



**City of
Kalgoorlie
Boulder**

MINUTES

of the Ordinary Council Meeting

held at 7:00 PM

on

22 AUGUST 2022

at the

Kalgoorlie Town Hall

Table of Contents

1	DECLARATION OF OPENING / ANNOUNCEMENT OF VISITORS	4
2	OPENING PRAYER.....	4
3	DISCLAIMER READING	4
4	RECORD OF ATTENDANCE	4
4.1	ATTENDANCE	4
4.2	APOLOGIES	5
4.3	LEAVE OF ABSENCE (PREVIOUSLY APPROVED).....	5
5	RESPONSE TO PREVIOUS PUBLIC QUESTIONS TAKEN ON NOTICE	5
6	PUBLIC ACCESS AND PUBLIC QUESTION TIME.....	5
6.1	PUBLIC ACCESS.....	5
6.2	PUBLIC QUESTION TIME	5
7	PETITIONS / DEPUTATIONS / PRESENTATIONS	6
8	NOTATIONS OF INTEREST	6
8.1	INTEREST AFFECTING IMPARTIALITY CITY OF KALGOORLIE- BOULDER CODE OF CONDUCT	7
8.2	FINANCIAL INTEREST LOCAL GOVERNMENT ACT SECTION 5.60A	7
8.3	PROXIMITY INTEREST LOCAL GOVERNMENT ACT SECTION 5.60B	7
9	APPLICATIONS FOR LEAVE OF ABSENCE	7
10	ANNOUNCEMENTS BY THE PERSON PRESIDING WITHOUT DISCUSSIONS	7
10.1	MAYOR ANNOUNCEMENTS	7
11	CONFIRMATION OF MINUTES	8
12	MOTIONS OF WHICH PREVIOUS NOTICE HAS BEEN GIVEN.....	8
13	URGENT BUSINESS APPROVED BY THE PERSON PRESIDING OR BY DECISION.....	8
14	REPORTS OF COMMITTEES	8

15 REPORTS OF OFFICERS.....	9
15.1 CHIEF EXECUTIVE OFFICER.....	9
15.1.1 Chief Executive Officer Key Performance Indicators	9
15.1.2 Organisational Action Plan - Progress Report	15
15.1.3 Accounts Payable for the Month of July 2022.....	23
15.1.4 Monthly Financial Report - June 2022	25
15.2 DEVELOPMENT AND GROWTH.....	31
15.2.1 CBD Roundabouts.....	31
15.3 COMMUNITY DEVELOPMENT	35
15.3.1 Events Calendar 2023	35
15.3.2 Department of Local Government, Sport and Cultural Industries CNLP Application Prioritisation	41
15.3.3 Reconciliation Action Plan Working Group Community Representation Membership.....	45
15.4 INFRASTRUCTURE.....	48
15.5 CORPORATE AND COMMERCIAL.....	48
16 QUESTIONS OF WHICH DUE NOTICE HAS BEEN GIVEN	48
17 INFORMATION BULLETIN	48
17.1 CHIEF EXECUTIVE OFFICER.....	48
18 CONFIDENTIAL ITEMS	48
19 DATE OF NEXT MEETING	48
20 CLOSURE	48

1 DECLARATION OF OPENING / ANNOUNCEMENT OF VISITORS

The Mayor declared the meeting open at 7:00pm welcoming the gallery and those present.

2 OPENING PRAYER

The opening prayer was conducted by Pastor Bill Kirkland, from the Oasis Australian Christian Church.

3 DISCLAIMER READING

The Mayor read the disclaimer to those present.

Please note this meeting is being recorded and streamed live on the Council's website in accordance with Council's Recording and Streaming of Council Meetings Policy, which can be viewed on Council's website.

All reasonable care is taken to maintain your privacy; however, as a visitor in the public gallery, your presence may be recorded. By remaining in the public gallery, it is assumed your consent is given if your image is broadcast.

The recommendations contained in this Agenda are Officer's Recommendations only and should not be acted upon until Council has resolved to adopt those recommendations.

The resolutions of Council should be confirmed by perusing the Minutes of the Council Meeting at which these recommendations were considered.

Members of the public should also note that they act at their own risk if they enact any resolution prior to receiving official written notification of Council's decision.

4 RECORD OF ATTENDANCE

4.1 Attendance

In Attendance:

Mayor John Bowler

Deputy Mayor Glenn Wilson

Cr Deborah Botica

Cr Dave Grills

Cr Terrence Winner

Cr John Matthew

Cr Kirsty Dellar

Cr Amy Astill

Cr Michael McKay Via telephone conference

Cr Suzie Williams

Members of Staff:

Andrew Brien	Chief Executive Officer
David Trevaskis	Director Corporate and Commercial
Alex Wiese	Director Development and Growth
Kevin Ketterer	Director Engineering
Mia Hicks	Director Community Development
Frances Liston	Executive Manager Risk and Governance
Emma Holtum	Governance Officer

Visitors:

4

Press:

2

4.2 Apologies

Apologies - Elected Members:

Councillor Mandy Reidy

Councillor Wayne Johnson

Apologies - Members of Staff:

Nil

4.3 Leave of Absence (Previously Approved)

Leave of Absence:

Councillor Kim Eckert

5 RESPONSE TO PREVIOUS PUBLIC QUESTIONS TAKEN ON NOTICE

Nil

6 PUBLIC ACCESS AND PUBLIC QUESTION TIME

6.1 Public Access

Nil

6.2 Public Question Time

David Coulston, resident of Boulder asked the following question/s:

1. My question to Council on the 9th May at a public meeting was given a reply to on the 23rd May 2022, that reply was entirely misleading and untrue, why is that and who is responsible?
2. A conflict of Interest when questioned by me was altered in the minutes of the agenda at a later date as threatened by the Mayor at the first meeting ?

Response from Mayor:

Mayor thanked Mr Coulston, and informed him that the questions will be taken on notice.

Loek Ruiterman, resident of Boulder asked the following question/s:

1. Why did the Mayor & Council at the time refuse to act on poor behaviours from previous CEO John Walker, when i emailed every Councillor and presented the same document to them all at the following Council meeting and why did it take an independent enquiry to conclude this toxic work environment & subsequent toxic environment and distain for City residents and rate payers ?
2. Can the Mayor explain how not being able to use cash to shop to get fire wood or at garage sales, private rentals, help for disable people on the CDC program. All public servants should have to have their salary's on the CDC for 1 year to realise how much of a burden this really is. How has crime decreased when you claim Covid has caused an increase in crime.
3. I thought transparency of Government was a key factor in democracy and the key focus with modification to the local government Act, presenting highly biased data with no reference to the broad spectrum of people your actions effect is highly disingenuous, do you not think your electors deserve better than being treated like subjects. Does any one in the Council or employed by have any affiliation with the world economic forum?

Response from Mayor:

Mayor thanked Mr Ruiterman, and informed him that the questions will be taken on notice.

7 PETITIONS / DEPUTATIONS / PRESENTATIONS

8 NOTATIONS OF INTEREST

8.1 Interest Affecting Impartiality City of Kalgoorlie-Boulder Code of Conduct

CEO Andrew Brien declared an impartiality interest in item 15.1.1 as it relates to conditions of employment.

8.2 Financial Interest Local Government Act Section 5.60A

8.3 Proximity Interest Local Government Act Section 5.60B

9 APPLICATIONS FOR LEAVE OF ABSENCE

Moved By: **Cr Suzie Williams**
 Seconded By: **Cr John Matthew**

That Council approve the leave request/s.

CARRIED
(10 / 0)

Applicant: Cr Mandy Reidy

Cr Mandy Reidy requested leave of absence from 22/08/2022 to 09/09/2022.

Applicant: Cr Kirsty Dellar

Cr Kirsty Dellar requested leave of absence from 25/09/2022 to 05/10/2022.

10 ANNOUNCEMENTS BY THE PERSON PRESIDING WITHOUT DISCUSSIONS

10.1 Mayor Announcements

Mayor John Bowler Announcements

26 July 2022	Sports Star Awards meeting
27 July 2022	Boulder Tourism Strategy meeting
27 July 2022	50 th anniversary of Plaza Medical
30 July 2022	Interviewed on 2GB on Cashless Debit Card
1 August 2022	Attended opening of Diggers and Dealers
1 August 2022	Council concept forum
2 August 2022	Special Council meeting to purchase property
2 August 2022	Signed sub-lease with Blue Spec on Lot 350
3 August 2022	Diggers and Dealers dinner
4 August 2022	Inspected facilities at Carnegie Lodge
4 August 2022	Met Olive Branch on alternative energy for Kalgoorlie
4 August 2022	Special Council meeting to adopt the budget

6 August 2022	Boulder 125 th Gala evening
8 August 2022	Met new golf pro on suggestion for school golf academies.
8 August 2022	Briefing workshop for Council
11 August 2022	Met with Goldfields Esperance Development Commission board
12 August 2022	Kalgoorlie Campus Council meeting of WASM in Perth
18 August 2022	Regional Capitals Alliance WA meeting

Deputy Mayor Glenn Wilson Announcements

15 August 2022	Met with Grace from ECU working on her media degree and conducted an interview with her about workers and returning to normality post Covid.
15 August 2022	Chaired Council Agenda Briefing Forum
16 August 2022	Signed final details for purchase of CEO property
18 August 2022	Signed details for cleaning contract with CKB

11 CONFIRMATION OF MINUTES

Moved By: Cr Deborah Botica
Seconded By: Cr Kirsty Dellar

That the minutes of the following meetings be confirmed as a true record of those meetings:

- Ordinary Meeting of Council held on 25 July 2022
- Special Meeting of Council held on 2 August 2022
- Special Meeting of Council held on 4 August 2022

**CARRIED
(10 / 0)**

12 MOTIONS OF WHICH PREVIOUS NOTICE HAS BEEN GIVEN

Nil

13 URGENT BUSINESS APPROVED BY THE PERSON PRESIDING OR BY DECISION

Nil

14 REPORTS OF COMMITTEES

Nil

15 REPORTS OF OFFICERS

15.1 Chief Executive Officer

15.1.1 Chief Executive Officer Key Performance Indicators

Responsible Officer:	Andrew Brien Chief Executive Officer
Responsible Business Unit:	Office of the CEO
Disclosure of Interest:	Nil
Voting Requirements:	Absolute Majority
Attachments:	<ol style="list-style-type: none"> 1. Chief Executive Officer Performance Review Committee Terms of Reference (1) [15.1.1.1 - 2 pages] 2. DRAFT CEO KPI Working Group Minutes 14 07 2022 [15.1.1.2 - 4 pages]

OFFICER RECOMMENDATION/COUNCIL RESOLUTION

Moved By: Deputy Mayor Glenn Wilson

Seconded By: Cr John Matthew

That Council:

1. Note the outcomes of the Chief Executive Officer Key Performance Indicator Working Group meeting held on 14 July 2022;
2. Establish a Chief Executive Officer Review Committee comprising Mayor John Bowler, Deputy Mayor Glenn Wilson and Councillors Kim Eckert, Suzie Williams and John Matthew;
3. Endorse the Terms of Reference of the Chief Executive Officer Review Committee;
4. Endorse the draft Key Performance Indicator framework and key focus areas as the basis of the Chief Executive Officer's Performance for the 2022-2023 financial year; and
5. Request the Chief Executive Officer Review Committee to finalise details around the key performance indicators.

**CARRIED
(10 / 0)**

Executive Summary

At the Ordinary Meeting held on 23 May 2022, the Council resolved as follows:

That Council:

- 1) Note the report in progress off the Chief Executive Officer over the period 7 March to 23 May 2022;

2) Consider the performance of the Chief Executive Officer during the probationary period;

3) Resolves that the Chief Executive Officer's performance has met the expectations and confirms the successful completion of the probationary period

4) The Chief Executive Officer to recommend KPI's to a Sub-Committee consisting of Mayor Bowler, Deputy Mayor Wilson, Cr Williams, Cr Eckert, Cr Matthew.

As an outcome of this resolution the Chief Executive Officer developed a high level framework to focus the discussion on key performance indicator development. The following areas were identified in the initial report:

- People
- Projects
- Governance
- Financial
- Service Delivery
- Relationships

Each of these areas were discussed by the sub-committee and are outlined in more detail in the report along with the additional areas that the Working Group identified as being important for inclusion in the upcoming year.

Community Engagement Consultation

No community consultation was considered necessary in relation to the recommendations of the report.

Community Strategic Plan Links

This report links to the Strategic Community Plan through the following Guiding Theme/s:

EMPOWERED: We ensure considered decision making based on collaborative, transparent and accountable leadership.

Budget Implications

There are no financial implications resulting from the recommendations of this report.

Report

In accordance with the legislation, it is a requirement that the process by which the CEO's performance will be reviewed is documented and agreed to by both parties. Council and the CEO must also agree on any performance criteria that is in addition to what is specified in the CEO's contract of employment. The option to include additional criteria for performance review purposes by agreement provides a degree of flexibility for both parties in response to changing circumstances and priorities.

It is essential that CEO performance is measured in an objective manner against the performance criteria alone. It is important that reviews are impartial and not skewed by personal relationships between the review panel and the CEO. Close personal relationships between the panel members and the CEO can be just as problematic as extremely poor relationships. Evidence of CEO performance may come from an array of sources, many of which the CEO themselves can and should provide to the council as part of regular reporting. These sources include:

- Achievement of key business outcomes
- Interactions with the council and progress that has been made towards implementing the council’s strategic vision
- Audit and risk committee reports
- Workforce metrics (e.g. the average time to fill vacancies, retention rate, information about why people leave the organisation and staff absence rate)
- Incident reports (e.g. results of occupational health and safety assessments, the number and nature of occupational health and safety incident reports, and the number and nature of staff grievances)
- Organisational survey results
- Relationships (e.g. with relevant organisations, stakeholder groups, and professional networks)
- Insights from key stakeholders (this could be done by way of a survey to obtain stakeholder input).

It is important that, in addition to looking at the achievement of key performance indicators (KPIs), the council considers the following:

- How the CEO has achieved the outcomes. In particular, whether or not their methods are acceptable and sustainable.
- The extent to which current performance is contingent upon current circumstances. Has the CEO demonstrated skills and behaviours to address and manage changes in circumstances which have affected his or her performance? (for example, the impact of COVID-19.)
- What the CEO has done to ensure the wellbeing of staff and to maintain trust in the local government.

The council should consider the attention the CEO has given to ensuring equal employment opportunity, occupational health and safety, privacy, managing potential conflicts of interest, and complying with procurement process requirements.

Based on these requirements and the direction provided by the Chief Executive Officer Key Performance Indicator Working Group, the following have been developed as the Key Performance Indicators for 2022-2023.

People

One of the key areas to be addressed following the completion of the organisational culture review is about change management, organisational culture and effective staff management. The proposed areas of focus have been developed based on the issues that were identified.

Key Performance Indicator Focus	Assessment Process
---------------------------------	--------------------

Implementation of the recommendations of the Culture Review as endorsed by Council	Progress reports to be provided to Council on a quarterly basis
Employee Satisfaction Survey	Annual survey
Culture Score	Annual survey
Finalisation of the Enterprise Agreement	Enterprise Agreement to be completed within agreed timeframes
Finalisation of the back-pays for staff	Status reports to Council

Projects

Oversight and reporting of performance against Council approved projects is seen as a key component of the CEO's performance and as such the following areas were identified. During the workshop it was identified that any specific projects should be identified by Council and included in the annual assessment.

Key Performance Indicator Focus	Assessment Process
Development and implementation of a project management framework incorporating reporting mechanism to keep council informed of major projects	Framework to be developed and implemented by Dec 2022
Key projects to be identified by Council.	Projects to be identified and agreed by October 2022

Governance

Highlighted in the culture review was the requirement for improved governance arrangements and the ensure legislative compliance. This has been further emphasised in the review work completed by Council and the Department of Local Government.

Key Performance Indicator Focus	Assessment Process
Legislative compliance	Assessment against CAR requirements
Implementation of recommendations of any DLGSC reviews	Report to Council and review by DLGSC by October 2022
Review of delegations	Report to Council by October 2022
Development and implementation of Governance Framework	Report to Council by October 2022
Review of Local Laws	Review timetable to be presented to Council by October 2022 and then ongoing reporting of compliance
Development and Implementation of an Internal Audit Plan	Report to Audit Committee by December 2022

Financial

Consistent with the key focus areas contained in the CEO position description and contract is the overall financial performance of the organisation.

Key Performance Indicator Focus	Assessment Process
Assessment of Audit Findings	Report to Council
Financial health indicators	Report to Council
Development of Long-Term Finance Plan	Report to Council by December 2022

Service Delivery

It has been identified that there is some overlap between Service Delivery and Projects areas in terms of performance outcomes, the proposal to assess service delivery is focused on the CEO direct support and actioning of Council decisions and elected member requests. This approach provides the internal assessment components and the community and business surveys will help to assess the external perception of delivery.

Key Performance Indicator Focus	Assessment Process
Implementation of Council Resolutions	Ongoing status reports
Community and Business Perceptions surveys	Annual Survey
Actioning of Elected Member requests	Ongoing status reports

Relationships

The rebuilding and re-establishment of external relationships was identified as a key action for the Chief Executive Officer along with providing additional information to elected members on the outcomes of key meetings.

Key Performance Indicator Focus	Assessment Process
External stakeholder satisfaction	Annual survey and anecdotal feedback
Meeting Outcomes	Regular reports to Council

Each of the above areas align with the specific requirements included as part of the position description approved by Council prior to advertising the role in 2021 and are consistent with the outcome of the CEO KPI Working Group meeting held on 14 July 2022.

Statutory Implications

18FA. Model standards for CEO recruitment, performance and termination (Act s. 5.39A(1))

Schedule 2 Division 3 — Standards for review of performance of CEOs

15. Overview of Division

This Division sets out standards to be observed by the local government in relation to the review of the performance of CEOs.

16. Performance review process to be agreed between local government and CEO

- (1) The local government and the CEO must agree on —
 - (a) the process by which the CEO's performance will be reviewed; and
 - (b) any performance criteria to be met by the CEO that are in addition to the contractual performance criteria.
- (2) Without limiting subclause (1), the process agreed under subclause (1)(a) must be consistent with clauses 17, 18 and 19.
- (3) The matters referred to in subclause (1) must be set out in a written document.

17. Carrying out a performance review

- (1) A review of the performance of the CEO by the local government must be carried out in an impartial and transparent manner.
- (2) The local government must —
 - (a) collect evidence regarding the CEO's performance in respect of the contractual performance criteria and any additional performance criteria in a thorough and comprehensive manner; and
 - (b) review the CEO's performance against the contractual performance criteria and any additional performance criteria, based on that evidence.

18. Endorsement of performance review by local government

Following a review of the performance of the CEO, the local government must, by resolution of an absolute majority of the council, endorse the review.

19. CEO to be notified of results of performance review

After the local government has endorsed a review of the performance of the CEO under clause 18, the local government must inform the CEO in writing of —

- (a) the results of the review; and
- (b) if the review identifies any issues about the performance of the CEO — how the local government proposes to address and manage those issues.

Policy Implications

There are no policy implications resulting from the recommendations of this report.

15.1.2 Organisational Action Plan - Progress Report

Responsible Officer:	Andrew Brien Chief Executive Officer
Responsible Business Unit:	Office of the CEO People & Culture
Disclosure of Interest:	Nil
Voting Requirements:	Simple
Attachments:	Nil

OFFICER RECOMMENDATION

That Council note the progress against each of the key focus areas identified in the Organisation Action Plan as outlined in the officer's report.

ALTERNATE MOTION / COUNCIL RESOLUTION

Moved By: Cr John Matthew
Seconded By: Cr Suzie Williams

That Council note the progress against each of the key focus areas identified in the Organisation Action Plan as outlined in the officer's report with the following amendments:

1. The summary table be amended to reflect 7 actions completed and 26 actions in progress; and
2. Focus Area 1 – Enterprise Bargaining Agreement, - Complete the Enterprise Agreement within 12 months amended from "Completed" to "In Progress."

**CARRIED
(10 / 0)**

Executive Summary

A copy of the Culture Report outcomes and the Organisation Action Plan were presented to the Ordinary Council Meeting held on 28 March 2022. This report provides an update on progress against each of the recommendations contained in the Action Plan.

Community Engagement Consultation

No community consultation was considered necessary in relation to the recommendations of the report.

Community Strategic Plan Links

This report links to the Strategic Community Plan through the following Guiding Theme/s:

CAPABLE: We will have the resources to contribute to our community and economy.

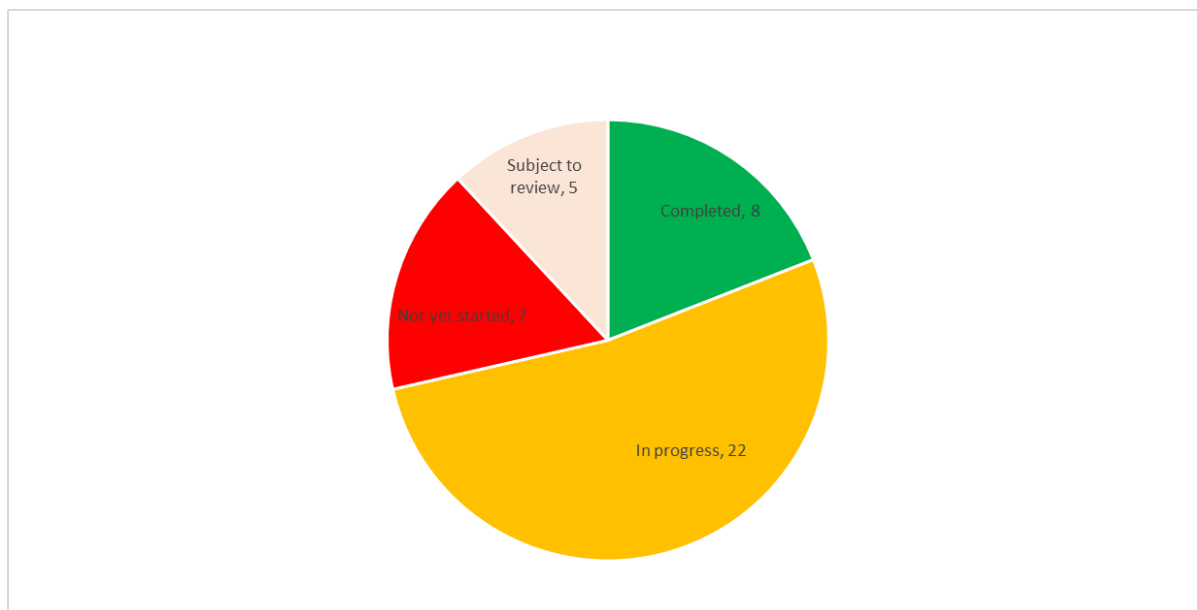
Budget Implications

All financial implications resulted from this report are covered in the 2022/23 budget.

Report

The Organisation Action Plan identified 13 key focus areas to be addressed over the 12 months from adoption of the report. The following provides a high level summary of actions to date.

The following chart provides a high level snapshot of the progress against the 42 actions identified in the report.



Focus Area 1 – Enterprise Bargaining Agreement

Activities Required	Status
Complete a comprehensive salary benchmarking activity	Completed
Realign pay to a job evaluation system that provides equity and consistency	Completed
Complete the Enterprise Agreement within 12 months	Completed

The development of a replacement Enterprise Agreement has been prioritised and has been the subject of a substantial number of meetings with staff, unions and management. The initial concepts around the development of the replacement

Agreement were based around a single Agreement for the entire organisation replacing the two previous Agreements. The principle union (ASU) has worked closely with the Executive Manager People and Culture along with staff input to prepare a draft for consideration.

Focus Area 2 – Leadership Capability

Activities Required	Status
360 and development planning for the Executive and management teams	In progress
Leadership Development Program to be developed	In progress
Build a program for highflyers to ensure succession	Subject to review
Leadership competencies to be developed and embedded in the performance review	In progress

The focus of leadership capability and capacity across the organisation will start to increase now that the organisational structure has been finalised. Whilst it was highlighted that there was a need for a program for high-flyers, this needs to be balanced against the perception of favouritism and singling out individuals for additional training and development outside of the normal training and development programs. This will be reviewed following the commencement of the new Executive Manager People and Culture in September.

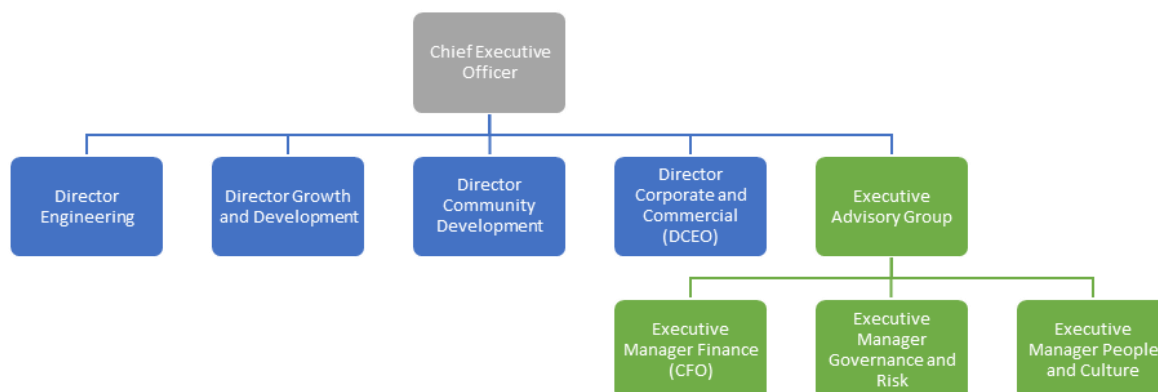
Focus Area 3 – Organisational Structure

Activities Required	Status
Realign the structure to ensure equity in levels of responsibility	Completed
Rebuild the management team level and ensure the spans of control effectively lead the organisation	Completed

A comprehensive review of the organisational structure was undertaken, initially by the Executive Leadership Team with the opportunity for all staff to have input to some of the minor detail in terms of reporting arrangements.

The structure has been developed based on a more traditional structure for local government with the inclusion of an Executive Advisory Group which provides advice and recommendations to the Chief Executive Officer and the rest of the Executive Leadership Team.

The structure is outlined in the following diagram.



The new structure was implemented from 1 July and whilst there are a number of transitional issues, the overarching reporting arrangements and staff placements have occurred. The structure was implemented in full consultation with staff and there were no positions lost as a result of the changes.

Focus Area 4 – Workplace Environment and Safety

Activities Required	Status
Continue with a series of workshops to outline behaviour requirements and people have been terminated after conducting this behaviour	In progress
Teams to continue discussions to ensure that behaviours are aligned	In progress
In teams where there are unacceptable behaviours leaders actively manage these	In progress
Senior leaders to demonstrate acceptable behaviours	In progress
Offer resilience training to all staff deliver mental health first aid training to all leaders across the organisation	In progress

There has been a concerted effort to address the areas of concern that were identified through the cultural review. The organisation has implemented mental first aid training to assist in the process of rebuilding resilience across the organisation and ensuring that staff have the tools and processes to report issues of concern. This focus will continue as the organisation moves forward with the development and implementation of the new organisational values.

Focus Area 5 – Human Resources

Activities Required	Status
HR to ensure confidentiality of all information	In progress
Support for staff when they raise issues of bullying and harassment	In progress
Effective management of policies related to behaviour management	In progress

Work has commenced on the updating of the Code of Conduct for Employees and will incorporate improved reporting arrangements to ensure that staff have multiple avenues available to them to report matters. By enshrining this in the Code of Conduct, employee inductions and regular reminders through staff newsletters and tool box meetings.

Focus Area 6 – Staff Recruitment and Retention

Activities Required	Status
Identify key areas where vacancies are significantly impacting performance and prioritise of these	In progress
HR to develop and implement strategies for faster recruitment HR to define and implement staff retention strategies including resolving the EBA and pay	In progress

Following finalisation of the new organisational structure a new process has been implemented for the approval of advertising of positions which is endorsed through the Executive Leadership Team on a weekly basis. This process ensures a consistent approach to approval of positions, salary and recruitment processes. Whilst these changes provide for an improved process overall, the ability to attract staff is still somewhat limited given the pressures around accommodation and competing salaries associated with the mining industry. This will remain a focus area with the appointment of the new Executive Manager People and Culture.

Focus Area 7 – Culture and Values

Activities Required	Status
Leadership team to be trained in culture and values based leadership	In progress
Run focus groups to develop values	Completed
Roll out values to all areas run workshops to enhance cultural understanding	Completed
Build a genuinely values based culture	In progress

Build a culture coaching team to generate cultural change activities	In progress
--	-------------

The development of the new organisational values was underpinned by a participatory approach allowing for all staff to have input to the final values. The values developed reflect the current sentiments of the organisation and whilst they may evolve over time, the agreed values are:

Focus Area 8 – Executive Leadership Presence

Activities Required	Status
All staff meetings held quarterly	Subject to review
CEO breakfast monthly	Subject to review
Executives visit all locations monthly	Not yet started

Over the past four months there have been multiple opportunities for all staff presentations and workshops along with a number of events at which staff and the executive team members have been involved. The scheduling of regular meetings and site visits will commence over the next few months as additional changes are rolled out across the organisation.

Focus Area 9 – Improve Communication

Activities Required	Status
Develop and implement a communication cascade plan	In progress
Implement a monthly newsletter	Completed
Leaders held accountable for communication to their teams	In progress
Executive to provide minutes of meetings for cascading of information	In progress
All teams must have biweekly meetings at a minimum	Subject to review

Whilst the first four months has been focused on top down communication and direct staff engagement, the introduction of the staff newsletter has enabled more cross organisational communications and information sharing to occur. There has been significant discussion around the need for bi-weekly meetings to occur, however there has been limited support from staff for these at this point in time.

Focus Area 10 - Recognition

Activities Required	Status
develop a recognition strategy and implement this	In progress
leadership groups to actively provide recognition	In progress

As part of the development of the new organisational values a new staff recognition program has been developed and commenced from August. This program is designed for staff to recognise other staff and for the senior leadership of the organisation to provide formal recognition of staff for behaviours and actions aligned to the corporate values.

Focus Area 11 - Accountability

Activities Required	Status
Update all PDs	In progress
Develop team plans that align with the corporate plan	Not yet started
Develop KPIs for everyone	In progress
Leaders actively monitor the KPIs	In progress

As positions are replaced and new positions identified position descriptions are being updated. The remaining actions identified have not yet commenced due to competing tasks for the People and Culture team in finalising the Enterprise Agreement and addressing the issues associated with the organisational restructure. These works are programed to be implemented over the next 12 months.

Focus Area 12 – Training and Development

Activities Required	Status
Based on 2022 performance review data develop a training plan for the organisation for implementation in 2023	Not yet started
All training in the interim to be focused on organisational priorities such as values training resilience training and leadership training	In progress

The focus on training and development has not yet been commenced due to other competing priorities for the People and Culture team.

Focus Area 13 – Get rid of the silos

Activities Required	Status
Team building across the organisation	Not yet started

Cross functional project groups	Not yet started
All values work to be carried out in cross functional teams to commence earlier than 2023	In progress

The progressing of the actions has been underpinned by an extensive staff engagement process and development of structured presentations and feedback mechanisms. Staff engagement has improved and based on both formal and anecdotal feedback this has improved over the last 5 months.

Statutory Implications

There are no statutory implications resulting from the recommendations of this report.

Policy Implications

There are no policy implications resulting from the recommendations of this report.

15.1.3 Accounts Payable for the Month of July 2022

Responsible Officer:	Xandra Curnock Executive Manager Finance
Responsible Business Unit:	Finance
Disclosure of Interest:	Nil
Voting Requirements:	Simple
Attachments:	<ol style="list-style-type: none"> 1. EFT Municipal Payments - July 2022 [15.1.3.1 - 40 pages] 2. Cheque Municipal Payments - July 2022 [15.1.3.2 - 1 page] 3. Direct Debit Payments - July 2022 [15.1.3.3 - 1 page] 4. Credit Card Payments - July 2022 [15.1.3.4 - 9 pages]

OFFICER RECOMMENDATION/COUNCIL RESOLUTION

Moved By: Deputy Mayor Glenn Wilson

Seconded By: Cr Kirsty Dellar

That Council receive the list of payments totalling \$9,877,391.58 as presented for the month of July 2022.

**CARRIED
(10 / 0)**

Executive Summary

The purpose of this report is for Council to receive the list of payments made from the Municipal and Trust funds including a summary report of the Corporate Credit Card transactions incurred by authorised card holders.

The Chief Executive Officer has been delegated the power to make payments from the Municipal and Trust funds in accordance with budget allocations. The City provides payment facilities to suppliers either by cheque, electronic funds transfer (EFT), direct debit, debit card and credit card.

Community Engagement Consultation

No community consultation was considered necessary in relation to the recommendations of the report.

Community Strategic Plan Links

This report links to the Strategic Community Plan through the following Guiding Theme/s:

EMPOWERED: We ensure considered decision making based on collaborative, transparent and accountable leadership.

CAPABLE: We will have the resources to contribute to our community and economy.

Budget Implications

There are no financial implications resulting from the recommendations of this report.

Report

Attached to this report are the lists of all cheque and EFT payments made during the month of July 2022 and a list of corporate credit card transactions by card holder of the same period totalling \$58,719.75

Municipal EFT	\$	9,578,602.85
Municipal Cheque	\$	951.60
Direct Debit	\$	239,117.38
Credit Cards	\$	58,719.75
Grand Total	\$	9,877,391.58

Statutory Implications

The Accounts Payable for the Month of July 2022 has been prepared in accordance with the requirements of the Local Government (Financial Management) Regulations 1996.

Policy Implications

All purchases by authorised officers are to be completed in accordance with Policy CORP AP 001– Purchasing.

15.1.4 MONTHLY FINANCIAL REPORT - JUNE 2022

Responsible Officer:	Xandra Curnock Executive Manager Finance
Responsible Business Unit:	Finance
Disclosure of Interest:	Nil
Voting Requirements:	Absolute Majority
Attachments:	1. Monthly Financial Report - June 2022 FINAL [15.1.4.1 - 35 pages]

OFFICER RECOMMENDATION/COUNCIL RESOLUTION

Moved By: Cr Kirsty Dellar

Seconded By: Cr Amy Astill

That Council in accordance with Regulation 34 of the Local Government (Financial Management Regulations 1996), receive the Statement of Financial Activity for the period ending 30 June 2022.

**CARRIED
(10 / 0)**

Executive Summary

In accordance with regulation 34 of the *Local Government (Financial Management) Regulations 1996* (“**the Regulations**”), the City is to prepare a monthly Statement of Financial Activity for approval by Council. Attached for consideration is the completed Statement of Financial Activity for the period ending 30 June 2022.

Community Engagement Consultation

No community consultation was considered necessary in relation to the recommendations of the report.

Community Strategic Plan Links

This report links to the Strategic Community Plan through the following Guiding Theme/s:

CAPABLE: We will have the resources to contribute to our community and economy.

EMPOWERED: We ensure considered decision making based on collaborative, transparent and accountable leadership.

Budget Implications

There are no financial implications resulting from the recommendations of this report.

Report

The Statement of Financial Activity was introduced by the Department of Local Government from 1 July 2005; the change was implemented to provide elected members with a better idea of operating and capital revenues and expenditures. It was also intended to link operating results with balance sheet items and reconcile with the end of month balances.

In accordance with the Regulations, a report must be compiled on variances greater than the percentage agreed by Council which is currently plus (+) or minus (-) 10% or \$50,000, whichever is the greater.

For the year to date to 30 June 2022 income is under budget by (8.15%) and expenditure is under budget by (2.22%), commentary is provided at sub program level. A nil variance means that the year to date actual value is identical to the year to date budget estimate. Comments are therefore provided where the variances value is > 10% and > \$50,000 under or over budget.

All figures noted are unaudited and subject to change prior to the finalisation of the year end annual financial statements.

INCOME CATEGORIES

Overall stated income is (8.15%), (\$7,133,992) under budget. The sub programs which are outside the allowable variance is as follows.

Other General Purpose Funding

Description	YTD Budget	YTD Actual	YTD Variance
Other General Purpose Funding	\$2,977,000	\$5,369,468	\$2,392,468

This is mainly due to an advanced Federal Assistance Grants payment of \$2.3m for next financial year, which must be recognised in this financial year, this is not included in this financial year's budget.

Other Welfare

Description	YTD Budget	YTD Actual	YTD Variance
Other Welfare	\$268,585	\$695,598	\$427,013

This is mainly due to other welfare grant relating to the Cashless debit card being received \$370k over budget, plus Mental Health grant \$100k not budgeted for, partially offset by a Youth Grant not received (\$25k).

Const Roads Bridges Depots

Description	YTD Budget	YTD Actual	YTD Variance
Const Roads Bridges Depots	\$7,391,190	\$6,279,107	(\$1,112,083)

This is mainly due to (\$1.15m) less grant income than budgeted.

Parking Facilities

Description	YTD Budget	YTD Actual	YTD Variance
Parking Facilities	\$336,000	\$26,916	(\$309,084)

This is mainly due to the budget accounting for profit on sale of assets of \$308k, \$nil occurred.

Building Control

Description	YTD Budget	YTD Actual	YTD Variance
Building Control	\$277,330	\$374,438	\$97,108

\$52k relates to building permits, as more permits granted than originally budgeted, \$51k relates to EAS due to increased property sales in Kalgoorlie.

Economic Development

Description	YTD Budget	YTD Actual	YTD Variance
Economic Development	\$9,300,200	\$1,738,913	(\$7,561,287)

(\$6.9m) relates to KCC grant not being received in FY2022 due to delays in the project. Expected to be received and completed in FY2023.

General Administration Overheads

Description	YTD Budget	YTD Actual	YTD Variance
General Administration Overheads	\$1,208,048	\$491,248	(\$716,800)

(\$650k) relates to delay in receiving full grant monies for CCTV program, to be received in FY2023 when works completed. Plus (\$96k) relating to LGIS dividend over budgeted. Partially offset by a higher profit on sale of assets of \$32k.

Salaries & Wages

Description	YTD Budget	YTD Actual	YTD Variance
Salaries & Wages	\$323,000	\$258,977	(\$64,023)

(\$19k) relates to lower workers compensation reimbursement, due to less employees on worker compensation than budgeted, further (\$15k) relating to Employee Income Protection being less than budgeted and less employees taking Paid Parental Leave than expected (\$27k).

EXPENSE CATEGORIES

Overall stated expenditure is (2.22%), (\$1,552,177) under budget. The sub programs which are outside the allowable variance is as follows.

Rates Revenue

Description	YTD Budget	YTD Actual	YTD Variance
-------------	------------	------------	--------------

Rates Revenue	\$1,205,944	\$960,218	(\$245,726)
----------------------	--------------------	------------------	--------------------

(\$120k) due to less admin costs than budgeted, plus (\$72k) lower employees costs due to a vacancy in the Rates team and Rates Bad debt expense being (\$45k) less than budgeted expectations.

Members of Council

Description	YTD Budget	YTD Actual	YTD Variance
Members of Council	\$1,950,096	\$1,617,170	(\$332,926)

(\$275k) relates to admin costs being less than originally budgeted, plus less being spent on travel, catering and memberships (\$55k).

Other Governance

Description	YTD Budget	YTD Actual	YTD Variance
Other Governance	\$1,592,612	\$1,374,792	(\$217,820)

(\$264k) reduction in admin costs, partially offset by an increase in advertising of City Branding and Imaging \$64k.

Preventive Services–Inspection/Admin

Description	YTD Budget	YTD Actual	YTD Variance
Preventive Services–Inspection/Admin	\$1,222,142	\$1,089,570	(\$132,573)

This is due to admin costs being (\$63k) less than budget, plus (\$54k) less spent on materials and contractors, plus loss on sale which did not occur of (\$16k)

Other Welfare

Description	YTD Budget	YTD Actual	YTD Variance
Other Welfare	\$603,412	\$788,340	\$184,927

Under budgeted employee costs of \$125k plus material and contractors of \$68k.

Sanitation - Other

Description	YTD Budget	YTD Actual	YTD Variance
Sanitation - Other	\$1,387,122	\$1,089,607	(\$297,516)

This is due to employee costs coming in under budget by (\$104k) due to staff shortages and less money spent on materials and contracts than originally budgeted of (186k).

Town Planning & Regional Development

Description	YTD Budget	YTD Actual	YTD Variance
-------------	------------	------------	--------------

Town Planning & Regional Development	\$1,398,853	\$1,165,544	(\$233,309)
---	--------------------	--------------------	--------------------

This is due to admin costs being (\$162k) and employee costs being (\$58k) lower than budgeted due to staff shortages.

Other Community Amenities

Description	YTD Budget	YTD Actual	YTD Variance
Other Community Amenities	\$570,474	\$480,011	(\$90,463)

Maintenance works were (\$62k) less than originally budgeted and employee costs (\$33k) less than budgeted due to staff shortages.

Public Halls & Civic Centres

Description	YTD Budget	YTD Actual	YTD Variance
Public Halls & Civic Centres	\$639,507	\$550,692	(\$88,814)

(\$50k) relates to admin cost being less than budgeted, plus (\$26k) less spent on maintenance and (\$9k) less on employee costs.

Heritage

Description	YTD Budget	YTD Actual	YTD Variance
Heritage	\$455,959	\$386,961	(\$68,999)

(\$56k) relates to materials and contractors due to less maintenance costs than expected. The budget also expected a loss on sale of assets of (\$10k) which did not eventuate during the financial year.

Tourism & Area Promotion

Description	YTD Budget	YTD Actual	YTD Variance
Tourism & Area Promotion	\$987,919	\$1,099,341	\$111,422

An additional \$72k has been spent on internal labour and plant use, \$21k additional employee costs, plus an extra \$18k of contributions and donations to external organisations.

Building Control

Description	YTD Budget	YTD Actual	YTD Variance
Building Control	\$832,304	\$705,353	(\$126,951)

(\$38k) relates to admin costs, (\$47k) relates to employee costs, (\$24k) relates to less material and contractor spend, plus a loss on sale of (\$19k) which did not eventuate during the financial year.

Other Economic Services

Description	YTD Budget	YTD Actual	YTD Variance
Other Economic Services	\$217,308	\$163,634	(\$53,674)

This is mainly due to admin costs coming in (\$46k) less than budgeted, plus contractor spend being (\$8k) less than budget.

Business Unit Operations

Description	YTD Budget	YTD Actual	YTD Variance
Business Unit Operations	\$755,893	\$832,887	\$76,994

This is due to employee costs being higher than budgeted expectations.

CAPITAL CATEGORIES

June 2022 capital expenditure is under budget by (\$40.8m) YTD. Actual YTD expenditure is \$34.2m versus budgeted YTD spend of \$75.0m.

Main variances from Work in Progress of (\$22.5m) with the majority relating to Kal City Centre Project and Golf Course Resort.

Buildings of (\$5.5m), Infrastructure –Roads of (\$3.1m), Sewerage of (\$1.9m), Motor Vehicles of (\$1.6m), Furniture & Equipment of (\$1.4m), Water Conservation of (\$1.4m), Airport of (\$1.1m), and Landfill of (\$1.0m).

Statutory Implications

The Statement of Financial Activity has been prepared in accordance with the requirements of the Local Government (Financial Management) Regulations.

Policy Implications

There are no policy implications resulting from the recommendations of this report.

15.2 Development and Growth

15.2.1 CBD Roundabouts

Responsible Officer:	Kevin Ketterer Director Engineering
Responsible Business Unit:	Engineering
Disclosure of Interest:	Nil
Voting Requirements:	Simple
Attachments:	Nil

OFFICER RECOMMENDATION/COUNCIL RESOLUTION

Moved By: Cr Amy Astill
Seconded By: Cr Deborah Botica

That Council note the outcomes of the assessment of the sight distances at the roundabouts in the CBD and authorise the Chief Executive Officer to undertake the following:

1. Reduce the height of hedges on roundabouts throughout the City to the required height of 650mm above road level where possible
2. Where not possible, remove the hedges and replace these with low growing plants or ground cover
3. Remove all hedges on verges on the outer edges of all roundabouts which are closer than 1.5m to the road edge and replace these with low plants or ground cover set back to the required distance
4. Retain the war memorial structure on the roundabout at the Hannans Street/Lane Street intersection without modification.
5. Apply additional line markings to selected roundabouts as required to provide additional guidance to drivers at roundabout-controlled intersections.

**CARRIED
(10 / 0)**

Executive Summary

Council referred the matter of sightlines at roundabouts in the City for further investigation. The findings based on design guidelines have determined that the roundabouts require modification to the vegetation to assure that adequate sightlines are maintained.

Community Engagement Consultation

No community consultation was considered necessary in relation to the recommendations of the report.

Community Strategic Plan Links

This report links to the Strategic Community Plan through the following Guiding Theme/s:

SAFE: We have safe, reliable and efficient public transport and road networks.

Budget Implications

There are costs associated with the replacement of the vegetation on all roundabouts affected by the outcomes of this investigation. The estimated cost is \$20,000 per roundabout for the full revegetation of each large roundabout. At this stage it is envisaged to revegetate eight roundabouts of the 24 requiring treatment to a greater or lesser degree per year.

Report

Background

Council at the 26 April 2022 OCM considered a referral item regarding sight distances at roundabouts in the City, and consequently referred the following matter for investigation

“Requests the Chief Executive Officer to undertake a safety audit of all roundabouts within the CBD area to ensure compliance with appropriate design standards;”

The origin of the referral was a complaint received from a local driving school regarding the perception that the sight lines at the roundabouts in the CBD were obstructed by the vegetation forming part of the beautification in the CBD, allegedly resulting in an unsafe situation.

The report addresses the referral item.

Analysis

General

The design requirements relating to sight lines and sight distances at intersections are included in the *Austroads Guide to Road Design*. All intersection designs are required to meet the minimum standards detailed in the Guide.

Most of the roundabouts in the City have been beautified with plantings, some of which include low hedges - which may create the perception of limited vision across the roundabout, and which have given rise to this referral. The designs of roundabouts require that clear sight lines are maintained to the right of drivers entering roundabouts, as this will be the main source of vehicle conflicts. The guidelines recommend that no vegetation of a height greater than 650mm above the road level be included in the beautification of roundabouts.

As additional information, it is a well-established principle of traffic calming, that psychological design elements do positively contribute to traffic calming, and in many

cases, the inclusion of vegetation is deliberately designed into road and intersection designs to lower speeds, based on the perception of drivers of vehicles. As an example, it has been well-demonstrated that when tall trees are planted along both sides of a road, they create a “closed in” perception for drivers, which then causes an unconscious lowering of speed. In a similar manner, the perception of limited sight distances at the roundabouts in the CBD, would create a similar effect and lower the speeds of vehicles entering the roundabouts, which would result in increased safety at these locations. This however would not form grounds to permit general vegetation of a height greater than the 650mm determined as the maximum height to ensure sight distance for road users.

Trees however are deemed to be acceptable as they do not form a continuous visual barrier, but hedges are not permitted to exceed the 650mm guideline on a continuous basis.

Findings

Further analysis provided the following:

- The vegetation in the centre of most roundabouts in the City encroach on the guidelines relating to sightlines at roundabouts.
- Some vegetation on the verges on the outside of the roundabouts impede sightlines “to the left” when exiting roundabouts.
- While the existing line markings comply with requirements, some improvement can be made to the line markings of some of the larger roundabouts to improve driver guidance through these intersections.
- The War Memorial on the Lane/Hannan roundabout encroaches slightly on the height limitations, but not to an excessive degree.

Rectification

The following rectification works are proposed:

1. Reduce the height of hedges on roundabouts throughout the City to the required height of 650mm above road where possible.
2. Where not possible, remove the hedges and replace them with low growing plantings or ground cover.
3. Remove all hedges on verges on the outer of all roundabouts and replace with low plants or ground cover set back to the required distance.
4. Apply additional line markings to selected roundabouts throughout the City to provide additional guidance to drivers at roundabout-controlled intersections.

Statutory Implications

Austroads Guide to Road Design is used as the guide when designing rounds, and the guidelines relating to roundabouts specifically are applied to the design of roundabouts. These include guidance as to sight line distances, which are all based on ensuring safety on roads and at intersections.

Policy Implications

There are no policy implications resulting from the recommendations of this report.

15.3 Community Development

15.3.1 Events Calendar 2023

Responsible Officer:	Jessica Wood Coordinator Events
Responsible Business Unit:	Community Development
Disclosure of Interest:	Nil
Voting Requirements:	Absolute Majority
Attachments:	1. CONFIDENTIAL - Pop Up Project 2023 Proposal [15.3.1.1 - 3 pages]

OFFICER RECOMMENDATION/COUNCIL RESOLUTION

Moved By: Cr Terrence Winner

Seconded By: Cr Amy Astill

That Council:

1. Endorse the Calendar of Events for 2023 as presented in this report;
2. Approve a budget amendment from municipal funds as follows:

<u>Project</u>	<u>Current Allocation</u>	<u>Revised allocation</u>
<u>Kidsfest</u>	<u>\$200,000</u>	<u>\$170,000</u>
<u>Pop-Up Project</u>	<u>Nil</u>	<u>\$350,000</u>
<u>Total</u>	<u>200,000</u>	<u>\$520,000</u>
<u>Difference</u>		<u>\$320,000</u>

**CARRIED
(10 / 0)**

Executive Summary

The City of Kalgoorlie-Boulder produces an assortment of events annually for members of the community to enjoy. The City has been making preliminary arrangements for the events which were presented at the July Council Concept Forum highlighting the proposed Pop-Up Project concept.

Community Engagement Consultation

No community consultation was considered necessary in relation to the recommendations of the report.

PUBLIC CONSULTATION

Public consultation was undertaken in the following manner:

Requirement: Discretionary

Duration: 7 and 8 May (Pop-Up Project) and 11 June (Multicultural Festival) 2022

Method: Survey

Submissions Received: 63 feedback forms on suggestions for future events.

Community Strategic Plan Links

This report links to the Strategic Community Plan through the following Guiding Theme/s:

CONNECTED: We will be connected to our history, culture and community.

FUTURISTIC: We plan for the future proofing of our City by being a thinking and innovative society.

CAPABLE: We will have the resources to contribute to our community and economy.

Budget Implications

The total budget for the Annual Calendar of Events is \$904,000 including the requested additional \$320,000 for the Pop-Up Project.

Item 1:

Asset Category: Operational Source of Funds: Municipal

LTFP Impacts: 2021/2022 and 2022/2023 FYs

Notes:

The 2021/22 FY Kids Fest event was postponed to the 2022/23 FY due to COVID-19 and will be held in October 2022. It is not the City's intention to run another Kids Fest in 2023 (normally held in April) due to it being only six months after the 2022 event. Rather, the City intends to host the Pop-Up project that will replace Kids Fest in April 2023 which will be presented on a larger scale than previous provided to the community and hence, an additional budget allocation is required.

EVENT NO.	CAPITAL / UPFRONT COSTS (\$)	ONGOING COSTS (\$) ANNUAL	INCOME (\$)	ASSET LIFE (YEARS)	WHOLE OF LIFE COSTS (\$)	CURRENT BUDGET (\$)
1	N/A	\$196,375	\$20,000	N/A	N/A	\$196,375
2	N/A	\$200,000	\$50,000	N/A	N/A	\$200,000
3	N/A	\$47,875	\$ 5,000	N/A	N/A	\$47,875
4	N/A	\$53,375	\$25,000	N/A	N/A	\$53,375
5	N/A	\$56,875	\$0	N/A	N/A	\$56,875
6	N/A	\$29,500	\$5,000	N/A	N/A	\$29,500

It is proposed to allocate funding of \$150,000 at mid-year budget review.

EVENT NO.	TYPE	DESCRIPTION	CURRENT BUDGET (\$)	AMENDED BUDGET (\$)
2	Operational	The Pop-Up Project 2023	\$200,000	\$350,000

Report

The City has compiled the annual events calendar for the community which greatly assists in the attraction and retention of residents to the region. It is suggested that the City publicly release these dates as soon as possible for broader community planning, to ensure there are no event clashes.

EVENT NO.	DATE	EVENT	VENUE
1	Thursday 26 January 2023	Sunset Concert Series 1	Centennial Park
1	Saturday 4 February 2023	Sunset Concert Series 2	Centennial Park
1	Saturday 25 February 2023	Sunset Concert Series 3	Centennial Park
2	Saturday 15 to Sunday 23 April 2023	The Pop-Up Project	Lord Forrest Precinct
3	Saturday 10 June 2023	Multicultural Festival	Cassidy Street and Lord Forrest Precinct
4	Friday 15 September 2023	Art Prize Awards Evening	Goldfields Arts Centre
4	Saturday 16 September to Friday 20 October 2023	Art Prize Exhibition	Goldfields Arts Centre
5	Sunday 26 November 2023	Christmas Street Party	TBC
6	Wednesday 6 December 2023	Seniors Christmas Lunch	Goldfields Learning Centre

Sunset Concert Series

Date: 26 January, 4 February and 25 February 2023

Location: Centennial Park

Audience: 8,000 to 10,000 across the series.

The Sunset at the Soundshell Concert Series is a highlight in the City's event calendar and makes the most of the summer twilight weather and holiday vibe in the early months of the year. The concerts will be held in January and February, and artists for all concerts are yet to be confirmed.

Each year the concerts generate large crowds and interest within the community. It is an annual opportunity for local residents and tourists to experience live, outdoor music from headline acts within Kalgoorlie-Boulder. The concerts also provide an opportunity for musicians in the Goldfields-Esperance region to be a support act prior to the headline act.

Pop-Up Project**Date:** 15 to 23 April 2023**Location:** Lord Forrest Precinct**Audience:** 10,000 to 15,000 across the nine days.

The Pop-Up Project has been delivered for the past two (2) years as an alternative model to KidsFest especially when COVID-19 restrictions were in place. This project has proved to be extremely successful and popular within the Kalgoorlie-Boulder community. As an example, over 7,000 patrons visited the Giant Maze in May 2022. The concept for the third edition of the Pop-Up Project will feature a major attraction over the course of nine (9) days inclusive of a range of activities for kids and families to enjoy. Sensory Sessions, Youth and Adult nights will also be included in the schedule to ensure the whole community can enjoy the Pop-Up Project.

The Pop-Up Project proposal was presented to Councillors at the July Concept Forum and has been attached as a Confidential Item to this report due to the nature of sensitive contractor details. Please note: Council will be presented with a detailed event schedule of session times and ticket prices later this year.

Multicultural Festival**Date:** 10 June 2023**Location:** Cassidy Street and Lord Forrest Precinct**Audience:** 5,000 to 6,000

The Multicultural Festival celebrates the diverse cultures of Kalgoorlie-Boulder and brings entertainment, food and drink from all around the world into the heart of the Goldfields. This is a popular event which attracts stall holders from a wide variety of businesses and community groups and is attended by patrons of all ages from Kalgoorlie-Boulder and the wider communities.

The Multicultural Festival will again be held in the Lord Forrest Precinct and Cassidy Street. This will be the third year the event has taken place in this venue due to positive feedback from the community. The Multicultural Festival provides a significant economic benefit for local food vendors and community groups due to the large number of attendees. It also provides exposure for entertainment groups as they perform on stage providing an opportunity to recruit new members.

Art Prize**Date:** Awards Evening; 15 September 2023, Exhibition; 16 September to 20 October 2023**Location:** Goldfields Arts Centre**Audience:**

- 200 artist entries;
- 300 Awards Night attendees;
- 2,000 exhibition attendees.

The Art Prize is a popular and esteemed regional art competition, attracting art of superior quality from all over Australia. It is a long-standing event that has become an

important occasion in the Western Australian arts calendar. The Art Prize is an opportunity to recognise, celebrate and embrace our regional creative industries.

The City is committed to building capacity in our local arts community. For this reason, the City provides a free freight service picking up artwork from Perth, Esperance, Merredin, Laverton Leonora and Menzies each year. It is a great opportunity to showcase artwork from these regional areas, who may not always have an opportunity to do so.

Christmas Street Party

Date: 26 November 2023

Location: TBC

Audience: 5,000 to 6,000

For more than 10 years, the Christmas Street Party has brought festive cheer and enjoyment to the Kalgoorlie-Boulder community, making it one of the most popular events on the City's annual event calendar. This family friendly event is packed to the brim with themed activities, on stage entertainment, Christmas markets, food zone and much more.

It's an opportunity for local retailers, community groups, sporting clubs and other interest groups to get out there, be seen, and be part of a great community event by hosting a stall.

Currently the location is to be confirmed due to redevelopments with the Kalgoorlie City Centre. The City will assess the location for the Christmas Street Party closer to the date.

Seniors Christmas Lunch

Date: 6 December 2023

Location: Goldfields Learning Centre

Audience: 336

The Seniors Christmas Lunch is a popular event and tickets are highly sought after by the senior members of the community. The lunch is an opportunity for the City to recognise and acknowledge the contributions senior residents have made, and continue to make, to the community. With a three (3) course lunch, drinks and entertainment the event is an opportunity for the community to interact and socialise, with familiar faces.

Throughout the day, there is an abundant number of volunteers from local businesses, organisations and community groups, volunteering their time to assist with the smooth running of the event. Several individuals and local businesses also provide donations as prizes for the seniors to win on the day.

Statutory Implications

There are no statutory implications resulting from the recommendations of this report.

Policy Implications

There are no policy implications resulting from the recommendations of this report.

15.3.2 Department of Local Government, Sport and Cultural Industries CNLP Application Prioritisation

Responsible Officer:	Jill O'Brien Manager Community Development
Responsible Business Unit:	Community Development
Disclosure of Interest:	Nil
Voting Requirements:	Simple
Attachments:	Nil

OFFICER RECOMMENDATION/COUNCIL RESOLUTION

Moved By: Cr Terrence Winner

Seconded By: Cr Suzie Williams

That Council:

1. Endorse the application prepared by the Eastern Goldfields Hockey Association for the Department of Local Government, Sport and Cultural Industries' (DLGSC) Club Night Lights Program.

**CARRIED
(10 / 0)**

Executive Summary

One application has been received from the Eastern Goldfields Hockey Association for the Club Night Lights Program (CNLP) administered by the DLGSC. The CNLP is currently open under the 2022 Small Grants Round for projects up to \$300,000 that align with the Department's funding guidelines.

Prior to final submission to the Department by 31 August 2022, there is a requirement for applications to be reviewed and prioritised by the area's relevant Local Government Authority.

After assessment by the City, this report presents Council with the recommended prioritisation of the application for endorsement.

Community Engagement Consultation

No community consultation was considered necessary in relation to the recommendations of the report.

Community Strategic Plan Links

This report links to the Strategic Community Plan through the following Guiding Theme/s:

SAFE: We will deliver a safe and activated community that can be used day and night.

CONNECTED: We provide public spaces that facilitate a diverse range of activities and strengthen social bonds within the community.

SUSTAINABLE: We implement sustainable practices such as ensuring responsible use of water and other resources.

Budget Implications

The Eastern Goldfields Hockey Association have confirmed that quotations have been received for the project for 500 lux lighting at approximately \$120,000 and installation is estimated at \$180,000.

The Association have confirmed that the project will be funded through the CNLP request, the \$105,000 provided by the City's 2023 Annual Grant Program which was approved by Council at the Ordinary Council Meeting on 23 May 2022 and their own funds.

As per the leasing agreement, the City is not responsible for the ongoing maintenance of the asset or operational costs of the Association.

Report

The City of Kalgoorlie-Boulder (the City) has received one application for the Department of Local Government, Sport and Cultural Industries' (DLGSC) Community Night Lights Program (CNLP).

There is a requirement from the DLGSC for applications prepared for this funding stream to be received by the relevant Local Government Authority (LGA), assessed, and prioritised with recommendations then submitted to DLGSC for final assessment.

The LGA does not assess applications for their compliance with the CNLP funding criteria, they are only required to provide a recommendation on which applications received are prioritised the highest by the LGA in accordance with relevant strategic documents and the needs of the community.

LGAs can also identify any planning, development, leasing, or other matters that may be identified in the application during the internal assessment process.

Community Sporting Recreational Facilities Fund

DLGSC's Community Sporting Recreation Facilities Fund (CSRFF) provides financial assistance to community groups and LGA's to develop basic infrastructure for sport and recreation that leads to an increase in participation and community wellbeing.

The CSRFF program offers both a Small Grant Round for projects costing between \$25,000 and \$300,000, and an Annual & Forward Planning Round for projects more than \$300,000. The maximum contribution eligible through the CSRFF is for no greater than one-third of the total estimated costs for the project.

Club Night Light Program

The CNLP is a new stream of the CSRFF designed to better capture and process applications for facility lighting upgrades or instalment. The purpose of the program is

to provide financial assistance to community groups and LGA's to develop sports floodlighting infrastructure.

The program aims to maintain or increase participation in sport and recreation with an emphasis on physical activity through rational development of good quality, well-designed and well-utilised facilities. The funding structure and general requirements for the CNLP are the same as detailed above for the CSRFF.

Application(s) Received

For the CNLP 2022/23 Small Grant Round, the City has received the following application for review:

Applicant:	Eastern Goldfields Hockey Association (EGHA)
Funding	Club Night Light Program
Project Title:	Lighting and Pole Upgrade
Summary:	<p>Upgrade of turf lighting to LED.</p> <p>The current standing of lighting does not meet the Australian Standards lux levels and operates with high-costs and energy consumption.</p> <p>New LED 500 lux lighting will be installed to provide a more cost-effective system to operate, reduce electrical consumption and provide a 5 to 10 year warranty.</p> <p>The upgrade will provide a safer environment to train and play in at night and allow the EGHA to better attract state, national and international competitions at the venue.</p>

The Eastern Goldfields Hockey Association (EGHA) currently holds a lease with the City of Kalgoorlie-Boulder for the land on which they operate which is not due for renewal until 2034.

Prioritisation Summary

The application received has been reviewed by City Officers and assessed for its community impact and matters regarding planning, development, and land use. No significant issues were identified with the application. The outcome of this assessment and with it also being the only application received, determined that it be recommended to DLGSC as Project 1 of 1.

The EGHA's application was previously reviewed and put to Council at OCM 14 March 2022 as part of the last open funding round for the CNLP. The application was unsuccessful with DLGSC primarily due to the project cost being greater than \$300,000 which instantly made it ineligible to secure funding in that grant category.

Since then, the EGHA has amended their application to better align with the CNLP guidelines. Their project objectives remain unchanged and there are no changes to the outcomes of the initial review completed by City Officers.

Statutory Implications

There are no statutory implications resulting from the recommendations of this report.

Policy Implications

There are no policy implications resulting from the recommendations of this report.

15.3.3 Reconciliation Action Plan Working Group Community Representation Membership

Responsible Officer:	Mia Hicks Director of Community Development
Responsible Business Unit:	Community Development
Disclosure of Interest:	Nil
Voting Requirements:	Simple
Attachments:	Nil

OFFICER RECOMMENDATION/COUNCIL RESOLUTION

Moved By: Cr Terrence Winner
Seconded By: Deputy Mayor Glenn Wilson

That Council:

1. Endorse the appointment of Ms Rowena Leslie as an appointed Community Representative to the City of Kalgoorlie-Boulder's Reconciliation Action Plan Working Group until the local government elections on 21 October 2023; and
2. Endorse Mr Tyrone Brownley as an appointed Community Representative to the City of Kalgoorlie-Boulder's Reconciliation Action Plan Working Group until the local government elections on 21 October 2023.

**CARRIED
(10 / 0)**

Executive Summary

This report seeks endorsement for the membership of community representatives Ms Leslie and Mr Brownley to the City's Reconciliation Action Plan Working Group. Their valuable experience and insights will assist to guide the City's designated actions as articulated in the City's Innovate Reconciliation Action Plan 2021-23, via the Reconciliation Action Plan Working Group.

Both Ms Leslie and Mr Brownley have been active members of the Working Group since 2020, guiding the development of the City's 2020 Innovate Reconciliation Plan. As per the Working Group's Terms of Reference, community representative membership is valid for 12 months from endorsement; however, given both representative's enthusiasm to maintain affiliation, it is the Officer's recommendation that Council extend their community membership for 2022/23 through to the next local government elections on 21 October 2023.

Extending their membership period will maintain the current momentum of the working group and will ensure deliverables from the Innovate Reconciliation Action Plan (RAP) continue to be achieved. Both Ms Leslie and Mr Brownley's contribution to date, have been an asset to the City's success in progressing outcomes from the RAP.

Community Engagement Consultation

The City publically called for Expressions of Interest (EOI) for two (2) community members to join the Working Group throughout April 2020 in the Kalgoorlie Miner and on the City's social media pages. Due to the COVID pandemic, personal interviews were delayed until June 2020.

Two applications were received for the two (2) available community positions and following candidate interviews, the City appointed Ms Leslie and Mr Brownley to the Group for a twelve (12) month period which expired in 2021.

Both Ms Leslie and Mr Brownley have expressed an enthusiasm to maintain affiliation with the Working Group and in order to continue the momentum of the RAP actions, it is recommended that they are re-appointed.

Community Strategic Plan Links

This report links to the Strategic Community Plan through the following Guiding Theme/s:

Connected: We will be connected to our history, culture and community;

Futuristic: We plan for the future proofing of our City by being a thinking and innovative society;

Capable: We will have the resources to contribute to our community and economy.

Budget Implications

There are no financial implications resulting from the recommendations of this report.

Report

Ms Leslie and Mr Brownley have guided City Officers in the successful development; and implementation of the Reconciliation Australia approved Innovate Plan for 2021-23. Their profiles feature within the endorsed by Council document.

Both Ms Leslie and Mr Brownley have expressed an interest in continuing their membership and it is the Officer's recommendation that this be endorsed to ensure continuity in delivering actions of the current Reconciliation Action Plan and for the development of the next phase: *Stretch*, commencing in January 2023.

Profiles of community members:

Ms Leslie

Ms Leslie nominated for the RAP Working Group to support and assist the City with working towards the goal of building relationships with its indigenous residents, inspire respect for the local Aboriginal Culture and history and to create opportunities for Aboriginal people to participate in the governance roles. Ms Leslie has recently been appointed to the Aboriginal Advisory Council of Western Australia

Mr Tyrone Brownley

With significant connections to the Goldfields region, Mr Brownley nominated for the RAP Working Group Board in 2020 to provide a community perspective and make a positive difference in our community for Aboriginal people.

Statutory Implications

There are no statutory implications resulting from the recommendations of this report.

Policy Implications

There are no policy implications resulting from the recommendations of this report.

15.4 Infrastructure

15.5 Corporate and Commercial

16 QUESTIONS OF WHICH DUE NOTICE HAS BEEN GIVEN

Nil

17 INFORMATION BULLETIN

17.1 Chief Executive Officer

Nil

18 CONFIDENTIAL ITEMS

Nil

19 DATE OF NEXT MEETING

The next Ordinary Council Meeting will be held on 27 September 2022.

20 CLOSURE

There being no further business, the Mayor thanked the Councillors and Staff for their attendance and declared the meeting closed at 7:53pm.