

## 7.6 Comparison of Actual Rates against Assessed Capacity

The Financial Assistance Grants allocated by the WA Local Government Grants Commission (the Commission) are calculated by assessing a local government's revenue raising capacity against its expenditure need. The difference between these two components (assessed revenue and assessed expenditure) is referred to as the equalisation requirement.

As part of calculating the overall revenue raising capacity of a local government, the Commission calculates the assessed rating capacity of a local government. This is averaged over a three year period.

The rating capacity of a local government is assessed under four categories; residential/commercial, mining, agricultural and pastoral.

The balanced budget methodology is used by the Grants Commission for the sole purpose of calculating the Financial Assistance Grants. Care should be taken when interpreting these calculations as they are not meant to reflect an accurate comparison of rating regimes between local governments.

Bearing in mind the averaging of the Commission data, the Table shows that Boyup Brook is levying its residential, commercial and industrial rates 41% above, and its rural rates 11% below, the assessed capacity. Bridgetown-Greenbushes levies its residential, commercial and industrial 36% above the assessed capacity and its rural rates 29% below the assessed capacity. Manjimup levies its residential, commercial and industrial rates 25% and its rural rates 7%, above the assessed capacity. Nannup levies its residential, commercial and industrial 25% above and its rural rates 56% below the assessed capacity.

It can be taken from the Table that Manjimup is making the best overall effort in rating to the assessed revenue capacity as calculated by the Grants Commission.

The rating policies of a local government are a choice that each local government is entitled to make. Local governments need to rate to provide the services that meet the expectations of the community.

### *Comparison of actual rates against assessed rating capacity.*

	Boyup Brook	Bridgetown-Greenbushes	Manjimup	Nannup
Actual GRV Rates levied 08/09	298,181	1,788,616	3,282,729	445,771
Grant Commission assessed GRV Rate income 08/09	175,992	1,133,800	2,441,721	334,209
Actual UV Rates levied 08/09	1,385,043	719,378	2,379,539	407,858
Grant Commission assessed UV Rate income 08/09	1,536,601	931,709	2,207,574	639,344
Actual Mining Rates levied 08/09	5,040	67,886		
Grant Commission assessed Mining Rate income 08/09	18,043	74,911	3,984	26,839

## 7.7 Comparison of Rates in the Dollar

The following Table compares the rates in the dollar imposed by the Shires against the Gross Rental Values (GRV) and Unimproved Values (UV). The rates in the dollar are influenced by changes in values by the Valuer General. The GRVs are only reviewed every four to five years and can swing quite dramatically, whereas UVs are reviewed annually.

New GRVs came into force in Boyup Brook and Bridgetown-Greenbushes on 1 August 2006 and in Manjimup and Nannup on 1 August 2005 so there should not be that much variation between Shires.

The Table shows that the rate in the dollar imposed by Boyup Brook on GRV properties is higher than the other three Shires. To achieve an average rate in the dollar Boyup Brook would have to reduce its rate in the dollar by 25.7% and Bridgetown-Greenbushes, Manjimup and Nannup raise theirs by 25.03%, 12.47% and 3.66% respectively.

With rates in the dollar imposed on UVs, Nannup has the largest discrepancies to the average and would have to increase its rate in the dollar by 57.54%. Bridgetown-Greenbushes would have to increase its rate in the dollar by 16.17%. Boyup Brook and Manjimup would have to decrease their rate in the dollar by 24.33% and 15.42% respectively.

There would be an adjustment to the minimum rates applied with Bridgetown-Greenbushes and Manjimup having to reduce their GRV and UV minimum rates while Boyup Brook and Nannup would have to increase theirs.

### Rates in the Dollar

	Boyup Brook	Bridgetown-Greenbushes	Manjimup	Nannup	Average
<b>General Rate</b>					
GRV General	0.138600	0.082333	0.091520	0.099300	0.102938
GRV Mining		0.123492			0.123492
UV General	0.004414	0.002875	0.003949	0.002120	0.003340
UV Urban Farm		0.002443			0.002443
UV Mining	0.004414				0.004414
CALM Leases			0.003949		0.003949
<b>Minimum Rate</b>					
GRV General	\$560.00	\$616.00	\$590.00	\$507.00	\$568.25
UV General	\$560.00	\$616.00	\$590.00	\$521.00	\$571.75
CALM Leases			\$50.00		\$50.00
CALM Leases			\$100.00		\$100.00

The four Shires collectively raise \$10,777,542 in rates, using the average rates calculated above and the existing valuations the amalgamated Shire would raise \$10,785,278.

## 7.8 Loan Repayment Schedules 2009/10 – 2018/19

The following Table sets out the total of the annual interest and principal loan repayments for the Shires for the period from 2009/10 to 2018/19. The 2009/10 repayment have also been calculated as a percentage of the rate revenue for each of the Shires and combined. The figures do not allow for any new borrowings.

It can be seen from the Table that Manjimup has the greatest annual amount of repayments as a percentage of rate revenue. Nannup is in a sound position as it has no significant debt liability. As a combined Shire loan repayments as a percentage of rates would be 9.8%.

The annual repayments for a combined Shire, if no new loans are taken out, decreases each year.

### Loan Repayments per Shires and Combined

	Boyup Brook	Bridgetown-Greenbushes	Manjimup	Nannup	Combined
	\$	\$	\$	\$	\$
2009/10	125,572	103,748	837,865	29,020	1,096,205
% of rate revenue	7.4%	3.6%	14.6%	3.4%	9.8%
2010/11	125,572	103,748	813,885	21,846	1,065,051
2011/12	125,572	103,748	728,247	14,251	971,818
2012/13	124,817	103,748	637,674		866,239
2013/14	109,908	88,367	628,739		827,014
2014/15	109,908	88,367	616,160		814,435
2015/16	109,908	52,707	590,828		753,443
2016/17	109,908	52,707	576,098		738,713
2017/18	110,977	52,707	525,456		689,140
2018/19	85,613	52,707	452,248		590,568
<b>Total</b>	<b>1,137,755</b>	<b>802,554</b>	<b>6,407,200</b>	<b>65,117</b>	<b>8,412,626</b>

## 7.9 Overdraft Facilities

The following Table sets out the overdraft facilities established by the four Shires and the use of that facility. The comments in the Table are taken from the notes to the Shires 2008/09 annual budgets.

The comments of the Shires show that there is no reliance on overdraft facilities during the early part of the financial year.

### *Overdraft Facilities*

<b>Shire</b>	<b>Comments</b>
Boyup Brook	Council has not utilised an overdraft facility during the financial year although an overdraft facility of \$50,000 with the Commonwealth Bank of Australia does exist. It is not anticipated that this facility will be required to be utilised during 2008/09
Bridgetown-Greenbushes	Council has not utilised an overdraft facility during the financial year although an overdraft facility of \$200,000 with the Commonwealth Bank of Australia does exist. It is not anticipated that this facility will be required to be utilised during 2008/09
Manjimup	Overdraft facility is established temporarily and is to be reviewed each year. No amount of overdraft is brought forward from 2007/08, and no overdraft is anticipated to be carried forward at year-end.
Nannup	Council has not utilised an overdraft facility during the financial year. It is not anticipated that this facility will be required to be utilised during 2008/09, although \$500 has been allowed in the budget if the need arises

## 7.10 Level of Reserve Funds

The following Tables set out the amount of cash backed Reserve Funds budgeted to be held by each Shire at the end of the 2008/09 financial year. The restricted funds are restricted by legislation, a deed of agreement or have been given to the Shire for a specific purpose. The greatest share of the restricted funds are set aside to pay for staff leave entitlement that an employer is required by legislation or award to provide.

It can be seen from the Tables that Bridgetown-Greenbushes has the largest amount of cash backed reserves. Bridgetown-Greenbushes unrestricted reserve funds are 62.25% of its 2008/09 operating expenditure, Nannup is 21.37%, Boyup Brook 14.5% and Manjimup 4.38%.

Comparison to operating expenditure has no particular relevance but is a common reference when making comparisons between the levels of unrestricted reserve funds accumulated.

It is to be remembered that the purpose of reserve funds can be changed by a local government at the time of adopting the annual budget without public consultation.

**Comparison of the level of cashed backed Reserve Funds**

Shire	Amount of Unrestricted Funds	Amount of Restricted Funds	Total Funds
Boyup Brook	\$721,790	\$64,982	\$786,772
Bridgetown-Greenbushes	\$4,007,085	\$255,457	\$4,262,542
Manjimup	\$781,285	\$770,397	\$1,551,682
Nannup	\$804,849	\$53,124	\$857,973
<b>TOTAL</b>	<b>\$6,315,009</b>	<b>\$1,143,960</b>	<b>\$7,458,969</b>

The following Tables set out the cash backed Reserve Funds budgeted to be held by each of the Shires at the end of the 2008/09 financial year. The Tables provide details on the amount and the purpose of the reserve funds held.

**Shire of Boyup Brook**

Reserve and Purpose	Restriction	Amount budgeted at end 08/09
Plant & Vehicle - purchase of major plant items		\$188,067
Leave Reserve - staff entitlements	Yes	\$64,982
Depot - upgrade of facilities		\$18,864
Community Housing - maintenance of Homeswest Housing Units in Forrest & Proctor Streets		\$21,796
Emergency - emergency situations during and outside working hours, eg trees on roads		\$31,565
Insurance Claim - when insurance claims are excessive		\$13,525
Flax Mill Sheds - maintenance and upgrade		\$25,645
Recreation Facilities - improvements		\$23,138
Commercial - economic development and promotion of district		\$230,331
Bush Fire Radios - changeover and future requirements		\$12,187
Rylington Park - development of facilities		\$15,826
Infrastructure - development of Infrastructure		\$18,007
Bridges - requirements of bridge works		\$25,605
Medical Services - future medical requirements		\$43,985
Swimming Pool - major improvements/maintenance		\$10,544
Boyup Brook Town Hall - major improvements/maintenance		\$10,544
Building Maintenance - maintenance of Shire buildings		\$12,199
Aged Accommodation - requirements of aged accommodation		\$19,962
<b>TOTAL</b>		<b>\$786,772</b>
<b>Total Restricted</b>		<b>\$64,982</b>

### Shire of Bridgetown-Greenbushes

Reserve and Purpose	Restriction	Amount budgeted at end 08/09
Leave - staff entitlements	Yes	\$146,195
Plant - purchase of major plant items		\$147,567
Land & Building - acquisition of land and buildings		\$2,820,238
Bush Fire - purchase fire fighting equipment and fire fighting plant		\$27,193
Maranup Ford Rd Maintenance - between the old and new entrances to the Sons of Gwalia Mine.		\$112,619
Subdivision - construction of sub-division feeder roads		\$325,236
Sanitation - provision of waste management services and facilities		\$4,090
Hampton St Upgrade (Council) - Upgrade project		\$27,986
Recreation centre Floor - timber floor replacement		\$110,650
Bridgedale Project - maintenance and/or development Bridgedale Historic Site and surrounds		\$36,867
MGB - maintenance of the project		\$38,918
Refuse Site Post Closure - rehabilitate refuse sites		\$136,208
Community Bus Replacement		\$41,114
Memorial Park Development - development Bridgetown Memorial Park		\$37,006
Blackwood River Park Development		\$20
Drainage - Drainage upgrade works		\$76,571
SBS Tower replacement -		\$17,557
Playground Equipment - replacement of equipment		\$5,263
Roads to Recovery Supplementary Grant - balance of payment	Yes	\$59,898
Hampton St Upgrade Grant - balance of unspent grant	Yes	\$16,939
Premiers Physical Activity Task Force Grant - balance of unspent grant	Yes	\$21,881
Roads to Recovery 2007/08 Grant - balance of unspent grant	Yes	\$5,834
Swimming Pool - studies on life expectancy and upgrades		\$41,982
Unspent Minor <Grants \$15,000 - balance of unspent grants	Yes	\$4,710
<b>TOTAL</b>		<b>\$4,262,542</b>
<b>Total Restricted</b>		<b>\$255,457</b>

### Shire of Manjimup

Reserve and Purpose	Restriction	Amount budgeted at end 08/09
Airfield Construction & Maintenance - Used on recommendation Airfield Committee		\$9,250
AquaCentre Building - replacement of the Centre building in particular the inflated roof		\$30,000
AquaCentre Plant Purchase - replace plant and equipment		\$30,000
Bridge - construction and maintenance		\$169,530
Community Bus - maintenance		\$14,180
Construction & Resource Research - resourcing materials for construction		\$365,365
Future Carpark Construction Manjimup - from developer contributions	Yes	\$31,600
HACC Annual & Long Service Leave - staff leave provisions	Yes	\$58,333
HACC Asset Replacement - HACC assets	Yes	\$14,500
Heritage Reserve - Heritage Building Maintenance		\$421
Land Resumption - Land resumption for infrastructure purposes		\$28,942
Northcliffe Town Hall - Maintenance costs		\$6,530
Plant & Equipment Replacement		\$91,602
Staff Annual & Long Service Leave - staff entitlements	Yes	\$665,964
Strategic Asset Development - purchase of strategic land, buildings and capital works		\$3,601
Telecommunications - replace television and radio retransmission equipment		\$16,500
Waste Management & Site Development - development of new waste site		\$9,882
Windy Harbour Infrastructure - development of infrastructure within the settlement		\$5,482
<b>TOTAL</b>		<b>\$1,551,682</b>
<b>Total Restricted</b>		<b>\$770,397</b>

Manjimup disclosed in its 2008/09 annual budget that its estimated long service leave accrual as at 30 June 2009 is \$309,107.

### Shire of Nannup

Reserve and Purpose	Restriction	Amount budgeted at end 08/09
Long Service Leave - staff entitlements	Yes	\$53,124
Plant - purchase of major plant items		-\$29,965
Foreshore Park Ablution Block - construction of ablution block		\$11,247
Recreation Centre - redevelopment of Centre		\$152,051
Kindergarten Extension - extension of Kindergarten		\$234,093
Co-Location Building - construction of building		\$361,667
Office Equipment - maintenance of office equipment and upgrade of computer system		\$15,364
Balingup Rd Caravan Park - redevelopment of the Park		\$392
Main Street Upgrade - upgrade of Warren Road		\$60,000
<b>TOTAL</b>		<b>\$857,973</b>
<b>Total Restricted</b>		<b>\$53,124</b>

### 7.11 Recurring Grant Funding and Subsidy per Head of Population

The following Table sets out the recurring grant funding received by each Shire and the subsidy per head of population for each of the Shires. Some Shires receive more in recurring grant funding but that was not included as it relates to specific purposes such as Home and Community Care. Other grant funding received but not included is non-recurring and given for specific projects or services.

The WA Local Government Grant Commission will allow for the provision of the level of general purpose grants currently given to the individual Shires for a period of five years after the date of amalgamation. The created Shire will then be assessed as an individual local government and the general purpose grant reduced accordingly.

The amount of any decrease cannot be predicted with any certainty. The Grants Commission have advised that based on current figures and not taking into account the outcome of the review of the method of allocating grants in WA, the level of increase in grants from the Commonwealth and the number of amalgamations that may occur in local governments in the next six years the decrease in grant could be between \$500,000 and \$900,000. Road funding from the Grants Commission is calculated on the Asset Preservation Model and should not be effected.

The Shires with the smaller populations receive the greatest per head subsidy.

#### Recurring Grant Funding

Grants	Boyup Brook	Bridgetown-Greenbushes	Manjimup	Nannup	Combined
	\$	\$	\$	\$	\$
General Purpose Funding	267,047	777,490	1,670,010	564,285	3,278,832
Local Roads Funding	541,639	546,256	1,411,904	361,418	2,861,217
Regional Road Grant	145,000	285,333	550,000	150,000	1,130,333
TIRES Funding	200,000	45,000	35,000	170,000	450,000
Roads to Recovery	311,620	288,424	1,357,643	345,492	2,303,179
Blackspot Funding		74,000	246,484	180,000	500,484
MRWA Direct Grant	82,000	86,840	177,226	59,611	405,677
Bush Fire Operating Grant	32,000	83,785	103,660	80,000	299,445
SES Operating Grant		12,770	38,986	15,390	67,146
Swimming Pool Subsidy	3,000	3,000	3,000		9,000
<b>Totals</b>	<b>1,582,306</b>	<b>2,202,898</b>	<b>5,593,913</b>	<b>1,926,196</b>	<b>11,305,313</b>
Population	1,594	4,339	9,995	1,325	
Per head of population	\$993	\$508	\$560	\$1,454	

### 7.12 Findings of Financial Assessment and Comparisons

The financial position of the four Shires is relatively sound and their financial ratios are generally in the positive. Nannup needs to assess the reason for an bad Current Ratio in 2008. The balance sheets of the Shires are sound and mostly show steady trends in the right directions, the fluctuations that Manjimup experiences need to be steadied with improved financial planning. There may have been reasons for these and Manjimup needs to assess if those reasons are genuine or better planning would alleviate the problem. There is no threat to the financial position of the Shire.



The assessment found that Nannup received the least percentage of its operating revenue from rates and the greatest from grants. The percentages for rates and grants as a percentage of operating revenue are set out in Chapter 7.5.

With non cash items such as depreciation removed from the operating expenditure the percentages for expenditure on employee costs are within 60% except for Nannup which is at 50%. These percentages cannot be compared to other local governments, however, the Shires may wish to set their own financial policies on upper limits.

An amalgamated Shire would raise an amount of rates similar to that of the four Shires individually by using an average of the rates in the dollar imposed by the four Shires. There would need to be considerable adjustment to the rates in the dollar imposed with the GRV rate in the dollar imposed in Boyup Brook having to be decreased and the rate in the dollar and the other three Shires having to be increased. With UV rates in the dollar those imposed in Manjimup and Boyup Brook would have to be decreased while those imposed in Bridgetown-Greenbushes and Nannup having to be increased by 16% and 57% respectively.

Manjimup has by far the largest debt liability with \$6.4m, Boyup Brook with \$1.13m, Bridgetown-Greenbushes \$802,000 and Nannup \$65,000. Manjimup is carrying the biggest percentage debt liability with its Debt Service Ratio at 8%, Boyup Brook and Bridgetown Greenbushes at 2% and Nannup at 1%.

Bridgetown-Greenbushes has the largest amount of cash backed reserves with its unrestricted reserve funds at 62.25% of its 2008/09 operating expenditure, Nannup at 21.37%, Boyup Brook at 14.5% and Manjimup at 4.38%.

Financial savings would have to be made in the created Shire within the first five years to allow for an highly qualified estimate decrease in General Purpose Grants of \$500,000 to \$1m.

Although not a comment on the financial viability or otherwise of Manjimup, of the four Shires it has the largest debt liability and the lowest percentage of unrestricted reserve funds.

*Rates ↑ overmed capacity.*

## **8. HUMAN RESOURCES ASSESSMENT**

### **8.1 Comparison of the differences in employment conditions across the four Shires**

**Interim Report on the commonality of employment conditions across the 4 Shires forming the Warren Blackwood Strategic Alliance.**

**Prepared by Anne Lake, Anne Lake Consultancy, HR Consultant.**

#### **Brief**

To gather and compare all of the available staff benefits including wages and salaries that exist within the four Shires to gain a better understanding of the Industrial, contractual and custom and practice obligations that may provide obstacles in the harmonious integration of an alliance framework.

#### **Methodology**

All Shires submitted detail as request for analysis and comment

#### **General Comment**

Whilst enterprise agreements are a matter of public record and available for all to see, it was never the less courageous for the Shires to share their competitive employment benefits in such a detailed manner.

There are a number of legal impediments to moving past the Alliance stage and becoming an amalgamated Shire, an immediate problem would be the application of the Transmission of Business provisions made even more difficult by the uncertainty surround the legal status of a Shire in terms of it being a constitutional corporation and indeed this was raised by the Deputy Prime Ministers Office when dealing with a variation for one of your near neighbours recently who have completed the amalgamation process.

It is a matter of fact that all Councils with Enterprise Agreement increased benefits for staff. Manjimup is the only Shire in the Alliance to have its entire staff covered by an Enterprise Agreement. Bridgetown-Greenbushes and Boyup Brook have their operations employees cover by an Agreement but not the inside staff and Nannup has no registered agreement

As you can see from the details provided below there are elements of commonality underpinned by many differences and earning opportunities. However the figures in the Local Government Award only detail the basic starting point. Particularly at Nannup some officers assigned an Award classification level are on higher salaries to reflect marketplace realities for those skill sets.

The best overall payment and reward conditions and therefore the most expensive benefits for other Shires to match come from the Shire of Manjimup. Manjimup are one of the very few Shires if not the only Shire to negotiate what amounts to an annualisation of hours that are worked in the majority of the year and then drawn down during periods of inclement weather. So the higher agreement costs need to be viewed in context with productivity and less down time.

## Negotiated Salaries

It would appear that whilst there is a repetition of senior positions there is, given the differences in size, very little difference in the remuneration components of each officer's package. The main differences come from the values attached to the package, for example there can be as much as \$8,000 difference in the value attached to the vehicle.

### Comparison of Benefits for Alliance Shire's Outside Workforce.

Operations Teams	Manjimup Have one pay scale for all employees. Majority of Ops employees paid in the range of 3-5 <b>Major difference is operational employees work under annualised hours.</b>	Bridgetown-Greenbushes	Nannup Apprentice Level 1 & 2 etc New Op. basic skill Level 4 Entry: Level 5 Experienced 7 Senior Experienced Level 7	Boyup Brook
Hourly Rate	5% increase due 9 Sept 2009, 2010 and CPI 2011	Next increase due 1 July 2010 CPI + 3%	Probable demand for increase July 2010, details of amount unknown	CPI+2% Increase in April 2010
Level 1			14.28	14.30
Level 2	20.15		16.52	15.35
Level 3	21.98	20.28	18.58	15.90
Level 4	24.00	21.94	19.08	16.25
Level 4A			Nannup's level 5 is old 4A.	16.77
Level 5	26.05	23.05	19.73	17.04
Level 6	28.16	24.33	20.37	17.87
Level 7	30.23		20.72	
Level 8	32.44		21.13	
Level 9	35.06		22.06	
Level 10			23.21	

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**Comparison of Benefits for Alliance Shires Administrative and Supervisory Workforce.**

<b>Administrative Teams</b>	<b>Manjimup</b>	<b>Bridgetown-Greenbushes</b>	<b>Nannup</b>	<b>Boyup Brook</b>
	<i>Manjimup have one pay scale for all employees. Majority of Ops employees paid in the range of 3- 5</i>			
<b>Hourly Rate</b>	<i>5% increase due 9 Sept 2009, 2010 and CPI 2011</i>		<i>Step increases for Staff and Anniversary increases for Senior Staff</i>	<i>Probable next increase due 10/09 with EBA</i>
Level 1				
Level 2	20.15	18.51 - 20.18	16.39 - 17.88	19.67 - 21.45
Level 3	21.98	20.74 - 24.00	18.37 - 19.33	22.05 - 23.20
Level 4	24.00	22.41 - 25.87	22.04 - 23.20	23.81 - 25.00
Level 5	26.05	24.16 - 27.85	19.85 - 20.83	25.68 - 26.91
Level 6	28.16	25.67 - 27.25	21.40 - 22.43	27.29 - 28.97
Level 7	30.23	27.77 - 29.17	22.74 - 24.14	29.52 - 31.01
Level 8	32.44	29.79 - 31.23	26.39 - 27.66	31.67 - 33.19
Level 9	35.06	32.18 - 33.94	28.51 - 30.07	34.21 - 36.09
Level 10				

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- Manjimup agreement attempts to move outside of the LGA by providing for Severance Pay to be retained at a point two years in the past.
- Journey to and from work Insurance Cover also provided
- All overtime outside of standard hours paid at 1.5. Emergency work and public holidays paid at double time
- Agreement has approximately 28 months of currency left.
- Boyup Brook provides for some banking of hours at 1.5 however it is limited in approach and not like the system used by Manjimup.

**Common Employment Conditions**

<b>Benefit</b>	<b>Manjimup</b>	<b>Bridgetown-Greenbushes</b>	<b>Nannup</b>	<b>Boyup Brook</b>
<b>Redundancy</b>	Capped at 52 weeks	Outside Workers Workplace Agreement states that any redundancy package for those affected employees will be 3 weeks for every completed year of service capped at 52 weeks, payment of 50% of accumulated sick leave and payment shall be based on the annualised rate of pay at the date of Council decision leading to redundancy.  All other staff – the provisions of the Local Government Officers Award apply.	Up to 16 weeks in accordance with Award.	Min 4 weeks' notice, up to 16 weeks pay for 9 years and 1 additional week for each 10 years of service.
<b>Clothing Allowance</b>	All councils have Clothing Allowance Policies for LGO staff and replacement as needs for operations employees.			
<b>Volunteer Leave</b>	1 hour per week accumulated to 52 weeks	Nil	Nil	Nil
<b>Retirement Salary sacrifice Leave</b>	20% over 5 years for 5 years prior to retirement	No policy or procedure in place.	Nil	Nil
<b>Two days in lieu</b>	Take during Christmas break.	Outside Workforce has forfeited these 2 days in lieu of other benefits, specifically a wage increase. All other permanent workers receive the 2 days and take them at the Christmas break	Take during Christmas break	

<b>Long Service Leave</b>	9 week after 7 years may be taken further accumulation may be taken annually as leave. With payout dollars frozen at 14 weeks accumulation	As per the Local Government (Long Service Leave) Regulations.	As per the Local Government (Long Service Leave) Regulations.	As per the Local Government (Long Service Leave) Regulations.
<b>Inclement Weather</b>	1.5 hrs banked each week for inclement weather period.	No policy or procedure in place. During periods of inclement weather outside workers undertake suitable duties.	No policy or procedure in place. During periods of inclement weather outside workers undertake suitable duties.	No policy or procedure in place. During periods of inclement weather outside workers undertake suitable duties
<b>Gratuity Policy</b>	A staff member who has at least 5 years service with the Shire is entitled on termination or retirement to receive a gift to the value of \$25 for each completed year to a maximum value of \$250. A staff member who has 25 years' service is entitled to receive a watch (or similar award) to the value of \$200 in recognition of that service.	After three years \$100 up to \$500 for twenty years or more. Further Council may consider a maximum payment of \$5000 and will only be considered where a departing employee has served a continuous period of 20 years or greater.	Gratuity Policy that provides for up to one year dependent on length of service.	\$200 after 3 yrs plus \$30 for each additional completed year and Council may agree under certain circumstances to an amount not exceeding 3 months' salary or unused sick leave.

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## 8.2 Staffing Levels

A compilation of the staffing levels of the four Shires has been undertaken to make a comparison of the estimated staffing levels required in an amalgamated Shire.

An organisational structure based on another local government of a similar operating revenue was drawn up with four directorates, Corporate Services, Community Services, Development Services and Technical Services. An estimation was made on the number

of senior position that would be needed and to determine any senior position currently in the four Shires that would not be needed.

It is clear that with the new Shire only one Chief Executive Officer would be employed. Because of the increased responsibility of the CEOs position of the new Shire it would be prudent to terminate the contracts of the four CEOs and advertise and appoint a CEO for the new Shire. Based on the new Shires annual revenue of \$30m the bands established by the Salaries and Allowance Tribunal recommend a salary of between \$184,000 and \$249,000.

The combined annual salaries for the four CEOs is approx \$480,000. The maximum payout under a contract is limited by regulations to 12 months, or the length of time the contract has to run if the contract has less than 12 months to run. If the four contracts have more than 12 months to run there would be a payout of \$480,000 with annual savings of approx \$280,000 thereafter when the salary of the CEO for the new Shire is deducted. If the four CEOs were to be paid out there would still be the cost of the new CEO for that first twelve months the total cost for that year \$680,000.

Under the suggested organisational structure for the new Shire five senior management position would be made redundant allowing for savings of \$360,000 per annum. Dependent on what employees are appointed to the newly created positions will determine any immediate savings. If not under contract the employees are guaranteed employment for a period of two years from the date of amalgamation or if a payout can be agreed to by the employee there are no immediate savings to be made. If any of the five are contract employees a payout would be required as stipulated under the employee's contract. If payouts were required under contract equivalent to 12 months salary the whole \$360,000 would be a cost in the first year with annual savings after that. An amalgamation would become viable if the State Government was to provide funding to pay for redundancies as promised by the Premier.

Some of the employees could continue to be employed undertaking the many tasks that will be required during the amalgamation process thus reducing the costs of redundancies but also reducing the immediate savings.

Local governments are subject to the compliance provision of a large amount of legislation. If through amalgamation the number of local governments is reduced the burden of compliance is reduced. This reduction in compliance should allow for a reduction of an estimated two administrative staff. This should allow for savings of \$90,000.

These savings could not be considered as part of the amalgamation process as they may not eventuate for at least three years. Merging of the administrative functions may take longer as none of the four Shires has the capacity for increases in their current facilities and a new administrative centre would have to be built.

The staff of all current Recreation Centres, Swimming Pools/Centres, Libraries, Home and Community Care Services, Waste Management Sites, Parks and Gardens and those located in Pemberton, Northcliffe and Walpole have not be assessed for redundancies.

The Table below sets out the current senior positions that are likely to be effected by an amalgamation and sets out those senior positions that will be required in the amalgamated Shire.

This Table is only created for the purposes of this report and is not to be taken as applying should an amalgamation occur.

**Senior Positions effected by Amalgamation**

Senior Positions	Boyup Brook	Bridgetown-Greenbushes	Manjimup	Nannup	Combined	Amalgamated Shire
Chief Executive Officer	1c	1c	1c	1c	4	1
Deputy CEO		1c			1	
Director Statutory Services			1c		1	1
Manager Corporate Services				1	1	
Manager Financial Services	1				1	1
Manager Administration Services			1c		1	1
Accountant		1c			1	
Senior Finance Officer		1			1	
Manager Information Technology			1		1	1
Human Resource Co-ordinator			1		1	1
Director Community Services & Facilities			1c		1	1
Executive Manager Community Services		1c			1	1
Manager Library & Information Services			1		1	1
Director Works			1c		1	1
Manager Works & Services	1	1c	1	1c	4	4
Supervisor Maintenance			1		1	1
Works Supervisor		1			1	
Senior Engineering Technical Officer		1c			1	1
Team Leader Projects			1		1	1
Manager Parks			1		1	1
Supervisor Mechanical Workshop			1		1	1
Manager Technical Services			1		1	1
Director Planning & Environment						1
Manager Development Services				1c	1	1
Manager Planning		1c	1		2	1
Manager Building Services			1		1	1
Manager Environmental Services			1		1	1
EHO/Building Surveyor		1c			1	1
Building Surveyor		1			1	1
Regional Environmental Off		1c			1	1
	<b>3</b>	<b>12</b>	<b>17</b>	<b>4</b>	<b>36</b>	<b>28</b>

"c" denotes contract employee

It needs to be recognised that merely by reducing the number of senior management positions does not necessarily reduce the total number of employees by that number. Senior managers while in the smaller environment of the current Shires also undertake a significant amount of the day to day work required of his or her area. By taking on a senior management role in a large organisation the management role increases and other staff are required to undertake the day to day work the manager no longer has time to do. If this work cannot be undertaken by staff from other Shires participating in the amalgamation or other staff cannot be retained, additional staff may need to be employed. Potential savings are in senior management salaries, not necessarily a reduction in the number of employees.



### 8.3 Provisions to meet Annual and Long Service Leave Commitments

The following Table sets out the current and non-current provisions for annual and long service leave contained in the Shire Annual Financial Statements for the year ending 30 June 2008

The current shortfall faced by the Shires looks significant however it could be expected that some annual leave will be met by the annual budget. Any shortfall is more serious when annual leave is allowed to accumulate to the point where it has to be paid out or an employee is away for a significant amount of time requiring backfilling in the position and a doubling up of expense.

Manjimup is performing the best in covering its leave liability through cash backed reserves.

#### *Provisions for Annual and Long Service Leave*

	Boyup Brook	Bridgetown-Greenbushes	Manjimup	Nannup
<b>Provisions 2007/08</b>				
Annual Leave - Current	\$125,036	\$241,075	\$338,100	\$136,762
Long Service Leave - Current	\$117,091	\$129,861	\$309,107	\$19,853
<b>Total Current</b>	<b>\$242,127</b>	<b>\$370,936</b>	<b>\$647,207</b>	<b>\$156,615</b>
Long Service leave - Non Current	\$21,108	\$132,146	\$221,623	\$52,722
<b>Total</b>	<b>\$263,235</b>	<b>\$503,082</b>	<b>\$868,830</b>	<b>\$209,337</b>
<b>Cash Backed Reserve</b>	<b>\$64,982</b>	<b>\$171,960</b>	<b>\$631,654</b>	<b>\$53,124</b>
Potential Current Shortfall	\$177,145	\$198,976	\$15,553	\$103,491

### 8.4 Findings of the Human Resources Assessment

The assessment has found that the Manjimup Enterprise Agreement covering all employees would create an obstacle to an amalgamation of the workforces into one. The Agreement has three years to run and would require those employees transferring from Manjimup to be on different pay and conditions until the Agreement expires.

Bringing employees onto equal pay and conditions after the expiry may require other employees pay and conditions to be increased adding costs to the amalgamation.

Senior staff positions would have to be made redundant to provide savings to make the amalgamation worthwhile and to allow for decreases in general purpose grant funding after five years.

Sufficient funding from the State Government to pay for redundancies would improve the benefits of an amalgamation as some of the employees who will be given redundancies may also be entitled to significant annual and long service leave payments.

## 9. COMPARISON OF FEES AND CHARGES IMPOSED BY THE SHIRES

### 9.1 Service Charges imposed under the Local Government Act 1995

None of the Shires impose a Service Charge under the provisions of section 6.32 of the Local Government Act 1995.

### 9.2 Waste Collection Charges and Tipping Fees

The following Tables set out the waste collection charges and the tipping fees imposed by each of the Shires.

In addition to the fees and charges set out in the Table below, Bridgetown-Greenbushes levies a Health Act Rate of \$93.00 per assessment. Proceeds of the Health Act rate are applied to the maintenance of the Shire's refuse sites and includes the transfer of \$15,000 to the Refuse Post Closure Reserve

#### *Waste Removal and Tipping Fees*

	Boyup Brook	Bridgetown-Greenbushes	Manjimup	Nannup
<b>Waste Removal</b>				
1 x 240l MGB collected once per week	\$150.00		\$283.50	\$115.00
Additional 240l MGB service	\$165.00			
1 x 120l MGB collected once per week		\$74.00	\$164.00	
Additional 120l MGB service		\$74.00		
<b>Recycling</b>				
1 x 240l MGB once per fortnight		\$75.00		\$110.00
<b>Tipping Fees</b>				
Per cubic metre			\$17.50	
6x4 trailer	\$15.00	\$12.50		\$5.00
2-4 tonne truck	\$30.00	\$37.50		\$20.00
4-6 tonne truck	\$40.00	\$50.00		\$30.00
6-8 tonne truck	\$60.00	\$75.00		\$30.00
8+ tonne dual axle truck	\$100.00	\$125.00		\$40.00
Semi Trailer, 20m <sup>3</sup> capacity	\$200.00	\$250.00		\$60.00
Bulk Bin (3m <sup>3</sup> or less)	\$30.00	\$37.50		\$20.00
Bulk Bin (3m <sup>3</sup> - 6m <sup>3</sup> )	\$40.00	\$50.00		\$30.00
Bulk Bin (6m <sup>3</sup> - 10m <sup>3</sup> )	\$60.00	\$75.00		\$40.00
Bulk Bin (exceeding 10m <sup>3</sup> )	\$100.00	\$125.00		\$50.00

### 9.3 Burial and Other Cemetery Fees

The following Table sets out the burial and other cemetery fees imposed by the four Shires.

Not all Cemetery fees and charges imposed by the Shires have been included in the Table. The fees compared are those which are assessed to be the most relevant to the greatest percentage of cemetery use.

#### *Burial and Cemetery Fees*

<b>Cemetery Fees</b>	<b>Boyup Brook</b>	<b>Bridgetown-Greenbushes</b>	<b>Manjimup</b>	<b>Nannup</b>
<b><i>Grant of Right of Burial</i></b>				
Grave (Traditional Sect)			\$620.00	\$572.00
Grave (Headstone lawn)			\$440.00	
Pre purchase right of burial	\$200.00	\$205.00	\$90.00	
Renewal Grant	\$50.00	\$52.00		\$114.00
<b><i>Interments</i></b>				
Adult	\$670.00	\$686.00	\$410.00	\$800.00
Child under 7			\$245.00	\$686.00
Stillborn Child	\$180.00	\$184.00	\$140.00	\$456.00
Lawn Section		\$870.00		
Cremated ashes (existing)	\$200.00	\$204.00		
Cremated Ashes (new site)	\$400.00	\$410.00	\$70.00	\$132.00
<b><i>Niche Walls</i></b>				
Single (inc Plaque)	\$320.00	\$348.00	\$255.00	\$275.00
Installation only			\$118.00	
Purchase single			\$130.00	
Double First (inc Plaque)	\$450.00	\$480.00	\$405.00	
Double Second (inc Plaque)	\$200.00	\$225.00	\$250.00	
Reservation of specific site	\$100.00	\$52.00	\$55.00	
<b><i>Ashes</i></b>				
In Rose Garden				\$355.00
In Rose Garden (No plaque)				\$149.00
Transfer to new position	\$200.00	\$205.00		
Removal by family member	\$100.00	\$102.00		
<b><i>Additional</i></b>				
Re-opening of ordinary (admin)	\$60.00	\$52.00	\$75.00	
Interment Outside hours			\$105.00	\$64.00
Int -Sat, Sun, Public Hol's	\$250.00	\$256.00	\$160.00	\$400.00
Int - w/o due notice		\$102.00	\$170.00	\$64.00
Exhumation			\$410.00	
Single Monument Permit	\$60.00	\$52.00	\$70.00	\$19.00
<b><i>Licences</i></b>				
Undertakers Licence	\$100.00	\$82.00	\$82.00	\$49.00
Undertaker fee single	\$60.00	\$52.00	\$40.00	\$18.00
Monumental Mason fee		\$82.00		

#### 9.4 General Fees and Charges

The following Table sets out some general fees and charges that are imposed by the Shires. Comparisons in some areas are not possible among all the four Shires as some do not have those fees and charges listed in their Schedule. Nannup does not have fees and charges relating to dog impoundments and does not budget to receive income from impoundments.

The differences in approach to fees and charges highlights the administrative difficulties of bringing Shires together into one larger organisation.

##### General Fees and Charges

	Boyup Brook	Bridgetown-Greenbushes	Manjimup	Nannup
Rate Inquiry Fee	\$55.00	\$31.00	\$23.00	\$32.00
General Enquiries (per hr)	\$44.00	\$47.00		\$70.00
Payment of Rates by Direct Debit		\$28.00		
Secretarial Services (per hr)	\$55.00	\$60.00		
Council Minutes (per meeting)	\$22.00	\$27.50		\$16.60
Electoral Rolls	\$55.00			
FOI application non-personal	\$30.00	\$30.00	\$30.00	
FOI process (per hr)	\$30.00	\$30.00		
Dog Pound Fees - registered	\$55.00	\$56.00	\$30.00	
Dog Pound Fees - unregistered	\$110.00	\$112.00		
Dog Pound Fee - after hrs			\$100.00	
Destruction/Disposal Dog	\$110.00	\$112.00	\$150.00	
Pound fee per day	\$25.00	\$15.00	\$8.00	
Dog Kennel Licence - 1st yr	\$200.00	\$200.00		
Dog Kennel Licence - Renew	\$100.00	\$100.00		
Apply for more than 2 dogs	\$50.00	\$52.00		

#### 9.5 Recreation Centres, Halls, Ovals and Swimming Pools

The following Tables set out some common fees and charges imposed by the Shires. Comparison of the fees needs to take into account the type and standard of the facilities provided and the amount of supervision provided.

For instance the swimming pool fees set by Manjimup are higher because the pool is heated and can be used all year round. Other fees may be different because of the facilities that are included in the hire.

A general observation is that the fees imposed by Nannup are less than the other three Shires.

### Recreation Halls and Community Centres

	Boyup Brook	Bridgetown-Greenbushes	Manjimup	Nannup
<b>Recreation Hall</b>				
Sporting Events (Hour)		\$22.00	\$14.70	\$15.50
Sport Event Night (Hr)		\$45.00		
Sporting Events (Daily)				\$76.65
Sport Event with Centre				\$146.50
Other Functions				\$183.00
Other Function with Centre				\$257.00
Change Rooms (Day)				\$21.00
<b>Community Centre</b>				
Social Functions (Day)	\$75.00		\$100.00	\$85.00
Meet/Class (Hour)		\$18.00	\$15.75	\$16.50
Meet/Class Night (Hr)		\$45.00		
Kitchen (additional)			\$29.50	

### Swimming Pools

	Boyup Brook	Bridgetown-Greenbushes	Manjimup	Nannup
<b>Swimming Pool</b>				
Adult Entry	\$3.50	\$3.00	\$4.40	
Spectator	\$1.80	\$1.50	\$1.00	
Pensioner	\$1.80	\$1.70	\$2.80	
Child	\$1.50	\$1.70	\$2.80	
Daily School Group		\$250.00		
Family Season	\$250.00	\$220.00	\$772.00	
Adult Season	\$100.00	\$110.00	\$386.00	
Child Season	\$55.00	\$75.00	\$275.60	

### Sporting Venues - Seasonal

	Boyup Brook	Bridgetown-Greenbushes	Manjimup	Nannup
<b>Ovals - Seasonal</b>				
Senior Football Club	\$695.00	\$1,260.00	Under review	\$360.00
Junior Football Club	\$350.00	\$221.00		
Hockey Club	\$350.00	\$191.00		\$44.60 per day
Cricket Club	\$350.00	\$126.00		\$360.00
Junior Cricket Club		\$101.00		
Basketball Association	\$465.00			
Junior Netball	\$350.00			
Tennis Club	\$350.00			
Senior Soccer Club		\$630.00		
Junior Soccer Club		\$221.00		

## 9.6 Private Works Plant and Machinery Hire Charges

The following Table sets out the private works hire charges for plant and machinery. There is a significant difference in some hire rates and not all Shires have the same plant and machinery.

### Private Works Charges

	Boyup Brook	Bridgetown-Greenbushes	Manjimup	Nannup	Average	
<b>Private Works Charges</b>						
<i>Plant &amp; Machinery (inc labour, o/heads and parts)</i>	per hour	per hour	per hour	per hour	per hour	
Motor Grader	\$130.00	\$100.00	works costed on request	\$131.00	\$120.33	
Tandem Tip truck (13 tonne)	\$95.00	\$80.00		\$119.00	\$98.00	
Tray Top Truck (3 tonne)	\$85.00	\$60.00		\$92.00	\$79.00	
Utilities (single cab)	\$60.00	\$50.00			\$55.00	
Utilities (dual cab)	\$75.00	\$50.00			\$62.50	
Traxcavator Loader	\$100.00	\$100.00			\$100.00	
Front end Loader	\$150.00	\$100.00			\$119.00	\$123.00
Tractors	\$120.00	\$50.00			\$92.00	\$87.33
Ride on mower	\$85.00	\$50.00				\$67.50
10 tonne vibrating roller	\$150.00	\$80.00				\$115.00
16 tonne Multi tyred roller	\$80.00	\$80.00			\$98.00	\$86.00
Prime mover & low loader	\$200.00					
Backhoe		\$50.00			\$104.50	\$77.25
<i>Labour</i>						
Labour % O/heads only	\$45.00	\$45.00			\$42.00	\$44.00
<i>Material &amp; Services</i>	Cost + 30% + GST	Cost + 30% + GST				

## 9.7 Findings of Fees and Charges Imposed by the Shires

The fees and charges imposed by the Shires are not significantly different except for the area of Waste Collection where Bridgetown-Greenbushes imposed a levy under the Health Act to maintain its tips while that fee is inbuilt in the annual fee charged by the other Shires.

Retaining the current fees and charges for the recreation centres, swimming pools and ovals can be justified on the basis of the services provided whereas some general fees and plant hire rates may need to be standardised.

Generally the fees imposed by Nannup would have to be increased to meet a uniform level.

## 10.1. ADMINISTRATIVE ASSESSMENT AND COMPARISONS

### 10.1 Comparison of Current Local Laws

The following Table sets out the current local laws of the four Shires and the year of their gazettal. In the event of an amalgamation the local laws will have to be reviewed and one set of local laws adopted for the new Shire. The newly created Shire will have four sets of local laws under which to operate as legislation prescribes that until repealed, local laws will continue to apply in the district for which they were made.

If this cannot be accomplished in-house by retaining surplus staff, outside assistance will have to be engaged. Regardless of how it is done the likely cost for the review would be \$25,000 which includes the cost of advertising.

Local Laws are required by legislation to be review every eight years.

#### *Current Local Laws*

	<b>Boyup Brook</b>	<b>Bridgetown-Greenbushes</b>	<b>Manjimup</b>	<b>Nannup</b>
Standing Orders	1997	2008		
Bush Fire Brigades	2004	2000		
Fencing	2004	2004		
Parking and Parking Facilities	2004	2000		2007
Dogs	2004	2000	2004	
Local Government Property	2004	2000		
Activities in Thoroughfares and Public Places and Trading	2004	2000	2002	
Health	2004	2001	1999	2003
Cemetery	2004	2000		1981
Extractive Industries		2001		
Signs			2000	
Landfill and Waste Transfer Station			2007	
Refuse Site				1999
Old Refrigerators & cabinets		1962		
Signs and Hoardings		1973		
Parking Region			1990	
Hawkers		1933		
Swimming Pool			1978	
TV Masts and Antennas			1960	

## **10.2 Policy and Procedures**

The Council adopted policies and procedures will have to be reviewed and consolidated into one set to be adopted by the Council of the newly formed Shires. This work should be done in-house however if the expertise is not available outside assistance will be required at a estimated cost of \$10,000

## **10.3 Contracts, Deeds and Agreements**

In the event of an amalgamation the contracts and agreements held by the two Shires will have to be amended into the name of the newly formed Shire. This has the potential to incur expenditure due to the legal requirements. This could incur costs through legal advice and is estimated at \$15,000.

## **10.4 Information Technology**

"To be provided by TSA Corporation"

## **10.5 Town Planning Schemes and Local Planning Strategies**

"Still being researched"

DRAFT



## 11. ELECTED MEMBERS REPRESENTATION AND COST

### 11.1 Representation

The following figures have been compiled to show the effect that an amalgamation of the four Shires will have on the elected representation that each of the four Shires will be entitled to on an amalgamated Shire. The Minister for Local Government in his Circular 05-2009 stated:

*Where amalgamations take place, local governments:*

- *Will be able to establish a system of wards based on the boundaries of the former local governments; and*
- *Can choose to allocate elected members so that each ward has at least one elected member, even if this does not comply with the one-vote one-value policy of the Local Government advisory Board.*

*These arrangements may exist for a limited period. For example, if the first election for an amalgamated local government takes place at the 2011 ordinary elections, adherence to the one-vote one-value policy is to come into effect at the 2013 ordinary elections.*

Although initially elected members can be allocated equally, eventually the one-vote one-value policy will be enforced. It is therefore important to understand the eventual allocation on elected members and the figures below do this. In compiling the figures the number of electors registered with the Western Australian Electoral Commission as at 31 December 2008 has been used. It is understood that these will differ with the addition of owners and occupiers but not that significantly to alter the outcome. It has been assumed that each of the former Shire districts will constitute a Ward in an amalgamated Shire and that the number of offices of councillor will be set at eight to conform to the stated desire of the Minister for Local Government of a number of elected members between six (6) and nine (9).

It can be seen from the figures that to adhere to the one-vote one-value policy the Manjimup Ward would be entitled to four (4) elected members, Bridgetown-Greenbushes Ward two (2) and Boyup Brook and Nannup Wards one (1) each.

To quote other variations, if the offices of councillor were to be set at twelve (12) the entitlement would be seven (7), three (3), one (1) and one (1). If the number of offices was sixteen (16) the entitlement would be nine (9), four (4), two (2) and one (1).

Although a number of factors must be taken into account when making the decision on whether to amalgamate the ability of elected members to properly undertake their role within the community as well as the right of the community to have access to their elected members could be considered to be a high priority. Any proposal to reduce the right of the communities to representation and access to their elected members may be resisted by the communities.

The "Options for Community Representation and Maintaining Local Identity" publication released by the Local Government Reform Steering Committee in June 2009 makes a number of suggestions on the methods of continuing community representation when a Council is removed from a district after amalgamation. With the current restrictions in the Local Government Act 1995 these community committees can be given no local decision making power and only act in an advisory capacity.

### Elected Member Representation

	Boyup Brook	Bridgetown-Greenbushes	Manjimup	Nannup	Combined
Population (30/6/08)	1,594	4,339	9,995	1,325	17,253
Electors (WAEC 31/12/2008)	1,160	2,942	6,458	904	11,464
Elected Members	9	11	11	8	
Representation (Electors per Member)	129	267	587	113	
Population per Member	177	394	908	165	
Wards	4	4	6	3	
<b>Warren Blackwood Shire</b>					
Elected members					8
Wards (Old Shire Districts)					4
% electors per ward	10.12%	25.66%	56.33%	7.89%	
Elected member per Ward	0.81	2.05	4.61	0.63	
	(1)	(2)	(4)	(1)	

An alternate to the four ward system proposed would be a ward system that provides for representation from the main towns within the district of the Shire created by the amalgamation. The following figures are taken from the Australian Bureau of Statistics 2006 census figures for the towns as "state suburbs" and therefore do not match to the Shire figures. They do, however, give an indication of difficulties in establishing a fair ward system. These towns are:

	Population	Electors
Manjimup	4,239	2,890
Bridgetown	2,973	2,223
Greenbushes	343	263
Boyup Brook	1,594	1,160
Nannup	1,325	904
Pemberton	1,031	732
Northcliffe	412	293
Walpole	322	258

### 11.2 Elected Member Costs

The figures below have been compiled to show the current cost of maintained the elected members in the four Shires and what that total cost is when combined. The figures also show the potential savings if the four Shires were to amalgamate and the potential savings if the four Shires were to amalgamate down to two.

It is to be noted that the costs for the amalgamated Shires have been compiled using the maximum amounts permitted under the Regulations. For example if the four Shires were to amalgamate the Shire President could be given an allowance of \$60,000 per annum calculated at 0.002 of the Shires operating revenue but not greater than \$60,000.

It can be seen from the Tables below that by amalgamating the four Shires and having eight elected members there is an estimated saving in costs of \$221,330.

**Cost of elected members**

	Boyup Brook	Bridgetown-Greenbushes	Manjimup	Nannup	Total
Meeting Fees (President)			\$7,000		\$7,000
Meeting Fees (Members)	\$50,000	\$70,000	\$35,000	\$17,760	\$172,760
President's Allowance	\$5,000	\$14,000	\$14,936	\$8,000	\$41,936
Pres Entertainment Allow		\$3,550			\$3,550
D/President's Allowance	\$1,250	\$3,500	\$3,734	\$2,000	\$10,484
Travelling Expenses	\$8,000		\$14,500	\$2,400	\$24,900
Travelling Exp (vehicle use)		\$5,000			\$5,000
Telecommunications Allow	\$1,500	\$11,000	\$13,200	\$12,840	\$38,540
Conferences	\$11,500	\$16,000	\$8,000	\$11,000	\$46,500
Election Expenses	\$1,000	\$15,500	\$12,600	\$1,000	\$30,100
Refreshment & Entertainment	\$18,000		\$18,000	\$16,300	\$52,300
Civic Receptions			\$13,650		\$13,650
Training	\$2,500	\$11,000		\$4,000	\$17,500
Insurance	\$8,500	\$6,300		\$10,000	\$24,800
Other Expenses		\$3,000	\$3,000	\$1,000	\$7,000
General Legal Advice		\$2,000			\$2,000
Subscriptions	\$10,900	\$8,910	\$11,000	\$6,200	\$37,010
	<b>\$118,150</b>	<b>\$169,760</b>	<b>\$154,620</b>	<b>\$92,300</b>	<b>\$535,030</b>

**Cost of Elected Members in an Amalgamated Shire**

Cost merge (max allowable)	4 to 1
President's Allowance	\$60,000
D/President's Allowance	\$15,000
Meeting Fees - President	\$14,000
Meeting Fees - Councillors	\$49,000
Allowances	\$27,200
Travelling Expenses	\$21,000
Conferences	\$30,000
Refreshment & Entertainment	\$16,000
Presidents vehicle	\$30,000
Training	\$10,000
Insurance	\$6,500
Elections	\$15,000
Subscriptions	\$20,000
	<b>\$313,700</b>

Shires 2008/09 Annual Budgets

**11.3 Findings on Elected Representation and Costs.**

The Report shows there are potential saving in the costs of supporting the current thirty nine elected members of \$221,000 and potentially greater savings if the fees and allowance paid are not at the maximum level allowed for in legislation. However, given the workload that will be imposed on the eight elected members of the created Shire there is justification for payment at the highest level.

A four Ward system with two elected members from each of the four Shires will for the first two years of the created Shire give the four former Shires an equal voice in the establishment of the new Shire.

A detriment to an amalgamation of the four Shires will come after the initial two years with the loss of representation the communities in the Shires of Boyup Brook and Nannup and to a lesser extent Bridgetown-Greenbushes will incur. Under a four Ward system the communities of these three former Shires will only have equal representation to that which the Manjimup community will enjoy.

The alternate of introducing a Ward system that is centred around the towns within the district of the newly created Shire will provide a greater spread of representation and provide those communities with a voice in the decision-making for the district as a whole.

The representation figures have been calculated on the Minister for Local Governments stipulation that representation number be reduced to between six and nine. In the Shires of Boyup Brook and Nannup one elected member will be elected to provide the representation the current nine and eight respectively provide,

An alternate ward system could be introduced after the first two years which will allow for representation from the other towns within the district of the newly created Shire. Under one-vote one-value principles such a ward system would not allow for the smaller towns to have their own elected members

Lack of representation may be resolved by the introduction of Community Advisory Committees as promoted in the "Options for Community Representation and Maintaining Local Identity Paper" released by the Local Government reform Committee. The Paper also suggests *"In applying transitional arrangements, local government should consider the risk of entrenching old divisions in the new entity along the lines of the previous entities, balanced against the view that an amalgamation should be seen as a new beginning, a fresh start, and old rivalries and tensions are left behind"*.

## 12. POPULATION CHARACTERISTICS

### 12.1 Population Numbers and Age Groups

The following Table sets out the population of the Shires as taken in the 2006 Census. The figures are shown for the individual Shires and a combined total compared to the percentages for the Australian population. The Table shows that there is a greater percentage of males than females in the combined total in contrast to the Australian percentage. Bridgetown-Greenbushes is the only Shire that matches the Australian percentages. The median age of persons in all the Shires is 6 years above the Australian median age. There is a significant absence of persons in the 15 – 24 and 25 – 54 age groups when compared to the Australia average. These figures are a reflection of rural areas and are an indication of the lack of educational and employment opportunities for younger people.

#### Person Characteristics

	Boyup Brook		Bridgetown-Greenbushes		Manjimup		Nannup		Combined		Australia	
	2006	%	2006	%	2006	%	2006	%	2006	%	2006	%
<i>Person characteristics:</i>												
Total Persons	1,480		3,953		9,256		1,192		15,881			
Males	758	51.2	1,936	49.0	4,650	50.2	625	52.4	7,969	50.2		49.4
Females	722	48.8	2,017	51.0	4,606	49.8	567	47.6	7,912	49.8		50.6
Indigenous persons	23	1.6	45	1.1	233	2.5	19	1.6	320	2.0		2.3
<i>Age Groups:</i>												
0-4 years	81	5.5	234	5.9	603	6.5	72	6.0	990	6.2		6.3
5-14 years	224	15.1	604	15.3	1,541	16.6	160	13.4	2,529	15.9		13.5
15-24 years	88	5.9	301	7.6	1,053	11.4	75	6.3	1,517	9.6		13.6
25-54 years	600	40.5	1,553	39.3	3,701	40.0	482	40.4	6,336	39.9		42.2
55-64 years	251	17.0	675	17.1	1,102	11.9	241	20.2	2,269	14.3		11.0
65 years and over	233	15.7	586	14.8	1,254	13.5	160	13.4	2,233	14.1		13.3
Median age of persons	43		44		39		46		43			37

ABS Census Data

## 12.2 Population Movement 1996 to 2008

The following Table represents the census population figures for the last three census with estimated population figures for 2007 and 2008. The increase or decrease percentage is calculated for the period from the 1996 census to the estimated population as at 30 June 2008. Bridgetown-Greenbushes and Nannup have recorded an increase while Boyup Brook and Manjimup a decrease. The district of the four Shires has recorded a small increase.

*Population Movement 1996 Census to June 2008*

	1996 Census	2001 Census	2006 Census	Estimated 30/06/2007	Estimated 30/06/2008	% Increase/ decrease
Boyup Brook	1,747	1,536	1,480	1,581	1,594	-8.8
Bridgetown-Greenbushes	4,034	3,924	3,953	4,258	4,339	+7.6
Manjimup	10,256	9,880	9,256	9,875	9,995	-2.5
Nannup	1,161	1,171	1,192	1,297	1,325	+14.1
Total	17,198	16,511	15,881	17,011	17,253	+0.3

ABS statistics

## 12.3 Projected Population

The following Table sets out the population projections until the year 2021.

*Projected Population*

	2011	2016	2021	2031
Boyup Brook	1,500	1,500	1,400	1,400
Bridgetown-Greenbushes	4,100	4,100	4,000	3,800
Manjimup	10,100	10,000	9,900	9,400
Nannup	1,200	1,200	1,200	1,200

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#### 12.4 Place of Birth, Nationality and Marital Status

The Table below sets out the place of birth of the persons within the four Shires and the combined district as compared to the Australian averages taken at the 2006 Census. The Table also shows the percentages for the marital-status of persons as compared to the Australian percentages.

The Table shows that all four Shires and the combined district have a greater percentage of Australian citizenship than Australia generally and a greater percentage of the person are born in Australia. This reflects that recent migrants are generally not prepared to settle in rural areas preferring the metropolitan areas or the capital cities. There are a greater percentage of married persons in the district when compared to the Australian average, probably representing the quality of life in rural areas.

#### Selected Characteristics

	Boyup Brook		Bridgetown-Greenbushes		Manjimup		Nannup		Combined		Australia	
		%		%		%		%		%		%
<i>Selected characteristics:</i>												
Australian citizenship	1,367	92.4	3,537	89.5	8,292	89.6	1,061	89.0	14,257	90.1		86.1
Persons born overseas	209	14.1	817	20.7	1,343	14.5	240	20.1	2,609	17.4		22.2
Overseas visitors (excluded from all other classifications)	13	0.9	24	0.6	161	1.7	16	1.3	214	1.2		1.0
<i>Country of birth:</i>												
Australia	1,205	81.4	2,918	73.8	7,295	73.8	885	74.2	12,303	77.1		70.9
England	101	6.8	465	11.8	554	6.0	114	9.6	1,234	8.6		4.3
New Zealand	32	2.2	75	1.9	123	1.3	59	4.9	289	2.6		2.0
Netherlands			33	0.8	37	0.4	14	1.2	84	0.8		0.4
Scotland	10	0.7	30	0.8	75	0.8	11	0.9	126	0.8		0.7
Italy					95	1.0	7	0.6	102	0.8		1.0
Germany	8	0.5	19	0.5					27	0.5		
Ireland	8	0.5							8	0.5		
<i>Marital status</i>												
Married	701	59.8	1,724	55.3	3,864	54.3	529	55.2	6,818	55.0		49.6
Never married	253	21.6	740	23.8	2,084	28.8	257	26.8	3,334	26.9		33.2
Separated or divorced	142	12.1	465	14.9	783	11.0	123	12.8	1,513	12.2		11.3
Widowed	78	6.7	186	6.0	415	5.8	47	4.9	726	5.9		5.9

## 12.5 Findings Population Characteristics

The Tables on population characteristics show that within the Warren Blackwood region, contrary to the Australian average, there are more males to females. The percentage of 15 to 24 year olds is less than the percentage for the Australian population but the percentage of 55 year olds and above is greater. The median age of the population is 43 compared to the median Australian age of 37.

Statistics show that the estimated population in Bridgetown-Greenbushes and Nannup has increased since the 2006 census but the long term population projections show a decline in the population of the four Shires.

The percentage of the population born in Australia is 77% compared to 71% for the Australian population.

The percentages reflect the percentages in other rural areas where males outnumber females, the population is projected to decline, the current population is older and there is a lesser percentage of younger people and that recent arrivals to Australia do not leave the capital cities.

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## 13. LABOUR FORCE, OCCUPATION AND INDUSTRY OF EMPLOYMENT

### 13.1 Labour Force

The following Table sets out the 2006 census labour force for the four Shires and as a combined total compared to the Australian averages. The full time labour force percentage is only very slightly below that of the Australian percentage with Boyup Brook the only Shire having a percentage greater than the Australian percentage. The Shires generally have a greater percentage of part time workers in the labour force and the unemployed percentage is less than the Australian percentage.

The total labour force changes for the respective Shires between 2001 and 2006 are:

Boyup Brook	752	increased to 764
Bridgetown-Greenbushes	1,853	increased to 1,863
Manjimup	4,953	decreased to 4,388
Nannup	572	decreased to 568

#### Labour Force – 15yrs and over

	Boyup Brook		Bridgetown-Greenbushes		Manjimup		Nannup		Combined		Australia	
	2006	%	2006	%	2006	%	2006	%	2006	%	2006	%
Labour Force - 15yrs & over												
Total labour force	764		1,863		4,388		568		7,583			
Employed full time	481	63.0	1,060	56.9	2,593	59.1	331	58.3	4,465	58.9		60.7
Employed part time	204	26.7	617	33.1	1,279	29.1	177	31.2	2,277	30.0		27.9
Employed away from work	35	4.6	79	4.2	228	5.2	27	4.8	369	4.9		3.5
Employed hours not stated	23	3.0	38	2.0	131	3.0	13	2.3	205	2.7		2.6
Unemployed	21	2.7	69	3.7	157	3.6	20	3.5	267	3.5		5.2
Not in the labour force	374		1,106		336				1,816			

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### 13.2 Occupations

The following Table sets out the main occupations listed in the 2006 census as a percentage of the total number of occupations listed by respondents. The percentages are compared to the total for the four Shires combined and against the percentages for Australia.

The Table show that the Shires district has a higher percentage of Managers than the Australian percentage with 60% of the Managers employed in the Agriculture, Forestry and Fishing Industries. The Shires have a higher percentage of Labourers but a significantly lower

percentage of Professional and Technicians/Trades when compared to the Australian percentage. This is also reflected in the weekly incomes addressed later in this Chapter.

### Occupations

Occupation:	Boyup Brook		Bridgetown-Greenbushes		Manjimup		Nannup		Combined		Australia	
	2006	%	2006	%	2006	%	2006	%	2006	%	2006	%
Managers	326	43.9	306	17.1	888	21.0	155	28.3	1,675	27.6		13.2
Labourers	100	13.5	283	15.8	857	20.3	104	19.0	1,344	17.2		10.5
Professionals	63	8.5	237	13.2	493	11.7	71	13.0	864	11.6		19.8
Technicians and Trade	83	11.2	289	16.1	516	12.2	62	11.3	950	12.7		14.4
Machinery Operators and Drivers	52	7.0	192	10.7	351	8.3	50	9.1	645	8.8		6.6
Clerical and administrative	53	7.1	182	10.1	407	9.6	39	7.1	681	8.5		15.0
Community and Personal Service	33	4.4	154	8.6	305	7.2	35	6.4	527	6.7		8.8
Sales	29	3.9	138	7.7	345	8.2	22	4.0	534	6.0		9.8

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### 13.3 Industry of Employment

The Table below sets out the main industries of employment as identified by respondents in the 2006 census. The Table compares the percentages of persons employed in particular industries with those percentages of the combined Shires and the Australian percentages. As would be expected the Table shows that the main industries in the Shires are Sheep, Beef Cattle and Grain Farming followed by Log Sawmilling and Timber Dressing.

It is interesting to note that Local Government Administration is a significant industry of employment in Boyup Brook being greater than Agriculture and Fishing Support Industries.

The changes between the 2001 and 2006 census show the following for industries of employment in the four Shires. Industry of Employment was recoded by the Australian Bureau of Statistics in 2006 making comparisons of some industries difficult.

<i>Boyup Brook</i>		
Sheep, Beef Cattle and Grain Farming	343(30.1%)	297(40.0%)
Agriculture & Fishing Support Services	21(1.8%)	20(2.7%)

*Bridgetown-Greenbushes*

Sheep, Beef Cattle and Grain Farming 131(7.3%)  
 Metal Ore Mining 108(6.0%)  
 School education 141(7.9%)

200(6.7%)  
 104(3.5%)  
 114(3.8%)

*Manjimup*

Sheep, Beef Cattle and Grain Farming 223(5.3%)  
 Forestry and Logging 60(1.4%)  
 Wood and Paper Products 244(5.8%)  
 School Education 293(6.9%)  
 Fruit & Nut Tree Growing 241(5.7%)  
 0

861(11.7%)  
 312(4.2%)  
 317(4.3%)  
 302(4.1%)

*Nannup*

Sheep, Beef Cattle and Grain Farming 62(11.3%)  
 Accommodation 26(4.7%)

85(9.2%)  
 55(6.0%)

*Industry of Employment*

Industry of employment:	Boyup Brook		Bridgetown-Greenbushes		Manjimup		Nannup		Combined		Australia	
	2006	%	2006	%	2006	%	2006	%	2006	%	2006	%
Sheep, Beef Cattle and Grain Farming	297	40.0	131	7.3	223	5.3	62	11.3	713	16.0		1.5
Log sawmilling and timber dressing			89	5.0	244	5.8	46	8.4	379	6.4		0.1
Agriculture & Fishing Support Services	20	2.7							20	2.7		0.1
Metal Ore Mining			108	6.0					108	6.0		0.4
Fruit & Nut Tree Growing	21	2.8			241	5.7	26	4.7	262	4.3		0.3
Accommodation							26	4.7	26	4.7		1.3
Beverage manufacturing							26	4.7	26	4.7		0.3
School education	41	5.5	141	7.9	293	6.9	25	4.6	500	6.2		4.5
Local Gov't Administration	24	3.2							24	3.2		1.4
State Gov't Administration					191	4.5			191	4.5		1.4
Hospital			62	3.5					62	3.5		3.3

### 13.4 Agricultural Production

The following Table sets out the agricultural production for the four Shires in the years 2001/02 and 2005/06

#### *Agricultural Production*

	<b>2001/2002</b>	<b>2005/2006</b>
Boyup Brook	\$49,569,383	\$51,865,008
Bridgetown-Greenbushes	\$12,820,494	\$15,481,440
Manjimup	\$108,168,131	\$96,046,599
Nannup	\$14,622,518	\$15,145,563

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### 13.5 Household Income

The following Table shows the median incomes for individuals, households and families in the four Shires. The incomes in each category are below the median for Australia and would reflect the occupations and industries for employment with the traditional higher paid occupations having a percentage well below that for Australia. This is demonstrated with the professionals and trades and technicians being below the Australian average.

Low incomes coupled with high home ownership would make the imposition of rates a greater burden on home owners in the four Shires. The 2006 percentage of occupied homes in the Shires fully owned or being purchased compared to the Australian percentage of 64.8% is Boyup Brook 75.5%, Bridgetown-Greenbushes 73.1%, Manjimup 67.0% and Nannup 65.8%.

#### *Incomes*

	<b>Boyup Brook</b>	<b>Bridgetown-Greenbushes</b>	<b>Manjimup</b>	<b>Nannup</b>	<b>Australia</b>
	2006	2006	2006	2006	2006
<i>Income: (\$/weekly)</i>					
Median individual income	\$411	\$400	\$407	\$400	\$466
Median household income	\$764	\$781	\$792	\$736	\$1,027
Median family income	\$1,021	\$1,022	\$1,005	\$924	\$1,171

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### 13.6 Dwellings Average Sale Value 2000 to 2007

The following Table sets out the average sale value of dwellings in the four Shires between the years 2000 to 2007.

#### *Dwellings Average Sale Value (\$)*

	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
Boyup Brook	64,450	56,436	65,205	81,328	78,310	120,155	164,231	221,395
Bridgetown-Greenbushes	94,151	87,446	110,732	111,234	139,478	197,289	281,492	311,151
Manjimup	102,434	100,231	100,705	101,591	118,995	147,412	207,161	272,462
Nannup	88,375	96,833	117,625	132,125	148,818	190,188	280,000	292,071

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### 13.7 Value of Building Approvals 2006/07 & 2007/08

The following Table sets out the value of residential and non-residential building approvals for the 2006/07 and 2007/08 years.

#### *Building Approvals - Residential Vs Non-Residential – Warren Blackwood Region (\$'000)*

	2006/07			2007/08		
	Residential	Non-Residential	Total	Residential	Non-Residential	Total
	\$	\$	\$	\$	\$	\$
Boyup Brook	2,267	569	2,836	2,933	58	2,991
Bridgetown-Greenbushes	11,629	499	12,128	10,723	357	11,080
Manjimup	14,697	540	15,237	13,948	1,937	15,885
Nannup	2,809	1,775	4,584	3,699	250	3,949
<b>Total</b>	<b>31,402</b>	<b>3,383</b>	<b>34,785</b>	<b>31,303</b>	<b>2,602</b>	<b>33,905</b>

South West Development Commission

### 13.8 Residential Lot Subdivisions

The Table below shows the number of residential subdivisions that have taken place in the four Shires over the last eight years.

#### *Subdivision Residential Lots*

	2000	2001	2002	2003	2004	2005	2006	2007
Boyup Brook	2	2	0	0	1	0	0	0
Bridgetown-Greenbushes	1	6	3	3	0	5	68	2
Manjimup	1	6	48	1	0	2	1	5
Nannup	4	0	0	2	2	1	2	27
<b>Totals</b>	<b>8</b>	<b>14</b>	<b>51</b>	<b>6</b>	<b>3</b>	<b>8</b>	<b>71</b>	<b>34</b>

South West Development Commission

### 13.9 Findings of Labour Force, Occupation and Industry of Employment

The Tables in this area show that in both Manjimup and Nannup the labour force decreased between the 2001 and the 2006 census with Manjimup's labour force declining by 565 from 4,953 to 4,388 while Nannup's decline was only four, 572 to 568. The Timber Industry went through a restructure during this period which would explain the large reduction in Manjimup.

The Table show that the Shires have a percentage of Managers that is greater than the Australian percentage presumably reflecting farm management while the percentages of Professionals (11.6% - 20.8%) and Technicians and Trades (12.7% - 14.4%) are both under the Australian percentages. The lack of opportunity in these occupations is reflected in the below average household incomes in the Shires.

Bridgetown-Greenbushes shows a greater percentage for Technicians and Trades than the Australian percentage.

A sharp decline is shown in employment in sheep, beef cattle and grain farming and forestry and logging with the decrease in Manjimup being severe. The total amount earned from agriculture in the Shire of Manjimup has also declined significantly while it has increased marginally in the other three Shires.

## 14. ASSESSMENT OF THE ROAD NETWORKS

As part of the assessment of the amalgamation of the four Shires an assessment of the amalgamation of the four road networks was undertaken by Cardno (WA) Pty Ltd. The Cardno Report is attached as Appendix A.

It is not the intention of Cardno in its report to produce an accurate figure that can be used for actual network management and investment decisions, but rather indicative figures based on maintaining the individual networks at a common level and to identify any disparities across the four networks. The costs associated with the works have been generated using a common set of unit cost rates for comparison. Whilst these unit rates have been checked to ensure they are a logical indication of construction costs, they should not be taken to be accurate, but be interpreted as indicative only.

The objective of Cardno's analysis was to compare at a network level the four individual road networks to identify any significant disparities in network composition, condition, value and investment requirements. The subject data across the four Shires was of varying degrees of accuracy and relevancy which only allow a general comparison at a network level.

The conclusion of Cardno's assessment is that the network composition, although varied when comparing the four networks, has no significant disparities identified which would prevent the successful amalgamation of the four networks. The key condition indicators for network pavement and seal are considered comparable and do not indicate any significant disparity. It should be noted however that the Shire of Boyup Brook does not have what would be considered contemporary data and therefore assumptions have been made for the purposes of this analysis.

The following Table set out some general Transport expenditure comparisons.

### *General Transport Expenditure Statistics*

	Boyup Brook	Bridgetown-Greenbushes	Manjimup	Nannup
Unsealed Roads (kms)	841.81	591.03	930.65	393.82
Sealed Roads (kms)	212.62	214.64	521.51	197.73
<b>Total (kms)</b>	<b>1054.43</b>	<b>805.67</b>	<b>1452.16</b>	<b>591.55</b>
Transport Expenditure	\$2,608,808	\$2,470,994	\$8,466,790	\$1,819,397
Transport % Operating	52.40%	33.40%	48.00%	48.30%
Transport Exp per KM.	\$2,474.14	\$3,067.01	\$5,830.48	\$3,075.64
Rates Levied 08/09	\$1,693,063	\$2,835,448	\$5,658,477	\$853,629
Rate \$ per Km	\$1,605.67	\$3,519.37	\$3,896.59	\$1,443.04

## **15. ADMINISTRATION CENTRE AND LOCATION OF WORK CREWS**

### **15.1 Administrative Centre**

The Shire created from the amalgamation of the four Shires will have over two hundred administrative and works staff. It is acknowledged by the CEOs of the four Shires that current administrative offices do not have the capacity to house the full administrative staff. Although in the short term the individual offices could continue to function at their current capacity eventually a new administrative centre would have to be built that has the capacity to hold the full administrative staff and suitable facilities for both Council and Civic functions.

The location of the centre will be for a decision of the Council of the created Shire, however, the town of Bridgetown could be a preferred option as it is central to the four larger towns, has the commercial, medical and educational facilities to support a large administrative centre and is closer to Bunbury and Perth. Manjimup has the support infrastructure but has the disadvantage of being less central and further from Bunbury and Perth. Neither of the other towns have the required support facilities.

The cost of a new administrative centre cannot be definitively stated but the Shire of Mundaring in 2007/2008 stripped and then doubled the size of its centre for the cost of \$7m. It could be said that a new centre if built in three to five years would be significantly more.

The newly created Shire would have an annual revenue of nearing \$30m and could well support borrowings to build a new centre. Income could be received by the sale of existing Shire Offices, however, selling may be limited where the office is attached to the Town Hall or other Civic building. Renting could be an alternative that generates income.

Any existing staff housing could be utilised in the short term with staff commuting to work. Such a commuting arrangement would make it more difficult to attract staff in the long term.

### **15.2 Location of Works Crews**

To avoid diseconomies of scale incurred with travel, the limited annual road construction time, town and recreation facilities maintenance the bringing together of the works crews in one centre should not be undertaken. There may be opportunities with other facets such as plant and equipment maintenance where centralisation would be a benefit.

If amalgamation is to proceed a detailed assessment would need to be undertaken to determine what economies of scale are available throughout the overall outside workforce. Such an assessment is not part of the scope of developing this Report.

## 16. IMPACT ON THE SMALLER SHIRES.

The Shires of Boyup Brook and Nannup are smaller than the other two in the Warren Blackwood Alliance and have the most at stake in any amalgamation of the four Shires. Unfortunately the Shires do not have a common boundary as an amalgamation between the two would benefit them and allow them to retain equal representation.

The communities of the two Shires will gain the advantage of being part of a larger local government which has an increased capacity to provide the level of services and facilities and attract government funding that smaller Shires do not have.

They may however be disadvantaged by the centralisation of services and facilities in the larger towns and by the loss of staff out of their communities. The Shire of Boyup Brook advises that currently twenty of its staff are involved in community activities within the town in a voluntary capacity. This does not count for their family involvement. The Shire of Nannup also sites similar involvement. Although the loss of Shire staff from a town will not in itself cause the end of some community activities it does have the impact of restricting the growth of some activities. Volunteerism in the emergency services is historically one area of involvement for Shire staff.

The Shire of Boyup Brook calculates from its ordinary expenditure 28.6% or \$192,440 is spent with local suppliers within the Shire. Nannup is similar with its expenditure with local suppliers estimated at \$250,000. This expenditure coupled with the salaries paid to staff and the percentage spent locally makes a significant contribution to the local economy. If 25% of staff salaries was spent locally this would contribute \$360,000 and \$200,000 to the Boyup Brook and Nannup local economies respectively. Local Contractors also are employed by the Shires to undertake specific works.

Should an amalgamation occur there would still be a staff presence in both towns and the newly created Shire would continue to spend locally. The concern would be for businesses and schools where the numbers are marginal and any reduction could be restrictions on the business or loss of teachers.

The Shire of Nannup supports local events such as the Music Festival and Flower and Garden Week with in kind assistance through logistic help over a prolonged period of time.

There are towns throughout Western Australia that exist without a Shire located in the town and these continue to exist. It cannot be said that an amalgamation will cause either town to die. Although there will be an impact, what is unknown is the level of the impact on the growth, increase or decrease, of a town that an amalgamation may have.

It is considered unlikely that there will be a noticeable impact on the towns of Bridgetown and Manjimup should an amalgamation be implemented.



## 17. OPTIONS

### 17.1 Amalgamating the four Shires into one Shire

The information up to this stage in the Report is provided to allow conclusions on the probabilities of amalgamating the four Shires into one Shire. The information demonstrates the advantages of such an amalgamation and also the disadvantages.

An amalgamation of the four Shires will allow the newly created Shire to concentrate on the economic and social advancement of the Warren Blackwood Region as a whole and alleviate some of the hindrances such as parochialism, divided political will and the divide and conquer strategy practiced by other levels of government and developers. The created Shire will have a greater political voice and have the capacity to achieve objectives for the region that could not be achieved with the current Shires acting independently.

The created Shire will also have the capacity through savings and economies of scale to provide the community of the Warren Blackwood Region with improvement in the provision of current services and facilities and the introduction of services and facilities not currently provided.

The savings will come from a reduction of \$221,330 in the cost of supporting an eight member governing body. An increase of one member to make it a nine member governing body would reduce the savings by \$18,700.

Savings in the elimination of three CEO positions would in the initial year cost \$480,000 for the redundancy of four CEOs and a salary of \$200,000 for the appointed CEO. This cost of \$680,000 would be reduced if one of the CEO from the four Shires was appointed without a redundancy payment. Savings of \$280,000 per annum would be made in subsequent years.

The elimination of five senior management positions would cost \$360,000 in the first year to fund redundancies and annual savings of that amount in each subsequent year.

Immediate savings in employee costs would only eventuate if the State Government was to provide funding for the payment of redundancies.

Savings in future changeover costs and income from the sale of surplus plant, equipment and could be made once the organisational structure is bedded down and the created Shire has reviewed its operations. For example the vehicle currently driven by three of the CEOs could be sold.

Unfortunately the current level of general purpose grants will only apply for a period of five years after amalgamation when the created Shire will be assessed as an individual local government. Although the amount of any decrease cannot be stated with any certainty a heavily qualified estimate by the WA Grants Commission is for a decrease of between \$500,000 and \$900,000.

The assessment found that provided the State Government was to contribute at least \$750,000 to \$1m in transitional assistance with an amalgamation there is good economic and strength of regional influence grounds to amalgamate. An amalgamated local government would certainly have the capacity to provide improved and new services and be able to attract grants that would not be available for the individual Shires. An amalgamated Shire would be in a better position to advance the Warren Blackwood Region.

There are however barriers to amalgamation, the lack of a true community of interests, different strategic visions, differences in financial capacity and provision of service levels and the removal of the existing level of identity and local decision making power. The level of community representation on the created Council would be reduced, there would be less opportunity for community members to approach their elected representative on a personal basis and an increased workload on the elected members. Although adding to the workload of a single elected member a Community Advisory Committee would provide an avenue for input for the community.

### **Timeline**

The timeline for an amalgamation would be for the new Shire to be created on 1 July 2011. Elections for the members of the new Council would occur in October 2011.

For the initial two years the four Wards of the new Shire, the former Shire boundaries, would be entitled to equal representation of two members each. At the elections in October 2013, one vote one value would have to be introduced. If the four ward system based on the current Shire boundaries was maintained representation would be one member for the Boyup Brook Ward, two members for the Bridgetown-Greenbushes Ward, four members for the Manjimup Ward and one member for the Nannup Ward.

An alternative Ward system could be introduced centred on the towns within the district of the created Shires which would spread representation more evenly.

## 17.2 Amalgamation of the four Shires into two Shires – one comprising the Shires of Boyup Brook, Bridgetown-Greenbushes and Nannup and Manjimup retaining the status quo.

Because of their financial capacity to provide a greater range of services and facilities and their smaller populations the two Shires that have the most to gain and the most to lose from amalgamating are the Shires of Boyup Brook and Nannup. A concern with communities is the perception that an amalgamation with the larger Shire in effect becomes a takeover. Although based on other factors this Report is suggesting as an option that the Shires of Boyup Brook, Bridgetown-Greenbushes and Nannup amalgamate and Manjimup retain its status quo.

Such an amalgamation would improve the capacity of Boyup Brook and Nannup and provide for the formation of two Shires of equal size in the Warren Blackwood Region as can be seen in the following Table.

### Comparative Statistics

	Boyup Brook	Bridgetown-Greenbushes	Nannup	New Shire	Manjimup
Distance from Perth	270	269	288		306
Area (sq kms)	2,838	1,691	2,953	7,482	7,028
Sealed Roads (kms)	212.62	214.64	197.73	624.99	521.51
Unsealed Roads (kms)	841.81	591.03	393.82	1,826.66	930.65
Population	1,594	4,339	1,325	7,258	9,995
Number of Electors	1,160	2,942	904	5,006	6,458
Number of Elected Members	9	11	8	9	11
Number of Electors per Elected Member	129	267	113	556	587
Number of Dwellings	296	323			
Total rates	\$1,693,063	\$2,835,448	\$ 853,629	\$5,382,140	\$5,658,477
Total GP Grant (08/09)	\$ 267,047	\$ 777,490	\$ 564,285	\$1,608,822	\$1,670,010
Total Road Grant (08/09)	\$ 541,639	\$ 546,256	\$ 361,418	\$1,449,313	\$1,411,904
Total Op Revenue	\$4,036,424	\$8,657,804	\$2,541,064	\$15,235,292	\$14,379,220
Employees	31	75	28		103

The financial assessment and comparison of the four Shires found that Manjimup has the largest debt liability and the lowest percentage of unrestricted reserve funds. The HR assessment found that Manjimup has an Enterprise Agreement that covers all employees and therefore would be the most difficult of the four to assimilate into a common salaries and conditions agreement.

The WA Grants Commission has provided a heavily qualified estimate in the likely reduction in general purpose grants after five years of approx \$580,000. This estimate has been provided using current available data. It is also to be taken into account the impending review of the methodology for allocation the grants and the unknown number of local governments that amalgamate within the five year period.

### Rates raised using average rate in the dollar

The following Table calculates the rates that would be raised using an average of the rates in the dollar of the three Shires. It shows that the total raised would be \$143,000 more than budgeted to be raised in 2008/09 by the three Shires.

The Table shows that there would be a decrease in GRV and UV rates raised in Boyup Brook but an increase in both in Bridgetown-Greenbushes and Nannup.

**Rates raised using average rate in the dollar**

	Boyup Brook	Bridgetown Greenbushes	Nannup	Totals
<b>Rates levied 2008/09 Budget</b>				
GRV	\$283,061	\$1,029,088	\$283,531	
GRV Minimums	\$15,120	\$759,528	\$162,240	
Mining	\$5,040	\$53,102		
UV	\$1,274,163	\$543,818	\$308,347	
UV Minimums	\$110,880	\$175,560	\$99,511	
	<b>\$1,688,264</b>	<b>\$2,561,096</b>	<b>\$853,629</b>	<b>\$5,102,989</b>
<b>Rates raised using Averages</b>				
GRV	\$218,003	\$1,333,560	\$303,712	
GRV Minimum	\$15,147	\$691,713	\$179,520	
Mining	\$5,040	\$53,102		
UV	\$905,347	\$586,027	\$454,872	
UV Minimum	\$117,093	\$174,791	\$108,042	
	<b>\$1,260,630</b>	<b>\$2,839,193</b>	<b>\$1,046,146</b>	<b>\$5,145,969</b>

**Loan Repayments**

The following Table sets out a schedule of the annual repayment of principal and interest of loans taken out by the Shires of Boyup Brook, Bridgetown-Greenbushes and Nannup.

The Table shows that the combined loan repayments of the three Shires as a percentage of combined rate revenue is 4.8%. As shown earlier in the Report when the four Shires are combined the percentage increases to 9.8%.

**Loan Repayments - Boyup Brook, Bridgetown-Greenbushes and Nannup**

	Boyup Brook	Bridgetown-Greenbushes	Nannup	Three Shires Combined	Manjimup
	\$	\$	\$		\$
2009/10	125,572	103,748	29,020	258,340	837,865
% of rate revenue	7.4%	3.6%	3.4%	4.8%	14.6%
2010/11	125,572	103,748	21,846	251,166	813,885
2011/12	125,572	103,748	14,251	243,571	728,247
2012/13	124,817	103,748		228,565	637,674
2013/14	109,908	88,367		198,275	628,739
2014/15	109,908	88,367		198,275	616,160
2015/16	109,908	52,707		162,615	590,828
2016/17	109,908	52,707		162,615	576,098
2017/18	110,977	52,707		163,684	525,456
2018/19	85,613	52,707		138,320	452,248
<b>Total</b>	<b>1,137,755</b>	<b>802,554</b>	<b>65,117</b>	<b>2,005,426</b>	<b>6,407,200</b>

## Elected Members

Elected members and representation would not have such a dramatic effect on the community representation of the smaller Shires as can be seen from the following Table.

### Elected Member Representation

	Boyup Brook	Bridgetown-Greenbushes	Nannup	New Shire
Population (30/6/08)	1,594	4,339	1,325	7,258
Electors (WAEC 31/12/2008)	1,160	2,942	904	5,006
Elected Members	9	11	8	
Representation (Electors per Member)	129	267	113	556
Population per Member	177	394	165	806
Wards	4	4	3	
<b>Amalgamated Shires</b>				
Elected members				9
Wards (Old Shire Districts)				3
% electors per ward	23.17%	58.77%	18.06%	
Elected member per Ward	2.09	5.29	1.63	
	(2)	(5)	(2)	

The following Table shows the current costs of supporting the elected members of the three Shires and the combined cost. The Table also shows estimated costs of supporting the nine elected members of the Shire formed by the amalgamation of the Shires of Boyup Brook, Bridgetown-Greenbushes and Nannup. The amounts are calculated using the maximum allowances provided for in legislation. Savings are estimated at \$86,210.

### Current Cost of Elected Members

	Boyup Brook	Bridgetown-Greenbushes	Nannup	Totals	New Shire
Meeting Fees (Members)	\$50,000	\$70,000	\$17,760	\$137,760	\$70,000
President's Allowance	\$5,000	\$14,000	\$8,000	\$27,000	\$30,000
Pres. Entertainment Allow		\$3,550		\$3,550	
D/President's Allowance	\$1,250	\$3,500	\$2,000	\$6,750	\$7,500
Travelling Expenses	\$8,000		\$2,400	\$10,400	\$21,000
Travelling Exp (vehicle use)		\$5,000		\$5,000	
Telecommunications Allow	\$1,500	\$11,000	\$12,840	\$25,340	
Conferences	\$11,500	\$16,000	\$11,000	\$38,500	\$36,000
Election Expenses	\$1,000	\$15,500	\$1,000	\$17,500	\$15,000
Refreshment & Entertainment	\$18,000		\$16,300	\$34,300	\$20,000
Training	\$2,500	\$11,000	\$4,000	\$17,500	\$10,000
Insurance	\$8,500	\$6,300	\$10,000	\$24,800	\$8,500
Other Expenses		\$3,000	\$1,000	\$4,000	\$5,000
General Legal Advice		\$2,000		\$2,000	\$2,000
Subscriptions	\$10,900	\$8,910	\$6,200	\$26,010	\$12,000
All Allowances					\$27,200
Presidents Vehicle					\$30,000
	<b>\$118,150</b>	<b>\$169,760</b>	<b>\$92,500</b>	<b>\$380,410</b>	<b>\$294,200</b>

## Senior Staff Positions

The following Table sets out the senior staff position currently existing in the three Shires and a suggested senior staff structure needed to properly manage an organisation of the size that will be created by an amalgamation.

The Table shows that there will be no reduction in the number of senior position. There will be a reduction in the number of Chief Executive Officers but because of the size of the created Shire the establishment of Directorates and senior positions in Human Resources and Information Technology should be considered. Reductions in other staff would only be possible when the administration comes together in the one building.

The savings in eliminating two of the three CEO positions, a D/CEOs position and three other senior positions that exist in the three Shires would be \$510,000. However, those savings would be absorbed in an increase in salary for the CEO position in the created Shire to the Salaries and Allowances salary band of \$149,000 to \$200,000. The creation of three Director position and two management positions and the annual cost of approx \$520,000. There would be no long term savings and the initial cost of redundancies for two CEOs of \$240,000.

### Senior Staff Positions

	Boyup Brook	Bridgetown-Greenbushes	Nannup	Combined	Amalgamated Shire
<b>Senior Positions</b>					
Chief Executive Officer	1	1	1	3	1
Deputy CEO		1		1	
Director Corporate & Community Services					1
Manager Corporate Services			1	1	1
Manager Financial Services	1			1	1
Accountant		1		1	
Senior Finance Officer		1		1	
Manager Information Technology					1
Human Resource Co-ordinator					1
Manager Community Services		1		1	1
Manager Library & Information Services				1	1
Director Works					1
Manager Works & Services	1	1	1	3	1
Supervisor Maintenance					1
Works Supervisor		1		1	
Senior Engineering Technical Officer		1		1	1
Manager Parks					1
Director Planning & Environment					1
Manager Development Services			1	1	
Manager Planning		1		1	1
Manager Building Services				1	1
EHO/Building Surveyor		1		1	1
Building Surveyor		1		1	1
Regional Environmental Off		1		1	1
	<b>3</b>	<b>12</b>	<b>4</b>	<b>19</b>	<b>19</b>

## Timeline

The timeline for an amalgamation would be for the new Shire to be created on 1 July 2011. Elections for the members of the new Council would occur in October 2011. For the initial two years the three Wards of the new Shire, the former Shire boundaries, would be entitled to equal representation of three members each. At the elections in October 2013, one vote one value would have to be introduced requiring two members for the Boyup Brook Ward, five members for the Bridgetown-Greenbushes Ward and two members for the Nannup Ward.

### 17.3 Amalgamation of the Shires of Boyup Brook and Bridgetown-Greenbushes

A further option for reform is the amalgamation of the Shires of Boyup Brook and Bridgetown-Greenbushes. The Shires have a strong community of interest through sheep, beef cattle and grain farming, climate, topography and the Blackwood River.

The amalgamation of these two Shire will create a medium sized local government that will have an increased capacity to provide services and facilities commensurate with the communities needs. The two Shires, as can be seen from the financial assessment in this Report, are financially stable and have relatively small loan liabilities. Their financial ratios show no adverse trends.

The Table below sets out some general comparatives and the figures for a Shire created by the amalgamation of the Shires of Boyup Brook and Bridgetown-Greenbushes.

#### General Comparisons

	Boyup Brook	Bridgetown-Greenbushes	Combined
Distance from Perth	270	269	
Area (sq kms)	2,838	1,691	4,529
Sealed Roads (kms)	212.62	214.64	427.26
Unsealed Roads (kms)	841.81	591.03	1432.84
Population	1,594	4,339	5,933
Number of Electors	1,160	2,942	4,102
Number of Elected Members	9	11	
Number of Electors per Elected Member	129	267	
Number of Dwellings	749	2,000	2749
Total rates	\$1,693,063	\$2,835,448	\$4,528,511
Total GP Grant (08/09)	\$267,047	\$777,490	\$1,044,537
Total Road Grant (08/09)	\$541,639	\$546,256	\$1,087,895
Total Op Revenue	\$4,036,424	\$8,657,804	\$12,694,228
Employees	31	75	

The WA Grants Commission has provided a heavily qualified estimate in the likely reduction in general purpose grants after five years of approx \$280,000. This estimate has been provided using current available data. It is also to be taken into account the impending review of the methodology for allocation the grants and the unknown number of local governments that amalgamate within the five year period.

### Rates raised using average rate in the dollar.

The following Table calculates the rates that would be raised using an average of the rates in the dollar of the two Shires. It shows that the total raised would be \$198,000 more than that budgeted to be raised by the two Shires in 2008/09.

The Table shows that there would be a decrease in GRV and UV rates raised in Boyup Brook but an increase in both in Bridgetown-Greenbushes. The total GRV rates increase in Bridgetown-Greenbushes would be approx \$350,000 and the UV rates \$150,000.

#### Rates raised using average rate in the dollar

	Boyup Brook	Bridgetown Greenbushes	Totals
<b>Rates levied 2008/09 Budget</b>			
GRV	\$283,061	\$1,029,088	
GRV Minimums	\$15,120	\$759,528	
Mining	\$5,040	\$53,102	
UV	\$1,274,163	\$543,818	
UV Minimums	\$110,880	\$175,560	
	<b>\$1,688,264</b>	<b>\$2,561,096</b>	<b>\$4,249,360</b>
<b>Rates raised using Averages</b>			
GRV	\$225,605	\$1,380,061	
GRV Minimum	\$15,876	\$725,004	
Mining	\$5,040	\$53,102	
UV	\$1,052,036	\$680,978	
UV Minimum	\$121,716	\$181,692	
UV Urban farm		\$6,621	
	<b>\$1,420,273</b>	<b>\$3,027,459</b>	<b>\$4,447,732</b>

### Senior Staff Positions

The following Table sets out the current senior staff positions within the organisational structures of the two Shires with a combined total and a list of the proposed senior positions that would be established in the organisational structure of a Shire created by the amalgamation of the two Shires.

It can be seen from the Table that no senior positions will be lost in an amalgamation. The savings on one CEO salary will be absorbed by the additional salary to be paid to the CEO of the larger Shire (\$135,000 - \$185,000) and the increased salary paid to the Deputy CEO a Director position and additional Manager positions.

#### Senior Staff Positions

Senior Positions	Boyup Brook	Bridgetown-Greenbushes	Combined	Created Shire
Chief Executive Officer	1	1	2	1
Deputy CEO		1	1	1
Director Corporate & Community Services				1
Manager Financial Services	1		1	1
Manager Administration Services				1
Accountant		1	1	
Senior Finance Officer		1	1	
Manager Community Services		1	1	1
Director Works & Planning				1
Manager Works & Services	1	1	2	1



Works Supervisor		1	1	1
Senior Engineering Technical Officer		1	1	1
Manager Parks				1
Manager Planning		1	1	1
Manager Building Services				1
Manager Environmental Services				1
EHO/Building Surveyor		1	1	
Building Surveyor		1	1	
Regional Environmental Officer		1	1	1
	<b>3</b>	<b>12</b>	<b>15</b>	<b>15</b>

### Outside Workforces

With the amalgamation of only two Shires the opportunities for saving in the merger of the two workforces are greater due to the lesser area that needs to be covered. It would require a detailed assessment of the work that needs to be undertaken, the staff and plant and machinery that is available to do the work and economies of scale that could be introduced. Such an analysis is outside the scope of works for this assessment.

### Elected Members

One deterrent to an amalgamation would be the inequality of the elected member representation with Bridgetown Ward being entitled to six members of an eight member Council and Boyup Brook Ward two members. If the newly created Shire was established with nine elected members the electors per ward would be Boyup Brook 2.54 (3 members) and Bridgetown-Greenbushes 6.45 (6 members).

The Table below sets out calculation for elected member representation.

#### *Elected Member Representation*

	<b>Boyup Brook</b>	<b>Bridgetown-Greenbushes</b>	<b>Created Shire</b>
Population (30/6/08)	1,594	4,339	5,933
Electors (WAEC 31/12/2008)	1,160	2,942	4,102
Elected Members	9	11	
Representation (Electors per Member)	129	267	
Population per Member	177	394	
Wards	4	4	
<b>Amalgamated Shires</b>			
Elected members			8
Wards (Old Shire Districts)			2
% electors per ward	28.28%	71.72%	
Elected member per Ward	2.26	5.74	
	(2)	(6)	

The following Table sets out the current costs of supporting the elected members of the two Shires, the combined cost and the estimated costs of supporting eight offices of councillor in the newly created Shire. There are estimated savings of \$75,800.

### Cost of Elected Members

	Boyup Brook	Bridgetown-Greenbushes	Combined	Created Shire
Meeting Fees (President)				\$14,000
Meeting Fees (Members)	\$50,000	\$70,000	\$120,000	\$56,000
President's Allowance	\$5,000	\$14,000	\$19,000	\$30,000
Pres Entertainment Allow		\$3,550	\$3,550	
D/President's Allowance	\$1,250	\$3,500	\$4,750	\$7,500
Travelling Expenses	\$8,000		\$8,000	\$12,000
Travelling Exp (vehicle use)		\$5,000	\$5,000	
Telecommunications Allow	\$1,500	\$11,000	\$12,500	\$9,600
Conferences	\$11,500	\$16,000	\$27,500	\$16,000
Election Expenses	\$1,000	\$15,500	\$16,500	\$15,000
Refreshment & Entertainment	\$18,000		\$18,000	\$20,000
Training	\$2,500	\$11,000	\$13,500	\$8,000
Insurance	\$8,500	\$6,300	\$14,800	\$9,000
Other Expenses		\$3,000	\$3,000	\$3,000
General Legal Advice		\$2,000	\$2,000	\$2,000
Subscriptions	\$10,900	\$8,910	\$19,810	\$10,000
	<b>\$118,150</b>	<b>\$169,760</b>	<b>\$287,910</b>	<b>\$212,100</b>

### 17.4 An amalgamation of the Shires of Manjimup and Nannup

The amalgamation of the Shires of Manjimup and Nannup would create a medium sized Shire that would have the capacity to provide services and facilities commensurate with the needs of the communities.

The Shires have a community of interest with beef cattle and grain farming, forestry, logging and wood products. The Shires both have a length of coastline within the Shire boundaries.

The following Table sets out some general comparatives and the statistics for the Shire created by the amalgamation.

#### General comparisons

	Manjimup	Nannup	Combined
Distance from Perth	306	288	
Area (sq kms)	7,028	2,953	9,981
Sealed Roads (kms)	521.51	197.73	719.24
Unsealed Roads (kms)	930.65	393.82	1324.47
Population	9,995	1,325	11,320
Number of Electors	6,458	904	7,362
Number of Elected Members	11	8	
Number of Electors per Elected Member	587	113	
Number of Dwellings	4,546	747	5,293
Total rates	\$5,658,477	\$853,629	\$6,512,106
Total GP Grant (08/09)	\$1,670,010	\$564,285	\$2,234,295
Total Road Grant (08/09)	\$1,411,904	\$361,418	\$1,773,322
Total Op Revenue	\$14,379,220	\$2,541,064	\$16,920,284
Employees	96	28	

The WA Grants Commission has provided a heavily qualified estimate in the likely reduction in general purpose grants after five years of approx \$620,000. This estimate has been provided using current available data. It is also being taken into account the impending review of the methodology for allocation the grants and the unknown number of local governments that amalgamate within the five year period.

### Elected Member Representation

An impediment to the amalgamation is the inequality of elected member representation with the eight member Council of the amalgamated Shire having seven representatives from the former Manjimup Shire and one from the former Nannup Shire area.

The Table below sets out the calculations for elected member representation.

#### Elected member Representation

	Manjimup	Nannup	Combined
Population (30/6/08)	9,995	1,325	11,320
Electors (WAEC 31/12/2008)	6,458	904	7,362
Elected Members	11	8	
Representation (Electors per Member)	587	113	
Population per Member	908	165	
Wards	6	3	
<b>Amalgamated Shires</b>			
Elected members			8
Wards (Old Shire Districts)			2
% electors per ward	87.72%	12.28%	
Elected member per Ward	7.02	0.98	
	(7)	(1)	

The following Table sets out the current costs of supporting the elected members of the two Shires, the combined cost and the estimated costs of supporting eight offices of councillor in the newly created Shire. There are estimated savings of \$24,020.

#### Cost elected members

	Manjimup	Nannup	Total	Created Shire
Meeting Fees (President)	\$7,000		\$7,000	\$14,000
Meeting Fees (Members)	\$35,000	\$17,760	\$52,760	\$56,000
President's Allowance	\$14,936	\$8,000	\$22,936	\$30,000
D/President's Allowance	\$3,734	\$2,000	\$5,734	\$7,500
Travelling Expenses	\$14,500	\$2,400	\$16,900	\$12,000
Telecommunications Allow	\$13,200	\$12,840	\$26,040	\$9,600
Conferences	\$8,000	\$11,000	\$19,000	\$16,000
Election Expenses	\$12,600	\$1,000	\$13,600	\$15,000
Refreshment & Entertainment	\$18,000	\$16,300	\$34,300	\$20,000
Civic Receptions	\$13,650		\$13,650	\$10,000
Training		\$4,000	\$4,000	\$8,000
Insurance		\$10,000	\$10,000	\$10,000
Other Expenses	\$3,000	\$1,000	\$4,000	\$3,000
General Legal Advice				\$2,000
Subscriptions	\$11,000	\$6,200	\$17,200	\$10,000
	<b>\$154,620</b>	<b>\$92,500</b>	<b>\$247,120</b>	<b>\$223,100</b>

## Senior Staff Positions

The following Table sets out the current senior staff positions within the organisational structures of the two Shires with a combined total and a list of the proposed senior positions that would be established in the organisational structure of a Shire created by the amalgamation of the two Shires.

The savings that would be achieved would be through one of the two CEO positions being made redundant at a cost of \$120,000 per annum. An initial cost in the first year would be the redundancy payment to the CEO of 12 months salary totalling \$120,000.

The organisation structure in place in Manjimup would be sufficient to cope with an amalgamation with Nannup.

Senior Positions	Manjimup	Nannup	Combined	Created Shire
Chief Executive Officer	1	1	2	1
Director Statutory Services	1		1	1
Manager Corporate Services		1	1	1
Manager Administration Services	1		1	1
Manager Information Technology	1		1	1
Human Resource Co-ordinator	1		1	1
Director Community Services & Services	1		1	1
Manager Community Development				1
Manager Library & Information Services	1		1	1
Director Works	1		1	1
Manager Works & Services	1	1	2	1
Supervisor Maintenance	1		1	1
Construction Supervisor				1
Team Leader Projects	1		1	
Manager Parks	1		1	1
Supervisor Mechanical Workshop	1		1	1
Manager Technical Services	1		1	1
Manager Development Services		1	1	1
Manager Planning	1		1	1
Manager Building Services	1		1	1
Manager Environmental Services	1		1	1
	<b>17</b>	<b>4</b>	<b>21</b>	<b>20</b>

## Outside Workforce

The area of the amalgamated Shire is too large for centralisation of the outside workforces although savings could be made through fleet management.

## 17.5 Amalgamation of the Shires of Bridgetown-Greenbushes and Nannup

The amalgamation of these two Shire will create a medium sized local government that will have an increased capacity to provide services and facilities commensurate with the communities needs. The two Shires, as can be seen from the financial assessment in this Report, are financially stable and have small loan liabilities relative to their annual revenue. Their financial ratios show no adverse trends.

The Shires do have community of interests through cattle, farming and forest products.

The Table below shows such general comparative statistics and the combined total of the two Shires

#### General Comparative Statistics

	Bridgetown-Greenbushes	Nannup	Combined
Distance from Perth	269	288	
Area (sq kms)	1,691	2,953	4,644
Sealed Roads (kms)	214.64	197.73	412.37
Unsealed Roads (kms)	591.03	393.82	984.85
Population	4,339	1,325	5,664
Number of Electors	2,942	904	3,846
Number of Elected Members	11	8	
Number of Electors per Elected Member	267	113	
Number of Dwellings	2,000	747	2,747
Total rates	\$2,835,448	\$853,629	\$3,689,077
Total GP Grant (08/09)	\$777,490	\$564,285	\$1,341,775
Total Road Grant (08/09)	\$546,256	\$361,418	\$907,674
Total Op Revenue	\$8,657,804	\$2,541,064	\$11,198,868
Employees	75	28	

#### Elected Member Representation

The following Table shows the elected member ratio that exists between the two Shires and the elected member representation that would have to be put in place in the 2013 election when the one-vote one-value principle will apply

	Bridgetown-Greenbushes	Nannup	Two Shires combined
Population (30/6/08)	4,339	1,325	5,664
Electors (WAEC 31/12/2008)	2,942	904	3,846
Elected Members	11	8	
Representation (Electors per Member)	267	113	
Population per Member	394	165	
Wards	4	3	
<b>Amalgamated Shires</b>			
Elected members			8
Wards (Old Shire Districts)			2
% electors per ward	76.50%	23.50%	
Elected member per Ward	6.12	1.88	
	(6)	(2)	

#### Cost of Elected Members

The following Table sets out the current costs of supporting the elected members of the two Shires, the combined cost and the estimated costs of supporting eight offices of councillor in the newly created Shire. There are estimated savings of \$50,100.

### Cost of Elected Members

Cost elected members	Bridgetown-Greenbushes	Nannup	Two Shires combined	Created Shire
Meeting Fees (President)				\$14,000.00
Meeting Fees (Members)	\$70,000	\$17,760	\$87,760	\$56,000.00
President's Allowance	\$14,000	\$8,000	\$22,000	\$30,000.00
Pres Entertainment Allow	\$3,550		\$3,550	
D/President's Allowance	\$3,500	\$2,000	\$5,500	\$7,500.00
Travelling Expenses		\$2,400	\$2,400	\$12,000.00
Travelling Exp (vehicle use)	\$5,000		\$5,000	
Telecommunications Allow	\$11,000	\$12,840	\$23,840	\$9,600.00
Conferences	\$16,000	\$11,000	\$27,000	\$16,000.00
Election Expenses	\$15,500	\$1,000	\$16,500	\$15,000.00
Refreshment & Entertainment		\$16,300	\$16,300	\$20,000.00
Civic Receptions				
Training	\$11,000	\$4,000	\$15,000	\$8,000.00
Insurance	\$6,300	\$10,000	\$16,300	\$9,000.00
Other Expenses	\$3,000	\$1,000	\$4,000	\$3,000.00
General Legal Advice	\$2,000		\$2,000	\$2,000.00
Subscriptions	\$8,910	\$6,200	\$15,110	\$10,000.00
	\$169,760	\$92,500	\$262,260	\$212,100.00

### Senior Staff Positions

The organisation structure in place in Bridgetown-Greenbushes would be sufficient to cope with an amalgamation with Nannup.

The only savings that would be achieved would be through one of the two CEO positions being made redundant at a cost of \$120,000 per annum. An initial cost in the first year would be the redundancy payment to the CEO of 12 months salary totalling \$120,000.

Savings from reduction in staff numbers and operational costs will only be achieved when the administration is brought together in one administrative building and outside workforces are also brought together. It would be beneficial for the administrative centre to be established in Bridgetown however its current office location has limited room for expansion.

### Rates Raised Using Average Rate in the Dollar

The following Table sets out the rates that would be raised using an average rate in the dollar. The Table shows that using an average rate in the dollar would raise a similar total amount but there would be an increase in rates raised from UV rates in Nannup and a similar decrease in UV rates in Bridgetown-Greenbushes. The increase in Nannup UVs would be 17%.

**Rates Raised Using Average Rate in the Dollar**

	<b>Bridgetown-Greenbushes</b>	<b>Nannup</b>	<b>Totals</b>
<b>Rates levied 2008/09 Budget</b>			
GRV	\$1,029,088	\$283,531	
GRV Minimums	\$759,528	\$162,240	
Mining	\$53,102		
UV	\$543,818	\$308,347	
UV Minimums	\$175,560	\$99,511	
UV Urban Farm	\$6,621		
	\$2,567,717	\$853,629	\$3,421,346
<b>Rates raised using Averages</b>			
GRV	\$1,134,573	\$258,393	
GRV Minimum	\$692,330	\$179,680	
Mining	\$53,102		
UV	\$466,660	\$362,220	
UV Minimum	\$175,667	\$108,584	
UV Urban Farm	\$6,621		
	\$2,528,953	\$908,877	\$3,437,830

**17.6 Amalgamation of the Shires of Boyup Brook and Manjimup**

An assessment of an amalgamation of the Shires of Boyup Brook and Manjimup has not been undertaken because limited common boundary between the Shires.

**17.7 Formation of a Regional Local Government with the four Shires retaining their individual identity**

The establishment of a regional local government under the provisions of the Local Government Act 1995 is an option that would provide the four Shires with a corporate body to undertake resource sharing and projects on their behalf. There would be a need to hand over some decision-making power to the Regional Local Government if it is to act on behalf of the Region.

A Regional Local Government is established by the Minister approving an Establishment Agreement that sets out the powers and duties of the Local Government. A Regional Local Government is a formal local government that must comply with all the requirements of a local government under the Local Government Act and other legislation. A Regional Local Government is a corporate body that can own property, employ staff and can sue or be sued.

The Regional Local Government must employ a Chief Executive Officer, conduct meetings and prepare agendas and minutes as required by the Act. There are administrative and compliance costs associated with the establishment of a Regional Local Government. Those costs relate to the employment of a Chief Executive Officer, provision of an office, one administrative staff member, office equipment, stationary and a vehicle at an estimated cost of \$350,000 per annum. In addition there is the cost of supporting the members of the Council at an estimated cost of \$120,000 per annum.

The formation of a Regional Local Government would not inhibit reform between the participating Shires and reform such as the sharing of a Chief Executive Officer would free up funds to pay for the administrative and compliance costs of the Regional Local Government.

The establishment of a Regional Local Government adds a bureaucratic layer and instead of reducing the number of local governments actually increases the number from four to five. However, there is the advantage of having a Council that can speak and negotiate on behalf of the four Shires on regional matters.

A Regional Local Government could be established as soon as agreement can be reached on the Establishment Agreement.

The establishment of a Regional Local Government for the undertaking of task such as waste collection and tip management, environmental health, planning, rates, payroll, rangers, road construction and economic development on a regional basis would take advantage of economies of scale and provide savings that could be applied to improved current services or new services. The Regional Local Government could attract funding for regional projects through Royalties for Regions and Federal Government funding.

This option may not be attractive to the Minister for Local Government who is seeking less local governments but it has the advantage that the four Shire have a population above the quoted 1,000.

#### **17.8 Retain the Status Quo**

The assessment identified significant savings can be made by the amalgamation of the four Shires with a reduction in those savings for other amalgamations. Unfortunately those savings may be eroded after five years when the general purpose grants allocated to the created Shire decreases. Projections show the population of the Shires either remaining stable or declining over the next twenty years, however, the Shires are showing signs of positive growth with new subdivisions and new industries. It is therefore a creditable option that the Shires retain the status quo and look toward resource sharing through the Warren Blackwood Strategic alliance.



AGENDA NUMBER: 10.8  
SUBJECT: Monthly Financial Statements for 31 August 2009  
LOCATION/ADDRESS: Nannup  
NAME OF APPLICANT:  
FILE REFERENCE: FNC 9  
AUTHOR: Craige Waddell – Manager Corporate Services  
DISCLOSURE OF INTEREST:  
DATE OF REPORT: 11 September 2009

Attachment: Monthly Financial Statements for the period ending 31 August 2009.

**COMMENT:**

The monthly Financial Statements for the period ending 31 August 2009 are attached.

**STATUTORY ENVIRONMENT:**

Local Government (Financial Management) Regulation 34 (1)(a).

**POLICY IMPLICATIONS:** Nil.

**FINANCIAL IMPLICATIONS:** Nil.

**STRATEGIC IMPLICATIONS:** Nil.

**RECOMMENDATION:**

That the Monthly Financial Statements for the period ending 31 August 2009 be received.

**VOTING REQUIREMENTS:**



**CRAIGE WADDELL  
MANAGER CORPORATE SERVICES**

## **SHIRE OF NANNUP**

### **STATEMENT OF FINANCIAL ACTIVITY FOR THE PERIOD 1 JULY 2009 TO 31 AUGUST 2009**

#### **REPORT ON MATERIAL VARIANCES BETWEEN YEAR TO DATE BUDGET ESTIMATE AND YEAR TO DATE ACTUAL.**

All except three of the variances shown in the above named statement of financial activity are outside of the adopted variance of 10%.

The main reason for the variances is that expenditure and income is not occurring as predicted by Officers during the budget development stage. This is due to a number of reasons, the main one being not accurately projecting cashflows throughout the year, i.e. predicting when the budgeted income or expenditure will occur as opposed to when it actually occurs.

Other reasons are not receiving a grant for grant dependant expenditure, projects controlled by Advisory Committees, suppliers/contractors not having the capacity to undertake the works within Council's timeframes, altered Council priorities, etc.

Normally this report would highlight the major areas within programs that have variances outside of the adopted variance, however as the majority of the non operating items fall into this category, it is thought that the report would be of no use as it is reporting only two months into the financial year.

# SHIRE OF NANNUP

## STATEMENT OF FINANCIAL ACTIVITY

FOR THE PERIOD 1 JULY 2009 TO 31 AUGUST 2009

<u>Operating</u>	Y-T-D Actual	Y-T-D Budget	2009/10 Budget	Variances Y-T-D Budget to Actual
	\$	\$	\$	%
<b>Revenues/Sources</b>				
Governance	0	0	0	0%
General Purpose Funding	914,963	1,082,582	807,500	15%
Law, Order, Public Safety	232	364	89,690	36%
Health	(104)	332	2,000	131%
Education and Welfare	556	0	0	0%
Housing	2,330	5,154	30,940	55%
Community Amenities	70,078	71,980	82,400	3%
Recreation and Culture	(1,249)	732	1,691,742	271%
Transport	183,474	1,351,526	5,367,683	86%
Economic Services	5,119	2,832	17,000	(81%)
Other Property and Services	12,779	4,166	25,000	(207%)
	<u>1,188,178</u>	<u>2,519,668</u>	<u>8,113,955</u>	<u>53%</u>
<b>(Expenses)/(Applications)</b>				
Governance	(33,620)	(51,203)	(240,234)	34%
General Purpose Funding	(29,177)	(24,527)	(146,284)	(19%)
Law, Order, Public Safety	(32,979)	(30,207)	(212,889)	(9%)
Health	(5,215)	(5,339)	(32,970)	2%
Education and Welfare	(15,812)	(22,964)	(110,196)	31%
Housing	(281)	(7,249)	(46,556)	96%
Community Amenities	(40,499)	(95,211)	(510,493)	57%
Recreation & Culture	(40,113)	(102,898)	(626,026)	61%
Transport	(133,142)	(115,514)	(2,107,877)	(15%)
Economic Services	(19,084)	(38,017)	(230,376)	50%
Other Property and Services	(54,326)	(30,592)	(21,017)	(78%)
	<u>(404,248)</u>	<u>(523,720)</u>	<u>(4,284,918)</u>	<u>23%</u>
<b>Adjustments for Non-Cash</b>				
<b>(Revenue) and Expenditure</b>				
(Profit)/Loss on Asset Disposals	0	0	2,861	0%
Depreciation on Assets	0	0	1,782,936	0%
<b>Capital Revenue and (Expenditure)</b>				
Purchase Land and Buildings	(82,995)	(1,664)	(2,286,404)	(4888%)
Purchase Infrastructure Assets - Roads	(75,035)	(235,026)	(4,906,000)	68%
Purchase Plant and Equipment	0	(73,332)	(495,400)	100%
Purchase Furniture and Equipment	1,000	0	(12,500)	0%
Proceeds from Disposal of Assets	0	29,166	211,000	0%
Repayment of Debentures	0	(3,226)	(19,375)	100%
Proceeds from New Debentures	0	0	449,209	0%
Leave Provisions	136,165	136,165	136,165	
Depreciation - Plant Reversal	0	0	(56,542)	0%
Accruals	23,728	23,728	23,728	0%
Transfers to Reserves (Restricted Assets)	0	0	(265,000)	0%
Transfers from Reserves (Restricted Assets)	0	0	620,500	0%
ADD Net Current Assets July 1 B/Fwd	87,271	87,271	87,271	
LESS Net Current Assets Year to Date	2,417,374	0	0	
<b>Amount Raised from Rates</b>	<u>(1,543,310)</u>	<u>1,959,030</u>	<u>(898,514)</u>	

SHIRE OF NANNUP

STATEMENT OF FINANCIAL ACTIVITY

FOR THE PERIOD 1 JULY 2009 TO 31 AUGUST 2009

	2009/10 Actual \$	Brought Forward 01-July-2009 \$
<b>NET CURRENT ASSETS</b>		
<b>Composition of Estimated Net Current Asset Position</b>		
<b>CURRENT ASSETS</b>		
Cash - Unrestricted	1,627,518	327,890
Cash - Restricted	122,360	1,662,903
Cash - Reserves	901,352	900,232
Receivables	1,117,990	325,478
Inventories	0	0
	<u>3,769,220</u>	<u>3,216,503</u>
<b>LESS: CURRENT LIABILITIES</b>		
Payables and Provisions	<u>(328,134)</u>	<u>(566,097)</u>
	3,441,086	2,650,406
Less: Cash - Reserves - Restricted	(1,023,712)	(2,563,135)
<b>NET CURRENT ASSET POSITION</b>	<u><u>2,417,374</u></u>	<u><u>87,271</u></u>

AGENDA NUMBER: 10.9  
 SUBJECT: Accounts for Payment  
 LOCATION/ADDRESS: Nannup Shire  
 FILE REFERENCE: FNC 8  
 AUTHOR: Tracie Bishop – Administration Officer  
 DISCLOSURE OF INTEREST:  
 DATE OF REPORT: 15 September 2009

Attachment: Schedule of Accounts for Payment.

**COMMENT:**

The Accounts for Payment for the Nannup Shire Municipal Account fund and Trust Account fund are detailed hereunder and noted on the attached schedule are submitted to Council.

**Municipal Account**

Accounts Paid By EFT EFT 879-913	\$151,971.03
Accounts Paid By Cheque Vouchers 17741 – 17780	\$ 46,237.05
Direct Debits Vouchers 99137 – 99139	\$ 14,346.65

**Trust Account**

Accounts Paid By Cheque Vouchers – Nil	\$ Nil
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**STATUTORY ENVIRONMENT:**

Local Government (Financial Management) Regulation 13

**POLICY IMPLICATIONS:** Nil.

**FINANCIAL IMPLICATIONS:**

As indicated in the Schedule of Accounts for Payment.

**STRATEGIC IMPLICATIONS:** Nil.

**RECOMMENDATION:**

That the List of Accounts for Payment for the Nannup Shire Municipal Account fund totalling \$212,554.7 in the attached schedule be accepted.

**VOTING REQUIREMENTS:**

A handwritten signature in black ink, appearing to read 'Tracie Bishop', written in a cursive style.

**TRACIE BISHOP  
ADMINISTRATION OFFICER**

**SCHEDULE OF ACCOUNTS PAYABLE  
SHIRE OF NANNUP  
SUBMITTED TO COUNCILS SEPTEMBER 2009 MEETING**

Chq/EFT Name	Description	Amount	
<b>MUNICIPAL ACCOUNT</b>			
EFT879	NANNUP SURVEYS	SURVEY FOR VEHICLE PARKING - MARINKO TOMAS	\$1,661.00
EFT880	THE MARQUE HOTEL - PERTH	ACCOMODATION	\$171.00
EFT881	PHOENIX BUILDING COMPANY	PROGRESS PAYMENT NO 6	\$30,754.48
EFT882	SPLIT TEAM	SERVICE TO AIR CONDITIONING UNITS	\$1,072.50
EFT883	ABBEY PAINTING CONTRACTORS	PAINTING OF DARRADUP VOLUNTEER FIRE BRIGADE	\$1,298.00
EFT884	BRIDGETOWN MEDICAL GROUP	MEDICAL	\$88.00
EFT885	COURIER AUSTRALIA	FREIGHT CHARGES	\$34.26
EFT886	INSIGHT CCS PTY LTD	MONTHLY SERVICE FEE	\$104.94
EFT887	NANNUP HARDWARE & AGENCIES	PAINT SUPPLIES	\$859.55
EFT888	NANNUP TELECENTRE	SHIRE NOTES	\$498.30
EFT889	LOUISE STOKES	RECOUP OF EXPENSES	\$48.60
EFT890	VASSE EXPRESS COURIER	FREIGHT	\$55.00
EFT891	CRAIGE WADDELL	RECOUP OF EXPENSES	\$245.10
EFT892	WADIFARM CONSULTANCY SERVICES	ANALYSIS ON REPORT FOR NANNUP WASTE FACILITY	\$2,090.00
EFT893	WA LOCAL GOVERNMENT SUPERANNUATION PLAN	SUPERANNUATION CONTRIBUTIONS	\$9,837.87
EFT894	AUSTRALIAN TAXATION OFFICE	JUNE BAS	\$50,771.92
EFT895	COURIER AUSTRALIA	FREIGHT CHARGES	\$219.24
EFT896	NANNUP TIMBER PROCESSING	TIMBER	\$1,683.00
EFT897	PRESTIGE PRODUCTS	CLEANING PRODUCTS	\$719.40
EFT898	WML CONSULTANTS	MOWEN RD PROJECT MANAGEMENT	\$7,961.80
EFT899	RED 11	2 X COMPUTERS	\$2,438.55
EFT900	WILLIAM JAMES LANDSCAPE ARCHITECT	VERVE ENERGY WIND FARM - REVIEW	\$2,904.00
EFT901	COUNTRY COMFORT - INTER CITY PERTH	ACCOMODATION	\$557.00
EFT902	COURIER AUSTRALIA	FREIGHT CHARGES	\$25.68
EFT903	CORPORATE EXPRESS	STATIONERY SUPPLIES	\$320.60
EFT904	LANDGATE	MINING TENEMENT ROLL	\$64.60
EFT905	DOBBIN DESIGN	DRAFTING PLANS - NORTH NANNUP VBFB	\$495.00
EFT906	GL HAPP PTY LTD	TYRE & SERVICE REPAIRS	\$498.69
EFT907	NANNUP HARDWARE & AGENCIES	HARDWARE	\$4,173.62
EFT908	NANNUP TELECENTRE	1 X MOBILE PHONE	\$97.50
EFT909	RICOH BUSINESS CENTRE	METER PLAN - PHOTOCOPIER	\$521.18
EFT910	WESTRAC EQUIPMENT	PLANT REPAIR	\$1,346.72
EFT911	WARREN BLACKWOOD WASTE	BIN PICKUPS AUGUST 09	\$4,950.60
EFT912	WORTHY CONTRACTING	1 MONTH CONTRACT NWF	\$9,463.33
EFT913	AUSTRALIAN TAXATION OFFICE	AUG BAS - PAYG	\$13,940.00
		<b>TOTAL MUNICIPAL EFT PAYMENTS:</b>	<b>\$151,971.03</b>
17741	GEOGRAPHE FORD PTY LTD	45000 KM SERVICE	\$553.00
17742	BALFIELD NOMINEES/NANNUP UNIT TRUST	MAINTENANCE BOND - THE VALLEY SUBDIVISION	\$18,727.20
17743	JOANNE BALL	SCHOOL HOLIDAY WORKSHOP	\$200.00
17744	BUNNINGS- BUSSELTON	PLANT SEEDLINGS	\$85.39
17745	BELL FIRE EQUIPMENT	LARGE FIRE BLANKETS X 30	\$1,320.00
17746	BULLIVANTS	CHECK AND REPAIR ALL LIFTING CHAINS	\$947.67
17747	CITY OF BUNBURY	PROJECT AND ADMIN FEE - SWLGEMA	\$330.00
17748	CJD EQUIPMENT PTY. LTD.	REPAIR DAMAGED WIRING ON FRONT END LOADER	\$662.20
17749	JASON SIGNMAKERS	STREET SIGNAGE	\$772.20
17750	NANNUP EZIWAY SELF SERVICE STORE	REFRESHMENTS AND CLEANING	\$30.09
17751	DEPARTMENT OF PLANNING AND INFRASTRUCTURE	VEHICLE REGISTRATIONS	\$546.30
17752	WALGA	LOCAL PLANNING SCHEME 3 AMENDMENT NO 2	\$3,648.63
17753	AMP LIFE LTD	SUPERANNUATION CONTRIBUTIONS	\$653.03
17754	AUSTRALIAN SUPER	SUPERANNUATION CONTRIBUTIONS	\$277.46
17755	WESTSCHEME	SUPERANNUATION CONTRIBUTIONS	\$425.16
17756	NORWICH UNION SUPERANNUATION TRUST	SUPERANNUATION CONTRIBUTIONS	\$277.46
17757	IIML ACF IPS APPLICATION TRUST	SUPERANNUATION CONTRIBUTIONS	\$302.40
17758	HOSTPLUS EXECUTIVE	SUPERANNUATION CONTRIBUTIONS	\$105.82
17759	SHIRE OF NANNUP	PAYROLL DEDUCTIONS	\$100.00
17760	BELL FIRE EQUIPMENT	FIRE EQUIPMENT SERVICING	\$188.38
17761	BULLIVANTS	WORKS SUNDRY	\$748.11
17762	NANNUP EZIWAY SELF SERVICE STORE	REFRESHMENTS AND CLEANING	\$207.83
17763	SYNERGY	ELECTRICITY	\$1,146.12
17764	THE SALVATION ARMY	BAGS OF RAGS	\$44.00
17765	WATER CORPORATION	WATER	\$685.70
17766	YAKKA PTY LTD	SAFETY CLOTHES	\$196.51
17767	WILTON'S BISTRO	COUNCIL DINNER - 27 AUGUST 2009	\$348.00
17768	WESFARMERS KLEENHEAT GAS PTY LTD	BBQ - KHLEENHEAT GAS SERIES II MODIFIED	\$3,999.00
17769	K D PERRY	SPOONS WORKSHOP	\$267.20
17770	BELL FIRE EQUIPMENT	FIRE EXTINGUISHER SERVICE	\$866.75
17772	NANNUP HANDY FOODS	1 X GAS BOTTLE	\$32.00

**SCHEDULE OF ACCOUNTS PAYABLE  
SHIRE OF NANNUP  
SUBMITTED TO COUNCILS SEPTEMBER 2009 MEETING**

Chq/EFT Name	Description	Amount
<b>MUNICIPAL ACCOUNT</b>		
17773	NANNUP NEWSAGENCY	POSTAGE AND STATIONERY \$799.35
17774	LIONS CLUB OF NANNUP	REMOVAL OF WINDBLOWN MATERIAL - REFUSE \$600.00
17775	NANNUP LIQUOR STORE	REFRESHMENTS \$257.92
17776	PIONEER CREDIT MANAGEMENT SERVICES	LEGAL ACTION \$33.00
17777	TELSTRA	TELEPHONE EXPENSES \$1,007.62
17778	WATER CORPORATION	WATER \$1,605.55
17779	S & B BROWN	BOND REFUND FOR PERKS ROAD \$3,000.00
17780	DRYAD CAFE	MANJIMUP MEANDER - LUNCHEON \$240.00
		<b>TOTAL MUNICIPAL CHEQUES: \$46,237.05</b>
99137	BP AUSTRALIA	FUEL EXPENSES \$903.03
99138	CALTEX AUSTRALIA	FUEL EXPENSES \$13,323.73
99139	WESTNET	INTERNET EXPENSES \$119.89
		<b>TOTAL DIRECT DEBITS: \$14,346.65</b>

**TOTAL MUNICIPAL PAYMENTS : \$212,554.73**  
**TOTAL TRUST PAYMENTS : \$0.00**

**TOTAL PAYMENTS FOR THE MONTH OF SEPTEMBER: \$212,554.73**