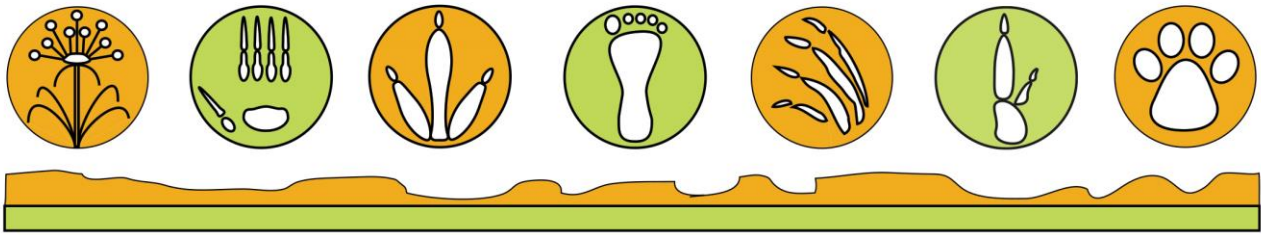


BARKLY REGIONAL COUNCIL



OUR VISION

We strive to be responsive, progressive, sustainable council which respects, listens and empowers the people to be strong.

The Way We Will Work

We will make it happen!

We will be engaged and have regular opportunities to listen.

We will have strong policy and budgets to ensure our programs and services are progressive and sustainable.

Respect is shown in everything we do and we have acceptance of all cultures in the Barkly Region and their practices through a culturally competent Council.

We are a responsible Council.

We will be a responsive Council.

We want to empower local decision making.

We want to ensure that our services are sustainable and that our region has a standard consistent level of services.

We want to be able to sustain our environment – our communities, our physical places, our people and our organisational culture.

We will aggressively pursue additional funding from both levels of government to improve the standard of living of people across the region.

We need to be realistic, transparent and accountable.

AGENDA ORDINARY COUNCIL MEETING

THURSDAY, 10 DECEMBER 2020

Barkly Regional Council's Ordinary Council Meeting will be held in Council Chambers on Thursday, 10 December 2020 at 8.30am.

Steven Moore
Chief Executive Officer

BARKLY REGIONAL COUNCIL



COUNCIL PRAYER

Our Lord Jesus Christ, we trust you will guide and bless this meeting of the Barkly Regional Council. We pray that you will ensure that all discussions and decisions made today are just and fair as they will affect all people within the Barkly Region. We also pray for your guidance to ensure that all our dealings are appropriate to all those whom we represent and will reflect an equitable and honest approach to the issues to be discussed today.

Amen

WELCOME TO COUNTRY

I respectfully acknowledge the traditional owners past and present of this land on which we are meeting, the Warumungu people.

AGENDA

ITEM	SUBJECT	PAGE NO
	MEETING TO COMMENCE WITH PRAYER AND ACKNOWLEDGEMENT OF TRADITIONAL OWNERS	
1	OPENING AND ATTENDANCE	
1.1	Elected Members Present	
1.2	Staff Members Present	
1.3	Apologies and Leave of Absence	
1.4	Absent Without Apology	
1.5	Disclosure of Interest	
1.5.1	Review of Disclosure of Interests Register.	
2	CONFIRMATION OF PREVIOUS MINUTES	
2.1	Confirmation of Previous Minutes.....	5
3	ACTIONS FROM PREVIOUS MINUTES	
	<i>Nil</i>	
4	ADDRESSING THE MEETING	
	<i>Nil</i>	
5	QUESTIONS FROM MEMBERS OF THE PUBLIC	
	<i>Nil</i>	
6	MAYOR'S REPORT	
	<i>Nil</i>	
7	CHIEF EXECUTIVE OFFICER REPORTS	
7.1	Chief Executive Officer Update	21
8	CORPORATE SERVICES DIRECTORATE REPORTS	
8.1	Finance Report - November 2020	23
8.2	Approval of amended recruitment and selection policy.....	32
9	INFRASTRUCTURE DIRECTORATE REPORTS	
	<i>Nil</i>	
10	COMMUNITY DEVELOPMENT DIRECTORATE	
	<i>Nil</i>	
11	LOCAL AUTHORITY REPORTS	
	<i>Nil</i>	
12	COMMITTEE REPORTS	
	<i>Nil</i>	
13	NOTICES OF MOTION	
	<i>Nil</i>	

14 RESCISSION MOTIONS

Nil

15 OPERATIONS

Nil

16 GENERAL BUSINESS

Nil

17 CORRESPONDENCE

17.1 December Correspondence 40

18 DECISION TO MOVE INTO CONFIDENTIAL SESSION

18.1 Confirmation of Previous Confidential Minutes

The report will be dealt with under Section 65(2) (ci) (d) of the Local Government Act 2008 and Regulation 8 of the Local Government (Administration) Regulations 2008. It contains information that would, if publicly disclosed, be likely to cause commercial prejudice to, or confer an unfair commercial advantage on any person; AND information subject to an obligation of confidentiality at law, or in equity.

18.2 Barkly Regional Council Community Benefit Fund

The report will be dealt with under Section 65(2) (ciii) of the Local Government Act 2008 and Regulation 8 of the Local Government (Administration) Regulations 2008. It contains information that would, if publicly disclosed, be likely to prejudice the interests of council or some other person.

18.3 Tender Evaluation BRC2020CIVIL/02 Bitumen Reasel Tennant Creek Town Streets

The report will be dealt with under Section 65(2) (d) of the Local Government Act 2008 and Regulation 8 of the Local Government (Administration) Regulations 2008. It contains information subject to an obligation of confidentiality at law, or in equity.

19 THE REGIONAL COUNCIL'S PROPOSED REGIONAL PLAN

Nil

20 CLOSE OF MEETING

CONFIRMATION OF PREVIOUS MINUTES

ITEM NUMBER	2.1
TITLE	Confirmation of Previous Minutes
REFERENCE	308088
AUTHOR	Millicent Nhepera, Governance Officer

RECOMMENDATION

That Council

- a) Confirm the Minutes from the Ordinary Council Meeting held on 26 November 2020 as a true and accurate record.

SUMMARY:

Council is asked to confirm the minutes from the Ordinary Council Meeting held on 26 November 2020.

BACKGROUND

<<Enter Text>>

ORGANISATIONAL RISK ASSESSMENT

<<Enter Text>>

BUDGET IMPLICATION

<<Enter Text>>

ISSUE/OPTIONS/CONSEQUENCES

<<Enter Text>>

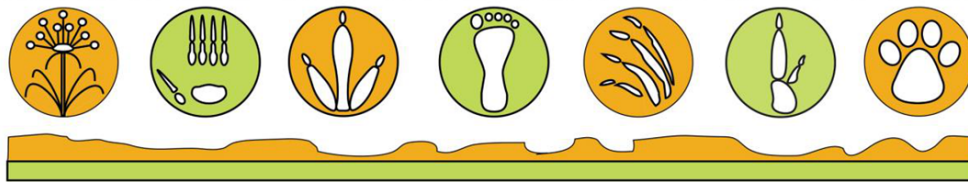
CONSULTATION & TIMING

<<Enter Text>>

ATTACHMENTS:

1 [↓](#) OC_26112020_MIN_670.pdf

BARKLY REGIONAL COUNCIL



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We will aggressively pursue additional funding from both levels of government to improve the standard of living of people across the region.

We need to be realistic, transparent and accountable.

MINUTES ORDINARY COUNCIL MEETING

The Ordinary Council Meeting of the Barkly Regional Council was held in Council Chambers on Thursday, 26 November 2020 at 8.30am.

Steven Moore
Chief Executive Officer

Meeting commenced at 8.36am with Mayor Jeffrey McLaughlin as Chair.

1. OPENING AND ATTENDANCE

1.1 Elected Members Present

- Mayor Jeffrey McLaughlin
- Deputy Mayor Ronald Plummer
- Cr. Noel Hayes
- Cr. Ray Aylett
- Cr. Hal Ruger
- Cr. Ricky Holmes
- Cr. Sid Vashist
- Cr. Lucy Jackson
- Cr. Jane Evans
- Cr. Karan Hayward
- Cr. Kris Civitarese

1.2 Staff Members and Visitors Present

- Steve Moore
- Damian Carter
- Sharen Lake
- Millicent Nhepera
- Vanessa Goodworth
- Steve Edgington, MLA

1.3 Apologies

- Cr. Jennifer Mahoney
- Cr. Jack Clubb

MOTION

That Council

- a) Accept the apologies of Cr Clubb and Cr Jennifer Mahoney.

RESOLVED

Moved: Cr. Lucy Jackson

Seconded: Cr. Hal Ruger

CARRIED UNAN.

Resolved OC 82/20

1.4 Absent Without Apologies

-

1.5 Disclosure Of Interest – Councillors And Staff – Under Section 74(2) of the Local Government (Administration) Regulations 2008

- Mayor Jeffrey McLaughlin – Affiliations, Clubs, Organisations and Memberships
 - Barkly Regional Arts - Member
 - Tennant Creek Cricket Association – Member
 - Nundahraga Entertainment – Sound sub-contractor
 - Christmas Tree Committee – President
 - First Persons Disability Network
 - Tennant Creek Primary School – Teacher
 - Tennant Creek High School – Teacher
 - Music Northern Territory – Board Member
- Deputy Mayor Ronald Plummer – Affiliations, Clubs, Organisations and Memberships
 - Pururutu Aboriginal Corporation – Board Member
 - Patta Aboriginal Corporation – Board Member
 - Papulu Apparr-Kari Aboriginal Corporation – Member
 - Tennant Creek Mob Aboriginal Corporation
 - Member for Barkly - Employee
- Cr. Kris M. Civitarese – Affiliations, Clubs, Organisations and Memberships
 - The Returned and Service League of Australia, Tennant Creek Sub-Branch – President
 - Chamber of Commerce Northern Territory – Tennant Creek Committee Member
 - Rotary – Paul Harris Fellow Awarded
 - T & J Contractors
 - Barkly Art - Board Member
 - KNC (NT) – Managing Director
 - Senator for the Northern Territory - Employee
- Cr. Raymond E. Aylett – Affiliations, Clubs, Organisations and Memberships
 - Sporties Club, Tennant Creek – Member
- Cr. Siddhant Vashist – Affiliations, Clubs, Organisations and Memberships
 - Barkly Arts – Member
 - Tennant Creek High School - Member
 - Multicultural Association of Central Australia – Member
 - Australia-India Business Council – Member
 - Outback Stores – employee
- Cr. Noel Hayes – Affiliations, Clubs, Organisations and Memberships
 - Anyinginyi Health Aboriginal Corporation, Tennant Creek – Board Member
 - Centre for Appropriate Technology, Alice Springs – Board Member
 - Housing Reference Group – Member
- Cr. Hal A. Ruger – Affiliations, Clubs, Organisations and Memberships
 - Territory Generation – Employee
- Cr. Jane Evans – Affiliations, Clubs, Organisations and Memberships
 - Puma Elliott – Store Manager
- Cr. Karan Hayward – Affiliations, Clubs, Organisations and Memberships

- Papulu Apparr-Kari Aboriginal Corporation – Chief Executive Officer
- Mark Gillard Painting – Director
- Alcohol Reference Group – Chairperson
- Combined Aboriginal Corporation – Member
- Steve Moore - Affiliations, Clubs, Organisations and Memberships
 - Battery Hill – Director
 - Tennant Creek Pistol Club – Secretary

There were no declarations of interest made at this meeting

2. CONFIRMATION OF PREVIOUS MINUTES

2.1 CONFIRMATION OF PREVIOUS MINUTES

MOTION

That Council

- a) Confirm the Minutes from the Ordinary Council Meeting held on 29 October 2020 as a true and accurate record.

RESOLVED

Moved: Cr. Sid Sid Vashist

Seconded: Cr. Ricky Ricky Holmes

CARRIED UNAN.

Resolved OC 83/20

3. ACTIONS FROM PREVIOUS MINUTES

3.1 ACTION LIST

MOTION

That Council:

- a) Receive and Note the Action List; and
- b) Endorse the removal of all completed items: 6, 7, 9, 10

RESOLVED

Moved: Cr. Hal Hal Ruger

Seconded: Cr. Ray Ray Aylett

CARRIED UNAN.

Resolved OC 84/20

Item A: Cr's spoke to the Member for Barkly who was present at the meeting, about the Tara Play Group, who said he will make enquiries on the matter.

4. ADDRESSING THE MEETING

4.1 MENZIES PRESENTATION

RECOMMENDATION

That Council

a) Receive and note the report

Deferred until 2021

4.2 AUSTRALIA DAY BRIEF

MOTION

That Council

- a) Receive and note the report
- b)

RESOLVED

Moved: Deputy Mayor Ronald Plummer

Seconded: Cr. Noel Noel Hayes

CARRIED UNAN.

Resolved OC 85/20

The theme for this year's Australia day is "emerging" and some new marketing material has been created (including a new logo).
Some logistics for the Ruger Run are being adjusted: including the time of the event, and blocking off some laneways for a clearer running path.
Councillors asked to encourage the community to submit their nominations for Citizen of the year before the deadline, so that voting can be concluded at the December council meeting.

4.3 CULTURAL AUTHORITY GROUP

RECOMMENDATION

That Council

- a) Receive and note the report

Deferred to 2021

5. QUESTIONS FROM MEMBERS OF THE PUBLIC

Nil

6. MAYOR'S REPORT

6.1 MAYOR'S REPORT

MOTION

That Council:

- a) Receive and note the Mayor's Report.

RESOLVED

Moved: Deputy Mayor Ronald Plummer

Seconded: Cr. Sid Sid Vashist

CARRIED UNAN.

Resolved OC 86/20

Mayor, CEO and Cr. Vashist attended a LGANT meeting in Alice Springs where the

mayor got to meet his counterparts from around the territory.
 Highlights were water security meeting where they discussed a water strategy for the territory.
 SREBA report (fracking) was also brought up and pushed for it to include local governments within the report BRC.
 During the month, the Mayor met with Minister Moss about youth and education in the Barkly.

7. CHIEF EXECUTIVE OFFICER REPORTS

7.1 RATIFICATION OF COMMON SEAL

MOTION

That Council:

- a) Ratify the execution of the following documents under the Council's Common Seal:
 1. Shot Form Grant Agreement: Alcohol Action Initiatives for Elliott Community Sports Project, between Northern Territory Government and BRC till 27 August 2021; and
 2. Crown Lease Term 2662: Lease Agreement of Lot 2161A for the proposed Tennant Creek Landfill Expansion for the initial duration of 1 year, between Department of Infrastructure Planning and Logistics and BRC.

RESOLVED

Moved: Cr. Noel Noel Hayes

Seconded: Cr. Jane Jane Evans

CARRIED UNAN.

Resolved OC 87/20

7.2 CHIEF EXECUTIVE OFFICER UPDATE

MOTION

That Council

- a) Receive and note the report

RESOLVED

Moved: Cr. Karan Karan Hayward

Seconded: Deputy Mayor Ronald Plummer

CARRIED UNAN.

Resolved OC 88/20

8. CORPORATE SERVICES DIRECTORATE REPORTS

8.1 EXPENDITURE SUMMARY: MONTH OF OCTOBER 2020

MOTION

That Council

- (a) Receive and note the Expenditure Summary for the month ended 31 October 2020.

RESOLVED**Moved: Cr. Hal Hal Ruger****Seconded: Cr. Noel Noel Hayes****CARRIED UNAN.***Resolved OC 89/20***8.2 GRANT ACQUITTALS: SPECIAL PURPOSE GRANTS 2020****MOTION****That Council****(a)** Receive and note the Report detailing:

- Certifications of 2019-2020 Special Purpose Grant Funding for:
 - SPG2017-18-2: To Install a Shade Cover Over The Basketball Court in Wutungurra At The Sport And Recreation Centre;
 - SLGIF 2018-19: Towards Refurbishment Of Staff House At Lot 126 Buchanan Street In Elliott;
 - SPG2018-19: To Purchase New Tipper Truck (GVM 10.7 Tonne) For The Alpururulam Community;
 - EESG2018-19: To Fund 547 LED Street Lights Throughout Tennant Creek And Elliott;
 - Special Community Assistance and Local Employment (SCALE) 2019-2020
 - SPG2017-2018-2: To Purchase And Install 8 LED Lights To Existing Poles To Augment CCTV In Poorly Lit Streets In The Tennant Creek Township
 - SPG2017-18-1 Towards The Implementation Of An Animal Management Program Throughout The Barkly Region
 - SPG2017-18-2 To Design, Purchase And Install Solar Pool Heating At The Tennant Creek Swimming Pool
 - SPG2018-19-1 To Construct A New Top Railed Chainmesh Fence Around The Oval At Staunton Street in Tennant Creek

RESOLVED**Moved: Cr. Ray Ray Aylett****Seconded: Cr. Lucy Lucy Jackson****CARRIED UNAN.***Resolved OC 90/20***8.3 GRANTS REPORT - OCTOBER 2020****MOTION****That Council****(a)** Receive and note the Grants Report for the year to date ending 31 October 2020.**RESOLVED****Moved: Cr. Sid Sid Vashist****Seconded: Cr. Karan Karan Hayward****CARRIED UNAN.***Resolved OC 91/20***8.4 FINANCE REPORT - OCTOBER 2020**

MOTION

That Council

a)Receive and note the Finance Report for the four months ended 31 October 2020.

RESOLVED

Moved: Cr. Karan Karan Hayward

Seconded:Cr. Ricky Ricky Holmes

CARRIED UNAN.

Resolved OC 92/20

Cr.Ruger suggested contacting Rimfire for comparison on power pricing.

MOTION

That Council

Break for morning tea and lunch at 10.05am

RESOLVED

Moved: Cr. Karan Karan Hayward

Seconded:Cr. Lucy Lucy Jackson

CARRIED UNAN.

Resolved OC 93/20

Cr Lucy Jackson left the meeting, the time being 12:30 PM

MOTION

That council

a)Resume the meeting and move into confidential 1230

RESOLVED

Moved: Deputy Mayor Ronald Plummer

Seconded:Cr. Noel Noel Hayes

CARRIED UNAN.

Resolved OC 94/20

MOTION

That council

a)Move back into the ordinary meeting at 1315.

RESOLVED

Moved: Cr. Hal Hal Ruger

Seconded:Cr. Ray Ray Aylett

CARRIED UNAN.

Resolved OC 95/20

8.5 CORPORATE SERVICES DIRECTORATE REPORT**MOTION**

That Council

- a) Receive and note the report

RESOLVED

Moved: Cr. Karan Karan Hayward

Seconded: Cr. Noel Noel Hayes

CARRIED UNAN.

Resolved OC 96/20

8.6 POLICY APPROVAL**MOTION**

That Council

- a) Receive and note the report
- b) Adopt the Filling of Casual Vacancies Policy

RESOLVED

Moved: Cr. Hal Hal Ruger

Seconded: Cr. Jane Jane Evans

CARRIED UNAN.

Resolved OC 97/20

9. INFRASTRUCTURE DIRECTORATE REPORTS**9.1 INFRASTRUCTURE DIRECTORATE REPORT FOR THE MONTH OF NOVEMBER 2020****MOTION**

That Council

- a) Receive and note the report of activities within the infrastructure Directorate

RESOLVED

Moved: Cr. Karan Karan Hayward

Seconded: Deputy Mayor Ronald Plummer

CARRIED UNAN.

Resolved OC 98/20

10. COMMUNITY DEVELOPMENT DIRECTORATE**10.1 COMMUNITY DEVELOPMENT OCTOBER REPORT****MOTION**

That Council

- a) Receive and note the report

RESOLVED**Moved: Deputy Mayor Ronald Plummer****Seconded: Cr. Jane Jane Evans****CARRIED UNAN.***Resolved OC 99/20***11. LOCAL AUTHORITY REPORTS****11.1 LOCAL AUTHORITY MINUTES****MOTION****That Council**

- a) Receive and note the report;
- b) Receive and note the Tennant Creek Local Authority Minutes for October;
- c) Receive and note the Ali Curung Local Authority Minutes for October;
- d) Receive and note the Elliott Local Authority Minutes for October;
- e) Receive and note the Wutunugurra Local Authority Minutes for October;
- f) Receive and note the Alpururulam Local Authority Minutes for October;
- g) Receive and note the Arlparra Local Authority Minutes for October;

Tennant Creek

- h) Obtain costings for the installation of the slab, shelter and bench seating in the Kathleen Street Park Precinct.
- i) Bring back options to the LA for the Eldorado Park play area.
- j) Look into the cost of an X-Ray machine for the vet clinic building
- k) Invite the principal from the Tennant Creek veterinary practice to present to the Local Authority

Alpururulam

- l) Allow the AAI Bush Tucker funding to be transferred to the Alpururulam School if not possible to be auspice through Barkly Regional Council to the School;
- m) Endorse the allocation of \$7995.00 plus freight of Alpururulam Local Authority funds to purchase New Water Cartage 1000ltr Trailer based upon the quotation provided by NT Trailers being the preferred quotation received;
- n) Endorse the allocation of \$956.90 plus freight of Alpururulam Local Authority funds to purchase 3 Shelters & 5 Sand bags for Gazebo upon the quotation provided by Bunnings being the preferred quotation received;
- o) Endorse the allocation of \$6284.20 of Alpururulam Local Authority funds to purchase a Sewage Pump upon the quotation provided by Scintex being the preferred quotation received and the ease of access to parts in the future as well as cost;
- p) Endorse the allocation of \$220.00 of Alpururulam Local Authority funds to create a professional map with grids for graves at the cemetery upon the quotation provided by ASPrint being the preferred quotation received;
- q) Endorse the allocation of \$957.00 of Alpururulam Local Authority funds to purchase Laundry Tokens based upon the new quotation provided by TDC Refrigeration being the preferred quotation received;

Ampilatwatja

- r) Endorse the allocation of \$120,349.27 of Ampilatwatja for the building of ablution blocks.

RESOLVED**Moved:** Cr. Noel Noel Hayes**Seconded:** Cr. Karan Karan Hayward**CARRIED UNAN.***Resolved OC 100/20***12. COMMITTEE REPORTS***Nil***13. NOTICES OF MOTION***Nil***14. RESCISSION MOTIONS***Nil***15. OPERATIONS****15.1 OPERATIONS DIRECTOR REPORT****MOTION****That Council**

- A)** Receive and Note the Operations Directors Report
- B)** Write a letter to the Northern Territory Government that council support the relocation Avon Downs police station to Alpurrurulum.

RESOLVED**Moved:** Cr. Sid Sid Vashist**Seconded:** Cr. Karan Karan Hayward**CARRIED UNAN.***Resolved OC 101/20*

ACTION ITEM: Write a letter to the NTG minister for licencing and the police minister expressing concern over illegal alcohol being brought into the region and copy the Barkly Region Alcohol Accord into the meeting. To also remind them that they have budgeted for a new police station in Alpurrurulum.

ACTION ITEM: Investigate ABA funding grants and the installation of grey water watering systems to service the football grounds.

16. GENERAL BUSINESS**16.1 DECEMBER COUNCIL MEETING****MOTION****That Council**

- a)** Receive and note the report
- b)** Conduct a short December meeting for essential business.

RESOLVED**Moved:** Cr. Hal Hal Ruger**Seconded:** Cr. Jane Jane Evans**CARRIED UNAN.**

Resolved OC 102/20

Council will conduct a short December meeting to get through essential business.
The end of year dinner will be conducted next year when most Councillors are back.

16.2 COUNCIL MEETING DATES 2021

MOTION

That Council:

- a) Approve the dates for Council meetings for 2021.

RESOLVED

Moved: Cr. Noel Noel Hayes

Seconded: Cr. Karan Karan Hayward

CARRIED UNAN.

Resolved OC 103/20

16.3 TENNANT CREEK LANDFILL UPDATE

MOTION

That Council

- a) Receive and note the report.

RESOLVED

Moved: Deputy Mayor Ronald Plummer

Seconded: Cr. Noel Noel Hayes

CARRIED UNAN.

Resolved OC 104/20

17. CORRESPONDENCE

17.1 CORRESPONDENCE

MOTION

That Council:

- a) Receive and note the correspondence for the month of November 2020.

RESOLVED

Moved: Cr. Ray Ray Aylett

Seconded: Cr. Noel Noel Hayes

CARRIED UNAN.

Resolved OC 105/20

ACTION ITEM: Write a letter to IRAM expressing grievances about the IGA contingency building.

ACTION ITEM: to refer 8CCC to Barkly work camp.

18. THE REGIONAL COUNCIL'S PROPOSED REGIONAL PLAN

Nil

18.3 ELLIOTT ACCOMODATION

The report will be dealt with under Section 65(2) (d) of the Local Government Act 2008 and Regulation 8 of the Local Government (Administration) Regulations 2008. It contains information subject to an obligation of confidentiality at law, or in equity.

MOTION**That Council**

- a) Receive and note the report
- b) Authorise the CEO to enter into a contract to gift Lot's 1,2,19 & 20 to Northern Interests on the following conditions;
 - a. Northern investments pay to remove the old fuel tanks and take responsibility for any subsequent cleanup.
 - b. Commence construction on the new roadhouse and store within 2 years of entering into an agreement with council to gift the land, and complete construction within 3 years.
 - c. As part of the redevelopment an Art Centre is developed for the use by the Elliott Arts community
 - d. Confirmation that Council can legally gift the land in the manner described.
 - e. Agreement subject to Northern Interest agreeing to these terms.
 - f. Move item into ordinary but keep attachments and reports confidential.

Cr Vashist and Councillor Evans declared a conflict of interest and left the meeting at 1237pm and returned at 1300

Cr Civitarese dialled in for this report at 1244 and left at 1259.

RESOLVED

Moved: Cr. Hal Ruger

Seconded: Cr. Ray Aylett

CARRIED UNAN.

Resolved OCCS 106/20

18.4 CIVIC HALL HIRE REQUESTS

The report will be dealt with under Section 65(2) (d) of the Local Government Act 2008 and Regulation 8 of the Local Government (Administration) Regulations 2008. It contains information subject to an obligation of confidentiality at law, or in equity.

MOTION**That Council**

- a) Receive and note the report
- b) Reject the request from Sally Balfour as it's for personal benefit.
- c) Approve the request to sponsor the event through waving the hire fees for Civic Hall, and the payment of cleaning fees for the Christmas Tree committee's community event from the 18th to the 21st of December 2020.
- d) Approve the Christmas tree event as a Council event.
- e) Move item into ordinary.

Mayor McLaughlin declared a conflict of interest as the Christmas Tree Committee and is Sally Balfour's music director- he left the meeting at 1303 and returned at 1307.

.RESOLVED

Moved: Cr.Sid Vashist

Seconded: Cr. Kris Civitarese

CARRIED UNAN.

Resolved OCCS 107/20

18.5 TENDER EVALUATION- BRC-005-20: ELLIOTT FOOTBALL OVAL CHANGE ROOMS (DESIGN AND CONSTRUCT)

The report will be dealt with under Section 65(2) (d) of the Local Government Act 2008 and Regulation 8 of the Local Government (Administration) Regulations 2008. It contains information subject to an obligation of confidentiality at law, or in equity.

MOTION

That Council

- a) Receive and Note the report
- b) Award the contract to Harvey Developments Pty Ltd, 41 Meloney St. Tennant Creek NT 0860 for the value of \$618,766.95 (Incl. GS) subject to funding being confirmed
- c) Approve \$450,000 of drought funding be committed to the project
- d) Approve \$168,766.95 plus \$30,940 contingency (if required) from the Barkly Futures fund be committed to the project and recommend to the BRD Interim Governance table that the expenditure be approved.
- e) Move the item into ordinary council

RESOLVED

Moved: Deputy Mayor Ronald Plummer

Seconded: Cr.Sid Sid Vashist

CARRIED UNAN.

Resolved OCCS 108/20

To make sure that three phase power is run at the Elliott Oval.

18.6 TENDER EVALUATION- BRC_006-20: AMPILATWATJA ABLUTION BLOCK (DESIGN AND CONSTRUCT)

The report will be dealt with under Section 65(2) (d) of the Local Government Act 2008 and Regulation 8 of the Local Government (Administration) Regulations 2008. It contains information subject to an obligation of confidentiality at law, or in equity.

MOTION

That Council

- a) Receive and Note the report
- b) Award the contract to Harvey Developments Pty Ltd, 41 Meloney St. Tennant Creek NT 0860 for value of \$533,361.32 (Incl. GST) - \$474873.93 Ex GST
- c) Subject to funding
- d) Move the item into ordinary council

RESOLVED

Moved: Deputy Mayor Ronald Plummer

Seconded: Cr. Noel Noel Hayes

CARRIED UNAN.

Resolved OCCS 109/20

18.7 TENDER EVALUATION- BRC-007-20: LAKE MARY ANN DAM PLAYGROUND

The report will be dealt with under Section 65(2) (d) of the Local Government Act 2008 and

Regulation 8 of the Local Government (Administration) Regulations 2008. It contains information subject to an obligation of confidentiality at law, or in equity.

MOTION**That Council**

- a) Receive and Note the Report
- b) Award the contract to NT Sports and Playground Surfacing Pty Ltd, 420 Virginia Road, Virginia NT 0834 for the value of \$396,528.00 (Incl. GST)
- c) Move the item into ordinary council.

RESOLVED

Moved: Cr.Sid Sid Vashist

Seconded: Cr. Karan Karan Hayward

CARRIED UNAN.

Resolved OCCS 110/20

19. CLOSE OF MEETING

The meeting terminated at 1447 pm.

This page and the proceeding 14 pages are the minutes of the Ordinary Council Meeting held on Thursday, 26 November 2020 and are unconfirmed .

Jeffrey McLaughlin
Council Mayor

Steve Moore
Chief Executive Officer

CHIEF EXECUTIVE OFFICER REPORTS

ITEM NUMBER	7.1
TITLE	Chief Executive Officer Update
REFERENCE	308284
AUTHOR	Steve Moore, Chief Executive Officer

RECOMMENDATION**That Council**

- a) Receive and note the report

SUMMARY:

With only a week since the last council meeting, there is only a small number of items to bring to Council's attention.

We did receive confirmation that the BBRF variation we sought has been approved, a contract has now been prepared for the winning tenderer to sign. It will be great to see construction of the new Youth Centre commence in the new year.

The matter of roaming cattle has raised its head again. Working with NTG a briefing paper has been prepared outlining the issue of cattle in Tennant Creek and donkeys in Ampilatwatja. The paper clearly outlines the responsibility sits with DITT to manage the problem and we are more than happy to work with them to find solutions. TC Station continues to round up cattle when they are reported to them with most cattle rounded up carrying brands.

Fencing the town is unlikely to solve the problem due to the number of tracks leading into town and the need to keep gates closed. Major roads would also require cattle grids and fences built on aboriginal land. DITT working with property owners to secure boundaries is one possible short-term solution. It is important to note that at presently there is plenty of food and water for cattle outside of town.

The road tender to reseal some Tennant Creek roads is included in the confidential agenda, we are hoping to secure some additional funds to carry out a second round of roadworks, I will keep Council informed of progress.

Nominations for Australia Day Awards are slow coming in, this has been an issue in recent years and we will review the situation closer to date of the Council Meeting, we may need to extend the nomination period and hold a special Council meeting in January to select the winning nominees.

We did attend the monthly Tourism meeting earlier in the month, with the Barkly Tourism Action Group is still finding its feet, it is looking to become a great tool to drive tourism in the region. A big thankyou to all those people volunteering their time to take part. There is also more positive news on the Turbocharging Tourism initiative with movement to get a consultant to finalise the streetscape designs. The group has also reviewed the Jacobs report into Battery Hill which recommends the site should be upgraded and developed which is great news for Battery Hill.

I will be on leave from noon on the 10th of December, returning to work on Monday the 11th of January. It's been a massive year and I am certainly looking forward to a break, Damian Carter will be acting CEO while I am away.

I would like to take this opportunity to wish you all a very merry Christmas and a safe and prosperous New Year. It has been a pleasure to work with you through a year that has seen the COVID crisis, the NT Election and the progression of numerous Council capital projects

and lot's of challenge along the way. It will certainly be a year to remember, let's hope that 2021 is a bit less dramatic. I will look forward to working with you in 2021.

BACKGROUND

<<Enter Text>>

ORGANISATIONAL RISK ASSESSMENT

<<Enter Text>>

BUDGET IMPLICATION

<<Enter Text>>

ISSUE/OPTIONS/CONSEQUENCES

<<Enter Text>>

CONSULTATION & TIMING

<<Enter Text>>

ATTACHMENTS:

There are no attachments for this report.

CORPORATE SERVICES DIRECTORATE REPORTS

ITEM NUMBER	8.1
TITLE	Finance Report - November 2020
REFERENCE	308244
AUTHOR	Gary Pemberton, Finance Manager

RECOMMENDATION

That Council

- a) Receive and note the Finance Report for the five months ended 30 November 2020 (noting that financial data as reported was for transactions up to the third working day after month-end only).

SUMMARY:

Section 18 of the *NT Local Government Accounting Regulations* requires that

18 Financial reports to council

- (1) The CEO must, in each month, lay before a meeting of the council a report, in a form approved by the council, setting out:
 - (a) the actual income and expenditure of the council for the period from the commencement of the financial year up to the end of the previous month; and
 - (b) the forecast income and expenditure for the whole of the financial year.
- (2) The report must include:
 - (a) details of all cash and investments held by the council (including money held in trust); and
 - (b) a statement on the debts owed to the council including the aggregate amount owed under each category with a general indication of the age of the debts; and
 - (c) other information required by the council.

BACKGROUND

Council has continued to maintain strong cash reserves to 30 November 2020, holding \$13.513 million in cash at bank and on deposit. This cash represents \$8.689 Million in Tied Grant Funds, \$279 Thousand in Untied 2020-2021 FAGS Roads Funding and \$4.545 Million in Council's own funds.

Council has collected \$242,607 in rates during November

For the year to date, Council has expended \$514,185 on capital additions, including \$255,325 in additions directly acquired using grant funding. A full listing of acquisitions is detailed in the Attachment to this report for Councils' consideration.

Overall for the financial year to date, the Total Comprehensive Income of Council has been reported at \$1.975 million more than budget. Major contributing factors to this are as follows:

Revenues

Total Operating Revenues for the quarter were \$1.660 Million more than budget.

Operating Grant Revenues are \$1.884 Million more than budget.

Reimbursements/Private Works income is \$64 thousand less than budget.

User Charges are \$78 thousand less than budget.

Capital Grant Revenues are \$1.259 Million less than budget.

Expenses

Total Operating Expenses for the period were \$1.574 Million less than budget.

Employee Costs are for the month overall are \$1.118 million less than budget. Night Patrol is the most significant variance noted with employee costs being significantly under budget expectations.

Materials, Contracts & Other Expenses are for the \$352 thousand under budget for the quarter.

Significant under-budget items are as follows:

• Elected members Costs	\$99,000
• Materials Costs	\$123,000
• Food/grocery Costs	\$33,000
• Sundry expenses	\$59,000

Depreciation & impairment Expenses are \$115 Thousand under budget.

ORGANISATIONAL RISK ASSESSMENT

Nil Matters

BUDGET IMPLICATION

Nil Matters

ISSUE/OPTIONS/CONSEQUENCES

Nil Matters

CONSULTATION & TIMING

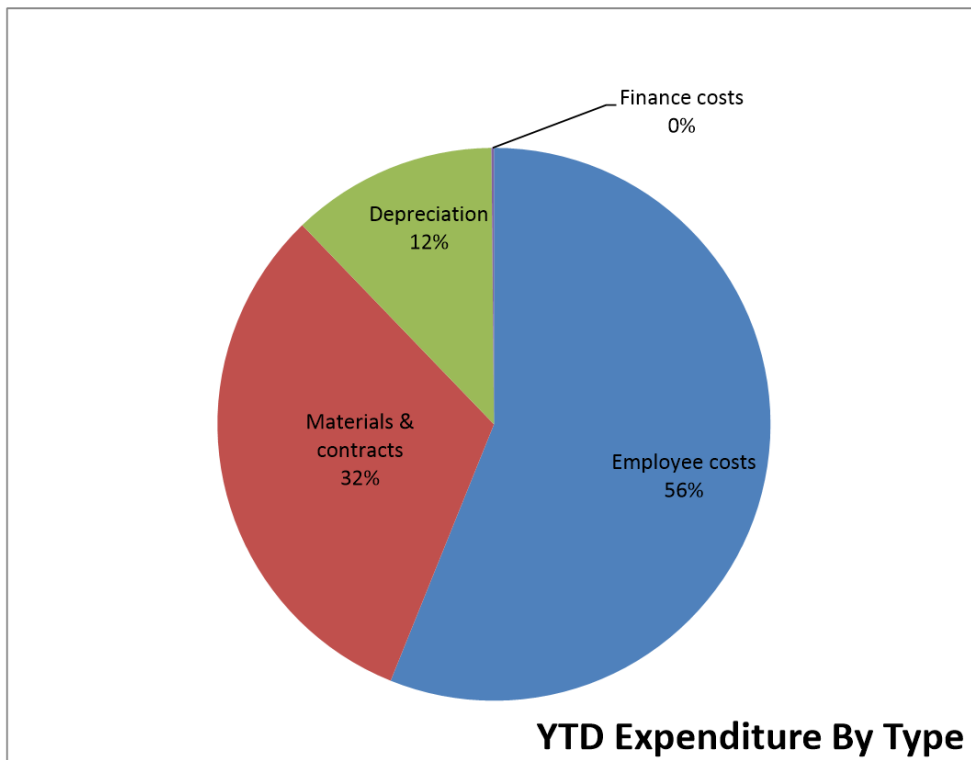
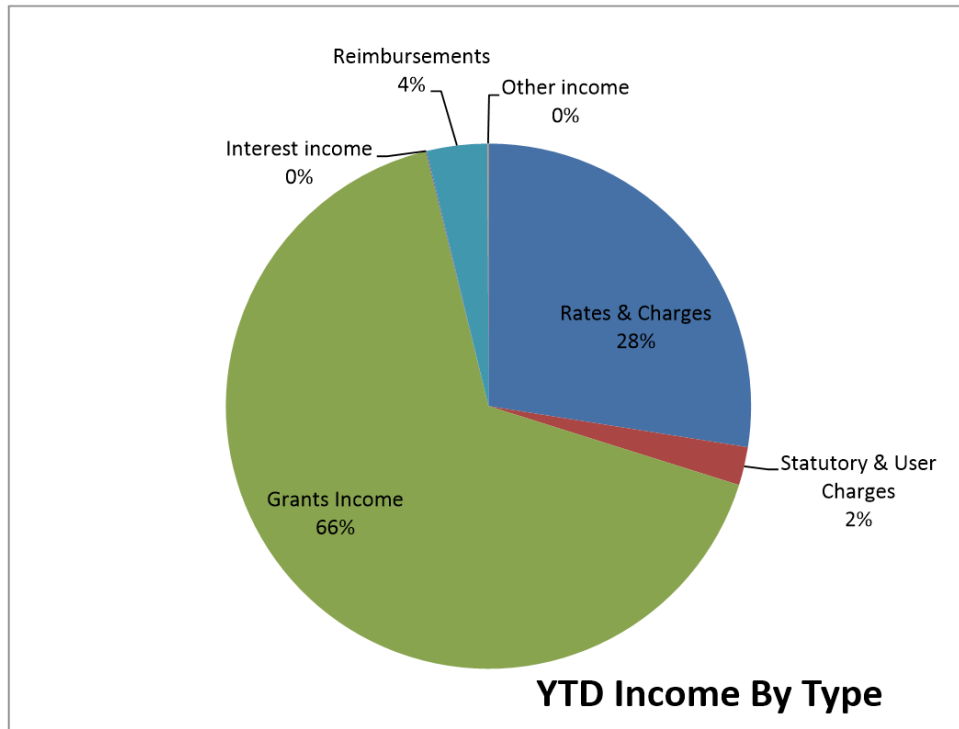
Nil Matters

ATTACHMENTS:

1 [↓](#) Financial Statements November 2020

BARKLY REGIONAL COUNCIL
STATEMENT OF COMPREHENSIVE INCOME
for the period ended 30 November 2020

	ACTUAL 2021 \$'000	BUDGET 2021 \$'000	Variance		ANNUAL BUDGET \$'000
			\$'000	%-age	
INCOME					
Rates	3,769	3,847	(78)	-2.03%	3,888
Statutory charges	5	8	(3)	-37.50%	11
User charges	318	396	(78)	-19.70%	992
Grants, subsidies and contributions	9,086	7,202	1,884	26.16%	19,045
Investment income	8	16	(8)	-50.00%	38
Reimbursements/Private Works	512	576	(64)	-11.11%	1,384
Other income	7	-	7	0.00%	9
Total Income	13,705	12,045	1,660		25,367
EXPENSES					
Employee costs	5,647	6,765	(1,118)	-16.53%	16,031
Materials, contracts & other expenses	3,191	3,543	(352)	-9.94%	8,185
Depreciation, amortisation & impairment	1,213	1,328	(115)	-8.66%	3,192
Finance costs	15	4	11	275.00%	9
Total Expenses	10,066	11,640	(1,574)		27,417
OPERATING SURPLUS / (DEFICIT)	3,639	405	3,234		(2,050)
Amounts received specifically for new or upgraded assets	36	1,295	(1,259)		4,259
NET SURPLUS / (DEFICIT)	3,675	1,700	1,975		2,209
Transferred to Equity Statement					
TOTAL COMPREHENSIVE INCOME	3,675	1,700	1,975		2,209
Capital Expenditure					
- Grant Funded	255,325				
- Council Budgeted Capital	258,861				
	514,185	-			-



BARKLY REGIONAL COUNCIL				
STATEMENT OF CHANGES IN EQUITY				
for the period ended 30 November 2020				
	Accumulated Surplus	Asset Revaluation Reserve	Other Reserves	TOTAL EQUITY
	\$'000	\$'000	\$'000	\$'000
30 November 2020	Notes			
Balance at end of previous reporting period	23,823	23,054	-	46,877
Net Surplus / (Deficit) for Year	3,675	-	-	3,675
Balance at end of period	27,498	23,054	-	50,552
Budget 2021				
Balance at end of previous reporting period	19,746	23,789	5,527	49,062
Net Surplus / (Deficit) for Year	1,700			1,700
Other Comprehensive Income				
Amounts which will not be reclassified subsequently to operating result				
Transfers between reserves	-	-	-	-
Balance at end of period	21,446	23,789	5,527	50,762

BARKLY REGIONAL COUNCIL

BALANCE SHEET
as at 30 November 2020

	ACTUAL 2021 \$'000	BUDGET 2021 \$'000
ASSETS		
Current Assets		
Cash and cash equivalents	13,513	8,920
Trade & other receivables	3,075	1,219
Inventories	34	49
Total Current Assets	16,622	10,188
Non-current Assets		
Infrastructure, Property, Plant & Equipment	27,068	27,102
Other Non-current Assets	9,346	15,762
Total Non-Current Assets	36,414	42,864
Total Assets	53,036	53,052
LIABILITIES		
Current Liabilities		
Trade & Other Payables	540	418
Provisions	1,527	1,608
Total Current Liabilities	2,067	2,026
Non-current Liabilities		
Provisions	417	264
Total Non-Current Liabilities	417	264
Total Liabilities	2,484	2,290
NET ASSETS	50,552	50,762
EQUITY		
Accumulated Surplus	27,498	21,446
Unexpended Grants Reserve	-	5,527
Asset Revaluation Reserves	23,054	23,789
TOTAL EQUITY	50,552	50,762

BARKLY REGIONAL COUNCIL FINANCE REPORT TO COUNCIL

CASH FLOW STATEMENT for the period ended 30 November 2020

	Notes	Actual \$'000	Budget \$'000	Variance \$'000
CASH FLOWS FROM OPERATING ACTIVITIES				
<u>Receipts</u>				
Rates - general & other		2,666	2,111	555
Fees & other charges		285	404	(119)
Investment receipts		8	16	(8)
Grants utilised for operating purposes		9,331	7,202	2,129
Other operating receipts		469	576	(107)
<u>Payments</u>				
Employee Costs		(5,578)	(7,589)	2,011
Contractual services & materials		(4,528)	(5,541)	1,013
Finance payments		(8)	(4)	(4)
Net Cash provided by (or used in) Operating Activities		2,624	(2,825)	5,449
CASH FLOWS FROM INVESTING ACTIVITIES				
<u>Receipts</u>				
Amounts specifically for new or upgraded assets		36	1,295	(1,259)
<u>Payments</u>				
Expenditure on new/upgraded assets		(515)	(1,431)	916
Net Cash provided by (or used in) Investing Activities		(479)	(136)	(343)
Net Increase (Decrease) in cash held		2,145	(2,961)	5,106
Cash & cash equivalents at beginning of period		11,368	11,873	(505)
Cash & cash equivalents at end of period		13,513	8,912	4,601

CASH AND INVESTMENTS HELD BY COUNCIL

CASH & EQUIVALENT ASSETS

Cash on Hand and at Bank	10,378
Short Term Deposits & Bills, etc	3,135
	13,513

Cash on Hand and at Bank

- ANZ Operating Account	9,543,059
- Westpac Operating Account	833,777
- Cash Floats	700
	10,377,536

Investments

- ANZ Term Deposit	549
- Westpac Term Deposit	3,134,285
	3,134,834

Matured: 05-12-2020

BARKLY REGIONAL COUNCIL
FINANCE REPORT TO COUNCIL
for the period ended 30 November 2020

STATEMENT OF DEBTS OWED TO COUNCIL

		Instal Two	Current Year Instal Three	Instal Four	Overdue
RATES - GENERAL & OTHER	2,036,596				
November 2020	2,036,596	1,397,213	-	-	639,383 31.39%
October 2020	2,279,203	1,639,820	-	-	639,383 28.05%
		Current	30 Days Past Due	60 Days Past Due	90 Days Past Due
TRADE & OTHER RECEIVABLES	320,342				
November 2020	320,342	13,727 4.29%	60,760 18.97%	167,790 52.38%	78,066 24.37%
October 2020	416,332	156,872 37.68%	177,250 42.57%	13,090 3.14%	69,120 16.60%

SIGNIFICANT DEBTORS OVER 60 DAYS +

Debtor Number		Comment
00323	\$ 58,856.87	Elliott Town Camps Water Charges
00314	\$ 3,100.00	Dog Infringements
00250	\$ 1,160.00	Infringements Car Body Removeal
00002	\$ 13,968.20	Airstrip Maintenance
	\$ 77,085.07	

BARKLY REGIONAL COUNCIL

FINANCE REPORT TO COUNCIL
for the period ended 30 November 2020

STATEMENT OF DETAILED CAPITAL EXPENDITURES

<u>Asset</u>	<u>Cost</u>	<u>Location</u>	<u>Program</u>	<u>Funding Source</u>
Purkiss Reserve Fencing	17,451.20	Tennant Creek	Municipal Services	2019-2020 Capital Expenditure Budget
WIP - Landfill Fencing	142,200.20	Alpurrurulam	Municipal Services	2019-2020 Capital Expenditure Budget
Purkiss Reserve - Security upgrade	8,522.73	Tennant Creek	Municipal Services	2019-2020 Capital Expenditure Budget
Ford Ranger	44,324.32	Tennant Creek	Municipal Services	2019-2020 Capital Expenditure Budget
Ford Ranger	46,362.14	Tennant Creek	Chief Executive Officer	2019-2020 Capital Expenditure Budget
WIP - Solar Lights	9,778.85	Ali Curung	Parks & Gardens	Local Authority Funding
Tandem Trailer	5,627.27	Ali Curung	Parks & Gardens	Local Authority Funding
WIP - Cemetery Beautification	16,652.73	Tennant Creek	Parks & Gardens	Local Authority Funding
WIP - Lake Mary-Anne Playground	11,066.05	Tennant Creek	Parks & Gardens	Local Authority Funding
Arlparra Playground Cover	87,458.55	Arlparra	Parks & Gardens	Local Authority Funding
Portable Toilets	22,090.00	Wutunugurra	Parks & Gardens	Local Authority Funding
WIP - Cattle Troughs	3,854.85	Ampilatwatja	Parks & Gardens	Local Authority Funding
WIP - Ablution Block	3,403.30	Ampilatwatja	Council Buildings	Local Authority Funding
Portable Toilets	22,090.00	Arlparra	Parks & Gardens	Local Authority Funding
WIP - Ampilatwatja Roads	781.06	Ampilatwatja	Roads	Roads To Recovery
Youth Centre Tender Scoping - WIP	5,880.00	Tennant Creek	Council Buildings	Building Better Regions Fund
Tennant Creek Cemetery Chapel - Concept	1,800.00	Tennant Creek	Council Buildings	SCALE Funding
WIP - Elliott Football Oval Change Room	6,643.31	Elliott	Council Buildings	Drought Relief Funding
WIP - Ablution Block	3,240.00	Ampilatwatja	Council Buildings	Drought Relief Funding
Fence - Wutunugurra Basketball Courts	16,181.82	Wutunugurra	Parks & Gardens	SPG Funding
WIP - Playground	29,090.91	Alpurrurulam	Parks & Gardens	AAI Funding
Dolphin Wave100 Pool Cleaner	9,518.18	Tennant Creek	Parks & Gardens	SPG Funding
Tender Advertisements - Various	168.00	Various		

514,185.47

CORPORATE SERVICES DIRECTORATE REPORTS

ITEM NUMBER	8.2
TITLE	Approval of amended recruitment and selection policy
REFERENCE	308301
AUTHOR	Damian Carter, Director of Corporate Services

RECOMMENDATION

That Council

- a) Receive and note the report
- b) Adopt the Recruitment and Selection Policy

SUMMARY:

The attached policy have been updated for Council's approval.

BACKGROUND

- Night Patrol Officers;
- Night Patrol Team Leaders;
- Night Patrol Zone Managers;
- Night Patrol Administration Officer;
- Night Patrol Manager;
- Sport and Recreation Officers;
- Community Care Officers;
- Indigenous Environmental Health Worker;
- Municipal Worker.

The present process means that if Council is to appoint a non-Indigenous person into one of these roles. They have to present the appointment to the Cultural Advisory Committee and Council for approval, adding further delays and administration burdens on staff appointments for lower level Council positions.

The new policy, identifies the following positions as being allocated to Indigenous staff:

- Night Patrol Officers;
- Night Patrol Team Leaders;
- Night Patrol Zone Managers;
- Night Patrol Manager;
- Indigenous Environmental Health Worker;
- Municipal Workers (Community Based).

In making the proposed changes, operationally Council will be more agile in filling vacant positions, whilst the appointment of Indigenous staff in these positions will still be promoted via other measures, such as the weighting of interview questions specific to skills working with Indigenous individuals and communities.

ORGANISATIONAL RISK ASSESSMENT

<<Enter Text>>

BUDGET IMPLICATION

<<Enter Text>>

ISSUE/OPTIONS/CONSEQUENCES

<<Enter Text>>

CONSULTATION & TIMING

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ATTACHMENTS:

1 [!\[\]\(d66ff64371a51729ac8c1cdaa685ba6f_img.jpg\)](#) HR01 - Recruitment and Selection Policy - 03.12.2020.pdf

POLICY



TITLE:	Recruitment and Selection Policy		
DIVISION:	Corporate Services - People and Culture		
ADOPTED BY:	Barkly Regional Council		
DATE OF ADOPTION:		DATE OF REVIEW:	
MOTION NUMBER:			
POLICY NUMBER:	HR 01		
AUTHORISED:	Chief Executive Officer		

THIS POLICY APPLIES TO:

All employees of the Barkly Regional Council ("Council"), except the Chief Executive Officer

PURPOSE

The purpose of this policy is to affirm Barkly Regional Council's commitment to ensuring compliant with s104(a) of the *Local Government Act* requirement for a standard approach to be adopted for the recruitment and selection process that is carried out for all vacant positions.

SUMMARY

Council believes that effective recruitment and selection is critical to maintaining our competitive advantage on our way to being the "Employer of Choice". Council is committed to attracting the best possible candidates for available positions. The recruitment policy endeavors to ensure that the Council is providing a workplace that allows each individual to grow and develop in a diverse and achievement orientated environment, with opportunities for employees to be promoted within the organisation.

These guidelines are developed and implemented according to Equal Employment Opportunity (EEO) guidelines. All appointments are strictly merit based and all recruitment and selection procedures are carried out in such a manner to minimise financial impact on the Barkly Regional Council.

STATEMENT

Council supports the employment of local indigenous people throughout the Barkly Region.

Council endorses internal career pathways for all council employees; and will be acknowledged as a suitable candidate if they meet the position criteria according to their skills, knowledge, qualifications and capabilities.

POLICY



PRINCIPLES

- The Position Description for each position is to be reviewed by the responsible Director (or their delegate) and approved by the Chief Executive Officer before selection takes place.
- Before a person is appointed to a position the terms and conditions required of an appointee are to be approved by the People and Culture Manager and the Chief Executive Officer.
- Appointees are to sign a letter of offer or contract accepting the terms and conditions before commencing their employment with the Barkly Regional Council.
- All new staff appointments at Barkly Regional Council are subject to Criminal History Check Clearances and Working with Children Clearances. Employment is subject to the provision of a suitable Criminal History Check and Working with Children Clearance.
- Council supports the employment and development of Indigenous Australians and has identified positions that should be filled by indigenous staff, these positions are:
 - Night Patrol Officers;
 - Night Patrol Team Leaders;
 - Night Patrol Zone Managers;
 - Night Patrol Manager;
 - Indigenous Environmental Health Worker;
 - Municipal Workers (Community Based).
- If a non-indigenous person is selected for any of these positions the appointment is subject to Council approval.
- Council delivers some funded programs, some programs have minimum Indigenous employment numbers and responsible Director needs to be aware of funding guidelines to ensure funding requirement are met for Indigenous employment numbers.

CASUAL POSITIONS

Casual employment is usually on an ad hoc or short term basis and is appropriate for the following situations:

- To cover staff absences;
- To provide additional staff in peak periods;
- On a short – term project;
- Where the availability of work and/or funding is uncertain or variable.

All appointed Casual positions will be a fixed term contract with no guaranteed hours of work.

Candidates applying for any casual positions with Council will still be required to complete an interview to ensure that they meet the requirements of the role, and that they are suitable for the position.

SELECTION PANEL

A selection panel shall be set up by the People and Culture department for appointments comprised of a minimum of three (3) members and a maximum of four (4) members who:

- Understand the requirements of the position;
- Have the skills necessary to make an assessment of the candidate;
- Have no conflict of interest, real or apparent, arising from the selection process;
- Understand the principles of Equal Employment Opportunity and the Fair Work Act;

POLICY



The selection panel will consist of one (1) Panel Chairperson and a minimum of two (2) Panel Members. The panel may consist of (where possible):

- People and Culture Representative;
- Director;
- Area Manager;
- Departmental Manager;
- Representation of Indigenous and Non – Indigenous people;
- Representation of both sexes – male and female;
- Relevant Local Authority member – to culturally advise on candidates applying for community level positions.

In circumstances where three or more panel members cannot be appointed, then at the discretion of the People and Culture Manager the selection panel can be a minimum of two panel members.

APPLICATIONS

- Unless directed by the People and Culture Manager, no applicant will be considered for employment unless they have submitted a written application that addresses the selection criteria and complies with the Position Description for the position.
- Only the Selection Panel has the authority to except a late application from a candidate, under the following guidelines:
 - The candidate has contacted the People and Culture department requesting to submit a late application;
 - The candidate can provide a genuine reason for the late application (eg sickness or IT issues submitting the application);
 - The late application request is less than twenty four hours of the position closure timeframe;
 - The short-listing process has not commenced.
- Each Panel Member is required to read the resume and assess the claims in the selection criteria individually before coming together to determine which applicants appear to meet the essential job requirements.
- Each Panel Member shall conduct a systematic assessment of the strengths of the applicant's claims (Short List) against the selection criteria.

Note: People with poor literacy skills may need assistance to submit an application

INTERVIEWS

Interviews will only be conducted for candidates that have been short – listed through the assessment process by the Section Panel members.

REFEREES

- No offer of employment will be made before reference checking has been conducted.
- At least two (2) reference checks must be completed, with one (1) preferably from the candidate's current employer. Permission must be sought from the applicant before checking with their current employer.
- If a candidate's referee is a Panel Member, then the candidate is required to nominate another referee for the referee check.
- Barkly Regional Council can ask the candidate to provide additional referees if the nominate referees are uncontactable.

POLICY



APPOINTMENTS

All interview documents need to be completed and filled out correctly. The chairperson is responsible for making sure that all completed documents are returned to the People and Culture department within a suitable timeframe for processing. The People and Culture Manager will review and provide approval of the recruitment process.

- All recruitment details are strictly confidential.
- The authority to sign contracts shall be restricted to the Chief Executive Officer and the People and Culture Manager, or their delegate.
- If requested, post selection feedback in the line of transparency shall be offered by the chairperson of the selection panel in liaison with the People and Culture Manager with reference to the assessment against the Position Description, strengths and areas for improvement and gaps identified in comparison with the selected applicant.
- An appointee's electronic and paper personnel file shall be set up and kept for the prescribed period.

INTERIM APPOINTMENTS

Due to the urgency or difficulties of filling a position:

- To meet operational requirements, the Chief Executive Officer has the authority to appoint a temporary casual without recruitment to provide coverage for staff leave periods of more than one week and less than six weeks.
- The Chief Executive Officer may appoint a temporary person to a Casual, Part-time, or Full-time position within the Council while the recruitment process is being followed.
- This interim appointment will be at the discretion of the Chief Executive Officer and the relevant Director. The People and Culture Manager will provide advice on the appointment process to ensure its compliance.
- Upon making a decision to appoint the temporary person to a position the Chief Executive Officer will base their decision on prior knowledge of the person, their working history, performance, skills, qualifications and capability to perform the position.
- A direct interim appointment will be considered as a fixed term contract
- A new Letter of Offer with a start and end date, will be prepared and formally offered to the temporary person to accept.
- The temporary person is also eligible to apply for the advertised vacant position.

RIGHT TO REQUEST CASUAL CONVERSION

A regular casual employee who has completed a period of twelve (12) months of a pattern of hours on an ongoing basis which, without significant adjustment, can request in writing and after consultation the right to Casual Conversion.

Council acknowledges that if the casual conversation request is approved then the employee will commence employment in the agreed Part-Time or Full-Time position. In these instances it will not be a recruitment requirement to advertise the position and follow the normal recruitment practices of a normal identified Full-Time or Part-Time vacant position.

POLICY



RESPONSIBILITIES

Area Manager / Department Manager.

- Ensure that they are familiar with all policies and procedures that relate to recruitment and selection; and that they follow them accordingly;
- Ensure that staffing levels for their department are in accordance to the Council's Organisational Chart, appropriately budgeted for and authorised;
- Complete the relevant internal recruitment forms to identify vacant positions and forward the completed forms to their Director for authorisation and to the Human Resources Department for processing;
- Ensure all roles have current Position Descriptions, which specify role requirements and selection criteria. Position Descriptions for vacancies have been reviewed prior to advertising for recruitment.

Selection Panel.

- Will receive the appropriate Selection Panel training;
- Will declare a conflict of interest where they are related to an applicant, a close personal friend of an applicant or have anything but a professional relationship with the applicant;
- Treat matters relating to applicants and the recruitment and selection process with a high level of confidentiality;
- Agree to the interview questions relating to the advertised position prior to interviews commencing;
- Ensure all the applicant information is assessed against the work related requirements and used by the panel to determine suitability for the role;
- Retain appropriate documentation about the selection process and outcome;
- Ensure that there is no discrimination to the Candidates in relation to EEO requirements

People and Culture Department.

- A Recruitment and Selection Policy is developed and maintained to support and enhance Barkly Regional Council's objectives and requirements;
- Recruitment and selection guidelines and procedures are developed and maintained;
- All managers are given continuous support and guidance in regards to recruitment and selection issues;
- All recruitment paperwork is kept confidential, and filed in accordance to the relevant Act and Legislation.

POLICY



REFERENCES

Recruitment and Selection procedure
Right to Casual Conversion Policy
Equal Employment Opportunity Policy
National Employment Standards
NT Local Government Act 2019
Fair Work Act 2009
Anti – Discrimination Act
Racial Discrimination Act 1975
Sex Discrimination Act 1984
Disability Discrimination Act 2004
Age Discrimination Act 2004
Human Rights and Equal Opportunity Commission Act 1986

Acknowledgement

I, _____ (Print full name) have read and understood the Barkly Regional Council Recruitment and Selection Policy and I agree to abide by this policy which is outlined above.

Employee signature: _____ Date signed: _____

CORRESPONDENCE

ITEM NUMBER 17.1
TITLE December Correspondence
REFERENCE 308328
AUTHOR Vanessa Goodworth, Executive Assistant to CEO and Mayor

RECOMMENDATION

That Council:

- a) Receive and note the correspondence for the month December 2020.

SUMMARY:

BACKGROUND

<<Enter Text>>

ORGANISATIONAL RISK ASSESSMENT

<<Enter Text>>

BUDGET IMPLICATION

<<Enter Text>>

ISSUE/OPTIONS/CONSEQUENCES

<<Enter Text>>

CONSULTATION & TIMING

<<Enter Text>>

ATTACHMENTS:

- 1 [↓](#) 2020.12.01 - Letter to Rajiv Viswanathan - Tennant Creek Temporary Store.pdf
- 2 [↓](#) Letter to Council from Elliot
- 3 [↓](#) Animal Management in the Barkly.pdf
- 4 [↓](#) Liquor Act Review.pdf
- 5 [↓](#) Letter of appreciation .pdf



1 December 2020

Rajiv Viswanathan
Chief Executive Officer
Indigenous Business Australia
Canberra, ACT

Email: rajiv.viswanathan@iba.gov.au

Dear Mr. Viswanathan,

RE: Tennant Creek Temporary Store

I am writing to you following discussions held by Council at our November Council meeting. Councillors have raised concerns about the operation on the temporary store in Tennant Creek after the IGA was destroyed by a fire earlier in the year.

I would like to acknowledge that Council understands that the Tennant Creek IGA is run as a commercial business. Your decision to set up a small temporary store is better than no store at all and the temporary store does cater for a portion of the community that cannot shop online or alternatively travel to Alice Springs to shop. We do commend you for setting up a temporary solution, even though it is insufficient to meet community needs.

The key issues our constituents have been raising with us are issues I am sure you have heard before. Prices are high, trading hours are short and food quality and safety has dropped significantly. Specific issues raised with Councillors are:

- Fresh chicken stored at the incorrect temperature and going off prior to sale (or being sold not fit for consumption)
- Fresh fruit and vegetables not lasting more than a day or two (when you actually have it)
- Lack of specials in the store
- Lack of food staples being available with the store constantly being out of key items such as fresh meat, bread, frozen and chilled goods
- Price gouging with prices significantly dearer than previously

IBA is supposed to help indigenous people, not contribute to their level of disadvantage. The current behaviour of your company is greatly affecting local people in Tennant Creek who cannot afford to buy basic goods due to higher prices or simply cannot buy the goods as the store has run out.

Many working people have the option of either bulk buying in Alice Springs or doing online orders with Coles or IGA in Alice Springs which are then delivered through a local freight provider. Those without the economic means are stuck with buying what they can from the temporary store or buying unhealthy take-away food options.

Barkly Regional Council
41 Peko Road
Tennant Creek NT 0860

PO Box 821
Tennant Creek NT 0861

T: 08 8962 0000
E: reception@barkly.nt.gov.au
www.barkly.nt.gov.au



The store is managed by IRAM, a wholly owned subsidiary of IBA and I am sure you are still charging your management fee regardless of your lack of emergency planning for such an event. Council would like to urge you to take action to address these matters, our most vulnerable residents are the people who are suffering, these are the same people you are supposed to be assisting.

If the store was properly insured you should have business interruption insurance that would potentially cover your loss of profit until the new store reopens. If this is the case there should not be a need to increase sales prices in the interim. If the store was not properly insured perhaps IBA should subsidise lower prices to make up for the lack of appropriate planning.

The last point I would like to raise is the lack of progress on constructing a new store, is there an indicative start date for construction?

I look forward to receiving your urgent response in relation to this matter.

Sincerely,

Jeffrey McLaughlin
Mayor
Barkly Regional Council
Ph: 08 8962 0048
Jeffrey.McLaughlin@barkly.nt.gov.au

Cc: Minister Ken Wyatt
Mr John Kop
Mr Sam Ashton

Barkly Regional Council
41 Peko Road
Tennant Creek NT 0860

PO Box 821
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T: 08 8962 0000
E: reception@barkly.nt.gov.au
www.barkly.nt.gov.au

From: elliot arthur <elliotmca2@gmail.com>
Sent: Wednesday, 2 December 2020 9:15 PM
To: mayor@barkly.nt.gov.au
Cc: Steve Edgington (<steven.edgington@nt.gov.au> <steven.edgington@nt.gov.au>; Jeffrey McLaughlin <Jeffrey.McLaughlin@barkly.nt.gov.au>; brash.stewart@abc.net.au; Steve Moore <Steve.Moore@barkly.nt.gov.au>
Subject: RE: Cattle within the Council boundary (TC)

Dear Mayor , Counsellors

Further to below and your interview on ABC Radio this am.

Clearly you were briefed incorrectly /misadvised .

Every town on the Stuart Highway between Darwin and Alice Springs is in cattle country, I travel frequently between Katherine and Alice Springs see lots of cattle on the Highway , none in the towns, only Tennant Creek. Why?

Re above , last year I suggested that the Barkly Regional Council undertake a management plan to address cattle within the confines of the boundary of the Barkly Regional Council (Tennant Creek). Perhaps the Barkly Regional Council should request Management to commission such a plan urgent .

Mayor , you also said that it was not the Councils responsibility , I disagree.

Can you imagine the following happening with the confines of the BRC (Tennant Creek))

1 Cattle being chased by dogs (stampeding, rushing) adults , children, old people , people with disabilities being injured or worse still a death occurring .

2 Drivers running into to cattle, vehicles damaged , persons injured , cattle being injured .

3 Drivers colliding with cattle on the Highway , immediate south of TC , happened opposite a residence (Vets rental property) earlier this year.

Whilst we all hope that the above never occurs , we all know that accidents do occur , as a ratepayer I would expect the BRC to take every precaution to prevent such events , failure to do so renders the BRC liable .

We should also consider the welfare of the cattle(and calves) , clearly very thirsty looking for water . Happened again tonight 8.am , in the drains , south of the AIM Church .

I acknowledge the work undertaken to address this matter previously but we must now commission a management plan , submit to the NT Government and pressure them to come up with the dollars .

This issue will not go away , lets act now.

Kind regards Elliot

Sent from [Mail](#) for Windows 10

From: [Steve Moore](#)

Sent: Monday, 30 November 2020 5:04 PM

To: [elliott arthur](#)

Cc: [Steve Edgington \(steven.edgington@nt.gov.au\)](#); [Jeffrey McLaughlin](#); [brash.stewart@abc.net.au](#)

Subject: FW: Cattle within the Council boundary (TC)

Elliott

Re your email below, please note we did respond to your complaint, you were just not satisfied with the outcome.

We live in cattle country and have actively worked with TC station to round up stray cattle. You can assist with this by reporting stray cattle to the station (1 Udall Road Tennant Creek, 0429411546), they have agreed to round up cattle they are made aware of. We also placed water troughs outside of town so cattle could get water during the drought so saying the matter was not address by Council is not very accurate as there is not much more we can do.

As previously advised by council we do not have the expertise to round up cattle and have to rely on the station to do this, we also discourage people from putting out feed and water for the cattle as it attracts them.

Please note cattle outside of town and close to the road should be reported to DPI on:

Tennant Creek office	Phone: 08 8962 4488
Barkly House	Fax: 08 8962 4480
99 Paterson Street	
Tennant Creek NT 0860	

Postal address:
PO Box 159
Tennant Creek NT 0861

Happy to work with you on this and we would appreciate you emailing or calling the station when you see stray cattle.

Tennant Creek is the 5th largest town in the Territory and far from a hick town and frankly your comment is offensive.

Also, please note the email below was sent to an incorrect email address for me.

Regards

Steve Moore | Chief Executive Officer
Barkly Regional Council
t: 08 8962 0000 | d: 08 8962 0020
m: 0448 051 384
e: steve.moore@barkly.nt.gov.au
w: www.barkly.nt.gov.au

From: elliot arthur <elliotmca2@gmail.com>
Sent: Sunday, 29 November 2020 9:25 PM
To: mayor@barkly.nt.gov.au; Jeffrey McLaughlin <Jeffrey.McLaughlin@barkly.nt.gov.au>;
steven.moore@barkly.nt.gov.au; Steven Edgington <Steven.Edgington@barkly.nt.gov.au>;
brash.stewart@abc.net.au
Subject: Cattle within the Council boundary (TC)

Dear Mayor,

I wrote to you and your predecessor and other Member's of Council re cattle roaming within built up areas in TC proper last year.

The matter was referred to Management, the matter was not addressed, the same event is happening again.

1 Up to 10 beasts including calves frequenting between the railway precinct and Village Urban Living Area.

2 Risk to motorists , major accident or death waiting to happen

3 Concerns re welfare of animals including calves , potential to be injured or die of thirst .

4 I suggested temporary measures last year ie portable troughs etc, requested a plan to address nil response from BRC.

5 Tennant Creek Station needs to address as well as above.

5 Stop treating Tennant Creek as hick town and respond urgently.

Elliot Mcadam 0456565216

Concerns re welfare of animals including calves , nil , potential to die of the thirst.

Animal Management in the Barkly

What is the issue?

Two animal-related matters have recently been raised with the Department of the Chief Minister and Cabinet's Barkly Regional Office.

The first is in relation to **wandering cows** entering the Tennant Creek Township and causing minor damage, for example trampling gardens.

The second involves a **donkey in Ampilatwatja**. Allegedly, the donkey was harassed and then attacked by camp dogs, breaking one of the donkey's legs and exposing the bone.

These incidents raise questions regarding animal management in the Northern Territory and the roles of the NT Government and local governments, particularly in a remote context. This includes the respective roles of the governments in dealing with cases of animal cruelty and neglect, as well as enabling an environment that provides for appropriate control of animals, supporting safe and liveable communities.

What is happening now?

In the Northern Territory, the NT Government shares responsibility for the management of animals with local governments. Animal welfare and laws to prevent cruelty and neglect to animals are the primary responsibility of the NT Government (Department of Industry, Tourism and Trade), while local governments generally focus specifically on companion animal management and control, for example dogs and, to a lesser extent, cats. Local governments may have some authority in relation to animals generally however this seems limited to the purpose of maintaining a safe community, e.g. dealing with diseased and injured animals, and animals at large.

Local governments do not have a prescribed obligation under the *Local Government Act 2008* (NT) to manage animals compared to the previous local government act.¹ Rather, the *Local Government Act* empowers local government councils to make by-laws on any matter councils may wish to regulate, subject to the by-laws meeting certain principles including avoiding duplication of, or overlap with, other Territory legislation and not imposing unreasonable burdens on the community.² Therefore, the current involvement by some local governments in the animal management space probably reflects the previous legislative arrangements.

The NT Government's authority in relation to the management of animals is contained in the *Animal Welfare Act 1999* (NT).³ Specific dog-related offences, liabilities and defences can also be found in the *Summary Offences Act 1923* (NT)⁴ and the *Law Reform (Miscellaneous Provisions) Act 1956* (NT).⁵ The Barkly Regional Council's authority over animals is limited to dogs, through the *Tennant Creek (Control of Dogs) By-laws 1992* (NT). Any desire of the Council to deal with broader animal management matters would be a decision for Council.

Additionally, grant funding is available through the Department of Industry, Tourism and Trade's (DITT) Animal Welfare Fund for projects that improve animal wellbeing, raise community awareness of animal welfare responsibilities, and help promote and improve animal management practice, particularly in remote communities. This program, however, is only open to NT animal welfare organisations; local governments may apply if they

¹ *Local Government Act 1993* (NT) schedule 2.

² Part 13.1. This is the same part of the new *Local Government Act 2019* (not yet commenced).

³ The Legislative Assembly of the Northern Territory passed the *Animal Protection Act* in 2018. This Act is expected to replace the *Animal Welfare Act* and commence in Q4 2020.

⁴ Section 75A Dangerous dogs.

⁵ Part X Dogs.

Animal Management in the Barkly

partner with a not-for-profit organisation. Grant funding may also be available from the Commonwealth, depending on the animal management purpose the grant is being sought for.

What more can be done?

Wandering cows

Addressing this issue requires a comprehensive understanding of where the cows are coming from and why they are travelling. If the cows are branded and coming from a particular property, animal welfare staff from DITT should discuss the matter with the property owner to seek a remedy. This could include ensuring gates are closed and fencing is appropriate or, if there is no fence, installing fencing; and that there is available an appropriate amount of water and food for the cows to consume. If engagement with the property owner does not yield change, DITT should consider any relevant enforcement action against the property owner.

Conversely, if the cows are unbranded or wild, DITT should seek to work in partnership with the Barkly Regional Council to consider management approaches. This could include investigating why the cows are travelling into the Tennant Creek Township; extending the boundary fence around the Tennant Creek Township (it is understood that this would only require 9-12 km of additional fencing to link up with existing fencing – see map on page 4) and installing other deterrents, for example grids; development of a population control strategy; etc...

There is also an expectation that impacted property owners should take responsibility to prevent or mitigate damage that might occur as a result of wandering stock, especially if that mitigation measure is cost effective and easy, for example closing their gate.

Donkey in Ampilatwatja

Similar to the wandering cows, it would be beneficial to understand whether the donkey and dogs were wild or pets. Furthermore, if the donkey was wild, to understand why it travelled into community and, what could be done to address this, for example whether a trough installed on the outskirts of community would reduce wild donkeys entering community.

While the *Animal Welfare Act* provides for offences of cruelty to animals, it is acknowledged enforcement, particularly in a remote context, is unproductive. Instead, local engagement focusing on education and opportunities for local solutions are more likely to realise changed attitudes and behaviours, and address animal management issues.

It is worth noting, across the Northern Territory there are different influences that affect the relationship between people and animals with their reasons embedded in historical and cultural roots. Aboriginal people have lived alongside animals such as dogs and donkeys as companions for thousands of years, therefore animal management strategies should be culturally appropriate. Also, there are many communities in regional areas where companion ownership and animals generally have never been regulated.

Further issues for regional communities regarding animal management include prioritisation of resources, lack of infrastructure such as fences and pounds, lack of familiarity with registration practices, and the availability and affordability of veterinary assistance and animal education and support.

Despite this, there is scope for respectful engagement with communities to develop workable place-based solutions to address animal welfare and management matters. This could include:

- Animal welfare staff from DITT, supported by CM&C Regional and Community Development Officers, and Aboriginal interpreters, undertaking community visits. Combining animal specialists and the wrap around community engagement support will enable a multi-facet agenda including general and specific animal welfare checks, formal and informal community animal education opportunities, and discussion with community to seek solutions to animal welfare concerns. This process could also include the Barkly Regional Council.

Animal Management in the Barkly

- Utilising the community planning process underway through the Barkly Regional Deal. The Deal's Backbone Team, supported by CM&C, is working with communities to develop Community Plans, underpinned by Local Decision Making, outlining the relevant community's priorities and aspirations. This process offers an opportunity to introduce and facilitate community conversations around animals in community, understand the topic from community perspective, gauge any issues and where they see improvements or solutions. This could be captured in the community's Plan and used to inform discussions with other communities.
- Discussion through the Local Authorities.
- Discussion with the Northern Land Council and Central Land Council to understand whether there are any existing functions within these organisations that could assist, including their respective roles in ranger programs and homelands.

What are the estimated costs?

Wandering cows

If the cows belong to someone, any cost to resolve the matter is expected to be borne by the owner. Otherwise if the cows are wild, based on the approach adopted by DITT with or without the Barkly Regional Council, cost will need to be met from within existing funds/resources; a complete or co-contribution from the Barkly Regional Council, possibly grant funding received by the Council for example Commonwealth drought funding; or other funding sources.

Donkey in Ampilatwatja

Costs associated with community engagement are expected to be met from existing funding/resources. The source of costs associated with identified strategies to improve animal welfare and management in community will depend on the strategy.

Animal Management in the Barkly





Department of
INDUSTRY, TOURISM AND TRADE

Business unit
<Level 3 NAB, Building
71 Smith Street, Darwin NT 0800

Postal address
GPO Box 1154
DARWIN NT 0801

E <phil.timneye@nt.gov.au>

T <08 8999 1808

File reference
<TRM No.>

3 December 2020

Mr Sean Holden
Chief Executive Officer
Local Government Association of the Northern Territory
PO Box 2017
PARAP NT 0804

Email sean.holden@lgant.asn.au

Re: Submissions for the Technical Review of Liquor Act 2019 and Regulations

Dear Mr Holden,

You will be aware that the Northern Territory Government introduced the new Liquor Act 2019 on 1 October 2019. Given the legislation has been in operation for 12 months, it is timely to undertake a technical review of the Act and its Regulations.

The scope of the review will be to ensure the legislation is operating as intended, addressing unintended consequences, addressing anomalous interpretations and, fixing grammatical and typographical errors. It is important to note the review is not intended to include any major changes in policy and will be limited to stakeholder submissions only.

If you would like to make a submission concerning the review you have until the **close of business 29 January 2021** to do so. Submissions can be sent to ditt.licensingnt.com.au

Should you have any queries concerning this matter, please contact Doug Bell, Senior Policy/Project Officer with Licensing NT on 8999 1903 or via email at doug.bell@nt.gov.au

Yours sincerely

A handwritten signature in black ink, appearing to read "Phil Timney", written over a horizontal line.

Phil Timney
Director of Liquor Licensing

From: Tewai Legeyt <Elliott.Safehouse@barkly.nt.gov.au>
Sent: Thursday, 3 December 2020 4:06 PM
To: Sharen Lake <Sharen.Lake@barkly.nt.gov.au>
Cc: David Lightowler <David.Lightowler@barkly.nt.gov.au>; George Peckham <george.peckham@barkly.nt.gov.au>; NP Elliott <NP.Elliott@barkly.nt.gov.au>; Gina Rainbird <Gina.Rainbird@barkly.nt.gov.au>
Subject: Appreciation Letter - Elliott Night Patrol, 2020

Good afternoon Sharen

I would like to write an Appreciation Letter to thank David Lightowler, George Peckham and their fantastic Night Patrol Team – Pacey Jackson, Mitchell McCormack, Sherina Ulamari and Zethan Rankine. As you have heard, there was some resent trespass activity at my home on the 26/11/2020 involving a young local 17 year old boy. This boy not only trespassed at my place but also at the BRC Sport & Rec. home, the local teachers homes and local nurses; it was obvious to us and Police that the boy was targeting single women living in town on their own. This of course made us women feel a little nervous to say the least.

David Lightowler called me the next morning to follow-up and get my side of the story, he could hear the anxiety in my voice at the time and I was tired from a lack of sleep from the night before but David understood, he was patient. After that phone call with David he instantly organised with George and the Elliott Night Patrol to make changes to their hours of patrolling, which meant they were out till 2am the next morning. This slight change, but all important change in patrolling hours surprised a lot of the young local youth as they weren't expecting our Night Patrol Team to be out working while they were out walking the streets, I slept much better that night.

The next day I heard from many local people who live in town; Locals, Council workers, teachers, nurses, businesses and even Police that said – “what a great job Elliott Night Patrol are doing.” I was so proud.

David and George even dropped by that weekend to talk with myself and Mira Lekic about further security measures to our homes like; installation of deadbolt door locks and outdoor sensor lights which Council are currently looking into.

Many thanks and much appreciation to David, George, Pacey, Mitchell, Sherina and Zethan for going above and beyond in their work, showing their support for the local people of Elliott because they really do care.

Kind regards

Tewai Legeyt | Elliott Safe house
Barkly Regional Council
t: 08 8969 3900 | d: 08 8969 2126
m: 0408 132 523
e: elliott.safehouse@barkly.nt.gov.au
w: www.barkly.nt.gov.au