



FUTYR 

# Our plan for the future

SHIRE OF NORTHAM | COUNCIL PLAN

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## INTRODUCTION

**Kiya Wandju, hello and welcome to the Shire of Northam's Council Plan. This plan combines our Strategic Community Plan and Corporate Business Plan into one succinct document.**

More than 800 community members and key partners helped to shape this plan, addressing three key areas:

- Where are we now?
- Where do we want to be?
- How do we get there?

This plan embraces the FUTYR® strategic planning approach, follows the Integrated Planning and Reporting Framework guidelines and satisfies a legislative requirement for all local governments to have a plan for the future.

This plan describes:

- A future vision for the Shire of Northam
- How the Shire will achieve and resource its aims
- How success will be measured and reported

In accordance with the Division 3, Section 19C of the Local Government (Administration) Regulations the elements of the Council Plan which constitute the strategic community plan element are specific to our vision, aspiration, and aims. In accordance with regulations any proposed changes to these elements will not occur without public consultation. All other elements of this plan form part of the Corporate Business Plan requirements as outlined in Division 3, Section 19D of the Local Government (Administration) Regulations, and will be reviewed annually by Council.





The Shire of Northam acknowledges the Traditional Custodians of this country and wishes to pay respect to Ballardong and Whadjuk Elders past and present.

## Executive Message

We are proud to present the Shire of Northam's plan for the future: 2022 – 2032. This plan brings our Strategic Community Plan and Corporate Business Plan together into one succinct document that clearly articulates the future of the Shire of Northam.

We commenced this major review in 2021 and embarked on an extensive process of community engagement through surveying, reviewing our current plans and strategies, and additional community engagement through a series of workshops. We also undertook an internal review of our current performance across a range of areas, held a series of elected member and staff workshops and a final review and endorsement by Council. As a result, we believe, together, we have developed a robust plan for the future of our Shire, which builds on the achievements of the past four years.

Importantly, our Plan for the Future articulates a clear vision for our Shire, it also details the strategies, aims and key actions we will be applying in order to achieve the vision we have established. These strategies, aims and actions have not been developed in isolation, they have been developed in partnership with the community and through the significant amount of feedback and input that you have provided. We also recognise that the world we live in is fast paced with a constantly changing environment and to thrive we need to be flexible, adaptive and willing to change direction if the external environment warrants it. We will be reviewing our progress on a regular basis, providing you with feedback on how we are going and providing you with regular opportunities to input.

We recognise that achieving our vision for the Shire of Northam will not be easy and it will be unachievable without the buy-in and support of our community. We will provide leadership and be proactive in our actions, however without your backing we will not be able to deliver on all of our aims. We want to be brave and ambitious in moving our Shire forward and we welcome your ideas, input and feedback.

Communication and engagement with the broader community are both areas we will be seeking to enhance. We have listened to you and heard your desire for more information and involvement in what the Shire of Northam does. This will be an evolving process as we look to try some new communication initiatives, bring back a few old ones and continue to understand your ideas on how we can keep you, as a member of our community, informed and engaged.



President Chris Antonio  
Shire President



Ms Debbie Terelinck  
Chief Executive Officer

# Shire of Northam at a Glance

Located in the picturesque Avon Valley, 50km outside of the Perth metropolitan area, the Shire of Northam is rich in Aboriginal and European cultural heritage. After Fremantle, it has the highest concentration of significant heritage buildings in Western Australia.

Part of the Nyoongar nation and home to Ballardong and Whadjuk people, Northam was one of the first European settlements following the founding of the Swan River Colony in 1829. Gazetted in 1836, the town grew with the establishment of a flour mill in the 1860s. By the 1890s, Northam became a vital gateway to the Goldfields when the Perth to Eastern Goldfields railway was routed through Northam.

After World War II, many migrants and refugees were offered support and decided to stay and build new lives in the area contributing to the Shire's rich cultural diversity. In the 1970's, immigrant architect, Iwan Iwanoff, designed stunning examples of Brutalist style architecture for the Library and former Chamber offices. Still standing and celebrated, these buildings were recognised by the Australian Institute of Architects with an award for enduring architecture in 2021.

The Shire is part of the significant Avon Valley agricultural region with more than 2.6 million hectares of farming land. The region produces around one billion dollars of exports with agricultural produce representing the largest export product. The main produce is wheat, barley, oats, sheep, wool and cattle.

Northam is the key administration, business, industry and service centre for the Avon Region, with townships situated in Bakers Hill, Clackline, Grass Valley, Spencers Brook and Wundowie. With an estimated

population of 11,013 people in 2020, there are plans for the Shire to grow significantly. Identified as a regional growth centre, the Northam Regional Centre Growth Plan sets a vision for Northam to house 20,000 people by 2031 and service more than 50,000 people across the Avon Region.

The Shire of Northam has a growing focus on sustainability, necessitated by its location in one of the Earth's most biologically rich, yet threatened, terrestrial regions. One of 36 recognised biodiversity hotspots around the world, and the only globally recognised biodiversity hotspot in Australia, the South West Australia Ecoregion contains more than 1,500 endemic species of vascular plants found nowhere else on Earth. Having lost more than 70 per cent of its primary native vegetation, it is vital to conserve remaining nature reserves and the many threatened plants and birds.

Overall, there is a growing climate of opportunity in the Shire of Northam. Perceptions of Northam as a place to live and work are rapidly improving. From 2015 to 2021, the overall liveability score given by residents improved from 54 to 70 out of 100. And, in an independent survey of 98 business owners and managers, 85 per cent rated the Shire of Northam positively as a place to own or operate a business.

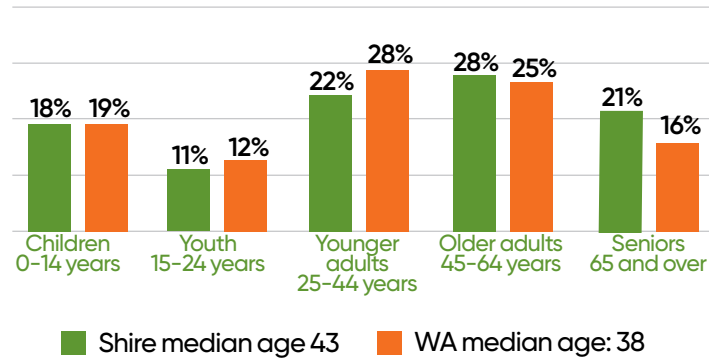
## People

### Population



### Age Profile

(2022, estimated)  
ID Consultants



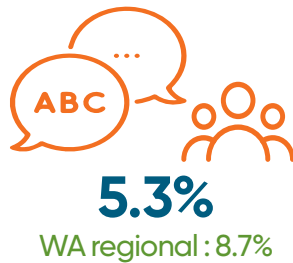
### Disability

(2021)  
ID Consultants



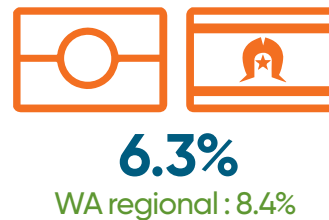
### Households that speak a non-English language

(2022, estimated)  
ID Consultants



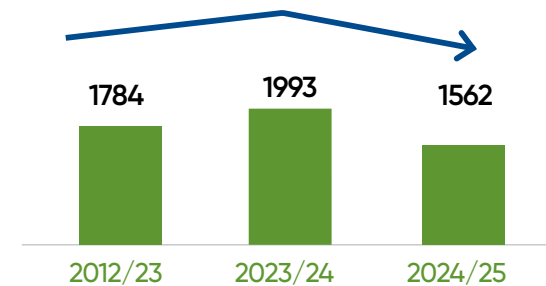
### Aboriginal and/or Torres Strait Islander people

(2021)  
ID Consultants



### Total Offences

WA Police







## Planet

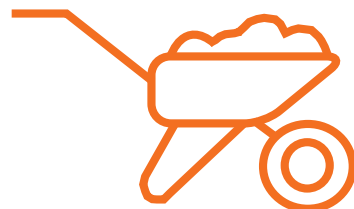
### Fire Break Maintenance



**9.55 km**

Estimated  
2022/23

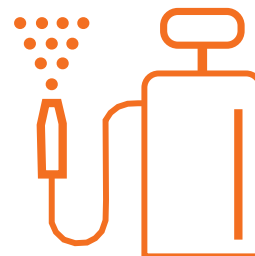
### Selective Mulching



**203.2 ha**

Estimated  
2022/23

### Chemical Spray Application



**13.3 ha**

Estimated  
2022/23

### Recycling

% of domestic waste recycled,  
2021-22, Shire of Northam



**21%**

WA regional target: 60%

### Electricity generation from renewable sources

(for five contestable sites)

2022 target, Shire of Northam



**25%**

WA: 24%  
2020, Clean  
Energy Council

### Carbon Footprint

Estimated 2021/22

**33,405 tCO2-e**

this is a

**9.4%**

Reduction from  
2020/21



### Emissions (Landfill Sites)

Estimated 2021/22

**9.7%**

Reduction in emissions  
associated with the 2  
landfill sites.



### Environmental Programs

(2021-2022)

Community Tree Program

**9,792**

Rehabilitation Program

**1,792**

Biodegradable Tree Guard Program

**2,000**



### Scheme Water

(2021-2022)



**16%**

Reduction from  
2020/21





## Place

### Heritage listed buildings

2021, Shire of Northam



**180+**

### Separate house

2021, ABS Census



**93.6%**

WA: 79.1%

### Median House Price

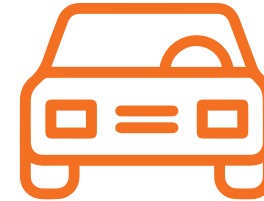
Northam 2025, realestate.com



**\$392,500**

WA regional: \$535,000

### Connected



**80 minutes**

Drive to Perth

### Active transport

2022/23



**\$560,840**

Invested in paths and bike lanes

## Prosperity

### Gross Regional Product

(June 2024)



**\$755 million**

Annual change: +1.72%

### Most valuable industries

(2023/24)



Manufacturing

**\$318.3M**



Construction

**\$242.2M**



Public admin and safety

**\$126.7M**

### No. of jobs

(2023/24)  
.idcommunity



**5,581**

2022/23: 5,412  
3.12% growth

### Completed Year 12 or higher

Among 15+ year olds  
2021, Estimated  
ID Consultants



**34.8%**

WA regional: 42.1%

### Unemployment rate

(2024)



**4.0%**

WA: 3.7%

# Strategic Community Plan

The Strategic Community Plan element of this Council Plan was developed in 2022, based on both current and anticipated resources and capacity, demographic trends, and the aspirations of our community which have been interpreted by the Council based on extensive public consultation. Importantly the plan has been developed to guide the Council in carrying out its functions as a local government to use our best endeavours to meet the needs of current and future generations through an integration of service delivery, environmental protection, social advancement and economic prosperity.

The life of the Strategic Community Plan element of the Council Plan is 10 years, with interim reviews to occur in 2026 and 2030, prior to a complete review being undertaken in 2032. To help guide us on our journey the Council has established a range of performance indicators.







# Our Vision

The Shire of Northam is a vibrant growing community that is safe, caring and inclusive. We are recognised as a community that values our heritage, preserves our environment and promotes our commerce.



# Our purpose

The Shire of Northam exists to deliver responsive, sustainable services in a manner that preserves and enhances our environment and lifestyle while respecting our heritage and facilitating economic growth.

To fulfill our purpose, and work towards achievement of the community's vision and aspirations, we take on six key roles:



## Advocate

We are a voice for the local community on key issues.



## Facilitate

We help to make it possible or easier to meet community needs.



## Partner

We form strategic alliances in the interests of the community.



## Provide

We directly provide a range of services to meet community needs.



## Fund

We help fund organisations to deliver essential community services.



## Regulate

We regulate compliance with legislation, regulations and local laws.







# Corporate Business Plan

The Corporate Business Plan element of this Council Plan is reviewed annually. The Corporate Business Plan section sets out, consistently with the relevant priorities established in the strategic community plan, our priorities for dealing with the aim and aspirations of the community in the district. The Corporate Business Plan is utilised to guide our internal business planning by identifying the actions we will be taking to achieve the objectives identified within the strategic community plan. To facilitate this the Shire of Northam has annual delivery plans for each Department, which articulate the specific actions and aim outlined in this plan and expresses how they will be delivered.

The life of the corporate business plan element is four years, with a review required annually. To help guide our performance, the Council has established a range of performance indicators.





# How to read this plan

**Pillar.** There are five pillars in the Shire of Northam – People, Planet, Place, Prosperity and Performance.

**Outcomes** describe the desirable result or benefits to the community from delivering services, facilities, activities and projects.

## PEOPLE



A healthy, connected and safe community with access to quality services

The **aspiration statement** describes a desired state that is important to and valued by the community.

### Our plan for the future

Outcome 1 – A safe community

Aims	Actions	Linked Strategies	Responsible	Timing			
				22-23	22-24	24-25	25-26

**Aims** describe what the Shire will strive to attain to support achievement of the outcome.

**Actions** describe priority projects the Shire will undertake with consideration for community needs and resourcing constraints.

**Linked strategies** provide further information about how aims and actions will be achieved.

**Responsible** indicates the department of position that is responsible for the action.

**Timing** shows when an action is planned to take place.




# Priorities

Priorities shift over time in response to what’s happening locally and globally. To provide quality of life outcomes, the Shire of Northam must stay abreast of and adapt to changes in the political, environmental, social, technological, economic and legal landscape. We must also respond to changing community expectations.

## Global Priorities

The United Nations’ Sustainable Development Goals (SDGs) provide a global roadmap to increase prosperity, end social injustice and poverty, and improve health and wellbeing, all while protecting the environment for current and future generations. 17 goals were agreed by all UN member states, including Australia. The Shire of Northam will be a catalyst for change; promoting and facilitating the achievement of goals and relevant targets in the local community. Learn more about the SDGs at <https://sdgs.un.org/goals>.



People

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

Planet

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

Place

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE CITIES AND COMMUNITIES

Prosperity

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Leadership

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

# Local Priorities

To understand local needs and priorities, the Shire of Northam commissioned an independent review. In 2021, 881 community members completed a MARKYT® Community Scorecard. The top priorities were community safety and crime prevention and local roads, followed by streetscapes and verges, economic development, footpaths, trails and cycleways, and the river and waterways.



\* Kaizen = provide continuous improvement

## PEOPLE



**A healthy, connected and safe community with access to quality services.**





# Our plan for the future

## Outcome 1. A safe community.

Aims	Priority Actions	Supporting Strategies	Responsible	25-26	26-27	27-28	28-29	Future
1.1. Play our role in promoting a safe and crime free community.	1.1.1. Provide communications to our community to promote safety and crime prevention information, services and programs.	Community Safety and Crime Prevention Plan	CEO Office and Development & Community Services	●	●	●	●	
1.2. Provide accessible and safe public spaces.	1.2.1. Undertake lighting audits in priority areas	Community Safety and Crime Prevention Plan	Development & Community Services	●				
	1.2.2. Prepare a Masterplan for the Northam Cemetery that identifies the capacity of the existing facility and provides a planned approach for future expansion and upgrades.		Corporate Services	●	●			

## Outcome 2. A caring and inclusive community.

Aims	Priority Actions	Supporting Strategies	Responsible	25-26	26-27	27-28	28-29	Future
2.1. Demonstrate the Shire's commitment to being a Child Safe organisation by providing a welcoming, inclusive and safe environment for children and young people who engage with the Shire.	2.1.1. Partner with local service providers to offer an extended program of free and affordable activities for children and youth, including after school, weekend and holiday programs		Corporate Services	●	●	●	●	
	2.1.2. Advocate to attract new businesses to meet youth and family leisure needs (e.g. ten pin bowling, arcade games, trampolines, movies, climbing facilities, etc)		Development & Community Services	●	●	●	●	
	2.1.3. Implement the 10 National Principles for Child Safe Organisations. (e.g engagement with young people, implementing complaints processes and procedures, staff training etc)		Development & Community Services	●				
2.2. Improve support for vulnerable groups, including people who are at risk, seniors, and those with disability.	2.2.1. Liaise with Department of Communities to understand local needs for short term crisis accommodation, counselling and support services.	Community Safety and Crime Prevention Plan	Development & Community Services	●				
	2.2.2. Provide more ACROD parking bays with space for independent wheelchair users to get wheelchairs in and out of cars safely (consider locations such as Bilya Koort Boodja, opposite Centrelink, Bernard Park, hospital, Fitzgerald St, Old Northam Railway Station and Grey St Surgery).	Disability Access & Inclusion Plan	Engineering Services	●				
	2.2.3. Advocate for more high care nursing beds in the Shire.	Wheatbelt Integrated Aged Care Plan	Shire President	●	●	●	●	

● Covered by existing funding

○ Needs additional external funding

## Outcome 2. A caring and inclusive community (cont.)

Aims	Priority Actions	Supporting Strategies	Responsible	25-26	26-27	27-28	28-29	Future
2.3. Showcase and celebrate diversity	2.3.1. Provide Aboriginal cultural awareness training and promotions programs to the community.		Development & Community Services	●	●	●	●	
	2.3.2. Provide cultural awareness training to all Shire of Northam Staff and Elected Members.		CEO Officer and Development & Community Services	●		●		
	2.3.3. Provide dual language and Nyoongar place naming at key areas and facilities across the Shire.	Tracks and Trails Masterplan Signage Strategy	Development & Community Services	●				
	2.3.4. Facilitate transition of Bilya Koort Boodja management to traditional owners in a self-determined model		Development & Community Services	●	●			
	2.3.5. Partner with Wundowie Progress Association to advocate for funding for a Wundowie museum and gallery, and interpretive history walk, to curate and showcase local culture, heritage and artefacts.	Wundowie Community Plan	Development & Community Services	●				
	2.3.6. Development of a Heritage Places Masterplan.		Development & Community Services	●	●			

## Outcome 3. A happy, healthy, and connected community.

Aims	Priority Actions	Supporting Strategies	Responsible	25-26	26-27	27-28	28-29	Future
3.1. Remain a regional health centre and grow to safeguard access to quality health and community services.	3.1.1. Advocate for attraction and retention of specialist and ancillary health services in Northam.		Shire President	●	●			
3.2. Grow participation in sport, recreation and leisure activities with quality regional facilities.	3.2.1. Provide a review of the Shire of Northam Recreation Facilities Development Plan.	Northam Recreation Facilities Development Plan	Corporate Services	●				
	3.2.2. Following activation of Wundowie youth sport and recreation, provide an assessment the need for new community hub in Wundowie.	Wundowie Community Plan	Corporate Services	●	●			

### Outcome 3. A happy, healthy, and connected community (cont.)

Aims	Priority Actions	Supporting Strategies	Responsible	25-26	26-27	27-28	28-29	Future
3.2. Grow participation in sport, recreation and leisure activities with quality regional facilities.	3.2.3. Partner with Wundowie Progress Association to pilot a community garden.	Wundowie Community Plan	CEO Office	●				
	3.2.4. Provide additional Bakers Hill Recreation Precinct infrastructure with consideration for a skate park, BMX track, outdoor exercise equipment and improved safer access to external toilets.	Northam Recreation Facilities Development Plan	Corporate Services	○				
	3.2.5. Partner with Cricket Association to provide lighting to allow for evening cricket at Bert Hawke precinct.		Corporate Services	●				
3.3. Grow participation in arts, culture and community activities.	3.3.1. Provide an Events Strategy to activate community places and facilities, covering signature, Shire and community events.		CEO Office	●				
3.4. Grow community capacity by supporting community groups and volunteers.	3.4.1. Provide support and guidance to organisations who work with young people in the form of access to online resources, training and assistance with development of policies and/or procedures.		Development & Community Services	●				



## Outgoing Priority Actions from 2024/25.

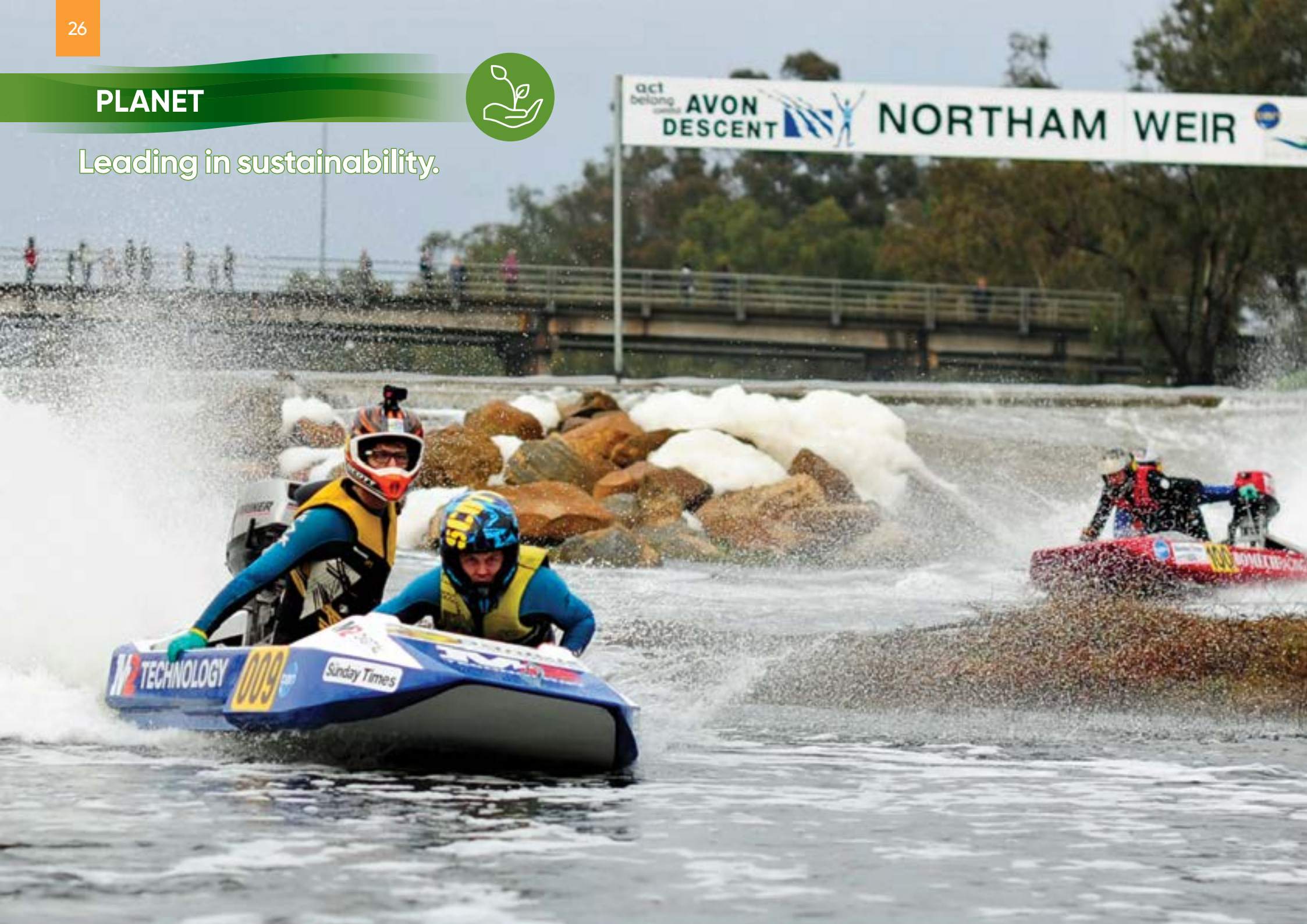
Aims	Priority Actions	Status	Comments
1.1. Play our role in promoting a safe and crime free community	Advocate for greater visibility by Police and Youth Officers in known hotspots.	Continuing as Business as Usual	<ul style="list-style-type: none"> <li>This is an ongoing action of the Community Safety Committee, that includes Northam and Wundowie Police representatives. Shire Officers regularly liaise with Police requesting additional patrols and visibility when there are areas of concern reported to the Shire. Listed as requiring external funding however no funding necessary as the action is to 'advocate'. This action will continue as business as usual for the Shire and the Community Safety Committee.</li> </ul>
	Develop internal service level agreement for the management and timely removal of graffiti on council owned assets.	Continuing as Business as Usual	<ul style="list-style-type: none"> <li>Graffiti removal is business as usual for the Shire. It is practice that graffiti will be removed within 5 days of it being reported or 3 days if it is deemed offensive. Requirements to be added to the ICS process Promapp for the reporting and removal of graffiti.</li> </ul>
2.3. Showcase and celebrate diversity	Provide a Heritage Officer to coordinate planning, preserving and showcasing our history and heritage.	Removed	<ul style="list-style-type: none"> <li>To date no funding has been identified for staffing resources in this area and it is highly unlikely that funding will be available in the short to medium term. It is proposed that in the first instance the Shire's focus be on developing a Heritage Places Master Plan that would support future funding applications for the renewals and upgrades to premier heritage places. Funding for a consultant to undertake this Master Plan is being considered as part of the 2025/26 budget development.</li> </ul>
3.1. Remain a regional health centre and grow to safeguard access to quality health and community services.	Advocate for improved GP and nurse practitioner service availability at Wundowie Health Clinic.	Continuing as Business as Usual	<ul style="list-style-type: none"> <li>Current services offered from Wundowie Health Centre include child health and immunisation, speech pathology and occupational therapy. Centre does have capacity for telehealth but not well utilised.</li> <li>GP service not offered for about 10 years and nurse practitioners no longer funded through WACHS.</li> <li>A nurse practitioner would be a good solution, however funding a private service is the only option. Attracting nurse practitioners is difficult.</li> <li>Any GP services would have to be self-sufficient in terms of managing appointments and billing.</li> <li>Actions can be progressed as business as usual.</li> </ul>

## Outgoing Priority Actions from 2024/25 (cont.)

Aims	Priority Actions	Status	Comments
3.2. Grow participation in sport, recreation and leisure activities with quality regional facilities.	Provide additional Wundowie youth sport and recreation programs and activities.	Continuing as Business as Usual	<ul style="list-style-type: none"> <li>In 2024/25 the Shire collaborated with the Wundowie Progress Association to deliver a tee-ball program and organised a tennis clinic.</li> </ul>
	Provide an assessment of the structural adequacy, and undertake a needs assessment, for the Wundowie Swimming Pool, to determine extent of required refurbishment.	Completed	<ul style="list-style-type: none"> <li>The assessment was undertaken and the preferred option is to maintain the existing facility at its current standard.</li> <li>Moving forward, the intention is to incorporate the concept of a water park as part of the Needs and Feasability Study for the proposed Wundowie Community Hub.</li> </ul>
	Provide a refurbishment to the Wundowie Swimming Pool (if need determined).	Completed	<ul style="list-style-type: none"> <li>The assessment was undertaken and the preferred option is to maintain the existing facility at its current standard.</li> <li>Moving forward, the intention is to incorporate the concept of a water park as part of the Needs and Feasability Study for the proposed Wundowie Community Hub.</li> </ul>
	Provide an investigation to provide a year-round golf facility in Northam (considering alternatives options for watering fairways during summer, such as water reuse and desalination).	Completed	<ul style="list-style-type: none"> <li>Assessment undertaken by consultants, GHD. Refer to 6.1.4 and 6.1.5 for comments.</li> </ul>
3.4. Grow community capacity by supporting community groups and volunteers.	Provide support for community groups to build their capacity in governance, marketing, and grant acquisition.	Continuing as Business as Usual	<ul style="list-style-type: none"> <li>Training and support is provided to sporting clubs and community groups as the need is identified. Anticipated to deliver 2 workshops with Lotterywest prior to the end of 2024/25. Forum held with Community and Progress Associations held on 10 April 2025.</li> </ul>

## PLANET

Leading in sustainability.





# Our plan for the future

## Outcome 4. Healthy and attractive natural habitats, rivers and waterways.

Aims	Priority Actions	Supporting Strategies	Responsible	25-26	26-27	27-28	28-29	Future
4.1. Create a healthy and attractive river system to enhance sustainability recreation and tourism.	4.1.1. Partner with the State Government to improve the health of the Avon and Mortlock River environments.		Development & Community Services	●	●	●	●	
	4.1.2. Provide an Avon River town pool management plan.		Development & Community Services	●				
	4.1.3. Advocate for a regional approach to catchment management.		CEO Office	●				
	4.1.4. Provide options to support a White Swan breeding program.		Development & Community Services	●				
4.2. Gain shared commitment in the community to managing Northam's biodiversity hotspot; conserving native wildlife, birds and plant life found nowhere else on the planet.	4.2.1. Provide a natural area management strategy for Shire controlled reserves.		Development & Community Services	●				
	4.2.2. Partner with NRM and other Local Governments to develop and implement the Corella Management Plan.		Development & Community Services	●	●	●	●	
	4.2.3. Provide remediation of Shire controlled contaminated site at Lot 100 Clarke Street, Northam.		Development & Community Services		●			
	4.2.4. Provide remediation of Shire controlled contaminated site at 3-5 Boronia Avenue, Wundowie.		Development & Community Services	●				
	4.2.5. Provide a Local Planning Policy to achieve an increase in sustainability in developments.		Development & Community Services	●				

## Outcome 5. A resilient community.

Aims	Priority Actions	Supporting Strategies	Responsible	25-26	26-27	27-28	28-29	Future
5.1. Build community resilience to cope with natural disasters and emergencies, including pandemics, storms, flooding and fire.	5.1.1. Provide up to date Local Emergency Management Arrangements.		Development & Community Services	●	●	●		
	5.1.2. Partner DFES to provide a flood mitigation and event response plan detailing the location of emergency response, such as sand bags.		Development & Community Services	●				
	5.1.3. Partner with DFES to provide a new facility for Wundowie Bushfire Brigade.		Development & Community Services		●			
	5.1.4. Provide a review of the Local Laws and Bushfire Brigades Manual.		Development & Community Services	●				
	5.1.5. Advocate to relevant authorities to install telecommunication towers in identified blackspots including Wundowie, Northam/Toodyay Road and Northam York Road to increase coverage for emergency services and the general community.		Development & Community Services	●				
	5.1.6. Review Bushfire Risk Management Plan.		Development & Community Services				●	

## Outcome 6. Shared responsibility for climate action and sustainability.

Aims	Priority Actions	Supporting Strategies	Responsible	25-26	26-27	27-28	28-29	Future
6.1. Lead by example through the use and promotion of sustainable practices.	6.1.1. Provide a climate change adaption position and strategy/action plan.	Local Planning Strategy	Development & Community Services	●				
	6.1.2. Provide a plan for transition of relevant Council facilities to use clean energy sources.		Development & Community Services	●	●	●	●	
	6.1.3. Provide a plan to incorporate water efficiency into Council facilities and operations.		Development & Community Services	●	●			
	6.1.4. Undertake upgrading of water reuse system.	Local Planning Strategy; Northam Regional centre Growth Plan	Engineering Services	●				

## Outcome 6. Shared responsibility for climate action and sustainability (cont.)

Aims	Priority Actions	Supporting Strategies	Responsible	25-26	26-27	27-28	28-29	Future
6.1. Lead by example through the use and promotion of sustainable practices (cont.)	6.1.5. Provide an assessment of opportunities for alternative, sustainable water, sources, such as small desalination plants, to irrigate Councils parks, ovals and reserves.		Engineering Services	●				
	6.1.6. Provide community education program to encourage residents and businesses to adopt sustainable practices to reduce waste, water use, energy use and emissions..		Development & Community Services	●	●	●	●	
	6.1.7. Provide a transition plan to convert the Shire's Heavy vehicle fleet to electric and/or hydrogen vehicles.		Corporate Services	●				
6.2. Provide sustainable waste management	6.2.1. Provide a feasibility study for introducing a 3 bin system with a new bin for food and organic (FOGO) materials.	Strategic Waste Minimisation Plan.	Development & Community Services	●				
	6.2.2. Partner with other local governments, including Avon Regional Organisation of Council, to develop a regional waste management strategy to reduce waste to landfill.		CEO Office	●				
	6.2.3. Undertake investigations in to a revised land form, with in the current approved footprint of the Old Quarry Landfill site, to expand the life of the facility.		Development & Community Services	●	●			



## Outgoing Priority Actions from 2024/25.

Aims	Priority Actions	Status	Comments
4.2. Gain shared commitment in the community to managing Northam's biodiversity hotspot; conserving native wildlife, birds and plant life found nowhere else on the planet.	Provide additional human resources to facilitate implementation of the biodiversity actions in the Local Planning Strategy.	Completed	<ul style="list-style-type: none"> <li>A new position of Sustainability Officer was created as part of the organisation re-alignment. This role is filled on a part-time basis and is undertaking actions from the Local Planning Strategy that focus on biodiversity.</li> </ul>
6.1. Lead by example through the use and promotion of sustainable practices.	Provide an assessment of existing capacity of the Northam wastewater reuse system to improve current efficiency of the system and allow expansion.	Completed	<ul style="list-style-type: none"> <li>Consultants GHD have completed a comprehensive assessment of the Northam Reuse Water Scheme, with a 3-stage proposal outlined for improvement and expansion of the Scheme. Advocacy for funding to implement the 3-stage proposal being progressed.</li> </ul>





## PLACE



Responsibly planned towns and rural communities.



# Our plan for the future

## Outcome 7. Urban and rural communities are sensibly planned and developed.

Aims	Priority Actions	Supporting Strategies	Responsible	25-26	26-27	27-28	28-29	Future
7.1. Provide sufficient land and development opportunities to enable local communities to grow.	7.1.1. Provide a review of the Land Rationalisation Strategy including retention or sale/ disposal/ transfer of landholding or conversion to freehold (or from freehold to reserve).	Local Planning Strategy	Development & Community Services	●				
	7.1.2. Provide urban renewal planning for the Avonvale area.	Local Planning Strategy	Development & Community Services	●				
	7.1.3. Provide urban renewal planning for the West Northam area.	Local Planning Strategy	Development & Community Services	●				
	7.1.4. Advocate for the Water Corporation to install infill sewerage in west Northam and River precincts and wastewater treatment plants.	Local Planning Strategy	Development & Community Services	●				
7.2. Ensure community access to safe and diverse housing options.	7.2.1. Advocate for the Housing Authority to provide improved social housing across the Shire.		Shire President	●	●	●	●	
7.3. Showcase Northam's unique history and heritage.	7.3.1. Facilitate a local planning policy to guide the development of heritage listed places.	Local Planning Strategy	Development & Community Services	●				
	7.3.2. Provide options for repurpose and maximise usage of the Town Hall and Lesser Hall.		Engineering Services	●	●			
	7.3.3. Partner with Northam Agricultural Society to refurbish and maximise usage of Northam Agricultural Pavilion.		Development & Community Services	○	○			
	7.3.4. Provide an assessment of the costs and benefits of reinstating the Poole Street pedestrian bridge.		Engineering Services	●				



## Outcome 8. Attractive and welcoming places.

Aims	Priority Actions	Supporting Strategies	Responsible	25-26	26-27	27-28	28-29	Future
8.1. Have neat and attractive business precincts.	8.1.1. Provide for footpath renewals within Central Business District.		Engineering Services	●	●	●	●	
8.2. Have attractive streetscapes and urban environments.	8.2.1. Provide improved Townsite Streetscapes by commencing implementation of the Streetscape Concept Plan.	Townsite Streetscape Plan	Engineering Services	●	●			
8.3. Enhance public open space, parks and playgrounds.	8.3.1. Provide a Public Open Space Strategy with consideration for new, and rationalisation of current, parks, playgrounds and dog exercise areas.	Local Planning Strategy	Development & Community Services	●				
	8.3.2. Undertake a detailed design for the trails and associated activation infrastructure for Mt Ommanney.	Trails Master Plan	Corporate Services	●	●			●
8.4. Encourage responsible animal management.	8.4.1. Provide a community education program through a formal process or framework that can be implemented annually to encourage responsible dog and cat ownership, with a focus on registrations, de-sexing and containment to reduce the number of stray dogs and cats.		Development & Community Services	●				

## Outcome 9. Safe roads and greater use of sustainable transport options.

Aims	Priority Actions	Supporting Strategies	Responsible	25-26	26-27	27-28	28-29	Future
9.1. Maintain a safe efficient road network and supporting infrastructure.	9.1.1. Advocate for Main Roads to improve road safety on Great Eastern Hwy (including Lakes to Bakers Hill, Clackline and Hoggarth Road, and turning lanes at Inkpen Road and Trimmer Road).	Wundowie Community Plan	CEO Office	●				
	9.1.2. Provide electric vehicle charging infrastructure in Bakers Hill.		Engineering Services	●				
	9.1.3. Provide electric vehicle charging infrastructure in Wundowie.		Engineering Services		●			
9.2. Encourage more people to use active and shared transport.	9.2.1. Provide a dual use path on Clarke Street: Suburban Rd to Inkpen St.	Northam Bike Plan	Engineering Services			●		
	9.2.2. Provide review of the Northam Bike Plan to identify completed works, and outstanding or new actions to priorities.	Northam Bike Plan	Engineering Services		●		●	
	9.2.3. Provide well planned signage and end-of-trip facilities for bikes, with consideration for expected growth inevitable including electronic bikes, scooters and gophers and the need for secure parking, electronic charging stations etc.	Northam Bike Plan	Engineering Services	○	○	○	○	
	9.2.4. Partner with groups to provide education, encouragement and enforcement activities which aim to increase cycling participation, such as BikeWeek and Cycle to School/Work days.	Northam Bike Plan	Corporate Services	●	●	●	●	
	9.2.5. Provide improved tracks and trails.	Trails Master Plan	Corporate Services	●	●	●	●	
	9.2.6. Partner with local communities and progress associations to assess demand and potential future requirements for new school bus shelters.	Wundowie Community Plan	Engineering Services	●	●	●	●	

## Outgoing Priority Actions from 2023/24.

Aims	Priority Actions	Status	Comments
7.1. Provide sufficient land and development opportunities to enable local communities to grow.	Provide a review of the Local Planning Scheme 6, including a comprehensive evaluation of the success of the current Local Planning Strategy	Continuing as Business as Usual	<ul style="list-style-type: none"> <li>Statutory review completed 2024/25 with the next review due 2029/30.</li> <li>Actions from the Strategy review yet to be implemented which will trigger modifications to the Local Planning Scheme in 2025/26.</li> </ul>
7.2. Ensure community access to safe and diverse housing options.	Facilitate the development of innovative housing solutions through the local planning strategy.	Continuing as Business as Usual	<ul style="list-style-type: none"> <li>Actions included in Local Planning Strategy to encourage innovative and variety of housing to meet the community's needs.</li> </ul>
	Facilitate through the local planning framework a variety of housing choices including age - friendly accommodation and lifestyle villages in appropriate locations.	Completed	<ul style="list-style-type: none"> <li>Actions included in Local Planning Strategy to encourage innovative and variety of housing to meet the community's needs.</li> </ul>
7.3. Showcase Northam's unique history and heritage.	Partner with Railway Station Heritage Group to develop formal Railway Station Precinct Plan.	Removed	<ul style="list-style-type: none"> <li>It is proposed that works required in future for the Old Northam Railway Station will be considered as part of the Heritage Places Masterplan that will identify the priority heritage places for the Shire and high level works that will be required to maintain these high-value places.</li> </ul>
9.1. Maintain a safe efficient road network and supporting infrastructure.	Provide electric vehicle charging infrastructure in Northam CBD and various Council facilities.	Completed	<ul style="list-style-type: none"> <li>Three EV charging stations installed in carpark on Minson Avenue as well as 3 Council Facilities.</li> </ul>





## PROSPERITY



**A diverse and growing economy.**



# Our plan for the future

## Outcome 10. An attractive destination for investors, business and visitors; helping to grow the economy and local jobs.

Aims	Priority Actions	Supporting Strategies	Responsible	25-26	26-27	27-28	28-29	Future
10.1. Pursue economic growth, innovation and diversification.	10.1.1. Develop a 2050 Vision for the Shire of Northam that encompasses the communities values, aspirations and priorities for the future, while providing a road map for thoughtful planning that is transparent, informed and well supported.		CEO Office	●				
	10.1.2 Provide a platform to showcase business success stories.		CEO Office	●				
	10.1.3 Partner with Wheatbelt Development Commission to advocate for Regional Government employees to reside in the area.	Housing Strategy	CEO Office	●				
	10.1.4 Provide a review for the Northam Airport masterplan, with the view of facilitating expansion opportunities through infrastructure.		Engineering Services	●				
10.2. Revitalise and activate town centers.	10.2.1 Develop a signage plan that provides a framework for entry statements, locality signs and other major signage within the Shire.	Signage Strategy	Engineering Services	●				
	10.2.2 Activate Minson Avenue from Avon Bridge to the Peel Terrace Bridge by encouraging the adoption of Minson Avenue Design Guidelines, private investment within the precinct, and continued improvements to Bernard Park.	Local Planning Strategy	Development & Community Services	●	●	●	●	
	10.2.3 Provide activities to revitalise Bakers Hill and Wundowie town centres.		Development & Community Services	●	●			
10.3. Identify, develop and promote tourism experiences and supporting services.	10.3.1 Advocate for a national or international ballooning event in Northam every two years.		CEO Office		●		●	
	10.3.2 Facilitate national, state and regional recreational and sporting events.		Corporate Services	●				
	10.3.3 Provide overnight caravan and RV parking facilities in Northam and Bakers Hill.	Bakers Hill Community Plan	Engineering Services	●				

## Outcome 11. Quality education opportunities for everyone.

Aims	Priority Actions	Supporting Strategies	Responsible	25-26	26-27	27-28	28-29	Future
11.1. Advocate for improved access to education, training and personal development opportunities.	11.1.1. Advocate to attract a university or research centre of excellence to be based in Northam.		Shire President	●				
	11.1.2 Advocate for Muresk Institute to be a university campus.		Shire President		●			
	11.1.3 Advocate for the State Government to enhance local educational opportunities.	Northam Youth Wellbeing Plan	Shire President	●				

## Outgoing Priority Actions from 2023/24.

Aims	Priority Actions	Status	Comments
10.2. Promote industrial development with a focus on the Avon Industrial Park and Avon Logistics Hub.	Provide entry statements and signage for Northam Light Industrial Areas to raise the profile of LIAs and local businesses within.	<b>Removed</b>	<ul style="list-style-type: none"> <li>The development of a signage plan as outlined in Action 10.2.1 will inform future implementation of major signage across the Shire.</li> </ul>
11.1. Advocate for improved access to education, training and personal development opportunities.	Advocate for diverse and relevant educational opportunities to be delivered at Central Regional TAFE (Northam Campus) to attract and retain students in the region.	<b>Continuing as Business as Usual</b>	<ul style="list-style-type: none"> <li>Wheatbelt RDA application for development of a Regional University Study Hub in Northam successful, with a financial contribution being provided by the Shire towards the premises.</li> <li>Northam Regional University Study Hub expected to be open in mid 2025.</li> <li>CEO continues as a member of the Regional Coordinating Committee to advocate for expanded educational opportunities in the Wheatbelt through TAFE.</li> <li>Shire continues to support Central Regional TAFE's Awards.</li> </ul>



## PERFORMANCE



Open and accountable  
leadership with  
effective governance.



# Our plan for the future

## Outcome 12. Excellence in organisational performance and customer service.

Aims	Priority Actions	Supporting Strategies	Responsible	25-26	26-27	27-28	28-29	Future
12.1. Maintain a high standard of corporate governance and financial management.	12.1.1. Provide the community with an annual explanation of the Shire's short term financial commitments and overall financial health.		Corporate Services	●	●	●	●	
12.2. Be an innovative and efficient organisation that provides outstanding customer service.	12.2.1 Provide a service review of planning and building services with a customer experience focus.		CEO Office	●				
	12.2.2 Provide a quality assurance framework (AS4801 or ISO9001) across the organisation.		CEO Office	●				
12.3. Effectively manage the Shire's assets.	12.3.1 Provide a modern, fit for purpose Administration Building.		Engineering Services	●	●			

## Outcome 13. A well informed and engaged community.

Aims	Priority Actions	Supporting Strategies	Responsible	25-26	26-27	27-28	28-29	Future
13.1. Provide strong, open and accountable leadership and be more visible and relevant for community members.	13.1.1. Provide a biennial community survey to assess community priorities and perceived performance levels.	MARKYT Community Scorecard	CEO Office	●				
13.2. Engage the community about Shire projects, activities and decisions in a timely, open and effective manner.	13.2.1. Provide a campaign to populate the customer database with email addresses and permissions to send e-rates, e-newsletters and other notifications.		CEO Office	●	●	●	●	

## Outgoing Priority Actions from 2023/24.

Aims	Priority Actions	Status	Comments
12.4. Have a happy competent and committed workforce that lives local.	Provide scholarships, traineeships and grants program for local youth who wish to study and work for the Shire of Northam in high demand service areas.	Continuing as Business as Usual	<ul style="list-style-type: none"> <li>In 2024/25 an Aboriginal trainee Ranger position was implemented, bringing the number of traineeships available in the Shire to 3.</li> <li>Opportunities for work experience placements are being implemented with a student to be placed in the Visitors Centre in May 2025.</li> <li>The Shire participated in the 2024 Careers Expo hosted by Directions.</li> <li>A Study Assistance Program has been introduced to support existing staff to upskill and obtain qualifications, particularly in Local Government professions where skill shortages are being experienced.</li> </ul>
13.2. Engage the community about Shire projects, activities and decisions in a timely, open and effective manner.	Provide electronic notice boards in strategic locations across the Shire to display key messages.	Completed	<ul style="list-style-type: none"> <li>Electronic board installed at the Northam Recreation Precinct. Installation of further boards is dependent on funding.</li> </ul>







# Resourcing the Plan

## An engaged and well supported workforce

The Shire is committed to attracting, training and retaining a skilled and engaged workforce to achieve the outcomes in the Council Plan. The Workforce Plan is regularly reviewed to ensure workforce resources are aligned with organisation and community needs.

As of 2025, the Shire employed 128.68 full time equivalent staff to deliver services.

Please see the Shire's Workforce Plan at [www.northam.wa.gov.au](http://www.northam.wa.gov.au) for more information.

## Service area planning

Service area planning is being introduced to provide efficient and cost-effective delivery of priority projects and continuous improvement of existing services and facilities. The following table summarises the number of employees in each team, expressed as the full-time equivalent (FTE), and the operating budget per team (rounded to 1 decimal place) in 2025.

Directorate	Service teams	Employees (FTE)	Operating Budget
Office of the CEO	<ul style="list-style-type: none"> <li>Governance</li> <li>Risk Management</li> <li>Records Management</li> <li>Community Engagement</li> <li>Communications</li> <li>Human Recourses</li> <li>Organisational safety</li> </ul>	11	\$2.82m
Corporate Services	<ul style="list-style-type: none"> <li>Finance</li> <li>Information Technology</li> <li>Customer Service</li> <li>Recreation, Aquatics &amp; Youth</li> <li>Respite (adult)</li> </ul>	43.6	\$7.23m
Development Services	<ul style="list-style-type: none"> <li>Environment &amp; Sustainability</li> <li>Public Health</li> <li>Building Compliance</li> <li>Town Planning</li> <li>Ranger Services</li> <li>Fire &amp; Emergency Management</li> <li>Bushfire Mitigation</li> <li>Waste Management</li> <li>Community Development</li> <li>Library Services</li> <li>Aboriginal Heritage</li> <li>Community Safety</li> <li>Visitor Servicing</li> </ul>	29.28	\$8.11m
Engineering Services	<ul style="list-style-type: none"> <li>Civil works, construction &amp; maintenance</li> <li>Parks, Recreation &amp; Reserves</li> <li>Building assets</li> </ul>	44.8	\$10.28m
Total		128.68	\$28.45m

# Managing Risk

To mitigate risks associated with the provision of Shire services, the Shire implements an enterprise-wide risk management framework and plan.

The Shire's risk management policy aims to build a risk-management environment supported through systematic practices. These practices are aimed at safeguarding Shire people, assets, property, environment, reputation, finances and information.

The risk management policy, among other things, focuses on establishing the Council's appetite for risk. Risk appetite is the amount of risk exposure, or potential adverse impact from an event, that the Shire is willing to accept in pursuit of its aims. Once the risk appetite threshold has been breached, risk management controls and actions are required to bring the exposure level back within the accepted range. The Shire has a risk appetite that it tolerates, consisting of low, medium, high and extreme risks, as detailed in the table below:

Risk Rating	Minimum treatment required	Description
Extreme	Reject and avoid or mitigate	Immediate action required in consultation with Chief Executive Officer of Executive Manager to either avoid the risk entirely or to reduce the risk to a low, medium or high rating. A Council decision, or at a minimum, Council advice is required.
High risk	Accept and mitigate	These risks need to be mitigated with actions as required and managers need to be assigned these risks.
Medium risk	Accept	Manage by specific monitoring or response procedures.
Low risk	Accept	Manage by routine procedures.

The Council has established an Audit & Risk Management Committee which, among other things, monitors the organisations risk management, including performance.

The Shire of Northam manages risk in accordance with the principles, framework and guidelines detailed in AS/NZ ISO 31000:2009 and will:

- Implement an Enterprise Risk Management Framework and Plan
- Identify strategic, operational and project risks using systematic tools, and based on the level of risk, ensure effective Risk Treatment Plans are in place to minimise such risks
- Ensure any item with a risk ranking of greater than 10, categorised as either a high or extreme risk and is apparent to be ongoing, be listed on the Shire's Risk Register
- Implement a range of risk management key performance indicators to monitor responsibility and accountability

# Commitment to Value

## The Shire is committed to providing the community with value from money.

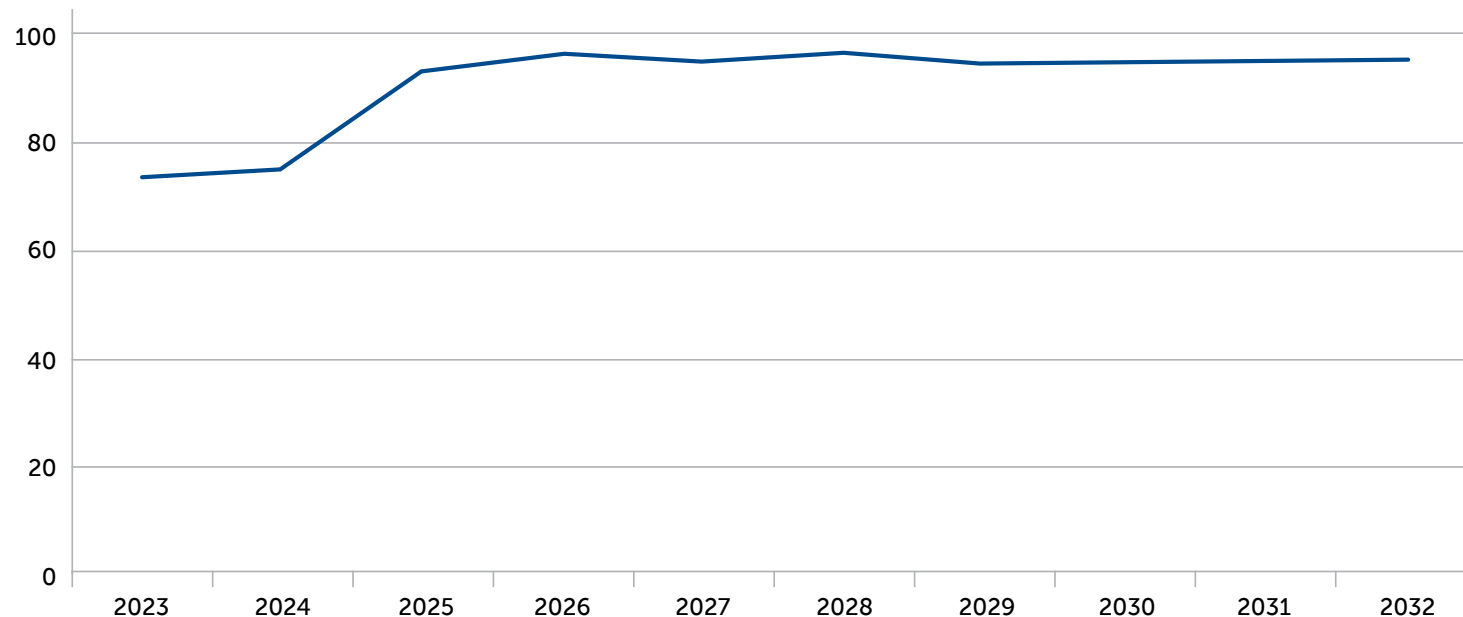
Long term financial planning and annual budgeting is undertaken to responsibly manage expenditure. Shire services, facilities and special projects are funded through various revenue streams. This includes grants from State and Commonwealth government, Lotterywest and others, rates, fees and charges, and cash reserves.

The COVID-19 pandemic has had a significant impact on the Shire of Northam's financial position. A combination of significant resource allocation to support the local community through the initial phases of the pandemic, coupled with a year of no rate increases, significant discounts on rates offered and limited fees and charges has adversely impacted the Shire's financial health indicators. This is mainly due to the operating surplus ratio not meeting targeted requirements.

A financial recovery plan is in place to address the operating surplus ratio, and return the Shire to a surplus in 2024/25 as shown in the Financial Health Indicator radar charts.

The Shire's Overall Financial Health Indicator is presented as a score out of 100 and is determined by the results of the seven financial health indicators in the radar charts: 1) current ratio, 2) asset consumption, 3) asset renewal, 4) asset sustainability, 5) debt service coverage, 6) operating surplus and 7) own source revenue.

## Overall Financial Health Indicator

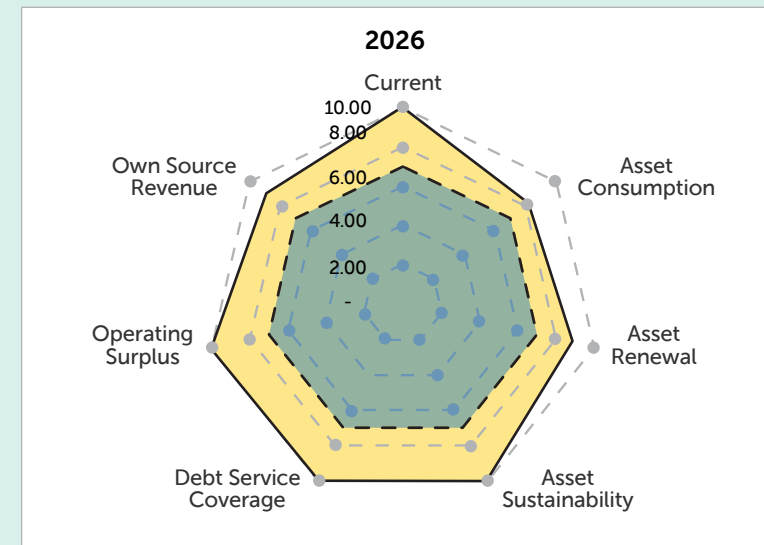
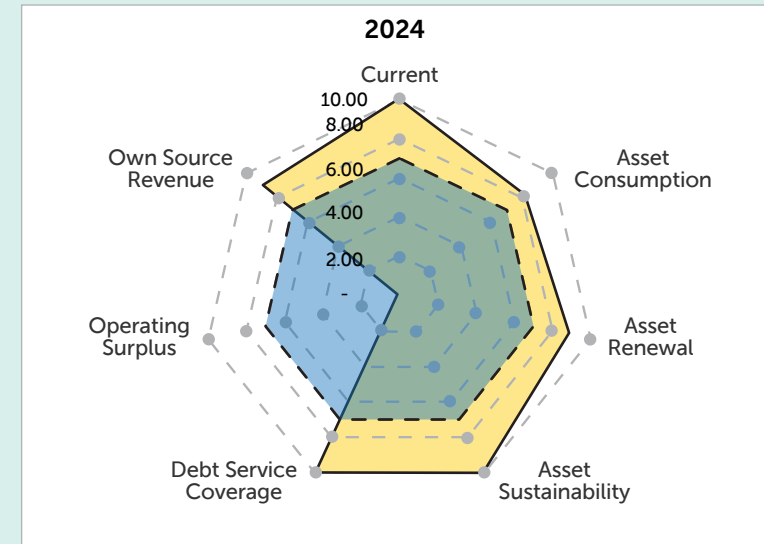
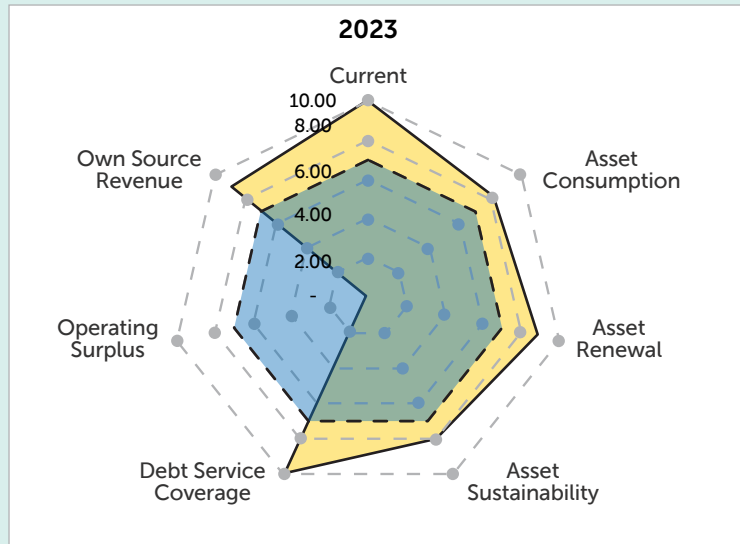


## Financial Health Indicator Radar Charts

In the financial health indicator charts right, the blue section of the spider graph indicates the minimum standard, and the yellow section indicates the Shire's projected performance.

Please see the Shire's Long Term Financial Plan at [www.northam.wa.gov.au](http://www.northam.wa.gov.au) for more information. This plan is next due for review in 2025/26.

To learn more about the Shire's financial health indicators, please visit: [www.mycouncil.wa.gov.au/Council/ViewCouncil/157](http://www.mycouncil.wa.gov.au/Council/ViewCouncil/157)





# Shire of Northam Investment Plan – Key Capital Projects

This plan includes a number of new projects that will require additional capital expenditure. Estimated costs are provided below. These projects will need to be resourced through a combination of grant, reserve, debt and other external funding sources.

Priority Projects		2025/26	2026/27	2027/28	2028/29
<b>People</b>					
3.2.7	Provide additional Bakers Hill Recreation Precinct infrastructure with consideration for a, skate park BMX track, outdoor exercise equipment and improved safer access to external toilets.		\$30,000		
3.2.8.	Partner to fund Cricket Association to provide lighting to allow for evening cricket at Bert Hawke precinct.	\$764,000			
<b>Planet</b>					
5.1.3	Partner with DFES to provide a new facility for Wundowie Bushfire Brigade.		\$443,000		
6.1.5.	Undertake upgrading of water reuse system.	\$2,500,000			
<b>Place</b>					
7.3.3.	Partner with Northam Agricultural Society to refurbish and maximise usage of Northam Agricultural Pavilion.		\$650,000		
8.1.1.	Provide for footpath renewals within Northam Central Business District .	\$350,000	\$350,000		
8.3.2	Undertake detailed design for the Trails and associated activation infrastructure for Mt Ommanney.	\$53,000			
9.2.1.	Provide a dual use path on Clarke Street: Suburban Rd to Inkpen St.			\$250,000	
9.2.5	Provide improved tracks and trails.			\$200,000	
<b>Prosperity</b>					
10.1.4.	Provide a review for the Northam Airport masterplan, with the view of facilitating expansion opportunities through infrastructure.		\$100,000		
10.2.1.	Develop a signage plan that provides a framework for entry statements, locality signs and other major signage within the Shire.	\$125,000			
10.4.3.	Provide overnight caravan and RV parking facilities in Northam and Bakers Hill.	\$129,972			
<b>Performance</b>					
12.3.1.	Provide a modern, fit for purpose Administration Building.		\$1,100,000		



# Development and reporting

The Local Government Act 1995 requires all local governments to plan for the future. As of 2021, Council was required to adopt a 10 year Strategic Community Plan, 4 year Corporate Business Plan and Annual Budget that were integrated with asset management plans, a workforce plan and a long-term financial plan.

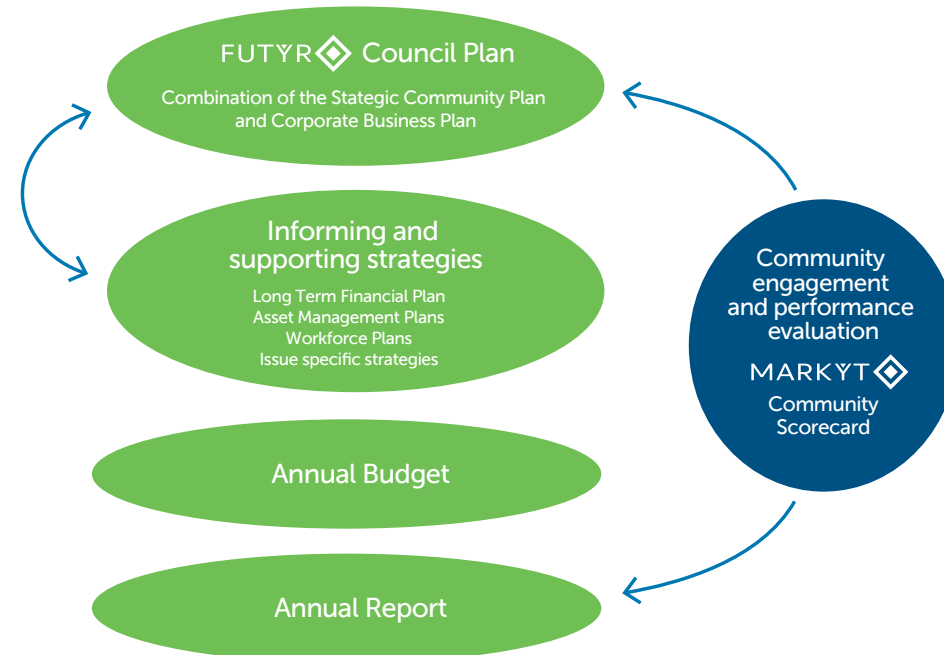
To streamline reporting and strengthen integration, we have combined the Strategic Community Plan and Corporate Business Plan into one succinct document and named it our Council Plan.

In 2021/22, Council embraced the FUTYR® approach to conduct a major review of its Strategic Community Plan and Corporate Business Plan. This is a community-led, integrated and streamlined approach designed specifically for local government. It involved:

- Desktop research
- Detailed review of current plans and strategies to align and integrate outcomes and actions
- Community perceptions survey and benchmarking using the MARKYT Community Scorecard
- Series of workshops with Elected Members, staff, key stakeholders and local community members

We express our deepest thanks to more than 800 community members who assisted with development of the Council Plan. We heard from a good cross section of people in the local community, including youth, families, seniors, people with disability, people with diverse cultural backgrounds, local businesses owners and managers, and representatives from local community organisations.

To track progress against outcomes in this plan, Council will monitor real and perceived performance levels from various sources. Results will be reported in the Annual Report. Please visit [www.northam.wa.gov.au](http://www.northam.wa.gov.au) to access the Shire's latest Annual Report.



**MARKYT**   
Community Scorecard

**881** Community members

**MARKYT**   
Community VoiceBank

**47,555** Word count of ideas and suggestions

**FUTYR**   
Community Workshop

**77** Participants



The Shire of Northam aims to participate in an independent study to monitor and benchmark performance every two years.

The Shire aims to be above the MARKYT® industry average and strives to be the industry leader in all areas.


This chart shows the Shire's Performance Index Score out of 100 compared to the MARKYT® Industry Standards. The preferred target zone is shown as coloured bars.

#### LEGEND

- Shire of Northam 2021 performance score
- Shire of Northam 2019 performance score
- No change in performance from 2019 to 2021
- Target zone. Shading shows industry average to industry high from the MARKYT® Community Scorecard. For further information, visit [www.catalyse.com.au/markyt](http://www.catalyse.com.au/markyt).







Have an idea about how the Shire of Northam could be a more vibrant and growing community that values heritage and preserves the environment?

Please reach out to one of your elected members or the responsible officer at the Shire of Northam to share your thoughts and ideas.

In person: 395 Fitzgerald Street, Northam  
Phone: (08) 9622 6100  
Email: [records@northam.wa.gov.au](mailto:records@northam.wa.gov.au)



[www.northam.wa.gov.au](http://www.northam.wa.gov.au)