



# Annual Report 2013/14



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# General Information

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## Administration Office

Office Hours: Monday – Friday, 9:00am – 4:00pm

### Street Address

80 Monger St  
BENCUBBIN WA 6477

### Postal Address

PO Box 20  
BENCUBBIN WA 6477

Tel: 08 9685 1202

Fax: 08 9685 1299

Email: [admin@mtmarshall.wa.gov.au](mailto:admin@mtmarshall.wa.gov.au)

Website: [www.mtmarshall.wa.gov.au](http://www.mtmarshall.wa.gov.au)

Facebook: [www.facebook.com/ShireMtMarshall](https://www.facebook.com/ShireMtMarshall)

Twitter: <https://twitter.com/MtMarshallShire>

## Localities

Bencubbin, Beacon, Cleary, Gabbin, Welbungin and Wialki.

## Economy

The economic activity of the Shire is dominated by agriculture, including the growing of wheat, lupins, barley, peas, oats, canola and the breeding of sheep, pigs and cattle.

Local industries include retail, shearing, grain cleaning and servicing of farm machinery.

## Significant Local Events

- Australia Day Community Breakfast and Shire Citizen of the Year presentation, held at the aquatic centre in Bencubbin;
- Australia Day Community BBQ held in Beacon;
- Mt Marshall & Districts Agricultural Show held annually in March.
- WAORRA Off Road Rally held annually on the June long weekend.

## Tourist Attractions

Marshall Rock; Pergandes Granite Sheep Yards; Datjoin Well; Billiburning Rock; Wildflower season (August – September); Heritage Walk Trail (Bencubbin), Sandalwood Interpretation Centre (Bencubbin).

## Statistics (2013/14)

Distance from Perth (km)	273
Area (sq km)	10,134
Length of Sealed Roads (km)	307
Length of Unsealed Roads (km)	1,440
Population	486
Number of Electors	389
Number of Dwellings	357
Total Rates Levied (\$)	1,169,610
Total Revenue (\$)	5,317,089
Number of Employees (FTE)	23





## **The Sandalwood Shire**

In September and November 1836 the Surveyor General Captain John Septimus Roe led a forty-day expedition out to the unknown east of the settled districts of the Avon Valley. Mt Marshall and Lake McDermott were named after Captain Marshall McDermott, an early settler to the Swan River Colony. Captain Roe was loathe to give any native names as he considered them unpronounceable and impossible to spell.

In 1889 Surveyor HS King fixed Trigg Station at Mt Marshall. When the Wyalkatchem-Mt Marshall Railway Line was built, the siding was not named as there was already a Mt Marshall in Tasmania.

Sandalwooders and graziers were the early settlers in the Mt Marshall area. The first grazing lease was taken up in 1868. Sandalwood was removed from this area from the 1880's through to the 1920's. Permanent settlement and the development and clearing of the land for farms commenced around 1910.

The Mt Marshall Roads Board was formed in 1923.



# The Council

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The Shire of Mt Marshall Council has an elected body of seven Councillors. The Council: govern the affairs of the shire; is responsible for the performance of the shire's functions; oversee the allocation of the shire's finances and resources; and determine the shire's policies.

Council is committed to providing open and accountable government that meets the needs of the community and protects and improves the shire's assets and resources.

The Chief Executive Officer has the responsibility for ensuring all decisions of Council comply with the Local Government Act, other relevant legislation and local laws. The Chief Executive Officer and staff undertake the tasks necessary to implement the decisions of the Council.

## Elections

Elections for Councillors are conducted in October every second year with the term of office being four years. Approximately one half of Council's membership vacates each election. The next election is to be held in October 2015.

The President is elected by the members following each Local Government election, for a two year term.

## President

Cr Robert Breakell

## Deputy President

Cr Ian Sanders

## Elected Members

Name	Contact	Years of Service	Term Expires
Cr John BEAGLEY	T: 08 9685 1247 <a href="mailto:john.beagley@mtmarshall.wa.gov.au">john.beagley@mtmarshall.wa.gov.au</a>	4	2017
Cr Robert BREAKELL	T: 08 9685 1315 <a href="mailto:robert.breakell@mtmarshall.wa.gov.au">robert.breakell@mtmarshall.wa.gov.au</a>	7	2015
Cr Andrew DUNNE	T: 08 9686 1095 <a href="mailto:andrew.dunne@mtmarshall.wa.gov.au">andrew.dunne@mtmarshall.wa.gov.au</a>	1	2017
Cr Paul GILLET	T: 08 9686 2055 <a href="mailto:paul.gillett@mtmarshall.wa.gov.au">paul.gillett@mtmarshall.wa.gov.au</a>	11	2017
Cr Des MIGUEL	T: 08 9048 6010 <a href="mailto:desmiquel@westnet.com.au">desmiquel@westnet.com.au</a>	7	2015
Cr Jeff MUNNS	T: 08 9048 6050 <a href="mailto:jeff.munns@mtmarshall.wa.gov.au">jeff.munns@mtmarshall.wa.gov.au</a>	1	2017
Cr Ian SANDERS	T: 08 9685 1213 <a href="mailto:ian.sanders@mtmarshall.wa.gov.au">ian.sanders@mtmarshall.wa.gov.au</a>	3	2015

**Wards**

The Shire of Mt Marshall does not operate a ward structure ensuring all Councillors represent the whole of the shire instead of any particular ward which is considered outdated in modern local government environment.

**Council Meetings**

Ordinary meetings of Council are held on the third Tuesday of every month except January, and these meetings are open to the public. Meetings commence at the advertised times (generally 3:00pm) with a period of 15 minutes at the start of the meeting being set aside as public question time as required by the Local Government Act 1995.

**Electors' General Meeting**

An Electors' General Meeting is held each financial year typically in February with notification being provided in the local newspapers, shire notice boards and libraries.

**Committees**

The Shire of Mt Marshall has two standing committees: The Mt Marshall Audit Committee as required by the Local Government Act; and the Local Emergency Management Committee as required by the Emergency Management Act.

The Council has formally resolved to establish the following committees and working groups: Natural Resource Management Committee; Mt Marshall Safety Committee; Bush Fire Advisory Committee; The Gimlet Newspaper Committee; Beacon Bulletin Committee; History Working Group; Beacon Lifestyle Retirement Units Working Group; and Junior Council.

**Representation on External Organisations**

There are a number of external organisations on which the shire is represented including: Great Eastern Zone of WALGA; North Eastern Wheatbelt Organisation of Councils (NEWROC); North Eastern Wheatbelt Health Group Scheme; Wheatbelt North East Sub Regional Road Group; Rural Water Council; Kununoppin Medical Practice; Kununoppin Local Health Advisory Group; and Mt Marshall Land Conservation District Committee.

# President's Report

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It is with pleasure I submit this annual report for the year ended 30 June 2014.

The district continues to experience the fluctuations of seasonal conditions with producers having mixed results over areas of the shire. The district sympathises with those who are finding the season's returns are not up to expectations and who may be feeling the effects of negative returns.

Despite uncertainty in the local government industry, with the continuing threat of structural reform, the Shire of Mt Marshall continues to govern in the best interests of its residents. Council is mindful of the need to progress and improve facilities and this, I believe, is being achieved whilst at the same time being conscious of the ability of our residents to pay for facilities. A slow but continued decline in population does mean the financial burden is being placed on fewer and fewer residents. Council is however positive and will continue to update facilities as the need arises.

I wish to thank the various volunteer organisations throughout the shire who provide so much altruistic service to our community. Without their dedication and commitment our safety and the way of life would not be at the level we experience today. With the diminished population, the burden on membership within emergency services results in fewer people doing more and consequently our ambulance, and fire and emergency services are strained. Officers are under increased pressure to undertake more and more ambulance trips or attend to a greater number of incidents. I encourage our younger residents to take an interest in our voluntary organisations which service our communities so well.

Council is aware of the need to ensure our transport system is maintained in a reasonable condition and the larger part of our budget is allocated to this area. Council is continuously looking to upgrade our road infrastructure and would prefer increased sealed roads, however we are restricted in that the majority of our roads do not meet the traffic count criteria for bitumen surfacing.

Road making and maintenance plant is continually under review as the organisation aims to achieve cost effective outcomes. I would like to thank Jon Tranter for his efforts whilst employed as Works Supervisor and welcome long term employee, Jack Walker into the Position. I am confident that Jack's vast knowledge of the Shire will mean significant improvements being made to the Works / Engineering department of the Shire in the coming years.



Infrastructure facilities are continuously being upgraded and in particular our towns continue to receive funding to ensure residents have a reasonable level of community amenities whilst funding continues to tighten with the 2013/2014 year seeing the end of the Country Local Government Fund.

To the Shire's staff I wish to express my appreciation for your continued loyalty and dedication to achieve Council's objectives. In conclusion I express my thanks to our immediate past Chief Executive Officer Mr Ian Bodill for his leadership and assistance as well as a number of Acting CEO's prior to securing the services of Ian. We wish Ian all the best in his move back to Queensland and his future endeavours.



Cr Robert Breakell  
President  
2014

# CEO's Report

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The 2013/2014 year saw challenging times for the Shire of Mt Marshall.

During the year we experienced a high turnover of staff including senior and middle management. Whilst some long term employees moved on to new positions within the shire, others moved on for personal endeavours. The challenge faced by all staff at the shire was further exacerbated by some budgetary restrictions and cutbacks required throughout the year.

We are confident the 2014/2015 year will deliver a much more stable staffing environment which will not only be beneficial for the remaining staff but also elected members and residents of the shire.

In October local government elections were held and as a result of Cr Chris Kirby and Cr Michael Hogan retiring we welcomed Cr Jeff Munns and Cr Andrew Dunne as newly elected members. Cr Paul Gillett retired as President, although remains an elected member and Cr Breakell was elected by Council to lead for the following two year term with Cr Ian Sanders his deputy.

As with the 2012/2013 year, we have had to dedicate a large amount of staff time to legislative requirements of compliance and integrated planning. While a lot of the criteria is making sure boxes are checked and transparency is obvious, these demands have created continued extra burdens on administrative operations.

The shire has always placed a large emphasis on road works and 2013/2014 was no different, while 2014/2015 will see the shire embark on an ambitious sealing and re-sealing programme. The forecasted works will take place concurrently with our already busy construction works and maintenance programme.

Sport and Recreation remains an important element in our small communities with some of our various sporting clubs experiencing long sought success in 2013/2014. The shire hopes to continue working with our clubs and community groups in 2014/2015 with the proposed implementation of a master sport and recreation plan across the district.

In conclusion I would like to thank all the administrative, construction and maintenance staff for their dedication over the past twelve months. This commitment ensures the delivery of the shire's activities and services in an effective manner.



Dirk Sellenger  
Chief Executive Officer

# Annual Financial Report

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Please refer to [Audited Financial Report 2013-14](#)

# Auditor's Report



**UHY** Haines Norton  
Chartered Accountants

16 Lakeside Corporate | 24 Parkland Road  
Osborne Park | Perth | WA | 6017  
PO Box 1707 | Osborne Park | WA | 6916  
t: + 61 8 9444 3400 | f: + 61 8 9444 3430  
perth@uhyhn.com.au | www.uhyhn.com

2 February 2015

Mr Dirk Sellenger  
Chief Executive Officer  
Shire of Mount Marshall  
80 Monger Street  
BENCUBBIN WA 6477

SHIRE OF MOUNT MARSHALL Received 05 FEB 2015
File No: _____
Officer: _____
Copy: _____



Dear Dirk

**AUDIT OF SHIRE OF MOUNT MARSHALL  
FOR THE YEAR ENDED 30 JUNE 2014**

We advise that we have completed the audit of your Shire for the year ended 30 June 2014 and enclose our Audit Report and a copy of the Management Report.

A copy of the Audit Report and Management Report has also been sent directly to the President as is required by the Act.

We would like to take this opportunity to thank you and your staff for the assistance provided during the audit.

Please contact us if you have any queries.

Yours sincerely

  
GREG GODWIN  
PARTNER

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Astute advice*

**INDEPENDENT AUDITOR'S REPORT  
TO THE ELECTORS OF THE SHIRE OF MOUNT MARSHALL**

**REPORT ON THE FINANCIAL REPORT**

We have audited the accompanying financial report of the Shire of Mount Marshall, which comprises the statement of financial position as at 30 June 2014, statement of comprehensive income by nature or type, statement of comprehensive income by program, statement of changes in equity, statement of cash flows and the rate setting statement for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the statement by Chief Executive Officer.

**MANAGEMENT'S RESPONSIBILITY FOR THE FINANCIAL REPORT**

Management is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards, the Local Government Act 1995 (as amended) and the Local Government (Financial Management) Regulations 1996 (as amended) and for such internal control as Council determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

**AUDITOR'S RESPONSIBILITY**

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

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

We believe the audit evidence we obtained is sufficient and appropriate to provide a basis for our audit opinion.

**AUDITOR'S OPINION**

In our opinion, the financial report of the Shire of Mount Marshall is in accordance with the Local Government Act 1995 (as amended) and the Local Government (Financial Management) Regulations 1996 (as amended), including:

- a giving a true and fair view of the Shire's financial position as at 30 June 2014 and of its financial performance and its cash flows for the year ended on that date; and
- b complying with Australian Accounting Standards (including Australian Accounting Interpretations).



**INDEPENDENT AUDITOR'S REPORT  
TO THE ELECTORS OF THE SHIRE OF MOUNT MARSHALL (CONTINUED)**

**REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS**

During the course of the audit we became aware of the following instances where the Council did not comply with the Local Government (Financial Management) Regulations 1996 (as amended):

**Budget Review**

A copy of the budget review was not submitted to the Department within 30 days of its adoption as required by Local Government (Financial Management) Regulation 33A(4).

**Submission of Financial Report**

The Annual Financial Report for the year ended 30 June 2013 was not submitted to Department of Local Government within 30 days of the auditor's report becoming available as required by Local Government (Financial Management) Regulation 51 (2).

In accordance with the Local Government (Audit) Regulations 1996, we also report that:

- a) There are no matters that in our opinion indicate significant adverse trends in the financial position or the financial management practices of the Shire.
- b) No other matters indicating non-compliance with Part 6 of the Local Government Act 1995 (as amended), the Local Government (Financial Management) Regulations 1996 (as amended) or applicable financial controls of any other written law were noted during the course of our audit.
- c) In relation to the Supplementary Ratio Information presented at page 62 of this report, we have reviewed the calculations as presented and nothing has come to our attention to suggest they are not:
  - i) reasonably calculated; and
  - ii) based on verifiable information.
- d) All necessary information and explanations were obtained by us.
- e) All audit procedures were satisfactorily completed in conducting our audit.

Date: 2 February 2015  
Perth, WA

UHY HAINES NORTON  
CHARTERED ACCOUNTANTS

  
GREG GODWIN  
PARTNER

# Notice of Meeting

## Annual General Meeting of Electors

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Notice is hereby given that the Annual General Meeting of Electors of the Shire of Mt Marshall will be held on Tuesday 17 March 2015, in the Council Chambers, Bencubbin, commencing at 6:00pm.

### Order of Business

1. Attendance and Apologies.
2. Confirmation of Minutes of the Annual General Meeting of electors held on 19 March 2014
3. Reading of the Auditors Report for 2013/2014.
4. Reading of the President's Report for the year ended 30 June 2014.
5. Receiving of the Annual Report for 2013/2014.
6. General Business as the President thinks fit or as the majority of the electors present may decide.

By order of Council

Dirk Sellenger  
Chief Executive Officer

# Minutes of the Annual General Meeting of Electors

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## **MINUTES OF MEETING**

### **Electors' General Meeting**

**Minutes of Annual General Meeting of Electors  
held on Wednesday 19 March 2014,  
in Council Chambers, 80 Monger Street,  
Bencubbin commencing at 2:46pm**

## **TABLE OF CONTENTS**

- 1. Declaration Of Opening**
- 2. Attendance and Apologies**
- 3. Confirmation of Minutes of the Electors' General Meeting held on Wednesday 13 February 2013**
- 4. Receiving of Annual Report for the year ending 30 June 2013**
- 5. General business as the President thinks fit or as the majority of the electors present may decide**
- 6. Closure of Meeting**

## **1.0 Declaration of Opening / Announcement of Visitors**

The Presiding Member declared the meeting open at 2:46pm, welcoming all those present to the meeting.

## **2.0 Record of Attendance / Apologies / Approved Leave of Absence**

### **In Attendance**

Cr IC Sanders	Deputy President / Presiding Member
Cr PA Gillett	Councillor
Cr WJ Beagley	Councillor
Cr AJ Dunne	Councillor

Mr Ian Bodill	Chief Executive Officer / Elector
Mrs Lauren Grylls	Executive Administrator / Elector

### **Apologies**

Cr RN Breakell	President
Cr DA Miguel	Councillor
Cr JW Munns	Councillor

## **3.0 Confirmation of Minutes of Previous Electors' General Meeting**

### **3.1 Minutes of the Electors' General Meeting held 13 February 2013**

#### **2014/024 RESOLUTION:**

**That the Minutes of the Electors' General Meeting held on Wednesday 13 February 2013 be confirmed as a true and correct record of proceedings.**

**Moved Cr PA Gillett                      Seconded Cr WJ Beagley                      Carried 4/0**

## **4.0 Receiving of Annual Report for the year ending 30 June 2013**

The Presiding Member read aloud the President's report for the year ending 30 June 2013.

#### **2014/025 RESOLUTION:**

**That the Annual Report of the Shire of Mt Marshall for the period ended 30 June 2013 be endorsed.**

**Moved Cr PA Gillett                      Seconded Cr AJ Dunne                      Carried 4/0**

## **5.0 General business as the President thinks fit or as the majority of the Electors present may decide**

There were no questions from the electors/public.



<b>6.0      Closure of Meeting</b>
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The Presiding Member thanked everyone for their attendance and declared the meeting closed at 2:49pm.

# Freedom of Information Statement

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The Shire of Mt Marshall maintains records relating to each property within the Shire and also records relating to the function and administration of the Shire including minutes of meetings, a financial interests register, register of delegations, rates book, electoral roll, financial statements, and local laws. These documents amongst others, can be inspected (or copies of which may be made available for purchase) at the Shire Office, 80 Monger St, Bencubbin during business hours.

The Shire of Mt Marshall will provide information held by Council to people requesting it. Should a request not be met satisfactorily, then a more Freedom of Information Application can be lodged. Requests for information under the Freedom of Information Act can be lodged with the Freedom of Information Co-ordinator, Ms Nadine Richmond – Executive Assistant, Shire of Mt Marshall, 80 Monger St, Bencubbin.

Requests for changes to personal information must be made in writing.

The Shire's full Freedom of Information Statement may be viewed in the Beacon & Bencubbin Public Libraries, or on the shire's website [www.mtmarshall.wa.gov.au](http://www.mtmarshall.wa.gov.au). A copy may be obtained by contacting the Shire Office by telephone on 08 9685 1202 or via email to [admin@mtmarshall.wa.gov.au](mailto:admin@mtmarshall.wa.gov.au)

During the year ended 30 June 2014, no Freedom of Information applications were received.

# National Competition Policy

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National Competition Policy (NCP) is designed to enhance the effectiveness of public sector agencies and lead to more efficient use of all economic resources. There are a number of specific requirements placed on local government in the areas of competitive neutrality, legislation review and structural reform.

## **1. Competitive Neutrality**

The principle of competitive neutrality is that government businesses should not enjoy a competitive advantage, or disadvantage, simply as a result of their public sector ownership. Measures should be introduced to effectively neutralise any net competitive advantage flowing from government ownership.

Competitive neutrality should apply to all business activities, which generate a users-pay income of over \$200,000 unless it can be shown it is not in the public interest. Public benefit tests are used to determine if competitive neutrality is in the public interest.

The Shire of Mt Marshall does not operate a business activity, which generates a user-pays income over \$200,000 per annum.

Consequently, the Shire of Mt Marshall is not required to implement competitive neutrality.

## **2. Legislation Review**

All local governments are required to assess which of their local laws might impact on competition and conduct a review of each to determine how any restrictive practices might be overcome.

Where necessary Clause 7 legislation review principles will be complied with and the Shire of Mt Marshall remains committed to reviewing its existing local laws, as well as proposed local laws.

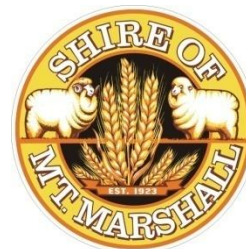
## **3. Structural Reform**

Before local governments privatise a monopoly business or introduce competition into a sector dominated by a monopoly or near monopoly, the regulatory and commercial activities must be separated and a review undertaken.

The Shire of Mt Marshall did not privatise any activities in 2013/14, consequently there were no obligations for structural reform. Nevertheless, the Shire of Mt Marshall is committed to the principles of structural reform under National Competition Policy.

# Disability Access & Inclusion Plan

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The Shire of Mt Marshall Disability Plan has been in place since 1996. The Shire of Mt Marshall Disability Access & Inclusion Plan (DAIP) was adopted in June 2007. Review of the Plan commenced in mid 2012 leading to the adoption of the Shire of Mt Marshall Disability and Access Plan 2012-2017 in September 2012.

All Council's functions, facilities and services are reviewed annually to ensure they meet the needs of people with disabilities.

The Shire of Mt Marshall is committed to ensuring that the community is an accessible community for people with disabilities, their families and carers.

The Shire of Mt Marshall believes that people with disabilities, their families and carers who live in country areas should be supported to remain in the community of their choice.

The Shire of Mt Marshall is committed to consulting with people with disabilities, their families and carers and where required, disability organizations to ensure that barriers to access are addressed appropriately.

The Shire of Mt Marshall aims to ensure that all new constructions are designed incorporating disability access.

The Shire of Mt Marshall is committed to achieving the following outcomes:

- Outcome 1: Existing functions, facilities and services are adapted to meet the needs of people with disabilities.
- Outcome 2: Access to buildings and facilities is improved.
- Outcome 3: Information about functions, facilities and services is provided in formats, which meet the communication requirements of people with disabilities.
- Outcome 4: Staff awareness of the needs of people with disabilities and skill in delivering advice and services are improved.
- Outcome 5: Opportunities for people with disabilities to participate in public consultation, grievance mechanisms and decision-making processes are provided.

Copies of the Disability Services Plan and the Disability Access & Inclusion Plan (DAIP) are available upon request by contacting the Shire Office by telephone on 08 9685 1202 or via email to [admin@mtmarshall.wa.gov.au](mailto:admin@mtmarshall.wa.gov.au)

# Record Keeping Plan

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The State Records Act 2000 requires that the Shire maintains and disposes of all records in the prescribed manner. The Shire of Mt Marshall maintains a Record Keeping Plan, approved by the State Records Office until March 2018.

## **Evaluation**

Evaluation of the efficiency and effectiveness of the shire's record keeping plan is ongoing and considered each time a function is carried out. Internal performance indicators such as spot checks for accuracy of stored records are undertaken, and on the basis of response times the record keeping system is assessed as being appropriate.

The shire's Record Keeping Plan underwent a full review in March 2013 and will be fully reviewed again in 2015.

## **Staff Training**

Staff members responsible for the management of records receive external record keeping training with a focus on local government records, including the retention and disposal methods.

All administrative staff receive an introduction to record keeping and the shire's record keeping system as part of their induction program ensuring compliance with the record keeping plan. In addition, staff information sessions and presentations are conducted as required.

Internal performance indicators such as spot checks for accuracy of stored records are undertaken, and on the basis of response times the effectiveness of staff training is assessed as being appropriate.



# Employee Remuneration

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As per Section 19B of the Local Government (Administration) Regulations 1996, the annual report must contain information on the number of employees entitled to an annual salary of \$100,000 or more. It also must be reported the number of employees in each band of \$10,000 over \$100,000.

Two employees, Acting Chief Executive Officers received salaries between \$110,000 and \$120,000 during the year ended 30 June 2014.

One employee, the Chief Executive Officer received a salary between \$130,000 and \$140,000 during the year ended 30 June 2014.

One employee, the Chief Executive Officer received a salary between \$140,000 and \$150,000 during the year ended 30 June 2014.