



HUMAN | EQUALITY
RIGHTS
INDEPENDENCE
COMMUNITY | EQUITY
WORK CONFIDENCE
RESPECT

OPEN AGENDA for the Special Meeting
of Council
14 November 2025

Dedicated to promoting the power of people, protection of community and respect for cultural diversity.

Djambarrpuyŋu

Dhuwandja dhäwu dhipunŋur EARC-ŋur bukmakku yolŋuw mala nhämunha limurr ga nhina wäŋakurr malaŋuwurr buku-ŋiwŋmaram:

- limurr dhu räl-manapanmirr ganydjarrwu limurrŋgalaŋaw rur'maranharaw,
- ga dharay walŋaw,
- ga ŋayaŋu-ŋapmaranhamirr bukmak bala-räli'yunmirr.

Dhaŋu

Dhaŋum dhäwu EARC-ŋur bukmakku yolŋuwu warrawu nhämunha ŋalma yaka nyena ŋayambalŋurru buku-ŋiw'yuman:

- ŋalma ŋarru räl-manapanmi ganydjarrwu ŋakanhaminyarawu ŋalmaliŋguwaywuru,
- ga dharay walŋawu,
- ga ŋayaŋu-ŋapthumanmi bukmak bala-räli'yunmi.

Gumatj

Dhuwalanydja dhäwu EARC-ŋuru bukmakku yolŋuwu mala nhämunha ŋilimurru yukurra nhina wäŋakurru buku-ŋiw'yunmarama:

- ŋilimurru yurru räl-manapanmirri ganydjarrwu gaŋga'thinyarawu ŋilimurrŋgalaŋawu,
- ga dharay walŋawu,
- ga ŋayaŋu-ŋapthunmaranhamirr bukmak bala-lili'yunmirri.

Marraŋu

Dhuwanydji dhäwu barranga'yun EARC-ŋur bukmakku yolŋuw yukurr buku-ŋiw'maram wäŋa mittji malanyŋha:

- Dalimurr wurruku räl-manapanmirr djäk ganydjarrwu ŋalimurrŋgalaŋaw
- Gaŋgathinyamaranharaw wonŋaŋarŋgunharaw,
- Ga djäga walŋaw,
- Ga ŋayaŋu-ŋapmaranhamirr ŋalimurr wurruku bukmak bala-räli'yunmirr.

Under closing the gap priority reforms, socio economic outcome 16 – Aboriginal and Torres Strait Islander languages are strong, supported and flourishing and it is standard practice for reports to be considered, discussed and debated in the traditional dialects of the East Arnhem region, Yolŋu Matha.

EAST ARNHEM REGIONAL COUNCIL

Notice is hereby given that a Meeting of the East Arnhem Regional Council will be held at the Nhulunbuy offices on Thursday 14 November 2025 at 11:30 am.

Agendas and minutes are available on the Council website www.eastarnhem.nt.gov.au and can be viewed at the Councils public office.

Dale Keehne
Chief Executive Officer

Birr Rawarrang Ward

- David WARRAYA
- Jason MIRRITJAWUY

Gumurr Gattjirrk Ward

- Lapulung DHAMARRANDJI
- Ganygulpa Dhurrkay

Gumurr Marthakal Ward

- Cyril Bukulatjpi
- Evelynna DHAMARRANDJI
- Stephen DHAMARRANDJI

Gumurr Miwatj Ward

- Marrpalawuy MARIKA
- Murphy Yunupingu
- Priscilla Yunupingu

Gummurr Miyarrka Ward

- Bandi Bandi WUNUNGMURRA
- Bobby WUNUNGMURRA

Dial-in Details:**Microsoft Teams**

[Join the meeting now](#)

Meeting ID: 453 648 760 974 8

Passcode: mB9xh2t3

Dial in by phone

[+61 2 8318 0005](#), [506638600#](#) Australia, Sydney

[Find a local number](#)

Phone conference ID: 506 638 600#

Schedule 1 Code of conduct**1 Honesty and integrity**

A member must act honestly and with integrity in performing official functions.

2 Care and diligence

A member must act with reasonable care and diligence in performing official functions.

3 Courtesy

A member must act with courtesy towards other members, council staff, electors and members of the public.

4 Prohibition on bullying

A member must not bully another person in the course of performing official functions.

5 Conduct towards council staff

A member must not direct, reprimand, or interfere in the management of council staff.

6 Respect for cultural diversity and culture

6.1 A member must respect cultural diversity and must not therefore discriminate against others, or the opinions of others, on the ground of their cultural background.

6.2 A member must act with respect for cultural beliefs and practices in relation to other members, council staff, electors and members of the public.

7 Conflict of interest

7.1 A member must avoid any conflict of interest, whether actual or perceived, when undertaking official functions and responsibilities.

7.2 If a conflict of interest exists, the member must comply with any statutory obligations of disclosure.

8 Respect for confidences

8.1 A member must respect the confidentiality of information obtained in confidence in the member's official capacity.

8.2 A member must not make improper use of confidential information obtained in an official capacity to gain a private benefit or to cause harm to another.

9 Gifts

9.1 A member must not solicit, encourage or accept gifts or private benefits from any person who might have an interest in obtaining a benefit from the council.

9.2 A member must not accept a gift from a person that is given in relation to the person's interest in obtaining a benefit from the council.

10 Accountability

A member must be prepared at all times to account for the member's performance as a member and the member's use of council resources.

11 Interests of municipality, region or shire to be paramount

11.1 A member must act in what the member genuinely believes to be the best interests of the municipality, region or shire.

11.2 In particular, a member must seek to ensure that the member's decisions and actions are based on an honest, reasonable and properly informed judgment about what best advances the best interests of the municipality, region or shire.

12 Training

A member must undertake relevant training in good faith.

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1 Meeting Establishment

YOW NGILIMURR BUKU'LUNGTHUN DHIYAK MEETINGU GA MALA DJARRYUN ROM

The Chair may wish to open the meeting with a prayer.

MEETING ESTABLISHMENT

1.2 Attendance

RECOMMENDATION:**That Council:**

- (a) Notes the absence of <>
- (b) Notes the apology received from <>
- (c) Notes <> are absent with permission of the Council.
- (d) Determines <> are absent without permission of the Council under Section 47(1) (0) of the Act.

SUMMARY:

This report is to table, for the Councils record, any absences or apologies. Council need to make a decision on whether absences are granted permission. Any request for a leave of absence received can be considered.

ATTACHMENTS:

Nil

MEETING ESTABLISHMENT

1.3 Declarations of Interest

RECOMMENDATION:

That Council notes the Conflict of Interest and Related Parties Register.

SUMMARY:

Elected members are required to disclose an interest in a matter under consideration by Council.

GENERAL:

Sections 114 and 115 of the Local Government Act.

REGISTER:

The Declaration of Interest is attached within this report.

ATTACHMENTS:

1. Declaration of Interest Register, [1.3.1 - 2 pages]



Declaration of Interest Register

Member Name	Families Names	Relationships	Entity Name	Connection to Entity/Current or Past 5 years
Evelyna Dhamarrandji			Miwatj Health at Aboriginal Health Practitioner (Training)	Commenced 22/01/2024
	Geoffrey	Grandfather	ALPA	Current Director
	Daisy Gondarra	Grandmother	Shepherdson College	Current CLO
	Ted Gondarra	Grandfather	NIAA	
	Stephen Dhamarrandji	Uncle	Councillor	
	Zelda Dhamrrandji	Sister	Police Station Galiwinku Galiwinku Women Space	Aboriginal Liaison Officer Board Director
Lapulung Dhamarrandji			Rulku Milingimbi Hostel	Current Committee Member
			Gattjirr Yolngu Corporation	Current Director
			ALPA Milingimbi Store Committee	Current Member
			Manapan Furniture	Current Board Member
Jason Mirritjawuy			Ramingining ALPA CDP	Current Supervisor
			Bimipilingmirrin Djagaging Mala (BDM)	Member
	Sarina Ranybum	Wife	ALPA CDP	Current Supervisor
			Arnhemland Yothu Motle	
			Activit for kids	
Marrpalawuy Marika			YBE NEAL	Board Member
			Laynhapuy Housing Sub Committee	Currently working on a project
			ARDS	Currently working on a project
			Social and Wellbeing – Laynapuy Homelands	Current full time Cultural Advisor
Bobby Wunungmurra			Northern Land Council	Regional Executive Member
			Top End Aboriginal Coastal Alliance	Board Member
			Northern Australian Aboriginal Justice Agency	Member
			Laynhapuy Homelands Aboriginal Corporation (Yirralka Ranges)	Employee



	Wesley Bandi Bandi Wunungmurra	Brother	Yolngu Business Enterprises	Current Director
			Housing Reference Group	Current Member
			Northern Land Council	Member
			Laynhapuy Homelands Aboriginal Corporation	Employee
David Warraya			Northern Land Council	Member
			Housing Reference Group	Current Member
			Local Decision-Making Group Ramingining	Current Member
Wesley Bandi Bandi Wunungmurra			Yolngu Business Enterprises	Director
			Housing Reference Group	Current Member
	Bobby Wunungmurra	Brother	Northern Land Council	Member
			Top End Aboriginal Coastal Alliance	Board Member
			Northern Australian Aboriginal Justice Agency	Employee
			Laynhapuy Homelands Aboriginal Corporation	Employee
Stephen Dhamarrandji	Zelda Dhamarrandji	Niece	Police Station Galiwinku	Aboriginal Liaison Officer
			Galiwinku Women Space	Board Director
	Evelyna Dhamarrandji	Niece		
Priscilla Yunupingu			NTG Department of Education	Employee
			Gumatj Corporation	Proxy Member
Ganygulpa Dhurrkay			Arnhem Land Progress Aboriginal Corporation	Director
			Manapan Furniture	Chairperson
Murphy Yunupingu			Flinders University	Senior Cultural Advisor
			Miwatj Corporation	Board Member
Cyril Bukulatjpi			Yalu Aboriginal Corporation.	Director
			Housing Reference group – NT Housing	Member

2 Looking Forward - Discussions and Decisions

GO NGILIMURR MALA DJARRYUN GA YURAM GA YAKAYUN GA BALWAK NGUPAN
DHUWAL DHARUK

LOOKING FORWARD - DISCUSSIONS AND DECISIONS

2.1 Annual Report and Financials for 2024-2025

RECOMMENDATION

That Council

- (a) Adopts the 2024-25 Annual Report.
- (b) Approves to publish the report under Section 290 of the Local Government Act by the required date of 15 November 2025.

SUMMARY:

To table and adopt the Annual Report for 2024-25.

BACKGROUND:

In accordance with section 290 of the *Local Government Act 2019*, councils are required to provide an Annual Report to the Minister for Local Government by 15 November each year. The report must outline the work and achievements of the Council for the financial year ending 30 June, and once submitted, must be published on the Council's website and made available to the public.

The Annual Report serves as a key accountability document demonstrating Council's performance, financial position, and delivery of services and projects across the region. It also provides an opportunity to highlight Council's achievements, challenges, and progress against the objectives set out in the Regional Plan.

GENERAL:

The 2024–2025 Annual Report has been prepared by Council staff in accordance with the requirements of section 291 of the *Local Government Act 2019*. The document includes:

- Council's audited financial statements for the reporting period;
- An assessment of performance against the goals and key performance indicators outlined in the 2024–2025 Regional Plan;
- A summary of Local Authority activities within each community;

The Annual Report reflects Council's commitment to transparency, good governance, and continuous improvement in service delivery across the East Arnhem region.

Council approval is sought to endorse the 2024–2025 Annual Report for submission to the Minister for Local Government and for it to be published on Council's website as required under the Act.

The report author does not have a conflict of interest in this matter (Section 179 of the Act)

ATTACHMENTS:

1. EARC 2024-2025- Annual- Report FAO [2.1.1 - 206 pages]



East Arnhem Regional Council

Annual Report

2024 - 2025



Acknowledgement of Country

East Arnhem Regional Council acknowledges the Traditional Owners for they hold the memories, the traditions, the culture and hopes of the Aboriginal people of East Arnhem Land. We pay our sincere respect to the Elders, past and present.

Aboriginal and Torres Strait Islander people should be aware that this publication may contain images and names of people who have since passed away.



East Arnhem Regional Council, Nhulunbuy, NT, 2023.
Photo: Marcus Mitchell

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“Dedicated to promoting the power of people, protection of community and respect for cultural diversity.”



CEO Dale Keehne, Councillors, and Local Authority Members presenting EARC Staff with the 2024 Tidy Town Awards, Gapuwiyak, NT.



Introduction

President's Welcome

Guk'guk, guk'guk' GULULU.

Yow nhamirr Bukmak, Yolŋu'yulŋu, mala ŋunhi ga nhina buku liw'maraman wāŋäkurr malaŋukurr dhiyal yirralkaŋur, East Arnhemland Entirionŋur.

As we move forward together in fulfilling our vision, mission, and core values, East Arnhem Regional Council continues to advocate for and demonstrate empowerment through promoting the power of our people and strengthening self-determination.

We are stronger when we stand together, united in achieving our common goals. It is my honour and privilege to present our 2024–2025 Annual Report.

Our focus has remained on delivering vital services and fostering growth within our remote Arnhem Land communities — including Milingimbi (Gumurr Gattjirr Ward), Ramingining (Birr Rawarrang Ward), Galiwin'ku (Gumurr Marthakal Ward), Gapuwiyak (Gumurr Miyarrka Ward), and the communities of Gunyangara and Yirrkala (Gumurr Miwatj Ward).

Through our ongoing commitment, we have continued to safeguard our communities, celebrate and respect cultural diversity, and uphold the spirit of unity and oneness that connects us all.

Together, we lead the way for future generations, guided by the wisdom and legacy of those who came before us.

Lapulung Dhamarrandji
President



CEO's Message

Council Services

The 2024/25 year presented both challenges and important progress for the Council Services Directorate. Operating across some of the most remote communities in the country requires consistent focus and flexibility, with staffing shortages, severe weather and equipment failures affecting service delivery throughout the year. Despite these pressures, the Directorate continued to provide essential municipal services, waste and environmental management, animal management, and other core operations, while delivering projects and outcomes that supported the health, safety and wellbeing of residents across East Arnhem.

Municipal Services teams delivered a wide range of essential services throughout the year, ensuring that communities remained clean, functional and safe. Staff worked across road repairs, pothole patching, speed bump installation, street sign replacement, mowing, firebreaks and drainage. They also prepared for cyclone season by planning and delivering hard rubbish collections and reducing hazards in public spaces. Beyond these core functions, Municipal Services provided significant support to community events including NAIDOC Week celebrations, ANZAC Day commemorations, Territory Day fireworks, school and sporting events, and cultural gatherings such as the Gattjirrk Cultural Festival in Milingimbi. These efforts ensured that important events were safe, accessible and well-supported, strengthening Council's connection with residents and reinforcing its role as a partner in community life.

Waste and Environmental Services delivered another strong year of outcomes and were recognised at the Keep Australia Beautiful Tidy Towns Awards for innovation and leadership in sustainability. Across the year more than 940 tonnes of recyclable materials were collected and transported for processing, including scrap metal, tyres, white goods, plastics, e-waste and batteries. The Container Deposit Scheme continued to expand, with 27 depot days held across the region and over 323,000 containers collected. Landfill compliance improved further, with Milingimbi recording zero non-compliances, and targeted works were undertaken to separate and manage large volumes of construction waste. These outputs have reduced environmental hazards, extended landfill capacity and raised



community awareness of recycling practices. Council's commitment to high standards was further highlighted through success at the 2024 Territory Sustainable Community Tidy Towns Awards, where East Arnhem received a total of 13 awards. This included three overall category wins for Circular Economy, Resource Recovery, and Mobile Muster, along with two Citizen of the Year awards to community leaders Ricky Ashley and Sharon Wunungmurra. A further eight commendation awards recognised achievements across energy conservation, litter management, heritage, water conservation and waste management. These results reflect both Council's operational focus and the strength of community partnerships, showing how collaboration across the region continues to deliver cleaner and more sustainable outcomes.

Community Night Patrol delivered another year of strong service and presence across communities, undertaking more than 19,800 patrol hours and addressing over 25,000 safety issues. Patrol teams assisted more than 39,400 individuals across all age groups and ensured children, young people and vulnerable community members were supported to get home safely. Training was a major focus, with all team members completing Mental Health First Aid and other training programs. This has built staff confidence and capability on the ground. A major milestone was the rollout of the MobSafe digital app, replacing paper reporting with real-time, culturally designed digital tools. This has greatly improved accuracy and efficiency, while empowering Yolŋu patrol officers to work with confidence. Community stories from Galiwin'ku, Gapuwiyak, Milingimbi and Ramingining

highlight the impact of patrols in preventing antisocial behaviour, mediating disputes and supporting youth engagement, with a noticeable decline in volatile substance misuse in some communities. These achievements demonstrate the vital role patrols play in building community safety and trust.

The Nhulunbuy Sobering Up Shelter provided a safe alternative to custody for 434 clients this year, with 229 males and 148 females admitted. The shelter also supported over 58 high-care placements for those requiring closer monitoring and coordinated more than 550 calls for assistance with police, ambulance and hospital services. Clients were provided with beds, meals, hygiene facilities and referrals to medical and social services, with strong collaboration between Community Night Patrol, Police, Gove District Hospital and family violence services. Its contribution to harm minimisation and reduced reliance on police cells for intoxicated persons is a clear example of how Council works with partners to promote community safety and wellbeing.

The Animal Management Program was especially active this year, delivering veterinary visits, desexing and parasite treatment programs, community consultations and school-based education across all six mainland communities. In total, the program desexed 394 animals, carried out 835 community consultations, administered 5,768 parasite treatments, conducted 54 minor surgeries, and responded to 209 remote phone consultations across the region. Partnerships with Melbourne University and collaborations with homelands organisations, ranger groups and government agencies supported a broad range of outcomes, from zoonotic disease education to contracted veterinary services in homelands. These outputs have improved animal health, reduced risks of disease transmission, and promoted safer interactions between people and animals in communities. The program's presence in schools and homelands has also raised awareness of responsible animal care, ensuring the impact extends beyond direct treatments to long-term community education.

Investing in our workforce was a central theme throughout the year. Several Council Services Manager roles were filled, strengthening local Council leadership. Professional development programs were delivered in Darwin, First Aid training reached staff across all communities, and digital literacy was strengthened through the introduction of new systems. Civic and cultural events such as ANZAC Day commemorations

and support for the Federal Election were successfully delivered, highlighting Council's role in enabling both community life and civic participation.

Community Services

The Community Services Directorate has undergone a significant restructure to focus on service coordination, strengthening internal capacity, and aligning with the evolving needs of our communities. This transformation has brought together key program areas under a more integrated and collaborative model and has enabling a unified focus on wellbeing, culture and wider community development.

Active Communities & Youth Services has been rebranded from the former Youth, Sport & Recreation to emphasise its role in promoting holistic wellbeing and community. This change also enhances the delivery of structured sport, recreation, and cultural activities, alongside targeted youth diversion and case management services. Primarily supported by funding from the National Indigenous Australians Agency (NIAA) and a five-year investment through the Active Regional and Remote Communities Program (ARRCP), funded by the Department of People, Sport and Culture (Northern Territory Government) the team has been adopting a more regionally coordinated approach to youth engagement, inter-community events, and local capacity-building. The program has also been expanding its scope to include support for young people affected by Youth Alcohol and Other Drugs, while continuing to provide trauma-informed family support through the trauma-informed, Children and Family Intensive Support program in Gapuwiyak.

Aged Care Services continues to support elderly people in our communities to live with dignity and independence, with service delivery grounded in the Aged Care Quality Standards. Staff have been focusing on culturally responsive, person-centred care, providing daily living assistance, community participation, and respite support tailored to individual needs. We are committed to continuous improvement and have been actively preparing for the implementation of the Support at Home Program commencing this year, ensuring our services are aligned with the future direction of aged care and responsive to the evolving needs of our communities.

As a registered NDIS provider, our Disability Services have been delivering inclusive, outcome-oriented support that promote independence, participation, and culturally safe care. Teams have been working alongside individuals and families to co-design personalised support plans that reflect strengths, aspirations, and local context. Our support team in Nhulunbuy and Darwin has grown to ensure needs are met in the communities.

Child Care Services have been maintaining high-quality, flexible early learning environments across Gapuwiyak, Galiwin'ku and Yirrkala, with funding through the Community Child Care Fund (Restricted). These services have been enabling parents to engage in employment while supporting children's development through culturally embedded programs. In Gapuwiyak, the Nutrition & Wellbeing Program, funded by Anglicare NT, has been supporting families to develop healthy routines and connect with health services through interactive and community-led activities.

Meanwhile, Library Services in the communities have been operating under the Active Communities portfolio, strengthening their role as hubs for lifelong learning and cultural preservation. Our community libraries offer access to books, digital technology, Wi-Fi, and culturally relevant resources. The Nhulunbuy Library has evolved to becoming a regional cultural repository, curating local language materials, artworks, and stories that support intergenerational knowledge sharing and community pride. The Nhulunbuy Library also further supports the community libraries through outreach programs to deliver mainstream library services.

Across all services, the Directorate has remained focused on delivering accessible, culturally safe, and community-driven programs that respond to local strengths and priorities. Through strong partnerships, skilled teams, and ongoing engagement with community members, we have been building pathways that support wellbeing at every stage of life.

Technical and Infrastructure Services

During the 2024–2025 financial year, the Technical and Infrastructure Services team successfully delivered a diverse portfolio of infrastructure projects, encompassing both building and road works across the region. These initiatives were strategically aligned with Council's operational priorities and long-term planning objectives. A strong emphasis was placed on completing projects within approved timeframes and budgets, ensuring optimal value for the community and continuity of essential services.

Collaboration remained a cornerstone of our approach, with ongoing, constructive engagement with key stakeholders including local organisations, contractors, and community representatives. This collaborative effort has not only facilitated smoother project delivery but also strengthened regional partnerships and community trust in Council-led infrastructure programs.

People and Corporate Services

During the 2024–25 financial year, Council's People and Corporate Services team was established through the merger of the former Financial Services and People Services directorates. This integration has strengthened the foundations of Council's core support functions, positioning Council to deliver improved outcomes for our communities. The team is responsible for a broad range of services, including Finance, Human Resources, Information and Communication Technology, Workplace Health and Safety, Training and Development and Records Management.

A major operational focus during the year was facilitating the de-amalgamation of the three Groote Eylandt communities, Angurugu, Milyakburra and Umbakumba. This significant body of work required coordinated effort across all areas of People and Corporate Services to ensure compliance, continuity, and effective transition planning.

Finance: Council's external audit for 2024–25 resulted in a successful, unqualified outcome, reflecting strong financial management and accountability. Two internal audits were also completed during the year, with recommendations welcomed and implemented to further strengthen governance and processes. All statutory financial reports and budget revisions were delivered on time, ensuring transparency and compliance.

Human Resources: The Council is undertaking a comprehensive review of its Human Resources functions, policies, and procedures to enhance workforce capability and promote employee wellbeing.

Information and Communication Technology (ICT): ICT delivered several key system upgrades, including the complete and final separation from CouncilBiz systems, a major milestone that marks the end of a long running project. The helpdesk responded to over 2380 staff support queries during the year and reduced our monthly Telstra internet services cost by 20%. The team also contributed to digital transformation projects, introducing online forms and process automation to improve efficiency.

Workplace Health and Safety (WHS): WHS made progress enhancing workplace safety with the rollout of Lucidity WHS software, improving incident reporting, asset management, and staff training. Staff satisfaction rose significantly to 81.6% by year-end. There was a 37% reduction in workplace incidents and a 31% decrease in injury severity, with no hospitalisations reported. These achievements strengthen our safety culture and set a strong foundation for continued improvement in 2025-26.

Training and Development: Employee capability was enhanced through the delivery of over 26 group training sessions and 23 individual sessions across compliance, leadership, and frontline service delivery. These initiatives support a culture of continuous learning and professional growth across Council.

Records Management: The Records team successfully developed and deployed an online training module, streamlining the scheduling and completion of training. The training reinforced improved document control protocols to strengthen compliance with legislative requirements, with full MagiQ access now contingent on completion, thereby enhancing both compliance and system security

As Chief Executive Officer I would like to acknowledge the passion, professionalism and dedication of Council's Directors and General Managers, Regional Managers and all our staff across East Arnhem Land deliver such an amazing range of services. These services range from our Jamikuli (children) to young people and our aged and disabled. From maintaining quality parks, gardens and community halls and places, to active youth diversion and engagement to support the new generation to be safe, healthy and strong.

Lastly, I would also like to express my ongoing deep respect and honour working for our strong and committed leaders, elected and formally endorsed by the people of the many Aboriginal communities and homelands of East Arnhem Land.

You provide the authority, vision and direction for us officers and staff to follow, Yolngu and Balanda working together to build a brighter future across this deeply traditional Indigenous region of Australia.

Thank you.

Dale Keehne
Chief Executive Officer

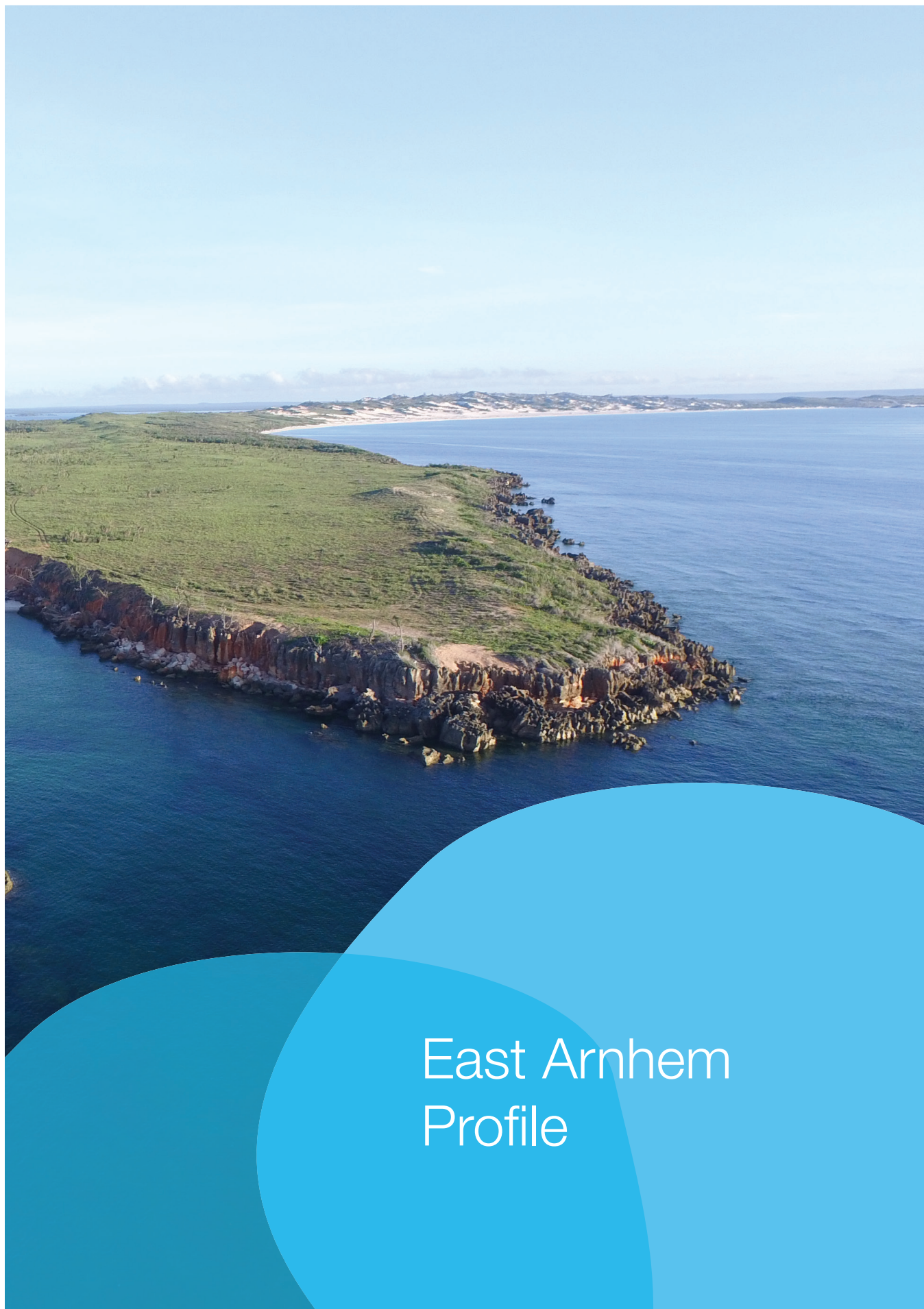




Citizenship Ceremony, Deputy President Jason Mirritjawuy (right) and CEO Dale Keehne (left) welcoming new citizens, Groote Eylandt Lodge, NT, 2025.
Photo: East Arnhem Regional Council.

“ We Yolngu and Anindilyakwa people are deeply intertwined and connected through the two pillars (moieties) of Dhuwa and Yirritja, our Bapurruru (Clans) our Ringitj (Song Lines) our Yirralka (Land) and our Rom (Law). ”

Port Bradshaw, NT, 2017.
Photo: East Arnhem Regional Council.



Location

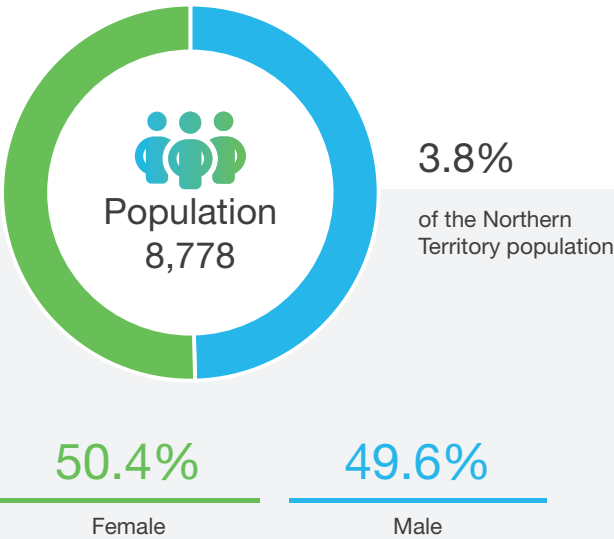
East Arnhem Regional Council (EARC) is situated in the far north-eastern corner of the Northern Territory mainland. The Council is unique in that it is predominantly made up of Aboriginal people, who hold a deep connection to the land through song lines, bloodlines, ceremony, and family.

Through its work, the EARC strives to promote economic development, social well-being, and cultural preservation for its diverse population. Its commitment to fostering strong relationships between different cultural groups has made it a model for other local governing bodies across the country.



East Arnhem Statistics

(CENSUS 2021. This data includes the Groote Archipelago Region)

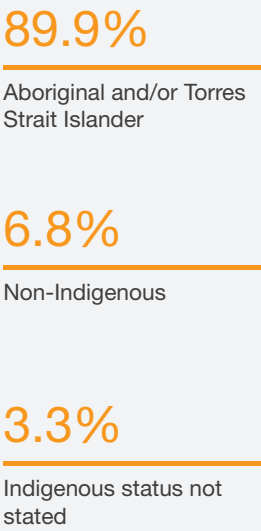


As of 2021, the gender ratio in the population was almost equally divided between males and females.

According to the data, 49.6% of the population was male, while 50.4% were female. This means that for every 100 people, there were approximately 50 males and 50 females. It is interesting to note that this ratio has remained relatively stable over the years, although there have been slight variations in certain regions or age groups.

Overall, this information provides insight into the gender makeup of the population and can be useful for a variety of purposes, such as marketing, public policy, or social research.

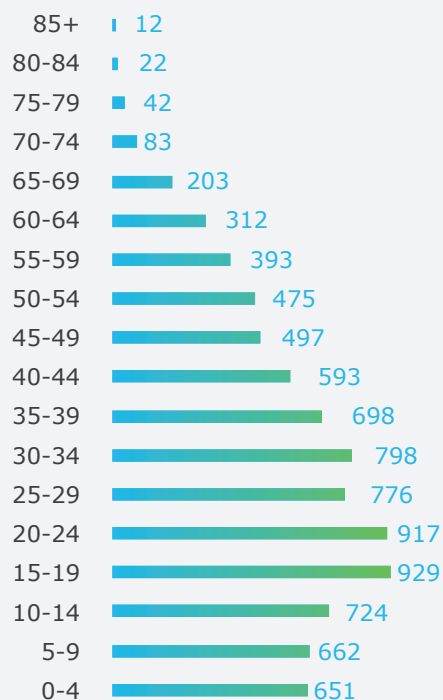
Indigenous Status



Age Total

28

Median Age



Ancestry

89.5%

Australian Aboriginal

0.9%

Scottish

2.9%

English

0.8%

Irish

2.4%

Australian

2021 was the first year that the census included a check box for both 'Aboriginal' and 'Torres Strait Islander'.

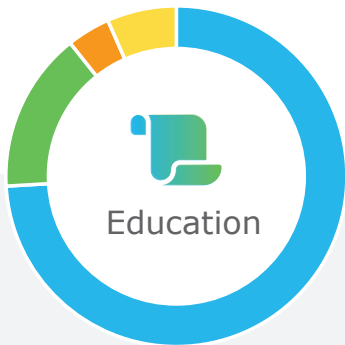
In 2021, the number of people in Australia who identified as being Aboriginal and/or Torres Strait Islander at the Indigenous status question was 812,728, or 3.2% of the population.

With 96.6% of the region's residents born in Australia, it is interesting to note that the next most common countries of birth were New Zealand (0.3%), England (0.3%), Papua New Guinea (0.2%), Philippines (0.2%) and Fiji (0.1%).

In a shift from the rest of Australia, 5.7% of people only spoke English at home. Other languages spoken at home included Djambarrpuyngu 42.6%, Yolngu Matha 17%, Anindilyakwa 15.7%, Australian Indigenous Languages 2% and Dhuwaya 1.6%.

East Arnhem Statistics Cont.

(CENSUS 2021. This data includes the Groote Archipelago Region)



18%

Year 12

3.7%

Certificate III

1%

Certificate IV

1.6%

Advanced Diploma or
Diploma

Of the people aged 15 and over in East Arnhem, 18% have completed Year 12 as their highest level of education. 3.7% had completed a Certificate III, 1% had completed a Certificate IV and 1.6% had completed an Advanced Diploma or Diploma.



45%

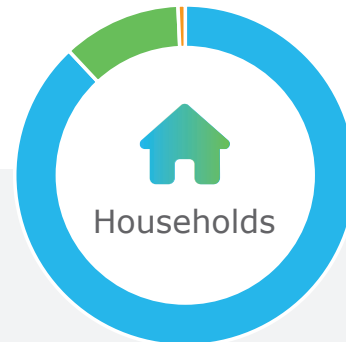
Full time

21.6%

Part-time

26.2%

Unemployed



88.04%

Family Households

11.27%

Single Person
Households

0.69%

Group Households

There were 2,033 people who reported being in the labour force in the week before Census night in East Arnhem (R) (Local Government Areas). Of these 45% were employed full time, 21.6% were employed part-time and 26.2% were unemployed.

The median weekly personal income for people aged 15 years and over in East Arnhem (R) (Local Government Areas) was \$290.

Of the people who occupied private dwellings, 1,281 were family households, 164 were single person households and 10 were group households.

“ Our First Nations controlled Local Authorities and Regional Government Council, offer a bridge of commonality to the two Balanda (western) run governments of the Northern Territory and Australia.

A bridge to make sure the many different voices of us First Nations Indigenous people are heard and acted on. ”

Milingimbi, NT: Photo: East Arnhem Regional Council.

22

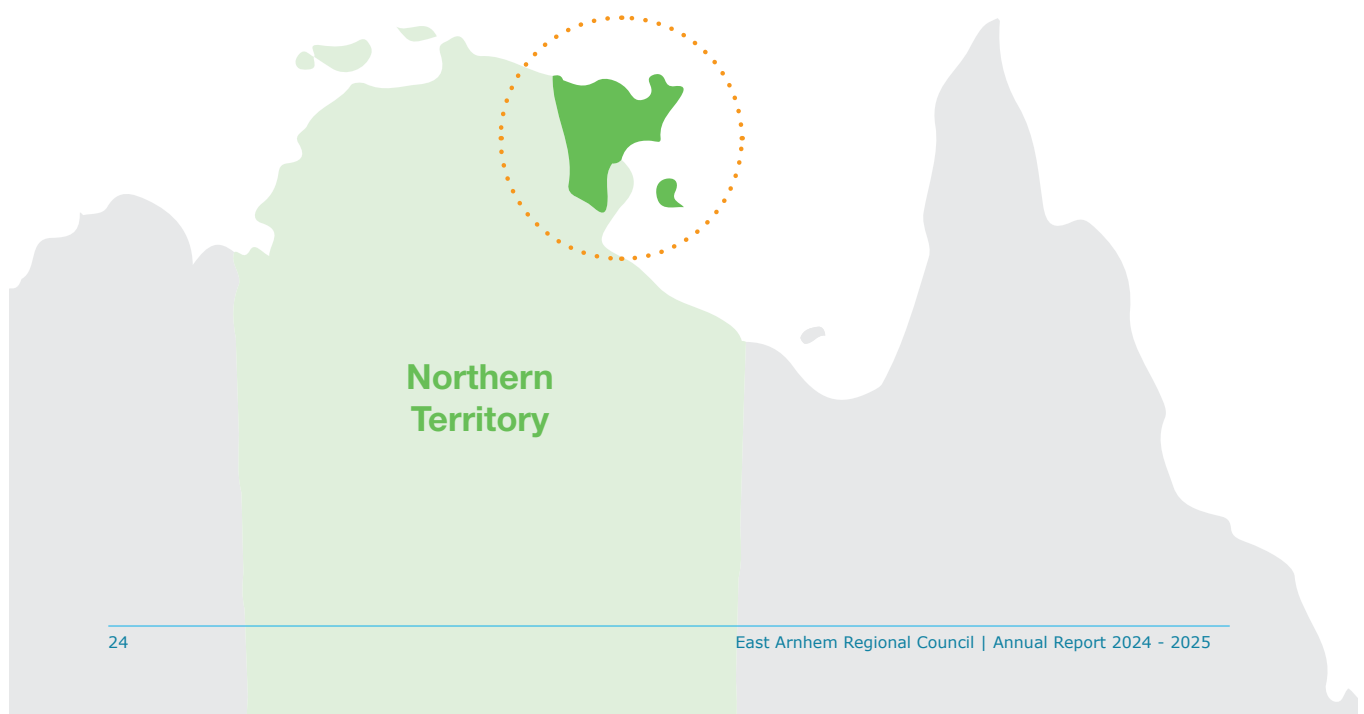


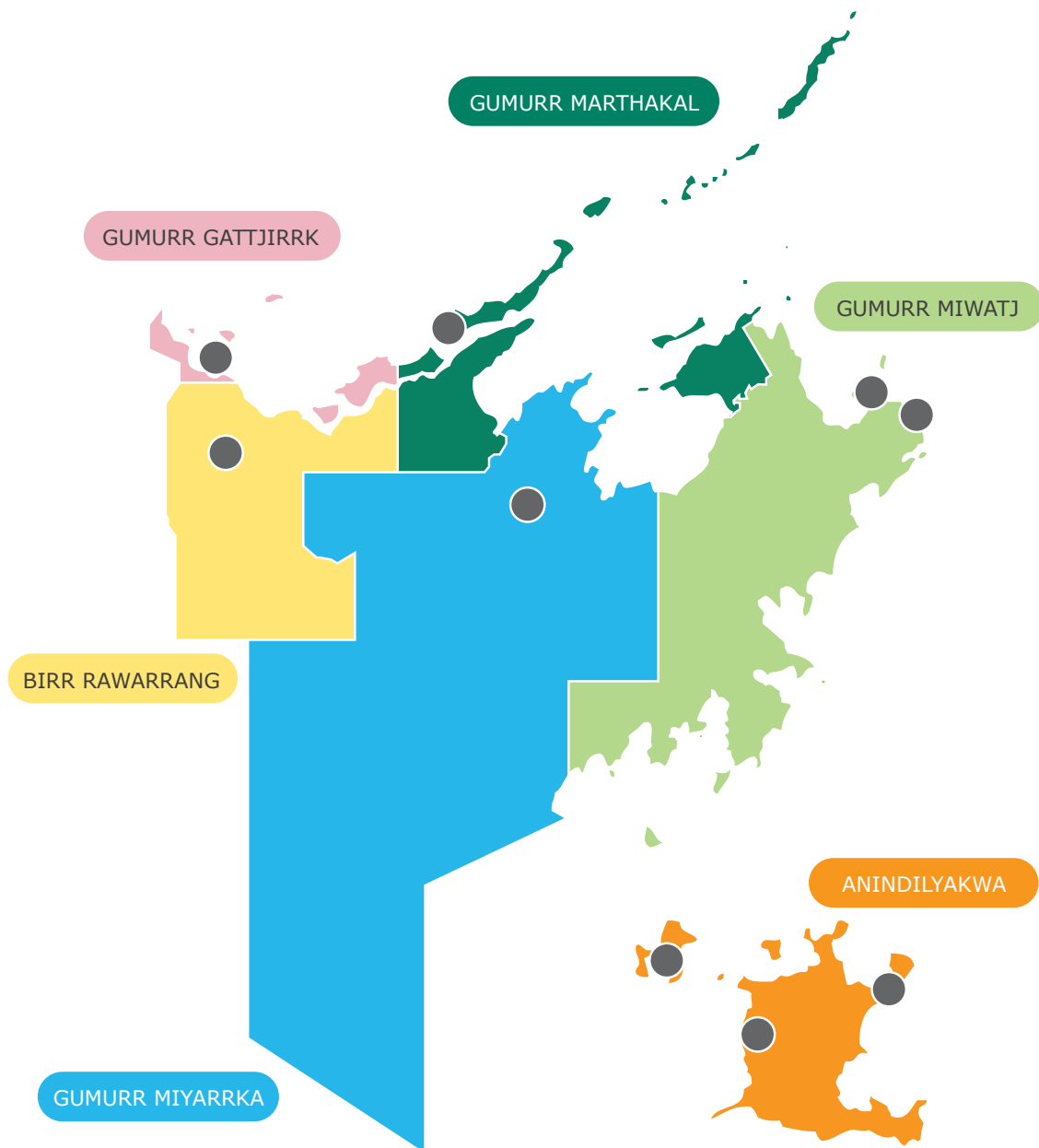
Council

East Arnhem Regional Council is a democratically elected governing body that represents the East Arnhem region. Its primary role is to act as a responsible decision maker that exercises the powers and functions of local government assigned to the Council under the Local Government Act (NT).

Elected Councillors represent the interests of all residents and rate-payers of the Council area. These elected members provide leadership and guidance, facilitate communication between the Council and its constituents, and participate in the deliberations of the Council and its community activities. In addition, they ensure that the Council acts honestly, efficiently and appropriately in carrying out its statutory obligations.

Two key positions within the Council are the President and Deputy President. The President is appointed for a period of four years, while the Deputy President is appointed for a shorter term to enable rotation. These appointments are made by the Council itself. Overall, the East Arnhem Regional Council is dedicated to serving its constituents and ensuring that the local community is well-represented and well-served.





Wards

At the start of the 2024 Financial Year, East Arnhem Regional Council was governed by a democratically elected 14 Member Council representing the six wards of East Arnhem Regional Council: Anindilyakwa, Birr Rawarrang, Gumurr Gattjirrk, Gumurr Marthakal, Gumurr Miwatj and Gumurr Miyarrka.

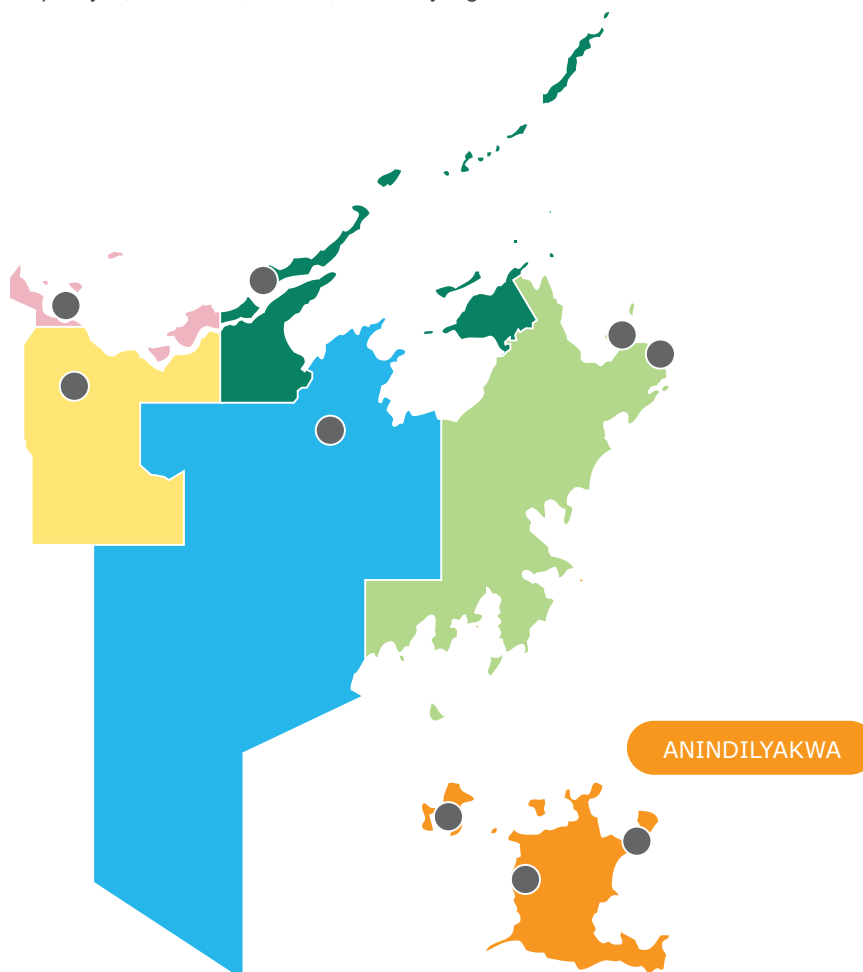
With the abolishment of the Anindilyakwa Ward effective **from 1 September 2024**, East Arnhem Regional Council is now governed by a democratically elected **12 Member Council** representing the **five wards of East Arnhem Regional Council**: Birr Rawarrang, Gumurr Gattjirrk, Gumurr Miyarrka, Gumurr Marthakal, and Gumurr Miwatj.

Transition

East Arnhem Regional Council (EARC) was formed in 2008 under the Local Government Act (NT) to provide Local Government Services to the nine remote communities of East Arnhem Land: Milingimbi, Ramingining, Galiwin'ku, Gapuwiyak, Yirrkala, Gunyangara, Umbakumba, Angurugu and Milyakburra.

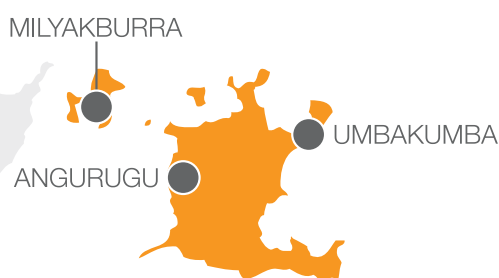
On 1 September 2024, the boundaries of the East Arnhem region were formally changed to abolish the Anindilyakwa Ward which included the communities of Angurugu, Milyakburra & Umbakumba. Through a service of continuity, EARC continued to deliver Local Government Services in these three communities until 23 April 2025, and provided various Community Services until 30 June 2025.

EARC continues to be the Aboriginal Community Controlled Local Government body in the East Arnhem region for the Communities of Ramingining, Milingimbi, Gapuwiyak, Galiwin'ku, Yirrkala, and Gunyangara.



Anindilyakwa Ward

The Anindilyakwa Ward includes the communities of Angurugu, Milyakburra and Umbakumba. The ward covers Groote Eylandt and Bickerton Island in the Gulf of Carpentaria. Surrounding areas and the township of Alyangula are Registered Mining or Special Purpose Leases. Local Government Services in Alyangula is delivered by GEMCO. Two (2) Council Members are elected from the Anindilyakwa Ward for Council. Although the Ward region extends through homelands and outstations, East Arnhem Regional Council delivers services in the communities of Angurugu, Milyakburra & Umbakumba. On 1 September 2024, the boundaries of the East Arnhem region were formally changed to abolish the Anindilyakwa Ward.



**Councillor
Lionel Jaragba**
Elected: July 2022

Councillor Lionel Jaragba was first elected as Councillor in 2008 to 2011 and again in 2022. He was elected Deputy President for East Arnhem Regional Council for 2022.

Cr Jaragba has played a significant role in Council, in 2023 travelling to Alice Springs to attend the Local Government Association of Northern Territory (LGANT) Sustainable Councils Conference, and being selected by Council as a Delegate to attend the 2023 National General Assembly Conference in Canberra, where he met with the Governor-General and Deputy Minister for Indigenous Australians, Malarndirri McCarthy.

Cr Jaragba contributes to the following Boards:

- Director, Groote Aqua Aboriginal Corporation
- Director, Groote Holdings Aboriginal Corporation
- Director, Anabunamanja Aboriginal Corporation
- Director, Warningakalinga Aboriginal Corporation
- Director, Anindilyakwa Land Council
- Director, Anindilyakwa Land Trust
- Director, Anindilyakwa Royalty Aboriginal Corporation
- Director, Anindilyakwa Advancement Aboriginal Corporation



**Councillor
Constantine Mamarika**
Elected: September 2021

Councillor Constantine Mamarika first joined East Arnhem Regional Council in 2012 to 2017 and again in 2021. He is a Director of Groote Eylandt Bickerton Island Enterprise, in addition to being an employee of the Anindilyakwa Rangers.

Cr Mamarika is proud of his homeland and has been instrumental in showcasing it through televised documentaries such as 'All 4 Adventure'. He works tirelessly for his community and plays a pivotal role in his Local Authority's decision making.

Cr Mamarika is also a contributor to the Council's Finance Committee decisions.

RAMINGINING

Birr Rawarrang Ward

The Birr Rawarrang Ward region includes the community of Ramingining and extends from the western border of East and West Arnhem, following the Goyder River through the centre.

Formed as a result of the 2011 Local Government Electoral Boundaries Review, Birr Rawarrang Ward has two (2) Elected Members. Although the Ward region extends through homelands and outstations, East Arnhem Regional Council delivers services in the community of Ramingining.



**Councillor
Jason Mirritjawuy**
Elected: September 2021

Councillor Jason Mirritjawuy was elected in August 2017 for his first term, being re-elected in September 2021 for his second term. In 2024 Cr Mirritjawuy was elected by Council as Deputy President and has represented Council at a number of important meetings.

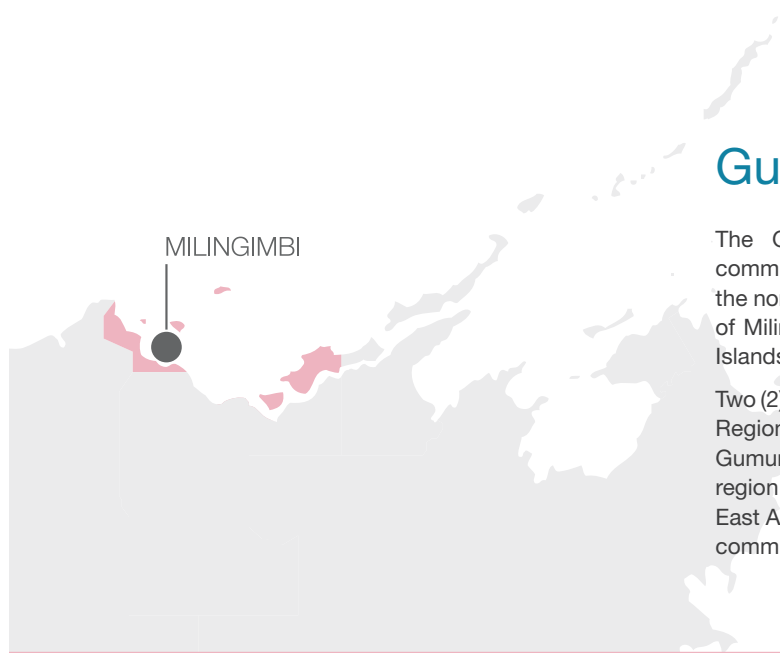
Cr Mirritjawuy has been a driving force in ensuring the voice of the Ramingining Local Authority is heard and the endorsement of a range of major Local Authority projects for community benefit. He was also strong in advocating for the pursuit of more funding to install oval lighting, which has had a range of positive effects for the social wellbeing of Ramingining. Cr Mirritjawuy was an active member of the Community Benefit Fund Working Party, and is an active member of the Finance Committee.

Additionally, Cr Mirritjawuy is the Chair for the Milingimbi Store Committee, run by the Arnhem Land Progress Aboriginal Corporation.



**Councillor
David Warraya**
Elected: March 2024

In March 2024, Councillor David Warraya was elected to Council. Cr Warraya brings extensive cultural knowledge and wisdom to the Council. He is committed to ensuring the voices of the Ramingining Local Authority and the people of many homelands and Birr Rawarrang ward are heard. Cr Warraya has proven to be an active member for the Birr Rawarrang Ward, with his heart and mind focused on the people of his community.



Gumurr Gattjirrk Ward

The Gumurr Gattjirrk Ward region includes the community of Milingimbi. The ward spreads across the northern tip of Cape Stewart to the southern point of Milingimbi Island, extending up through Crocodile Islands and the southern half of Howard Island.

Two (2) Council Members, one of which is East Arnhem Regional Council's President, are elected from the Gumurr Gattjirrk Ward for Council. Although the Ward region extends through homelands and outstations, East Arnhem Regional Council delivers services in the community of Milingimbi.



President
Lapulung Dhamarrandji
Elected: September 2021

In September 2021, Councillor Lapulung Dhamarrandji was elected to Council. In December 2021, following Councillor Banambi Wunungmurra's retirement from the role of President, Cr Dhamarrandji was unanimously selected as the President by his fellow Councillors.

President Dhamarrandji hails from the community of Milingimbi and is a well-known and respected figure in East Arnhem Land. He is a member of the Board for Manapan Furniture and has served as a member of the Milingimbi School Council. He is a famous musician with the Wirringya Band for over 42 years, founder of the Gattjirrk festival and is an esteemed artist and a cultural ceremony leader.

President Dhamarrandji is driven in seeking recognition of Aboriginal Community Controlled Local Governments. Most recently he led discussions between East Arnhem and West Arnhem Regional Council's in their desire to strengthen regional collaboration and advocacy.

"We need a real heart to heart connection and partnership, and know we are stronger when we are united together – Yolngu to Yolngu and Yolngu to Balanda."



Councillor
Ganygulpa Dhurrkay
Elected: April 2024

Councillor Ganygulpa Dhurrkay was elected to Council in April 2024 following her service as a Local Authority Member. She is a Traditional Owner and representative for the community of Milingimbi. Cr Dhurrkay is a Board Member of Arnhem Land Progress Aboriginal Corporation and Chairperson for Manapan Furniture and has served her community as a school teacher for many years. She is a senior ceremony leader and long term champion for her people.

Gumurr Marthakal Ward

The Gumurr Marthakal Ward region includes the community of Galiwin'ku, extending up through Elcho Island, through the Wessel Islands, across to the English Company Islands and the northern most point of Point Napier.

Three (3) Council Members are elected from the Gumurr Marthakal Ward for Council. Although the Ward region extends through homelands and outstations, East Arnhem Regional Council delivers services in the community of Galiwin'ku.



**Councillor
Kaye Thurlow AM**
Elected: September 2021

Councillor Kaye Thurlow AM was first elected when the Council was formed in 2008 and was re-elected to her fourth consecutive term in Council in September 2021. She has served as President and Deputy President for many years. Cr Thurlow was most recently appointed as a Member (AM) in the General Division of the Order of Australia, in recognition of her remarkable dedication and service to the Indigenous communities of East Arnhem Land.

Cr Thurlow has advocated strongly for her home community of Galiwin'ku and all communities, on many important issues. These range from effective provision of housing, telecommunications and Police engagement, to decent roads to traditional lands, to allow traditional hunting and ceremonies to occur. Cr Thurlow has continued to mentor, guide and develop newer Councillors, encouraging all to take an active role in the leadership of Council. She has provided similar leadership and development to Local Authority members, to encourage them to ensure the range of voices in their community are heard. Cr Thurlow is a strong influence on a number of important committees and bodies.

Following are the few highlights of her work for East Arnhem Regional Council and the

people of East Arnhem:

- President, 2018-2021
- Deputy President, 2010-2012, 2017-2018

- Former President, Latitude 12 Committee
- Former Executive Committee Member and Representative Member, Local Government Association of the Northern Territory (LGANT)
- Member, Galiwin'ku Housing Reference Group, current
- Representative Member, Northern Territory Place Names Committee, current



**Councillor Stephen
Malwarriwuy Dhamarrandji**
Elected: March 2024

In March 2024, Councillor Stephen Malwarriwuy Dhamarrandji was elected to Council. Cr Dhamarrandji is a Djambarrpuynu person, born in Nhulunbuy and raised at Rulku in Milingimbi by his three grandmothers from the Gupapuynu clan.

At 12, he went to Galiwin'ku and his schooling was at Shepherdson College. In 1993 he moved to study at St John's College in Darwin where he boarded for three years. After that he came back to Galiwin'ku and graduated year 11 from Shepherdson College.

Cr Dhamarrandji has completed an accreditation course in Community Based researcher at Charles Darwin University (CDU). To recognise his skills in intercultural facilitation and research practice, he was awarded an 'Indigenous Community-based



Researcher' micro-credential from Charles Darwin University and he was certified both by CDU and a Senior Yolnu authority in Galiwin'ku.

Cr Dhamarrandji has extensive experience in working with the community, and helping Yolngu and Balanda brothers and sisters. He works as a Coordinator and Skills Development Officer at Yalu' Marnggithinyaraw Indigenous Corporation. He works with the Stronger Communities for Children (SCfC) program, assist with training and coordinate research projects with researchers from CDU and support capacity building within the organisation.

Cr Dhamarrandji's main focus is in helping his community to move forwards in a positive direction supporting his community members where needed.



Councillor Evelynna Dhamarrandji
Elected: September 2021

Councillor Evelynna Dhamarrandji was first elected to Council in August 2017 and has contributed to the diversity and breadth of Council as a strong young woman, with a fresh perspective. She has clear integrity and passion that she has brought to her role as Councillor, and has expressed her commitment to learn and develop as a leader.

Cr Dhamarrandji was elected in 2022 by her fellow Councillors to represent East Arnhem Regional

Council, travelling to Alice Springs to attend the Local Government Association of Northern Territory (LGANT) conference on Sustainable Councils. Cr Dhamarrandji is also a member of the East Arnhem Regional Council Audit and Finance Committee.

She is a member of the Indigenous Marathon Project having participated in numerous marathons throughout Australia and overseas including the New York Marathon in 2013.

Cr Dhamarrandji previously worked as an Engagement Officer at Shepherdson Collage and was the Programs Coordinator for the Community Spirit Foundation (Formally Cathy Freeman Foundation). She is currently working full-time with Miwatj Health and studying to become an Aboriginal Health Practitioner in her home community of Galiwin'ku.

Cr Dhamarrandji takes great pride in raising her family of three children to ensure they grow up healthy and strong.

Gumurr Miwatj Ward

The Gumurr Miwatj Ward region includes the communities of Gunyangara and Yirrkala. The ward extends through Melville Bay to the eastern most part Arnhem Bay, and down through parts of the Gulf of Carpentaria.

Surrounding areas and township of Nhulunbuy are Registered Mining or Special Purpose Leases and Local Government services in Nhulunbuy are delivered by Nhulunbuy Corporation Ltd.

Three (3) Council Members are elected from the Gumurr Miwatj Ward for Council. Although the Ward region extends through homelands and outstations, East Arnhem Regional Council delivers services mostly in Gunyangara and Yirrkala.



Councillor Banambi Wunungmurra
Elected: September 2021

Councillor Banambi Wunungmurra was the inaugural President for Council for the first ten years. In September 2021, Cr Wunungmurra was re-elected to Council. On the first meeting of the new Council, Cr Wunungmurra was again selected by the elected Councillors to serve as the President for this term of Council. In December 2021, Cr Wunungmurra stepped down from his role of President, however still plays an active and integral role in Council. Cr Wunungmurra is also a Director of Miwatj Health.

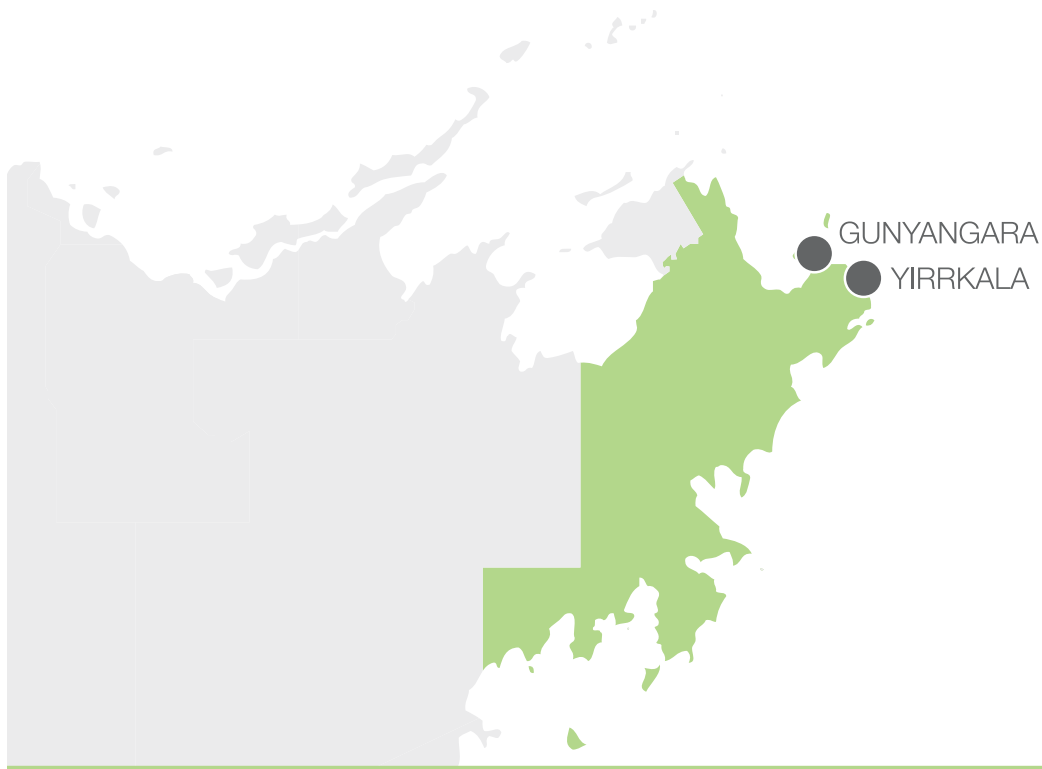


Councillor Marrpalawuy Marika
Elected: June 2022

Councillor Marrpalawuy Marika initially took her Declaration of Office on 25 August 2022, however due to other pressing commitments resigned on 21 November 2022. She was re-elected and took her Declaration of Office on 29 June 2023 in Nhulunbuy.

In addition to her role as a Councillor for East Arnhem Regional Council, Cr Marika dedicates her time to the following:

- Yothu-Yindi Foundation Board Member
- Dilak Member
- Laynhapuy Housing Sub Committee
- Yirrkala Miyalk Rangers as a Cultural Advisor



Councillor
Priscilla Yunupingu
 Elected: April 2024

Councillor Priscilla Yunupingu was appointed as a Councillor for the Gumurr Miwatj Ward in April 2024 following her time as a Local Authority Member for Council. She lives and works in Yirrkala and has an impressive list of accomplishments to her name.

While working for Miwatj Health, Cr Yunupingu was instrumental in assisting with bringing the 'Big Pink Van' to remote communities to enable breast screening of over 2,000 local women. A database was also collated of these ladies to ensure further breast screening in future years takes place.

Cr Yunupingu has also been heavily involved in the Community Night Patrol and is currently a Liaison Officer with the Yirrkala Bilingual School. She continues to take an active stance on the Yirrkala Local Authority to support strong Law and Order.

Cr Yunupingu has a large family of 7 children and 4 adopted children. She actively encourages and supports her children to complete their secondary education.



Gumurr Miyarrka Ward

The Gumurr Miyarrka Ward region includes the community of Gapuwiyak, spanning the largest land mass of all East Arnhem Regional Council Wards.

Two (2) Council Members are elected from the Gumurr Miyarrka Ward for Council. Although the Ward region extends through homelands and outstations, East Arnhem Regional Council delivers services in the community of Gapuwiyak.

Both Councillors are vibrant and well respected contributors to Council and the region. They have successfully advocated for improved community infrastructure in Gapuwiyak and continue to lead and develop their Local Authority.



**Councillor
Bobby Wunungmurra**
Elected: September 2021

Councillor Bobby Wunungmurra has been a strong contributor to the Council, the Finance Committee and the Community Benefit Working Party.

He has also been an executive representative for regional Councils on the Local Government Association of the Northern Territory. Cr Wunungmurra has been a long serving Yirralka Ranger, and is also making a significant contribution as Aboriginal interpreter through his involvement with Good Advice, Northern Land Council and TEACA. Councillor Wunungmurra is on the board of North Australia Aboriginal Justice Agency (NAAJA).



**Councillor
Bandi Bandi Wunungmurra**
Elected: June 2022

Councillor Bandi Bandi Wunungmurra has contributed to the work of the Finance Committee, Council's Audit Committee and is also a Council representative on the Yolngu Local Decision Making Working Group. He has been a valued member of the delegation the Australian Local Government Association Annual General Meeting and advocacy meetings and was selected by his fellow Councillors to travel again to Canberra to attend the 2023 National General Assembly meeting. He met with the Governor-General, Linda Burney Minister for Indigenous Australians, Deputy Minister Malarndirri McCarthy, Marion Scrymgour MP for Lingiari, Jody Broun, CEO National Indigenous Australians Agency and Prime Minister Anthony Albanese.

Meetings of Council

Elected members of East Arnhem Regional Council convene as Council every two (2) months. These Ordinary Council Meetings usually last for a day, following two days of informal meetings and workshops.

Special Council Meetings are convened when required, however due to the costs and vast remoteness and distances between communities, special meetings are often conducted via teleconference or video conferencing.



East Arnhem Regional Council, Nhulunbuy, NT, 2025.
Photo: East Arnhem Regional Council.

Ordinary Council Meeting - Attendance

Key Attendance Absent with permission Absent without permission						
Councillor	05.09.2024	31.10.2024	12.12.2024	20.02.2025	23.04.2025	26.06.2025
Lapulung Dhamarrandji						
Jason Mirritjawuy						
Evelyna Dhamarrandji						
Stephen Dhamarrandji						
Kaye Thurlow						
Marrpalawuy Marika						
Priscilla Yunupingu						
Ganygulpa Dhurrkay						
Wesley Bandi Wunungmurra						
Bobby Wunungmurra						
Banambi Wunungmurra						
David Warraya						

Special Council Meeting - Attendance

Key Attendance  Absent with permission  Absent without permission 				
Councillor	11.07.2024	27.09.2024	13.11.2024	21.05.2025
Lapulung Dhamarrandji				
Jason Mirritjawuy				
Evelyna Dhamarrandji				
Stephen Dhamarrandji				
Kaye Thurlow				
Marrpalawuy Marika				
Priscilla Yunupingu				
Ganygulpa Dhurrkay				
Wesley Bandi Wunungmurra				
Bobby Wunungmurra				
Banambi Wunungmurra				
David Warraya				

Audit Committee

In line with the Northern Territory Local Government Act, Part 5.3, it is mandated for the Council to establish and maintain an Audit Committee. The Audit Committee is established to advise the Council on the effectiveness of its internal controls and risk management practices across Council’s operations in order to facilitate good governance.

An audit committee has the following functions in relation to a council:

- a) to monitor and review the integrity of the council’s financial management;
- b) to monitor and review internal controls;
- c) to make recommendations to the council about any matters the committee considers require the council’s consideration as a result of the committee’s functions under paragraph (a) or (b).

The Audit Committee for the financial year ended 30 June 2025 comprised of six (6) members, consisting of four (4) elected members and two (2) independent external member.

Audit Committee Meeting - Attendance

Key Attendance  Absent with permission  Absent without permission 			
Councillor	15.08.2024	18.12.2024	13.03.2025
Ross Springolo			
Lapulung Dhamarrandji			
Kaye Thurlow			
Jason Mirritjawuy			
Evelyna Dhamarrandji			
Ben Mooney			

Finance Committee

The Finance Committee meets on alternate months to the Council via teleconference, to ensure the presentation of a monthly finance report and to monitor the ongoing financial position of the Council.

The Finance Committee may also award tenders during non-Council Meeting months and convene special meetings as and when required. The Finance Committee is comprised of five elected members with the President, Deputy President and all other Councillors as proxies. Primary and Alternate members are listed below:

Birr Rawarrang Ward

- Jason MIRRITJAWUY – Primary
- David WARRAYA - Alternate

Gumurr Gattjirr Ward

- Lapulung DHAMARRANDJI – Primary
- Ganygulpa DHURRKAY- Alternate

Gumurr Marthakal Ward

- Evelyn DHAMARRANDJI – Primary
- Kaye THURLOW – Alternate
- Stephen DHAMARRANDJI - Alternate

Gumurr Miwatj Ward

- Banambi WUNUNGMURRA – Primary
- Marrpalawuy MARIKA – Alternate
- Priscilla YUNUPINGU - Alternate

Gummurr Miyarrka Ward

- Bandi Bandi WUNUNGMURRA – Primary
- Bobby WUNUNGMURRA – Alternate

The Finance Committee plays a crucial role in ensuring the financial stability and sustainability of the Council. Here are some key points to consider:

- The committee meets every alternate month via teleconference to review and present the monthly finance report.
- In addition to its regular duties, the committee is also responsible for awarding tenders during non-Council Meeting months.
- The committee has the authority to convene special meetings as and when required.
- The committee is comprised of six elected members, with the President, Deputy President, and all other Councillors serving as proxies.
- The Finance Committee's work is vital to maintaining the Council's financial health and ensuring the efficient use of public funds.

Attendance Register: Finance Committee Meeting

Key Attendance ✓ Absent with permission ✖ Absent without permission ✖						
Councillor	17.07.2024	18.09.2024	22.01.2025	19.03.2025	21.05.2025	23.07.2025
Jason Mirritjawuy				✓	✓	
Lapulung Dhamarrandji	✓		✓	✓	✓	✓
Evelyna Dhamarrandji	✓					✓
Banambi Wunungmurra			✓		✓	
Wesley Bandi Wunungmurra		✓				
David Warraya		✓			✓	✓
Ganygulpa Dhurrkay			✓			
Kaye Thurlow	✓	✓	✓	✓	✓	
Stephen Dhamarrandji	✓				✓	
Marrpalawuy Marika	✓					✓
Priscilla Yunupingu	✓					
Bobby Wunungmurra					✓	

CEO Performance Review Committee

The Chief Executive Officer (CEO) Performance Review Committee consists of three members. Along with the President and Deputy President, another elected member is appointed to the committee. An external consultant is appointed to facilitate the review process.

CEO Performance Review Committee Meeting - Attendance

Key Attendance  Absent with permission  Absent without permission 		
Councillor	12.09.2024	13.03.2025
Lapulung Dhamarrandji		
Kaye Thurlow		
Jason Mirritjawuy		

Local Authorities

The nine Local Authorities act as the voice of communities, empowering local representatives, informing Elected Members and stakeholders, and respecting the cultural structures and complexity of traditional society.

Local Authorities (LAs) have between six and fourteen appointed members. A minimum of four Local Authority meetings must be conducted each financial year. Structured meetings provide a platform and opportunities for community to advise and inform Council. Council has a strong tradition and practice of respecting and accepting the resolutions of each Local Authority.

While the methodology of each Local Authority remains consistent across East Arnhem communities, Local Authorities function on the basis that each community

is different historically, structurally, politically and developmentally. Demonstrated respect for the social environment in each community has ensured active participation and development of practical solutions and best outcomes for their communities.

East Arnhem Regional Council recognises that the Local Authorities are essential forums for community engagement and play a pivotal role in the work that Council achieves in each community.

EARC staff have presented at a number of the Local Authority meetings during the year, providing a short report on the operations of their service area. The aim is to have the members of the Local Authorities better informed about the work of the Council.

A public question time is always on the agenda to provide any community members with the opportunity to raise any issues they may wish.



Local Authority General Information

Community	Local Authority Members	Total Elected Councillors	Total Members	Total Meetings (Held/ Scheduled)	Total Sitting Fees Paid
Angurugu	8	2	10	2	\$3,350
Umbakumba	9	2	11	3	\$2,850
Milyakburra	9	2	11	2	\$2,350
Ramingining	11	2	13	5	\$8,000
Milingimbi	6	1	7	5	\$4,600
Gapuwiyak	7	2	9	1	\$2,600
Galiwin'ku	6	3	9	6	\$11,500
Gunyangara	6	3	9	5	\$6,850
Yirrkala	8	3	11	6	\$12,150

*Special meetings were held at Ramingining and Milingimbi

Major Projects

A number of Major Capital Projects and Local Authority Projects were complete or underway in the 2024-2025 financial year.

Angurugu

Project 1	Lot 350 Staff Housing Upgrades, structural repairs and rear decking replacement.
Status	Complete
Project 2	Completion of Lot 306 Municipal Services Shed Upgrades.
Status	Complete
Project 3	New Backup Power Generator at the Age Care Centre.
Status	Complete
Project 4	New Public Toilet – Airport Charter Area.
Status	Complete. This project was initiated and released for tender through the East Area Regional Council (EARC) prior to the de-amalgamation. Following the organizational restructuring, the project was transferred to the Groote Archipelago Regional Council (GARC) for the purposes of contract award and construction implementation.

Milyakburra

Project 1	New Public Toilet – Airport.
Status	Complete. This project was initiated and released for tender through the East Area Regional Council (EARC) prior to the de-amalgamation. Following the organizational restructuring, the project was transferred to the Groote Archipelago Regional Council (GARC) for the purposes of contract award and construction implementation.

Umbakumba

Project 1	Lot 161 - Staff housing upgrades – floor covering replacement and internal paint.
Status	Complete

Galiwin'ku

Project 1	Galiwin'ku staged internal roads improvement program focusing on bitumen and stormwater improvements.
Status	Rolled over to 2025-2026. Design stage is complete with construction to commence.
Project 2	Lot 85 + 95 - Staff housing roofing and structural works.
Status	Complete
Project 3	Lot 301 - Staff housing – New 2 bedroom duplex.
Status	Rolled over to 2025-2026. Due to change in scope of work.
Project 4	Building Electrical Compliance completion.
Status	Complete
Project 5	Lot 607A – Community Sports Hall acoustic panelling
Status	Complete
Project 6	New Water Park and Youth Infrastructure.
Status	Rolled over to 2025-2026. Planning activities remain ongoing, with key preparatory stages progressing as scheduled. Site survey works have been completed, providing the necessary data for the next phase of development. Geotechnical investigations are scheduled to commence, to further assess site conditions. Approval for the Site Service Plans has been received, associated feasibility works are expected to continue into the 2026 calendar year.
Project 7	New Public Toilet airport charter area.
Status	Rolled over to 2025-2026. Project awarded for Construction. Works to begin following the completion of the Milingimbi toilet block, project scheduled for practical completion June 2026.

Gapuwiyak

Project 1	Lot 51 - Staff housing roofing and structural repairs.
Status	Complete
Project 2	Lot 93 - Council Office roofing, cladding, internal floor replacement.
Status	Complete
Project 3	Lot 118 - Staff housing disabled access deck and closure of internal breezeway.
Status	Rolled over to 2025-2026. Under contracts and works underway.
Project 4	Two new Public Toilets – Central area and Airport Charter Area
Status	Rolled over to 2025-2026. The project tender has been released and is currently in the evaluation stage. Following the completion of the evaluation and subsequent award process, construction activities will commence. Works are expected to be completed prior to the end of the 2025–2026 financial year.

Gunyangara

Project 1	Staged internal roads improvement program focusing on bitumen and stormwater improvements.
Status	Rolled over to 25-26. Seeking additional funding.

Ramingining

Project 1	Council Office meeting room and floor area adjustments and upgrades.
Status	Rolled over to 25-26. Under contract and works underway.
Project 2	Municipal Services Shed, staff office and amenity upgrades.
Status	Completed

Milingimbi

Project 1	Structural works on staff housing lots – 169,170.
Status	Complete. Note: 128 removed from scope of works as it was beyond economical repair.
Project 2	Council Office - Replacement sewer line and connection.
Status	Complete
Project 3	Council Office louver galleries replacements.
Status	Complete
Project 4	Council Office TCU bank area - upgrades to internals and kitchenette.
Status	Complete
Project 5	Rulku Lodge - Painting of internal areas/Kitchen upgrades.
Status	Removed
Project 6	New Public Toilet – Central Park area.
Status	Rolled over to 2025-2026. Project awarded with construction to begin Jan 2026, project scheduled for practical completion April 2026.

Yirrkala

Project 1	Lot 122- Staff housing – New 2 bedroom duplex.
Status	Rolled over to 25-26. Under contract and works underway.



Galiwin'ku, NT. Photo: East Arnhem Regional Council.

“ Our Indigenous Regional Council was created under an insightful bi-lateral agreement between the Prime Minister and Northern Territory Chief Minister, to ensure Aboriginal communities receive the services and empowerment they deserve by creating Councils with much stronger:
Capacity | Governance | Voice ”

Organisation



NAIDOC Celebrations, Mililingimbi, NT, 2024.
Photo: East Arnhem Regional Council.



Service Delivery Map

as at 1 July 2024

Directorate		Technical and Infrastructure Services (7)	Council Services (8)	Community Services (5)	Financial Services (2)	People Services (1)	CEO Services (2)
LOCAL GOVERNMENT & SUPPORT SERVICES	Council Services	101 - Local Laws & Administration of Local Laws	156 - Community Events	115 - Library Services			100 - Local Authorities
	<i>Provides what are known around the country as traditional or core council services to Council constituents</i>	108 - Veterinary and Animal Control Services	129 - Waste and Environmental Services				
		116 - Lighting for Public Safety	169 - Municipal Services and Cemeteries				
		118 - Local Road Maintenance & Traffic Management	Executive Director Council Services				
		119 - Local Road Upgrade and Construction					
	Support Services	122 - Building and Infrastructure Services			114 - Information Communication and Technology Services	166 - People Services (HR)	168 - CEO Services
	<i>Provides internal services across all areas of the organisation</i>	112 - Fleet Services			167 - Financial Services (Corporate)		

Service Delivery Map Cont.

as at 1 July 2024

Directorate		Technical and Infrastructure Services (7)	Council Services (8)	Community Services (5)	Financial Services (2)	People Services (1)	CEO Services (2)
COMMUNITY (AGENCY & COMMERCIAL) SERVICES	Community Services		147 - Community Patrol & Sobering Up Shelters (SUS) Services	141 - Aged Care and Disability Services			
	<i>Provide services funded by another tier of Government. Previously described as 'discretionary' but these services have been central in the range of services the regional and previous individual community councils have provided for decades.</i>		146 - Community Media	145 - Children and Family Services			
				152 - Youth, Sport and Recreation Services			
				164 - Executive Leadership Director of Community Services			
	Commercial Services		139 - Visitor Accommodation – Selected locations				
	<i>Provides discretionary services within the Council, including work on behalf of other agencies, on a commercial basis</i>		157 – Local Commercial Opportunities • Workshop Services – Selected locations • Australia Post – Selected locations. • Service Level Agreement Arrangements				

Service Delivery Map

as at 30 June 2025

Directorate		Technical and Infrastructure Services (1)	Council Services (2)	CEO Services (3)	Community Services (4)	People & Corporate Services (5)
LOCAL GOVERNMENT & SUPPORT SERVICES	Council Services	101 - Local Laws & Administration of Local Laws	156 - Community Events	100 - Local Authorities	115 - Library Services	
	Provides what are known around the country as traditional or core council services to Council constituents	116 - Lighting for Public Safety	107 - Council Services			
		118 - Local Road Maintenance & Traffic Management	108 - Veterinary and Animal Control Services			
		119 - Local Road Upgrade and Construction	129 - Waste and Environmental Services			
			169 - Municipal Services (and Cemeteries)			
	Support Services	122 - Building and Infrastructure Services		168 - Governance and CEO Services		114 - Information Communication and Technology Services
	Provides internal services across all areas of the organisation	112 - Fleet Services				167 - People & Corporate Services

Service Delivery Map Cont.

as at 30 June 2025

Directorate		Technical and Infrastructure Services (1)	Council Services (2)	CEO Services (3)	Community Services (4)	People & Corporate Services (5)
COMMUNITY (AGENCY & COMMERCIAL) SERVICES	Community Services		147 - Community Patrol and Sobering Up Shelters (SUS) Services		141 - Aged Care Services	
	<i>Provide services funded by another tier of Government. Previously described as 'discretionary' but these services have been central in the range of services the regional and previous individual community councils have provided for decades.</i>				171 - Disability Services	
			146 - Community Media		145 - Child Care Services	
					152 - Active Communities	
					170 - Youth Services	
					164 - Executive Leadership Director of Community Services	
	Commercial Services		139 - Visitor Accommodation – Selected locations			
	<i>Provides discretionary services within the Council, including work on behalf of other agencies, on a commercial basis</i>		157 – Local Commercial Opportunities			
			• Australia Post – Selected locations • Fuel Distribution Service and Mechanical Workshop Services – Gapuwiyak			

Council Executives

**Dale Keehne**

Chief Executive Officer

Dale Keehne took on the role of Chief Executive Officer in July 2019, bringing a wealth of experience to the East Arnhem Regional Council.

Dale has a strong background in supporting community development in the Northern Territory and beyond, including interstate and overseas work. He returned to East Arnhem Land, where he first established connections over 20 years ago.

During his previous five-year tenure with East Arnhem Regional Council, Dale served as the Director of Community Services and also acted as CEO at times.

His commitment lies in ensuring that the Council fulfils its purpose of serving and empowering the Yolngu and Anindilyakwa people in all nine communities of East Arnhem Land. This will be achieved through ongoing support for the capacity and voice of their Local Authority, active collaboration and partnerships with other stakeholders, and a streamlined focus on community-centered administration.

**Signe Balodis**

Director – Council Services

Signe was appointed Director - Council Services at East Arnhem Regional Council in February 2024, after working as Regional Manager - Community Development since April 2022. Signe brings a strong commitment to community service and development.

With extensive background in commercial, non-profit, and local government sectors, Signe oversees strategic initiatives across various areas of the Council Services Directorate. This includes Council Office Operations, Municipal Services, Community Night Patrol, Australia Post, Local Authority Support and Waste and Environment Management. Previously, Signe served as a Regional Manager - Community Development, leading Council Services Managers throughout the region.

Committed to improving service delivery and community engagement, Signe focuses on supporting the diverse needs of East Arnhem Regional Council's 9 communities. Signe thrives on challenges and enjoys camping and trekking in remote regions during downtime.

**Divyan Ahimaz**

Director – Community Services

As the Director - Community Services, Divyan operates with his extensive expertise and knowledge in business development, communications, and non-profit management from working in both national and international organisations. With a business degree providing a strategic foundation, Divyan excels in creating impactful results through fostering collaborative relationships and service development.

In his role at East Arnhem Regional Council, Divyan supports the Council's vision and direction through various development strategies and programs to achieve sustainable outcomes for both the organisation and the communities he serves.

Divyan's collaborative leadership emphasises on creating an environment where staff and stakeholders feel empowered and valued. His dedication to the services he leads is driven by a passion for making a difference through service delivery.

Strategic Partnerships

Funding Agency	Active Grants 2024-2025
Anglicare NT	1
Anindilyakwa Land Council	1
Department of Education, Skills and Employment	1
Department of Health	7
Department of Infrastructure and Regional Development	5
Department of the Prime Minister and Cabinet	2
Laynhapuy Homelands Aboriginal Corporation	1
National Disability Insurance Agency	2
National Indigenous Australians Agency	6
NT Department of Health	2
NT Department of Industry, Tourism and Trade	2
NT Department of Territory Families, Housing and Communities	5
NT Department of the Chief Minister and Cabinet	6
Services Australia	1
Department of Housing, Local Government and Community development	7

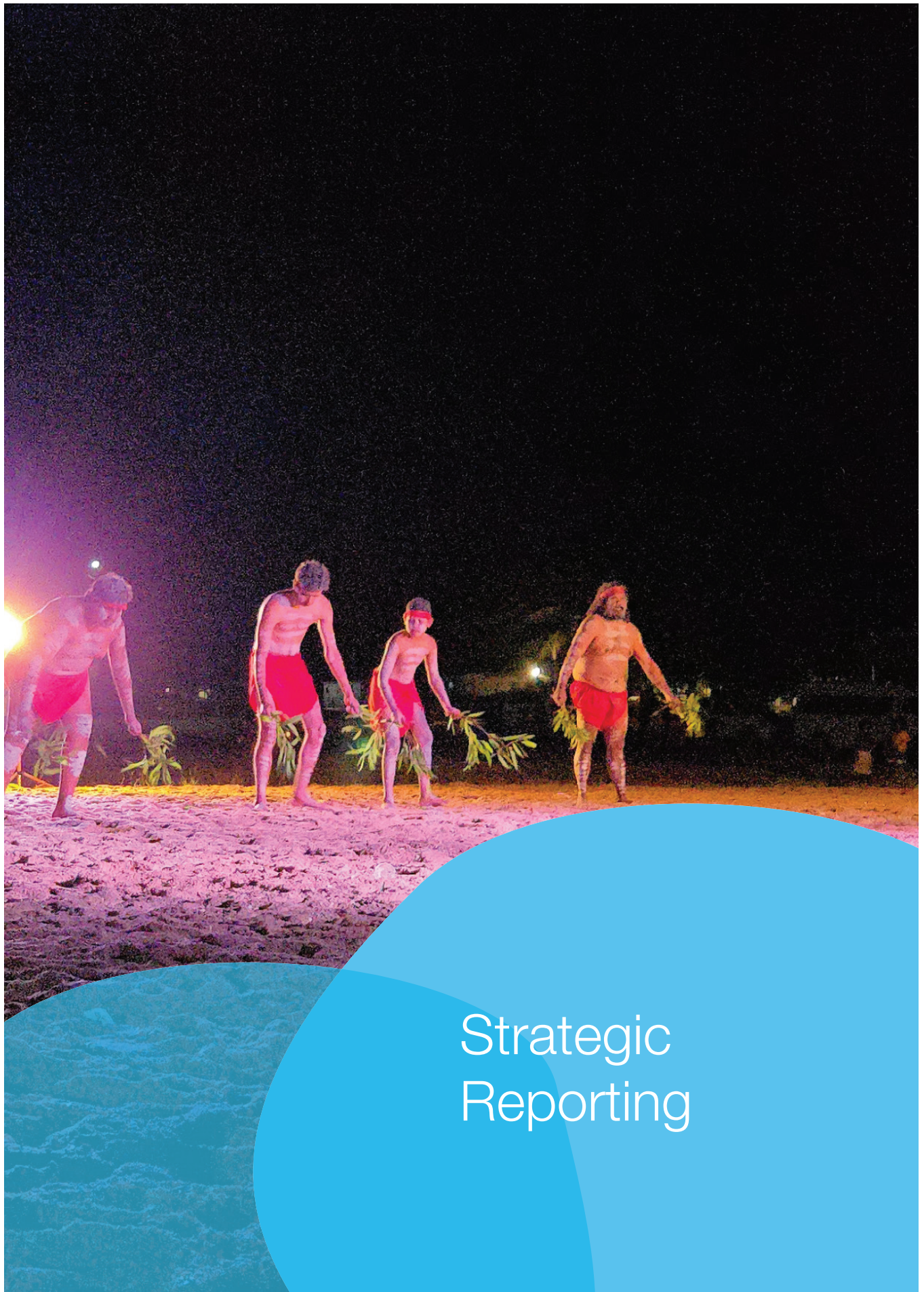


East Arnhem Regional Council Animal Management, AMRRIC (Animal Management in Remote and Rural Indigenous Communities) and ASRAC (Arafura Swamp Rangers Aboriginal Corporation) working together on a community-wide biosecurity census to target animal health concerns and keep an eye out for any potential biosecurity threats.

“ We want to walk and work together in genuine respect and partnership, to achieve a real breakthrough for our people, led by our people. Yolngu with Yolngu and Yolngu with Balanda – in unity. ”

Gattjirrk Festival, 2024, Milingimbi, NT. Photo: East Arnhem Regional Council.

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Environmental Analysis

During the consultation process Councillors and Local Authority Members identified the Councils' and the regions strengths and weaknesses and analysed the opportunities and threats that could positively or negatively impact them and the regions residents.



Strength

- Culture & language
- History
- Respect
- Strong leaders
- Leadership
- Communication with elders
- Connection to land & families



Opportunity

- Bush school
- Being responsible for family and community – what they have, do and action not government – empower each other
- Two way learning
- Training that achieves results
- Council protocols for external parties in communities
- Businesses – self-sustaining, self-reliance



Weakness

- Housing
- Welfare state
- Job opportunities
- Economic system understanding
- Levels of Government interaction
- Education
- Violence (safe house)
- Law & lore management
- Funding needs
- External parties making decisions not communities



Growth

- Law and Order
- Government interaction
- External parties making decisions
- Loss of opportunities due to lack of education
- Disempowered communities

Goal 1

Leadership Through Excellence

Champion the advancement of the Region through professionalism and good governance.

» Outcome 1.1

Embed respect for local Indigenous culture through all Council practices.

Strategy

1.1.1 Embed cultural considerations in employment and operational practices.

In accordance with EARC's Special Measures Targeted Recruitment Strategy, all recruitment has either a Special Measures Provision (i.e. Priority Consideration for ATSI applicants) or a Genuine Occupational Requirement (i.e. designated to ATSI applicant only) applied to it. The Council wide ATSI employment rate (including the Nhulunbuy and Darwin support offices) for the 2024-2025 financial year was 55%, while the ATSI employment rate in the Councils community locations was much higher at 73%.

» Outcome 1.2

Develop the Council's perception through high standards of business practices, communications and transparency.

Strategy

1.2.1 Implementation of East Arnhem Regional Council Signage Program.

Council maintains a consistent approach to the identification of East Arnhem Regional Council (EARC) services and programs. All Council infrastructure is displayed with external Council building signage to ensure visibility and recognition across communities.

A signage replacement plan has been developed to address damaged, outdated, and missing signage. Works commenced in the 2024/2025 financial year and will continue through 2025/2026 to complete the rollout of new signage across all Council program premises.

1.2.2 Ensure capacity for customer relationship

management including complaints procedures and mechanisms for community feedback on service delivery.

EARC has continued to maintain several communication tools to gather feedback and provide customer service, including the regular updating of the EARC Website and consistent presence on social media outlets where interaction is paramount, and expected.

Council has a 'Have your Say' form, available at all Council Offices in each community. The form offers the opportunity for feedback on Council performance, areas of improvement, and to offer congratulations on exceptional staff assistance.

The Council website has an online form where users may submit problems around their community, complaints or areas of feedback. Over 20 feedback requests were received in the financial year.

In addition, the Council utilises the Snap Send Solve application internally to report issues in our Local Government Area. The Council received over 700 Snap Send and Solve requests in the 2024-2025 financial year.

Complaints are referred to relevant managers then escalated to Director and the Executive team when required.

1.2.3 Achieve a cohesive and unified approach across all service delivery centres.

The EARC branding policy and guidelines are pivotal in how people identify the Council's programs and services across our communities. EARC continues to have a proactive presence in each community through utilising multiple customer touch points across digital and print media. This includes a strong social media presence, online blog, website, digital screens and printed media. EARC continues to use the Little Hotelier online booking system for accommodation services in three communities.

1.2.4 Maintain critical policies, procedures and standard operating procedural documents.

Policies, procedures and standard operating procedures are updated by relevant directorates. These documents are maintained and coordinated by the Governance Manager. In the 2024-2025 financial year, five Policies were endorsed and adopted by Council including:

- Procurement Policy
- Working from Home Policy
- Uniform Policy
- Delegation Manual
- Probation Policy

1.2.5 Implement, review, update and report on Council Strategic, Corporate, Business and Community Plans.

EARC has developed and endorsed plans including:

- Regional Plan & Budget 2025-2026
- Annual Report & Financial Report 2023-2024

1.2.6 Ensure the efficient and effective implementation of policies, processes and control systems for the administration, finance and risk management of the Council.

A regular review of the Policy Register is undertaken, focusing on priority areas identified by the Executive Leadership Team and the Audit and Risk Committee to ensure effective governance and compliance.

1.2.7 Implementing and administering By-Laws.

No by-laws were implemented in 2024-2025.

» Outcome 1.3

Review and allocate resources across the Council for effective and efficient service delivery.

Strategy

1.3.1 Plan and assess projects and programs with consideration to the bottom line of social, cultural, environmental and economic impacts based on local priorities.

Projects are identified on a needs basis through various mechanisms such as Local Authority Boards and Council Meetings. Prior to a project being approved, there is a stringent process which considers the social, cultural, environmental and economic impacts.

Procurement Processes allows Council to consider these impacts in a structured and systematic process.

Projects delivered in the financial year include:

- Roads upgrades in all communities
- Council infrastructure upgrades

» Outcome 1.4

Improve local decision-making through consultation and empowerment.

Strategy

1.4.1 Provide ongoing support for Local Authorities and Committees that contribute to community and Council governance.

Regular Local Authority and Committee meetings were coordinated and supported throughout the year. Council provided ongoing administrative and governance support, including the preparation of agendas and minutes, maintenance of action registers, and follow-up on outstanding items to ensure effective decision-making and community engagement.

1.4.2 Establish formal and informal mechanisms for community consultation on key issues and input into decision making.

Local Authorities play a key role in consulting the community on important issues and providing input into Council decisions. Council liaison officers in communities help facilitate both formal and informal engagement, ensuring community views are heard and considered in planning and decision-making.

» Outcome 1.5

Continual improvement in the governance capacity of elected members and staff.

Strategy

1.5.1 Implement ongoing training programs for Councillors and Local Authority Members.

Elected Members and Local Authority Members receive ongoing training as needed during their term to support them in their roles.

1.5.2 Ensure the efficiency and effectiveness of Council's governance processes including administrative and other support for Elected Members.

Council has provided Elected Members with the support they need to carry out their roles effectively. This includes assisting with meeting preparations, maintaining records, and providing governance and legislative assistance to help them make informed decisions.

1.5.3 Develop internal systems and procedures that ensure excellence in governance and decision making, with continued improvement in communication between elected members and council management.

Council has implemented procedures to support in governance and decision-making. This includes holding pre-agenda days to review agendas, maintaining a meeting calendar, recording live minutes during meetings, and ensuring all meeting information is publicly available and provided to Elected Members within appropriate deadlines. Governance support is also provided to Members whenever necessary, helping to maintain clear communication between Elected Members and Council management.

» Outcome 1.6

Proactive partnerships with communities and stakeholders.

Strategy

1.6.1 Develop partnerships with government agencies and the private sector to maximise the level of external resources available to provide council services.

Council continued to work collaboratively with a range of external organisations to support the delivery of Council services. These partnerships helped coordinate community activities, strengthen service delivery, and ensure culturally appropriate outcomes across the region.

Council maintained regular communication with key partners and participated in joint discussions to improve coordination and responsiveness to local needs. Collaborative efforts continued to play an important role in supporting the effective delivery of municipal and community services.

1.6.2 Establish an East Arnhem Regional Council community benefits program.

The EARC Community Grants Program was established as a strategic initiative to support individuals, community groups, and local organisations within the East Arnhem region.

The program provided financial assistance, resources, and in-kind support to eligible applicants, enabling them to grow, develop, and represent the community at inter-community, national, and international levels. It has fostered a strong sense of belonging while helping applicants, both residents and local stakeholders, achieve positive social, environmental, and economic outcomes.

Through this initiative, resources were directed toward projects that contributed meaningfully to the East Arnhem region and its communities.

The Community Grants Program has supported:

- Individuals seeking support to grow and develop within the community.
- Community groups that encouraged community participation and involvement to develop a strong sense of belonging among the community residents.
- Local organisations that invested in achieving positive social, environmental, and economic outcomes with a goal of developing the community.

1.6.3 Ensure advocacy and representation of Council interests through government, the private sector and the media.

Council actively advocates for and represents its interests with government, the private sector, and the media. Stakeholders are regularly invited to meetings to facilitate discussions on community issues across the region. In the 2024–2025 financial year, Council attended the National General Assembly of Local Government in Canberra and participated in multiple meetings organised by the Local Government Association of the Northern Territory (LGANT).

The EARC Media Policy and Social Media Policy provide direction and advice to staff on appropriate use of social media applications. The Media Policy is followed strictly, and Council ensures media requests around issues both positive and negative are addressed.

1.6.4 Build effective relationships with governments, businesses and members of the public.

EARC continues to support external organisations through various activities including advertising and participation in events and activities. Through our social media channels we are able to work collaboratively with funding bodies and stakeholders to promote community events.

Council actively promotes Local Authority and Ordinary Council Meeting dates through our online channels and physical posters to encourage attendance by Government, NGOs and members of the public.

When required, Council conducts Citizenship Ceremonies across the region on behalf of the Department of Home Affairs. EARC continues to have strong working relationships with various organisations including Keep Australia Beautiful NT and Australia Day Council NT.

Council's event assets including LED Screens (on trailer), event trailers and BBQs are loaned (in-kind support) and hired out to community organisations and commercial groups. These items are not only value adds to events but also improve emergency messaging.

The LED screens are an essential tool in increasing emergency management messaging to residents, with the screens used to update cyclone, storm, fire and other essential services messages which Council and other Government agencies need to share with community.

» Outcome 1.7

Clear and consistent understanding of Council's roles and responsibilities.

Strategy

1.7.1 Promote community awareness of Council's program delivery levels and capabilities.

The EARC website was used to promote the Council's services and programs, including funding partnership announcements, project completion information, the Council Plan and Budget, and other publications.

Council recognised the value and reach of social media, with regular posts and announcements made. A strong following on Facebook helped to send urgent messages when required.

EARC worked tirelessly to build the technical connectivity of its offices across the region to ensure seamless service delivery for its constituents. This included the completion of innovative solutions such as:

- Wireless Point-to-Point connectivity throughout all EARC buildings within the communities for centralised communications and reliable connectivity.
- Internet of Things (IoT) integration.
- Electronic switches for oval lights.
- Electronic irrigation systems on ovals.
- LED screens on trailers for community digital announcements.
- CCTV on the majority of buildings, including waste management facilities.
- Availability of free Wi-Fi/internet at library services buildings.
- Public Announcement system at each Council Office in Community
- Community Notice boards and/or Digital screens at each Council Office in Community
- Promoting community awareness through regularly attending stakeholder meetings and updates to stakeholders via email and word of mouth

» Outcome 1.8

Build and maintain a strong, professional, empowered workforce.

Strategy

1.8.1 Ensure high standards of professionalism and support for Council staff through appropriate human resource policies, plans and procedures.

The Human Resources (HR) team worked tirelessly and energetically throughout the 2024 – 25 financial year, ensuring all HR users got the required partnering, service, support and advice required.

A review of Human Resources service delivery was carried out during the 2024 -2025 financial year. The goal was to ensure provision of customer centric and strategic HR services which are aligned and supportive of EARC's Vision, mission, goals and EARC Municipal Plan. Restructuring of the Human Resources section has flowed on from the review. A future yearly Human Resources plan including strategic and operational enhancements has been developed.

The East Arnhem Regional Council Enterprise Agreement 2024 was negotiated and approved by the Fair Work Commission on 19 December 2024. HR has been ensuring compliance with its terms and conditions.

1.8.2 Implement a recruitment and retention program with emphasis on local employment.

To be an Employer of Choice for current and prospective Community and non Community staff members, the following measures were promoted:

- Employee induction in all areas.
- Cross awareness and sensitivity.
- Focusing on the elimination of bullying, discrimination and harassment.
- Safe and healthy workplace.
- Early resolution of employees concerns and grievances.
- Availing training and development opportunities.
- Other initiatives to promote local employment being pursued include:
- Making current and prospective employees aware of Flexible Working Arrangements (i.e. choice between part time, full time and permanent work).
- Paying attention to matters raised in exit interviews.
- A shared mindset by all staff due to all being familiar with EARC's vision, mission, goals and policies
- Ensuring employees receive feedback as a result of probation and performance reviews.
- Ensuring employees get a sense of achievement and recognition from the work performed.
- Exploring ways of motivating and engaging staff.

1.8.3 Develop appropriate internal organisational learning and development programs.

A review of the learning and development needs of the council has been undertaken which has resulted in the finalisation of a future training needs plan.

A review into cultural appropriate training approaches has been made and will be undertaken as a priority matter in future financial years.

Goal 2

Strong and safe communities

Further the wellbeing of people and culture through consultation and coordination of community based programs

» Outcome 2.1

Work with community and stakeholders to identify and deliver services that are accessible and support the wellbeing of community.

Strategy

2.1.1 Prioritise core service delivery in accordance with Community Plans.

Council continues to prioritise the delivery of core services in line with each community's Local Authority (LA) projects. Regular LA meetings are held to review progress, identify emerging community priorities, and guide operational planning within each community.

2.1.2 Facilitate delivery of Post Office services to remote communities.

EARC successfully managed the provision of postal services for Australia Post across five remote communities within its jurisdiction. Council staff coordinated the collection of mail from local airports and barges, sorted it, and made it available for residents at the community Council offices during regular business hours.

As a Community Postal Agent, Council provided additional services including postage assessment, stamp sales, and over-the-counter mail acceptance and delivery. These services ensured that residents in remote communities had consistent and reliable access to essential postal and communication services. The program continued to strengthen community connections and maintained EARC's role in delivering essential frontline services across the region.

» Outcome 2.2

Collaborate with community and stakeholders for safer communities.

Strategy

2.2.1 Facilitate and advocate for community safety, improved health and other services.

The Community Night Patrol (CNP) program in communities provided vital support to both Indigenous and non-Indigenous individuals who may be at risk of harm or causing harm. This includes people affected by intoxication, volatile substance use, violence, or homelessness.

CNP teams played a crucial role in community safety by:

- Assisting vulnerable individuals through non-judgmental engagement and support.
- Transporting people to safe locations where their immediate needs can be addressed.
- Referring individuals to appropriate services for ongoing care and support, including:
 - Safe houses
 - Community health centres and clinics
 - NT Police
 - Mobile Child Protection Teams
 - Sobering-Up Shelters
 - Other local services and stakeholders

By working collaboratively with other agencies, CNP helps reduced harm, promoted wellbeing, and strengthened community resilience.

Council, with support from the National Indigenous Australians Agency (NIAA), has successfully implemented the MobSafe Night Patrol app across East Arnhem Land - marking a significant step forward in modernising community safety operations.

This transition from paper-based reporting to a purpose-built digital platform has been enthusiastically embraced by Yolngu patrol officers. The app was co-

designed with cultural and linguistic relevance at its core, featuring:

- Simple visual layouts
- Large, easy-to-use buttons
- Audio support in East Arnhem Land English

These features make the app more accessible to frontline staff, many of whom have limited digital literacy or speak English as a second language.

The rollout has led to several key improvements:

- Enhanced data accuracy and timeliness
- Increased team confidence and independence
- Same-night report submissions, eliminating delays and confusion caused by double-handling of paper forms

This successful rollout highlights how co-designed digital solutions can empower Aboriginal-led patrols to deliver safer, stronger outcomes for their communities.

» Outcome 2.3

Deliver services to support a well-functioning community.

Strategy

2.3.1 Establish and facilitate the delivery of youth, sport and recreation programs.

The Active Communities and Youth Services continued to provide leadership, mentoring, and cultural engagement opportunities for youth across East Arnhem in 2025–26. The East Arnhem Youth Strategy continued to be finalised for completion in Q2 FY26

Services operated across nine remote locations, offering structured activities, sports, and Indigenous games, including school holiday programs, coaching, and umpiring skill development. Collaboration with local sports providers, cultural organisations, and EARC's

Youth Diversion team strengthened community engagement and leadership outcomes. Indigenous employment remained a priority, with cultural inductions provided for non-Indigenous staff.

2.3.2 Advocate for greater funding to meet the needs of the aged and disabled.

EARC contributed towards the well-being of aged and disabled residents in the region through the provision of comprehensive Aged Care and Disability Services. Throughout the financial year, EARC received funding from both the Australian and Northern Territory

Governments through grants, Medicare subsidies, and the National Disability Insurance Scheme. Over 300 individuals and their families benefited from the invaluable, high-quality, culturally safe services of the EARC Aged Care and Disability team.

EARC employed people from across the region, with a focus on Indigenous employment and development in the sector, offering day respite centres in seven of the nine communities and providing an outreach service to Gunyangara and Nhulunbuy from Yirrkala.

The programs facilitated by EARC included:

- Commonwealth Home Support Program (CHSP)
- Home Care Packages (HCP)
- Aboriginal & Torres Strait Islander Flexible Aged Care Services (NATSIFAC)
- National Disability Insurance Scheme (NDIS)

The Aged Care team has also been preparing to onboard the new Support at Home program and has engaged in advocacy with consultants and other regional and remote Councils for a more flexible, pool-funded model that works in the context of EARC's service delivery.

EARC continued to be a leading provider of NDIS services in the East Arnhem region, providing practical, grassroots services in their communities. This year, the team has established a full working support team in Darwin including a Support Coordinator travelling every 6–8 weeks to the communities for follow-up participant support.

2.3.3 Improve systems for managing mechanical workshop stock, quotations, job costing and public access.

Council continued to apply a strategic approach to managing workshop stock. The focus remained on maintaining small holdings of fast-moving items and commonly used parts across multiple vehicle types, such as light globes, fuses, selected batteries, and tyre sizes. This approach ensured the consistent availability of essential items to support timely repairs and maintenance.

Repair parts for individual jobs were ordered following vehicle inspections and quote approvals, with payment authorisations processed prior to purchase. All workshop stock control, job tracking, and inventory management activities were managed through the Workshop Mate software platform, supporting accuracy and efficiency across workshop operations.

2.3.4 Formalise period contracts with motor mechanical service providers and community organisations.

Council no longer provides mechanical workshop support to any community. Instead, the council secures mechanical service delivery through periodic panel providers, established via public tender and local buy to cover the servicing and maintenance requirements of council owned fleet assets in each community.

2.3.5 Facilitate the delivery of Library and Cultural Heritage Services.

EARC delivered library services in five remote communities and in the town of Nhulunbuy. EARC libraries provided books, magazines, and resources for community use, as well as free internet access, activities, and story times for children. Some libraries also held local historical information documents and a strong database of local photographs.

EARC Community Libraries, located in Angurugu, Galiwin'ku, Mililingimbi, Ramingining, and Umbakumba, operated from 9am to 12pm and 1pm to 4pm, Monday to Friday.

Community Libraries were operated by local Indigenous Community Library Officers, who supported community members in using the library and accessing the internet.

2.3.6 Provide a community radio service.

Council operated the Remote Indigenous Broadcasting Service (RIBS) in Ramingining and Gapuwiyak, providing two identified employment opportunities. The program was funded through the Indigenous Advancement Strategy under a three-year agreement with the National Indigenous Australians Agency (NIAA).

Through the RIBS program, Council continued to support improved communication services in remote communities, promote local culture and language, and provide meaningful local employment. The community radio stations played an important role in sharing culturally relevant information, news, and entertainment with residents.

2.3.7 Support the provision of Children and Family services.

EARC delivered a Child Care, and nutrition programs across the communities of East Arnhem, aiming to provide accessible services that supported the well-being of families and children. The Council's Child Care Programs offered early education and care services that met the needs of families and the local community,

focusing on children's growth and development. Local Indigenous Child Care Workers were employed to ensure the programs remained culturally strong.

The Council operated four child care services funded by the Community Child Care Fund Restricted grant. The services provided nutritious meals and snacks, along with educational programs tailored to the interests and strengths of each child. Permanent part-time and casual bookings were available, with waiting lists in place when services were full. Families were required to apply for Child Care Subsidy upon enrolment, with fees subsidised based on family income and circumstances.

Staff were enrolled for studies ranging from Certificate III to Diploma level, supported by qualified coordinators to build their capacity. The non-contact time for educators has continued to allow teams to focus on professional development, study, and planning, aligning with National Quality Standards and the Children Services Award 2010.

Council's Nutrition and Well-being Programs, funded by Anglicare NT through the Communities for Children (C4C) Program, encouraged healthy eating habits and fostered family awareness of nutrition. These programs supported parents in promoting their children's health and well-being with activities that linked them to health services and other support networks.

In Gapuwiyak, the Growing-Up-Strong-Kids Worker provided community-based healthy meal activities, events, and nutrition support aimed at promoting healthy child development.

2.3.8 Provide support services for the aged and disabled.

EARC continued to provide essential aged care and disability support services across the region. While the Council had committed to infrastructure upgrades to enhance service delivery—including plans for a new Aged Care Centre in Yirrkala and significant upgrades in other centres—progress on these projects experienced delays. Capital work initiatives are now being re-scoped and scheduled for delivery in the 2025–26 financial year.

2.3.9 Manage companion animal welfare and control.

Council's Animal Management Program continued to deliver essential animal control and veterinary services across the region. The program played a key role in promoting responsible pet ownership and safeguarding public health and safety through community patrols, education campaigns, desexing services, and disease prevention activities.

Throughout the year, the program desexed 394 animals, conducted 835 community consultations, administered 5,768 parasite treatments, performed 54 minor surgeries, and responded to 209 remote phone consultations. Council worked in collaboration with accredited veterinary providers and partners such as Melbourne University, ranger groups, homelands organisations, and government agencies to deliver coordinated veterinary and education programs.

Animal Management Officers also engaged with residents, schools, and Traditional Owners to ensure culturally appropriate and respectful approaches to animal care. These combined efforts improved animal health, reduced the risk of disease, and promoted safer interactions between people and animals in communities. The program continues to strengthen community wellbeing and remains a vital part of Council's health and safety framework across East Arnhem.

» Outcome 2.4

Acknowledge and respect culture through support of community events and activities.

Strategy

2.4.1 Promote, support and conduct cultural, civic, sporting and environmental events.

EARC supported and facilitated the following cultural, civic, sporting and environmental events programs over the 2024-2025 period:

Multiple collaborative cultural events and celebrations, including community festivals.

- Community Movie Nights
- NAIDOC Week events and activities across the region
- ANZAC Dawn Services
- Yarrapay Festival in Yirrkala
- East Arnhem Live 2025 event in Nhulunbuy, Yirrkala and Gunyangara
- Conquer the Corrugations East Arnhem event
- Australia Day fireworks in Galiwin'ku
- Milingimbi Gattjirrk Festival
- Multiple regional events including AFL-X Men's and Women's, and Basketball tournaments.

2.4.2 Support the delivery of arts and cultural programs.

Council supported a range of arts and cultural activities across the region. These programs provided

opportunities for residents to take part in community events, express culture through art and music, and strengthen local identity.

» Outcome 2.5

Advocate on behalf of community for improved services and infrastructure that support the wellbeing and safety of all community members.

Strategy

2.5.1 Advocate for essential service infrastructure, and new and improved community housing.

Council actively represents and advocates for community needs based on inputs received from Council and Local Authority (LA) meetings. Relevant government departments are regularly invited to attend Council and LA meetings to discuss and address key infrastructure and housing priorities across the region. Council also maintains action registers to monitor progress on essential items and ensure accountability in follow-up actions.

2.5.2 Advocate for and support prevention initiatives to minimise drug, alcohol and volatile substance misuse.

Council has been actively advocating for measures to address the impacts of drug, alcohol, and volatile substance misuse across the region — particularly concerning the ongoing issues related to kava. This matter has been a key action item raised consistently through both Council and Local Authority (LA) meetings over the past few years. Council has written to relevant Ministers and the Northern Territory Government to highlight community concerns and advocate for effective prevention and control measures. The issue remains ongoing, and Council continues to strongly advocate for appropriate action and community support.

2.5.3 Advocate for the delivery of a range of Government and related services through Government Service Centres at each community.

EARC advocated for community needs and requests by maintaining a robust and open relationship with staff within government agencies in the region and in communities where present. These relationships were essential for continued improvement of service delivery in communities, which in turn improved the well-being of residents.

2.5.4 Facilitate the delivery of financial management support programs.

EARC no longer provides the Money Management service after the contract with the Northern Territory Government ended and an external provider was appointed to replace EARC.

» Outcome 2.6

Continue to source all avenues of funding to support program delivery.

Strategy

2.6.1 Advocate for greater funding to meet the needs of the aged and disabled.

See strategy 2.3.2

2.6.2 Maximise the level of external funding available to source council service delivery.

Council continued to maximise the level of external funding available to support Council service delivery. Council Services actively identified and pursued funding opportunities aligned with operational priorities and community needs.

Several successful grant applications were submitted throughout the year, supporting improvements in waste management, animal management, and community safety. This targeted approach reduced reliance on own-source revenue and enabled the continuation of key programs across remote communities.

Council's focus on maintaining strong relationships with funding partners ensured continued financial support for essential services, contributing to sustainable operations and improved outcomes for residents across the region.

2.6.3 Effective and efficient management of program funding agreements.

EARC maintained effective and efficient management of program funding agreements, ensuring compliance with all contractual obligations and maximising the impact of allocated resources. Regular monitoring, reporting, and review processes were implemented to support accountability, transparency, and the successful delivery of funded initiatives across the region.

Council is also implementing a grant management tool for release later in FY26 that will ensure accuracy and ease in managing agreements.

2.6.4 Seek funding to maintain, upgrade and construct youth, sport and recreation facilities.

Opportunities continued to be actively pursued for the development of new youth-focused infrastructure across East Arnhem. The Active Communities and Youth Services teams also managed existing assets, ensuring regular maintenance and upkeep to support safe and functional spaces for young people. However, vandalism and ageing infrastructure remained ongoing challenges in several EARC service locations.

In the 2025–26 financial year, EARC will continue to seek additional opportunities to enhance and expand youth infrastructure through strategic partnerships, grant funding, and collaboration with sporting bodies.

Upgrades to community oval lighting, stadium seating, basketball courts, youth drop-in centres, and community gardens have remained key achievements, with further improvements planned to strengthen community engagement and youth participation across the region.

Goal 3

Building Capacity and Sustainability

Deliver innovative and practical development opportunities for EARC's people and communities

» Outcome 3.1

Create clear and direct pathways for local employment

Strategy

3.1.1 Provide leadership and management of motor mechanical workshop staff and day to day operations.

Council continued to operate a mechanical workshop in Gapuwiyak to provide vehicle maintenance and repair services for Council fleet vehicles, community members, and local organisations.

Operating a mechanical workshop is not a core local government function; however, Council maintained this service to ensure essential mechanical support remained available in a remote community with limited alternatives. The Gapuwiyak workshop operated below cost recovery, reflecting Council's commitment to providing access to essential services that support community operations and mobility.

A review of the workshop program continued during the year to assess its future direction.

3.1.2 Support Indigenous employment opportunities through more effective use of training and employment schemes.

In accordance with EARC's Special Measures Targeted Recruitment Strategy, all recruitment has either a Special Measures Provision (i.e. Priority Consideration for ATSI applicants) or a Genuine Occupational Requirement (i.e. designated to ATSI applicant only) applied to it.

3.1.3 Support the development of local Indigenous businesses.

Council continued to work closely with communities to support the growth and sustainability of local Indigenous businesses and initiatives that contribute to their long-term viability and development. EARC maintained strong partnerships with Traditional Owner

groups and organisations across multiple areas to further strengthen local Aboriginal enterprise and economic participation.

In the 2025–26 financial year, the Community Grants Program will remain a key mechanism through which Council demonstrates its commitment to building strong, resilient, inclusive, and thriving communities. The program supports sustainable development and economic opportunities for residents across East Arnhem.

Tier 2 of the Community Grants Program will continue to provide sponsorship opportunities of up to \$6,000 for registered or incorporated applicants. Applications will remain open throughout the year until allocated funds are fully expended. This tier offers valuable support to local Indigenous businesses seeking to champion community-driven ideas, meet local needs, and foster innovation. By providing essential resources, the program continues to amplify the voices and visions of Indigenous entrepreneurs. Applications are to be submitted in physical form to commence the assessment process.

On submission, the applications are assessed for eligibility and sent for review. The Chief Executive Officer has final consideration and authority to approve an application. Post-application, if successful, support will be distributed as per the timelines mentioned in the signed Terms and Conditions.

» Outcome 3.2

Create partnerships and opportunities for students and school leavers

Strategy

3.2.1 Increase school based apprenticeships and traineeships

Whilst there were no school-based apprenticeships or traineeships for the 2024-2025 financial year, the EARC planning to implement training pathways in the 2025-2026 financial year.

» Outcome 3.3

Support the development of local businesses and organisations with an emphasis on Indigenous employment.

» Outcome 3.4

Create opportunities to offer adult and youth training to build community capacity and empowerment.

*Strategy***3.4.1 Implement a capacity building program for current and future community leaders.**

Council continued to support opportunities for capacity building and leadership development within communities. Council encouraged local participation in training, meetings, and community initiatives that build confidence and leadership skills.

While no formal capacity building program was implemented during the year, Council remains committed to identifying future opportunities that strengthen local governance and support emerging community leaders.

3.4.2 Pursue a future leaders and youth council program.

The Youth, Sport and Recreation team continued to provide valuable opportunities for young people across East Arnhem to develop leadership and mentoring skills. These initiatives strengthened relationships with leaders and elders, reinforced family connections, and promoted participation in cultural activities. Building on the success of previous years, a key focus for the 2025–26 financial year will be the formalisation of pathways for Youth Reference Groups across the region. This represents an important step in advancing the EARC Youth Strategy by ensuring youth engagement is embedded in decision-making processes, enabling participants to contribute feedback, ideas, and support for the development of local Youth, Sport and Recreation programs, the wider Community Services directorate and broader Council.

» Outcome 3.5

Seek funding and partnership opportunities to continue the development of community members.

Goal 4

Built and Natural Environments

Encourage pride and respect in community through care for country and identified infrastructure

» Outcome 4.1

Maintain and enhance a clean, tidy, welcoming community.

Strategy

4.1.1 Put waste collection contracts in place.

Council maintained one- and two-year service contracts across four communities, with annual reviews in place where feasible. Council continued to actively manage these agreements to ensure contract obligations were met and service standards maintained.

This approach supported consistency in local service delivery and strengthened accountability across Council operations.

4.1.2 Put in place transfer stations where required to compliment services.

Council operated waste transfer stations in Angurugu and Gunyangara. These facilities supported improved waste management practices and provided structured collection points for household and commercial waste.

Planning for a future waste transfer station in Yirrkala remained under review during the reporting period. The review will help inform future decisions regarding site suitability and service delivery options.

Operational activities during the year included site maintenance, waste handling, and the implementation of environmental management measures. The transfer stations continue to play an important role in reducing environmental risks and improving waste management outcomes in remote communities.

4.1.3 Monitor and report on approved Management plans for waste facilities

Council continued to implement its Ten-Year Waste Management Strategy across all communities. Environmental Management Plans (EMPs) were in place for landfill sites at Umbakumba, Milyakburra, Ramingining, Milingimbi, Gapuwiyak, and Galiwin'ku, with additional EMPs covering the transfer stations at

Angurugu, Yirrkala, and Gunyangara.

The strategy provides Council with a clear framework to guide waste management activities, set measurable goals, and regularly review and adapt operations to improve environmental outcomes and sustainability across the region.

4.1.4 Carry out regular kerb side collection of waste.

Council continued to provide regular waste collection services across all communities. Services included household roadside collection, periodic hard rubbish clean-ups, operation and maintenance of waste facilities, and ongoing waste policy and strategy implementation.

Council serviced more than 2,800 wheelie bins across the region, with collections undertaken twice weekly. This equated to approximately 300,000 bins collected and emptied over the year. Waste services were delivered through a combination of Council operations and external contractors to maintain consistent service levels across all communities.

These activities supported clean, safe, and functional community environments throughout the East Arnhem region.

4.1.5 Ensure landfills at each community are licensed and operate in accordance with NT Environmental Protection Agency requirements.

Council continued to work towards appropriate licensing and compliance for its landfill sites. Council operates its waste management facilities in line with the Northern Territory Waste Management and Pollution Control Act and relevant environmental guidelines.

The Milingimbi Waste Management Facility remained licensed under Environment Protection Licence 377. Council focused on maintaining compliance with licence conditions and progressing preparatory work for future applications at other sites. These actions support improved environmental management and alignment with best practice standards across landfill operations in the region.

4.1.6 Plan for long term waste disposal needs.

Council continued to implement its Ten-Year Waste Management Strategy, which provides a framework for sustainable waste operations across all communities. The strategy focuses on delivering best practice waste management and resource recovery services, protecting the environment, supporting recycling, and improving the overall amenity of communities.

Landfill master site plans for all six landfill facilities were reviewed during the reporting period. The review considered historical data, current site conditions, and future planning needs for new waste cells and life-of-facility estimations. The master plans remain adaptive management tools, allowing for ongoing review and modification as community needs and environmental requirements change.

This ongoing work supports Council's commitment to long-term waste planning, continuous improvement, and responsible environmental management across the East Arnhem region.

4.1.7 Ensure all opportunities for recycling across Council's communities are investigated and implemented if viable.

Council continued to strengthen recycling and resource recovery initiatives to reduce landfill waste and support circular economy outcomes. Council maintained established recycling programs across all communities, including the recovery of scrap metal, whitegoods, tyres, waste oil, batteries, and other recyclable materials.

Regular Container Deposit Scheme (CDS) collections were delivered across the region through both mobile and depot services. Since the program began in 2020, more than 3.9 million drinking containers have been collected and diverted from landfill. The scheme continues to grow each year, supporting waste reduction and community awareness of recycling practices.

Council maintained a number of ongoing partnerships that support the recovery and transport of recyclable materials for processing, including arrangements for barge backloading and participation in national product stewardship programs. These partnerships enabled the safe collection and recycling of materials such as mobile phones, e-waste, tyres, batteries, and waste oil.

Through these combined efforts, Council has reduced waste volumes, improved environmental outcomes, and reinforced its commitment to sustainable waste management practices across East Arnhem.

Resource Recovery Stream	FY24 /25 Quantity (t)
Container Deposit Scheme	13.419
Electronic Waste	0.858
Fire Extinguishers	0.497
Gas Bottles	0.153
Lead Acid Batteries	9.989
Mobile Phones	0.016
Plastics	11.02
Scrap Metal	891.145
Solar Batteries	0.496
Solar Panels	0.496
Tyres	12.485
Waste Oil	2.714
Wheelie Bins	7.45
White Goods	15.9
TOTAL TONNES DIVERTED FROM LANDFILL	966.638

4.1.8 Maintain and upgrade community cemeteries.

Council maintained and upgraded community cemeteries through its Council Services teams. Works included the identification and maintenance of designated cemetery areas, upkeep of fencing and surrounds, and preparation of burial plots where required.

Council also carried out record-keeping and liaison with families and community representatives to ensure burials were conducted respectfully and in accordance with cultural expectations. Services were provided within available resources and under the requirements of the Burial and Cremation Act 2022.

These activities continued to support safe, well-maintained, and culturally appropriate cemetery spaces for East Arnhem communities.

4.1.9 Maintain and enhance parks, gardens and open spaces.

Council delivered a wide range of municipal services to maintain the functionality and presentation of remote communities. These services supported the upkeep of public spaces and infrastructure, ensuring that community areas remained clean, safe, and accessible.

Key activities included the maintenance of parks and open spaces, waste collection, facility care, and routine upkeep of public areas. Staff training remained a strong focus to ensure teams had the skills required to meet service standards. The Konect asset inspection platform continued to be used for scheduled community inspections and reporting, improving accountability and planning.

Work programs were set for each community, with attention given to weed management, recycling, and litter control. Council also encouraged greater community engagement to strengthen understanding of service delivery and promote shared responsibility for maintaining clean and functional environments.

4.1.10 Investigate and implement an appropriate Mosquito Control Program for East Arnhem communities.

Council did not progress the development of a mosquito control program. Following internal review, it was determined that mosquito management falls outside the scope of Council's current operational responsibilities and available resources.

4.1.11 Investigate and implement an appropriate weed control program for East Arnhem communities.

Council continued work on developing a regional Weed Management Plan to guide the management of weeds across all communities. The draft plan outlines mitigation measures and environmental controls to support consistent and effective weed management as part of municipal service delivery.

The plan aims to provide a framework for controlling, eradicating, and preventing the spread of declared and environmental weeds. It also establishes a strategic approach for Council to work collaboratively with local ranger groups and relevant agencies on regional weed management activities.

4.1.12 Identify environmentally sensitive areas within the East Arnhem region and implement appropriate plans and procedures to protect the areas.

Council did not progress specific activities under this action. Future planning will consider appropriate approaches for identifying and managing environmentally sensitive areas as resources allow.

4.1.13 Engage the community in waste and environmental education initiatives.

Council continued to encourage community awareness and participation in waste and environmental management. Educational activities promoted recycling, responsible waste disposal, and environmental care across communities.

- Cash 4 Container.
- Mobile Muster.
- Tidiest Yard Competitions.
- Community Surveys.
- Social Housing Bin Stand Installations.
- Landfill Facility Inductions.
- Clean-Up Australia Days for each community.
- Community Notice Board videos; and
- Social Media Posts.

» Outcome 4.2

Maintain Council controlled roads and traffic management to a safe and usable standard.

Strategy

4.2.1 Maintain transport infrastructure standards appropriate for the East Arnhem region and constituent's expectations.

East Arnhem Regional Council manages and maintains a complex network totalling 1237km of sealed, gravel, formed roads and flat bladed tracks across its local government area. In an effort to keep these roads serviceable, safe and maintained to an appropriate standard, maintenance is planned on three levels:

- Routine maintenance including cleaning of drains, pothole patching and vegetation control.
- Programmed maintenance including grading, areas of re-sheeting, resurfacing, signage renewal.
- Rehabilitation and reconstruction to improve the structural condition and service life of the roads.

As this funding is barely sufficient for routine maintenance and capital upgrades, Council is actively

pursuing grants. The review of actual expenditure and grant reporting is an imperative part of achieving genuine improvements to road infrastructure through valuable Core funding, Federal Roads to Recovery Funding, Local Roads and Community Infrastructure Program, Local Authority Project, saw the commencement of an increased maintenance focus this year and the continuation of some capital projects.

The Effects out of Cyclone Megan had a significant impact on the Groote Eylandt area communities with a range of rectification works required under disaster relief arrangements.

On 1 September 2024, the boundaries of the East Arnhem region were formally changed to abolish the Anindilyakwa Ward which included the communities of Angurugu, Milyakburra & Umbakumba. Through a service of continuity, EARC continued to deliver Local Government Services in these three communities until 23 April 2025.

After 23rd of April 2025, EARC's total road network length was reduced to approximately 759km of sealed, gravel, formed roads and flat bladed tracks following the de-almagation of Angurugu, Milyakburra & Umbakumba, forming what is now known as the Groote Archipelago Regional Council (GARC).

4.2.2 Identify gaps between Council's transport infrastructure standards and the current state of amenity and repair.

EARC conducts annual audits of transport infrastructure throughout the year, taking action when identified and as needed. These audits are conducted every six months. Council is looking into the roll-out of the Konect software platform, which will form the basis of internal community roads and hardware monthly inspections, and greatly assist the bi-annual rural network inspections.

An independent road safety audits were conducted on all six (6) communities respective essential and rural regional homelands access roads to identify potential safety hazards and risks in existing future road network by a qualified, independent team by providing expert advice and recommendations for improvement to the current transport infrastructure road assets.

4.2.3 Maintain a hierarchy of Council controlled transport infrastructure.

EARC has establish a functional hierarchy of its entire road network to better align maintenance regimes and programmed upgrades. This hierarchy is based on prioritisation of roads within our network in accordance with each road's determined service delivery requirements. This hierarchical approach

has been the basis of the 2013 and current revised Transport Infrastructure Asset Management Plan. This plan will be considered as the basis for our strategic program delivery, dependent on localised seasonal impacts and the regional capacity of contractors.

4.2.4 Upgrade street signs and traffic management infrastructure.

The reporting period has seen a range of street furniture and signage upgrades and maintenance and across locations, with a new design of sign being trailed in selected locations for longevity, if the pilot trial is successful this will be rolled out to all locations for signage requirements.

The pilot trail of the new design of signage is being trialed in Yirrkala community.

4.2.5 Continually monitor and carry out minor road repairs.

Municipal services delivery teams, Council grading program and civil contractor engagement all contribute to ensuring that roads are continually monitored, maintained and repaired within the allowance of the operational budget. The Regional Manager Transport Infrastructure works closely with the Periodic Contractor and Municipal Services teams in each community to align the priorities and provide advice and technical support as required.

4.2.6 Minimise operational costs and maximise functionality of street lighting with monitoring and repairs.

EARC conducted biannual audits and repairs, as a minimum, of streetlights in all communities. Where possible within allocated budget, repairs were carried out in certain locations based on need and availability to mobilise panel contractors, conditional audits are conducted monthly by the Public works team in each locality. Additional solar powered public area lighting projects were completed across the region.

An independent lighting lux level assessment was undertaken by an engineering consultant to assess the elements surrounding public safety, regulatory compliance, and energy efficiency ensuring that the lighting levels meet specific Australian Standards and relevant regulatory codes.

» Outcome 4.3

Ensure buildings, plant, equipment and fleet vehicles are fit for purpose and sufficient to provide service deliverables through maintenance and security practices.

Strategy

4.3.1 Provide quality visitors accommodation for internal and external stakeholders use.

Council delivered accommodation services in Galiwin'ku, Gapuwiyak, and Ramingining to support visitors, contractors, and service providers working in these communities. These facilities provided accessible and reliable accommodation options that supported the delivery of essential services in remote areas.

The visitor accommodation in Milingimbi continued to be leased and managed by an external service provider. Council utilised Little Hotelier, an online reservation and management system, to support efficient bookings and improve the user experience across all Council-managed facilities.

Accommodation services remained an important part of Council's operational support network, assisting with local service delivery and community development activities throughout the region.

4.3.2 Undertake measures aiming to reduce future reactive maintenance to Council controlled assets.

Over the past year, EARC has continued to demonstrate its commitment to maintaining the quality of assets across our communities. Biannual building and tenancy inspections are conducted on all Council-controlled assets to assess building condition, identify hazards or damage, and address any emerging issues.

Tenancy inspections focus on staff housing, commercial buildings, and leased spaces, reviewing elements such as walls, flooring, fixtures, and appliances. These inspections also ensure that tenants comply with lease agreements, building rules, and safety regulations. Any tenant-requested repairs or maintenance needs are documented and addressed.

Preventative maintenance activities are also undertaken biannually, including air conditioner servicing, pest control, and fire protection equipment testing. These measures help reduce the need for reactive maintenance and extend the life of Council's assets.

Through these ongoing asset management initiatives, Council aims to ensure that community services and programs are well supported and that infrastructure continues to meet both current and future needs.

4.3.3 To maintain all fleet assets in a safe and operational condition.

All EARC fleet assets are serviced every six months to ensure that they are maintained correctly and are in a safe and serviceable condition for use. In addition, Fleet visit all communities to inspect, photograph and record the condition of fleet items twice per year. EARC has adopted Snap Send Solve to report defects on fleet assets to Fleet for the necessary repair action can be initiated. Snap Send Solve is supplemented by phone calls and emails for emergency issues.

Information on vehicle usage is supplied via daily and weekly check and documented in Ausfleet (the EARC Fleet programme). EARC are in the process of rolling out Ideagen, a smart phone App to simplify and record daily checks. It is expected that by the end of this financial year all communities will be using Ideagen which will make the time-consuming process of entering the information from daily check sheet into a spread sheet redundant.

4.3.4 Maintain accurate motor plant and vehicle data.

Each Fleet asset has a dedicated folder in Magiq to record data pertinent to that item. EARC use AusFleet Fleet Maintenance Programme to record the item's history from purchase to disposal. This AusFleet life history is available for every Fleet asset ever purchased by EARC. In addition, each vehicle asset of EARC is equipped with a GPS recorder to capture details of its usage. Every time the engine is started is recorded as a trip. EARC are currently looking into the possibility of fitting key recorders to each vehicle to record the name of the driver at any time.

4.3.5 Utilise modern information and communications technology to maximise service delivery.

Council continues to strengthen its service delivery through the effective use of modern information and communications technology. A range of systems and digital tools support efficient operations, collaboration, and informed decision-making across the organisation.

Key technologies include:

- Microsoft Office 365 Suite – enhancing productivity and document management across all departments.
- Lucidity WHS – improving workplace health and safety management, reporting, and compliance.
- Smartsheets – streamlining project planning, workflow automation, and performance tracking.
- Microsoft Teams – supporting communication, collaboration, and connectivity between

geographically dispersed staff.

- DocAssembler – enabling efficient and accurate document generation and management
- Magiq – Councils records management system

Through these platforms, Council continues to build a digitally capable workforce, reduce administrative burden, and deliver more responsive, transparent, and efficient services to the community. Ongoing investment in technology remains a strategic priority to ensure Council keeps pace with modern service expectations and operational best practice.

4.3.6 Maximise buying power through regional consolidation of fuel purchases with other organisations wherever possible.

EARC takes a responsible and consolidated approach to fuel purchases where possible.

4.3.7 Minimise mark up to fuel purchase price through application of a 'real time' formula.

Council only supplies fuel to Gapuwiyak community. Utilisation of a real time formula calculating fuel prices to ensure the community is receiving the best value for dollar Council can provide.

4.3.8 Maintain fuel stock levels to ensure community requirements are catered for.

Council continued to monitor and maintain fuel stock levels to support community operations and service delivery. Fuel management processes were applied to ensure availability for essential Council activities and local requirements.

4.3.9 Manage, maintain, upgrade and replace Council furniture and equipment.

Biannual inspections of all furniture and equipment are conducted, asset registers are maintained in accordance with Council policies and procedures, and replacements are ordered in line with the approved upgrade schedule. Upgrades and replacement schedules are dependent on individual program and services budgets. Using Snap, Send, Solve staff can request replacements for broken items through this reporting system.

4.3.10 Implement effective cost recovery mechanisms for use of Council's motor plant and vehicles.

A Whole of Life calculation is used to ensure the full cost recovery for assets during their operational life through internal charge rates. This also allows the Council to fund the capital reserve to replace assets at their optimum replacement point. Due to changes in market, utilisation and the condition of assets, Fleet lease charges are reviewed at each budget revision to ensure Council is meeting the funding requirement to retain asset for its operational life.

4.3.11 Continuously monitor vehicle usage in relation to compliance with Council Policy.

A six monthly service schedule of all Fleet assets by a qualified mechanic ensures that motor vehicles and plant are in a safe condition to operate and are maintained correctly. In addition, the Fleet Team inspect all vehicles and plant twice each year to determine and record the condition of the vehicle and to ensure that any incident damage has been reported and actioned.

In line with Council Policy, daily vehicle checks occur Council wide. The current manual Daily Check Sheets system is being phased out and EARC are working towards using Ideagen, a fully automated system of recording. As part of the endorsed policy, failure to undertake and record 'Pre-Start Checks' on vehicles and plant can be met with disciplinary action for non-compliance. These 'Pre-Start Checks' are checked and recorded, with missing checks followed up with the responsible officer. Daily Vehicle Check Register reports are updated and available at all times in the Fleet Portal for managers to monitor missing Daily Check sheets,

EARC Staff member and external contractor is required to enter into an authorised driver and vehicle agreement in relation to use of Council fleet assets. This register of authorised drivers is continuously updated and available to all EARC personnel through the Fleet Portal.

4.3.12 Ensure motor plant and vehicles are ordered sufficiently to expiry of recommended service life.

EARC has a ten year replacement plan with forward estimates budget based on optimum replacement principles of age and utilisation. The revised Fleet Asset Procurement & Disposal Policy includes optimum replacement timing to ensure that assets are being replaced at the most financially responsible time. The arrangement is to ensure that assets are being replaced in a timely manner, according to the changeover timing policy.

4.3.13 Maintain accurate building infrastructure records.

EARC conducted biannual inspections of all Council-controlled building assets, completing audits through various software platforms to support the effective management and maintenance of all EARC-owned, managed, and leased buildings. MagiQ is used by Council as a key asset management record keeping tool. The platform is also extensively utilised to manage maintenance requests, invoicing, building and maintenance histories, floor plans, insurance claims, and related correspondence. The use of Snap, Send Solve records all repairs and maintenance issues and requests.

4.3.14 Provide ongoing maintenance and capital upgrades to all Council controlled building infrastructure while targeting highest priority works.

The Council and Building Infrastructure team worked to ensure the commencement and completion of capital projects across EARC, were in line with the outlined plan and timeframes. However, due to inconsistent internal capacity and trade availability in some locations, several minor and capital upgrades were deferred to the next financial period.

On 1 September 2024, the boundaries of the East Arnhem region were formally changed to abolish the Anindilyakwa Ward which included the communities of Angurugu, Milyakburra & Umbakumba. Through a service of continuity, EARC continued to deliver Local Government Services in these three communities until 23 April 2025. All existing capital works were handed over to the Groote Archipelago Regional Council.

4.3.15 Implement and manage tenancy and occupancy agreements for all Council controlled buildings.

EARC has implemented and maintains residential and commercial tenancy and lease arrangements for all Council buildings, covering staff and external companies or agencies. This ensures consistent occupancy across Council properties and compliance with the Residential Tenancy Act. As part of tenancy management, EARC conducts regular inspections of all occupied and leased Council-controlled buildings.

4.3.16 Increase capacity to manage design and construction activities.

EARC continues to engage appropriately qualified personnel to oversee and manage design and construction activities on behalf of the Council. The Technical & Infrastructure Services team

collaborates closely with program Coordinators to align Local Authorities' expectations with project funding allocation, ensuring optimal outcomes. Additionally, Council employs a Procurement Officer who is responsible for planning, coordinating, and overseeing procurement activities across the Council in compliance with Local Government requirements, Council policies, and relevant legislation.

4.3.17 Securely store Council vehicles after hours and when not in use.

EARC undertakes upgrade work as identified through risk assessments carried out on a regular basis. Security fencing and CCTV monitors are available to facilitate security and asset care, and in some approved cases some fleet assets are stored within other locations and staff yard areas.

» Outcome 4.4

Secure and maintain long term tenure over Council controlled infrastructure.

Strategy

4.4.1 Establish and maintain long term leases for Council controlled building infrastructure on Aboriginal land.

The majority of Indigenous communities in the Northern Territory are located on 'Aboriginal Land' as defined by the Aboriginal Land Rights (Northern Territory) Act 1976 (ALRA). Under the ALRA, long-term Section 19 leases can be granted on Aboriginal Land.

EARC has previously negotiated Section 19 leases for all Council-controlled buildings in its communities through the Northern Land Council (NLC). These leases are now formalised in five Council communities. Council continues to comply with the terms of these agreements to prevent breaches and maintain positive relationships.

4.4.2 Maintain Council's capital holdings in line with Council needs and future requirements.

Council periodically reviews its lease holdings, taking into account community and commercial demand, the current economic climate, and the broader regional operational priorities.

“ Balanda (non-Indigenous) people have come to our land recently, and brought with them their form of law and governance. First with the Federation of Australia in 1901, and then the Northern Territory Government from 1978. The other level of western government, Local Government – is ours. Our First Nations Aboriginal run Government in East Arnhem Land. ”

East Arnhem Regional Council Office, Galiwin'ku, NT, 2025.
Photo: East Arnhem Regional Council.



KPI Reporting

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1

Technical and Infrastructures Services



Galiwin'ku, NT. Photo: East Arnhem Regional Council.

1 – Technical and Infrastructures Services

Service Profile:	101 - Local Laws & Administration of Local Laws
Business Unit:	Technical Services Leadership

Description:

Facilitate the Administration of Local Laws in the communities of East Arnhem Regional Council.

Achieved Outcomes:

Develop the Council's perception through high standards of business practices, communications and transparency.

Improve local decision-making through consultation and empowerment.

**(Please provide a summary of the outcomes achieved in 2024–2025 in place of the information above)

Actions:

Action ID	Action	Timeline	Status
Budget Type: New Initiatives - Operating one-off			
101.1	Implement on Ministerial approval Council By Laws surrounding nominated areas of concern	01/07/2024-30/06/2025	Ongoing

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Local Laws (By Laws) education session conducted in each community per annum.	#	5.00	0.00

Service Profile:	108 - Veterinary and Animal Control Services
Business Unit:	Animal Management

Description:

The Animal Management program delivers animal control and veterinary services across East Arnhem communities. The service promotes responsible pet ownership and supports public safety through community patrols, education, desexing, and disease prevention programs.

Council partners with veterinary providers for treatment programs and responds to reports of roaming or aggressive animals. Animal Management program officers also support culturally respectful approaches to animal care in partnership with local stakeholders.

Achieved Outcome:

Provided practical and responsive animal management services that support safe and healthy communities.

Actions:

Action ID	Action	Timeline	Status
<i>Budget Type: New Initiatives - Operating ongoing</i>			
108.01	Actively pursue grant and funding opportunities to improve program delivery and pet education across the region	01/07/2024-30/06/2025	Ongoing
<i>Budget Type: Operating (recurrent)</i>			
108.02	Provide program outcome statistics to Local Authority and Council meetings.	01/07/2024-30/06/2025	Completed
108.03	Investigate the financial modelling and sustainability of including Nhulunbuy commercial services into the Peninsula Animal Management Program locations delivery	01/07/2024-30/06/2025	Completed
108.04	Deliver Animal Management under SLA Arrangements with the Newly Establish Groote Archipelago Regional Council in Angurugu, Umbakumba and Milyakburra	01/03/2024-30/06/2025	Completed

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Conduct community program visits at least 4 times per year	#	4.00	4.00
Pursue additional operational grants for the program	#	2.00	2.00
Animal Management customer satisfaction levels via way of Bi-annual satisfaction surveys	%	80.00	73.36
Completion of the financial modelling for the inclusion of Commercial Veterinarian services within Nhulunbuy within the Animal management program	#	1.00	4.00

Service Profile:	116 - Lighting for Public Safety
Business Unit:	Transport Infrastructure

Description:

Provide adequate lighting of residential roads and associated footpaths to enhance resident and motorist safety.

Achieved Outcomes:

Works are ongoing to maintain Council-managed roads and traffic infrastructure, ensuring safe, accessible, and reliable travel for all road users.

Actions:

Action ID	Action	Timeline	Status
<i>Budget Type: Operating (recurrent)</i>			
116.01	Manage, maintain and upgrade streetlights in Angurugu	01/07/2024-30/06/2025	Ongoing
116.02	Manage, maintain and upgrade streetlights in Milyakburra	01/07/2024-30/06/2025	Ongoing
116.03	Manage, maintain and upgrade streetlights in Umbakumba	01/07/2024-30/06/2025	Ongoing
116.04	Manage, maintain and upgrade streetlights in Galiwin'ku	01/07/2024-30/06/2025	Ongoing
116.05	Manage, maintain and upgrade streetlights in Gapuwiyak	01/07/2024-30/06/2025	Ongoing
116.06	Manage, maintain and upgrade streetlights in Mililingimbi	01/07/2024-30/06/2025	Ongoing
116.07	Manage, maintain and upgrade streetlights in Ramingining	01/07/2024-30/06/2025	Ongoing
116.08	Manage, maintain and upgrade streetlights in Yirrkala	01/07/2024-30/06/2025	Ongoing
116.09	Manage, maintain and upgrade streetlights in Gunyangara	01/07/2024-30/06/2025	Ongoing
116.10	Manage, maintain and upgrade streetlights under SLA Arrangements with the Newly Establish Groote Archipelago Regional Council in Angurugu, Umbakumba and Milyakburra	01/03/2024-30/06/2025	Completed

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Monthly street light audits completed and actioned as required – provide quarterly reports to community Local Authorities	%	100.00	80.00
Street Lighting customer satisfaction levels via way of By-annual satisfaction survey	%	80.00	62.66

Service Profile:	118 - Local Road Maintenance and Traffic Management
Business Unit:	Transport Infrastructure

Description:

Maintenance, upgrade and construction of sealed and unsealed roads, footpaths, kerbing, road verges and drainage to ensure all roads within the Council are maintained to an appropriate standard.

Achieved Outcome:

Works are ongoing to maintain Council-controlled roads and traffic management infrastructure to a safe and usable standard.

Actions:

Action ID	Action	Timeline	Status
<i>Budget Type: Operating (recurrent)</i>			
118.01	Manage the maintenance and upgrade of local roads drainage and pedestrian infrastructure under core allocated funds and grant project funding.	01/07/2024-30/06/2025	Ongoing
118.02	Local Road Maintenance Angurugu	01/07/2024-30/06/2025	Completed
118.03	Local Road Maintenance Milyakburra	01/07/2024-30/06/2025	Completed
118.04	Local Road Maintenance Umbakumba	01/07/2024-30/06/2025	Completed
118.05	Local Road Maintenance Galiwin'ku	01/07/2024-30/06/2025	Ongoing
118.06	Local Road Maintenance Yirrkala	01/07/2024-30/06/2025	Ongoing
118.07	Local Road Maintenance Gunyangara	01/07/2024-30/06/2025	Ongoing
118.08	Local Road Maintenance Gapuwiyak	01/07/2024-30/06/2025	Ongoing
118.09	Local Road Maintenance Ramingining	01/07/2024-30/06/2025	Ongoing
118.10	Local Road Maintenance Milingimbi	01/07/2024-30/06/2025	Ongoing
118.11	Source additional funding for road and pedestrian infrastructure across community and road network locations	01/07/2024-30/06/2025	Ongoing
118.12	Conduct a regional wide independent road safety audit	01/07/2024-30/06/2025	Ongoing
118.13	Local Road Maintenance under SLA Arrangements with the Newly Establish Groote Archipelago Regional Council in Angurugu, Umbakumba and Milyakburra	01/07/2024-30/06/2025	Completed

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Annual grading across the gravel network completed	%	100.00	30.00
Local road maintenance customer satisfaction levels via stakeholder satisfaction survey	%	80.00	80.00
Completion of independent community Lighting and Traffic Management Audits	%	100.00	56.00
Provide update reports to every community Local Authority and Council meetings	#	12.00	12.00



Bawaka, NT. Photo: East Arnhem Regional Council.

Service Profile:	119 - Local Road Upgrade and Construction
Business Unit:	Transport Infrastructure

Description:

Upgrade and construction of sealed and unsealed roads, footpaths, kerbing, road verges and drainage to ensure all roads within the Region are maintained to an appropriate standard.

Achieved Outcomes:

Ongoing works to maintain Council-controlled roads and traffic management to a safe and usable standard.

Actions:

Action ID	Action	Timeline	Status
<i>Budget Type: Capital</i>			
119.01	Upgrade Local Roads – Gunyangara – kerbing and drainage improvements	01/07/2024-30/06/2025	Ongoing
119.02	Upgrade Local Roads – Galiwinku – Kerbing and drainage improvements	01/07/2024-30/06/2025	Ongoing
119.03	Upgrade Local Roads – Yirrkala, surface seal, kerbing and drainage – depending on completion of external agency Utility works and available funding	01/07/2024-30/06/2025	Ongoing
<i>Budget Type: New Initiatives Operating ongoing</i>			
119.04	Actively pursue funding opportunities for road improvements across the Regional roads network for improved traffic amenity, safety and reduced wet season damage on the network.	01/07/2024-30/06/2025	Ongoing

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Galiwinku Staged roads capital upgrades completed	%	100.00	82.00
Gunyangara Staged roads capital upgrades completed	%	100.00	10.00
Street Lighting and Traffic management consultancy completed	#	5.00	0.00

Service Profile:	122 - Building and Infrastructure Services
Business Unit:	Technical and Infrastructure

Description:

Management of all Council's vehicles and motor plant including:

- vehicle acquisition
- scheduled maintenance in accordance with manufacturers specifications
- management of vehicle accidents, including completion of accident reports and claims, insurance assessor liaison
- disposal of vehicles and plant at the end of their service life in accordance with Council policy • ensuring lifecycle costs are apportioned appropriately
- continually review fleet processes and procedures to ensure ongoing efficiency improvements

- management of the fleet maintenance database including maintaining comprehensive records and coordination of data fuel system and area usage logs
- ensure all fleet asset registrations and insurance are current

Achieved Outcomes:

Ongoing works to ensure buildings, plant, equipment, and fleet vehicles remain fit for purpose and sufficient to support service delivery through regular maintenance and security practices.

Actions:

Action ID	Action	Timeline	Status
<i>Budget Type: Operating (recurrent)</i>			
122.01	Provide area, operational, asset reports to all scheduled Local Authority and Council meetings	01/07/2024-30/06/2025	Ongoing
122.02	Director ensure all Directorate operational areas operate in accordance with service requirement and expectations and deliver such requirements within relevant budget parameters.	01/07/2024-30/06/2025	Ongoing
122.03	Provide relevant Program / Project updates to every Local Authority Community meeting as required.	01/07/2024-30/06/2025	Ongoing
122.04	General Manager to spend 1 week in each community location for the period to engage directly with stakeholder and community members surrounding the Directorate program operations to gauge additional delivery requirements / effectiveness of the current service delivery and feedback relating to required improvement of such services	01/07/2024-30/06/2025	Ongoing
122.05	Maintain a library of shelf ready infrastructure grant applications	01/07/2024-30/06/2025	Ongoing

122.06	Conduct minor and capital upgrades to various council-controlled buildings throughout the Region in line with the allocated budget and completion timelines per community.	01/07/2024-30/06/2025	Ongoing
<i>Ramingining</i>			
	Accommodation module building to accommodate cleaner position and outdoor sitting area for quest.		Budget constraint-parked
	Council Office meeting room expansion and floor area adjustments and upgrades.		Ongoing
	Extension of the Aged Care facility to provide a more comfortable, welcoming, and supportive environment for clients.		Budget constraint-parked
	Municipal Service shed to undergo refurbishment of exterior cladding.		Budget constraint-parked
<i>Milingimbi</i>			
	Lot 117 Housing to be demolished (1 bed module) new 3-bedroom modular house to be built.		Budget constraint-parked
	Mechanic Building site to be upgraded with Accommodation for a mechanic and the package to be leased out accordingly.		Budget constraint-parked
	Municipal yard to be upgraded with Accommodation to house a support worker for MS team.		Budget constraint-parked
	Vets - Install a demountable structure to provide a more controlled and suitable environment for the vets to work in.		Budget constraint-parked
<i>Gapuwiyak</i>			
	Aged Care Refurbishment – Extend the facility to provide additional seating and accommodate more day beds.		Budget constraint-parked
	Lot 118 Staff Housing – Install new decking, infill the breezeway in the common area, and replace the roof sheeting.		Ongoing
	Review accommodation, replace modules beyond economical repair.		Budget constraint-parked
<i>Galiwin'ku</i>			
	Childcare re roof and compliance rectification.		Completed

	Splash Park and ninja course development.		Ongoing
	Demolition of buildings that are beyond economic repair.		Completed
	Funeral hall to support and accommodate culturally significant ceremonies and practices.		Ongoing
	<i>Yirrkala</i>		
	Age Care - Demolish existing aged care facility and construct a new state-of-the-art building complex.		Ongoing
	Refurbishment of drop-in centre and installation of a semi-commercial kitchen and laundry within a demountable structure.		Ongoing
	Completion of new staff housing duplex at Lot 122.		Ongoing
122.07	Undertake Security upgrades at operational facilities and Council Housing	01/07/2024-30/06/2025	Ongoing
122.08	Manage assigned Local Authority infrastructure projects and supply updates to all Local authority and Council meetings on progress at each meeting	01/07/2024-30/06/2025	Ongoing
122.09	Utilise drone and remote technologies into Councils operations	01/07/2024-30/06/2025	Ongoing

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Achieve an 90% customer satisfaction result across the program via way of Bi-Annual customer satisfaction surveys	%	90.00	73.41
All maintenance requests are initiated within 48 hrs	%	100.00	90.00
Completion of all capital projects as per budget and time frames	%	100.00	60.00

Service Profile:	112 - Fleet and Workshop Services
Business Unit:	Fleet

Description:

Management of all Council's vehicles and motor plant including:

- vehicle acquisition
- scheduled maintenance in accordance with manufacturers specifications
- management of vehicle accidents, including completion of accident reports and claims, insurance assessor liaison
- disposal of vehicles and plant at the end of their service life in accordance with Council policy
- ensuring lifecycle costs are apportioned appropriately
- continually review fleet processes and procedures to ensure ongoing efficiency improvements
- management of the fleet maintenance database including maintaining comprehensive records and coordination of data fuel system and area usage logs
- ensure all fleet asset registrations and insurance are current

Achieved Outcomes:

Ensured that all buildings, plant, equipment, and fleet vehicles are fit for purpose and adequate to meet service delivery requirements through effective maintenance and security practices.

Fleet have successfully replaced plant and vehicles to multiple communities while disposing of the used replaced Fleet in accordance with the Council policy. While replacing the fleet assets we are recording lifecycle cost are apportioned appropriately and continually reviewing fleet processes and procedures to ensure ongoing efficiency improvements.

Scheduled maintenance is carried out six monthly in accordance with manufacturer specifications. We have also carried out the management of vehicle accidents, including completion of accident reports and claims, insurance assessor liaison. This includes ensuring all fleet asset insurance and registrations are current.

Actions:

Action ID	Action	Timeline	Status
<i>Budget Type: Operating (recurrent)</i>			
112.01	Defects identified or reported outside of scheduled servicing will be planned, prioritised, and repaired in a timely manner. All incidents will be reported to Leased Program Line Managers within 24 hours.	01/07/2024-30/06/2025	Ongoing
112.02	Routine maintenance will be scheduled and carried out in accordance with manufacturer specifications and environmental requirements.	01/07/2024-30/06/2025	Completed
112.03	Maintenance failure records will be submitted to EARC by mechanics and distributed to programs utilising leased fleet vehicles.	01/07/2024-30/06/2025	Completed
112.04	Maintain and implement an internal commercial Service Level Agreement (SLA) for fleet mechanical services across all operational locations.	01/07/2024-30/06/2025	Ongoing

112.05	Ensure all fleet usage aligns with Council policy. Report any breaches to Regional Program Managers on a monthly basis for appropriate action at the program level.	01/07/2024-30/06/2025	Ongoing
112.06	Conduct asset resale valuations every 2.5 years to support asset management planning.	01/07/2024-30/06/2025	Completed
112.07	Track and provide monthly reports to Program Managers on the completion status of Daily Vehicle and Plant Checks.	01/07/2024-30/06/2025	Ongoing
112.08	Deliver training to Program Managers on the use and monitoring of the Secure Track System to ensure operational compliance with Council policy and directives.	01/07/2024-30/06/2025	Completed
112.09	Continually review existing fleet management practices and procedures to ensure compliance with EARC Fleet Policy.	01/07/2024-30/06/2025	Ongoing
112.10	Coordinate group-based equipment replacement strategies to support standardisation of assets across operational areas.	01/07/2024-30/06/2025	Ongoing
112.11	Identify and replace motor plant and vehicles that have exceeded their recommended service life to ensure operational efficiency and compliance with fleet management standards.	01/07/2024-30/06/2025	Ongoing

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Ensure all fleet maintenance is undertaken when due	%	100.00	100.00
Completion of all capital purchases as per budget	%	100.00	82.00
Achieve an 90% customer satisfaction result across the program via way of Bi-Annual customer satisfaction survey	%	90.00	75.00



2

Council Services

Commemorating Anzac Day, Gapuwiyak, NT, 2025.
Photo: East Arnhem Regional Council.

2 – Council Services

Service Profile:	156 - Community Events
Business Unit:	Council Services Leadership

Description:

This program supports community civic events and festivals. Council may choose to facilitate such events or support other stakeholders and organisations in their conduct. Support may be provided by financial or in kind support.

Achieved Outcomes:

Acknowledge and respect culture through support of community events and activities.

Actions:

Action ID	Action	Timeline	Status
Budget Type: Operating (recurrent)			
156.01	Support Local & Civic Community Events Gunyangara	01/07/2024-30/06/2025	Completed
156.02	Support Local & Civic Community Events Galiwin'ku	01/07/2024-30/06/2025	Completed
156.03	Support Local & Civic Community Events Ramingining	01/07/2024-30/06/2025	Completed
156.04	Support Local & Civic Community Events Gapuwiyak	01/07/2024-30/06/2025	Completed
156.05	Support Local & Civic Community Events Milingimbi	01/07/2024-30/06/2025	Completed
156.06	Support Local & Civic Community Events Angurugu	01/07/2024-30/06/2025	Completed
156.07	Support Local & Civic Community Events Umbakumba	01/07/2024-30/06/2025	Completed
156.08	Support Local & Civic Community Events Milyakburra	01/07/2024-30/06/2025	Completed
156.09	Deliver Community Events under SLA Arrangements with the Newly Establish Groote Archipelago Regional Council in Angurugu, Umbakumba and Milyakburra	01/07/2024-30/06/2025	Completed

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Number of civic events facilitated/supported per location – Minimum 1 per quarter	#	36.00	27.00
Civic Event Expenditure – 90% of Civic Events annual budget expended	%	90.00	23.00

Service Profile:	129 - Waste and Environmental Services
Business Unit:	Waste and Environment

Description:

Management of waste collection and landfill facilities, including waste transfer, recycling and other waste related facilities and programs.

Achieved Outcome:

Ongoing works to maintain and enhance clean, tidy, and welcoming communities.

Continued collaboration with communities and stakeholders to identify and deliver accessible services that support community wellbeing.

Actions:

Action ID	Action	Timeline	Status
<i>Budget Type: Capital</i>			
129.01	Construct a residential waste transfer station at Yirrkala, subject to funding and required approvals.	01/07/2024-30/06/2025	Ongoing
129.02	Construct a residential waste transfer station at Gunyangara.	01/07/2024-30/06/2025	Completed
<i>Budget Type: New Initiatives Operating one-off</i>			
129.03	Develop and implement environmental management plans for all Council operated Waste Management and Transfer Station Facilities.	01/07/2024-30/06/2025	Ongoing
129.04	Construct a container style site office and off the grid service connections at the Galiwin'ku Waste Management Facility.	01/07/2024-30/06/2025	Ongoing
129.05	Monitor the ongoing Waste Management Facility Contractor Induction education and site procedures with new community contractors.	01/07/2024-30/06/2025	Ongoing
129.06	Construct Listed Waste Compounds at the Ramingining Waste Management facility.	01/07/2024-30/06/2025	Under Review

129.07	Investigate hydrogeological and associated groundwater monitoring requirements and cost modelling for future capital or grant funding opportunities.	01/07/2024-30/06/2025	Completed
129.08	Develop a Master Site Plan for each of Council's Waste Management Facilities.	01/07/2024-30/06/2025	Ongoing
129.09	Install a site monitoring CCTV Camera at the Gunyangara Waste Management Facility.	01/07/2024-30/06/2025	Completed

Budget Type: New Initiatives Operating ongoing

129.10	Implement and manage appropriate public area litter infrastructure and collection schedules within all communities.	01/07/2024-30/06/2025	Ongoing
129.11	Develop, support and monitor the undertaking of monthly community waste education presentations and events such as CDS and Litter for Cash in conjunction with the Local Municipal Services, Community Development, and School based programs in selected communities.	01/07/2024-30/06/2025	Ongoing
129.12	Implement and conduct a monthly community household rewards program for waste and environmental practices in each community in conjunction with the Community Development program in each community.	01/07/2024-30/06/2025	Planning - Ongoing

Budget Type: Operating (recurrent)

129.13	Conduct Quarterly waste services customer satisfaction surveys with community residents and organisations.	01/07/2024-30/06/2025	Completed
129.14	Pursue grant funding opportunities to enhance waste, environment and sustainability delivery and capital infrastructure.	01/07/2024-30/06/2025	Ongoing
129.15	Outsource waste collection where opportunity to do so exists and is of financial and social benefit to Council. Annually review existing contracts to ensure an effective and efficient waste collection service is achieved and that Council is receiving value for money.	01/07/2024-30/06/2025	Ongoing
129.16	Manage a regular residential kerb side waste collection service at Angurugu, Umbakumba, Milyakburra, Yirrkala, Gunyangara, Gapuwiyak, Ramingining, Galiwinku and Milingimbi.	01/07/2024-30/06/2025	Completed
129.17	Manage a regular commercial kerb side waste collection service at Angurugu, Umbakumba, Milyakburra, Yirrkala, Gunyangara, Gapuwiyak, Ramingining, Galiwinku and Milingimbi.	01/07/2024-30/06/2025	Completed

129.18	Coordinate and monitor quarterly waste bin audits and repairs in conjunction with the Municipal Services Program in each community.	01/07/2024-30/06/2025	Completed
129.19	Manage Landfill / Transfer station operations in Galiwin'ku, Gapuwiyak, Milingimbi, Angurugu, Umbakumba, Milyakburra, Yirrkala, and Ramingining.	01/07/2024-30/06/2025	Ongoing
129.20	Monitor and report on the approved 10 year Waste Management Strategy	01/07/2024-30/06/2025	Under Review
129.21	Enter into partnerships and agreements, particularly for the transport or processing of recyclable material, to maximize the recycling opportunities for East Arnhem communities.	01/07/2024-30/06/2025	Completed
129.22	Undertake and report on the removal of recycling streams within each community location.	01/07/2024-30/06/2025	Completed
129.23	Organise and support the Undertaking of CDS monthly collection community events to be held in each Community by the Municipal Services Program.	01/07/2024-30/06/2025	Ongoing
129.24	Coordinate and report on Bi –Annual ground litter audits in conjunction with the municipal Services Program in each Community	01/07/2024-30/06/2025	Completed
129.25	Implement an aerial mosquito and weed spray program within locations	01/07/2024-30/06/2025	Under Review
129.26	Deliver Community Events under SLA Arrangements with the Newly Establish Groote Archipelago Regional Council in Angurugu, Umbakumba and Milyakburra	01/07/2024-30/06/2025	Completed

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Develop environmental management plans for all Council run Transfer sites	#	3.00	3.00
Pursue additional operational grants for the program	#	2.00	2.00
Number of Waste Management Facility operating licences secured	#	2.00	1.00
Number of shipments of available recycling streams	#	9.00	9.00
Waste Management customer satisfaction levels	%	80.00	82.88
Number of waste and environment community education campaigns completed	#	9.00	3.00
Development of Waste Management Facility Contractor Induction	#	6.00	6.00
Percentage of commercial entities invoiced for fees and charges	%	70.00	70.00
Employ an Indigenous site co-ordinator for the Galiwin'ku Waste Management	#	1.00	0.00
Waste Management customer satisfaction levels	%	80.00	82.99
Successfully implement an aerial spraying program	#	8.00	0.00



Waste Transfer Station, Gungyangara, NT, 2025.
Photo: East Arnhem Regional Council.

Service Profile	169 - Municipal Services and Cemeteries
Business Unit:	Municipal Services

Description:

Municipal Services are responsible for maintaining the presentation and functionality of public spaces across East Arnhem communities. This includes the day-to-day upkeep of parks, gardens, cemeteries, sports fields, and playgrounds to ensure they are clean, safe, and accessible for all residents and visitors.

Key activities include mowing, litter collection, weed control, and general grounds maintenance. Teams also carry out minor repairs to fencing, seating, signage, and playground equipment.

Cemetery maintenance includes the preparation of burial sites, upkeep of grounds, and respectful support for funerals in line with local cultural protocols.

Municipal Services teams play a visible and ongoing role in supporting the amenity of each community, responding to local requests and seasonal conditions, and ensuring that daily service delivery standards are met.

Achieved Outcomes:

Provided well-maintained public spaces that support safe, clean, and welcoming communities.

Actions:

Action ID	Action	Timeline	Status
<i>Budget Type: Operating (recurrent)</i>			
169.01	Cemetery Management East Arnhem Region	01/07/2024-30/06/2025	Completed
169.02	Municipal Services – Angurugu	01/07/2024-23/04/2025	Completed
169.03	Municipal Services – Milyakburra	01/07/2024-23/04/2025	Completed
169.04	Municipal Services – Umbakumba	01/07/2024-23/04/2025	Completed
169.05	Municipal Services – Galiwin'ku	01/07/2024-30/06/2025	Completed
169.06	Municipal Services – Yirrkala	01/07/2024-30/06/2025	Completed
169.07	Municipal Services – Gunyangara	01/07/2024-30/06/2025	Completed
169.08	Municipal Services – Milingimbi	01/07/2024-30/06/2025	Completed
169.09	Municipal Services – Gapuwiyak	01/07/2024-30/06/2025	Completed
169.10	Municipal Services – Ramingining	01/07/2024-30/06/2025	Completed
169.11	Deliver Municipal Services under SLA Arrangements with the Newly Establish Groote Archipelago Regional Council in Angurugu, Umbakumba and Milyakburra	01/07/2024-23/04/2025	Completed

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Community satisfaction rating with the standard of maintenance of parks, open spaces and cemeteries	%	80.00	82.45
Daily inspections of vehicle/plant carried out	%	100.00	85.00
All landfill and waste reporting completed within timeframes	%	100.00	62.00
CDS and recycling event carried out as per the monthly plan	%	100.00	25.00
Community hard rubbish schedules completed within time frames	%	100.00	75.00
Asset Stocktakes completed within timeframes	%	100.00	90.00
Public area works plans completed and reported on within time frames	%	100.00	80.00



Ramingining Oval, Ramingining, NT, 2025.
Photo: East Arnhem Regional Council.

Service Profile:	107 - Council Services
Business Unit:	Council Services Leadership

Description:

Council Services Leadership provides operational support and coordination for the delivery of essential services across East Arnhem communities. Key activities include:

- Coordinating and supporting the delivery of Council services such as waste management, roads, public space maintenance, cemetery services, and animal control.
- Supporting the delivery of agency services at a community level.
- Liaising with key internal and external stakeholders including Council staff, Elected Members, Local Authorities, Aboriginal-controlled organisations, government and non-government agencies, and community members.
- Supporting Local Authority meetings and actions.
- Providing operational oversight and support for waste and recycling services, including landfill operations and resource recovery activities.
- Supporting animal management activities, including education programs and animal control.
- Assisting with community safety initiatives and coordination of patrol and safety programs.
- Supporting the upkeep and maintenance of public

and open spaces, including parks, reserves, and recreation areas.

- Providing administrative and coordination support to Elected Members.
- Ensuring the delivery of Council services aligns with East Arnhem Regional Council's daily service delivery standards

Achieved Outcomes:

Worked in partnership with communities and stakeholders to identify local priorities and ensured the delivery of services that are accessible, consistent, and responsive to community needs. Provided operational oversight and coordination to support the efficient and effective delivery of Council services across the communities of Ramingining, Milingimbi, Gapuwiyak, Galiwin'ku, Yirrkala, Gunyangara, Angurugu, Umbakumba, Milyakburra. On 1 September 2024, the boundaries of the East Arnhem region were formally changed to abolish the Anindilyakwa Ward which included the communities of Angurugu, Milyakburra & Umbakumba. Through a service of continuity, EARC continued to deliver Local Government Services in these three communities until 23 April 2025.

Actions:

Action ID	Action	Timeline	Status
<i>Budget Type: Operating (recurrent)</i>			
107.01	Increase EARC Profile in Ramingining	01/07/2024-30/06/2025	Completed
107.02	Increase EARC Profile in Gapuwiyak	01/07/2024-30/06/2025	Completed
107.03	Increase EARC Profile in Galiwinku	01/07/2024-30/06/2025	Completed
107.04	Increase EARC Profile in Angurugu	01/07/2024-23/04/2025	Completed
107.05	Increase EARC Profile in Milyakburra	01/07/2024-23/04/2025	Completed
107.06	Increase EARC Profile in Umbakumba	01/07/2024-23/04/2025	Completed
107.07	Increase EARC Profile in Milingimbi	01/07/2024-30/06/2025	Completed
107.08	Increase EARC Profile in Yirrkala	01/07/2024-30/06/2025	Completed
107.09	Increase EARC Profile in Gunyangara	01/07/2024-30/06/2025	Completed
107.10	Council Services Management Angurugu	01/07/2024-23/04/2025	Completed

107.11	Council Services Management	Milyakburra	01/07/2024-23/04/2025	Completed
107.12	Council Services Management	Umbakumba	01/07/2024-23/04/2025	Completed
107.13	Council Services Management	Yirrkala	01/07/2024-30/06/2025	Completed
107.14	Council Services Management	Gunyangara	01/07/2024-30/06/2025	Completed
107.15	Council Services Management	Gapuwiyak	01/07/2024-30/06/2025	Completed
107.16	Council Services Management	Ramingining	01/07/2024-30/06/2025	Completed
107.17	Council Services Management	Milingimbi	01/07/2024-30/06/2025	Completed
107.18	Council Services Management	Galiwin'ku	01/07/2024-30/06/2025	Completed
107.19	Deliver Council Services under SLA Arrangements with the Newly Establish Groote Archipelago Regional Council in Angurugu, Umbakumba and Milyakburra		01/07/2024-23/04/2025	Completed

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Council Services Variance reporting - Complete 100% of variance reports on time as per variance reporting calendar	%	100.00	100.00
Council Services Work Health & Safety – Complete all Work Health & Safety activities as per Work Health & Safety Calendar	#	100.00	85.00
Council Services Stakeholder Meetings – Attend or facilitate 6 stakeholder meetings per financial year	#	54.00	51.00
Council Services Budget Expenditure – Ensure that operational expenditure is within budgeted allowance	%	100.00	100.00
Council Services Emergency Management – All cyclone management documents are correct and up to date for the financial year	#	9.00	9.00
Council Profile – Minimum capture and update on 3 community events or workplace achievements per month.	#	324.00	260.00
Post Office Staff Training – 100% of staff engaged with post services have completed Australia Post training requirements	%	100.00	100.00
Client satisfaction with Council Services – Maximum of 3 complaints per location per year	#	9.00	0.00
Operational Hours – Ensure that all Community Council offices are open for 90% of publicised hours	%	90.00	90.00
Budget Expenditure – Ensure that operational expenditure is within budgeted allowance	%	100.00	100.00

Service Profile:	147 - Community Patrol and Sobering Up Shelters (SUS) Services
Business Unit:	Council Services Leadership

Description:

East Arnhem Regional Council delivers Community Night Patrol services in all six communities and the township of Nhulunbuy. The service supports community safety by offering early intervention, monitoring public areas, and providing assistance to individuals at risk of harm.

Patrol teams respond to situations involving antisocial behaviour, family conflict, and alcohol-related incidents, aiming to reduce harm and connect individuals with appropriate supports. In Nhulunbuy, patrol operations are based out of the Sobering Up Shelter, which

provides a safe overnight space for people affected by alcohol.

The service supports local safety priorities and promotes culturally informed approaches to conflict resolution and community wellbeing.

Achieved Outcomes:

Worked with communities and partners to provide a visible and responsive safety presence that helps reduce harm and supports safer, more resilient communities.

Actions:

Action ID	Action	Timeline	Status
<i>Budget Type: Operating (recurrent)</i>			
147.01	Deliver an appropriate Community Night Patrol service for Milingimbi	01/07/2024- 30/06/2025	Completed
147.02	Deliver an appropriate Community Night Patrol service for Galiwin'ku	01/07/2024- 30/06/2025	Completed
147.03	Deliver an appropriate Community Night Patrol service for Angurugu	01/09/2024-23/04/2025	Completed
147.04	Deliver an appropriate Community Night Patrol service for Umbakumba	01/09/2024-23/04/2025	Completed
147.05	Deliver an appropriate Community Night Patrol service for Milyakburra	01/09/2024-23/04/2025	Completed
147.06	Deliver an appropriate Community Night Patrol service for Ramingining	01/07/2024- 30/06/2025	Completed
147.07	Deliver an appropriate Community Night Patrol service for Gapuwiyak	01/07/2024- 30/06/2025	Completed
147.08	Deliver an appropriate Community Night Patrol service for Gunyangara	01/07/2024- 30/06/2025	Completed
147.09	Deliver an appropriate Community Night Patrol service for Yirrkala	01/07/2024- 30/06/2025	Completed
147.10	Deliver Community Patrol and Sobering Up Shelters (SUS) Services under SLA Arrangements with the Newly Establish Groote Archipelago Regional Council in Angurugu, Umbakumba and Milyakburra	01/09/2024-23/04/2025	Completed

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Community Patrol Staff Retention – 80% of staff retained per financial year	%	80.00	31.25
Community Patrol Staff Training – 100% of staff engaged with Community Patrol have commenced some formal training	%	100.00	80.00
Community Patrol Indigenous Employment – 90% of hours worked in the reporting period under the activity, are worked by an Indigenous person.	%	90.00	84.34
Community Patrol Expenditure – Community Patrol expenditure is within 5% of annual budget.	%	95.00	88.00
Community Night Patrol Client Satisfaction – Maximum of 3 Complaints per financial year	#	3.00	0.00
Sobering Up Shelter Client Satisfaction – Maximum of 3 Complaints per financial year	#	3.00	0.00



Community Night Patrol, Yirrkala, NT, 2025.
Photo: East Arnhem Regional Council.

Service Profile:	146 - Community Media
Business Unit:	Council Services Leadership

Description:

Provide, develop and maintain community communications opportunities through community radio services. RIBS (Remote Indigenous Broadcasting Services) aims to strengthen and support Indigenous broadcasters so that Aboriginal and Torres Strait Islander people can access culturally appropriate and regionally relevant broadcasting services.

Achieved Outcomes:

Delivered services to support a well-functioning community.

Actions:

Action ID	Action	Timeline	Status
<i>Budget Type: Operating (recurrent)</i>			
146.01	Community Media Facilitate the delivery of Community Radio for EARC Communities	01/07/2024-30/06/2025	Completed

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Number of weekly promotions of programs, events and activities by Council, stakeholders and organisations - Minimum 1 per location per broadcasting session	#	104	104
Number of live interviews per month in each community	#	60.00	2.00
Number of Indigenous Media Broadcasting Officers employed	#	5.00	2.00
Community Media Local indigenous broadcasting hours per community per week	%	90.00	90.00
Community Media Operational Expenditure – Expenditure within approved budget	%	100.00	100.00

Service Profile:	139 - Visitor Accommodation
Business Unit:	Commercial and Agency Services Leadership

Description:

Provide and manage effective and efficient delivery of accommodation services to visitors visiting the communities of Gapuwiyak, Ramingining and Galiwin'ku.

Achieved Outcome:

Ensured buildings, plant, equipment and fleet vehicles are fit for purpose and sufficient to provide service deliverables through maintenance and security practices.

Engaged with community members and stakeholders to ensure visitor accommodation services are responsive to local needs and support broader community wellbeing.

Actions:

Action ID	Action	Timeline	Status
<i>Budget Type: Operating (recurrent)</i>			
139.01	Operate and maintain Visitor Accommodation in Galiwin'ku	01/07/2024-30/06/2025	Completed
139.02	Operate and maintain Visitor Accommodation in Ramingining	01/07/2024-30/06/2025	Completed
139.03	Operate and maintain Visitor Accommodation in Gapuwiyak	01/07/2024-30/06/2025	Completed

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Visitor Accommodation annual operations expenditure within approved budget	%	100.00	100.00
Visitor Accommodation annual income turnover - minimum 90% of budgeted revenue	%	90.00	85.00
Visitor Accommodation Client Satisfaction – Maximum of 3 complaints per year	#	9.00	0.00

3

Community Services



East Arnhem Regional Council and SoundEd. School Holiday Program - Music Video Workshop,
with support from Yalu Aboriginal Corporation and Northern Territory Government,
Galiwin'ku, NT, 2025. Photo: East Arnhem Regional Council

3 – Community Services

Service Profile:	115 - Library Services
Business Unit:	Library Services

Description:

East Arnhem Regional Council delivers inclusive and culturally responsive Library Services that promote, celebrate, and protect the cultural heritage, histories, and knowledge systems of both Indigenous and Western ways of learning. Our libraries are safe-places that promote learning, connection, and creativity—fostering literacy, lifelong learning, and equitable access to information for all residents and visitors.

Library Services are delivered by the Active Communities teams in Galiwin'ku, Milingimbi, and Ramingining, while the Nhulunbuy Library operates as an independent central hub. These services are supported through funding from Library & Archives NT.

The Gapuwiyak Library, originally established under the former Youth, Sport & Recreation service to support the Trauma Informed Care program, continues to operate as an independent community library. It is currently progressing towards formal integration with Library & Archives NT, with a focus on strengthening service delivery and community access.

The Nhulunbuy Library serves as a strategic hub within East Arnhem Regional Council's Library Services, operating under a joint-use agreement with Nhulunbuy High School and extending its reach to the broader township, including Yirrkala and Gunyangara. As the central repository of cultural heritage for the region, the library plays a vital role in documenting, preserving, and sharing stories, language resources, artworks, and cultural materials that reflect the rich traditions of East Arnhem communities. Through close collaboration with remote community libraries, the Nhulunbuy Library supports cultural continuity, education, and intergenerational learning by ensuring these resources are accessible to both residents and visiting patrons. Its strategic positioning enables the library to act as both a knowledge centre and a cultural conduit—supporting Council's broader vision for cultural preservation, lifelong learning, and inclusive community development.

All East Arnhem Regional Council libraries provide:

- Free public Wi-Fi and internet access
- Public access computers and modern digital technology
- A curated collection of physical and digital resources including books, magazines, and culturally relevant materials for children and adults
- Support for learning and cultural exchange activities, such as storytelling sessions, art and craft events, school holiday programs, and community literacy projects

The service is currently delivered by a dedicated team of 10 staff across the region, including Library & Cultural Heritage Workers in remote communities, and a Library Manager, Library Assistants, and Library Program Assistants based at the Nhulunbuy Library.

Achieved Outcomes:

East Arnhem Regional Council's Library Services strengthened community access to inclusive and culturally responsive learning environments across the region. The Nhulunbuy Library has enhanced its role as a central hub for cultural preservation, supporting the documentation and sharing of stories, language resources, and heritage materials and is prepared as a service to directly support the community libraries. Through free Wi-Fi, public computers, and curated educational resources, the service improved digital inclusion and equitable access to information. Community engagement was further enriched through storytelling sessions, art and literacy programs that promoted intergenerational learning, while the Gapuwiyak Library made significant progress towards formal integration with Library & Archives NT to strengthen its long-term service delivery.

Actions:

Action ID	Action	Timeline	Status
<i>Budget Type: Operating (recurrent)</i>			
115.01	Provide support for the operations and development of community library services at Angurugu	01/07/2024 - 30/06/2025	Completed
115.02	Provide support for the operations and development of community library services at Galiwin'ku	01/07/2024 - 30/06/2025	Completed
115.03	Provide support for the operations and development of community library services at Milingimbi	01/07/2024 - 30/06/2025	Completed
115.04	Provide support for the operations and development of community library services at Ramingining	01/07/2024 - 30/06/2025	Completed
115.05	Provide support for the operations and development of community library services at Umbakumba	01/07/2024 - 30/06/2025	Completed
115.06	Develop EARC policies and procedures for all EARC library services	01/07/2024 - 30/06/2025	Ongoing
115.07	Provide support for the operations and development of public library services at Nhulunbuy	01/07/2024 - 30/06/2025	Ongoing
115.08	Deliver support for the operations and development of community library services under SLA Arrangements with the Newly Establish Groote Archipelago Regional Council in Angurugu, Umbakumba and Milyakburra	01/07/2024 - 30/06/2025	Rescinded

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Client satisfaction with Library services – Maximum of 3 complaints per location per year.	#	15.00	00.00
Library Operational Hours – Ensure that all libraries are open for 90% of publicised hours.	%	90.00	100.00
Library Budget Expenditure – Ensure that operational expenditure is within budgeted allowance.	%	100.00	100.00
Library Audit/Visits – Regional Manager audit of operations at each library every 6 months.	#	10.00	10.00
Library Staff Development – Community Library Officers attend annual Library forum - 75% attendance by library staff.	%	75.00	00.00
Library Staff Training	#	15.00	15.00
• Each location undertakes 2 formal, in house training session per calendar year with Regional Manager • Each location undertakes 1 formal external training session per calendar year			



East Arnhem Regional Council Library, Galiwin'ku, NT, 2025.
Photo: East Arnhem Regional Council.

Service Profile:	141 - Aged Care and Disability Services
Business Unit:	Aged Care and Disability Services

Description:

East Arnhem Regional Council's Aged Care Services support the elderly across the region to live independently, age with support, and remain connected to their culture, families, and communities. Our services are delivered in accordance with the Aged Care Quality Standards and are underpinned by a wellness-focused, person-centred approach that prioritises individual choice, independence, and cultural safety.

We work in partnership with each client to develop individualised care plans that reflect their unique needs, preferences, and goals. Our services include assistance with daily living, support to participate in social and cultural activities, and respite care that provides essential relief for families and carers. The focus is not only on meeting immediate care needs, but also on promoting long-term wellbeing and active ageing.

Our teams receive ongoing training and professional development to ensure they have the skills, tools, and cultural understanding required to deliver respectful, responsive, and high-quality care. Through close collaboration with Elders, families, and service partners, we continue to create inclusive, supportive environments where older people are valued, empowered, and supported to lead fulfilling lives on country.

Achieved Outcomes:

East Arnhem Regional Council's Aged Care Services achieved strengthened support for elderly community members to live independently and remain connected to their culture, families, and communities. Services were delivered in alignment with the Aged Care Quality Standards, with an emphasis on wellness, cultural safety, and individual choice. Individualised care plans were developed in partnership with clients to ensure responsive and person-centred support, while respite and social programs enhanced family wellbeing and community participation.

Actions:

Action ID	Action	Timeline	Status
<i>Budget Type: Capital</i>			
141.01	Execution of the construction phase of the Yirrkala Aged Care and Disability Services Centre.	01/07/2024-30/06/2025	Ongoing
<i>Budget Type: Operating (recurrent)</i>			
141.02	Continue to support collaboration between EARC Aged and Disability Services, NT Government Clinics, Miwatj Health Clinics, Marthakal and Laynhapuy homelands.	01/07/2024-30/06/2025	Completed
141.03	Provide Indigenous and Torres Strait Flexible Aged Care, Provide Home Care Packages, Commonwealth Home Support Program, National Disability Insurance Scheme (NDIS) services in Angurugu	01/07/2024-30/06/2025	Completed
141.04	Provide Home Care Packages, Commonwealth Home Support Program, NDIS services in Galiwin'ku	01/07/2024-30/06/2025	Completed

141.05	Provide Home Care Packages, Commonwealth Home Support Program, NDIS services in Gapuwiyak	01/07/2024-30/06/2025	Completed
141.06	Provide Home Care Packages, Commonwealth Home Support Program, NDIS services in Milingimbi.	01/07/2024-30/06/2025	Completed
141.07	Provide Home Care Packages, Commonwealth Home Support Program, NDIS services in Umbakumba.	01/07/2024-30/06/2025	Completed
141.08	Continue to implement the Aged and Disability sector reforms as per Government legislation and regulatory requirements	01/07/2024-30/06/2025	Completed
141.09	Maintain all relevant data including databases such as ETools, Medicare, DEX and NDIS as per legislative requirements	01/07/2024-30/06/2025	Completed
141.10	Continue to promote and educate clients, families, communities, Council and stakeholders in the Aged and Disability reforms	01/07/2024-30/06/2025	Completed
141.11	Market and promote East Arnhem Regional Council Aged and Disability Services as a 'Service Provider of Choice' to strengthen their position in the emerging competitive business space	01/07/2024-30/06/2025	Completed
141.12	Advocate for change to the Aged and Disability Government reforms to enable flexibility to provide more effective and efficient service delivery to meet the needs of all clients in the region.	01/07/2024-30/06/2025	Ongoing
141.13	Deliver Aged Care and Disability Services under SLA Arrangements with the Newly Establish Groote Archipelago Regional Council in Angurugu, Umbakumba and Milyakburra	01/07/2024-30/06/2025	Rescinded

Key Success Factors:

Performance Measure	Units	24/25	Actuals
NDIS Consumer Satisfaction - 70% of NDIS participants are satisfied with the services provided	%	100.00	100.00
Aged Care Consumer Satisfaction – 90% of Aged Care participants are satisfied with the services provided	%	90.00	100.00
Aged Care & Disability Complaints – maximum number of 1 complaint per service per financial year	#	7.00	0.00
Utilisation for Individual Home Care Packages – 70% of all individual Home Care Package funds in utilised	%	70.00	70.00
NDIS Individual plan utilisation – 60% utilisation of individual NDIS plans by participants	%	80.00	80.00
NTJP Utilisation – 100% utilisation of Northern Territory Jobs Package (NTJP) grant funds	%	100.00	100.00
Aged Care Client Plans – Number of care plans in place match the number of enrolled clients	%	100.00	100.00
Aged & Disability Compliance – 100% of Aged & Disability Services calendar items are complete	%	100.00	100.00



Marion Shaw with Peter Bayaka at the Aged Care Services & Disability Services Centre, Milngimbi, NT, 2025.

Service Profile:	145 - Children and Family Services
Business Unit:	Children Families and Libraries

Description:

East Arnhem Regional Council delivers early childhood education and family support programs that promote the health, wellbeing, and development of young children and strengthen family and community connections across the region. Our Child Care Services are designed to provide safe, inclusive, and culturally responsive environments where children can grow, learn, and thrive.

Funded through the Community Child Care Fund (Restricted) by the Department of Education, Skills and Employment, we operate four child care centres in Gapuwiyak, Galiwin'ku, Umbakumba and Yirrkala. These services offer flexible, high-quality early childhood education that supports the developmental needs of children whilst enabling parents and caregivers to participate in employment, training, and community life.

In Gapuwiyak, our services are complemented by the Nutrition & Wellbeing Program, delivered in partnership with Anglicare NT through the Communities for

Children initiative. This program encourages families to build healthy eating habits and sustainable food practices through group activities and community-led education.

Achieved Outcomes:

East Arnhem Regional Council's Child Care Services strengthened early childhood education and family support across the region, fostering safe, inclusive, and culturally responsive learning environments for young children. The four child care centres continued to provide high-quality, flexible education that met developmental needs while supporting parents and caregivers to engage in work, training, and community life. In Gapuwiyak, the Nutrition & Wellbeing Program, delivered in partnership with Anglicare NT, enhanced family participation and promoted healthy lifestyles through community-led education and practical group activities, contributing to improved health and wellbeing outcomes for children and families.

Actions:

Action ID	Action	Timeline	Status
<i>Budget Type: Operating (recurrent)</i>			
145.01	Through Anglicare NT Communities for Children Funding, support staff to deliver children, family, parenting, and nutrition programs in small scale projects across EARC Communities	01/07/2024-30/06/2025	Ongoing
145.02	Support and develop the operations of the Child Care service at Gapuwiyak	01/07/2024-30/06/2025	Ongoing
145.03	Support and develop the operations of the Child Care service at Umbakumba	01/07/2024-30/06/2025	Rescinded
145.04	Support and develop the operations of the Child Care service at Galiwin'ku	01/07/2024-30/06/2025	Ongoing
145.05	Support and develop the operations of the Child Care service at Yirrkala	01/07/2024-30/06/2025	Ongoing
145.06	Support the provision of early childhood and family services on all EARC Communities	01/07/2024-30/06/2025	Ongoing
145.07	Develop and review EARC policies and procedures for Child Care and Family Services	01/07/2024-30/06/2025	Ongoing

145.08	Deliver Children and Family Services under SLA Arrangements with the Newly Establish Groote Archipelago Regional Council in Angurugu, Umbakumba and Milyakburra	01/07/2024-30/06/2025	Rescinded
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Key Success Factors:

Performance Measure	Units	24/25	Actuals
Child Care Enrolments - Clients engaged in the service are correctly enrolled and registered for Child Care Subsidy or Additional Child Care Subsidy.	%	100.00	100.00
Child Care Systems - Children's Services Coordinators trained in Xplore Child Care Management System.	%	100.00	100.00
Child Care Staff Training - Number of child care staff actively studying or have completed Certificate 3 or Diploma in Early Childhood Education and Care.	%	100.00	90.00
Family Services Professional Development - Staff employed in family services participate in at least 2 professional development opportunities per year.	%	100.00	100.00
Child Care Client Satisfaction – Maximum of 3 complaints received per location per year.	#	12.00	0.00



East Arnhem Regional Council
Child Care Services, Galiwin'ku, NT, 2025.

Service Profile:	152 - Youth, Sport, and Recreation Services
Business Unit:	Youth Sport and Recreation

Description:

East Arnhem Regional Council's Active Communities supports the wider community to thrive by delivering safe, engaging, and culturally grounded sport, recreation, and scheduled activities across the East Arnhem communities. These services promote physical and mental wellbeing, strengthen cultural identity, and build strong foundations for social connection, personal growth, and individual development.

Through the Youth, Sport and Recreation stream, the service offers structured and flexible activities that respond to local needs and priorities. These include physical activities, cultural programs, arts, music, crafts, and life-skills activities designed to build confidence and resilience. By increasing participation and supporting community-led delivery, we foster local leadership and build sustainable pathways for young people to remain engaged, active, and proud of their identity. This foundational grant provided by NIAA enables consistent engagement, capacity-building, and connection to culture for children and young people in remote communities.

In addition, the program has been significantly strengthened by new five-year funding through the Active Regional and Remote Communities Program (ARRCP), supporting a more structured and coordinated regional approach to regional sporting activities and competitions. This investment enables the delivery of inter-community sports events, pre-planned provider visits, and community gala days, enhancing regional cohesion, youth development, and access to meaningful participation opportunities.

As part of East Arnhem Regional Council's evolving approach to integrated community services, Library Services have now transitioned under Active Communities, broadening the scope of engagement and strengthening alignment with community development, cultural enrichment, and lifelong learning initiatives. This move positions libraries as key community hubs that go beyond traditional literacy services—supporting intergenerational learning, cultural storytelling, digital inclusion, and access to information. By embedding Library Services within Active Communities, we are enhancing opportunities to promote local languages, histories, and creative expression, and to strengthen their role as vital spaces for cultural preservation, knowledge sharing, and community-led programming across East Arnhem.

Our teams work in close collaboration with the communities to ensure that all activities are inclusive, respectful, and responsive to the cultural and developmental needs of children and young people. By focusing on active lifestyle and ongoing engagement, Active Communities continues to contribute to healthier, stronger, and more connected communities across East Arnhem.

Achieved Outcomes:

East Arnhem Regional Council's Active Communities program strengthened community wellbeing and participation across the region through the delivery of inclusive, engaging, and culturally grounded sport, recreation, and community activities. The Youth, Sport and Recreation stream continued to empower young people through structured and flexible programs that built confidence, resilience, and leadership, while promoting connection to culture and community.

The new five-year funding secured through the Active Regional and Remote Communities Program (ARRCP) enhanced regional collaboration, enabling the delivery of inter-community sporting events, provider visits, and gala days that fostered unity and youth development. The integration of Library Services under Active Communities further broadened the program's reach, positioning libraries as dynamic community hubs for cultural preservation, digital inclusion, and lifelong learning. Through close collaboration with communities, Active Communities contributed to stronger, healthier, and more connected East Arnhem communities.

Actions:

Action ID	Action	Timeline	Status
<i>Budget Type: Operating (recurrent)</i>			
152.01	Deliver Youth Sport and Recreation programs at Angurugu	01/07/2024-30/06/2025	Completed
152.02	Deliver Youth Sport and Recreation programs at Umbakumba	01/07/2024-30/06/2025	Completed
152.03	Deliver Youth Sport & Recreation at Milyakburra and develop local capacity to become more sustainable.	01/07/2024-30/06/2025	Rescinded
152.04	Deliver Youth Sport and Recreation programs at Galiwin'ku	01/07/2024-30/06/2025	Completed
152.05	Deliver Youth Sport and Recreation programs at Gapuwiyak	01/07/2024-30/06/2025	Completed
152.06	Deliver Youth Sport & Recreation at Gunyangara and develop local capacity to become more sustainable	01/07/2024-30/06/2025	Ongoing
152.07	Deliver Youth Sport and Recreation programs at Ramingining	01/07/2024-30/06/2025	Completed
152.08	Deliver Youth Sport and Recreation programs at Milingimbi	01/07/2024-30/06/2025	Completed
152.09	Deliver Youth Sport and Recreation programs at Yirrkala	01/07/2024-30/06/2025	Completed
152.10	Deliver the Active Regional and Remote Communities Program in the East Arnhem communities	01/07/2024-30/06/2025	Completed
152.11	Deliver Youth Diversion services in the East Arnhem communities	01/07/2024-30/06/2025	Completed
152.12	Deliver CaFIS services in Gapuwiyak	01/07/2024-30/06/2025	Completed
152.13	Foster and support collaboration between EARC Youth, Sport and Recreation services and other internal and external stakeholders	01/07/2024-30/06/2025	Ongoing
152.14	Deliver Youth Sport and Recreation Services under SLA Arrangements with the Newly Establish Groote Archipelago Regional Council in Angurugu, Umbakumba and Milyakburra	01/07/2024-30/06/2025	Rescinded

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Number of engagements in YSR activities per month	#	2000.00	4000.00
Percentage of operational days per week YSR programs conducted in each community reached – Target 95% of planned hours	%	95.00	95.00
Percentage of positions filled – 80% of annual salary budget is expended	%	80.00	100.00
Indigenous Employment – Indigenous staff works 70% of total hours worked in the reporting period under the activity.	%	70.00	70.00
YSR Staff Professional Development – 80% of staff engaged in the service are undertaking some form of formal training.	%	80.00	100.00
Average number of CaFIS participants	#	10.00	10.00

East Arnhem Regional Council, AFLX Under 15's,
Gapuwiyak and Yirrkala teams, Gapuwiyak, NT, 2024.
Photo: East Arnhem Regional Council.



4

Financial Services



Gapuwiyak, NT, 2025. Photo: East Arnhem Regional Council.

4 – Financial Services

Service Profile:	114 - Information Communications and Technology (ICT) Services
Business Unit:	Information Communications and Technology

Description:

Provision of Information Technology services including:

- Development and maintaining the ICT Asset Management System.
- Managing ICT Software. Contracts and Procurement
- Establish and review of ICT policies and procedures
- Development, Review, and advice on improvements to the ICT Strategic Plan
- Ongoing review and upgrade of current ICT infrastructure.
- Provide ongoing technical advice, support and recommendations for Staff.
- Ensure community management have timely information on ICT outages and ETA's on any recommencement of connectivity with 12 hourly updates as a minimum.

Achieved Outcomes:

Develop the Council's perception through high standards of business practices, communications and transparency.

Throughout 2024–2025, ICT has continued to strengthen Council's technology environment by improving asset tracking, refining processes, and enhancing service delivery. The ICT Asset Management System has been actively maintained and expanded, ensuring greater accuracy and visibility of Council's assets. Software licenses and support agreements were reviewed and adjusted during renewal negotiations, with de-amalgamation activities factored into ongoing management to maintain compliance and cost efficiency.

Several new support procedures have been developed to capture key information and provide consistency in the management of Council systems. Council's ICT infrastructure has also been maintained and upgraded, with efficiencies introduced in network routing to reduce reliance on legacy CouncilBiz services.

A significant outcome this year was the resolution of the Milngimbi outage, which led to the identification of deficiencies in Telstra's services. This has since been mitigated through the deployment of backhaul services, delivering improved stability and resilience for the community.

Together, these initiatives have supported reliable ICT operations, improved transparency, and strengthened Council's overall service capability.

Actions:

Action ID	Action	Timeline	Status
<i>Budget Type: Operating (recurrent)</i>			
114.01	Implementation of Close Circuit Television (CCTV) for Public Safety – actively pursue grants and funding for the implementation of CCTV throughout the Communities and for Key facilities and public areas for community safety.	01/07/2024-30/06/2025	Ongoing
114.02	Actively pursue and Implement smart device capable security camera and remote monitoring systems in all Council housing.	01/07/2024-30/06/2025	Ongoing
114.03	Manage all telecommunication services throughout EARC and provide reporting to managers on any system failures or outages, in addition to Local Authorities if required.	01/07/2024-30/06/2025	Ongoing
114.04	Conduct 6 monthly ICT inspections and condition audits in Community operational Locations.	01/07/2024-30/06/2025	Completed
114.05	Conduct Bi-annual satisfaction survey on ICT performance with end user programs.	01/07/2024-30/06/2025	Completed

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Completion of all capital and leasing purchases as per budget	%	100.00	100.00
All maintenance and systems issues are actioned and reported on within 24 hrs	%	100.00	100.00
Pursue additional operational grants for the program	#	1.00	0.00
Reduced expenditure across ICT charges and Internal ICT Allocations throughout all service programs	%	10.00	13.00
Improved EARC staff user experience in Information Technology through information and training sessions Bi-annually in each community	#	16.00	2.00
Conduct Bi-annual satisfaction survey on ICT performance with end user programs.	%	90.00	81.00

Service Profile:	167 – Financial Services
Business Unit:	Financial Services Leadership

Description:

Provide effective and efficient financial services.

Achieved Outcomes:

Develop the Council's perception through high standards of business practices, communications and transparency.

Financial reporting for 2024–2025 is currently in its final stages, with completion expected shortly. The financial year is progressing in line with expectation. All 12 statutory financial reports and budget revisions were delivered on time, demonstrating strong performance in financial governance and ensuring transparency and compliance with statutory requirements.

Actions:

Action ID	Action	Timeline	Status
167.01	Ensure Council continues to work towards sustainable financial performance	01/07/2024-30/06/2025	Completed
167.02	Undertake regional annual rates and waste chargers billing for the Region inclusive of the Groote Archipelago Regional Council area annual notice and collection	01/07/2024-30/06/2025	Completed

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Financial statement meets statutory and audit requirements	%	100.00	100.00
Budget and Long Term Financial Plan meets statutory requirements	%	100.00	100.00
Complete all regional Rates and Waste annual billing inclusive of the Groote Archipelago Regional Council area collection and process billing income transfers to the Groote Archipelago Regional Council for the period from 01/09/2024 to 30/06/2025	%	100.00	100.00
Percentage of Rate and Sundry Debtors Outstanding	%	<1	5.7



5

People
Services

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First Aid Training, Gapuwiyak, NT, 2025.

5 – People Services

Service Profile:	166 – People Services
Business Unit:	People Services Leadership

Description:

Assist the Council to make decisions on the utilisation and allocation of resources to meet Council's objectives. Oversee the industrial framework and facilitate organisational change and development to achieve a strong workforce alignment between workplace planning strategies and Council goals.

Achieved Outcomes:

Develop the Council's perception through high standards of business practices, communications and transparency.

Our Human Resource team provided significant partnership, support and achieved various outcomes in the year including:

- Supporting the Enterprise Agreement (EA) negotiations resulting in its approval.

- Partnered directors and managers in accomplishing Business Objectives by formulating effective HR Strategies.
- Partnered directors and managers to lead and facilitate change so as to make service delivery responsive and connected.
- Supported Finding the Right Employees for the Right Jobs at the Right Time.
- Supported and offered advice on employee feedback/performance management and performance counselling.
- Enhanced Work Health & Safety Management compliance.
- Promotion of an industrial relations atmosphere conducive to the achievement EARC's goals.
- Ensure EARC adhered to the terms and conditions stipulated in the EA and adhered to Regulations and employment related laws.

Actions:

Action ID	Action	Timeline	Status
166.01	Document and review policies and standard operating procedures for the management of People Services functions.	01/07/2024-30/06/2025	Ongoing
166.02	Assist with the development of the Annual Plan and Annual Report	01/07/2024-30/06/2025	Completed
166.03	Ensure risk management is owned and maintained across the organisation to lower Council's overall risk	01/07/2024-30/06/2025	Ongoing

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Percentage of organisational workforce identifying as Indigenous	%	70.00	53.00

Service Profile:	166 – People Services
Business Unit:	Work Health and Safety

Description:

Key activities include:

- Risk Assessment and Management
- Training and Education
- Incident Reporting and Investigation
- WHS-specific Policy Development and Review
- Safety Audits
- Emergency Response and Natural Disaster
- Organisational WHS Compliance

Achieved Outcomes:

Lucidity WHS Software Implementation

Significant progress has been made in the ongoing implementation and enhancement of Lucidity’s WHS software across multiple modules, with dedicated efforts to streamline emergency equipment management, incident reporting, asset tracking, and staff training. Testing, feedback collection, and collaboration remain central to these improvements.

Key Achievements:

- Asset & Emergency Equipment Registers: Emergency equipment details and expiry dates are being systematically entered, with a new expiry date form for First Aid Kits and Defibrillators now live and assigned to relevant staff.
- Incident Reporting Enhancements: The Lucidity Incident Report form is actively used. The support team is refining its notification system to ensure multiple managers receive timely alerts depending on the nature of incidents.
- EARC Fleet Register & Pre-Start Checks:The full fleet register has been uploaded. The process for QR code-enabled pre-start vehicle checks is in development, with dashboard stickers and user training pending rollout.
- WHS Induction Platform: Upgrades to the WHS Induction module are underway, aiming for a more interactive experience with expected completion in October 2025.
- Staff Training: Training resources, including a PowerPoint presentation, have been developed. Training sessions are scheduled to focus on dashboards, form usage, and the benefits of Lucidity’s mobile integration.

WHS Performance: Improving Engagement in Scheduled Activities

Overview

Engagement levels across the organisation have noticeably declined in recent months, particularly in relation to scheduled activities such as Toolbox Talks and WHS Site Inspections. Greater involvement from Regional Managers and more targeted strategies are needed to reinvigorate participation.

WHS Scheduled Activity Engagement per month

Jul 2024	Aug 2024	Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Apr 2025	May 2025	June 2025
61%	64%	49%	59%	56%	37%	51%	48%	50%	50%	32%	63%

It was also noted that the KPI for WHS Audits annually was increased from two per year to six per year. This change was introduced late in the 2024 cycle after the WHS Scheduled Tasks calendar had already been published. Adding additional audits at this stage risked further disengagement.

Results of Quarterly WHS Staff satisfaction and improvement suggestion surveys

Question: Overall, how satisfied are you with the Workplace Health and Safety systems?

QTR 1	QTR 2	QTR 3	QTR 4
61.3%	61.8%	78.16%	81.58%

Actions:

Action ID	Action	Timeline	Status
<i>Budget Type: Operating (recurrent and initiatives)</i>			
166.01	Ensure organisational alignment with WHS Legislation and Regulatory requirements.	01/07/2024-30/06/2025	Ongoing
166.02	Constantly review Council WHS policies and Procedures for Compliance and industry / code best practice.	01/07/2024-30/06/2025	Ongoing
166.03	Develop a Staff knowledge Handbook about hazard or risk, and ways of eliminating or minimising risk for each Program / business unit area.	01/07/2024-30/06/2025	Ongoing
166.04	Ensure that the Council program operations has and uses appropriate resources and processes to eliminate or minimise risks to health and safety.	01/07/2024-30/06/2025	Ongoing
166.05	Continually Audit the effectiveness of existing control measures and whether they control all types of harm or risk.	01/07/2024-30/06/2025	Ongoing
166.06	Develop procedures on how to operate the range of Council machinery and small equipment safely	01/07/2024-30/06/2025	Completed
166.07	Develop a procedure and checklist surrounding public health and amenity cleaning and standards for newly commissioned public toilet blocks for the Parks and Gardens Teams.	01/07/2024-30/06/2025	Ongoing
166.08	Develop a procedure and checklist surrounding public health and amenity cleaning, standards and water quality testing requirements / and schedules for newly commissioned water park facilities for the Parks and Gardens Teams.	01/07/2024-30/06/2025	Ongoing
166.09	Develop and implement a Quarterly WHS Staff satisfaction and improvement suggestion survey.	01/07/2024-30/06/2025	Completed

166.10	Provide an area focus and improvement plan to the Executive on high or recurrent percentage injuries or incidents Quarterly	01/07/2024-30/06/2025	Completed
166.11	Develop and implement strategies internally on reducing Workplace Stress	01/07/2024-30/06/2025	Ongoing
166.12	Assist with the implementation of new and effective WHS software and reporting platforms	01/07/2024-30/06/2025	Ongoing

Key Success Factors:

Performance – KPI Measure	Units	24/25	Actuals
Percentage of risk assessments completed on schedule (Bi-monthly).	%	100	75
Percentage decrease in the number of reported workplace incidents annually.	%	50	37
Percentage decrease in the severity of reported workplace injuries annually.	%	50	31
Number of serious injury's requiring hospitalisation	#	0	0
Percentage of employees who complete mandatory WHS training annually.	%	100	51
Percentage of incidents reported within 24 hours.	%	100	56
Percentage of operator error requiring assets insurance claims	%	0	41
Percentage of initial response and corrective actions implemented within the specified timeframe as per EARC policy.	%	100	100
Audits on the effectiveness of existing control measures and whether they control all types of harm or risk completed	#	4	2
Development of Staff Knowledge hand book completed	%	100	20
Audits on the effectiveness of existing control measures completed	#	2	1
Development of machinery and small equipment procedures completed	%	100	90
Procedure and checklist surrounding public health and amenity cleaning and standards for Public Toilets completed	%	100	80
Procedure and checklist surrounding public health and amenity cleaning, standards and water quality testing requirements / and schedules for newly commissioned water park facilities completed.	%	100	0
Quarterly WHS Staff satisfaction and improvement suggestion surveys completed	#	4	4
Area focus and improvement plans to the Executive on high or recurrent percentage injuries or incidents Quarterly completed	#	4	4
New WHS software and reporting platforms implementation completed	%	100	Ongoing

Percentage of WHS policies and procedures reviewed and updated bi-annually.	%	100	89
Number of WHS audits conducted annually in Angurugu	#	6.00	1.00
Number of WHS audits conducted annually in Umbakumba	#	6.00	1.00
Number of WHS audits conducted annually in Milyakburra	#	6.00	1.00
Number of WHS audits conducted annually in Galiwin'ku	#	6.00	1.00
Number of WHS audits conducted annually in Gapuwiyak	#	6.00	5.00
Number of WHS audits conducted annually in Gunyangara	#	6.00	1.00
Number of WHS audits conducted annually in Ramingining	#	6.00	1.00
Number of WHS audits conducted annually in Milingimbi	#	6.00	1.00
Number of WHS audits conducted annually in Yirrkala	#	6.00	1.00
Number of WHS audits conducted annually in Darwin	#	6.00	1.00
Number of WHS audits conducted annually in Nhulunbuy	#	6.00	3.00



First Aid Training, Galiwin'ku, NT, 2025.



Council Meeting, 2025, Nhulunbuy, NT. Photo: East Arnhem Regional Council.

5 – CEO Services

Service Profile:	168 - CEO Services - Local and Regional Advocacy, Representation, Governance, Support, Public, Customer and Client Relationship Management.
Business Unit:	Chief Executive Leadership

Description:

Provide strategic leadership and direction and manage Council's operations and activities ensuring effective and efficient service delivery to communities.

Achieved Outcome:

Developed the Council's perception through high standards of business practices, communications and trans-parency.

Actions:

Action ID	Action	Timeline	Status
168.01	Develop and implement an EARC Communication Strategy and Plan	01/07/2024-30/06/2025	Ongoing
168.03	Develop and distribute quarterly internal staff newsletters	01/07/2024-30/06/2025	Completed
168.04	Coordinate and implement group and individual professional development for Elected Members as requested	01/07/2024-30/06/2025	Completed
168.05	Plan and deliver Ordinary Council, Special Council, Finance Committee and Audit Committee as required.	01/07/2024-30/06/2025	Completed
168.06	Facilitate and assist the NT Electoral Commission with any required Local Government Election process including Byelections	01/07/2024-30/06/2025	Completed
168.07	Build effective relationships with governments, businesses and members of the public	01/07/2024-30/06/2025	Completed
168.08	Promote the East Arnhem Regional Council Community Sponsorship program	01/07/2024-30/06/2025	Completed
168.09	Promote, support and conduct cultural, civic and sporting events	01/07/2024-30/06/2025	Completed
168.10	Maintain an online calendar of Council and community events	01/07/2024-30/06/2025	Ongoing

168.11	Provide Advocacy and Representation	01/07/2024-30/06/2025	Ongoing
168.12	Ensure all Directorate operational areas operate in accordance with service requirement and expectations and deliver such requirements within relevant budget parameters.	01/07/2024-30/06/2025	Completed
168.13	Spend 1 week in each community location for the period to engage directly with stakeholder and community members surrounding the Councils operations to gauge additional delivery requirements / effectiveness of the current service delivery and feedback relating to required improvement of such services	01/07/2024-30/06/2025	Completed
168.14	Oversee all current and future service / leasing and acquisition contracts relevant to the directorate and Council operations	01/07/2024-30/06/2025	Ongoing

Key Success Factors:

Performance Measure	Units	24/25	Actuals
Support annual operations expenditure within approved budget	%	100.00	100.00
Council and Committee nonconfidential Agendas and Minutes are publicly available on website within legislative timeframes	%	100.00	100.00
Council and Committee Meetings achieve a quorum	%	100.00	100.00
Each Local Authority meets a minimum of four times a year	%	100.00	83.00
Audit Committee meets a minimum of three times a year	%	100.00	100.00



Governor-General Her Excellency the Honourable
Ms Sam Mostyn AC & Gumurr Marthakal
Councillor Evelyn Dhamarrandji
July 2024

Photo: East Arnhem Regional Council.

Legislative Compliances & Governance Disclosures

In line with the Local Government Act 2019, Council's Annual Report will be required to contain the following disclosures:

- A copy of Council's Audited Financial Statements.
- An assessment of Council's performance against the objectives stated in the Annual Plan.
- An itemisation of any shared services that Council has been involved in.
- Details of any delegations of the Council's functions and powers to a Council committee.
- An itemisation of any amounts paid to committee members.
- A summary of community engagement undertaken by the Council.
- An assessment of Council's performance of service delivery and projects.

Shared Services

The Council, in pursuit of enriching the lives of its constituents, has forged alliances with several entities to augment the efficacy of its services.

Local Government Association of the Northern Territory (LGANT):

EARC is a member of LGANT. The LGANT conference takes place twice a year and is attended by the CEO and the nominated Elected Members.

CouncilBiz

CouncilBiz is a Local Government Subsidiary of nine (9) Regional Councils of the Northern Territory and the Local Government Association of the Northern Territory. CouncilBiz was established to facilitate their efficient provision of administration, information technology and financial services. EARC works with CouncilBiz to improve the information technology services and processes implemented across the organization. During the financial year, CouncilBIZ commenced winding-up activities and ceased providing services

to the Council. East Arnhem Regional Council remains a member of CouncilBIZ until the completion of the wind-up process.

Delegations

Under Section 40 of the Local Government Act, Council may delegate powers and functions to a Committee, Local Authority and such delegations may only be made by resolution of Council at a Council Meeting.

Council has delegated to Finance Committee the power of Awarding Tenders, subject to the tender cost being under \$500,000.00 (excluding GST) and the tender evaluation report gets presented by the CEO.

Consultation

Each year, Council consults with public and requests feedback on the draft Annual Plan for the year ahead. The document is made public on the website, Council offices and newspaper adverts are published requesting feedback.

In 2025, the 2025-26 Annual Plan was adopted by Council through way of resolution on 26 June 2025. Prior to that, the document was made available to the public through the website and Council offices so that feedback can be provided. An advertisement in the local newspaper was publicised between 01 June and 26 June 2025, giving a timeframe of three weeks to provide feedback.

Reviewable Decisions

A reviewable decision is a decision that is designated as reviewable by the Local Government Act or by resolution of Council.

The following are designated by the Local Government Act as reviewable:

- a) A decision in relation to the correction of an entry in the assessment record under section 232(1) or 233(7).
- b) A regulatory order under section 286.
- c) A decision to refuse to suppress a person’s details in publicly available material under section 293(5).

There were thirty (30) reviewable decisions in 2024-2025:

The reviewable decisions were made at Council Meeting held in October 2024.

Property Number	Lot Number	Community	Comment/Reason
301108	66	Milyakburra	
301370	177	Umbakumba	
301469	34	Yirrkala	
302410	603	Galiwin’ku	
302411	604	Galiwin’ku	“We are disputing the charges as properties are still under construction, and charges should start from the date of completion and property is handed over to TFHC.”
302445	274	Ramingining	
302559	391	Ramingining	
302564	369	Ramingining	
302565	370	Ramingining	
302566	371	Ramingining	
302567	372	Ramingining	
302568	373	Ramingining	

Property Number	Lot Number	Community	Comment/Reason
302569	380	Ramingining	“We are disputing the charges as properties are still under construction, and charges should start from the date of completion and property is handed over to TFHC.”
302570	381	Ramingining	
302571	384	Ramingining	
302572	386	Ramingining	
302573	390	Ramingining	
302574	392	Ramingining	
302575	393	Ramingining	
302576	394	Ramingining	
302577	395	Ramingining	
302578	396	Ramingining	
302602	315	Yirrkala	
302603	316	Yirrkala	
302605	312	Yirrkala	
302608	318	Yirrkala	
302610	328	Yirrkala	
300375	126	Galiwinku	
300376	127	Galiwinku	
301742	545	Angurugu	

Freedom of Information

During the 2024–2025 financial year, East Arnhem Regional Council received two Freedom of Information (FOI) requests. Both requests were processed and finalised, with all matters resolved in accordance with the NT Information Act.



Yirrkala, NT. Photo: East Arnhem Regional Council.



Ramingining, NT. Photos: East Arnhem Regional Council.



Management Discussion and Analysis

Financial Year 2025

East Arnhem Regional Council

Overview

The following management discussion and analysis will concentrate on the East Arnhem Regional Council's financial performance and position in the 2025 financial year (FY 2025).

FY 2025 ACTUAL PERFORMANCE VERSUS FINAL BUDGET

	Note	Original Budget \$	Final Budget \$	Actual Performance \$	Variation between Final Budget and Actuals \$
OPERATING REVENUE					
Grants	A	27,076,226	27,300,539	29,972,686	2,672,147
User Charges and Fees		8,123,814	8,168,198	7,544,804	(623,393)
Rates and Annual Charges		8,637,848	8,678,777	8,727,095	48,319
Interest Income	B	1,173,916	1,258,171	1,890,645	632,474
Other Operating Revenues	C	6,505,297	3,458,302	3,067,507	(390,795)
TOTAL OPERATING REVENUES		51,517,101	48,863,987	51,202,737	2,338,751
OPERATING EXPENSES					
Employee Costs	D	25,740,667	23,850,814	20,356,064	(3,494,750)
Materials and Contracts	E	20,989,268	27,316,228	10,128,355	(17,187,873)
Elected Member Allowances		508,000	508,000	472,377	(35,623)
Elected Member Expenses		351,198	351,198	279,448	(71,749)
Council Committee & LA Allowances		226,800	82,000	71,881	(10,119)
Depreciation and Amortisation	F	3,857,893	4,353,111	4,940,397	587,286
Other Operating Expenses	G	13,961,403	16,083,889	12,894,479	(3,189,410)
TOTAL OPERATING EXPENSES		65,635,228	72,545,240	49,143,002	(23,402,238)
OPERATING (DEFICIT)		(14,118,127)	(23,681,253)	2,059,735	25,740,988
Loss on Council De-amalgamation	H	-	-	(19,996,660)	(19,996,660)
Non-operational Grants		-	193,286	766,037	572,751
Gain on Disposal of Assets		-	-	409,751	409,751
(DEFICIT)		(14,118,127)	(23,487,967)	(16,761,136)	26,313,740
Remove Non-Cash Item					
Less Non-Cash Income					
Profit on sale of fixed assets	H	-	-	(409,751)	(409,751)
Add back Non-Cash Expenses					
Depreciation and Amortisation	F	3,857,893	4,353,111	4,940,397	587,286
Loss on fixed assets write-offs		-	-	55,314	55,314
Loss on De-Amalgamation	H	-	-	10,919,620	10,919,620
Other non-cash transactions	H	-	-	81,605	81,605
TOTAL NON-CASH ITEMS		3,857,893	4,353,111	15,587,185	11,234,074

FY 2025 ACTUAL PERFORMANCE VERSUS FINAL BUDGET cont.

	Note	Original Budget \$	Final Budget \$	Actual Performance \$	Variation between Final Budget and Actuals \$
Less Additional Outflows					
Capital Expenditure	I	(6,858,181)	(8,301,678)	(8,084,794)	216,885
Carried Forward Revenue for FY2026	J	(1,650,467)	(1,148,937)	(7,062,599)	(5,913,662)
Transfer to Reserves	K	(6,302,551)	(6,097,104)	(6,645,130)	(548,026)
TOTAL ADDITIONAL OUTFLOWS		(14,811,198)	(15,547,719)	(21,792,523)	(6,244,803)
NET (DEFICIT)		(25,071,432)	(34,682,575)	(22,966,475)	31,303,010
Add Additional Inflows					
General Reserves transfer due to de-amalgamation		-	-	956,316	956,316
Carried Forward Grants Revenue		3,882,811	6,909,555	6,909,551	(4)
Transfer from Reserves	K	21,218,585	27,800,742	20,623,456	(7,177,286)
Proceeds from sale of assets	L	-	-	710,194	710,194
TOTAL ADDITIONAL INFLOWS		25,101,396	34,710,297	29,199,518	(5,510,779)
NET OPERATING POSITION - SURPLUS		29,964	27,722	6,233,043	25,792,231

NOTES

A Grants Actual performance higher than Budget

Mainly attributed to higher than budget Local Roads and Community Infrastructure and 4wd Buses funding received (\$535K) and (\$440k) respectively.

Funding received for GARC Establishment and Capital Funds and NTG Capital Grant Funding amounting to (\$367k) and (\$250k) respectively.

Funding received for Youth Sport and Recreation services is (\$103k) higher than budget and (\$153k) received for Waste and Resource Management.

B Interest Income Actual Performance higher than Budget

Interest income also increased substantially (\$632k) in comparison to current year budget which was attributed to favourable market conditions and

prudent financial management during the financial year.

C Other Operating Revenues Actual Performance lower than Budget

Other Operating Revenues decreased by (\$390k) in comparison to budget mainly due to a reduction in insurance claims in the current year.

FY 2025 ACTUAL PERFORMANCE VERSUS FINAL BUDGET cont.

NOTES

D Employee Costs \$3.5M lower than Budget

Services	Actual \$M	Budget \$M	Variance \$M
Aged Care Services	3.3	4.7	(1.4)
Council Services	2.1	2.8	(0.7)
Municipal Services	2.5	2.9	(0.4)
Community Patrol and SUS Services	2.0	2.2	(0.3)
Building and Infrastructure Services	1.0	1.2	(0.2)
Library Services	0.4	0.6	(0.2)
Waste and Environmental Services	0.9	1.1	(0.2)
Disability Services	0.8	1.0	(0.2)
Veterinary and Animal Control Services	0.4	0.6	(0.2)
Child Care Services	0.9	1.0	(0.1)
Information Communication and Technology Services	0.1	0.2	(0.1)
Community Media	0.0	0.1	(0.1)
Fleet and Workshop Services	0.2	0.3	(0.1)
Local Commercial Opportunities	0.2	0.2	(0.1)
Youth Services	0.4	0.5	(0.0)
Visitor Accommodation	0.1	0.1	0.0
Local Road Maintenance & Traffic Management	0.2	0.2	0.0
Executive Leadership Director of Community Services	0.3	0.3	0.0
Governance and CEO	0.6	0.6	0.0
People and Corporate Services	2.4	2.1	0.2
Active Communities	1.5	1.1	0.4
Total	20.4	23.9	-3.5

The Council proudly paid over \$20.36M to the employees that served the region. The employee targets that were most affected were Aged Care, Council Services, Municipal Services and Community Patrol and SUS Services where challenges faced included retention, attendance and attraction to work. Service disruptions and closures further impacted the end of year results.

E Materials and Contracts Actual performance lower than Budget

Services	Actual \$M	Budget \$M	Variance \$M
100 - Local Authoriti	0.0	0.0	0.0
107 - Council Svcs	0.2	0.2	0.0
108 - Veterinary and	0.1	0.2	0.0
112 - Fleet and Works	0.0	0.0	0.0
114 - Information Com	0.8	1.1	-0.3
115 - Library Service	0.0	0.0	0.0
116 - Lighting for Pu	0.1	0.4	-0.2
118 - Local Road Main	1.3	2.4	-1.1
119 - Local Road Upgr	0.8	6.8	-5.9
122 - Building and In	3.0	10.5	-7.4
129 - Waste and Envir	0.7	2.4	-1.7
139 - Visitor Accommo	0.1	0.1	0.0
141 - Aged Care and D	0.7	0.7	0.0
145 - Children & Fami	0.1	0.2	-0.1
146 - Community Media	0.0	0.0	0.0
147 - Community Patro	0.1	0.2	-0.1
152 - Youth, Sport an	0.5	0.7	-0.2
156 - Community Event	0.0	0.1	-0.1
157 - Local Commercia	0.1	0.1	0.0
164 - ExecLead DCS	0.0	0.0	0.0
167 - Financial Svcs	0.6	0.6	0.0
168 - Governanc & CEO	0.3	0.2	0.1
169 - Municipal Servi	0.2	0.4	-0.1
170 - Youth Services	0.0	0.0	0.0
171 - Disability Services	0.3	0.3	0.0
Total	10.3	27.3	-17.06

Materials and contractors were underspent by \$17.06M during the financial year compared to budget. Major underspend during the financial year was related to delayed projects for Building and Infrastructure and Local Road Upgrade services. Delayed approval from external Councils and project staffing impacted the Council's ability to carry out projects.

FY 2025 ACTUAL PERFORMANCE VERSUS FINAL BUDGET cont.

F Depreciation and Amortisation Actual performance higher than Budget

Actual includes year end adjustments on Right-of-Use lease and Airspace assets amortisation.

G Other Operating Expenses Actual performance lower than Budget

Lower than budget spending on Travel and Accommodation expenses, training related expenses, internet related expenses and contribution expense related to Local Authority projects as of June 2025.

H Refer to Note 11b and Note 23 of the general purpose financial statements. Note 23 relates to the de-amalgamation for EARC to GARC.

I Capital Expenditure Actual performance lower than Budget

Underspend associated with delays in Motor Vehicles, which had been committed at the end of the financial year coupled with a reduction in infrastructure projects. This was partially offset by an increase in actuals for plant and buildings.

Capital Classification	Actual \$M	Budget \$M
Land	0.0	0.0
Infrastructure*	0.3	3.6
Plant	2.0	1.4
Equipment	0.1	0.0
Motor Vehicles	1.1	2.8
Buildings*	4.6	0.5
Total	8.1	8.3 * Includes Work In Progress

J Refer to Note 21b of the notes to the financial statements for the listing of grants that will be carried over to financial year 2026.

K Refer to Replacement and Contingency Reserves table on the final page (page 8) of this document

L Refer to Statement of Cash Flows of general purpose financial statements.

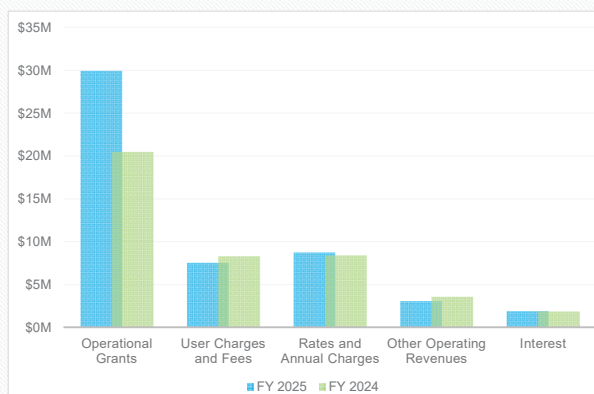
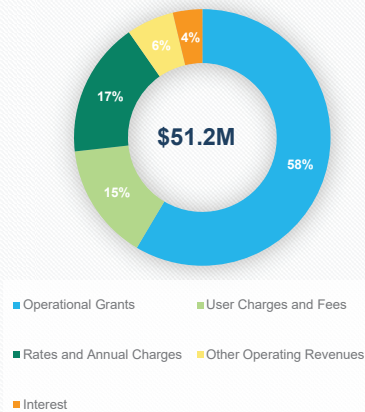
FY 2025 TOTAL EXPENDITURE FOR EACH COUNCIL COMMITTEE AND LOCAL AUTHORITY

	Council Committee & LA Allowances \$	Council Committee & LA Expenses \$	Total \$
Audit Committee	5,755	-	5,755
CEO Performance Review Committee	400	-	400
Finance Committee	3,400	-	3,400
LA - Angurugu	3,350	730	4,080
LA - Umbakumba	2,850	839	3,689
LA - Miliyakburra	2,650	637	3,287
LA - Ramingining	9,900	1,832	11,732
LA - Milingimbi	5,700	167	5,867
LA - Gapuwiyak	3,100	407	3,507
LA - Galiwinku	17,800	584	18,384
LA - Yirrkala	12,150	1,414	13,564
LA - Gunyangara	12,450	1,466	13,916
TOTAL	79,505	8,076	87,581

FINANCIAL ANALYSIS OF REPORTS

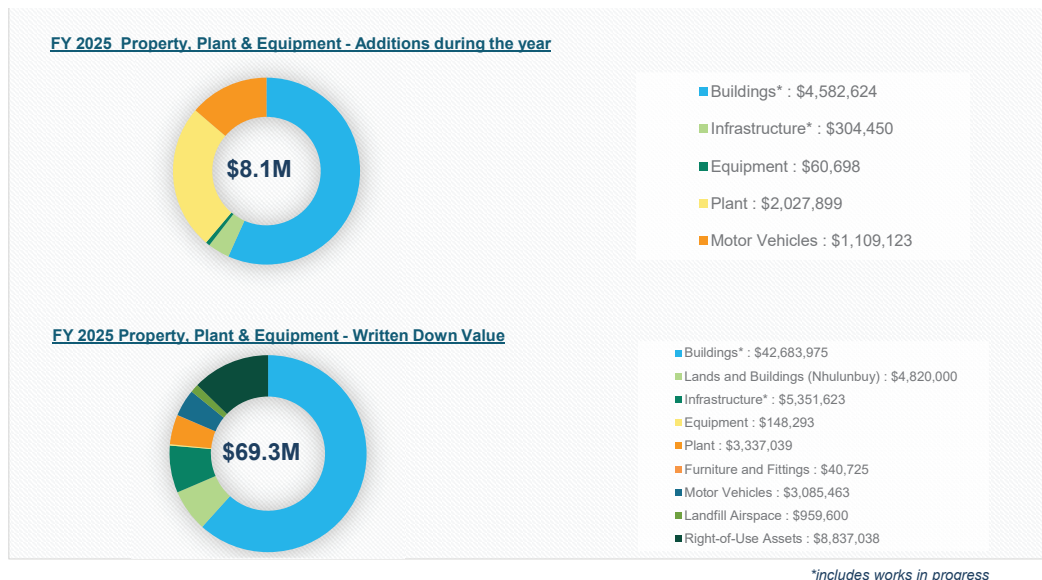
FY 2025 Results Overview - in AUD Million				
	FY 2025	FY 2024	Variance	%
Total Operating Revenues	51.2	42.6	8.6	20.3%
Total Operating Expenses	49.1	48.7	0.5	1.0%
Total Non-operating revenues -capital (deficit)	1.2	3.1	-1.9	-62.2%
Total Comprehensive Income i.e Net Surplus	3.2	-3.0	6.3	-207.3%
Capital Expenditures	8.1	5.7	2.4	42.5%
Total Assets	112.9	133.0	-20.2	-15.2%
Total Liabilities	17.7	22.1	-4.4	-19.7%
Net Assets/Equity	95.1	111.0	-15.8	-14.3%
Total Cash and Investments	41.6	50.4	-8.8	-17.5%

FY 2025 Breakdown of Operating Revenues including Non-Operating Revenues

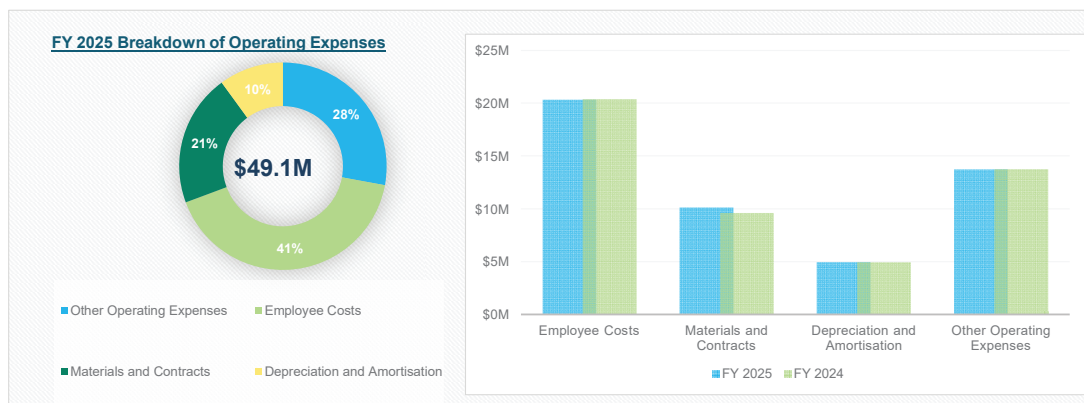


Total Operating revenue increased by \$8.6M compared to previous financial year. Operating and Non Operating Grants Income increased by \$7.3M.

Grants represent 59% of the total Council revenue which has seen a steady upward increase from 48% in FY 2024 and 57% in FY 2023. Rates and annual charges have increased by \$336k over FY 2024. However, User charges and fees have decreased by 9% over FY 2024 mainly due to an decrease in Medicare subsidies and NDIS decreased due to staff turnover which affected outputs and recordables during the intake period.



Capital spending during the year was \$8.1M which was up year on year but down against budget. \$4.5M was spent on buildings which included ongoing upgrades to staff housing for fencing, maintenance and safety. \$0.3M was spent on infrastructure projects ongoing in the year. Plant and equipment and Motor Vehicles expenditure saw an increase of \$2.0M, \$60K and \$1.1M respectively.



Operating expenses which include employee costs, materials and contracts, interest charge and other operating expenses increased by \$0.4M as compared to last financial year. Actual spending recorded an increase year on year in materials and contracts. However, employment costs coupled with materials and contractors experienced an underspend when compared to budget.

CASH

Council's closing Cash Balance at the end of the financial year was \$41.6M, \$8.6M of which is not specifically reserved.

CASH - in AUD Million		FY 2025
Closing Cash Balance FY 2025		41.6
Less Unexpended Grants Carried into next FY		6.0
Less Replacement and Contingency Reserves		22.2
Less Income Received in Advance		0.0
Less Other Carried Forward Revenue		0.0
Cash Available before Liabilities		13.4
OTHER CURRENT ASSETS & LIABILITIES		FY 2025
Trade Receivable & Other Current Assets		1.8
Less Payables & Other Liabilities		4.1
Less Bank Loan/Borrowing		0.0
Less Employee Provisions Current & Non Current		2.5
Net Other Liabilities/Payable		-4.8
Net Cash Available		8.6

NON CURRENT ASSETS		FY 2025
Balance (Less ROU and Airspace Assets)		59.7
Less Revaluation Reserves		31.3
Non Current Assets Carrying Value		28.4

EQUITY		FY 2025
Closing Equity Balance FY FY 2025		95.1
Less Asset Revaluation Reserve		31.3
Less Unexpended Grants Carried into next FY		6.0
Less Specific Reserves		22.2
Less Income Received in Advance		0.0
Less Other Carried Forward Revenue		0.0
Net Equity		35.6

NET EQUITY		FY 2025
Non Current Assets Carrying Value		28.4
Net Impact (Lease and Landfill)		-1.4
Net Cash Available		8.6
Net Equity		35.6

EQUITY

EQUITY - in AUD Million	FY 2025	FY 2024	Variance	%
Accumulated Surplus	35.7	27.0	8.7	32.3%
Replacement and Contingency Reserves	22.2	35.4	(13.2)	-37.2%
Asset Revaluation Reserve	31.3	41.7	(10.4)	-25.0%
Unexpended Grants Reserve	6.0	6.9	(1.0)	-13.8%
TOTAL	95.1	111.0	(15.8)	-14.3%

The Unexpended Grants Reserve balance as at 30th June 2025 is \$6.0M, \$1M decrease of which relates to Roads to Recovery and Galiwinku Asbestos Project Funding that was received in the previous financial year. A breakdown of all the programs which make up these unexpended balances can be found in note 21b of the FY 2025 general purpose financial statements.

Accumulated Surplus represents funds held for the purpose of funding Council's continuing operations, including operating and long term capital requirements. This financial year's accumulated surplus decreased by \$8.7M. Contributing to this was the transfer to building reserve, unexpended projects carry over and transfer to other reserves as per council resolution.

The Council's Replacement and Contingency reserves of \$22.2M are established to provide for the future replacement and development of fleet, waste management & cemetery facilities, roads and associated infrastructure, funds put aside for community benefit, future electoral and disaster relief requirements. As at 30th June 2025, Council resolved to transfer unspent waste management funds to Waste Management Reserve, unspent roads/untied funds to Roads Replacement Reserve coupled with overspend in Building Infrastructure funds from Buildings Reserve and overspend Community Services and Cemeteries funds from Community Services and Cemeteries Reserve. The de-amalgamation of the East Arnhem Regional Council leading to the creation of the Groote Archipelago Regional Council has contributed to the reduction in Reserves.

A breakdown of Replacement and Contingency Reserves balances and movement is below:

Replacement and Contingency Reserves (In Millions)	FY 2024 Opening Balance	Transfer to Reserve	Transfer from Reserve	FY 2025 Closing Balance
Fleet Replacement	5.3	1.9	-3.4	3.8
Waste Management	4.6	1.4	-1.9	4.1
Roads Replacement	5.8	2.0	-3.3	4.5
Cemetery	0.7	0.0	-0.3	0.4
Building	6.1	1.6	-7.3	0.5
Public Area Infrastructure	3.7	0.0	-0.6	3.1
Election	0.2	0.0	-0.1	0.1
Disaster Contingency	0.5	0.0	-0.2	0.3
Community Benefit	3.2	0.2	-0.6	2.7
Community Services	4.7	0.3	-2.8	2.2
Unexpended Allocated Projects	0.7	0.0	-0.2	0.5
TOTAL	35.5	7.4	-20.7	22.2

KEY PERFORMANCE INDICATORS

Council has adopted a set of financial key performance indicators as means of assessing its efficiency in achieving its objectives. These are shown below:

Operating Surplus Ratio

Indicator	Target	2025-2024	2024-2023	2023-2022	2022-2021	2021-2020	2020-2019
	0 - 15%	4.0%	-14.4%	4.9%	2.7%	6.7%	6.2%

This indicator shows the extent of Council's ability to cover operating expenses from operating revenue. The Council had an operating surplus for the FY2025, resulting in a positive ratio.

Asset Sustainability Ratio

Indicator	Target	2025-2024	2024-2023	2023-2022	2022-2021	2021-2020	2020-2019
	> 100%	186.2%	132.4%	92.6%	77.3%	91.7%	69.9%

This indicator shows approximation of the extent to which assets managed by Council are being replaced as assets reach the end of their useful lives.

There were significant capital and work in progress projects in FY2025 and FY2024.

Interest Coverage Ratio

Indicator	Target	2025-2024	2024-2023	2023-2022	2022-2021	2021-2020	2020-2019
	3 & above	4.5	(9.9)	5.4	3.3	7.3	6.7

This indicator is designed to determine how easily Council can pay interest on outstanding debt/loan.

The calculation includes interest expense related to lease liabilities (AASB 16 - Leases) and provision for landfill rehabilitation (AASB 137 Provisions).

The Council had an operating surplus for the FY2025, resulting in a positive ratio.

Current Assets Ratio

Indicator	Target	2025-2024	2024-2023	2023-2022	2022-2021	2021-2020	2020-2019
	>1	6.7	8.0	7.9	12.3	8.5	7.1

This indicator is designed to provide information on the ability of Council to meet its short-term financial obligations as they become due out of current assets.



East Arnhem Regional Council

Financial Report for the Financial
Year Ended 30 June 2025

East Arnhem Regional Council

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Independent audit report to the Chief Executive Officer of East Arnhem Regional Council

Opinion

We have audited the accompanying general purpose financial report of East Arnhem Regional Council ("the Council"), which comprises the statement of financial position as at 30 June 2025, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, material accounting policy information, other explanatory notes and the Chief Executive Officer's Certificate.

In our opinion, the financial report of the East Arnhem Regional Council is in accordance with the *Northern Territory Local Government Act 2019*, including:

- (a) presenting fairly the financial position of the Council as at 30 June 2025 and of the Council's performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards and the *Local Government (General) Regulations*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report.

We are independent of the Council in accordance with the *Northern Territory Local Government Act 2019* and the ethical requirements of the *Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards)* (the 'Code') that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The Council is responsible for the other information. The other information comprises the information included in the annual report for the year ended 30 June 2025 but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

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If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

The Responsibility of the Chief Executive Officer for the Financial Report

The Chief Executive Officer ("CEO") of the Council is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Northern Territory Local Government Act 2019* and for such internal control as the CEO determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the CEO is responsible for assessing the Council's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Council or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Council's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Council's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the CEO.
- Conclude on the appropriateness of the CEO's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Council's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report



- to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Council to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Chief Executive Officer and those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

PKF Merit

PKF MERIT

A handwritten signature in black ink, appearing to read "Matthew Kennon", written over a light blue horizontal line.

MATTHEW KENNON

DIRECTOR

DARWIN

DATE: 13 NOVEMBER 2025

East Arnhem Regional Council

Chief Executive Officer's Certificate

I, Dale Keehne, Chief Executive Officer of the East Arnhem Regional Council, certify that the Annual Financial Statements:

(a) have been, to the best of my knowledge, information and belief, properly drawn up in accordance with all applicable Australian Accounting Standards, the *Local Government Act 2019* and the *Local Government (General) Regulations 2021* so as to present fairly the financial position of the Council and the results for the year ended 30 June 2025; and

(b) are in accordance with the accounting policies and records of the Council.



Dale Keehne
Chief Executive Officer

Date: 13-Nov-25

East Arnhem Regional Council

Statement of Comprehensive Income

For the year ended 30 June 2025

		Restated	
		2025	2024
		\$	\$
Notes			
CONTINUING OPERATIONS			
Operating Revenues			
Operational Grants	3(a)	29,972,686	20,481,827
User Charges and Fees	3(b)	7,544,804	8,282,443
Rates and Annual Charges	3(c)	8,727,095	8,390,286
Other Operating Revenues	3(d)	3,067,507	3,559,565
Interest	3(e)	1,890,645	1,839,082
Total Operating Revenues		51,202,737	42,553,203
Operating Expenses			
Employee Costs	4(a)	(20,356,064)	(20,367,539)
Materials and Contractors	4(b)	(10,128,355)	(9,610,644)
Depreciation and Amortisation	4(c)	(4,940,397)	(4,962,337)
Other Operating Expenses	4(d)	(13,718,186)	(13,739,973)
Total Operating Expenses		(49,143,002)	(48,680,493)
NET SURPLUS (DEFICIT) FOR THE YEAR FROM CONTINUING OPERATIONS		2,059,735	(6,127,290)
Loss on Council De-amalgamation	23	(19,996,660)	-
Non-operational Grants	3(a)	766,037	3,038,975
Gain on Disposal of Assets	5	409,751	72,480
Loss on Disposal of Assets	5	-	(2,129)
NET DEFICIT		(16,761,137)	(3,017,964)
OTHER COMPREHENSIVE INCOME			
Items that will not be reclassified subsequently to profit or loss			
Gain on Asset Revaluation	13(l)	933,845	-
TOTAL COMPREHENSIVE LOSS		(15,827,292)	(3,017,964)

The above Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

East Arnhem Regional Council

Statement of Financial Position

As at 30 June 2025

		Restated	
	Notes	2025 \$	2024 \$
CURRENT ASSETS			
Cash and Cash Equivalents	6	41,605,904	50,437,437
Trade and Other Receivables	7	747,281	406,494
Other Current Assets	8(a)	1,021,624	1,729,319
TOTAL CURRENT ASSETS		43,374,809	52,573,250
NON-CURRENT ASSETS			
Property, Plant and Equipment	9	66,800,876	79,319,054
Work In Progress	9	2,462,881	926,849
Other Non-Current Assets	8(b)	216,733	216,133
TOTAL NON-CURRENT ASSETS		69,480,490	80,462,036
TOTAL ASSETS		112,855,299	133,035,286
CURRENT LIABILITIES			
Trade and Other Payables	10(a)	2,460,698	2,811,575
Other Current Liabilities	10(c)	1,594,297	905,900
Provisions	10(b)	2,170,835	2,468,922
Lease Liabilities	14	219,269	374,087
TOTAL CURRENT LIABILITIES		6,445,099	6,560,484
NON-CURRENT LIABILITIES			
Lease Liabilities	14	9,303,442	13,253,857
Provisions	10(b)	1,959,303	2,246,198
TOTAL NON-CURRENT LIABILITIES		11,262,745	15,500,055
TOTAL LIABILITIES		17,707,844	22,060,539
NET ASSETS		95,147,455	110,974,747
EQUITY			
Accumulated Surplus		35,684,091	26,963,965
Replacement and Contingency Reserves	13	22,228,846	35,394,506
Asset Revaluation Reserve	13	31,277,821	41,706,725
Unexpended Grants Reserve	12	5,956,697	6,909,551
TOTAL EQUITY		95,147,455	110,974,747

The above Statement of Financial Position should be read in conjunction with the accompanying notes.

East Arnhem Regional Council

Statement of Working Capital

For the year ended 30 June 2025

		2025	2024
	Notes	\$	\$
CURRENT ASSETS			
Unrestricted Cash and Cash Equivalents	6	11,895,807	7,292,073
Trade and Other Receivables	7	747,281	406,494
Other Assets	8(a)	1,021,624	1,729,319
TOTAL CURRENT ASSETS		13,664,712	9,427,886
Less:			
CURRENT LIABILITIES			
Trade and Other Payables	10(a)	2,460,698	2,811,575
Provisions	10(b)	2,170,835	2,468,922
Other Liabilities	10(c)	1,175,646	257,878
TOTAL CURRENT LIABILITIES		5,807,179	5,538,376
NET CURRENT ASSETS (Working Capital)		7,857,533	3,889,510
CURRENT RATIO (this is the ratio of current assets to current liabilities)		2.35	1.70

The above Statement of Working Capital should be read in conjunction with the accompanying notes.

East Arnhem Regional Council

Statement of Changes in Equity

For the year ended 30 June 2025

	Replacement & Contingency Reserve	Unexpended Grants Reserve	Asset Revaluation Reserve	Accumulated Funds	Total
	\$	\$	\$	\$	\$
Balance at 1 July 2023	35,304,335	6,131,057	42,061,966	30,850,594	114,347,952
Net Effect of a Correction on Asset Revaluation (note 1r)	-	-	(355,241)	-	(355,241)
Restated Balance at 1 July 2023	35,304,335	6,131,057	41,706,725	30,850,594	113,992,711
Net deficit for the year (Restated)	-	-	-	(3,017,964)	(3,017,964)
Other Comprehensive Income	-	-	-	-	-
Total Comprehensive Income	-	-	-	(3,017,964)	(3,017,964)
Expended grants from previous year (Note 12)	-	(3,534,660)	-	3,534,660	-
Revenues in current year not expended (Note 12)	-	4,216,345	-	(4,216,345)	-
Unexpended grants correction (Note 12)	-	96,809	-	(96,809)	-
Transfer of accumulated funds to replacement & contingency reserve (Note 13) Restated	90,171	-	-	(90,171)	-
	90,171	778,494	-	(868,665)	-
Balance at 30 June 2024	35,394,506	6,909,551	41,706,725	26,963,965	110,974,747
Net deficit for the year	-	-	-	(16,761,137)	(16,761,137)
Gain on Asset Revaluation (Note 13(l))	-	-	933,845	-	933,845
Total Comprehensive Income	-	-	933,845	(16,761,137)	(15,827,292)
Decrease due to de-amalgamation (GARC) (Note 13 (l))			(11,362,749)	11,362,749	
Expended grants from previous year (Note 12)	-	(4,463,302)	-	4,463,302	-
Revenues in current year not expended (Note 12)	-	3,510,448	-	(3,510,448)	-
Reserves and Net Cash allocation to Groote Archipelago Regional Council	(8,023,863)	-	-	8,023,863	-
Transfer to accumulated funds from replacement & contingency reserve (Note 13)	(5,141,797)	-	-	5,141,797	-
	(13,165,660)	(952,854)	(11,362,749)	25,481,263	-
Balance at 30 June 2025	22,228,846	5,956,697	31,277,821	35,684,091	95,147,455

The above Statement of Changes in Equity should be read in conjunction with the accompanying notes.

East Arnhem Regional Council

Statement of Cash Flows

For the year ended 30 June 2025

		2025	2024
	Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
<u>Receipts:</u>			
Grants and contributions		32,313,589	23,117,142
Receipts from rates and annual charges		8,675,043	8,054,245
Other operating receipts		9,964,850	11,886,866
Interest received		1,890,645	1,839,082
<u>Payments:</u>			
Payments to employees		(20,230,725)	(20,181,707)
Interest paid		(513,152)	(463,503)
Payments to suppliers & customers		(23,595,944)	(23,878,364)
Payment to Groote Archipelago Regional Council (GARC)		(9,572,496)	-
Net cash (used in) provided by operating activities	11	(1,068,190)	373,761
CASH FLOWS FROM INVESTING ACTIVITIES			
<u>Receipts:</u>			
Proceeds from sale of assets		710,194	237,067
<u>Payments:</u>			
Acquisition of property, plant & equipment		(8,084,793)	(5,674,378)
Net cash used in investing activities		(7,374,599)	(5,437,311)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of lease liability		(388,744)	(427,395)
Net cash used in financing activities		(388,744)	(427,395)
Net decrease in cash held		(8,831,533)	(5,490,945)
Cash at beginning of reporting period		50,437,437	55,928,382
Cash at end of reporting period	11	41,605,904	50,437,437

The above Statement of Cash Flows should be read in conjunction with the accompanying notes.

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

1. Material Accounting Policy Information

The East Arnhem Regional Council (the "Council" or "EARC") was formed on 1 July 2008 as an amalgamation of nine communities:

- Galiwinku
- Gapuwiyak
- Gunyangara
- Milingimbi
- Ramingining
- Yirrkala
- Umbakumba
- Angurugu
- Milyakburra

The de-amalgamation of the East Arnhem Regional Council leading to the creation of the Groote Archipelago Regional Council ("GARC" or "Groote") has been in progress since 2018. The official constitution of GARC occurred in 2024 and the inaugural elections held on 15 March 2025 with the Groote Archipelago Regional Council delivering services to three communities in Umbakumba, Angurugu and Milyakburra.

The East Arnhem Regional Council remaining communities are:

- Galiwinku
- Gapuwiyak
- Gunyangara
- Milingimbi
- Ramingining
- Yirrkala

The purpose of this financial report is to provide users with information about the stewardship of the Council and accountability for the resources entrusted to it, information about the financial position, performance and cash flows of the Council.

This note sets out the material accounting policy information in relation to the preparation of the financial statements.

The Local Government Reporting Entity

East Arnhem Regional Council is established under the Northern Territory Local Government Act and has its principal place of business at 7 Westal Street, Nhulunbuy, Northern Territory, Australia.

These financial statements include all businesses through which Council controls resources to carry on its functions. In the process of reporting on the Council as a single unit, all transactions and balances between functional areas and controlled entities have been eliminated. A summary of contributions to the operating result and net assets by function is provided at note 2(a).

Statement of Compliance

This financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards and Interpretations, the requirements of the *Northern Territory Local Government Act 2019*, the *Local Government (General) Regulations 2021* and other authoritative pronouncements of the Australian Accounting Standards Board.

Adoption of New and Revised Accounting Standards

The Council has not early adopted any standard, interpretation or amendment that has been issued but is not yet effective.

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

Material accounting policies

Accounting policies are selected and applied in a manner which ensures that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

The accounting policies adopted for the reporting period are consistent with those of the previous reporting period except where otherwise indicated.

The following material accounting policies have been adopted in the preparation and presentation of the financial report:

a. Basis of preparation

The financial report has been prepared on the accrual basis and based on historical cost, except for the revaluation of certain non-current assets and financial instruments. Cost is based on the fair values of the consideration given in exchange for assets. All amounts are presented in Australian dollars, unless otherwise noted.

The Council is a not for profit entity for financial reporting purposes under Australian Accounting Standards.

b. Income Recognition

The Council recognises revenue under AASB 1058 Income of Not-for-Profit Entities (AASB 1058) or AASB 15 Revenue from Contracts with Customers (AASB 15) when appropriate.

In cases where there is an 'enforceable' contract with a customer with 'sufficiently specific' performance obligations, the transaction is accounted for under AASB 15 where income is recognised when (or as) the performance obligations are satisfied (i.e. when it transfers control of a product or service to a customer). Revenue is measured based on the consideration to which the Council expects to be entitled in a contract with a customer.

In other cases, AASB 1058 applies when a not for profit (NFP) entity enters into transactions where the consideration to acquire an asset is significantly less than the fair value of the asset principally to enable the entity to further its objectives. The excess of the asset recognised (at fair value) over any 'related amounts' is recognised as income immediately, except in the case where a financial asset has been received to enable the Council to acquire or construct a recognisable non-financial asset that is to be controlled by the council. In this case, the council recognises the excess as a liability that is recognised over time in profit and loss when (or as) the Council satisfies its obligations under the transfer.

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

Construction Contracts

Construction works undertaken by Council for third parties are generally on an agency basis where the third party reimburses Council for actual costs incurred, and usually do not extend beyond the reporting period. Reimbursements not received are recognised as receivables and reimbursements received in advance are recognised as "payments received in advance".

For works undertaken on a fixed price contract basis, revenues are recognised over time using the input method, with costs incurred compared to total expected costs used as a measure of progress. When it is probable that total contract costs will exceed total contract revenue, the expected loss is recognised as an expense immediately.

c. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with financial institutions, other short term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to insignificant risk of changes in value.

d. Financial Instruments

A financial instrument is recognised if the Council becomes a party to the contractual provisions of the instrument. Financial assets are recognised at trade date (less impairment). Financial assets are derecognised if the Council transfers the financial asset to another party without retaining control or substantially all risks and rewards of the asset. Financial liabilities are derecognised if the Council's obligations specified in the contract expire or are discharged or cancelled.

Financial Assets

The Council classifies its financial assets as loans and receivables. The classification depends on the purpose for which the financial instrument was acquired. The Council determines the classification of its financial instruments at initial recognition and reevaluates this designation at each reporting date.

Effective Interest Method

The effective interest method is a method of calculating the amortised cost of a financial asset and of allocating interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts (including all fees on points paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) through the expected life of the financial asset, or, where appropriate, a shorter period.

Impairment of Financial Assets

AASB 9's impairment requirements use more forward-looking information to recognise expected credit losses – the 'expected credit loss (ECL) model'. Instruments within the scope of the new requirements included loans and other debt-type financial assets measured at amortised cost and Financial assets at fair value through other comprehensive income (FVOCI), trade receivables, contract assets recognised and measured under AASB 15 and loan commitments and some financial guarantee contracts (for the issuer) that are not measured at fair value through profit or loss. Recognition of credit losses is no longer dependent on the Council first identifying a credit loss event. Instead the Council considers a broader range of information when assessing credit risk and measuring expected credit losses, including past events, current conditions, reasonable and supportable forecasts that affect the expected collectability of the future cash flows of the instrument. In applying this forward-looking approach, a distinction is made between:

- financial instruments that have not deteriorated significantly in credit quality since initial recognition or that have low credit risk ('Stage 1') and

- financial instruments that have deteriorated significantly in credit quality since initial recognition and whose credit risk is not low ('Stage 2').

- 'Stage 3' would cover financial assets that have objective evidence of impairment at the reporting date.

'12-month expected credit losses' are recognised for the first category while 'lifetime expected credit losses' are recognised for the second category.

Measurement of the expected credit losses is determined by a probability-weighted estimate of credit losses over the expected life of the financial instrument.

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

If in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed through profit or loss to the extent the carrying amount of the investment at the date the impairment is reversed does not exceed what the amortised cost would have been had the impairment not been recognised.

Derecognition of Financial Assets

The Council derecognises a financial asset only when the contractual rights to the cash flows from the asset expire, or it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity. If the Council neither transfers nor retains substantially all the risks and rewards of ownership and continues to control the transferred asset, the Council recognises its retained interest in the asset and an associated liability for amounts it may have to pay. If the Council retains substantially all the risks and rewards of ownership of a transferred financial asset, the Council continues to recognise the financial asset and also recognises a collateralised borrowing for the proceeds received.

Financial Liabilities

The Council classifies its financial liabilities as other financial liabilities. This classification pertains to financial liabilities that are not held for trading or not designated as at FVPL (Fair Value through Profit & Loss) upon inception of the liability. The classification depends on the purpose for which the financial liability was incurred. The Council determines the classification of its financial liability at initial recognition and re-evaluates this designation at each reporting date.

Trade and other payables

These amounts represent liabilities for goods and services provided to the Council prior to the end of the financial year which remain unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

Borrowings

Borrowings are initially measured at fair value, net of transaction costs. Borrowings are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective yield basis. The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts the estimated future cash payments through the expected life of the financial liability, or where appropriate, a shorter period.

e. Property, Plant and Equipment

a. Acquisition of property, plant and equipment (including structural assets)

Property, plant and equipment is initially recognised at cost when control of the asset passes to the Council and is subsequently reviewed under the revaluation policy. Cost includes expenditure that is directly attributable to the acquisition. Cost related to property, plant and equipment gifted, donated or granted to the Council is the fair value of the asset, plus costs directly attributable to the acquisition. The Council recognises assets over the value of \$5,000.

From the creation of the Council on 1 July 2008, all land, buildings and infrastructure that were not under the financial control of the Council were written off. All assets that were transferred under \$5,000 from the communities were also written off or expensed.

b. Work in Progress

Work in progress relates to capital expenditures incurred on buildings and infrastructure under construction. These expenditures are capitalised when completed and depreciation is recognised from the date of completion.

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

c. Depreciation

All property, plant and equipment, with the exception of land, is systematically depreciated over its useful life in a manner which reflects the consumption of the service potential embodied in those assets from the time that the item of property plant and equipment is available for use. The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, with the effect of any changes recognised on a prospective basis. Depreciation is provided for on a straight line method using lives which are reviewed each reporting period. Major depreciation periods are:

Buildings / Other Structures 6 to 50 years

Plant and Equipment / Motor Vehicles /
Office Furniture and Equipment 3 to 10 years

Intangible Asset Landfill Airspace has been recognised as the NPV of future cash flows required to meet the rehabilitation requirements and is amortised based upon the remaining useful life.

d. Valuation - Buildings

Revaluation increments and decrements

Revaluation increments and decrements arising from recognising assets at valuation are offset against one another within the class of assets. Net revaluation increments in the carrying amounts of these assets are recognised directly in the other comprehensive income (asset revaluation reserve), except to the extent that the increment reverses a decrement that was previously recognised as an expense in the net profit or loss in respect of the same class of assets, in which case the increment is recognised as revenue in the net profit or loss.

Net revaluation decrements in carrying amounts are recognised as an expense in the net profit or loss, except to the extent that the decrement reverses a previous revaluation increment in respect of the same class of assets credited directly to the other comprehensive income, in which case the decrement is debited directly to other comprehensive income (asset revaluation reserve).

Impairment of assets

Assets that have an indefinite useful life are not subject to amortisation and are tested for impairment annually.

Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying value may not be recoverable.

If such an indication exists and where the carrying value exceeds the estimated recoverable amount, the assets are written down to their recoverable amount.

The recoverable amount of property, plant and equipment is the greater of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset.

For non cash generating assets of the Council such as roads and public buildings, fair value is represented by the depreciated optimised replacement cost. Impairment losses are recognised in the surplus or deficit.

e. Land under Roads

Council has elected not to value or recognise as an asset land under roads acquired prior to 1 July 2008 in accordance with the election available under *AASB 1051 Land under Roads*.

f. Employee Benefits

Provision is made for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave when it is probable that settlement will be required and they are capable of being measured reliably.

a. Employee benefits expected to be settled within 12 months

Liabilities for wages and salaries, including non-monetary benefits expected to be settled wholly within 12 months after the end of the period in which the employees render the related services are recognised in respect of employees' services up to the end of the reporting period and are measured at the amounts expected to be paid when the liabilities are settled.

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

All other short-term employee benefit obligations are presented as payables.

b. Employee benefits not expected to be settled within 12 months

The liability for long service leave and annual leave which is not expected to be settled wholly within 12 months after the end of the period in which the employees render the related service is therefore recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the end of the reporting period of government bonds with terms and currency that match, as closely as possible, the estimated future cash outflows. Remeasurements as a result of experience adjustments and changes in actuarial assumptions are recognised in profit or loss.

The obligations are presented as current liabilities in the statement of financial position if the Council does not have an unconditional right to defer settlement for at least twelve months after the reporting date, regardless of when the actual settlement is expected to occur.

g. Budget Information

Note 2(a) provides budget information of revenues and expenditure of each of the major activities of the Council. Budget figures represented are those approved by the Council during the budget revision.

h. Tax Status

The operations of East Arnhem Regional Council are tax exempt under the provisions of the Income Tax Assessment Act 1997.

i. Provisions

Provisions are recognised when the Council has a present obligation (legal or constructive) as a result of a past event, it is probable that the Council will be required to settle the obligation, and reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at reporting date, taking into account the risks and uncertainties surrounding the obligation. Where a provision is measured using the cash flows estimated to settle the present obligation, the carrying amount is the present value of those cash flows.

When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, the receivable is recognised as an asset if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

j. Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except:

- a. where the amount of GST incurred is not recoverable from the taxation authority, it is recognised as part of the cost of acquisition of an asset or as part of an item of expense; or
- b. for receivables and payables which are recognised inclusive of GST, the net amount recoverable from, or payable to, the taxation authority is included as part of receivables or payables.

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

k. Rounding of Amounts

Amounts in the financial statements are presented in Australian dollars and have been rounded off to the nearest dollar.

l. Critical accounting judgments and key sources of estimation uncertainty

In the application of the Council's accounting policies, the directors are required to make judgments, estimates and assumptions about carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

The following are significant management judgements and estimates in applying the accounting policies of the Council that have the most significant effect on the financial statements.

Useful Lives of Depreciable Assets

The Council estimates the useful lives of depreciable assets based on the period over which the assets are expected to be available for use. The estimated useful lives of property and equipment are reviewed periodically and are updated if expectations differ from previous estimates due to physical wear and tear, technical or commercial obsolescence and legal or other limits on the use of the assets.

Lease term

The lease term is a significant component in the measurement of both the right-of-use asset and lease liability. Judgement is exercised in determining whether there is reasonable certainty that an option to extend the lease or purchase the underlying asset will be exercised, or an option to terminate the lease will not be exercised, when ascertaining the periods to be included in the lease term. In determining the lease term, all facts and circumstances that create an economical incentive to exercise an extension option, or not to exercise a termination option, are considered at the lease commencement date. Factors considered may include the importance of the asset to the Council's operations; comparison of terms and conditions to prevailing market rates; incurrence of significant penalties; existence of significant leasehold improvements; and the costs and disruption to replace the asset. The Council reassesses whether it is reasonably certain to exercise an extension option, or not exercise a termination option, if there is a significant event or significant change in circumstances.

Incremental borrowing rate

Where the interest rate implicit in a lease cannot be readily determined, an incremental borrowing rate is estimated to discount future lease payments to measure the present value of the lease liability at the lease commencement date. Such a rate is based on what the Council estimates it would have to pay a third party to borrow the funds necessary to obtain an asset of a similar value to the right-of-use asset, with similar terms, security and economic environment.

Employee benefits provision

As discussed in note 1f, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

Lease make good provision

A provision has been made for the present value of anticipated costs for future restoration of leased premises. The provision includes future cost estimates associated with closure of the premises. The calculation of this provision requires assumptions such as application of closure dates and cost estimates. The provision recognised for each site is periodically reviewed and updated based on the facts and circumstances available at the time. Changes to the estimated future costs for sites are recognised in the statement of financial position by adjusting the asset and the provision. Reductions in the provision that exceed the carrying amount of the asset will be recognised in profit or loss.

m. Economic Dependence

During the year the Council received grants from the Northern Territory and Australian Government. The future operation of the Council is dependent upon continued government funding.

n. Comparative Figures

Where required by currently applicable Australian Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year. Certain prior year figures have been restated due to reclassification and material adjustments. Refer to note r. Restatement of Financial Statements.

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

o. Revaluation

The fair value of buildings is determined every three to five years in accordance with the Council's Accounting Policy and management assess for any fair value movements each year in between. At the end of this period the valuation is reviewed and where appropriate the fair value is updated to reflect current market conditions. Increases in the carrying amount arising on revaluation of assets are credited to a revaluation reserve in equity. Decreases in the carrying amount that offset previous increases of the same asset are charged against fair value reserves directly in equity; all other decreases are charged to the Statement of Comprehensive Income.

p. Leases

The Council assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

Council as a lessee

The Council recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

Right-of-Use-Assets

The Council recognises right-of-use assets at the commencement date of the lease. Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, lease payments made at or before the commencement date less any lease incentives received and the estimate of costs to be incurred to restore the leased asset. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets.

The right-of-use assets are also subject to impairment. Refer to the accounting policies above - Impairment of non-financial assets.

Lease Liabilities

At the commencement date of the lease, the Council recognises lease liabilities measured at the present value of lease payments to be made over the lease term. In calculating the present value of lease payments, the Council uses its incremental borrowing rate or the interest rate implicit in the lease.

Short-term leases and leases of low-value assets

The Council applies the short-term lease recognition exemption to its short-term property leases and leases of machinery and equipment (i.e., those leases that have a lease term of 12 months or less from the commencement date). It also applies the low-value assets recognition exemption to leases of office equipment that are considered to be low value. Lease payments on short-term leases and leases of low-value assets are recognised as expense on a straight-line basis over the lease term.

q. Landfill Rehabilitation Provision

The Council is obligated to restore the waste management facility sites to a particular standard. The forecast life of these sites is based on current estimates of remaining capacity and the forecast rate of infill. The provision for landfill rehabilitation has been calculated based on the present value of the expected cost of works to be undertaken. The expected cost of works has been estimated based on the independent consultant's report. Accordingly, the estimation of the provision has been done but it is still dependent on the accuracy of the forecast timing of the work, work required and related costs. The last assessment was done in 30th April 2025. The Council recognises the rehabilitation component as a liability in the form of a provision for future works.

r. Restatement of Financial Statements

During the period, Council conducted a review of its asset building valuations, which resulted in a correction to previously recorded revaluations. It was identified that certain assets classified under buildings, though not revalued earlier, were part of assets that underwent revaluation in the 2023 financial year. Consequently, the opening balances as at 1 July 2023 for Property, Plant and Equipment and the Asset Revaluation Reserve have been restated. This correction has impacted the total comprehensive income reported for the 2024 financial year.

The Council also reclassified an asset previously recorded under the Buildings category to Infrastructure. This reclassification did not affect the written-down value of Council's fixed assets for the 2024 financial year. Refer to Note 4(c) and Note 9 in the financial statements.

An amendment has also been made to the Unexpended Grants Reserve balance for the 2024 financial year.

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

r. Restatement of Financial Statements - (cont.)

Restatement of Financial Statements as a Result of a Review on Assets Building Revaluation and Unexpended Grants

30 June 2024 Comparative Year

Financial Statement Line Item / Balance Affected	Notes	2024 \$	Correction \$	Restated 2024 \$
Statement of Comprehensive Income (Extract)				
Operating Expenses				
Depreciation and Amortisation	4(c)	(4,986,128)	23,791	(4,962,337)
Total Operating Expenses		(48,704,284)	23,791	(48,680,493)
NET DEFICIT FOR THE YEAR				
FROM CONTINUING OPERATIONS		(6,151,081)	23,791	(6,127,290)
NET DEFICIT		(3,041,755)	23,791	(3,017,964)
TOTAL COMPREHENSIVE LOSS		(3,041,755)	23,791	(3,017,964)
Statement of Financial Position (Extract)				
NON-CURRENT ASSETS				
Property, Plant and Equipment	9	79,650,504	(331,450)	79,319,054
TOTAL NON-CURRENT ASSETS		80,793,486	(331,450)	80,462,036
TOTAL ASSETS		133,366,736	(331,450)	133,035,286
NET ASSETS		111,306,197	(331,450)	110,974,747
EQUITY				
Accumulated Surplus		26,940,174	23,791	26,963,965
Replacement and Contingency Reserves	13	35,491,315	(96,809)	35,394,506
Asset Revaluation Reserve	13(l)	42,061,966	(355,241)	41,706,725
Unexpended Grants Reserve	12	6,812,742	96,809	6,909,551
TOTAL EQUITY		111,306,197	(331,450)	110,974,747
Statement of Changes in Equity (Extract)				
Net deficit for the year		(3,041,755)	23,791	(3,017,964)

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

r. Restatement of Financial Statements - (cont.)

Restatement of Financial Statements as a Result of a Review on Assets Building Revaluation

1 July 2023 Comparative Year Opening Balances

Financial Statement Line Item / Balance Affected	Notes	2023 \$	Correction \$	Restated 2023 \$
Statement of Financial Position (Extract)				
NON-CURRENT ASSETS				
Property, Plant and Equipment	9	78,559,542	(355,241)	78,204,301
TOTAL NON-CURRENT ASSETS		79,155,137	(355,241)	78,799,896
TOTAL ASSETS		136,686,794	(355,241)	136,331,553
NET ASSETS		114,347,952	(355,241)	113,992,711
EQUITY				
Asset Revaluation Reserve		42,061,966	(355,241)	41,706,725

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

2 (a). Components of Functions

2025 Revenues, expenses and assets have been attributed to the following functions/activities. Details of those functions/activities are provided at note 2(b). The Council deemed that it is not practicable to disclose assets allocation by functions.

	10 - GENERAL PUBLIC SERVICE			20 - PUBLIC ORDER AND SAFETY		
	ACTUALS	BUDGET	VARIANCE	ACTUALS	BUDGET	VARIANCE
	\$	\$	\$	\$	\$	\$
Revenue						
Grants	13,106,606	10,906,732	2,199,874	3,508,085	3,127,526	380,559
Rates/Charges	5,175,506	5,112,536	62,970	-	-	-
Sundry Income	1,542,965	1,995,553	(452,588)	48,666	129,759	(81,093)
Cash Investments	1,890,645	1,258,171	632,474	-	-	-
Cash Contribution	-	-	-	-	-	-
Income Reimbursements	36,714	-	36,714	10,632	-	10,632
Proceeds from Sale of Assets	309,170	-	309,170	-	-	-
	22,061,606	19,272,992	2,788,614	3,567,383	3,257,285	310,098
Operating Expenses						
Salary Expenses	(7,975,495)	(9,016,093)	1,040,598	(2,403,449)	(2,811,098)	407,649
Materials/Contractors	(1,994,015)	(2,277,994)	283,979	(431,881)	(780,266)	348,385
General Expenses	(3,707,694)	(4,435,181)	727,487	(487,130)	(441,155)	(45,975)
Finance Expense	(9,531,121)	(545,197)	(8,985,924)	(80,211)	(162,250)	82,039
Asset Expense	(5,171,238)	(5,218,536)	47,298	(18,826)	(23,066)	4,240
	(28,379,563)	(21,493,001)	(6,886,562)	(3,421,497)	(4,217,835)	796,338
Capitalised Expenditures						
Land & Building	-	-	-	-	-	-
Infrastructure	-	-	-	-	-	-
Plant	(34,570)	-	(34,570)	-	-	-
Furniture and Fittings	-	-	-	-	-	-
Equipment	(47,857)	-	(47,857)	-	-	-
Motor Vehicles	-	-	-	-	-	-
	(82,427)	-	(82,427)	-	-	-
Reclassifications						
Cost Allocation	(8,825)	-	(8,825)	(4,640)	-	(4,640)
Asset Maintenance	(3,385,741)	(3,557,884)	172,143	(386,931)	(397,412)	10,481
Revenue Allocations	(2,591,050)	(3,315,406)	724,356	954,987	1,599,549	(644,562)
Support Service Allocations	4,628,838	4,667,875	(39,037)	(584,464)	(598,839)	14,375
	(1,356,778)	(2,205,415)	848,637	(21,048)	603,298	(624,346)
Other Inflows (Outflows)						
Transfer from (to) Reserves	(104,122)	1,423	(105,545)	-	-	-
Grants Carried Forward from last year	146,243	146,243	-	380,042	380,042	-
Grants Carried Forward FY 2026	(71,669)	(47,631)	(24,038)	(504,880)	(22,790)	(482,090)
Other Revenue Carried Forward	-	-	-	-	-	-
	(29,548)	100,035	(129,583)	(124,838)	357,252	(482,090)
Net Operating Surplus (Deficit)	(7,786,710)	(4,325,389)	(3,461,321)	-	-	-
Add back: Depreciation & Amortisation	4,940,397	4,353,111	587,286	-	-	-
Net (Deficit) Surplus	(2,846,313)	27,722	(2,874,035)	-	-	-

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

2 (a). Components of Functions - (cont.)

	30 - ECONOMIC AFFAIRS			40 - ENVIRONMENTAL PROTECTION		
	ACTUALS	BUDGET	VARIANCE	ACTUALS	BUDGET	VARIANCE
	\$	\$	\$	\$	\$	\$
Revenue						
Grants	2,492,727	2,370,294	122,433	153,667	-	153,667
Rates/Charges	-	-	-	3,551,589	3,566,241	(14,652)
Sundry Income	1,536,066	1,701,621	(165,555)	615,694	884,599	(268,905)
Cash Investments	-	-	-	-	-	-
Cash Contribution	-	-	-	-	-	-
Income Reimbursements	107,335	-	107,335	-	-	-
Proceeds from Sale of Assets	710,194	617,000	93,194	-	-	-
	4,846,322	4,688,915	157,407	4,320,950	4,450,840	(129,890)
Operating Expenses						
Salary Expenses	(766,026)	(869,899)	103,873	(909,777)	(1,091,254)	181,477
Materials/Contractors	(2,299,852)	(9,358,520)	7,058,668	(716,182)	(2,397,799)	1,681,617
General Expenses	(1,374,047)	(1,190,653)	(183,394)	(1,519,107)	(1,995,992)	476,885
Finance Expense	(198,745)	(199,715)	970	(39,176)	(33,151)	(6,025)
Asset Expense	(1,989,295)	(311,873)	(1,677,422)	(51,167)	(251,346)	200,179
	(6,627,965)	(11,930,660)	5,302,695	(3,235,409)	(5,769,542)	2,534,133
Capitalised Expenditures						
Land & Building	-	-	-	-	-	-
Infrastructure	-	-	-	(112,606)	-	(112,606)
Plant	(1,800,877)	(1,003,393)	(797,484)	(80,000)	(80,000)	-
Furniture and Fittings	-	-	-	-	-	-
Equipment	-	-	-	-	-	-
Motor Vehicles	(656,923)	(2,843,007)	2,186,084	-	-	-
	(2,457,800)	(3,846,400)	1,388,600	(192,606)	(80,000)	(112,606)
Reclassifications						
Cost Allocation	39,461	-	39,461	(2,181)	-	(2,181)
Asset Maintenance	2,347,611	2,516,401	(168,790)	(451,070)	(552,418)	101,348
Revenue Allocations	309,608	241,941	67,667	-	-	-
Support Service Allocations	(527,848)	(553,160)	25,312	(636,703)	(659,185)	22,482
	2,168,832	2,205,182	(36,350)	(1,089,954)	(1,211,603)	121,649
Other Inflows (Outflows)						
Transfer from (to) Reserves	(167,413)	6,858,089	(7,025,502)	(453,266)	1,798,791	(2,252,057)
Grants Carried Forward from last year	2,076,355	2,076,355	-	811,514	811,514	-
Grants Carried Forward FY 2026	(647,863)	(51,481)	(596,382)	(153,667)	-	(153,667)
Other Revenue Carried Forward	-	-	-	-	-	-
	1,261,079	8,882,963	(7,621,884)	204,581	2,610,305	(2,405,724)
Net Operating Surplus (Deficit)	(809,532)	-	(809,532)	7,562	-	7,562
Add back: Depreciation & Amortisation	-	-	-	-	-	-
Net Surplus (Deficit)	(809,532)	-	(809,532)	7,562	-	7,562

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

2 (a). Components of Functions - (cont.)

	50 - HOUSING AND COMMUNITY AMENITIES			60 - HEALTH		
	ACTUALS	BUDGET	VARIANCE	ACTUALS	BUDGET	VARIANCE
	\$	\$	\$	\$	\$	\$
Revenue						
Grants	1,201,400	951,400	250,000	-	-	-
Rates/Charges	-	-	-	-	-	-
Sundry Income	1,174,379	1,130,539	43,840	-	-	-
Cash Investments	-	-	-	-	-	-
Cash Contribution	-	-	-	-	-	-
Income Reimbursements	3,125	-	3,125	-	-	-
Proceeds from Sale of Assets	-	-	-	-	-	-
	2,378,904	2,081,939	296,965	-	-	-
Operating Expenses						
Salary Expenses	(964,323)	(1,167,390)	203,067	-	-	-
Materials/Contractors	(2,981,620)	(10,464,317)	7,482,697	-	-	-
General Expenses	(1,206,585)	(1,175,299)	(31,286)	-	-	-
Finance Expense	(1,167,112)	(2,174,752)	1,007,640	-	-	-
Asset Expense	(9,418,907)	(53,449)	(9,365,458)	-	-	-
	(15,738,547)	(15,035,207)	(703,340)	-	-	-
Capitalised Expenditures						
Land & Building	(3,982,125)	-	(3,982,125)	-	-	-
Infrastructure	(191,843)	(1,161,498)	969,655	-	-	-
Plant	(5,680)	-	(5,680)	-	-	-
Furniture and Fittings	-	-	-	-	-	-
Equipment	(5,325)	-	(5,325)	-	-	-
Motor Vehicles	-	-	-	-	-	-
	(4,184,973)	(1,161,498)	(3,023,475)	-	-	-
Reclassifications						
Cost Allocation	(2,191)	-	(2,191)	-	-	-
Asset Maintenance	3,362,098	3,535,909	(173,811)	-	-	-
Revenue Allocations	559,443	710,766	(151,323)	-	-	-
Support Service Allocations	(552,281)	(673,363)	121,082	-	-	-
	3,367,069	3,573,312	(206,243)	-	-	-
Other Inflows (Outflows)						
Transfer from (to) Reserves	5,310,423	8,917,965	(3,607,542)	-	-	-
Grants Carried Forward from last year	2,119,872	2,119,872	-	-	-	-
Grants Carried Forward FY 2026	(2,602,682)	(496,383)	(2,106,299)	-	-	-
Other Revenue Carried Forward	-	-	-	-	-	-
	4,827,613	10,541,454	(5,713,841)	-	-	-
Net Operating Deficit	(9,349,934)	-	(9,349,934)	-	-	-
Add back: Depreciation & Amortisation	-	-	-	-	-	-
Net Deficit	(9,349,934)	-	(9,349,934)	-	-	-

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

2 (a). Components of Functions - (cont.)

	70 - RECREATION, CULTURE AND RELIGION			80 - EDUCATION		
	ACTUALS	BUDGET	VARIANCE	ACTUALS	BUDGET	VARIANCE
	\$	\$	\$	\$	\$	\$
Revenue						
Grants	4,941,364	4,751,207	190,157	-	-	-
Rates/Charges	-	-	-	-	-	-
Sundry Income	13,698	13,260	438	-	-	-
Cash Investments	-	-	-	-	-	-
Cash Contribution	-	-	-	-	-	-
Income Reimbursements	12,539	-	12,539	-	-	-
Proceeds from Sale of Assets	-	-	-	-	-	-
	4,967,601	4,764,467	203,134	-	-	-
Operating Expenses						
Salary Expenses	(2,307,911)	(2,142,491)	(165,420)	-	-	-
Materials/Contractors	(559,531)	(812,961)	253,430	-	-	-
General Expenses	(756,214)	(788,664)	32,450	-	-	-
Finance Expense	(147,642)	(131,414)	(16,228)	-	-	-
Asset Expense	(79,370)	(124,583)	45,213	-	-	-
	(3,850,668)	(4,000,113)	149,445	-	-	-
Capitalised Expenditures						
Land & Building	-	-	-	-	-	-
Infrastructure	-	-	-	-	-	-
Plant	-	-	-	-	-	-
Furniture and Fittings	-	-	-	-	-	-
Equipment	-	-	-	-	-	-
Motor Vehicles	-	-	-	-	-	-
	-	-	-	-	-	-
Reclassifications						
Cost Allocation	(15,532)	-	(15,532)	-	-	-
Asset Maintenance	(633,951)	(682,262)	48,311	-	-	-
Revenue Allocations	767,012	763,150	3,862	-	-	-
Support Service Allocations	(928,579)	(894,946)	(33,633)	-	-	-
	(811,050)	(814,058)	3,008	-	-	-
Other Inflows (Outflows)						
Transfer from (to) Reserves	(18,423)	80,091	(98,514)	-	-	-
Grants Carried Forward from last year	111,231	111,231	-	-	-	-
Grants Carried Forward FY 2026	(398,691)	(141,618)	(257,073)	-	-	-
Other Revenue Carried Forward	-	-	-	-	-	-
	(305,883)	49,704	(355,587)	-	-	-
Net Operating Surplus	-	-	-	-	-	-
Add back: Depreciation & Amortisation	-	-	-	-	-	-
Net Surplus	-	-	-	-	-	-

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

2 (a). Components of Functions - (cont.)

	90 - SOCIAL PROTECTION			TOTAL		
	ACTUALS	BUDGET	VARIANCE	ACTUALS	BUDGET	VARIANCE
	\$	\$	\$	\$	\$	\$
Revenue						
Grants	5,334,873	5,386,666	(51,793)	30,738,722	27,493,825	3,244,897
Rates/Charges	-	-	-	8,727,095	8,678,777	48,318
Sundry Income	5,487,954	5,148,873	339,081	10,419,422	11,004,204	(584,782)
Cash Investments	-	-	-	1,890,645	1,258,171	632,474
Cash Contribution	-	-	-	-	-	-
Income Reimbursements	22,545	5,296	17,249	192,890	5,296	187,594
Proceeds from Sale of Assets	-	-	-	1,019,364	617,000	402,364
	10,845,372	10,540,835	304,537	52,988,138	49,057,273	3,930,865
Operating Expenses						
Salary Expenses	(4,980,885)	(6,716,588)	1,735,703	(20,307,866)	(23,814,813)	3,506,947
Materials/Contractors	(1,224,038)	(1,246,344)	22,306	(10,207,119)	(27,338,201)	17,131,082
General Expenses	(1,663,822)	(1,668,128)	4,306	(10,714,599)	(11,695,072)	980,473
Finance Expense	(590,132)	(436,239)	(153,893)	(11,754,139)	(3,682,718)	(8,071,421)
Asset Expense	(36,749)	(31,578)	(5,171)	(16,765,552)	(6,014,431)	(10,751,121)
	(8,495,626)	(10,098,877)	1,603,251	(69,749,275)	(72,545,235)	2,795,960
Capitalised Expenditures						
Land & Building	(600,499)	(450,000)	(150,499)	(4,582,624)	(450,000)	(4,132,624)
Infrastructure	-	(2,480,000)	2,480,000	(304,449)	(3,641,498)	3,337,049
Plant	(106,772)	(283,781)	177,009	(2,027,899)	(1,367,174)	(660,725)
Furniture and Fittings	-	-	-	-	-	-
Equipment	(7,516)	-	(7,516)	(60,698)	-	(60,698)
Motor Vehicles	(452,200)	-	(452,200)	(1,109,123)	(2,843,007)	1,733,884
	(1,166,987)	(3,213,781)	2,046,794	(8,084,793)	(8,301,679)	216,886
Reclassifications						
Cost Allocation	(6,092)	-	(6,092)	-	-	-
Asset Maintenance	(852,016)	(862,334)	10,318	-	-	-
Revenue Allocations	-	-	-	-	-	-
Support Service Allocations	(1,398,963)	(1,288,382)	(110,581)	-	-	-
	(2,257,071)	(2,150,716)	(106,355)	-	-	-
Other Inflows (Outflows)						
Transfer from (to) Reserves	1,387,263	4,047,279	(2,660,016)	5,954,462	21,703,638	(15,749,176)
Grants Carried Forward from last year	1,264,294	1,264,294	-	6,909,551	6,909,551	-
Grants Carried Forward FY 2026	(1,577,245)	(389,034)	(1,188,211)	(5,956,697)	(1,148,937)	(4,807,760)
Other Revenue Carried Forward	-	-	-	-	-	-
	1,074,312	4,922,539	(3,848,227)	6,907,316	27,464,252	(20,556,936)
Net Operating Deficit	-	-	-	(17,938,614)	(4,325,389)	(13,613,225)
Add back: Depreciation & Amortisation	-	-	-	4,940,397	4,353,111	587,286
Net (Deficit) Surplus	-	-	-	(12,998,217)	27,722	(13,025,939)
Reconciliation of Net Deficit						
Net Deficit Per Function Schedule		(12,998,217)				
Add: Capital Expenditures (Note 9)		8,084,793				
Grants Carried Forward FY 2026 (Note 21b)		5,956,697				
Less: Transfer from Reserves		(5,954,462)				
2025 Unexpended Grant Carried Forward		(6,909,551)				
Depreciation and Amortisation (Note 4c)		(4,940,397)				
Net Deficit for the Year		(16,761,137)				

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

2 (b). Components of functions

The activities relating to the Council functions reported on in Note 2(a) are as follows:

General Public Services

Administrative, legislative and executive affairs, financial and fiscal affairs, general research and general services. Also includes where applicable Natural Disaster Relief.

Public Order and Safety

Fire protection, local emergency services, animal control and impounding, control of public places, control of signs, boarding and advertising, community policing and probationary matters.

Economic Affairs

General economic, agriculture and forestry, fuel and energy, other labour and employment affairs, transport and other industries, saleyards and tourism.

Environmental Protection

Waste management, pollution reduction, protection of biodiversity and landscape and protection and remediation of soil, groundwater and surface water.

Housing and Community Amenities

Housing, housing and community development, water supply and street lighting.

Health

Well baby clinics, dental health services and home nursing services, nursing and convalescent home services, immunisation, infant nutrition and child health, and family planning services.

Recreation, Culture And Religion

Facilities and venues, recreation parks and reserves, cultural and religious services, museums and libraries.

Education

Administration, inspection, support, operation, etc. of education programs and services.

Social Protection

Outlays on day care services, family day care, occasional care and outside schools hour care, aged services, shelter protection, drug and alcohol treatment programs. Also includes relief from man-made disasters.

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

3. OPERATING REVENUES

(a) Grants

Operational Grants

Non-operational Grants

Total Grants

(b) User Charges and Fees

Medicare Subsidies

Indigenous Wage Subsidies

Staff Rental Income

Accommodation Income

Meals Income

NDIS Revenue

Child Care Fees

Workshop Services

Equipment Hire

Shops and Merchandise

Administration Fee

Commercial Waste Fees

Total User Charges and Fees

(c) Rates and Annual Charges

General Rate Income Base

Waste Management Service

Total Rates and Annual Charges

(d) Other Operating Revenues

Insurance claim recovery

Diesel Fuel Income

Opal Fuel Income

Contract Income

Work Cover Claims

Cash from Reimbursement from NT Local Government

Other service Income

Other Revenue

Total Other Operating Revenues

2025	2024
\$	\$
29,972,686	20,481,827
766,037	3,038,975
30,738,723	23,520,802
2,818,168	2,701,075
1,284,000	1,322,900
1,175,913	1,152,615
517,012	732,145
562,287	601,573
381,965	554,953
164,025	214,154
59,073	142,101
19,176	52,986
31,412	7,430
917	-
530,856	800,511
7,544,804	8,282,443
5,152,099	4,960,432
3,574,996	3,429,854
8,727,095	8,390,286
165,619	1,174,621
704,641	604,258
132,453	204,087
103,332	123,082
21,918	50,719
4,240	-
1,657,701	1,220,279
277,603	182,519
3,067,507	3,559,565

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

	Restated	
	2025	2024
	\$	\$
3. OPERATING REVENUES – cont		
(e) Interest		
Interest on Bank Accounts	1,890,645	1,839,082
Total Interest	1,890,645	1,839,082
4. OPERATING EXPENSES		
(a) Employee Costs		
Salaries and Wages	15,392,944	15,259,292
Employee Leave Benefits	2,807,636	3,095,696
Superannuation	2,000,447	1,917,508
Workers Compensation Insurance	99,977	61,205
Fringe Benefits Tax	55,060	33,838
Total Employee Costs	20,356,064	20,367,539
(b) Materials and Contractors		
Contractors	6,244,463	5,787,972
Materials	2,173,358	2,154,203
Consultants	1,578,683	1,559,385
Accounting / Audit Expenses	131,851	109,084
Total Material and Contractor Charges	10,128,355	9,610,644
(c) Depreciation and Amortisation		
Motor Vehicles	345,690	356,551
Plant	830,162	818,942
Equipment	41,044	36,729
Buildings	2,740,183	2,706,344
Buildings (Nhulunbuy)	163,104	155,117
Infrastructure	220,938	210,194
Furniture and Fittings	1,757	1,944
Landfill Airspace	42,691	120,247
Right-of-Use Assets	554,828	556,269
Total Depreciation and Amortisation	4,940,397	4,962,337
(d) Other Operating Expenses		
Travel and Accommodation	1,739,504	1,882,941
Lease	666,749	598,388
Communication	1,394,006	1,382,547
Insurance	2,170,862	2,218,256
Vehicles	1,484,683	1,106,098
Fuel	914,598	994,300
Utility	899,939	853,603
Staff Expenses	519,772	448,527
Sitting fees	526,627	561,397

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

4. OPERATING EXPENSES - cont

(d) Other Operating Expenses - cont

	2025	2024
	\$	\$
Asset Expenses	547,920	676,611
Loss on Assets Written-off	55,314	47,223
Training	357,189	494,163
Grants repayment	508,668	88,000
Advertising	39,837	51,953
Rental Plant & Equipment	14,172	49,161
Bad Debts Expense	15,523	498,263
Printing and Stationery	56,621	67,582
Interest Expense	594,757	559,907
Bank Fees and Charges	10,436	12,604
Other Expenses	1,201,009	1,148,449
Total Other Operating Expenses	13,718,186	13,739,973

5. GAIN OR LOSS ON DISPOSAL OF ASSETS

Equipment Gain on Disposal

Proceeds from Sale	4,215	-
Written Down Value	-	-
Gain on disposal	4,215	-
Loss on disposal	-	-

Motor Vehicle Gain on Disposal

Proceeds from Sale	368,662	183,292
Written Down Value	(256,604)	(110,812)
Gain on disposal	112,058	72,480
Loss on disposal	-	-

Plant Gain/(Loss) on Disposal

Proceeds from Sale	337,317	53,776
Written Down Value	(43,839)	(55,905)
Gain on disposal	293,478	-
Loss on disposal	-	(2,129)

Total Gain on Disposal of Assets

	409,751	72,480
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Total Loss on Disposal of Assets

	-	(2,129)
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East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

6. CASH AND CASH EQUIVALENTS

Cash at Bank	6,112,581	5,689,011
Short Term Deposits	35,492,832	44,747,940
Petty Cash	491	486
Total Cash and Cash equivalents	41,605,904	50,437,437

RESTRICTED CASH SUMMARY

Internal Restrictions

- Included in liabilities	1,524,554	841,308
- Included in reserves	28,185,543	42,304,056
Total Internal Restrictions	29,710,097	43,145,364

Total Unrestricted

TOTAL CASH AVAILABLE	41,605,904	50,437,437
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7. TRADE AND OTHER RECEIVABLES

Rates and Annual Charges	421,193	369,140
User Charges and Fees	768,725	386,010
Other	104,875	183,333
Subtotal	1,294,793	938,483
Less: Provision for Doubtful Debts	(547,512)	(531,989)
Total Trade and Other Receivables	747,281	406,494

(a) Ageing of Trade Receivables:

Trade receivables are non-interest bearing and are generally on 14 day terms.

The ageing of trade receivables is detailed below:

Not past due	379,445	247,086
Past due 31-60 days	149,135	44,181
Past due 61-90 days	89,156	16,087
Past due 91+ days	677,057	631,129
Total	1,294,793	938,483

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

7. TRADE AND OTHER RECEIVABLES - cont

(b) Past due but not impaired receivables

As at 30 June 2025, current receivables of the Council with a nominal value of \$367,835 (2024: \$159,408) were past due but not impaired. These relate to a number of customers for whom there is no history of default.

The ageing of these receivables is as follows:

Past due 31-60 days	149,135	44,181
Past due 61-90 days	89,156	16,087
Past due 91+ days	129,544	99,140
Total	367,835	159,408

(c) Impaired receivables:

As at 30 June 2025, the nominal value of impaired receivables is \$547,512 (2024: \$531,989) were impaired.

The ageing of these receivables is as follows:

Not past due	-	-
Past due 31-60 days	-	-
Past due 61-90 days	-	-
Past due 91+ days	547,512	531,989
Total	547,512	531,989

Movement in the allowance for doubtful debts

Balance at the beginning of the year	531,989	33,726
Impairment losses provided on receivables	15,523	498,263
Balance at end of the year	547,512	531,989

8. UNRESTRICTED OTHER ASSETS

(a) Other Current Assets

Accrued Revenue	620,195	353,888
Prepayments	127,942	287,222
Bonds	27,400	27,400
Other	246,087	1,060,809
Total Other Assets	1,021,624	1,729,319

(b) Other Non-Current Assets

Security deposit for business bank bill loan	-	-
Security deposit for corporate card	200,000	200,000
Security deposit general	16,733	16,133
Total Other Non-Current Assets	216,733	216,133

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

9. PROPERTY PLANT AND EQUIPMENT

Buildings

At Fair Value

40,466,453 51,933,328

Accumulated Depreciation

- (2,879,071)

Fair Value - Buildings**40,466,453 49,054,257**

Lands and buildings (Nhulunbuy)

At Fair Value

4,820,000 4,081,930

Accumulated Depreciation

- (155,117)

Fair value - Lands and buildings (Nhulunbuy)**4,820,000 3,926,813**

Infrastructure

At Cost

6,072,511 6,428,331

Accumulated Depreciation

(966,246) (832,820)

Written Down Value - Infrastructure**5,106,265 5,595,511**

Equipment

At Cost

301,642 547,101

Accumulated Depreciation

(153,349) (265,647)

Written Down Value - Equipment**148,293 281,454**

Plant

At Cost

6,482,789 7,079,420

Accumulated Depreciation

(3,145,750) (3,971,180)

Written Down Value - Plant**3,337,039 3,108,240**

Furniture and Fittings

At Cost

52,012 62,012

Accumulated Depreciation

(11,287) (14,121)

Written Down Value - Furniture and Fittings**40,725 47,891**

Motor Vehicles

At Cost

5,050,068 5,632,096

Accumulated Depreciation

(1,964,605) (2,463,631)

Written Down Value - Motor Vehicles**3,085,463 3,168,465**

Landfill Airspace

At Cost

1,407,224 1,773,277

Accumulated Amortisation

(447,624) (436,039)

Written Down Value - Landfill Airspace**959,600 1,337,238**

Right-of-Use Assets

At Cost

11,871,897 15,419,938

Accumulated Depreciation

(3,034,859) (2,620,753)

Written Down Value - Right-of-Use Assets**8,837,038 12,799,185**

Assets Total

66,800,876 79,319,054

Work In Progress

2,462,881 926,849

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

9. PROPERTY PLANT AND EQUIPMENT - cont

	2025				
	Buildings	Lands & Buildings	Infrastructure	Equipment	Plant
	\$	\$	\$	\$	\$
Restated Written Down Value as at 1 July 2024	49,054,257	3,926,813	5,595,511	281,454	3,108,240
Additions	-	-	-	60,698	2,027,899
Work in progress capitalisation	2,037,441	634,095	237,102	-	-
Disposals/adj	-	-	-	-	(43,839)
Revaluations	511,649	422,196	-	-	-
Write-offs	-	-	-	-	(55,314)
Write-offs due to de-amalgamation	(8,396,711)	-	(505,410)	(152,815)	(869,785)
Depreciation	(2,740,183)	(163,104)	(220,938)	(41,044)	(830,162)
Written Down Value at 30 June 2025	40,466,453	4,820,000	5,106,265	148,293	3,337,039

Work in Progress					
As at 1 July 2024	306,435	-	620,414	-	-
Additions	3,948,529	634,095	304,449	-	-
Write-offs due to de-amalgamation	-	-	(442,403)	-	-
Work in progress capitalisation	(2,037,441)	(634,095)	(237,102)	-	-
As at 30 June 2025	2,217,523	-	245,358	-	-

	2025				
	Furniture and Fittings	Motor Vehicles	Right-of-Use Assets	Landfill Airspace	Total
	\$	\$	\$	\$	\$
Restated Written Down Value as at 1 July 2024	47,891	3,168,465	12,799,185	1,337,238	79,319,054
Additions*	-	1,109,123	-	-	3,197,720
Adjustment/Derecognition	-	-	(3,407,319)	(334,947)	(3,742,266)
Work in progress capitalisation	-	-	-	-	2,908,638
Disposals/adj	-	(256,604)	-	-	(300,443)
Revaluations	-	-	-	-	933,845
Write-offs	-	-	-	-	(55,314)
Write-offs due to de-amalgamation	(5,409)	(589,831)	-	-	(10,519,961)
Depreciation	(1,757)	(345,690)	(554,828)	(42,691)	(4,940,397)
Written Down Value at 30 June 2025	40,725	3,085,463	8,837,038	959,600	66,800,876

Work in Progress					
As at 1 July 2024	-	-	-	-	926,849
Additions*	-	-	-	-	4,887,073
Write-offs due to de-amalgamation	-	-	-	-	(442,403)
Work in progress capitalisation	-	-	-	-	(2,908,638)
End Balance at 30 June 2025	-	-	-	-	2,462,881

* Total acquisitions for financial year 2025 amounted to \$8,084,793.

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

9. PROPERTY PLANT AND EQUIPMENT - cont - RESTATED

	2024				
	Buildings \$	Lands & Buildings \$	Infrastructure \$	Equipment \$	Plant \$
Written Down Value as at 1 July 2023	49,307,136	4,040,000	5,011,599	250,863	2,516,252
Additions	-	-	-	67,320	1,475,587
Gifted asset	-	-	-	-	-
Work in progress capitalisation	2,453,465	41,930	794,106	-	-
Disposals/adj	-	-	-	-	(55,905)
Revaluations	-	-	-	-	-
Write-offs / Impairment adjustment	-	-	-	-	(8,752)
Depreciation	(2,706,344)	(155,117)	(210,194)	(36,729)	(818,942)
Written Down Value as at 30 June 2024	49,054,257	3,926,813	5,595,511	281,454	3,108,240

Work in Progress					
As at 1 July 2023	4,507	-	374,955	-	-
Additions	2,755,393	41,930	1,051,572	-	-
Expense adjustment	-	-	(12,007)	-	-
Work in progress capitalisation	(2,453,465)	(41,930)	(794,106)	-	-
As at 30 June 2024	306,435	-	620,414	-	-

	2024				
	Furniture and Fittings \$	Motor Vehicles \$	Right-of-Use Assets \$	Landfill Airspace \$	Total \$
Written Down Value as at 1 July 2023	49,835	2,956,713	12,595,068	1,476,836	78,204,301
Additions*	-	717,586	-	-	2,260,493
Adjustment	-	-	760,386	(19,351)	741,035
Work in progress capitalisation	-	-	-	-	3,289,501
Disposals/adj	-	(110,812)	-	-	(166,717)
Revaluations	-	-	-	-	-
Write-offs / Impairment adjustment	-	(38,471)	-	-	(47,223)
Depreciation	(1,944)	(356,551)	(556,269)	(120,247)	(4,962,337)
Written Down Value as at 30 June 2024	47,891	3,168,465	12,799,185	1,337,238	79,319,054

Work in Progress					
As at 1 July 2023	-	-	-	-	379,462
Additions*	-	-	-	-	3,848,895
Expense adjustment	-	-	-	-	(12,007)
Work in progress capitalisation	-	-	-	-	(3,289,501)
End Balance at 30 June 2024	-	-	-	-	926,849

* Total acquisitions for financial year 2024 amounted to \$6,109,388.

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

10. TRADE AND OTHER PAYABLES , PROVISIONS AND OTHER LIABILITIES

(a) Trade and Other Payables

Goods and services	1,279,078	1,637,190
Non-trade payables	1,181,620	1,174,385
Total Trade and Other Payables	2,460,698	2,811,575

(b) Provisions

Annual Leave – current	1,568,930	1,725,166
Long Service Leave – current	601,905	743,757
Long Service Leave – non current	326,974	299,549
Landfill Rehabilitation - non current*	1,632,329	1,946,648
Total Provisions	4,130,138	4,715,120

* Refer to Note 1(q) for further details in regards to this provision.

Total Provisions Consist of:

Current Provisions	2,170,835	2,468,922
Non-Current Provisions	1,959,303	2,246,198
Total Provisions	4,130,138	4,715,120

(c) Other Liabilities

Credit Cards	11,379	7,476
Grants Received in Advance	418,652	648,022
Unexpended Grant Liability	1,105,902	193,286
Other	58,364	57,116
Total Other Liabilities	1,594,297	905,900

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

11. STATEMENT OF CASH FLOWS

(a) Reconciliation of cash

For the purposes of the statement of cash flows, cash includes cash on hand and in banks and investments in money market instruments, net of outstanding bank overdrafts. Cash at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the Statement of Financial Position as follows:

	2025	2024
	\$	\$
Cash at Bank	6,112,581	5,689,011
Short-Term Deposits	35,492,832	44,747,940
Petty Cash	491	486
Balance per Statement of Cash Flows	41,605,904	50,437,437
(b) Reconciliation of Net Surplus for the year to Cash from Operating Activities		
Net Deficit	(16,761,137)	(3,017,964)
Depreciation & amortisation	4,940,397	4,962,337
Loss on Council De-amalgamation	10,919,620	-
Provision for bad debts	15,523	498,263
Profit on sale of fixed assets	(409,751)	(72,480)
Loss on fixed assets write-offs	55,314	47,223
Loss on sale of fixed assets	-	2,129
Other non-cash transactions	81,605	108,411
Changes in assets & liabilities:		
Decrease in Cash due to Council de-amalgamation	-	-
Increase in Trade and Other Receivables	(356,309)	(370,145)
Decrease (Increase) in Other Assets	707,696	(660,656)
Increase in Non-current Other Assets	(600)	-
Decrease in Trade and Other Payables	(350,877)	(924,261)
Increase (Decrease) in Other Liabilities	688,397	(356,622)
Decrease in Landfill Rehabilitation provision	(327,404)	-
(Decrease) Increase in provision for employee entitlements	(270,664)	157,526
Net cash flows from operating activities	(1,068,190)	373,761

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

	Restated	
	2025	2024
	\$	\$
12. CONDITIONS OVER GRANTS AND CONTRIBUTIONS		
Grants and contributions that were obtained on the condition that they be expended on specified purposes or in a future period but which are not yet expended in accordance with those conditions, are as follows:		
Unexpended at the close of the previous reporting period:	6,909,551	6,131,057
Less:		
Expended during the current reporting period from revenues recognised in previous reporting periods.	(4,463,302)	(3,534,660)
Plus:		
Amounts recognised as revenues in current reporting period but not yet expended in accordance with the conditions	3,510,448	4,216,345
Unexpended grants correction		96,809
Surplus balances at the close of the current reporting period and held as restricted assets	5,956,697	6,909,551
Net increase/(decrease) in restricted assets in the current reporting period	(952,854)	778,494

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

13. RESERVES

(a) Fleet Replacement

Purpose: to provide for the future replacement of fleet

	2025 \$	2024 \$
Opening Balance	5,349,135	5,399,557
Payment to Groote Archipelago Regional Council	(1,266,184)	-
Amount Set Aside / Transfer to Reserve	1,928,461	1,607,454
Amount Used / Transfer from Reserve	(2,177,763)	(1,657,876)
	3,833,649	5,349,135

(b) Waste Management

Purpose: for the future development of land fill and associated facilities

	2025 \$	2024 \$
Opening Balance	4,590,301	3,454,001
Payment to Groote Archipelago Regional Council	(957,933)	-
Amount Set Aside / Transfer to Reserve	1,394,250	2,170,959
Amount Used / Transfer from Reserve	(941,084)	(1,034,659)
	4,085,534	4,590,301

(c) Roads Replacement

Purpose: for the future development of roads and associated infrastructure

	2025 \$	2024 \$
Opening Balance	5,804,169	5,147,849
Payment to Groote Archipelago Regional Council	(1,736,788)	-
Amount Set Aside / Transfer to Reserve	1,995,229	1,063,749
Amount Used / Transfer from Reserve	(1,594,372)	(407,429)
	4,468,238	5,804,169

(d) Cemeteries

Purpose: for the future development of cemetery facilities

	2025 \$	2024 \$
Opening Balance	687,392	735,347
Payment to Groote Archipelago Regional Council	(201,295)	-
Amount Set Aside / Transfer to Reserve	-	-
Amount Used / Transfer from Reserve	(107,740)	(47,955)
	378,357	687,392

(e) Election

Purpose: to provide funding for future elections

	2025 \$	2024 \$
Opening Balance	173,662	123,662
Payment to Groote Archipelago Regional Council	(54,272)	-
Amount Set Aside / Transfer to Reserve	-	50,000
Amount Used / Transfer from Reserve	-	-
	119,390	173,662

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

13. RESERVES - cont

(f) Disaster

Purpose: to provide funding in the event of a natural disaster

	2025	Restated 2024
	\$	\$
Opening Balance	500,000	500,000
Payment to Groote Archipelago Regional Council	(166,667)	-
Amount Set Aside / Transfer to Reserve	-	-
Amount Used / Transfer from Reserve	-	-
	333,333	500,000

(g) Building

Purpose: to provide funding for future buildings

	2025	Restated 2024
Opening Balance	6,128,442	6,766,303
Payment to Groote Archipelago Regional Council	(1,337,754)	-
Amount Set Aside / Transfer to Reserve	1,635,030	3,716,843
Amount Used / Transfer from Reserve	(5,933,323)	(4,354,704)
	492,395	6,128,442

(h) Community Benefit

Purpose: to provide funding for future initiatives which benefit the community

	2025	Restated 2024
Opening Balance	3,173,839	2,932,920
Payment to Groote Archipelago Regional Council	(540,128)	-
Amount Set Aside / Transfer to Reserve	160,187	683,150
Amount Used / Transfer from Reserve	(45,568)	(442,231)
	2,748,330	3,173,839

(i) Public Area Infrastructure

Purpose: to provide funding for future infrastructure

	2025	Restated 2024
Opening Balance	3,703,468	3,755,625
Payment to Groote Archipelago Regional Council	(585,471)	-
Amount Set Aside / Transfer to Reserve	100	2,399
Amount Used / Transfer from Reserve	(46,155)	(54,556)
	3,071,942	3,703,468

(j) Community Services

Purpose: to provide funding for future community services projects

	2025	Restated 2024
Opening Balance	4,627,807	4,917,502
Payment to Groote Archipelago Regional Council	(1,006,220)	-
Amount Set Aside / Transfer to Reserve	319,206	475,967
Amount Used / Transfer from Reserve	(1,706,469)	(765,662)
	2,234,324	4,627,807

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

13. RESERVES - cont

(k) Unexpended Allocated Projects Carry Over

Purpose: to provide funding for training, staffing resources, new IT systems project, website and community events

Opening Balance

Payment to Groote Archipelago Regional Council

Amount Set Aside / Transfer to Reserve

Amount Used / Transfer from Reserve

Unexpended Allocated Projects Carry Over

Total Replacement and Contingency Reserves

2025	2024
\$	\$
656,291	1,571,570
(171,151)	-
25,332	11,340
(47,118)	(926,619)
463,354	656,291
22,228,846	35,394,506

All of the reserve accounts are supported by money held in financial institutions and match the amounts shown as restricted cash in this financial report.

(l) Asset Revaluation Reserve

Purpose: to record increments and decrements arising from changes in fair value of Council buildings (less any subsequent impairment losses, where applicable)

Opening Balance

Decrease due to de-amalgamation (Groote Archipelago assets)

Increments

Asset Revaluation Reserve

Restated	
2025	2024
\$	\$
41,706,725	41,706,725
(11,362,749)	
933,845	-
31,277,821	41,706,725

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

14. LEASES

Set out below are the carrying amounts of right-of-use assets recognised within Property, Plant & Equipment and the movements during the period:

<u>Right of use assets (Property, plant & Equipment)</u>	2025	2024
	\$	\$
At 1 July 2024	12,799,185	12,595,068
Right-of-use assets adjustment	457,065	760,386
Amortisation charge	(554,828)	(556,269)
Derecognition related to GARC	(3,864,384)	-
At 30 June 2025	8,837,038	12,799,185

Set out below are the carrying amounts of lease liabilities and the movements during the period:

	2025	2024
	\$	\$
At 1 July 2024	13,627,944	13,294,953
Adjustment	457,065	760,386
Interest applied	513,152	463,503
Payments	(901,895)	(890,898)
Derecognition related to GARC	(4,173,555)	-
Balance at 30 June 2025	9,522,711	13,627,944
Classified as:		
Current	219,269	374,087
Non-current	9,303,442	13,253,857
Short term and low value leases		
Expense relating to short term leases and low value assets:	666,749	598,388

15. CONTINGENT ASSETS AND CONTINGENT LIABILITIES

Contingent Liabilities

Council has contingent liabilities as at 30th June 2025. The de-amalgamation process, Groote Archipelago Regional Council was officially constituted in 2024, with inaugural elections held on 15 March 2025. Following the 30 June 2025 financial statement and grant acquittal process, the balance of the unexpended grants reserve, will need to be agreed and allocated, this was categorised as Instalment #2 for transfer. This amount cannot be determined at this time. Council has no contingent liabilities as at 30th June 2024.

16. EVENTS OCCURRING AFTER THE REPORTING PERIOD

No subsequent events or circumstances have arisen since the end of the financial year which have significantly affected or may significantly affect the operations, results of operations and the state of affairs of the Council in subsequent financial years.

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

17. FINANCIAL INSTRUMENTS

(a) Financial risk management objectives and policies

The Council's principal financial instruments comprise receivables, payables and cash and cash equivalents.

The Council manages its exposure to financial risks, in accordance with its policies. The objectives of the policies are to maximise the income to the Council whilst minimising the downside risk.

The Council's activities expose it to normal commercial financial risk. The main risks the Council is exposed to through its financial instruments are liquidity risk, credit risk, market risk and interest rate risk. Risks are considered to be low.

Primary responsibility for the identification and control of financial risks rests with the Councillors and Senior Management under the authority of the Council Councillors.

(b) Categories of financial instruments

<u>Recognised Financial Instruments</u>	<u>Statement of Financial Position Notes</u>	<u>Accounting Policies</u>	<u>Terms and Conditions</u>
(i) Financial assets			
Cash and cash equivalents	6	Details are set out in note 1(c).	Interest is earned at the bank's interest rate.
Trade receivables	7	Trade receivables are carried at nominal amounts due less any provision for doubtful debts. For further details refer to note 1(d)	Credit sales are normally on 30 day terms or other negotiated terms.
(ii) Financial liabilities			
Trade and other payables	10	Liabilities are recognised for amounts to be paid in the future for goods and services received, whether or not billed to the Council.	Trade liabilities are normally settled on 30 day terms or other negotiated terms.

(c) Net fair value of financial assets and liabilities

Cash and cash equivalents: The carrying amount approximates fair value because of their short-term maturity. Loans and receivables and trade and other payables: Their carrying amounts approximate fair value.

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

17. FINANCIAL INSTRUMENTS - cont

(d) Liquidity Risk

Liquidity risk arises from the financial liabilities of the entity and the Council's subsequent ability to meet its obligations to repay its financial liabilities as and when they fall due.

The Council reduces its exposure to liquidity risk by monitoring its cash flows closely through rolling future cash flows and monitoring the ageing of receivables and payables.

The maturity of financial liabilities as at 30 June 2025 is as follows :

	Within 1 Year \$	Within 1 - 5 Years \$	> 5 Years \$	Total \$
Trade and other Payables	2,368,160	-	-	2,368,160
Other Liabilities	1,594,297	-	-	1,594,297
Lease Liabilities	219,269	1,214,587	8,088,855	9,522,711

(e) Credit Risk

Credit risk is the risk of financial loss to the Council if a customer or counterparty to a financial instrument fails to meet its contractual obligations. Exposure to credit risk is monitored by Council on an ongoing basis. The maximum exposure to credit risk, excluding the value of any collateral or other security, is limited to the total carrying value of financial assets, net of any provisions for impairment of those assets, as disclosed in the statement of financial position and notes to the financial statements.

The Council does not have any material credit risk exposure to any single debtor or group of debtors under financial instruments entered into by the Council. The majority of the Council's debtors are government owned and funded entities and credit risk of the Council is low.

(f) Market Risk

Market risk is the risk that changes in market prices, such as interest rates and equity prices will affect the Council's income or the value of its holdings of financial instruments. The Council does not have any material market risk exposure.

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

17. FINANCIAL INSTRUMENTS - cont

(g) Interest Rate Risk

Interest rate risk refers to the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Council is exposed to interest rate risk primarily from its cash surpluses invested in short term interest bearing deposits. The deposits are only made with reputable financial institutions. As at balance date the Council had the following financial instruments exposed to variable interest rate risk:

Financial Assets	2025 \$	2024 \$
Cash and cash Equivalents	41,605,904	50,437,437

Credit cards are the only short term financial instrument used by the Council and balances are cleared at month end.

Sensitivity analysis

The table below details the interest rate sensitivity analysis of the Council at the reporting date holding all other variables constant. A 100 basis point change is deemed to be reasonably possible and is used when reporting interest rate risk.

	Impact on Profit Higher/(Lower)	Impact on Profit Higher/(Lower)
	2025 \$	2024 \$
Interest rate + 1.00%	416,059	504,374
Interest rate - 1.00%	(416,059)	(504,374)

The method used to arrive at the possible risk of 100 basis points was based on both statistical and non-statistical analysis. The statistical analysis has been based on the Council's cash rate for the past years. This information is then revised and adjusted for reasonableness under the current economic circumstances.

18. AUDITOR'S REMUNERATION

	2025 \$	2024 \$
Remuneration paid to auditors for services rendered:		
- Auditing the Financial Reports	69,000	60,000
- Other Services		839
Total	69,000	63,182

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

19. FAIR VALUE MEASUREMENTS

The Council measures and recognises the following assets at fair value on a recurring basis after initial recognition

- Lands and Buildings
- Financial Assets & Liabilities

The fair value of assets and liabilities must be estimated in accordance with various Accounting Standards for either recognition and measurement requirements or disclosure purposes.

(a) Fair Value Hierarchy

AASB 13: *Fair Value Measurement* requires all assets and liabilities measured at fair value to be assigned to a level in the fair value hierarchy as follows:

Level 1: Unadjusted quoted prices in active markets for identical assets or liabilities that the entity can access at the measurement date.

Level 2: Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.

Level 3: Inputs for the asset or liability that are not based on observable market data (unobservable inputs).

The following table presents all assets and liabilities that have been measured and recognised at fair values:

30 June 2025

Fair Value Measurements using:

Property, Plant and Equipment

- Buildings
- Lands and buildings (Nhulunbuy)

Total

Level 1	Level 2	Level 3	Total
\$	\$	\$	\$
-		40,466,453	40,466,453
	4,820,000		4,820,000
-	4,820,000	40,466,453	45,286,453

30 June 2024

Fair Value Measurements using:

Property, Plant and Equipment (Restated)

- Buildings
- Lands and buildings (Nhulunbuy)

Total

Level 1	Level 2	Level 3	Total
\$	\$	\$	\$
-		49,054,257	49,054,257
	3,926,813		3,926,813
-	3,926,813	49,054,257	52,981,070

(b) Transfers between Level 1 and Level 2 Fair Value Hierarchies

During the Year, there were no transfers between Level 1 and Level 2 fair value hierarchies for recurring fair value measurements.

(c) Valuation Techniques used to derive Level 2 and Level 3 Fair Values

Where the Council is unable to derive fair valuations using quoted market prices of identical assets (Level 1 inputs), the Council instead utilises a spread of both observable inputs (Level 2) and unobservable inputs (Level 3). The fair valuation technique the Council has used while utilising Level 2 and Level 3 inputs are as follows:

(d) Lands and Buildings

The Council's lands and buildings were valued by an independent valuer in accordance with AASB 16: Property, Plant and Equipment. The fair value of each building has been assessed using the market approach and cost approach.

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

19. FAIR VALUE MEASUREMENTS - cont.

Level 2 Valuation Inputs

Market (Direct Comparison) - This has been applied to residential buildings in the township of Nhulunbuy and is the amount which the interest in each property being valued might reasonably be expected to realise on the date of valuation in exchange between market participants given the highest and best use or highest and best alternative. This was determined by comparison to recent sales with similar characteristics. As this was based on observable evidence they have been classified as Level 2.

Level 3 Valuation Inputs

Cost (Depreciated) - The remaining Buildings in Council's communities were valued using a cost approach using professionally qualified Registered Valuers.

Under this approach, the cost to replace the building is calculated and then adjusted to take into account accumulated depreciation. The Valuer used Rawlinson's Australian Construction Handbook 2019 to value the building improvements which uses recent information from construction contracts for completed assets in relation to building costs in remote locations within the Northern Territory.

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

20. RELATED PARTY DISCLOSURES

Related Parties of the Council include its key management personnel (KMP), close family members (CFM) of key management personnel and other entities related to the Council.

a) Key Management Personnel Compensation

The Key Management Personnel of the Council include the Councillors, Council CEO & Council Executive Directors, as defined by AASB 124 Related Parties Disclosure.

In all, 24 persons (16 Councillors and 8 Executives) were paid during year:

	2025 \$	2024 \$
Salaries, allowances and other short term benefits	1,764,163	1,653,578
Long term benefits	(56,722)	23,376
Post employment benefits	114,749	99,879
	1,822,190	1,776,833

CEO Remuneration for financial year 2025

	CEO - Dale Keehne	Acting CEO - Signe Balodis 18th June 2025 to 30th- June 2025	Acting CEO - Divyan Ahimaz 3rd - Feb 2025 to 16th - March 2025
Short term benefits	373,892	6,345	18,335
Post - Employment benefits	28,258	295	1,278
Long term benefits	8,518	50	211
	410,668	6,690	19,824

b) Related Party Transactions

As the East Arnhem Region has a small population size, many of the KMPs are related with organisations which transact with the Council. There are 20 KMPs that have 12 board directorship positions with these organisations. The nature of the Related Party transactions are within the ordinary course of business of the Council.

KMP & CFM Related Organisations	2025 Total Expenses \$	2024 Total Expenses \$	2025 Total Income \$	2024 Total Income \$
Aboriginal Resource and Development Services	13,716	8,000	4,870	3,664
Arnhem Land Progress Aboriginal Corporation	107,398	101,295	515,912	513,402
Anindilyakwa Land Council	4,213	4,091	3,417	291
Anindilyakwa Royalty Aboriginal Corporation	-	4,979	5,362	6,211
Councilbiz	-	110,654	-	-
Groote Eylandt Aboriginal Trust	-	100	-	994
Groote Eylandt Bickerton Island Enterprise	768	13,634	52,704	51,569
Gumatj Corporation Ltd	26,070	9,000	-	-
Laynhapuy Homelands Aboriginal Corporation	45,455	-	366,481	361,929
Miwatj Health	15,122	14,532	103,421	116,850
NAAJA	-	-	-	222
National Indigenous Australians Agency	53,638	13,000	-	-
Nhulunbuy Christian School	-	900	-	-
North East Arnhem Land Aboriginal Corporation	87,783	-	-	-
NT Local Government Association	-	80,251	-	24,021
Northern Land Council	646,115	563,033	643	2,164
RULKU ENTERPRISES	28,398	4,714	79,686	70,843
Shepherdson College	-	2,700	17,243	20,892
Warningakalinga Aboriginal Corporation	-	-	-	1,501
	1,028,675	930,882	1,149,737	1,174,552

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

21. a) Comparison of Original Estimates with Actuals

	2025 ACTUAL	2025 BUDGET	VARIANCE
	\$	\$	\$
Revenue			
10 - General Public Services	22,061,606	19,272,992	2,788,614
20 - Public Order and Safety	3,567,383	3,257,285	310,098
30 - Economic Affairs	4,846,322	4,688,915	157,407
40 - Environmental Protection	4,320,950	4,450,840	(129,890)
50 - Housing and Community Amenities	2,378,904	2,081,939	296,965
70 - Recreation Culture and Religion	4,967,601	4,764,467	203,134
90 - Social Protection	10,845,372	10,540,835	304,537
	52,988,138	49,057,273	3,930,865
Operating Expenses			
10 - General Public Services	(28,379,563)	(21,493,001)	(6,886,562)
20 - Public Order and Safety	(3,421,497)	(4,217,835)	796,338
30 - Economic Affairs	(6,627,965)	(11,930,660)	5,302,695
40 - Environmental Protection	(3,235,409)	(5,769,542)	2,534,133
50 - Housing and Community Amenities	(15,738,547)	(15,035,207)	(703,340)
70 - Recreation Culture and Religion	(3,850,668)	(4,000,113)	149,445
90 - Social Protection	(8,495,626)	(10,098,877)	1,603,251
	(69,749,275)	(72,545,235)	2,795,960
Capitalised Expenditures			
10 - General Public Services	(82,427)	-	(82,427)
20 - Public Order and Safety	-	-	-
30 - Economic Affairs	(2,457,800)	(3,846,400)	1,388,600
40 - Environmental Protection	(192,606)	(80,000)	(112,606)
50 - Housing and Community Amenities	(4,184,973)	(1,161,498)	(3,023,475)
70 - Recreation Culture and Religion	-	-	-
90 - Social Protection	(1,166,987)	(3,213,781)	2,046,794
	(8,084,793)	(8,301,679)	216,886
Reclassifications			
10 - General Public Services	(1,356,778)	(2,205,415)	848,637
20 - Public Order and Safety	(21,048)	603,298	(624,346)
30 - Economic Affairs	2,168,832	2,205,182	(36,350)
40 - Environmental Protection	(1,089,954)	(1,211,603)	121,649
50 - Housing and Community Amenities	3,367,069	3,573,312	(206,243)
70 - Recreation Culture and Religion	(811,050)	(814,058)	3,008
90 - Social Protection	(2,257,071)	(2,150,716)	(106,355)
	-	-	-

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

21. a) Comparison of Original Estimates with Actuals - cont

	2025 ACTUAL	2025 BUDGET	VARIANCE
	\$	\$	\$
Other Inflows (Outflows)			
10 - General Public Services	(29,548)	100,035	(129,583)
20 - Public Order and Safety	(124,838)	357,252	(482,090)
30 - Economic Affairs	1,261,079	8,882,963	(7,621,884)
40 - Environmental Protection	204,581	2,610,305	(2,405,724)
50 - Housing and Community Amenities	4,827,613	10,541,454	(5,713,841)
70 - Recreation Culture and Religion	(305,883)	49,704	(355,587)
90 - Social Protection	1,074,312	4,922,539	(3,848,227)
	6,907,316	27,464,252	(20,556,936)
Net Operating Deficit	(17,938,614)	(4,325,389)	(13,613,225)
Depreciation and Amortisation	4,940,397	4,353,111	587,286
Net (Deficit) Surplus	(12,998,217)	27,722	(13,025,939)
Reconciliation of Net Deficit			
Net Deficit Per Function Schedule		(12,998,217)	
Add: Capital Expenditures (Note 9)		8,084,793	
Grants Carried Forward FY 2026 (Note 21b)		5,956,697	
Less: Transfer from Reserves		(5,954,462)	
2025 Unexpended Grant Carried Forward		(6,909,551)	
Depreciation and Amortisation (Note 4c)		(4,940,397)	
Net Deficit for the Year		(16,761,137)	

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

21. b) Unexpended Grants Funds

	2025 \$	Restated 2024 \$
1204 - Mungkadinamanja Flexible Aged Care	201,783	96,809
1231 - Indigenous Employment Initiative Program	1,102,214	711,977
1243 - Remote Sport Program	-	14,894
1318 - Regional Sobering Up Shelter, Nhulunbuy	902	14,422
1319 - Communities for Children Program	89,637	71,523
1469 - Galiwinku Multi Purpose Facility Construction & Maintenance	-	36,200
1581 - Remote Indigenous Broadcasting Service	71,669	146,243
1617 - Community Child Care Fund	51,517	315,985
1624 - Community Night Patrol Services	503,977	342,831
1665 - Local Road and Infrastructure Program	81,973	83,173
1681 - Community Youth Diversion Program	7,374	49,386
1689 - Roads to Recovery Program 2021-2022	-	587,987
1692 - Home Care Provider Transitional Support	68,000	68,000
1693 - Remote Community Connector Program	54,094	-
1694 - Angurugu Waste Transfer Station	-	7,729
1695 - Aboriginal Benefit Account (ABA)	10,185	-
1697 - Children and Family Intensive Support	34,467	10,229
1707 - Local Road and Infrastructure Program Round 3	565,890	566,290
1708 - Roads to Recovery Program 2022-23	-	838,905
1709 - East Arnhem Youth Alcohol & Other Drugs Service	169,157	24,379
1711 - Local Authority Project Funding Angurugu	164,446	271,511
1714 - Local Authority Project Funding Ramingining	135,400	-
1715 - Local Authority Project Funding Milingimbi	723,488	557,127
1716 - Local Authority Project Funding Gapuwiyak	456,752	333,580
1717 - Local Authority Project Funding Galiwinku	698,557	569,897
1718 - Local Authority Project Funding Yirrkala	302,245	263,360
1719 - Local Authority Project Funding Gunyangara	121,794	88,194
1720 - 2022-23 Waste and Resource Management Grant	-	136,201
1727 - 2023-24 Waste and Resource Management	-	193,000
1728 - Bait Fridge Workshop - 2024	3	660
1731 - Stage 2 Gunyangarra Causeway safety lighting	-	22,790
1733 - NAIDOC Week 2024	258	11,684
1736 - Youth Vibe Holiday Grant 2024-25 FY	3,875	-
1737 - Galiwinku Asbestos Project	-	474,585
1738 - Active Regional and Remote Communities	173,373	-
1740 - NT Waste and Resource Management 2024-25	153,667	-
1743 - Support at Home and new Aged Care Act Transition Support 202	10,000	-
	5,956,697	6,909,551

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

22. Financial Indicators

Operating Surplus Ratio	2025	2024	2023
<u>Operating Surplus (Deficit)</u>	4.0%	-14.4%	4.9%
Total Operating Income			

This ratio expresses the operating surplus as a percentage of total operating revenue.

Asset Sustainability Ratio	2025	2024	2023
<u>Net Asset Renewals</u>	186.2%	132.4%	92.6%
Infrastructure & Asset Management			
Plan required expenditure			

Net asset renewals expenditure is defined as net capital expenditure on the renewal and replacement of existing assets.

Interest Coverage Ratio	2025	2024	2023
<u>Earnings Before Interest</u>	4.5	-9.9	5.4
Borrowing Costs-Interest Expense			

This indicator is designed to determine how easily the council can pay interest on outstanding debts/loans.

The calculation includes interest expense related to lease liabilities (AASB 16 - Leases) and provision for landfill rehabilitation (AASB 137 - Provisions).

Current Assets Ratio	2025	2024	2023
<u>Current Assets</u>	6.7	8.0	7.9
Current Liabilities			

This indicator is designed to provide information on the ability of the council to meet its short-term financial obligations as they become due out of current assets.

East Arnhem Regional Council

Notes to the Financial Statements

For the year ended 30 June 2025

23. East Arnhem Regional Council De-amalgamation

The de-amalgamation of the East Arnhem Regional Council leading to the creation of the Groote Archipelago Regional Council ("GARC" or "Groote") has been in progress since 2018. The official constitution of GARC occurred in 2024 and the inaugural elections held on 15 March 2025 with the Groote Archipelago Regional Council delivering services to three communities in Umbakumba, Angurugu and Milyakburra.

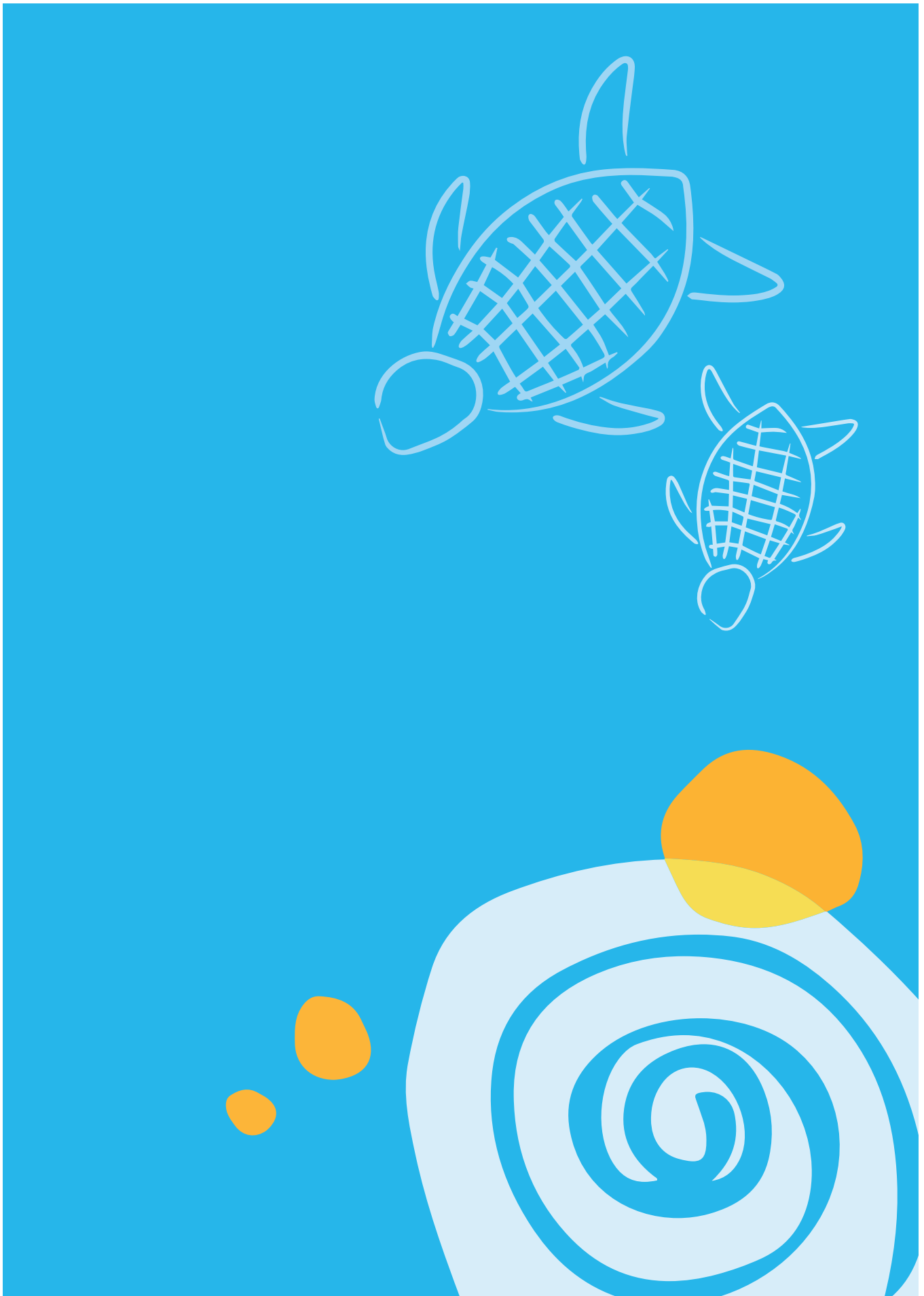
The East Arnhem Regional Council remaining communities are:

- Galiwinku
- Gapuwiyak
- Gunyangara
- Milingimbi
- Ramingining
- Yirrkala

As part of this de-amalgamation, an allocation methodology to calculate a fair and equitable allocation for EARC and GARC was developed. The allocation methodology considered an assessment of an equitable allocation of available reserves, landfill provision and net cash available as at 30 June 2024 for both councils, with values sourced from the audited financial statements and annual report. These were categorised as Instalment #1 for transfer. Following the 30 June 2025 financial statement and grant acquittal process, the balance of the unexpended grants reserve, will need to be agreed and allocated, this was categorised as Instalment #2 for transfer.

The carrying amounts of assets and liabilities transferred due to de-amalgamation were:

	2025
	\$
Assets	
Cash and cash equivalents	9,572,496
Property Plant and Equipment	15,093,175
Total Assets	24,665,671
Liabilities	
Lease Liabilities	(4,173,555)
Provisions	(495,456)
Total Liabilities	(4,669,011)
Net Assets	19,996,660





Dedicated to promoting the power of people, protection of community and respect for cultural diversity.

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East Arnhem Regional Council and SoundEd, School Holiday Program - Music Video Workshop, with support from Yalu Aboriginal Corporation and Northern Territory Government, Galiwin'ku, NT, 2025. Photo: East Arnhem Regional Council

3 General Business and Date of Next Meeting

4 Meeting Close