

AGENDA



1st ORDINARY COUNCIL MEETING

TUESDAY 4 NOVEMBER 2025

The Ordinary Meeting of City of Palmerston will be held in the Council Chambers, Civic Plaza, 1 Chung Wah Terrace, Palmerston, NT 0830 commencing at 5:30 PM.

Council business papers can be viewed on City of Palmerston's website palmerston.nt.gov.au or at the Council Office located: Civic Plaza, 1 Chung Wah Terrace, Palmerston NT 0830.

ANDREW WALSH
CHIEF EXECUTIVE OFFICER



CONTENTS

1	ACKNOWLEDGEMENT OF COUNTRY	4
2	OPENING OF MEETING.....	4
3	APOLOGIES.....	4
4	DECLARATION OF INTEREST.....	4
4.1	Elected members	4
4.2	Staff	4
5	CONFIRMATION OF MINUTES.....	4
5.1	Confirmation of minutes.....	4
5.2	Business arising from previous meeting	4
6	MAYORAL REPORT	4
7	DEPUTATIONS AND PRESENTATIONS.....	4
8	PUBLIC QUESTION TIME (WRITTEN SUBMISSIONS)	4
9	CONFIDENTIAL ITEMS	4
9.1	Moving confidential items into open.....	4
9.2	Moving open items into confidential.....	4
9.3	Confidential items	4
10	PETITIONS.....	6
11	NOTICES OF MOTION	6
12	OFFICER REPORTS.....	6

12.1 Action reports	7
12.1.1 Review of Debt Collection Policy.....	7
12.1.2 Woodroffe Park Refurbishment Concept Plan.....	32
12.1.3 Risk Management and Audit Committee Open Minutes 23 October 2025.....	49
12.1.4 Adoption of Annual Report 2024-25.....	62
12.1.5 Library 5-year Master Plan - Community Consultation	187
12.1.6 Community Funding Program Grant Application - Arafura Music Collective	208
12.1.7 2025 National Local Roads, Transport and Infrastructure Congress.....	230
12.2 Receive and note reports.....	234
12.2.1 Christmas in Palmerston 2025	234
13 INFORMATION AND CORRESPONDENCE	240
13.1 Information	240
13.2 Correspondence.....	240
13.2.1 Call for Nominations - LGANT Nominee to NT Place Names Committee	240
13.2.2 LGANT Board Meeting Communique	248
13.2.3 Call for Nominations - LGANT Nominee to NT Water Safety Advisory Council..	253
13.2.4 Enforceable Undertaking Discharge	265
14 REPORT OF DELEGATES	267
15 QUESTIONS BY MEMBERS.....	267
16 GENERAL BUSINESS.....	267
17 NEXT ORDINARY COUNCIL MEETING.....	267
18 CLOSURE OF MEETING TO PUBLIC	267
19 ADJOURNMENT OF MEETING AND MEDIA LIAISON.....	267



1 ACKNOWLEDGEMENT OF COUNTRY

2 OPENING OF MEETING

3 APOLOGIES

4 DECLARATION OF INTEREST

4.1 Elected members

4.2 Staff

5 CONFIRMATION OF MINUTES

5.1 Confirmation of minutes

THAT the Minutes of the Council Meeting held on 21 October 2025 pages 11899 to 11911 be confirmed.

5.2 Business arising from previous meeting

6 MAYORAL REPORT

7 DEPUTATIONS AND PRESENTATIONS

8 PUBLIC QUESTION TIME (WRITTEN SUBMISSIONS)

9 CONFIDENTIAL ITEMS

9.1 Moving confidential items into open

9.2 Moving open items into confidential

9.3 Confidential items

THAT pursuant to Section 99(2) and 293(1) of the *Local Government Act 2019* and section 51(1) of the *Local Government (General) Regulations 2021* the meeting be closed to the public to consider the following confidential items:

Item	Confidential Category	Confidential Clause
26.1.1	Confidential Restricted	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the <i>Local Government Act 2019</i> and section 51(1)(a) of the <i>Local Government (General) Regulations 2021</i> , which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information about the employment of a particular individual as a member of the staff or possible member of the staff of the council that could, if publicly disclosed, cause prejudice to the individual.
26.1.2	Rate Concession Assessment	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the <i>Local Government Act 2019</i> and section 51(1)(b) of the <i>Local Government (General) Regulations 2021</i> , which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information about the personal circumstances of a resident or ratepayer.
26.1.3	Legal Advice	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the <i>Local Government Act 2019</i> and section 51(1)(b) of the <i>Local Government (General) Regulations 2021</i> , which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information about the personal circumstances of a resident or ratepayer.

26.1.4	Council Committee Recommendations	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the <i>Local Government Act 2019</i> and section 51(1)(c)(iv) of the <i>Local Government (General) Regulations 2021</i> , which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information that would, if publicly disclosed, be likely to prejudice the interests of the council or some other person.
26.2.1	Confidential Restricted	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the <i>Local Government Act 2019</i> and section 51(1)(f) of the <i>Local Government (General) Regulations 2021</i> , which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to information in relation to a complaint of a contravention of the code of conduct.
26.2.2	Rate Concession Assessment	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the <i>Local Government Act 2019</i> and section 51(1)(b) of the <i>Local Government (General) Regulations 2021</i> , which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information about the personal circumstances of a resident or ratepayer.

10 PETITIONS

11 NOTICES OF MOTION

12 OFFICER REPORTS

COUNCIL REPORT

1st Ordinary Council Meeting

Agenda Item:	12.1.1
Report Title:	Review of Debt Collection Policy
Meeting Date:	Tuesday 4 November 2025
Author:	Executive Manager Organisational Performance, Penny Hart
Approver:	General Manager Finance and Governance, Wati Kerta

Community plan

Governance: Council is trusted by the community and invests in things that the public value.

Purpose

This Report seeks Council's endorsement of a review of the Debt Collection Policy.

Key messages

- The first tranche of amendments to the Act and the Local Government (General) Regulations 2021 (the Regulations) were passed by the Northern Territory Parliament on 22 May 2025 and came into effect on 14 July 2025.
- Section 260 of the Act guides the process for sale of land for non-payment of rates, via public auction.
- The amendments to section 260 now require Council to place a notice on the website no later than 21 days from the public auction.
- The Debt Collection Policy has been updated to ensure Council's ongoing legislative compliance with regards to notices for the sale of land by public auction.
- A full review of the policy was also undertaken.
- The amendments to the policy are primarily administrative in nature, with no significant changes to the overall intent of the policy.
- Additional information has been inserted about the rates debt collection processes to provide transparency and increase public understanding.
- The updated policy continues to reflect Council's commitment to responsible debt management and fair treatment of ratepayers.
- It is recommended that Council endorse the amended policy.

Recommendation

1. THAT Report entitled Review of Debt Collection Policy be received and noted.
2. THAT Council endorse the amended Debt Collection Policy at **Attachment 12.1.1.3** to Report entitled Review of Debt Collection Policy.

Background

Council's Debt Collection Policy provides the framework for the fair, consistent and lawful recovery of outstanding monies owed to Council.

The policy was last reviewed in December 2024. Council endorsed amendments that clarified the purpose and principles of the policy, confirming Council's commitment to respect, courtesy and diligence in all dealings with debtors in undertaking debt management processes, and confirmation of required record keeping to support those processes.

Since the review, the first tranche of amendments to the Act and the *Local Government (General) Regulations 2021* (the Regulations) were passed by the Northern Territory Parliament on 22 May 2025 and came into effect on 14 July 2025.

Section 260 of the Act guides the process for sale of land for non-payment of rates, via public auction. This section has been amended and now includes a notice period for notices for the sale of land. Due to the change in notice period for website notices, the Debt Collection policy was reviewed to determine an update was required to ensure alignment with legislative obligations.

The review also identified the need for administrative amendments to improve clarity and readability, and information available on rates debt collection processes.

This report presents an amended Debt Collection Policy for consideration.

Discussion

The review of the Debt Collection Policy has resulted in primarily administrative updates. These changes are focused on improving the readability and clarity of the document, and additional information in the rates debt to provide more public information on debt management processes for these types of debt.

Rates Debtors

Additional information has been inserted into Clause 3 of the policy to expand on the rates debt collection processes to include how letters of demand are issued by legal firms, application of NTCAT Orders for Local Court order enforcements, and the to sale of land processes available to Council for non-payment of rates debt.

The expanded steps now outline the following process:

1. Rates notice issued
2. Instalment reminder notice issued
3. Overdue letter issued
4. External debt collection agency may be engaged
5. Overriding statutory charge placed on property if rates have been in arrears more than 6 months
6. Letter of demand issued by legal firm
7. NTACT order for payment of debt
8. Local court – order enforcements:
 - a. Examination of summons
 - b. Attachment of earnings
 - c. Attachment of debts
 - d. Warrant of seizure and sale
9. Sale of land, as a last resort once all debt recovery processed have been attempted:
 - a. Local court – Warrant of sale
 - b. Section 258 of the Act, via public auction.

The intention of the amendments is to make the information available to the public more detailed, with clear descriptions of the debt management processes Council undertakes.

Section 260 of the Act – Sale of land

In addition to administrative changes, Clause 3.5 relating to sale of land for non-payment of rates has been updated to address the recent amendments to the Act. The amended clause ensures that Council's debt collection practices are compliant with the updated legislative requirements surrounding the sale of ratepayer's land to recover debts to Council.

The Debt Collection policy, **Attachment 12.1.1.1**, has been amended to include the required notice period for the sale of land. Council is required to place a notice on Council's website advising of the sale of land by public auction, no later than 21 days before the public auction and on at least two occasions in a newspaper circulating generally throughout the Territory.

The amendment of the clauses is necessary to safeguard Council's legal compliance and reduce the risk of challenges to Council's debt collection processes.

Administrative Amendments

Other administrative amendments include updating formatting to ensure consistency across sections and adjusting wording to reflect plain language principles. The definitions have been expanded to provide more detail on terms used throughout the policy. Write-off of debt has been consolidated into one section.

These amendments do not alter the overall purpose or function of the policy but improve its accessibility and ease of understanding for staff and the community.

Recommendation

The amendments do not represent a change to the intent of the policy. Council's commitment to the fair, reasonable and consistent recovery of outstanding debts remains unchanged. The policy continues to balance Council's responsibility to manage its financial resources effectively with the need to support ratepayers and community members experiencing financial difficulty.

It is recommended that Council endorse the amended policy at **Attachment 12.1.1.3**.

Consultation and marketing

The following City of Palmerston staff were consulted in preparing this Report:

- Executive Leadership Team
- Senior Leadership Team
- Finance & Rates Supervisor

Policy implications

The Debt Collection Policy continues to provide clear guidance on the management of outstanding debts while ensuring fairness and transparency in Council's dealings with ratepayers. The administrative changes improve clarity without altering the intent of the policy and the inclusion of the new clause ensures that the policy remains current and relevant.

Budget and resource implications

There are no budget or resource implications relating to this Report.

Risk, legal and legislative implications

The amendments to the Act introduced new requirements for councils in relation to notices for the sale of ratepayer's land to recover debt owed to Council. Incorporating these requirements into Council's Debt Collection Policy ensures compliance with legislation and reduces the risk of Council acting outside its statutory obligations.

Failure to update the policy in line with legislative changes could expose Council to legal and financial risks, including potential challenges to debt recovery processes.

The debt collection and sale of land amendments to the policy may mitigate risks associated with ratepayers challenging Council's debt collection processes.

This Report addresses the following City of Palmerston Strategic Risks:

2. Financial Sustainability

Failure of Council to be financially sustainable to deliver key services and infrastructure for the community.

6. Governance

Failure to effectively govern.



Strategies, framework and plans implications

This Report relates to the following City of Palmerston Strategies, Framework and Plans:

- [Long Term Financial Plan](#)
- Governance Framework

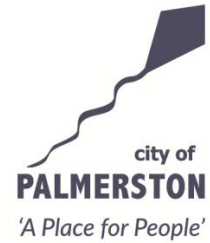
Council officer conflict of interest declaration

We the author and approving officer declare that we do not have a conflict of interest in relation to this matter.

Attachments

1. Council Policy - Debt Collection - Current [**12.1.1.1** - 6 pages]
2. Council Policy - Debt Collection - Track changes [**12.1.1.2** - 7 pages]
3. Council Policy - Debt Collection - Amended [**12.1.1.3** - 7 pages]

DEBT COLLECTION



COUNCIL POLICY

PURPOSE

City of Palmerston is committed to providing a considered and consistent approach to the decision-making process when collecting debt owed to Council.

PRINCIPLES

The Policy will ensure that:

- All debtors are shown utmost respect, courtesy, and diligence in all dealings.
- Council will follow a clear, fair, equitable, accountable and transparent process for its debt management and collection practices.
- Proper records are kept of debts owed to Council in line with the Northern Territory *Local Government Act* and corresponding Regulations.

DEFINITIONS

For the purposes of this Policy, the following definitions apply:

TERM	DEFINITION
The Act	Refers to the Northern Territory <i>Local Government Act 2019</i>
The Regulations	Refers to the <i>Local Government (General) Regulations 2021</i>
Debt	The amount of money owed by the debtor as a result of a transaction with Council.
Debtor	Any individual, corporation, organisation or other entity owing money to Council.
Credit	When ratepayer has paid their rates in advance of the rates being issued for the following year.
Risk	The possibility of non-payment of the debt by the debtor when the amount is due. The likelihood of non-payment increases with the age of the debt.
Write Off	The accounting procedure for cancelling debt that is no longer collectable resulting in its removal from Council's balance sheet.

TERM	DEFINITION
Rates	The term is defined in line with Section 252 of the Act.
Provision for Doubtful Debts	The accounting procedure for recognising the estimated value of debts that may end up being uncollectable.

POLICY STATEMENT

1.1. Staff Responsibilities

- 1.1.1. Council will ensure that all accounts that have a debt or are in credit will be managed fairly and equitably.
- 1.1.2. While maximum possible collection targets are sought by Council, all debtors are shown utmost respect, courtesy, and diligence in all dealings. All debt collection arrangements are treated as strictly confidential.
- 1.1.3. Principles of risk management will underpin decisions made in relation to debt management. To reduce the risk of non-payment of debt, a structured collection and collection process will be applied in compliance with the Act.

1.2. Debt Records

- 1.2.1. In line with the *Regulations*, proper records of debts owed to council are kept electronically and are arranged by:
 - Category of debt; and
 - Age of debt
- 1.2.2. The following categories of debt are recorded:
 - Rates Debtors
 - Infringement Debtors
 - Sundry Debtors
- 1.2.3. Council receives information on outstanding debt. Debts are to be recorded in a way that will enable financial reporting to Council as detailed in 4.7 Reporting.
- 1.2.4. Each category of debt, by its particular name, requires distinct methods of debt collection processing. Each category is considered individually in this policy.

1.3. Rate Debtors

- 1.3.1. Rates Debtors have incurred a Rates debt. Rates include:
 - General Rates
 - Special Rates
 - Charges
 - Accrued interest
 - Costs reasonably incurred by the council in recovering, or attempting to recover the above

1.3.2. Payment Terms

Council allows payment by instalments per financial year. If a ratepayer defaults in payment of an instalment by the due date, all remaining instalments become immediately due and payable.

1.3.3. Penalty Interest

Interest will accrue on unpaid rates at the relevant interest rate as set by Council annually. A remission of interest may be granted in individual circumstances under the Rate Concession Policy.

1.3.4. Debt Collection Process

The Debt Collection process for rates debt will incorporate the following- Rates Notice: Council will issue rates notices at least 28 days before the first instalment of the rates falls due

- *Instalment Reminder Notice:* Council will issue Reminder Notices at least 28 days before each instalment falls due.
- *Overdue Letter:* Overdue Letters will be issued to inform of any overdue amounts and advise of possible legal action. Other forms of communication, as deemed necessary, such as telephone, SMS Notification and emails may also be used to notify debtors of amounts owed.
- *External Debt Collection Agency:* Council may involve an external debt collection agency to issue Letters of Demand or field calls. All incurred expenses will be charged to the relevant rates debtor and recovered in full.
- *Overriding Statutory Charge:* If rates have been in arrears for at least 6 months, Council may apply for registration of an overriding statutory charge over the land. All incurred expenses will be charged to the relevant rates debtor and recovered in full.
- *Sale of land:* If rates have been in arrears for at least 3 years and an overriding statutory charge has been registered for at least 6 months, Council reserves the right to sell land for non-payment of rates. This may include instructing an external provider to undertake this process. All incurred expenses will be charged to the relevant rates debtor and recovered in full.

1.3.5. Payment Arrangements

Council may enter into a payment arrangement with any ratepayer. Agreements are made on an individual basis depending on the situation and payment history of a rates debtor. Penalty interest for overdue rates/charges will continue to accrue unless a rates concession has been granted to the rates debtor in accordance with the Rates Concession Policy.

1.3.6. Debt Write-Off

Write-off of debts must occur in accordance with the Local Government Act. For a rate debt to be written-off the Chief Executive Officer must certify that there is some doubt whether the rates were properly imposed, or are recoverable at law, or it would be impracticable or uneconomical to recover the rates. The writing off of a debt does not prevent Council from subsequently taking action for the recovery of the debt.

1.3.7. Provision for Doubtful Debts

Rates are a charge over the land, therefore provision for doubtful debt for rates debt will only be established if the origin of the debt is doubtful, not if it is doubtful that the rates can be recovered from the current landowner.

1.4. Infringement Debtors

1.4.1. Infringement Debtors have incurred a debt of a regulatory nature by committing an offence against a Council By-Law. For the purpose of this policy an infringement debt can include one or ore of the following:

- Parking/Traffic Infringement
- Animal Infringement
- Public Places Infringement
- Litter Infringement
- Signage Infringement
- Other Law and Order Infringement

1.4.2. Payment Terms

In accordance with the *Fine and Penalties (Recovery) Act 2001*, any infringement issued by Council under the Legislation allows the alleged offender 14 days to pay the prescribed amount. Payment must be made in full; no part payments will be accepted.

1.4.3. Penalty Interest

Council is not applying penalty interest to the outstanding debt of infringement debtors.

1.4.4. Debt Collection Process

- *Overdue letter:* If payment is not received within 14 days, a courtesy letter will be issued with an additional administration cost requiring payment within 28 days of receiving the letter.
- *Fines Recovery Unit:* Unpaid infringements may be lodged with the Fines Recovery Unit and enforcement orders may be made.

1.4.5. Payment Arrangements

An infringement notice can only be paid in full to Council. Once an unpaid infringement is lodged with the Fines Recovery Unit they are the competent authority that manages payment arrangements.

1.4.6. Debt Write-Off

The cancellation or withdrawal of an infringement notice may only be authorised by an officer holding the appropriate delegation. Withdrawal of an infringement may also occur after a written review has been submitted to Council against the alleged offence which, in the opinion of the relevant officer, has merit. Written confirmation of the infringement cancellation will be sent to the customer.

1.4.7. Provision for Doubtful Debts

A provision for Doubtful Debt is made, if a person who receives an infringement chooses to have the matter dealt with by the Courts.

1.5. Sundry Debtors

1.5.1. Sundry Debtors have incurred a debt for other Goods and/or Services delivered by Council. For the purpose of this policy a Sundry debt can include one or more of the following:

- User Fees and Charges
- Statutory Charges
- Investment Income
- Reimbursements
- Other Income
- Grants, Subsidies and Contributions

1.5.2. Payment Terms

Payment terms for all Sundry debtors are 30 days from the date of invoice. Where appropriate, prepayment, bonds or deposits will be required prior to Council commencing the supply of goods or services. Council reserves the right to request full payment in advance depending on a debtor's payment history.

1.5.3. Penalty Interest

Council may apply penalty interest to the outstanding debt of Sundry debtors.

1.5.4. Debt Collection Process

- *Monthly Statements:* Sundry Debtors are issued with statements of all outstanding debt at the end of each calendar month.
- *Reminder Letter:* When deemed appropriate Council may issue Reminder Letters to sundry debtors to inform of an overdue amount and advise of possible legal actions.
- *External Debt Collection Agency:* Council may involve an external debt collection agency for issuing Letter of Demand or other legal actions. All incurred expenses will be charged to the relevant sundry debtor and recovered in full.

1.5.5. Payment Arrangements

Council may enter into a payment arrangement with any sundry debtor. Agreements are made on an individual basis depending on the situation and payment history of a sundry debtor.

1.5.6. Debt Write-Off

Write-off of debt owed to council will occur in accordance with the *Regulation*. The writing off of a debt under the *Regulation* does not prevent the Council from subsequently taking action for the recovery of the debt.

1.5.7. Provision for Doubtful Debts

Where the recovery of debt is unlikely prior to completing all steps listed in the debt collection process (i.e. where the debtor is bankrupt or in liquidation), a provision shall be made in line with the Australian Accounting Standards for doubtful debt.

1.6. Authorities

The authority of a council officer to initiate the debt collection process and enter into a payment arrangement with a debtor is outlined in Council's delegation register and is individually assessed dependent on the category of debt, the amount and age of the debt.

1.7. Reporting

- 1.7.1. Council receives information on outstanding debt as part of the monthly Finance report.
- 1.7.2. Rates debts are reported to Council on a month basis and are categorised as follows:
 - Current Year: annual rates issued, overdue by instalment
 - Prior year, rates overdue by year
- 1.7.3. At least once in a financial year, Council receives information on the number of properties that have rates in arrears of more than two years and the actions taken to recover the rates in arrears.
- 1.7.4. All other debt balances are reported and categorised by age from the issued date
 - Debt not yet due
 - 30 days overdue
 - 60 days overdue
 - 90 days overdue
 - Overdue greater than 90 days
- 1.7.5. Any debt that has been written off during that financial year must be reported as part of the monthly finance report.

ASSOCIATED DOCUMENTS

- City of Palmerston Rates Concession Policy

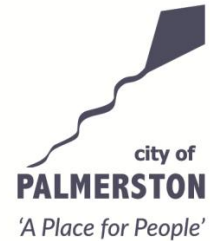
REFERENCES AND RELATED LEGISLATION

- Northern Territory Local Government Act 2019
- Northern Territory Local Government (General) Regulations 2021
- Australian Accounting Standards
- Fines and Penalties (Recovery) Act 2001

OWNER	Chief Executive Officer	RESPONSIBLE OFFICER	General Manager Finance and Governance
APPROVAL DATE	10 December 2024	NEXT REVIEW DATE	December 2028
RECORDS NUMBER	636489	COUNCIL DECISION	10/1659

DEBT COLLECTION

COUNCIL POLICY



PURPOSE

City of Palmerston is committed to providing a considered and consistent approach to the decision-making process when collecting debt owed to Council.

PRINCIPLES

The Debt Collection Policy will ensure that:

- All debtors are shown utmost respect, courtesy and diligence in all dealings.
- Council will follow a clear, fair, equitable, accountable and transparent process for its debt management and collection practices.
- Proper records are kept of debts owed to Council in line with the ~~Northern Territory~~ Local Government Act 2019 (NT) and ~~Local Government (General) Regulations 2021~~ corresponding Regulations.

DEFINITIONS

For the purposes of this Policy, the following definitions apply:

TERM	DEFINITION
The Act	Refers to the Northern Territory Local Government Act 2019 (NT).
The Regulations	Refers to the Local Government (General) Regulations 2021.
<u>Credit</u>	<u>When a ratepayer has paid their rates in advance of the rates being issued for the following year.</u>
Debt	The amount of money owed by the a debtor as a result of a transaction with Council.
Debtor	Any individual, corporation, organisation or other entity owing money to Council.
Credit	When ratepayer has paid their rates in advance of the rates being issued for the following year.
<u>NTCAT</u>	<u>Northern Territory Civil and Administrative Tribunal</u>
<u>Provision for doubtful debts</u>	<u>The accounting procedure for recognising the estimated value of debts that may end up being uncollectable.</u>

TERM	DEFINITION
<u>Risk</u>	The possibility of non-payment of the debt by the debtor when the amount is due. The likelihood of non-payment increases with the age of the debt.
<u>Write Off</u>	The accounting procedure for cancelling debt that is no longer collectable resulting in its removal from Council's balance sheet.
Rates	The term is As defined in line with Section 252 of the Act: <u>rates</u> includes: (a) a charge; and (b) if the rates (or charge) are overdue: (i) accrued interest; and (ii) costs reasonably incurred by the council in recovering, or attempting to recover, the rates (or charge).
<u>Ratepayer</u>	<u>Means individual, corporation, organisation or other entity who pays, or is liable to pay, rates or a charge imposed on land Pursuant to Chapter 11 of the Act</u>
<u>Provision for doubtful Debts</u>	<u>The accounting procedure for recognising the estimated value of debts that may end up being uncollectable.</u>
<u>Write off</u>	<u>The accounting procedure for cancellingremoving debt that is no longer collectable, resulting in its removal from Council's balance sheet.</u>

POLICY STATEMENT

1. Staff responsibilities

- 1.1 Council will ensure that all accounts that have a debt or are in credit ~~will be~~managed fairly and equitably managed.
- 1.2 While maximum possible collection targets are sought by Council, all debtors are shown utmost respect, courtesy and diligence in all dealings.
- 1.3 All debt collection arrangements are treated as strictly confidential.
- 1.4 Principles of risk management will underpin decisions made in relation to debt management:
 - 1.4.1. The possibility of non-payment of the debt by the debtor when the amount is due.
 - 1.4.2. The likelihood of non-payment increases with the age of the debt.
- 1.5 To reduce the risk of non-payment of debt, a structured ~~collection management~~ and collection process will be applied in compliance with the Act.

2. Debt Records

- 2.1. In line with the Regulations, proper records of debts owed to ~~e~~Council are kept electronically and are arranged by:
 - 2.1.1. Category of debt; and
 - 2.1.2. Age of debt.

- 2.2. The following categories of debt are recorded and debt collection processes considered individually:
- 2.2.1. Rates Debtors
 - 2.2.2. Infringement Debtors
 - 2.2.3. Sundry Debtors
- 2.3. ~~Council receives information on outstanding debt.~~ Debts ~~are to will~~ be recorded in a way that will enable financial reporting to Council as detailed in ~~4.~~ Clause 7. Reporting.
- ~~2.4. Each category of debt, by its particular name, requires distinct methods of debt collection processing. Each category is considered individually in this policy.~~

3. Rates Debtors

- 3.1. Rates Debtors have incurred a Rates debt. ~~Rates which~~ includes:
- 3.1.1. General Rates
 - 3.1.2. Special Rates
 - 3.1.3. Charges, for example waste
 - 3.1.4. Accrued interest
 - 3.1.5. Costs reasonably incurred by the council in recovering, or attempting to recover the above
- 3.2. Payment Terms
- 3.2.1. Council allows payment by instalments per financial year.
 - 3.2.2. If a ratepayer defaults in payment of an instalment by the due date, all remaining instalments become immediately due and payable.
- 3.3. Penalty Interest
- 3.3.1. Interest will accrue on unpaid rates at the relevant interest rate as set by Council annually.
 - 3.3.2. A remission of interest may be granted in individual circumstances under the Rate Concession Policy.
- 3.4. Debt Collection Process
- The ~~d~~Debt ~~c~~Collection process for rates debt will incorporate the following:
- 3.4.1. Rates Notice: Council will issue rates notices at least 28 days before the first instalment of the rates falls due.
 - 3.4.2. Instalment Reminder Notice: Council will issue ~~r~~Reminder ~~n~~Notices at least 28 days before each instalment falls due.
 - 3.4.3. Overdue Letter: Overdue ~~L~~etters will be issued to inform of any overdue amounts and advise of possible legal action. Other forms of communication, as deemed necessary, such as telephone, SMS ~~n~~Notification and emails may also be used to notify debtors of amounts owed.
 - 3.4.4. External Debt Collection Agency: Council may ~~involve-engage~~ an external debt collection agency to ~~issue Letters of Demand or field calls~~ undertake management and debt collection on behalf of Council. All ~~incurred~~ expenses incurred during this process will be charged to the relevant rates debtor and recovered in full.
 - 3.4.5. Overriding Statutory Charge: If rates have been in arrears for at least 6 months, Council may apply for registration of an overriding statutory charge over the land. All expenses incurred during this process ~~incurred expenses~~ will be charged to the relevant rates debtor and recovered in full.
 - 3.4.6. Letter of demand: A Letter of Demand issued by nominated legal firm demanding payment in full or legal action will commence.
 - 3.4.7. NTCAT Order: Application made on behalf of Council for the rates debt on the property, which specifies actions required to be undertaken by the rates debtor with regard to the debt.

3.4.8. If the NTCAT Order is registered with the Local Court, an application can be made to the Local Court for enforcement action to recover the outstanding debt

3.4.9. Local Court - Order Enforcement refers to the legal process of enforcing a court order that has been made by the Local Court:

- i. Examination of Summons - Where the debtor is summoned to attend an Examination hearing where they inform the court of their financial circumstances and ability to pay the debt.
- ii. Attachment of Earnings - A court order that obliges the debtor's employer to pay part of the debtor's salary directly to the creditor.
- iii. Attachment of Debts - A court order that obliges a third party (e.g. a tenant or real estate agent) to pay money owed to the debtor to the creditor.
- iv. Warrant of Seizure and Sale - The seizure and sale of the debtor's assets to pay the debt (also includes the sale of land).

3.5. Sale of Land

3.5.1 Council has ability to recover outstanding rates debt, through sale of land as per Clause 3.4.9 (iv) as set out in the Local Court Rules 2023 (NT) or as per Clause 3.5.2 as set out in Section 258 to 260 of the Act.

3.5.2 ~~Sale of land~~ - If rates have been in arrears for at least 3 years and an overriding statutory charge has been registered for at least 6 months, Council reserves the right to sell land for non-payment of rates. - This process must include the following

- i. instructing an external provider to undertake this process.
- ii. notice must be given 21 days prior to the auction and advertisement must be placed in the newspaper as prescribed by section 260 of the Act.

3.5.3 All expenses incurred during this process will be charged to the relevant rates debtor and recovered in full.

~~This includes instructing an external provider to undertake this process. All incurred expenses will be charged to the relevant rates debtor and recovered in full.~~

~~3.5.3.6.~~ Payment Arrangements

3.6.1. Council may enter into a payment arrangement with any ratepayer.

3.6.2. Agreements are made on an individual basis depending on the situation and payment history of a rates debtor.

~~3.6.1.3.6.3.~~ Penalty interest for overdue rates ~~or~~ /charges will continue to accrue unless a rates concession has been granted to the rates debtor in accordance with the Rate Concession Policy.

~~3.6. Debt Write-off~~

~~Write-off of debts must occur in occur in accordance with the Local Government Act.~~

~~For a rates or charges debt to be written off, the Chief Executive Officer must certify that hat there is some doubt whether the rates were properly imposed, or are recoverable at law, or it would be impracticable or uneconomical to recover the rates.~~

~~3.6.1. The writing off of a rates or charges debt does not prevent Council from subsequently taking action for the recovery of the debt.~~

3.7. Provision for Doubtful Debts -

3.7.1 Rates are a charge over the land, therefore provision for doubtful debt for rates debt will only be established if the origin of the debt is doubtful, ~~not if it is doubtful that the rates can be recovered from the current landowner~~ for example if an anomaly exists or where sufficient evidence shows the rates debt is not substantiated.

~~3.7.1.3.7.2~~ As the debt is transferred with the land, ~~it~~ is not a doubtful debt if there is ~~uncertainty~~ regarding whether the rates can be recovered from the current landowner.

4. Infringement Debtors

- 4.1 Infringement Debtors have incurred a debt of a regulatory nature by committing an offence against a Council By-Law. For the purpose of this policy an infringement debt can include one or more of the following:
- 4.1.1. Parking/Traffic Infringement
 - 4.1.2. Animal Infringement
 - 4.1.3. Public Places Infringement
 - 4.1.4. Litter Infringement
 - 4.1.5. Signage Infringement
 - 4.1.6. Other Law and Order Infringements
- 4.2 Payment Terms
- 4.2.1. In accordance with the *Fines and Penalties (Recovery) Act 2001* (NT), any infringement issued by Council under this Legislation allows the alleged offender 14 days to pay the prescribed amount.
- 4.2.1.4.2.2. Payment must be made in full; no part payments will be accepted.
- 4.3 Penalty Interest - Council ~~does~~ not applying penalty interest to the outstanding debt of infringement debtors. Referral to debt collection can result in additional penalties.
- 4.4 Debt Collection Process
- 4.4.1. Overdue letter: If payment is not received within 14 days, a courtesy letter will be issued with an additional administration cost applied requiring payment within 28 days of receiving the letter.
 - 4.4.2. Fines Recovery Unit: Unpaid infringements may be lodged with the Fines Recovery Unit if payment is not received 28 days after receipt of the overdue letter, and enforcement orders may be made.
- 4.5 Payment Arrangements
- 4.5.1. An infringement notice can only be paid in full to Council.
 - 4.5.2. Once an unpaid infringement is lodged with the Fines Recovery Unit they are the competent authority that manages payment arrangements.
- 4.6 ~~Debt Write-Off~~ Withdrawal of infringement
- 4.6.1. The ~~cancellation or~~ withdrawal of an infringement notice may only be authorised by an officer holding the appropriate delegation.
- 4.6.2. Withdrawal of an infringement may occur from the following reasons:
- i. After a written review has been submitted to Council against the alleged offence which, in the opinion of the relevant delegated officer, has merit; or
 - ii. An administrative error or legal issue has been identified with the infringement notice. ~~or Withdrawal of an infringement may also occur after a written review has been submitted to Council against the alleged offence which, in the opinion of the relevant officer, has merit.~~
- 4.6.1.4.6.3. Written confirmation of the infringement ~~cancellation withdrawal~~ will be sent to the customer.
- 4.7 Provision for ~~d~~Doubtful ~~d~~Debts - A provision for ~~d~~Doubtful ~~d~~Debt is made, made in line with the Australian Accounting Standards for doubtful debt, if a person who receives an infringement chooses to have the matter dealt with by the Courts for unpaid infringements lodged with the Fines Recovery Unit.
- 4.7 ~~Debt Write-off - Write-off of debt owed to Council will occur in accordance with Regulation 32.~~

5. Sundry Debtors

- 5.1 Sundry Debtors have incurred a debt for other Goods and/or Services delivered by Council. For the purpose of this policy a ~~s~~Sundry debt can include one or more of the following:
- 5.1.1. User Fees and Charges
 - 5.1.2. Statutory Charges
 - 5.1.3. Investment Income
 - 5.1.4. Reimbursements
 - 5.1.5. Other Income
 - 5.1.6. Grants, Subsidies and Contributions
- 5.2 Payment Terms
- ~~5.2.1.~~ Payment terms for all Sundry debtors are 30 days from the date of invoice.
 - ~~5.2.2.~~ Where appropriate, prepayment, bonds or deposits will be required prior to Council commencing the supply of goods or services.
 - ~~5.2.1-5.2.3.~~ Council reserves the right to request full payment in advance depending on a debtor's payment history.
- 5.3 Penalty Interest - Council may apply penalty interest to the outstanding debt of sundry debtors.
- 5.4 Debt Collection Process
- 5.4.1. Monthly Statements: Sundry ~~d~~Debtors are issued with statements of all outstanding debt at the end of each calendar month.
 - 5.4.2. Reminder Letter: When deemed appropriate Council may issue ~~r~~Reminder ~~l~~Letters to sundry debtors to inform them of an overdue amount and advise of possible legal actions.
 - 5.4.3. External Debt Collection Agency: Council may involve an external debt collection agency ~~for to~~ issuinge lLetters of ~~d~~Demand or other legal actions. All incurred expenses will be charged to ~~incurred expenses will be charged to~~ the relevant sundry debtor and recovered in full.
- 5.5 Payment Arrangements
- ~~5.5.1~~ Council may enter into a payment arrangement with any sundry debtor.
 - ~~5.5.1-5.5.2~~ Agreements are made on an individual basis depending on the situation and payment history of a sundry debtor.
- ~~5.6 Debt Write-Off~~
- ~~Write-off of debt owed to Council will occur in accordance with the Regulations.~~
- ~~5.6.1 The w~~Writing off of a debt under the Regulations Regulation does not prevent the Council from subsequently taking action for the recovery of the debt.
- ~~5.75.6~~ Provision for Doubtful Debts - Where the recovery of debt is unlikely prior to completing all steps listed in the debt collection process (i.e. ~~where theif a~~ debtor is bankrupt or in liquidation), a provision shall be made in line with the Australian Accounting Standards for doubtful debt.

6. Debt Write-off

- ~~6.1~~ Write-off of debts must occur in accordance with the Act and seek Council resolution.
- ~~6.2~~ For a rates or charges debt to be written off, the Chief Executive Officer must certify that there is some doubt whether the rates were properly imposed, or are recoverable at law, or it would be impracticable or uneconomical to recover the rates.
- ~~6.3~~ For debts that fall into other categories the Chief Executive Officer must certify that all reasonable efforts have been made to recover the debt and it is not reasonably possible to recover it.

6.4 The writing-off of debt does not prevent Council from subsequently taking action for the recovery of the debt.

6.7. Authorities

The authority of a council officer to initiate the debt collection process and enter into a payment arrangement with a debtor is outlined in Council's ~~delegation register~~ Register of Delegations and is individually assessed dependent on the category of debt, the amount and age of the debt.

7.8. Reporting

- 7.1 Council receives information on outstanding debt as part of the monthly ~~F~~finance report.
- 7.2 Rates debts are reported to Council on a month basis and are categorised as follows:
 - 7.1.1 Current ~~y~~Year: annual rates issued, overdue by instalment
 - 7.1.2 Prior year~~s~~; rates overdue by year.
- 7.3 At least once in a financial year, Council receives information on the number of properties that have rates in arrears of more than two years and the actions taken to recover the m~~rates in arrears.~~
- 7.4 All other debt balances are reported and categorised by age from the issued date:
 - 7.4.1 Debt not yet due
 - 7.4.2 30 days overdue
 - 7.4.3 60 days overdue
 - 7.4.4 90 days overdue
 - 7.4.5 Overdue, greater than 90 days
- 7.5 Any debt that has been written off during that financial year must be reported as part of the monthly finance report.

ASSOCIATED DOCUMENTS

- ~~City of Palmerston~~ Rates Concession Policy

REFERENCES AND RELATED LEGISLATION

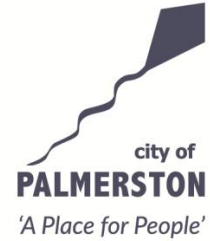
- ~~Northern Territory~~ Local Government Act 2019 (NT)
- ~~Northern Territory~~ Local Government (General) Regulations 2021 (NT)
- ~~Australian Accounting Standards~~
- Fines and Penalties (Recovery) Act 2001 (NT)
- Australian Accounting Standards

POLICY DETAILS

OWNER	Chief Executive Officer	RESPONSIBLE OFFICER	General Manager Finance & Governance
APPROVAL DATE	[Approval Date]	NEXT REVIEW DUE	[Next Review Due]
RECORDS NUMBER	651496	COUNCIL DECISION	[Council Decision]

DEBT COLLECTION

COUNCIL POLICY



PURPOSE

City of Palmerston is committed to providing a considered and consistent approach to the decision-making process when collecting debt owed to Council.

PRINCIPLES

The Debt Collection Policy will ensure that:

- All debtors are shown utmost respect, courtesy and diligence in all dealings.
- Council will follow a clear, fair, equitable, accountable and transparent process for its debt management and collection practices.
- Proper records are kept of debts owed to Council in line with the *Local Government Act 2019 (NT)* and *Local Government (General) Regulations 2021*.

DEFINITIONS

For the purposes of this policy, the following definitions apply:

TERM	DEFINITION
Act	Refers to the <i>Local Government Act 2019 (NT)</i> .
Regulations	Refers to the <i>Local Government (General) Regulations 2021</i> .
Credit	When a ratepayer has paid their rates in advance of the rates being issued for the following year.
Debt	The amount of money owed by a debtor as a result of a transaction with Council.
Debtor	Any individual, corporation, organisation or other entity owing money to Council.
NTCAT	Northern Territory Civil and Administrative Tribunal
Provision for doubtful debts	The accounting procedure for recognising the estimated value of debts that may end up being uncollectable.

TERM	DEFINITION
Rates	As defined in line with Section 252 of the Act: rates includes: (a) a charge; and (b) if the rates (or charge) are overdue: (i) accrued interest; and (ii) costs reasonably incurred by the council in recovering, or attempting to recover, the rates (or charge).
Ratepayer	Means individual, corporation, organisation or other entity who pays, or is liable to pay, rates or a charge imposed on land Pursuant to Chapter 11 of the Act
Write off	The accounting procedure for removing debt that is no longer collectable, resulting in its removal from Council's balance sheet.

POLICY STATEMENT

1. Staff responsibilities

- 1.1 Council will ensure that all accounts that have a debt or are in credit are fairly and equitably managed.
- 1.2 While maximum possible collection targets are sought by Council, all debtors are shown utmost respect, courtesy and diligence in all dealings.
- 1.3 All debt collection arrangements are treated as strictly confidential.
- 1.4 Principles of risk management will underpin decisions made in relation to debt management:
 - 1.4.1. The possibility of non-payment of the debt by the debtor when the amount is due.
 - 1.4.2. The likelihood of non-payment increases with the age of the debt.
- 1.5 To reduce the risk of non-payment of debt, a structured management and collection process will be applied in compliance with the Act.

2. Debt Records

- 2.1. In line with the Regulations, proper records of debts owed to Council are kept electronically and are arranged by:
 - 2.1.1. Category of debt; and
 - 2.1.2. Age of debt.
- 2.2. The following categories of debt are recorded and debt collection processes considered individually:
 - 2.2.1. Rates Debtors
 - 2.2.2. Infringement Debtors
 - 2.2.3. Sundry Debtors
- 2.3. Debts will be recorded in a way that will enable financial reporting to Council as detailed in Clause 8 Reporting.

3. Rates Debtors

- 3.1. Rates Debtors have incurred a Rates debt which includes:
 - 3.1.1. General Rates
 - 3.1.2. Special Rates
 - 3.1.3. Charges, for example waste
 - 3.1.4. Accrued interest
 - 3.1.5. Costs reasonably incurred by the council in recovering, or attempting to recover the above
- 3.2. Payment Terms
 - 3.2.1. Council allows payment by instalments per financial year.
 - 3.2.2. If a ratepayer defaults in payment of an instalment by the due date, all remaining instalments become immediately due and payable.
- 3.3. Penalty Interest
 - 3.3.1. Interest will accrue on unpaid rates at the relevant interest rate as set by Council annually.
 - 3.3.2. A remission of interest may be granted in individual circumstances under the Rate Concession Policy.
- 3.4. Debt Collection Process

The debt collection process for rates debt will incorporate the following:

 - 3.4.1. Rates Notice: Council will issue rates notices at least 28 days before the first instalment of the rates falls due.
 - 3.4.2. Instalment Reminder Notice: Council will issue reminder notices at least 28 days before each instalment falls due.
 - 3.4.3. Overdue Letter: Overdue letters will be issued to inform of any overdue amounts and advise of possible legal action. Other forms of communication, as deemed necessary, such as telephone, SMS notification and emails may also be used to notify debtors of amounts owed.
 - 3.4.4. External Debt Collection Agency: Council may engage an external debt collection agency to undertake management and debt collection on behalf of Council. All expenses incurred during this process will be charged to the relevant rates debtor and recovered in full.
 - 3.4.5. Overriding Statutory Charge: If rates have been in arrears for at least 6 months, Council may apply for registration of an overriding statutory charge over the land. All expenses incurred during this process will be charged to the relevant rates debtor and recovered in full.
 - 3.4.6. Letter of demand: A Letter of Demand issued by nominated legal firm demanding payment in full or legal action will commence.
 - 3.4.7. NTCAT Order: Application made on behalf of Council for the rates debt on the property, which specifies actions required to be undertaken by the rates debtor with regard to the debt.
 - 3.4.8. If the NTCAT Order is registered with the Local Court, an application can be made to the Local Court for enforcement action to recover the outstanding debt
 - 3.4.9. Local Court - Order Enforcement refers to the legal process of enforcing a court order that has been made by the Local Court:
 - 3.4.9.1 Examination of Summons - Where the debtor is summoned to attend an Examination hearing where they inform the court of their financial circumstances and ability to pay the debt.
 - 3.4.9.2 Attachment of Earnings - A court order that obliges the debtor's employer to pay part of the debtor's salary directly to the creditor.

- 3.4.9.3 Attachment of Debts – A court order that obliges a third party (e.g. a tenant or real estate agent) to pay money owed to the debtor to the creditor.
- 3.4.9.4 Warrant of Seizure and Sale - The seizure and sale of the debtor's assets to pay the debt (also includes the sale of land).
- 3.5. Sale of Land
 - 3.5.1 Council has ability to recover outstanding rates debt, through sale of land as per Clause 3.4.9.4 as set out in the *Local Court Rules 2023 (NT)* or as per Clause 3.5.2 as set out in Section 258 to 260 of the Act.
 - 3.5.2 If rates have been in arrears for at least 3 years and an overriding statutory charge has been registered for at least 6 months, Council reserves the right to sell land for non-payment of rates. This process must include the following
 - i. instructing an external provider to undertake this process.
 - ii. notice must be given 21 days prior to the auction and advertisement must be placed in the newspaper as prescribed by section 260 of the Act.
 - 3.5.3 All expenses incurred during this process will be charged to the relevant rates debtor and recovered in full.
- 3.6. Payment Arrangements
 - 3.6.1. Council may enter into a payment arrangement with any ratepayer.
 - 3.6.2. Agreements are made on an individual basis depending on the situation and payment history of a rates debtor.
 - 3.6.3. Penalty interest for overdue rates or charges will continue to accrue unless a rates concession has been granted to the rates debtor in accordance with the Rate Concession Policy.
- 3.7. Provision for Doubtful Debts
 - 3.7.1 Rates are a charge over the land, therefore provision for doubtful debt for rates debt will only be established if the origin of the debt is doubtful, for example if an anomaly exists or where sufficient evidence shows the rates debt is not substantiated.
 - 3.7.2 As the debt is transferred with the land, it is not a doubtful debt if there is certainty regarding whether the rates can be recovered from the current landowner.

4. Infringement Debtors

- 4.1 Infringement Debtors have incurred a debt of a regulatory nature by committing an offence against a Council By-Law. For the purpose of this policy an infringement debt can include one or more of the following:
 - 4.1.1. Parking/Traffic Infringement
 - 4.1.2. Animal Infringement
 - 4.1.3. Public Places Infringement
 - 4.1.4. Litter Infringement
 - 4.1.5. Signage Infringement
 - 4.1.6. Other Law and Order Infringements
- 4.2 Payment Terms
 - 4.2.1. In accordance with the *Fines and Penalties (Recovery) Act 2001 (NT)*, any infringement issued by Council under this Legislation allows the alleged offender 14 days to pay the prescribed amount.
 - 4.2.2. Payment must be made in full; no part payments will be accepted.
- 4.3 Penalty Interest - Council does not apply penalty interest to the outstanding debt of infringement debtors.
- 4.4 Debt Collection Process
 - 4.4.1. Overdue letter: If payment is not received within 14 days, a courtesy letter will be issued with an additional administration cost applied requiring payment within 28 days of receiving the letter.

- 4.4.2. Fines Recovery Unit: Unpaid infringements may be lodged with the Fines Recovery Unit if payment is not received 28 days after receipt of the overdue letter, and enforcement orders may be made.
- 4.5. Payment Arrangements
 - 4.5.1. An infringement notice can only be paid in full to Council.
 - 4.5.2. Once an unpaid infringement is lodged with the Fines Recovery Unit they are the competent authority that manages payment arrangements.
- 4.6. Withdrawal of infringement
 - 4.6.1. The withdrawal of an infringement notice may only be authorised by an officer holding the appropriate delegation.
 - 4.6.2. Withdrawal of an infringement may occur from the following reasons:
 - 4.6.2.1. After a written review has been submitted to Council against the alleged offence which, in the opinion of the delegated officer, has merit; or
 - 4.6.2.2. An administrative error or legal issue has been identified with the infringement notice.
 - 4.6.3. Written confirmation of the infringement withdrawal will be sent to the customer.
- 4.7. Provision for doubtful debts - A provision for doubtful debt is made, made in line with the Australian Accounting Standards for doubtful debt, if a person who receives an infringement chooses to have the matter dealt with by the Courts for unpaid infringements lodged with the Fines Recovery Unit.

5. Sundry Debtors

- 5.1. Sundry Debtors have incurred a debt for other Goods and/or Services delivered by Council. For the purpose of this policy a sundry debt can include one or more of the following:
 - 5.1.1. User Fees and Charges
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 - 5.1.3. Investment Income
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- 5.2. Payment Terms
 - 5.2.1. Payment terms for all Sundry debtors are 30 days from the date of invoice.
 - 5.2.2. Where appropriate, prepayment, bonds or deposits will be required prior to Council commencing the supply of goods or services.
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- 5.3. Penalty Interest - Council may apply penalty interest to the outstanding debt of sundry debtors.
- 5.4. Debt Collection Process
 - 5.4.1. Monthly Statements: Sundry debtors are issued with statements of all outstanding debt at the end of each calendar month.
 - 5.4.2. Reminder Letter: When deemed appropriate Council may issue reminder letters to sundry debtors to inform them of an overdue amount and advise of possible legal actions.
 - 5.4.3. External Debt Collection Agency: Council may involve an external debt collection agency to issue letters of demand or other legal actions. All incurred expenses will be charged to the relevant sundry debtor and recovered in full.
- 5.5. Payment Arrangements
 - 5.5.1. Council may enter into a payment arrangement with any sundry debtor.

- 5.5.2 Agreements are made on an individual basis depending on the situation and payment history of a sundry debtor.
- 5.6 Provision for Doubtful Debts - Where the recovery of debt is unlikely prior to completing all steps listed in the debt collection process (i.e. if a debtor is bankrupt or in liquidation), a provision shall be made in line with the Australian Accounting Standards for doubtful debt.

6. Debt Write-off

- 6.1 Write-off of debts must occur in accordance with the Act and seek Council resolution.
- 6.2 For a rates or charges debt to be written off, the Chief Executive Officer must certify that there is some doubt whether the rates were properly imposed, or are recoverable at law, or it would be impracticable or uneconomical to recover the rates.
- 6.3 For debts that fall into other categories the Chief Executive Officer must certify that all reasonable efforts have been made to recover the debt and it is not reasonably possible to recover it.
- 6.4 The writing-off of debt does not prevent Council from subsequently taking action for the recovery of the debt.

7. Authority

The authority of a council officer to initiate the debt collection process and enter into a payment arrangement with a debtor is outlined in Council's Register of Delegations and is individually assessed dependent on the category of debt, the amount and age of the debt.

8. Reporting

- 7.1 Council receives information on outstanding debt as part of the monthly finance report.
- 7.2 Rates debts are reported to Council on a month basis and are categorised as follows:
- 7.2.1 Current year: annual rates issued, overdue by instalment
- 7.2.2 Prior years: rates overdue by year.
- 7.3 At least once in a financial year, Council receives information on the number of properties that have rates in arrears of more than two years and the actions taken to recover them.
- 7.4 All other debt balances are reported and categorised by age from the issued date:
- 7.4.1 Debt not yet due
- 7.4.2 30 days overdue
- 7.4.3 60 days overdue
- 7.4.4 90 days overdue
- 7.4.5 Overdue, greater than 90 days
- 7.5 Any debt that has been written off during that financial year must be reported as part of the monthly finance report.

ASSOCIATED DOCUMENTS

- Rate Concession Policy

REFERENCES AND RELATED LEGISLATION

- Local Court Rules 2023 (NT)
- Local Government Act 2019 (NT)
- Local Government (General) Regulations 2021 (NT)

- *Fines and Penalties (Recovery) Act 2001* (NT)
- Australian Accounting Standards

POLICY DETAILS

OWNER	Chief Executive Officer	RESPONSIBLE OFFICER	General Manager Finance & Governance
APPROVAL DATE	[Approval Date]	NEXT REVIEW DUE	[Next Review Due]
RECORDS NUMBER	651496	COUNCIL DECISION	[Council Decision]

COUNCIL REPORT

1st Ordinary Council Meeting

Agenda Item:	12.1.2
Report Title:	Woodroffe Park Refurbishment Concept Plan
Meeting Date:	Tuesday 4 November 2025
Author:	Executive Manager Environment, Katie O'Neill
Approver:	Acting General Manager Infrastructure, Michael Williams

Community plan

Family and Community: Palmerston is a safe and family friendly community where everyone belongs.

Purpose

This report seeks Council endorsement of the Woodroffe Park Concept Plans for use in ongoing public consultation on the redevelopment of the park.

Key messages

- Consultation has been undertaken with the Woodroffe community on Woodroffe Park, with the need for additional amenity identified.
- Concept plans have been developed based on community input. The concept plans **Attachment 12.1.2.1** propose the following changes to the site:
 - Installation of rubber soft fall and shade for the existing playgrounds.
 - Construction of a new shaded picnic area with seating, and food preparation benches with outdoor sinks.
 - Installation of a zip line play area.
 - Refurbishment of the existing bike track.
- Once endorsed, the concept plans will be used for further consultation with the community groups, Woodroffe Primary School and to guide the tender process. It is anticipated that the tender for the redevelopment project will occur in January 2026, with construction to commence early dry season 2026.

Recommendation

1. THAT Report entitled Woodroffe Park Refurbishment Concept Plan be received and noted.
2. THAT Council endorse the Woodroffe Park Concept Plans for use in ongoing public consultation on the redevelopment of the park.

Background

Council recently engaged with the Woodroffe community to explore improvements to amenities at Woodroffe Park. Initial concerns were raised by the Woodroffe Community Group regarding the lack of shade over the play equipment, limited diversity of play options, absence of shaded picnic areas, and no access to potable water.

Engagement was then undertaken with Woodroffe Primary School, as one of the prime users of the park. Students expressed interest in the following inclusions to the play areas:

- Flying Fox.
- Spider Climbing with slide.
- Bike track/jumps.
- Swings (all abilities).
- Spinning activity.
- Cubby/tree house.
- Sandpit with good sand.
- Shade.

Discussion

Site Assessment

To determine which suggested improvements could be feasibly implemented within the allocated budget, a series of site assessments were carried out. The following key observations were made:

- The existing playground equipment at Woodroffe Park was installed in 2019 and remains in good condition. However, it lacks rubber soft fall and shade, though some natural shade is provided by surrounding trees.
- Seating is available throughout the park, but most seating lacks adequate shade.
- There is no designated picnic area, gazebo, or water point to encourage use of the park as a picnic destination.
- The existing 'bike track' is worn and requires resurfacing and repainting.
- Irrigation is currently not functioning due to restricted access to the Northern Territory Government-owned Woodroffe bore, as well as the need to replace aging infrastructure.

Recommended Upgrades

As a result of the community feedback and the site assessment, it was considered that the following amendments should be made to the site:

- Installation of a zip line adjacent to the existing playground.
- Installation of shade structures over the play areas.
- Installation of rubber soft fall to the shaded areas.
- Development of a new shaded picnic/eating area, including seating, lighting, power supply, and an outdoor sink.
- Extension and resurfacing of the bike track, including new line marking, installation of mock traffic signs, speed bumps, and textured panels.

Concept Plans

To support these upgrades, a landscape architect has been engaged to prepare concepts for the park. These concepts will guide the next phase of community consultation and inform the tender process for engaging a contractor to deliver the works. Council staff have completed an internal review of the concepts and proposed several modifications, including adjustments to the rubber soft-fall areas, the extent of the playground shade structure, and the layout of the picnic area. The final draft of the concept plan is included in **Attachment 12.1.2.1**.

Figure 1 below illustrates the overall site layout. Key features include a large, shaded area with seating and two (2) preparation benches equipped with sinks. The playground is now shaded with rubber soft fall, and a zip-line has been introduced in the north-western section of the site.



Figure 1: Woodroffe Park Refurbishment

Greater detail on the proposed shade area and picnic setting is provided in **Figure 2** below.

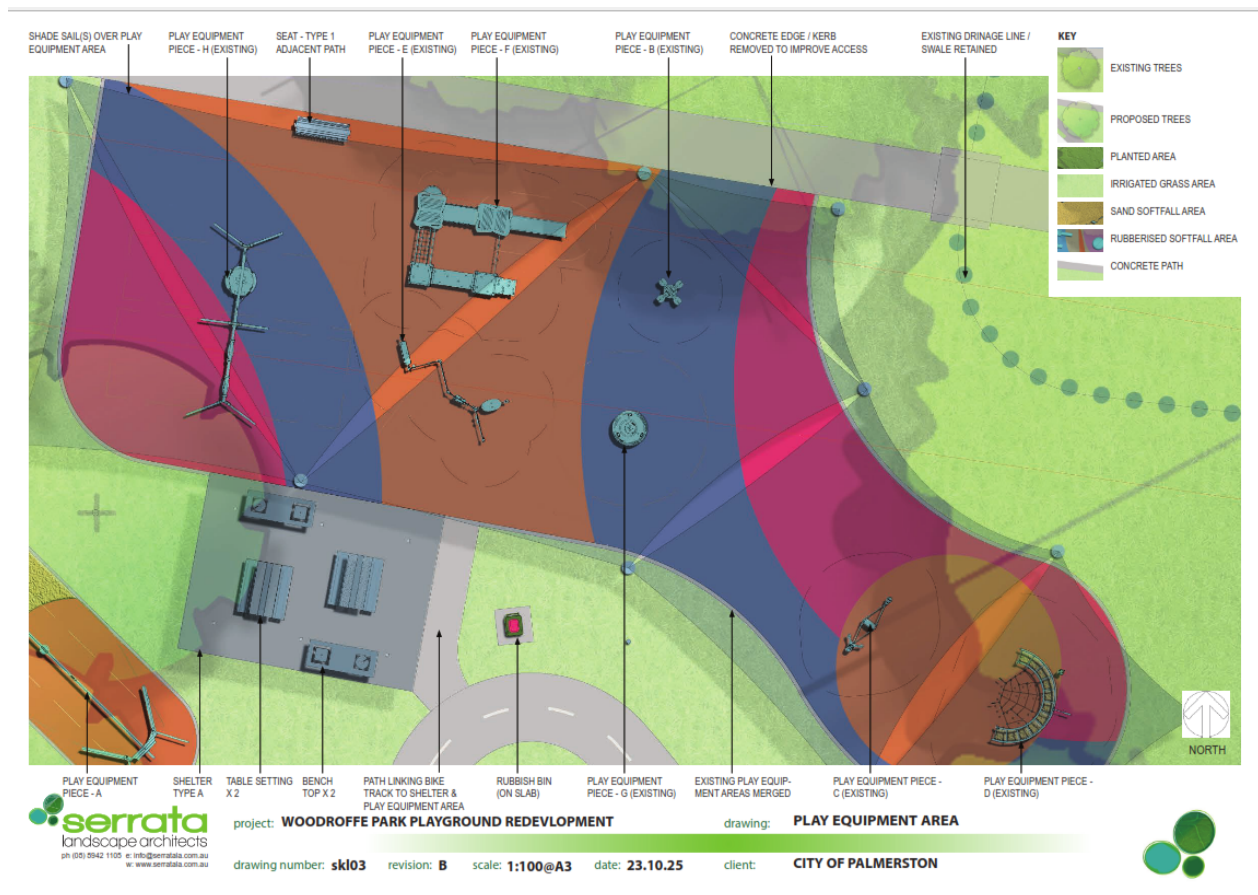


Figure 2: Shade Structure and Picnic Area

The proposed picnic area concept features preparation benches with outdoor sinks and picnic settings, all housed beneath a large open shade structure.

The concepts do not include public BBQ facilities. Instead, residents will be encouraged to bring their own portable BBQs if they wish to cook onsite. Woodroffe Park is currently categorised as a local park, which under our Play Space Strategy is a park that provides passive recreation with a minimum level of support amenities and facilities. Generally, under this categorisation a local park would not contain a BBQ.

Additionally, there are high initial costs and high ongoing maintenance costs associated with public BBQs. For example, the purchase and installation of a two-burner BBQ is estimated at approximately \$25,000, whereas a preparation bench with sink is expected to cost around \$15,000. Furthermore, parks equipped with BBQs incur higher weekly servicing costs from Council's landscaping contractors. A review of eight (8) similarly sized parks within the west Palmerston landscaping contract area found that those with BBQs cost, on average, \$90 more per week to maintain than those without. Currently, there are 23 public BBQs across the municipality that require weekly maintenance. In addition, Council spent approximately \$17,000 addressing BBQ-related faults during the 2024/25 financial year.

Approximate Costing

Estimated costs for the upgrade are outlined in **Table 1**. These figures are based on recent, comparable projects completed by Council.

Table 1: Estimated Costing

PROJECT COMPONENT	APPROX. COSTING (LUMP SUM)
<i>Picnic Area</i>	
Shaded picnic area (inclusive of lighting, table settings and preparation benches).	\$100,000
<i>Playground</i>	
Rubber Soft Fall	\$190,000
Fabric Shade Structure	\$144,000
Zip Line	\$66,000
<i>Bike Track</i>	
Bike Track Refurbishment (resurfacing, line marking, 'play' traffic signs.	\$30,000
<i>Miscellaneous</i>	
Landscaping, path networks, additional furniture (taps, bike rack)	\$35,000
Contingency	\$35,000
Total	\$600,000

Next Steps

Following Council endorsement, the concept plans will be used for further targeted consultation with the Woodroffe community groups and Woodroffe School. This consultation is expected to take place during the final three (3) weeks of November 2025.

Tender documentation will then be prepared, with tenders scheduled for release in January 2026. Construction works are expected to commence in the late 2026 dry season.

Irrigation upgrades are currently in progress, including the installation of a new water meter to transition the irrigation supply from the NTG-owned bore to mains water. As the existing system has been non-operational for some time, additional infrastructure upgrades are likely to be required. These works will be coordinated to align with the broader park refurbishment schedule.

Consultation and marketing

In preparing the concept plans, the following external parties were consulted:

- Woodroffe Community Group.
- Woodroffe Primary School.

In preparing this report, the following staff were consulted with:

- Deputy CEO.
- General Manager of Community.
- Community Services Manager.
- Team Leader of Open Space.
- Executive Manager Projects and Civil Operations.
- Community Development Officer.

Further consultation with community groups will be undertaken once the concept plans have been endorsed. The landscape architect is also engaged to provide 3D-renders of the plans once they have been endorsed. These will assist with the upcoming consultation, providing visual representations of what the park will eventually look like.

Policy implications

There are no policy implications for this Report.

Budget and resource implications

\$600,000 has been allocated to project under project code PRJ10595.

These funds have been provided by the Northern Territory Government under the Greening and Cooling grant.

Construction costs may vary, depending on the final design and market conditions. To account for this, a 5% contingency has been included. Any unused contingency funds will be allocated toward additional seating and improved pathway connections. If tender submissions exceed current estimates, the scope of the proposed bike track works will be reduced to manage overall project costs.

Risk, legal and legislative implications

This Report addresses the following City of Palmerston Strategic Risks:

5. Infrastructure

Failure to plan, deliver and maintain fit for purpose infrastructure.

Strategies, framework and plans implications

This Report relates to the following City of Palmerston Strategies, Framework and Plans:

- [Community Infrastructure Plan 2016-2026](#)
- [Palmerston Play Space Strategy 2022](#)



Council officer conflict of interest declaration

We the author and approving officer declare that we do not have a conflict of interest in relation to this matter.

Attachments

1. WOODROFFE PARK UPGRADE - CONCEPT - RE V. B [12.1.2.1 - 10 pages]

WOODROFFE PARK PLAYGROUND REDEVELOPMENT

WOODROFFE AVENUE, WOODROFFE, NT



IMAGE SOURCE: GOOGLE EARTH



project: **WOODROFFE PARK PLAYGROUND REDEVELOPMENT**

drawing: **COVERSHEET & DRAWING SCHEDULE**

drawing number: **skl00**

revision: **B**

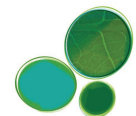
scale: **NTS**

date: **23.10.25**

client: **CITY OF PALMERSTON**

DWG SCHEDULE

DWG NO.	DRAWING TITLE	SCALE	ISSUE
SKL00	COVERSHEET & DRAWING SCHEDULE	NA	B
SKL01	SITE CONTEXT / WORKS AREA	1:500@A3	B
SKL02	LANDSCAPE CONCEPT MASTERPLAN	1:500@A3	B
SKL03	PLAY EQUIPMENT AREA	1:100@A3	B
SKL04	PLAY EQUIPMENT - CABLEWAY	1:100@A3	B
SKL05	BIKE TRACK AREA - WESTERN SECTION	1:100@A3	B
SKL06	BIKE TRACK AREA - EASTERN SECTION	1:100@A3	B
SKL07	PLAY EQUIPMENT PANEL	NA	B
SKL08	FURNITURE & FIXTURES PANEL	NA	B
SKL09	PLANTING PANEL - SUGGESTED SPECIES LIST	NA	B





ATTACHMENT 12.1.2.1

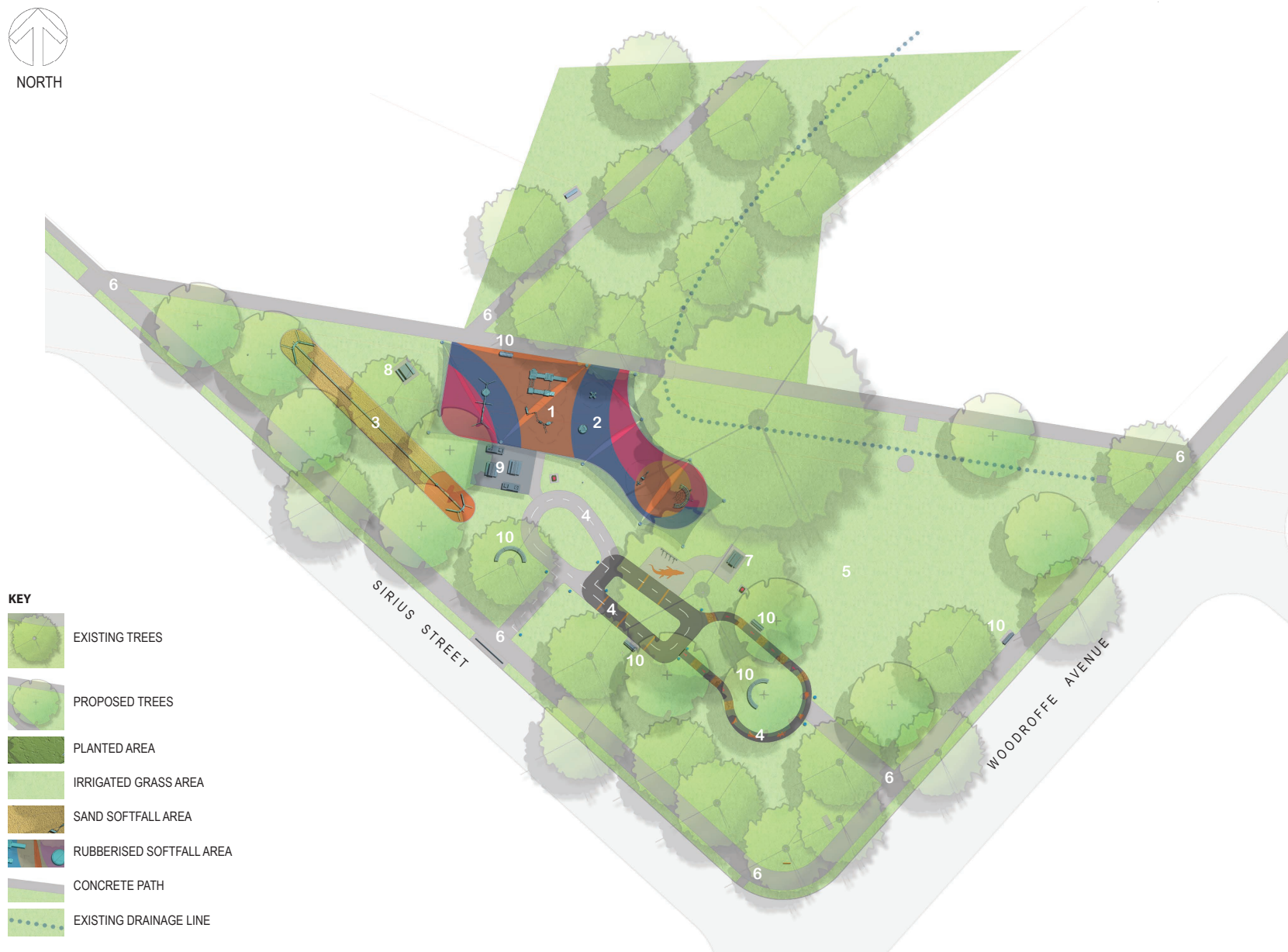


KEY

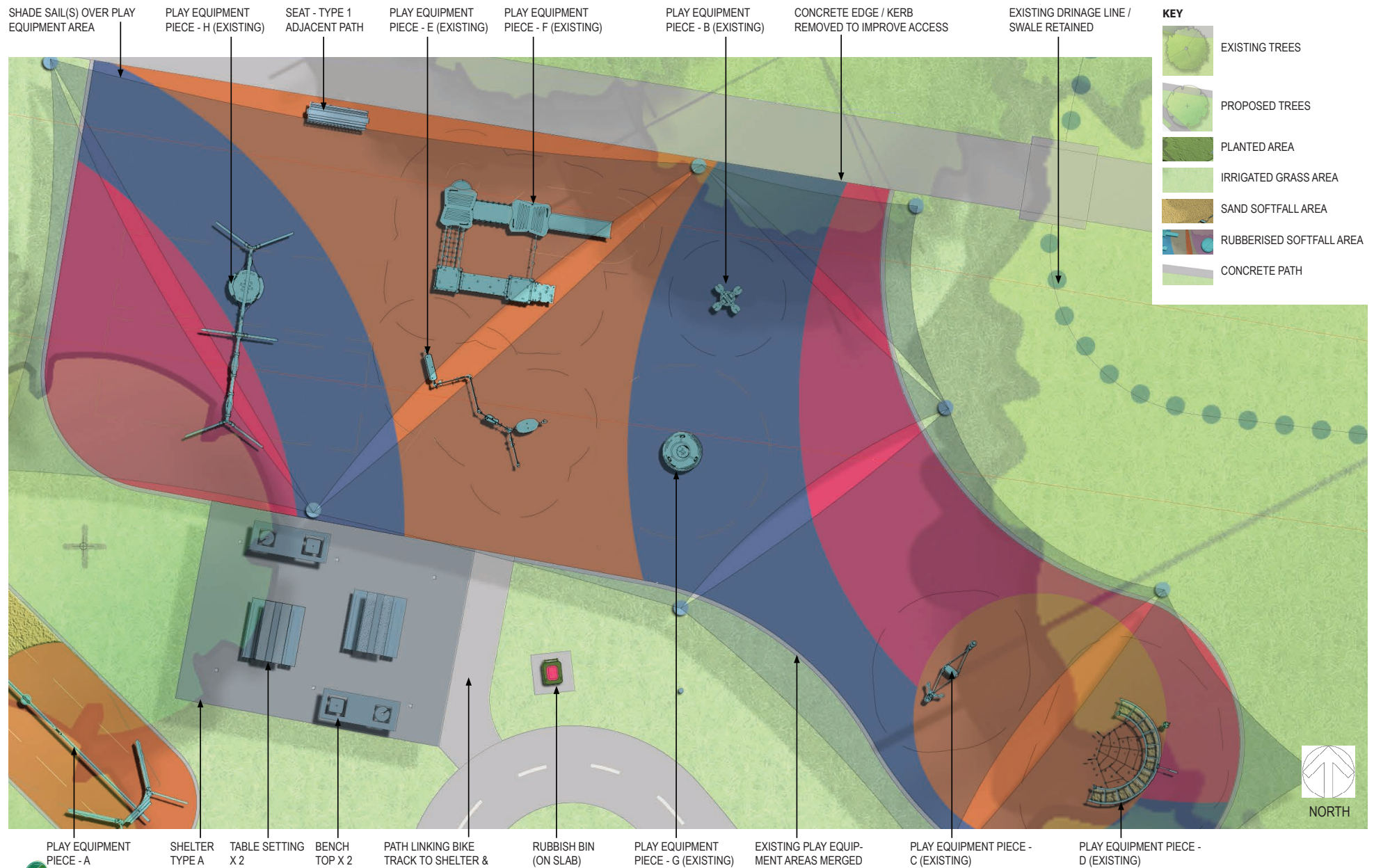
-  EXISTING TREES
-  PROPOSED TREES
-  PLANTED AREA
-  IRRIGATED GRASS AREA
-  SAND SOFTFALL AREA
-  RUBBERISED SOFTFALL AREA
-  CONCRETE PATH
-  EXISTING DRAINAGE LINE

ITEM

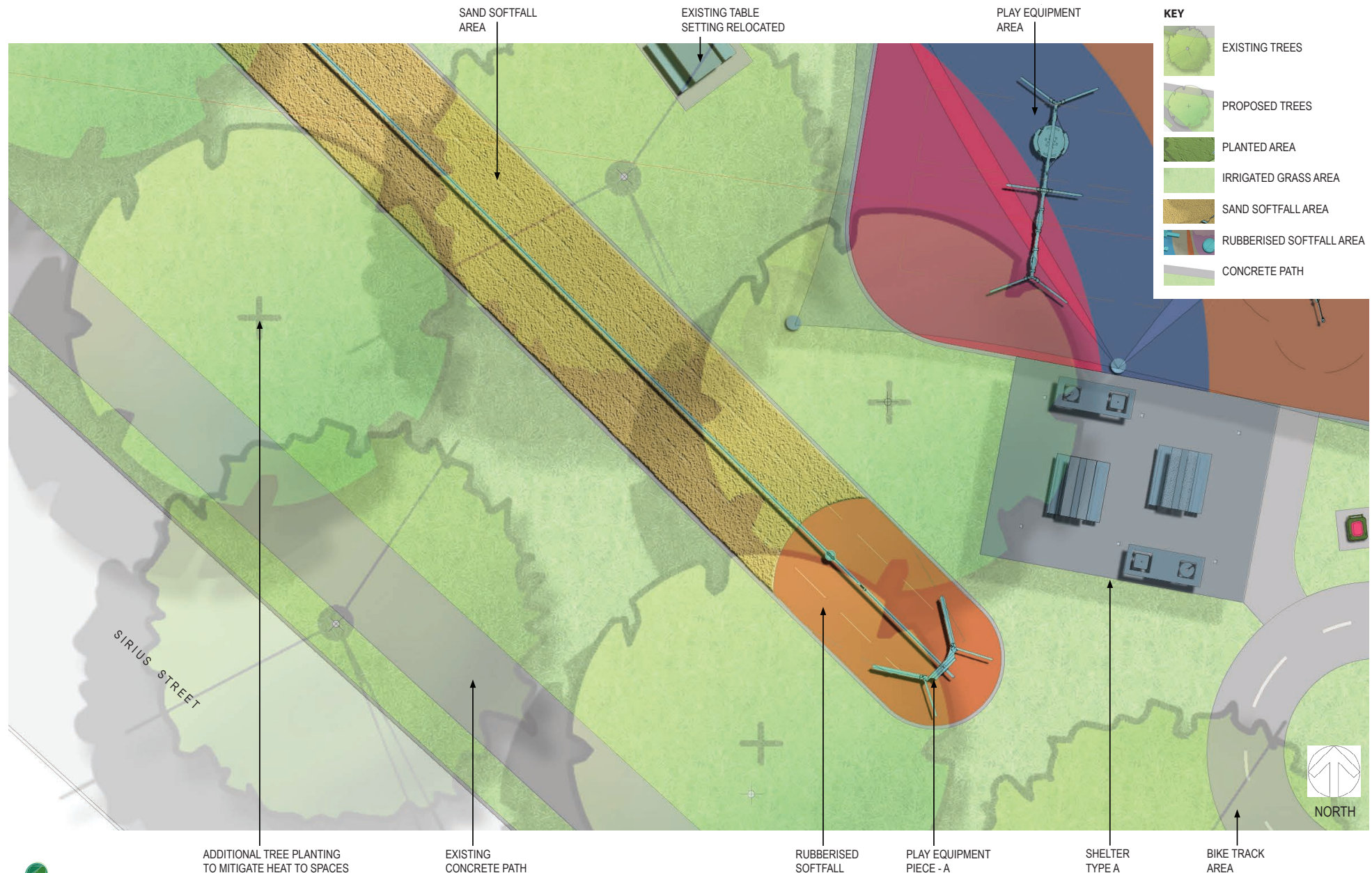
- 1 PLAY EQUIPMENT AREA (RUBBERISED SOFTFALL)
- 2 SHADE SAILS (OVER PLAY EQUIPMENT AREA)
- 3 CABLEWAY PLAY EQUIPMENT
- 4 BIKE TRACK AREA
- 5 OPEN GRASSED KICK-A-BOUT AREA
- 6 PARK ENTRY POINT
- 7 EXISTING TABLE SETTING & SHELTER
- 8 EXISTING TABLE SETTING (RELOCATED)
- 9 TABLE SETTINGS, BENCH TOPS & SHELTER
- 10 SEAT



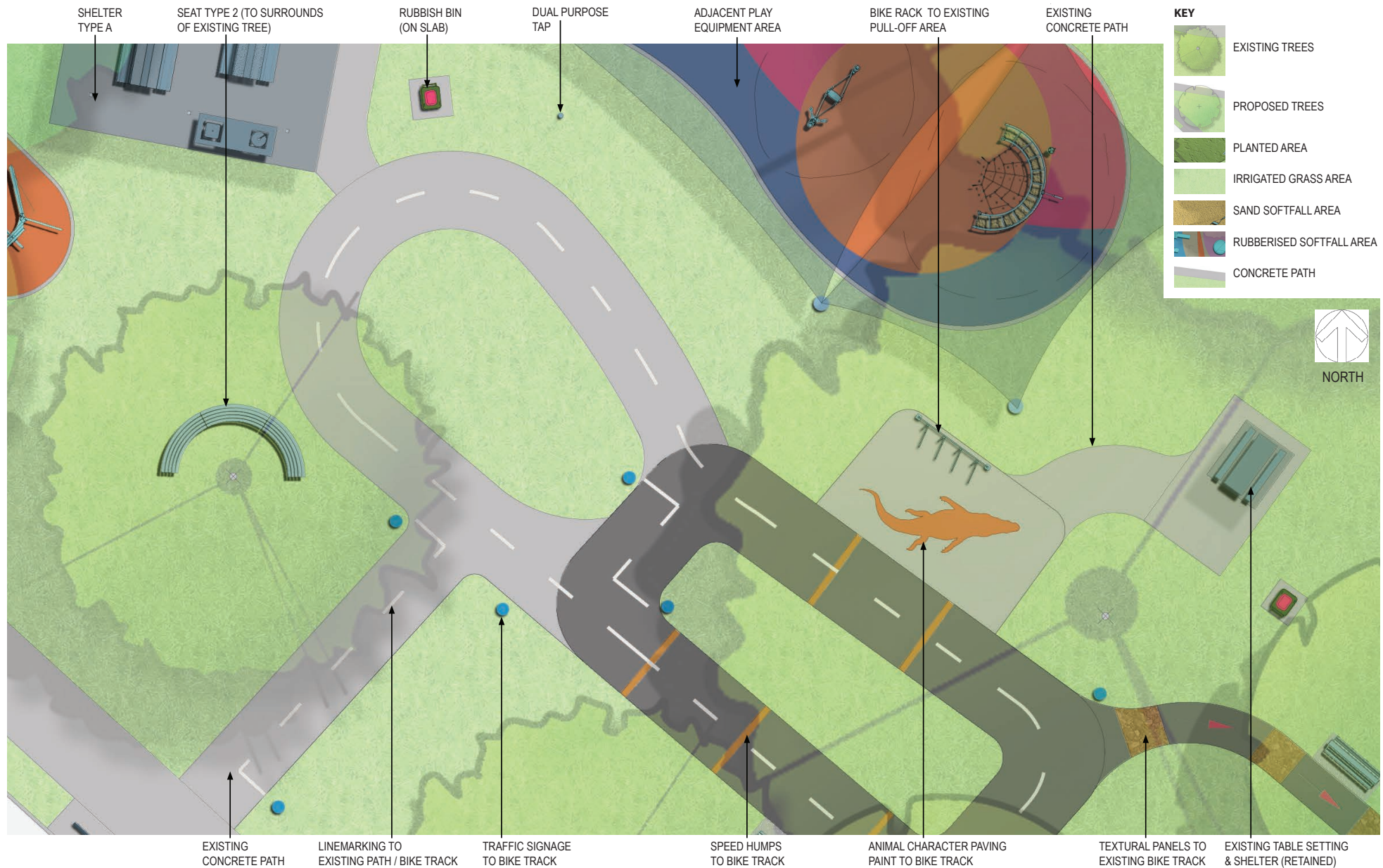
ATTACHMENT 12.1.2.1

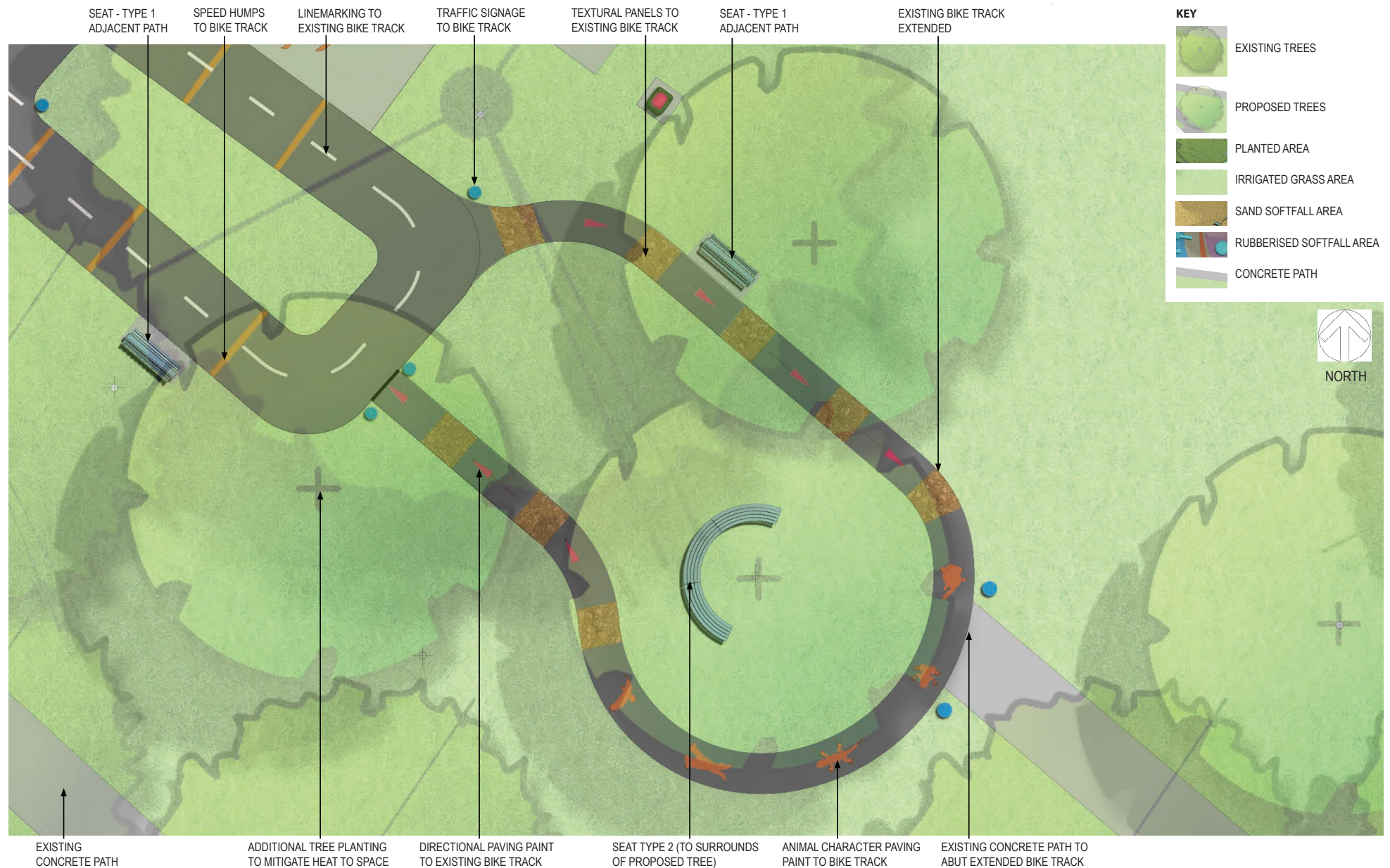


ATTACHMENT 12.1.2.1



ATTACHMENT 12.1.2.1





M87212



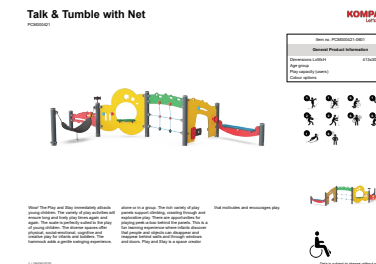
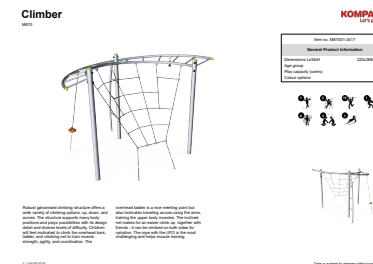
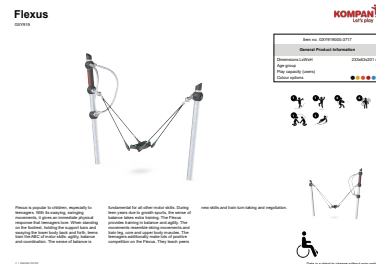
Item no. M87212-3817	
General Product Information	
Dimensions LxWxH	3357x358x394 cm
Age group	4 years and over
Play capacity (users)	1 user
Colour options	6



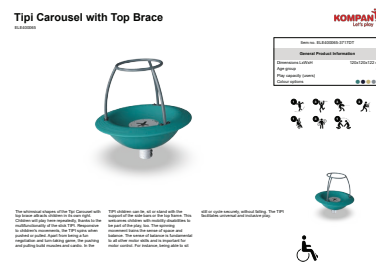
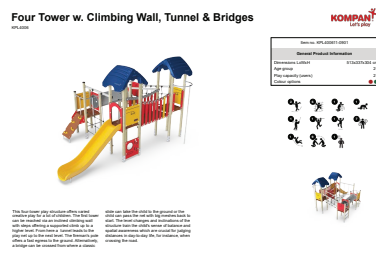
The Large Cableway is the ultimate dare devil attraction. It may attract less evident risk profiles too: with its length and supportive seat and handhold, anyone can participate. And they will, again and again. The reason for this immense holding power lies mainly in the immense thrill of gliding through the air. The feeling of weightlessness and travelling through the air at speed trains spatial awareness as well as the child's understanding of gravity, space and speed. This is necessary e.g. in managing traffic safely. The social skills get trained as children diligently hand back the seat to the next user in line. The running and pulling involved in this trains the child's cardio as well as upper body muscles. All in all, the large cableway is an asset of play that unites generations and abilities as there is some way for almost everyone to use it.



PLAY EQUIPMENT PIECE - A



PLAY EQUIPMENT PIECE - B (EXISTING)

**PLAY EQUIPMENT PIECE - E (EXISTING)**

PLAY EQUIPMENT PIECE - F (EXISTING)



project: **WOODROFFE PARK PLAYGROUND REDEVELOPMENT**

drawing: **PLAY EQUIPMENT PANEL**drawing number: **skl07** revision: **B** scale: **NA**

date: 23.10.25

client: **CITY OF PALMERSTON**

FURNITURE

SLIMLINE RANGE

Perfect for parks, cafes, restaurants, and homes. Made with hardwood or aluminium slats, with a steel centre, finished in a powdercoat colour of your choice.

The frames are made with 50mm x 50mm steel, with tabs to bolt down the feet.

Slimline Setting - Hardwood Finish

Full setting (1 table and 2 benches)

Table only 1.8 x 0.8 x 1m

Bench only



Slimline Setting - Aluminium Finish

Full setting (1 table and 2 benches)

Table only 1.8 x 0.8 x 1m

Bench only



We can modify the slimline range to have wheelchair access. The aluminium finish is a lighter tone, and extends the life of the setting.

OUTDOOR SETTING(S) - TO SHELTERS (ALUMINIUM FINISH)

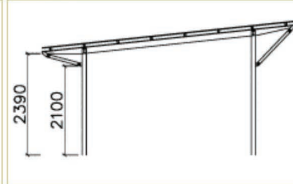


K634

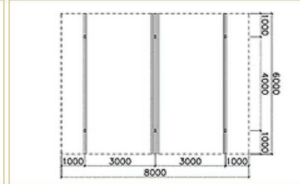
Render



Elevation



Plan



SHELTER TYPE A



project: WOODROFFE PARK PLAYGROUND REDEVELOPMENT

drawing number: skl08

revision: B

scale: NA

date: 23.10.25

client:

CITY OF PALMERSTON

Parkland Bench with Back
 > 000BLBH 1.8m - Hardwood slats
 > 000BLBA 2m - Aluminium slats
 > 000BLBA 3m - Aluminium slats
 Available up to 6 metres



SEAT - TYPE 1 (PARKLAND BENCH WITH BACK - ALUMINIUM SLATS)

Fawcner Curved Bench

Model 89628 - Fawcner Curved Bench



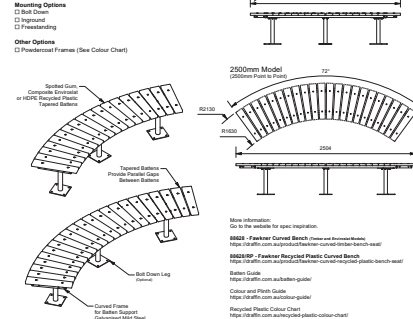
The Fawcner Curved Bench comes in two standard sizes. The seat curve is formed with tapered battens providing parallel gaps for comfortable seating and a uniform appearance. Placed end to end they can form circular or snaking profiles.

Curved Bench Size (Point to Point)
☐ 2050mm
☐ 2500mm
☐ Custom Size

Batten Material (See Batten Guide)
☐ Treated (Planted & 12mm)
☐ Spotted Gum
☐ Engineered
☐ HDPE Recycled Plastic (See Recycled Plastic Colour Chart)

Mounting Options
☐ Bolt Down
☐ Inground
☐ Freestanding

Other Options
☐ Powdercoat Frames (See Colour Chart)



More information
 Go to the website for spec inspiration.
 89628 - Fawcner Curved Bench: Inground and Powdercoat Frames
<https://draffin.com.au/products/fawcner-curved-bench-seat/>
 89628SP - Fawcner Recycled Plastic Curved Bench
<https://draffin.com.au/products/fawcner-recycled-plastic-bench-seat/>
 Batten Guide
<https://draffin.com.au/batten-guide/>
 Colour and Finish Guide
<https://draffin.com.au/colour-chart/>
 Recycled Plastic Colour Chart
<https://draffin.com.au/recycled-plastic-colour-chart/>

SEAT - TYPE 2 (TO SURROUND OF TREE - RECYCLED PLASTIC SLATS)

Home Products | Whyalla Series



Whyalla Series

Strong, anti-rust park shelters with a contemporary touch, steel section shelters stand the test of time.



PREPARATION BENCH (TO SHELTERS)
 CHRSTIE BBQ BENCH (WITHOUT BBQ PLATE) AND
 PLUMBED SINK. FULLY ENCLOSE.
 POWER POINTS INCLUDED.



ANIMAL CHARACTER PAVING PAINT (TO PATH)



TEXTURAL PANELS TO BIKE TRACK



TRAFFIC SIGNAGE TO BIKE TRACK - INSTALLED TO AUSTRALIAN ROAD RULES REGULATIONS / REQUIREMENTS.



BIKE RACK



DUAL PURPOSE TAP

SHADE & FEATURE TREES



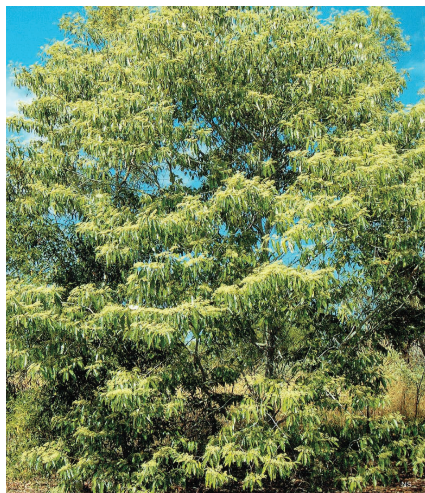
Mimusops elengi



Syzygium forte



Maranthes corymbosa



Alphitonia excelsa



Ficus virens var. *Banyan*



Allosyncarpia ternata

SPECIES LIST TO BE CONSIDERED INDICATIVE ONLY.



COUNCIL REPORT

1st Ordinary Council Meeting

Agenda Item:	12.1.3
Report Title:	Risk Management and Audit Committee Open Minutes 23 October 2025
Meeting Date:	Tuesday 4 November 2025
Author:	Executive Assistant to General Manager Finance and Governance, Alexandra Malady
Approver:	General Manager Finance and Governance, Wati Kerta

Community plan

Governance: Council is trusted by the community and invests in things that the public value.

Purpose

This Report seeks Council approval of the recommendations from the Confidential Risk Management and Audit Committee meeting held on Thursday 23 October 2025.

Key messages

- The Risk Management and Audit Committee met on Thursday 23 October 2025.
- The Risk Management and Audit Committee agenda and unconfirmed minutes from this meeting are available for viewing on Docs on Tap.
- The Risk Management and Audit Committee reviewed three Action reports, and one Receive and Note report.
- The Risk Management and Audit Committee made four recommendations to the Council.
- Council approval is sought to endorse the recommendations from the Risk Management and Audit Committee meeting held on Thursday 23 October 2025.

Recommendation

1. THAT Report entitled Risk Management and Audit Committee Open Minutes 23 October 2025 be received and noted.
2. THAT the unconfirmed Risk Management and Audit Committee minutes provided at **Attachment 12.1.3.1** to Report entitled Risk Management and Audit Committee Open Minutes 23 October 2025 be received and noted.

- 
3. THAT Council adopts the recommendations from the Risk Management and Audit Committee meeting held Thursday 23 October 2025, as follows:
- a. THAT Council endorse the risk Management & Audit Committee Work Plan for 2026 at **Attachment 9.1.1.1** to Report entitled Risk Management & Audit Committee Annual Work Plan and adopt the 2026 meeting dates:
 - I. 26 February 2026
 - II. 26 May 2026
 - III. 25 August 2026
 - IV. 22 October 2026.
 - b. THAT prior to presenting to Council that the draft policy at **Attachment 9.1.2.1** to Report entitled Whistleblower Policy be reviewed to ensure no limitations be placed on actions that can be taken in relation to fraud and corruption matters and to look into the mechanism for reporting and addressing the safety of the Whistleblower.
 - c. THAT the Risk Management and Audit Committee work plan list an annual committee self-assessment to be completed following the last RMAC meeting of the year.
 - d. THAT the Risk Management and Audit Committee Chairperson write to the Mayor and Council annually to report on the committee's activities and the outcomes of the annual self-assessment and that this be presented at a Council meeting.

Background

The Risk Management and Audit Committee (the Committee) is responsible for overseeing the responsibilities of corporate governance, particularly maintaining adequate internal controls over the revenue, expenditure, and assets of the Council.

As per the *Local Government Act 2019* (the act) and the *Local Government (Accounting) Regulations*, the committee make recommendations to the council about any matters as a result of the committee's functions to monitor and review the integrity of the council's financial management and to monitor and review internal controls.

As per the Terms of Reference of the Committee, the Committee is advisory by nature and can only recommend matters, falling within its function and role, to the Council.

Discussion

The confidential Risk Management and Audit Committee (RMAC) meeting was held on Thursday, 23 October 2025 with the unconfirmed confidential minutes provided as **Attachment 12.1.3.1**.

The Agenda of the Risk Management and Audit Committee meeting can be located on the Council [website](#).



At the meeting, three action reports and one receive and note report was discussed. These reports were in relation to the RMAC Action Report, the Annual Audit Committee Self-Assessment, the committee's Annual Work Plan, and the Whistleblower policy.

The Risk Management and Audit Committee provided three recommendations to Council. These recommendations were in relation to asking Council to adopt the 2026 RMAC workplan and meeting dates, for the RMAC chair to complete an Annual Audit Committee Self-Assessment and adopting the new Whistleblower policy.

Consultation and marketing

The following City of Palmerston staff were consulted in preparing this report:

- Risk Management and Audit Committee Members.

Policy implications

There are no policy implications for this Report.

Budget and resource implications

There are no budget or resource implications relating to this Report.

Risk, legal and legislative implications

As per section 101(4) of the *Local Government Act 2019* the minutes of an audit committee, a council committee or a local authority must be tabled at the next meeting of the council

This Report addresses the following City of Palmerston Strategic Risks:

2. Financial Sustainability

Failure of Council to be financially sustainable to deliver key services and infrastructure for the community.

6. Governance

Failure to effectively govern.

Strategies, framework and plans implications

There are no strategy, framework or plan implications for this Report.

Council officer conflict of interest declaration

We the author and approving officer declare that we do not have a conflict of interest in relation to this matter.

Attachments

1. 20251023 - UNCONFRIMED Risk Management and Audit Committee minutes - 23 October 2025 [12.1.3.1 - 10 pages]



MINUTES

RISK MANAGEMENT AND AUDIT COMMITTEE MEETING THURSDAY 23 OCTOBER 2025

The Committee Meeting of City of Palmerston held in the Chambers, Civic Plaza, 1 Chung Wah Terrace, Palmerston, NT 0830, commencing at 5:00 pm.

Council business papers can be viewed on City of Palmerston's website palmerston.nt.gov.au

UNCONFIRMED

Minutes of Risk Management and Audit Committee Meeting
held in Council Chambers
Civic Plaza, 1 Chung Wah Terrace, Palmerston
on Thursday 23 October 2025 at 5:00pm.

PRESENT

**COMMITTEE
MEMBERS**

Clare Milikins, Independent Member (Chair)
Craig Kirby, Independent Member
David Ray, Independent Member (*Via Audio/ Audiovisual*)
Mayor Athina Pascoe-Bell
Councillor Wayne Bayliss
Councillor Sarah Henderson

STAFF

Acting Chief Executive Officer, Wati Kerta
General Manager Community, Konrad Seidl
General Manager People and Place, Emma Blight
Acting General Manager Infrastructure, Michael Williams
Executive Manager Organisational Performance, Penny Hart
Acting Executive Manager Financial Performance, Jeffrey Guilas
IT and Asset Manager, Glen Collins
Finance Data and System Lead, Canet Vas
Governance Lead, Angie Torr
Minute Secretary, Alexandra Malady

GALLERY

Nil members of the public
Councillor, Rob Waters
Casmel Taziwa, Audit Partner BDO Audit (NT)

Initials: _____

1 ACKNOWLEDGEMENT OF COUNTRY

City of Palmerston acknowledges the Larrakia people as the Traditional Custodians of the Palmerston region. We pay our respects to the Elders past, present and future leaders and extend that respect to all Aboriginal and Torres Strait Islander people.

2 OPENING OF MEETING

The Chair declared the meeting open at 5:01 pm.

3 APOLOGIES

Nil

4 DECLARATION OF INTEREST

4.1 Committee members

Nil

4.2 Staff

Nil

5 CONFIRMATION OF MINUTES

5.1 Confirmation of minutes

Moved: Councillor Henderson

Seconded: Craig Kirby

THAT the Minutes of the Risk Management and Audit Committee Meeting held on Tuesday 29 July 2025 pages 330 to 336 be confirmed.

CARRIED (6/0) - RMA11/001 - 23/10/2025

5.2 Business arising from previous meeting

Nil

6 DEPUTATIONS AND PRESENTATIONS

Nil

Initials: _____

7 VERBAL UPDATE

7.1 Mayoral Update

Moved: Mayor Pascoe-Bell
Seconded: Councillor Bayliss

THAT the verbal report provided by Mayor Athina Pascoe-Bell regarding Mayoral Update be received and noted.

CARRIED (6/0) - RMA11/002 - 23/10/2025

7.2 Chief Executive Officer Update

Moved: Mayor Pascoe-Bell
Seconded: Councillor Henderson

THAT the verbal report provided by Acting Chief Executive Officer Wati Kerta regarding Chief Executive Officer Update be received and noted.

CARRIED (6/0) - RMA11/003 - 23/10/2025

8 CONFIDENTIAL ITEMS

8.1 Moving confidential items into open

Nil

8.2 Moving open items into confidential

Nil

8.3 Confidential items

Moved: Mayor Pascoe-Bell
Seconded: Craig Kirby

THAT pursuant to Section 99(2) and 293(1) of the *Local Government Act 2019* and section 51(1) of the *Local Government (General) Regulations 2021* the meeting be closed to the public to consider the following confidential items:

Item	Confidential Category	Confidential Clause
------	-----------------------	---------------------

Initials: _____

18.1.1	Council Performance, Service Delivery and Budget Review	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the Local Government Act 2019 and section 51(1)(c)(iv) of the Local Government (General) Regulations 2021, which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information that would, if publicly disclosed, be likely to prejudice the interests of the council or some other person.
18.1.2	Council Performance, Service Delivery and Budget Review	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the Local Government Act 2019 and section 51(1)(c)(iv) of the Local Government (General) Regulations 2021, which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information that would, if publicly disclosed, be likely to prejudice the interests of the council or some other person.
18.1.3	Council Performance, Service Delivery and Budget Review	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the Local Government Act 2019 and section 51(1)(c)(iv) of the Local Government (General) Regulations 2021, which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information that would, if publicly disclosed, be likely to prejudice the interests of the council or some other person.
18.1.4	Council Performance, Service Delivery and Budget Review	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the Local Government Act 2019 and section 51(1)(c)(iv) of the Local Government (General) Regulations 2021, which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information that would, if

Initials: _____

		publicly disclosed, be likely to prejudice the interests of the council or some other person.
18.1.5	Council Performance, Service Delivery and Budget Review	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the Local Government Act 2019 and section 51(1)(c)(iv) of the Local Government (General) Regulations 2021, which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information that would, if publicly disclosed, be likely to prejudice the interests of the council or some other person.
18.1.6	Council Project Initiative	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the Local Government Act 2019 and section 51(1)(c)(iv) of the Local Government (General) Regulations 2021, which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information that would, if publicly disclosed, be likely to prejudice the interests of the council or some other person.
18.2.1	Council Performance, Service Delivery and Budget Review	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the Local Government Act 2019 and section 51(1)(c)(iv) of the Local Government (General) Regulations 2021, which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information that would, if publicly disclosed, be likely to prejudice the interests of the council or some other person.
18.2.2	Council Performance, Service Delivery and Budget Review	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the Local Government Act 2019 and section 51(1)(c)(iv) of the Local Government (General) Regulations 2021, which states a council may close to the public only so much of its

Initials: _____

		meeting as comprises the receipt or discussion of, or a motion or both relating to, information that would, if publicly disclosed, be likely to prejudice the interests of the council or some other person.
--	--	--

CARRIED (6/0) - RMA11/004 - 23/10/2025

9 OFFICER REPORTS

9.1 Action reports

9.1.1 Risk Management & Audit Committee Annual Work Plan

Moved: Councillor Bayliss
Seconded: Mayor Pascoe-Bell

1. THAT Report entitled Risk Management & Audit Committee Annual Work Plan be received and noted.
2. THAT the Risk Management and Audit Committee recommend:
 - a. THAT Council endorse the risk Management & Audit Committee Work Plan for 2026 at **Attachment 9.1.1.1** to Report entitled Risk Management & Audit Committee Annual Work Plan and adopt the 2026 meeting dates:
 - i. 26 February 2026
 - ii. 26 May 2026
 - iii. 25 August 2026
 - iv. 22 October 2026.

CARRIED (6/0) - RMA11/005 - 23/10/2025

9.1.2 Whistleblower Policy

Moved: Councillor Henderson
Seconded: Craig Kirby

1. THAT Report entitled Whistleblower Policy be received and noted.
2. THAT the Risk Management & Audit Committee recommends to Council:

Initials: _____

- a. THAT prior to presenting to Council that the draft policy at **Attachment 9.1.2.1** to Report entitled Whistleblower Policy be reviewed to ensure no limitations be placed on actions that can be taken in relation to fraud and corruption matters and to look into the mechanism for reporting and addressing the safety of the Whistleblower.

CARRIED (6/0) - RMA11/006 – 23/10/2025

9.1.3 Annual Audit Committee Self-Assessment

Moved: Clare Milikins
Seconded: Craig Kirby

1. THAT Report entitled Annual Audit Committee Self-Assessment be received and noted.
2. THAT the Risk Management and Audit Committee recommend to Council:
 - a. THAT the Risk Management and Audit Committee work plan list an annual committee self-assessment to be completed following the last RMAC meeting of the year.
 - b. THAT the Risk Management and Audit Committee Chairperson write to the Mayor and Council annually to report on the committee's activities and the outcomes of the annual self-assessment and that this be presented at a Council meeting.

CARRIED (6/0) - RMA11/007 – 23/10/2025

9.2 Receive and note reports

9.2.1 Action Report

Moved: Mayor Pascoe-Bell
Seconded: Councillor Henderson

THAT Report entitled Action Report be received and noted.

CARRIED (6/0) - RMA11/008 – 23/10/2025

10 INFORMATION AND CORRESPONDENCE

10.1 Information

Nil

Initials: _____

10.2 Correspondence

Nil

11 GENERAL BUSINESS

Nil

12 NEXT COMMITTEE MEETING

Moved: Mayor Pascoe-Bell
Seconded: Councillor Bayliss

THAT the committee note the proposed date of the next meeting of Thursday 26 February 2026 at 5.00 pm in the Council Chambers, Civic Plaza, 1 Chung Wah Terrace, Palmerston is subject to Council approval.

CARRIED (6/0) - RMA11/009 – 23/10/2025

13 CLOSURE OF MEETING TO PUBLIC

Moved: Mayor Pascoe-Bell
Seconded: Craig Kirby

THAT pursuant to *section 99(2) and 293(1) of the Local Government Act 2019 and section 51(1)(a) of the Local Government (General) Regulations 2021* the meeting be closed to the public to consider the Confidential items of the Agenda.

CARRIED (6/0) - RMA11/010 – 23/10/2025

The open section of the meeting closed at 5:40 pm for the discussion of confidential matters.

The closed section of the meeting reopened at 7:32 pm.

The Chair declared the meeting closed at 7:32 pm.

Initials: _____



Chair

Print Name

Date

UNCONFIRMED

Initials: _____

COUNCIL REPORT

1st Ordinary Council Meeting

Agenda Item:	12.1.4
Report Title:	Adoption of Annual Report 2024-25
Meeting Date:	Tuesday 4 November 2025
Author:	Executive Manager Organisational Performance, Penny Hart
Approver:	General Manager Finance and Governance, Wati Kerta

Community plan

Governance: Council is trusted by the community and invests in things that the public value.

Purpose

This Report presents the City of Palmerston Annual Report 2024-25 for adoption by Council.

Key messages

- Council's Annual Report 2024/25 reports on Council's activities for the year, including the audited financial statements.
- The Annual Report 2024/25 is prepared in line with City of Palmerston's Community Plan and contains information required by the *Local Government Act 2019* (NT) (the Act) and other relevant legislation.
- The Act requires the Annual Report to include a copy of the Council's audited financial statement for the relevant financial year.
- City of Palmerston conducts an annual Community Satisfaction Survey with residents to understand community attitudes, perception and satisfaction with various facilities and services.
- The survey aligns to the Community Plan and forms part of City of Palmerston's Key Performance Indicators and reporting in its annual reports.
- Council is required to provide a copy of the Annual Report 2024/25 to the Minister for Local Government by 15 November 2025.
- It is recommended that Council adopt the Annual Report 2024/25.

Recommendation

1. THAT Report entitled Adoption of Annual Report 2024-25 be received and noted.

2. THAT Council adopts the Annual Report 2024/25, including the 2024/25 audited financial statements at **Attachment 12.1.4.1** to Report entitled Adoption of Annual Report 2024-25.
3. THAT Council notes that a copy of the Annual Report 2024/25 will be provided to the Minister for Housing, Local Government and Community Development before 15 November 2025.

Background

Part 14.1 of the Act requires Council to comply with the following:

- Council must, on or before 15 November in each year, report to the Minister for Local Government on its work during the financial year ending on the preceding 30 June.
- The Annual Report must include a copy of Council's audited financial statement for the relevant financial year.
- The Annual Report must also contain an assessment of Council's performance against the objectives stated in the relevant municipal plan adopted for the relevant financial year (applying indicators of performance set in the plan).

The Act requires Council to prepare a financial statement for each financial year. They must conform with the Australian Accounting Standards, any requirements by prescribed regulation and guidelines made by the Minister for Local Government.

Regulation 12 of the *Local Government (General) Regulations 2021* (the Regulations) require the annual report to include a comparison of Council's most recently adopted budget and actual results, with a report on the reasons for the material variations between them.

Section 208 of the Act requires the financial statements to be audited by an external auditor. BDO was appointed as the external auditor at the 1st Council Meeting in April 2025.

This report presents the Annual Report 2024/25, including the audited financial statements, for Council's consideration.

Discussion

City of Palmerston's Annual Report 2024/25 at **Attachment 12.1.4.1** contains a report on Council's activities throughout the year and the audited financial statements. It provides an opportunity to inform the community of Council's achievements and financial position at the end of the financial year.

The Annual Report 2024/25 aligns with the City of Palmerston's Community Plan outcomes, which recognises the importance of valuing and investing to transform our city, as decided by the people of Palmerston.

The six outcomes of the Community Plan include:

- Family and Community

- Vibrant Economy
- Cultural Diversity
- A Future Focus
- Environmental Sustainability
- Governance.

Each outcome section provides the details of Council's achievements and how measured success in implementing the Community Plan for our community.

Overall performance

The Annual Report identifies each measure of success listed in the Community Plan and identifies our achievements in the Annual Report. Key highlights for 2024/25 were:

- 48,764 attended events
- Library welcomed 152,319 visitors
- Delivered 493 program and events at the library with 11,000 attendees
- Community Funding Program provided support to 167 applicants
- 291 Palmerston residents became Australian Citizens
- 9,770 community facility bookings
- Over 3,000 local businesses in our database
- 1,637 native trees planted
- Archer Waste Management Facility collected over 3,649 tonnes of general waste
- Kerbside waste collection recovered 741 tonnes of recycling material
- 35% of pre-cyclone items recycled or repurposed
- 1,759 animal-related cases attended
- 5,278 dogs & cats registered
- 25 Council Meetings held
- 19 policies reviewed
- 25,040 social media followers
- 7% increase in social media engagement.

This performance was supported by the results of the annual Community Satisfaction Survey undertaken in July 2025, which demonstrated increases across all outcome areas and overall.

The overall average score has increased to from 6.95/10 in 2024 to 7.26/10 in 2025, which is an all-time high across all surveys, indicating a positive result for Council. Three in four (76%) members of the community also rated Council's overall performance as good or very good.

The results of the survey were presented to Council at the 1st Ordinary Council Meeting of 7 October 2025 and are now available on the City of Palmerston website:

<https://palmerston.nt.gov.au/council/haveyoursay/2025/community-satisfaction-survey-2025>

Results for each outcome area are included in the Annual Report 2024/25.

Financial Statements and Overview

Council's 2024/25 Financial Statements and the accompanying financial overview are included in the Annual Report 2024/25. They provide a detailed analysis of Council's performance for 2024/25. The overview is designed to provide a summary on the financial outcomes of the financial year in comparison to the final budget for 2024/25 financial year and provides an explanation for the material variations. While the financial overview is not required to be independently audited, it is reviewed by the external auditors and must be compliant with Regulation 12 of the *Local Government (General) Regulations 2021*.

External Audit

The external auditors (BDO) have completed their end of year audit on Council's 2024/25 financial statements. The audit report containing the unmodified audit opinion confirmed there were no material misstatements identified in the financial statements.

The Audit Report was presented to the Risk Management and Audit Committee at the 23 October 2025 Meeting. The external auditors were present at the meeting and confirmed that there were no material misstatements identified in the financial statements and there were no differences of opinion between management and the External Auditors.

Council will provide a copy of the adopted City of Palmerston Annual Report 2024/25 to the Minister for Local Government after it has been adopted, prior to 15 November 2025 in accordance with Part 14.1 of the Act.

Consultation and marketing

As part of the preparation of the Annual Report 2024/25, numerous staff across Council provided content and reviewed the draft document.

In preparing this Report, the following external parties were consulted:

- BDO Audit NT

No community consultation is required for the Annual Report under the Act or Regulations.

Following delivery of the Annual Report to the Minister for Local Government, the Annual Report will be available on Council's website. Council will also utilise social media to share the Annual Report 2024-25 to the community.

Policy implications

There are no policy implications for this Report.

Budget and resource implications

The development of the Annual Report and the External Audit Report was managed from within existing budget.



Risk, legal and legislative implications

The financial statements contribute to the annual report, which must be lodged with the Minister for Local Government on or before 15 November each year.

This Report addresses the following City of Palmerston Strategic Risks:

2. Financial Sustainability

Failure of Council to be financially sustainable to deliver key services and infrastructure for the community.

6. Governance

Failure to effectively govern.

Strategies, framework and plans implications

This Report relates to the following City of Palmerston Strategies, Framework and Plans:

- Community Plan
- Municipal Plan

Council officer conflict of interest declaration

We the author and approving officer declare that we do not have a conflict of interest in relation to this matter.

Attachments

1. Annual Report 2024-25 [12.1.4.1 - 120 pages]



ANNUAL REPORT 2024-25



Above: Culture Fest, May 2025, Goyder Square, Palmerston CBD.
Front cover image: Christmas Wonderland Low Sensory, 2024.

City of Palmerston acknowledges the Larrakia people as the Traditional Custodians of the Palmerston region. We pay our respects to the Elders past, present and future leaders and extend that respect to all Aboriginal and Torres Strait Islander people.

City of Palmerston is committed to embracing diversity and eliminating all forms of discrimination within our facilities and welcome all people regardless of sexual orientation, gender identity, ethnicity or faith.



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CONTENTS

INTRODUCTION	1
STRATEGIC PLANNING FRAMEWORK	2
OUR CITY	3
OUR YEAR 2024-25	5
MESSAGE FROM THE MAYOR	7
MESSAGE FROM THE CHIEF EXECUTIVE OFFICER	8
OUR ELECTED MEMBERS	9
ORGANISATION STRUCTURE	11
OPPORTUNITIES AND CHALLENGES	12
COMMUNITY SATISFACTION SURVEY RESULTS	13

01

Family and
community

15

02

Vibrant
Economy

23

03

Cultural
diversity

31

04

A future
focus

39

05

Environmental
sustainability

47

06

Governance

55

FINANCIAL STATEMENTS	69
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INTRODUCTION

City of Palmerston's Annual Report 2024-25 has been developed in accordance with the *Local Government Act 2019* (NT) (the Act) and provides a transparent account of our performance for the financial year, including audited financial statements.

Our community is at the heart of everything we do, and the Annual Report is a key tool to communicate what we delivered to achieve the Palmerston community's vision. It outlines our story, our strategic planning framework and looks at the fantastic year we had.

City of Palmerston's Community Plan was developed by the community for the community in 2018. It is the strategic governing document, providing reportable measures that Elected Members and the organisation are accountable for. The objectives identified in the Community Plan are divided into six outcomes and they are what we report against.

OUR VISION

A PLACE FOR PEOPLE.

OUR MISSION

Place people at the centre of all we do and deliver by providing excellent services to our community.

OUR VALUES ARE

- Teamwork
- Commitment and accountability
- Sustainability and self-sufficiency
- Quality resources
- A culture of continuous improvement.

COMMUNITY PLAN OUTCOMES

01

Family and community: Palmerston is a safe and family-friendly community where everyone belongs.

02

Vibrant economy: Palmerston is a destination city for employment. It is a place where businesses are encouraged to set up and grow.

03

Cultural diversity: In Palmerston, we celebrate our cultures in a way that values our diversity.

04

A Future focus: Palmerston is an innovative city that sustains itself through the challenges of the future.

05

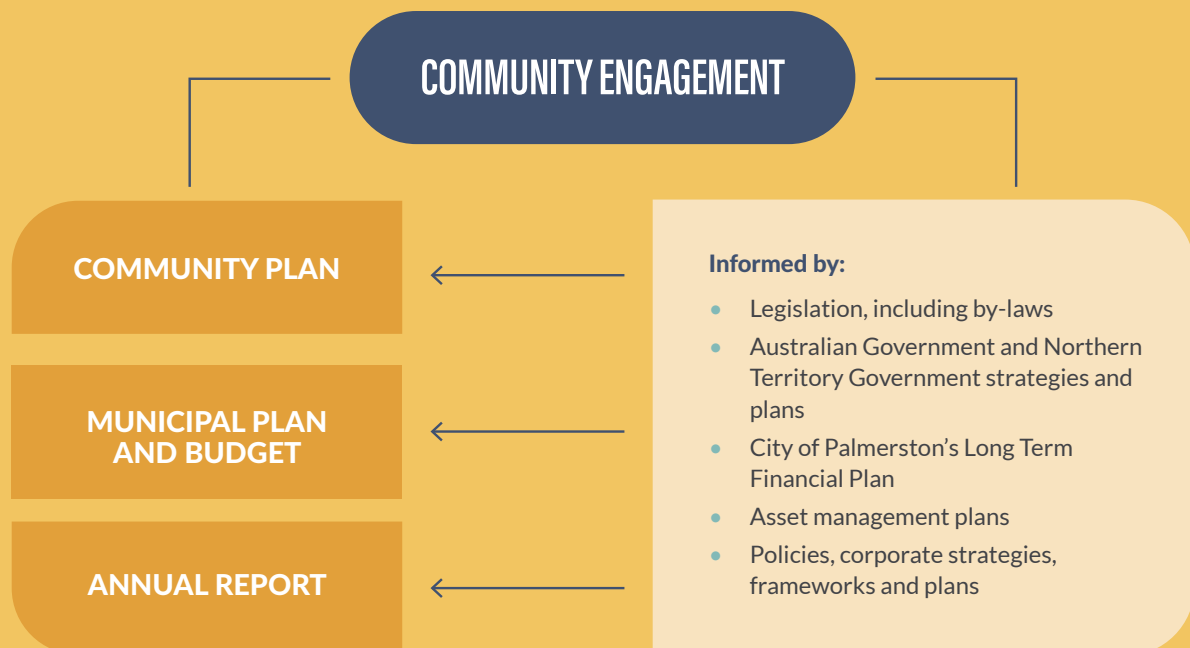
Environmental sustainability: Palmerston is an environmentally friendly, liveable city that promotes renewable practices and sustainability.

06

Governance: Council is trusted by the community and invests in things that the public value.

STRATEGIC PLANNING FRAMEWORK

We have a strong strategic planning foundation that provides vision and direction for Council, the community and our growing economy. The framework is underpinned by a commitment to genuine community engagement that started with the Community Plan being developed by the people of Palmerston. The framework is supported through strong governance that enables flexibility when circumstances change but remains focused on long-term goals and outcomes for our community.



OUR CITY

Palmerston is the youngest but fastest-growing Northern Territory city. Established in 1980, it became a municipality in 1985 and was declared a city in 2000. It includes the residential suburbs of Archer, Bakewell, Bellamack, Driver, Durack, Farrar, Gray, Gunn, Johnston, Marlow Lagoon, Mitchell, Moulden, Palmerston City, Rosebery, Woodroffe and Zuccoli; and industrial and serviced commercial areas in the suburbs of Pinelands, Yarrowonga, Wishart, Tivendale and parts of Berrimah.



Left: Citizenship Ceremony, May 2025, Sanctuary Lakes, Gunn.



41,598

POPULATION¹



31

MEDIAN AGE



13%

ABORIGINAL AND
TORRES STRAIT
ISLANDER



22%

BORN
OVERSEAS



18%

LANGUAGE AT
HOME OTHER
THAN ENGLISH



15,413

RATEABLE
PROPERTIES IN
PALMERSTON



\$2.28B

GROSS REGIONAL
PRODUCT²



\$59.78M

TOTAL BUDGET
EXPENSES



2,053

LOCAL BUSINESSES²



10,812

LOCAL JOBS



\$2,269

MEDIAN WEEKLY
HOUSEHOLD
INCOME



288

HECTARES OF OPEN
SPACE, PARKS AND
GARDENS



72KM²

GEOGRAPHICAL
AREA

Source:

¹ ABS Estimated Residential Population 2024 (www.abs.com.au)

² National Institute of Economic and Industry Research 2024 (www.economy.id.com.au)

OUR YEAR 2024-25



48,764

ATTENDED EVENTS



152,319

VISITORS WELCOMED
TO THE LIBRARY



493

PROGRAMS AND
EVENTS DELIVERED
AT THE LIBRARY WITH
11,000 ATTENDEES



167

APPLICANTS RECEIVED
COMMUNITY FUNDING
PROGRAM SUPPORT



291

PALMERSTON
RESIDENTS BECAME
AUSTRALIAN CITIZENS



9,770

COMMUNITY
FACILITY BOOKINGS



3,000+

LOCAL BUSINESSES
IN OUR DATABASE



35%

OF PRE-CYCLONE
ITEMS RECYCLED
OR REPURPOSED



1,637

NATIVE TREES
PLANTED



3,649+

TONNES OF GENERAL
WASTE WAS COLLECTED
AT ARCHER WASTE
MANAGEMENT FACILITY



1,759

ANIMAL-RELATED
CASES ATTENDED



5,278

DOGS & CATS
REGISTERED



741

TONNES OF RECYCLING
MATERIAL WAS
RECOVERED BY
KERBSIDE WASTE
COLLECTION



25

COUNCIL
MEETINGS HELD



19

POLICIES REVIEWED



25,040

SOCIAL MEDIA
FOLLOWERS



7%

INCREASE IN SOCIAL
MEDIA ENGAGEMENT

MESSAGE FROM THE MAYOR

I am proud to present the Annual Report 2024-25, reflecting on another fantastic year for the Palmerston community.

The Annual Report showcases our commitment to the community and is a reflection of the vibrant, inclusive and ever-evolving city we call home. I extend my heartfelt gratitude to our dedicated staff whose unwavering support, professionalism and tireless commitment continue to drive meaningful outcomes for our city. I also wish to acknowledge the invaluable contributions of both the Northern Territory Government and the Australian Government. Through their strategic partnerships and shared vision, we have been able to deliver transformative projects that enhance the quality of life for our residents and strengthen our infrastructure.

Over the past year Palmerston has continued to grow as a place where families, individuals and businesses thrive. Our beloved library remained a hub for young families, offering programs that nurture curiosity and connection. The Palmerston Youth Festival reached new heights, drawing over 7,000 attendees and showcasing the energy of our younger generation. We proudly supported 15 community groups, 10 schools and 142 individuals through our Community Funding Program, investing over \$186,000 to strengthen wellbeing and build deeper community ties. We also introduced Palmerston's first mandatory cat registration as part of our updated Animal Management By-laws and launched a city-wide awareness campaign to keep everyone informed.

Palmerston's events season was a vibrant celebration of community, diversity and connection, offering something for everyone across a packed calendar of engaging activities. From the relaxed, pet-friendly Brekkie in the Park series promoting healthy lifestyles and sustainability, to the educational and fun-filled Aquafest focused on water safety, each event brought residents together in meaningful ways. Children's Week highlighted vital support services for families, while Halloween Ghostly Gatherings delivered spooky thrills to thousands. SWELL's first birthday made a splash with festive poolside fun, and Christmas Wonderland wrapped up 2024 with dazzling performances, creative workshops and joyful moments for over 17,000 attendees. Altogether,

the year showcased Palmerston's spirit of inclusion, celebration and community pride.

Our economic development efforts were marked by strategic investment, creative activation and strong community engagement. We injected over \$3.9 million into local projects and secured more than \$2.5 million in government grants, supporting infrastructure, public art and business growth. Initiatives like the Palmerston Business Newsletter, Business Futures Forum and capability workshops strengthened ties with over 3,000 local businesses, while face-to-face engagement helped identify challenges and celebrate success stories. Public art installations and new artist opportunity webpages reinforced Palmerston's identity and cultural vibrancy, while events like the Supercars Palmerston Drivers Parade activated the CBD. Together, these efforts reflect a long-term vision for a thriving, inclusive and sustainable local economy.

We continue to work to improve infrastructure and make programs and facilities accessible to all. Thanks to community input, two new playgrounds were installed at Sanctuary Lakes and Marlow Lagoon, designed with inclusive features that reflect what the community asked for. From upgrading the Archer Waste Management Facility to launching a new website and beginning our Library Master Plan, we made meaningful strides in infrastructure, accessibility and sustainability.

Thank you for helping shape Palmerston into a city we're proud to call home and *A place for people*.

Athina

Athina Pascoe-Bell
Mayor



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

This Annual Report offers a transparent account of our performance over the past financial year, including audited financial statements, and reflects our ongoing commitment to the people of Palmerston.

Our community is at the heart of everything we do. This Annual Report is more than a summary of achievements; it's a testament to the collaborative spirit that drives our city forward. Guided by the Community Plan, which was developed by the community for the community, we continue to deliver on six key outcomes: Family and Community; Vibrant Economy; Cultural Diversity; A Future Focus; Environmental Sustainability; and Governance. These outcomes shape our priorities and ensure we remain accountable to the aspirations of our residents.

Palmerston is a dynamic and growing city, now home to over 41,000 people, with exciting opportunities for innovation, infrastructure and economic development. Our strategic planning framework, underpinned by strong governance and genuine community engagement, allows us to respond to changing circumstances while staying focused on the community's long-term goals.

Throughout the year, we remained committed to delivering high-quality services, facilities and programs that support our community's needs. We worked to maintain our identity, enhance our reputation as a clean and green city, and improve safety for all residents. The 2025 Community Satisfaction Survey highlighted key areas for improvement, including crime and safety, cleanliness and green space maintenance, and we are actively addressing these challenges.

In 2024-25, City of Palmerston reinforced its commitment to continuous improvement by reviewing systems, strategies and policies to ensure they deliver the best outcomes for the community. A key milestone was the commencement of the Disability Inclusion and Access Plan review, led by a diverse working group focused on enhancing accessibility for all residents. Council also reviewed 19 existing policies and adopted

three new policies, reflecting strong governance and a proactive approach to evolving community needs. These efforts underscore Palmerston's dedication to transparent, inclusive and future-focused leadership.

We continued to invest in our workforce and the implementation of a new Enterprise Agreement brought immediate benefits, contributing to improved morale and staff retention. Staff satisfaction remained strong, particularly in areas like team leadership and long-term direction and a range of wellbeing initiatives supported a healthy and engaged workplace.

I extend my sincere thanks to our dedicated staff, Elected Members and community partners for their continued support. Together, we are shaping Palmerston into a city that is vibrant, inclusive and ready for the future.

Andrew Walsh
Chief Executive Officer



OUR ELECTED MEMBERS

MAYOR ATHINA PASCOE-BELL



Athina and her husband settled in Palmerston in 2004, choosing Marlow Lagoon as their home. They've built their life there, raising their two teenagers. With 20 years in spatial science, split between private and public sectors in NSW and NT, Athina brings extensive governance and planning expertise. Recently, she completed a Bachelor of Laws at CDU to enhance her contribution to the community. Beyond work, she enjoys outdoor activities with Scouts and indulges her creativity in sewing, crochet and occasional woodwork. Athina prioritises sound decision-making and quality outcomes and is eager to collaborate with diverse community groups within the Palmerston community and beyond.

COUNCILLOR AMBER GARDEN



Amber was a Palmerston resident for over two decades and boasts 17+ years of expertise in human resources, team management, workplace health and safety and administration. Her experience spans various sectors including construction, local government, health and research. Re-elected to Council in 2021, she leveraged over a decade of local government administration experience, adept in Council meeting procedures, financial reporting and governance under the Local Government Act. Committed to an active and vibrant community, Amber focused on enhancing animal management, safety and accessibility to create a liveable city for all.

COUNCILLOR BENJAMIN GIESECKE



Ben, a Territory resident since 2004, launched his career in property after earning a Bachelor of Business (Property). Residing in Palmerston for close to two decades with his wife and son, he brings vast expertise in residential and commercial valuations, urban economics, real estate, property law and investments. Ben's attention to detail stems from his successful career in the property industry. Actively engaged with the local multicultural community, he was dedicated to his term as Councillor, striving to make Palmerston truly 'A Place for People'.

COUNCILLOR DAMIAN HALE



Damian has called the Northern Territory home since 1974, residing in Maningrida, Katherine and Darwin before settling into the suburb of Gunn with his wife Maria. With prior experience as the Federal Member for Solomon from 2007 to 2010, Damian is well-equipped to advocate for the Palmerston community on significant future matters. He is currently the assistant coach of the NT Titans Men's Senior Rugby League Team. His background includes work with the Australian Workers Union on the INPEX Project and his current role is Director with Balcor, a local Indigenous-owned and registered NDIS provider.

COUNCILLOR SARAH HENDERSON

Sarah, a dedicated community advocate and entrepreneur, has been an integral part of the Palmerston community for nearly 40 years. Together with her husband, she has raised five children in Palmerston, and now her grandchildren are growing up in this vibrant community. Actively engaged in various Palmerston community groups over the years, Sarah participates in multiple committees and clubs, particularly supporting the seniors in her community. Throughout this term, Sarah is committed to enhancing services, extending support to fellow community members and advancing Palmerston's sustainability objectives.

COUNCILLOR DANIELLE EVELEIGH

Elected in 2021, Danielle (Dani), a Palmerston resident for 20+ years, has a Bachelor of Business and is local small business owner. With a background in human resources, industrial relations and change management, Dani aimed to promote community and economic growth in Palmerston. Dedicated to creating a welcoming and safe environment, Dani actively supports diversity, disability and mental health initiatives. She serves on the boards of the Top End Women's Legal Service and Amber NT, coordinates the 'Walking off The War Within' annual suicide prevention, chaired the City of Palmerston Community Wellbeing Advisory Committee and could be seen at most Council-run events.

COUNCILLOR LUCY MORRISON

Lucy has lived in the Northern Territory since 2008, after moving to the Top End from Queensland. With nearly 20 years' experience in the communications and media industry, she has worked as a journalist and other media roles, as well as in public relations. Lucy's local government and NT Government roles and experience provide her deep governmental insight which she uses to help the community navigate the sometimes heavy bureaucracy. Passionate about healthy living and an active lifestyle, she advocates for involvement in sports and community activities. Lucy focuses on park beautification, city greening, lake management and fostering community participation at events and activities.

COUNCILLOR MARK FRASER

Mark was drawn to local government by a long-standing interest in politics, and aims to give back to Palmerston after raising his family here. Residing in Rosebery for over two decades, he is committed to supporting the sustainable development of Palmerston to meet the needs of a fast-growing, diverse community, prioritising work-life balance, community spaces and family life. Mark envisions Palmerston leveraging opportunities across a range of emerging industries, advocating for competent stewardship at Council to enhance the city's appeal as 'A Place for People.'

ORGANISATION STRUCTURE



ANDREW WALSH
Chief Executive Officer

Responsibilities include:

- Advocacy
- Business Performance and Improvement
- Council and Committee Services
- Executive Support
- Office of the Mayor and Elected Members
- Strategic Initiatives and Partnerships
- Strategic Organisational Planning
- Strategy and Insights



NADINE NILON
Deputy Chief Executive Officer / General Manager Infrastructure

Responsibilities include:

- Building Maintenance
- City and Statutory Planning
- Environmental Sustainability
- Infrastructure Design and Delivery
- Infrastructure Maintenance and Operations
- Lake Management
- Natural Environment Management
- Outdoor Workforce
- Parks and Open Spaces
- Project Management
- Public Lighting
- Resilience and Disaster Management
- Stormwater and Transport
- Waste and Resource Recovery



EMMA BLIGHT
General Manager People and Place

Responsibilities include:

- Arts and Culture
- Community Engagement
- Community Events
- Customer Experience
- Economic Development
- Marketing and Communications
- Organisational Culture and Development
- People
- Placemaking
- Safety and Wellbeing
- Strategic Projects



KONRAD SEIDL
General Manager Community

Responsibilities include:

- Community Development
- Community Facility Management
- Community Grants and Sponsorship
- Community Health and Wellbeing
- Community Inclusion
- Community Networks
- Community Safety
- Library Services
- Multicultural Interests
- Partnerships
- Reconciliation
- Recreation and Leisure
- Regulatory Services



WATI KERTA
General Manager Finance and Governance

Responsibilities include:

- Asset Management
- Corporate Reporting
- External and Internal Audit programs
- Financial Management
- Fleet Management
- Governance
- Information and Records Management
- Information Technology
- Procurement
- Property and Commercial
- Risk Management

OPPORTUNITIES AND CHALLENGES

Palmerston is a growing city with many opportunities. It is the second-largest city in the Northern Territory with a population of 41,598, a median age of 31 and many young families. Palmerston has a promising future, and our growth is evident through population, land and the local economy.

The city is primed for economic development that helps support a bright and sustainable future. This energetic young city presents Council with the opportunity to continue to provide essential infrastructure, services, community programs, events and activities that are attractive to both current residents and future residents.

Through service delivery, we are committed to:

- Providing services, facilities and amenities to support the community's needs
- Maintaining our own identity
- Developing and maintaining our reputation for being clean and green
- Improving the safety of all our citizens.

Results from the 2025 Community Satisfaction Survey indicate opportunities exist in the following areas:

- Crime, safety and antisocial behaviour
- Cleanliness and managing rubbish
- Provision and maintenance of parks, lakes and green spaces
- Road and footpath maintenance
- Traffic management and parking.

Our team plays a vital role in supporting community safety in Palmerston. We work in close partnership with key stakeholders such as Larrakia Nation, NT Police, and the Department of Children and Families to reduce antisocial behaviour and crime. This includes an active presence at Multi-Agency Daily Patrollers meetings and the Darwin, Palmerston, Litchfield Interagency Tasking and Coordination Group. These collaborations will continue to evolve as we seek to enhance existing programs and develop new initiatives.

The Palmerston Community Safety Advisory Committee provides strategic advice to Council, helping shape safety outcomes for our city. Additionally,

we remain committed to partnering with the Northern Territory Government to deliver targeted security patrols in the city centre.

Through our Crime Prevention Through Environmental Design strategy, we are implementing practical improvements via the capital works program, including upgraded LED lighting and the reduction of black spots across Palmerston. Safety remains a top priority, and we will continue advocating for funding to support thoughtful urban design and city activation. This financial year Council also approved measures to enhance safety and security for users of the Recreation Centre which was welcomed by the community. Our ongoing efforts also include laneway management under Council policy, investment in public lighting, youth engagement programs, public space oversight and strong advocacy around alcohol management and policy, all aimed at fostering a safer, more vibrant community.

We continue to prioritise the maintenance and renewal of our infrastructure and community assets to support a growing and vibrant city. Significant investment is being directed toward the upkeep and enhancement of pathways, parks and green spaces, ensuring these areas remain safe, accessible and inviting for residents and visitors alike. In collaboration with the Northern Territory Government, we are actively pursuing joint initiatives that enhance connectivity across the region and contribute to the greening of Palmerston. These partnerships are vital in delivering integrated infrastructure solutions that benefit the community, including shared pathways and tree planting programs.

Recognising the need for improved traffic flow and accessibility, we are developing a comprehensive Car Parking Strategy. This strategy will address current and future parking demands, particularly within the Central Business District, and will consider factors such as land use, population growth and commercial activity. The goal is to enhance traffic management and ensure that parking infrastructure supports our long-term planning objectives.

To further enrich Palmerston's cultural and aesthetic appeal, Council is expanding its arts program. This includes commissioning public artworks, supporting local artists and activating public spaces through creative installations and events. These initiatives aim to make Palmerston's urban environment more vibrant, engaging and reflective of the community's identity, while also contributing to economic development.

COMMUNITY SATISFACTION SURVEY RESULTS

Each year, we engage a specialist external provider to conduct a Community Survey to gain an understanding of our community's satisfaction towards council and the services, programs, facilities, events and support that are delivered. In 2024-25, the survey was completed by 615 people, with 600 people via a computer assisted telephone interview, and 15 people via an online questionnaire.

The Community Satisfaction Survey results have seen an upward trend in results since 2018 with the overall average performance of the outcomes increasing again from 6.98/10 in 2024 to 7.16/10 this year, which is the highest ever recorded.

There are a range of indicators under each outcome to measure Council's progress. Many of these indicators are measured and tracked through Council's standard operating processes; however, others rely on the thoughts, perceptions and satisfaction levels of the community, which are measured through the annual community survey.

For the six key outcomes that are measured from the Community Plan, all areas saw improvement in results in 2025.

KEY AREA	2019	2020	2021	2022	2023	2024	2025	2024-25 CHANGE
Family and community	6.68	6.80	7.16	6.89	6.96	7.27	7.43	+0.16
Vibrant Economy	6.01	6.28	6.55	6.24	6.44	6.44	6.69	+0.25
Cultural Diversity	7.04	7.21	7.50	7.31	7.39	7.53	7.63	+0.10
A Future Focus	6.70	6.84	7.02	6.70	6.84	6.82	6.95	+0.13
Environmental Sustainability	7.16	7.33	7.36	7.08	7.29	7.30	7.52	+0.22
Governance	6.01	6.17	6.52	6.19	6.43	6.50	6.72	+0.22
Net Promoter Score	-9	-4	-6	-13	-18	-8	-6	+2
Overall average score	6.56/10	6.77/10	7.02/10	6.74/10	6.89/10	6.98/10	7.16/10	+0.28

In 2025, the survey results indicated that the top highest performing services were:

1. Providing libraries and library services to the community – 8.27 (up 0.16)
2. Kerbside waste collection – 8.23 (up 0.13)
3. Providing and maintaining Archer Waste Management Facility – 8.12 (up 0.12)
4. Hosting enough quality community events – 8.11 (up 0.28)
5. Providing opportunities for recycle and re-use through pre-cyclone clean up – 8.05 (up 0.29)
6. Managing Palmerston Swimming and Fitness Centre (SWELL) – 8.0 (up 0.14)
7. Supporting culturally diverse events – 7.8 (up 0.1)
8. Managing the Palmerston Recreation Centre – 7.7 (up 0.22)
9. Maintaining drainage facilities – 7.6 (up 0.1)
10. Managing gardens and nature reserves – 7.4 (up 0.2).

Scores that saw a significant increase were:

1. Achieving funding and getting things done by working in partnership with government and the community – 6.94 (up 0.36)
2. Increasing shading and greening the city – 6.80 (up 0.34)
3. Agreement that Palmerston is 'A place for people' – 7.12 (up 0.31)
4. Supporting innovation in the business community – 6.51 (up 0.30)
5. Providing opportunities for recycle and reuse through the pre-cyclone clean up – 8.05 (up 0.29)

The five lowest scoring performing services were:

1. Supporting and attracting new and existing businesses (6.09/10)
2. Providing you with the opportunity to comment on Council's decision making and interact with Council (6.38/10)
3. How flexible is the City of Palmerston? (6.50/10)
4. Supporting innovation in the business community (6.51/10)
5. How innovative is the City of Palmerston? (6.61/10)

However, all these individual scores increased from 2024, demonstrating that Council is moving in the right direction.

The Community Satisfaction Survey results provide us with a deeper understanding of what the community's expectations are, help inform planning and highlight where we can advocate for change and innovation.

WE ARE COMMITTED TO CONTINUAL IMPROVEMENT AND PROVIDING THE COMMUNITY WITH VALUE FOR MONEY FOR THEIR RATES.



Above: Storytime at the City of Palmerston Library.

01

FAMILY AND COMMUNITY

*Palmerston is a safe and family
friendly community where
everyone belongs.*



Above: Mum and bub at Live at the Lake 2025.

Palmerston is a safe, friendly, family city that offers a high-quality lifestyle; a happy sanctuary. As a community, we want to foster the wellbeing of families and our community. In Palmerston everyone belongs, and we care for each other. When people feel safe, are secure and supported in their community, they participate actively and can fully enjoy what Palmerston has to offer.



More than 4,500
attended Halloween
Event over two days



Library welcomed
152,319 visitors



17,656 attended Christmas
Wonderland over 9 days



Community Funding Program
provided grant support to
167 applicants



151 Story and nursery
times welcomed
6,247 attendees



1,759 animal-related
cases attended



Delivered 493 programs
and events at the library
with 11,000 attendees



5,278 dogs & cats registered



2,195 community members
participated in over 51 different
library school holiday activities



Commented on 48
Development proposals



62,164 loans from our
physical library collection

COMMUNITY SURVEY SCORECARD

There has been a steady increase in community satisfaction for this outcome, where high scores have always been achieved. This year a standout result was achieved under the measure of 'Hosting enough quality community events', where the improvement surpassed all other areas with an average score of 8.11/10 and is a testament to the diverse range of event offerings we have. 'Managing the Palmerston Recreation Centre' also saw a significant improvement from 7.53 in 2024 to 7.75/10 in 2025, a reflection of the proactive measures put in place to improve use of this key space.

MEASURE	SCORE 2019	SCORE 2020	SCORE 2021	SCORE 2022	SCORE 2023	SCORE 2024	SCORE 2025	CHANGE
Managing Palmerston Swimming and Fitness Centre	6.86	7.08	7.31	6.86	7.02	7.89	8.03	+0.14
Maintaining parks and playgrounds	7.26	7.34	7.27	6.99	7.03	6.95	7.13	+0.18
Providing and maintaining community halls	6.80	6.59	7.10	6.93	6.98	7.28	7.37	+0.09
Managing the Palmerston Recreation Centre	6.69	7.02	7.41	7.09	7.15	7.53	7.75	+0.22
Hosting enough quality community events	6.78	6.70	7.52	7.54	7.53	7.82	8.11	+0.28
Advocating for the community in planning issues	5.76	5.99	6.38	6.12	6.19	6.39	6.62	+0.23
Providing animal management services	6.63	6.91	7.14	6.72	6.85	7.03	7.02	-0.01
Overall:	6.67/10	6.80/10	7.16/10	6.89/10	6.96/10	7.27/10	7.43/10	+0.16



Above: FlicNics 2025.

FUTURE ACTIONS 2025-26

- Upgrades to playgrounds that include innovative designs, increasing diversity and accessibility of play options
- Delivery of the Pump Track for Zuccoli Community Hub
- Delivery of the Woodroffe Park upgrades
- Delivery of the new Animal Management By-Laws and policies through education campaigns, incentives and accessible touch points
- Deliver an Animal Management Plan
- Design Stage 2 of our Animal Management Facility
- Reintroduce a subsidised animal desexing program
- Provide a comprehensive events program that caters to our diverse community
- Encourage youth engagement through effective partnerships and agency engagement
- Increase accessibility and inclusion at Council facilities

WE FOCUS ON FAMILIES

Young families make up a large portion of Palmerston's population. Because of this, it is important to provide opportunities, activities and initiatives that help support their needs.

BREKKIE IN THE PARK

Our Brekkie in the Park series offers community members the chance to connect with their local parks and helps promote healthy and active lifestyles with a free breakfast and activities for all to enjoy. They featured native plant giveaways and ongoing discussions about sustainable waste management; were pet-friendly to encourage discussion and questions about the new Animal Management By-laws and current animal-friendly park spaces; and had other activities such as storytime sessions and attendance by the Riding for the Disabled Association Top End, Palmerston and Regional Basketball Association, STEPS and NT Police community officers.

AQUAFEST

In conjunction with Royal Life Saving Society NT and Belgravia, City of Palmerston held the Aquafest water safety awareness event at SWELL on 21 September 2024. Stallholders educated the community on all aspects of water safety, including Royal Life Saving NT providing information on learn to swim; Cancer Council NT offering advice on sun safety; and Crocwise NT discussing the dangers of swimming in streams and lakes, and crocodile safety and management. More than 400 attendees participated in a scavenger hunt and fun, free activities from animal handling to face painting.

CHILDREN'S WEEK

Children's Week celebrated and raised awareness for the United Nations Convention on the Rights of the Child. Held at the Palmerston Recreation Centre on 22 October 2024, the event provided an opportunity for children and families to meet and engage with 32 community organisations that provide vital services and support for them in Palmerston. Over 500 attended, enjoying fun activities like face painting, a petting zoo and jumping castles.

HALLOWEEN GHOSTLY GATHERINGS

Halloween Ghostly Gatherings was hosted by City of Palmerston in partnership with Gateway Shopping Centre and Event Cinemas Palmerston on 26 and 27 October 2024. The events featured a variety of free activities, including Trick or Treating, reptiles, a free movie screening, a Haunted House, Haunted Maze

and Best Dressed Competition. It attracted over 4,500 attendees, an increase of 1,000 from the previous year.

SWELL 1ST BIRTHDAY

On 17 December Elected Members and 404 members of the community gathered to celebrate the first anniversary of SWELL with a memorable, fun-filled pool party. Palmerston and Regional Basketball Association hosted basketball activities and cooked a delicious sausage sizzle; and the Adventure Playground was a big hit, with everyone enjoying the high ropes. A themed pool noodle arch provided a fun photo opportunity for all attendees. Much to the delight of the children, Santa made a special appearance, handing out gifts and lollies. This fantastic community event marked a successful year since SWELL opened its doors, and we look forward to many more celebrations in the future.

CHRISTMAS WONDERLAND

Christmas Wonderland brought the festive spirit to Palmerston and surrounding areas from Sunday 15 to 23 December 2024. With attendance growing by 7% from last year, City of Palmerston recorded 17,656 Christmas lovers to Goyder Square for the free, family friendly event. Each night a variety of professional singers, community groups and dance groups performed their favourite Christmas hits. Arts, crafts and facepainting were provided in the library for families to enjoy respite in the air conditioning, receiving up to 700 guests per night.

HOOKED ON PALMERSTON

The HookedOn Palmerston Catch and Release Barramundi Fishing Competition again captured the excitement and interest of anglers of all ages who got out to relish the fabulous dry season weather while enjoying the peace and serenity Palmerston Lakes have to offer. In 2024-25, 66 fish were caught and released during the competition, with Durack Lake Five proving to be the most successful fishing spot. Fifteen vouchers for Palmerston businesses were awarded to winners.

LIBRARY FAMILY PROGRAMS

The library offers dedicated programs and activities specifically designed for young families, supporting parents, guardians and carers by providing a safe, welcoming space that fosters a love of learning and exploration. In 2024-25 we welcomed 2,066 attendees to 43 Nurserytimes, and a total of 3,100 participants across 73 Storytimes. Our school holiday programs provided more than 51 engaging activities

every Monday to Friday during each school holiday period to 2,195 community members including movie screenings, arts and crafts, animal encounters, performances, workshops and more.

Our special programs included National Simultaneous Storytime on 21 May 2025, with an outdoor event in Goyder Square celebrating the reading of *The Truck Cat* by Deborah Frenkel. This year's event included themed vehicle displays with a fire truck, garbage truck, ranger ute, ambulance and police car alongside a petting zoo, jumping castle, face painting and a free BBQ.

The library continues to strengthen its role as a community hub by partnering with external organisations to deliver vital information and services directly to the public through the week Information Hub initiative where the library provides space for agencies to host information tables, allowing visitors to engage directly with service providers. The fortnightly All-in Activities program for adults launched in February 2025. Library Afternoon Art Adventures launched in May 2025, a new monthly program offering creative painting sessions led by a library staff member and practicing artist.

TWO NEW COMMUNITY INITIATIVES WERE INTRODUCED THIS YEAR AT THE LIBRARY TO SUPPORT LOCAL FAMILIES AND INDIVIDUALS IN NEED.

The library is now a stockist of Escabags, free 'Escape Bags' containing essential items and information for those fleeing domestic and family violence. In addition, the library is a donation point for The Nappy Collective, helping to address nappy stress among families doing it tough.

PUBLIC WIFI

City of Palmerston continued to enhance digital connectivity across the municipality through the provision of 11 public WiFi hotspots strategically located in key community spaces. These hotspots serve as vital access points for residents, visitors and students, supporting digital inclusion and enabling access to online services, education and communication. In the 2024–25 period, the network recorded a total of 17,220 unique users, with quarterly usage consistently ranging between 4,000 and 4,600 connections. This steady engagement reflects the growing reliance on accessible internet infrastructure. Notably, the Palmerston Library and the Central Business District emerged as the most active hubs, accounting for approximately 75% of total annual usage. These figures underscore the importance of connectivity in civic and commercial precincts, where residents gather for learning, business and community engagement.

OTHER EVENTS AND ACTIVITIES

Palmerston's vibrant event season delivered a diverse range of activities that brought the community together through music, film, celebration and commemoration. Highlights included the ever-popular *Live at the Lake* series in July and August, which this year introduced a spotlight on emerging local talent such as Saanvi, B3, and winners from *Palmy's Got Talent*. The *FlicNics* outdoor movie nights continued to draw strong attendance, culminating in Palmerston's first-ever drive-in movie experience at SWELL's carpark on 14 June 2025, where over 200 people enjoyed *Sonic the Hedgehog 3*. Easter festivities lit up local shopping centres across two joyful days in April, while National Families Week in May offered meaningful opportunities for connection at Gray Community Hall and Harvest Corner Garden. Significant commemorative events also marked the season, including the ANZAC Day Service and Veteran March, which drew around 2,200 attendees, and a special mast blessing ceremony in Memorial Park on 11 May 2025 to honour the legacy of HMAS Ipswich II, held in partnership with the Australian Defence Force.

THE WELLBEING OF OUR COMMUNITY IS A FOCUS FOR ALL OUR WORK

We consider social implications of all planning and decision making, and work in collaboration to support those who provide services to the community.

COMMUNITY FUNDING PROGRAM

City of Palmerston provided funding through the Community Funding Program to assist eligible applicants and organisations to deliver activities, projects and services that support the outcomes of the Community Plan. Funding is also provided to individuals and teams selected to represent Palmerston locally nationally and internationally.

The funds support opportunities that enhance social wellbeing within the community and build capacity and connectivity within the community. In 2024-25, \$186,541 was awarded, supporting 15 community groups, 10 schools and 142 individuals.

CITY OF PALMERSTON LIBRARY

Our library takes pride in offering a wide range of services, facilities, programs and activities that go far beyond the traditional book borrowing, computer use and quiet reading spaces. In the past year, we recorded 62,164 loans from our physical collection and welcomed 152,319 visitors through our doors. To meet the diverse and growing needs of our community, we offer services to suit all preferences including printing, scanning, computer and internet access and home service. Our diverse collection includes print books, magazines, DVDs, graphic novels, manga and audiobooks, with something for everyone. We provide free access to expanding digital resources including ebooks, eaudiobooks, emagazines straight from Overdrive Libby and Borrowbox apps, and learning platforms such as Transparent Language app, IELTS and much more. Libby's popularity has increased with 2,851 loans recorded in the last financial year.

In addition to our core services, the library delivered 493 programs and events designed to increase inclusion and participation across the community, which were attended by 11,106 people. Weekly programs include Code Club, Frillies Club, Gadget and Games Club, Geek Squad and Get Tech Savvy. Our Science Week program was a hit with Charles Darwin University Radicle Centre hosting Stories in the Sky, an engaging and immersive educational experience that transformed learning spaces into a celestial sensory environment. Our outreach program, run by dedicated staff and volunteers, includes home library service and visits to early childhood services, Harvest Corner, CAPS and council's events as International Men's Day and the Children's Week. These visits promote library services, build relationships with non-library users and support literacy across the community.

PALMERSTON YOUTH FESTIVAL

Palmerston Youth Festival boasted the highest attendance numbers yet in 2024, with 7,390 people across the seven days of events from 6 to 12 July. The packed program included Geekfest Top End, the NAIDOC Pool Party, Youth Pride, Sportsfest, Palmy's Got Talent, Pamper Palmy and the Wrap Up Party. Events celebrated sports, talent, creativity and wellbeing, and each day was packed with activities designed to engage and inspire young people, providing them with opportunities to explore new interests and showcase their talents. An extensive marketing and communications campaign, including the festival program and HOT100 radio competition were additions in 2024 with 136 external stakeholders engaged across the week with local businesses, stall holders and community organisations all contributing to its success. The event was supported through funding from the Northern Territory Government.

	2022/23	2023/24	2024/25
Community grants, representation support and school awards	\$56,945	\$79,760	\$53,605
Sponsorships including multi year agreements	\$124,000	\$150,500	\$113,486
Environment initiatives	\$0	\$6,000	\$19,450
Total	\$180,905	\$241,260	\$186,541

Below: Seniors Day,
Recreation Centre 2024.



PALMERSTON SENIORS DAY

Palmerston Seniors Day was held on 14 August 2024 at the Palmerston Recreation Centre. It attracted 160 attendees who enjoyed a variety of activities, including interaction with 14 service and support information stalls; and workshops on native plants of Northern Australia talk by John Brock, advanced personal care planning by COTA NT, Functional Strength and Falls prevention by Vitality Health and Rehab, recycling workshop from NTRS, Cyber Safety from the Commonwealth Bank, and Personal and Property Protection from Neighbourhood Watch. The event was a great success and highly effective in achieving its aims of increasing connection of seniors with their community and to information and support.

YOUTH WEEK

We celebrated the 25th anniversary of Northern Territory Youth Week in April 2025. The largest single celebration of young Territorians aged 12 to 25, it promoted a constructive view of young people by celebrating their talents, achievements and positive impact in the community. City of Palmerston worked in partnership with the Northern Territory Government, The Y NT and Belgravia to deliver the event at SWELL. Activities included mentoring sessions in skateboarding and DJing, and The Y NT facilitated a youth consultation booth to enable young people to vote on issues being discussed in Youth Parliament.

YOUTH CHRISTMAS PARTY

City of Palmerston partnered with the Palmerston and Regional Basketball Association for the Youth Christmas Party in 2024 to ensure young people in Palmerston have consistent access to enriching

activities. The evening was filled with engaging activities including sports sessions with the Youth Drop-in Sports mentors, creative art activities such as weaving and making earrings, free haircuts and obstacle challenges.

REGULATORY SERVICES

Our Rangers are responsible for animal management, abandoned vehicles, overgrown properties and lots, public signs, parking and other safety and security issues. During 2024-25 the following cases were responded to:

Animal-related, which included roaming and lost animals, dog attacks, dangerous dogs and abandoned animals	1,759
Abandoned vehicles	240
Public places	31
Parking enforcement	219
Overgrown/untidy verges	20
Overgrown vacant lot compliance action	253
Dumped items	38
Other matter	1,539
Total	2,560

In addition, City of Palmerston continues to provide an after-hours service for urgent animal management and regulatory matters.

ANIMAL MANAGEMENT AND EDUCATION

We continue to champion responsible pet ownership as a key element of community safety and animal wellbeing, recognising pets as valued family members. Following the introduction of new Animal Management By-Laws on 1 July 2024, we launched a comprehensive awareness campaign 'For the Love of Pets' through social media, radio and community events like Brekkie in the Park, Seniors Day and the RSPCA Million Paws

Walk. We are also providing ongoing education about the changes. Rangers played an active role in promoting these initiatives by attending council-led activities such as National Simultaneous Storytime and the Great Spring Clean Up, helping to raise awareness of animal management policies and their role in the community. In partnership with Animal Management in Rural and Remote Indigenous Communities, Rangers also supported veterinarians at Howard Springs Community Village (15 Mile Camp), assisting with microchipping and the treatment of dogs and cats to enhance both animal welfare and public health outcomes.

HARVEST CORNER COMMUNITY GARDEN

STEPS, Life Without Barriers and Helping People Achieve continued to make improvements to the Harvest Corner Community Garden in 2024, including increased use through 11 planter boxes donated by City of Palmerston. The boxes, painted and by a local artist through a Northern Territory Government grant in September 2024, allow volunteers to trial new crops and to learn how to improve soil quality. The garden has had a complete re-install of irrigation tubing and sprinklers, with volunteers drawing on their cultural agricultural backgrounds to plant a variety of chillis, Asian leafy greens, corn and pineapples that make it biodiverse and reflect the community's invested interests.

PLAYGROUND UPGRADES

Approximately \$190,000 was expended on the maintenance and repair of existing playgrounds in 2024-25. Two new playgrounds were installed at Sanctuary Lakes in Gunn and the Marlow Lagoon Recreational Area, with designs informed by community consultation. The community asked for more inclusive and diverse play options and, as a result, the playground refurbishments were built with play elements such as bird-nest swings, spinning activities, all-abilities access ramps, musical elements and sensory play.

DEVELOPMENT AND PLANNING PROPOSALS

Council is a referral authority for development proposals, including proposals to rezone or subdivide. We consider all social and economic implications for our community, as well as benefits and opportunities. In 2024-25 we commented on 48 development applications, 2 planning scheme amendments (rezoning applications) and made comment on Northern Territory Government planning initiatives including the Strategic Planning Policy and the draft Species Guide for Landscaping in the Northern Territory. Two development stages in Zuccoli and one stage in The Heights reached practical completion, bringing a total of 130 new residential lots to market, providing diverse housing options to accommodate the growing population in Palmerston.



Above: Marlow Lagoon Playground.

02

VIBRANT
ECONOMY

Palmerston is a destination city for employment, it is a place where businesses are encouraged to set up and to grow.



Above: Palmerston Youth Festival 2024.

Our vibrant economy and business sector contribute in many positive ways to the people of Palmerston. When businesses thrive, families also thrive, and our city becomes more liveable. Jobs enable community members to set down roots – and this means that they are more likely to stay.



9,000 visits to the Palmerston Youth Festival website



2 public art projects completed



Palmerston Youth Festival campaign reached more than 133,000 people



2 artist opportunity website pages launched



Over 3,000 local businesses in our database



Over \$3.9 million in local contracts awarded



More than 2,000 Palmerston Business Newsletter subscribers



\$2.5 million in grant funding from the Northern Territory and Australian governments



Vibrant Economy Advisory Committee met 5 times

COMMUNITY SURVEY SCORECARD

The overall measure for Vibrant Economy was consistent with the previous year, with all four measures demonstrating increases. While the change in awareness of our slogan was not substantial, there was a significant increase in agreement with the sentiment of the slogan from 6.81/10 in 2024 to 7.12/10 in 2025, demonstrating that our community does feel that Palmerston is 'A place for people'.

MEASURE	SCORE 2019	SCORE 2020	SCORE 2021	SCORE 2022	SCORE 2023	SCORE 2024	SCORE 2025	CHANGE
Awareness of Council's slogan 'A place for people'	36.62%	42.74%	40.28%	43.61%	48.43%	54.01%	55.45%	+1.44%
Palmerston is 'A place for people'	6.83	6.80	6.83	6.56	6.70	6.81	7.12	+0.31
Council has a long-term vision for Palmerston economy	5.95	6.37	6.70	6.34	6.67	6.65	6.86	+0.21
Supporting and attracting new and existing businesses	5.25	5.68	6.11	5.83	5.96	5.86	6.09	+0.22
Overall:	6.01/10	6.28/10	6.55/10	6.24/10	6.44/10	6.44/10	6.69/10	+0.25

FUTURE ACTIONS 2025-26

- Genuine and effective communication through a new Community and Engagement Strategy and practices
- Deliver a recognised and trusted brand
- Enhance the digital experience with website upgrades focused on AI, user-friendly online forms and more efficient customer processes
- Deliver improved marketing principles for further targeting and engagement in the community
- Local economic growth through increased local business opportunities and support
- Increased and ongoing participation and engagement with industry groups
- An expanded arts program, including public art opportunities



Above: Palmerston Business Workshops held at Durack Community Art Centre 2025.

IMPROVE PALMERSTON'S IMAGE

THE IMAGE AND BRAND OF PALMERSTON IS STRONG AND REFLECTS OUR VISION AS 'A PLACE FOR PEOPLE'

MARKETING AND COMMUNICATIONS

Our marketing and communication campaigns are strategically developed to support and promote a positive image of Palmerston. Guided by our communication pillars and aligned with our Community Plan, these efforts ensure our messaging reflects the expectations and values of the community. By using a strategic mix of digital and traditional channels, we aim to raise awareness of Council events, programs and initiatives, ensuring all communication is impactful, inclusive and accessible. Throughout the year, a range of campaigns showcased this approach in action.

Following the community consultation period on the draft Animal Management By-laws in early 2024, the focus for 2024–25 shifted to the promotion and implementation of the adopted legislation, which came into effect on 1 July 2024. We launched a comprehensive awareness campaign to inform residents of the changes, using a broad mix of advertising channels to maximise reach. A significant feature of the new by-laws was the introduction of mandatory cat registration, a first for Palmerston. To support the rollout and encourage community engagement, a new tagline was developed, 'For the Love of Pets'. The campaign was delivered across digital and social media, radio, print and other targeted platforms, helping build strong awareness and understanding across Palmerston.

Our Dry Season Events Campaign continued to support Council's wide range of community activities through a multi-channel approach spanning print, digital, website and radio. At its core was the promotion of 'what's on,' ensuring regular programs and events were consistently communicated across key platforms. Using cohesive and recognisable creative mediums such as the yearly events booklet helps to strengthen our brand. This approach has led to steady growth in reach and engagement, particularly on social media, reflecting increasing community interest and awareness.

The campaign for the Palmerston Youth Festival held in July 2024 demonstrated the impact of a targeted,

digital-first strategy in engaging a specific audience. Strategic placements across social media, YouTube and in-app gaming effectively reached younger demographics, while traditional media such as print, TV, radio and outdoor advertising supported wider community awareness. The campaign generated over 9,000 visits to the festival website and reached more than 133,000 people through paid social media efforts. A dedicated Facebook and Instagram presence was launched under the handle @PalmerstonYouthFestival, serving as the central hub for all festival-related communications through organic and paid content. Key performance indicators aimed to grow each platform's followers by 5% during the transition between festivals. These goals were exceeded, with Instagram followers increasing by 5.2% (923 new followers) and Facebook seeing a 16.9% increase (2,940 new followers).

To further strengthen Palmerston's public image, we also introduced updated Brand Guidelines this year. The refreshed guidelines provide a consistent framework for how Palmerston is represented across all platforms and materials. By unifying language, tone and visual design, the guidelines support a cohesive and professional identity that enhances community recognition and pride.

MARLOW LAGOON BASKETBALL COURT

The Marlow Lagoon Basketball Court was transformed into a vibrant public art mural in June 2025 by Jason Lee, a Larrakia artist and Palmerston local. The artwork reflects Jason's contemporary style, tells meaningful stories and celebrates the cultural spirit of the Palmerston community. The mural adds a dynamic visual identity to the basketball court, blending traditional storytelling with modern expression. This public art commission not only enhances the space but also honours the connection between people, place and culture.

FLORA PLANTER BOXES

Local artist Jesse Bell completed the design of public artwork on planter boxes in the Palmerston CBD, celebrating the native flora of Palmerston using bold and vibrant designs that reflect the unique character of the local environment. The project enhanced the visual appeal of public spaces by transforming everyday urban elements into meaningful, community-focused art. This commission formed part of our broader commitment to embedding art in public places, fostering a sense of identity and place.

PALMERSTON'S ECONOMIC FUTURE IS BRIGHT

We have a long-term vision to build and support a sustainable economy and investigate alternative ways to help support and promote activation and movement in the Central Business District.

SUPPORTING LOCAL BUSINESS

As part of our commitment to support NT and local businesses, in 2024-25 City of Palmerston injected a considerable amount into the local economy. This helps to create local jobs, which in turn supports the local economy and benefits everything from schools to community services and creating a sustainable and thriving community. For the 2024-25 year, we awarded 7 contracts over \$3.9 million to the following projects:

PROJECT	CONTRACT VALUE AWARDED
Replacement of Tom Price Park Playground	\$75,097.00
Playground Refurbishment at Marlow Lagoon and Sanctuary Lakes	\$1,210,000.00
Archer Waste Facility Stage 2: Design and Construction of the Recycling Facility	\$1,413,335.00
City of Palmerston Library Security Patrols	\$101,331.09
Zuccoli Hub Stage 2 Civil Works	\$708,895.56
Hobart Park Toilet Construction	\$312,180.00
SWELL Carpark Shade	\$92,232.80

To contribute further towards quality projects that support the wellbeing of the community and support a vibrant economy, we received over \$2.5 million in grant funding from the Northern Territory and Australian governments in 2024-25. This funding was used for the following projects:

AUSTRALIAN GOVERNMENT

Road to recovery	\$535,458
Local Roads and Community Infrastructure Phase 4	\$411,889
Youth Drop-in Centre Grant	\$668,000

NORTHERN TERRITORY GOVERNMENT

Black Spot Program 2024-25	\$620,000
Dark Spots Lighting Program 2024-25	\$113,308
Pathways	\$223,035

ECONOMIC ENGAGEMENT

To continue to bring the Palmerston economic development agenda to the fore with government and peak business and industry bodies, we held partnership discussions with representatives of the Department of the Chief Minister and Cabinet; Department of Trade, Business and Asian Relations; the Darwin Innovation Hub; the Business Enterprise Centre NT; the NT Chamber of Commerce; and the Industry Skills Advisory Council. We will continue to engage with these stakeholders and more in pursuit of greater economic development opportunities in the Palmerston.

BUSINESS ENGAGEMENT

In 2024-25 we worked with Urban Enterprise to utilise an economic development-specific customer relationship management system to manage a database of businesses within the municipality. Over 3,000 unique contacts and local businesses, which can be filtered by locality, industry and engagement, have been recorded in the system. As part of seeking greater collaboration with local businesses, we commenced face-to-face engagement across Palmerston to obtain information from the business community around challenges faced, problems and to hear success stories.

The Palmerston Business Newsletter was launched in December 2024 as a proactive initiative to increase communication between Council and the local business network, with editions sent to our business community in February and March 2025. Supporting our local business, big and small, is a key element of the Palmerston Local Economic Plan. Our newsletter highlights what City of Palmerston is doing towards this and will evolve over time based on business feedback. The first newsletter was distributed to 1,905 subscribers and now more than 2,000 businesses receive.

PALMERSTON BUSINESS FUTURES FORUM

Council hosted the first, very successful Palmerston Business Futures Forum in November 2024. Close to 60 local, enthusiastic businesspeople and representatives of government were in attendance to collaborate on shaping a brighter economic future for Palmerston, with the facilitated workshop themed 'What can City of Palmerston do to assist business and economic growth.' Key highlights included round table discussions with the sharing of innovative ideas, unique experiences and practical challenges. There were networking opportunities with representatives

from Northern Territory Government departments and key business development organisations, as well as discussion of future workshops to help businesses reduce costs.

BUSINESS CAPABILITY WORKSHOPS

Business capability support was one of the top three priorities selected by businesses in the Business Survey conducted in March 2024. Guided by this result, three business capability workshops were delivered between April and May 2025, reinforcing our commitment to supporting local enterprise. Sessions covered core business topics such as marketing, cashflow management and social media strategy, and were well attended in person and online. Participant feedback was overwhelmingly positive, leading us to commence planning the next workshop series for the second half of 2025. These workshops will be a regular feature on the business support calendar, helping to upskill local operators and respond to emerging needs identified through areas such as ongoing business surveys, attendee responses and Vibrant Economy Advisory Committee recommendations endorsed by Council.

Below: Flora Planter Boxes, Palmerston CBD.





Below: Mural at Marlow Lagoon basketball court, Marlow Lagoon.

SUPERCARS PALMERSTON DRIVERS PARADE

We were pleased to host the inaugural Supercars Palmerston Drivers Parade in Palmerston on 18 June 2025. This vibrant community event featured live entertainment, food vendors and family-friendly activities in Goyder Square. The highlight of the evening was the Supercars Palmerston Drivers Parade convoy, which made its way along The Boulevard, arriving at Goyder Square for a Welcome to Country and Smoking Ceremony. The convoy included the Supercars team transporters, prime movers, official safety cars, Motorsport NT vehicle and the Big Bus.

THE EARLY BIRD DRAW RECOGNISES TWO RATEPAYERS WHO PAY THEIR RATES IN FULL PRIOR TO 30 SEPTEMBER. THIS YEAR TWO PRIZES OF \$1,500 WERE AWARDED.

ARTIST OPPORTUNITIES WEBPAGES

Two new sections launched on City of Palmerston's website this year to better support our local arts community. The Arts & Culture page provides general resources, news and updates related to Palmerston's creative scene, including access to current art projects, grant information and project showcases. The dedicated Artist News and Opportunities page focuses on supporting local artists and creatives. It will feature current commission opportunities, workshops and invitations to networking events. These dedicated pages offer easy access to a wealth of arts information and opportunities for all in Palmerston.

ARTS AND CULTURE WORKSHOPS

A 3D Projection Mapping workshop led by Northern Lights NT in May 2025 introduced participants to animation, spatial design and projection software. Attendees created a 60-second projection mapping piece using two projection planes. The hands-on session engaged local artists and creatives, offering a valuable opportunity to explore light-based creative outcomes in a supportive, skill-building environment.

On 28 June 2025 a Mobile Film Making workshop was held with technical support by Charles Darwin University. This hands-on workshop introduced participants to the fundamentals of mobile filmmaking. Using only their smartphones, attendees learned how to shoot and edit short films through a series of fun, practical exercises. The workshop focused on building confidence, developing storytelling skills and encouraging creative exploration. It catered to beginners and those looking to better understand their phone's camera, offering an accessible and engaging introduction to digital film making.



03

CULTURAL DIVERSITY

In Palmerston we celebrate our cultures in a way that values our diversity.



Above: Culture Fest 2025.

Palmerston's rich mosaic of cultures is something to celebrate. Our community is strong and successful when we live in harmony and tap into the diversity of people and cultures to enrich our lives. We all own the future of Palmerston and all people of Palmerston have the opportunity to contribute to their community.



291 Palmerston residents became Australian Citizens



City of Palmerston Library and Recreation Centre certified as Dementia Friendly Spaces



33 nominations for Citizen of the Year Awards



'Reflect' Reconciliation Action Plan commenced



Welcomed over 1,400 attendees to Culture Fest



Installed wayfinding signage at Marlow Lagoon



2 special storytime sessions for Harmony Week



49 light-up Palmerston requests



5,000 people attended Darwin Festival in Palmerston



Continued strong partnerships with our network groups

COMMUNITY SURVEY SCORECARD

Cultural Diversity continues to receive positive results across its measures, with an upward trend in the score over recent years. 'Providing recognition and support for our indigenous and multicultural community' saw a positive shift in score, while 'Providing libraries and library services to the community' had the highest average score and is continually one of the highest performing areas overall. Extensive events, partnerships and accessible offerings continue our work towards an inclusive community.

MEASURE	SCORE 2019	SCORE 2020	SCORE 2021	SCORE 2022	SCORE 2023	SCORE 2024	SCORE 2025	CHANGE
Supporting culturally diverse events	7.02	7.14	7.59	7.47	7.55	7.74	7.81	+0.07
Promoting art and culture (e.g. public art, murals, paving etc.)	6.28	6.56	7.07	6.87	6.86	7.15	7.16	+0.01
Providing libraries and library services to the community	8.20	8.27	8.16	8.04	8.06	8.12	8.27	+0.16
Providing recognition and support for our indigenous and multicultural community	6.68	6.88	7.18	6.86	7.09	7.13	7.29	+0.16
Overall:	7.04/10	7.21/10	7.50/10	7.31/10	7.39/10	7.53/10	7.63/10	+0.10

FUTURE ACTIONS 2025-26

- Continue to invest in events and programs that increase community participation and celebrate diversity, arts and culture
- Continue to develop and nurture existing partnerships ensuring they are inclusive of emerging communities
- Inclusion and accessibility continue to be incorporated into our planning and programming
- Foster and improve promotion of arts and culture in our community including the awareness of local history
- Implementation of the first Reconciliation Action Plan



Above: Darwin Festival in Palmerston 2024.

TO CELEBRATE OUR RICH CULTURE AND DIVERSITY

Palmerston celebrates cultural diversity with events throughout the year. Our community has opportunities to celebrate, include, understand, learn and accept. We held a large number of celebrations and events throughout 2024-25 which all had a focus on inclusivity, diversity and celebrating cultural heritage.

RECONCILIATION ACTION PLAN

In November 2024, we embarked on a journey towards our first 'Reflect' Reconciliation Action Plan. After promoting expressions of interest internally and from the community, a Reconciliation Action Plan Working group was formed. The establishment of the working group, plan and journey of Reconciliation is a significant milestone for City of Palmerston, and the plan will be finalised early in 2025-26.

CITIZENSHIP CEREMONIES

There were seven Citizenship Ceremonies held in 2024-25, with 291 Palmerston residents becoming Australian Citizens. There was a diverse range of cultures from 40 countries around the globe including Bangladesh, Nigeria, Pakistan, Philippines, Germany, Thailand, Wales, India, Nepal, United Arab Emirates and more becoming permanent citizens and residents of Palmerston. The diverse nationalities contribute to a vibrant tapestry of cultural diversity within the community that we are extremely proud of.

CITIZEN OF THE YEAR AWARDS

Each year we ask the community to nominate Palmerston residents for their outstanding contribution to the community through the Palmerston Australia Day Awards. To celebrate all 31 nominees, we invited them and their supporters to a cocktail party to acknowledge their contribution with a certificate of achievement. The Australia Day Flag Raising Ceremony and Awards was then held on Australia Day, attended by 310 community members. The event showcased inclusive and accessible elements including an AUSLAN interpreter, electric ramp, wide spacing between chairs, big screens for people sitting at the back and catering for dietary requirements. Winners of the Palmerston Australia Day awards were announced, along with the Student of the Year awards and a Citizenship Ceremony.

The nominations for the 2025 Citizen of the Year Awards saw a large increase of outstanding Palmerston residents being recognised for their achievements, with 19 Community Groups or Events of the Year nominated, four Young Citizen of the Year nominees, and 10 Citizen of the Year nominees.

The winners in 2025 were:

- Citizen of the Year - Rodney Greenwood
- Young Citizen of the Year - Yolanda Kanyai
- Community Groups or Events of the Year - Palmerston NAIDOC Committee Elders Lunch.

CULTURE FEST

Culture Fest returned to Goyder Square on 24 May 2025, delivering a vibrant celebration of flavour, rhythm and tradition. The event brought Goyder Square, the Boulevard and Frances Drive to life with food, music, dance and interactive workshops. Thirteen performances lit up the stage, showcasing a rich tapestry of cultures from an interactive Chinese Lion Dance and Tai Chi Sword display to belly dancing and Gujarati song and dance, offering something for everyone to enjoy. A diverse selection of food trucks kept the 1,400 attendees well-fed and satisfied.

DARWIN FESTIVAL IN PALMERSTON

For the first time, Darwin Festival extended to two events held in Palmerston. Over 5,000 people attended the Family Fiesta on 16 August, taking centre stage at the busy Friday night Palmerston Markets. *Palmerston Laugh Out Loud* brought an adult-focused vibe to Goyder Square on 17 August, with an evening filled with laughter and cabaret that turned Goyder Square into a hive of activity.

ALL ABILITIES EVENTS

As part of our ongoing commitment to providing inclusive and accessible events in Palmerston, we once again hosted a dedicated Christmas Wonderland Low Sensory Event on 15 December 2025. The evening was fully booked, welcoming all abilities families with capped numbers, reduced flashing lights and sound. In collaboration with International Day of People with Disability, City of Palmerston engaged performers for the evening including Sing Song Sign, a signing Santa, and therapy dogs through Mind Your Paws.

A designated low sensory hour was held each day at Event Cinema for Halloween: Ghostly Gatherings on 26 and 27 October 2024 which assisted in making the event inclusive to the entire community, with attendee numbers monitored at a reduced capacity, removal of flashing lights and jump scares within the Haunted House and engagement with Autism NT to assist in greeting attendees.

SPECIAL LIBRARY STORYTIMES

Our Library hosted two special storytime sessions as part of Harmony Week celebrations that highlighted cultural diversity and community engagement. On 18 March 2025, we held a Bilingual Storytime in Sinhalese, led by one of our own Sinhalese staff members, which featured a live guitar performance and songs. On 20 March 2025, participants from STEPS contributed food for a shared morning tea and presented four cultural dance performances and music. Both events were well-received and served as meaningful opportunities to foster inclusion, cultural appreciation and community connection.

As part of Refugee Week celebrations in June 2025, the library partnered with STEPS to host a special storytime event celebrating inclusion, belonging, and cultural diversity. Families and children were treated to cultural performances and enjoyed a shared morning tea. The library was beautifully decorated with handmade bunting, featuring the words 'welcome' and 'hello' in a variety of languages, reflecting the many cultures that enrich our community.

ACCESSIBLE COMMUNICATIONS

To help reach our wide and diverse audience, we implemented a variety of actions set out in the Disability Inclusion and Access Plan which included:

- Accessible website with the introduction of Readspeakr, which is an installed text-to-voice application that can be accessed throughout the website.
- An internal accessibility design guide which focused on accessible font type, colour contrast and language.
- Continuing to offer the option of online and printed forms.
- Planning and development towards an overarching refresh of the brand and style guide including the tone of voice.
- Continued use of Monsido to help maintain the national standards of Web Content Accessibility Guidelines, currently at version 2.2.

We will continue to adapt and implement new communication tools and tactics to ensure we meet the growing and changing needs of the community and everyone can access relevant information.

PLAY SPACE ACCESSIBILITY

The Play Space Strategy highlights the importance of making our play spaces more accessible by enhancing the availability of information about playgrounds and recreational areas in Palmerston. We undertook activities like installing wayfinding signage at Marlow Lagoon to offer clear, easy-to-understand details about the park's layout and available facilities.



Left: Citizenship Ceremony May 2025.

RECOGNISE AND SUPPORT DIVERSITY THROUGH OUR PARTNERSHIPS AND LEADERSHIP

City of Palmerston has strong partnerships in the community which enable it to include diverse views and perspectives in its planning and decision making. In an effort to support community capacity and capability, we collaborate with a number of local networks.

PALMERSTON KIDS NETWORK

The Palmerston Kids Network brings together a dedicated group of professionals from various organisations committed to delivering essential services and programs for children aged 0-12 and their families. Palmerston Kids Network meetings offer a vital platform for collaboration, allowing members to exchange information, address community concerns and spark innovative initiatives. These gatherings are an excellent opportunity for sector updates, enabling the sharing of valuable resources and insights that benefit the entire community. The network hosted a series of service spotlights showcasing a diverse range of initiatives and updates from partner organisations. These included a Psychosocial Training session focused on mental health, a Sustainability Action Plan Consultation led by the Community of Practice and an overview of the Safe Connection program delivered by the Australian Childhood Foundation. Additionally, Autism NT provided an update on The ANT Hub, and Kentish Community Services shared a company update. Outcomes from the network in 2024-25 included providing feedback on opportunities to engage children and families in promoting sustainability and identifying areas where their organisations could work together to enhance the effectiveness of existing programs and develop new initiatives.

PALMERSTON SAFE COMMUNITIES NETWORK

Palmerston Safe Communities Network aims to collaborate to help support workers in this sector. The meetings have created valuable opportunities for collaboration and information sharing to strengthen response to local matters such as safety, support services and crime reduction. The meetings contribute to overall communication with the broader community on the measures that are being taken towards improving safety for the Palmerston community. Network meetings in 2024-25 provided feedback on community issues such as antisocial behaviour in key locations, domestic violence, vandalism and housing.

PALMERSTON SENIORS NETWORK

Palmerston Seniors Network was established to provide networking opportunities, sector updates and a platform for members to raise awareness of issues

relevant to the senior community. Discussions cover topics like safety, reliable transportation, parking and facilities, along with ways to better support seniors in these areas. As a result of the network, a working group was formed to assist the preparations for the Senior's Month event held at the Recreation Centre. Outcomes in 2024-25 included creating a working group to contribute to the planning of the successful Palmerston Seniors Day on 14 August 2024, and providing feedback that has led to a workshop activity or presentation occurring immediately preceding network meetings to help connect Palmerston Seniors to information and support.

PALMERSTON AND RURAL YOUTH SERVICES NETWORK

Palmerston and Rural Youth Services is a large group of professionals representing organisations providing services and programs vital to improving the future for Palmerston's young people. The network provides a much-needed collaborative space for services to share funding opportunities, community programs and events. The agenda features a regular 'service spotlight' segment, where organisations present an overview of their services followed by a discussion and question and answer session to address any barriers to inclusion. Feedback provided through network meetings in 2024-25 resulted in workshops being scheduled on important issues, highlighting key programs and initiatives aimed at supporting young people in the region. These included *Speaking from Experience* presented by the Human Rights Commission, an information session on volatile substance use and gambling facilitated by Amity Community Services, and a mini sexual health session delivered by Clinic 34. Headspace introduced the Be You program, while the Office of Youth Affairs celebrated 25 years of NT Youth Week. Additionally, the Australian Drug Foundation shared insights into the work of the Local Drug Action Team.

DEMENTIA FRIENDLY SPACES

We are very proud that the library was certified a Dementia-Friendly space and awarded a certificate in a ceremony on 18 September 2024. Staff had worked closely with Dementia Australia to ensure the library is accessible for those living with the condition, and library areas including seating spaces, walkways, furniture, facilities, lighting and background noise levels were meticulously examined with the environment ultimately being deemed suitable. In October, the library facilitated a workshop run by Dementia Australia where carers of people living

with Dementia were able to access resources and connect with the services they need. Following this the Recreation Centre underwent similar analysis and has now become the second Dementia-Friendly City of Palmerston building.

ORANGE SKY CBD SERVICE

The Northern Territory has the highest rate of homelessness in Australia, which is twelve times the national average. City of Palmerston has established a partnership with Orange Sky for the delivery of a free mobile laundry and shower service outside the Palmerston Recreation Centre. Orange Sky's 'Betsy' bus and its volunteers attend Palmerston Recreation Centre every Tuesday to provide this essential service to people experiencing homelessness or hardship.

LIGHT UP PALMERSTON

To assist our community with spreading awareness within Palmerston regarding special events, causes and days of significance, community groups and organisations can request to illuminate various Council buildings including the water tower, Recreation Centre, library and Anzac Park. Council received 49 light-up requests in 2024-25, with the tower lit for a total of 137 days. Consideration for lighting requests includes local and regional events, historic occasions, and events of city, state, national, or international importance. We partnered with organisations to increase awareness for important medical conditions and syndromes, such as Fragile X Day, Bullying No Way Day and World Drowning Prevention Day. Additionally, assets were illuminated to recognise individual events of the Palmerston Youth Festival.

CONVERSATIONAL ENGLISH MORNING TEAS

The library commenced a new fortnightly program, Let's Talk English, which is aimed at community members where English is not their first language. The morning teas aim to bring the community together to create connections and improve their conversational English skills. These events are also open to people where English is their first language who may want to attend and help others practice.

**IN PALMERSTON EVERY
INDIVIDUAL MATTERS.**

OLYMPIC & PARALYMPIC TEAMS - WELCOME HOME CELEBRATIONS

On 5 October 2024, we partnered with the Northern Territory Government Department of People, Sport and Culture to help facilitate the Welcome Home celebrations for Olympic and Paralympic Athletes across Darwin and Palmerston. There was a great turnout of enthusiastic community members excited to get signed merchandise, chat to the athletes and celebrate the success of the Australian team. The athletes then tested their balance skills on the Adventure Play course at SWELL, joining young Palmerston locals for an engaging session.

INTERNATIONAL MEN'S DAY

International Men's Day was held in Goyder Square and at the Palmerston Recreation Centre on 18 November. It featured a 'Man Walk' with the aim to support mental health and wellbeing. Attendees participated in a range of activities and asked questions during a forum with guest speakers who provided valuable insights into topics such as health, wellbeing and community. A special storytime session, led by City of Palmerston Library staff, allowed fathers and grandfathers to engage with children through storytelling. This activity emphasised the event's focus on positive role models within families and the community.

INTERNATIONAL WOMEN'S DAY

This year's theme for International Women's Day was 'March Forward', commemorating the 30 years since the United Nations' *Beijing Declaration and Platform for Action* adopted in 1955 for achieving gender equality. We worked alongside the Northern Territory Government to support the working group in the planning and delivery of six events across the Palmerston region from 3-8 March 2025. The celebrations throughout the week included: The Basic Rights at Work Information Session hosted by the NT Working Women's Centre; Women: Stronger Together held at SWELL Palmerston, which provided activities critical to health and wellbeing; Beyond the books: Marching Forward in Art community art exhibition at the City of Palmerston Library; STEPS Group Garden Party at Gray Community Hall with presentations from different community groups; Weave the Future, hosted by Palmerston and Regional Basketball Association empowered young women to explore leadership through conversation and creativity; and STRIVE: Women Pushing Through Boundaries held at the Palmerston Golf & Country Club.



Above: Welcome home celebration for Olympic and Paralympic Athletes at SWELL.

04

A FUTURE FOCUS

*Palmerston is an innovative city
that can sustain itself through
the challenges of the future.*



Above: City of Palmerston Library.

Our city is full of opportunities, and we are a leading regional community in the Northern Territory. Palmerston is an inspirational city, and we model best practices in smart cities to save money, increase efficiency and stay focused on the future.



Launched a redeveloped website



2,851 Overdrive Libby e-resource platform loans



Commenced a Library Master Plan



192 plans approved for driveways



9,770 community facility bookings



174 private stormwaters plans approved



950 Library Community Room bookings



Three Black Spot program projects completed



197 Gulwa Recording Studio bookings

COMMUNITY SATISFACTION SCORECARD

Measures for A Future Focus remain comparatively low compared to other outcomes at 6.98/10. However, all measures demonstrated increases in 2025 that reflect our work to maintain roads, pathways and drainage facilities for the benefit of the community. 'Maintaining drainage facilities' (7.56/10) retained its position as the highest scoring aspect. Last year's lowest scoring item, 'Supporting innovation in the business community' saw the greatest improvement making it one of the most significantly improved aspects across the survey in 2025.

MEASURE	SCORE 2019	SCORE 2020	SCORE 2021	SCORE 2022	SCORE 2023	SCORE 2024	SCORE 2025	CHANGE
Supporting innovation in the business community	5.65	6.04	6.38	6.19	6.28	6.21	6.51	+0.30
How innovative is the City of Palmerston?	5.95	6.08	6.45	6.09	6.35	6.46	6.61	+0.15
How flexible is the City of Palmerston?	5.89	6.00	6.49	5.89	6.19	6.33	6.50	+0.17
Ensuring roads built by developers are fit for purpose	7.10	7.22	7.38	6.99	7.11	7.05	7.04	-0.02
Maintaining roads	7.31	7.51	7.49	6.93	7.10	6.90	6.94	+0.04
Ensuring footpaths built by developers are fit for purpose	7.07	7.17	7.30	7.06	7.11	7.09	7.21	+0.11
Maintaining footpaths	6.95	6.99	7.06	6.89	6.94	6.84	6.97	+0.13
Providing shared pathways	6.81	6.92	7.08	6.83	6.98	6.88	7.09	+0.21
Maintaining shared pathways	6.88	7.00	7.07	6.81	6.96	6.92	7.07	+0.14
Maintaining drainage facilities	7.37	7.44	7.46	7.33	7.35	7.47	7.56	+0.09
Overall:	6.70/10	6.84/10	7.02/10	6.70/10	6.84/10	6.82/10	6.95/10	+0.13

FUTURE ACTIONS 2025-26

- Investing in programs for maintaining and renewing infrastructure and assets that allow for future proofing as our community grows
- Foster innovation in infrastructure and assets
- Continue working with the Northern Territory Government on joint partnerships to deliver shared connectivity, greening our city and effective and efficient public lighting programs
- Delivery of a Car Parking strategy
- Continue working towards the delivery of an Enterprise Resource Planning system

Above: Shade installation at SWELL.

WE SUPPORT AND FOSTER INNOVATION

Palmerston is full of opportunities as a leading Top End community. We consult with and include the needs of people in our programs and projects, and develop innovation in the community.

WEBSITE REFRESH

In March 2025, we launched a redeveloped website featuring a refreshed design aligned with our updated brand identity. This redevelopment focused on enhancing user navigation, streamlining content and better reflecting the organisation's values and services. Designed with customers at the centre, the new website delivers a more intuitive, accessible and user-friendly digital experience. Key improvements include simplified navigation, improved mobile responsiveness and clearer content, making it easier for users to find information and complete tasks efficiently. These enhancements not only support better engagement but have also ensured quicker access to services, more effective communication and a modern, consistent online presence.

LIBRARY 5-YEAR MASTERPLAN

We have developed a Library 5-year Masterplan that includes an assessment of the existing library services and an exploration of innovations and trends in library design and service delivery. The development focused on engagement with key stakeholders including staff, Elected Members and key external organisations. Public consultation was also open from 27 May to 24 June seeking input from our library patrons, community organisations and members of the public. We aim to finalise the plan in 2025-26.

DIGITAL LIBRARY

The City of Palmerston Library is committed to ensuring digital inclusion for the community. We partnered with NBN to facilitate free digital literacy workshops to the community in 2024-25. Each session ran for two hours and included topics related to scamming, safe online searching and navigation, as well as basic use of devices. To fulfill the growing demand for use of the library's public computers without using more floor space, we also repurposed three existing program laptops for library members to borrow in-house. Visitors to the library are now greeted by a digital display board that shows a schedule of what is happening in the library for the next two weeks, Council events and information displays. This makes it simpler to find out what is happening, increases sustainability by reducing the need for posters and provides information for those who are not so tech-savvy by decreasing the need to go online.

YOUTH WEEK GULWA RECORDING STUDIO EXPERIENCE

With the aid of a Northern Territory Government Youth Week grant, the library delivered a Youth Week program in April 2025 centred around the Gulwa Recording Studio. The knowledge of how to use the sound recording equipment is a barrier to using the studio. The library hired the services of a professional sound technician for the week so that young people had the opportunity to learn the technology skills of content production or have their content produced. This event helped to develop technological skillsets and provided an outlet for creativity, all while developing a professional product. It was a successful event with 16 young participants including a variety of talents from bands, solo artists, a voice-over artist and people wanting to learn the technical side of the studio.

FIBERSENSE

FiberSense uses underground fibre optic cables and technology to detect vibrations from machinery, vehicles, pedestrians and more. The vibrations are converted into data that City of Palmerston will be able to use for planning and improvements to the city. A total of 60km of fibre optic cable has been laid throughout the Palmerston Central Business District and Tiger Brennan Drive. The installation is complete and the Digital Asset system is live, with alerts of disruption, for example digging near the fibre being received to allow the issue of work permits as required. The first version of the Digital City system has been developed with the final deployment stage underway. Following the traffic system being established, future phases will include pedestrians and parking. FiberSense have been working with their consultant to undertaking data verification trials, which will enable improved access to data for Council.

IMPROVING ORGANISATIONAL CAPABILITIES

Progress on the Enterprise Resource Planning (ERP) project has continued with focused momentum, marking a significant step toward modernising and integrating City of Palmerston's core operational systems. The scale and ambition of the ERP system reflect the complexity of local government operations, where each department has distinct requirements, workflows and data structures. As such, the implementation demands meticulous planning and substantial investment of time and resources. It is not merely a software upgrade but a strategic overhaul of how the organisation operates, communicates and delivers services to the community. Once fully deployed, the ERP system will enhance transparency, streamline processes and empower staff with real-time data and tools to make informed decisions.

INFRASTRUCTURE IS FIT FOR PURPOSE

COMMUNITY FACILITIES

We have a number of purpose-built facilities that support the community through free or reduced hire costs. The facilities range in size and each offers something different. The venues can be booked by community groups for events, meetings, activities, workshops or gatherings. Usage is very popular and contributes to community wellbeing and enablement.

To enhance the community's experience when booking local facilities, we implemented modern booking software SpacetoCo in April 2025, designed to streamline processes. The goal was to provide a more accessible and user-friendly system that enables individuals to make bookings independently without the need to call or visit in person. This approach not only improves convenience for users but also reduces administrative burden, supports equitable access and aligns with our commitment to delivering responsive and digitally enabled services.

There was a total of 9,770 bookings across all facilities in 2024-25, with the majority of usage at the Recreation Centre, which has multiple rooms and the stadium available for use.

FACILITY	NUMBER OF BOOKINGS
Driver Resource Centre	692
Durack Community Art Centre	861
Gray Community Hall	1,433
Library Community Room	1,113
Gulwa Recording Studio	226
Recreation Centre	5,445

ZUCCOLI COMMUNITY HUB

The Master Plan for the Zuccoli Community aims to provide an integrated multi-purpose community precinct to meet openspace, recreation and community needs for the rapidly growing Zuccoli community and wider City of Palmerston. The Zuccoli Community Hub will incorporate an off-leash dog park, walking trails, a skate park and pump track, a playground, library facility, community centre and a garden of reflection. Stage 1, the dog park and toilet facility, was delivered in 2023. Stage 2 consists of the pump track, sensory walking path, shade structures, BBQ facilities and associated civil works, and is currently in progress. Civil works for Stage 2 have been completed and design for all the Stage 2 elements including the pump track, skate park and multi-sports court have been completed.

DRIVER COMMUNITY CENTRE

This centre was a purpose-built facility dating back to the 1980s. An assessment of the facility needs was undertaken with renewal in mind, and a preliminary design was completed in 2023. Following community consultation, the final detailed design for the centre is nearing completion and funding is being sought to facilitate the construction of the upgraded centre.

SWELL UPGRADES

In 2024-25, Northern Territory Government Youth Drop-in Centre funding was used to complete significant upgrades at SWELL, including upgrading the entry, re-surfacing the car park and the construction of an additional shade structure for undercover parking. Inside the facility, a new BBQ, seating and shaded area were also completed to expand the use options available to the community.

YOUTH AND CHILDREN'S LIBRARY SPACES

The library made key improvements to its youth and children's areas to enhance comfort and usability. The youth space was rearranged with updated shelving and new lounges to create a more inviting and functional environment for teens to socialise, study and relax. Similarly, the children's area received new ottomans, floor cushions and child-sized tables and chairs made from easy-to-clean vinyl, allowing families to customise the space to suit their needs. These updates support a more welcoming and flexible experience for young library users. The addition of new shelving has made the junior area more accessible, allowing shelves to be easily moved and adjusted to suit event and program needs.

ARCHERY WASTE MANAGEMENT FACILITY UPGRADE

Upgrade of the Archer Waste Management Facility includes design and construction of a new recycling area, including a cardboard compactor, improvements to access and roads, relocation of the gate house, service upgrades and an undercover general waste push-pit area to improve safety and functionality. The gate house relocation and road works were completed at the end of June 2024.

WORKS COMMENCED ON THE RECYCLING CENTRE UPGRADE, WHICH WILL PROVIDE IMPROVED TRAFFIC FLOW AND A SHELTERED RECYCLING AREA.

The cardboard compactor has been manufactured and is ready for installation once the site is prepared.



Above: Gulwa Recording Studio, Youth Week 2025.

BUILDING APPROVALS

In 2024–25, City of Palmerston experienced a steady volume of private works activity, reflecting ongoing growth and development across the municipality. A total of 564 private works applications were received, demonstrating the community's continued investment in residential and commercial infrastructure. This included 192 driveway plan applications, indicating strong demand for new or upgraded access points to properties. Additionally, 174 stormwater plan applications were submitted, underscoring the importance of effective water management and compliance with environmental standards in urban planning.

We also processed 104 driveway construction requests, translating approved plans into tangible improvements that enhance property access and safety. Meanwhile, 94 stormwater clearance requests were lodged, ensuring that completed works met regulatory requirements and contributed to the long-term sustainability of our drainage systems.

These figures not only highlight the scale of operational activity undertaken by our technical teams but also reflect the collaborative relationship between Council and the community in shaping a well-connected, resilient and future-ready urban environment.

MAINTAINING ROADS AND PATHWAYS

To enhance connectivity, safety, and overall amenity across Palmerston, we undertook a series of road maintenance and infrastructure upgrades throughout 2024–25. This included road repairs, resealing, and overlay programs, supported by substantial funding through the Black Spots Program. Three key traffic safety projects were completed: lane narrowing and street parking improvements along Buscall Avenue near Sanctuary Lakes, a roundabout upgrade on Packard Avenue in Durack, and intersection and footpath enhancements on Bonson Terrace adjacent to the SWELL facility. Additionally, design work neared completion for the Yarrawonga/Toupein Road intersection upgrade. After the wet season, roadworks resumed on 4 km of targeted roads, with notable upgrades on Essington Avenue, Granites Road, Forrest Parade and Lambrick Avenue.

The Footpath Connectivity Program continued to strengthen links between essential services, public assets and open spaces, guided by a strategic pathway plan that identifies priority areas for upgrades and new installations. With a total budget of \$675,440, the program is reviewed annually to align with current needs and funding availability. Key connectivity improvements included new pathways to the Marlow Lagoon basketball court and the all-abilities swing set at Sister Frederick Mangan Park. Landscaping around the swing set was completed in September 2024 and by October new paths were installed to integrate the basketball court with the existing network, ensuring accessible and inclusive movement throughout these community spaces.

LIGHTING MANAGEMENT

We continue to improve the safety, energy efficiency and amenity of the city by actively monitoring and managing the street lighting network to optimize operations. The Dark Spots Program identifies locations of 'dark' areas throughout the municipality that can be improved through public lighting. Street lighting upgrades were completed for Stockwhip Drive in Marlow Lagoon, Allamur Court and Essington Park in Gray and Harrison Circuit in Woodroffe. Upgrades and renewal works were completed in the Tivendale and Wishart areas with the installation of energy efficient LED lighting. Streetlight night inspections are regularly completed throughout the year, and repairs and rectification works are administered as a priority. We maintained a minimum of above 95% of rectification through the year.

**OUR INFRASTRUCTURE IS MAINTAINED
AND MANAGED TO MEET COMMUNITY
NEED AND ADOPTS INNOVATIVE
APPROACHES.**

STORMWATER

Council is responsible for ensuring driveways are properly located to avoid conflicts with services and are constructed to an appropriate standard. We are also responsible for ensuring stormwater is collected and discharged to the stormwater network appropriately. Ongoing condition inspection of stormwater drains, pipes, pits and other civil works are carried out to ensure proper function. Underground CCTV inspections of the stormwater pipe network were conducted in selected at-risk areas and a section along Victoria Drive, Gray was identified as requiring repairs, which were undertaken. This work has ensured the ongoing performance of the pipe and the road pavement above.

Below: New pathway Marlow Lagoon.



05

ENVIRONMENTAL SUSTAINABILITY

Palmerston is an environmentally friendly, liveable city that promotes renewable practices and sustainability.



Above: Great Spring Clean Up 2024.

We know that our climate is changing, and we need to live within our means in Palmerston. Our environment is important, and we need to protect and enhance our green spaces while supporting others to do the same.



7 Council facility energy audits undertaken



Kerbside waste collection recovered 741 tonnes of recycling material



3 new lake aerators installed



35% of pre-cyclone items recycled or repurposed



25 residents approved for lawn verge assistance



44 stall holders at Reboot Your Loo



1,637 native trees planted



23 home composting program applications



Two native plant giveaways held

COMMUNITY SURVEY SCORECARD

Last year saw three statistically significant improvements in the environmental sustainability outcome area: 'Increasing shading and greening the city'; 'Maintaining lakes'; and 'Providing opportunities for recycle and re-use through the pre-cyclone clean up'. The five remaining aspects remained consistent. 'Kerbside waste collection' remained the highest score (8.23/10), while 'Promoting environmental sustainability' (6.74/10) became the lowest scoring aspect in 2025. As Council undertook a diverse range of sustainability initiative in 2024–25, this may demonstrate that further promotion of this work is required.

MEASURE	SCORE 2019	SCORE 2020	SCORE 2021	SCORE 2022	SCORE 2023	SCORE 2024	SCORE 2025	CHANGE
Providing opportunities for recycle and re-use through the pre-cyclone clean up	7.56	7.77	7.76	7.56	7.73	7.76	8.05	+0.29
Managing gardens and nature reserves	7.27	7.34	7.36	7.09	7.16	7.18	7.37	+0.19
Maintaining lakes	7.12	7.15	6.93	6.21	7.00	7.09	7.33	+0.23
Increasing shading and greening the city	6.27	6.52	6.72	6.56	6.56	6.45	6.80	+0.34
Kerbside waste collection	8.02	8.33	8.28	8.14	8.09	8.10	8.23	+0.13
Providing & maintaining Archer Waste Management Facility	7.78	7.87	7.95	7.74	7.96	8.01	8.12	+0.12
Promoting environmental sustainability	6.07	6.36	6.53	6.29	6.55	6.52	6.74	+0.22
Overall:	7.16/10	7.33/10	7.36/10	7.08/10	7.29/10	7.30/10	7.52/10	+0.22

FUTURE ACTIONS 2025-26

- Implement the outcomes of energy audits on Council facilities.
- Undertake review and update of the Lakes Management Plan and continue to implement management of lakes.
- Continue with controlled burns and on-the-ground weed management in high-risk areas.
- Develop the Mitchell Creek Feasibility Study to provide guidance on the management of the sustainable use of this area.
- Develop an Irrigation Management Plan to improve water use efficiencies and upgrade irrigation infrastructure.



Above: Reboot Your Loot 2024.

REDUCE OUR FOOTPRINT ON THE ENVIRONMENT

People are engaged and encouraged to adopt best practice sustainable and environmental practices.

ENERGY EFFICIENCY

We maintain solar generation systems at four facilities: the City of Palmerston Library; Civic Plaza; Palmerston Recreation Centre; and Gray Community Hall. Live and recent solar power generation information is available on Council's website. Notably, Civic Plaza's solar system fulfills most of its energy needs. However, overall emissions increased by 8.99% compared to the previous financial year, which correlates to higher electricity consumption, largely driven by the integration of new assets. Seven key facilities were audited in 2024-25 to determine operational and infrastructure improvements that could result in reduction in electricity consumption. A program of short, medium and long-term actions for each facility was determined, which if implemented could result in the saving of approximately \$316,930 in electricity costs and the reduction of approximately 645.9 tonnes of CO₂e emissions from our operations each year.

FLEET MANAGEMENT

As part of our ongoing commitment to environmental sustainability and operational efficiency, the fleet replacement program prioritises the procurement of electric and hybrid vehicles wherever feasible. Electric and hybrid vehicles offer significant environmental benefits, including lower greenhouse gas emissions, reduced reliance on fossil fuels and improved air quality across the municipality. Our fleet includes one fully electric vehicle and fifteen hybrid vehicles, representing a meaningful shift toward low-emission transport solutions. These vehicles are deployed across various departments, supporting daily operations while reinforcing our sustainability values. The adoption of this technology also brings long-term cost savings through reduced fuel consumption and maintenance requirements. Looking ahead, we will continue to explore opportunities to expand our electric and hybrid fleet.

THIS INITIATIVE FORMS PART OF A BROADER STRATEGY TO BUILD A CLEANER, SMARTER AND MORE RESILIENT PALMERSTON FOR FUTURE GENERATIONS.

PALMERSTON LAKES

We continue to proactively manage weed outbreaks in Palmerston's lakes through a combination of manual harvesting and targeted weed spraying. Our lakes are maintained on a rotating schedule, with routine clearing using harvesters to ensure optimal water quality and ecosystem health. These measures are part of our broader commitment to maintaining the health and biodiversity of our waterways. The lakebed aerators installation program continued in 2024-25, with the installation of new aerators in Sanctuary Lakes Basin Lake, Lake 7 and Lake 1. Funded through a Northern Territory Government Department of Agriculture and Fisheries grant, the aerators will improve the distribution of oxygen through the water, thereby improving overall water quality.

LAND MANAGEMENT

Council remains committed to mapping, monitoring, and managing declared weeds across Council-owned and managed land. Targeted weed control activities were carried out at Gunn Escarpment, Marlow Lagoon and the Archer Waste Management Facility. Weed surveying was undertaken to determine the location and extent of environmental weeds in bushland areas managed by Council. The focus of the survey was on listed weeds recognised in NT and federal legislation which have been identified for their invasiveness and difficulty to control. The results of the survey will be built into an update Weed Management Plan to guide future control programs.

Controlled burns help to reduce the intensity of natural fires, promote bushland regeneration and support the health of native ecosystems. This strategic approach balances environmental stewardship with the protection of important infrastructure and community assets, aligning with best practices in land and fire management. The 2024-25 prescribed burns program was delivered during the early and late wet season, aiming to reduce fuel loads, support native ecosystem health and encourage bushland regeneration. Priority areas included Marlow Lagoon, the Palmerston Escarpment and Archer, selected due to their high vegetation density and proximity to residential zones. Further fire mitigation works commenced at the end of the wet season, which included the maintenance and clearance of firebreaks through mowing, slashing, pruning, weed control and vegetation removal, supporting bushfire risk reduction and compliance.

PALMERSTON IS A COOL, SHADED GREEN CITY

SHADING OUR COMMUNITY

In 2024-25, 1,637 native trees were planted across Palmerston, with a two-year maintenance plan in place to support their growth through watering, pruning, mulching and pest control. A comprehensive street tree maintenance program was also completed in multiple suburbs, including Bakewell, Bellamack, Durack, and Palmerston City, focusing on the health of mature trees and improving safety and visibility for road users. At Goyder Square, damaged or dying trees were replaced with semi-established *Carrallia brachiata* specimens, chosen for their shade-providing canopy and fragrant blooms, and protected with new tree guards to ensure long-term viability.

NATIVE PLANT GIVEAWAYS

City of Palmerston hosted two Native Plant Giveaways during the August and September Brekkie in the Park events. These giveaways proved to be popular, with all plants quickly finding new homes within the community. The initiative not only provides residents with the opportunity to enhance their gardens but also plays a key role in promoting a cooler, greener city. By encouraging the planting of native species, these events help improve local biodiversity, reduce urban heat and foster greater community involvement in environmental sustainability.

IRRIGATION

Irrigation works focused on future proofing infrastructure for ongoing irrigation needs, with approximately 88 hectares of open space areas currently irrigated using bore water. Irrigation capital works included repairs to the Marlow Lagoon Bore, the refurbishment of the Sanctuary Lakes Bore and upgrades on the Lindsey Bore. In total, \$292,000 was spent on irrigation maintenance and \$265,605.04 was spent on irrigation capital works in 2024-25.



Above: Plant Giveaway at Brekkie in the Park 2025.

ENCOURAGE PERSONAL ACTION AND TAKING A LEADERSHIP ROLE

WASTE COLLECTION AND E-RECYCLING

General waste volumes collected generally remain consistent across financial years. The volume of recyclables collected and diverted from landfill is influenced by various factors, including market demand for recyclables and weather conditions. We're pleased to report increases in many materials received at Archer Waste Management Facility in 2024-25, where separate recording demonstrates that they have been diverted from landfill.

YEAR	PAPER & CARDBOARD (TONNES)	STEEL/ METAL (TONNES)	MIXED ALUMINIUM / GLASS / PLASTIC (TONNES)	WATER-BASED PAINT (KILOLITRE)	OIL-BASED PAINT (KILOLITRE)	BATTERIES (TONNES)	WASTE OIL (KILOLITRE)
2024-25	82.66	522.66	1.80	26	8	60.84	38.95
2023-24	62.25	412.32	1.09	8	3	58.89	29.20

PRE-CYCLONE CLEAN UP

The 2024 Pre-Cyclone Clean Up results highlighted positive improvements in waste management and recycling. Approximately 35% of all waste recovered in the 2024 program was recycled, highlighting a 57% increase in recyclables collected compared to last year. In addition, 1,400 e-waste items were recycled, and 61 bikes and 311 pieces of furniture were donated to Helping People Achieve, contributing to a more sustainable and community-focused approach to waste reduction.

RECYCLING INITIATIVES AND EDUCATION

In 2024-25 we implemented a community waste and recycling education program with the goal of delivering monthly initiatives, including information stalls and education sessions focused on waste reduction and recycling. Council also launched the 2025 Waste Collection Calendars, Recycle Right bin stickers and magnets to support improved recycling habits. An A2 version of the Recycle Right print is now available on Council's website, providing body corporates, schools, offices and community groups with a ready-to-print resource suitable for use as durable metal signage or posters in bin compounds and communal areas. These initiatives aim to make recycling more accessible while encouraging sustainable waste practices across the community.

CAMPAIGNS AND EVENTS

We celebrated a strong year of environmental action through a series of successful community-led initiatives. The Great Spring Clean Up on 28 September 2024 saw over 80 volunteers remove 240kg of waste from the Palmerston Escarpment, highlighting the collective commitment to a cleaner, greener city. During National Recycling Week in November, Council partnered with Cool Mob to host a Zero Waste Talk, offering families hands-on activities, eco-friendly product demonstrations and practical tips for reducing household waste, all aimed at fostering sustainable habits. Continuing the momentum, the Clean Up Australia Day event at Hobart Park on 2 March 2025 brought together residents and community groups to clear 60kg of litter, mainly soft plastics and takeaway containers, from Mitchell Creek Reserve. These events not only improved public spaces but also deepened community awareness around waste reduction and the environmental impact of plastic pollution.

REBOOT YOUR LOOT

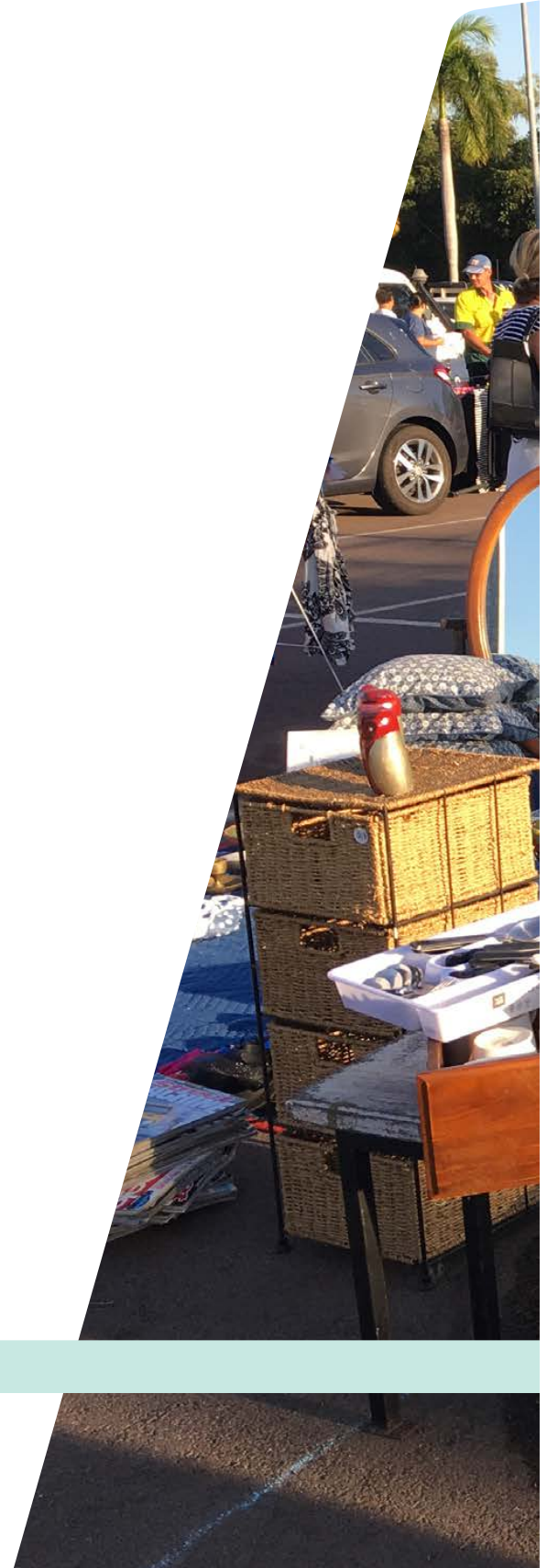
Reboot Your Loot brought environment sustainability to the heart of Council through a car boot sale in the Civic Plaza car park on 24 August 2024. With 44 stalls on the day and over 450 attendees, the day was a bargain hunter and thrift shop lover's dream, with some people walking away with arms full of purchases. This year, a repair workshop was also launched in collaboration with STEPS Group Australia. The workshop gave residents a valuable opportunity to repair and alter their clothing for free, increasing accessibility to extend the life of garments and reduce waste sent to landfill. It also provided a fantastic platform for Palmerston's migrant community to enhance their skills while connecting with fellow residents, fostering a stronger sense of community and sustainability.

HOME COMPOSTING REBATE

Council continued to actively champion sustainable living through the Home Composting Rebate Program, leveraging targeted promotions across social media platforms, the website and prominent signage at Council facilities to boost community engagement. These efforts successfully translated into 23 new rebate applications, reflecting a growing local commitment to reducing organic waste at the source. The program not only empowers residents to adopt environmentally responsible practices but also reinforces Council's broader vision for a cleaner, greener Palmerston through practical, community-driven initiatives.

ELECTRONIC RATE NOTICES

A total of 5,827 ratepayers have transitioned to receiving their rates notices digitally, representing a significant 37% of all notices issued. This milestone reflects growing community engagement with sustainable and efficient digital services, reducing paper usage and streamlining Council communications. The upward trend in digital adoption highlights the success of ongoing efforts to modernize service delivery and enhance convenience for residents.





Above: Reboot Your Loot 2024.

06

GOVERNANCE

Council is trusted by the community and invests in things that the public value.



Above: City of Palmerston Staff.

City of Palmerston strives for continuous improvement to deliver the highest possible level of services to the community, recognizing what the community values and valuing our employees. Council is actively pursuing its communities' trust, through being open, accessible and accountable.



25 Council Meetings held



99 employees received external professional development



19 policies reviewed



6,596 customer experience interactions



Employed 104 people during the year



26 media releases received
164 media interactions



36% males
64% females employed



25,040 social media followers



New Enterprise Agreement implemented



7% increase in social media engagement

COMMUNITY SURVEY SCORECARD

The Governance scores were consistent with the 2024 results. 'Achieving funding and getting things done by working in partnership with government and the community' (6.94/10) had a statistically significant improvement in 2025, making it the highest scoring measure. The lowest performing measure, 'The opportunity to comment on Council's decision making and interacting with Council' (6.38/10) increased slightly, continuing the upward trend in recent years and reflecting our ongoing commitment to involving the community in our work for Palmerston.

MEASURE	SCORE 2019	SCORE 2020	SCORE 2021	SCORE 2022	SCORE 2023	SCORE 2024	SCORE 2025	CHANGE
How accountable is the City of Palmerston Council?	6.13	6.27	6.79	6.34	6.53	6.60	6.72	+0.12
How effective is the City of Palmerston Council?	6.22	6.41	6.68	6.24	6.59	6.56	6.84	+0.27
Providing you with the opportunity to comment on Council's decision making and interact with Council	5.63	5.71	5.90	5.72	6.14	6.25	6.38	+0.13
Achieving funding and getting things done by working in partnership with government and the community	6.05	6.30	6.70	6.44	6.44	6.58	6.94	+0.36
Overall:	6.01/10	6.17/10	6.52/10	6.19/10	6.43/10	6.50/10	6.72/10	+0.22

FUTURE ACTIONS 2025-26

- Ongoing staff wellbeing initiatives and action towards positive workplace culture
- Implementation of the Enterprise Agreement
- Implementation of the Employee Value Proposition
- Look for opportunities for partnerships to enhance deliverables to the community
- Enhance our genuine community engagement through a new Community Engagement Strategy
- Review of Palmerston (Public Places) By-laws 2001



Above: City of Palmerston Staff.

ENSURE WE HAVE A LEADING GOVERNANCE MODEL

COUNCIL MEETINGS

Council meetings are held the first and third Tuesday of most months, with a short community forum from 5pm and the meeting commencing at 5:30pm. The meetings are held at Civic Plaza in the Council Chambers and the agenda is available on our website the Thursday prior to each meeting. Members of the are public welcome to attend. Community members may also submit written questions to be answered during Council meetings; however, this must be done in advance. No written questions were received in 2024-25.

We also take Council meetings to community facilities throughout the year. The following Council to the Community meetings were held in 2024-25:

- 17 September 2024 – Durack Community Arts Centre
- 15 April 2025 – Gray Community Hall.

There was a total of 25 meetings held in 2024-25. The table below outlines attendance by Elected Members.

ELECTED MEMBER	NUMBER OF MEETINGS ATTENDED
Mayor Athina Pascoe-Bell	25
Councillor Danielle Eveleigh	9
Councillor Amber Garden	17
Councillor Benjamin Giesecke	22
Councillor Damian Hale	21
Councillor Lucy Morrison	20
Councillor Mark Fraser	23
Councillor Sarah Henderson	23

Council considers confidential matters each year which are initially restricted from the public. In 2024-25 a total of 123 confidential matters were considered, with 61 of those matters being released to the public since. There are 62 matters that are still sitting in confidential due to several reasons as indicated in the table below.

51(1)(a) information about the employment of a particular individual as a member of the staff or possible member of the staff of the council that could, if publicly disclosed, cause prejudice to the individual.	8
51(1)(b) information about the personal circumstances of a resident or ratepayer.	5
51(1)(c)(i) information that would, if publicly disclosed, be likely to cause commercial prejudice to, or confer an unfair commercial advantage on, any person.	10
51(1)(c)(ii) information that would, if publicly disclosed, be likely to prejudice the maintenance or administration of the law.	1
51(1)(c)(iii) information that would, if publicly disclosed, be likely to prejudice the security of the council, its members or staff.	3
51(1)(c)(iv) information that would, if publicly disclosed, be likely to prejudice the interests of the council or some other person.	25
51(1)(e) information provided to the council on condition that it be kept confidential and would, if publicly disclosed, be likely to be contrary to the public interest.	5
51(1)(f) information in relation to a complaint of a contravention of the code of conduct.	4

CONTINUOUS POLICY AND STRATEGY IMPROVEMENT

Council is committed to continuous improvement and ensuring the systems and processes we have in place will deliver the best possible outcomes for the community. Each year Council delivers a Municipal Plan, Budget and Long Term Financial Plan which consider influences such as budget and social and political issues and includes responses from the annual community survey. Our Community Plan sets the framework and ensures our policies, strategies and plans all work towards those outcomes. They are all reviewed to ensure we are responsive to community needs.

Disability Inclusion and Access Plan

Review of the Disability Inclusion and Access Plan commenced in 2024-25, with the establishment of a working group of key services, community members and staff. The working group has started looking at future objectives and actions to improve access and inclusion across Palmerston for people of all abilities. Consultation will aim to attract more input from residents with lived experience, ensuring the plan is authentic and meets the diverse needs of our community. Actions that are in progress from the current Disability Inclusion and Access Plan will be carried over to the new draft plan.

Policies

A total of 19 policies were reviewed by Council in 2024-25 including:

- Animal Management Licence and Registration – July 2024
- Risk Management and Audit Committee Terms of Reference – July 2024
- Caretaker – September 2024
- Asset Management – September 2024
- Chief Executive Officer Allowances and Other Benefits – October 2024
- Laneway Management – October 2024
- Community Engagement – October 2024
- Debt Collection – December 2024
- Audio/Audio Visual Conferencing – December 2024
- Borrowing – January 2025
- Credit Card for Chief Executive Officer and Elected Members – March 2025

- Community Funding – March 2025
- Sponsorship Policy – March 2025
- Open Data – March 2025
- Preserving our Urban Forest – March 2025
- Shared Services – March 2025
- Elected Member Casual Vacancies – April 2025
- Gifts and Benefits for Elected Members – May 2025
- Breach of Code of Conduct by Elected Member – June 2025.

In addition, Council adopted the following new policies, demonstrating good practice in maintaining current governance standards:

- Abandoned Personal Effects – November 2024
- Elected Member Absences – December 2024
- Risk Management – June 2025.

PROFESSIONAL DEVELOPMENT FOR ELECTED MEMBERS

In accordance with Section 71 of the Local Government Act 2019 (NT) and the Remuneration Tribunal Report and Determination – Allowances for Members of Local Government Councils, Elected Members were entitled to access a Professional Development Allowance of up to \$4,000.00 during the financial year to attend appropriate and relevant conferences or training courses.

The purpose of this allowance is to sustain a member's professional competence by keeping them informed of, and able to comply with, development in professional standards applicable to their role as a member of Council.

ELECTED MEMBER	REASON	TOTAL
Councillor Amber Garden	World Business Forum 2024	\$1,356.98
Mayor Athina Pascoe-Bell	Bachelor of Laws	\$4,000.00

OUR PEOPLE

As at 30 June 2025, there were 104 people employed as full time, part time and casual. There was a total of 46 new employees recruited, with 42 employees exiting. We employ 36% males and 64% females with 29% of our employees born overseas.

The new Enterprise Agreement was implemented on 27 May 2025. The implementation is progressing, with the financial components such as increased wages and backpay implemented immediately. An annual wellbeing allowance was introduced to support health and wellness activities and purchases and take up by our employee group has been strong. Retention bonuses were also implemented. We have observed positive improvements in retention and morale throughout the organisation as we continue to strive to become an employer of choice.

Salary breakdown as at 30 June 2025:

EMPLOYEE BY SALARY	TOTAL EMPLOYEES
\$0 - \$64,445	-
\$64,446 - \$70,682	-
\$70,683 - \$76,940	21
\$76,941 - \$81,491	14
\$81,492 - \$89,358	26
\$89,359 - \$97,185	11
\$97,186 - \$106,344	7
\$106,345 - \$115,000	4
\$115,001 - \$130,000	8
\$130,001 - \$160,000	7
\$160,001 +	6
Total	104

Several staff who were on fixed-term employment contracts received ongoing permanent employment in a move to retain valued employees.



Above: City of Palmerston Staff.

ANNUAL STAFF SURVEY

To foster a positive workplace culture and ensure the wellbeing and engagement of staff, City of Palmerston conducts a comprehensive annual staff survey. This initiative serves as a vital tool for monitoring employee satisfaction, identifying areas for improvement and shaping targeted culture and leadership programs that align with organisational values and strategic goals.

A total of 93 staff members, including labour hire personnel, were invited to participate, with 72 responses received, representing a strong response rate of 77%. This level of engagement reflects a healthy interest among staff in contributing to the ongoing development of the organisation's culture and performance.

Survey Period	August 2024
Registered Participants	93
Number of Respondents	72
Percentage of response	77%
Alignment score	49%
Engagement score	54%

Respondents were asked about their satisfaction in the following areas:

- Long-term direction
- Senior leadership
- Investment in people
- Investment in systems
- Team effectiveness
- Team leadership
- Performance focus
- Engagement

Results indicate that employees expressed the highest levels of satisfaction in areas such as long-term direction, team effectiveness, team leadership and performance focus. These findings suggest that staff feel confident in the organisation's strategic trajectory and supported by their immediate teams and leaders in delivering high-quality outcomes. The survey results will inform future initiatives aimed at strengthening leadership capability, enhancing internal systems and investing in professional development. By maintaining a regular feedback loop, the City of Palmerston continues to build a workplace culture that values transparency, collaboration and continuous improvement.



Left: Elected Members, Council Meeting
Chinese New Year Blessing.

EMPLOYEE HEALTH AND WELLBEING

BY CREATING A SUPPORTIVE AND BALANCED WORKPLACE AND PLACING A STRONG EMPHASIS ON EMPLOYEE WELLBEING, WE STRIVE TO CULTIVATE A HEALTHY, PRODUCTIVE, AND ENGAGED TEAM.

At City of Palmerston, our wellbeing programs are designed to improve our employees' overall health and job satisfaction. Taking a proactive approach helps to minimise stress, increase morale and enhance productivity. By encouraging individual growth and nurturing a positive organisational culture, these initiatives contribute to the organisation's success and help us attract and retain talented staff.

The following wellbeing activities were held during the year:

- Palmy Olympics
- Yoga sessions
- Psychosocial wellbeing awareness sessions
- Staff barbeques
- Harmony lunch
- Free flu vaccinations
- Meditation sessions
- End of year Staff Breakfast

MANAGING EMPLOYEE SAFETY

Ensuring a safe workplace and workforce is a priority for Council and the organisation. Consistent monitoring and addressing safety issues helps guide future policies and procedures. During 2024-25, employees reported 103 incidents, both internal and external. These incidents primarily involved disruptive anti-social behaviour around workplace facilities or situations where community members needed medical attention.

There were two new workers compensation claim in the 2024-2025 period.

In November 2023, City of Palmerston signed an Enforceable Undertaking with NT WorkSafe. City of Palmerston values the safety of all its staff and the public, and has implemented the agreed actions as required to date including:

- Provided workers with waterproof mobile phone covers.
- Developed and displayed safety information material at the maintenance facility.
- Provided a copy of various safety procedures to other local governments in the NT and extended an offer of advice on these safety parameters.
- Held the first of two water safety events at SWELL to educate the community on safety across a variety of areas including water safety, sun safety, crocodile safety, emergency services, recreational fishing safety and weed management safety, with the second event planned for September 2025.
- Installed emergency communications devices and life buoys on weed harvester trailers.

The most recent interim report was provided to NT Worksafe in February 2025. NT Worksafe congratulated City of Palmerston on its efforts in completing the required aspects of the undertaking.

After the final water safety event has been held in September 2025, all requirements of the undertaking will have been met.

VALUING OUR EMPLOYEES THROUGH UPSKILLING

City of Palmerston strives for continuous improvement to deliver the highest possible level of services to the community, recognising what the community values and valuing our employees. As an organisation, we are committed to strengthening the skillsets of our staff through professional development and organisation-wide training initiatives. In 2024-25, 99 employees participated in training. There was a total of \$234,909 contributed to training including:

- Tertiary qualifications including certificates, diplomas, graduate certificates and bachelor's degrees
- Working with Cultural Differences
- Appropriate Workplace Behaviour
- Positive Duty for Leaders
- Mental Health First Aid
- Guardian IMS training

- Psychosocial Hazards Workshop
- Manual Handling Training
- Better Business Writing
- Negotiation Skills
- Dog Safe Workplace Training
- Traffic Control Training
- Animal Management Training
- Local Investigations
- First aid training
- Fire warden training

Internally, staff are empowered to conduct training for their peers in relevance to their field of expertise. Internal training included:

- Recruitment and Merit Selection Process
- ESS and Purchase Order Training
- Freedom of Information
- Magiq User training
- Branding
- Budget training
- Leave Management
- Procurement
- Conflict of Interest
- De-Escalation training
- ArcGIS
- Social media policy.



Left: City of Palmerston Ranger.

COMMUNITY IS AT THE CENTRE

CUSTOMER EXPERIENCE

The Customer Experience team at Civic Plaza continues to deliver high-quality service aligned with Council's Customer Charter, focusing on accessibility, responsiveness and continuous improvement. Operating extended hours from 7:30am to 5:30pm on weekdays, the team provides support in person, by phone and via email, resolving approximately 70% of phone enquiries at first contact. They adapt to cyclic demand, particularly in September 2024 when rates, pet registrations and the new cat registration by-laws led to 235 animal-related requests alone.

Staff are equipped to resolve a wide range of enquiries and escalate issues through Customer Requests when needed, continually aiming to improve their resolution rates and allowing residents to track progress. From 1 July 2024 to 30 June 2025, the team raised 6,596 Customer Requests, with 6,064 successfully resolved. The majority of these related to regulatory services (2,487), including verge maintenance, abandoned vehicles and dog attacks, followed by waste-related issues such as damaged or missing bins. These interactions provide valuable insights into community needs and inform service enhancements, reinforcing the team's role as a vital link between Council operations and public engagement.

PUBLIC RELATIONS

Over the year, City of Palmerston actively engaged with the media, issuing a total of 26 media releases and generating 164 media interactions across a range of platforms, including television, radio, print, newspapers and online platforms. These interactions featured a variety of topics, from community events to regulatory services, and were showcased across multiple channels such as broadcast TV, radio, newspapers and digital outlets. A standout highlight was securing a home page feature in the NT News for the 2025 Palmerston Youth Festival.

SOCIAL MEDIA

Information is shared across City of Palmerston's social media platforms including Facebook, Instagram and LinkedIn. It is important to note that statistics from City of Palmerston Library, or Palmerston Youth Festival are not included in the following results.

Across 2024–25, there was steady growth in followers on all platforms. Facebook increased by 6.09%, Instagram by 12.31% and LinkedIn by 15.59%. This growth reflects continued community interest and engagement with Council activities and services online.

PLATFORM	2023-24 FOLLOWERS	2024-25 FOLLOWERS	% INCREASE
Facebook	18,502	19,629	6.09%
Instagram	2,211	2,483	12.31%
LinkedIn	2,533	2,928	15.59%

On Facebook, content published throughout the year reached 378,257 users in total, with 202,337 of those reached through paid promotion. A total of 18,464 interactions were recorded. This includes likes, comments, shares and link clicks.

METRIC	2023-24	2024-25	% INCREASE
Reach	313,197	378,257	21%
Paid Reach	152,056	202,337	33%
Content Interactions	15,767	18,464	17%

High-performing organic content on Facebook included posts about community events and updates to public spaces. Posts relating to Live at the Lake, FlicNics and park refurbishments generated strong reach and engagement. Notably, a post about a crocodile in Marlow Lagoon also received high interaction through shares and comments, indicating strong local interest.

POSTS TOPICS	DATE	REACH	IMPRESSIONS	INTERACTIONS	REACTIONS	COMMENTS	SHARES	LINK CLICKS
Live at the Lake	4.06.25	35,61	52,961	135	75	37	21	2
FlicNics	14.05.25	29,149	41,658	182	114	40	20	8
Marlow Lagoon park refurbishment	8.04.25	25,054	38,347	341	230	93	13	5
Sanctuary Lake playground refurbish	15.05.25	22,269	30,554	259	167	78	9	5
Croc in Marlow Lagoon	17.01.25	20,508	41,487	218	120	37	55	6

Across all platforms, social media remained a valuable tool for sharing timely updates, promoting Council events and services, and engaging with the Palmerston community.

AUDIENCE GROWTH AND ENGAGEMENT OUTCOMES DEMONSTRATE THE CONTINUED RELEVANCE AND REACH OF SOCIAL CONTENT AS PART OF COUNCIL'S BROADER COMMUNICATIONS STRATEGY.

WEBSITE

Website performance in 2024–25 saw a decline in overall traffic, with users down by 17.9% and new users decreasing by 18.8%. Page views also dropped slightly by 6.5%, suggesting fewer people visited the site and consumed slightly less content overall. However, the quality of user engagement improved significantly. Engaged sessions per user rose by 27%, indicating that users who did visit were more active and engaged with the content. Average engagement time increased by 15.4%, showing that users were spending more time per session.

This shift may be partly attributed to the website redevelopment in March 2025. While redevelopment can temporarily impact search rankings or cause disruption in user flow, it often results in a more efficient, user-friendly experience. This may explain why engaged sessions and engagement time improved, even though overall traffic declined. It's also possible that the redevelopment led to more targeted content or better design, keeping fewer users on site longer and making their visits more meaningful.

The Search page received the highest number of views outside the homepage, highlighting that users are actively seeking content and services. Despite this, relatively few events were triggered, which may indicate opportunities to improve search functionality or surface popular content more directly. The Pay Online page also recorded high traffic, with over 13,000 views and strong user numbers.

The Council Pound page saw moderate levels of traffic but very low engagement. This pattern suggests that users may be visiting for quick information, such as opening hours or available pets. The Library page performed well in both traffic and engagement, recording nearly 1,800 events. This suggests a strong level of interaction and demonstrates effective digital service delivery. The Events page maintained consistent user engagement, reflecting public interest in community programs and offerings. The Careers page stood out for exceptionally high engagement, with over 8,900 events triggered. This suggests strong interaction with job listings, application processes or downloads, and reflects a high level of interest in employment opportunities.

METRIC	2023-24	2024-25	%
Users	185,166	152,009	-17.9
New users	180,227	146,356	-18.8
Views	493,712	461,773	-6.5
Engaged sessions per active user	0.74	0.94	27.0
Average engagement time	52s	1m	15.4

PAGE	VIEWS	ACTIVE USERS	EVENTS
Search	16,579	7,084	386
Pay online	13,933	7,104	2
Council pound	8,847	2,623	1
Library	8,093	4,670	1,769
Events	7,668	4,938	344
Careers	7,560	4,050	8,917

HEALTHY WORKING PARTNERSHIPS

In order to meet our objectives around healthy working partnerships, City of Palmerston is dedicated to upholding our strong relationships both internally with our team and externally with our partners and networks. This commitment enables us to provide the best possible outcomes for residents of Palmerston.

ADVISORY COMMITTEES

Council continues to demonstrate its commitment to inclusive governance and proactive community engagement through the ongoing work of its advisory committees, re-established for the 2024–25 financial year. Meeting quarterly, these committees serve as vital platforms for addressing emerging social and political issues, ensuring that Council strategies and initiatives reflect the diverse needs of Palmerston's residents, community groups and businesses. Open to public participation, the committees invite applications annually, empowering local voices to contribute meaningfully to civic decision-making.

The committees are:

- Palmerston Community Wellbeing Advisory Committee
- Palmerston Community Safety Advisory Committee
- Palmerston Vibrant Economy Advisory Committee

These advisory committees play a vital role in shaping Council's strategic direction by offering informed guidance on programs and initiatives that support Palmerston's diverse community, including residents, local groups and businesses. By considering and endorsing recommendations from associated networks, and formally representing community interests, the committees ensure that Council decisions are grounded in real-world perspectives. Through these collaborative forums, Council strengthens its connection with the community, fosters inclusive governance and drives meaningful progress across social, economic and wellbeing priorities.



Above: Palmerston and Rural Youth Services (PaRYS).

RISK MANAGEMENT AND AUDIT COMMITTEE

The Risk Management and Audit Committee serves as a critical advisory body to the City of Palmerston, established under the *Local Government Act 2019* (NT) and the *Local Government (General) Regulations 2021*. Its core purpose is to uphold the integrity of Council's financial management and internal control systems, while providing strategic recommendations on matters requiring Council's attention. Comprising both Elected Members and Independent Members, including an appointed Chair, the committee convened four times during the 2024–25 financial year. Through its oversight and expert guidance, the Committee plays a pivotal role in strengthening governance, enhancing transparency and ensuring accountability across Council operations.

COMMUNITY COLLABORATION

In addition to the networks that we actively participate and facilitate, we continue to work with community organisations and service providers through our community development activities with some examples below:

- Palmerston Youth Local Action Group
- Office of Youth Affairs
- Communities for Children (Australian Red Cross)
- Palmerston Indigenous Network
- Headspace Consortium
- Community Investment Committee
- Grassroots Action Palmerston
- Various education providers with weekly visits to Childcare Centres through our Library Services
- Australian and Federal Government partnerships
- Steps Group Australia
- Palmerston and Litchfield Seniors Association
- Returned Services League.

YOUTH DROP IN SPORTS

Youth Drop-in Sports has been funded by the Northern Territory Government and supported by City of Palmerston since 2017, operating from the Palmerston Recreation Centre. Palmerston and Regional Basketball Association provide a safe and engaging space for young people Monday to Thursday from 3pm to 5pm and Friday from 5pm to 9pm. A team of young mentors support attendees, with regular program changes to suit the interests of Palmerston's young people. The program is funded until 2026.

City of Palmerston also continues to support the Northern Territory Government's delivery of the Palmerston Youth Centre by The Y NT through the provision of space at SWELL. This centre forms an essential part of youth development in Palmerston by providing a safe and encouraging space open to all young people between the ages of 10-17. Activities include craft and sports, free meals are provided and the partnership between The Y NT and Larrakia Nation includes a drop-off service each evening.



FINANCIAL STATEMENTS



Above: Palmerston Youth Festival, Palmerston Recreation Centre, Palmerston CBD.

2024-25 FINANCIAL PERFORMANCE REVIEW

The financial results for the 2024-25 financial year continue to demonstrate why City of Palmerston is *A place for people*.

We delivered the following community initiatives and programs to residents and visitors in Palmerston:

- Free entry to SWELL
- Free parking in the city centre
- Provision of free facilities for not-for-profit organisations
- Community Funding Program provided support to 167 applicants at a value of \$186,541
- Free library programs with 152,319 people visiting the library and 62,164 physical loans
- Week-long Palmerston Youth Festival
- Christmas Wonderland, which more than 17,000 people attended over 9 days
- Maintained 288 Hectares of open space, parks and gardens
- Management of 15 Lakes
- Archer Waste Management collected over 3,649 tonnes of general waste.

Financial year 2024-25 saw \$46.76 million injected into the economy with 83% of this being spent with local business and subcontractors, which is a significant achievement. This included the successful delivery of \$10.34 million in capital infrastructure investment, facilitating a range of significant projects that directly benefit the Palmerston community and enhance the city's long-term growth and liveability:

- Playground refurbishment at Marlow Lagoon and Sanctuary Lakes
- Archer Waste Facility Stage 2: Design and Construction of the Recycling Facility
- Zuccoli Hub Stage 2 Civil Works
- SWELL Carpark Shade
- Maintenance and renewal of assets including driveways, pathways, roads, stormwater and street lighting.

A summary of the financial achievements is presented in Table 1 below, with the full details of the Audited Financial Statements for 2024-25 financial year available from page 76 within the Annual Report.

Table 1: Comparative years

DESCRIPTION	AS AT 30-JUN-25 (\$'000)	AS AT 30-JUN-24 (\$'000)	VARIANCE (\$'000)
Revenue	43,921	38,041	5,880
Less: Expenditure	51,502	46,343	5,159
Operating deficit	(7,581)	(8,302)	721
Plus: Other Income			
Resources free of charge	5,061	8,668	(3,607)
Asset disposals and FV adjustments	(112)	(179)	67
Grants received for new or upgraded assets	3,014	8,587	(5,573)
Net Profit	382	8,774	(8,392)

Our 2024-25 achievements were delivered through Council's revenue base, which consists of Rates and Charges of \$35.75 million, Operational Grants and Subsidies of \$4.88 million, \$1.95 million in Interest and Investment Income, and \$1.35 million from other income including general Fees and Charges.

City of Palmerston remains financially well positioned to continue its delivery of services for the community. While there is an operating deficit of \$7.58 million, this is a direct result of \$13.31 million in depreciation expenses, which is non-cash and explained further below.

After considering capital income, Council achieved a net profit of \$0.38 million for the 2024-25 financial

year. This net profit is driven primarily by the transfer of \$5.06 million in community infrastructure to City of Palmerston from the completion of new subdivisions in Zuccoli, Durack Heights and Wishart. This adds to the capital assets portfolio to be maintained on behalf of the community, although this is non cash. The net profit is also supported by an additional \$3.01 million in capital grants.

To illustrate City of Palmerston's true financial performance, it is important to compare the budgeted to actual results after excluding non-cash and accounting adjustments to income and expenditure and including capital expenditure. This is illustrated in Table 2 below which shows that the net cash operating surplus is \$2.81 million.

Table 2: Budgeted to actual results

DESCRIPTION	ORIGINAL BUDGET 2024-25 (\$'000)	REVISED BUDGET (RB) 2024-25 (\$'000)	ACTUALS (A) 2024-25 (\$'000)	A - RB VARIANCE (\$'000)
Operating Revenue	42,144	42,263	43,742	1,479
Less: Operating Expenditure	48,955	49,210	51,546	2,336
Operating Surplus / (Deficit)	(6,811)	(6,947)	(7,804)	(857)
Add: Capital Income	7,340	6,470	8,187	2,641
Operating Surplus / (Deficit)	529	(477)	383	1,784
Add: Non-Cash adjustments	9,000	9,000	10,369	1,369
Operating Surplus after non-cash	9,529	8,523	10,752	2,229
Less: Capital Expenditure	10,833	10,574	10,336	(238)
Surplus / (Deficit) After Capital	(1,304)	(2,050)	416	2,466
Less: Other Repayments	504	504	512	8
Plus: Reserve Movement	1,808	2,573	2,908	335
Net Cash Surplus	0	19	2,812	2,793

Non-cash and accounting adjustments include the following:

- \$13.31 million depreciation
- \$1.9 million did not meet the definition of an asset and was therefore expensed
- \$5.07 million in gifted assets
- \$0.62million in revaluation increment of investment property
- \$0.15 million of doubtful debts

Other cash flows which need to be considered include injections from borrowings, repayment of these borrowings and cash that has been transferred in from Council's financial reserves.

The slight improvement compared to budget is largely due to the receipt of \$1,288,738 relating to the 2025-26 Federal Government Financial Assistance Grants and higher than anticipated interest from investments, waste charges and known items which relate to previous Council decisions such as repayment to our financial reserves. These previous decisions include the following

- \$ 50,000 transfer to Election Reserve
- \$ 80,000 to FILOC Reserve - SWELL Loan
- \$ 347,871 to FILOC Reserve – Making the Switch Loan
- \$ 223,601 to FILOC Reserve for Developer Contributions
- \$141,600 transfer to Unexpended Grants Reserve for Crime Prevention Through Environment Design works.

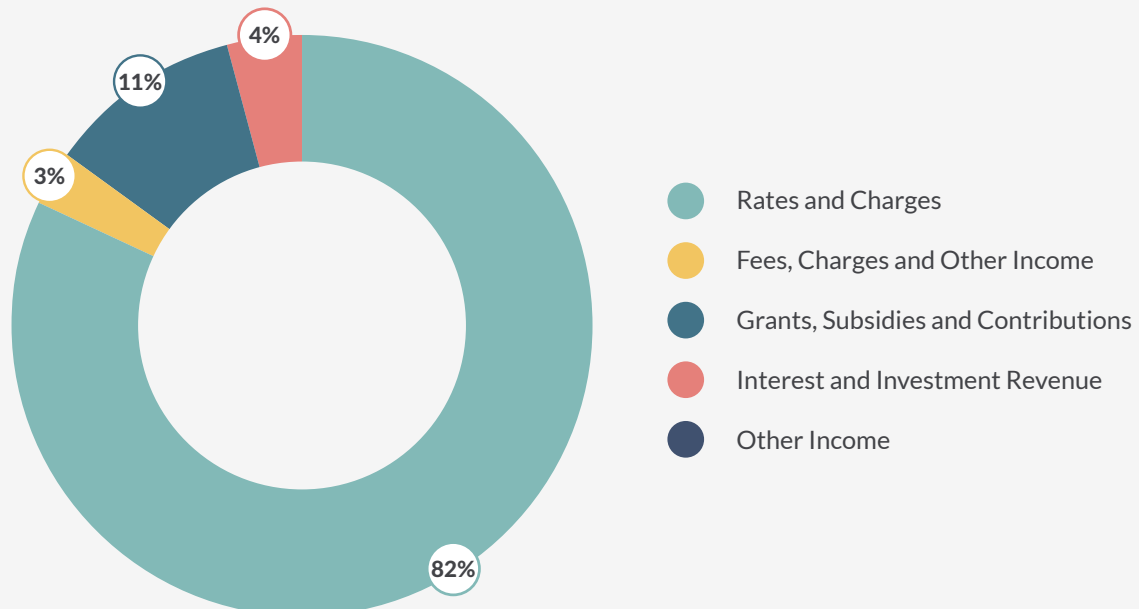
A detailed overview of the financial elements of 2024-25 is presented below.

OPERATING REVENUE

Rates and Waste Charges contributed to 82% of Council revenue. A total of \$4.8 million (or 11%) was derived from operational grants, with interest and investment revenue being 4%. Overall, operating revenue was above expected budget by \$1.48 million. This increase is mainly attributed to higher interest income from matured investments and receipt of a 2025-26 Financial Assistance Grant in advance.

Chart 1: Operational Revenue by Source

Operational Revenue by Sources



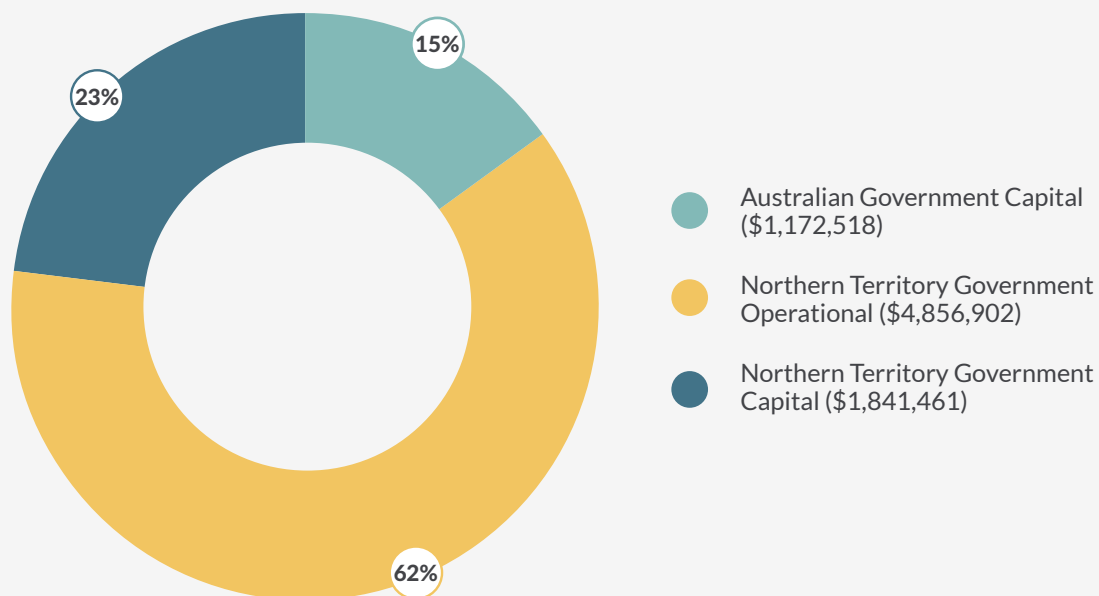
CAPITAL INCOME

The 2024-25 Capital income was \$8.19 million, of which \$5.06 million related to gifted assets considered non-cash. The term 'gifted' arises as they are assets that were handed over to Council at no cost, which included roads from subdivisions and land for parks which Council will own and maintain as community assets.

Grants with performance obligation are recognised as income in the financial year the performance obligation was met; these grants are all capital grants. A total of \$3 million in capital grants was spent in the 2024-25 financial year in line with scheduled programs and resulted in a closing balance of \$1.1 million in the grant liability account.

Chart 2: Operational and Capital Grant Funding Source

Grant Funding Received



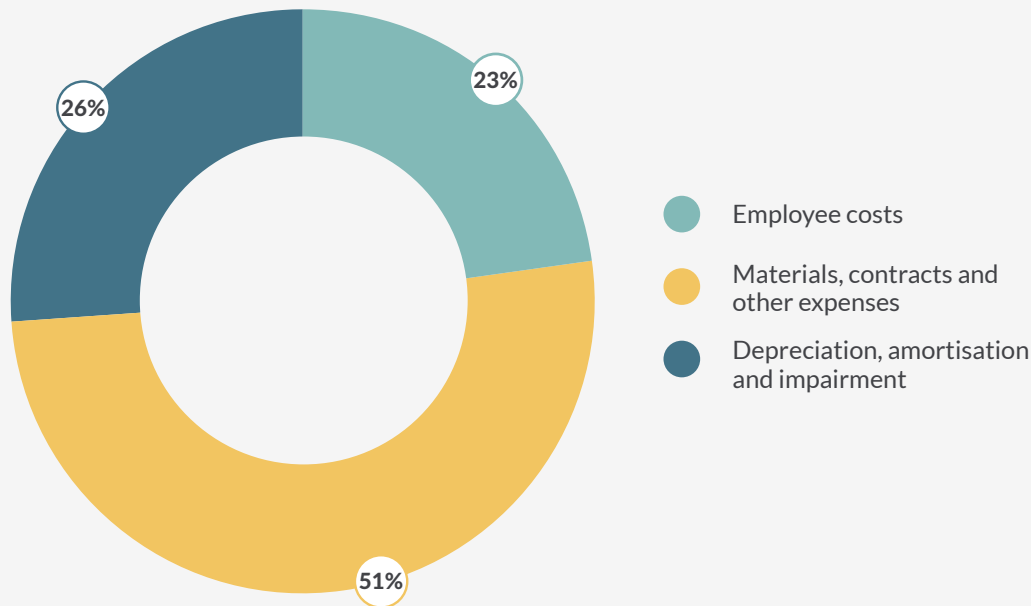
Above: Tree planting with students from Zuccoli Primary School, Zuccoli.

EXPENSES

The total operating expenditure incurred in 2024-25 was \$51.5 million, which includes \$13.31 million for depreciation, amortisation and impairment that makes up 26% of total expenditure.

Chart 3: Operating expenditure

Operating Expenditure



Overall, operating expenses for 2024-25 were within budget by approximately \$0.8 million, excluding non-cash expenditure. The savings in operational expenses were largely due to lower expenditure of professional services and consultancies than expected.

Non-cash expenditure

The depreciation expenses of \$ 13.31 million recognised in 2024-25 is a non-cash item. It represents the systematic allocation of the cost of property, plant and equipment over their useful lives. No cash outflow occurred in the current year as the expenditure was incurred when the assets were originally acquired. In addition, there was \$1.9 million in capital expenditure during the year that did not meet capitalisation criteria under the relevant accounting standards. As a result, these costs were recognised as operating expenses rather than capitalised assets. These items have been excluded from this analysis as they were funded by the capital program rather than impacting the operating cash position.

CAPITAL EXPENDITURE

The actual capital spend was \$10.34 million against an adjusted capital expenditure budget of \$10.57 million. This budget includes the \$4.5 million rollover of projects that are tied to grant funding and are considered strategic projects, which have been rolled over for expected completion in the 2025-26 financial year. This saw a savings in the capital expenditure budget of \$198,000.

RESERVES

City of Palmerston maintains financial reserves, structured in line with Council's Financial Reserve Policy. Financial reserves are funds set aside by Council for specific purposes to ensure financial stability, intergenerational equity and the ability to respond to future obligations or risks.

During the year, Council used \$2.9 million from its cash reserves to support delivery of the 2024-25 program of works and services. Despite this planned use of reserves, Council achieved a cash surplus of \$2.8 million by year-end.

After allowing for the early receipt of \$1.28 million in 2025-26 Federal Assistance Grants and the repayment of \$0.84 million to reserves, the underlying cash surplus for the year is \$0.68 million.

This strong result reflects prudent financial management and operational efficiencies, including savings of \$0.19 million in capital projects, \$0.09 million in additional income, \$0.12 million in improved waste management performance, and \$0.28 million in other operational savings.

In line with Council's Financial Reserve Policy, the surplus will be transferred from accumulated surplus to financial reserves, but only up to the level permitted under the policy to maintain Council's long-term financial sustainability.



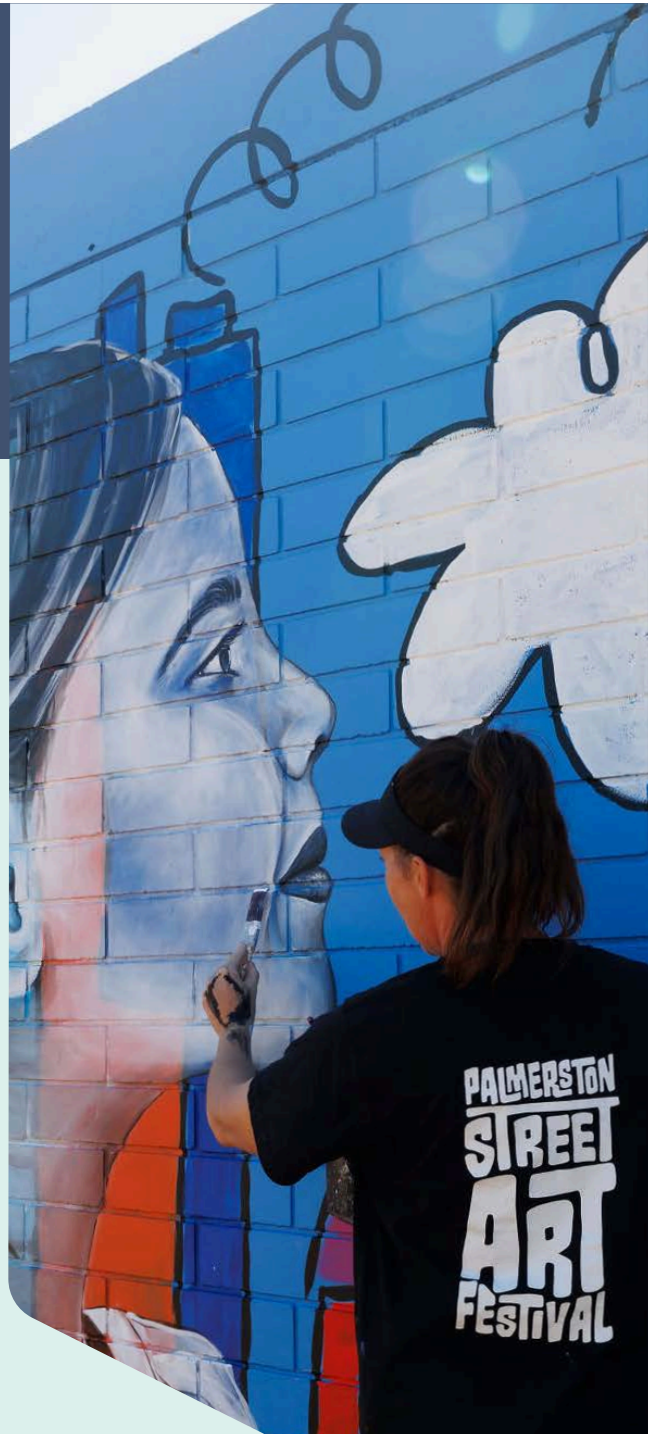
Above: FlicNics 2025.

GENERAL PURPOSE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

CONTENTS

Chief Executive Officer's Certification	77
Financial Statements	78
Statement of Comprehensive Income	78
Statement of Financial Position	79
Statement of Changes in Equity	80
Statement of Cash Flows	81
Notes to and forming part of the Statements Financial	82
Independent Auditor's Report	115



Above: Palmerston Street Art Festival, Palmerston CBD.

City of Palmerston

Financial Statements 2025

General Purpose Financial Statements
for the year ended 30 June 2025**Chief Executive Officer's Statement**

I, Andrew Cameron Walsh , the Chief Executive Officer of City of Palmerston, hereby certify that the Annual Financial Statements:

- have been drawn up in accordance with the 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
- are in accordance with the accounting and other records of Council.



Andrew Cameron Walsh
CHIEF EXECUTIVE OFFICER

Dated: 17 October 2025

City of Palmerston

Financial Statements 2025

Statement of Comprehensive Income

for the year ended 30 June 2025

	Notes	2025 \$ '000	2024 \$ '000
Income			
Rates and Waste Charges	2a	35,747	33,383
Statutory charges	2b	109	82
User charges	2c	855	923
Grants, subsidies and contributions - operating	2f	4,881	1,500
Investment and interest income	2d	1,947	1,825
Other income	2e	382	328
Total income		43,921	38,041
Expenses			
Employee costs	3a	11,872	10,886
Materials, contracts and other expenses	3b	26,035	24,075
Depreciation, amortisation and impairment	3c	13,312	11,215
Finance costs	3d	283	167
Total expenses		51,502	46,343
Operating deficit		(7,581)	(8,302)
Physical resources received free of charge	2h	5,061	8,668
Asset disposal and fair value adjustments	4	(112)	(179)
Amounts received specifically for new or upgraded assets	2f	3,014	8,587
Net surplus after the capital items		382	8,774
Other comprehensive income			
Amounts which will not be reclassified subsequently to operating result			
Changes in Revaluation Surplus/Reserves - Infrastructure, property, plant & equipment	9a	15,158	15,096
Total amounts which will not be reclassified subsequently to operating result		15,158	15,096
Total other comprehensive income/(loss)		15,158	15,096
Total comprehensive income		15,540	23,870

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

City of Palmerston

Financial Statements 2025

Statement of Financial Position
as at 30 June 2025

	Notes	2025 \$ '000	2024 \$ '000
ASSETS			
Current assets			
Cash and cash equivalent assets	5a	3,594	4,922
Other financial assets (investments)	5c	16,854	17,797
Trade and other receivables	5b	5,157	4,284
Total current assets		25,605	27,003
Non-current assets			
Other non-current assets	6	4,081	7,285
Infrastructure, property, plant and equipment	7a	564,763	547,278
Investment property	7b	6,200	5,500
Total non-current assets		575,044	560,063
TOTAL ASSETS		600,649	587,066
LIABILITIES			
Current liabilities			
Trade and other payables	8a	8,898	10,174
Borrowings	8b	512	505
Provisions	8c	1,068	1,258
Total current liabilities		10,478	11,937
Non-current liabilities			
Trade and other payables	8a	—	2
Borrowings	8b	4,681	5,164
Provisions	8c	2,106	2,119
Total non-current liabilities		6,787	7,285
TOTAL LIABILITIES		17,265	19,222
Net assets		583,384	567,844
EQUITY			
Accumulated surplus		228,067	227,834
Asset revaluation reserves	9a	340,190	325,032
Other reserves	9b	15,127	14,978
Total equity		583,384	567,844

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

City of Palmerston

Financial Statements 2025

Statement of Changes in Equity
for the year ended 30 June 2025

\$ '000	Notes	Accumulated surplus	Asset revaluation reserve	Other reserves	Total equity
2025					
Balance at the end of previous reporting period		227,834	325,032	14,978	567,844
Net surplus / (deficit) for year		382	–	–	382
Other comprehensive income					
- Gain (Loss) on Revaluation of I,PP&E	7a	–	15,158	–	15,158
Other comprehensive (Loss)		–	15,158	–	15,158
Total comprehensive income		382	15,158	–	15,540
Transfers between Reserves		(149)	–	149	–
Balance at the end of period		228,067	340,190	15,127	583,384
2024					
Balance at the end of previous reporting period		217,686	309,936	16,352	543,974
Restated opening balance		217,686	309,936	16,352	543,974
Net surplus / (deficit) for year		8,774	–	–	8,774
Other comprehensive income					
- Gain (Loss) on Revaluation of I,PP&E	7a	–	15,096	–	15,096
Other comprehensive (Loss)		–	15,096	–	15,096
Total comprehensive income		8,774	15,096	–	23,870
Transfers between Reserves		1,374	–	(1,374)	–
Balance at the end of period		227,834	325,032	14,978	567,844

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

City of Palmerston

Financial Statements 2025

Statement of Cash Flows

for the year ended 30 June 2025

	Notes	2025 \$ '000	2024 \$ '000
Cash flows from operating activities			
<u>Receipts</u>			
Rates and Waste Charges		36,033	33,328
Statutory Charges		109	82
User Charges		855	931
Grants, Subsidies and Contributions (operating purpose)		4,881	1,163
Investment Receipts		1,947	1,938
Other Receipts		382	536
<u>Payments</u>			
Payments to Employees		(11,910)	(10,840)
Payments for Materials, Contracts & Other Expenses		(28,548)	(26,437)
Borrowing Interest Payments		(283)	(167)
Net cash provided by (or used in) operating activities	11b	<u>3,466</u>	<u>534</u>
Cash flows from investing activities			
<u>Receipts</u>			
Amounts Received Specifically for New/Upgraded Assets		3,014	8,043
Sale of Replaced Assets		190	232
<u>Payments</u>			
Payments for Renewal/Replacement of Assets		(8,376)	(19,892)
Net Purchase of Investment Securities		943	(3,289)
Net cash provided (or used in) investing activities		<u>(4,229)</u>	<u>(14,906)</u>
Cash flows from financing activities			
<u>Receipts</u>			
Proceeds from Borrowings		–	4,634
<u>Payments</u>			
Repayments of Borrowings		(476)	–
Repayment of Bonds & Deposits		(89)	–
Net cash provided by (or used in) financing activities		<u>(565)</u>	<u>4,634</u>
Net Decrease in cash held		<u>(1,328)</u>	<u>(9,738)</u>
plus: Cash & Cash Equivalents at beginning of period		4,922	14,660
Cash and cash equivalents held at end of period	11a	<u>3,594</u>	<u>4,922</u>
Additional Information:			
plus: Investments on hand – end of year	6b	16,854	17,797
Total cash, cash equivalents and investments		<u>20,448</u>	<u>22,719</u>

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

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

CONTENTS

Note	Details	Page
1	Summary of material accounting policies	83
2	Income	88
3	Expenses	92
4	Asset disposal and fair value adjustments	93
5	Current assets	94
6	Non-current assets	95
7	Infrastructure, Property, Plant & Equipment and Investment Property	96
8	Liabilities	100
9	Reserves	101
10	Financial assets subject to restrictions	102
11	Reconciliation to Statement of Cash Flows	103
12	Financial instruments	104
13	Capital expenditure and investment property commitments	107
14	Financial indicators	108
15	Leases	109
16	Superannuation	110
17	Contingencies and assets/liabilities not recognised in the balance sheet	110
18	Related party transactions	111
Additional Council disclosures (unaudited)		
19(a)	Functions	113
19(b)	Components of functions	114



Above: FlicNics 2025.

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 1. Summary of material accounting policies

The material accounting policies adopted by Council in the preparation of these financial statements are set out below.

These policies have been consistently applied to all the years presented, unless otherwise stated.

(1) Basis of preparation**1.1 Compliance with Australian Accounting Standards**

This general purpose financial report has been prepared in accordance with Australian Accounting Standards as they apply to not-for-profit entities, other authoritative pronouncements of the Australian Accounting Standards Board, Interpretations, the requirements of the *Local Government Act 2019*, the Local Government (General) Regulations 2021 and other relevant Northern Territory legislation.

The financial report was authorised for issue on 4 November 2025.

1.2 Historical cost convention

Except as stated below, these financial statements have been prepared in accordance with the historical cost convention.

1.3 Critical Accounting Estimates

The preparation of financial statements in conformity with Australian Accounting Standards requires the use of certain critical accounting estimates and requires management to exercise its judgement in applying Council's accounting policies.

The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are specifically referred to in the relevant sections of these Notes.

1.4 Rounding

All amounts in the financial statements have been rounded to the nearest thousand dollars (\$'000).

(2) The local government reporting entity

City of Palmerston is incorporated under the *NT Local Government Act 2019* and has its principal place of business at 1 Chung Wah Terrace, Palmerston. These financial statements include the Council's direct operations 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 activity areas have been eliminated.

(3) Income recognition

Income is measured at the fair value of the consideration received or receivable. Revenue from contracts with customers is recognised when control of the goods or services are transferred to the customer at an amount that reflects the consideration to which the Council expects to be entitled in exchange for those goods and services. Performance obligations may be completed at a point in time or over time.

3.1 Grants

The Council recognises grant revenues 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 entity satisfies its obligations under the transfer.

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements for the year ended 30 June 2025

Note 1. Summary of material accounting policies (continued)

3.2 Rates and Waste Charges Revenue

Rates and waste charges revenue is recognised at the commencement of the rating period to which they relate. Prepaid rates at the end of the reporting period are classified as a current liability.

3.3 Non-cash contributions

Non-cash contributions with a value in excess of the recognition thresholds as stated in Note 1 – 6.2 are recognised as revenue and as non-current assets. Non-cash contributions below the thresholds are recorded as revenue and expenses. Physical assets contributed to Council by developers in the form of road works, stormwater and park equipment are recognised as revenue when the development becomes “on maintenance” (i.e. the Council obtains control of the assets and becomes liable for any ongoing maintenance) and there is sufficient data in the form of drawings and plans to determine the approximate specifications and values of such assets. All non-cash contributions are recognised at the fair value of the contribution received on the date of acquisition.

3.4 Developer Charges

Developers also pay infrastructure charges for the construction of assets, such as roads and stormwater drainage. Infrastructure charges are recognised as income when received.

3.5 Rental income

Rental revenue from investment and other property is recognised as income on a periodic straight-line basis over the lease term.

3.6 Interest and dividends

Interest received from term deposits is accrued over the term of the investment.

3.7 Sales revenue

Sale of goods is recognised when the significant risks and rewards of ownership are transferred to the buyer, generally when the customer has taken undisputed delivery of the goods.

3.8 Statutory and User Charges

Statutory and User Charges are recognised upon unconditional entitlement to the funds. Generally, this is upon lodgement of the relevant applications or documents, issuing of the infringement notice or when the service is provided.

(4) Cash, cash equivalents and other financial instruments

Cash assets include all amounts readily convertible to cash on hand at Council's option with an insignificant risk of changes in value with a maturity of three months or less from the date of acquisition.

Receivables for rates and annual charges are secured over the subject land, and bear interest at rates determined in accordance with the Local Government Act 2019. Other receivables are generally unsecured and do not bear interest.

All receivables are reviewed as at the reporting date and adequate allowance made for amounts the receipt of which is considered doubtful.

All financial instruments are recognised at fair value at the date of recognition, except for trade receivables from a contract with a customer, which are measured at the transaction price. A detailed statement of the accounting policies applied to financial instruments forms part of Note 13.

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements for the year ended 30 June 2025

Note 1. Summary of material accounting policies (continued)

(5) Infrastructure, property, plant and equipment

5.1 Initial recognition

All assets are initially recognised at cost. For assets acquired at no cost or for nominal consideration, cost is determined as fair value at the date of acquisition.

All non-current assets purchased or constructed are capitalised as the expenditure is incurred and depreciated as soon as the asset is held "ready for use". Cost is determined as the fair value of the assets given as consideration plus costs incidental to the acquisition, including architects' fees and engineering design fees and all other costs incurred. The cost of non-current assets constructed by the Council includes the cost of all materials used in construction, direct labour on the project and an appropriate proportion of variable and fixed overhead.

5.2 Materiality

Assets with an economic life in excess of one year are only capitalised where the cost of acquisition exceeds materiality thresholds established by Council for each type of asset. In determining (and in annually reviewing) such thresholds, regard is had to the nature of the asset and its estimated service life.

Examples of capitalisation thresholds applied are given below. No capitalisation threshold is applied to the acquisition of land or interests in land.

Furniture & Fittings	\$10,000
Plant & Equipment	\$10,000
Buildings & Other Structures	\$10,000
Roads and Pavement	\$10,000
Footpaths, Cycleways and Driveways	\$10,000
Kerb and Gutter	\$10,000
Motor Vehicles	\$10,000
Water and Irrigation	\$10,000
Intangible Assets	\$10,000
Stormwater Drainage	\$10,000
Land Improvement	\$10,000
Streetlights	\$10,000

5.3 Subsequent recognition

All material asset classes are revalued on a regular basis such that the carrying values are not materially different from fair value. Significant uncertainties exist in the estimation of fair value of a number of asset classes including land, buildings and associated structures and infrastructure. Further detail of these uncertainties, and of existing valuations, methods and valuers are provided at Note 7(c).

5.4 Depreciation of non-current assets

Other than land, all infrastructure, property, plant and equipment assets recognised are systematically depreciated over their useful lives on a straight-line basis which, in the opinion of Council, best reflects the consumption of the service potential embodied in those assets.

Depreciation methods, useful lives and residual values of classes of assets are reviewed annually.

Major depreciation periods for each class of asset are listed below. Depreciation periods for infrastructure assets have been estimated based on the best information available to Council, as well as from an Engineering firm who undertook a review of the infrastructure assets in 2018. Extreme care should be used in interpreting financial information based on these estimates.

Plant, Furniture & Equipment

Furniture and Equipment	
Artworks	100 years
Other	3 to 40 years
Motor Vehicles	5 to 10 years

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 1. Summary of material accounting policies (continued)

Plant & Equipment	5 to 15 years
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Building & Other Structures

Buildings	25 to 100 years
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Infrastructure

Roads – Earthworks	100 years
Roads – Pavement	35 to 100 years
Roads – Seal	10 to 60 years
Roads - Other	35 to 100 years
Footpaths, Cycleways and Driveways	15 to 100 years
Kerb and Gutter	60 years
Driveways	15 to 100 years
Water and Irrigation	25 to 30 years
Stormwater Drainage	60 to 100 years
Streetlights	75 to 100 years

Other Assets

Land Improvement	10 to 100 years
------------------	-----------------

5.5 Impairment

Assets whose future economic benefits are not dependent on the ability to generate cash flows, and where the future economic benefits would be replaced if Council were deprived thereof, are not subject to impairment testing as such assets are measured at fair value and their recoverable amount is materially the same as their fair value.

Other assets that are subject to depreciation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount (which is the higher of the present value of future cash inflows or value in use).

Where an asset that has been revalued is subsequently impaired, the impairment is first offset against such amount as stands to the credit of that class of assets in Asset Revaluation Reserve, any excess being recognised as an expense.

5.6 Borrowing costs

Borrowing costs in relation to qualifying assets (net of offsetting investment revenue) have been capitalised in accordance with *AASB 123 Borrowing Costs*. The amounts of borrowing costs recognised as an expense or as part of the carrying amount of qualifying assets are disclosed in Note 3, and the amount (if any) of interest revenue offset against borrowing costs in Note 2.

(6) Investment property

Investment property comprises land &/or buildings that are principally held for long-term rental yields, capital gains or both that is not occupied by Council.

Investment property is carried at fair value, representing an open-market value determined annually by external valuers.

Annual changes in the fair value of Investment Properties are recorded in the Statement of Comprehensive Income as part of "Asset Disposal and Fair value adjustments". Also, refer to Note 4.

Full valuations are carried out every year.

The last full valuation for Council's Investment Properties was dated 30/06/2025.

(7) Payables

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements for the year ended 30 June 2025

Note 1. Summary of material accounting policies (continued)

7.1 Goods and services

Creditors are amounts due to external parties for the supply of goods and services and are recognised as liabilities when the goods and services are received. Creditors are normally paid 28 days after the month of invoice, but Council has extended its support to local businesses by continuing to pay earlier than 28 days. No interest is payable on these amounts.

7.2 Payments received in advance and deposits

Amounts other than the Financial Assistance Grants, received in advance of service delivery, and security deposits held against possible damage to Council assets, are recognised as liabilities until the service is delivered or damage reinstated, or the amount is refunded as the case may be.

(8) Borrowings

Borrowings are initially recognised at fair value, net of transaction costs incurred and are subsequently measured at amortised cost. Any difference between the proceeds (net of transaction costs) and the redemption amount is recognised in the income statement over the period of the borrowings using the effective interest method.

Borrowings are carried at their principal amounts which represent the present value of future cash flows associated with servicing the debt. Interest is accrued over the period to which it relates, and is recorded as part of "Payables".

(9) Employee benefits

9.1 Salaries, wages and compensated absences

Liabilities for employees' entitlements to salaries, wages and compensated absences expected to be paid or settled within 12 months of reporting date are accrued at nominal amounts (including payroll based oncosts) measured in accordance with AASB 119.

Liabilities for employee benefits not expected to be paid or settled within 12 months are measured as the present value of the estimated future cash outflows (including payroll based oncosts) to be made in respect of services provided by employees up to the reporting date. Present values are calculated using government guaranteed securities rates with similar maturity terms.

No accrual is made for sick leave as Council experience indicates that, on average, sick leave taken in each reporting period is less than the entitlement accruing in that period, and this experience is expected to recur in future reporting periods. Council does not make payment for untaken sick leave.

9.2 Superannuation

The Council makes employer superannuation contributions in respect of its employees. Details of the accounting policies applied and Council's involvement with the schemes are reported in Note 17.

(10) Provisions for reinstatement, restoration and rehabilitation

Council is in the final stages of taking remedial action regarding a pollution abatement notice over 240 Elrundie Avenue, Archer, NT. Costs associated with remedial action and after care management have been measured and recognised. After care management costs consist of a provision for thirty years potential monitoring. The provision is in accordance with AASB 137 – Provisions, Contingent Liabilities and Contingent Assets. The after-care management plan provision estimate has been discounted over the period and is reviewed annually.

(11) Leases

Council Lease arrangements have been accounted for in accordance with Australian Accounting Standard AASB 16. Council 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 an expense on a straight-line basis over the lease term.

(12) 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".

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 1. Summary of material accounting policies (continued)

For works undertaken on a fixed price contract basis, revenues and expenses are recognised on a percentage of completion basis. Costs incurred in advance of a future claimed entitlement are classified as work in progress in inventory. When it is probable that total contract costs will exceed total contract revenue, the expected loss is recognised as an expense immediately.

(13) GST implications

In accordance with UIG abstract 1031 "Accounting for the Goods and Services Tax"

- Receivables and creditors include GST receivable and payable.
- Except in relation to input taxed activities, revenues and operating expenditures exclude GST receivable and payable.
- Non-current assets and capital expenditures include GST net of any recoupment.
- Amounts included in the Statement of Cash Flows are disclosed on a gross basis.

(14) New accounting standards and interpretations

Council has assessed all the standards / interpretations currently issued which are both effective and not yet effective and have determined that there is no expected material impact on the reported financial position or performance.

(15) Comparative figures

To ensure comparability with the current reporting period's figures, some comparative period line items and amounts may have been reclassified or individually reported for the first time within these financial statements and/or the notes.

(16) Disclaimer

Nothing contained within these statements may be taken to be an admission of any liability to any person under any circumstance.

Note 2. Income

	2025 \$ '000	2024 \$ '000
(a) Rates and Waste Charges		
General rates		
Residential	22,092	21,000
Commercial	2,734	2,560
Industrial	2,705	2,167
Other	41	4
Total general rates	27,572	25,731
Other rates (including service charges)		
Waste Management Service	8,175	7,652
Total other rates (including service charges)	8,175	7,652
Total rates	35,747	33,383

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 2. Income (continued)

	2025 \$ '000	2024 \$ '000
(b) Statutory charges		
Animal registration fees and fines	79	49
Parking fines / expiation fees	11	13
Other licences, fees & fines	19	20
<u>Total statutory charges</u>	<u>109</u>	<u>82</u>
(c) User charges		
Sundry	4	5
Developer Charges	78	163
Animal Control	66	35
Rent and Hire of Council Equipment	276	334
Library	44	40
Rate Searches and Dog Registrations	335	287
Licences and Permits	52	59
<u>Total user charges</u>	<u>855</u>	<u>923</u>
(d) Investment and interest income		
Interest on investments		
- Banks and other	1,345	1,199
- Interest on Overdue Rates and Charges	139	172
Investment property rental income	463	454
<u>Total investment income</u>	<u>1,947</u>	<u>1,825</u>
(e) Other income		
Insurance and other recoupments - infrastructure, IPP&E	52	13
Sundry	330	315
<u>Total other income</u>	<u>382</u>	<u>328</u>
(f) Grants, subsidies and contributions		
Capital grants, subsidies and contributions		
Amounts received specifically for new or upgraded assets	3,014	8,112
Amounts to be received specifically for new or upgraded assets	—	475
Total amounts received specifically for new or upgraded assets	<u>3,014</u>	<u>8,587</u>

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 2. Income (continued)

	2025 \$ '000	2024 \$ '000
Operating grants, subsidies and contributions		
Other grants, subsidies and contributions - operating		
Other grants, subsidies and contributions	4,881	1,500
Total other grants, subsidies and contributions - operating	4,881	1,500
Total grants, subsidies, contributions	7,895	10,087
(i) Sources of grants		
Commonwealth government	1,173	6,067
Northern Territory Government	6,698	4,007
Other	24	13
Total	7,895	10,087
(g) Conditions over grants and contributions		
Grants and contributions which were obtained on the condition that they be expended for 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	2,669	4,583
Less:		
<i>Expended during the current period from grants received in previous reporting periods</i>		
Government Grants	(1,632)	(2,614)
Subtotal	(1,632)	(2,614)
Plus:		
<i>Amounts received in this reporting period but not yet expended in accordance with the conditions</i>		
Government Grants	64	700
Subtotal	64	700
Unexpended at the close of this reporting period	1,101	2,669
Net increase (decrease) in assets subject to conditions in the current reporting period	(1,568)	(1,914)
(h) Physical resources received free of charge		
Roads and Pavement	1,253	1,302
Stormwater drainage	2,182	4,584
Street Lights	390	977
Footpaths, Cycleways and Driveways	429	797
Other - Gifted Assets	807	1,008
Total physical resources received free of charge	5,061	8,668

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 2. Income (continued)

	as at 30/06/24	Movements		as at 30/06/25
	Opening Balance \$ '000	Received/ Receivable \$ '000	Expended \$ '000	Closing Balance \$ '000
(i) Reconciliation of government grants				
Grants (with discretion on use)				
General purpose				
Grants Commission grant - general purpose - 2024-25	—	1,094	(1,094)	—
Grants Commission grant - roads funding - 2024-25	—	1,385	(1,385)	—
Grants Commission grant - general purpose - 2025-26*	—	561	—	561
Grants Commission grant - roads funding - 2025-26*	—	727	—	727
Public Library Annual funding	—	688	(688)	—
Subtotal	—	4,455	(3,167)	1,288
Specific purpose				
Aged Care Reforms Information Hub 2024-25	—	6	(6)	—
Youth Event Grant 2024-25	—	2	(2)	—
Australia Day Grant 23/24	—	2	(2)	—
Palmerston Youth Festival 2023-24	—	—	—	—
National Australia Day Grant 2024-25	—	15	(15)	—
Goyder Security 2024-25	—	100	(100)	—
Subtotal	—	125	(125)	—
Total other grants	—	4,580	(3,292)	1,288
Grants specifically for new/upgraded assets				
Specific purpose				
Road to Recovery 23-24	—	535	(525)	10
Local Government Immediate Priority Grant (IPG)-Custom Holding Animal Pen	101	—	(81)	20
Palmerston Youth Drop In & Emergency	668	—	(543)	125
Various Asset Improvements	96	—	(96)	—
Lake Aerator Device Grant (Fishery Grant)	—	100	(73)	27
Local Roads and Community Infrastructure Program 4	311	—	(311)	—
Archer Recycling Modernisation Grant	—	26	—	26
Greening, Cooling, Lighting and Pathways	1,305	—	(600)	705
Local Government Immediate Priority Grant (IPG) - Zuccoli Community Hub 2022-23	188	—	—	188
Crime Prevention Through Environment Design (CPTED)*	—	160	(18)	142
Total grants specifically for new/upgraded assets	2,669	821	(2,247)	1,243

(*) These grants represent funds that have been allocated to the Unexpended Grants Reserve.

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 3. Expenses

	Notes	2025 \$ '000	2024 \$ '000
(a) Employee costs			
Salaries and wages		8,504	7,929
Employee leave expense		1,546	1,462
Superannuation - defined contribution plan contributions	16	1,224	1,042
Workers' compensation insurance		175	123
Other		423	330
Total operating employee costs		11,872	10,886
Total Number of Approved Full Time Equivalent Employees at the end of reporting period		101	101
		2025 \$ '000	2024 \$ '000
(b) Materials, contracts and other expenses			
(i) Prescribed expenses			
Auditor's remuneration			
- Auditing the financial reports		62	55
- Other auditors		13	53
Bad and doubtful debts		(146)	83
Elected members' expenses		397	397
Low-value lease payments		38	33
Subtotal - prescribed expenses		364	621
(ii) Other materials, contracts and expenses			
Contractors		13,362	11,943
Energy		1,283	1,348
Legal expenses		590	405
Professional services		2,095	1,932
Sundry		8,341	7,826
Subtotal - other material, contracts and expenses		25,671	23,454
Total materials, contracts and other expenses		26,035	24,075

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 3. Expenses (continued)

	2025 \$ '000	2024 \$ '000
(c) Depreciation, amortisation and impairment		
(i) Depreciation and amortisation		
Land improvements	998	954
Buildings and other structures	1,099	929
Infrastructure		
- Stormwater drainage	2,373	2,345
- Roads and Pavement	4,842	3,275
- Kerbs and Guttering	522	258
- Footpaths, Cycleways & Driveways	1,282	1,253
- Water and Irrigation	657	663
- Street Lights	911	876
Plant and equipment	181	148
Furniture and fittings	215	192
Motor Vehicles	232	251
Subtotal	13,312	11,144
(ii) Impairment		
Land improvements - Parking meter	–	71
Subtotal	–	71
Total depreciation, amortisation and impairment	13,312	11,215

(d) Finance costs

Interest on loans	283	167
Total Borrowing costs	283	167

Note 4. Asset disposal and fair value adjustments

	2025 \$ '000	2024 \$ '000
Infrastructure, property, plant and equipment		
(i) Assets renewed or directly replaced		
Proceeds from disposal	190	232
Less: carrying amount of assets sold	(78)	(111)
Gain (loss) on disposal	112	121
(ii) Assets surplus to requirements		
Less: carrying amount of assets sold	(924)	–
Gain (loss) on disposal	(924)	–
Fair value adjustments		
Investment property - fair value increase / (decrease)	700	(300)
Total fair value adjustments	700	(300)
Net gain (loss) on disposal or revaluation of assets	(112)	(179)

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 5. Current assets

	2025 \$ '000	2024 \$ '000
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(a) Cash and cash equivalent assets

Cash on hand at bank	3,594	4,922
Total cash and cash equivalent assets	3,594	4,922

(b) Trade and other receivables

Rates - general and other	2,512	2,671
Accrued revenues	1,146	815
Debtors - general	458	109
GST recoupment	768	730
Prepayments	193	88
Sundry	6	9
Animal Control	172	111
Parking and Traffic	21	20
Subtotal	5,276	4,553
Less: Expected Credit Losses	(119)	(269)
Total trade and other receivables	5,157	4,284

(c) Other financial assets (investments)

Term Deposits Over 90 Days	16,854	17,797
Total other financial assets (investments)	16,854	17,797

Amounts included in other financial assets that are not expected to be received within 12 months of reporting date are disclosed in Note 12.

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 6. Non-current assets

	2025 \$ '000	2024 \$ '000
Other non-current assets		
Other		
Capital works-in-progress	4,081	7,285
Total other	4,081	7,285
Total other non-current assets	4,081	7,285
Work in Progress Reconciliation		
	2025	2024
Opening Work In Progress	7,285	16,142
Less: Capitalised prior year Work In Progress	(5,447)	(10,777)
Less: Expensed prior year Work In Progress	(347)	(6)
Net Work In Progress from prior year	1,491	5,359
Capital Expenditure for this year	10,336	20,365
Add: Transfer from land improvements	0	-
Less: Capitalised this year	(6,132)	(17,970)
Less: Expensed this year	(1,614)	(468)
Net Work In Progress this year	2,590	1,927
Closing Work In Progress	4,081	7,285

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 7. Infrastructure, Property, Plant & Equipment and Investment Property

(a) Infrastructure, property, plant and equipment

	Fair Value Level	as at 30/06/24					Asset movements during the reporting period										as at 30/06/25		
		At Fair Value \$ '000	At Cost \$ '000	Accumulated Depreciation \$ '000	Carrying amount \$ '000	Asset Additions New / Upgrade \$ '000	Gifted Assets \$ '000	WDV of Asset Disposals \$ '000	Depreciation Expense (Note 3c) \$ '000	Impairment (recognised in PL) (Note 3c) \$ '000	Adjustments & Transfers* \$ '000	Revaluation Decrements to Equity (ARR) (Note 9) \$ '000	Revaluation Increments to Equity (ARR) (Note 9) \$ '000	At Fair Value \$ '000	At Cost \$ '000	Accumulated Depreciation \$ '000	Carrying amount \$ '000		
Land - other	3	87,387	—	—	87,387	—	550	—	—	—	—	—	—	87,937	—	—	87,937		
Land improvements	3	27,878	—	(8,060)	19,818	2,109	47	(267)	(998)	—	733*	—	—	30,103	—	(8,662)	21,441		
Buildings and other structures	3	61,418	—	(19,315)	42,103	1,177	—	(24)	(1,099)	—	—	—	—	62,550	—	(20,394)	42,156		
Infrastructure																			
- Stormwater drainage	3	232,047	—	(55,524)	176,523	6	2,172	—	(2,373)	—	—	—	—	234,225	—	(57,897)	176,328		
- Roads and Pavement	3	211,279	—	(89,508)	121,771	5,050	1,253	(505)	(4,842)	—	—	—	—	215,853	—	(93,126)	122,727		
- Kerbs and Guttering	3	31,130	—	(17,314)	13,816	39	221	—	(522)	—	—	—	—	31,389	—	(17,835)	13,554		
- Footpaths, Cycleways & Driveways	3	69,441	—	(24,220)	45,221	1,205	429	(49)	(1,282)	—	—	10,532	—	92,744	—	(36,688)	56,056		
- Water and Irrigation	3	20,061	—	(11,094)	8,967	258	—	(67)	(657)	—	—	—	—	20,136	—	(11,635)	8,501		
- Street Lights	3	37,320	—	(10,290)	27,030	585	390	(1)	(911)	—	—	4,626	—	54,620	—	(22,901)	31,719		
Plant and equipment																			
Furniture and fittings		—	3,397	(929)	2,468	—	—	—	(181)	—	—	—	—	—	3,107	(820)	2,287		
Motor Vehicles		—	2,876	(1,503)	1,373	97	—	(11)	(215)	—	—	—	—	—	2,956	(1,713)	1,243		
		—	1,373	(572)	801	322	—	(78)	(232)	—	—	—	—	—	1,452	(638)	814		
Total infrastructure, property, plant and equipment		777,961	7,646	(238,329)	547,278	10,848	5,062	(1,002)	(13,312)	—	733*	—	15,158	829,557	7,515	(272,309)	564,763		
Comparatives		689,786	5,301	(188,996)	506,091	28,748	8,668	(187)	(11,144)	(71)	—	(3,033)	18,129	777,961	7,646	(238,329)	547,278		

City of Palmerston

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 7. Infrastructure, Property, Plant & Equipment and Investment Property (continued)

(b) Investment property

	Asset movements during the reporting period										as at 30/06/25	
	as at 30/06/24					Revaluation Increments/ Decrements to P&L -						
	At Fair Value \$ '000	At Cost \$ '000	Accumulated Depreciation \$ '000	Carrying amount \$ '000	Asset Additions New / Upgrade \$ '000	Investment Properties (Note 4) \$ '000	At Fair Value \$ '000	At Cost \$ '000	Accumulated Depreciation \$ '000	Carrying amount \$ '000		
Buildings and structures	5,500	—	—	5,500	—	700	6,200	—	—	6,200		
Total investment property	5,500	—	—	5,500	—	700	6,200	—	—	6,200		
Comparatives	5,800	—	—	5,800	—	(300)	5,500	—	—	5,500		

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements for the year ended 30 June 2025

Note 7. Infrastructure, Property, Plant & Equipment and Investment Property

(c) Valuation of infrastructure, property, plant & equipment and investment property

Valuation of assets

The fair value of assets and liabilities must be estimated in accordance with various Accounting Standards for either recognition and measurement requirements or for disclosure purposes.

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).

Refer to Note 7a for the disclosure of the Fair Value Levels of Infrastructure, Property, Plant and Equipment Assets.

Information on valuations

Fair value hierarchy level 3 valuations land - Valuations of crown land, community land and land subject to other restrictions on use or disposal, shown at Note 7(a) being based on fair value hierarchy level 3 valuation inputs, are based on prices for similar assets in an active market, but include adjustments for specific advantages or disadvantages attaching to the particular asset that are not directly or indirectly observable in that market, or the number and / or amount of observable adjustments of which are so great that the valuation is more fairly described as being based on level 3 valuation inputs. Generally these are land zoned public open space or land that can only be used as parks, buffers, gardens and walkways. A discount is applied to recognise that there is no other higher use.

Fair value hierarchy level 3 valuations of buildings, infrastructure and other assets - There is no known market for buildings, infrastructure and other assets. These assets are valued at depreciated current replacement cost. This method involves:

- The determination of the cost to construct the asset (or its modern engineering equivalent) using current prices for materials and labour, the quantities of each being estimated based on recent experience of this or similar Councils, or on industry construction guides where these are more appropriate.
- The calculation of the depreciation that would have accumulated since original construction using current estimates of residual value and useful life under the prime cost depreciation method adopted by Council.

This method has significant inherent uncertainties, relying on estimates of quantities of materials and labour, residual values and useful lives, and the possibility of changes in prices for materials and labour, and the potential for development of more efficient construction techniques. Accordingly, formal sensitivity analysis does not provide useful information.

Other information

At 1 July 2004 upon the transition to AIFRS, Council elected pursuant to AASB 1.D5 to retain a previously established deemed cost under GAAP as its deemed cost. With subsequent addition at cost, this remains as the basis of recognition of non-material asset classes.

Upon revaluation, the current new replacement cost and accumulated depreciation are re-stated such that the difference represents the fair value of the asset determined in accordance with AASB 13 Fair Value Measurement: accumulated depreciation is taken to be the difference between current new replacement cost and fair value.

Highest and best use

The following non financial assets of Council are being utilised at other than their highest and best use:

Land zoned public open space and used as parks, buffers, gardens and walkways have a restricted use and therefore unlikely that it would be developed for a higher use.

Transition to AASB 13 - Fair Value Measurement

The requirements of AASB 13 Fair Value Measurement have been applied to all valuations undertaken since 1 July 2013 as shown by the valuation dates by individual asset classes below.

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements for the year ended 30 June 2025

Note 7. Infrastructure, Property, Plant & Equipment and Investment Property

Land

- Basis of valuation: Fair Value
- Date of valuation: 30 June 2024
- Valuer: Valuations NT

Land Improvements

- Basis of valuation: Fair Value
- Date of valuation: 1 July 2022
- Valuer: Asset Val Pty Ltd

Buildings & Other Structures

- Basis of valuation: Fair Value
- Date of valuation: 30 June 2023
- Valuer: Assetic Australia Pty Ltd

Infrastructure

Roads & Pavements

- Basis of valuation: Fair Value
- Date of valuation: 30 June 2024
- Valuer: Valuations NT

Kerbs and Guttering

- Basis of valuation: Fair Value
- Date of valuation: 30 June 2024
- Valuer: Valuations NT

Footpaths, Cycleways and Driveways

- Basis of valuation: Fair Value
- Date of valuation: 30 June 2025
- Valuer: Assetic Australia Pty Ltd

Stormwater Drainage

- Basis of valuation: Fair Value
- Date of valuation: 1 July 2022
- Valuer: Asset Val Pty Ltd

Water & Irrigation

- Basis of valuation: Fair Value
- Date of valuation: 1 July 2022
- Valuer: Asset Val Pty Ltd

Street Lights

- Basis of valuation: Fair Value
- Date of valuation: 30 June 2025
- Valuer: Assetic Australia Pty Ltd

Plant & Equipment

- Basis of valuation: Cost

Furniture & Fittings

- Basis of valuation: Cost

Motor Vehicles

- Basis of valuation: Cost

Investment Property

- Basis of valuation: Fair Value
- Date of valuation: 30 June 2025
- Valuer: Herron Todd White (Northern Territory) Pty Ltd

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 8. Liabilities

	2025 Current \$ '000	2025 Non Current \$ '000	2024 Current \$ '000	2024 Non Current \$ '000
(a) Trade and other payables				
Unearned Grant Income	1,102	—	2,669	—
Goods and services	2,772	—	2,029	2
Rent received in advance	39	—	38	—
Rates received in advance	2,095	—	1,968	—
Other Payables	19	—	19	—
Accrued expenses - employee entitlements	543	—	453	—
Accrued expenses - other	1,437	—	2,018	—
Deposits, retentions and bonds	891	—	980	—
Total trade and other payables	8,898	—	10,174	2

(b) Borrowings

Loans	512	4,681	505	5,164
Total borrowings	512	4,681	505	5,164

All interest bearing liabilities are secured over the future revenues of the Council.

(c) Provisions

Employee entitlements (including oncosts)	930	344	1,116	286
Future reinstatement / restoration, etc.	138	1,762	142	1,833
Total provisions	1,068	2,106	1,258	2,119

Movements in provisions

2025 (current and non-current) \$ '000	Future Reinstatement 2025	Employee entitlements 2025
Opening balance	1,975	1,402
Additional amounts recognised	65	1,214
(Less): payments	(140)	(1,342)
Closing balance	1,900	1,274

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 9. Reserves

	as at 30/06/24				as at 30/06/25
	Opening Balance \$ '000	Increments (Decrements) \$ '000	Transfers \$ '000	Impairments \$ '000	Closing Balance \$ '000
(a) Asset revaluation reserve					
Land - other	70,421	—	—	—	70,421
Land improvements	3,612	—	—	—	3,612
Buildings and other structures	15,851	—	—	—	15,851
Infrastructure					
- Stormwater drainage	125,750	—	—	—	125,750
- Roads and Pavement	73,797	—	—	—	73,797
- Kerbs and Guttering	543	—	—	—	543
- Footpaths, Cycleways & Driveways	23,428	10,532	—	—	33,960
- Water and Irrigation	7,095	—	—	—	7,095
- Street Lights	—	4,626	—	—	4,626
- Water Infrastructure	4,464	—	—	—	4,464
Motor Vehicles	71	—	—	—	71
Total asset revaluation reserve	325,032	15,158	—	—	340,190

	as at 30/06/24				as at 30/06/25
	Opening Balance \$ '000	Transfers to Reserve from Accumulated Surplus \$ '000	Transfers from Reserve to Accumulated Surplus \$ '000	Other Movements \$ '000	Closing Balance \$ '000
(b) Other reserves					
Developer Funds Reserve	989	1,349	(200)	—	2,138
Unexpended Capital Works Reserve	4,104	2,424	(4,104)	—	2,424
Unexpended Grants and Contributions Reserve	—	1,430	—	—	1,430
Election Expenses Reserve	100	100	—	—	200
Disaster Recovery Reserve	500	—	—	—	500
Waste Management Reserve	3,575	1,355	(1,491)	—	3,439
Major Initiatives Reserve	—	—	—	—	—
Working Capital Reserve	5,710	2,703	(3,417)	—	4,996
Total other reserves	14,978	9,361	(9,212)	—	15,127

Purposes of reserves

Asset Revaluation Reserve

The asset revaluation reserve is used to record increments and decrements arising from changes in fair value of non-current assets (less any subsequent impairment losses, where applicable).

Externally Restricted Reserves**Unexpended Grants and Contributions Reserve**

This reserve holds the balance of unexpended grants and contributions received from external contributors. The funds are held in this reserve until expensed in line with the funding conditions. External restrictions apply in line with the individual funding agreements.

AASB 1058 supersedes all the income recognition requirements relating to Council, previously in AASB 1004.

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 9. Reserves (continued)

Under AASB 1058 the future timing of income recognition will depend on whether the transaction gives rise to a liability or other performance obligation related to an asset received by Council.

Internally Restricted Reserves

Election Expenses Reserve

This reserve shall be increased annually over the Council term. This reserve should not exceed \$350,000.

Disaster Recovery Reserve

This reserve shall be maintained at or near \$500,000. External funds received after the event for the purpose of disaster recovery shall be used to maintain the reserve on this level of funds.

Developer Funds Reserve

This reserve holds the balance of unexpended funds in lieu of construction received from developers.

Unexpended Capital Works Reserve

This reserve holds the balance of unexpended capital works funds that are requested to be carried forward to the following financial year.

Major Initiatives Reserve

This reserve will fund major initiatives for the future development of the City of Palmerston in line with identified major capital works, the Municipal Plan and the Long-Term Financial Plan. Specific initiatives must be identified, and funds are to be allocated to those.

Waste Management Reserve

This reserve holds funds for the direct and indirect expenditures for the rehabilitation of the Archer landfill and for development of the Archer transfer station to accommodate expected future requirements.

Unrestricted Reserves

Working Capital Reserve

This reserve holds funds that have not been allocated to a specific purpose.

Note 10. Financial assets subject to restrictions

	2025 \$ '000	2024 \$ '000
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The uses of the following assets are restricted, wholly or partially, by legislation or other externally imposed requirements. The assets are required to be utilised for the purposes for which control was transferred to Council, or for which the revenues were originally obtained.

Cash and financial assets

Unexpended amounts received from Government	1,101	2,669
Total cash and financial assets	1,101	2,669
Total assets subject to externally imposed restrictions	1,101	2,669

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 11. Reconciliation to Statement of Cash Flows

	Notes	2025 \$ '000	2024 \$ '000
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(a) Reconciliation of cash

Cash assets comprise highly liquid investments with short periods to maturity subject to insignificant risk of changes of value. Cash at the end of the reporting period as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:

Total Cash & Cash Equivalent Assets	5	3,594	4,922
Balances per Statement of Cash Flows		3,594	4,922

(b) Reconciliation of Operating Result

Net surplus/(deficit)		382	8,774
Non-cash items in income statements			
Depreciation, amortisation and impairment		13,312	11,215
Fair value adjustments		(700)	300
Non-cash asset acquisitions		(5,061)	(8,668)
Grants for capital acquisitions treated as investing activity		(3,014)	(8,587)
Net (gain) loss on disposals		812	(121)
		5,731	2,913
Add (less): changes in net current assets			
Net (increase)/decrease in receivables		(723)	106
Change in allowances for under-recovery of receivables		150	83
Net (increase)/decrease in other assets		(300)	–
Net increase/(decrease) in trade and other payables		(1,189)	(2,851)
Net increase/(decrease) in unpaid employee benefits		(128)	(4)
Net increase/(decrease) in other provisions		(75)	287
Net cash provided by (or used in) operations		3,466	534

(c) Non-cash financing and investing activities

Acquisition of assets by means of:

Physical resources received free of charge	2h	5,061	8,668
Amounts recognised in income statement		5,061	8,668
Total non-cash financing and investing activities		5,061	8,668

(d) Financing arrangements

Unrestricted access was available at balance date to the following lines of credit:

Corporate credit cards		100	100
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The bank overdraft facilities may be drawn at any time and may be terminated by the bank without notice.

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 12. Financial instruments

Recognised financial instruments**Bank, deposits at call, short term deposits****Accounting Policy:**

Initially recognised at fair value and subsequently measured at amortised cost; interest is recognised when earned.

Terms & Conditions:

Deposits are returning fixed interest rates between 5% and 4.11% (2024: 4.87% and 5.50%). Short term deposits have an average maturity of 97 days and an average interest rate of 4.67% (2024: 205 days and 5.14%).

Carrying Amount:

Approximates fair value due to the short term to maturity.

Receivables - rates and associated charges (including legals and penalties for late payment)**Accounting Policy:**

Initially recognised at fair value and subsequently measured at amortised cost. An impairment provision is recognised using the expected credit loss method.

Terms & Conditions:

Secured over the subject land, arrears attract interest of 8% (2024: 8%). Council is not materially exposed to any individual debtor, credit risk exposure is concentrated within the Council's boundaries in the Territory.

Carrying Amount:

Approximates fair value (after deduction of any allowance).

Receivables - fees and other charges**Accounting policy:**

Initially recognised at fair value and subsequently measured at amortised cost. An impairment provision is recognised using the expected credit loss method.

Terms and conditions:

Unsecured, and do not bear interest. Council is not materially exposed to any individual debtor, credit risk exposure is concentrated within the Council's boundaries.

Carrying amount:

Approximates fair value (after deduction of any allowance).

Receivables - other levels of government**Accounting policy:**

Initially recognised at fair value and subsequently measured at amortised cost. An impairment provision is recognised using the expected credit loss method.

Terms and conditions:

Amounts due have been calculated in accordance with the terms and conditions of the respective programs following advice of approvals, and do not bear interest. All amounts are due by Departments and Agencies of State and Federal Governments.

Carrying amount:

Approximates fair value.

Liabilities - creditors and accruals**Accounting Policy:**

Liabilities are recognised at amortised cost for amounts to be paid in the future for goods and services received, whether or not billed to the Council.

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 12. Financial instruments (continued)

Terms & Conditions:

Liabilities are normally settled on 30 day terms.

Carrying Amount:

Amortised cost

Liabilities - interest bearing borrowings**Accounting Policy:**

Initially recognised at fair value and subsequently at amortised cost using the effective interest rate.

Terms & Conditions:

Secured over future revenues, borrowings are repayable on a quarterly basis; interest is charged at a fixed rate of 2.78% per annum for PAN loan and between 5.29% and 5.51% for SWELL loan.

Carrying Amount:

Approximates fair value.

Liabilities - leases**Accounting policy:**

Accounted for in accordance with AASB 16 as stated in Note 15.

	Due < 1 year \$ '000	Due > 1 year & ≤ 5 years \$ '000	Due > 5 years \$ '000	Total Contractual Cash Flows \$ '000	Carrying Values \$ '000
2025					
Financial assets					
Cash and cash equivalents	3,594	—	—	3,594	3,594
Receivables	5,071	—	—	5,071	5,157
Other financial assets	17,226	—	—	17,226	16,854
Total financial assets	25,891	—	—	25,891	25,605
Financial liabilities					
Payables	8,898	—	—	8,898	8,898
Current borrowings	533	—	—	533	512
Non-current borrowings	—	1,306	3,455	4,761	4,681
Total financial liabilities	9,431	1,306	3,455	14,192	14,091
2024					
Financial assets					
Cash and cash equivalents	4,922	—	—	4,922	4,922
Receivables	4,284	—	—	4,284	4,284
Other financial assets	17,797	—	—	17,797	17,797
Total financial assets	27,003	—	—	27,003	27,003
Financial liabilities					
Payables	10,176	—	—	10,176	10,176
Current borrowings	505	—	—	505	505
Non-current borrowings	—	5,164	—	5,164	5,164
Total financial liabilities	10,681	5,164	—	15,845	15,845

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 12. Financial instruments (continued)

The following interest rates were applicable to Council's borrowings at balance date:

	2025		2024	
	Weighted Avg Interest Rate \$ '000	Carrying Value \$ '000	Weighted Avg Interest Rate \$ '000	Carrying Value \$ '000
Fixed interest rates	4.19%	5,193	2.78%	5,669
		<u>5,193</u>		<u>5,669</u>

Net fair value

All carrying values approximate fair value for all recognised financial instruments. There is no recognised market for the financial assets of the Council.

Risk exposures

Credit Risk represents the loss that would be recognised if counterparties fail to perform as contracted. The maximum credit risk on financial assets of the Council is the carrying amount, net of any impairment. All Council investments are made in accordance with the Council's investment policy. Except as detailed in Notes 5 in relation to individual classes of receivables, exposure is concentrated within the Council's boundaries, and there is no material exposure to any individual debtor.

Market Risk is the risk that fair values of financial assets will fluctuate as a result of changes in market prices. All of Council's financial assets are denominated in Australian dollars and are not traded on any market, and hence neither market risk nor **currency risk** apply.

Liquidity Risk is the risk that Council will encounter difficulty in meeting obligations with financial liabilities. In accordance with the model Treasury Management Policy (LGA Information Paper 15), liabilities have a range of maturity dates. Council also has available a range of bank overdraft and standby borrowing facilities that it can access.

Interest Rate Risk is the risk that future cash flows will fluctuate because of changes in market interest rates. Council has a balance of both fixed and variable interest rate borrowings and investments. Cash flow fluctuations are managed holistically in seeking to minimise interest costs over the longer term in a risk averse manner.

Sensitivity Analysis

Changes in the variable rates of 100 basis points (1 per cent) at reporting date would have the following effect on the Council's profit or loss and equity.

	100 basis points increase \$'000	100 basis points decrease \$'000
30 June 2025		
Financial Assets - Cash at bank	36	(36)
Financial Assets - Investments	169	(169)
Financial Liabilities	52	(52)
Net Sensitivity	<u>257</u>	<u>(257)</u>
	100 basis points increase \$'000	100 basis points decrease \$'000
30 June 2024		
Financial Assets - Cash at bank	49	(49)
Financial Assets - Investments	178	(178)
Financial Liabilities	57	(57)
Net Sensitivity	<u>284</u>	<u>(284)</u>

Expected Credit Losses (ECL)

Council uses an allowance matrix to measure expected credit losses for receivables from individual customers,

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 12. Financial instruments (continued)

which comprise a large number of small balances. Rates and annual charges are secured over subject land and an allowance for such receivables is made based on credit history.

Set out below is the movement in the allowance for expected credit losses:

	2025 \$ '000	2024 \$ '000
As at 1 July	269	186
Provisions	(150)	83
As at 30 June	119	269

Note 13. Capital expenditure and investment property commitments

	2025 \$ '000	2024 \$ '000
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(a) Capital commitments

Capital expenditure committed for at the reporting date but not recognised in the financial statements as liabilities:

Other	1,314	537
	1,314	537

These expenditures are payable:

Not later than one year	1,314	537
	1,314	537

(b) Other expenditure commitments

Other non-capital expenditure commitments in relation to investment properties at the reporting date but not recognised in the financial statements as liabilities:

Waste Management Services	–	96
Other Maintenance Contracts	17	48
Landscaping and Mowing	–	218
Civil Works	29	74
Other	233	354
	279	790

These expenditures are payable:

Not later than one year	279	790
	279	790

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 14. Financial indicators

\$ '000	Amounts 2025	Indicator 2025	Indicators 2024	Indicators 2023	Benchmark
Current Ratio					
Current assets less externally restricted assets	25,605	2.44	2.26	2.23	> 1.50
Current liabilities	10,478				
Rate Coverage Percentage					
Rate revenues	27,572	58.75%	55.18%	50.70%	> 60.00%
Total revenues (Operating & Capital)	46,935				
Rates and Waste Charges Outstanding					
Rates and Waste charges outstanding	2,512	7.03%	8.00%	7.51%	< 5.00%
Rates and Waste charges collectable	35,747				
Operating Ratio					
EBTIDA (Earnings before tax, interest, depreciation and amortisation)	6,014	13.69%	8.10%	16.59%	> 0.00%
Operating Revenue	43,921				
Own Revenue					
Own funding	39,040	88.89%	96.06%	88.65%	> 60.00%
Total operating revenue	43,921				
Interest Cover Ratio					
EBTIDA (Earnings before tax, interest, depreciation and amortisation)	6,014	21.25	18.44	194.27	> 4.00
Borrowing Cost (Interest)	283				
Asset Sustainability Ratio					
Capital Expenditure	10,336	77.64%	181.59%	164.52%	> 89.00%
Depreciation	13,312				
Debt Service Ratio					
EBTIDA (Earnings before tax, interest, depreciation and amortisation)	6,014	7.63	4.58	22.81	> 2.00
Borrowing costs (Principal and interest)	788				
Cash Expense Ratio					
Cash & Cash equivalents	3,594	0.09	0.14	0.45	> 0.25
Total Expenses (less Depreciation & Borrowing costs)	37,908				

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 15. Leases

Peppercorn Lease Arrangement

Council leases Crown land from the Northern Territory Government for a nominal rental of \$nil. Although no lease payments are required, Council controls and uses the land for community purposes.

In accordance with AASB 16 *Leases* and AASB 1058 *Income of Not-for-Profit Entities*, this arrangement has been recognised as a right-of-use asset at its fair value of \$500,000. The lease commenced in 2014, and no corresponding lease liability has been recognised due to the absence of lease payments.

The asset represents Crown land used for landfill under a lease arrangement that ensures ongoing public benefit.

Council as lessor

Leases Providing Revenue to the Council

Council owns various buildings, plant and other facilities that are available for hire or lease (on a non-cancellable basis wherever practicable) in accordance with the published revenue policy. Rentals received from such leases are disclosed as rent and hire of non-investment property in Note 2.

(i) Investment property

Rentals received, and outgoings reimbursed, in relation to Investment Property are also disclosed in Note 2. These lease agreements, all of which are classified as operating leases, are made on a non-cancellable basis wherever practicable.

	2025 \$ '000	2024 \$ '000
Future minimum rentals receivable under non-cancellable operating leases as at 30 June, are as follows:		
Not later than one year	549	582
Later than one year and not later than 5 years	2,154	41
	2,703	623

(ii) Lease Payment Commitments of Council

Council has entered into low-value lease agreements for various items of computer and other plant and equipment.

No contingent rentals were paid during the current or previous reporting periods.

No lease imposes any additional restrictions on Council in relation to additional debt or further leasing.

Leases in relation to computer and office equipment permit Council, at expiry of the lease, to elect to re-lease return or acquire the equipment leased.

No lease contains any escalation clause.

Commitments under leases that have not been recognised in the financial statements are as follows:

Not later than one year	25	25
Later than one year and not later than 5 years	25	25
Later than 5 years	-	-
	50	50

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 16. Superannuation

Note 16. Superannuation

Employer contributions are based on a fixed percentage of employee earnings in accordance with superannuation guarantee legislation (11.5% in 2024/25; 11.0% in 2023/24). The Council makes employer superannuation contributions in respect of its employees to the following schemes:

HOSTPLUS Superannuation Scheme

HOSTPLUS Superannuation Fund (formerly Statewide Super) receives both employer and employee contributions on a progressive basis. No further liability accrues to the Council as the superannuation benefits accruing to employees are represented by their share of the net assets of the Fund.

Contributions to other superannuation schemes

The Council also makes contributions to other superannuation schemes selected by employees under the “choice of fund” legislation. All such schemes are of the accumulation type, where the superannuation benefits accruing to the employee are represented by their share of the net assets of the scheme, and no further liability attaches to the Council.

Note 17. Contingencies and assets/liabilities not recognised in the balance sheet

The following assets and liabilities do not qualify for recognition in the Statement of Financial Position, but knowledge is considered relevant to the users of the financial report in making and evaluating decisions about the allocation of scarce resources.

Land under roads

The Council is of the opinion that it is not possible to attribute a value sufficiently reliably for these assets to qualify for recognition, and accordingly land under roads has not been recognised in the reports.

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements
for the year ended 30 June 2025

Note 18. Related party transactions

Key management personnel

Transactions with key management personnel

Key Management Personnel include the CEO, Directors, General Managers and Elected Members.

The related parties of the Council include:

- the key management personnel (KMP) because they have authority and responsibility for planning, directing and controlling the activities of the Council directly; and
- spouses, children and dependants who are close family members of the KMP and;
- any entities controlled or jointly controlled by KMP or controlled or jointly controlled by their close family members.

	2025 \$ '000	2024 \$ '000
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The compensation to key management personnel comprises:

Salaries, Allowances, and Other Short-Term and Long-Term Benefits	1,839	1,727
Total	1,839	1,727

i) Retirement Benefits

No retirement benefits have been made by the Council to KMP during the reporting year.

(ii) Loans to Responsible Persons

No loans have been made, guaranteed or secured by the Council to KMP during the reporting year.

(iii) Other Transactions

Other than the amount paid as taxpayers or residents (e.g. rates, swimming pool entry fees, etc.) no other transactions have been made with the KMP during the year.

(iv) Outstanding Amounts

As at 30 June 2025, there were no outstanding amounts receivable from the Council's KMP.

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements

for the year ended 30 June 2025

Note 18. Related party transactions (continued)

CEO REMUNERATION

Regulation 13(a) of the Local Government (General) Regulations require Council, to include a disclosure of the total remuneration provided to each person appointed as the actual, acting or temporary CEO during the financial year. Below table provides the total remuneration paid to the actual and acting CEOs during 1 July 2024 to 30 June 2025.

Remuneration	Actual CEO	Actual CEO	Acting CEO	Acting CEO
	Luccio Franco Cercarelli	Andrew Walsh	Amelia Vellar	Nadine Nilon
Dates	1 July 2024 - 27 Sep 2024 (except for when there was an acting CEO as noted in the next columns)	10 March 2025 - 30 June 2025 (except for when there was an acting CEO as noted in the next columns)	01 July 2024 - 06 July 2024 17 July 2024 14 August 2024 28 August 2024 11 September 2024 25 September 2024	24 July 2024 - 26 July 2024 27 Sep 2024 - 06 Oct 2024 16 Oct 2024 - 21 Oct 2024 11 Dec 2024 - 16 Dec 2024 16 June 2025 - 17 June 2025 24 June 2025 - 27 June 2025
Short Term Benefits (1)	\$95,677	\$99,548	\$11,918	\$23,414
Non cash benefits	\$530	\$1,298		
Other Long term benefits (2)		\$2,231		
Termination Benefits(3)	\$224,587			
TOTAL	\$320,794	\$103,077	\$11,918	\$23,414

(1) Short Term Benefits include employer funded superannuation contributions.

(2) Other long term benefits include Long Service Leave Accruals for the 2024/25 financial year.

(3) Termination Benefits include accrued Annual Leave and Long Service Leave.

City of Palmerston

Notes to and forming part of the Financial Statements

for the year ended 30 June 2025

Note 19(a). Functions

Income, Expenses and Assets have been directly attributed to the following Functions / Activities. Details of these Functions/Activities are provided in Note 19(b).															
	Notes	INCOME			EXPENSES			SURPLUS (DEFICIT)			GRANTS INCLUDED IN INCOME			TOTAL ASSETS HELD (CURRENT & NON-CURRENT)	
		2025	2025	2024	2025	2025	2024	2025	2025	2024	2025	2025	2024	2025	2024
		Budget \$ '000	Actual \$ '000	Actual \$ '000	Budget \$ '000	Actual \$ '000	Actual \$ '000	Budget \$ '000	Actual \$ '000	Actual \$ '000	Budget \$ '000	Actual \$ '000	Actual \$ '000	Actual \$ '000	Actual \$ '000
Functions															
Public Order and Safety		544	487	378	1,101	1,172	1,247	(557)	(685)	(869)	(101)	(58)	(10)	91	10
General Public Service		34,205	36,940	37,839	25,436	27,389	24,941	8,769	9,551	12,898	(1,616)	(2,226)	(1,594)	26,554	28,200
Economic Affairs		3,834	4,902	1,428	3,515	3,741	3,111	319	1,161	(1,683)	(2,973)	(3,385)	(774)	370,351	361,402
Environmental Protection		8,138	8,213	7,858	7,807	7,824	7,120	331	389	738	(26)	–	(176)	1,379	842
Housing and Community Amenities		113	113	–	1,293	1,065	1,024	(1,180)	(952)	(1,024)	(113)	(113)	–	37,991	32,733
Recreation, Culture and Religion		2,979	2,198	7,656	9,975	11,201	8,896	(6,996)	(9,003)	(1,240)	(2,876)	(2,111)	(7,520)	163,022	163,879
Social Protection		5	–	12	84	79	57	(79)	(79)	(45)	(5)	–	(12)	–	–
Total functions*		49,818	52,853	55,171	49,211	52,471	46,396	607	382	8,775	(7,710)	(7,893)	(10,086)	600,649	587,066

Revenues and expenses exclude net gain (loss) on disposal or revaluation of assets and physical resources received free of charge.

City of Palmerston

Financial Statements 2025

Notes to and forming part of the Financial Statements for the year ended 30 June 2025

Note 19(b). Components of functions

The activities relating to Council functions are as follows:

GENERAL PUBLIC SERVICES

General public services include administrative, legislative and executive affairs, financial and fiscal affairs, external affairs, governance and general services.

PUBLIC ORDER AND SAFETY

Animal control, enforcement of local government regulations and emergency services.

ECONOMIC AFFAIRS

General economic, industrial development, roads and other business undertakings.

ENVIRONMENTAL PROTECTION

Waste management; pollution reduction; protection of biodiversity and landscape; and best practice management of the natural environment.

HOUSING AND COMMUNITY AMENITIES

Street lighting and other community amenities.

RECREATION, CULTURE AND RELIGION

Public libraries, community centres, facilities and venues and other cultural services.

SOCIAL PROTECTION

Administration of social services and assistance delivered to seniors and diverse communities.

Governance

Audit & Assurance, Planning and Performance, Legal Services and Major Projects.



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INDEPENDENT AUDITOR'S REPORT

To the Chief Executive Officer of City of Palmerston

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of City of Palmerston (the Council), which comprises the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial report, including material accounting policy information, and the Chief Executive Officer's statement.

In our opinion the accompanying financial report presents fairly, in all material respects, the financial position of City of Palmerston as at 30 June 2025, and its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards and the *Northern Territory Local Government (Accounting) 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 with 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 Chief Executive Officer is responsible for the other information. The other information obtained at the date of this auditor's report is information included in the annual report, but does not include the financial report 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 report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report 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 on the other information obtained prior to the date of this auditor's report, 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.

Other matter

The financial report of City of Palmerston, for the year ended 30 June 2024 was audited by another auditor who expressed an unmodified opinion on that report on 14 November 2024.

Responsibilities of the Chief Executive Officer for the Financial Report

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

In preparing the financial report, the Chief Executive Officer is responsible for assessing the Council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Chief Executive Officer either intend to liquidate the Council or to cease operations, or has no realistic alternative but to do so.

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 this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website (<http://www.auasb.gov.au/Home.aspx>) at: https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf.

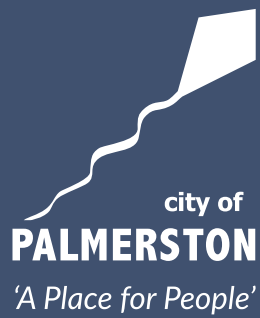
This description forms part of our auditor's report.

BDO Audit (NT)

Casmel Taziwa

Partner

Darwin, 20 October 2025



Civic Plaza, 1 Chung Wah Terrance



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COUNCIL REPORT

1st Ordinary Council Meeting

Agenda Item:	12.1.5
Report Title:	Library 5-year Master Plan - Community Consultation
Meeting Date:	Tuesday 4 November 2025
Author:	Library Services Manager, Tara Lewis
Approver:	General Manager Community, Konrad Seidl

Community plan

Family and Community: Palmerston is a safe and family friendly community where everyone belongs.

Purpose

This Report seeks Council endorsement of the City of Palmerston Library 5-year Master Plan.

Key messages

- City of Palmerston Library is a popular and valued facility, serving as a hub for community connection, learning, and engagement.
- The draft Library 5-Year Master Plan was developed through extensive internal and community engagement, including workshops, surveys, demographic analysis, and benchmarking against other libraries, ensuring it reflects local need.
- Community consultation on the draft plan was comprehensive, being conducted online, in-person, and targeted outreach methods to gather feedback and raise awareness among different user groups.
- The Master Plan outlines the four (4) outcomes of the Master Plan: Universal Access; Resources and Programs for Lifelong learning; Community Engagement; and Innovation and Adaption in response to community feedback.
- From the draft consultation, two (2) formal submissions and two (2) Facebook comments were received from the public feedback, with all suggestions having already been addressed in the draft Master Plan or currently in place at the library; thereby, no further changes are required to the Library 5-year Master Plan prior to adoption.

Recommendation

1. THAT Report entitled Library 5-year Master Plan - Community Consultation be received and noted.
2. THAT Council accepts the feedback provided through the Community Engagement and approves the Library 5-year Master Plan at **Attachment 12.1.5.1**.

Background

At the 2nd Ordinary Council Meeting of 20 May 2025, Council made the following decisions:

City of Palmerston Library 5-year Master Plan

Moved: Councillor Henderson
Seconded: Councillor Giesecke

1. *THAT Report entitled City of Palmerston Library 5-year Master Plan be received and noted.*
2. *THAT Council endorses the Library 5-year Master Plan being Attachment 13.1.4.1 contained in this report entitled City of Palmerston Library 5-year Master Plan, for the purpose of 28 days of community consultation.*

CARRIED (6/0) - 10/1891 - 20/05/2025

The purpose of the Library Master Plan is to provide a strategic vision and framework to guide the future development, services, programs and infrastructure of City of Palmerston's Library over the next five (5) years.

The draft plan was developed following internal and community engagement workshops, community surveys, demographic analysis, and benchmarking against other contemporary library services. It identified key opportunities to improve library access, respond to changing community needs, and future-proof the facility through staged upgrades.

The four (4) main outcome areas that feature in the Master Plan are Universal Access; Resources and Programs for Lifelong learning; Community Engagement; and Innovation and Adaption. Each outcome includes key objectives, strategies and measures with the overall vision of the library being a place to Connect, Create and Discover.

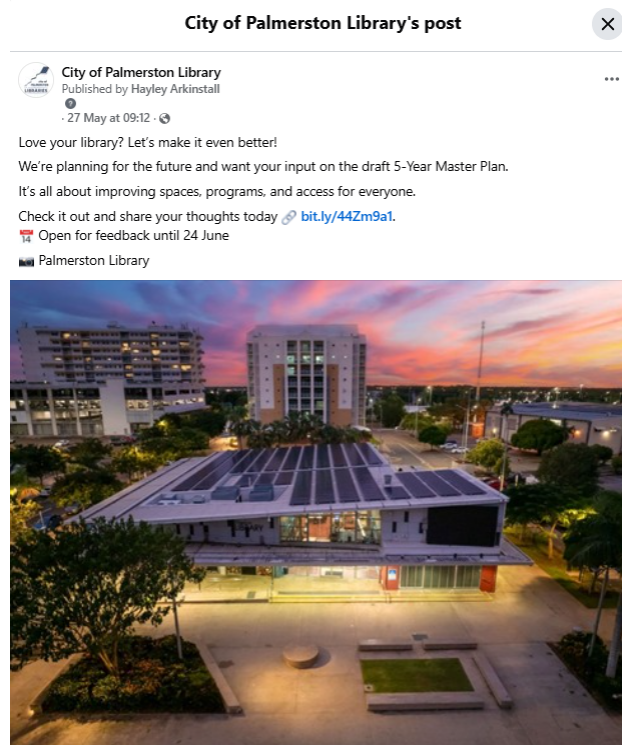
To ensure the Master Plan accurately reflected community priorities, the draft Master Plan was released for public feedback.

Discussion

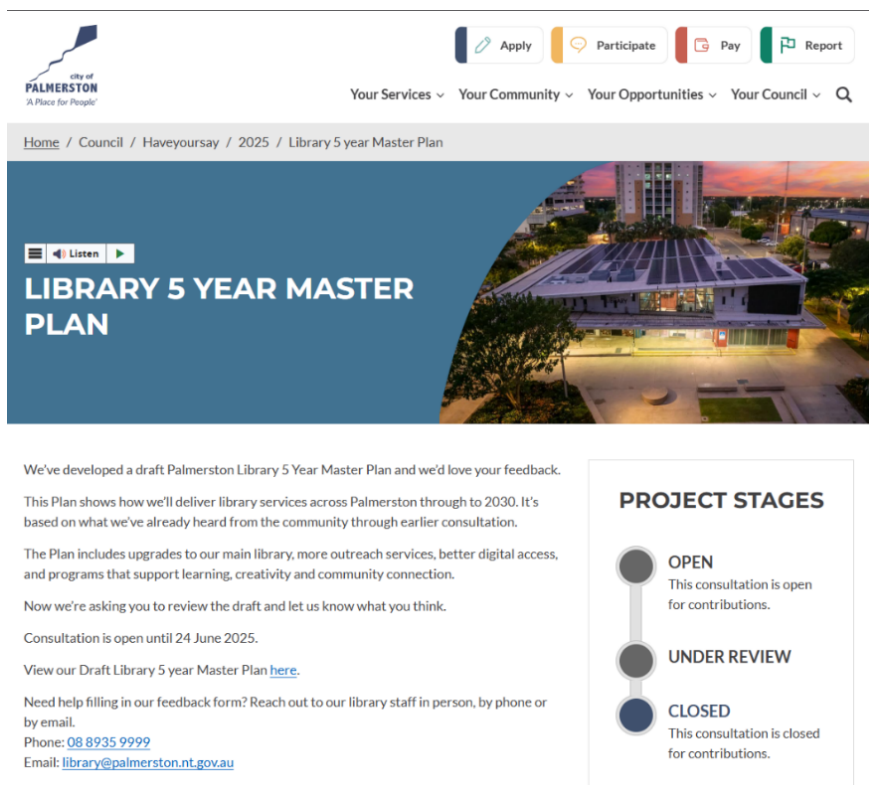
Community Engagement on the Draft Library Master Plan took place between 27 May and 24 June 2025. The consultation aimed to raise awareness of the draft plan, gather public input, and ensure alignment with the expectations of current and future users.

Community engagement activities included:

- Promotion of the Master Plan on Council website, which linked to the Master Plan and a feedback form.
- Promotion of the Master Plan draft on Facebook posts by both the library and Council's Facebook pages, which linked to the Council website.
- Hard copy Master Plan drafts available at the library and QR codes linking respondents to the Council website. Staff assistance was available for filling in the form.
- Verbal promotion at the beginning of library programs which covered all demographics, such as Story and Nursery times, All-in Activities, and the youth-based Geek Squad.
- Face-to face engagement sessions and the availability of a hardcopy Master Plan and a QR code at the library and local events, such as Brekkie in the Park.
- A focused email sent to the original participants from the Master Plan development encouraging feedback on the draft. Key stakeholders include local schools, service organisations, and library partners.
- A targeted email sent to the library mailing list of 8,411 people email addresses, including a link to the Master Plan and feedback form.
- Information included in the monthly library E-newsletter to the library mailing list, with 8,411 subscribers, included the Master Plan feedback form link.



Facebook post on the Library Facebook page



Council website promotion

Due to the comprehensive work done with the community before this consultation, community input was expected to be low; however, it provided an additional opportunity for our stakeholders to provide feedback on the draft Master Plan. A total of two (2) feedback form submissions were received, as well as two (2) responses on the Facebook post. Most of the feedback was more suitable for the development phase of the Master Plan and has already been addressed in the draft Master Plan or currently being delivered by the library.

FACEBOOK COMMENT SECTION FEEDBACK	COUNCIL RESPONSE
Cafe outdoor and more comfy chairs to sit. Of course, security as well.	Cafe renovations are currently under construction. The library has recently updated furniture and this is part of an annual renewal program.
I like the idea of the alfresco drinking environment at the front after hours, but the library really should supply security. Each time I walk past with my dog I witness or am threatened with violence.	The library provides internal security from 2pm-6pm Monday to Thursday, 2pm to 9pm Friday nights during the markets, 10am-1pm Saturdays, 1pm-4pm Sundays. External Goyder Square security is provided 7:30am to 5:00pm weekdays and responsive to library needs.

FEEDBACK FORM SUBMISSIONS	COUNCIL RESPONSE
I'd like to suggest the development of a free tutoring program, accessible through the library. This could make a real difference for local students, especially those from low-income households who may not otherwise have access to academic support. Many young people in Palmerston are working hard to meet the demands of school, but not all of them can access help when they need it. Teachers are often stretched, and additional school support is limited to certain days and times—if available at all. By offering free tutoring sessions, supported by volunteers or university students, and allowing families to book sessions online through the library system, the library can help bridge this gap. This initiative would not only promote equitable access to education, but also strengthen the library's role as a community hub for learning and opportunity.	The draft Master Plan addresses these priorities in Outcome 1: Universal Access, which focuses on enhancing outreach services, and Outcome 2: Resources and Programs – Lifelong Learning, which supports opportunities for personal and lifelong learning development. The library currently facilitates a homework-based program in the library Community Room, which is facilitated by the Melealuca organisation on Monday afternoons. Staff can explore ways to better facilitate the program and raise community awareness.
While I understand the goal to make the library inclusive and welcoming, as well as upgrading your technology services, I would also like to see a larger selection of books. I only usually check out 2-3 books if I go to City of Palmerston library compared to 10+ at Darwin and Casuarina. I actually found more in manga than I did regular books the last time I went to CoP library. Again, completely understand your plan, and I agree that there are things that can be upgraded, especially as a library. But please also consider maybe doing a "Burn Books" session of banned books in the United States (due to increasing issues with the MAGA and Republican administrations - they have been adding a lot of books to this list), or in general some more interaction with people who actually go to the library to read or	The Master Plan addresses the collection in Outcome 2: Resources and Programs for Lifelong Learning. Specifically, Objective 2.1 outlines our commitment to maintaining a contemporary, diverse, and well-used collection that reflects the needs and interests of our community. The Plan also highlights our ongoing efforts to expand digital resources and eBooks, ensuring we meet the growing demand for online and remote access to library materials. To guide the collection development, the library conducts an annual collection review. This process enables us to make informed decisions about purchasing new materials, ensuring our collection remains relevant and up-to-date. We are committed to continuing this practice, as outlined in Strategy 2.1.1.

FEEDBACK FORM SUBMISSIONS	COUNCIL RESPONSE
check out books, and have less interaction with your technology services.	Additionally, we strongly encourage reader requests. Community suggestions are invaluable in helping the library to shape a collection that truly serves the community. The library has had banned books displays, as equitable access and the freedom to read is important.

Following community consultation, no changes were made to the content of the Master Plan, as most suggestions were already addressed within the document. Other suggestions fell outside the scope of the consultation and are being considered through ongoing operational activities.

The cover image has been updated to a more vibrant design. Given that the café featured in the original image is currently under renovation, the new cover better reflects the long-term nature of this five-year plan.

A dedication has also been added in memory of Hayley Arkinstall, the previous Library Services Manager, who played an instrumental role in developing the Master Plan and sadly passed away before its finalisation.

Consultation and marketing

The following City of Palmerston staff were consulted in preparing this Report:

- Executive Leadership Team
- Senior Leadership Team
- Council Marketing and Communications Team
- Library Team

In preparing this Report, the following external parties were consulted:

- Youth Workers
- Defence Family Support Group representatives
- A local school representative
- Disability representatives (hearing impaired)
- STEPS Group
- AMES Australia
- Library patrons

Policy implications

There are no policy implications for this Report.

Budget and resource implications

Outcomes from the Library 5-Year Master Plan will be incorporated into the usual operations executed through the library operational budgets or applications for grant funding.

Risk, legal and legislative implications

This Report addresses the following City of Palmerston Strategic Risks:

1. **Community Safety**
Failure of Council to effectively plan and deliver its role in community safety.
4. **Inclusion, Diversity and Access**
Failure to balance meeting needs of Palmerston's cultural mosaic.
6. **Governance**
Failure to effectively govern.

Strategies, framework and plans implications

This Report relates to the following City of Palmerston Strategies, Framework and Plans:

- [Inclusive, Diverse and Accessible Policy Framework](#)

Council officer conflict of interest declaration

We the author and approving officer declare that we do not have a conflict of interest in relation to this matter.

Attachments

1. 20250401 City of Palmerston Library Master Plan (public) draft [12.1.5.1 - 14 pages]



city of
PALMERSTON
'A Place for People'

CITY OF PALMERSTON LIBRARY
**5 YEAR MASTER
PLAN**

With gratitude and remembrance for Hayley Arkinstall, Library Services Manager, whose leadership and vision were instrumental in shaping this Master Plan.

CONTENTS

EXECUTIVE SUMMARY	3
MASTER PLAN DEVELOPMENT PROCESS	5
Project Initiation	5
Background Research	5
Community Engagement.....	5
Master Plan Development	5
Master Plan Monitoring	5
MASTER PLANNING OUTCOMES	6
Outcome 1: Universal Access	7
Objective 1.1 - Improved access to library services.....	7
Objective 1.2 - Enhanced library facilities.....	7
Measures of success	7
Outcome 2: Resources and Programs for Lifelong Learning	8
Objective 2.1 - A contemporary, diverse and well-used collection	8
Objective 2.2 - Programs and services that support learning at all stages of life, from early childhood to adulthood; and that reflect the diversity of the community.....	8
Measures of success	8
Outcome 3: Community Engagement.....	9
Objective 3.1 - Increased community engagement.....	9
Objective 3.2 - Stronger partnerships.....	9
Objective 3.3 - Improved advocacy and communication.....	9
Measures of success	9
Outcome 4: Innovation and Adaptation	10
Objective 4.1 - Focus on technology and innovation	10
Objective 4.2 - Ensure equitable access to technology and digital literacy support.....	10
Objective 4.3 - Increased economic activation	10
Objective 4.4 - Invest in staff and professional development	10
Objective 4.5 - Workforce planning	11
Measures of success	11
FUTURE FOCUS	12
Our Vision: Your Place to Connect, Create and Discover	12
OUR FUTURE: A TRANSFORMED SERVICE.....	13

EXECUTIVE SUMMARY

City of Palmerston is undergoing rapid growth and transformation, and the City of Palmerston Library Service is dedicated to evolving alongside its community.

The City of Palmerston Library Service Master Plan envisions a vibrant and essential community hub that empowers individuals, strengthens community connections, and fosters a lifelong love of learning. This plan aligns with City of Palmerston Council's vision, mission, and community outcomes, contributing to a vibrant, inclusive, and sustainable city that provides opportunities for all. It will guide the development of the Library Service over the next five years, ensuring it remains a valuable community asset that supports lifelong learning, fosters community connections, and celebrates the unique identity of Palmerston.

This document provides a roadmap for the development of the Library Service over the next five years, with a focus on enhancing accessibility, expanding services, embracing technology, and fostering community engagement. The plan is informed by a thorough analysis of community demographics, best practices in library service delivery, and the strategic priorities of City of Palmerston Council.

The Master Plan presents a model for Library Services, centring around the central hub at the City of Palmerston Library facility, alongside expanded access to services and programs delivered throughout the Palmerston community via digital resources and outreach initiatives.

The Master Plan includes strategies for strengthening community engagement, promoting sustainability, investing in staff development, and embracing technology and innovation. It also emphasises the library's role as a meeting, keeping, sharing, and creating place, providing a framework for future development.

The Master Plan is built on a foundation of:

Universal Access: Ensuring all residents have easy access to a wide variety of information and resources, regardless of their background or abilities.

Resources and Programs for Lifelong Learning: Fostering a love of learning at all ages by developing and delivering innovative programs and services that promote literacy, learning, and personal growth.

Community Engagement: Creating welcoming and inclusive spaces that encourage interaction and collaboration, serving as a gathering place for people of all ages and backgrounds.

Innovation and Adaptation: Continuously evaluating and adjusting services to meet the evolving needs of the community, embracing new technologies and digital platforms to enhance service delivery and accessibility.

Key strategies include:

- Delivering a far-reaching Library Service Model with an updated City of Palmerston Library facility and a presence with resources and programs throughout the community.
- Embracing technology and innovation to enhance service delivery and accessibility
- Strengthening community engagement and partnerships to ensure the Library Service is responsive to local needs
- Investing in staff development to build a skilled and motivated workforce
- Developing and diversifying collections and resources to meet the evolving needs of the community

The Master Plan is built on a foundation of universal access, lifelong learning, community engagement and innovation. It is designed to ensure that the City of Palmerston Library Service remains a vital and thriving community hub for years to come.



MASTER PLAN DEVELOPMENT PROCESS

The City of Palmerston Library Master Plan was developed through a comprehensive and collaborative process, guided by the principles of community engagement, evidence-based decision-making, and strategic alignment. The process involved a series of key stages, each designed to gather information, generate ideas, and build consensus around a shared vision for the future of the library service.

Project Initiation

The project began with a thorough review of existing documents, including the City of Palmerston Community Plan 2018 and Libraries Connecting Communities Strategic Vision 2023-2028. This review ensured that the Master Plan would be aligned with the broader strategic goals of the Council and the Northern Territory Government. A detailed work plan was developed to guide the project, outlining key tasks, timelines, and stakeholder engagement strategies.

Background Research

Extensive background research was conducted to gather information on current trends and best practices in public library service delivery. This included an analysis of community demographics, an assessment of the current library building, and a review of innovative programs and services offered by other libraries.

Community Engagement

Community engagement was a cornerstone of the Master Plan development process. A variety of methods were used to gather input from a wide range of stakeholders, including library and Council staff, community members, local organisations, and government officials. This input was used to inform the development of the Master Plan's vision, outcomes, and strategies. Consultation and engagement included surveys (Library staff, community, Council employees, and community organisations), site visits, face to face meetings, and a Councillor workshop.

Master Plan Development

Based on the information gathered through background research and community engagement, a draft Master Plan was developed. The draft plan was then presented to stakeholders for further feedback and refinement. This final Master Plan reflects the shared vision of the community for a vibrant, accessible, and inclusive library service.

Master Plan Monitoring

The Master Plan will be regularly monitored and evaluated to ensure that it is achieving its intended outcomes. This will involve collecting data on library usage, program participation, and community satisfaction. The results of this evaluation will be used to inform ongoing planning and decision-making, ensuring that the library service remains responsive to the changing needs of the community.

MASTER PLANNING OUTCOMES

Outcome 1 Universal Access

Improved access to library services

Enhanced library facilities that are welcoming and inclusive

A library service model with a main facility and services, programs and programs delivered throughout the community

Outcome 2 Resources and Programs - Lifelong Learning

Provide resources and programs that support learning at all stages of life, from early childhood to adulthood.

Offer opportunities for skills development, creativity and cultural enrichment.

Foster love of reading and lifelong learning through engaging programs and initiatives.

Outcome 3 Community Engagement

Host a variety of events and programs that bring people together and celebrate the diversity of the Palmerston community.

Partner with local organisations and community groups to expand the library's reach and impact.

Improved awareness and advocacy

Outcome 4 Innovation and Adaptation

Continuously evaluate and adapt services to meet the evolving needs of the community.

Embrace new technologies and digital platforms to enhance service delivery and accessibility.

Create a culture of innovation and creativity within the library service.

Foster staff development

Outcome 1: Universal Access

We are committed to ensuring that all residents of Palmerston have easy access to a wide variety of information and resources, regardless of their background or abilities.

This means offering a diverse collection of materials, both physical and digital, and providing the necessary support for everyone to use them effectively. We will also focus on providing access to technology and digital literacy training, aiming to bridge the digital divide and equip individuals with essential skills for today's world.



Objective 1.1 - Improved access to library services

Our strategies

- Expand library services to the greater Palmerston region to better serve the needs of families and young children in the growing northern suburbs. This will create a more distributed and accessible library service for the entire community, contributing to the objective of providing equitable access to resources, programs and services.
- Services will be developed in consultation with the local community and organisations and may take the form of a dedicated library space, a shared space within a community centre, or an outreach library service. The chosen model will depend on the needs and preferences of the community, as well as the availability of resources.

Objective 1.2 - Enhanced library facilities

Our Strategies

- The improvements to the City of Palmerston Library facility will create a more modern, accessible, and functional space for the community; and contribute to the activation of the Goyder Square precinct. Refreshing the library space will improve accessibility, create more flexible and functional spaces, and accommodate a growing collection and range of services.



Measures of success

- Community feedback / satisfaction level on Palmerston City Library and the improved outreach services.

Outcome 2: Resources and Programs for Lifelong Learning

We believe in fostering a love of learning at all ages. To achieve this, we will develop and deliver innovative programs and services that promote literacy, learning, and personal growth. These programs will cater to various learning styles and interests, providing opportunities for skill development, creative exploration, and cultural enrichment. We champion the idea that learning is a continuous journey. Our goal is to provide resources and programs that support learning at every stage of life, from early childhood to adulthood. We aim to foster a love of reading and lifelong learning through engaging programs and initiatives, offering opportunities for skill development, creativity, and cultural enrichment.



Objective 2.1 - A contemporary, diverse and well-used collection

Our strategies

- The Library will conduct regular collection assessments; review collection development / management guidelines that incorporate community input and reflects the evolving needs of the population; and continue to invest in digital resources and eBooks.
- To ensure the library's collection remains relevant and diverse the Library will continue the development of the Culture and Heritage collection.

Objective 2.2 - Programs and services that support learning at all stages of life, from early childhood to adulthood; and that reflect the diversity of the community.



Our strategies

- The Library will expand and diversify its resources, programs and services to meet the evolving needs of the community
- The Library will develop a rolling program of cultural events, delivered consistently across the network within three years, utilising local artists and performers, to celebrate the unique identity of Palmerston and promote cultural enrichment within the community.

Measures of success

- Borrower satisfaction with collections
- Digital collection growth
- Number of eBook downloads/usage
- Number of programs and events
- Program attendance
- Program attendee satisfaction
- Self-directed learning resource usage statistics

Outcome 3: Community Engagement

The library is more than just a place for books; it is a central hub for the community to connect, collaborate, and learn together. We will create welcoming and inclusive spaces that encourage interaction and collaboration, serving as a gathering place for people of all ages and backgrounds. We will also actively partner with local organisations and community groups to expand our reach and impact, offering diverse events and programs that bring people together and celebrate the richness of the Palmerston community.

Objective 3.1 - Increased community engagement

Our strategies

- The library will continue to focus on community engagement, leading to a greater sense of ownership and participation in the library service. It will actively engage with community stakeholders and leverage roles to strengthen partnerships with the education sector (e.g., schools), Indigenous and cultural organisations, and local businesses.



Objective 3.2 - Stronger partnerships

Our strategies

- The library will develop additional and stronger partnerships with other community organisations, businesses and the education sector, leading to a more coordinated and collaborative approach to service delivery, responsive to local needs and priorities. This will involve collaborative programming, outreach initiatives, and active participation in community events, contributing to creating welcoming and inclusive spaces for community gatherings.

Objective 3.3 - Improved advocacy and communication

Our strategies

- The library will develop and implement a comprehensive advocacy and communication strategy to raise awareness of the library's services and programs, build support for the Master Plan, and advocate for the library's role as a vital community asset.

Measures of success

- Number of new community partnerships
- Number of formalised partnership agreements
- Partnership satisfaction surveys
- Increased library membership
- User satisfaction rates



Outcome 4: Innovation and Adaptation

In a world that is constantly changing, it is crucial for the library to stay adaptable and responsive to the evolving needs of our community. We will continuously evaluate and adjust our services to meet these needs, ensuring we remain relevant and accessible to everyone. We will also embrace new technologies and digital platforms to enhance service delivery and accessibility, providing users with innovative and convenient ways to utilise the library's resources.

Objective 4.1 - Focus on technology and innovation

Our strategies

- Integrate technology into all aspects of library service delivery, from collection management to programming. This will enhance accessibility, improve efficiency, and provide new opportunities for learning and engagement.
- Continuously evaluate and adapt services to meet the evolving needs of the community

Objective 4.2 - Ensure equitable access to technology and digital literacy support

Our strategies

- Introduce an expanded range of digital resources and training

Objective 4.3 - Increased economic activation

Our strategies

- The library will play a more active role in supporting economic development and community well-being by providing resources and programs that promote entrepreneurship, innovation, digital literacy and job skills.
- By providing co-working spaces, meeting spaces, and technology access the library will facilitate collaboration, networking, and skill development. The library's role as a "third place" outside of work and home fosters social inclusion and community connection, which can indirectly boost economic activity by creating a more vibrant and engaged community.

Objective 4.4 - Invest in staff and professional development

Our strategies

- The library will prioritise the recruitment, development, and retention of a skilled and motivated library workforce, to meet the evolving needs of the community and furthering the reach of library services. This will include implementing a staff training and development plan, supporting staff participation in professional conferences and workshops, and fostering a positive and supportive work environment.



Objective 4.5 - Workforce planning

Our strategies

- The library's staff is its most valuable asset. Workforce planning will ensure that the library is able to meet current demands and prepare for future change, by discovering current gaps and identifying opportunities.

Measures of success

- Number of new technology-driven services implemented
- Satisfaction rate among users for these services
- Digital resources and programs usage statistics
- User feedback / satisfaction rates on digital literacy programs
- Staff participation in professional development
- Staff retention rates



FUTURE FOCUS

Our Vision: Your Place to Connect, Create and Discover

Over the next five years, the City of Palmerston Library Service will continuously evolve as a vibrant and essential community hub where people of all ages and backgrounds can connect, create, and discover. We will be a welcoming and inclusive space that empowers individuals, strengthens community connections, and fosters a lifelong love of learning.



Connect: The library provides a space for people to connect with each other, with information, and with resources. This aligns with the Council's vision by fostering a sense of community and belonging.

Create: The library offers opportunities for people to engage in creative activities, explore their imaginations, and express themselves. This aligns with the Council's vision by promoting, and contributing to, a vibrant and creative city.

Discover: The library provides access to a wealth of information and resources e.g., collections, both physical and digital, that can help people learn, grow, and discover new things. This aligns with the Council's vision by fostering a culture of lifelong learning.

OUR FUTURE: A TRANSFORMED SERVICE

In 2030, the City of Palmerston Library is a busy and vital part of the community. It's a place where people of all ages and backgrounds come to learn, connect, and create.

The library has undergone significant changes in the past five years. The library has refreshed and updated many components and has been made more accessible - creating a modern, welcoming and flexible space. The collection has continued to develop to include a contemporary range of physical and digital resources, accessible both in the library and online. The Library Service Model is far reaching, providing residents throughout the Palmerston area the opportunity to access tailored services and programs.

Technology is an integral part of the library experience. Visitors can access online resources, borrow eBooks, and participate in virtual programs. Digital literacy workshops help people develop essential skills for the 21st century. The makerspace, equipped with 3D printers and other tools, provides opportunities for hands-on learning and creativity.

The library has strong partnerships with local schools, community organisations, and businesses. These partnerships enable the library to offer a wider range of programs and services and to reach more people in the community. The library is also an active participant in community events, contributing to the cultural and social life of the city. The library's dedicated staff are committed to providing excellent service. They receive ongoing training to keep their skills up-to-date and are always looking for new ways to meet the needs of the community.

The City of Palmerston Library in 2030 is a valuable community asset. It is a place where people can learn, grow, and connect. The library is well-positioned to continue serving the community for many years to come.



COUNCIL REPORT

1st Ordinary Council Meeting

Agenda Item:	12.1.6
Report Title:	Community Funding Program Grant Application - Arafura Music Collective
Meeting Date:	Tuesday 4 November 2025
Author:	Community Services Manager, Laura Hardman
Approver:	General Manager Community, Konrad Seidl

Community plan

Family and Community: Palmerston is a safe and family friendly community where everyone belongs.

Purpose

This Report seeks Council endorsement for the community initiative proposed by Arafura Music Collective to facilitate three (3) music events in Palmerston with support from the Community Funding Program.

Key messages

- Council supports initiatives that benefit the community through the Community Funding Program.
- Arafura Music Collective has applied for \$9,000 through the Community Funding Program to host three (3) performances in Palmerston.
- The events aim to provide a rich cultural heritage of art and music, while fostering social connection, celebrating cultural diversity, and creating inclusive spaces for shared experiences.
- \$125,294 remains in the Community Funding Program grant budget for the 2025/26 financial year, including Environmental Initiatives
- \$95,000 is committed to multiyear agreements for the 2025/26 financial year.

Recommendation

1. THAT Report entitled Community Funding Program Grant Application - Arafura Music Collective be received and noted.

2. THAT Council endorse Option Three (3) for partial funding at a cost of \$6,000 to Arafura Music Collective to facilitate Enrich and Connect Communities through Music in Palmerston through the Community Funding Program in the 2025/2026 financial year.

Background

The Community Funding Program (CFP) is City of Palmerston's grant funding initiative that aims to support individuals, groups and organisations to facilitate events, programs and projects that deliver something positive for the wider community and contribute to City of Palmerston's vision as a Place for People.

The following opportunities are available for eligible applicants:

- Individual and Team Representation Support
- Community Grants, Environmental Initiatives and Sponsorship
- Annual School Awards
- Graffiti Removal Grants

Arafura Music Collective has previously secured funding through the Community Funding Program, receiving \$4,320 for two events in 2023 and \$6,900 for three (3) events in 2024.

Discussion

Arafura Music Collective has applied for \$9,000 through CFP to host three (3) Enrich and Connect Communities Music events to be held in Palmerston in the 2025/2026 financial year.

All required supporting documentation has been submitted and reviewed as part of the assessment process. Financial quotations have not yet been provided to support the application; however, a detailed budget breakdown has been received. The \$9,000 request includes \$8,100 designated for musician fees and \$900 allocated to support a Welcome to Country ceremony. The three (3) events will cost a total of \$55,963.

The three (3) events are:

- Hearing Double: The Arts of Musical Dialogue – 8 November 2025
- Songs for a Changing World – 7 March 2026
- The Unbroken Thread – 20 June 2026

Further information is provided at **Attachment 12.1.6.1**.

Option 1 (Not Recommended)

No funding

City of Palmerston offers no funding. The option is not recommended due to the benefit Arafura Music Collective events and programs bring to the Palmerston community. The group's programming delivers culturally enriching experiences that engage families and foster connections across generations. Each performance is carefully designed to broaden

perspectives, encourage constructive intergenerational interaction, and cultivate a strong sense of community and inclusion.

Option 2 (Not Recommended)

Full Funding

City of Palmerston offers a grant for the full requested amount of \$9,000. This option is not recommended. The Community Funding Program intends to provide initial financial support to help organisations launch or strengthen projects that have the potential to become self-sustaining over time. Offering ongoing funding with similar or increased financial value does not empower groups to build capacity, develop sustainable practices, and establish funding or operational models that enable long-term success. This approach encourages innovation.

Scheduled for 8 November 2025, the first event is already advertised online, with tickets being sold at \$25 per person. The event is able to proceed without Council funding, as promotion and ticket sales are already underway.

Option 3 (Recommended)

Partial Funding

City of Palmerston offers a partial grant at a cost of \$6,000. Based on the application date, it is recommended that Council support two (2) of the three (3) events. City of Palmerston administration has reached out to the group and requested they communicate with their team to discuss next year's events, application timelines and to explore opportunities for growth and broader audience engagement.

Consultation and marketing

- The applicant was consulted during the preparation of this Report.
- City Activation Team

Policy implications

- Community Funding Program Policy.
- Community Funding Guidelines.

Budget and resource implications

At the time of this report, the Community Funding Program has the remaining funds for the 25/26 financial year:

- \$70,294 for Grants, Individual Representation, Graffiti and School Awards.
- \$35,000 for Sponsorship, with \$95,000 committed to multiyear agreements.
- \$20,000 for Environmental Initiatives.



Risk, legal and legislative implications

This Report addresses the following City of Palmerston Strategic Risks:

4. Inclusion, Diversity and Access

Failure to balance meeting needs of Palmerston's cultural mosaic.

6. Governance

Failure to effectively govern.

Strategies, framework and plans implications

This Report relates to the following City of Palmerston Strategies, Framework and Plans:

- [Disability Inclusion Access Plan 2022-2025](#)

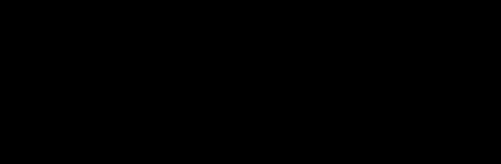
Council officer conflict of interest declaration

We the author and approving officer, declare that we do not have a conflict of interest in relation to this matter.

Attachments

1. CFP - Application - Arafura Music Collective [12.1.6.1 - 18 pages]

Community Funding Program - Grants, environmental initiatives & Sponsorship : Submission #5

Funding type sought:	Community grant
Organisation's name	Arafura Music Collective
Organisation type	Not for profit
ABN: (if applicable):	8590824994
Details	Claire Kilgariff Creative Director 
Provide details of your organisation	Arafura Music Collective was founded in 1995 by a group of friends united by a shared passion for music and the joy of ensemble playing. Our name, drawn from our location on the Arafura Sea, reflects our deep connection to Saltwater Peoples and the broader cultural landscapes of Asia, Oceania, and Australia. We are committed to fostering meaningful relationships with diverse cultural groups, including Larrakia Nation and other First Nations communities, and to being guided by the wisdom and traditions of the region's traditional custodians. Today, the Collective comprises 25 dedicated musicians. Together, we nurture a vibrant community of performers, collaborators, and audiences through transformative small ensemble and live music experiences. Our purpose is to enrich lives by inspiring, delighting, entertaining, and challenging audiences, while connecting people, cultures, and communities to promote lifelong engagement with music. Our work spans genres, generations and traditions, commissioning new works and

	curating performances that honour Country and explore themes of place, identity, and the cultural diversity of the Northern Territory. In 2022, we became incorporated under the NT Associations Act 2005, marking a significant milestone in our journey. In 2024, we were recognised as a Key Arts Organisation by the NT Government, further cementing our role as a leading cultural organisation and affirming the strong alignment between our Vision, Purpose, and Strategic Plan and the Territory's cultural priorities. For many years, our performances were held in and around Darwin City, with every event selling out over the past three years. Since 2023, our strategic focus has been to expand our outreach, with a particular emphasis on contributing to communities in Palmerston and regional areas. This new chapter aligns with our purpose to bring rich cultural experiences that foster social cohesion, celebrate diversity, and strengthen community connections across the Territory.
Provide details of the proposed activity	Arafura Music Collective aims to extend our cultural contribution to the City of Palmerston by building on our 2023 to 2025 programs and present three performances in 2025/26 at Gray Community Hall. This series, Enrich and Connect Communities through Music, will take place on 8 November 2025, 7 March 2025, and 20 June 2025. Our goal is to provide the Palmerston community with access to the rich cultural heritage of art music, while fostering social connection, celebrating cultural diversity, and creating inclusive spaces for shared experiences. Community Need and Alignment with City of Palmerston Strategies Palmerston is one of the fastest growing and most culturally diverse communities in the

	Northern Territory, with many young families and people from multicultural backgrounds. Yet access to high-quality live music and culturally diverse arts programming remains limited compared to Darwin. The Enrich and Connect Communities through Music project bridges this gap by aligning the Arafura Music Collective's vision to "Communities connected through music: creating, recreating, and celebrating identity and cultural heritage", with the City of Palmerston's vision of being "A Place for People." Both visions emphasise connection, belonging, and the celebration of cultural identity as central to community life. This alignment directly supports the following Community Plan outcomes: • Outcome 1: Family and Community – By providing inclusive, intergenerational performances and workshops, the project fosters belonging, strengthens family connections, and enhances community wellbeing. • Outcome 2: A Vibrant Economy – By attracting residents and visitors to Palmerston events, the project contributes to the city's cultural brand, supports local venues, and enhances Palmerston's reputation as a thriving, authentic destination. • Outcome 3: Cultural Diversity – By curating programs that reflect Palmerston's multicultural identity and embedding Larrakia perspectives, the project celebrates diversity, promotes unity, and deepens respect for heritage. • Outcome 4: Future Focused – By using innovative approaches to performance (relaxed seating, participatory elements, youth engagement), the project models forward-thinking cultural practice and demonstrates how arts and culture can sustain Palmerston's liveability into the future. Through this alignment, the project not only fills a cultural gap but also strengthens Palmerston's
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	identity as “A Place for People”—a welcoming, vibrant, and future-focused Program Summary Each performance will begin with a community afternoon tea, encouraging informal connection and conversation before the concert. • 8 November 2025 – Hearing Double: The Arts of Musical Dialogue This program explores dialogue as the essence of human communication. Through music spanning centuries and cultures, it highlights how chamber music embodies the exchange of voices, ideas, and relationships that sustain vibrant communities. • 7 March 2025 – Songs for a Changing World Featuring Copland’s Appalachian Spring, Larrakia children’s songs, and a new collaborative work by Netanela Mizrahi and Jan Baker-Finch, this performance interlaces themes of renewal, cultural continuity, and shared humanity. It emphasises connection to place and celebrates the voices of young people in Palmerston’s diverse community. • 20 June 2025 – The Unbroken Thread Curated by Dr Peggy Polias, this program intertwines ancient Greek myths, Byzantine chant, and local folksong with contemporary composition. It celebrates Darwin’s Greek community, migration narratives, and the enduring cultural richness of the Greek diaspora in Australia. Accessibility and Inclusion Taking an unconventional approach to listening, audiences will be invited to experience the performances in a relaxed setting—whether seated on chairs or on cushions and yoga mats on the floor. Children and young people are especially welcome, with each concert including a special piece designed for their participation. City of Palmerston support enables us to maintain affordable tickets prices Adults \$25, Concession and Unwaged \$20, Yoth 12-20 \$10
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	and children free. Intended Outcomes / Contribution to City of Palmerston Community Plan Outcome 1: Family and Community Objectives 1 & 2 Measures of Success 1 & 4 Our performances provide families with engaging and culturally enriching experiences that bridge generations and foster intergenerational bonds. Each event is designed to introduce new perspectives, promote positive interactions, and build a strong sense of belonging. Through participatory elements, we engage young people, nurturing artistic passion and encouraging creative expression. These activities enhance trust, wellbeing, and joy, while aligning with the City's strategy to deliver inclusive, family-oriented engagements. By partnering with Arafura Music Collective, Council supports its aspiration to provide effective social and cultural services that strengthen Palmerston's identity and community fabric. Outcome 2: A Vibrant Economy Objective 2.1 Measures of Success 1, 4 & 5 The project reinforces Palmerston's vision of being "A Place for People" by showcasing cultural vibrancy, supporting artistic expression, and creating positive shared experiences. By hosting high-quality performances locally, we encourage residents to participate in community life, attract families, and draw visitors from Darwin and beyond. Increasingly, Darwin residents choose Palmerston concerts for their intimacy, sense of connection, and welcoming atmosphere. This strengthens Palmerston's reputation as a thriving cultural hub, contributing to local economic activity and enhancing the city's appeal as an authentic and inviting destination. Outcome 3: Cultural Diversity Objectives 3.1 & 3.2 Measure of Success 2 Our programming is recognised for showcasing diverse musical genres, traditions, and artists.
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	This project aligns with the City's Culture and Diversity Plan by promoting unity, inclusion, and cultural understanding. Each performance becomes a celebration of different backgrounds, fostering appreciation of Palmerston's multicultural identity. We acknowledge heritage through program notes and storytelling, while integrating diverse traditions into public spaces. Importantly, our collaboration with Larrakia leader Nicole Bown and First Nations musician Les Lipwurrunga Huddleston ensures that Larrakia perspectives are embedded in every performance, encouraging respect for Country and deepening cultural awareness. Outcome 4: Future Focus Objectives 4.1 & 4.2 Measure of Success 2 The Enrich and Connect Community through Music initiative supports the City's commitment to fostering arts and culture as a cornerstone of community life. Our purpose is to enrich lives, inspire joy, and build connections across cultures, generations, and communities through intimate chamber music experiences. By doing so, we contribute to Palmerston's reputation as a city that values and invests in the arts. Success will be measured through increased community engagement, broader audience diversity, and the creative use of Palmerston's cultural venues, showcasing the city's facilities as vibrant spaces for cultural expression. Our use of Gray Community Hall highlights the excellent standard of venues available to Palmerston residents and demonstrates Council's commitment to providing access to these facilities. Program in Detail Season 3 2025 Title: Hearing Double: The Art of Musical Dialogue Date November 8 Venue Gray Community Hall
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	Length 70 minutes Curators Claire Kilgariff Guest Artist: Guitarist Adrian Walter Hearing Double: The Art of Musical Dialogue invites you into a world of scintillating musical conversation, where voices intertwine, echo, and respond. From the elegant debates of Vivaldi's radiant Baroque duets (Double Trumpet and Double Cello) to the lyrical intimacy of Carulli's Romantic guitar, and the evocative storytelling of 20th century Australia, this program celebrates the power of music to connect us. Among the highlights is Peter Sculthorpe's Darwin Calypso, a joyful tribute to tropical abundance and friendship in the Top End, offering a moment of place based reflection within the program's riches. Featuring special guest Adrian Walter, Romantic guitar specialist and former Darwin resident, performing with Darwin guitarists Bill Grose and Brian Cullen, whose artistry brings a personal touch to this celebration. At its heart is the art of dialogue; weaving ideas and musical voices and revealing that musical conversation lies at the heart of chamber music. Darwin Calypso was written for the Darwin Guitar Festival and is a musical reflection on both the resilience and cultural diversity of Darwin, blending rhythmic, tropical elements with serene string lines. The work is dedicated to guitarist Adrian Walter and his wife Anne, both of whom are members of the Arafura Music Collective community. Adrian Walter will perform this work alongside his Darwin colleague Brian Cullen Season 1 2026 Mayilema Title: Songs for a Changing World Date: March 7 Venue: Gray Community Hall Length: 70 minutes Co Curators: Claire Kilgariff & Rozanne Mentzel Guest artist: Dr Bilawara Lee, Jay Baker Finch
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	movement artist (Working Title) Songs for a Changing World — overview (Songs for a Changing World) weaves Copland's 13 musician chamber version of Appalachian Spring, a luminous portrait of hope and renewal, with Dalba Gulwa, a fifteen minute suite of Larrakia children's songs celebrating language, place and cultural continuity. Potentially, we will also perform a new work by composer Netanela Mizrahi and movement artist Jan Baker Finch, based on the text Over There, an act of bearing witness. Together, these works invite deep listening: to seasons, to culture, and to our collective humanity, transforming our awareness through shared musical experiences that stay with us and illuminate our sense of connection, responsibility, and hope. The program's arc moves from the intimate and familiar to the distinctly place based and contemporary. Copland's Appalachian Spring offers audiences a spacious, lyrical opening that evokes landscape, renewal and communal ritual. Dalba Gulwa shifts the focus inward and local: Larrakia children's songs ground the audience in language, ancestry and the everyday rhythms of country, creating moments of recognition and belonging. The new Mizrahi/Baker Finch work, when programmed, will act as a clarifying counterpoint — a physical and sonic act of witness that asks listeners to attend to stories that are often lived at the edges of public awareness. Audiences will experience contrasts of texture, time and gesture: orchestral clarity alongside intimate vocal storytelling; composed forms beside improvisatory or movement infused passages; ancestral language and contemporary composition in dialogue. These juxtapositions create emotional and reflective space — times to be moved, to remember, and to consider how cultural continuity and creative practice sustain
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	communities through change. The overall effect is cumulative and restorative. Each piece reframes how we hear the next, so that by the program's close listeners carry a renewed sense of connection to place, a heightened responsibility toward shared cultural histories, and a resonant hope that music can articulate, hold and transform our responses to a changing world. Season 2 2026 Damibila Title: The Unbroken Thread Date: June 21 Venues: Gray Community Hall Length: 70 minutes Curator: Dr Peggy Polias Collaborators Top End Greek Community The Unbroken Thread is an authentic sonic exploration of Greek heritage, community and connections in Darwin. The performance concept has been initiated by a longtime audience member, a philanthropic supporter of Arafura Ensemble from Darwin's Greek community. A concert of live chamber music is proposed, through which audiences of all ages and backgrounds are invited to experience the intertwining of modern and ancient Greek cultural motifs within an art music context. Audiences will experience: • the enduring allure and influence of ancient Greek myths as metaphor, a popular theme of musical reflection in existing works by many composers within Australia and internationally, with and without Greek roots. • Modern chamber music performed by local NT musicians from textures woven out of the spiritual legacy of Byzantine chant motifs and modes, and rich musical traditions of local Greek folksong and dance that themselves embody complex cultural interplay. • A new NT-based musical commission by Dr Peggy Polias, inspired by the Water Bearer Statue in Darwin Mall, weaving migration
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	narratives and local heritage into a living chamber music dialogue of resilience, transformation, and belonging. The concert will be curated by Polias, a composer/music engraver/orchestral librarian/ and academic at the Sydney Conservatorium of Music, living and working on Darug (south-west Sydney) land. Polias is Australia-born with Greek island heritage (Crete, Naxos, Symi) and close personal connections to Darwin, by marriage to a former local of Anglo-Celtic heritage. The program will include international repertoire alongside works by Australian composers with Greek heritage and/or connections. The curation may include luminaries such as Helen Gifford, and Peggy Glanville-Hicks - who resided in Greece for 20 years - alongside newer generations, composers such as Aristea Mellos, or Klearhos Murphy. Bridging history with place-based storytelling, The Unbroken Thread celebrates the cultural richness of the Greek diaspora and its imprint on Australian cultural life.
Provide details of previous activities held by the organisation	Since establishing its partnership with the City of Palmerston in November 2023, Arafura Music Collective has presented a rich series of six performances that have brought outstanding chamber music and innovative collaborations to the community. From intimate workshops and family friendly concerts to bold cross artform productions and international celebrations, these events have showcased the Collective's commitment to artistic excellence, inclusivity, and community connection. Each performance begins with afternoon tea and a Larrakia Welcome to Country by Nicole Brown and Les Lipwurrunga Huddleston, grounding the program in respect for Country and community.

	Spanning November 2023 to June 2025, the series has welcomed new audiences, nurtured local talent, and strengthened Palmerston's place within the wider cultural network. November 11, 2023, Afternoon Delights Arafura Music Collective & Darlington String Quartet (Perth) Afternoon Delights marked Arafura Music Collective's first performance in Palmerston, presented in collaboration with the Perth based Darlington String Quartet. The program combined chamber music excellence with strong community engagement, drawing an audience of 55. A youth workshop brought together 25 young musicians from Palmerston and Darwin to be mentored by the Darlington String Quartet. This was followed by a relaxed Play & Chat concert, featuring a mix of well-known classics and popular favourites, from Mozart's Eine Kleine Nachtmusik to KISS's I Was Made for Loving You. The audience was also introduced to music by Australian composers Elena Kats Chernin and Emma Jayakumar. The informal format, complemented by afternoon tea, created a welcoming atmosphere that introduced many newcomers to chamber music. The event showed how chamber music can be both engaging and approachable, offering enjoyment for regular concertgoers while also welcoming new audiences. It fostered a sense of connection within the community and set the stage for future collaborations and performances in Palmerston. March 24, 2024, Balance and Harmony Balance and Harmony opened Arafura Music Collective's 2024 season in Palmerston, presenting a program that explored the universal themes of balance, connection, and renewal. The concert combined works by Australian and Northern Territory composers with Renaissance
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	choral music, Japanese Zen traditions, and Bach's well-loved Brandenburg Concerto No. 3. Our audience was invited to reflect on harmony in many forms—between people and place, silence and sound, individuality and community. Presented in the spirit of Harmony Day, the performance celebrated cultural diversity and unity, creating an inclusive and contemplative experience that resonated with the audience, which included special guests from the Terrace Gardens Aged Care Facility. Audience 51 June 1, 2024, Kaleidoscope: The Music of LGBTQIA+ Composers Arafura Music Collective was proud to present Kaleidoscope: The Music of LGBTQIA+ Composers as part of Pride Month and the Sugar Bag Festival celebrations, bringing the festival to Palmerston for the first time. This vibrant program celebrated LGBTQIA+ voices in classical and contemporary music, affirming the Collective's commitment to diversity, representation, and inclusion. The concert featured works by Australian queer composers including local indie singer songwriter Alice Cotton, enriched by lived experience stories from three Top End community members, including a Palmerston resident. These narratives, woven into the performance, gave audiences a powerful and authentic insight into LGBTQIA+ life in the Northern Territory. November 16 The Edge of North The Edge of North closed Arafura Music Collective's 2024 season with a journey through music inspired by the many ideas of "North." From the icy stillness of the Arctic to the tropical build up of the NT Top End, the program explored landscapes, histories, and voices that shape our sense of place. Highlights included Grieg's Holberg Suite, a Romantic homage to Nordic heritage; Peter
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	Sculthorpe's Port Essington, reflecting on the colonial settlement and its impact on Indigenous communities; ?riks Ešenvalds' Stars, evoking the wonder of Arctic night skies; and music by Isabella Leonarda, one of the earliest published women composers. Together, these works created a rich, community oriented event that celebrated cultural diversity, history, and connection through music. This performance included guest choral group Vocalective for their first performance in Palmerston. Audience 54 March 8, 2025, Duets of Loss and Hope Duets of Loss and Hope was a unique chamber music performance by Arafura Music Collective that blended music and contemporary dance in a stunning display of artistry. Featuring Darwin-born dancers Zachary and Luther Wilson, the program transcended artistic boundaries and generations, exploring the universal themes of grief, resilience, and renewal. The performance interwove intimate duets with music by Mozart, Bach, Arvo Pärt, and leading Australian composers Peter Sculthorpe and Felicity Wilcox. Through this dialogue of sound and movement, audiences were invited to reflect on loss as a catalyst for growth and on hope as a fragile yet transformative force. The result was an emotionally rich and deeply moving experience that highlighted the power of collaboration across art forms, while affirming the Collective's role in presenting innovative and inclusive performances for the Top End community. June 21, 2025, La Fête de la Musique (World Music Day) Arafura Music Collective joined the global celebration of La Fête de la Musique (World Music Day) with a joyful and eclectic program encouraging the community to share and enjoy music in all its forms. The concert traced the rich history of French music, from the lyrical songs of
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	12th century troubadours to the timeless voice of Édith Piaf, alongside Baroque elegance, Impressionist colour, and 20th century vibrancy. A highlight was the appearance of internationally renowned harpist Marshall McGuire, one of Australia's leading interpreters of contemporary and classical harp repertoire. His performance marked the first time a harpist had appeared in Palmerston, adding a sense of occasion and wonder to the celebration. McGuire's artistry, combined with the Collective's musicians, brought new textures and brilliance to works by Debussy, Milhaud, and Marin Marais. The concert was filled with warmth, fun, and community spirit, attracting new audience members and creating an inclusive atmosphere that celebrated music locally and also connected Palmerston to the wider world community through this global festival. Audience 62
What are the intended objectives of this activity, and how will you evaluate its success?	The Enrich and Connect Communities through Music project has five key objectives: 1. Expand Access – Provide the Palmerston community with regular, high-quality live music experiences that are accessible, family-friendly, and locally delivered. 2. Foster Social Capital – Create opportunities for people of all ages and cultural backgrounds to come together, strengthening community bonds through shared cultural experiences. 3. Celebrate Diversity – Curate programs that reflect Palmerston's multicultural identity, recognise Larrakia perspectives, and highlight intergenerational and cross-cultural narratives. 4. Support Wellbeing and Inclusion – Offer welcoming, participatory events that encourage youth engagement, intergenerational connection, and a sense of belonging. 5. Advance Artistic Excellence and Innovation –

	Commission and perform new works, collaborate with diverse artists, and present programs that explore themes of place, identity, and heritage. By doing so, the project nurtures creativity, supports local and national composers, and contributes to the ongoing vitality of the live music tradition in the NT Evaluation of Success The success of the Enrich and Connect Communities through Music project will be evaluated through a combination of community-focused and artistic-focused measures, ensuring alignment with the City of Palmerston's Community Plan outcomes. Community Impact • Attendance and Reach – Track audience numbers across all three performances, with particular attention to family and youth participation. • Diversity of Engagement – Monitor representation from Palmerston's multicultural communities and intergenerational audiences. • Community Feedback – Collect surveys and informal feedback to assess perceptions of inclusion, connection, and enjoyment. • Partnerships – Track collaborations with local organisations, schools, and cultural groups, including Larrakia involvement. Artistic Outcomes • Artistic Excellence – Assess the quality of performances through peer and audience feedback, critical response, and if possible professional review. • Innovation and New Work – Measure the number of new works commissioned, premiered, or developed, and the extent to which programs explore themes of place, identity, and heritage. • Artistic Collaboration – Document the involvement of guest artists, cross-cultural partnerships, and interdisciplinary elements (e.g., music with movement or storytelling).
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	• Sustainability of Practice – Evaluate how the project contributes to the long-term vitality of live art music in the Northern Territory, including opportunities for local musicians and composers. By combining these measures, the project will demonstrate both its role in strengthening Palmerston’s cultural and social fabric and also the contribution to artistic innovation and excellence, reinforcing the city’s vision of being “A Place for People.”
Date	Nov 8, 2025, March 7 2026, June 21 2026.
Venue	Gray Communiy Hall
Time	Afternoon tea at 3:30, Music from 4-5;10pm
Expected number of attendees	45-70 per performance 210 for three performances
Target audience	whole community, seniors, young people, families and children, disabled, diverse communities
Total activity cost	\$55962.95
Amount requested through the Community funding program	\$9000
Is the amount requested excluding GST?	No, it's excluding GST
Value of other funding sources	\$46962.5
Evidence of registration as a community group, not-for-profit, or incorporated body	
Evidence of appropriate Certificate of currency for applicable insurances	
Minutes of the Committee meeting that document the decision to apply for CFP funding	
A detailed budget, including all income and expenditure including in-kind contributions	
Copies of quotations for all products and services listed in the budget	
A copy of the organisation’s most recent audited financial statement (for applications over \$10,000)	
City of Palmerston’s support will be publicly acknowledged in the following ways:	Social media post, Website, Newsletter, Promotional material, Live media interviews

Activity Name: Arafura Music Collective Connecting Communities through Music Series 2025/2026			
Income Actual	Amount	Details	
CFB request	9,000.00		
Box Office	3,375.00	3 x Palmerston Gray Perf Total \$3,375 Per performance [25 x Adult @ \$25x 3perform, 20 x Concession \$20 x 3 perf, 10 x Youth @\$10 x3 perfromances]	
NT Keys Arts Organisation funding	8,000.00	Creative Director \$5000 Events Cordinator \$3000	
CBF Local Providers	3,900.00	Documentation Photography Videography (500*3) Marketing and Design (800*3)	
Total Actual	24,275.00		
Income Inkind			
Musicians Rehearsal fees	18,204.75	9 musicians at \$300 per performance +kind of three rehearsals per musician per performance at the Live Performance Award	
Arafura Administration/ volunteers etc	13,483.20	Adminstration 100hrs per performance x3 @\$42.40 + 6 hours per performance @42,40	
Total Inkind	31,687.95		
Total Income	55,962.95		
Item/Service	Amount	Communit	Amount from organisation/Inkind support
Musicians fees	8,100.00		18,204.75
			9 musicians at \$300 per performance + Inkind of three rehearsals per musician per performance at the Live Performance Award rate of \$224.73 per rehearsal (9x3x3x224.75)
Arts worker fees			8,000.00
Welcome to Country	900.00		
Documentataion			3,900.00
Production			2,208.00
Catering			1,050.00
Administration Volunteers etc			13,483.20
Contingency			117.00
Totals	9,000.00		46,962.95
Total Expenditure =	55,962.95		
Total Income	55,962.95		

To the Grant Assessment Panel

As a proud First Nations Australian woman, I am writing in support of the Arafura Music Collective's submission for funding to support their program of Three Seasons of performances in 2026.

Over the past six years I have collaborated with Arafura Music Collective as a Larrakia community leader. The Collective has invited me into their organisation, seeks my advice and perspectives as a cultural consultant on matters to do with acknowledgement of cultural protocols and strengthening the relationship with Larrakia, and asks when and from whom to seek cultural advice from other First Nations communities. We have established a tradition of commencing each performance with a unique Welcome to Country crafted around the theme of the concert to engage the audience in a moment of deep reflection on the link between culture, respect for country and creative practice. Since 2024 we have taken this further by integrating my words into music either improvised or created by First Nations composers.

We have collaborated to present innovative and creative performances. One particularly significant performance for me was "Of Stars and Birds" in celebration of International Women's Day 2022, which included the world premiere of "Following in their Footsteps" with music by Sydney composer Brooke Green and words and narration by myself. The work celebrated three generations of women in my mother's family and honoured the foundational role of grandmothers, mothers, aunties, and daughters in First Nations communities.

Through our collaboration we seek to engage the people of Garramilla/Darwin and visitors in rich arts experiences that deepen connections and understandings between people and communities. In June 2024, as a contribution to the Sugarbag Festival, I was delighted to assist the Collective with "Kaleidoscope." This performance amplified the voices of LGBTQIA+ composers and featured the story of my fellow Malak Malak countryman Ben Graetz, encouraging understanding and acceptance.

The strength of our relationship is built on mutual respect for our cultural heritages, an authentic acknowledgement of the Larrakia people as traditional owners of the lands and seas of the Garramilla/Darwin region, and our shared passion for strengthening Garramilla/Darwin and the NT as a place of extraordinary cultural richness and understanding. I love the music they play, how each performance brings new music and insights to their audiences, and their vision of fostering understanding through the arts and their focus on arts excellence.

The AMC program for Three Seasons 2026 will continue to provide opportunities for audiences to connect and feel a sense of belonging to this community through cultural experiences.

As a Larrakia woman, I seek to engage the community and visitors in understanding and appreciating the history, culture, and country of the Larrakia people, and I am confident Arafura Music Collective respect and support these aspirations. I look forward to future collaborations with the Collective to enhance audience experiences with acknowledgement and understanding of Larrakia aspirations.

Arafura Music Collective has over 25 years of history engaging their audiences in creative and innovative visions of music and community connection. I strongly support their submission for funding and look forward to our 2025 collaborations.

I agree to the fee of \$300 per performance

Your sincerely

Nicole Brown

COUNCIL REPORT

1st Ordinary Council Meeting

Agenda Item:	12.1.7
Report Title:	2025 National Local Roads, Transport and Infrastructure Congress
Meeting Date:	Tuesday 4 November 2025
Author:	Executive Assistant to CEO, Kate Roberts
Approver:	Chief Executive Officer, Andrew Walsh

Community plan

Governance: Council is trusted by the community and invests in things that the public value.

Purpose

This Report provides Council with an overview of the 2025 National Local Roads, Transport and Infrastructure Congress and calls for attendees.

Key messages

- The 2025 National Local Roads, Transport and Infrastructure Congress will be held on 11 and 12 November 2025 in Bendigo, Victoria.
- The event is organised by the Australian Local Government Association (ALGA) and is specifically designed for local government officials including elected members, infrastructure planners, engineers, and asset managers.
- Its program includes sessions on local roads, transport and mobility, asset management, road safety, community infrastructure, funding programs and future challenges.
- Total costs of attendance is estimated at \$4,865.00 per person.
- This report calls for attendees to the 2025 National Local Roads, Transport and Infrastructure Congress.

Recommendation

1. THAT Report entitled 2025 National Local Roads, Transport and Infrastructure Congress be received and noted.

2. THAT Council approve _____ attendance at the 2025 National Local Roads, Transport and Infrastructure Congress to be held in Bendigo from 11–12 November 2025.

Background

The 2025 National Local Roads, Transport and Infrastructure Congress will be held on 11 and 12 November 2025 in Bendigo, Victoria.

The event is organised by the Australian Local Government Association (ALGA) and is specifically designed for local government officials including elected members, infrastructure planners, engineers, and asset managers.

Its program includes sessions on local roads, transport and mobility, asset management, road safety, community infrastructure, funding programs and future challenges.

Further information on the Congress can be found at the ALGA website: <https://alga.com.au/event/roads-and-infrastructure-congress-2025/>

Discussion

The 2025 National Local Roads, Transport and Infrastructure Congress present a timely opportunity for the City of Palmerston to stay abreast of national and emerging trends in local roads, transport and broader community infrastructure.

With increasing complexity in asset renewal, funding pressures, climate resilience and technological change, the Congress will hear from leading industry experts, government representatives and local government peers about best-practice responses. The Congress site describes this, noting the theme of equipping councils with “the tools and knowledge to navigate the evolving landscape of road and community infrastructure management”.

The Congress provides a valuable networking forum. It gathers a national cohort of local government decision-makers, suppliers and technical specialists. For City of Palmerston, this offers the opportunity to benchmark our practices, form new partnerships, learn from councils in similar or differing contexts, and bring back insights that may translate into improved service delivery or cost savings. The Congress marketing emphasises the value of this collaborative environment.

Given our regional and remote context in the Northern Territory and the unique infrastructure challenges we face, attending a national forum where regional councils are represented offers additional benefit. It helps ensure that our voice is part of national conversations and that we remain connected to the policy environment that will influence future funding, asset management standards and regulatory expectations.

This report calls for attendance to the 2025 Congress.

Costs

Full delegate registration is valued at \$1,100.00 per person, with additional tickets for social functions available totalling \$385.00.



At the time of writing this report return flights and accommodation are estimated to the value of \$3,380.00 per person.

Estimated total cost of attendance is \$4,865.00 per person.

Consultation and marketing

There was no consultation or marketing required during the preparation of this Report.

Policy implications

There are no policy implications for this Report.

Budget and resource implications

A budget provision of \$4,865.00 per person should be made to cover registration, travel, accommodation and incidental expenses.

The representative(s) should provide a post-Congress briefing to Council summarising key learnings, emerging issues and recommended actions for our infrastructure program. By doing so, Council will ensure City of Palmerston remains well-positioned to respond to evolving infrastructure and asset management challenges.

If attendance is not budgeted, there may be minor financial implications relating to travel and registration costs.

Risk, legal and legislative implications

Elected Member attendance at the Congress should be approved in accordance with the *Local Government Act 2019* and Council's Elected Member Allowances and Expenses Policy, which outlines provisions for travel, training, and professional development. Ensuring formal Council endorsement or CEO authorisation (where delegated) mitigates governance risk and ensures compliance with legislative and policy frameworks.

Participation in national local government events can strengthen City of Palmerston's profile and relationships, but attendance should be perceived as relevant and beneficial to the community.

This Report addresses the following City of Palmerston Strategic Risks:

3. Economic Development

Failure to articulate, provide and promote the value proposition for Palmerston as an economic centre to attract investment.

6. Governance

Failure to effectively govern.

Strategies, framework and plans implications

This Report relates to the following City of Palmerston Strategies, Framework and Plans:

- [Community Infrastructure Plan 2016-2026](#)

Participation at the Congress supports our strategic objectives around sustainable infrastructure management and value for money. By engaging with the Congress sessions, we can gain exposure to innovations in asset planning, alternative funding models, risk management, road safety and community infrastructure delivery. This helps inform our internal planning and ensures that City of Palmerston remains proactive rather than reactive in infrastructure management.

Council officer conflict of interest declaration

We the author and approving officer declare that we do not have a conflict of interest in relation to this matter.

Attachments

Nil

COUNCIL REPORT

1st Ordinary Council Meeting

Agenda Item:	12.2.1
Report Title:	Christmas in Palmerston 2025
Meeting Date:	Tuesday 4 November 2025
Author:	City Activation Manager, Matthew McNamara
Approver:	General Manager People and Place, Emma Blight

Community plan

Family and Community: Palmerston is a safe and family friendly community where everyone belongs.

Purpose

This Report provides an update to Council on the 2025 Christmas festive celebrations in Palmerston.

Key messages

- City of Palmerston provide a range of activities in the lead up to Christmas to celebrate the festive season.
- Christmas Wonderland Low Sensory Evening will be hosted on Monday 15 December from 4:30pm to 8:30pm.
- The iconic Christmas Wonderland returns Tuesday 16 to Tuesday 23 December in Goyder Square between 5:00pm to 9:00pm daily.
- Christmas Wonderland will feature existing popular attractions such as the Express Train, Tulips Galore, Starburst Street, the Carousel, snow machines and Santa's Grotto.
- New attractions and enhanced features to make Christmas more magical in 2025 than ever before, including Santa's Sky Dancers, additional fans and upgrades to Arctic Blast.
- Activities within the library will feature new crafts each night at the Elf's Workshop and a dedicated North Pole Post service delivery letter from Palmerston to the North Pole.
- The library will host morning sessions of the Christmas Craft Program from Monday 15 December to Friday 19 December 2025.

Recommendation

THAT Report entitled Christmas in Palmerston 2025 be received and noted.

Background

Each year, City of Palmerston transforms into a festive hub offering a range of Christmas themed activities to bring the community together and share the festive spirit. One of the most anticipated Palmerston events is Christmas Wonderland, a free family friendly experience held in Goyder Square.

In 2024, the event welcomed 17,500 attendees marking the fifth year of festive celebration in Palmerston. Over the course of the eight (8) magical nights, attendees enjoyed the festive atmosphere with highlights such as riding the Carousel and the Christmas train past iconic elements, Tulip Galore, the towering Trussmas Tree and sparkling Starburst Street. There was plenty of photo opportunities throughout the event, including Santas Grotto or near Santas House as attendees danced under the snow.



Christmas Wonderland 2024 highlights

Discussion

Christmas Wonderland

The magic of Christmas returns to Goyder Square as the Palmerston community prepares to enjoy the iconic Christmas Wonderland. Running between 16 to 23 December, attendees will enjoy the highly anticipated return of the Express Train, Santas Grotto and a range of Christmas performances on the main stage, amplifying the community festive spirit.

This year, we welcome new attractions and enhanced features to make Christmas more magical than ever before, including:

- Santa's Sky Dancers: Look up into the sky and spot four (4) towering Christmas themed Sky Dancers bringing the festive fun. Keep an eye out for Santa, Rudolph and a cheerful elf as they dance and wave above the crowd.
- Additional fans: High output Christmas themed fans will keep attendees cool and comfortable under the main marquee.
- Arctic Blast: Step into the North Poles winter with exciting air conditioner upgrades to the 2024 Arctic Blast.

The Elf Workshop, located in the library, will provide children the opportunity to try rotating arts and crafts activities each evening. Each project will serve as souvenir for attendees to enjoy or to act as a gift for someone special. These activities will include decorating your own Christmas hat, Christmas snow globes, Christmas magnets and personalised Christmas photo frames. Whilst attendees are enjoying getting crafty, they will also be able to write heartfelt letters to Santa via the North Pole Post.

Low Sensory evening will mark the beginning of Christmas Wonderland on Monday 15 December from 4:30 to 8:30pm for those that prefer a quieter, calmer environment. With warm lighting and soft music, this inclusive evening has been designed for people with diverse abilities and their family, friends and caregivers. Signing Santa will be returning to the Grotto, Mind Your Paws therapy dogs will once again be in action in the library, alongside sensory friendly hands-on activities. This evening will demonstrate Council's commitment to the Disability inclusion Action Plan (DIAP) and Inclusive, Diverse and Accessible Policy Framework (IDA).

On Tuesday 16 December, Christmas Wonderland will open to the public, marking the start of a magical week of festive celebrations. This action-packed evening will see the Mayor and Santa light the Trussmas Tree for 2025. Visitors can enjoy a range of attractions including delicious food stalls, festive photo opportunities and a chance to meet Santa. Throughout the week of Christmas Wonderland, community groups, schools and local artists will take the stage each night, creating the perfect festive atmosphere until closing evening on Tuesday 23 December.

Library Program

City of Palmerston Library will host morning sessions of the Christmas Craft Program from Monday 15 December to Friday 19 December 2025. Children and families can enjoy a range of creative activities, including Christmas Sand Art, Picture Frame Decorating and Bauble Weaving Decorations, along with the screening of two (2) family-friendly Christmas movies to celebrate the season. The schedule is as follows:

- Monday 15 December – Monday Movie: The Nutcracker & the Four Realms,
- Tuesday 16 December – Christmas Sand Art,
- Wednesday 17 December – Christmas Picture Frame,
- Thursday 18 December – Christmas Bauble Weaving Demonstration,
- Friday 19 December – Friday Flick: A Boy Called Christmas.

Christmas Lights

City of Palmerston will once again take part in the Mix 104.9 Christmas Lights Competition. Over the past two (2) years, this partnership has delivered stronger community engagement, greater event awareness and increased brand recognition compared to when the competition was run internally, including more than 160 radio mentions.

This approach also makes it easier for residents, who need only enter once to join the fun. The top three (3) houses in Palmerston are recognised and awarded a City of Palmerston prize pack, celebrating the community's festive spirit and creativity.

Consultation and marketing

This year's Christmas campaign will incorporate a variety of key messaging across the organisation including the Christmas lights competition (in partnership with local radio), pet safety and microchipping, City of Palmerston Library's school holiday program, Council office closures, and our popular Christmas Wonderland event.

To increase awareness, the campaign will use digital, radio, and print channels. This includes organic and paid social media content, print advertisements, and digital screens at Council locations. Additional elements such as a prominent feature on the website, email signature banners and social media posts with images from last year's event will help build excitement and engagement.

To maximise coverage, local media will be engaged through a press release supporting the campaign's activities. The objective is to reach a broader audience, encourage increased visitation to Palmerston during the festive season, and highlight the events taking place at this time of year.

The marketing of Christmas Wonderland includes:

- Paid and organic social media campaign.
- Email signature banner.
- Fence wrap.
- Printed and digital advertising:
 - Flyers,
 - Screens in Palmerston Recreation Centre and City of Palmerston Library.
- eDM.
- Public Relations.
- Radio.
- Christmas light competition campaign.
- School engagement.
- Photography and videography for pre and post event.

The following City of Palmerston staff were consulted in preparing this Report:

- Events Lead.
- Library Program Officer.
- Acting Marketing and Communication Lead.

- Acting Marketing and Communications Manager.

In preparing this report, the following external parties were consulted:

- General Manager, Total Event Services

Policy implications

There are no policy implications for this Report.

Budget and resource implications

The complete cost for Christmas Wonderland will be covered by Council's operational Events budget.

Procurement of the Christmas Wonderland tender was awarded to a local supplier for the delivery of the 2023-2025 event inclusively.

Risk, legal and legislative implications

The delivery of Christmas Wonderland will ensure to include a range of interactive, family-friendly and engaging elements to ensure the strong reputation of the event is maintained and community expectations are exceeded.

The contractor engaged for the delivery of the event will adhere to all safety measures and complete a comprehensive risk assessment to ensure the safety of all involved.

Strict adherence to all safety plans and cyclone protocols will ensure the safety of the community remains the highest priority.

A security contractor has been engaged to provide both static and roaming security at the event to ensure the safety and security of attendees and staff.

This Report addresses the following City of Palmerston Strategic Risks:

- 1. Community Safety**
Failure of Council to effectively plan and deliver its role in community safety.
- 4. Inclusion, Diversity and Access**
Failure to balance meeting needs of Palmerston's cultural mosaic.
- 5. Infrastructure**
Failure to plan, deliver and maintain fit for purpose infrastructure.

Strategies, framework and plans implications

This Report relates to the following City of Palmerston Strategies, Framework and Plans:

- [Disability Inclusion Access Plan 2022-2025](#)
- [Inclusive, Diverse and Accessible Policy Framework](#)



Christmas Wonderland is committed to the goals outlined in the Disability Inclusion Action plan ensuring the whole community can enjoy the free festive celebrations. As part of this commitment, the Low Sensory evening has been continued to provide a welcoming and inclusive experience for all individuals with diverse needs.

The event has been thoroughly tailored to accommodate the community adjusting elements such as sound and lighting, limited crowd numbers and offering suitable activities such as a Signing Santa that enhance the experience.

The outcomes of the Low Sensory evening also align with the Inclusive, diverse and Accessible Policy Framework supporting equal access and participation with people with a disability across event planning and delivery.

Council officer conflict of interest declaration

We the author and approving officer declare that we do not have a conflict of interest in relation to this matter.

Attachments

Nil



13 INFORMATION AND CORRESPONDENCE

13.1 Information

13.2 Correspondence

13.2.1 Call for Nominations - LGANT Nominee to NT Place Names Committee

1. THAT correspondence dated 24 October 2025, 13.2.1 entitled Call for Nominations - LGANT Nominee to NT Place Names Committee be received and noted.
2. THAT Council nominate _____ to the Local Government Association of the Northern Territory to join the Board of the NT Place Names Committee.

From: LGANT CEO
Sent: Thu, 23 Oct 2025 23:53:56 +0000
To: **Council CEOs; **Mayors and Presidents; Mary Watson
Cc: **Council CEO EAs; **Mayors and Presidents EAs
Subject: Doc 660376 Call for nominations - NT Place Names Committee
Attachments: NT Place Names Committee - General Committee Information.pdf, NT Place Names Committee - LGANT Representative Nomination Form.pdf

Dear Members,

The Minister for Lands, Planning and the Environment is seeking three (3) nominations from LGANT for his consideration to join the Board of the NT Place Names Committee (NTPNC). We submitted three nominations to the Minister before the local government elections, however two of the nominees were not re-elected so we have been advised to call for nominations again.

The NTPNC does not have any separate terms of reference, however the structure and functions are established under sections 5-11 of the *NT Place Names Act 1967* (<https://legislation.nt.gov.au/Legislation/PLACE-NAMES-ACT-1967>). Please see additional information in the attached 'NT Place Names Committee - General Committee Information' document.

Role and purpose

The Committee considers submissions for place naming under the *Place Names Act 1967*, and makes recommendations to the Minister to name, or alter a name, for a place. The Committee does not develop place naming proposals.

Nominees

LGANT is seeking three (3) nominations for the Minister's consideration. Nominees can be council staff or elected members.

Committee members hold office for a period, not exceeding 4 years, specified in the instrument of appointment.

Meetings

The NT Place Names Committee meets four (4) times a year and may meet ad-hoc as required. Meetings are typically 2-3 hours long and can be conducted virtually.

Committee members may also attend an in-person regional meeting and meetings with local stakeholders, generally once every 12-18 months.

If your council would like to nominate someone to represent LGANT on this committee, please complete the attached nomination form and return it to ceo@lgant.asn.au by CoB 5 December 2025.

Kind regards,



Ellen Worsfold | Executive Officer
 Local Government Association of the Northern Territory
 21 Parap Road, Parap NT 0820 | PO Box 2075, Parap NT 0804
 t: (08) 8944 9688 m: 0406 223 454 www.lgant.asn.au

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We are local. We connect.

In the spirit of reconciliation, the Local Government Association of the Northern Territory acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

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Place Names Committee of the NT

Nomination Form

General Committee Information

Role

The Committee considers submissions for place naming under the *Place Names Act 1967*, and makes recommendations to the Minister to name, or alter a name, for a place. The Committee does not develop place naming proposals – if you are interested in developing place naming submissions, refer to the Place Names Committee website ([How places are named - Place Names Committee - NT Government](#)).

Meetings

The Committee usually meets for around 2 – 3 hours, 4 times a year and may meet ad-hoc as required. Meetings can be conducted virtually so that any regionally based members can attend without the need for travel, and can accommodate in-person attendance. There is required reading of meeting papers before each meeting, provided electronically through a secure online portal. Members are expected to be able to use emails and the online portal (training will be provided) to undertake committee work.

Committee members may also attend an in-person regional meeting and meetings with local stakeholders, generally once every 12 – 18 months.

Support

Secretariat support for the Committee is provided by the Place Names unit within the Department of Lands, Planning and Environment. The Place Names unit coordinates Committee meetings, and provides the Committee with an assessment of naming proposals against requirements of the national standards and the guidelines for NT place naming. Documents to support the place naming process are prepared by the Place Names unit.

Remuneration

Committee members are paid sitting fees (except where they are an NT Government employee) to cover expenses and time spent on Committee business in accordance with determinations made under the *Assembly Managers and Statutory Officers (Remuneration and Other Entitlements) Act 2006*. The Committee is classified as Class C3 Ministerial Assistance, Advisory and Review Body with the current daily rate of remuneration \$304 (Chairperson) and \$228 (other members).

Travel expenses to attend meetings within the city, town or community in which the member resides are covered by sitting fees and not an additional payment. However, travel expenses for members to attend regional meetings that are in-person only and require travel to another city, town or community from which the member resides are separately organised and paid for by the Department.



PROCEDURES FOR LGANT REPRESENTATIVES ON COMMITTEES

Background

Section 18 of LGANT's Governance Charter states:

1. From time to time the Association will be called to nominate delegates to external committees established by other spheres of Government under legislation.
2. The Board shall determine the membership of such committees in accordance with LGANT policy.
3. The Board will call for nominations to external committees as they arise.
4. Potential nominees will be supplied with a nomination pack and must complete the 'External Committee' nomination form.
5. The Board reserves the right to disregard a nomination if the 'External Committee' nomination form is not completed satisfactorily.

Nominations

Once the LGANT Board endorse a nomination, LGANT will advise the relevant committee. Often the final committee representatives are at the discretion of the Minister therefore LGANT cannot guarantee final membership.

The LGANT Board may remove its endorsement of a representative on a committee if that representative fails to deliver regular reports to LGANT, fails to consult with other councils, or misses committee meetings without just cause.

Representatives

LGANT committee representatives are required to represent the local government sector rather than their individual council during committee proceedings.

LGANT representatives are required to provide LGANT with regular reports. These reports include, but are not limited to, reports to the Board and to members at the General Meeting in April and November each year. These reports should include updates on current key issues, how representatives are ensuring input and feedback from other councils, as well as any other noteworthy items.

Sitting fees

LGANT does not pay representatives a sitting fee or travel related expenses for committee representation. Such fees, if any, will be administered by the secretariat managing the respective committee eg. the NTG.

NT Place Names Committee

Council Name:



4. Nominee's personal details

The following information is required as per the original nomination form from the Minister.

4.1 Residential address:

4.2 Postal address (if different from residential address):

4.3 Gender: male / female / non-binary / prefer not to answer

4.4 Do you identify as Aboriginal or Torres Strait Islander? no / yes / prefer not to answer

4.5 Do you identify as a person with disability? no / yes / prefer not to answer

If yes – are there any adjustments required for you to fulfill duties of a committee member? (please explain)

4.6 Tell us a bit about yourself (short biography).

5. Nominee information

The following information is required to enable the LGANT Board to make an informed decision. If you would like to submit further information, please attach it to this form.

5.1 What is your current council position? _____

5.2 How long have you held your current council position? _____

5.3 Please list your educational qualifications:



5.4 What skills and experience do you have that are relevant to this committee? Briefly outline your experience/exposure/interest in place naming or the history of the NT.

5.5 Apart from your current position what other local government experience do you have relevant to this committee?

5.7 Are there any real, perceived or potential conflicts of interest that may arise if you are appointed to the Committee?



13.2.2 LGANT Board Meeting Communique

THAT correspondence dated 27 October 2025, 13.2.2 entitled LGANT Board Meeting Communique be received and noted.

From: LGANT CEO
Sent: Mon, 27 Oct 2025 02:58:47 +0000
To: **Council CEOs; **Mayors and Presidents
Cc: **Council CEO EAs; **Mayors and Presidents EAs; Mary Watson; LGANT CEO
Subject: Doc 660633 Correspondence - 22 October 2025 LGANT Board meeting
communiqué
Attachments: 22 October 2025 LGANT Board meeting Communiqué.pdf, 11 September 2025
ALGA Board meeting communiqué.pdf

Good afternoon members,

On behalf of our CEO, please find enclosed the LGANT Board meeting communiqué from 22 October 2025. We kindly request that you table this document at your next Ordinary Council Meeting (OCM). This will ensure ongoing and effective communication with our members regarding LGANT's recent activities.

Kind regards,



Ellen Worsfold | Executive Officer
Local Government Association of the Northern Territory
21 Parap Road, Parap NT 0820 | PO Box 2075, Parap NT 0804
t: (08) 8944 9688 m: 0406 223 454 www.lgant.asn.au

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22 OCTOBER 2025 LGANT BOARD MEETING COMMUNIQUE

The LGANT Board met for its fifth meeting of 2025 on Wednesday 22 October at the LGANT office in Darwin and online.

Mayor Brian Pedwell from Victoria Daly Regional Council provided an update on the NT Grants Commission in his capacity as the LGANT regional representative.

The Board approved and adopted the third tranche of LGANT's updated organisational policies. The Board also approved the annual audited financial statements, the directors report and the annual report content.

The Board noted the outcomes of the 2025 CEO Performance and Remuneration Review facilitated by REACH XL and confirmed the Vice Presidents will meet with the CEO to discuss the outcomes of this review in a confidential meeting.

The Board endorsed the Board meeting dates for 2026 and agreed to extend the WALGA Employee Relations Service Agreement for a further 12 months.

The Board endorsed Alice Springs Town Council's nomination (Cherisse Buzzacott) to represent LGANT on the NT Strategic Tobacco Action Committee and endorsed three nominees for the Minister's consideration to represent LGANT on the NT Grants Commission.

The Board noted the nominations for the 2025 LGANT long service awards and reviewed the motions received for the 19 November 2025 general meeting. They also discussed the program for the 18 and 19 November 2025 LGANT Conference and reviewed activity against business from previous General Meetings.

The LGANT Vice President Regional and Shires provided an update on the ALGA Board and talked to the 11 September ALGA Board meeting (refer attached 11 September 2025 communique).

The CEO's update included advice on the recent senior executive changes at the Department of Housing, Local Government and Community Development and internal updates related to HR, risk, legal, WHS, finance, marketing and communications, leave and travel.

The Board will next meet on 25 February 2026.

If you have any questions or wish to discuss these matters further, please reach out to Mary Watson, LGANT CEO, at mary.watson@lgant.asn.au or on 0417 864 183.

Alternatively, you can contact members of the LGANT Board:

President: VACANT	TBC	TBC	TBC
Vice President (Municipal): Allison Bitar	Alice Springs Town Council	abitar@alicesprings.nt.gov.au	0491 055 224

Vice President (Regional and Shire): Brian Pedwell	Victoria Daly Regional Council	brian.pedwell@vicdaly.nt.gov.au	0429 341 336
Peter Pangquee (Municipal - City of Darwin nominated representative)	City of Darwin	peter.pangquee@darwin.nt.gov.au	0419 858 636
VACANT (Municipal)	TBC	TBC	TBC
VACANT (Municipal)	TBC	TBC	TBC
Peter Clee (Regional and Shire)	Wagait Shire Council	peter.clee@wagait.nt.gov.au	0418 894 404
Lynette De Santis (Regional and Shire)	Tiwi Islands Regional Council	lynettejane.desantis@tiwiislands.nt.gov.au	0419 033 821
James Woods (Regional and Shire)	West Arnhem Regional Council	james.woods@westarnhem.nt.gov.au	0497 919 225



11 September 2025 ALGA Board Meeting Communique

The ALGA Board met on Thursday 11 September 2025 at the ALGA Board room in Canberra.

The Board heard an update on the success of the 2025 National General Assembly of Local Government (NGA), the most well attended NGA to date. To build on this success, the Board discussed plans and improvements for the 2026 NGA including motions, and endorsed advocacy to the federal Government for the return of the Australian Council of Local Government in 2026.

The Board endorsed the forward plan and approach to ALGA's 2026-27 Pre-Budget Submission, which will reflect and build on ALGA's existing policy positions and key activities. The Board discussed the importance of maintaining a primary focus on local government financial sustainability and the role of local government in unlocking national productivity.

The Board discussed ALGA's financial activities, including a long-term financial plan with options to ensure the ongoing viability of ALGA. The Board endorsed ALGA's audited financial reports.

The ALGA President provided an update on engagement with Government and members in the context of the Economic Reform Roundtables. The President also outlined continued engagement on housing, climate adaptation, regulation, disaster management, and Closing the Gap.

The State and Territory Presidents presented reports highlighting emerging national and jurisdictional issues, such as the need for ongoing advocacy for the financial sustainability of Local Government to respond to increasing pressures related to housing, emergency management, climate change, roads, transport and community infrastructure.

The Board received an update on the national Skills Audit and Jobs Survey (which opened on 2 September) and the upcoming National Local Roads Transport and Infrastructure Congress, which will be held in Bendigo on the 11-12 November 2025.

The ALGA Board will next meet on Monday 10 November 2025 in Bendigo Victoria ahead of the National Local Roads Transport and Infrastructure Congress.



13.2.3 Call for Nominations - LGANT Nominee to NT Water Safety Advisory Council

1. THAT correspondence dated 28 October 2025, 13.2.3 entitled Call for Nominations - LGANT Nominee to NT Water Safety Advisory Council be received and noted.
2. THAT Council nominate _____ to the Local Government Association of the Northern Territory to join the Board of the NT Place Names Committee.

From: LGANT CEO
Sent: Mon, 27 Oct 2025 23:58:02 +0000
To: **Mayors and Presidents; **Council CEOs
Cc: **Mayors and Presidents EAs; **Council CEO EAs; Mary Watson
Subject: Doc 660854 Call for nominations - NT Water Safety Advisory Council
Attachments: NTWSAC Terms of Reference (2021).pdf, NTWSAC nomination forms.pdf

Good afternoon members,

Royal Life Saving Society NT is seeking two (2) LGANT representatives to join the NT Water Safety Advisory Council. At least one of these nominees must be from a regional or shire council.

Please find the terms of reference attached.

Role and purpose

The role of the NTWSAC is to:

1. provide advice to the Minister for Sport on water safety related matters;
2. identify gaps in existing provisions of water safety initiatives in relation to the services necessary for the prevention of drowning and near drowning in the Northern Territory;
3. proactively develop and recommend solutions to emerging and ongoing issues; and
4. develop and implement a Northern Territory Water Safety Strategy that focuses on Water Safety Education, Research and Data Collection and Standards.

Nominees

The NTWSAC comprises of up to 16 members.

Members are to be appointed for a three-year period, with reappointment at the discretion of the Minister.

Meetings

Members of the NTWSAC meet quarterly and report six monthly to review the current action plan that underpins the strategy. The minutes of the meetings and bi-annual reports are sent to the Minister for consideration.

If your council would like to nominate someone to represent LGANT on this committee, please complete the attached nomination forms and return it to ceo@lgant.asn.au by **CoB 5 December 2025**. Please note that all three nominations forms need to be completed as one is for LGANT, one is for the NTWSAC, and the last one is for the Minister. The LGANT Board will consider the nominations.

Kind regards,



Ellen Worsfold | Executive Officer

Local Government Association of the Northern Territory
21 Parap Road, Parap NT 0820 | PO Box 2075, Parap NT 0804
t: (08) 8944 9688 m: 0406 223 454 www.lgant.asn.au

Subscribe: [Newsletter](#) | [Media Releases](#)

We are local. We connect.

In the spirit of reconciliation, the Local Government Association of the Northern Territory acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

This email is private and confidential. If you are not the intended recipient, please advise us by return email immediately, and delete the email and any attachments without using or disclosing the contents in any way. The views expressed in this email are those of the author, and do not represent those of the Association unless this is clearly indicated. You should scan this email and any attachments for viruses. Local Government Association of the Northern Territory accepts no liability for any direct or indirect damage or loss resulting from the use of any attachments to this email.



Terms of Reference

Introduction

The Northern Territory Water Safety Advisory Council (NTWSAC) will provide the Minister for Sport with high level advice on water safety issues within the Northern Territory.

The Role of the NTWSAC

1. to provide advice to the Minister for Sport on water safety related matters;
2. to identify gaps in existing provisions of water safety initiatives in relation to the services necessary for the prevention of drowning and near drowning in the Northern Territory;
3. to proactively develop and recommend solutions to emerging and ongoing issues; and
4. to develop and implement a Northern Territory Water Safety Strategy that focuses on Water Safety Education, Research and Data Collection and Standards.

Advice Provided by the Council

- The NTWSAC shall provide the best and most balanced advice possible.
- As the NTWSAC is an advisory body, the Minister retains the right to reject all or part of the advice provided.

General Operating Guidelines

- Matters referred to the attention of the NTWSAC are discussed by the group which will determine action considered appropriate.
- It is hoped that most decisions will be reached by consensus. If decisions cannot be reached by consensus then an open vote, simple majority will prevail. Each appointed member to the Council will have one voting right.
- Ensure that reports to the Minister are treated as confidential.
- Ensure that public statements on recommendations or advice from the NTWSAC are not made until approved by the Minister and are made by the Chairperson.
- The full Council will meet quarterly and or at the discretion of the Chair.
- The Council will form subgroups to address key priority areas as appropriate and will report to the full Council on a regular basis.

Membership Guidelines

- Members will be appointed to serve in a voluntary capacity.
- Membership is sought from organisations, government departments and individuals with an interest or expertise to contribute to Council.
- Members will be appointed to formally represent the community or their associated organisation or department.

Membership Structure

- The NTWSAC will comprise of up to 16 members and will be appointed by the Minister for Sport for a term not exceeding three years.
- As vacancies occur, organisations and individuals with a vested interest in water safety will be encouraged to submit expressions of interest to join the Council.
- An independent Chairperson will be appointed by the Minister.
- The structure and membership of the Council will be reviewed as required by the Minister.
- A quorum must be achieved before a meeting can proceed (half + 1 OR 51% present).
- Membership may be drawn from the following government and non-government groups:

- Kidsafe NT;
- Surf Life Saving NT;
- Royal Life Saving Society Australia NT Branch;
- Department of Education;
- Department of Health;
- Department of Territory Families, Housing and Communities - Sport;
- Department of Infrastructure, Planning and Logistics – Marine Safety;
- Local Government Association of the NT;
- Local Government Association of the NT - Remote
- Department of Industry, Tourism and Trade;
- Amateur Fisherman’s Association of the Northern Territory;
- Department of Environment, Parks and Water Security;
- Northern Territory Police;
- Community Representatives; and
- Department of Infrastructure, Planning and Logistics – Pool Fencing Unit
- Australian Volunteer Coastguard

Terms of Office

Members are to be appointed for a three year period, with reappointment at the discretion of the Minister.

A member’s position on the Council becomes vacant if the member:

- Completes the term of their appointment and is not reappointed;
- Resigns by way of letter of resignation addressed to the Minister; or
- Has not attended for three consecutive meetings except if granted leave by the Council.
- The Minister may remove a member and/or chairperson from their position(s) at any time and for any reason.

The Chairperson

An independent Chairperson will be appointed by the Minister or Chief Minister. In the event of a NTWSAC meeting having been called and the Chair is unable to attend, the Chair will appoint a proxy to conduct the meeting.

Code of Conduct and Council Member Responsibilities

Responsibilities of the Chair:

- To act as spokesperson for the NTWSAC.
- To be aware of the different skill levels of committee members and endeavour to give equitable time and space to all members.
- To work with committee members towards achieving the responsibilities of the NTWSAC.
- To facilitate the participation of members.
- To act as a guide through the agenda.
- To ensure discussion on a given topic is relevant and in order.
- To request substantiation of contributions from members when appropriate.
- To ensure that advice to the Minister is clear and achievable.
- To maintain order and direction.
- To adhere to Operating Guidelines.
- To liaise with the Water Safety Unit Manager, Executive Director and the Minister when necessary.

Responsibilities of each member:

- To attend NTWSAC meetings regularly and advise of non-attendance.
- To report to their organisation and disseminate relevant water safety information.
- To gain cooperation from their organisation to support water safety actions within the Water Safety Strategy.
- To contribute expertise in improving water safety.
- To substantiate contributions.

- To work co-operatively with other members.
- To work co-operatively as part to the committee toward achieving the responsibilities.
- It is each member's responsibility to keep abreast of ideas developments, policy direction and matters generally which impact on water safety within the Northern Territory.
- To adhere to the guidelines of the NTWSAC.

Personal and Professional Behaviour

- NTWSAC members will undertake their role using due care, honesty and integrity.
- Members will always perform the functions associated with membership diligently, impartially and conscientiously to the best of their ability. Communication will be open and constructive.
- Members will behave in a way that does not directly or indirectly lead to dishonest or improper use of their Ministerial Advisory Council position.
- Members will not use any information to which they have access to gain an improper advantage, or in a way which may be disadvantageous to the NT Government, NTWSAC or its interests.

Public Comment

- Members will not make public comment on behalf of the Minister or the Council without the specific agreement of the Minister's Office. It is understood that as a citizen and in performing other professional roles members have the right to make comments and enter into public debate, providing it is not perceived to be an official comment on behalf of the Council or the NT Government

Conflict of Interest

- Members will consciously avoid any conflict of interest and will not allow personal interest to conflict with their role as a Council member.
- Where a conflict of interest arises at a meeting, a member shall declare such conflict. The Chair will decide whether the member should withdraw from the meeting while the matter is discussed. This declaration can occur before the meeting for a determination by the Chair

Confidentiality

- Members of the Council will, from time to time, have access to confidential information. Material which is confidential and must not be disclosed will be marked "Confidential"
- Members agree to be bound by this protocol both during the term of their membership and following the completion of their term of office.
- Should a member or group of members breach confidentiality the NT Government reserves the right to take legal action to restrain the member or group of members from compromising the integrity of the Council.

Evaluation and Review

The Terms of Reference for and role of the NTWSAC will be reviewed every three years aligned to the National and Northern Territory Water Safety Strategy.



PROCEDURES FOR LGANT REPRESENTATIVES ON COMMITTEES

Background

Section 18 of LGANT's Governance Charter states:

1. From time to time the Association will be called to nominate delegates to external committees established by other spheres of Government under legislation.
2. The Board shall determine the membership of such committees in accordance with LGANT policy.
3. The Board will call for nominations to external committees as they arise.
4. Potential nominees will be supplied with a nomination pack and must complete the 'External Committee' nomination form.
5. The Board reserves the right to disregard a nomination if the 'External Committee' nomination form is not completed satisfactorily.

Nominations

Once the LGANT Board endorse a nomination, LGANT will advise the relevant committee. Often the final committee representatives are at the discretion of the Minister therefore LGANT cannot guarantee final membership.

The LGANT Board may remove its endorsement of a representative on a committee if that representative fails to deliver regular reports to LGANT, fails to consult with other councils, or misses committee meetings without just cause.

Representatives

LGANT committee representatives are required to represent the local government sector rather than their individual council during committee proceedings.

LGANT representatives are required to provide LGANT with regular reports. These reports include, but are not limited to, reports to the Board and to members at the General Meeting in April and November each year. These reports should include updates on current key issues, how representatives are ensuring input and feedback from other councils, as well as any other noteworthy items.

Sitting fees

LGANT does not pay representatives a sitting fee or travel related expenses for committee representation. Such fees, if any, will be administered by the secretariat managing the respective committee eg. the NTG.



NOMINATION FORM

NT Water Safety Advisory Council

LGANT Nominations Close **5 December 2025**

Council Name:

1. Agreement to be nominated

I, _____ agree to be nominated as a member
(Name in full)

of the **(NT WATER SAFETY ADVISORY COUNCIL)**.

I recognise and understand that as the LGANT representative I am:

- required to represent the sector, rather than my individual council, and
- provide regular reports to LGANT including written reports to the LGANT General Meetings and to the LGANT Board as requested.

I acknowledge that representation on this committee does not entitle me to sitting fees or travel related expense reimbursement from LGANT.

Signature: _____ Date: _____

2. Council confirmation of nomination

I, _____ the Chief Executive Officer

hereby confirm that _____

was approved by resolution of Council to be nominated as a member of the **(NT WATER SAFETY ADVISORY COUNCIL)** at a meeting held on / /

Signature: _____ Date: _____

3. Nominee's contact details

Email address: _____

Mobile: _____



4. Nominee information

The following information is required to enable the LGANT Board to make an informed decision. If you would like to submit further information, please attach it to this form.

4.1 What is your current council position? _____

4.2 How long have you held your current council position? _____

4.3 Please list your educational qualifications:

4.4 What skills and experience do you have that is relevant to this committee?

4.5 Apart from your current position what other local government experience do you have relevant to this committee?

Name of Nominee:

Organisation and Position:

Address:

Tel No:

Email:

Date of nomination:

Skills & Experience
Please give details below of your skills & experience (No more than 200 words.)



Nominated by:

Position:

Organisation:

Tel No:

Email:

I confirm I have gained the nominee's consent for their name and details to go forward.

Signed:

Date:

Please note that this nomination will be invalid
unless this form has been fully completed.

NTWSAC nomination form V2 25.2.2022

Dep Ref: **PART B – Appointee Information**

DETAILS OF PROPOSED APPOINTEE:	
Name (including title)	
Gender	Male: ☐ Female: ☐ Other: ☐
Location / Region	
Postal Address / Email	
Chairperson or Member	Chairperson: ☐ Member: ☐
Method of selection	Nomination: ☐ Invitation: ☐ Advertisement: ☐ Ex-officio: ☐ EoI Board Register: ☐
Public servant?	Yes: ☐ No: ☐
Proposed term of appointment	
Re-appointee	Yes: ☐ No: ☐ If Yes, number of years served on board: Current expiry date:
Does the person identify as Aboriginal or Torres Strait Islander?	Yes: ☐ No: ☐
Qualifications	
Brief background on appointee (include current employer and position; work history / voluntary involvement relevant to the Board; and any special skills or characteristics required by the legislation or terms of reference of the board, if applicable)	
Criminal History Check	Yes: ☐ No: ☐ Refer to the NTG Boards Handbook available on the NTG Board Remuneration website on which board members require a Criminal History Check, or a declaration regarding their criminal history.

Please complete one of these tables for each appointee



13.2.4 Enforceable Undertaking Discharge

THAT correspondence dated 27 October 2025, 13.2.4 entitled Enforceable Undertaking Discharge be received and noted.



Ground Floor, Building 3
631 Stuart Highway, Berrimah NT 0828

Postal address
GPO Box 1722
Darwin NT 0801

E anthony.waite@nt.gov.au

T 08 8999 5037

File reference
NTWS2023/0236-0004

27 October 2025

Andrew Walsh
Chief Executive Officer
City of Palmerston

Via email: andrew.walsh@palmerston.nt.gov.au

Dear Mr Walsh,

Re: City of Palmerston - WHS Undertaking Discharge

Thank you for providing the final information demonstrating completion of the terms agreed to in your WHS Undertaking, as accepted on 6 November 2023.

I acknowledge the monitoring reports and evidence that the City of Palmerston has provided and am pleased to advise that the Regulator has agreed that the WHS commitments have been met and has now discharged the WHS Undertaking.

We trust you will ensure that the City of Palmerston remains compliant with its WHS duties and continues improving its safety systems.

Should you require any further information in relation to this matter please do not hesitate to contact me on (08) 8999 5037 or via email to Anthony.waite@nt.gov.au.

Yours Sincerely

Anthony Waite
Director, Technical Services



14 REPORT OF DELEGATES

15 QUESTIONS BY MEMBERS

16 GENERAL BUSINESS

17 NEXT ORDINARY COUNCIL MEETING

THAT the next Ordinary Meeting of Council be held on Tuesday, 18 November 2025 at 5:30pm in the Council Chambers, Civic Plaza, 1 Chung Wah Terrace, Palmerston.

18 CLOSURE OF MEETING TO PUBLIC

THAT pursuant to *section 99(2) and 293(1) of the Local Government Act 2019 and section 51(1)(a) of the Local Government (General) Regulations 2021* the meeting be closed to the public to consider the Confidential items of the Agenda.

19 ADJOURNMENT OF MEETING AND MEDIA LIAISON

MINUTES



2nd ORDINARY COUNCIL MEETING

TUESDAY 21 OCTOBER 2025

The Ordinary Meeting of City of Palmerston held in the Council Chambers, Civic Plaza, 1 Chung Wah Terrace, Palmerston, NT 0830.

Council business papers can be viewed on City of Palmerston's website palmerston.nt.gov.au

UNCONFIRMED

Minutes of Council Meeting
held in Council Chambers
Civic Plaza, 1 Chung Wah Terrace, Palmerston
on Tuesday 21 October 2025 at 5:30pm.

PRESENT

ELECTED MEMBERS

Mayor Athina Pascoe-Bell (Chair)
Deputy Mayor Damian Hale
Councillor Lucy Morrison
Councillor Mark Fraser
Councillor Rob Waters
Councillor Sarah Henderson
Councillor Wayne Bayliss
Councillor Yolanda Kanyai

STAFF

Acting Chief Executive Officer, Wati Kerta
General Manager Community, Konrad Seidl
General Manager People and Place, Emma Blight
Acting General Manager Infrastructure, Michael Williams
Executive Manager Organisational Performance, Penny Hart
Minute Secretary, Kate Roberts

GALLERY

Nil members of the public
Nine members of staff

Initials: _____

1 ACKNOWLEDGEMENT OF COUNTRY

City of Palmerston acknowledges the Larrakia people as the Traditional Custodians of the Palmerston region. We pay our respects to the Elders past, present and future leaders and extend that respect to all Aboriginal and Torres Strait Islander people.

2 OPENING OF MEETING

The Chair declared the meeting open at 5.30pm.

3 APOLOGIES

Nil

4 DECLARATION OF INTEREST

4.1 Elected members

Moved: Councillor Morrison
Seconded: Councillor Kanyai

1. THAT the Declaration of Interest received from Councillor Kanyai for Item 12.2.3 be received and noted.
2. THAT the Declaration of Interest received from Mayor Pascoe-Bell for Item 26.2.1 be received and noted.
3. THAT the Declaration of Interest received from Deputy Mayor Hale for Item 26.2.1 be received and noted.
4. THAT the Declaration of Interest received from Councillor Henderson for Item 26.2.1 be received and noted.
5. THAT the Declaration of Interest received from Councillor Fraser for Item 26.2.1 be received and noted.
6. THAT the Declaration of Interest received from Councillor Waters for Item 26.2.1 be received and noted.

CARRIED (7/0) - 11/050 - 21/10/2025

4.2 Staff

Nil

Initials: _____

5 CONFIRMATION OF MINUTES

5.1 Confirmation of minutes

Moved: Councillor Henderson
Seconded: Councillor Bayliss

THAT the Minutes of the Council Meeting held on 7 October 2025 pages 11883 to 11893 be confirmed.

CARRIED (7/0) - 11/051 - 21/10/2025

5.2 Business arising from previous meeting

Nil

6 MAYORAL REPORT

Moved: Mayor Pascoe-Bell
Seconded: Councillor Waters

THAT Report entitled Mayoral Update Report - September 2025 be received and noted.

CARRIED (7/0) - 11/052 - 21/10/2025

7 DEPUTATIONS AND PRESENTATIONS

Nil

8 PUBLIC QUESTION TIME (WRITTEN SUBMISSIONS)

Nil

Initials: _____

9 CONFIDENTIAL ITEMS

9.1 Moving confidential items into open

9.1.1 Lease - Part Ground Floor, Civic Plaza, 1 Chung Wah Terrace

Moved: Councillor Henderson

Seconded: Councillor Giesecke

1. THAT Report entitled Lease - Part Ground Floor, Civic Plaza, 1 Chung Wah Terrace be received and noted.
2. THAT Council, in accordance with Section 40(4)(a) of the *Local Government Act 2019* (NT) delegates the power to the Chief Executive Officer, on behalf of Council to negotiate and enter into a lease for Part Ground Floor, Civic Plaza, 1 Chung Wah Terrace, Palmerston for one year plus one year, subject to safety measures being put in place.
3. THAT these decisions be moved to the Open Minutes following finalisation of the lease.

CARRIED (5/0) - 10/1976 - 1/07/2025

9.1.2 Leave of Absence Requests

Moved: Councillor Morrison

Seconded: Councillor Bayliss

4. THAT the leave of absence request received from Councillor Morrison for 8 October to 13 October 2025 inclusive, for the reason of Holidays, be approved.
6. THAT the leave of absence request received from Councillor Kanyai for 10 October to 13 October 2025 inclusive, for the reason of carers leave, be approved.
7. THAT each decision be moved to the Open Minutes at expiry of the leave of absence.

CARRIED (8/0) - 11/21 -16/09/2025

Initials:

9.1.3 Leave of Absence Requests

Moved: Councillor Henderson

Seconded: Councillor Morrison

2. THAT the leave of absence request received from Deputy Mayor Hale for 15 October to 17 October inclusive, for the reason of working remotely, be approved.
6. THAT each decision be moved to the Open Minutes at expiry of the leave of absence.

CARRIED (8/0) - 11/45 - 7/10/2025

9.1.4 NT Remuneration Tribunal - Local Government Submission 2025

Moved: Councillor Bayliss

Seconded: Councillor Kanyai

1. THAT Report entitled NT Remuneration Tribunal - Local Government Submission 2025 be received and noted.
2. THAT Council endorse the City of Palmerston submission to the Northern Territory Remuneration Tribunal Inquiry into Local Government Councils and Local Authority Member allowances 2026 being **Attachment 26.1.3.1** to report entitled NT Remuneration Tribunal - Local Government Submission 2025.
3. THAT this decision be moved into Open after the 21 October 2025 Ordinary Meeting.

CARRIED (8/0) - 11/072 - 21/10/2025

9.2 Moving open items into confidential

Nil

9.3 Confidential items

Moved: Councillor Henderson

Seconded: Councillor Kanyai

THAT pursuant to Section 99(2) and 293(1) of the *Local Government Act 2019* and section 51(1) of the *Local Government (General) Regulations 2021* the meeting be closed to the public to consider the following confidential items:

Initials: _____

Item	Confidential Category	Confidential Clause
25.1	Confidential Notice of Motion	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the <i>Local Government Act 2019</i> and section 51(1)(c)(iv) of the <i>Local Government (General) Regulations 2021</i> , which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information that would, if publicly disclosed, be likely to prejudice the interests of the council or some other person.
26.1.1	Council Property Agreements and Contracts	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the <i>Local Government Act 2019</i> and section 51(1)(c)(i) of the <i>Local Government (General) Regulations 2021</i>, which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information that would, if publicly disclosed, be likely to cause commercial prejudice to, or confer an unfair commercial advantage on, any person. This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the <i>Local Government Act 2019</i> and section 51(1)(c)(iii) of the <i>Local Government (General) Regulations 2021</i>, which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information that would, if publicly disclosed, be likely to prejudice the security of the council, its members or staff.

Initials: _____

26.1.2	Council Performance, Service Delivery and Budget Review	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the Local Government Act 2019 and section 51(1)(c)(iv) of the Local Government (General) Regulations 2021, which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information that would, if publicly disclosed, be likely to prejudice the interests of the council or some other person.
26.1.3	Matters Relating to Council Staff and or Elected Members	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the Local Government Act 2019 and section 51(1)(c)(iii) of the Local Government (General) Regulations 2021, which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information that would, if publicly disclosed, be likely to prejudice the security of the council, its members or staff.
26.1.4	Council Performance, Service Delivery and Budget Review	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the Local Government Act 2019 and section 51(1)(c)(iv) of the Local Government (General) Regulations 2021, which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information that would, if publicly disclosed, be likely to prejudice the interests of the council or some other person.
26.2.1	Confidential Restricted	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the <i>Local Government Act 2019</i> and section 51(1)(f) of the <i>Local Government (General) Regulations 2021</i> , which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to information in relation to a complaint of a contravention of the code of conduct.

Initials: _____

26.2.2	Contract and Tender Assessment and Award	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the Local Government Act 2019 and section 51(1)(c)(i) of the Local Government (General) Regulations 2021, which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information that would, if publicly disclosed, be likely to cause commercial prejudice to, or confer an unfair commercial advantage on, any person.
26.2.3	Council Performance, Service Delivery and Budget Review	This item is considered 'Confidential' pursuant to section 99(2) and 293(1) of the Local Government Act 2019 and section 51(1)(c)(iv) of the Local Government (General) Regulations 2021, which states a council may close to the public only so much of its meeting as comprises the receipt or discussion of, or a motion or both relating to, information that would, if publicly disclosed, be likely to prejudice the interests of the council or some other person.

CARRIED (7/0) - 11/053 - 21/10/2025

10 PETITIONS

Nil

11 NOTICES OF MOTION

Nil

Initials: _____

12 OFFICER REPORTS

12.1 Action reports

12.1.1 Darwin Symphony Orchestra - Proposed 3 Year Agreement

Moved: Councillor Waters

Seconded: Councillor Bayliss

1. THAT Report entitled Darwin Symphony Orchestra - Proposed 3 Year Agreement be received and noted.
2. THAT Council endorses entering into a three (3) year partnership agreement with Darwin Symphony Orchestra to deliver One full symphonic concert, One children's concert and Three (3) school workshops in Palmerston schools per year at \$30,500 (ex GST) per annum.

CARRIED (7/0) - 11/054 - 21/10/2025

12.1.2 City of Palmerston Library Opening Hours

Moved: Councillor Fraser

Seconded: Councillor Kanyai

1. THAT Report entitled City of Palmerston Library Opening Hours be received and noted.
2. THAT Council approve revised Option 1 for the revised library operating hours:
 Outside of Market Season:
 Monday to Thursday: 9:00am – 6:00pm.
 Friday: 10:00am – 6:00pm.
 Saturday: 10:00am – 1:00pm.
 Sunday: 1:00pm – 4:00pm.

 During Market Season:
 Monday to Thursday: 9:00am – 6:00pm.
 Friday: 10:00am – 8:00pm.
 Saturday: 10:00am – 1:00pm.
 Sunday: 1:00pm – 4:00pm.

CARRIED (7/0) - 11/055 - 21/10/2025

Initials:

12.1.3 Local Government Association of the Northern Territory - Delegates

Moved: Councillor Waters
Seconded: Councillor Bayliss

1. THAT Report entitled Local Government Association of the Northern Territory - Delegates be received and noted.
2. THAT Council appoint the Mayor, Councillor Fraser and Councillor Henderson as its delegated representatives under clause 9 of the Local Government Association of the Northern Territory Constitution, to represent Council at meetings of the association for the period 22 October 2025 to 30 June 2026.
3. THAT all other Councillors are appointed as alternate delegated representatives under clause 9 of the Local Government Association of the Northern Territory Constitution, to represent Council at meetings of the Association for the period 22 October 2025 to 30 June 2026.

CARRIED (7/0) - 11/056 - 21/10/2025

12.1.4 2026-27 Budget Development Timeline

Moved: Councillor Henderson
Seconded: Councillor Fraser

1. THAT Report entitled 2026-27 Budget Development Timeline be received and noted.
2. THAT the Council endorse the 2026-27 Budget Timeline in **Attachment 12.1.4.1** contained in the report entitled 2026-27 Budget Development Timeline.

CARRIED (7/0) - 11/057 - 21/10/2025

12.2 Receive and note reports

12.2.1 People and Place Quarterly Report - July to September 2025

Moved: Councillor Bayliss
Seconded: Mayor Pascoe-Bell

THAT Report entitled People and Place Quarterly Report - July to September 2025 be received and noted.

Deputy Mayor Hale joined the meeting at 5.44pm.

CARRIED (8/0) - 11/058 - 21/10/2025

Initials: _____

12.2.2 Community Quarterly Report - July to September 2025**Moved: Councillor Henderson****Seconded: Councillor Morrison**

THAT Report entitled Community Quarterly Report - July to September 2025 be received and noted.

CARRIED (8/0) - 11/059 - 21/10/2025

Councillor Kanyai declared a conflict of interest and left the Chambers at 5.51pm.

12.2.3 Community Funding Program Quarterly Update July - September 2025**Moved: Councillor Fraser****Seconded: Councillor Waters**

THAT Report entitled Community Funding Program Quarterly Update July - September 2025 be received and noted.

CARRIED (7/0) - 11/060 - 21/10/2025

Councillor Kanyai returned to the Chambers at 5.52pm.

12.2.4 Financial Report for the Month of September 2025**Moved: Councillor Bayliss****Seconded: Councillor Morrison**

THAT Report entitled Financial Report for the Month of September 2025 be received and noted.

CARRIED (8/0) - 11/061 - 21/10/2025**12.2.5 Finance and Governance Quarterly Report - July to September 2025****Moved: Councillor Fraser****Seconded: Councillor Henderson**

THAT Report entitled Finance and Governance Quarterly Report - July to September 2025 be received and noted.

CARRIED (8/0) - 11/062 - 21/10/2025

Initials: _____

12.2.6 Major Capital Projects Update

Moved: Councillor Kanyai
 Seconded: Councillor Henderson

THAT Report entitled Major Capital Projects Update be received and noted.

CARRIED (8/0) - 11/063 - 21/10/2025

13 INFORMATION AND CORRESPONDENCE**13.1 Information**

Nil

13.2 Correspondence**13.2.1 Local Government Housing Forum**

Moved: Councillor Bayliss
 Seconded: Councillor Henderson

1. THAT correspondence dated 26 September 2025 13.2.1 entitled Local Government Housing Forum be received and noted.
2. THAT Council endorse Mayor Pascoe-Bell or her representative, attendance to the Local Government Housing Forum held in Canberra on Thursday 27 November 2025.

CARRIED (8/0) - 11/064 - 21/10/2025

14 REPORT OF DELEGATES

Nil

15 QUESTIONS BY MEMBERS

Nil

16 GENERAL BUSINESS

Nil

Initials: _____

17 NEXT ORDINARY COUNCIL MEETING

Moved: Deputy Mayor Hale
Seconded: Councillor Morrison

THAT the next Ordinary Meeting of Council be held on Tuesday, 4 November 2025 at 5:30pm in the Council Chambers, Civic Plaza, 1 Chung Wah Terrace, Palmerston.

CARRIED (8/0) - 11/065 - 21/10/2025

18 CLOSURE OF MEETING TO PUBLIC

Moved: Councillor Waters
Seconded: Councillor Fraser

THAT pursuant to *section 99(2) and 293(1) of the Local Government Act 2019 and section 51(1)(a) of the Local Government (General) Regulations 2021* the meeting be closed to the public to consider the Confidential items of the Agenda.

CARRIED (8/0) - 11/066 - 21/10/2025

19 ADJOURNMENT OF MEETING AND MEDIA LIAISON

Nil

The open section of the meeting closed at 6.00pm for the discussion of confidential matters.

The Chair declared the meeting closed at 7.28pm.

Chair

Print Name

Date

Initials: