



**GLADSTONE**  
REGIONAL COUNCIL

**GENERAL MEETING MINUTES**

**HELD AT THE COUNCIL CHAMBERS - CIVIC CENTRE  
101 GOONDOON STREET, GLADSTONE**

**On Tuesday 5 October 2021**

**Commencing at 9.00am**

**Leisa Dowling  
CHIEF EXECUTIVE OFFICER**

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**Elected Members**

Councillor - Mayor M J Burnett  
Councillor G G Churchill  
Councillor K Goodluck  
Councillor R A Hansen  
Councillor D V O'Grady  
Councillor C A Trevor  
Councillor N Muszkat  
Councillor C Cameron  
Councillor D Branthwaite

**Officers**

Mrs L Dowling (Chief Executive Officer)  
Mrs R Millett (Executive Secretary)  
Mrs B Saunders (Manager Governance and Risk)  
Mr M Francis (General Manager Strategic Asset Performance)  
Mr M Holmes (General Manager Finance, Governance and Risk)  
Mr J Bentley (General Manager Strategy and Transformation, Acting)  
Mr J Tumbers (General Manager Operations)  
Ms K Lee (General Manager Community Development and Events)  
Mr T Mienie (General Manager People, Culture and Safety) (via teams)  
Ms C Quinn (General Manager Customer Experience, Acting) (via teams)  
Ms T Whalley (Property Acquisition and Disposal Specialist)  
Mr L Griffiths (Manager Engagement and Partnerships) (via teams)  
Mr N Kloppers (Manager Asset Performance and Monitoring)  
Ms K Wockner (Manager Contracts and Procurement) (via teams)  
Ms Di Paddick (Cultural Projects Specialist)

**G/0.3.2. APOLOGIES AND LEAVE OF ABSENCE**

Nil.

**G/0.3.3. MESSAGES OF CONDOLENCE**

Nil.

### **G/0.3.4. DECLARATION OF INTERESTS**

#### **Cr Churchill**

Councillor Glenn Churchill advised that he has a declarable Conflict of Interest in Agenda Item G/3.1 BOYNE ISLAND TANNUM SANDS (BITS) GOLF AND SPORTS PRECINCT IRRIGATION SYSTEM as a result of his family relationship with his son, Tim Churchill, and daughter in law, Lauren Churchill, who are the proud owners and operators of THE Shed Company who are sponsors of BITS Cricket and AFL. Cr Churchill's other son, Luke Churchill, is a Manager for THE Shed Company.

Cr Churchill has previously declared this perceived Conflict of Interest under the previous Local Government Act requirements.

Cr Churchill advised that although he has a declarable conflict of interest, he does not believe a reasonable person could have any perception of bias or benefit because there is no direct receipt of benefit. Therefore, Cr Churchill requested to remain in the meeting, however advised he will respect the decision of his fellow elected colleagues in the meeting on whether he can remain and participate in this important decision.

#### **GM/21/4596 Council Resolution:**

Moved Cr Hansen  
Seconded Cr Branthwaite

That Cr Churchill can remain in room and participate in the discussion for Agenda Item G/3.1 BOYNE ISLAND TANNUM SANDS (BITS) GOLF AND SPORTS PRECINCT IRRIGATION SYSTEM.

**CARRIED**

#### **Cr Trevor**

Councillor Chris Trevor advised that he has a declarable Conflict of Interest in Agenda Item G/3.1 BOYNE ISLAND TANNUM SANDS (BITS) GOLF AND SPORTS PRECINCT IRRIGATION SYSTEM as his legal firm, Chris Trevor & Associates is a sponsor of the Tannum Sands Rugby League Football Club. Cr Trevor elected to remain and participate in this agenda item.

#### **GM/21/4597 Council Resolution:**

Moved Cr Branthawaite  
Seconded Cr Cameron

That Cr Trevor can remain in the room and participate in the discussion for Agenda Item G/3.1 BOYNE ISLAND TANNUM SANDS (BITS) GOLF AND SPORTS PRECINCT IRRIGATION SYSTEM.

**CARRIED**

**Cr Muszkat**

Councillor Natalia Muszkat advised that she has a declarable Conflict of Interest in Agenda Item G/3.6 RADF ASSESSMENT ROUND TWO 2020-21 AND AGM as Cr Muszkat is the President of the Queensland Country Women's Association (QCWA) Tannum Sands and the agenda item contains a recommendation to accept the outcome report from a grant that QCWA received last year. Cr Muszkat also advised that she is a previous committee member for Creative Gladstone Region Inc which also has an outcome report to be accepted in this agenda item.

Cr Muszkat elected to leave the room whilst this item is considered and voted on.

## **G/1. MAYORAL STATEMENT OF CURRENT ISSUES**

The first and only statement I have today is the 1770 Cultural Connections Immersion Festival that was held on the weekend. And what a fantastic festival that was. Gladstone Regional Council was very proud to support that festival in 1770 to the tune of \$35,000 as it is a significant event in the Gladstone Region and the second year that festival has been held at 1770. Last year, with our first nations people, Port Curtis Coral Coast people, we spoke about Voice, Truth and Treaty and we received a plaque from Uncle Kerry Blackman and the organisers of the festival acknowledging the True Repentance and True Reconciliation ceremony that was held at 1770 last year. In Uncle Kerry's words, as soon as we have this true repentance ceremony the heavens will open up. And they did last year as soon as that ceremony was over it rained across the region, and this year it was an amazing festival with hundreds if not thousands of people turning up to enjoy the festival at 1770 and an appropriate location to have that festival. I would like to take my hat off to Uncle Kerry, Brother Matt Cooke and all the organisers of the festival. It is truly an honour to be involved in that festival with our first nations people, the Gurang, Gooreng Gooreng, Byellee and the Taribelang Bunda people. I think this festival will continue to go from strength to strength and as Cr Muszkat moved at a Council meeting just recently our Council supports the Uluru Statement of the Heart giving our first nations people a voice in parliament.

So congratulations to everyone involved in an amazing festival and I look forward to many years to come.

## **G/2. CONFIRMATION OF MINUTES**

### **G/2.1. CONFIRMATION OF GENERAL MEETING MINUTES FOR 21 SEPTEMBER 2021**

**Responsible Officer:** Chief Executive Officer

**Council Meeting Date:** 21 September 2021

**File Ref:** CM7.2

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**Purpose:**

Confirmation of the minutes of the General Meeting held on 21 September 2021.

**Officer's Recommendation:**

That the minutes of the General Meeting of Council held on 21 September 2021 be confirmed.

**GM/21/4598 Council Resolution:**

Moved Cr Churchill  
Seconded Cr Goodluck

That the Officer's Recommendation be adopted.

**CARRIED**

## **G/3. OFFICERS' REPORTS**

### **G/3.1. BOYNE ISLAND TANNUM SANDS (BITS) GOLF AND SPORTS PRECINCT IRRIGATION SYSTEM**

**Responsible Officer:** General Manager Strategic Asset Performance

**Council Meeting Date:** 5 October 2021

**File Ref:** PR4.1 CP8.2

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#### **Purpose:**

To allow Council to consider the replacement of the BITS Golf Irrigation System.

#### **Officer's Recommendation:**

That Council:

1. Proceed with the detailed design and construction of the replacement irrigation system servicing Boyne Island Tannum Sands Golf Club Inc ("BITS Golf") (for the existing 13 holes) within Lot 1 on SP150256 substantially in accordance with the concept design prepared by Hydro-Plan on the basis that BITS Golf enters into a new lease for a term of XX years which includes the following conditions:
  - (a) BITS Golf, at its sole cost and expense, will be responsible for the ongoing operation and maintenance of the Irrigation System including all capital costs;
  - (b) Council will not be responsible for any costs associated with the ongoing operation, maintenance or replacement of the irrigation system during the lease term; and
  - (c) BITS Golf enters into an Effluent Supply Agreement with Council and takes all necessary steps to ensure that the effluent does not cause environmental harm including the regular testing and remediation of the soil.
2. Proceed with the detailed design of the replacement irrigation system for the BITS sports fields and Dennis Park rugby league fields but does not progress with construction until sufficient funding can be obtained.

During discussion on item G/3.1, it was identified that the audio on the live streaming of the meeting was not working. The below procedural motion was passed to allow opportunity to fix the technical issues affecting the live stream.

#### **GM/21/4599 Procedural Motion:**

Moved Mayor Burnett

Seconded Cr Goodluck

That the meeting be adjourned to attend to technical issues affecting the live stream.

**CARRIED**

**The meeting was adjourned at 9:31am  
and reconvened at 9:37am.**



**GM/21/4600 Council Resolution:**

Moved Cr Churchill  
Seconded Cr O'Grady

That Council:

1. Proceed with the detailed design and construction of the replacement irrigation system servicing Boyne Island Tannum Sands Golf Club Inc ("BITS Golf") (for the existing 13 holes) within Lot 1 on SP150256 substantially in accordance with the concept design prepared by Hydro-Plan on the basis that Council apply section 236(1)(c)(iii) of the Local Government Regulation 2012 to enter into a new lease with BITS Golf for a term of 30 years which includes the following conditions:
  - (a) BITS Golf, at its sole cost and expense, will be responsible for the ongoing operation and maintenance of the Irrigation System including all capital costs;
  - (b) Council will not be responsible for any costs associated with the ongoing operation, maintenance or replacement of the irrigation system during the lease term; and
  - (c) BITS Golf enters into an Effluent Supply Agreement with Council and takes all necessary steps to ensure that the effluent does not cause environmental harm including the regular testing and remediation of the soil.
2. Proceed with the detailed design of the replacement irrigation system for the BITS sports fields and Dennis Park rugby league fields and that progress with construction be undertaken when sufficient funding or budget is obtained.

**CARRIED UNANIMOUSLY**

**The meeting was adjourned for morning tea at 11:14am  
and reconvened at 11:36am.**

**G/3.2. REQUEST TO RENEW LEASE - 111 MURPHY ROAD, CAPTAIN CREEK - CAPTAIN CREEK COMMUNITY SPORTS & RECREATION ASSOCIATION INC**

**Responsible Officer:** General Manager Strategic Asset Performance

**Council Meeting Date:** 5 October 2021

**File Ref:** CP8.2

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**Purpose:**

The purpose of this report is for Council to consider leasing land located at 111 Murphy Road, Captain Creek (Lot 162 RP 618282) to Captain Creek Community Sports & Recreation Association Inc.

**Officer's Recommendation:**

That Council:

1. Apply section 236(1)(c)(iii) of the *Local Government Regulation 2012* to lease 111 Murphy Road, Captain Creek (Lot 162 RP 618282) to Captain Creek Community Sports & Recreation Association Inc.
2. Authorise the Chief Executive Officer to enter into a ten year lease with Captain Creek Community Sports & Recreation Association Inc for 111 Murphy Road, Captain Creek (Lot 162 RP 618282).

**GM/21/4601 Council Resolution:**

Moved Cr Hansen  
Seconded Cr Cameron

That the Officer's Recommendation be adopted.

**CARRIED**

### **G/3.3. CONTESTABLE ENERGY - LARGE SITES**

**Responsible Officer:** General Manager Operations

**Council Meeting Date:** 5 October 2021

**File Ref:** PE1.1

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**Purpose:**

The purpose of this report is to allow Council to consider providing the Chief Executive Officer with the authorisation to enter into a contestable energy supply agreement prior to endorsement by Council.

**Officer's Recommendation:**

That Council authorise the Chief Executive Officer to accept the best value price for contestable electricity supply, within 1 week of a price being submitted.

**GM/21/4602 Council Resolution:**

Moved Cr Goodluck  
Seconded Cr Branthwaite

That the Officer's Recommendation be adopted.

**CARRIED**

**GM/21/4603 Procedural Motion:**

Moved Mayor Burnett  
Seconded Cr Muszkat

That the Order of Business be altered so that Item G/3.6. RADF Assessment Round Two 2020-12 and AGM is considered next.

**CARRIED**

**G/3.6. RADF ASSESSMENT ROUND TWO 2020-21 AND AGM****Responsible Officer:** General Manager Community Development and Events**Council Meeting Date:** 5 October 2021**File Ref:** CC 7.16

**Cr Muszkat (declared Conflict of Interest)**  
**left the room for Agenda Item G/3.6. and did not participate in the decision.**  
 (refer G/0.3.4 Disclosure of Interest section of the minutes - page 5)

**Purpose:**

Regional Arts Development Fund (RADF) Committee reporting on recommendations following assessment of Round Two 2020-21 and 2021 Annual General Meeting (AGM)

**Officer's Recommendation:**

That:

1. Council accept the recommendations of its RADF Committee and approve funding the following applications for Round Two 2020-21:

Applicant	Project Title	Project description	Category	Artform	Total project cost	Requested amount	RADF investment (Committee meeting held 15/9/21)
William Debois	<i>Sacrifice: Touring exhibition development</i>	Development of touring exhibition plan	Concept Development	Visual arts	\$22,832.50	\$16,484.50	\$16,484.50
Paulette Flint	<i>History of Cafeterias Gladstone</i>	Create index and edit history book	Cultural Tourism	Writing	\$3,133.80	\$2,657.80	\$2,657.80
Captain Creek Community Sport & Recreation Club	<i>Festival of Small Halls at Captain Creek</i>	Folk music festival and community workshop	Building Community Cultural Capacity	Festivals	\$14,300.00	\$9,050.00	\$9,050.00
Beryl Wood & Jo Williams	<i>Scape/Coates: 3-day workshop</i>	Three-day workshop with two tutors	Regional Partnerships	Visual arts	\$9,651.00	\$5,257.00	\$5,257.00
Gwenh (Terri) Lewis	<i>Road to Recovery: educate about heart disease through art</i>	Develop visual arts exhibition about heart disease	Concept Development	Visual arts	\$6,700.00	\$4,000.00	\$3,629.00
Catherine Spence Potter	<i>Heart Seeds: Stories and Rites of Passage creative writing program</i>	Writing and development community program	Concept Development	Writing	\$36,250.00	\$15,000.00	{resolution}

<b>Kellie Edwards</b>	<i>Travelling with a Purpose: creative touring program</i>	Research community needs project	Concept Development	Multi-arts	\$9,266.00	\$6,000.00	\$6,000.00
<b>Melissa Peacock</b>	<i>Art-Port's Christmas Tree Project</i>	Community workshops and exhibition	Regional Partnerships	Comm. arts & cultural develop.	\$10,300.00	\$6,379.76	\$6,379.76
<b>Agnes Blues Roots &amp; Rock Festival</b>	<i>Agnes Blues Collaboration Incubator</i>	Local artists collaborative exhibition	Cultural Tourism	Festivals	\$12,133.80	\$9,216.74	\$9,216.74
<b>TOTAL</b>					<b>\$151,770.10</b>	<b>\$86,767.60</b>	\$58,674.80

2. Council note the acceptance of Outcome Reports for the following RADF projects from earlier rounds:

<b>Applicant</b>	<b>Project Title</b>
Katherine Apel	<i>Celebrating Our Stories</i>
Crow Street Creative	<i>Curtis Island Discs Podcast Series</i>
Discovery Coast Tourism & Commerce (DCTC) - 1770 Festival	<i>1770 Festival Workshops</i>
Discovery Coast Tourism & Commerce (DCTC) - Agnes Blues Roots & Rock Festival	<i>2021 #Agnes Blues Fest Art Installation</i>
William Debois	<i>Sacrifice: photographic road trip to PHOTO2021</i>
Gladstone Independent Schools Music Assoc.	<i>GISMA music workshops 2021</i>
Qld County Womens Assoc. - Tannum Sands Branch	<i>Country Women meet Art: Artist in Residence</i>
Bettina Van Haeften	<i>Mentoring sessions</i>
Jennifer Ryan	<i>STUDIO AGNES - Virtual Reality Gallery (VRG)</i>
Rosedale State School	<i>Turraburra First Nations Cultural Camp</i>
Creative Gladstone Region Inc.	<i>Port City Carnival of Arts</i>

3. Council note the acceptance of nine (9) nominations, received during the 2021 Annual General Meeting. The nominated members, including current sitting and new members, are accepted as a group of informed representatives who reflect the diverse arts, culture and geography of the Council area.
- a. Belynda (Bindi) Waugh
  - b. Lorna McGrath
  - c. Wendy Barker
  - d. Sharon Hare
  - e. Jack Viljoen
  - f. Wezley Pitt
  - g. Wesley Walker
  - h. Melissa Peacock
  - i. Mark McLachlan

**GM/21/4604 Council Resolution:**

Moved Cr Goodluck  
Seconded Cr Trevor

That the Officer's Recommendation be adopted.

**CARRIED**

### **G/3.4. REVIEW OF ENVIRONMENT POLICY**

**Responsible Officer:** General Manager Finance Governance and Risk

**Council Meeting Date:** 5 October 2021

**File Ref:** CM28.2

---

**Purpose:**

The purpose of this report is to present a revised Environment Policy which proposes to repeal the existing Corporate Environment Policy.

**Officer's Recommendation:**

That Council:

1. Repeal existing P-2015/28 Corporate Environment Policy
2. Adopt P-2021-14 Environment Policy tabled as Addendum 1 to this report.

**GM/21/4605 Council Resolution:**

Moved Cr Hansen  
Seconded Cr O'Grady

That the Officer's Recommendation be adopted.

**CARRIED**

### **G/3.5. FIRST NATIONS PEOPLE CULTURAL PROTOCOL FOR EVENTS POLICY**

**Responsible Officer:** General Manager Finance Governance and Risk

**Council Meeting Date:** 5 October 2021

**File Ref:** CM28.2

---

**Purpose:**

The purpose of this report is to present a revised First Nations People Cultural Protocol for Events Policy which proposes to repeal the existing Aboriginal and Torres Strait Island Cultural Protocol – Events Policy.

**Officer's Recommendation:**

That Council:

1. Repeal existing P-2017-13 Aboriginal and Torres Strait Islander Cultural Protocol – Events Policy
2. Adopt P-2021-19 First Nations People Cultural Protocol for Events Policy tabled as Addendum 2 to this report.

**GM/21/4606 Council Resolution:**

Moved Mayor Burnett

Seconded Cr Churchill

That the Officer's Recommendation be adopted.

**CARRIED**



## **G/4. DEPUTATIONS**

Nil.

## **G/5. COUNCILLORS REPORT**

Cr Hansen and Cr Branthwaite mentioned that they had recently attended the LGAQ Waste Forum in Brisbane and thanked Council for the opportunity to attend. Cr Hansen and Cr Branthwaite highlighted the following topics that were discussed and further noted that a formal report to Council will be forthcoming:

- there are up to 80 new recycling facilities nationally (a \$600 million investment)
- procurement systems in government are including a recycling content in the application for procurement
- all future packaging will be recyclable
- harmonising national standards in organics and recycling
- moving from 'Thinking Waste' to 'Thinking Resourcing'
- designing materials that can be recycled with a focus on reuse
- national littering and illegal dumping plan
- 3 principles - designing - use and value - regeneration
- improvement in recycling of solar panels
- 3 councils (Rockhampton, Townsville and Summerset) are commencing trials of an additional bin collection for Food Organics and Green Organics (FOGO),
- noted that 6 million tonnes of FOGO goes into waste every year in Australia
- recovering and turning FOGO back into good healthy soil which some councils are looking at using to replenish gardens rather than sell
- a statewide educational plan should be a priority
- focus on stewardship with manufacturers taking ownership of the products that they make
- disposal of batteries
- recycling of ewaste (not just phones, but anything electrical)

Cr Hansen further noted that advice had been received that information regarding Council's waste management and resource recovery operation plan will be provided to councillors at an upcoming information session. Cr Churchill enquired if there was any discussion at the LGAQ Waste Forum regarding expansion of the 'cash for cans' programme to include larger bottles and milk bottles and was advised that there was no discussion or dialogue in relation to the 'cash for cans' programme.

Cr Churchill mentioned that he represented Council at the National Police Remembrance Day last week to remember and honour members of the Queensland Police that have been killed in the line of duty and thanked the Office of the CEO for supplying a wreath for laying at the ceremony at the Anglican Church on Auckland Street. Cr Churchill noted that due to COVID, there was no street parade or candlelit vigil and expressed hope that the street parade and candlelit vigil will return to next year's National Police Remembrance Day. Cr Churchill noted that since the last National Police Remembrance Day, Senior Constable David Masters' name, who was sadly and tragically killed in the line of duty, was added to the honour role at the memorial. Cr Churchill put a call out to those in the emergency services that their commitment, their contribution and their efforts never go unnoticed and hope that they all remain safe as we head into the storm and fire season.

**G/6. URGENT BUSINESS**

Nil.

**G/7. NOTICE OF MOTION**

Nil.

**G/8. CONFIDENTIAL ITEMS**

Nil.

There being no further business the Mayor formally closed the meeting.

**THE MEETING CLOSED AT 12:10pm**

**CERTIFICATION**

I hereby confirm that I have read the minutes and they are a true and correct record of the proceedings of the meeting. I certify that these 27 pages form the official copy of Gladstone Regional Council General Meeting Minutes of the 5 October 2021.

.....  
Mayor Matt Burnett

..... / ..... / .....  
Date

**ATTACHMENTS**

**Addendum 1**



**Gladstone Regional Council**

Council Policy

<b>Title</b>	<b>ENVIRONMENT</b>
<b>Policy Number</b>	<b>P-2021-14</b>
<b>Business Unit/s</b>	<b>STRATEGIC ASSET PERFORMANCE</b>
<b>Date of Adoption</b>	
<b>Resolution Number</b>	
<b>Review Date</b>	
<b>Date Repealed</b>	

**1.0 PURPOSE:**

To enable sustainable, environmentally managed growth and the preservation and enhancement of environmental values for the Gladstone Region.

**2.0 SCOPE:**

This policy applies to all Council activities.

**3.0 RELATED LEGISLATION:**

- *Aboriginal Cultural Heritage Act 2003;*
- *Biosecurity Act 2014;*
- *Coastal Protection and Management Act 1995 and Associated Regulation/s;*
- *Environmental Protection Act 1994 and Associated Regulation/s;*
- *Environmental Protection (Air) Policy 2019;*
- *Environmental Protection (Noise) Policy 2019;*
- *Environmental Protection (Water and Wetland Biodiversity) Policy 2019;*
- *Environment Protection and Biodiversity Conservation Act 1999 (Cwth);*
- *Fisheries Act 1994;*
- *Human Rights Act 2019;*
- *Local Government Act 2009 and Associated Regulation/s;*
- *Nature Conservation Act 1992 and Associated Regulation/s;*
- *Planning Act 2016;*
- *Stock Route Management Act 2002 and Associated Regulation/s;*
- *Vegetation Management Act 1999 and Associated Regulation/s;*
- *Waste Reduction and Recycling Act 2011 and Associated Regulation/s;*
- *Water Act 2000 and Associated Regulation/s;*
- *Local Laws of Gladstone Regional Council.*



GRC ECM Subject Index: File Reference:- CM28.1

#### 4.0 RELATED DOCUMENTS:

- Biodiversity Conservation Strategic Plan 2016-25;
- Biosecurity Plan 2021-2025;
- Corporate Plan;
- Environmental Authorities;
- ISO 14001 - Environmental Management Standard;
- Environmental Management System (EMS) Manual;
- Gladstone Regional Council Planning Scheme Our Place Our Plan;
- Our Coast. Our Future. Strategic Plan;
- Risk Management Policy
- Risk Management Corporate Standard;
- Single Use Plastics Policy;
- Urban Forest and Tree Management Corporate Standard;
- Waste Management and Resource Recovery Strategy 2019.

#### 5.0 DEFINITIONS:

To assist in interpretation of this policy the following definitions apply:

**“Best Practice”** means the management of an activity to achieve an ongoing minimisation or prevention of the activity’s environmental harm through cost-effective measures assessed against the measures currently used nationally and internationally for the activity.

**“Climate Change”** means a change in the state of the climate that persists for an extended period, typically decades or longer. Climate change may be a result of natural internal processes or external forcing such as modulations of the solar cycles, volcanic eruptions and human influence through atmospheric emissions or land use.

**“Conserve”** means to prevent damage, decay or loss through appropriate management and actions.

**“Ecologically Sustainable”** means the balance of the integration of:

- the protection of ecological processes and natural systems at local, regional, State, and wider levels; and
- economic development; and
- the maintenance of cultural, economic, physical and social wellbeing of people and communities.

**“Environmental Management System”** means the framework that helps Council achieve its environmental goals through consistent review, evaluation, and improvement of its environmental performance.

**“Heritage tree”** refers to a tree that could be associated with an important historical or honorary event, building or place and/or historically planted by a dignitary in the past and could have special value due to age, size and exist as living reminders of the past and may be represented on Federal, State or Local Government registers.

**“Local Significant Tree”** refers to a tree on any land tenure that has been determined as locally significant due to characteristics such as; limited population or rare species; high horticultural or genetic value, located in a unique location, particularly old, ancient or veteran specimen, be of

outstanding girth, height or spread, high aesthetic value, interesting growth habit, outstanding example of species, remnant vegetation, high habitat values or a tree that the community or cultural group recognises as important to them for valid reasons. This will be determined by assessment against developed criteria.

**“Local Significant Tree Register”** means a list of Local Significant Trees and/or Heritage Trees maintained by Gladstone Regional Council. It may also include trees represented on State or Federal State registers identifying the management measures required by state or federal requirements.

**“Open Space”** means land that is publicly accessible and provided for community benefit such as recreational parks, linear trails and walking tracks and natural areas.

**“Shrub”** means a woody plant that is less than five (5) metres tall and often multi-stemmed from the base (Specht 1970).

**“Tree”** means a woody plant that is (or when full grown is likely to be) greater than 5 metres tall and generally have a single trunk. Growth form of plants can be variable and is dependent on landform and substrate.

**“Urban Forest”** means the totality of trees and shrubs on all public and private land in and around urban areas (including bushland, parks, gardens, and street trees) and can be physically measured as a canopy percentage of the total areas. Urban Forest further refers to all trees on Council land and Council leased land in the urban environment that Council has management and responsibility for and trees listed on the Local Significant Tree Register.

**6.0 POLICY STATEMENT:**

Refer to policy statement attached.

**7.0 ATTACHMENTS:**

1. Environment Policy Statement.

**8.0 REVIEW MECHANISM:**

This policy will be reviewed when any of the following occur:

1. The related legislation or governing documents are amended or replaced; or
2. Other circumstances as determined by resolution of Council or the CEO; or
3. Three years from date of adoption.



GLADSTONE REGIONAL COUNCIL  
 POLICY NO. P-2021-14 –ENVIRONMENT POLICY  
 PAGE 4 of 5

TABLE OF AMENDMENTS			
Document History	Date	Council Resolution No.	Notes (including the prior Policy No, precise of change/s, etc)
Originally Approved	06 April 2010	10/115	Formerly P-5.02.01
Amendment 1	01 October 2013	G/13/1742	
Amendment 2	06 October 2015	G/15/2586	
Amendment 3			Formerly P-2015/28. Conversion of a policy to strategic statements of intent. Inclusion of statements pertaining to urban forest and tree management.

.....  
**LEISA DOWLING**  
**CHIEF EXECUTIVE OFFICER**

DRAFT



## ENVIRONMENT POLICY STATEMENT

At Gladstone Regional Council our vision is to **Connect. Innovate. Diversify.**

The environment will be front of mind in Council’s activities. Council will make environmentally sound decisions, providing good stewardship built on a foundation of trust and reducing the environmental impacts of our activities.

To achieve this we will:

- maintain compliance with all legislative obligations;
- maintain an Environmental Management System (EMS) that promotes best practice in the delivery of services and completion of activities;
- be a responsible land manager enhancing and preventing harm to the environment, natural resources, and areas of cultural heritage;
- participate in initiatives to protect and improve the Great Barrier Reef and its waterways;
- enhance and protect the economic and ecological role of urban forest street, park, and open space trees through best practice safety principles and consideration of impacts during planning, design, maintenance, development processes, and applications;
- strive for best practice for the replacement of trees that have been removed from streetscape, parks, and open spaces;
- implement the Our Coast. Our Future. Strategic Plan to adapt to coastal hazard impacts;
- manage Council’s climate change risk, increasing resilience and response capabilities;
- invest in waste reduction to promote sustainable waste management and resource recovery practices;
- advocate and educate for the protection of conservation and environmental values of the Gladstone Region;
- encourage connected communities through collaboration and/or engagement for the protection and enhancement of environmental values; and
- provide information, training, and appropriate resources to enable this to be achieved.

We all have a responsibility to comply with environmental legislation, this policy, and Council’s Environmental Management System.

Contribution towards continuous improvement will reduce Council’s environmental impacts and promote a healthy environment for current and future generations.

.....  
**LEISA DOWLING**  
**CHIEF EXECUTIVE OFFICER**

.....  
**DATE**



.....  
**REVIEW DATE**

GRC ECM Subject Index: File Reference:- CM28.1

**Addendum 2**



**Gladstone Regional Council**  
Council Policy

<b>Title</b>	<b>FIRST NATIONS PEOPLE CULTURAL PROTOCOL FOR EVENTS POLICY</b>
<b>Policy Number</b>	<b>P-2021-19</b>
<b>Business Unit/s</b>	<b>COMMUNITY DEVELOPMENT AND EVENTS</b>
<b>Date of Adoption</b>	
<b>Resolution Number</b>	
<b>Review Date</b>	
<b>Date Repealed</b>	

**1.0 PURPOSE:**

The purpose of this Policy is to recognise the valued contribution of First Nations people in Australian culture and history. First Nations people are the original Owners of the land. It is important this unique position is recognised and incorporated as part of official protocol at events to enable the wider community to share in this culture and heritage, facilitating better relationships between First Nations people and other residents of Australia.

**2.0 SCOPE:**

This policy applies to Councillors, employees and consultants of Council who deliver events.

**3.0 RELATED LEGISLATION:**

*Aboriginal Cultural Heritage Act 2003 (Qld)*  
*Native Title Act 1993 (Cth)*  
*Native Title (Indigenous Land Use Agreements) Regulations 1999 (Cth)*  
*Human Rights Act 2019 (Qld)*

**4.0 RELATED DOCUMENTS:**

Port Curtis Coral Coast People and Local Government Indigenous Land Use Agreement.  
 Native Title Determination Application QUD6026/2001 (Port Curtis Coral Coast People)

**5.0 DEFINITIONS:**

To assist in the interpretation of this policy the following definitions apply:

**Acknowledgement of Country** means a statement that shows awareness of and respect for the Traditional Owners of the land and their long and continuing relationship with the land. An Acknowledgement of Country can be given by any person.







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**POLICY NO. P-2021-19 – FIRST NATIONS PEOPLE CULTURAL PROTOCOL FOR EVENTS**  
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**Event** means, for the purposes of this Policy, a planned gathering of people that come together to celebrate or participate in an organised celebration or activity where Council is the recognised coordinator or facilitator of the event. The policy excludes commercially engaged performances or exhibitions delivered through Council's arts, culture and event spaces, however, a recommendation to acknowledge the Traditional Owners of the land is encouraged.

**Welcome to Country** means a formal welcome given by a Traditional Owner of the land. The Welcome to Country should be at the commencement of the order of proceedings for an Event and may comprise of a single speech given by a Traditional Owner with or without an accompanying performance, such as traditional dance and/or music.

**6.0 POLICY STATEMENT:**

**6.1 Event Protocol**

This policy will provide guidance for a consistent approach to involving and engaging First Nations People for events in the Gladstone Region through a formal Welcome to Country by Traditional Owners or an Acknowledgement of Country which can be given by any person.

Traditional Owners will be invited to deliver a Welcome to Country at significant events of a formal nature involving visiting dignitaries and special guests and for events where First Nations People issues, programs, activities, or services are being promoted. Where Traditional Owners indicate that they are unable to participate, an Acknowledgement of Country will be delivered.

Some examples of events suitable for a Welcome to Country address may include, but not limited to:

1. NAIDOC Week Celebrations
2. National Reconciliation Week Events
3. Activities associated with other Culturally Significant dates as shown below
4. Civic Functions for visiting Overseas Delegations
5. State or National Conferences.

<b>13 February</b> Anniversary of National Apology Day	<b>19 March</b> National Close the Gap Day	<b>26 May</b> National Sorry Day
<b>27 May</b> 1967 Referendum	<b>27 May-3 June</b> National Reconciliation Week	<b>3 June</b> Mabo Day
<b>1 July</b> Coming of the Light	<b>Week starting the first Sunday in July</b> NAIDOC Week	
<b>4 August</b> National Aboriginal and Torres Strait Islander Children's Day	<b>2 September</b> Indigenous Literacy Day	<b>13 September</b> Anniversary of the UN Declaration on the Rights of Indigenous People

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An Acknowledgement of Country will be incorporated at the commencement of events and meetings where there are visitors, participants or observers external to Council. Council may also include an Acknowledgement of Country in proceedings for significant internal meetings and events to continue to promote First Nations cultural awareness within the business.

Some examples of meetings and events suitable for an Acknowledgement of Country include, but not limited to:

1. The Opening or Welcome to significant Community, Cultural and Sporting Events
2. Citizenship Ceremonies
3. Mayor's Charity Ball
4. Gladstone Regional Art Gallery and Museum Exhibition Openings
5. Council Meetings
6. Gladstone Regional Council Christmas Function and similar celebrations.

The following Acknowledgement of Country scripts, which have been endorsed by representatives of the Traditional Owner groups from the Gladstone Region, may be used when an Acknowledgement of Country address is required and can be delivered by any person at the event:

**Script - Example 1:**

I would like to pay my respect and acknowledge the Traditional Owners of the land on which this meeting/event takes place, and pay respect to their Elders past, present and emerging, and extend that respect to other First Nations People present.

**Script - Example 2:**

I would like to Acknowledge the Byellee, Gurang, Gooreng Gooreng and Taribelang Bunda people who are the Traditional Owners of this land. I would like to pay respect to their Elders past, present and emerging, and extend that respect to other First Nations People present.

It is recognised that in some instances those delivering the Acknowledgement of Country may wish to personalise the acknowledgement to reflect their individual connection to the Traditional Owners and reconciliation. This is acceptable provided that the acknowledgement recognises the Traditional Owners as first custodians of this land and sea country and the message remains meaningful, sincere and respectful.

## **6.2 Cultural Performances**

First Nations dancers, singers, artists and musicians may be engaged for cultural performances at events.

## **6.3 Sensitivity around First Nations People Cultural Protocols**

Council recognises that some First Nations People cultural ceremonies and protocols are sensitive and may not be discussed or shared with the broader community. It is important that the nature of the event and the expected proceedings are discussed with Council's Reconciliation Action Plan Officer on behalf of the First Nations People representative/s prior to the event taking place.

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**6.4 Arranging a Welcome, Acknowledgement or Performance**

Event organisers are responsible for liaising with Traditional Owner groups from the Gladstone Region to engage them for official welcomes and cultural performances.

**7.0 ATTACHMENTS:**

Nil

**8.0 REVIEW MECHANISM:**

This policy will be reviewed when any of the following occur:

1. The related legislation or governing documents are amended or replaced; or
2. Other circumstances as determined by resolution of Council or the CEO; or
3. Three years from date of adoption.

TABLE OF AMENDMENTS			
Document History	Date	Council Resolution No.	Notes (including the prior Policy No, precise of change/s, etc)
Originally Approved	23/01/2018	G/18/3305	
Amendment 1			

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**LEISA DOWLING  
CHIEF EXECUTIVE OFFICER**