portion into landfill reserve.
February 2015	<ul style="list-style-type: none"> A bushfire (known as the O'Sullivan fire) which started from a lightning strike placed both Northcliffe and Walpole under threat, resulting in an evacuation of Northcliffe and the closure of several roads including South Western Highway. The total area of land burnt was almost 100,000 hectares, the largest fire Western Australia has experienced in decades. This natural disaster was of such significance that various Community Meetings, which were being held in Pemberton and Northcliffe, were attended by the Hon. Joe Francis MLA—Minister for Emergency Services, Wayne Gregson—Fire and Emergency Services Commissioner, the Hon. Albert Jacob MLA—Minister for Environment, the Hon. Terry Redman—State Member for Warren-Blackwood, Rick Wilson MP—Federal Member for O'Connor and the Premier of WA the Hon. Colin Barnett MLA. Premier Barnett declared the incident an eligible disaster under the Western Australia Natural Disaster Relief and Recovery Arrangement (WANDRRA). A Recovery Committee commenced post-fire initiatives, such as the collection of feed and fodder, organising the re-fencing of damaged farm land and the establishment of a donation fund. A number of sub-committees were also established to work across the areas of: <ul style="list-style-type: none"> Building and infrastructure repairs and liaising with the insurance industry; Business continuity through provision of support to the dairy and wider agricultural sector, tourism and local businesses; Community support ranging from access to recovery funding through to personal health needs; and Environmental impacts on bushland, wildlife and any health effects from the fires. The Shire of Manjimup's Home and Community Care (HACC) unit was awarded \$750,000 of federal funding to be put towards the construction of a Wellness and Lifestyle Centre in Manjimup. Royalties for Regions state funding of \$1,207,000 was announced to go towards the expansion of Northcliffe Retirement Village from five to nine units. Royalties for Regions state funding of \$1,340,000 was announced for the extension of Pemberton Aged Accommodation Village by three units, plus site works and head works to support the development of an additional eight units.
March 2015	<ul style="list-style-type: none"> The Shire of Manjimup released for sale by tender twelve (12) additional twenty (20) year land leases at Windy Harbour, closing at 3pm on Tuesday 31 March 2015. A visit from the then Prime Minister of Australia Tony Abbott to Northcliffe to meet with locals was hosted by Rick Wilson MP. Her Excellency Kerry Sanderson, Governor of Western Australia, visited Northcliffe to offer her support throughout the recovery phase. She attended the post-fire de-brief and visited Northcliffe District High School. Council meeting was held in Northcliffe in March.
April 2015	<ul style="list-style-type: none"> Mark McGowan, Leader of the State Opposition, visited the Shire to meet with Shire President Wade DeCampo and representatives from the Department of Fire and Emergency Services and the Department of Parks and Wildlife regarding the O'Sullivan Fire. Regional Development Australia South West held their board meeting in Manjimup, receiving a presentation from the Shire President on the achievements and aspirations of the Shire of Manjimup.

	<ul style="list-style-type: none"> • National Youth Week celebrations for 2016, themed “Drug aware – it starts with us” were held in Pemberton on Saturday 18 April and well enjoyed by everyone in attendance. • The Shire’s Home and Community Care team hosted the free Wellness and Lifestyle Expo 2015 in Manjimup. • A recent study commissioned by the Department of Agriculture and Food as a part of the Manjimup SuperTowns Agricultural Expansion Project showed strong potential for a high pressure processing (HPP) facility in the region. • The Shire of Manjimup was selected by the Department of Local Government and Community as one of four local government areas to pilot the ‘Regional Youth Collaborative Project’.
May 2015	<ul style="list-style-type: none"> • The Hon. Mia Davies MLA, Minister for Sport and Recreation, Water and Forestry, met with Shire of Manjimup and Department of Sport and Recreation (DSR) representatives during her recent visit to the region. Items such as the Community Recreation Hub Master Plan, the significance of trails in the Shire and the water issues faced in Northcliffe and Quinninup were discussed. • The LandCorp Board paid a quick visit to the Shire on Tuesday 21 April. Though they only had a chance to visit Manjimup, Andrew Campbell - Chief Executive Officer (CEO) for the Shire of Manjimup, gave a presentation outlining opportunities that exist across the Shire. • The South West branch of the Australian Local Government Association held their meeting at the Shire on Thursday 23 April. Visitors included Shire Presidents and CEOs from a number of regional local governments as well as Troy Pickard, who is the Mayor for the City of Joondalup and the President of both the Australian and Western Australian Local Government Associations. • The Shire of Manjimup partnered with Manjimup Mitre10 Retravisio to pilot a ‘school bag rewards program’. The aim of the program is to address the rising occurrence of primary school students starting their school term without some of the items they require, by ensuring that those students get access to the same basic ‘tools’ as their classmates, such as a school bag, drink bottle and pencil case. • Manjimup Regional AquaCentre launched the long-awaited pool inflatable, chosen by local youth through a survey which gave them the opportunity to ‘vote’ on the inflatable they liked the most. • A federal decision was made about the future of the renewable energy target (RET) scheme for Australia, providing opportunities within the energy sector and a more viable future for the section within the region. • The inaugural 2Oceans mountain bike race was held in the Southern Forests region, based in Manjimup. • Ipsen Street was officially reopened by the Hon. Terry Redman MLA almost 40 years after its closure.
June 2015	<ul style="list-style-type: none"> • The Shire of Manjimup <i>Strategic Community Plan 2015-2025</i> and <i>Corporate Business Plan 2015-2019</i> underwent a minor review in line with the requirements of the State Government’s Integrated Planning Framework and were released for public comment. • The <i>Draft Manjimup Community Recreation Hub Master Plan</i> was released for public comment.

In my tenth year as Shire President, I would once again like to thank the community for their ongoing drive to enhance the liveability of the Shire of Manjimup. This could not be done without a strong Council and the contributions made by our funding partners, staff, the ever-important volunteers and ratepayers.

Warm regards



Wade DeCampo
SHIRE PRESIDENT

Chief Executive Officer's Report

Key achievements

- Response to the major emergency event being the O'Sullivan Bush Fire in February 2015;
- Progressing Manjimup SuperTown projects with majority completed;
- Hosted Regional State Cabinet in Manjimup;
- Response and Recovery actions for the O'Sullivan Bush Fire;
- Conducted an Extraordinary Election for the Coastal Ward due the passing of Councillor Thomas Fahey;
- Commencement of a Strategic Risk Management project;
- Review of Integrated Planning documents of *Strategic Community Plan & Corporate Business Plan*;
- Assistance provided to Australian Peat Technologies to obtain a suitable site for their commercial operation;
- Extension of Retail Trading Hours;
- Negotiation of access to Ipsen Street crossing point with Brookfield Rail and the Public Transport Authority; and
- Preparation of a major business case for submission to the State for stage 2 of the Manjimup SuperTown Town Centre Revitalisation project.

Agricultural Expansion Project



As part of the Manjimup SuperTowns Agricultural Expansion project, the Southern Forests Food Council (SFFC) was awarded with \$5m and was subsequently established to represent the interests of local producers, and culinary and agri-tourism operators within the Southern Forests region. The SFFC launched the Genuinely Southern Forests regional brand in November 2013, and has undertaken marketing and promotional activities to build awareness and educate local, national and international markets on the quality and diversity of the region's produce.



Some of the activities that the SFFC has undertaken during the 2014/15 year include:

- Building awareness of the Genuinely Southern Forests brand and region through marketing activities such as television commercials, *Fresh* liftout in the *West Australian* newspaper, radio advertising and participating in outside broadcast, media resulting in feature articles and editorial i.e. Scoop, social media and website.
- Major focus on producer and retailer engagement during 2014/15 with the appointment of a Produce Coordinator and Produce Liaison Officer locally, and a Retail Promotions Officer for the metro area.
- Engaging, supplying and branding at various levels to over a dozen retail outlets throughout metro and regional WA, including in-store retail promotions.
- Established and maintained good working relationship with the Woolworths produce team to source and brand Genuinely Southern Forests produce into Woolworths Manjimup, with a reported increase of sales following installation of promotional material in-store.
- Supported local community events including the Truffle Kerfuffle, Manjimup Cherry Harmony Festival, Unearthed Pemberton and other regional events.
- Participated in the Margaret River Gourmet Escape.
- Undertook a series of metro-based farmers markets and a long table lunch in partnership with the Cottesloe Beach Hotel.
- Established the Southern Forests Food Pty Ltd as an arm of the Southern Forests Food Council Inc. to establish and facilitate trading opportunities on behalf of our members.
- Produce trading through SFF Pty Ltd commenced with initial sales being generated to regional retailers and metro-based wholesalers and distributors.
- Facilitated and managed, through SFF Pty Ltd, the first container of fresh produce to an international market – Hong Kong. This resulted in new export opportunities for producers via air shipment routes.
- Undertook international product development trips to New Zealand and Hong Kong where new connections were made, potential markets were identified, new product development opportunities were investigated and research was conducted into the capacity of the Southern Forests region to establish a food centre.
- Developed additional Genuinely Southern Forests packaging based on member feedback.
- Hosted a series of member sundowners, information sessions and workshops including export readiness, governance, agri-tourism, agri-banking and member engagement.
- Hosted a series of trade delegations to the region with ongoing correspondence and opportunities being progressed.
- Supported and launched *Food of the Southern Forests* cookbook by Sophie Zalokar.
- Hosted Premier and Cabinet Ministers on a regional produce tour whilst in Manjimup for Regional Cabinet sitting.
- Continued to build on relationships with tourism bodies such as Australia South West and Tourism WA.
- Facilitated and trialled a Genuinely Southern Forests Food Trail with local producers and operators, with feedback collated and additional requirements identified for implementation.
- Facilitated and coordinated hay donations to Northcliffe fire victims. SFFC received an overwhelming response from many communities across WA donating livestock feed and transport which was provided to fire affected farmers in Northcliffe.
- Commenced the self-initiated review of the SFFC, involving many interviews with members and stakeholders.
- Commenced the three month recruitment process for a new General Manager.

SEED Program

Activities of the Southern Forests SEED Program continued to implement initiatives which aim to raise the profile of careers in agriculture in order to attract young people to the agricultural industry and increase pathway awareness. These initiatives were in-line with project milestones and strategic target areas.

The SEED Program held a science forum with high profile science presenters, Professor Lyn Beazley AO FTSE, Dr Karl Kruszelnicki and UK science communicator Dr Chris Smith. The event received good publicity and was well attended by more than 100 local school students.

Ongoing visitations with students and the agricultural industry and other agencies (such as Bunbury Port Authority and Forest Products Commission) included Ag Inspirations programs, a tour of Bunbury for Manjimup and Pemberton agriculture students, science incursions at local schools, university student visits and industry placements and facilitating the formation of a young farmer network in the region.

During this time, the SEED Program activities engaged 753 students, 54 teachers and 203 people in the agricultural industry.

In addition, the SEED Program has produced junior school resources which integrate across different areas of the Australian Curriculum, based on agricultural products grown within the Shire of Manjimup. The programs have been piloted at local schools with great success.

The Southern Forests SEED Program continues to gain acknowledgement outside the region including interest in using the program as a pilot for other areas.



Agriculture and Food Strategy

In 2014, the Manjimup Agricultural Strategy was developed, which identified future transformational projects in the agricultural sector.

The second stage of this component of the Agricultural Expansion Project involves a more detailed analysis of the feasibility of potential projects identified within the strategy.

In March 2015, a report titled *Feasibility of a High Pressure Processing (HPP) Facility at Manjimup* was released. The report detailed a study that was conducted to assess the potential for the establishment of such a facility in the region, including financial viability and the varieties and volumes of produce which would potentially pass through the plant. The report noted strong support from all of the growers who were interviewed as a part of the study and a concept design for an HPP facility was included. The report recommended that the Department of Agriculture and Food WA proceeds with stage two of the feasibility study, to investigate technical aspects of an HPP processing facility for Manjimup.



Awards

Western Australian Local Government Association - Long and Loyal Service Award - Shire President Wade DeCampo



A local government honours presentation took place at the WALGA Annual General Meeting held in August 2014, where Shire President Wade DeCampo received an award for long and loyal service. Cr DeCampo was nominated by his fellow Shire of Manjimup Councillors Dean Bavich, Lynn Daubney and Denise Jenkins. Elected as a Councillor for the West Ward in May 2001, Cr DeCampo then became Deputy Shire President in 2003, before being elected as the Shire President in 2005. He has been re-elected as Shire President on four occasions in 2007, 2009 and 2013, still holding that position today.

Cr DeCampo is the second longest standing Shire President after JC Rose.

Pictured left: Shire President Wade DeCampo receiving his award from Troy Pickard, President of WALGA.

Gold Award for Volunteer Employer Recognition

The Shire of Manjimup was a recipient of a Gold 'Volunteer Employer Recognition' award, which recognises employers who allow emergency services volunteers to take time off work to respond to incidents or attend training, enabling them to deliver essential services that keep our communities safe.

Winners – Local Government Regional Management Challenge

A team of four representatives from the Shire of Manjimup were crowned the winners of the Western Australian Regional Management Challenge.



Shire Team with CEO; (L-R) Gina Nieuwendyk – Public Relations Officer, (Andrew Campbell – CEO), Michael Leers – Manager Parks and Gardens, Jason Giadresco – Planning Officer, and Evy Apeldoorn – Manager Community and Recreation.

Australia Day 2015

The annual Australia Day event and awards are rotated through the four towns in the Shire, with the 2015 awards held in Pemberton at the Pemberton Pool.

Winner of the Premier's Australia Day Active Citizenship Awards were:



L-R: Cr Wade DeCampo and the Hon Nigel Hallett MLC with the Home and Community Care volunteers, recipients of the Premier's Australia Day Active Citizenship Award in the Community Group of Event category.



L-R: Cr Wade DeCampo, winner of the Premier's Australia Day Active Citizenship Award in the Under 25s category Kate Milentis and the Hon Nigel Hallett MLC.



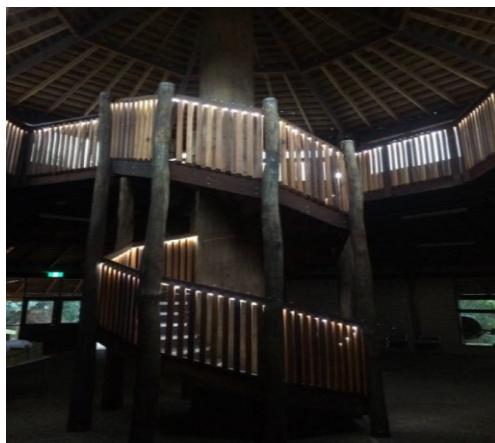
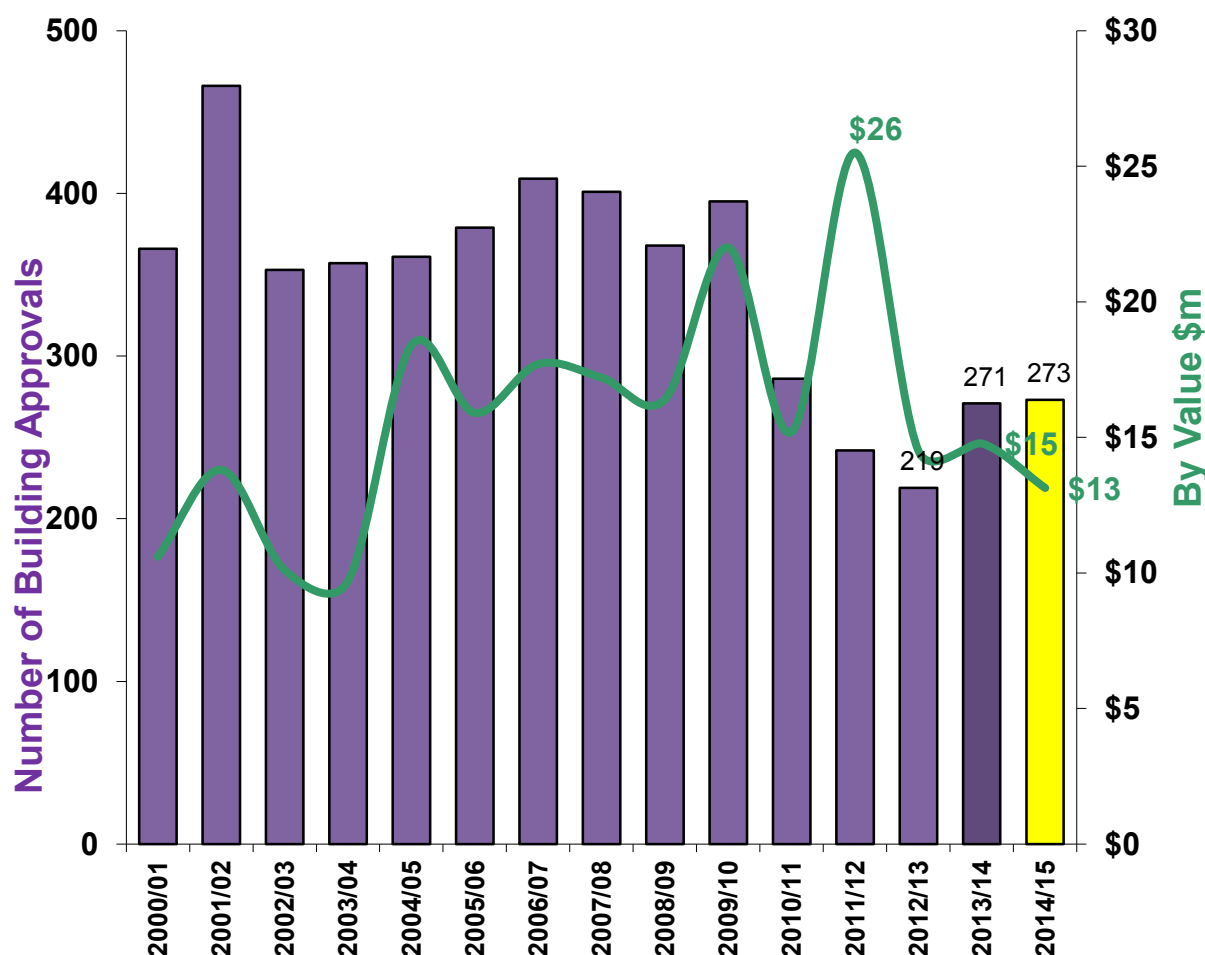
L-R: Cr Wade DeCampo, winner of the Universal Premier's Australia Day Active Citizenship Award Robert Trevor and the Hon Nigel Hallett MLC.

Building & reserve improvements

Building statistics

In 2014/15, the number of building applications were 273. The value of building approvals was \$13m which has decreased by 13%.

The average number of days taken to assess a building application (both certified and uncertified) was 6 days.



Timber & Heritage Park Round House – LED strip lighting was installed on the underside of the stair handrail to give a spectacular effect



Pictured Left: Jamie and Rob from Building Services preparing the location for the new flagpoles.



Café Bin Store at Manjimup Timber Park

Major building works undertaken during the year were:

Building & reserve improvements	Amount	Actual
Manjimup Timber Park – Top Notch Café	10,900	35,000
Manjimup Timber Park – Kitchen upgrade	2,587	5,831
Manjimup Administration Office – Flag Pole Replacement	4,050	4,050
Walpole Sewer Connection & Dump Point Installation	32,904	32,000
Walpole Stadium Roof Fixing & Polycarbonate Sheet replacement	6,979	13,261

Community Grants

The Shire of Manjimup has established a scheme to support the community through the provision of a Community Fund. The funds are allocated in three categories, being general community projects, youth and events. The community grant process is competitive, with the Shire allocating funding that best achieves the objectives of bringing activity into the district and providing benefits to the youth.

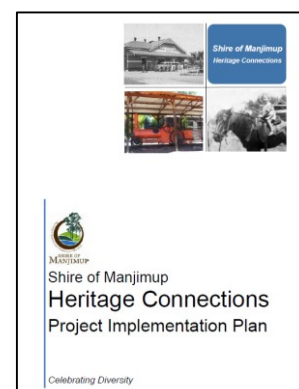
The amount of direct funding handed out by the Shire of Manjimup as community grants, including youth and community contributions, is 2% of the previous year's rates revenue.

Funds were distributed as follows:

Community Grants	Amount
Community Groups	\$109,862
Youth	\$37,000

Culture and Arts

During the 2014/15 financial year, the Shire of Manjimup released the draft *Shire of Manjimup Heritage Trail Interpretation Plan* for public comment. Following a period during which feedback was received and the draft was reviewed, the Shire adopted the *Heritage Connections Project Implementation Plan*. In alignment with the Plan, Council allocated funds in its annual budget to complete the fabrication and installation of two further heritage icons, both of which will be installed during the 2015/16 financial year.





The Shire of Manjimup continued to support the Arts through its presentation of Fred Smith's *Dust of Uruzgan* performance in the Manjimup Town Hall in September.

The Shire of Manjimup provided financial support to the Manjimup and Pemberton Chambers of Commerce and Industry to procure and display Christmas decorations in the main streets of each town.

Financial assistance and in-kind services were provided to various arts and culture organisations across the Shire to support their activities and major events, including:

- Australia Day celebrations;
- Anzac services;
- Pemberton Arts Group exhibition of works from the Sir Claude Hotchin Collection;
- the inaugural Unearthed Festival at Pemberton;
- Warren Family History Group;
- Manjimup Historical Society;
- Northcliffe Pioneer Museum;
- Northcliffe 90 years celebrations;
- Warren District Agricultural Show;
- Jazz in the Jarrah;
- Carols by Candlelight;
- Truffle Kerfuffle;
- Cherry Harmony Festival;
- Manjimup Timber & Heritage Park Big Picnic;
- 1st Manjimup Scout Group;
- Warren Art & Craft Group;
- Manjimup Bluegrass & Old Time Music Weekend;
- Pemberton District High School Centenary Ball;
- Southern Forest Arts;
- Art in Action (Walpole and District Seniors); and
- Nyoongar Sports Association.

Emergency Management



*Photo taken in the Northcliffe town centre -
Monday 2nd February 2015.*

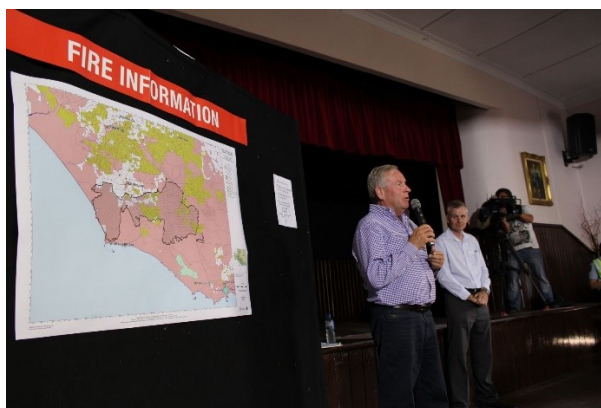
The Shire of Manjimup is responsible for 26 bush fire brigades within the Shire. During the year, our bush fire brigades responded to 32 separate fire incidents and were deployed outside of the Shire of Manjimup on several occasions to assist with wildfires in other districts.

Outside of the 32 separate incidents, brigades responded to the weather event that ignited 13 fires across the Warren Region, six of which were within the Shire of Manjimup boundary, with the largest of those fires being the O'Sullivan Fire. 1670 personnel worked on the O'Sullivan Fire, 600 of which were volunteers. 98,700 hectares was burnt and at its peak, flame height reached over 40 metres with five kilometre spotting being recorded.

There was 164 firefighting appliances, seven fixed wing, two helitaks, one air crane and two large aerial tankers used in the aerial suppression efforts. A total of 86 earthmoving machines, including eight from the Shire of Manjimup, were utilised to install firebreaks, fire line, protect assets and perform road maintenance activities.

The Shire of Manjimup's response to the fire was significant, with more than 60 staff directly involved, playing an integral part in the Incident Control Team, the Incident Support Group, Communications team, Permit Access administration, Evacuation Centre support and frontline firefighting operations. In addition to this, Volunteer Bush Fire Brigades (under Shire responsibility) assisted in frontline firefighting activities.

Emergency recovery is a responsibility of the Shire of Manjimup and coordination of significant recovery activities have taken place over the course of several months following the fire. Recovery by way of replacement of public infrastructure, assistance with programs to rebuild fences and other damaged private assets, and community welfare have been tasks which the Shire of Manjimup continues to be actively involved with. A donation fund was established by the Shire of Manjimup which received more than \$18,000 to be distributed back to the Northcliffe community.



*Premier of WA, the Hon. Colin Barnett MLA addresses the
Community Meeting held in Pemberton, announcing that Western Australian
Natural Disaster Relief and Recovery Arrangements (WANDRRA) will be enacted.*



***Prime Minister Visit to Northcliffe Fire Zone
(L-R) Rick Wilson MP, Prime Minister Tony Abbott,
John Gillard from the Department of Parks and Wildlife and
Wade DeCampo President of the Shire of Manjimup.***



***The Hon. Terry Redman MLA addresses the community meeting during
the Northcliffe bushfires in February 2015 regarding new
prescribed burning target of 200,000ha per year***

The Bush Fire Advisory Committee (BFAC) meet quarterly to make recommendations to Council on bush fire related issues. BFAC is made up of a Chief Bush Fire Control Officer, Deputy Chief Bush Fire Control Officer, Senior Fire Control Officer, Training Coordinator, Shire staff, DFES and DPAW emergency management staff, as well as Bush Fire Brigade zone representatives from the Shire bush fire network.

The Firebreak and Fuel Hazard Reduction Notice is produced by the Shire of Manjimup each year, setting clear regulations that land owners must comply with to make their property and the surrounding community safe from wildfire.

The Shire of Manjimup has a large number of forested reserves throughout the district. Managing these reserves is complex and finding the correct balance between environment, biodiversity, fuel loads and public safety is challenging.

The Shire of Manjimup has a robust *Fuel Hazard Reduction and Mitigation Plan*, designed to reduce the threat of wildfires on the community that may result from Council vested lands. The plan uses mitigation strategies such as firebreaks and firebreak maintenance, slashing, parkland clearing, building protection zones and fuel hazard reduction burning.

The Shire of Manjimup's Local Emergency Management Committee (LEMC) meet on a regular basis throughout the year where members are involved in State Bush Fire exercises and other exercises to test the Shire of Manjimup Emergency Management Arrangements.

Rangers

Rangers provide the community with an essential service, covering dogs, cats, animal welfare, littering, environmental issues, fire and emergency management, legislation and Local Law enforcement.

During the O'Sullivan fire, rangers were engaged in animal management, running supplies, providing support to the local Bushfire Brigades and the Chief Bush Fire Control Officers, rapid asset protection assessment and firefighting.

Patrols of Manjimup, Pemberton and Northcliffe are carried out daily, with satellite communities receiving a patrol twice weekly.

2014 - 2015	July - September	October-December	January - March	April - June
Impounded Cats	4	16	19	14
Impounded Dogs	34	35	33	42



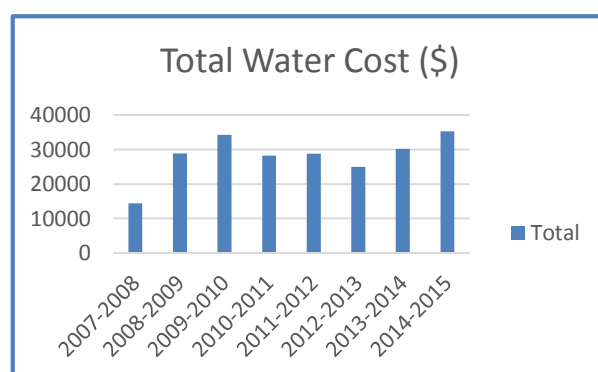
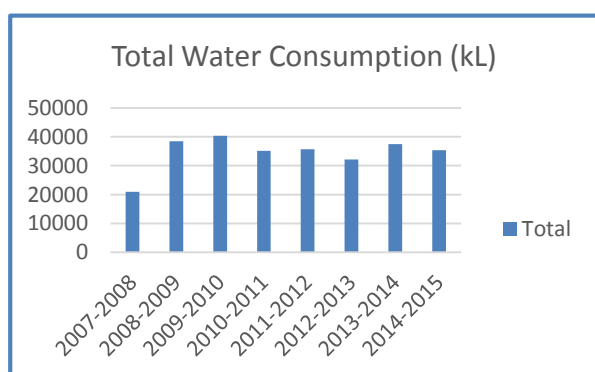
L-R Senior Ranger Stephen Croft with Cadet Ranger Ashleigh Reeve in one of the disabled parking bays provided at the Manjimup Regional AquaCentre.

Environmental Management

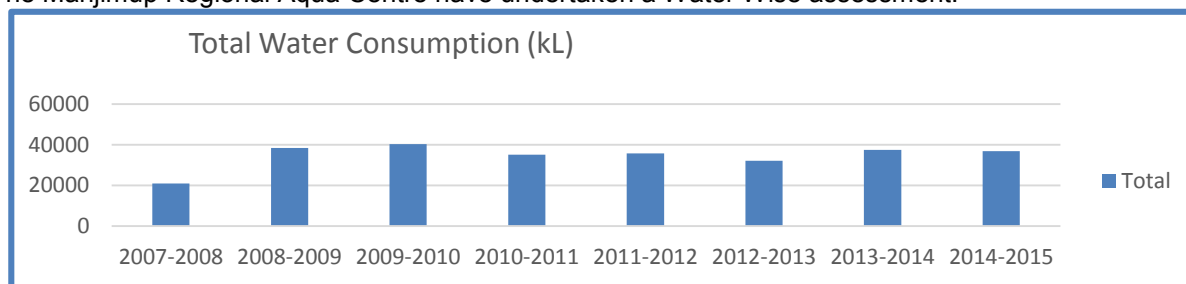
Water Consumption

In 2014/15, the Shire of Manjimup's water consumption decreased by 5.5% and cost of water increased by 16% compared to the last financial year. 30% of Shire water usage data is not yet linked for analysis in Planet Footprint.

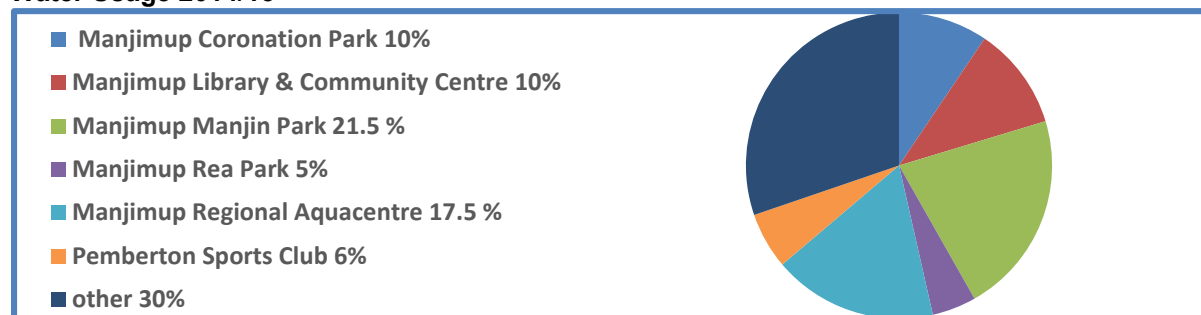
The Manjimup Regional AquaCentre, responsible for approximately 20% of the total Shire water consumption, have undertaken a Water Wise assessment.



The Manjimup Regional Aqua Centre have undertaken a Water Wise assessment.

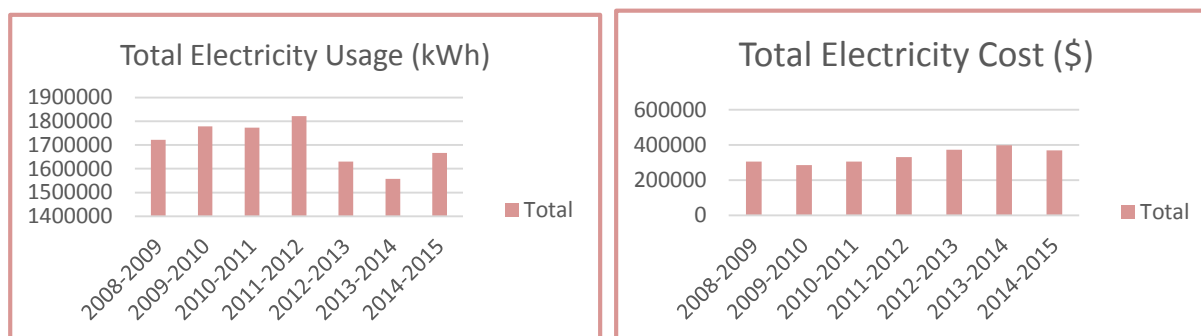
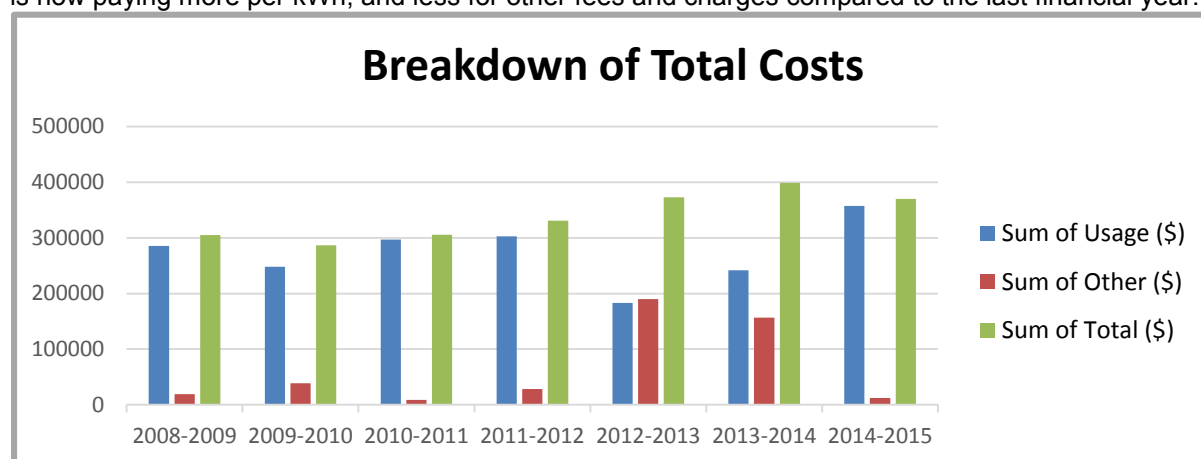


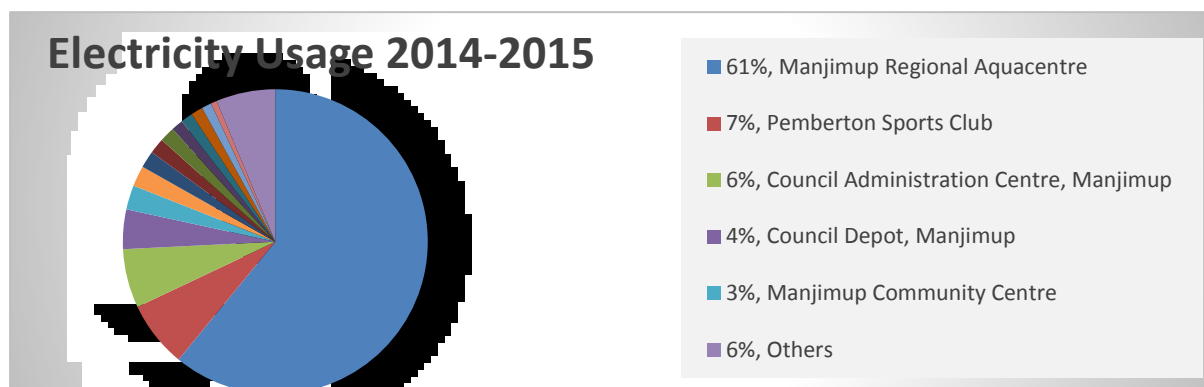
Water Usage 2014/15



Energy Usage

In 2014/15, the Shire of Manjimup's electricity consumption increased by 7% and total cost of electricity decreased by 10% compared to the last financial year. The breakdown of total costs show that the Shire is now paying more per kWh, and less for other fees and charges compared to the last financial year.





The electricity usage pie graph shows the 5 largest users of electricity. Assets not listed use 1% or less (others).

As with most Local Governments who own and manage a heated indoor pool, the Manjimup Regional AquaCentre is the main user of electricity. The recently installed geothermal system has enabled a significant increase in customer satisfaction by being able to maintain the pool temperatures throughout winter without increasing the electricity usage. The energy usage of all plant equipment was assessed through the temporary installation of data loggers. The results from this energy assessment were utilised to instigate further works to optimise the efficiency of the varying equipment, aiming to achieve a lower electricity consumption in the following year.

The Shire has implemented the \$30,000 grant through the Australian Government Department of Industry Local Government Energy Efficiency Program (LGEEP) to install energy-efficient water heating to community facilities. Solar hot water was installed at the Manjimup Timber & Heritage Park's Top Notch Café and an air-source heat pump and storage tanks system was installed to provide hot water to the shower blocks at the Manjimup Regional AquaCentre.

Natural Resource Management (NRM)

The success of the Shire's NRM projects are due to the strong partnerships with the following organisations: Warren Catchments Council, South West Catchments Council, Walgenup Aboriginal Corporation and the Department of Parks and Wildlife.

Mottram Street Reserve

The State NRM Grant has been completed. Successful outcomes of the project include photo monitoring of a Western Ring Tail Possum, stream line rehabilitation, weed control, weed mapping and the installation of interpretive signage. East Manjimup Primary School and the South West Institute of Technology also contributed to the project.

The Green Army, an initiative of the Federal government, started in May 2015. The project aims to protect threatened species habitat by planting trees and controlling weeds following the stream, all the way to Blackbutt Drive in Manjimup.

Camfield and Broke Inlet

South West Catchments Council have started a foreshore planting, stabilisation and signage project.

Warren Catchments Council

The Shire supports the WCC community Landcare projects by providing a 4WD vehicle and utilising their services for a fee. Funding of \$7,000 was provided to the WCC to continue the 'Warren Ribbons of Blue' water quality monitoring and action program.

Feral animals

Funding of \$5,000 was provided to the Lake Muir Denbarker Community Feral Pig Eradication Group (LMDCFPEG), to support them in their continued community-based feral pig control program around the Lake Muir and Walpole Wilderness districts.

Planet Footprint

In 2014/15, Planet Footprint also continued to measure the Shire's carbon footprint and generate baseline data, which can be utilised to measure the effects of energy efficiency initiatives.



The Mottram Street Reserve sign was installed in 2015, funded by a State Natural Resource Management Grant. The sign was completed in partnership with the Walgenup Aboriginal Corporation.



The Green Army started in Manjimup in 2015, funded by the Department of Environment to restore threatened species habitat on Mottram Street Reserve and Brook.

Environmental Health

During the 2014/15 year, the following activities were undertaken by the Environmental Health team:

- Review of updated GIS imagery, which revealed a number of buildings suspected of being non-conforming with Health and Building requirements. Owners were contacted and a number of inspections occurred. The objective is to achieve compliance under *Health Act* and *Building Code of Australia*.
- An audit of public buildings determined maximum accommodation limits, achieved using a formula which considers the number of exits, available toilet facilities, ventilation, type of use etc.



Figure 1 Conducting site inspection of the Manjimup Liquid Waste facility at Kurandra Rd.

- Due to unexpected inflows from contractors engaged by the Water Corporation, licensed volumes for the Kurandra Rd liquid waste facility were exceeded. Environmental Health worked with the Department of Environmental Regulation (DER) to give assurance that the Shire is progressing with the closure of the Kurandra Rd site and were granted an amended site licence.
- A preliminary site investigation was undertaken for the Kurandra Rd site to progress closure. Collaboration continued with the Technical Service team to design the new liquid waste facility at the Manjimup Landfill Site, Ralston Rd and progress the works approval application, now anticipated to open early 2016. The works approval application has been lodged with DER and is currently being assessed.

Table 1 - Quantifiable tasks undertaken / achieved by the Environmental Health team during the 2014/15 year.

Tasks	2014 / 15
	Number
Septic tank approvals issued	32
Formal complaints responded to	14*
Water samples taken for analysis	179
Caravan and Camping ground inspections undertaken	8*
Food premises assessments carried out	47*
New food business registrations issued	19
Stall holder's licences issued	35
Lodging house accommodation premises inspected	16*
Food business annual renewals	124
Lodging House renewals	53
Caravan Park renewals	9

* Indicative of initial inspections / responses only. Follow-up visits / actions not included.

During the 2014/15 year, the following initiatives were progressed by the Environmental Health team:

- Worked with event organisers and attended a number of events throughout the year to assess and ensure compliance with regulations and standards. Events included the Truffle Kerfuffle, Manjimup 15,000 Motocross, Cherry Harmony Festival and the Northcliffe Bushfire Recovery Celebration.
- Water sampling continued with the Shire sampling program taking in the Windy Harbour Drinking Water Supply, the Manjimup Regional Aqua Centre as well as off-scheme:
 - Caravan parks;
 - Lodging houses; and
 - Food premises.
- Annual private bore water sampling at Windy Harbour was performed. The response from registered bore owners was poor compared to last year, with only 44% of bores made available for sampling. This sampling exercise was conducted as a part of a risk management strategy employed to minimise the risk to public health. All results were negative for E.coli.
- Played an active role as member of the Manjimup Alcohol Management Project - Southern Forests Alcohol Think Again Action Plan.
- In December, the Shire was asked to assist the Department of Health's OzFoodNet to investigate a suspected food borne illness outbreak and to determine if the outbreak was person-to-person transmission (i.e. norovirus) or a food-borne disease outbreak linked to the catering of an event.
- Worked with the community to increase awareness of food safety issues.
- On several occasions, the team was asked to attend in response to pollution. Pollution response can vary from possible asbestos contamination through to noise complaints and sewage spills.
- Prosecuted a resident under the *Health Local Law* for the keeping of animals (goats) within the town site.
- Reviewed Environmental Health policies. This identified a need for a Water Sampling policy which has since been adopted.
- Assisted with the Northcliffe bush fire effort and subsequent recovery.
- Collaboration continued with the Department of Parks and Wildlife (DPaW), the Shire's Building Services and Health in performing inspections of dwellings for compliance of the *Health Act* and *Building Code of Australia*. This work is part of the DPaW's formalisation of leases at the Donnelly and Gardiner Rivers and Broke Inlet.
- Attended / undertook training for:
 - Emergency management;
 - Tobacco Products Control Act;
 - Construction White Card;
 - Mosquito Identification Workshop; and
 - SW Regional Events Workshop.
- Were active in the Environmental Health Australia (WA) and the South West Regional Environmental Health Group.

Events

Event organisers can apply for a cash contribution from the Shire through the competitive community grants process. Contributions to events are based on the impact they have on the local community, i.e. local impact versus regional/state/interstate. Council recognises the opportunity and economic benefit in supporting events that will market and promote the Shire to a target population.

In addition to providing cash contributions to events, the Shire supported several events in other ways, namely:

- Event assistance – such as signage;
- Event set up / clean up;
- Event road traffic management (plans);
- Toilet cleaning, extra stock;
- Trade, liquor & food permits; and
- Event organisation

Council supported events (those in **bold** were events run by the Shire) in 2014/15 were:

2014	EVENT	2015	EVENT
July	PDHS Centenary Ball	January	Jazz in the Jarrah
			Mountain Bike Australia MTB Race
September	Dust of Uruzgan		Avag'Day in Walpole
	Northcliffe 90 th Celebrations		Pemberton Australia Day
October	Bluegrass Music Weekend	February	SWAMS Family Fun Day
	Quinninup Market Day		Pemberton Classic
	Walk for Cancer		WA Gravity Enduro Round 1
	Pemberton Roller MTB Event		Manjimup Endurance Workshop
	Steps for Stessy		Walpole in the Trees Regatta
	Manjimup Gateway October Festival		
November	Walpole Fun Run	March	Round-Tu-It 6hr MTB Race
	Round-Tu-It 6hr Night Ride		Pemberton Classic
			Walpole in the Trees Regatta
			Warren Agriculture Show
			Karri Valley Triathlon
			Northcliffe Fire Thank You Event
		April	Walpole Easter Markets
			Manjimup Endurance Ride
			Anzac Day Parade
December	Cherry Harmony Festival		Walpole Enduro
	Carols by Candlelight		HACC Seniors Expo
	Pemberton New Year's Eve Fireworks		Drug Aware – It Starts With Us
		May	Heritage Festival
			Targa Rally
			2 Oceans MTB Event
		June	15,000 Motocross Spectacular
			Truffle Kerfuffle

During the year there were also various minor events such as art exhibitions, library visiting authors and youth activities.



Pemberton Australia Day – 26 January 2015



Northcliffe Fire Thank You Event – 21 March 2015



Manjimup Cherry Harmony Festival – 13 December 2014

Financial Performance

The Shire of Manjimup's financial performance for 2014/15 again remained sound, coming in largely on budget (after allowing for unexpended carried forward works).

Income of \$29,369,328 was \$5,449,718 above the revised budget. The primary reasons for the extra income is unbudgeted grants from the Department of Regional Development of \$2m and the Department of Health \$750k, advance payment of the Financial Assistance Grant of \$2m, and income from the sale of lease sites at Windy Harbour of \$780k.

Operating expenditure was \$29,952,766, which is \$204,578 below the budget.

Carried forward surplus for 2014/15 was \$5,704,451. After adjusting for grants received in advance and carried forward works not completed in the 2014/15 year, the carried forward surplus was \$3,267.

Capital expenditure significantly under budget with projects not completed needed to be carried forward to 2013/14. Specifically;

- ✓ Land and buildings were \$2.3m under budget mainly due to delays with SuperTown projects;
- ✓ Infrastructure was \$2.1m under budget due to delays in Royalties for Regions and SuperTowns approvals;
- ✓ Plant and machinery was \$245k over budget due to unbudgeted allocations under the Emergency Services Levy;
- ✓ Motor vehicles were \$31k under budget; and
- ✓ Furniture & equipment was \$168k under budget.

New loans – There were no new loans drawn down in 2014/15. Those new loans budgeted for in 2014/15 were drawn down in early 2015/16.

Assets disposed were \$350k under budget due mainly to delivery delays for plant change over.

Transfers to reserves were \$1,898,071 over budget. This is due to transfers of Windy Harbour income from the sale of lease sites as well as grants received in advance.

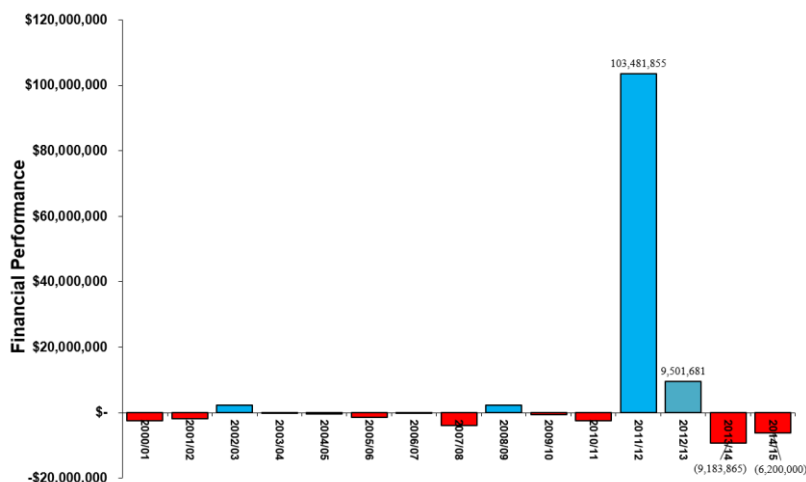
Transfers from reserves were \$658k under budget primarily due to delays in purchasing plant.

Financial Performance

The operating profit for the year was \$583,439 compared to a budgeted loss of \$6.2m.

It is important to note that the operating loss is inclusive of significant abnormal items being:

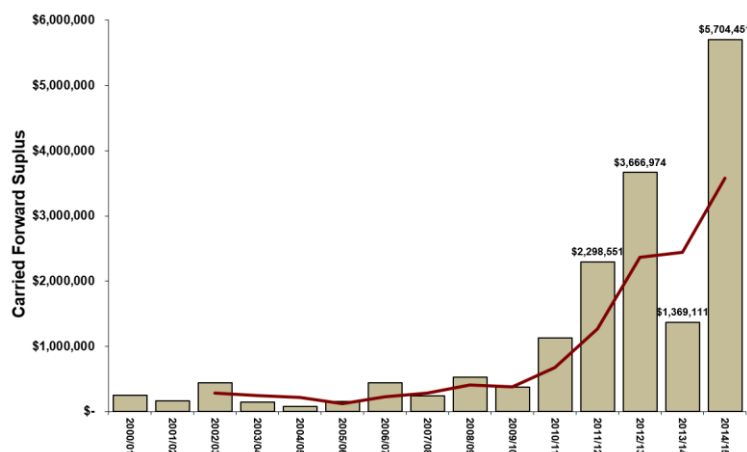
- Significant grants received in advance to be expended in 15/16.



Carried Forward Surplus

The carried forward surplus is calculated as current assets (other than restricted assets) less current liabilities (other than those reserve funded).

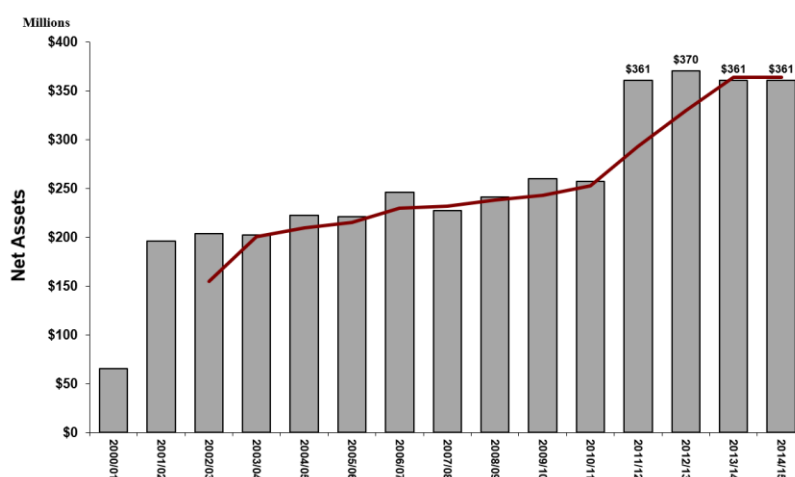
The carried forward surplus was \$5,704,451 however after deducting grants received in advance and adjusting for the level of carried forward works funded from 2014/15 rates, the net carried forward position was a modest surplus of \$3,267.



Net Assets

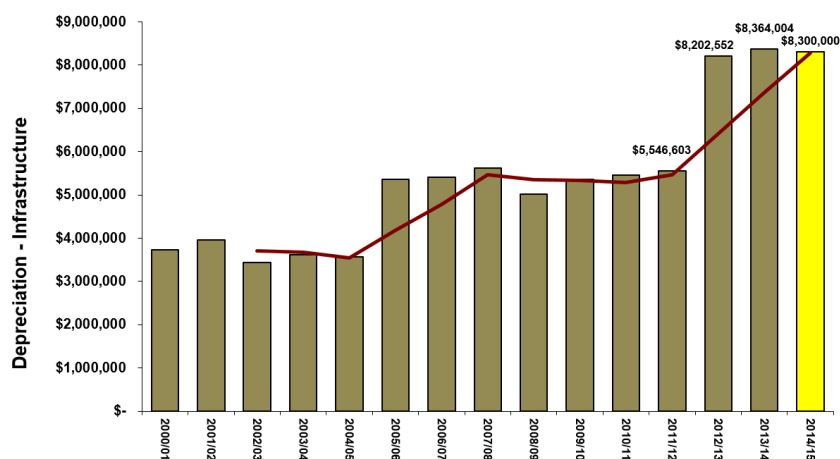
Net assets at 30 June 2015 were \$361m a decrease of \$585k.

Depreciation on all asset classes totalled \$12m up \$118k.



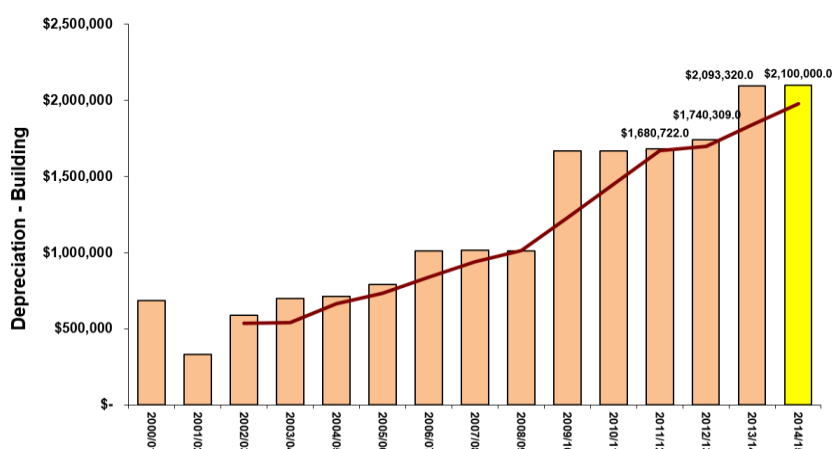
Depreciation - Infrastructure

Depreciation on infrastructure for the year was \$8.3m being an increase of \$110k over the previous year.



Depreciation - Buildings

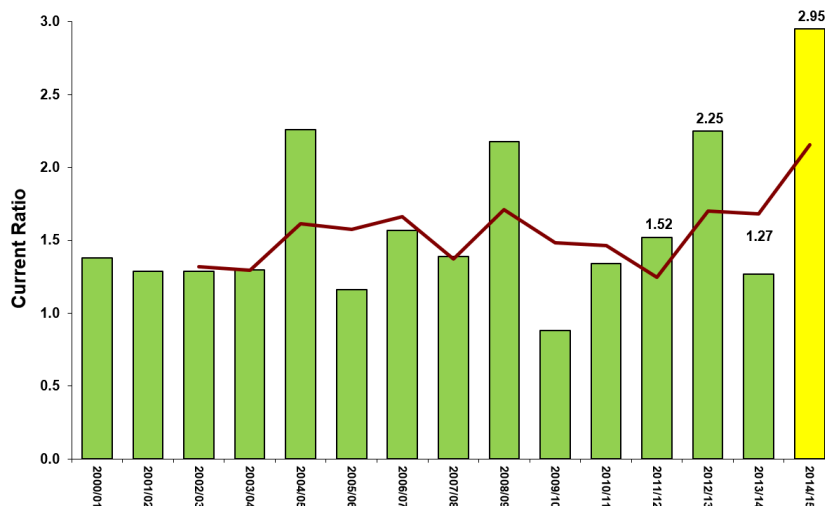
Depreciation on buildings for the year was relatively steady at \$2.1m.



Current Ratio

The current ratio is the ratio of current assets over current liabilities.

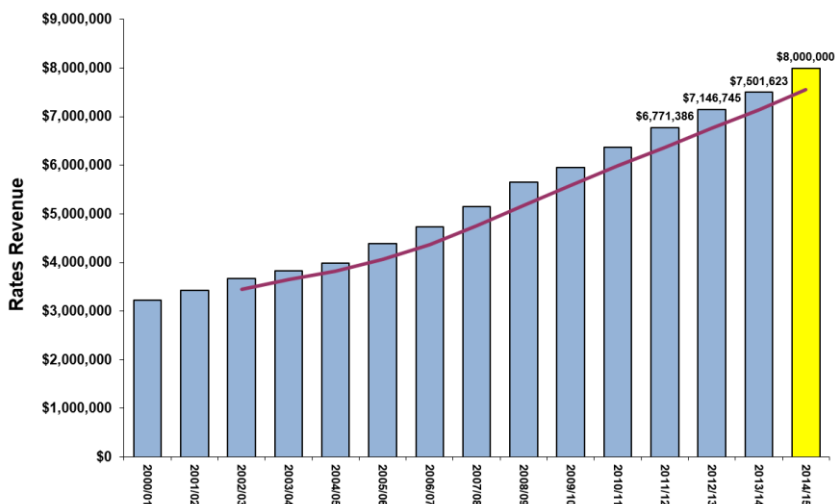
The ratio improved in 2014/15 to 2.95.



Rates Revenue

Rates revenue increased in 2014/15 by 6.6% to \$8m.

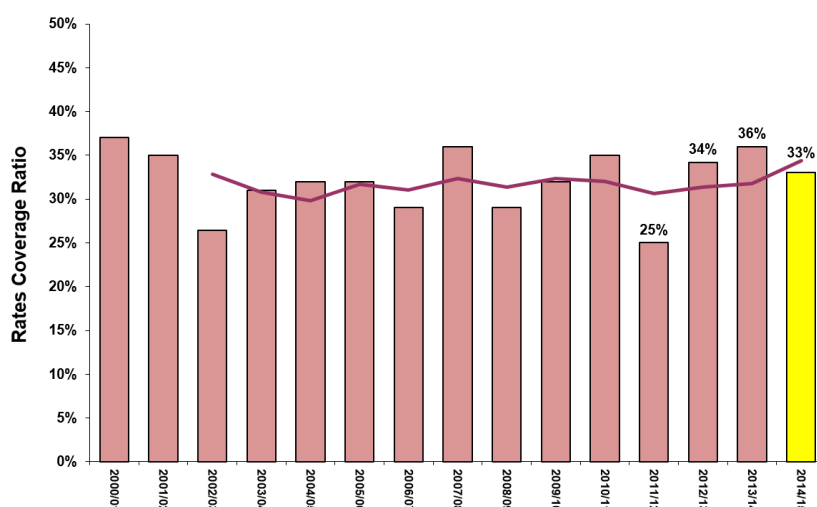
The rate increase includes real rates growth resulting from subdivisions together with general increase in rates on existing properties.



Rates Coverage Ratio

Rates coverage ratio indicates the percentage of total revenue represented by rates.

Rates coverage ratio increased in 2014/15 to 33% as the percentage of grant funding reduced.

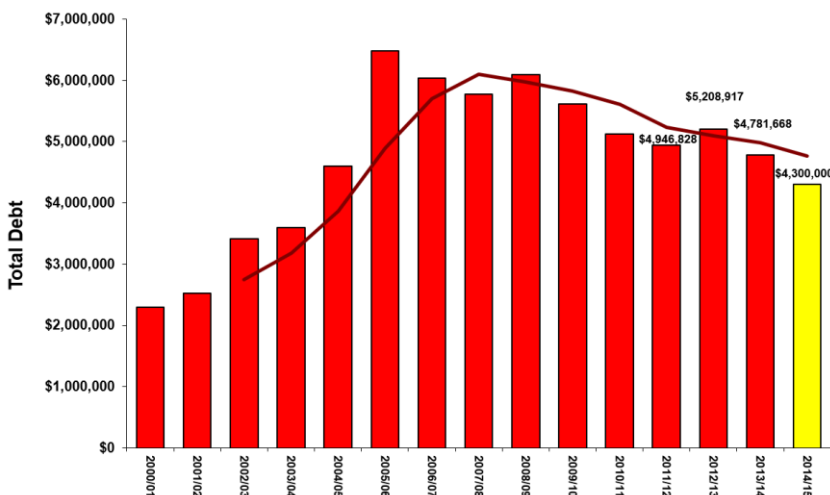


Total Debt

Total debt decreased by 9.1% to \$4.3m (13/14 \$4.8m).

Debt is only borrowed for capital projects.

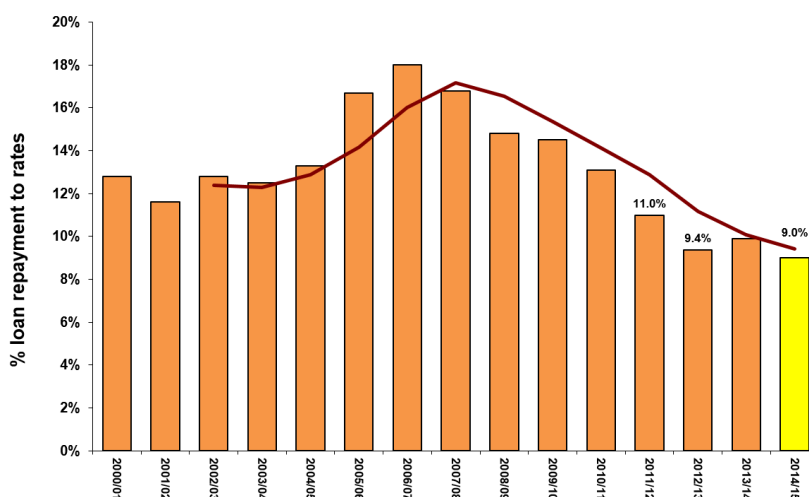
Debt levels will likely taper off over future years as old debt continues to be retired.



Debt repayment to rates revenue

The percentage of debt repayment to rates revenue decreased to 9.0% remaining well within Councils' self-imposed limit of 18%.

The ability to service debt is the strongest in the last 15 years. This ratio will improve even further over ensuing years as old debt is retired.

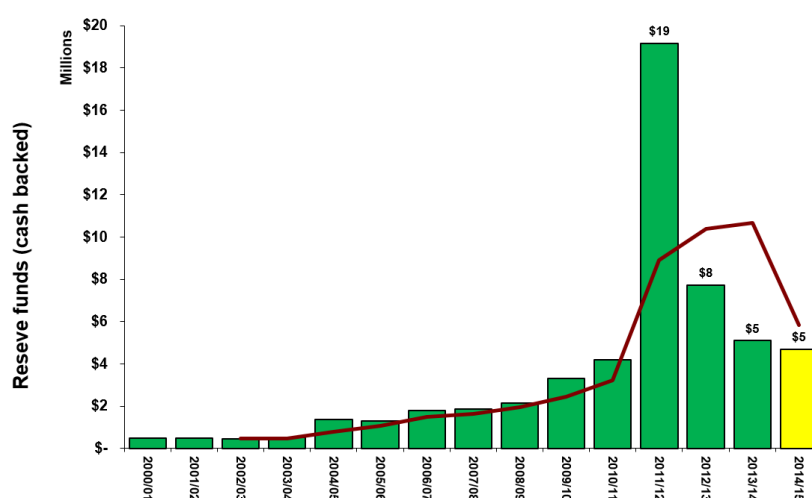


Cash reserves

Cash reserves are maintained for special and identified purposes.

Reserves decreased by \$474k in 2014/15 to \$4.7m mainly due to the reduction in the level of grants received in advance.

Normal untied reserve funds increased by \$500k to \$2.8m.



Land Values

Urban land

GRV properties are revalued every four years. The next GRV revaluation is due in 2017/18 and is effective as at 1 July 2018.

Farmland

UV properties are revalued each year. Unimproved values decreased in 2014 by an average of 4.2%.

Libraries

The Shire of Manjimup Public Libraries offer high quality resources, service provision and facilities. The libraries embody a philosophy of inclusion, which facilitates the improvement of literacy within the Shire of Manjimup communities – for the social and economic benefit of individuals and the Shire as a whole. The ever changing dynamics of libraries allows the Shire's branches to appeal to a wide audience, providing not only resources, but a social hub for groups and a safe place for families and individuals to use within their community.

During 2014/15, the Shire of Manjimup Public Libraries loaned 76,247 items and added 461 new borrowers, an increase of 3% and 13% respectively on last year.

Children's Services

As a core service of the Shire of Manjimup Libraries, Children's Services continued to be one of the best and most effective means of introducing early literacy to children. With Library based programs such as Rhyme Time and Story Time, combined with State funded programs such as Better Beginnings, the Libraries continue to offer our communities a path to reading by developing pre-literacy skills. Research shows that for many young children, Public Libraries are the first contact with the world of books and reading. Statistics for the 2014/15 financial year show that our Junior and Young Adult membership base is steadily increasing particularly in Manjimup.



Pemberton Library's weekly Rhyme and Story times have gone from strength to strength, with circa 17 children attending to enjoy singing, listening to a story and participating in a craft activity. Additional chairs and tables have been supplied and this facility is fortunate to be supported by volunteer parents who deliver this program on a Saturday morning.

Better Beginnings Program bags containing books and literacy information were given to all Kindy age children in the Shire of Manjimup, made possible due to a partnership with State Library of WA. The goal is to ensure every child in the Shire has books in their own home.

Northcliffe Library changed their Rhyme and Story time to a Monday and enjoy circa 5 children attending regularly. When the weather is suitable, the program goes outside to explore the Understory Sculpture Walk.

Manjimup Library Rhyme Time is facilitated by the Child Health Nurse who engages with the parent's on health and wellness matters at the same time.

Walpole Library offers children a range of school holiday activities and school visits.

Young Adult Services

Shire Libraries continue to provide a safe environment for school children to complete homework and study, with resources available – literally - at their fingertips. The Manjimup Educational Support team attend the Library every Wednesday during term time and have been enjoying positive results with the engagement in reading by the youth and a measureable increase in literacy. The lending and involvement continues to promote lifelong learning through reading and improving opportunities for their future.

Collaborative Journal Project Workshops with artist Fiona Sinclair, accompanied by Library staff member Rachel Daubney, were held with High School classes in Manjimup and were used as a promotion to youth. The journals are available for loan and to update.

Adult Services

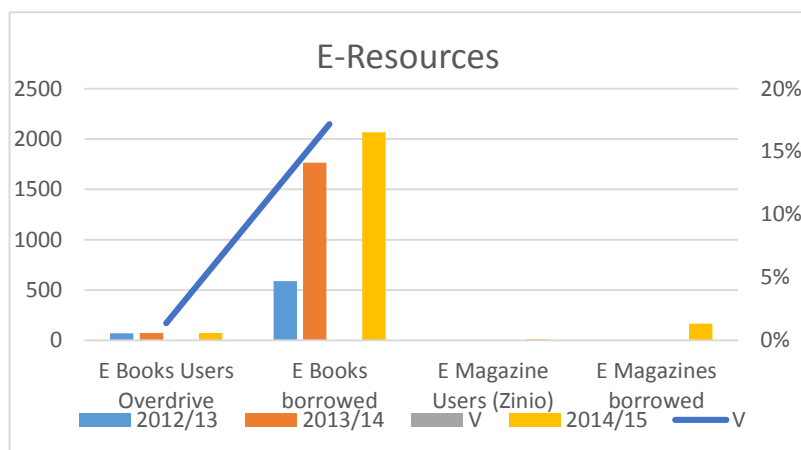
This year, the Shire promoted the free tutoring to the public through the 'Read Write Now' program, English as a Second Language resources and loans of adult literacy. The library also facilitated a home library service, both within Silverchain Aged Care facilities and home delivery, with great success in Pemberton and Manjimup. The Broadband for seniors, one on one sessions with library volunteers, has provided opportunities for upskilling patrons.

Both Enable and Active volunteers support the Manjimup Library to package and ship the inter-library loans, shelving returns and cleaning the shelves.

Technology

Libraries are promoting online library and e-resources that now provide e-books, e-audio, e-magazines and many databases of information. These can be accessed with either a Public Library or a State Library membership, both of which are free.

The Shire of Manjimup has come together with a South West Consortia including the Bunbury Wellington Group of Councils, Bridgetown-Greenbushes, Nannup and Busselton to progress towards a new Library Management System. A full technical specification has been prepared for expressing of interest with implementation in the coming financial year.



Promotions

The Annual Library Book Fair was held mid-September at Manjimup Public Library. A used Library book sale was a part of the Book Fair with books from all four Libraries. The Book Fair included an author presentation with local author Michael Isles.

ABC radio presenter Ruslan Kulksi brought his Unsung Heroes Workshops to the Book Fair, and over a six-week period, participants worked on writing and publishing a local hero's story onto the website. Also, a pictorial ANZAC display was very popular with patrons in Manjimup. This evolved into the Warren Documentary Club meeting every month in Manjimup which is contributing to adult literacy.

Several author/publisher presentations were hosted by the Libraries, with particular success in Pemberton with Linda Betteney.

Musicians and singers Val and Gavin Adams and Kate Baker presented a Blue Grass Rhyme Time for children at the Manjimup Library, with live music and nursery rhymes on the same weekend as the Blue Grass Festival. The travelling Sketchbook Exhibition from the State Library, the Family History Group's display and the Historical Society displays continue to delight both residents and visitors to the Library.

The Shire of Manjimup Libraries are multi-faceted, with staff continuing to provide a high quality service to both patrons and our organisation alike. Libraries provide space for relaxation and social inclusion, while facilitating the provision of Shire Information to our Communities. Accordingly, the Shire of Manjimup Public Libraries need to continue to strive towards relevant service provision and keep abreast of new technologies, while endeavouring to remain a warm, friendly and specially inclusive space for the entire community.

Lobbying and submissions

Community matters – media and submissions

In addition to normal lobbying activities, the Shire released media statements regarding the following State and Federal matters that are of importance to the local community:

- Prescribed burning;
- Tourism campaign for the Southern Forests Region;
- Overseas workforce a necessity in the region;
- Road safety a priority;
- Federal decision on the renewable energy target scheme; and
- Western Australia's Potato Industry.

Formal submissions and/or meetings took place regarding the following matters:

- South West Regional Blueprint;
- Remaining stage of the Manjimup SuperTown Town Centre Revitalisation Project;
- Renewable Energy Project;
- Mobile Blackspots;
- The Organic Centre for Excellence;
- Economic Development Opportunities;
- Manjimup Airport;
- Mental Health Services; and
- Prescribed burning.



Marketing, Tourism & Business Development

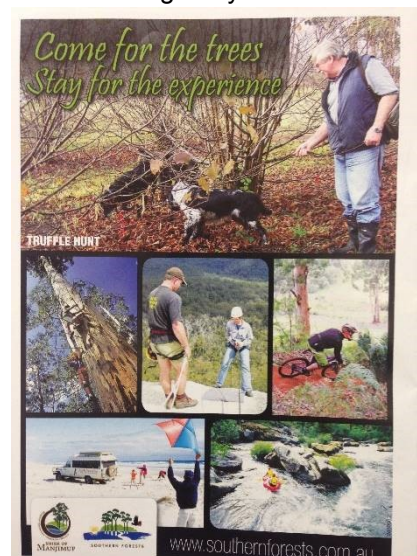
Marketing



The Shire continued its marketing effort during 2014/15 with a total expenditure of \$258,682 on district promotion.

The following businesses and marketing initiatives under the plan were undertaken during the year:

- Direct financial support to the four Visitor Centres;
- Warren Blackwood Strategic Alliance membership;
- Membership of Australia's South West and participation in ASW's Holiday Planner, a publication with a print run of over 350,000 copies and distribution through formal channels internationally, interstate and intrastate;
- Participation in the ASW and Tourism WA promotion;
- Review and reprint (5000) of the visitor information maps for the district, provided free to each of the four Visitor Centres and continue to be in high demand;
- Following the success of the *Explore the Southern Forests* visitor guide, the four Visitor Centres have initiated a combined website which is currently under construction;
- Support for numerous events by way of financial, logistical and traffic management;
- Alignment with significant icons such as the Bibbulmun Track, Munda Biddi Trail and the Walpole Wilderness Area;
- Partnered ASW in the Southern Forests recovery (O'Sullivan Fires) marketing campaign;
- Television Feature - Destinations WA, Manjimup Story screened 30 November 2014 – key promotion for adventure based tourism experiences in the Southern Forests;
- Key advertising and features in various media including; *The West Australian*, *Winter breaks* and *Caravanning Australia*;
- Development of a shared Southern Forest Visitor Website; and
- Representation of Southern Forest products at the Australian Tourism Exchange, Melbourne, June 2015.



Tourism

Strong focus has been to progress the development of a Regional Tourism Organisation (RTO), coordinated by the Warren Blackwood Alliance of Councils in collaboration with the Shires of Bridgetown-Greenbushes, Nannup and Manjimup, Balingup, Boyup Brook, Donnybrook and various tourism organisations and businesses. A scope has been prepared to appoint a consulting body, who will undertake a feasibility study into the establishment and best practice business operations models for an RTO. Grant submissions have been prepared for submission to relevant funding partners.

Business development

Regional Cabinet Meeting

The Premier and Western Australian Cabinet Ministers visited the region on Sunday 31 August and held the Regional State Cabinet meeting in Manjimup on Monday 1 September.



Pictured (L-R): Steel Jacob from the Department of Agriculture and Food WA - Manjimup, Harvey Giblett of Newton Brothers Orchards, Premier Colin Barnett, Minister for Agriculture the Hon Ken Baston MLA, Ben Darbyshire of Fruit West and the Hon Terry Redman MLA at the apple tree planting.



LEFT: Premier Colin Barnett addresses the Community Reception in Manjimup.

RIGHT (L-R): Cr David Tapley, Irene Bowden from Rick Wilson MP's office, South West MLC Robyn McSweeney and Chris Dagg of Bridgetown.



Above (L-R): The Hon Terry Redman MLA, Premier Colin Barnett and Manjimup Shire President Wade DeCampo.

Free Wi-Fi in Manjimup Town Centre

The Shire of Manjimup is continuing to modernise the facilities provided in the town centre of Manjimup, by being one of the first Shires in the South West to bring free WiFi into its CBD and it is made available in Giblett Street, Brockman Street and Coronation Park.



***Shire President Wade DeCampo
in Coronation Park, showing a sample
'Free WiFi' sign***

Review of retail trading hours

In response to a request by Coles, Council requested feedback from the Manjimup Chamber of Commerce on their position regarding seven-day trading. Following the positive response from the Chamber, Council proceeded with the application to the Department of Commerce. Extended trading hours became effective 24 September 2014.

South West Energy Experience

Shire staff prepared an Expression of Interest for \$5m of Federal Government funding for the Southern Forests Energy Experience (formerly the World of Energy) building at the Manjimup Timber & Heritage Park. Whilst invited to lodge a full submission, the application was unsuccessful due to no additional partnership/contributory funding having been secured.

Sister City

The Shire of Manjimup has attempted to reinvigorate Sister City relationships with Jiashan County during the year through invitation for Jiashan County representatives to come back to the district. No response to the request was received during the reporting period.

Property Care Team



In 2014/15 the Shire of Manjimup was certified under the National Disability Standards and is now an Australian Disability Enterprise. This has given the Property Care Team more avenues to engage private work, which is funding the ongoing employment of the crew and their team supervisor.

The team has had several ongoing projects throughout 2014/15, including contracts with Advanced Packing and Marketing, the Church of Latter Day Saints and others.

Recreation

Manjimup Regional AquaCentre

As the AquaCentre and its plant equipment is ageing, this year has seen the development of a four-year maintenance and replacement plan for the plant equipment. Assisted by the Community Pool Revitalisation Fund administered by the Department of Sport and Recreation, major maintenance and upgrade works will be undertaken in the next few years. The works undertaken this year included programming to optimise the efficiency of the water heating, air conditioning and circulation systems. The reduction of electricity consumption for pool water and air temperature continues to be a high priority.

The AquaCentre has purchased a new large pool inflatable which is available for the public to enjoy on a weekly basis and during school holiday periods.

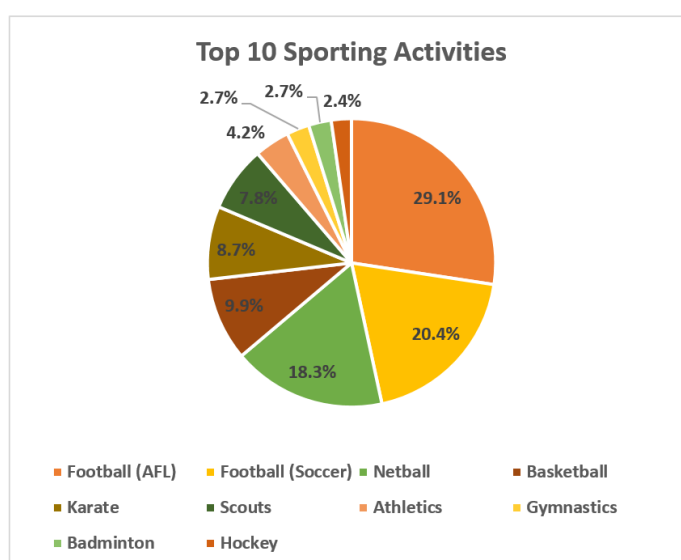


The Freestylers Swim School has been well attended throughout this year, with a steady increase in students as well as private lessons. Due to a strong focus on efficiency, this increase has been achieved whilst expenditure has remained the same as the past years.

Kidsport

The Shire has continued its partnership with the Department of Sport and Recreation to deliver the KidSport program for youth wishing to participate in sport in our district.

The KidSport program resulted in 333 vouchers being issued to assist children in playing the sport of their choice. To date, the Shire has 47 clubs participating in the KidSport program. \$37,141 has been funded over the financial year. The figure below shows the top 10 sporting activities funded by KidSport within the Shire.



Club Development Officer

The Department of Sport & Recreation, the Shire of Manjimup and the Shire of Nannup are funding, initially for a 2 year period, the Club Development Officer Scheme for the Warren Blackwood region. The aim of the Club Development Officer is to support the development and sustainability of sporting and recreation clubs. During this first year of the Scheme, it has been very well received by the clubs and it will continue to build strong committees, assist clubs to achieve their development goals and provide leadership, education, training, and development opportunities for the clubs, their committee members and volunteers.

Recreation Facilities Master Planning

The Manjimup Community Recreation Hub project has resulted in the development of a master plan for the three sporting precincts in Manjimup: the Manjimup Recreation Grounds, Collier Street and Rea Park. The undertaking of this master plan was a recommendation of the *Sport and Recreation Strategic Plan 2014-2024* and is aimed at guiding the future transformation of the sporting facilities in a feasible and sustainable way, whilst meeting the needs of a growing population and a regional centre. The project received financial support from the Department of Sport and Recreation and will be completed before the end of 2015.

A similar master planning process has been initiated for the Northcliffe Recreation Grounds, which will be finalised in the 2015/2016 financial year.

Trails

The construction of a new suspension bridge at Graphite Road is nearing completion. This bridge will allow visitors to the Glenoran area as well as bicyclists and pedestrians on the Munda Biddi Trail and Bibbulmun Track to cross the Donnelly River safely. The bridge is a collaborative project between the Department of Parks and Wildlife and the Shire and is funded by the Department of Sport and Recreation and Lotterywest.

Other Recreation

Council's Recreation Centre Support Program has provided significant funds to the Pemberton and Walpole Recreation Centres. These funds, provided to support the centres to operate in a sustainable matter, were utilised to purchase solar panels and to assist with the marketing and promotion of facilities, services and programs.

The wooden court floor in the Northcliffe Recreation Centre has been resurfaced and relined. The courts in the Manjimup Indoor Sports Pavilion will undergo resurfacing and relining works in January 2016.

The Warren Pistol Club has constructed a club building, supported by a Community Sporting Recreation Facilities Fund (CSRFF) grant. The Walpole Country Club was successful in obtaining a CSRFF grant for the installation of synthetic greens.

Bike racks have been installed in Pemberton and Manjimup.



Department of
Sport and Recreation

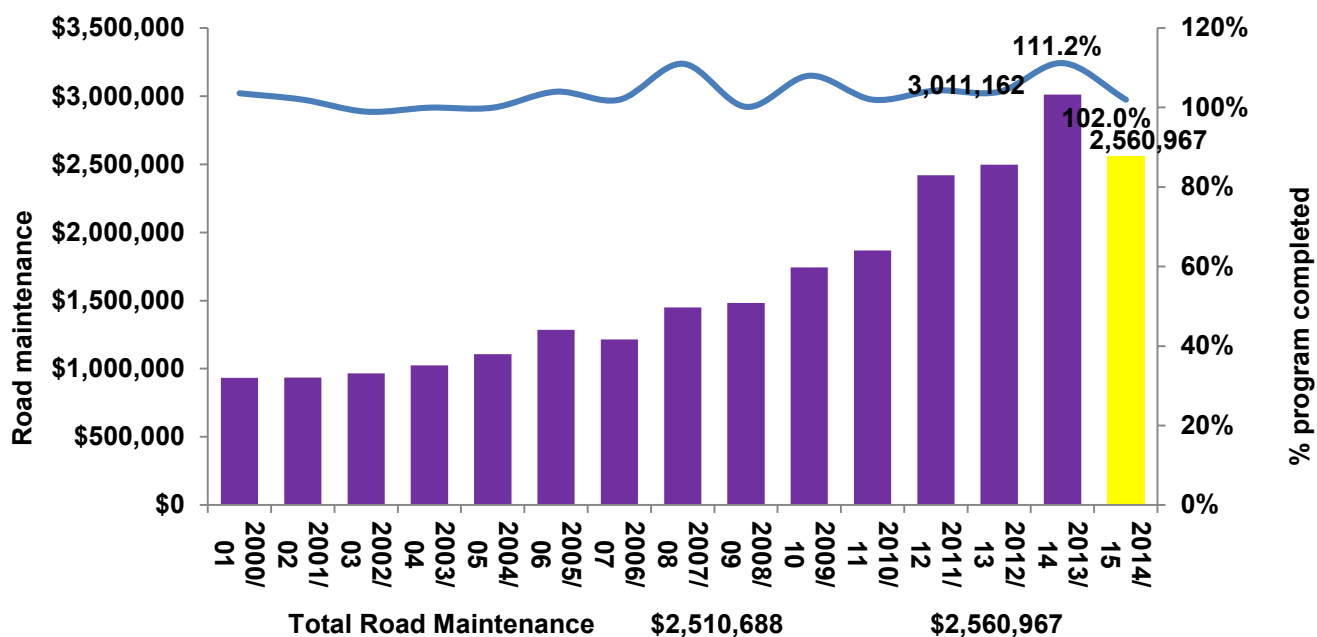


Roads, Bridges & Drainage

Road maintenance

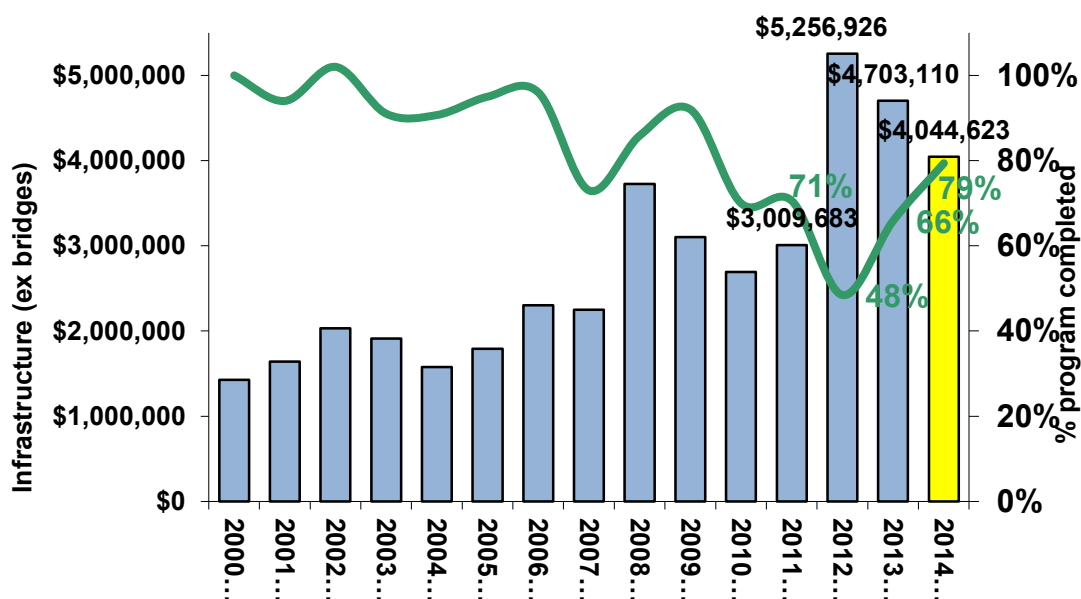
Total road maintenance expenditure in 2014/15 was \$2,562,007 which is down 15% on the previous year, but up 3% on the 2012/13 financial year. Programmed winter shouldering was undertaken again and the rural roadside vegetation spraying program started using amphibian friendly chemicals. The use of stand-alone rollers working with graders during winter and spring also continued and a program of crack sealing was undertaken on a small number of sealed streets in Manjimup.

Road Maintenance	Budget	Actual
Carpark Maintenance	\$10,100	\$ 5,792
Road Maintenance - Rural Sealed	\$685,430	\$ 649,725
Road Maintenance - Rural Unsealed	\$1,067,458	\$1,095,866
Road Maintenance - Urban	\$182,000	\$ 184,003
Road Signs	\$120,000	\$ 47,856
Street Cleaning	\$98,000	\$ 86,540
Storm Damage [PC]	\$115,000	\$ 142,832
Vegetation Removal*	\$232,700	\$ 156,447
Gravel Site Assessment	\$220,000	\$ 193,986



Road and Infrastructure construction (excluding bridges)

Total expenditure on road related infrastructure in 2014/15 was \$4,044,623 which is 14% down on the previous year's expenditure however this figure represents an expenditure of 79% of the budget. The Pemberton main street and Manjimup SuperTown projects are multi-year undertakings and if under expenditure on these projects is taken out of the equation, 91% of the road infrastructure (capital) budget was expended during the 2014/15 financial year.





Perup Road showing new construction where it meets the single seal width road it has replaced.



Ipsen Street, Manjimup. New asphalt seal and new kerb line, relocated to provide room for street trees to grow.

Infrastructure comprised the following groups:

Infrastructure Category	Budget	Actual
Drainage	142,653	44,790
Footpaths	192,000	209,281
Miscellaneous (including Pemberton main street)	302,348	55,105
Road construction and reseals	2,577,983	2,363,320
Gravel road re-sheeting	563,541	542,352
Super Towns	1,316,376	829,775
Total infrastructure	5,094,901	4,044,623

Due to the relatively small rate base and short construction season, the ability of the Shire of Manjimup to address deteriorating infrastructure is limited however Council has placed a high strategic priority on improving infrastructure. A summary of key projects for each infrastructure category follows;

Road construction works undertaken in 2014/15 included the following significant projects:

	Budget	Actual
Hospital Av reconstruct/asphalt	\$45,817	\$ 39,388
Lock St repair/asphalt	\$5,229	\$ 5,191
Middleton Rd repair/reseal	\$61,787	\$ 61,697
Mount St repair/asphalt	\$38,800	\$ 38,680
North St repair/asphalt	\$1,498	\$ 114
Chesapeake/Deeside Coast Rd rehab	\$46,393	\$ 28,166
Bridge Rd reconstruct/seal	\$61,695	\$ 62,799
North St repair/asphalt	\$1,498	\$ 14,566
Mottram St slip lane	\$20,000	\$ 21,772
Ipsen St reconstruct/seal	\$145,000	\$ 134,082
Wetherell St repair/asphalt	\$270,000	\$ 183,838
Windy Harbour Rd reconstruct/seal	\$475,000	\$ 481,271
Middleton Rd reconstruct/drainage/seal	\$300,000	\$ 300,994
Perup Rd reconstruct/seal	\$450,000	\$ 448,273
Bridge Rd reconstruct/seal	\$375,000	\$ 371,869
Kerb replacements various	\$30,000	\$ 6,008

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Pipe Clay Gully Rd washout	\$100,000	\$ 81,806
MRWA Woolworths	\$126,059	\$ 59,462
R4R4 Channybearup Rd reseal	\$2,747	\$ 3,948
R4R4 Graphite Rd reseal	\$11,460	\$ 9,396
Rice St asphalt Rice to Clarke	\$10,000	\$ 10,000



Bridge Road, Walpole. Intersection with Clarke Road, before (Left) and after (Right) construction.

Gravel road re-sheeting. Approximately 12.5 km's of gravel re-sheeting was undertaken in 2014/15 included the following significant projects:

	Budget	Actual
Pioneer Rd	\$96,541	\$ 108,224
Thomson Rd	\$153,000	\$ 146,177
Boorara Rd	\$97,000	\$ 98,540
Grays Rd	\$60,000	\$ 47,967
Dingup Rd	\$38,000	\$ 42,211
Appadene Rd	\$30,000	\$ 13,768
Old Vasse Rd	\$36,000	\$ 41,858
Double Bridges Rd	\$33,000	\$ 31,203

Drainage –

No significant drainage projects were undertaken during the 2014/15 financial year.

Footpaths – A total of 600 linear metres of new footpaths were constructed, made up of the following significant projects:

	Budget	Actual
Johnson Street shared use path	81,200	92,660
Graphite Road shared use path	79,800	96,243



Graphite Road shared use path



Johnson Street shared use path under construction.

Miscellaneous works – the following significant projects were undertaken:

	Budget	Actual
Recreation Centre carpark construction	\$25,541	\$ 18,232
Pemberton main street project	\$276,807	\$ 36,873

Bridge maintenance

Most bridge maintenance work is carried out by the Shire of Manjimup although some tasks require the engagement of specialist contractors. The value of maintenance work carried out in 2014/15 was \$168,609, an increase of 69% on last year's expenditure.

Bridge construction

Bridge construction work scheduled to be done by Main Roads WA in 2014/15 was \$ 861,000. Work to the bridge on Wheatley Coast Road was completed by the end of the previous financial year, but no invoice has been received from Main Roads Western Australia. Minchin Road bridge was replaced with three 1800mm (pipe) culverts.

Bridge	Budget	Actual
Wheatley Coast Rd, 3921	495,000	0
Minchin Road,	366,000	366,000
Total	\$ 861,000	\$ 366,000

Works Summary – Works undertaken during 2014/15 (linear metres)

Ward	Reconstruction	Asphalt	Reseal	Resheet	Kerb	Footpath
Central		1200	200	1100	1300	600
Coastal	2600	120	4700	5000		
East	1500		1250	4000		
North	100					
South	1000		2000			
West			200	2500	250	
	5200	1320	8350	12600	1550	600

Private works

Works staff carried out private works (eg. bridges and edge sealing for neighbouring Shires and small road related maintenance or construction) in 2014/15 totalling \$311,148 delivering a profit to the Shire of \$82,581.



Delivery link between Manjin Park and the supermarket, constructed as a private works job by the Shire of Manjimup.

Social Services

HACC (Home and Community Care)

2014/15 saw a further expansion of HACC services throughout the Shire including Manjimup, Pemberton and Northcliffe. The focus remained on supporting individuals to build on their abilities and emotional and physical wellbeing and service flexibility.

Funding of \$750,000 was been approved from HACC and \$1,044,000 from Lotterywest to build a "Wellness and Lifestyle Centre". The centre will encompass a multi-functional facility which will provide a one stop-shop for consumers by enabling co-location of other services providers and visiting specialists.

HACC and other successful grants have led to a variety of inclusive events such as the biannual Wellness and Lifestyle Expo and the Heart and Soul South West Dance project.



Heart and Soul SW dance project



Wellness and Lifestyle Expo 2015

SOCIAL SERVICES

The Southern Forests Alcohol Think Again (SFATA) project takes a community based approach to reducing alcohol related harm in the community by implementing a range of strategies. These have included:

- Promoting the 'Under 18, No alcohol. The safest choice' message to youth at the Pemberton Youth Festival;
- Developing a multilingual poster on Western Australia's alcohol drinking laws for tourists. The poster provided information in eight languages and was circulated to accommodation outlets, landholders and licenced venues across the Shire of Manjimup;
- An intercept survey to assess the community's level of awareness of the Southern Forests Alcohol Think Again (SFATA) message, and the perceived interpretation and relevance of the print media campaign. The results showed that the campaign was successful in contributing awareness of responsible alcohol consumption within the community;
- Preparing four press releases: 'Leavers- what parents should know'; 'Alcohol and the summer season'; 'Alcohol and young people - no alcohol is the safest choice' and 'New poster targets the region's locals and visitors';
- Two meetings with licensees, police and Shire staff to reduce alcohol related harm in licensed venues. A number of strategies were implemented such trialling an Alcohol RSA Checklist for new staff and voting to change the name from the SFATA Liquor Forum to the SFATA Liquor Accord; and
- Developing an Alcohol Self Check for people to assess whether their drinking habits are putting them at risk. The Checklist is being piloted in the Northcliffe Nursing Post and Pemberton Medical Centre. The Checklist was also used at the Senior Expo and amongst Shire of Manjimup staff.



Town Planning

Key activities undertaken beyond the normal statutory function were:

- Review of local planning policies; and
- Commencement of *Local Planning Strategy* review.

SuperTown – Town Centre Revitalisation

During 2014/15, as a part of SuperTown, the following projects has been completed.

- Mottram St lights - all power transmission lines are underground and 70 new streetlights have been installed and energised;
- Ipsen St reopening – rail crossing has been reopened after almost 40 years of being closed. This involved removing 25m of rail infrastructure and 100m of new road asphalt, kerbing and landscaping which has now created additional and attractive access to the CBD; and
- Brockman St awnings – Southern side of Brockman St has had new awnings installed. Northern side of Brockman will have the same design awnings installed early 2015/16.



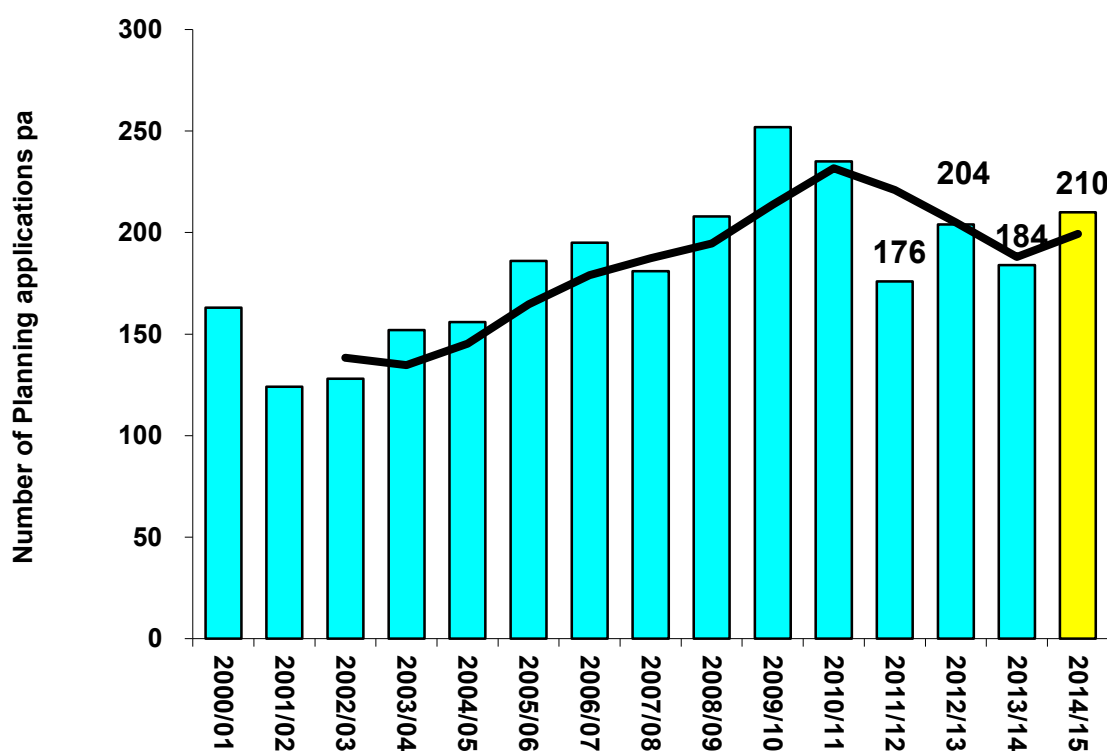
Mottram Street light poles installed.

Planning Applications

In 2014/15 there was a 14.13% increase in the number of planning applications to 210. The values of planning applications increased to \$16m, representing an increase of 43% over the prior year.

The average number of days to process a planning application was 22.9 days (reduced from 24).

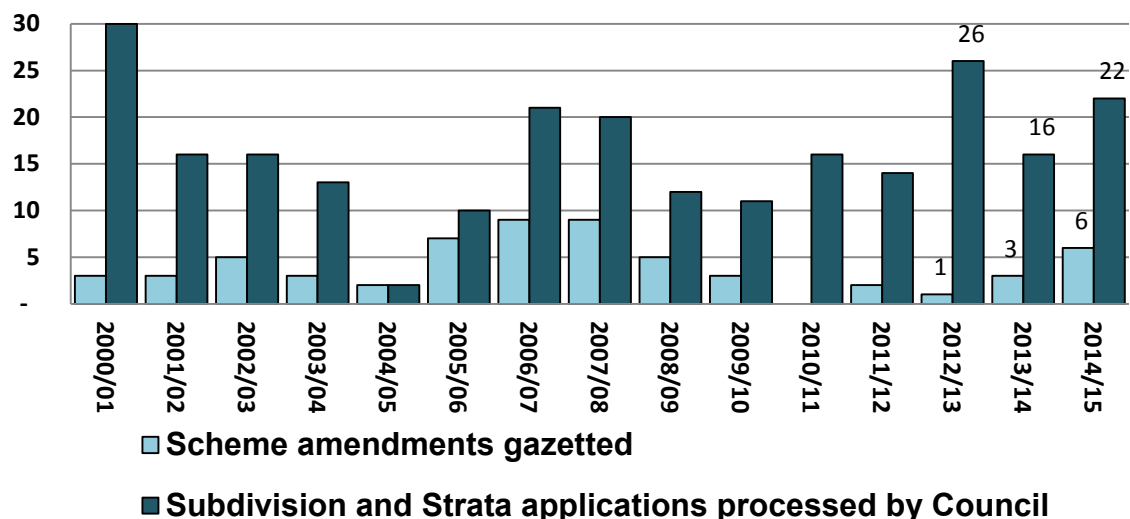
66% of planning applications were approved under delegated authority.



Subdivisions & Scheme Amendments

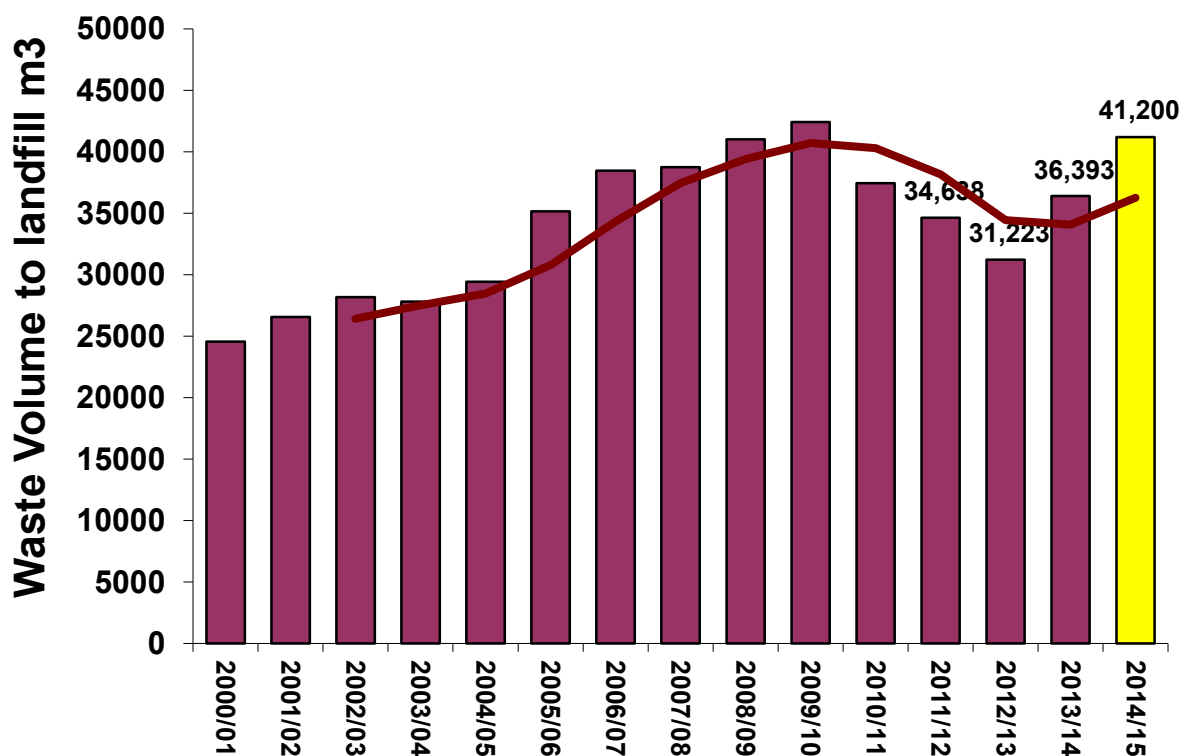
Applications for subdivisions and strata are increased by 37% in 2014/15 to 22.

Scheme amendments approved by the Minister for Planning doubled, reflecting a trend for changes to the local planning scheme gazetted 3.5 years ago.



Waste Management

Waste recycling initiatives have had a dramatic effect on improving Community Satisfaction. The Shire's recycling initiatives had a notable effect on the volume of waste deposited into landfill increased by 13.2% in 2014/15 to 41,200 m³ as illustrated below:

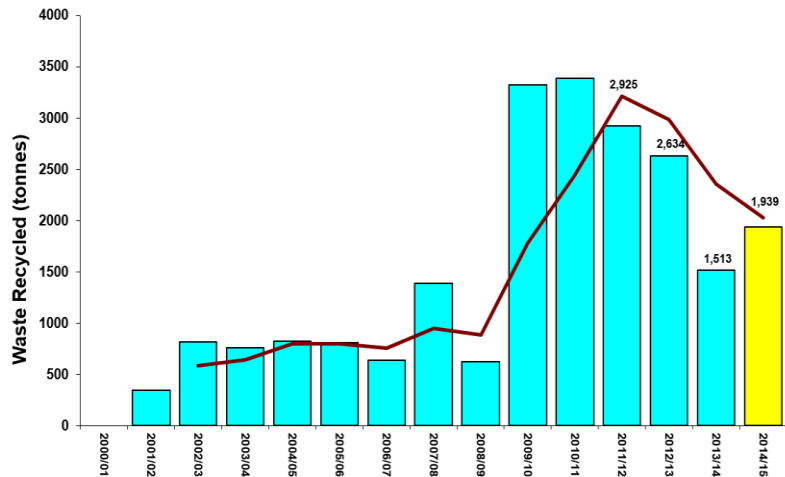


In conjunction with the Department of Parks and Wildlife and Main Roads Western Australia, the SHire continued to provide peak waste bulk disposal facilities at key transit points successfully reducing the amount of waste deposited in our bush or road verge.

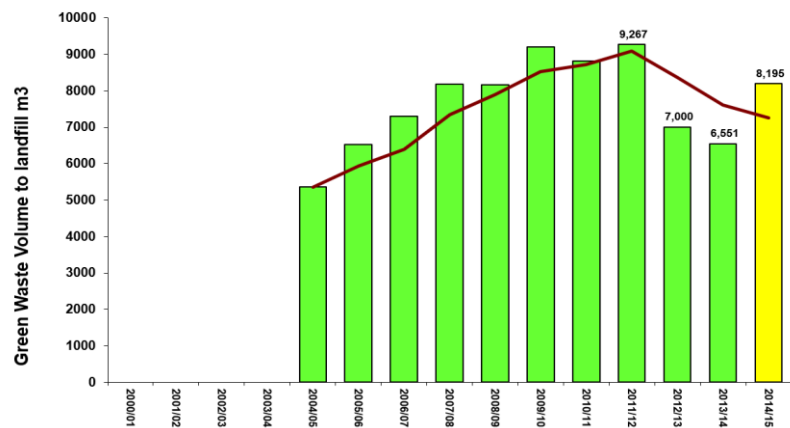
The Shire also provides a road side bulk collection service in May each year.

Recycling

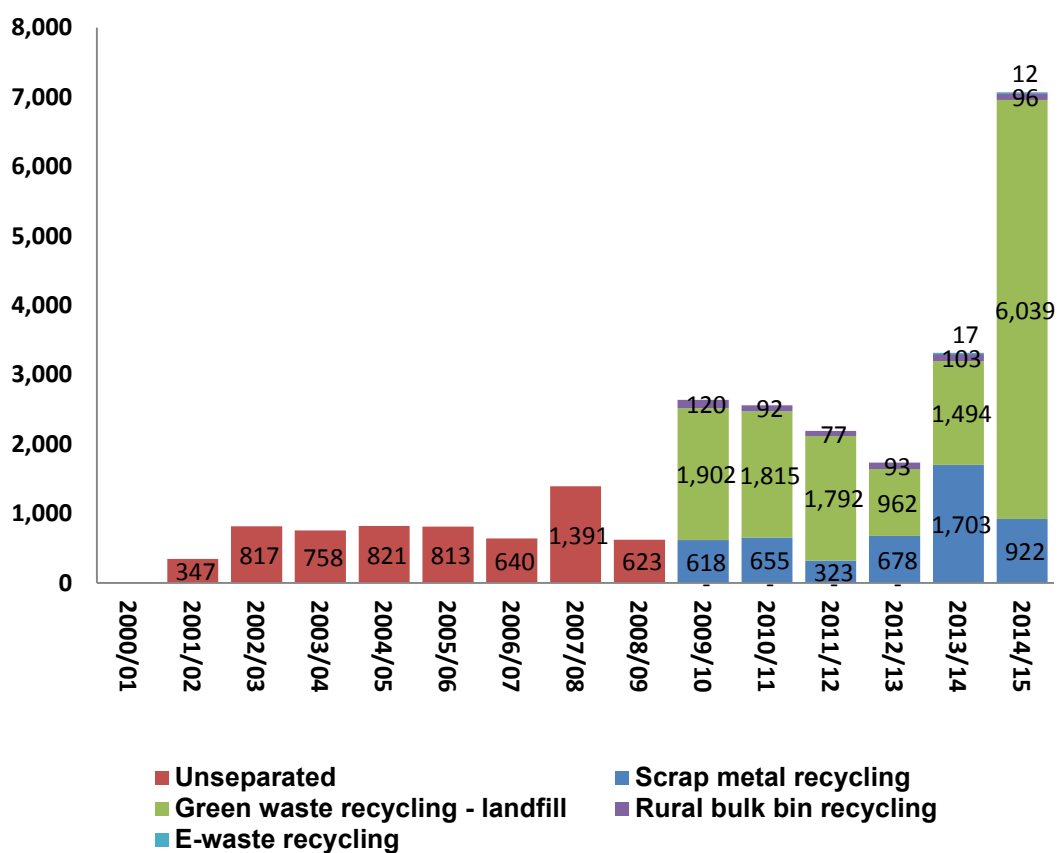
Recycled waste increased by 28% to 1,939 tonnes.



Green waste increased by 25% to an estimated 8,195 m3.



Type of waste recycled



The Shire's Waste Management Officer continues to provide a part time waste management consultancy to the Shire of Bridgetown-Greenbushes and the Shire of Nannup.



Septage Pond



Finished Weigh Bridge

Youth Services

Early Years

The future of any society depends on its ability to foster the education, health and wellbeing of the next generation. Today's children will become tomorrow's citizens, workers and parents. When we fail to provide children with what they need to build strong foundations for healthy and productive lives, we put our future prosperity and security at risk.

Warren Blackwood Early Years Network

The Shire of Manjimup continues to be a driving force within the Warren Blackwood Early Years Network (WBEYN) to support, advance and advocate on behalf of our community and organisations. The Shire as part of the WBEYN continues to organize bi-monthly meetings with ongoing representation from Health, Mental Health, Playgroup Australia, The Family Centre, Early Years Educators and the Department of Local Government and Communities (DLGC). The key project undertaken by the Shire of Manjimup on behalf of the WBEYN has been to develop a Project Plan and locate a suitable person to develop a Strategic Plan/Action Plan to address gaps in service delivery and the regions low Australian Early Development Census (AEDC) scores.

South West Regional Children's Services Plan

The Shire of Manjimup along with South West Development Commission, CHILD Australia, Playgroup WA, WMCA In-Home-Care, Australian Government Skills & Jobs Initiative, DLGC and the Shire of Collie partnered as representatives with Investing In Our Youth to develop a South West Regional Children's Services Plan, aimed at establishing a long term approach to support services, initiatives and networks for families in the South West region. The South West Regional Children's Service Plan is a component of the Regional Child Care Development Fund (RCCDF). This project is managed by the DLGC. The completion of the plan has seen funding being made available to implement actions and recommendations made.

Shire of Manjimup Youth Network

The Shire of Manjimup hosts the Shire of Manjimup Youth Network (SOMYN) designed to foster partnerships and healthy working relationships across all areas of youth health and wellbeing. A budget of \$1,000 is allocated to assist in supporting the SOMYN. This year the Shire of Manjimup invited the Local Drug Action Group (LDAG) to speak to SOMYN in regards to membership and the Youth Leader Training and grant funding that this would give the youth zones access. Pemberton Youth Zone and Northcliffe Youth Zone took up LDAG membership which saw the Pemberton Youth Zone being able to contribute \$3,000 in grant funding towards this year's National Youth Week event.

National Youth Week

The Shire of Manjimup's Youth Network hosted a Youth Festival at the Pemberton RSL Park on 18 April in conjunction with National Youth Week. The festival was held in recognition of the valuable contribution that our youth make to our communities while promoting the Drug Aware message and providing a fun day out for kids.



Circus skills, drumming, craft workshops, face painting inflatable activities such as a Ninja Challenge, Zorb Balls, Bouncy Castle, and Gladiator sports were enjoyed by over 100 of the young community members from Manjimup, Northcliffe, Pemberton, Walpole and surrounds. The Kids Kitchen with pizza, wrap and hamburger making were enthusiastically enjoyed with young and old alike enjoying the healthy versions of popular take away foods. The LDAG in conjunction with the Shire of Manjimup Alcohol Management Project manned a chocolate wheel, where kids could answer questions (and be educated) around alcohol and other drugs, for prizes. Pop quizzes around the grounds on the topics of alcohol and other drugs gave youth a chance to win prize bags. Quiz cards were filled in with answers being sourced from the Drug Aware posters and Chocolate Wheel questions, giving youth the opportunity to a \$50 iTunes voucher. The Department of Fire and Emergency Services also entertained the crowd with the Jaws of Life, when they cut up a car to demonstrate how people are rescued from accidents with the intent of educating on the dangers of driving under the influence of alcohol or other drugs.



Photos from the Pemberton Youth Festival April 2015

Youth Sculpture

The Shire of Manjimup believes that young people are one of our community's greatest assets and endorses the view that the Shire of Manjimup should be a youth friendly community. It is this endorsement that saw the Shire of Manjimup selected as one of the four regional sites for a pilot grant, due to having successfully completed the Youth Friendly Communities project in 2012. The Regional Youth Collaborative Project pilot has been developed to support local governments develop collaborative approaches with non-government organisations and other stakeholders to deliver positive outcomes for local young people, in consultation with young people.

The project aims to introduce youth across the Shire of Manjimup (through the schools at Manjimup, Northcliffe, Pemberton, Quinninup and Walpole) to two renowned artists, so as to engage these young people in the design and creation of a sculptured outdoor lounge room, finished in urban art and mosaic. The lounge area will comprise two large lounges, an ottoman and two sets of concrete table and chairs set at the Manjimup Regional AquaCentre (MRAC) outdoor area.

Shire of Manjimup Youth Scholarship Awards – Winners 2014

The Shire provided \$5,400 in youth scholarships and awards for 2014/15. Nominations were made by school principals, with the following receiving the awards for 2014:

Recipient Name	School	Award
Ethan Burton	Denmark Senior High School	Leadership and Community Spirit
Courtney Rowe	East Manjimup Primary School	Community Spirit
Trent Lang	East Manjimup Primary School	Community Spirit
Sophie Wheeler	Kearnan College	ATAR Dux
Llewellyn Cully	Kearnan College	Community Spirit
Nicholas Barton	Kearnan College	Leadership
Isabel Gibbs	Kearnan College	VET Dux
Jarrad Aldersea	Manjimup Education Support Centre	VET Dux
Bailey Pollard	Manjimup Education Support Centre	Community Spirit
Ewan MacDonald	Manjimup Primary School	Community Spirit
Cooper Omodei	Manjimup Primary School	Community Spirit
Bailey Jaksic	Manjimup Senior High School	Leadership and Community Spirit
Tamara Bending	Manjimup Senior High School	Leadership
Jonathon Kammann	Manjimup Senior High School	Runner Up ATAR Dux
Ethan Stokes	Manjimup Senior High School	Runner Up VET Dux
Ainsliegh Muir	Manjimup Senior High School	Vet Honour
Alex James	Manjimup Senior High School	Vet Honour
Beau Hill	Manjimup Senior High School	Vet Honour
Cory Whelan	Manjimup Senior High School	Vet Honour
James Walker	Manjimup Senior High School	Vet Honour
Julia Cole	Manjimup Senior High School	Vet Honour
Lauren Hunter	Manjimup Senior High School	Vet Honour
Murray Willis	Manjimup Senior High School	Vet Honour
Patrick Bleach	Manjimup Senior High School	Vet Honour
Shannon Scaini	Manjimup Senior High School	Vet Honour
Tahlia Hort	Manjimup Senior High School	Vet Honour
Khiara Holdsworth	Northcliffe District High School	Community Spirit
Jarrold Gunn	Northcliffe District High School	Leadership
Olivia Roche	Pemberton District High School	Community Spirit
Ashlyn Turner	Pemberton District High School	Community Spirit
Jordan Schmidt	Pemberton District High School	Leadership
Oscar Omodei	St Jospeh's Primary School	Community Spirit
Daniel Ellis	St Jospeh's Primary School	Community Spirit
Elsie Edmonds	Walpole Primary School	Community Spirit
Jack Rowlands	Walpole Primary School	Community Spirit

Community Safety and Crime Prevention

Needle Report

Investigation was undertaken with the Police, local Chemists, Manjimup Hospital, the Department of Education, Warren Blackwood Waste and Shire directorates, to provide an overview of the amount of needles being incorrectly disposed of. The conclusion drawn was that it appears that most organisations contacted have processes to record the finding of any incorrectly disposed of needles, though there seems to be little knowledge of these processes due to the lack of need to record such incidents. The organisations that have consistent ongoing issues with needle finds are the Manjimup Hospital, Warren Blackwood Waste and the Shire of Manjimup.

Though there is a low low number of incorrectly disposed of needles, this does not mean that methamphetamines are not present in our community. It should be remembered that injection is not the only way of administering the drug and there are several factors that may encourage a more selective disposal of needles. There has also been two 'drug labs' found over the last 18 months, as well as the suspected explosion of a 'drug lab' during the recent Northcliffe/Walpole bush fires.

Recommendations made following the investigation are:

- The Shire of Manjimup's reporting of incorrectly disposed of needles to be clarified and a process developed that is agreeable and followed by all directorates;
- A review of incorrectly disposed of needles undertaken on an annual basis to ensure that it does not become an issue within the community without our knowledge and without an action plan; and
- A requirement for the review be included in an Action Plan contained within the Alcohol and Other Drug Management Plan.

Community Safety and Crime Prevention Plan

The updated *Community Safety and Crime Prevention Plan* release has been delayed due to competing priorities and factors including the O'Sullivan Fire. Community workshops were held in Manjimup, Northcliffe, Pemberton and Walpole and an online survey was used to gain broad community input. Results were also taken from the Shire's *2014 Community Satisfaction Survey* to complement the information obtained directly from the workshops. From the community feedback, a draft plan has been completed and is due to go before Council for approval to release the document for public comment.

Community Bus

The past financial year has seen the use of the community bus, and there for the income generated from it, greatly diminished. Several organisations have not utilised the bus to the extent of previous years which saw the income only being a little more than half of last year's income. The Shire is currently reviewing the current contract and looking at more sustainable options and contracts.

Thank a Volunteer Day

The Shire of Manjimup distributed grant funds received by the Department of Local Government & Communities to local community organisations for the purpose of acknowledging local volunteers through various events. By hosting events in Manjimup, Pemberton, Northcliffe, Quinninup and Walpole, a larger proportion of volunteers were able to be thanked on a more personal level. 55 organisations were involved in the events which brought communities together and highlighted the important and sometimes dangerous roles that our volunteers play. It creates a sense of pride for volunteers to be publically acknowledged for the critical roles that they perform. Being rural and sometimes remote, our communities do not always have access to, or the support of vital services afforded people in metropolitan areas therefore our volunteers are an integral component in keeping our communities safe and alive. It is imperative that we acknowledge and thank our volunteers and showcase to younger generations the importance of the work done and time given to keep communities safe and alive. The various Thank a Volunteer Day events held in the Shire of Manjimup showcased how enriched our lives are by these deserving individuals and community groups. The overall impact of the events is that the communities honour the volunteers who play a crucial role in the welfare of small rural communities while inspiring others to become involved and to take their turn in contributing to their communities.

Other 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 Statutory & Corporate Services and the Chief Executive Officer is the FOI Internal Review Officer.

During 2014/15, the Shire of Manjimup received three (3) request for information under the *Freedom of Information Act*. The average time to process each request was 28 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.

	14/15	13/14	12/13	11/12	10/11	09/10	08/09	07/08	06/07	05/06	04/05
New applications	3	1	3	2	5	5	3	8	3	1	3
Average time to process (days)	28	8	37	46	35	32	44	38	39	9	14

Record Keeping Compliance

The Shire of Manjimup is committed to good and compliant record keeping practices, and complies with required legislation including the *State Records Act 2000*. Under this Act, a *Record Keeping Plan* was submitted for approval by the State Records Commission on the 7 August 2015 for a period of five years.

There were a total of 15 Records Procedure inductions carried out during the year.

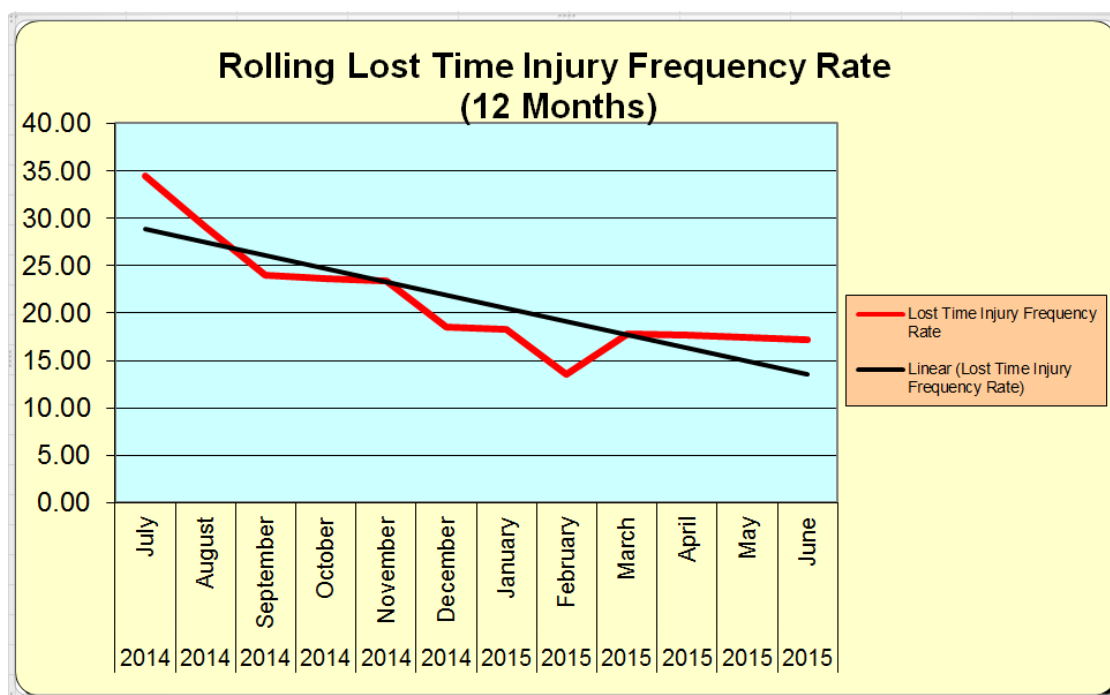
Record statistics indicate a trend of reduced correspondence reflecting increased email traffic.

	14/15	13/14	12/13	11/12	10/11	09/10	08/09	07/08	06/07	05/06
Correspondence IN	9,474	10,461	10,875	12,512	12,734	12,702	13,842	14,894	14,661	15,069
Correspondence OUT	11,183	12,603	12,218	20,012	19,379	14,310	15,142	15,055	17,836	12,996
Cheques issued	1,024	1,126	1,340	1,507	1,590	1,657	1,920	2,075	2,265	2,845
Invoices processed	4,557	5,157	5,057	5,139	4,755	4,763	5,016	4,533	4,951	4,770

Safety

The Shire of Manjimup is committed to providing and maintaining a safe work environment for its employees, contractors, and community, as far as is reasonably practicable. The Shire's commitment to a safe work environment covers all Shire operations and functions, including those where staff work off-site, and extends to ensuring Shire operations do not place the community at risk of injury or illness. Meeting this commitment requires teamwork, with employees and contractors cooperating to ensure that a culture of safety continues to grow and a safe environment is maintained for everyone.

During 2014/15 the Shire adopted a new High Level Action Plan in the area of Occupational Health and Safety (OH&S), to address the outcomes of the 2014 LGIS Desktop Audit, signifying a move to the concept of a safety culture. The change of direction and focus for OH&S from "compliance" to "culture" has proven to be the right move, with the introduction of safety Key Performance Indicators's in our proposed *Enterprise Agreement* and the development of a Work Ready Program designed to ensure employees injured at work receive prompt medical treatment and are provided with suitable work restrictions. This aims to allow them to transition safely back into the workforce, as soon as medically possible, and to resume meaningful duties.



Rolling Lost Time Injury Frequency Rate

The Shire received 10 (ten) workers compensation claims, submitted between July 2014 – June 2015. Four of the ten compensation claims eventuated in LTI (Lost time injuries). The LTI Frequency Rate has to be decreased over the next 12 months to ensure that the 'Gold Diligence in Safety' Award is obtained by the Shire of Manjimup.

Staff

Staff long service achievements during the year were:

10 years of service Joseph Burnett
 Rachel Croft
 Gavin Ladhams
 Johan Schuitema

The Shire considers it has a role to play providing cadetship, traineeship and apprentice opportunities for local school leavers. During the year the Shire entered into a partnership arrangement with RIO TINTO to provide a further two trainee positions in the civil and mechanical fields.

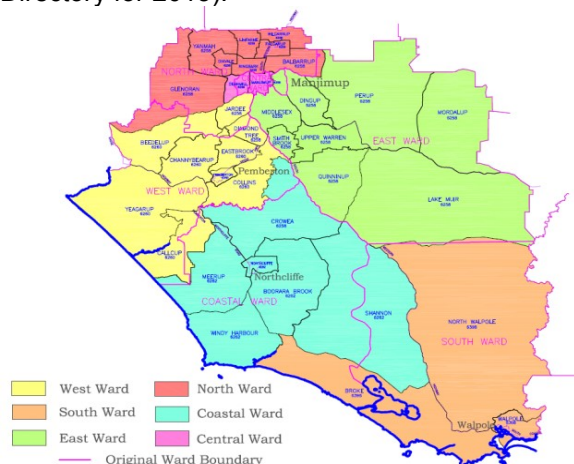
Shire staff also participated in several fund raising activities during the year for Leukaemia and Mens Health.

Staff turnover remains low at 11% (industry average 19.5%) reflecting a stable and content workforce.

	2015	2014	2013	2012	2011	2010
# of Staff (FTE's)	123	119.59	113	112	109	103
# grant funded staff FTE's (included in above total)	16	12	13	12	12	9
# core FTE's (excluding grant funded positions)	102	107	100	100	97	94
# staff employed (including fulltime, part time and casual ie not FTE positions but total number separate individuals)	162	164	163	158	137	137
# appointments (permanent staff)	11	26	17	19	26	
# terminations & resignations (permanent staff)	13	10	18	12	26	26
% staff turnover (Termination / FTE)	11	8.5%	15%	11%	19%	19%

Council Statistics

Council statistics (compiled by the West Australian Municipal Association and printed in the Municipal Directory for 2013).



Distance from Perth	301
Area (sq km)	7,028
Length of Sealed Roads	514 km
Length of Unsealed Roads	818 km
Population	9,514
Number of electors	6,407
Number of dwellings	4,931
Total Rates Levied	\$8m
Total Revenue	\$24m
Number of employees (FTE)	118

Council Meetings and Record of Attendance

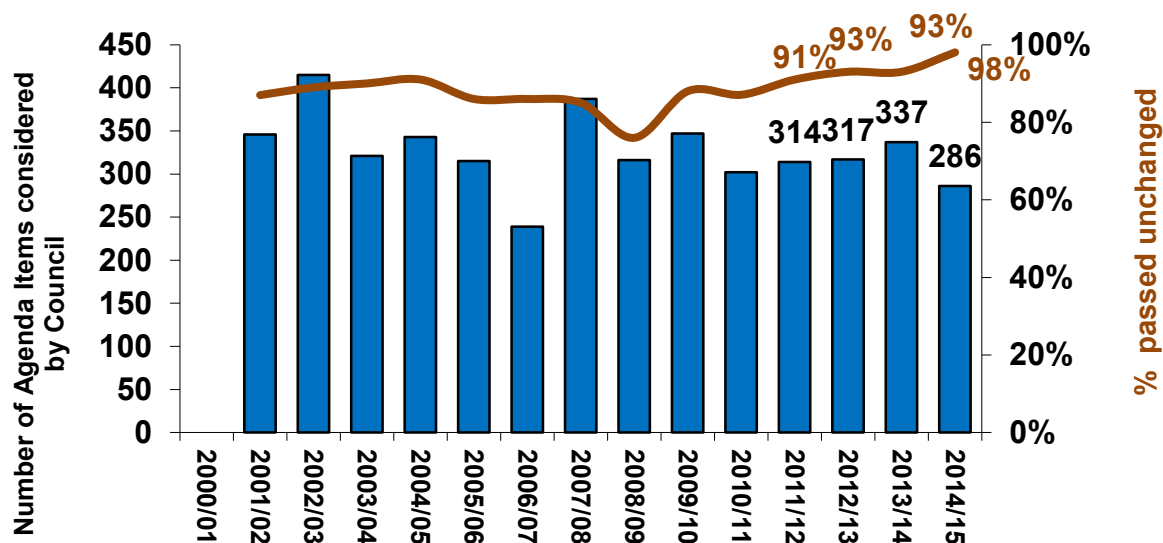
During 2014/15, 17 Council meetings were held, with one meeting held in each of the outer towns of Pemberton, Northcliffe and Walpole. Outer town meetings were normally followed with a formal Council dinner with guests invited from that town.

The average Council meeting duration was 62 minutes with the shortest meeting 17 minutes and the longest meeting 122 minutes. Listed below is the record of attendance by each Councillor:

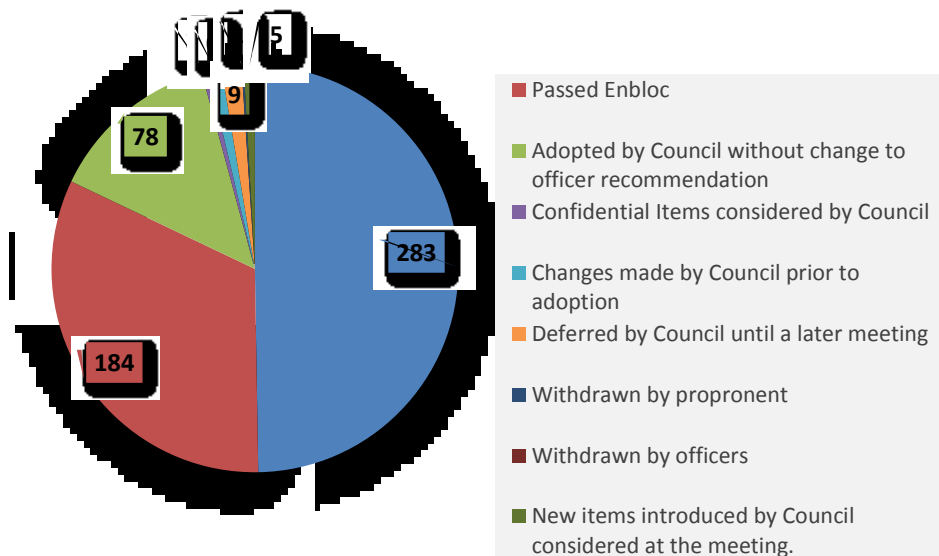
Councillor	Ward	2014/15 Meeting Attendance		
		Possible #	Attended #	Leave Apology
Cr Wade DeCampo (Shire President)	West	16	15	1
Cr Bavich (Deputy President)	Central	16	15	1
Cr Chodorowski	West	16	15	1
Cr Daubney	North	16	14	2
Cr Fahey (Deceased 5 Aug 2014)	Coastal	4	3	1
Cr Jenkins	Central	16	14	2
Cr Tapley	South	16	13	3
Cr Karamfiles	Central	16	14	2
Cr Omodei	Central	16	15	1
Cr Logan	Central	16	16	0
Cr Munro (Sworn in 11 Dec 2014)	Coastal	9	9	0
Cr Winfield	East	16	14	2

Council Decisions and Officer Prepared Agenda Items

Council considered a total of 286 Agenda items in the 2014/15 financial year at an average of 18 items each Council meeting. A summary of how those agenda items were dealt with by Council is outlined below:



An analysis of the 286 items considered by Council during the year shows the number of items which were:



Public Interest Disclosure

The Public Interest Disclosure Act 2003 applies to the Shire of Manjimup. The public disclosure officer for the Shire of Manjimup is Gail Ipsen Cutts, who is required to report annually to the Commissioner via the online reporting to the 'Integrity and Conduct Survey'.

In December 2014, Council reviewed and updated "**Council Policy 1.2.7 - Support for Staff who make Public Interest Disclosures**" reflecting the public sector standard guidelines. PID awareness was included in the standard Councillor and staff induction process. PID procedures were presented to Managers and senior supervisors at the annual management forum.

Funding Acknowledgments

Appreciation is extended to the following funding agencies for their generous financial support towards Council's 2014/15 program:

- Australian Government Department of Infrastructure, Transport, Regional Development and Local Government – Roads to Recovery, FAG, RADS,
- Australian Government Department of Communities – Youth Outreach Program
- Australian Government Department of Health and Ageing – HACC, Healthy Communities
- Australian Government - Natural Resource Management
- Australian Government – Local Government Energy Efficiency Program.
- Australian Government Department of Families – Healthy Relationships Program
- Healthways
- LotteryWest
- Local Government Insurance Services – Experience Fund
- Country Arts WA
- South West Development Commission
- State Office of Crime Prevention
- State Department of Local Government – Strategic Planning Capacity Building
- State Department of Regional Development – Royalties for Regions, Supertowns
- State Department of Sport and Recreation – DSRFF, Youth Sport
- State Department Environmental Protection
- State Department of Transport – Recreational Boating Scheme, Recreation Trails
- State Main Roads WA – RRG, Regional Bike Network, LG & Community Safety, TIRES
- State Fire & Emergency Services - AWARE funding

Report on Complaints made against Councillors

In accordance with Section 5.53 of the *Local Government Act* and the associated *Local Government (Rules of Conduct) Regulations 2007* the complaints made against Councillors for 2014/15 were:

Number of entries in the register: **0**

How the complaints were handled: **N/A**

Prescribed Information for Payments to Employees

Section 5.53 (g) of the *Local Government Act* requires disclosure of information as prescribed in relation to payments made to employees. For the 2014/15 year, there were no payments made to employees for which prescribed information is required to be disclosed.

Number of Employees	Payment Range
2	\$100,000 - \$110,000
2	\$110,000 - \$120,000
3	\$120,000 - \$130,000
	\$130,000 - \$140,000
	\$140,000 - \$150,000
1	\$150,000 - \$160,000
	\$160,000 - \$170,000

Plan for the Future, Strategic Community Plan and Corporate Business Plan

In accordance with Section 5.56 of the *Local Government Act 1995*, and Regulation 19CA and 19C of the *Local Government (Administration) Regulations* the following plans were formally adopted by Council in June 2013 (with a minor review scheduled for July 2015):

- *Strategic Community Plan* covering a period of 10 years. This plan is to be reviewed every four years.
- *Corporate Business Plan* covering a period of 4 years. This plan is to be reviewed annually.

There were no changes made to the above plans which were adopted during the year.

The Shire of Manjimup has a comprehensive 10 year forward planning framework in place which can be viewed on our website www.manjimup.wa.gov.au

A report on achievements in our strategic planning can be found on pages 57 – 72.

Conclusion

2014/15 was a very challenging year with some major highlights being to successfully host Regional State Cabinet, progress the Health and Lifestyle Centre, Seniors Housing Project and the Medical Professional Housing Project. The commencement toward finalisation of Stage 1 of the Royalties for Regions Revitalisation of Manjimup's Town Centre Project has had immediate impact with new economic development initiatives arising and improvements in Manjimup Town Centre connectivity and liveability.

The year has also saw a significant emergency as a result of the O'Sullivan Bush Fire which burnt an area just under 100,000ha just to the south, east and west of the Northcliffe town site. Through a collaborative undertaking by relevant agencies including the Shire of Manjimup and some luck, damage to life and property was minimised in what can be only described as one of the worst bush fires the district has ever seen. The Shire played an integral supporting role in the fire suppression operation and had the community leadership role in recovery which is still ongoing.

Very sadly Cr Thomas Fahey (dec) passed away during the reporting period. This triggered the need for an extraordinary election for the Coastal Ward. The successful candidate from four nominations was Cr Graham Munro.

2014/15 had a clear focus on the future direction of the Shire of Manjimup with business case submissions and lobbying attempting to attract opportunistic funding to the region. In addition to this the attraction and retention of economic drivers to the region was high on the organisation's agenda with some significant achievement including the assistance for Australian Peat Technologies to identify and obtain a suitable site for their business proposal.

A focus on the building of cross functional teams within the organisation has seen several significant achievements in the areas of project management. Congratulations to the team of four who took out the LGMA Regional Management Challenge during the year which demonstrates our pursuit of outcomes sought from the use of cross functional teams in the organisation.

Finally, I would also like to acknowledge the commitment of our dedicated staff plus the wonderful contribution made by our volunteers and the outstanding support of our funding agencies. I look forward to prosperous times ahead for our community.



**ANDREW CAMPBELL
CHIEF EXECUTIVE OFFICER**

OUR NATURAL ENVIRONMENT- Custodians of our natural landscape and resources

Desired Community Outcome:			Community Strategies from Strategic Community Plan:		
We value, and work to nurture and enhance, our natural environment and prioritise protection of our natural resources and landscape in all our endeavours			Strategy 1.1: Sustainably manage our unique natural environment for the benefit of existing and future generations. Strategy 1.2: Anticipate and respond to potential climate change impacts. Strategy 1.3: Protect prime agricultural land through effective land use strategies.		
Action/ Deliverable(s)	Key Performance Indicator (KPI)	Responsible Unit	Link to SCP	Target Date	2014/15 Initiated, Achieved and/or continued in next year
Council Action #1. Continue to promote and support litter reduction programs in the Shire including the provision of jointly funded peak holiday season disposal bins.	Continued funding of litter reduction programs	Works and Services	Community strategy 1.1	Annual	Activities/ Achievements- - Continued providing services on waste collection including hard wastes Future Challenges- - Continue the funding for the litter reduction program - Ensuring domestic waste from residents is not impacting on bin volumes
Council Action #2. Continue to undertake action targets outlined in the Shire of Manjimup Environment and Sustainability Strategy.	Number of Shire of Manjimup Natural Environment Strategy Objectives and Action Targets achieved	Statutory & Corporate Services	Community strategy 1.1, 1.2, 1.3	Annual	Activities/ Achievements- - Revegetation projects - Reduction in energy demands Future Challenges- - Rising costs
Council Action #3. Preserve the heritage of the region.	Review Manjimup Heritage Inventory(MHI) periodically	Statutory & Corporate Services	Community strategy 1.3	01/06/2019	Activities/ Achievements- - Heritage list is designed to ensure that heritage matters are given due regard when place applications are considered over the property Future Challenges- - Regular review of the MHI
Council Action #4. Increase level of hazard reduction.	Amount of fuel management	Statutory & Corporate Services	Community strategy 1.2	Annual	Activities/ Achievements- - Fuel hazard reduction plan reviewed for Shire vested reserves Future Challenges- - Implement the Fuel Hazard Reduction Plan

OUR PROSPERITY - Nurturing healthy industry, innovation and a diverse economy

Desired Community Outcome:				Community Strategies from Strategic Community Plan:		
Desired Community Outcome: Our community prospers, because we: <ul style="list-style-type: none"> • we recognise the vital contribution of our primary industries • we provide opportunities for economic growth • we support and foster industry initiative and innovation to enhance economic development • we will not pursue growth at any cost • we will support the diversification of our economy. 				Strategy 2.1: Strengthen and diversify our primary industries, including agriculture, forestry and tourism. Strategy 2.2: Develop a more self-reliant community by maximising the use of local resources. Strategy 2.3: Pursue sustainable and appropriate economic growth for the community. Strategy 2.4: Provide an encouraging environment that stimulates sustainable growth in the shire. Strategy 2.5: Build on Manjimup's role as a subregional centre where appropriate resources and services are provided.		
Action/ Deliverable(s)	Key Performance Indicator (KPI)	Responsible Unit	Link to SCP	Target Date	Council Priority	2014/15 Initiated, Achieved and/or continued in next year
Council Action #5. Review, update and implement where possible the objectives and strategies outlined in the Shire of Manjimup Marketing Strategy.	Number of Shire of Manjimup Marketing Strategy initiatives undertaken	Community Services	Community strategy 2.1, 2.2, 2.3, 2.4, 2.5	Annual	High	Activities/ Achievements- <ul style="list-style-type: none"> - Southern Forest website commenced - Regional events continue to be marketed and funding contributed to them; \$25,000 contribution to the Southern Forest Food Council - Television exposure - Destinations WA; Promotions have focused on 'Come for the Trees - stay for the Experience', focus imagery on Experiential / adventure based tourism. - Continue to work with ASW for post fire promotion and general seasonal promotional material. - Working towards an SRTO. Future Challenges- <ul style="list-style-type: none"> - Entry Signage for the Shire Boundary
Council Action #6. Preserve horticulture activity and water resources by protecting priority agriculture land.	Area of productive agricultural land zoned Priority Agriculture by the Local Planning Scheme	Statutory & Corporate Services	Community strategy 1.3		High	Activities/ Achievements- <ul style="list-style-type: none"> - Ensured no reduction in the area of productive agricultural land zoned Priority Agriculture by the Local Planning Scheme Future Challenges- <ul style="list-style-type: none"> - Establish appropriate protection mechanisms in statutory land use planning processes
Council Action #7. Implement the recommendations identified in the Council's	Number of Shire of Manjimup Economic Development		Community strategy 2.1,	Annual	High	Activities/ Achievements- <ul style="list-style-type: none"> - Pursued economic development opportunities - Lobbying for infrastructure improvements

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Economic Development Strategy and Plan. Ensure appropriate resourcing and resource opportunities are available to implement recommendations.	Strategy and Plan objectives and actions achieved	Statutory & Corporate Services	2.2, 2.3, 2.4, 2.5			Future Challenges- <ul style="list-style-type: none"> - Selling the Shire of Manjimup as a preferred destination. - Cost of doing business in the Shire of Manjimup compared to elsewhere. - Infrastructure deficiency in some areas
Council Action #8. Complete the Actions under the funded SuperTown	Actions completed in time	Works & Services	Community strategy 2.5	Dec 2015	High	Activities/ Achievements- <ul style="list-style-type: none"> - Mottram St Lights - all power transmission lines are underground and 70 new streetlights have been installed and energised - Ipsen St Opening – rail crossing has been reopened after almost 40 years of being closed. This involved removing 17m of rail infrastructure and 100m of new road asphalt, kerbing and landscaping which has now created additional and attractive access to the CBD. - Brockman St Awnings – Southern side of Brockman St has had new awnings installed. Northern side of Brockman will have the same design awnings installed early 2015/16 Future Challenges- <ul style="list-style-type: none"> - Funding for Stage 2
Council Action #9. Promote Manjimup as the regional centre for the Warren-Blackwood region.	Number of promotion activities undertaken each year	Statutory & Corporate Services	Community strategy 2.5	Annual	Medium	Activities/ Achievements- <ul style="list-style-type: none"> - Encouragement of economic development initiatives - Inclusion in SW Blueprint and SW Planning Framework - Event funding and promotion Future Challenges- <ul style="list-style-type: none"> - Priorities - Continuing existing momentum.
Council Action #10. Pursue development of e-commerce capabilities. Council to lobby telecommunication service providers to improve capacity and quality of telecommunication networks in the region to help build e-commerce presence for the Warren Blackwood region.	Number of e-commerce related businesses within the Shire or communication capacity increases	Statutory & Corporate Services	Community strategy 2.3, 2.5	Annual	Medium	Activities/ Achievements- <ul style="list-style-type: none"> - Funding announced for nine new mobile towers in the Shire of Manjimup Future Challenges- <ul style="list-style-type: none"> - Appropriate site locations - Communication speed
Council Action #11. Engage an Economic Development Officer within Council.	Economic Development Officer employed	Statutory & Corporate Services	Community strategy 2.1,	Annual	Low	Activities/ Achievements- <ul style="list-style-type: none"> - No Action Future Challenges- <ul style="list-style-type: none"> - Funding Resources

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			2.2, 2.3, 2.4, 2.5			
Council Action #12. Consider sister city relationship with a key trading partner.	Annual report summarising progress	Statutory & Corporate Services	Community strategy 2.5	Annual	Medium	Activities/ Achievements- - Invitation sent to Jiashan County requesting a visit. Future Challenges- - Review the value of Chinese Sister City relationship with Jiashan

OUR COMMUNITY - A connected, resilient and inclusive community

Desired Community Outcome:				Community Strategies from Strategic Community Plan:		
We are a connected, friendly, industrious and diverse community that fosters inclusion, resilience and self-sufficiency, where people feel safe, capable and supported in their endeavours.				Strategy 3.1: Strengthen our community identity and spirit, recognising the diversity of our people, cultures and places. Strategy 3.2: Proactively create safe, healthy and liveable Shire. Strategy 3.3: Encourage and facilitate community contribution to making the Shire of Manjimup a better place to live, work and visit. Strategy 3.4: Make useful and empowering resources available to build an inclusive community. Strategy 3.5: Foster a sense of belonging to “one community” and supporting each other. Strategy 3.6: Managing growth, that ensures vibrant townships retention of their characters and housing choice/ affordability		
Action/ Deliverable(s)	Key Performance Indicator (KPI)	Responsible Unit	Link to SCP	Target Date	Council Priority	2014/15 Initiated, Achieved and/or continued in next year
Council Action #13. Continue to review and implement a public communication program linked to a time critical calendar.	Implementation of the Shire of Manjimup's communication programme initiatives	Statutory Corporate Services &	Community strategy 3.1, 3.4	Annual	Priority	Activities/ Achievements- - Regular update on the Shire scene, advertising, press releases & public notice on shire website, Facebook page. Future Challenges- - Implement the Communication strategy as per the action plan.
Council Action #14. Maintain the Manjimup Fuel Hazard Reduction Strategy and continue to undertake a rolling program of hazard reduction burns on Council's reserves in or near townships. Continue to fund fire control team to work with the community carrying out fuel reduction burns on road verges outside town boundaries work with other agencies such as DPaw and DoL to support hazard reduction.	Length of road verge and area of all reserves undergoing fuel hazard reduction measures.	Statutory Corporate Services &	Community strategy 1.1, 3.2	Annual	Priority	Activities/ Achievements- - Fuel hazard reduction carried Future Challenges- - Increase the area of all reserves undergoing fuel hazard reduction measures.
Council Action #15. Achieve an increase in types of housing sought by the community and its affordability	Range of new accommodation units being provided to the community		Community Strategy 3.6			Activities/ Achievements- - Implement the senior housing project Future Challenges- - Project delivery

Council Action #16. Review, update and implement the strategies and tasks outlined in the Implementation Plan of Manjimup Disability Access and Inclusion Plan.	Implementation of Disability Access and Inclusion Plan initiatives	Community Services	Community strategy 3.1, 3.2, 3.3,3.4, 3.5	Annual	High	Activities/ Achievements- <ul style="list-style-type: none"> - Successful application to SWDC Community Chest for \$9,000 grant funding to assist Manjimup Warren Masonic Lodge to install disabled access to their significant community building. - Shire improved accessibility to facilities by upgrading some public toilets, ACROD parking bays and MRAC accessibility equipment, remarking ACROD bays and adding two new ACROD bays - Shire used Arial 12 font with appropriate colour combinations as its standard for printed material. - MRAC & HACC staff received training specific to their roles working with people with disability. - HACC booklet and briefing to clients provides information on how to make a complaint - A person with disability recruited to AIAC. - Shire employs Property Care team and continues to inform prospective employees that it is an equal opportunity employer. Future Challenges- <ul style="list-style-type: none"> - Continue the implementation of strategies and tasks outlined in the implementation plan
Council Action #17. Review, update and implement the strategies and planned actions outlined in the Implementation Plan of the Manjimup Youth Strategy Plan.	Implementation of the Manjimup Youth Strategy Plan initiatives	Community Services	Community strategy 3.1, 3.2, 3.3,3.4, 3.5	Annual	High	Activities/ Achievements- <ul style="list-style-type: none"> - Shire youth had input into planning of National Youth Week festival at Pemberton; Shire Australia Day ceremony included Premier's Active Citizenship Award for person under 25; Shire participated in juvenile justice remediation strategies after graffiti and vandalism incidents; Shire facilitated SOM Youth Network, participated in SW Youth Coordinators Network, networked with three other Shires to achieve better National Youth Week outcomes in the future. - Completed and installed the MRAC youth mural, supported participation in the annual Banners in the Terrace competition; the Shire Facebook page provides information through a youth-friendly medium; risk-mitigation strategies were incorporated into the Alcohol Management Plan (and including other drugs)

						<p>and implemented through the Southern Forests Alcohol Think Again project.</p> <ul style="list-style-type: none"> - Shire supported Jobs SW with Strength & Shine program and provided community grants for youth, assisted with grant applications to other funding sources and provided letters of support for same. - Shire skate parks were maintained and the Manjimup Youth Plaza planning was advanced; a community bus is provided to assist youth groups to travel. <p>Future Challenges-</p> <ul style="list-style-type: none"> - Continue the implementation of strategies and tasks outlined in the implementation plan
<p>Council Action #18. Continue to review and implement the objectives and the strategies outlined in the Active Aging Strategic Plan "Seniors planning for their Future".</p>	Implementation of the Shire of Manjimup Active Aging Strategic Plan initiatives	Community Services	Community strategy 3.1, 3.2, 3.3,3.4, 3.5	Annual	High	<p>Activities/ Achievements-</p> <ul style="list-style-type: none"> - HACC provides transports for medical appointments out of town and Non HACC clients are able to utilise this service at an agreed cost. - HACC and Non HACC clients can attend outings and events via the HACC bus. Objective 10: Continuous expansion and consolidation of all HACC services. - HACC offers weekly Tai Chi and Nordic Walking classes. - HACC has a dedicated volunteer coordinator who manages regular meetings and volunteer training and thank a volunteer events. - Successful grant funding from 2014-2015 Age-Friendly Communities Regional Local Government Strategic Planning Grants Program - \$9,700. Funding to be used to update the Active Ageing Strategic Plan <p>Future Challenges-</p> <ul style="list-style-type: none"> - Continue the implementation of strategies and tasks outlined in the implementation plan
<p>Council Action #19. Continue to develop strong inter agency relationships with other Emergency Management Authorities.</p>	Relationships summarised in Council's Annual Report	Statutory & Corporate Services	Community strategy 3.2	Annual	High	<p>Activities/ Achievements-</p> <ul style="list-style-type: none"> - Quarterly progress report and LEMC meeting <p>Future Challenges-</p> <ul style="list-style-type: none"> - Keeping HMA enthusiasm in the LEMC Process

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Council Action #20. Continue to provide a 24/7 call centre response service.	Number of calls received per month	Statutory & Corporate Services	Community strategy 3.2	Annual	High	Activities/ Achievements- - Service provided Future Challenges- - Continuation of appropriate call out response
Council Action #21. Encourage and support the community through providing mentoring, networking and support services to non-profit and community care organisations to build capacity.	Capacity building initiatives undertaken.	Statutory & Corporate Services	Community strategy 3.3	Annual	Medium	Activities/ Achievements- - Shire engaged with various NFP's Community Care organisations providing relevant advice relating to structure, functioning and financial control Future Challenges- - Large demand for Shire assistance
Council Action #22. Develop community briefings and workshops on topics of community, safety, health and wellbeing and keep the community informed.	Number of community briefing workshops held each year.	Statutory Services / Community Services	Community strategy 3.3, 3.4, 3.5	Annual	Medium	Activities/ Achievements- - Community support provided post-fire at Northcliffe (in association with Red Cross and others); annual Seniors Health & Wellbeing Expo held; HACC services continue; MRAC fitness classes continue. Future Challenges- - Resource to conduct these activities
Council Action #23. Continue to review and implement the strategies and the actions outlined in the Shire of Manjimup Community Safety Plan.	Implementation of the Shire of Manjimup Community Safety Plan initiatives	Community Services	Community strategy 3.1, 3.2, 3.3, 3.4, 3.5	Annual	Medium	Activities/ Achievements- - Plan under review - Alcohol Management Plan - print and radio advertising and survey undertaken and results presented to the AMP Committee and Council. - Forum held to examine inclusion of drugs within the reviewed Alcohol management plan Future Challenges- - Review & Adopt the plan
Council Action #24. Continue to undertake the objectives and actions outlined in the Manjimup Emergency Management Plan. Prepare a program of activation exercises to test the plan.	Valid Plans and number of activation test exercises conducted	Statutory & Corporate Services	Community strategy 1.1	Annual	Medium	Activities/ Achievements- - Relevant plans in place Future Challenges- - Testing
Council Action #25. Continue to provide support to volunteer emergency services.	Emergency Services Levy funding provided	Statutory & Corporate Services	Community strategy 3.2	Annual	Medium	Activities/ Achievements- - ESL distributed accordingly - Training provided

	awarded to emergency services agencies					<ul style="list-style-type: none"> - Recognition Future Challenges- <ul style="list-style-type: none"> - Retaining volunteers
Council Action #26. Review, update and implement the strategies and planned actions outlined in the Implementation Plan of the Arts and Cultural Plan.	Number of Shire of Manjimup Arts and Cultural Plan objectives and actions achieved	Community Services	Community strategy 3.1, 3.3, 3.4, 3.5	Annual	Medium	Activities/ Achievements- <ul style="list-style-type: none"> - Shire Australia Day ceremony included Premier's Active Citizenship Awards recognising civic leadership; Shire supported: Northcliffe 90 years, Manjimup Big Picnic in Timber & Heritage Park, Manjimup CRC heritage photographic exhibition, History House; post-fire community photographic record at Northcliffe. - Shire provided the Dust of Uruzgan concert, had a Welcometo Country as part of the Aust Day ceremony; events are promoted through the Shire website. - Many Shire events received funding and in-kind support, Christmas decorations were funded and installed in the main streets of two towns, staff received training in events risk management, the heritage trail implementation plan was adopted by Council. - Shire loaned significant artworks from the Claude Hotchin collection to the PAG for an art exhibition in Pemberton. Future Challenges- <ul style="list-style-type: none"> - Continue the implementation of strategies and tasks outlined in the implementation plan
Council Action #27. Provide marketing funding to key festivals and events that attract visitors.	Number of Council controlled or sponsored local events held throughout the Shire	Community Services	Community strategy 3.1	Annual	Medium	Activities/ Achievements- <ul style="list-style-type: none"> - \$60,000 cash contribution to festival and event as well as in kind assistance and traffic management. Future Challenges- <ul style="list-style-type: none"> - Financial resources
Council Action #28. Implement the outcomes of Townsite revitalisation strategies across the Shire	Number and Value of works undertaken annually by Shire	Works & Services	Community Strategy 3.6	Annual	High	Activities/ Achievements- <ul style="list-style-type: none"> - Pemberton Townsite Revitalisation Future Challenges- <ul style="list-style-type: none"> - Walpole Townsite Revitalisation Projects to implement

OUR INFRASTRUCTURE - Efficient & proactive service provision and planning

Desired Community Outcome:				Community Strategies from Strategic Community Plan:		
Health, water, energy, communications and transport infrastructure is delivered and managed at a level of service to support our growth as a community and the achievement of our vision and goals.				Strategy 4.1: Optimise investment for a safe and reliable transport network. Strategy 4.2: Provide appropriate and financially sustainable community infrastructure that supports our standard of living Strategy 4.3: Manage public assets prudently and in a financially sustainable manner. Strategy 4.4: Support initiatives that promote recycling and reuse of resources.		
Action/ Deliverable(s)	Key Performance Indicator (KPI)	Responsible Unit	Link to SCP	Target Date	Council Priority	2014/15 Initiated, Achieved and/or continued in next year
Council Action #29. Undertake the actions identified within the Shire of Manjimup Asset Management Strategy and Asset Management Plans including consideration of rationalisation of assets.	Number of Shire of Manjimup Asset Management Strategy improvement actions achieved	Works and Services	Community strategy 4.1, 4.2, 4.3, 4.4	Annual	Priority	Activities/ Achievements- - Infrastructure being maintained on the basis of priority Future Challenges- - Evolving Strategy, Plans & Policy - Rationalisation of assets
Council Action #30. Adopt, regularly review and adequately resource the implementation of the Shire of Manjimup's Roads, Footpaths and Drainage Assets Asset Management Plan including rationalisation and "fit for purpose" considerations.	Operations, maintenance and renewal activities outlined in Asset Management Plan completed	Works and Services	Community strategy 4.1, 4.2, 4.3,	Annual	Priority	Activities/ Achievements- - Review of Capital Works Plan Future Challenges- - Full implementation of planned maintenance
Council Action #31. Establish alliances and partnerships with private and government infrastructure providers and lobby for service levels in the Shire.	Level of engagement with State and Commercial providers	Statutory & Corporate Services/ Works and Services	Community strategy 4.2, 4.3	Annual	High	Activities/ Achievements- - Relationships continue to be built with Western Power, Water Corporation, NBN Co and Telstra for key infrastructure Future Challenges- - External funding availability
Council Action #32. Provide a focus on gravel supplies	Estimated gravel supply quantity and strategic location	Works and Services	Community strategy 4.1, 4.2, 4.3,	Annual	High	Activities/ Achievements- - Forecast of requirement of gravel for next 10 year period Future Challenges-

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						<ul style="list-style-type: none"> - Monitoring existing gravel supplies - Identification of new gravel sources
Council Action #33. Audit all playgrounds and skate parks for safety and Australian standards compliance.	Audit report completed	Works and Services	Community strategy 4.2, 4.3	Annual	High	Activities/ Achievements- <ul style="list-style-type: none"> - Carried out maintenance works as per the schedule Future Challenges- <ul style="list-style-type: none"> - Expansion of asset data
Council Action #34. Continue to review and implement the objectives and the strategies outlined in the Windy Harbour Management Plan.	Number of Windy Harbour Management Plan Objectives and Action Targets achieved	Statutory & Corporate Services	Community strategy 4.2, 4.3, 4.4	Annual	Medium	Activities/ Achievements- <ul style="list-style-type: none"> - Annual implementation of the actions identified in the plan - Sale of new leases to generate capital to fund the WHMP Future Challenges- <ul style="list-style-type: none"> - Prioritisation
Council Action #35. Undertake a formal rationalisation study of Council owned, leased and operated buildings to identify opportunities to implement cost savings without compromising customer service standards.	Rationalisation study completed	Statutory & Corporate Services	Community strategy 4.2, 4.3,	2015/16	Medium	Activities/ Achievements- <ul style="list-style-type: none"> - Maintenance program carried out as per the annual schedule Future Challenges- <ul style="list-style-type: none"> - Building maintenance program prioritisation, rationalisation and implementation
Council Action #36. Review alternative uses for non-commercial recyclable material.	Annual Review	Works and Services	Community strategy 4.4	Annual	Medium	Activities/ Achievements- <ul style="list-style-type: none"> - Future Challenges- <ul style="list-style-type: none"> - Alternative waste process for general waste composting etc.
Council Action #37. Undertake a benchmarking exercise to determine the levels of service for local-government-managed infrastructure provided by other Councils of similar size within south west region, Western Australia and Australia.	Completed benchmarking study	Works and Services / Statutory & Corporate Services	Community strategy 4.2, 4.3, 3.3,	1/12/2016	Medium	Activities/ Achievements- <ul style="list-style-type: none"> - Works and Services Directorate reviewed some service levels Future Challenges- <ul style="list-style-type: none"> - Benchmarking exercise to determine level of service
Council Action #38.						Activities/ Achievements-

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Prepare and review townscape strategies.	Strategies reviewed and adopted	Statutory & Corporate Services	Community strategy 4.2, 4.3	Annual	Medium	<ul style="list-style-type: none"> - Review commenced of Local Planning Strategy Future Challenges- <ul style="list-style-type: none"> - Adopt the Strategy
Council Action #39. Implement Townscape Development plans for townscape CBD's including underground power where practicable.	Progress report on achievements	Works and Services	Community strategy 4.2, 4.3	Annual	Medium	Activities/ Achievements- <ul style="list-style-type: none"> - Progress on SuperTown projects Future Challenges- <ul style="list-style-type: none"> - Project funding for continuation of SuperTown Project Plans
Council Action #40. Continue to implement the recommendations of the Shire's Sport and Recreation Plan.	Number of Shire of Manjimup Sport and Recreation Plan recommended actions achieved.	Community Services	Community strategy 4.2, 4.3	Annual	Medium	Activities/ Achievements- <ul style="list-style-type: none"> - Manjimup Master Plan has undergone public consultation process and feedback has been received; - Council has endorsed a youth recreation zone location so that youth and community consultation can proceed in order to inform the Master Plan; - Funding has been secured to develop the MRAC youth friendly space; - The Northcliffe Master Plan development process is underway; - Walpole Country Club synthetic greens project has secured funding from the CSRFF and Council, with the Club providing the balance of funds. - Non-infrastructure recommendations: A Regional Clubs Development Officer has been appointed and is supporting clubs across two Shires. Future Challenges- <ul style="list-style-type: none"> - Activate the Master plan

OUR CIVIC LEADERS - Governed and represented with vision and integrity

Desired Community Outcome:				Community Strategies from Strategic Community Plan:		
Our community leaders have a vision for the community, are accessible, operate with transparency and integrity, and act in good faith on behalf of their constituents.				Strategy 5.1: Embrace the Integrated Planning and Reporting Framework Strategy 5.2: Embrace strategic planning processes and appropriate policy development. Strategy 5.3: Engage in transparent decision-making processes and promote individual accountability Strategy 5.4: Provide appropriate forums to maximise community participation in decision making. Strategy 5.5: Effectively communicate with the community.		
Action/ Deliverable(s)	Key Performance Indicator (KPI)	Responsible Unit	Link to SCP	Target Date	Council Priority	
Council Action #41. Assign a resource focus toward economic development, road maintenance, road construction and drainage.	% expenditure and new funding allocated towards economic development, road and drainage construction and maintenance	Statutory & Corporate Services	Community strategy 5.1, 5.3, 4.2, 4.3	Annual	Priority	Activities/ Achievements- - Implement the FCWP for current year Future Challenges- - Review the plan
Council Action #42. Pursue amalgamation and other joint services opportunities.	Annual review of action	Statutory & Corporate Services	Community strategy 5.1, 5.2, 5.3	Annual	High	Activities/ Achievements- - Currently providing external servicing to Nannup and Bridgetown - Greenbushes Future Challenges- - Expanding opportunity with Warren Blackwood Alliance of Councils
Council Action #43. Limit entry into services and activities provided by others unless there is adequate compensation or available resources.	Annual review of action / reports to Council	Statutory & Corporate Services	Community strategy 5.1, 5.2, 5.3	Annual	High	Activities/ Achievements- - Property Care Team is active Future Challenges- - Making smart business decisions in the community interest
Council Action #44. Manage debt to ensure ability to comfortably pay back.	Loan repayments not to exceed 17% of rate revenue	Statutory & Corporate Services	Community strategy 5.1, 4.1, 4.3, 4.2	Annual	High	Activities/ Achievements- - Loan repayments within self-imposed limits Future Challenges- - Demand for financial resources

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Council Action #45. Increase Reserve Funds to ensure funding is available for future commitments.	% reserve funds (excluding unspent grants) / annual revenue	Statutory & Corporate Services	Community strategy 5.1, 4.1, 4.3, 4.2	Annual	High	Activities/ Achievements- - In-line with budget opportunity Future Challenges- - Significant further increase required
Council Action #46. Review relativities between UV and GRV rate base in line with Grants Commission assessments.	Annual review	Statutory & Corporate Services	Community strategy 5.1, 5.3, 4.2, 4.3	Annual	High	Activities/ Achievements- - Rates reviewed for 2014/15 Future Challenges- - GRV Revaluation in 2017/18
Council Action #47. Keep the organisation informed of activities of other sections, progress on projects and workloads through internal communication methods.	Regular internal communication bulletin sent	Statutory & Corporate Services	Community strategy 5.5	Regular	High	Activities/ Achievements- - Monthly Circulation of Staff Snap shot with payslips Future Challenges- - Time taken for level of reporting expected
Council Action #48. Monitor achievement of benchmarks to remuneration via Enterprise Agreements.	EBA used to monitor service delivery	CEO	Community strategy 5.5	Annual	High	Activities/ Achievements- - EA under review Future Challenges- - Implementation when approved
Council Action #49. Continue to resource a Customer Response Management system.	Time taken to respond to complaints, number of complaints per annum, and number of service requests per annum	Statutory & Corporate Services	Community strategy 5.5	Annual	High	Activities/ Achievements- - System available. Upgrade in progress Future Challenges- - Implementation and ownership of the CRM System
Council Action #50. Regularly review levels of delegated authority to match responsibility.	Annual review of delegation register	CEO	Community strategy 5.2	Annual	High	Activities/ Achievements- - Annual review completed Future Challenges- - Review once every year
Council Action #51. Provide opportunities for local apprenticeships, traineeships and cadetships.	Number of apprentices, trainees or cadets employed per annum	CEO	Community strategy 5.3	Annual	High	Activities/ Achievements- - Opportunities for school leavers provided in Works and Services Directorate Future Challenges- - Cost
Council Action #52. Governance is maintained at a high level of compliance.	Annual Compliance Audit Return achievement	Statutory & Corporate Services	Community strategy 5.1, 5.2, 5.3	Annual	High	Activities/ Achievements- - High compliance results achieved Future Challenges- - Maintain current compliance level

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Council Action #53. Maintain the ward system and hold a Council meeting in each town at least once a year.	Number of Council meetings held in each town.	CEO	Community strategy 5.4, 5.5	Annual	High	Activities/ Achievements- - Held one Meeting in each town in rolling basis Future Challenges- - Continue to schedule to hold a Council meeting in each town once a year
Council Action #54. Maintain strong relationships between Council and the administration through good information, communication and joint planning.	Attendance at Council Meetings by Councillors and relevant administration staff	CEO/ Statutory & Corporate Services/ Works and Services/ Community Services	Community strategy 5.1, 5.3	Annual	High	Activities/ Achievements- - ongoing; - Increased number of general updates and information presentation to Council throughout year. Future Challenges- - Time and effort required can distract from other activities
Council Action #55. Allocate sufficient resources to invest time in visiting key funding providers and discussing mutual opportunities.	Number of meetings held with key stakeholders	Statutory & Corporate Services	Community strategy 4.2, 4.3, 5.1	Annual	High	Activities/ Achievements- - Meeting regularly held with infrastructure providers, SWDC, and various State Agencies and elected representatives Future Challenges- - Very competitive funding pools
Council Action #56. Allocate sufficient resources to lobby the State Government and service providers for upgrades to essential infrastructure.	Number of submissions to service providers for upgrades to essential infrastructure.	Statutory & Corporate Services	Community strategy 5.1, 5.3	Annual	High	Activities/ Achievements- - Opportunities taken where possible Future Challenges- - Time restraints and need to prioritise
Council Action #57. Review all fees and charges for use of Shire ovals, buildings, playing fields and other infrastructure.	Review of fees and charges completed	Community Services	Community strategy 4.2, 4.3	2015/16 and then Annual	Medium	Activities/ Achievements- - Fees and charges for Buildings and other infrastructure achieved Future Challenges- - Annual review of fees & charges
Council Action #58. Organisation wide participation in customer service training.	Percentage of staff completed customer service training	Statutory & Corporate Services	Community strategy 5.4	Annual	Medium	Activities/ Achievements- - Disability Awareness, Public Disclosure Interest Training for Staff, Emergency Management training Future Challenges- - Training as required
Council Action #59. Continue to undertake customer service awards.	Annual customer service awards program	Statutory & Corporate Services	Community strategy 5.4,	Annual	Medium	Activities/ Achievements- - Staff awarded with Customer Service achievement Future Challenges- - Continue the awards system annually

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Council Action #60. Undertake Customer and employee surveys to identify improvement areas.	Completion of survey	Statutory & Corporate Services	Community strategy 5.5	Tri-annual	Medium	Activities/ Achievements- - Employee Survey carried out and analysed Future Challenges- - Implementation
Council Action #61. Encourage and support personal development training.	Training days completed per person	CEO/ Statutory & Corporate Services/ Works and Services/ Community Services	Community strategy 5.3, 3.4, 2.2	Annual	Medium	Activities/ Achievements- - Staff attended the training as required Future Challenges- - Identify training and capability development for staff where required
Council Action #62. Ongoing use modern technology to support mobile information for the organisation.	Complete screening study to identify opportunities for mobile applications/information services	Statutory & Corporate Services	Community strategy 5.5	1/01/2015	Medium	Activities/ Achievements- - Wi Fi for Brockman Street Future Challenges- - Keeping up with changing technology
Council Action #63. Develop risk management framework.	Risk management framework adopted.	CEO/ Statutory & Corporate Services	Community strategy 5.2	Annual	Medium	Activities/ Achievements- Risk Management framework reviewed and strategic risk management program developed Future Challenges- - Implementation of the strategic risk management
Council Action #64. Focus on advertising Council elections and actively promote the desire for diversification at Council election time.	Voter turnout (Number of voters as % of enrolled population)	Statutory & Corporate Services	Community strategy 5.4, 5.5	Biannual	Medium	Activities/ Achievements- - Declarations and commencement of early voting - Raised Councillors Profile for those continuing Future Challenges- - Voter apathy
Council Action #65. Training for Elected Members.	Number of elected member training programs undertaken per annum	Statutory & Corporate Services	Community strategy 5.1, 5.3	Annual	Medium	Activities/ Achievements- - Councillors attended training program Future Challenges- - Annual training for Councillors

Report under the Disability Services Act 1993 – Performance Outcomes

The Access and Inclusion Advisory Committee is an advisory committee of Council. It met four times during the 2014/15 financial year. During the year, the AIAC reviewed its terms of reference to allow for greater community representation among its membership and provided informal advice on matters regarding accessibility and inclusion.

The Shire of Manjimup Access & Inclusion Plan 2013-2018 guides Council in ensuring its provision of services is accessible to all members of the community. Progress on achieving the Plan's outcomes is reported on annually. During the 2014/15 financial year, the Shire of Manjimup:

- Ensured disabled parking and access were provided at events organised by the Shire;
- Provided of support for people with disability to live independently at home;
- Improved the accessible ramp at the Shire Administration office;
- Installed an accessible pathway from a Timber Park gate on Giblett Street to History House;
- Improved accessibility of footpaths and pram ramps to sections of the Manjimup footpath network;
- Completed an audit of ACROD parking bays across the Shire;
- Promoted the proper use of ACROD parking bays through local media;
- Installed two new ACROD parking bays in Manjimup;
- Remarked existing ACROD parking bays in Manjimup;
- Installed new accessible toilet facilities to History House;
- Installed new accessible toilet facilities to the Round House;
- Installed new accessible toilet facilities to the Top Notch Café (Timber & Heritage Park);
- Serviced the manual hydraulic hoist for the Manjimup Regional Aqua Centre (MRAC) lap pool;
- Serviced the electronically operated hoist for MRAC disabled change room;
- Installed a new accessible mobility ladder into MRAC leisure pool;
- Continued to use black Arial 12 font and appropriate colour combinations as the default standard for printed material;
- Carried out an internal mini-review of protocols to ensure people with a disability receive the same service as others at the Administration front desk;
- Ensured that children with a disability who apply for KidSport support receive the same service as others;
- Provided manual handling training focussed on hoists and lifting for MRAC staff;
- Provided training in supporting people with a disability for HACC staff;
- Allocated significant time to assisting a community group (Manjimup Masonic Lodge) to access grant funding to improve disabled access to their community building; and
- Provided a booklet and verbal information clearly explaining to clients with a disability how they may make complaints when they believe it is necessary.

The Property Care Team continues to be an integral part of the Works and Services Directorate. The Team plays an ongoing role in the maintenance of various Shire parks and gardens and engages with the business sector to secure additional fee-for-service property care work. Five local people with disability are employed in the Team.

The performance measures of the Shire of Manjimup in achieving the five key outcome areas outlined in the 2013 Plan are summarised below:

Outcome 1: People with disabilities have the same rights and opportunities as other people to access the services of and any events organised by the Shire of Manjimup.	
STRATEGY	ASSESSED PERFORMANCE
1.1 Conduct an audit of all front-line services to assess the mechanisms and resources currently in place to adapt to the needs of people with disabilities	An audit has been completed for AquaCentre, Libraries, HACC, Customer Services
1.2 Ensure all contractors or agents planning or delivering services or works on behalf of the Shire are aware of their obligations under the Disability Services Act 1993	Information relating to the contractor's obligations are included tender documents and inductions
1.3 The Shire of Manjimup (or its contractors or agents) plans and evaluates its public events, including festivals, meetings and	An Accessible Events Checklist is completed for all events organised by the Shire (or its contractors or agents)

consultations, to consider access and inclusion	
1.4 Where an event meets the criteria to be deemed accessible it will be communicated in the event's marketing materials	Events marketed as accessible
1.5 The promotional materials and/or registration forms for events, where applicable, to include Please advise of any access / dietary requirements or communication support you may need to participate	Undertaken

Outcome 2: People with disabilities have the same rights and opportunities as other people to access the buildings and other facilities of the Shire of Manjimup.

STRATEGY	ASSESSED PERFORMANCE
2.1 Conduct ongoing reviews of all existing Shire owned buildings and facilities to identify barriers to access and inclusion	Improvements to access are reported in the Shire's Annual Report
2.2 Continue to build new and upgrade existing footpaths to meet universal access requirements	Ongoing rollout of universal access footpaths or cycle path upgrades undertaken each financial year as per ten year plan; Review of ten-year forward plan of footpath works to be undertaken; Completion of a sealed dual link from the Manjimup Town site to the tourist attraction of King Jarrah – the new link being 3.5km
2.3 Ensure all new Shire infrastructure developments and redevelopments provide access to people with disabilities within legislative parameters	All new developments or redevelopments to satisfy the current: <ul style="list-style-type: none"> • Building Act 2011 • Building Code of Australia • Disability (Access to Premises Buildings) Standards 2010 • Australian Standard 1428
2.4 Maintain a register of ACROD parking in Manjimup, Pemberton, Northcliffe and Walpole in terms of quantity and location and include a comment on: <ul style="list-style-type: none"> • whether each town has satisfied the minimum ratio of ACROD bays • which 'Standard' the bay complies with (old or new standards) 	Review the Policy 5.2.4 Disabled Parking Bays Identification and Enforcement every five years to ensure the register is current
2.5 Infringements are to be issued where non-compliance occurs in relation to ACROD bays	Regular ongoing compliance checks across all four towns continued by the Shire Rangers and a record of the number of infringements issued is kept
2.6 Where reasonable and practical the Shire will endeavour to incorporate design features (not just access pathways) that improve accessibility and inclusion of children in playground redevelopments	Adventure playground redevelopment incorporated multiple access and inclusion design aspects.

Outcome 3: People with disabilities receive information from the Shire of Manjimup in a format that will enable them to access the information as readily as other people are able to access it.

STRATEGY	ASSESSED PERFORMANCE
3.1 Improve community awareness that Council information can be made available in alternative formats upon request	Included on some mediums but future works required.

3.2 Improve staff awareness of accessible information needs and how to obtain information in other formats	All reasonable and practical requests for information to be provided in alternative formats are fulfilled
3.3 Ensure that the Shire's website meets contemporary good practice	The Web site review aims to incorporate best practise according to the World Wide Web Consortium (W3C) guidelines
3.4 Shire promotional materials, newsletters and documentation regarding services, facilities and customer feedback are to be developed in an accessible format using clear and concise language	Promotional materials and documentation regarding services, facilities and customer feedback are to comply with the State Government Access Guidelines for Information, Services and Facilities

Outcome 4: People with disabilities receive the same level and quality of service as other people from the staff of the Shire of Manjimup

STRATEGY	ASSESSED PERFORMANCE
4.1 Improve staff awareness of access and inclusion issues and improve skills to provide a quality customer service to people with disabilities	All new staff are provided with the information required to understand their obligations in equitable customer service for people with a disability as part of their induction Autonomous learning resources are available for all staff to improve their own awareness; Access and Awareness training undertaken by HACC and AquaCentre staff. Cultural awareness training provided in house.
4.2 Improve the Councillors awareness of access and inclusion issues and support them to communicate, where required, with people with disabilities	Councillors are provided with the information required to understand the Shire's objectives in relation to access and inclusion as part of their induction
4.3 Volunteers assisting the Shire with delivery of a service to customers are supported in providing a quality service to people with disabilities	Volunteers, where appropriate, are provided with the information required to understand the obligation to deliver equitable customer service for people with a disability as part of their induction and included in training that may be on offer.

Outcome 5: People with disabilities have the same rights and opportunities as other people to make complaints to the Shire of Manjimup.

STRATEGY	ASSESSED PERFORMANCE
5.1 Ensure that current grievance mechanisms are accessible for people with disabilities in an appropriate format	Refer to Strategies 3.1 and 3.3
5.2 Improve staff knowledge so they can facilitate and support the receipt of complaints from people with a disability	Refer to Strategies 3.2 and 4.1
5.3 Ensure that grievance processes and outcome satisfaction survey forms are available in formats to meet the needs of people with disabilities	Refer to Strategy 3.4

Outcome 6: People with disabilities have the same rights and opportunities as other people to participate in any public consultation by the Shire of Manjimup

STRATEGY	ASSESSED PERFORMANCE
6.1 Ensure people with disabilities are provided an opportunity to comment on facilities, services or events delivered by the Shire of Manjimup (See also Strategy 8.4)	Comment is specifically sought from people with disabilities, their families or carers in relation to: <ul style="list-style-type: none"> customer satisfaction surveys evaluations of existing facilities, services or events

	<ul style="list-style-type: none"> • planning for new facilities services or events • community consultations <p>Where applicable, contractors or agents are instructed to seek comment from people with disabilities, their families or carers in relation to the above</p>
6.2 Promote the existence and role of the Shire's Access & Inclusion Advisory Committee to the community	The relevant information is available on the Shire's website or in other formats, on request

Outcome 7: People with disabilities have the same rights and opportunities as other people to obtain and maintain employment with the Shire of Manjimup

STRATEGY	ASSESSED PERFORMANCE
7.1 The Shire's recruitment strategies ensure equal employment opportunity	Equal Employment Opportunity Annual Returns are completed Adaptive equipment and work processes are provided to staff or prospective staff where reasonable and practical; Shire commencing Quality Assurance.
7.2 The Shire actively promotes itself as an equal opportunity employer	Job vacancies are promoted across a wide spectrum of networks
7.3 The Shire considers people with disabilities for traineeships, apprenticeships, work experience and work placement	Currently employ 6 individuals under a supported employment programme. All placement requests by people with disabilities or their training provider are given the same consideration as requests by people without disability Adaptive equipment and work processes are provided to trainees or prospective trainees where reasonable and practical

Outcome 8: The Shire of Manjimup strategically manages the monitoring and review of the Access & Inclusion Plan

STRATEGY	ASSESSED PERFORMANCE
8.1 The Access & Inclusion Advisory Committee meets quarterly to monitor and review the Plan's implementation	4 meetings held per year
8.2 Regularly report progress on the implementation of the Plan	A report is contained in the Shire's Annual Report An annual progress report is provided to the Disability Services Commission
8.4 Review Council's Access & Inclusion Policy every five years	Reviewed and adopted by Council in August 2013.
8.5 The Access & Inclusion Advisory Committee makes recommendations to Council on matters arising not clearly dealt with by the Plan	The Committee uses Council's Access & Inclusion Plan Policy Statement as a guiding document to consider any matter arising that are not clearly covered by the Plan
8.6 Commence broad community consultation to review the existing Plan	A report on the individuals, agencies and key stakeholders engaged in the consultation Various methods or formats of consultation were used. Plan was open for public consultation and feedback for 4 weeks and through one on one session and public meetings.
8.7 The Shire's Access & Inclusion Plan is reviewed at least every five years	Access & Inclusion Plan formally amended by Council, a copy of the amended plan lodged with the Disability Services Commission

Outcome 9: The Shire of Manjimup strategically manages the monitoring and review of the Access & Inclusion Plan	
STRATEGY	ASSESSED PERFORMANCE
9.1 Support and encourage partnership networks of local organisations that are best placed to collectively plan and coordinate strategies to address the needs of our local disability communities	Develop and maintain a database of local or regional stakeholder agencies and organisations Partnerships formed for specialised community art projects, facility design and social activities for women and men with disabilities.
9.2 Provide relevant funding advice and support to groups and individuals on their access and inclusion projects. Support may be provided to: <ul style="list-style-type: none"> • identify funding sources • assist with proof reading and editing funding applications • provide letters of support 	Customer satisfaction survey undertaken in first half 2014. Various letters of support provided
9.3 Advise those organising public events within the Shire on best practice for accessibility	The number of event organisers provided with relevant advice on access and inclusion A section on access and inclusion has been incorporated and updated in the Shire's <u>Organiser's Manual: Public Events</u>
9.4 Encourage excellence and best practice in access and inclusion	Promote and engage with: <ul style="list-style-type: none"> • Access & Inclusion Awards • Ambassador programs • Relevant scholarships • Disability Awareness Week Communicate good news stories regarding the Shire's or community's achievements in access and inclusion to the media
9.5 Advise local developers (commercial or private) on the statutory obligations that maximise accessibility	Undertaken via legislative compliance and consultative practices.
9.6 Advocate to local community groups, businesses and tourist venues the requirements for and benefits flowing from the provision of accessible venues	
9.7 Advocate for and support the process to develop improved public transport delivery and options in the Warren Blackwood	Accessible public transport is offered for key shire events.
9.8 Advocate for the ongoing improvement to broadband and other communications technology infrastructure throughout the Shire	No specific KPI – this is an ongoing strategic direction for the Shire
9.9 Where spaces are available in relevant access and inclusion training courses provided to Shire employees those spaces will be offered to members of the local community at cost	Ongoing.