



Agenda

Ordinary Council Meeting Thursday 26 February 2026

4.30 pm in Council Chambers, Nannup

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Risk Management:

The Shire of Nannup considers risk management to be an essential management function in its operations. It recognises that the risk management responsibility for managing specific risks lies with the person who has the responsibility for the function, service or activity that gives rise to that risk.

Assessing Risk:

Shire Nannup Consequence Guide							
Rating Level	Health	Financial	Reputational	Compliance	Service disruption	Assets	Environment
Low (Minor)	First Aid Injury	Less than \$5,000	Unsubstantiated No real impact	Negligible statutory impact	Little disruption	Inconsequential Damage	Contained and minimal
Medium (Moderate)	Lost Time Injury <30 days	\$25,001 to \$100,000	Substantial public embarrassment moderate news profile	Short term but significant regulatory imposts	Temporary interruption and additional resources needed	Localised damage requiring external sources to rectify	Contained reversible impact with external agencies
High (Major – Extreme)	Lost time injury >30 days or a fatality	\$100,001 To \$500,000+	Substantiated prolong public embarrassment with widespread news	Non-Compliance resulting in litigation or criminal charges	Prolonged interruption greater than 1 month+	Excessive damage to complete loss of asset.	Uncontained irreversible impact

Shire Nannup Likelihood Guide			
Level	Rating	Description	Frequency
5	Almost Certain	The event is expected to occur in most circumstances	More than once per year
4	Likely	The event will probably occur in most circumstances	At least once per year
3	Possible	The event should occur sat sometimes	At Least three per year
2	Unlikely	The event could occur at some time	At least once in 10 years
1	Rare	The event may occur in exceptional circumstances	Less than once in 15 years

Shire Nannup Risk Matrix			
Likelihood \ Consequence	Low (1)	Medium (2)	High (3)
5 – Almost Certain	Medium (5)	High (10)	Extreme (15)
4 – Likely	Medium (4)	High (8)	High (12)
3 – Possible	Low (3)	Medium (6)	High (9)
2 – Unlikely	Low (2)	Medium (4)	Medium (6)
1 – Rare	Low (1)	Low (2)	Medium (3)

Shire Nannup Acceptance Criteria Guide			
Rating Level	Description	Criteria	Responsibility
Low (Minor)	Acceptable	Risk acceptable with adequate controls, managed by routine procedures and subject to annual monitoring	Operations Managers and Coordinators
Medium (Moderate)	Attention Required	Risk Acceptable with excellent controls, managed by senior staff subject to regular (1-3 Month) monitoring	Manager Corporate Services/CEO
High (Major – Extreme)	Unacceptable	Risk only acceptable with excellent controls and all treatment plans to be explored and implemented where possible, managed by highest level authority and subject to continuous monitoring	CEO and Council

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A G E N D A

1. DECLARATION OF OPENING/ANNOUNCEMENT OF VISITORS/ACKNOWLEDGMENT OF COUNTRY:

The Deputy Shire President is to declare the meeting open and welcome the public gallery.

The Deputy Shire President to acknowledge the traditional custodians of the land, the Wardandi and Bibbulmun people, paying respects to Elders past, present, and emerging.

Audio Recording

The Presiding Member to advise that the meeting is being audio recorded in accordance with the Local Government Act 1995 and will be published on the Shire's website within 14 days.

Members of the public are reminded that no other visual or audio recording of this meeting by any other means is allowed without the permission of the chairperson.

2. ATTENDANCE/APOLOGIES:

2.1 ATTENDANCE

Deputy Shire President	Vicki Hansen
Councillor	Lynette Curtis
Councillor	Patricia Fraser
Councillor	Cheryle Brown
Councillor	Nancy Tang

Chief Executive Officer	David Taylor
Executive Manager Corporate Services	Kim Dolzadelli
Executive Manager Works and Services	Damon Lukins
Executive Support Officer	Lisa Atkinson

2.2 APOLOGIES

3. PUBLIC QUESTION TIME:

4. MEMBERS ON LEAVE OF ABSENCE AND APPLICATIONS FOR LEAVE OF ABSENCE:

4.1 APPROVED LEAVE OF ABSENCE:

Cr Timothy Sly is on approved leave of absence.

4.2 APPLICATION FOR A LEAVE OF ABSENCE:

Cr Anthony Dean has requested leave of absence for 3months.

EXECUTIVE RECOMMENDATION:

That Council approve Cr Anthony Dean's request for leave of absence for 3 months.

5. CONFIRMATION OF MINUTES:

5.1 Ordinary Council Meeting – 22 January 2026

EXECUTIVE RECOMMENDATION:

That the minutes from the Shire of Nannup Ordinary Council Meeting held on 22 January 2026 be confirmed as a true and correct copy (Attachment 5.1).

5.2 Special Council Meeting– 12 February 2026.

EXECUTIVE RECOMMENDATION:

That the minutes from the Shire of Nannup Special Council Meeting held on 12 February 2026 be confirmed as a true and correct copy (Attachment 5.2).

6. ANNOUNCEMENTS FROM PRESIDING MEMBER:

Nil.

7. DISCLOSURE OF INTEREST:

Division 6: Sub-Division 1 of the *Local Government Act 1995*. Care should be taken by all Councillors to ensure that a financial/impartiality interest is declared and that they refrain from voting on any matter, which is considered to come within the ambit of the Act.

Where a member has disclosed a financial or proximity interest in an item, they must leave the Chamber for consideration of that item.

Where a member has disclosed an impartiality interest in an item, they may remain in the Chamber. The member is required to bring an independent mind to the item and decide impartially on behalf of the Shire of Nannup and its community.

The Shire of Nannup Disclosure of Interest Register is on our website [here](#).

8. QUESTIONS BY MEMBERS OF WHICH DUE NOTICE HAS BEEN GIVEN:

Nil.

9. PRESENTATIONS/DEPUTATIONS/PETITIONS:

Nil.

10. REPORTS BY MEMBERS ATTENDING COMMITTEES:

11. REPORTS OF OFFICERS:

AGENDA NUMBER & SUBJECT:	11.1 – Local Emergency Management Arrangements
LOCATION/ADDRESS:	Shire of Nannup
NAME OF APPLICANT:	Geoff Allam – Community Emergency Services Manager
FILE REFERENCE:	ASSI 23
AUTHOR:	Geoff Allam – Community Emergency Services Manger
REPORTING OFFICER:	David Taylor – Chief Executive Officer
DISCLOSURE OF INTEREST:	Nil
DATE OF REPORT:	17 February 2026
PREVIOUS MEETING REFERENCE:	Nil
ATTACHMENTS	11.1.1 – Shire of Nannup Local Emergency Management Arrangements (LEMA) (Confidential Item) 11.1.2 – Shire of Nannup Local Emergency Recovery Plan 11.1.3 – Shire of Nannup, LEMA Contacts and Resources

BACKGROUND:

Under Sections 36, 37 and 41 of the *Emergency Management Act 2005*, Local Governments are required to prepare, maintain and review:

- Local Emergency Management Arrangements (LEMA)
- A Local Recovery Plan
- A regularly updated Contacts & Resources Register supporting the LEMA (reviewed quarterly)

The Shire has now finalised its updates to all three statutory documents:

1. LEMA – Jan 2026 (Full Review)
2. Local Recovery Plan – Jan 2026 (Full Review)
3. LEMA Contacts & Resources – Feb 2026 (Quarterly Update)

These documents must be endorsed by Council before submission to the District Emergency Management Committee (DEMC) and State Emergency Management Committee (SEMC).

COMMENT:

Local Emergency Management Arrangements (LEMA)

The LEMA update includes:

- Revised hazard risk profiles (fire, flood, storm, biosecurity, electrical disruption).
- Updated evacuation centres and emergency coordination sites.
- Expanded agency responsibilities and incident coordination processes.
- Updated community information, public warning systems and volunteer management.

Local Emergency Recovery Plan

This updated plan includes:

- Transition procedures from response to recovery, including the mandatory Impact Statement handover from the Hazard Management Agency.
- Updated structure for the Local Recovery Coordination Group (LRCG).
- Comprehensive financial recovery arrangements including DRFA-WA and LMDRF processes.
- Modernised recovery principles aligned with the National Principles for Disaster Recovery.
- Updated subcommittee structures (Social, Environment, Infrastructure, Economic).

LEMA Contacts & Resources

The register is operational, reviewed quarterly and contains:

- Updated emergency contacts, LEMC directory, agency resources.
- Updated Shire plant & equipment, welfare centres, at-risk groups, road networks, and contractor lists.
- This document is not for public distribution due to sensitive operational information.

All three documents have been reviewed by the Shire's Local Emergency Management Committee (LEMC).

STATUTORY ENVIRONMENT:

Emergency Management Act 2005 – Sections 36, 37, 41

State Emergency Management Policy & State Emergency Management Plan (LEMA, Recovery, Contact Register requirements)

POLICY IMPLICATIONS:

Nil.

FINANCIAL IMPLICATIONS:

Emergency management activities and plan development fall within existing operational budgets. Recovery activation may trigger Disaster Recovery Funding Assistance WA funding eligibility for reimbursement of approved expenditure.

RISK MANAGEMENT MATRIX:

The Shire, through its adopted Risk Management Framework, has identified a number of risk areas that need to be assessed and where necessary treated, like, but not limited to:

Audit risks	Financial and credit risks
Operational risks	Technological and IT risks
Compliance and regulatory risks	Environmental risks
Legal risks	Strategic risks
Political risks	Sustainability and security risks

Officers have undertaken a Risk Assessment which is shown below:

Risk	Likelihood	Consequence	Risk Rating	Risk Description	Mitigation/Controls
Non-compliance with Emergency Management Act	Unlikely	Moderate	Medium	Failure to endorse updated LEMA & Recovery Plan may breach statutory obligations	Council endorsement; routine review cycles; quarterly updates
Ineffective emergency response due to outdated documents	Possible	Major	High	Outdated contact lists or plans reduce incident coordination effectiveness	Quarterly contact register updates; annual exercises; LEMC oversight
Community impact from unclear responsibilities	Unlikely	Major	Medium	Lack of clarity during emergencies increases risks to public safety	Adoption of updated plans and dissemination to responding agencies

STRATEGIC IMPLICATIONS:

Shire of Nannup Corporate Business Plan 2022-2028

Our Natural Environment

4.1.2.4 – Continue to maintain Local Emergency Management Arrangements to ensure a coordinated approach to emergency management.

VOTING REQUIREMENT:

Simple Majority

OFFICER RECOMMENDATION:

That Council

1. Endorse the updated Local Emergency Management Arrangements; and
2. Endorse the updated Local Recovery Plan; and
3. Notes the LEMA Contacts & Resources Register as an operational document updated quarterly; and
4. Authorises the Chief Executive Officer to submit the endorsed documents to the District Emergency Management Committee (DEMC) and State Emergency Management Committee (SEMC) for noting.

AGENDA NUMBER & SUBJECT:	11.2 – Local Emergency Management Committee (LEMC) and Bush Fire Advisory Committee (BFAC) Revised Terms of Reference (ToR)
LOCATION/ADDRESS:	Shire of Nannup
NAME OF APPLICANT:	Shire of Nannup
FILE REFERENCE:	ASSI 23, FRC 1
AUTHOR:	Nicky Barker– Governance Officer
REPORTING OFFICER:	David Taylor – Chief Executive Officer
DISCLOSURE OF INTEREST:	Nil
DATE OF REPORT:	16 February 2026
PREVIOUS MEETING REFERENCE:	Nil
ATTACHMENTS	11.2.1 – Marked up Changes ToR LEMC 11.2.2 – Marked up Changes ToR BFAC 11.2.3 – Changes accepted ToR LEMC

PURPOSE OF REPORT:

To consider the updated Terms of Reference (ToR) for the Local Emergency Management Committee and the Bushfire Advisory Committee.

BACKGROUND:

At its May 2025 Ordinary Council Meeting, Council reviewed the structure of the Shire’s Committees and Working Groups. As part of this review, Council resolved to disband several committees and re-form them as Advisory Working Groups.

This approach was adopted to reduce administrative workload, as committees must operate in strict compliance with the *Local Government Act 1995* and the *Local Government (Administration) Regulations 1996*. In contrast, working groups provide a more flexible and informal structure, allowing them to be tailored to specific projects or issues without the regulatory requirements applied to formal committees.

Following this decision, Council adopted new and updated terms of reference for the committees as well as for the newly established working groups.

COMMENT:

Authority to Establish

WALGA have confirmed that Local Emergency Management Committees (LEMCs) and Bush Fire Advisory Committees (BFACs) are not Committees of Council. Their establishment arises directly from legislation. The *Emergency Management Act 2005* requires each Local Government to establish a LEMC, and the *Bush Fires Act 1954* provides for the establishment of a BFAC.

These Acts operate independently of the *Local Government Act 1995* and do not require LEMCs or BFACs to be constituted as Committees of Council. DFES has emphasised that constituting a LEMC or BFAC under the *Local Government Act* would impose significant compliance obligations that are unsuitable for emergency-focused, flexible, multi-agency groups.

Local Emergency Management Committee

The ToR adopted by Council for LEMC correctly referenced the *Emergency Management Act 2005* as the 'Authority of Establishment' however since then, the LEMC has recommended several amendments to the Shire's ToR. These changes align the document more closely with the sample LEMC ToR and the guidance provided in the LEMC Handbook issued by the State Emergency Management Committee (SEMC). While the sample ToR represents best practice, it "does not prevent a Local Government, in consultation with its LEMC, from including additional provisions as required."

The proposed amendments have been included in the ToR and Council is requested to consider the marked-up changes shown at Attachment 11.2.1 a clean version with the marked up changes accepted is provided at Attachment 11.2.3.

Bushfire Advisory Committee

The BFAC was incorrectly established under the *Local Government Act 1995* (the Act), Section 5.8 and the *Bushfires Act 1954*, Section 67.

Given WALGA's clarification regarding these committees, the BFAC terms of reference should be amended to remove the reference to its establishment under the *Local Government Act 1995*.

A marked-up version of the Terms of Reference is provided at Attachment 11.2.2 for Council's consideration. The only proposed amendment relates to the "Authority of Establishment" section.

STATUTORY ENVIRONMENT:

Section 38(1) of the *Emergency Management Act 2005*.
Section 67 of the *Bushfires Act 1954*.

POLICY IMPLICATIONS:

Nil

FINANCIAL IMPLICATIONS:

Nil

RISK MANAGEMENT MATRIX

The Shire, through its adopted Risk Management Framework, has identified a number of risk areas that need to be assessed and where necessary treated, like, but not limited to:

Audit risks	Financial and credit risks
Operational risks	Technological and IT risks
Compliance and regulatory risks	Environmental risks
Legal risks	Strategic risks
Political risks	Sustainability and security risks

Officers have undertaken a Risk Assessment with respect to the item before Council.

Risk	Likelihood	Consequence	Risk Rating	Risk Description	Mitigation/Controls
Non-compliance with legislative requirements for Committees	2 – Unlikely	Medium (2)	Medium	Risk of procedural error or breach due to outdated or misaligned ToR	Review and align ToR with the relevant legislation.

STRATEGIC IMPLICATIONS:

“Our Shire:

We listen to our community, are transparent, and act with integrity.”

VOTING REQUIREMENTS:

Simple Majority

OFFICER RECOMMENDATION:

That Council ADOPT the revised Terms of Reference for the following Committees as shown in Attachments 11.2.2 and Attachments 11.2.3

- a) Bushfire Advisory Committee (BFAC); and
- b) Local Emergency management Committee (LEMC).

AGENDA NUMBER & SUBJECT:	11.3 – Memorandum Of Understanding (MOU) Forest Rally
LOCATION/ADDRESS:	Shire of Nannup
NAME OF APPLICANT:	Shire of Nannup
FILE REFERENCE:	EVE 3
AUTHOR:	Nicole Botica – Economic and Community Development Coordinator
REPORTING OFFICER:	David Taylor – Chief Executive Officer
DISCLOSURE OF INTEREST:	N/A
DATE OF REPORT:	11 February 2026
PREVIOUS MEETING REFERENCE:	Nil
ATTACHMENT	11.3.1 – MOU between the Shire of Nannup and West Australian Car Club Inc. (Forest Rally)

BACKGROUND:

The Forest Rally has been an integral part of Nannup’s event calendar since 2010, becoming one of the region’s most recognisable motorsport events and a significant contributor to local tourism activity and community vibrancy. Over more than a decade, the event has drawn competitors, officials, supporters, and spectators from across Western Australia, and more recently international competitors, strengthening Nannup’s reputation as a destination for high-quality rally competition and nature-based adventure experiences. Its continued presence reflects both the rally’s popularity and its alignment with the Shire’s strategic focus on economic development and community activation.

The Shire of Nannup has consistently supported the event through regulatory guidance, facilitation, and community engagement, ensuring the rally is delivered safely, efficiently, and with consideration for residents, businesses, and land managers. This support includes the assessment of statutory requirements, preparation of key event areas such as the Service Park, and communication activities that assist in notifying the community and promoting associated events. The Shire’s collaboration with the West Australian Car Club (WACC) has helped maintain a strong and constructive partnership that encourages responsible event delivery and shared problem-solving.

The establishment of the Memorandum of Understanding (MOU) for 2026–2030 continues this long-standing relationship, providing a clear framework for roles, responsibilities, and expectations. The MOU seeks to maximise the economic and social benefits of the rally while minimising impacts on local infrastructure and day-to-day community life. Through this agreement, the Shire reaffirms its commitment to supporting an event that has become a valued part of Nannup’s identity and an ongoing contributor to local prosperity.

COMMENT:

The MOU outlines a clear partnership between the Shire of Nannup and the West Australian Car Club, ensuring the Forest Rally continues to operate smoothly within the Shire. It establishes the Shire’s commitment to providing regulatory support, logistical assistance, and community engagement coordination to help facilitate the event each year.

Under the agreement, the Rally receives up to \$1,500 per year in waived fees and in-kind support, which may include site preparation, event application fees, facility hire, and cleaning. Any assistance beyond this cap, including statutory fees including any updates and implementation of Traffic Management Plans, remains the responsibility of the event organisers. This arrangement provides the Rally with consistent operational support while clearly defining the Shire’s financial contribution.

STATUTORY ENVIRONMENT:

Nil.

POLICY IMPLICATIONS:

HLT5– Environmental Health Policy; Events

FINANCIAL IMPLICATIONS:

The MOU includes waiver of fee limit (excluding statutory fees) and in-kind contributions from the Shire Works Department. Works prescribed under this MOU impact the loss of income equivalent to \$ 1,500, and includes:

- Waiver of Fees – up to \$500 excluding statutory fees
- Estimated in-kind (Works Department support) - \$1,000

RISK MANAGEMENT MATRIX:

The Shire, through its adopted Risk Management Framework, has identified a number of risk areas that need to be assessed and where necessary treated, like, but not limited to:

Audit risks	Financial and credit risks
Operational risks	Technological and IT risks
Compliance and regulatory risks	Environmental risks
Legal risks	Strategic risks

Officers have undertaken a Risk Assessment which is shown below:

The following Risk Management Matrix has been developed using the terms, responsibilities, and limitations outlined in the Forest Rally Memorandum of Understanding (2026–2030). It reflects the Shire of Nannup’s Risk Management Framework and assesses relevant audit, financial, operational, compliance, environmental, legal, strategic, political, and sustainability risks.

Risk	Likelihood	Consequence	Risk Rating	Risk Description	Mitigation/Controls
Audit risks	Possible	Minor	Low	Ambiguity over support levels and reporting obligations.	Maintain \$1,500 cap; require annual Post Event Report; document planning/debrief meetings.
Financial and credit risks	Possible	Moderate	Moderate	Unbudgeted services beyond in-kind cap may affect budget.	Support subject to annual budget; invoice for services beyond cap; MOU not a binding financial agreement.

Operational risks	Likely	Moderate	High	Event impacts including Service Park preparation, signage logistics, and potential damage.	Define Shire tasks; Club repairs damage; biannual meetings for continuous improvement.
Technological and IT risks	Unlikely	Minor	Low	Possible failures in communication channels leading to misinformation.	Confirm comms timelines; maintain contact lists; Shire includes event in channels where appropriate.
Compliance and regulatory risks	Possible	Major	High	Errors or delays in approvals or TMP compliance.	Shire processes approvals; Club submits on time with compliant TMP; approvals subject to conditions.
Environmental risks	Possible	Moderate	Moderate	Impacts to forestry roads and surrounding environment.	Shire collaborates with DBCA; Club obtains consents; ensure environmental conditions in approvals.
Legal risks	Unlikely	Major	Moderate	Shire may inadvertently assume event safety obligations.	Clear MOU exclusions: Shire does not manage volunteers, TMPs, or safety responsibilities.
Strategic risks	Possible	Moderate	Moderate	Misalignment with community expectations or strategic objectives.	Annual review; community notifications; support companion events for community benefit.
Political risks	Possible	Moderate	Moderate	Community concerns about noise, closures, or safety.	Club conducts mail-outs; notify emergency services; Shire provides channels for community feedback.
Sustainability and security risks	Unlikely	Moderate	Low–Moderate	Continuity issues or security concerns at event sites.	Clear termination provisions; pre/post-event meetings; signage and site demarcation; local group partnerships.

STRATEGIC IMPLICATIONS:

OUR COMMUNITY: We role model sustainability, friendliness, and we are proud of and engage with our heritage, festivals and events.

1.1 Who We Are

We will retain our pride in being a small, unique and friendly town that is a vibrant and engaging place to live.

OUR ECONOMY: Well, planned, managed, sustained growth is the key to Nannup's future.

2.2 Tourism and Attraction

We will work together to attract people, investment and innovation to our Shire

OUR ECONOMY: Well, planned, managed, sustained growth is the key to Nannup's future.

2.2 Tourism and Attraction

We will work together to attract people, investment and innovation to our Shire

VOTING REQUIREMENTS:

Simple Majority

OFFICER RECOMMENDATION:

That Council, in accordance with the Community Donations and Grant Funding Policy approves the In-kind support from the Shire Works Department to West Australian Car Club Inc. (Forest Rally) to an estimated value of \$1,000 and notes the Memorandum of Understanding (MOU) at attachment 11.3.1.

AGENDA NUMBER & SUBJECT:	11.4 - Payment to Employees in addition to Contract or Award Policy and Corporate Transaction Card Usage Policy
LOCATION/ADDRESS:	Shire of Nannup
NAME OF APPLICANT:	Shire of Nannup
FILE REFERENCE:	ADM9A
AUTHOR:	Nicky Barker – Governance Officer
REPORTING OFFICER:	Kim Dolzadelli – Executive Manager Corporate Services
DISCLOSURE OF INTEREST:	Nil
DATE OF REPORT:	19 February 2026
PREVIOUS MEETING REFERENCE:	Nil
ATTACHMENTS:	11.4.1 – Gratuity Payments Policy Repeal 11.4.2 – Payment to Employees in addition to contract award policy alternative version for consideration 11.4.3 – Delegation to CEO to determine payments 11.4.4 – Credit Card Policy to be repealed 11.4.5 – Corporate Transaction Card Usage Policy

PURPOSE OF REPORT:

To consider a proposed new ‘Payment to Employees in Addition to Contract or Award’ Policy, as required by Section 5.50 of the *Local Government Act 1995* and a Corporate Transaction Card Usage Policy to strengthen financial governance and accountability.

BACKGROUND:

Payment to Employees in addition to Contract or Award Policy

Section 5.50(1) of the *Local Government Act 1995* requires every local government to adopt a policy that specifies:

1. The circumstances in which the local government will pay an employee an amount in addition to entitlements under a contract or award; and
2. The manner of assessment of that additional amount.

A local government must not make such a payment unless it has adopted a compliant policy.

Further, the *Local Government (Administration) Regulations 1996*, Regulation 19A prescribes maximum limits that may be paid to employees finishing employment:

- For voluntary severance by resignation (non-CEO/senior employee): up to final annual remuneration.
- For all other cases: up to \$5,000 total.

The Shire of Nannup’s current policy is not contemporary or fully compliant, and it is therefore proposed that the current policy shown at Attachment 11.4.1 be repealed and the proposed new policy shown at Attachment 11.4.2 be adopted. To give effect to the policy requirements a delegation from Council is required to authorise the CEO to assess and make payments. The draft instrument of delegation is shown at Attachment 11.4.3.

Corporate Transaction Card Usage Policy

The Shire of Nannup currently utilises corporate credit cards to facilitate efficient purchasing and operational expenditure. As part of improving financial governance, transparency, and compliance with legislative obligations, the Shire has undertaken a review of its internal control framework specifically relating to the use of Corporate Transaction Cards.

Recent audit priorities in Western Australia, including those highlighted by the Office of the Auditor General (OAG), emphasise the need for robust oversight of credit card and purchasing card systems within local governments.

To strengthen control mechanisms and ensure consistent use of transaction cards, a revised Corporate Transaction Card Usage Policy has been drafted for Council endorsement which includes a limit of \$10 000 for the CEO's Card. It is therefore proposed that the current policy shown at Attachment 11.4.4 be repealed and the proposed new policy shown at Attachment 11.4.5 be adopted

COMMENT:

Key Elements of the Proposed Payment to Employees in addition to Contract or Award Policy

The draft Policy includes circumstances for allowable additional payment aligned with common sector practice which incorporates –

- Voluntary severance (resignation);
- Settlement of disputes or industrial claims (e.g., employee raises or proposes to raise a claim);
- Illness or impairment resulting in mutual termination;
- poor fit/performance separations where in the organisation's best interest; and
- Gratuity / service recognition at cessation.

The Policy excludes payments to employees who:

- Are the CEO or Senior Employees under s.5.37.
- Are dismissed for misconduct or resign during a disciplinary/performance management process.
- Are on probation.

The Policy sets a transparent method considering:

- Length and quality of service.
- Risk, cost-benefit and legal advice for settlement payments.
- Consistency with the Annual Budget allocation.

The policy provides that the CEO is to determine payments within delegated limits and Council must approve payments exceeding policy/delegation thresholds. In this case the CEO must issue local public notice as required by s.5.50(2).

Internal consultation has occurred with the Chief Executive Officer and the Executive Manager Corporate Services. Benchmarking involved reviewing publicly available policies from approximately 15 local governments.

The proposed Policy is compliant with the *Local Government Act 1995* and the Administration Regulations, is benchmarked against current sector best practice, and provides a transparent and accountable framework for managing payments made to employees in addition to contractual entitlements.

Key Elements of the Corporate Transaction Card Usage Policy

The proposed Corporate Transaction Card Usage Policy establishes the governance framework for the issue, use, monitoring, and cancellation of corporate transaction cards held by Shire employees. Key elements of the policy include:

- Clear eligibility criteria for cardholders.
- Responsibilities of cardholders, including required documentation and monthly acquittals.
- Prohibited expenditure categories.
- Spending limits and approval processes.
- Procedures for disputed transactions, lost or stolen cards, and card cancellation.
- Oversight mechanisms including regular review and audit processes.

The policy is designed to:

- Strengthen internal financial controls.
- Reduce the risk of fraud, error, or misuse.
- Promote transparency and prudent use of public funds.
- Demonstrate compliance with:
 - *Local Government Act 1995*
 - *Local Government (Financial Management) Regulations 1996*
 - OAG financial audit expectations.

Adoption of this policy ensures consistent practices across the organisation and supports public confidence in the Shire's financial governance.

STATUTORY ENVIRONMENT:

Local Government Act 1995

Local Government (Administration) Regulations 1996

Local Government (Financial Management) Regulations 1996

Local Government (Audit) Regulations 1996

State Records Act 2000

OAG Better Practice Guidance

POLICY IMPLICATIONS:

The proposed Policy will become an addition to the Shire's Governance Framework and must be published on the Shire's website in accordance with s.5.50(5).

FINANCIAL IMPLICATIONS:

The Payment to Employees in addition to Contract or Award Policy includes internal caps to ensure budget control and requires any payments to be accounted for in the Annual Budget. Any payment exceeding Policy limits must receive Council approval and be publicly disclosed.

The Corporate Transaction Card Policy does not impose additional financial burden on the Shire. It enhances oversight of existing expenditure and reduces the potential for financial loss through misuse.

RISK MANAGEMENT MATRIX

The Shire, through its adopted Risk Management Framework, has identified a number of risk areas that need to be assessed and where necessary treated, like, but not limited to:

Audit risks	Financial and credit risks
Operational risks	Technological and IT risks
Compliance and regulatory risks	Environmental risks
Legal risks	Strategic risks
Political risks	Sustainability and security risks

Officers have undertaken a Risk Assessment with respect to the item before Council.

Risk	Likelihood	Consequence	Risk Rating	Risk Description	Mitigation/Controls
Non-compliance with s.5.50 requirements, inconsistency in treatment, and potential reputational or financial risk.	2 – Unlikely	Medium (2)	Medium	Risk of legislative breach	Adoption of this Policy ensures legislative compliance and aligns with accepted sector practice.
Misuse or fraud involving transaction cards	Possible	Major	High	Financial and Credit risks	Adoption of this Policy will provide tighter internal controls.
Lack of transparency or inconsistent expenditure practices	Possible	Moderate	Medium	Financial and Credit risks	Adoption of this Policy will provide tighter internal controls.

STRATEGIC IMPLICATIONS:

“Our Shire:

We listen to our community, are transparent, and act with integrity.”

VOTING REQUIREMENTS:

Absolute Majority

OFFICER RECOMMENDATION:

That Council:-

- 1) REPEAL the Payments to Employees in Addition to Contract or Award Policy shown at Attachment 11.4.1;
- 2) ADOPT the new proposed Payments to Employees in Addition to Contract or Award Policy shown at Attachment 11.4.2;
- 3) DELEGATES, by ABSOLUTE MAJORITY, to the Chief Executive Officer the authority to assess and approve payments to employees as detailed in the 'Payments to Employees in Addition to Contract or Award' Policy and as shown at Attachment 11.4.3;
- 4) REPEAL the 'Use of Credit Cards' Policy shown at Attachment 11.4.4;
- 5) ADOPT the new Corporate Credit Card Transaction Usage Policy shown at Attachment 11.4.5; and
- 6) NOTES that the Policies will be published on the Shire of Nannup website in accordance with Section 5.50(5) of the Local Government Act 1995.

AGENDA NUMBER & SUBJECT:	11.5 – Delegated Planning Decisions for January 2026
LOCATION/ADDRESS:	Various
NAME OF APPLICANT:	Various
FILE REFERENCE:	TPL18
AUTHOR:	Erin Gower – Development Services Coordinator
REPORTING OFFICER:	David Taylor – Chief Executive Officer
DISCLOSURE OF INTEREST:	Nil
DATE OF REPORT:	5 February 2026
PREVIOUS MEETING REFERENCE:	Nil
ATTACHMENTS:	11.5.1 – Register of Delegated Developments Approvals January 2026

BACKGROUND:

To ensure the efficient and timely processing of planning related applications, Council delegates authority to the Chief Executive Officer to conditionally approve Applications for Development Approval that meet the requirements of both Local Planning Scheme No.4 (LPS4) and adopted Council policy.

Delegated planning decisions are reported to Council monthly to ensure that Council has an appropriate level of oversight on the use of this delegation. A Register of Delegated Development Approvals, detailing those decisions made under delegated authority in January 2026 is presented in Attachment 11.5.1.

COMMENT:

As shown in the attachment, each application has been advertised in accordance with LPS4 and Council's adopted Local Planning Policy *LPP5 Consultation* as detailed in the Policy Implications section of this report.

During January 2026, two (2) development applications were determined under delegated authority and one development application was determined by Council. The table below shows the number and value of development applications determined under both delegated authority and by Council for January 2026 compared to November 2024:

	January 2025	January 2026
Delegated Decisions	8 (\$593,500.00)	2 (\$401,000.00)
Council Decisions	0 (\$0)	1 (\$100,000)
Total	(\$593,500.00)	(\$501,000.00)

66% of all approvals issued in the month of January were completed within the statutory timeframes of either 60 or 90 days. One application was determined outside of the statutory timeframe of 90 days due to the need to have the item considered by Council.

STATUTORY ENVIRONMENT:

Planning and Development Act 2005, Local Government Act 1995 and LPS4.

Regulation 19 of the *Local Government (Administration) Regulations 1996* requires that a written record of each delegated decision is kept.

POLICY IMPLICATIONS:

Applications for Development Approval must be assessed against the requirements of LPS4 and Local Planning Policies adopted by Council. These Policies include Local Planning Policy *LPP5 Consultation* which details the level and scope of advertising required for Applications for Development Approval.

Each application processed under delegated authority has been processed and advertised and has been determined to be consistent with the requirements of all adopted Local Planning Policies.

FINANCIAL IMPLICATIONS:

The required planning fees have been paid for all applications for Development Approval processed under delegated authority.

RISK MANAGEMENT MATRIX:

The Shire, through its adopted Risk Management Framework, has identified a number of risk areas that need to be assessed and where necessary treated, like, but not limited to:

Audit risks	Financial and credit risks
Operational risks	Technological and IT risks
Compliance and regulatory risks	Environmental risks
Legal risks	Strategic risks
Political risks	Sustainability and security risks

Officers have undertaken a Risk Assessment which is shown below:

Risk	Likelihood	Consequence	Risk Rating	Risk Description	Mitigation/ Controls
Inadequate oversight of delegated planning decisions may lead to non-compliant approvals.	Unlikely (2)	Medium (2) – Compliance and Reputational impact	Medium	If decisions are not properly monitored, there is a risk of inconsistency with planning policies or legal challenges.	Monthly reporting to Council; adherence to LPS4 and Local Planning Policies; internal review processes.
Failure to advertise applications in accordance with policy may result in community dissatisfaction or legal challenge.	Rare (1)	Medium (2) – Legal and Reputational impact	Low	Lack of proper consultation could undermine public trust or lead to appeals.	Compliance with LPP5 Consultation policy; documentation of advertising procedures.

Delays in processing applications could affect development timelines and stakeholder confidence.	Possible (3)	Low (1) – Operational impact	Low	Delays may discourage investment or frustrate applicants.	Monitoring of statutory timeframes; efficient internal workflows.
Misinterpretation of planning policies by delegated officers.	Unlikely (2)	Medium (2) – Compliance impact	Medium	Incorrect application of policy could result in inappropriate approvals.	Staff training; peer review of decisions; clear policy guidance.

STRATEGIC IMPLICATIONS:

Nil.

VOTING REQUIREMENT:

Simple majority

OFFICER RECOMMENDATION:

That Council receives the report on Delegated Development Approvals for January 2026 as per Attachment 11.5.1.

AGENDA NUMBER & SUBJECT:	11.6 – Financial Activity Statement - December 2025
LOCATION/ADDRESS:	Shire of Nannup
NAME OF APPLICANT:	Shire of Nannup
FILE REFERENCE:	FNC 15
AUTHOR:	Kim Dolzadelli – Executive Manager Corporate Services
REPORTING OFFICER:	Kim Dolzadelli – Executive Manager Corporate Services
DISCLOSURE OF INTEREST:	Nil
DATE OF REPORT:	17 February 2026
PREVIOUS MEETING REFERENCE:	Nil
ATTACHMENTS:	11.6.1 – Financial Activity Statement – December 2025

BACKGROUND:

The financial statements are presented to Council in accordance with the *Local Government Act 1995* and the *Local Government (Financial Management) Regulations 1996*.

Regulation 34 of the *Local Government (Financial Management) Regulations 1996*, stipulate that a Local Government is to prepare each month a statement of financial activity reporting on the sources and applications of funds.

Section 6.4 of the *Local Government Act 1995*, requires that financial reports be prepared and presented in the manner and form prescribed in the *Local Government (Financial Management) Regulations*.

The requirement is for a Statement of Financial Activity with a report detailing material variances. The Financial Report presented includes this as well as other statements and supplementary information.

COMMENT:

The Financial Statements for the period ending 31 December 2025 present the financial performance of the Shire for the 2025/26 financial year and compare year to date expenditure and revenue against the corresponding year to date budget.

Attached for consideration is the completed Monthly Financial Report as per Attachments 11.6.1.

The document attached includes Statement of Financial Activity by Nature or Type, Notes to the financial statements and an explanation of material variances.

STATUTORY ENVIRONMENT:

Local Government Act 1995, Section 6.4.

Local Government (Financial Management) Regulations 1996, Regulation 34.

POLICY IMPLICATIONS:

Nil.

FINANCIAL IMPLICATIONS:

Nil.

RISK MANAGEMENT MATRIX:

The Shire, through its adopted Risk Management Framework, has identified a number of risk areas that need to be assessed and where necessary treated, like, but not limited to:

Audit risks	Financial and credit risks
Operational risks	Technological and IT risks
Compliance and regulatory risks	Environmental risks
Legal risks	Strategic risks
Political risks	Sustainability and security risks

Officers have undertaken a Risk Assessment which is shown below:

Risk	Likelihood	Consequence	Risk Rating	Description	Mitigation/Strategies
Financial mismanagement	Possible	Major	High	Risk of financial mismanagement due to errors in payment processing.	Implement strict financial controls and regular audits.
Fraudulent transactions	Unlikely	Severe	Medium	Risk of fraudulent transactions being processed.	Enhance security measures and conduct thorough background checks on vendors.
Delayed payments	Likely	Moderate	Medium	Risk of delayed payments affecting vendor relationships.	Streamline payment processes and set clear payment timelines.
Compliance issues	Possible	Moderate	Medium	Risk of noncompliance with financial regulations.	Regularly review and update compliance policies.
System failures	Unlikely	Major	Medium	Risk of system failures disrupting payment processing.	Maintain robust IT infrastructure and backup systems.

STRATEGIC IMPLICATIONS:

Nil.

VOTING REQUIREMENTS:

Simple Majority.

OFFICER RECOMMENDATION:

That Council, in accordance with Regulation 34 of the *Local Government (Financial Management) Regulations 1996*, receives the Financial Activity Statements for the period ending 31 December 2025 as per Attachment 11.6.1.

AGENDA NUMBER & SUBJECT:	11.7 – Payment of Accounts – January 2026
LOCATION/ADDRESS:	Shire of Nannup
NAME OF APPLICANT:	N/A
FILE REFERENCE:	FNC 8
AUTHOR:	Christine Allam – Finance Officer
REPORTING OFFICER:	Kim Dolzadelli – Executive Manager Corporate Services
DISCLOSURE OF INTEREST:	Nil
DATE OF REPORT:	19 January 2026
PREVIOUS MEETING REFERENCE:	Nil
ATTACHMENTS:	11.7.1 – Payment of Accounts – January 2026

BACKGROUND:

To advise Council of payments made for the period 1 January 2026 to 31 January 2026.

COMMENT:

Payments of \$448,755.77 as detailed in the payment of accounts listing for the period 1 January 2026 to 31 January 2026 as per Attachment 11.7.1 have been approved under delegated authority.

Municipal Account

Accounts paid by EFT	19400 - 19504	\$268,221.59
Accounts paid by cheque	NIL	\$0.00
Accounts paid by Direct Debit	14526.1 – 14599.18	\$180,534.18
<i>Sub Total Municipal Account</i>		<u>\$448,755.77</u>

Trust Account

Accounts paid by EFT	-	\$0.00
<i>Sub Total Trust Account</i>		<u>\$0.00</u>
Total Payments		<u>\$448,755.77</u>

STATUTORY ENVIRONMENT:

Regulation 13(2) of the *Local Government (Financial Management) Regulations 1996*, requires a local government to prepare a list of accounts approved for payment under delegated authority showing the payee's name; the amount of the payment; and sufficient information to identify the transaction, and the date of the payment; this list is to be presented to council at the next ordinary meeting of the Council after the list is prepared.

Regulation 13A of the *Local Government (Financial Management) Regulations 1996*, requires a local government to prepare a list of payments made using the purchasing cards showing the payee's name; the amount of the payment; and sufficient information to identify the transaction and the date of the payment; this list is to be presented to council at the next ordinary meeting of the Council after the list is prepared.

POLICY IMPLICATIONS:

Nil.

FINANCIAL IMPLICATIONS:

As indicated in Payment of Accounts.

RISK MANAGEMENT MATRIX:

The Shire, through its adopted Risk Management Framework, has identified a number of risk areas that need to be assessed and where necessary treated, like, but not limited to:

Audit risks	Financial and credit risks
Operational risks	Technological and IT risks
Compliance and regulatory risks	Environmental risks
Legal risks	Strategic risks
Political risks	Sustainability and security risks

Officers have undertaken a Risk Assessment which is shown below:

Risk	Likelihood	Consequence	Risk Rating	Description	Mitigation Strategies
Financial Mismanagement	Possible	Major	High	Risk of financial mismanagement due to errors in payment processing.	Implement strict financial controls and regular audits.
Fraudulent Transactions	Unlikely	Severe	Medium	Risk of fraudulent transactions being processed.	Enhance security measures and conduct thorough background checks on vendors.
Delayed payments	Likely	Moderate	Medium	Risk of delayed payments affecting vendor relationships.	Streamline payment processes and set clear payment timelines.
Compliance issues	Possible	Moderate	Medium	Risk of non-compliance with financial regulations.	Regularly review and update compliance policies.
System failures	Unlikely	Major	Medium	Risk of system failures disrupting payment processing.	Maintain robust IT infrastructure and backup systems.

STRATEGIC IMPLICATIONS:

Nil.

VOTING REQUIREMENTS:

Simple majority.

OFFICER RECOMMENDATION:

That Council notes the payment of accounts totalling \$448,755.77 for the period 1 January 2026 to 31 January 2026 as per Attachment 11.7.1.

12 MOTIONS OF WHICH PREVIOUS NOTICE HAS BEEN GIVEN:

Nil.

13. MEETING MAY BE CLOSED:

Nil.

14. CLOSURE OF MEETING:

Attachments

Item	Attachment	Title
5.1	1	Shire of Nannup Ordinary Council Meeting Minutes – 22 January 2026
5.2	1	Shire of Nannup Special Council Meeting Minutes – 12 February 2026
11.1.1	1	Shire of Nannup Local Emergency Management Arrangements (LEMA)
11.1.2	1	Shire of Nannup Local Emergency Recovery Plan
11.1.3	1	Shire of Nannup, LEMA Contacts and Resources
11.2.1		Marked up Changes TOR LEMC
11.2.2	1	Revised BFAC TOR
11.2.3	1	Marked – Up Changes accepted ToR LEMC
11.3.1	1	MOU between the Shire of Nannup and West Australian Car Club Inc.(Forest Rally)
11.4.1	1	Gratuity Payments Policy Repeal
11.4.2	1	Payment to Employees in addition to contract award policy alternative version for consideration
11.4.3	1	Delegation to CEO to determine payments
11.4.4	1	Credit Card Policy to be repealed
11.4.5	1	Corporate Transaction Card Usage Policy
11.5.1	1	Planning Approval Register
11.6.1	1	Payment of Accounts – January 2026
11.7.1	1	Financial Activity Statement – December 2025
11.8.1	1	Financial Activity Statement – January 2026