



Corporate Services Report

ITEM NUMBER 2.2.2.

REPORT TYPE Report for Information

PREPARED BY Director of Corporate Services

Purpose

To provide an update on the status of the Corporate Services.

Recommendations

That the Corporate Services Report is received and noted.

Regional Plan

Goal 3: Investing in our people

3.1 Invest in training through the development and implementation of a comprehensive Training Plan covering all staff

3.2 Review the current organizational structure to improve communications, maximize inter departmental support and to grow staff capabilities and remuneration

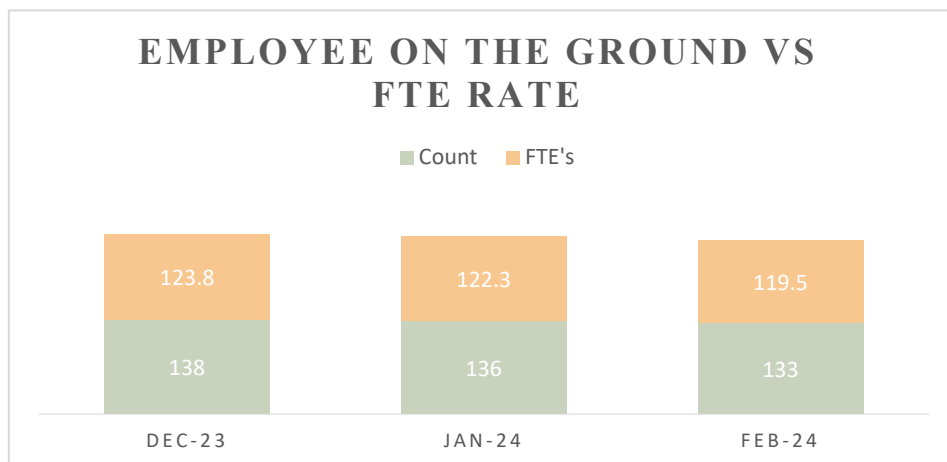
3.4 Grow local employment through the development and delivery of programs and contracts in communities and across the region

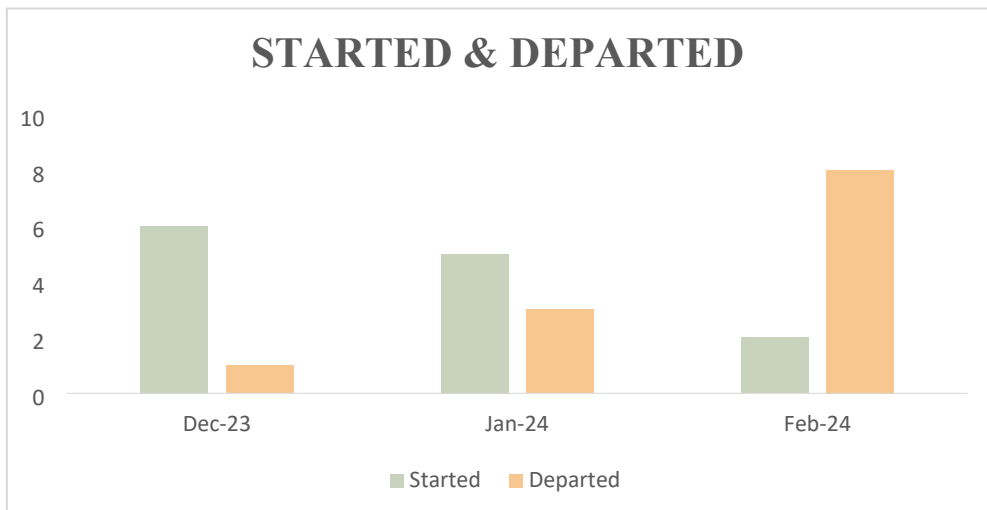
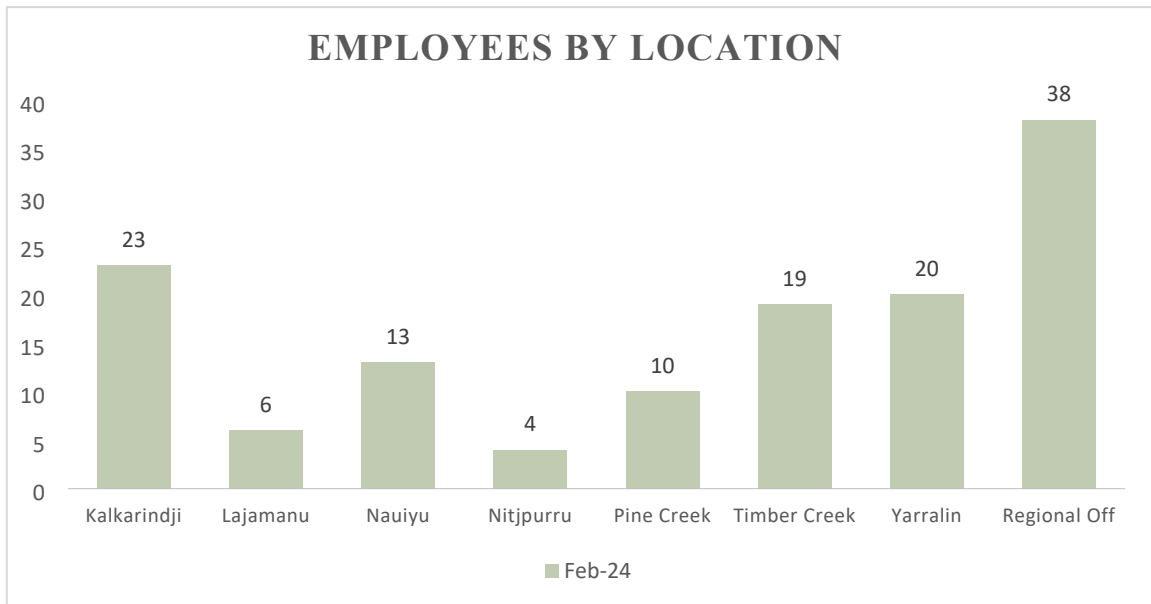
Background

Workforce Statistics

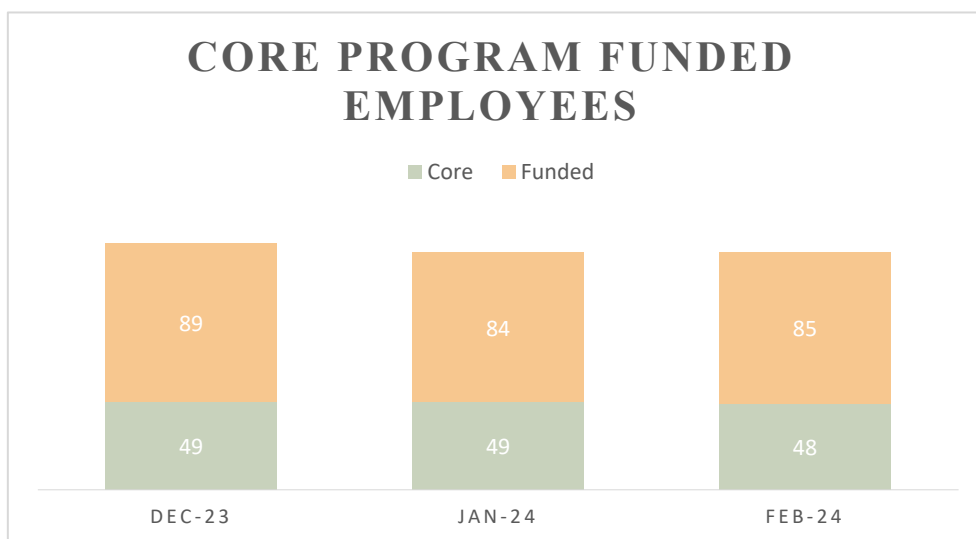
2023/2024 approved staffing establishment budget is 172 positions across Council with an annual budget of \$12,382,459.95. Currently Council has 133 position filled equating to 119.7 FTE's leaving the Councils a current vacancy rate of 22.68%.

Over the past three months our staffing levels have declined

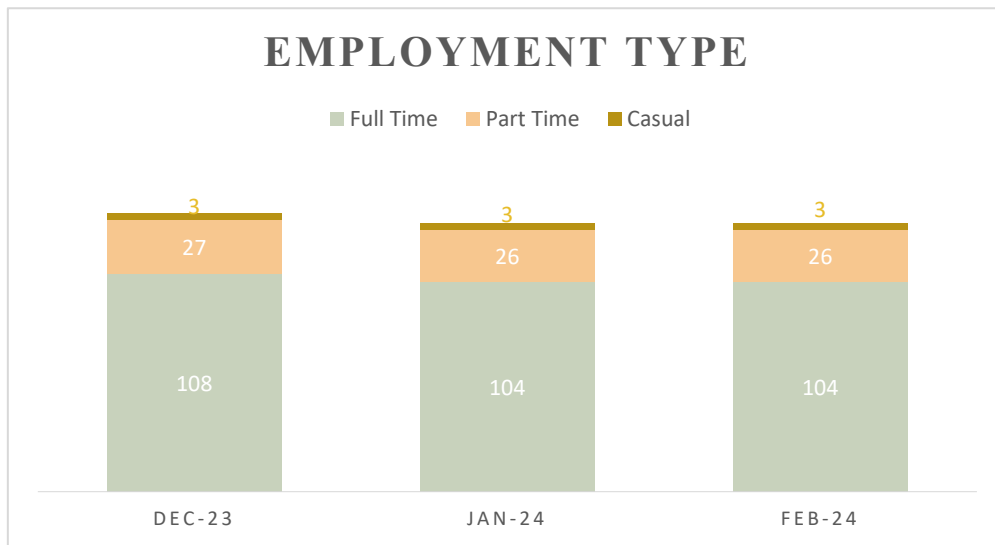




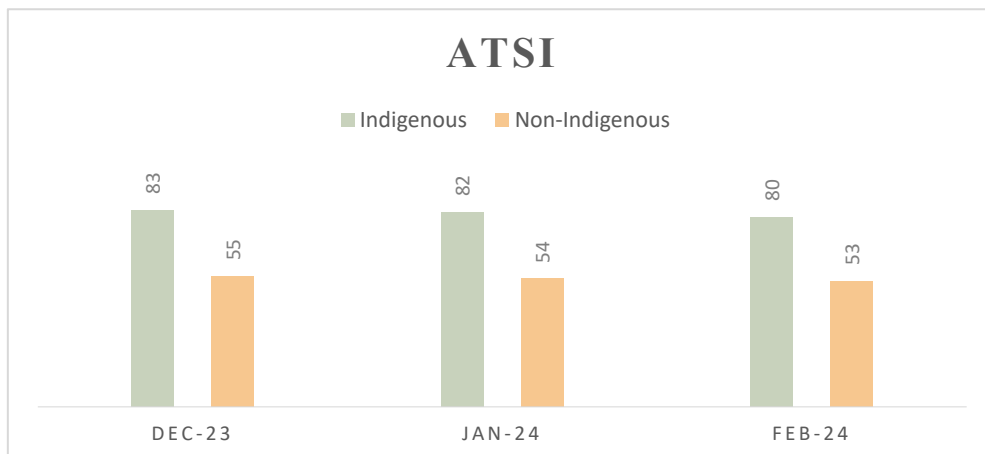
Employees are funded through one of two streams core funding or program funding. Majority of our employees are employed in program areas to deliver services on behalf of the NTG and Commonwealth Government. A breakdown of employees is below.



Council continues to offer flexible work hours to encourage engagement whilst balancing the delivery of services. The following shows how are employees are engaged.



With employment highly focused on employing local people for local jobs as and where possible. The following compares our Indigenous and non-Indigenous employment rates and show a decline in our Indigenous employment rate be at 60%.



Employee Management workforce data shows a total of 47 letters were issues in the below graph for 2022 –



<i>Issue</i>	Core	Program	Total
<i>Stand Down</i>			0
<i>Warning</i>	1	9	10
<i>Misconduct</i>		1	1
<i>Abandonment</i>	2	18	20
<i>Termination</i>	2	14	16

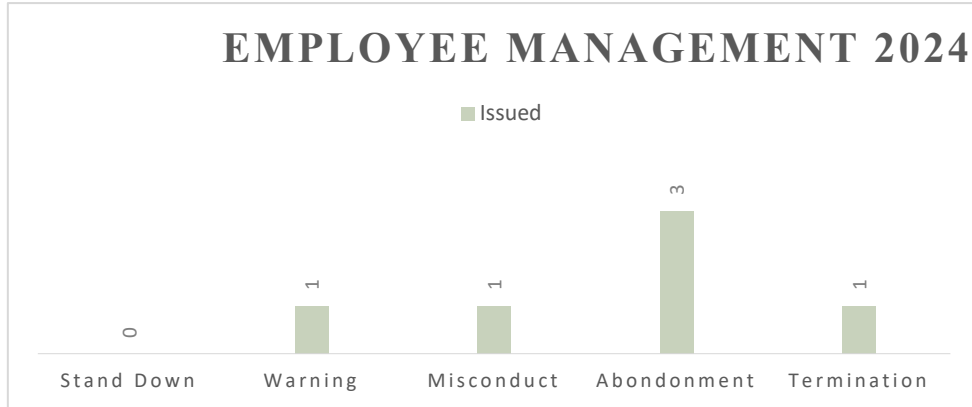
A total of 50 letters were issues in the below graph for 2023 -



<i>Issue</i>	Core	Program	Total
<i>Stand Down</i>	1	10	11
<i>Warning</i>	1	15	16
<i>Misconduct</i>		2	2
<i>Abandonment</i>	3	5	8
<i>Termination</i>	1	12	13



To date for 2024 the following has been issued.



<i>Issue</i>	Core	Program	Total
<i>Stand Down</i>			
<i>Warning</i>		1	1
<i>Misconduct</i>		1	1
<i>Abandonment</i>	1	2	3
<i>Termination</i>		1	1

Training & Development

Currently council has expended 42% of the training budget with training really slowing down over January and February with the following only being provided:

- First Aid
- Cert III Local Government
- Cert IV Local Government

Training to come:

- 4WD
- Fire Warden
- Test & Tag
- ATSI Mental Health
- Food Safety Standards
- Cert III Community Care
- Cert III Community Safety
- Project Management

Information, Communication Technology

Continued to review Telstra and Activ8 me plans and connections. Actions and cancellations completed as required. Current Telstra savings is approx. \$32,608pa with further reductions to occur in future billing cycles. Mobile, data and Internet costings has further reduced by \$16,272 pa.



Starlink has now been installed into all main Council offices and several other locations with the only outstanding installation being Nitjpurru. Starlink has already proven its reliability and effectiveness in those communities that have lost Telstra connections.

Effective from 1 July 2023 it has been a requirement for CDP Providers to establish and maintain systems that meet the External Systems Assurance Framework (ESAF) to protect Councils CDP data and systems and to ensure Council has appropriate controls around Cyber and Information Security. To meet these requirements Council is required to become Right Fit For Risk (RFFR) accredited. The accreditation process is a large amount of work undertaken and being undertaken by IT and the CDP Regional Manager and is being rolled out over 3 Milestones, with currently Council already completing and submitting 2 of the milestones.

Policy implications

Nil

Budget implications

Nil

Council officer conflict of interest declaration

We the Author and Approving Officer declare we do not have a conflict of interest in relation to this matter.

Attachments

Nil