

# 2023-24 Annual Report



A place for people, a place for community.

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## *Acknowledgement of Country*

*The Shire of Tammin acknowledge the Ballardong Noongar People as traditional custodians of the land and skies on which we gather, and we pay our respects to their Elders, past, present and emerging.*

# A Message from the Shire President

2023-24

It is with great pleasure that I take the opportunity to thank the Tammin Shire Staff for their effective, efficient, and dynamic work ethic, with the community of Tammin being their priority. I would also like to welcome Cr Jill Rogers to Council and acknowledge all Councillors for their dedication and forthrightness in their representation of our community with once again, community always being a priority. Much gratitude and appreciation to our outgoing Shire President, Glenice Batchelor and heartfelt thanks for your service and dedication to Council and community. Also to our community, who continuously engage, support and offer assistance, producing a positive environment to ensure our Shire strives forward into the future.

This year we said farewell to our CEO, Jo Soderlund and her family, moving to New Zealand. Jo brought extensive leadership, values and strong community engagement to our Shire and we thank her for her dedication. We also said farewell to Keira Wirth and Kelsey Cox and welcomed our new staff members, Pixie O'Neill and Teresa Brindley-Stevens, our Works Manager Bevan Klein and lastly our new CEO Andrew Malone. They have all settled into their new positions very professionally, competently and with empathy, and we welcome them all and their families.

We, as a Shire, have had a very productive and successful 23/24 financial year with the completion of major capital projects and initiatives including:

- Ladies toilets upgraded at Donnan Park
- Clean up of old tennis courts.
- New tourist brochures for Tammin Self Drive Trail through WEROC
- Donnan Park revamp
- Purchased new oval line marker
- Establishment of a Pump Track at Donnan Park
- Footpaths Booth Street
- Bungulla North Road reseal
- Urban reseals
- Yorkrakine Road reseal
- Yorkrakine East Road floodway construction
- Quartermaine floodway construction
- Chappell Floodway extension and culvert replacement
- Cubbine Road culvert replacement
- Purchase of a new tractor, excavator, crew cab truck and Toro wheel mower
- Upgrade Tammin Town Hall kitchen with industrial dishwasher installed
- Revamp Cooina Shop
- Establishment of the Women in Farming Group Tammin
- Opening of the Pump Track
- Establishment of Tammin Town Team



Char Thomson - Shire President

# A Message from the Shire President

There have been a number of events held in Tammin throughout the year: The Festival of Small Halls at Yorkrakine Hall, Comedy Gold and the Seniors Musical Luncheon all supported by Lotterwest funding. Also, Anzac and Remembrance Days, CWA 85-year community luncheon, and the Fellowship Christmas Dinner and Community Christmas Tree.

The 2024 Awards night acknowledged Tammin residents for their contribution in making a difference to our community and recognised those who put in the extra effort, not only in their contribution, but those that become role models and encouraged and motivated others. Our award recipients for 23/24 were:

- Citizen of the Year Award – Pat Bell
- Senior Citizen of the Year Award – Joan Button
- Youth Citizen of the Year Award – Steele Anderson

There were also many recognition award winners – Corey Dixon, Beryl Greenwood, Pippa Button, Haydn Dixon, Jayne York, Murray Clausen, Emma Button, Ruby York and the Volunteer Bush Fire Brigade members.

Shire Councillors have attended a number of Forums throughout the year:

- Wheatbelt Zone Forum – discussion on Bush Fire brigade funding and land acquisition
- Wheatbelt Futures Forum – Western Power Jan 24 outages, Telstra switching to 4G
- Town Teams – improving places or areas in your town
- WEROC – Transition to ERP software for the office, housing funding, corella management
- Tammin Golf Club opening with 70 people attending
- LEMC (Local Emergency Management Committee) – response training and discussed warning systems and Local Government compliance on emergency management.
- Great Eastern Zone of Councils – update on 2024-2026 Strategic Plan, freight, regional housing, Main Roads update on implementing \$250 million on Wheatbelt Roads
- WALGA Conference Perth – artificial intelligence and what the future will look like – driverless cars and AI for inspecting roads and for security. Also discussions on shortage of housing and renewable energy transition

I have thoroughly enjoyed my first year as President and I have learnt so much. I will continue to represent and support our Council as Our Aim is Progress and we are certainly heading in the right direction.

Kind regards



**Char Thomson**  
President



# A Message from the Tammin Team

We are delighted to present the Annual Report for the Shire of Tammin for 2023/24.

This year has been one of significant change and progress for the Shire of Tammin, marked by transitions in leadership, new team members, and unwavering commitment to serving our community. Despite these changes, the resilience and dedication of our staff and Council have ensured that we continued to deliver quality outcomes for Tammin.

Over the course of the year, we bid farewell to several valued team members. Works Manager Fabian concluded four years of dedicated service with the Shire of Tammin, building on his contributions during his tenure with the joint Shires of Cunderdin and Tammin. Community Development Officer Kelsey pursued her passion for teaching, and Administration Officer Keira embarked on a new role in local government. As the financial year drew to a close, we also prepared to say goodbye to our CEO, Joanne, who was departing for exciting new opportunities in New Zealand.

In welcoming fresh faces to our team, we were fortunate to gain a diverse range of skills and experiences. Our new Works Manager, Bevan, brought expertise honed in the East Pilbara region. William, a long-term local, joined us as a trainee after starting as a casual, and Tony, a new resident of Tammin, joined the works crew. In the office, we were delighted to welcome Teresa, a Finance and Administration Officer from Kellerberrin, while Pixie transitioned from a casual role to become our new Community Development Officer—a role in which she has already made a positive impact.

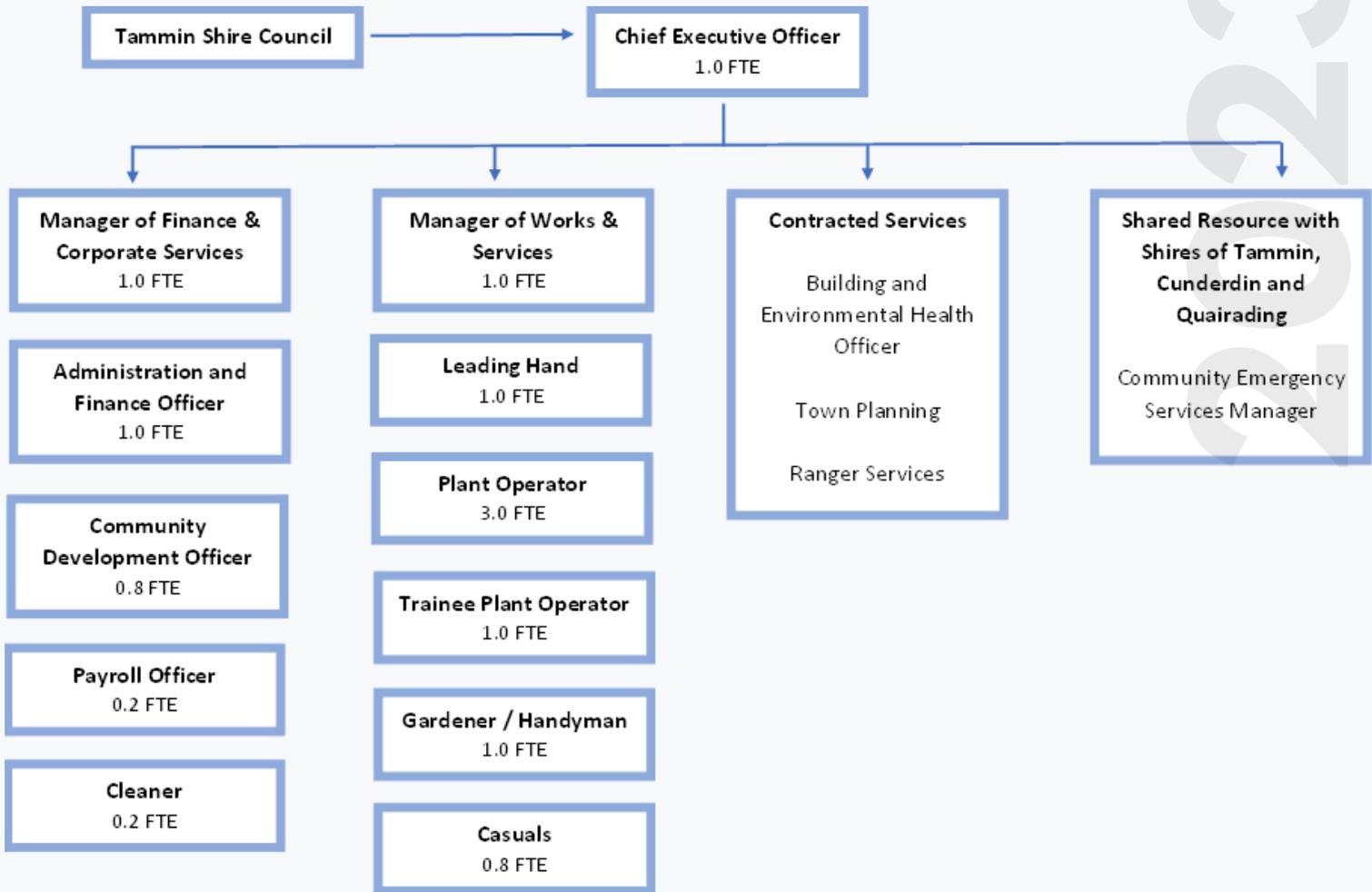
The Council also experienced a leadership transition. In September 2023, we expressed our heartfelt gratitude to President Glenice for her remarkable eight years of service on Council. Her dedication and contributions to the Tammin community have left a lasting legacy. In October 2023, the Council elected Charmaine Thomson as President and re-elected Tanya Nicholls as Deputy President, ensuring strong and capable leadership for the year ahead.

The Shire has truly embraced it all – from addressing storm damage to hosting vibrant community events, and investing in critical infrastructure such as roads, amenities, the dog park, and the caravan park. We are proud to live up to our motto: *Progress is our aim!* A heartfelt thank you to everyone who contributed to making this possible.

Racheal King  
Manager of Finance & Corporate Services



# Organisation Structure



\*\* Full Time Employee (FTE)



Comedy Gold 2024



Zoo-mazing Staff Development Day

# About Tammin

The Shire of Tammin is located 184 kilometres east of Perth on the Great Eastern Highway. The Shire covers an area of 1,087 kilometers and is bound by the neighbouring Shires of Kellerberrin, Quairading, Cunderdin and Wyalkatchem.

The Shire is home to a population of approximately 400 residents, working primarily within the agricultural industry for the production of grain and livestock. Each year, the Shire hosts a number of community events for its residents which include Comedy Gold, Fuse Festival, Seniors Luncheon, Tammin Achievement Awards and Wellness events. The Shire also contributes annually to a number of community run events including Australia Day, Anzac Day, Tammin Community Christmas Tree and many more.

Residents of the Shire enjoy a Mediterranean-type climate with weather ranging from 0 degrees Celsius in winter to 40 degrees Celsius during summer. The average yearly rainfall is 370mm falling mainly in the winter months.

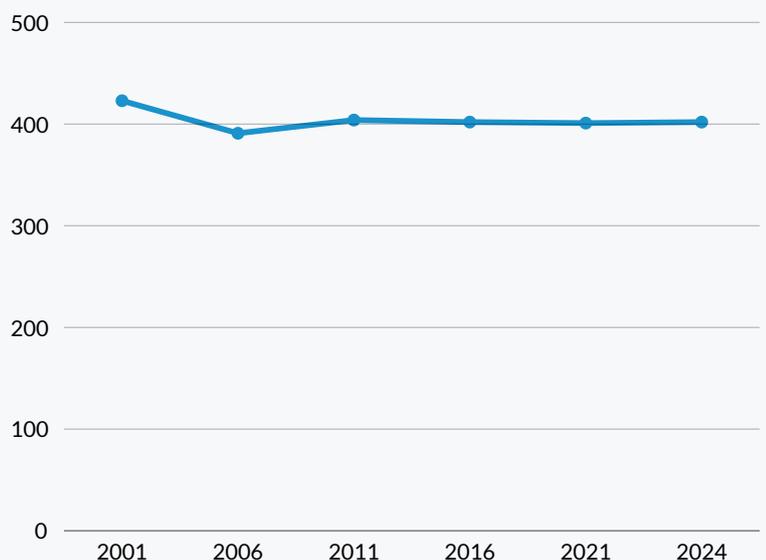
Tammin was first settled in 1893 by Mr John Packham with more settlers arriving in the 1900's. The town of Tammin was gazetted in 1899 and in 1948 became a Road Board in its own right having previously been part of the Meckering Road Board and later Cunderdin-Meckering-Tammin Road Boards. With changes to the Local Government Act 1960, it became the Shire of Tammin in 1961.

The name 'Tammin' means grandmother or grandfather according to the 'Descriptive Vocabulary of Aboriginies of WA' by G F Moore. Other theories are that Tammin was either named after the Tamma, a small marsupial wallaby, that once inhabited the area or the Tamma bush which grows throughout the district.

For further information regarding the history of the Shire, please contact the Shire Administration Office.

## Population

Australian Bureau of Statistics (ABS) data for the Shire of Tammin indicates a decline in population of approximately 1.4% (or 6 persons) between the 2001 and 2021 Census dates. The median age of persons residing with the Shire of Tammin is 47 years.



Donnan Park Oval & Pavilion

# Elected Representatives

The Tammin Shire Council currently has six (6) Councillors representing the district. The Shires Councillors are the voice of the Tammin community. Councillors listen to the issues and ideas of residents and community groups and make strategic and policy decisions within the legislative framework in which they operate. The Shire President leads Council meetings and represents Council on formal occasions supported by the Deputy President.



**CR CHARMINE THOMSON**  
Councillor, Term Expiry 27

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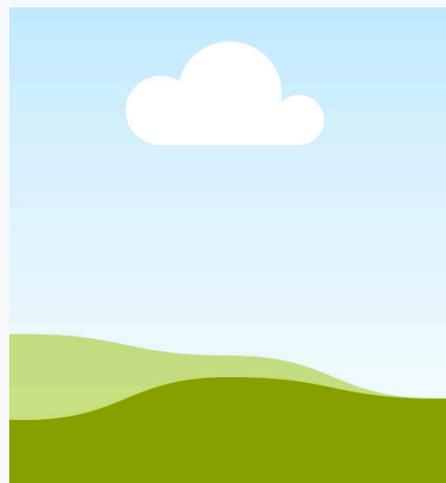
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**CR GREGORY STEPHENS,**  
Resigned May 24

2023-24

# Elected Representatives

Council policy provides that Council member attendance at all Council and Committee meetings must be reported in the Annual Report. For the year ended 30 June 2024 Council member attendance at all eleven (11) Council meetings and (4) Special Council meetings is documented below.

Please note that Councillor Stephens resigned in May 2024 and President Batchelor's term ended in September 2023. Councillor Charmaine Thomson was elected President at the October 2023 Ordinary council meeting.

## Meeting Attendance

	Ordinary Council Meetings											Special Council Meetings				
	July	Aug	Sep	Oct	Nov	Dec	Feb	Mar	Apr	May	June	Nov	June			
Cr Glenice Batchelor				<i>Term Ended</i>											<i>Term Ended</i>	
Cr Charmaine Thomson																
Cr Tanya Nicholls																
Cr Nick Caffell																
Cr Courtney Thomson																
Cr Barry Leslie																
Cr Gregory Stephens	<i>Appointed in Oct</i>										<i>Resigned</i>		<i>Resigned</i>			

	Attended		Apologies
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## Remuneration

COUNCILLOR	ORDINARY & SPECIAL COUNCIL MEETINGS	PRESIDENT & DEPUTY ALLOWANCE
Cr. Charmaine Thomson	\$3,735	\$8,000
Cr. Tanya Nicholls	\$3,735	\$2,000
Cr. Nick Caffell	\$3,735	
Cr. Courtney Thomson	\$3,735	
Cr. Barry Leslie	\$3,735	
Cr. Greg Stephens	\$1,917.50	
Cr. Glenice Batchelor	\$2,958.75	

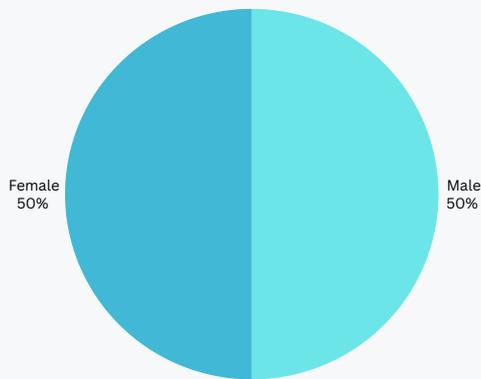


# Elected Representatives

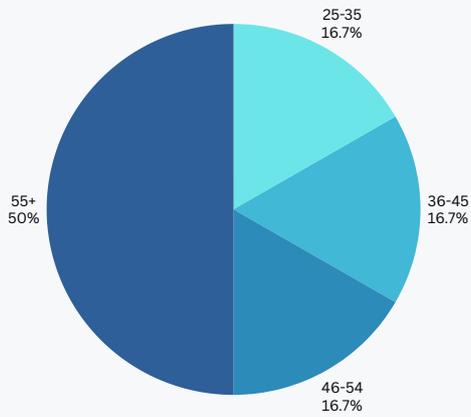
## Demographic Profile

A summary of the demographic profile of the Shires elected members is provided below:

Gender



Age Profile

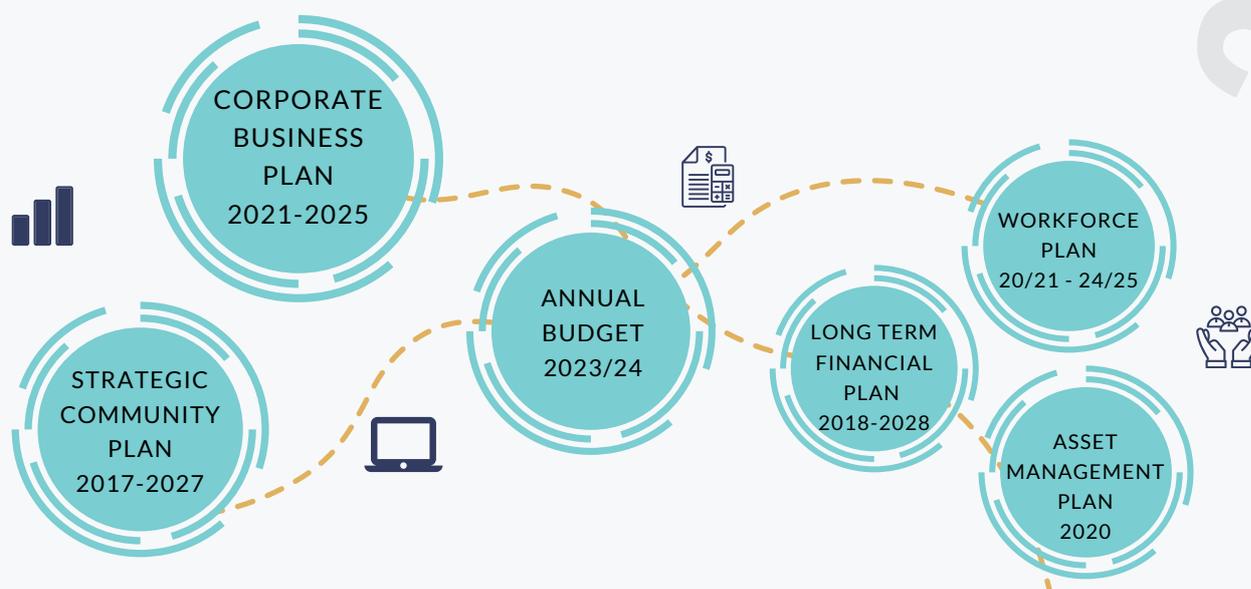


Country of Birth



# Integrated Planning & Reporting

In 2010, the Western Australian State Government introduced legislation requiring local governments to prepare an Integrated Planning and Reporting Framework. The Shire of Tammin has the following integrated planning documents available for public inspection.



## Strategic Community Plan

The Shire of Tammin's Strategic Community Plan 2017-2027 outlines the strategic priorities of Council to address the community's long term vision for the Shire, "A place for People, a Place for Community".

Tammin as a community is a vibrant and active, inclusive and welcoming, a community where people are treated equally and feel safe. The Shire's aim is to sustain and build local area capacity through employment and strengthen community development.

The aspiration of the community in pursuit of the Shire's vision, as identified through consultation with the community during the formation of the Strategic Community Plan has been categorised in six (6) strategic result areas as detailed on the following page. Each of these areas have multiple objectives the community desires to see achieved. It is the Shire's accompany Corporate Business Plan that details the actions the Shire of Tammin will undertake to achieve the objectives defined under each of the strategic result areas of the Strategic Community Plan.



# Integrated Planning & Reporting



The six (6) strategic result areas outlined in the Shire of Tammin's Strategic Community Plan 2017-2027 that are the focus of the Shire of Tammin's pursuit to be "A Place for People, a Place for Community".

- 

**1) Social / Community:** Grow and sustain the population through planned provision of services. Maintain the sense of community which is inclusive and welcoming for all.
- 

**2) Environment:** Provide leadership and promote local regional sustainability principles and practices. Enhance local natural areas and open spaces.
- 

**3) Housing & Facilities:** Our local area will be maintained through the provision of housing and employment choices for all ages, whilst protecting our viable farmland.
- 

**4) Economic Development:** Strengthen local business and employment capacity. Support and encourage sustainable business growth.
- 

**5) Infrastructure & Transport:** Our local town, amenities and facilities will be maintained and enhanced, ensuring that our town is one that community loves to be in and is proud of.
- 

**6) Civic Leadership:** Our Councillors and community leaders have a vision, are accessible, act with transparency and integrity, and act in good faith on behalf of their constituents.

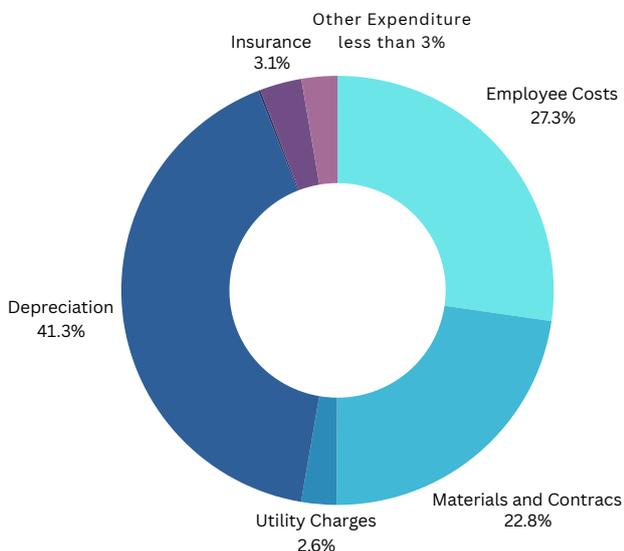
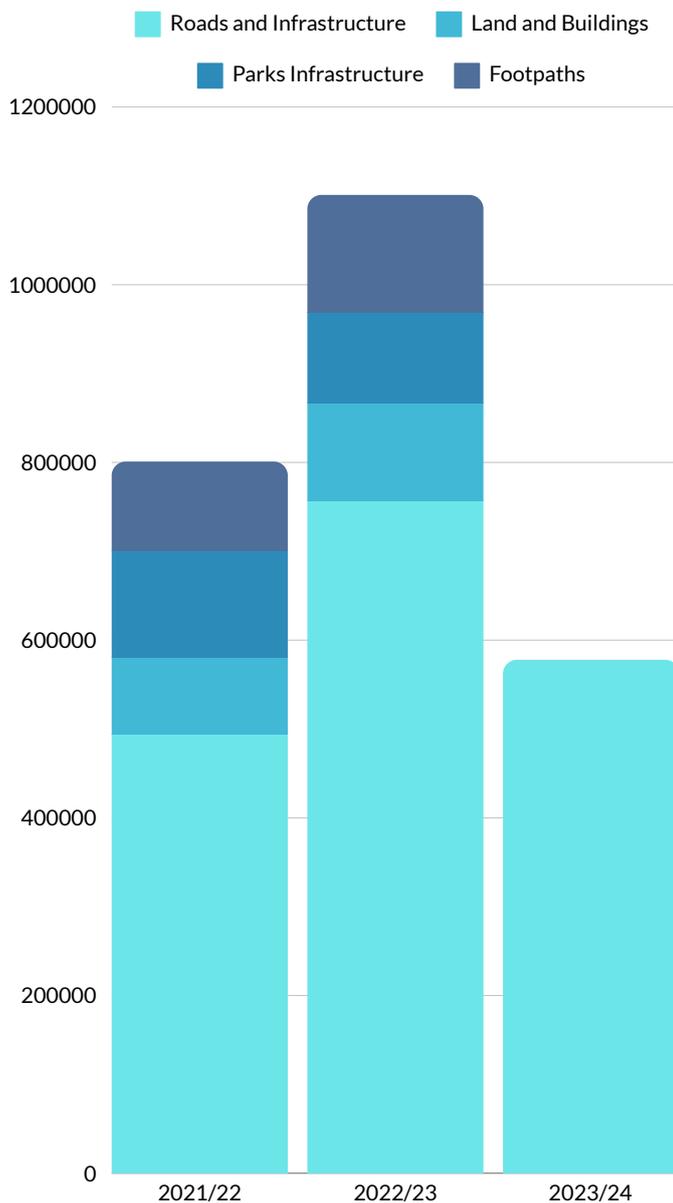
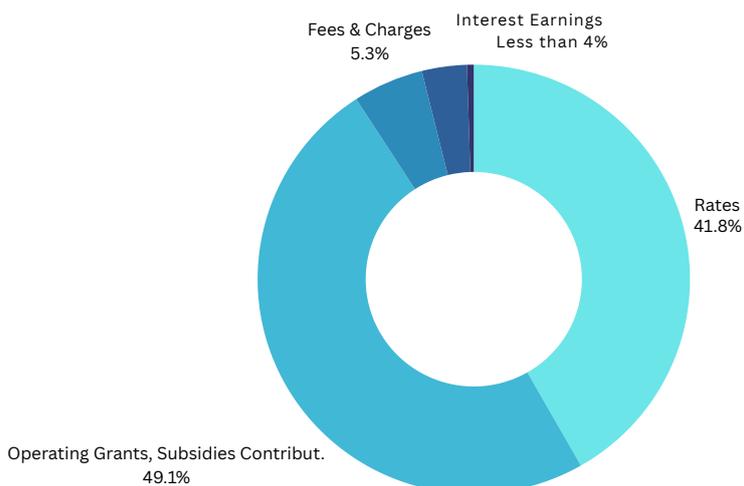
# Financial Summary

## 2023/24

To deliver the objectives of the Strategic Community Plan the Shire requires many resources. These resources require funding, and the Shire derives this funding from different sources including rates, government grants and fees and charges.

The Annual Report presents the Shire's audited Annual Financial Statements for the year ending 30 June 2024 in the later pages of this report. A graphical representative of the shire of Tammin's financial results for the FY 2023/24 is provided below.

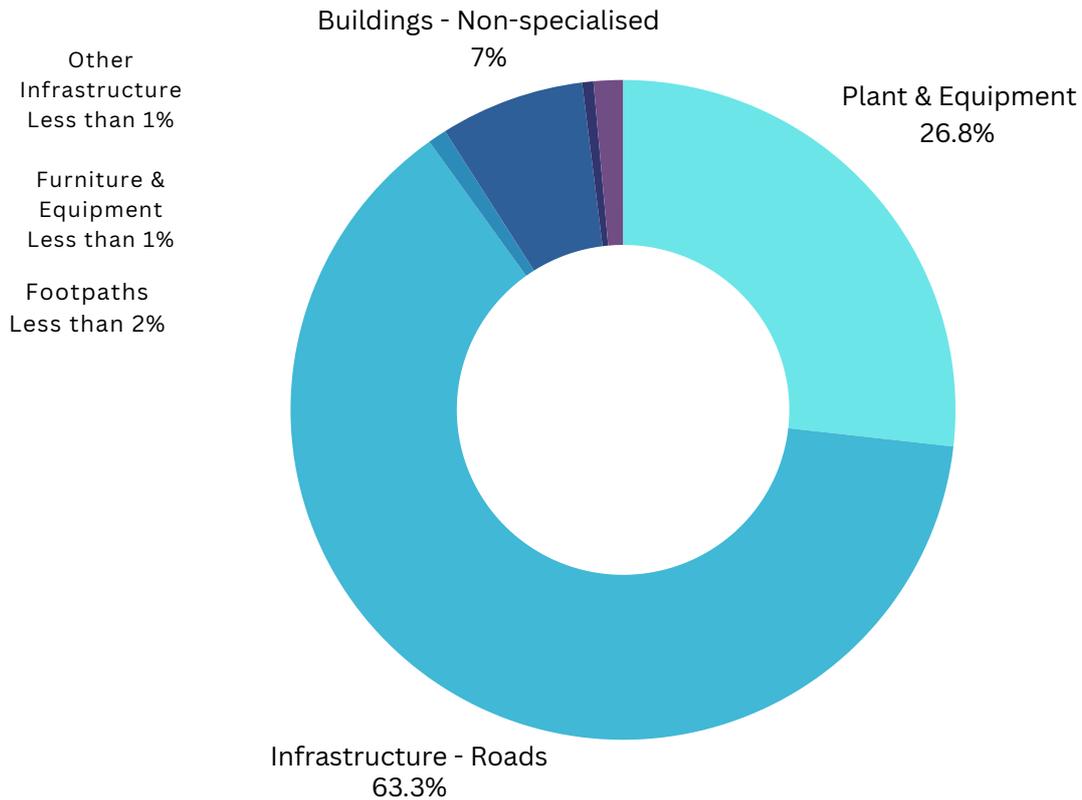
Capital grants received for renewal projects 2023/24



# Financial Summary

## 2023/24

During the FY2023/24 financial year, the Shire of Tammin outlaid funds of \$1.648m in capital projects across the Shire. A summary of this investment by asset class is provided below.



## Capital Projects

Key capital projects undertaken by the Shire of Tammin in FY2023/24 included:

**Pump Track:** \$11,729

**Roads (excluding road maintenance):** \$1,044,040

**Footpaths:** \$23,438

**Plant & Equipment:** \$441,382

**Donnan Park Speakers and Ladies Toilets Refurbishment:** \$59,055

**Administration Office upgrades:** \$6,120



# Legislative Compliance

## National Competition Policy

The Shire of Tammin has met its obligations with regard to the National Competition Policy. The Shire has no local laws or policies that contain anti-competitive provisions. No complaints were received by the Shire of Tammin in FY2023/24 in relation to anti-competitive practices.

## Disability Access and Inclusion Plan

The Disability Services Act 1993 requires local governments to develop and implement a Disability Access and Inclusion Plan (DAIPs). The Shire of Tammin adopted a DAIP in 2015, with the plan to undergo a full review in 2020. Council is required to report on present activities as they relate to the six desired DAIP outcomes.

- 1) The Shire of Tammin is continually adapting existing services to give people with disabilities the same opportunities as other people to access the services of, and any events organised by the Shire.
- 2) The Shire of Tammin also continues to improve its buildings and footpath infrastructure to assist those with disabilities.
- 3) Wherever possible, people with disabilities can receive information from the Shire of Tammin in a format that will enable them to access the information as readily as other people are able to access it. This includes a comprehensive website and the ability to change documents to a large font size.
- 4) Staff at the Shire of Tammin are encouraged to be aware of the needs of people with disabilities to ensure they receive the same level and quality of services as other people receive. In 2023/24, staff received training on disabilities to enhance their ability to support individuals more effectively. We are also working with contractors to ensure they are aware of their responsibilities.
- 5) People with disabilities have the same opportunities as other people to make complaints to the Shire of Tammin. This can be done via written letters, email, SMS or verbally.
- 6) Council provides many ways for people to participate in public consultation and the Shire of Tammin is more than happy to discuss any grievances community members may have regarding the services available to the disabled.

The Shire has undertaken a Disability Access Audit for the various community facilities and amenities. The Shire has also undertaken a works program to improve the access ramps at various townsite intersections to better cater for the disabled and aged.

# Legislative Compliance

## Public Interest

The Public Interest Disclosure Act 2003 (The Act) aims to facilitate and encourage the disclosure of public interest information and to provide protections for those who have made disclosures and for those about whom disclosures are made.

The Shire of Tammin does not tolerate corrupt or other improper conduct, including mismanagement of public resources and the exercise of the public functions of the Shire and its officer, employee and contractors.

The Shire of Tammin is committed to the aims and objectives of the Act and recognise the value and importance of contributions of staff to enhance administrative and management practises and supports disclosures being made by staff as to corrupt or other improper conduct.

During the FY2023/24 reporting period, there were no disclosures made under the Act and no disclosures were referred to the Ombudsman.

## Annual Salaries

The Local Government Act 1995 requires Council to provide the number of employees who are entitled to an annual salary of \$100,000 or more, and to break those employees in salary bands.

For the current reporting period, two employees of the Shire of Tammin received a salary in excess of \$100,000. These salaries were within the bands of \$100,000 - \$110,000 and \$140,000 - \$150,000.

## Record Keeping Plan

The Shire of Tammin is committed to best practice record keeping and compliance in accordance with the State Records Act 2000. The Shire of Tammin's Record Keeping Plan, following a comprehensive review in December 2019, has been approved by the State Record Office and the Shire conducts regular record keeping training for the staff.

## Register of Minor Complaints

Section 5.121 of the Local Government Act 1995 (The Act) requires a local government to maintain a register of complaints that result in action under Section 5.110 (6) (b) or (c) of the Act. The Shire of Tammin received no complaints made under Section 5.121 of the Act during the current reporting period.

# Legislative Compliance

## Freedom of Information

Part 5 of the Freedom of Information Act 1992 (The Act) requires an agency such as a Local Government to prepare and publish an Information Statement. The Shire of Tammin has produced an Information Statement for the current reporting period which can be inspected by contacting the Shire Office.

The Information Statement contains information on the type of documents available to the public and how to access those documents.

The Shire of Tammin maintains records relating to the function and administration of the Shire, each property within the Shire and includes such documents as the Minutes of the Meetings, Rates Book, Town Planning Scheme, Local Laws Codes of Conduct, Register of Financial Interest, Register of Delegated Authority, Financial Statements and Electoral Rolls. These documents can be inspected free of charge at the Shire of Tammin, 1 Donnan Street Tammin, during office hours.

All Council meetings of the Shire are open to the public and meeting dates and venues are advertised on a regular basis. Members of the public are invited to ask questions during Public Question Time shortly after the commencement of each meeting.

The Act gives individuals and organisation a general right of access to information held by the Shire of Tammin. It also provides the right of appeal in relation to decisions made by the Shire to refuse access to information applied for under the Act.

The Shire of Tammin advises that no Freedom of Information requests were received by the Shire during the current reporting period.

# Annual Financial Statement & Independent Auditors Report

Financial Year ended 30 June 2024

2023-24

