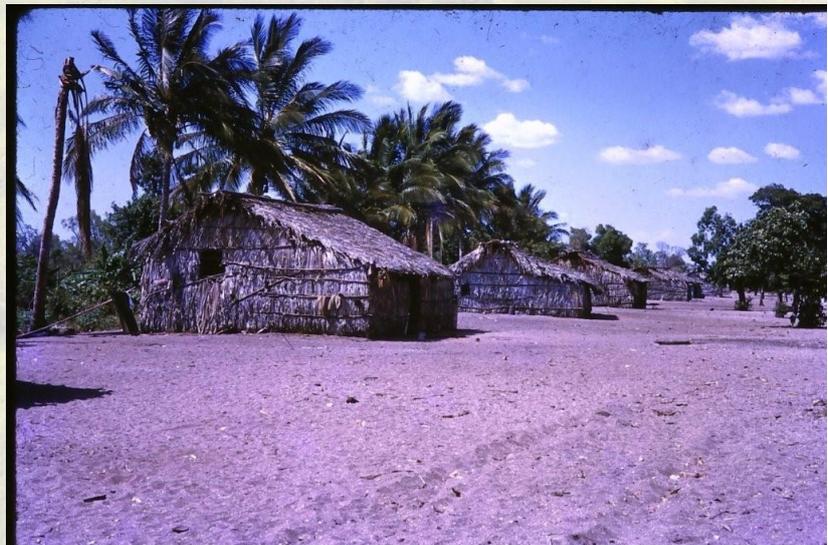
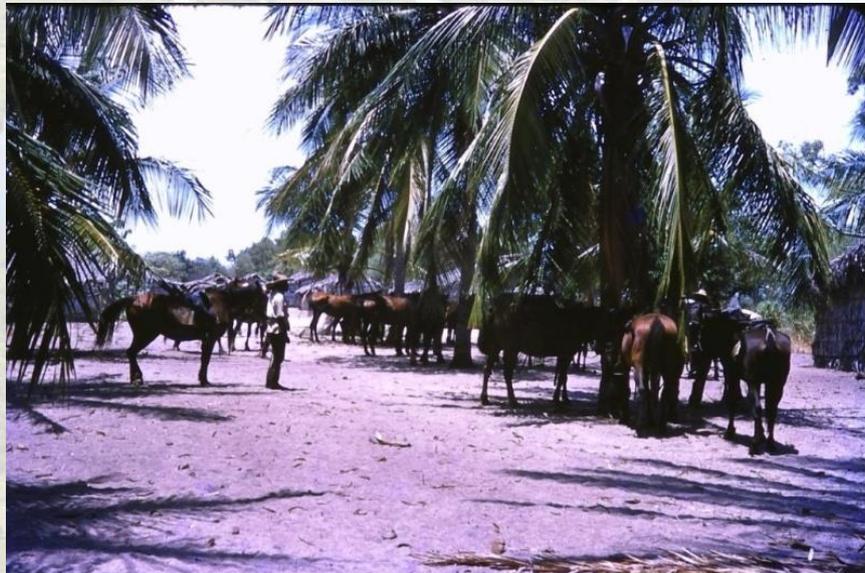




# CORPORATE PLAN 2019-2023

# PORMPURAAW ABORIGINAL SHIRE COUNCIL





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## DEVELOPMENT OF THE CORPORATE PLAN

The *Local Government Act 2009* (Qld) requires that a Corporate Plan be prepared for a period of five financial years and must outline the strategic direction of the local government. The Corporate Plan includes the preparation and adoption of financial budgets and annual Operation Plans that are consistent with the Corporate Plan.

Council can resolve at any time to amend the Corporate Plan by resolution, provided it complies with the *Local Government Regulations 2012* (Qld). The *Local Government Regulations 2012* (Qld) requires the Corporate Plan to outline the strategic vision of the local government along with how the plan will be implemented with stated performance indicators which measure the progress towards this vision.

The development of the 2019-2023 Corporate Plan has been guided by the issues identified in the Community Plan 2011-2021 and the strategies described in it to address those issues. Council acknowledges that issues internal to Council operations are separate to community-based issues. Whilst these issues are less consequential to the community these issues may still impact on outcomes for the community.

Each financial year Council is required to prepare an Annual Budget and Operational Plan. The Operational Plan outlines the services and projects Council intends to undertake for the benefit of the community which contribute to achieving the strategic vision of the Corporate Plan. The Annual Budget identifies the resources that will be used to achieve the Operational Plan objectives and subsequent goals in the Corporate Plan.

## MESSAGE FROM THE MAYOR – RALPH KENDALL

This will be my first Corporate Plan to cover the 5-year financial period from 1<sup>st</sup> July, 2019 to 30<sup>th</sup> June, 2023 as per the *Local Government Regulation 2012*. In providing this Corporate Plan I acknowledge that Pormpuraaw is community that is dependent on funding and that we must strive to start economic activity moving into the future.

There is no bigger challenge than being in a leadership role knowing that all decisions made must ensure that there is value for the tax payer's dollars that you are using to drive ones Community Vision.

We have a rotating Deputy Mayor role to give each elected Council Member exposure to this challenge and we will continue to build upon the foundations laid by the previous Elected Members of Pormpuraaw to ensure the community of Pormpuraaw is a progressive, well-being and contributing community where everyone plays a part no matter how small.

We will continue implementation and roll out of physical development within the community that has been carried over the last 5 years. We will continue working in the truest spirit of collaboration with all NGO's, State & Australian Governments and local partnerships in Pormpuraaw for the betterment & well-being of our community.



**Mayor Ralph on Oath Day: April, 2016**

## STATEMENT FROM THE CEO – EDWARD NATERA

Pormpuraaw Aboriginal Shire Council's Corporate Plan 2019-2023 will set the course over the next 5 financial years, which will include a Council Election in March, 2020.

It is from the Corporate Plan that our Operational Plan & Annual Budgets are set and reported in Council's Annual Report.

Financial Management & Financial Sustainability will continue to remain a very strong focal priority for us as we strive to align community vision & expectation with limited funding and base revenue.

Our efforts in team building and a change in employee work attitudes continues throughout Council's various departments, supported by our own work policy & the CDP host provider RISE Ventures, whom we continue to liaise very closely with. We continue with our endeavours to build local capacity within Council's work force and to educate the importance to staff of good work ethics and coming to work for Council & Community.

Council welcomes any further input towards our Corporate Plan 2019-2023.

CEO – Edward Natera, after receipt of his  
Public Service Medal in 2018





## Our foreshore



## Fishing on our shorefront



## HISTORY

Pormpuraaw is on the west coast of Cape York about 500 kilometres from the tip of Australia, just south of the Edward River. It is the home of the *Thaayorre*, *Wik*, *Bakanh* and *Yir Yoront* People.

Pormpuraaw (formerly Edward River) was established as an Anglican Mission in 1983. The Anglicans had established Kowanyama in 1905 but realised that there were conflicts arising as a result of bringing many tribes together from such a large area. The Anglican Missionaries then sought to establish a number of smaller missions in the area. The first mission was located at the present Pormpuraaw site and took hold.

Like all cape missions, government rationed subsidies for Aboriginal people at Pormpuraaw was about one third of what was required to exist, so most of the men and boys were sent out to work on the cattle stations in the region. This enabled them to stay close to their traditional country. At the same time the Anglicans removed women and children from the cattle stations in the Gulf of Carpentaria. Dormitories were established to contain the women and children and provide schooling. Erratic rationing meant that most people were still required to hunt and collect food from the surrounding bush which helped maintain cultural connection with the land. The reliance on bush food was especially critical during the war periods when rationing of fuel prevented the mission boat from going to Normanton for supplies.

In 1986 the Pormpuraaw Aboriginal Community Council gained title to the area by way of a Deed of Grant in Trust (DOGIT). This enabled the Council to have full local government authority over the trust area of 466,198 hectares. In 2004 Pormpuraaw Aboriginal Community Council became a Shire Council incorporated under the *Local Government (Community Government Areas) Act 2004*.



Anglican Church early 1970's

## PORMPURAAW – TOWNSHIP

Pormpuraaw Township consists of two neighbourhoods known locally as *Mungkan* side and *Thaayorre* side. They are united by schools, shops, administrative buildings and a number of shire Council staff housing. The neighbourhoods originated at the time of mission settlement and reflect traditional linguistic and territorial affiliations. The majority of residents on the *Mungkan* side originate from along or north of the Edward River. The *Thaayorre* side accommodate speakers of *Thaayorre*, *Yir Yoront* and other dialects that lie along or south of the Edward River.

The neighbourhoods of Pormpuraaw broadly reproduce the geographic distribution of clan estates. The entirety of the Pormpuraaw DOGIT boundary encompassing 466,198 hectares and the two neighbourhoods are divided by the Edward River which broadly divides the *Wik* speaking clans from those to the south.



## PORMPURAAW – ON THE MAP



## COMMUNITY VISION, MISSION AND VALUES

### ***Our Vision – What We Are Trying To Achieve***

A strong, engaged community creating a dynamic future.

### ***Our Mission – Why We Are Here***

To meet the needs and aspirations of community members by delivering strong leadership together with strategic planning to construct new infrastructure that will deliver new and improved services and facilities.



**Our future leaders: Croc Show Time.**

## COMMUNITY VISION, MISSION AND VALUES

### *Our Values – What We Stand For*

#### **A Strong Community**

Council will strengthen the capacity and resilience of Pormpuraaw Community through partnerships with the Community, business, government and non-government sector groups in pursuing positive social, economic and environmental outcomes.

#### **Excellence**

Council and staff will strive for innovation, continuous improvement and long-term success in management and leadership practice, strategic planning and the performance of Council systems.

#### **Accountability**

Council is accountable to the Community and will conduct its affairs openly with integrity in consultation with Community, at the same time reflecting the highest level of democratic governance and public administration.

#### **Fairness and Equity**

Council recognises and values the needs of different sectors and groups within its community and works in partnership with its valued volunteers, community-based agencies, State and Commonwealth departments to ensure needs are addressed in a planned and timely manner.

#### **Welcoming Ideas**

Council will actively encourage and seek the exchange of ideas and knowledge in finding creative solutions.

#### **Investing In the Future**

Council will take a long-term view as a responsible steward of community assets and finances.



**Catching a Meal**



**Mouth of the Chapman River**



**Play time on the beach**



**Beware of Mr Edward River Croc**

## GOOD MANAGEMENT AND GOVERNANCE

The primary role of Local Government is to assume responsibility for the good management and government of its area. Councillors are elected for a term of four years under a preferential voting system. Pormpuraaw Aboriginal Shire Council is governed through a body of democratically elected representatives. Each Councillor contributes towards the strategic vision, goals and policies of the community.

The Mayor and Councillors must represent the current and future interests of the Community. This is achieved by discharging their duties under the *Local Government Act 2012 (Qld)*, achieving the outcomes in the Corporate and Community Plans, providing high quality leadership, participating in Council meetings, policy development, decision making and accountability to the Community.



Oath Day: April, 2016

## **COUNCIL MEMBERS AND PROFILE**

### **Mayor – Ralph Kendall**

Elected in March 2016, Ralph Kendall holds the position of Mayor of Pormpuraaw Aboriginal Shire Council.

Prior to election Mayor Ralph Kendall has had experience in the Ranger Program, Animal Control, the Crocodile Farm and Road works with TMR.

The Mayor assists & partakes in all portfolio duties with other Councillors.



### **Deputy Mayor**

Each Councillor will serve a quarter of each year conducting the Deputy Mayor role. This is to ensure the experience is shared amongst the elected members.

### **Councillor – Keith Barney**

Elected in March 2016, Councillor Keith Barney is responsible for the portfolios of: Education, Training, Employment and Youth.

Prior to election Councillor Keith Barney was involved as a volunteer within our church group in Pormpuraaw.



### **Councillor – George Conrad**

Elected in March 2016, Councillor George Conrad is responsible for the portfolios of: Housing, Land & Sea, Land Development, Sports and Recreation.

Prior to election Councillor George Conrad was employed within the Ranger Group.



### **Councillor – Bert Edwards**

Elected in March 2016, Councillor Bert Edwards is responsible for the portfolios of: Arts & Culture, Enterprise, Essential Service, Men’s Group, Planning & Infrastructure, Roads and Transport.

Prior to election Councillor Bert Edwards was employed within Council’s Workshop & Road works with TMR.



## Councillor – Tim Koo-Aga

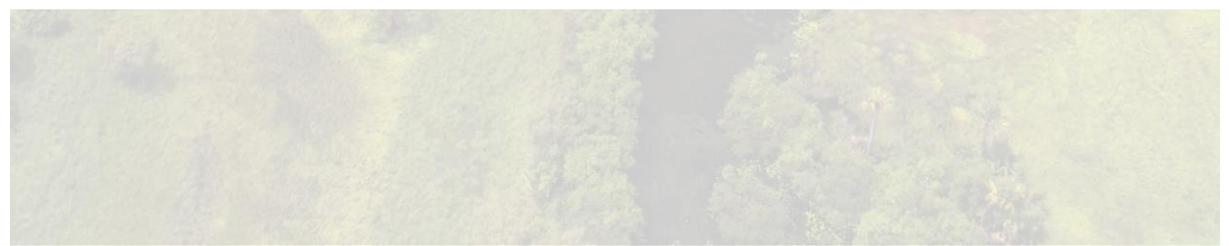
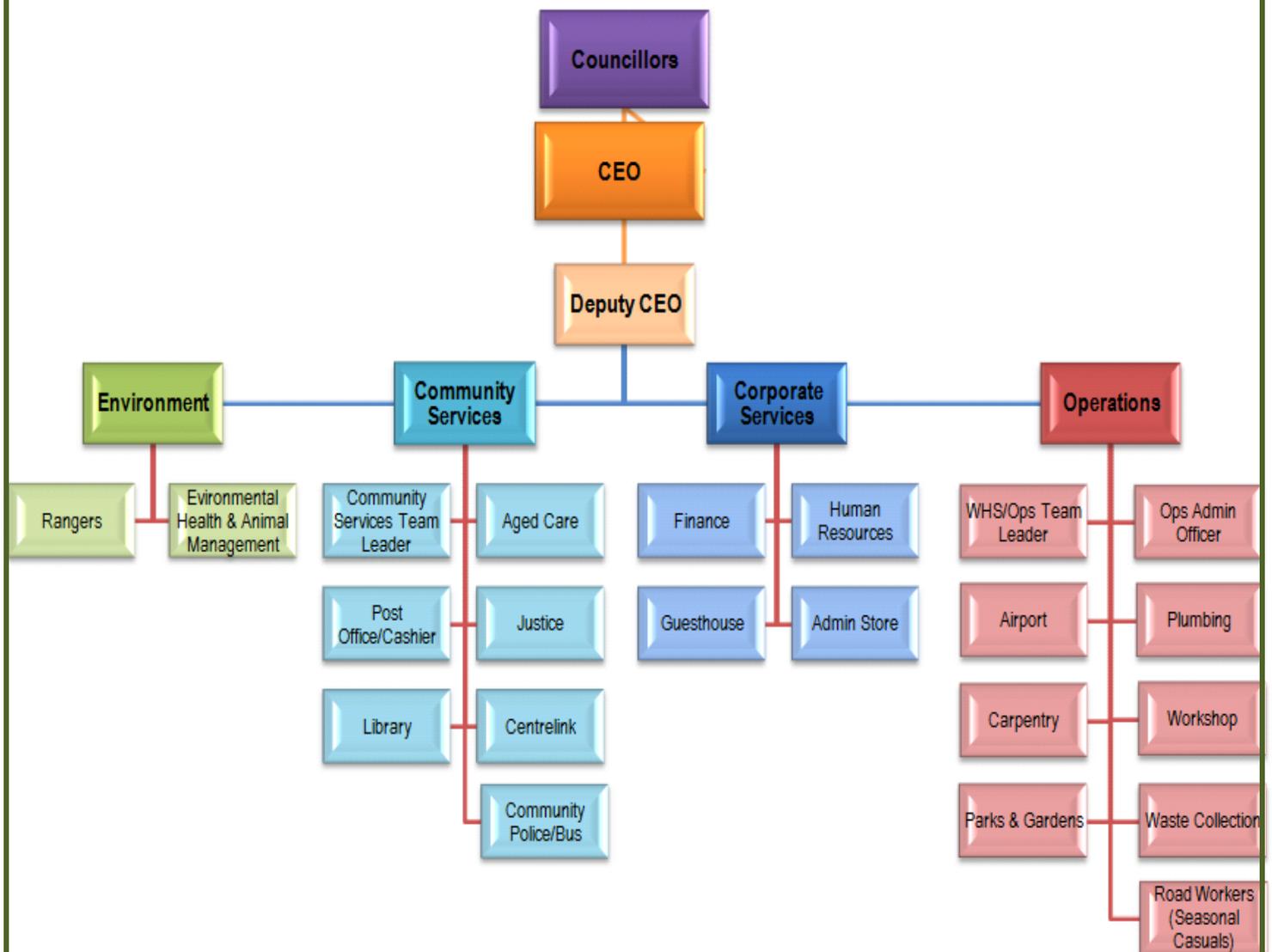
Elected in March 2016, Councillor Tim Koo-Aga is responsible for the portfolio of: Education, Elders, Health and Women's Group.

Prior to election Councillor Tim Koo-Aga was employed within Qld Health in Pormpuraaw.



Newly elected Councillors: From left: Cr. George Conrad; Cr. Keith Barney; Cr. Bert Edwards; Cr. Ralph Kendall Jnr (Mayor); Cr. Timothy Koo-Aga.

# ORGANISATIONAL STRUCTURE



## ORGANISATIONAL STRUCTURE

### Accountability

All Council management staff take direction from and report to the Chief Executive Officer (CEO) of the Pormpuraaw Aboriginal Shire Council. The CEO is responsible for all operational management and co-ordination of community workplaces including the on-going delivery of services to Pormpuraaw Shire Council residents.

### Staff Code of Conduct

All Council staff is required to adhere to the Pormpuraaw Aboriginal Shire Council Code of Conduct, Community By-laws and confidentiality agreements. Council staff must also avoid any inappropriate involvement in community activities, business and politics. Staff shall not during the term of appointment, unless with express written permission of the CEO, engage either directly or indirectly in any employment external to the Pormpuraaw Aboriginal Shire Council.



CEO Edward & Pormpuraaw Council Office staff: June 2019

## COUNCIL SERVICES

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- Council operated Post Office and Bank Agency
- Community Bus
- Community Radio
- Indigenous Knowledge Centre / Community Library
- Community Emergency Services (SES)
- Community Aged Care - Consumer Directed Care Packages
- Community Care Services
- Home and Community Care Program (HACC)
- Environmental Health
- Ranger Services
- Sport and Recreation
- Staff Housing
- Property Leases and other Buildings
- All-weather 24/7 Airport
- Workshop & Plant hire
- Fuel Depot
- Concrete Batching
- Roads and Drainage Maintenance
- Parks Gardens and Ovals
- Water Supply
- Waste Management
- Sewerage
- Turtle Monitoring and Ghost Net Programs
- Camping Grounds
- Guesthouses
- Contractors Dongas
- Administration Store
- Finance
- Governance and Administration
- Disaster Management

## OBJECTIVES AND STRATEGIES – 5 KEY AREAS

### 1. Community – The Way We Want To Live Together

The key objective is to promote outcomes which encourage a healthy, supportive, contributing and proactive community where appropriate services and facilities are available and accessible by all.

### 2. Built Environment – Shaping Our Surroundings

The key objective is to plan for the future development of the community in ways which actively value the heritage and the character of our community with access for all.

### 3. Natural Environment – It Begins With Each Of Us

The key objective is to ensure the natural environment is protected in a way that is not compromised for future generations and is managed so as to minimise our impact on non renewable resources.

### 4. Economy – Creating Our Future

The key objective is to facilitate a vibrant local economy which enjoys sustainable business investments and the benefits of a skilled and diverse workforce.

### 5. Organisation – Developing Our Capacity

The key objective is to strengthen the capacity of the Council organisation and its people to serve our community and to pursue positive outcomes in partnership with community business and government bodies.

# 1. COMMUNITY – THE WAY WE WANT TO LIVE TOGETHER

The key objective is to promote outcomes which promote a healthy, supportive, contributing and proactive community where appropriate services and facilities are available and accessible by all.

## Community Wellbeing & Education

	Objective	Strategy	Strategic Indicators	Performance Target
1.1	Increase men's participation in community programs.	Continue supporting the hard work being expended in assisting men and their families to participate in a variety of programs across the community.	Community program attendance is measured and monitored. Plan in place to increase awareness of programs that appeal to a range of interests and age groups.	Measurable increase in attendance over time through record keeping.  Satisfaction feedback from participants is 85%.
1.2	Carry out education, training and rehabilitation to eradicate anti social problems such as gambling, drinking and drug taking.	Ongoing work, support and advocating for programs of education, training and rehabilitation to eradicate problems of gambling, drinking, drugs and associated issues.	Liaise with appropriate service providers to develop and implement programs of greatest need to the community. Develop community support networks to assist in diversion from engaging in antisocial activities.	Decrease in alcohol and drug related offending.  Increase in family well being.  Services are actively sought out by potential candidates.
1.3	Increase the availability and engagement of sports, arts and cultural activities specifically for men.	Develop a program of sporting, artistic and cultural activities of interest to men of all ages in the community.	Implementation a program with a variety of activities.  Monitor satisfaction of available activities	Measurable increase in attendance over time.  Satisfaction of programs at 85%.
1.4	Increase infrastructure to accommodate support workers.	Build and maintain housing appropriate for support workers.	Planning and design of housing. Funding sourced and approved. Housing completed.	Number of houses to be built by 2023, complete on time and on budget.
1.5	Increase housing for families.	Build and maintain housing appropriate for families.	Planning and design of housing. Funding sourced and approved. Housing completed.	Number of houses to be built by 2023, complete on time and on budget.
1.6	Retail outlets to increase range of nutritional food.	Local retail outlets provide a diversity of healthy food and produce.	Liaise with suppliers, retailers and government to create more options for residents to purchase and enjoy healthy food.	Direct comparison prior to start date of plan shows a broad range of food and produce in local outlets.
1.7	Introduce a program	Continued work, support	Assess and prioritise	Formal continual evaluation

	of education and rehabilitation to eradicate problems of gambling, drinking, drugs and petrol sniffing.	and advocating for programs of education, training and rehabilitation to eradicate problems of gambling, drinking, drugs and associated issues.	areas of greatest need.  Liaise with appropriate service providers to develop and implement programs. Develop community support networks to assist in diversion from initial engagement in antisocial activities.	of programs.  Decrease in alcohol and drug related offending.  Increase in family well being.  Services are actively sought out by potential candidates.
1.8	Art centre and school to lead programs of cultural heritage, history and preservation.	Develop cultural heritage programs in consultation with local women.	Art Centre and School have cultural programs in place that are structured, meet the needs of the community and actively seek feedback as to satisfaction.	Engagement by a range of women in a variety of activities.  Satisfaction of programs at 85%.
1.9	Increase public cultural activities such as dancing cultural displays, language and locally produced films, arts and crafts.	Increase community awareness and engagement in public activities and special events.	Council to create an 'Events Team' to develop a calendar of events with associated social engagement and participation emphasising cultural heritage.	Hold 2 number of community events that celebrate Pormpuraaw culture and heritage.
1.10	Council to lobby Qld Health for improved services.	Develop a plan that identifies specific community needs which can be used to lobby Qld Health and the Qld Government.	Plan of lobby action. Encourage and invite State Government members to visit Pormpuraaw. Advocate ensuring the voice of Pormpuraaw women are heard through a range of mediums.	State and/or Federal representative visit for discussion. Letters, emails, community petitions sent to Qld Health, State and Federal Government  Council website supports women's actions.



Community Bull Ride Event

# 1. COMMUNITY – THE WAY WE WANT TO LIVE TOGETHER

## Health and Aged Care

	Objective	Strategy	Strategic Indicators	Performance Target
1.11	Establish a broad community approach to the provision of sport, cultural and art activities for the community, including staff of agencies that work a variety of hours.	Provide a variety of activities through a range of mediums for engagement in the areas of sport, art and culture.	Implement a plan of action that is diverse and caters for a broad sector of the community.	Community awareness of programs is 50% in 2021 and 85% in 2023. Measurable increase in attendance and engagement over time. Community satisfaction with programs and access is 85%.
1.12	Increase the amount of staff housing in Pormpuraaw to assist in attracting staff to the health care system including suitable housing for families.	Build appropriate staff housing to accommodate health care service providers.	Planning and design of housing.  Funding sourced and approved.	By 2020 have location selected, plans designed and funding sourced. By 2021 have building commenced with a view to finishing in 2023 on time and within budget.
1.13	Improve HACC services to provide better quality of life for aged in the community.	To provide more comprehensive services under the HACC Scheme.	Establish a training plan and increase quality of services in areas of nursing care, domestic assistance, personal care, social support, home maintenance and transport.	Eligible participants report a satisfaction rating of 75%.  Eligible participants report an increase in wellbeing.
1.14	Plan for the future needs of the aged by planning and building an aged care facility that allows community members to stay in Pormpuraaw.	To provide quality aged care facilities with highly trained staff sourced locally.	Identify an appropriate location.  Liaise with appropriate stakeholders regarding planning, licencing, accreditation, finance and operation.	By 2019 have location selected, plans designed and funding sourced. By 2020 have building commenced with a view to finishing in 2021 on time and within budget.





**Community-the way we want to live together: looking after our old persons.**

**Community -the way we want to live together: HACC Elders Bingo.**



**Community-the way we want to live together: Footy crowd.**

# 1. COMMUNITY – THE WAY WE WANT TO LIVE TOGETHER

## Justice

	Objective	Strategy	Strategic Indicators	Performance Target
1.14	Implement the recommendations of the Sport and Recreational Plan for the term of the plan including activities for all segments of the community – men, women, youth and aged.	To engage different sectors of the community in appropriate healthy and active pursuits to promote the social and educational benefits of sport.	Engagement in activities by a variety of community sectors.  Develop alliances with key appropriate sporting clubs to role model positive behaviours.	Awareness and involvement of the Sport and Rec plan is acknowledged by 50% of the Community in 2020 as a beneficial plan for the community.
1.15	Regular Justice Group meetings are held with community leaders to discuss and implement ways for the community to be self regulating and resilient to anti-social behaviour.	Encourage leadership and stewardship through regular community discussions.	Community leaders build partnerships to strengthen relationships with community.	At least 3 meetings are held annually to discuss community issues.
1.16	Introduce a program to educate parents to become role models for their children and behave accordingly.	Liaise with appropriate services to develop a role model plan for parents.	Council adopts the plan and introduces to the community.	In 2019/20 50% of parents are aware of the plan and 25% have participated in Council organised strategy. Increasing scale of awareness and participation in 2020/21.

## 2. BUILT ENVIRONMENT – SHAPING OUR SURROUNDINGS

The key objective is to plan for the future development of the Community in ways which actively value the heritage and the character of our community and provides access for all.

### Housing

	Objective	Strategy	Strategic Indicators	Performance Target
2.1	Public and private lands are kept clean and tidy.	Develop a public campaign to improve awareness and pride in relation to private land.	Community partnership relationships improvement.	Entry into the Keep Australia Beautiful - Tidy Towns Awards.
2.2	All housing is maintained to a minimum standard.	Create a housing maintenance program.	Develop minimum maintenance standard policy. Develop a housing maintenance schedule for all properties. Maintenance reporting scheme in place. Identify skills areas that require training.	All housing is documented and maintained at a minimum standard.  Database with accurate records is in place by 2020 with HPW.
2.3	Build new housing for community members.	Build appropriate community housing.	Planning and design of housing.  Funding sourced and approved.	By 2019 have location selected, plans designed and funding sourced.  By 2021 have building commenced with a view to finishing in 2022 on time and within budget.

## 2. BUILT ENVIRONMENT – SHAPING OUR SURROUNDINGS

### Commercial

	Objective	Strategy	Strategic Indicators	Performance Target
2.4	Build a Bakery/Café to Provide for the Community.	To establish a bakery/café style set up to service the community.	Planning, funding and resourcing. Customer service and alternative choice of food sources for community members.	Identify suitable site by 2019. Construct suitable commercial building on suitable site in 2019/20. Open for business in 2020.



**SPLASH PARK DEVELOPMENT - 2019**





**Womens Shelter Complex**

### 3. NATURAL ENVIRONMENT – IT BEGINS WITH EACH OF US

The key objective is to ensure the natural environment is protected in a way that is not compromised for future generations and is managed so as to minimise our impact on non renewable resources.

#### Environmental Management

	Objective	Strategy	Strategic Indicators	Performance Target
3.1	Implement the Natural Resources Management Plan.	Develop plans and timeframe for implementation and maintain the Natural Resource Management Plan.	Adopted by Council for reference by local government, community and business.	Issued in Policy Register in 2020.
3.2	Introduce feral animal control measures.	Ascertain community views on appropriate control measures for feral animals. Investigate comparable methods in other regions.	Develop and conduct a survey of residents to gain views.  Council and public discussion on alternatives from survey and research.	Annual Plans to be developed and followed each year. Outcome measures to be reported to Council.
3.3	Amend relevant Local Laws.	Public consultation and Council discussions inform changes and additions to Local Laws.	Council adopts Local Laws as required under the Local Government Act 2012.	Amended or New Local Laws are publicised and implemented in 2021.
3.4	Improve the health of dogs in the community.	Investigate short- and long-term methods of improving the health of dogs in the community.	Consult various authorities regarding best health measures. Assess measures.	Ongoing annual vet program. Performance & outcome reporting to Council.



### 3. NATURAL ENVIRONMENT – IT BEGINS WITH EACH OF US

#### Environmental Management

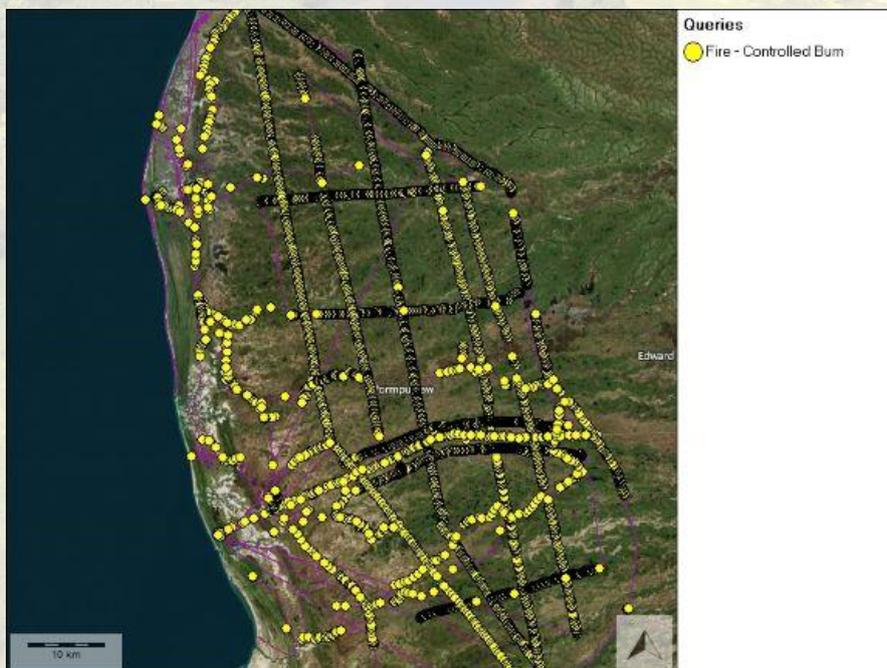
	Objective	Strategy	Strategic Indicators	Performance Target
3.6	Educate the Community regarding the benefits of cleanliness of private and public land.	Conduct an education program to achieve tidiness and cleanliness of the whole town including public and private land. Consider the benefits of an incentive scheme to community members.	Hold public education meetings, display posters and leaflets with information.  Create links with waste management plans and housing maintenance plan.	Measurable increase in cleanliness of public and private spaces through photo documentation.  Assessed on a 6-monthly basis.
3.7	Support the Turtle Program for future species protection and management.	Foster the outcomes of the Turtle Program for future protection and management.	Build a database of scientific information regarding nesting and behaviour. Delegate the responsibilities of recording data.	Data base to be compiled on an annual basis.
3.8	Continue the Ghost Net Program.	Support the Ghost Net Program through recycling and aiding environmental protection.	Public promotion of program to wider community on the internet (Council website). Link to recycling and waste management plan.	Recycling of refuse at the waste management facility.



**Natural Environment: Saltpan Road leading out of Pormpuraaw.**



**Natural Environment: Fire Backburn.**



**Natural Environment: Incendiary (Fire) Drop Points**

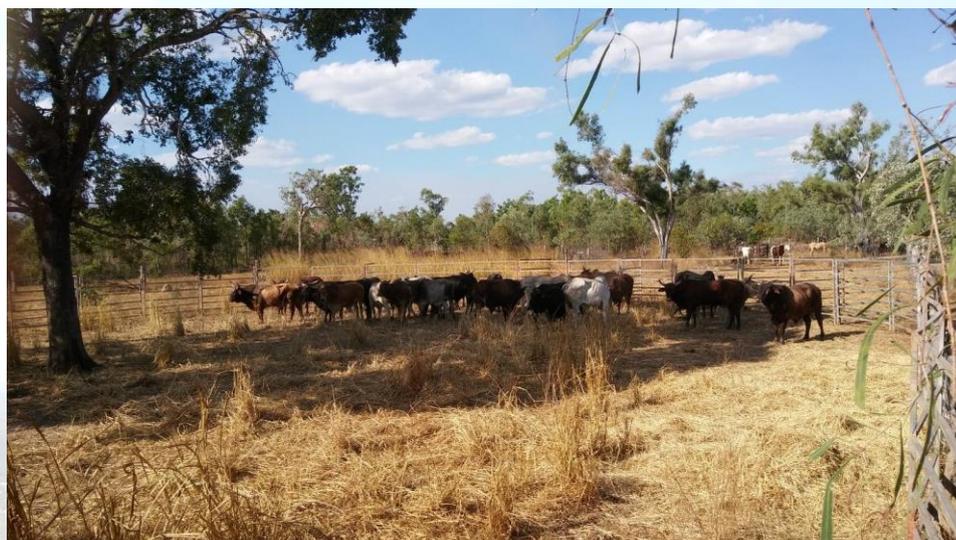
## 4. ECONOMY – CREATING OUR FUTURE

The key objective is to facilitate a vibrant local economy which enjoys sustainable business investments and the benefits of a skilled and diverse workforce.

### Training and Employment

	Objective	Strategy	Strategic Indicators	Performance Target
4.1	Trainees and school leavers remain in the community	Develop strategies to encourage young people and skilled labour to stay in the community.	Survey and hold discussions with young people to gauge opinions and future expectations. Develop relationships between schools, TAFE, RTO's, RISE Ventures, Centrelink. Investigate sustainable employment opportunities.	Survey complete by 2020.  Further survey to be conducted in 2022.  Retention rates are recorded.
4.2	Build and open an Early Learning Centre.	Plan, fund and resource the capital cost of development of an Early Learning Centre.	Identify an appropriate location.  Liaise with appropriate stakeholders regarding planning, licencing, accreditation, finance and operation.	Site location by 2020 Funding and resourcing by 2021 Licencing and compliance by 2023 Building commenced 2022 Expected completion 2023, on budget and within time.
4.3	Additional local staff member trained for Centrelink.	Provide training and support to an identified candidate to be trained as a Centrelink Officer.	Training program commenced and attended.	Centrelink staff member trained by March 2020.
4.4	HACC trained staff fulfil employment needs at a new aged care facility.	Utilise HACC trained staff to fulfil employment needs at a new aged care facility. Continue to encourage participants in the National Job Creation program – HACC	Liaise with service providers and government to upgrade skills and resources to provide for aged care patients.	Staff trained in 2020.  Staff are employed at the new aged care facility.
4.5	Increase the number of SES Volunteers.	Promote the benefits of community service by volunteering at the SES.	Develop public promotion strategies to encourage volunteers.	Increase in number of volunteers by 2019. Ongoing.

## 4. ECONOMY – CREATING OUR FUTURE



Economy: creating our future.

### Education

	Objective	Strategy	Strategic Indicators	Performance Target
4.6	Establish appropriate adult training courses.	Utilise TAFE and RISE Ventures to establish appropriate adult training courses.	Service providers carry out appropriate training courses.	Measurable increase in participation rates of adult community members in training courses. Community awareness and satisfaction is at 75% by 2020.
4.7	Promote available bursaries for young people.	Research and build partnerships with organisations which can provide bursaries and scholarships to young people.	Database and calendar of bursary opportunities across a range of interests for young people.	Database complete by 2020.  Maintained annually in January.
4.8	Create a larger Arts, Cultural and Language Centre for the community.	Increase the physical space for creative endeavours. Community can learn to express their artistic skills.	Develop and resource a funded plan for increasing existing space. Implement a strategy for expansion.	Larger premises are complete for occupation by 2021.
4.9	Display and sell art and cultural items to locals and visitors.	To encourage local artists to produce items for sale in the Arts Centre. Provide appropriate space for display and sale.	Build partnerships with local artists and businesses.	Local artists receive remuneration for art works.

## 4. ECONOMY – CREATING OUR FUTURE

### Governance

	Objective	Strategy	Strategic Indicators	Performance Target
4.10	Promote transparency in governance through best practice.	To ensure Council operates with integrity and transparency in all areas of business, decision making and reporting.	<p>Council policies, meeting minutes, reports and Local Laws are accessible to the public.</p> <p>Public consultation on issues.</p> <p>Policies regularly reviewed and updated.</p> <p>Complaints process is documented, adopted by Council and operational.</p>	<p>Website updated to contain all current documents.</p> <p>Complaints procedure in place in 2019.</p>
4.11	Strengthen Council's standing in the Community.	Promote Council activities primarily through the Council website.	Develop a plan to promote Council activities and operations on the internet.	<p>Website updated on a regular basis to reflect Council activities.</p> <p>Community satisfaction with Council 85%.</p>
4.12	Develop risk management strategies that reduce potential harm to Council and the Community.	Consult and develop risk management strategies.	<p>Council adopts risk management plans as policy.</p> <p>Implement risk management policies.</p>	Risk management plan is implemented by 2020.



## 4. ECONOMY – CREATING OUR FUTURE

### Assets and Infrastructure

	Objective	Strategy	Strategic Indicators	Performance Target
4.13	Adopt an Asset Management Strategy (AMS).	The AMS is designed to provide a complete inventory of both Council and Community assets.	Council adopts the Asset Management Strategy. Implementation of AMS.	AMS is implemented by 2020.
4.14	Implement best practice financial planning for the Community which incorporates the costs of assets over their lifetime, current and future.	Manage assets in an appropriate and efficient manner.  Implement best practice financial planning processes.	Asset Management Strategy in place for all classes of assets.	Asset Management Plan is adhered to and reviewed.
4.15	Improve the security of the Council Works Depot and its materials to reduce costs associated with criminal activities and loss of equipment.	Develop, cost and resource a plan to improve security.	Implement the security plan.	Reduction in material and equipment loss.  Cost to improve security is on budget and timely.
4.16	Pave remainder of township streets.	Develop a budgeted plan and schedule for paving.	Implement the plan.	90% completion of paving on time and within budget.
4.17	The Pormpuraaw Planning Scheme is implemented.	Adopt and implement the Pormpuraaw Planning Scheme.	Council adopts Planning Scheme as policy. Implement Planning Scheme.	Planning Scheme is implemented by 2019, completed.
4.18	Undertake a skills audit of Council operations to prepare a plan for future training and employment of staff.	Conduct a skills audit of Council staff.  Prepare a plan for training and employment.	Skills audit undertaken, assessed and needs identified. Develop a plan and schedule for implementation.	Skills audit complete by Early 2020.  Plan and schedule complete by Late 2020.
4.19	Funding is sought for a new water bore to provide township water requirements.	Investigate and apply for State Government grant funding for this essential service for the community.	Grant submission.  Schedule in place for future infrastructure grants over Corporate plan period.	Grant submission by 2019, WIP.  Ongoing grant submissions.

## 5. ORGANISATION – DEVELOPING OUR CAPACITY

The key objective is to strengthen the capacity of the Council organisation and its people to serve our community and to pursue positive outcomes in partnership with community business and government bodies.

### Developing Our Capacity

	Objective	Strategy	Strategic Indicators	Performance Target
5.1	Effective engagement with community and stakeholders.	Council to continue to advocate for the Pormpuraaw community.	Work collaboratively with other Council's within Cape York including the TCICA Group.	Attendance to meetings with community and key stakeholders. Ensuring advocacy at meetings with key stakeholders for the Pormpuraaw community.
5.2	Up to date, informative Council website.	Communicate Council activities, business, opportunities and successes via Council website.	Web managed Council content. Provide information and promote Council services including the Guesthouse and Campgrounds.	Dynamic and informative website.  Community awareness of website at 75% by 2020.
5.3	Effective and efficient corporate and administrative processes and services.	Meet all compliance requirements. Continuous improvement of Council's processes and services.	Monthly reporting to Council on financial and operational activities. Internal audit annual plans.	Meet QAO requirements in relation to internal controls and financial reporting.



PASC Procurement training - 23.10.2018

### Organisation-developing our capacity: Procurement training.



**Organisation-developing our capacity: Mayor Kendall & Jimmy Holroyd (Airport Cert Award).**

## **MEASURING OUR SUCCESSES**

Past Corporate Plans provide the basis for building, guiding and achieving the objectives and strategies in the five key areas of the current Corporate Plan 2019-2023.

Our success will be measured by continued monitoring, auditing and re-evaluation of current and future needs. A celebration of milestones on completion in key areas will provide motivation and focus for continued achievement.

## CONTACTING US

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## FEEDBACK

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Pormpuraaw Aboriginal Shire Council welcomes any feedback in relation to this Corporate Plan 2019-2023.

