

Torres Shire Council Case Study

KEY ISSUE

Torres Shire Council engaged fr&nk in preparation for a forthcoming self-insurance audit. The objective was to strengthen executive due diligence, enhance leadership capability, and ensure the organisation was positioned to demonstrate proactive and accountable WHS governance across all levels of Council.

CHALLENGES

Torres Shire Council operates in one of Australia's most remote local government regions, where geographic isolation and dispersed operations add complexity to governance and frontline leadership.

Council engaged fr&nk to strengthen executive due diligence prior to its self-insurance audit and, following the audit, to review findings and develop a structured, capability-based response.

SOLUTIONS

fr&nk delivered a staged capability program aligned to Council's audit cycle and operational context. This included executive due diligence training prior to the self-insurance audit to strengthen governance oversight, followed by a structured review of audit findings and development of a practical response plan. Post-audit, the LEAD&R leadership program was delivered to supervisors and managers to embed stronger day-to-day safety leadership, engagement, and response-ability across the organisation.

Key metrics

Torres Shire Council invested in targeted leadership and governance capability to ensure they were audit-ready while strengthening their long-term safety culture and internal capacity.



\$30K
Project Budget



2 WEEKS
Project Timeline



Executive Due Diligence Training



Audit Review & Response Planning



LEAD&R Leadership Capability Program

OUTCOMES

1

Strengthened Executive Governance Capability

Executives gained clarity and confidence in their due diligence responsibilities, improving oversight maturity within a remote governance setting.

2

Structured Audit Response

Council was supported to translate audit findings into a clear, prioritised action pathway rather than reactive compliance activity.

3

Increased Safety Engagement Across Teams

Delivery of LEAD&R contributed to a noticeable uplift in safety engagement, ownership, and leadership confidence among supervisors and managers.

