

**COUNCIL MEETING  
AGENDA  
MONDAY, 30 JANUARY 2023**



**GLENORCHY CITY COUNCIL**

**QUALIFIED PERSON CERTIFICATION**

The General Manager certifies that, in accordance with section 65 of the *Local Government Act 1993*, any advice, information and recommendations contained in the reports related to this agenda have been prepared by persons who have the qualifications or experience necessary to give such advice, information and recommendations.

A handwritten signature in cursive script, appearing to read 'JRichardson'.

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Jenny Richardson  
**Acting General Manager**  
25 January 2023

**Hour:** 3.30pm

**Present (in Chambers):**

**Present (by video link):**

**In attendance (in  
Chambers):**

**In attendance (by video  
link):**

**Leave of Absence:**

**Workshops held since  
last Council Meeting**

**Date:** Monday, 9 January 2023

**Purpose:** To discuss:

- Housing Statement of Commitment
- Community Development and Arts and Culture Reviews
- Review of prayers at Council meetings

**Date:** Monday, 16 January 2023

**Purpose:** To discuss:

- Briefing on the Principal Activity Centre Specific Area Plan and Northern Accommodation Corridor Specific Area Plan
- Jobs Hub briefing
- Future of Local Government options paper

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**1. APOLOGIES**

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**2. CONFIRMATION OF MINUTES (OPEN MEETING)**

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That the minutes of the Council meeting held on 19 December 2022 be confirmed.

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**3. ANNOUNCEMENTS BY THE CHAIR**

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**4. PECUNIARY INTEREST NOTIFICATION**

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**5. RESPONSE TO PREVIOUS PUBLIC QUESTIONS TAKEN ON NOTICE**

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Questions taken on notice – Eddy Steenbergen – Rosetta  
(received 19 December 2022)

**Q:** Is live streaming and recording a full policy of Council, at least for this current term?

**A:** Council does have a policy for audio recording for Council meetings and we are reviewing the policy with the aim of incorporating live-streaming.

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## **6. PUBLIC QUESTION TIME (15 MINUTES)**

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**Please note:**

- the Council Meeting is a formal meeting of the Aldermen elected by the Glenorchy community. It is chaired by the Mayor
- public question time is an opportunity in the formal meeting for the public to ask questions of their elected Council representatives about the matters that affect ratepayers and citizens
- question time is for asking questions and not making statements (brief explanations of the background to questions may be given for context but comments or statements about Council's activities are otherwise not permitted)
- the Chair may permit follow-up questions at the Chair's discretion, however answers to questions are not to be debated with Council
- the Chair may refuse to answer a question, or may direct a person to stop speaking if the Chair decides that the question is not appropriate or not in accordance with the above rules
- the Chair has the discretion to extend public question time if necessary.

### **Question on notice – Morris Malone – West Moonah (received 20 January 2023)**

**Stage 2 of the 'Future of Local Government Review' indicates that boundary consolidation (amalgamation) is 1 option being contemplated for Council reform**

**Q1. Does this Council have a public position on amalgamations?**

A: Council has not fully discussed detail to this level however Council will be considering the report further after meeting with the Premier and relevant Minister in early February, holding at a workshop in mid-February, with a report that will go to Council on 27 February 2023 meeting for decision. Council will then be providing a response to the Chair of Local Government Board on 28 February 2023. Council's position will become clearer as the meetings evolve.

**Q2. Does Council believe amalgamations will achieve consolidated revenue bases better able to streamline more efficient service delivery?**

A: Once again, Council has not discussed detail to this level however will be able to provide its position when more information is known.

**Q3. If amalgamations proceed can Council guarantee Glenorchy's rates won't increase, nor service delivery won't decline from existing levels?**

A: It is too early to fully understand what the outcomes of the review will recommend. Council will consider the effect of any change through its annual processes including budget, annual plan and service levels.

**Question on notice – Janiece Bryan – Montrose  
(received 25 January 2023)**

- Q1: Two weeks ago, there was a fire in a garage in Tolosa St. Are our publicly owned historical records and artefacts held by the Glenorchy Historical Society still stored in a garage?**
- Q2. Does Council still have a Heritage Officer and has the Council secured our priceless and irreplaceable historical records and items to safely protect them from loss, damage and deterioration?**
- Q3. What is Council’s intention in relation to curating, preserving and creating a permanent and safe home for them? Would Council consider creating a quality history room to ensure the ongoing preservation and knowledge sharing of the proud and important history of Glenorchy?**

As Question on Notice was received on the day of the agenda being published, these questions have been taken on notice.

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**7. PETITIONS/ADDRESSING COUNCIL MEETING (DEPUTATION)**

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# COMMUNITY

*Community Goal – Making Lives Better*



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## 8. ACTIVITIES OF THE MAYOR

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Author: Mayor (Ald. Bec Thomas)

Qualified Person: General Manager (Tony McMullen)

ECM File Reference: Mayoral Announcements

### Community Plan Reference:

Under the City of *Glenorchy Community Plan 2015 – 2040*, the Community has prioritised ‘transparent and accountable government’.

### Strategic or Annual Plan Reference:

Objective 4.1 Govern in the best interests of the community

Strategy 4.1.1 Manage Council for maximum efficiency, accountability, and transparency

### Reporting Brief:

To receive an update on the recent activities of the Mayor.

### Proposal in Detail:

The following is a list of events and external meetings attended by Mayor Thomas during the period from Monday, 12 December 2022 to Sunday, 22 January 2023.

#### Tuesday 13 December 2022

- Attended via Teams the Future of Local Government Review briefing for LGAT General Meeting Committee (GMC)

#### Wednesday 14 December 2022

- Attended via Teams the Southern Tasmanian Regional Waste Authority Board selection committee meeting

#### Thursday 15 December 2022

- Attended via Teams Collinsvale Market Stakeholder meeting
- Attended via Teams meeting with Minister Nic Street and Glenorchy Resident advocating for youth programs and places in Glenorchy Aleira Chalker

#### Friday 16 December 2022

- Attended the Community Engagement Review Pop-up at Northgate

#### Saturday 17 December 2022

- Attended the Jack Jumpers game at My State Bank arena

#### Sunday 18 December 2022

- Attended the Collinsvale Market

**Monday 19 December 2022**

- Attended the Windermere Primary School Grade 6 Leavers assembly at Montrose Bay Performing Arts Centre
- Attended the Golden Wattle Café Christmas lunch at the Golden Years Club
- Chaired the Council meeting

**Tuesday 20 December 2022**

- Attended the Glenorchy Golden Years Club Christmas luncheon
- Attended the Bowen Road Primary Year 6 Leavers assembly

**Wednesday 21 December 2022**

- Attended the Moonah Primary School Year 6 Presentation assembly at the MAC
- Attended the Austins Ferry Primary School Year 6 Presentation assembly
- Attended the Premiers Christmas party

**Thursday 21 December 2022**

- Attended the GMC
- Attended a morning tea at the APM Employment Services
- Attended the PCYC Christmas BBQ on the Council lawns
- Attended the Jack Jumpers game at MyState Bank arena

**Sunday 1 January 2023**

- Attended the Jack Jumpers game at MyState Bank arena

**Saturday 7 January 2023**

- Attended the Jack Jumpers game at MyState Bank arena

**Monday 9 January 2023**

- Chaired the Council workshop

**Sunday 15 January 2023**

- Attended the Claremont Flower Show

**Monday 16 January 2023**

- Met with a community member regarding proposed community forum
- Chaired the Council workshop

**Tuesday 17 January 2023**

- Participated in the Southern Tasmanian Regional Waste Authority Board interviews

**Wednesday 18 January 2023**

- Attended the Tasmanian Audit Office Annual Stakeholder Engagement meeting with Glenorchy City Council

**Thursday 19 January 2023**

- Participated in the Community Engagement Pop Up at Claremont Shopping Centre
- Attended the Aldermanic tour of the Moonah Arts Centre
- Officially opened the '*Davo is Shazam*' by Stan Barnes and Interpreted by Johnny Scholes exhibition at the Moonah Arts Centre

In addition to the above meetings and events, the Mayor attended numerous internal meetings and performed other administrative duties.

**Consultations:**

Nil.

**Human Resource / Financial and Risk Management Implications:**

Nil.

**Community Consultation and Public Relations Implications:**

Nil.

**Recommendation:**

That Council:

1. RECEIVE the report about the activities of Mayor Thomas during the period from Monday, 12 December 2022 to Sunday, 22 January 2023.

**Attachments/Annexures**

Nil.

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## 9. REVIEW OF COUNCIL SERVICES UPDATE

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Author: Director Corporate Services (Jenny Richardson)

Qualified Person: Director Corporate Services (Jenny Richardson)

ECM File Reference: Review of Council Services

### **Community Plan Reference:**

#### Our Community's Goals

##### *Making lives better*

We continue to be a safe, inclusive, active, healthy and vibrant community. We will focus on developing a hub of multiculturalism, arts and culture.

Our ageing population, people with disabilities, and parents with young families will be able to easily access all public areas and have public facilities to support them. There will be community services and programs for people of all ages and abilities to connect, support and make lives better.

Young people will be listened to, involved and included in decision making especially about recreation, entertainment and support services. Young people and their families will be encouraged to play an active part in their education and their community.

We value our aboriginal communities' arts, culture and heritage.

We continue to welcome new arrivals from all countries, and work with them to build on the multi-cultural traditions in our community through arts, food, music, entertainment and shared experiences.

Our lives will be enhanced by using good design to create safer, more welcoming public spaces. Community facilities and services are important to us; especially meeting places, parks and playgrounds.

Our city is easy to get around, with a range of transport choices available to visit family or friends or to access services. The city is well-connected by extensive and well-maintained walking and bike paths, public transport and road networks.

Our social, recreational and cultural facilities, events and experiences will attract and retain people in Glenorchy to share our wonderful way of life.

### **Strategic or Annual Plan Reference:**

#### Making lives better

Objective 1.1 Know our communities and what they value.

Strategy 1.1.1 Guide decision making through continued community engagement based on our Community Plan.

Strategy 1.1.2 Encourage diversity in our community by facilitating opportunities and connections.

Objective 1.2 Support our communities to pursue and achieve their goals.

Strategy 1.2.1 Encourage and support communities to express and achieve their aspirations.

Strategy 1.2.2 Build relationships and networks that create opportunities for our communities.

Strategy 1.2.3 Promote creative expression and participation and life-long learning as priorities for our communities.

Objective 1.3 Facilitate and/or deliver services to our communities.

Strategy 1.3.1 Directly deliver defined service levels to our communities.

Strategy 1.3.2 Identify and engage in partnerships that can more effectively deliver defined service levels to our communities.

Leading our community

Objective 4.2 Prioritise resources to achieve our communities' goals

Strategy 4.2.1 Deploy the Council's resources effectively to deliver value

**Reporting Brief:**

To update Council on the outcome of the independent review of Council's Community Development department.

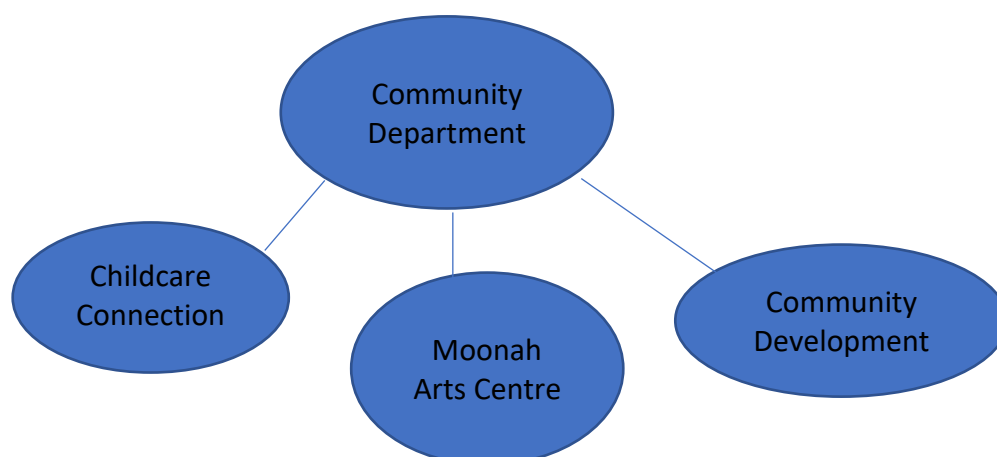
**Review of Council services - Background**

21 March 2022 - Aldermen at a budget workshop indicated it wanted a review of services and an increased focus on core services.

26 April 2022 - Council considered a report and directed the General Manager to begin project planning for a service review.

30 May 2022 - Council considered options and directed a targeted review and authorised a consultancy budget. The Community Department was identified for a targeted review.

Review of the Community Department



The General Manager commenced a review of the Community Department, focusing on the following:

- Community Development section - ensuring this section is best structured to align with and deliver on the Community Strategy outcomes – and demonstrates its value-add to stakeholders
- Arts and Culture section - looking at ways to improve the revenue contribution of the Moonah Arts Centre to Council operations and exploring potential cost-sharing opportunities (subject to a later report to Council)
- Childcare Connections section – (The review of childcare is now completed and was reported to Council on 29 August 2022).

### **Review of Community Development**

The review of Community Development commenced in August 2022. Rikki Mawad, an independent consultant, was appointed to undertake this review with the following terms of reference:

1. *Communication - To improve the standing of the Community Development team and function with Aldermen and the community, by better communicating the Community Development team's contribution to Council's objective of "making lives better".*
2. *Structure - To ensure that the Community Development team is optimally structured and organised to most effectively deliver the priority outcomes of the Community Strategy.*
3. *Identity - To clarify Community Development's role as both a stand-alone activity within Council and as an important co-contributor to other work groups.*
4. *Report – provide a report to management with recommendations arising from the above consultations.*

### **Process**

- Project initiation with Director Corporate Services and General Manager
- Meetings with Manager Community
- Survey and one-on-ones with Aldermen
- Group and one-on-one meetings with Community Development staff
- Draft report
- Implementation.

The consultant met with Community Development as a team and also individually with all members over a number of dates in September / October 2022.

The consultant also met with 8 of the 10 previous Aldermen in September / October 2022 to gain insight into the perceived confusion regarding the role of Community Development. The final meetings were held in late October 2022. Relevant strategic documents were also reviewed.

## Proposal in Detail

The consultant's findings may be summarised as follows:

### Communication

- the review feedback from Alderman and staff has highlighted opportunities to better showcase the work of Community Development within and to Council, in the community and in the media
- there are also opportunities to better plan and request Mayor, Alderman and where appropriate, ELT engagement in events, campaigns, programs and some stakeholder meetings; and
- while the content and volume of communication around progress on Council priorities can be improved, there will also likely remain ideological differences between Alderman regarding Council's role as both facilitator, broker, and deliverer of services. Establishing a stronger link between why Council is lead/facilitator or partner for different elements of the Community Strategy and Action Plan as well as any resources gains or implications will help bridge this divide.

### Communication Recommendations

A number of recommendations have been identified and include the following:

- communication gaps and barriers are limiting the understanding of the role and value of community development as a key part of Council's legislatively prescribed functions. The responsibility and role of Council in 'making lives better' and as part of building community needs to be more clearly articulated in Alderman induction materials and future reporting
- quarterly reporting on community development should be provided to the full Council, including a progress dashboard against the key strategic plans, actions and budget allocations
- ELT and the incoming Council to review and endorse a revised Community Action Plan that has clear KPIs, timelines and success measures
- event and engagement protocol and checklist for Mayor and Alderman to be developed by the Office of Mayor to assist with elected member invitation's
- an annual calendar of key dates for Council meetings, workshops, budgets, events and engagement opportunities for Alderman to be created and distributed in January of each year; and
- Alderman to be surveyed as to their interests in various aspects of the Community Strategy as well as their passions and drivers to identify opportunities for engagement in events, programs and campaigns.

### **Structure**

- while positions for staff in the team have previously been designed to match the Community Priority areas, this review shows that there are different priorities required of the team to deliver on the updated Action Plan priorities through to 2024
- focus areas to support the research and advocacy on housing, homelessness and problem gambling, Reconciliation Action Plan (RAP), collective impact on youth engagement, supporting the work of the PCYC pilot were identified
- Health, Wellbeing and Resilience remain a priority as does Children, Youth and Families, Access and Inclusion, Successful Ageing; and
- re-alignment of roles and the Action Plan to deliver on time and budget.

### **Structure Recommendations**

- a restructure of the Community Development team to refocus the team into addressing the priority outcomes of the Action Plan
- development of a draft Reconciliation Action Plan which is then to be consulted with the community; and
- the development of a Community Development reporting dashboard which identifies the team priorities and provides updated actions against the agreed timeframes.

### **Identity**

- increasingly the role of Community Development is becoming a core function of Local Government; and
- the identity challenge for the team has largely been based on a lack of visibility or understanding of the work undertaken.

### **Identity Recommendations**

- as the new Council is onboarded there is an opportunity to more clearly articulate the role that Council plays as a backbone for collective impact approaches to 'making lives better' alongside those areas where Council must drive or deliver
- better understanding and differentiating the advocacy role from service delivery and partnerships work of the team is also important
- a deeper understanding of why the role is being performed by Council, what is being achieved and how this helps Glenorchy.



## Conclusion

A new Council brings a new mix of perspectives and an opportunity for a shared understanding of the work and value of Community Development along with other core functions of Council. The finalisation of this review allows for the rebuilding and refocusing of the Community Development team which sets the foundations for an improved culture and capacity to achieve the priority actions for Council and in turn, for Glenorchy.

## Next Steps

Since receiving this report, the General Manager, Manager People & Governance and the Manager Community met with Community Development to discuss the findings of this report and map a way forward for the team addressing the above findings.

Agreed actions currently being implemented are:

- a restructure of the Community Development team to refocus the team into addressing the four priority outcomes
- development of a draft Reconciliation Action Plan which is then to be consulted with the community, and
- the development of a Community Development reporting dashboard which identifies the team priorities and provides updated actions (summary Action Plan [Attachment 1](#)) against the agreed timeframes.
- quarterly reporting to Aldermen.

This now concludes the review of Community Development.

## Consultations:

Aldermen  
General Manager  
Director Corporate Services  
Community Development Team  
Manager Community  
Manager People and Governance  
HR Coordinator

## Human Resource / Financial and Risk Management Implications:

### Financial

The restructure of the Community Development team has been achieved within current budget.

### Human resources

The restructure of Community Development has not involved any redundancies. Existing positions have been modified and vacancies advertised.

Risk Management

There are a range of potential risks associated with a review of Council services – whether comprehensive or targeted. The risks have been analysed using the GCC Risk Identification, Assessment and Analysis Process.

Risk Identification	Consequence	Likelihood	Rating	Risk Mitigation Treatment
There is a backlash from the community in relation to the adopted measures.	C4 - Major	L4 - Likely	High	Any changes to service levels or service scope is likely to attract negative feedback from members of the community who might be adversely affected. Potential mitigations include: <ul style="list-style-type: none"> <li>careful consideration of the likely community impact of the change to a service</li> <li>potential measures are consulted with the community in advance of a decision to adopt them</li> <li>a communications strategy carefully designed to target key stakeholders and deliver key messages effectively</li> <li>adverse feedback is anticipated by decision-makers and resolve is maintained.</li> </ul>
The adopted measures fail to achieve their objectives.	C4 - Major	L3 - Possible	High	Clearly define the objectives to be achieved in advance of any decision to adopt them. Measures are carefully considered and the pathway to achieve them is well defined, including stakeholder engagement where applicable.
The adopted measures result in damage to Council's culture – with impact on officer morale, productivity levels.	C3 - Moderate	L4 - Likely	High	The case for change is openly put to staff. Opportunities for feedback are provided. Communication is maintained as the adopted measures are rolled out. Staff are treated respectfully through the process.
The adopted measures damage Council's brand as a result of union action or adverse media publicity.	C3 - Moderate	L3 - Possible	Medium)	Council's communications strategy clearly articulates the case for change and provides targeted messages to stakeholders, including the media.
The adopted measures are poorly implemented resulting in Fair Work Act compliance issues.	C3 - Moderate	L2 - Unlikely	Medium	Ensure that any adopted measures are implemented in a manner consistent with Council's obligations under the Fair Work Act and the enterprise agreement.
Changes to service profile are inconsistent with Council's adopted Strategic Plan.	C2-Minor	L4 - Likely	Medium	Given Council's decision to proceed in advance of the strategic plan review, ensure adjustments to strategic planning changes as part of the forthcoming Strategic Plan review post-election.

**Community Consultation and Public Relations Implications:**

Community consultation

No community consultation has been undertaken.

Public relations

This decision of Council will be communicated to the community via Council minutes.

**Recommendation:**

That Council:

1. NOTE the report of the review of Council services, including actions completed to date and next steps; concluding the review of Community Development.
2. ADOPT the Community Development Action Plan Summary 22/23

**Attachments/Annexures**

- 1 Action Plan Summary



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## 10. REVIEW OF STATEMENT OF COMMITMENT ON HOUSING

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Author: Manager Community (Marina Campbell)

Qualified Person: Director Corporate Services (Jenny Richardson)

ECM File Reference: Housing

### **Community Plan Reference:**

#### Making Lives Better

We continue to be a safe, inclusive, active, healthy and vibrant community.

#### Leading Our Community

We will be a progressive, positive community with strong council leadership, striving to make Our Community's Vision a reality.

### **Strategic or Annual Plan Reference:**

#### Making Lives Better

Objective 1.2.2 Build relationships and networks that create opportunity for our communities

Objective 1.3.2 Identify and engage in partnerships that can effectively deliver defined service levels to our communities

#### Leading Our Community

Objective 4.1 Govern in the best interests of our community

Objective 4.3 Build Strong relationships to deliver our communities' goals

Strategy 4.3.1 Foster productive relationships with other levels of government, other councils and peak bodies to achieve community outcomes

Action 4.3.1 Facilitate and engage with partners to advocate for the development of safe, liveable, affordable housing options in our City

### **Community Strategy:**

Goal S1 People including our most vulnerable, are safe and connected in our community

Objective 11 Work with community and other stakeholders to progress Council's Statement of Commitment on Housing to support residents at risk of homelessness to access safe and affordable housing options

### **Reporting Brief:**

To recommend Council adopts the revised Statement of Commitment on Housing. The review of the Statement undertaken to improve clarity of Council's role.

**Proposal in Detail:**

This review was undertaken to ensure Council's roles and responsibilities to its community have been carefully considered and clearly articulated. Furthermore, the revised Statement has been presented in an easier format for greater clarity of Council's role.

**Background and context**

Council adopted a Statement of Commitment on Housing (Statement) on 31 August 2020 ([Attachment 1](#)).

The Statement:

- commits Council to facilitating access for our residents to a diversity of safe, liveable, accessible, social and affordable housing options in our City
- recognises the importance of working closely with our residents, businesses, housing providers, developers, government and non-government partners in implementing the action areas of the Statement.

An internal Council working group oversees the implementation through an Action Plan which coordinates Council's approach to implementing the Statement.

**Council's role in housing**

Recent reports to Council on Housing including the most recent Housing Annual Report (Item 2: 26 September 2022 -[Attachment 2](#)) demonstrates we do the following:

- as a planning authority, ensuring adequate land supply for housing and expediting assessment of residential and subdivision proposals against planning scheme criteria
- as a landowner, identifying parcels of land that may be surplus to Council's requirements and taking them through the appropriate Local Government Act land disposal processes, while making sure housing providers and other interested parties are made aware of land availability
- as a community services and social planning co-ordinator, networking with government agencies and not-for-profit providers to bring services to Glenorchy residents, including people experiencing homelessness; and
- as a local government, advocating to and partnering with State and Federal Governments for resources to be brought to bear to address housing affordability and homelessness in Glenorchy.

**Delivering on Councils Key Focus Area 2022-23**

A key focus area for Council in 2022/23 is to facilitate and engage with partners to advocate for the development of safe, liveable, affordable housing options in our city. Housing stress and homelessness are complex issues; however, Council's Strategic Plan 2021-2025 demonstrates that Council has a clear mandate to advocate and facilitate on behalf of the community. These responsibilities can be an important part

of the combined effort to provide safe, liveable, affordable housing options in our city and across Greater Hobart.

As reported in the Annual Housing Report, during 2022/23 Council is focussing its efforts where it can have the greatest impact including:

- working with governments, housing providers and non-government organisations to facilitate housing provision
- contributing the Greater Hobart Committee to realise aims of the Greater Hobart Plan
- contributing to the Greater Hobart Homelessness Alliance
- advocating for increased infill opportunities and encourage housing to be closer to public transport and services, which in turn, helps to reduce living costs
- meeting with community housing provider representatives regarding potential Council land disposals that may be suited to social and affordable housing. Noting that these discussions are ongoing and future proposals from housing providers may be presented in the future, and
- collaborating with Shelter Tasmania, The Salvation Army and the Greater Hobart councils to formulate messaging for the community on the benefits of providing social and community housing within the broader housing developments.

### **Review of the Statement against Councils roles and responsibilities**

In considering all the above, it became apparent that a review of the Statement was in order. This has been a desktop review.

- Attachment 3 is a copy of the Statement with tracked changes, and
- Attachment 4 is a copy of the recommended updated Statement.

### **Consultations:**

Executive Leadership Team  
Housing Working Group members  
Coordinator Community Development  
Coordinator Communication and Engagement  
Recreation and Environment Coordinator  
Property Sales and Administration Officer  
Senior Strategic Planner  
Manager Property, Environment and Waste  
Manager Community

**Human Resource / Financial and Risk Management Implications:**

Financial

There are no material financial implications at this stage.

The potential disposal of Council land at a price lower than market value to facilitate housing developments would have revenue implications. Any recommended disposal of Council land would be brought to Council for consideration of the financial and other aspects prior to proceeding.

Human resources

Council officers would facilitate the implementation and communication of the Statement of Commitment as part of their normal duties.

Risk management

Risk Identification	Consequence	Likelihood	Rating	Risk Mitigation Treatment
<p><b>Adopt the recommendation</b></p> <p>Community concern regarding the changes to the Statement of Commitment on Housing.</p>	Minor (C2)	Unlikely (L2)	Low	Communicate to community Councils role and responsibility as outlined in the Statement of Commitment on Housing.
<p><b>Do not adopt the recommendation</b></p> <p>Lack of community clarity of Council’s role and responsibility in delivering on the Statement of Commitment on Housing</p>	Minor (C2)	Possible (C3)	Medium	Communicate the role and responsibility of Council relevant to the Statement of Commitment on Housing.

**Community Consultation and Public Relations Implications:**

Community consultation

Community consultation was not undertaken in the revision of the Statement of Commitment on Housing.

If adopted by Council, the revised Statement of Commitment on Housing will be made available on Council’s website.

Public relations

Council action on housing demonstrates Council’s understanding and knowledge of its community, the challenges for its community and that it will be proactive to address the housing need within our municipality.

Housing and homelessness are important matters to the community.

**Recommendation:**

That Council:

1. ADOPTS the revised Statement of Commitment on Housing in Attachment 4.

**Attachments/Annexures**

- 1 Statement of Commitment on Housing Adoped August 2020  
[⇒](#)
- 2 Housing Annual Report 2021 - 2022 Council Report Item 2 26092022  
[⇒](#)
- 3 Statement of Commitment on Housing reviewed with tracked  
[⇒](#) changes
- 4 GCC Statement of Commitment on Housing Updated clean copy  
[⇒](#)



# **GOVERNANCE**

## ***Community Goal – Leading Community***

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## 11. CODE OF CONDUCT PANEL DETERMINATION

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Author: Director Corporate Services (Jenny Richardson)

Qualified Person: Acting General Manager (Jenny Richardson)

ECM File Reference: Code of Conduct

### **Community Plan Reference:**

#### Leading our Community

We will be a progressive, positive community with strong council leadership, striving to make Our Community's Vision a reality.

### **Strategic or Annual Plan Reference:**

#### Leading our Community

Objective 4.1 Govern in the best interests of our community

Strategy 4.1.1 Manage Council for maximum efficiency, accountability and transparency.

Strategy 4.1.3 Maximise regulatory compliance in Council and the community through our systems and processes

### **Reporting Brief:**

To table the Code of Conduct Panel's determination report in relation to a complaint made by Mr Beau Thomson against Alderman Kelly Sims at the first meeting of the Council at which it is practicable to do so and which is open to the public in compliance with s. 28ZK(4) of the *Local Government Act 1993* (**the Act**).

### **Proposal in Detail:**

#### **Receipt of determination**

Advice has been received from the Local Government Code of Conduct Panel (**Panel**) that the Panel has determined a complaint made by Mr Beau Thomson against Alderman Kelly Sims (Attachment 1).

Section 28ZK(2) of the Act requires that any person who receives a determination report must keep the determination report confidential until the report is included within an item on the agenda for a meeting of the relevant council.

Section 28ZK(4) of the Act requires that the General Manager is to ensure the report is tabled at the first meeting of the Council at which it is practicable to do so and which is open to the public.

**Finding of Code of Conduct Panel**

For the reasons stated in the determination, the Panel found that Alderman Sims breached Part 7.1(a) [*A councillor must treat all persons fairly*], (b) [*A councillor must not cause any reasonable person offence or embarrassment*] and (c) [*A councillor must not bully or harass any person*] of the Code.

The Panel also found that Alderman Sims breached Part 8 (4) [*A councillor must clearly indicate when he or she is putting forward his or her personal views*], (6) [*A councillor must show respect when expressing personal views publicly*] and (7) [*The personal conduct of a councillor must not reflect, or have the potential to reflect, adversely on the reputation of the Council*] of the Code.

**Sanction**

In accordance with section ZI(2)(e) of the Act, the Panel imposes on Alderman Sims a suspension from performing and exercising the functions and powers of her office as an Alderman for a period of three months.

The suspension period for Alderman Sims from performing and exercising the functions and powers of office as an Alderman commenced 23 January 2023 for a period of three months, concluding at midnight 23 April 2023

**Timing of tabling of determination**

The time taken to reach a determination in this matter has exceeded 90 days. The slight delay was caused by the Christmas and New Year holiday break.

**Consultations:**

Alderman Sims  
Mr Beau Thomson  
Senior Legal Counsel  
Local Government Division

**Human Resource / Financial and Risk Management Implications:**Financial

The parties to a complaint bear their own costs relating to the investigation and determination of a complaint pursuant to s. 28ZN of the Act.

Council will refund the \$81 complaint fee to the complainant, as required by the Panel in accordance with s. 28ZO of the Act.

Human resources

There are no material human resources implications.

Risk management

As this report only requires Council to note the tabling of the determination report, there is no risk arising from Council's decision, per se.

**Community Consultation and Public Relations Implications:**

Community consultation

Not applicable.

Public relations

There is likely to be some public interest in the Code of Conduct report and action required under the determination.

**Recommendation:**

That Council:

1. NOTE the tabling of the Code of Conduct Panel's determination report in relation to a complaint made by Mr Beau Thomson against Alderman Sims.
2. NOTE the suspension period for Alderman Sims from performing and exercising the functions and powers of office as an Alderman commenced 23 January 2023 for a period of three months, concluding at midnight 23 April 2023.

**Attachments/Annexures**

- 1 Determination report



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## 12. EXPECTATIONS OF BEHAVIOUR

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Author: Director Corporate Services (Jenny Richardson)

Qualified Person: Acting General Manager (Jenny Richardson)

ECM File Reference:

### **Community Plan Reference:**

#### Leading Our Community

We will be a progressive, positive community with strong council leadership, striving to make Our Community's Vision a reality.

The communities of Glenorchy will be confident that Council manages the community's assets soundly for the long-term benefit of the community

### **Strategic or Annual Plan Reference:**

#### Leading Our Community

Objective 4.3 Build strong relationships to deliver our communities' goals.

Strategy 4.3.1 Foster productive relationships with other levels of government, other councils and peak bodies to achieve community outcomes.

### **Reporting Brief:**

To table a letter to all Aldermen from the Director of Local Government for their information and consideration regarding expectations of behaviour.

### **Proposal in Detail:**

The Director of Local Government has a statutory responsibility to use the tools available in the Act to support the efficient and effective operation of local government. He is committed to using these tools to address any ongoing behaviour that cannot be managed through local action. This may include lodging Code of Conduct complaints against offending Aldermen. It may also involve recommending to the Minister that a Performance Improvement Direction is issued under Part 12B of the Act. The Director does not wish to use these tools frequently but will intervene where he may consider that negative behaviour is seriously undermining the ability of the Council to function effectively. This letter to all Aldermen is for their information and consideration.

### **Consultations:**

Office of Local Government

**Human Resource / Financial and Risk Management Implications:**

Financial

Nil

Human resources

Nil

Risk management

Nil

**Recommendation:**

That Council:

1. NOTE the letter received from the Director of Local Government.

**Attachments/Annexures**

- 1 Letter from Director of Local Government



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### **13. GLENORCHY JOBS HUB STRATEGIC PLAN, STEERING COMMITTEE TERMS OF REFERENCE AND WORKPLAN**

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Author: Manager People and Governance (Tracey Ehrlich)

Qualified Person: Director Corporate Services (Jenny Richardson)

ECM File Reference: Jobs Hub

#### **Community Plan Reference:**

##### Making lives better

We continue to be a safe, inclusive, active, healthy and vibrant community.

#### **Strategic or Annual Plan Reference:**

##### Open for Business

Objective 2.1 Stimulate a prosperous economy.

Strategy 2.1.1 Foster an environment that encourages investment and jobs.

#### **Reporting Brief:**

To seek Council approval of the draft Glenorchy Jobs Hub Strategic Plan, the Jobs Hub Steering Committee Terms of Reference and the detailed Workplan developed to ensure delivery of the Glenorchy Jobs Hub strategies and objectives.

#### **Proposal in Detail:**

Jobs Hubs are an initiative of the State Government to bring together various aspects of employment and training, previously allocated to several State Government departments and contracted to various employment and training providers. A Jobs Hub is funded by a single State Government agency, "Jobs Tasmania" (Department of State Growth). It operates at a local level and brings together job seekers, employers and training providers to meet the local demand for workers.

Council was successful in securing a further three-years funding from Jobs Tasmania from 1 August 2022 to 1 August 2025.

Given this funding, Council entered into a one-year extension of the Steps Australia contract. Steps Australia are contracted to provide a Glenorchy Jobs Hub, including Jobs Coaches, a Youth Worker and on-site Manager. The Steps contract was varied to reflect the development and delivery of a Youth Connector program, targeting individuals aged 15 to 25 years and the deliverables under the over-arching Jobs Tasmania Funding Deed.

The Funding Deed has a number of milestones Council has to achieve to receive the above funding via instalments. In the first year of the Funding Deed Council must provide:

- Instalment 1 – provide Jobs Tasmania with evidence of appropriate insurance coverage.
- Instalment 2 – establish a Jobs Hub Board (Steering Committee) including membership and agreed terms of reference  
 submission of the Board approved Strategic Plan  
 a progress report of activity against the implementation to date; and  
 a financial statement of grant expenditure for the reporting period.
- Instalment 3 - the submission, and acceptance by Jobs Tasmania, of a progress report detailing the achievement of the agreed milestones outlined in the implementation plan.

Provision of the above by 30 July 2023 will trigger an interim project review, led by Jobs Tasmania with Council and the Brotherhood of St Laurence (Jobs Tasmania evaluation project partners) involved in the consultation. This project review will determine whether Council continues to receive Jobs Hub funding, or whether the Jobs Hub project concludes with a final acquittal of expenditure being undertaken.

It is important to note that Glenorchy Jobs Hub is the only Jobs Hub in Tasmania operated by a single Council. This means the governance does not require an independent incorporated association led by a Board. Rather Council remains the decision maker relying on advice and recommendations from the Jobs Hub Steering Committee.

Given this, Council approval is sought for the Steering Committee Terms of Reference ([Attachment 1](#)) and the Glenorchy Jobs Hub Strategic Plan 2022 – 2025 ([Attachment 2](#)).

The Steering Committee Terms of Reference were developed in a facilitated workshop with all members of the Glenorchy Jobs Hub Steering Committee and have been refined and approved by the Steering Committee at their meeting of 23 January 2023. Key elements of the Terms of Reference are:

- ensure the objectives of the Steering Committee align to the over-arching Jobs Tasmania Approved Purpose of the delivery of Jobs Hub and Youth Connector programs and participation in the Regional Jobs Hub Network Community of Policy and Practice
- maximise the effectiveness of the investment into Glenorchy Jobs Hub
- provide strategic advice and recommendations to Council regarding local employment, workforce participation, education and training
- ensure the delivery of the milestones agreed to in the Funding Deed
- advocate to State and Federal Governments for increased program support and funding to meet the program objectives.

The Steering Committee has also developed a Glenorchy Jobs Hub Strategic Plan (the **Plan**). The Plan was developed and reviewed by the Steering Committee over its last



three meetings and is intended to provide three key strategies to direct the future activities of the Glenorchy Jobs Hub.

These strategies are:

- building community capacity – through increasing employment and increasing educational opportunities
- participation in the Communities of Policy and Practice – learning and growing best practice and ensuring stakeholder engagement; and
- plan for the future – strengthening the linkages with our community, review service delivery, review governance structures.

Each strategy includes activities to be undertaken by the Jobs Hub. These activities are included in a detailed workplan which is included as Attachment 3 to this report. The Workplan is a living document which will evolve with the Jobs Hub. It will also be informed by the evaluation to be undertaken prior to the commencement of the second year of the Funding Deed.

**Consultations:**

Director, Jobs Tasmania  
Program Manager (South), Jobs Tasmania  
Glenorchy Jobs Hub Steering Committee  
Director Corporate Services  
Manager People and Governance

**Human Resource / Financial and Risk Management Implications:**

Financial

The total funding is \$1,950,000 comprising of \$1,650,000 for Glenorchy Jobs Hub operations, \$250,000 for the development and implementation of a Youth Connector program (funding for a dedicated youth worker to deliver dedicated outcomes) and \$50,000 for the implementation of a content/ records management system.

Additionally, Council receives \$50,000 (excl. GST) rent for the lease of St Matthews Church.

Human resources

Council has contracted an administrator for the initial 12-month term of the Jobs Hub Funding Deed.

Risk management

Risk Identification	Consequence	Likelihood	Rating	Risk Mitigation Treatment
<p><b>Adopt the recommendation</b></p> <p>The funding is insufficient due to unforeseen costs.</p>	Moderate	Possible	Medium	<p>Monthly budget reviews.</p> <p>Maximum charges for labour and services are included in Steps contract variation.</p> <p>Project Training Reserve fund can be used for small cost overruns up to \$5,000.</p>
Jobs Tasmania do not accept the Strategic Plan or Steering Committee Terms of Reference.	Major	Possible	High	<p>Work with Jobs Tasmania to identify the issues, and</p> <p>Work with the Jobs Hub Steering Committee and Council to address the issues identified.</p>
The project fails to meet timelines for the grant instalments.	Moderate	Possible	Medium	Monthly operational reporting to KPIs.
The project fails to consistently and effectively engage with job seekers and employers.	Moderate	Unlikely	Medium	Undertake the project evaluation with jobs Tasmania and their evaluation partner (Brotherhood of St Laurence).
<p><b>Do not adopt the recommendation</b></p> <p>Council may suffer negative press and public opinion, resulting in reputational damage.</p>	Moderate	Possible	Medium	Council will cooperate with Jobs Tasmania to address the issues raised by Council in not approving the Strategic Plan or Steering Committee Terms of Reference.

**Community Consultation and Public Relations Implications:**Community consultation

No public consultation has occurred for this item.

Public relations

Council has obtained local media attention through its support of the Glenorchy Jobs Hub. The continued public relations for Council will need to be jointly managed by both Council, Steps and Jobs Tasmania.

**Recommendation:**

That Council:

1. APPROVE the Glenorchy Jobs Hub Steering Committee Terms of Reference
2. APPROVE the Glenorchy Jobs Hub Strategic Plan 2022 to 2025, and
3. APPROVE the Glenorchy Jobs Hub Workplan 2022 to 2025.

**Attachments/Annexures**

- 1 Glenorchy Jobs Hub Steering Committee Terms of Reference



- 2 Glenorchy Jobs Hub Strategic Plan 2022 to 2025



- 3 Glenorchy Jobs Hub Workplan 2022 to 2025



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## 14. LOCAL GOVERNMENT ELECTIONS REVIEW PROCESS

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Author: Executive Manager Stakeholder Engagement (David Ronaldson)

Qualified Person: Executive Manager Stakeholder Engagement (David Ronaldson)

ECM File Reference: Local Government Elections

### **Community Plan Reference:**

#### Leading Our Community

We will be a progressive, positive community with strong council leadership, striving to make Our Community's Vision a reality.

The communities of Glenorchy will be confident that Council manages the community's assets soundly for the long-term benefit of the community.

### **Strategic or Annual Plan Reference:**

#### Leading Our Community

Objective 4.3 Build strong relationships to deliver our communities' goals.

Strategy 4.3.1 Foster productive relationships with other levels of government, other councils and peak bodies to achieve community outcomes.

### **Reporting Brief:**

The Minister for Local Government has written to all Tasmanian Councils seeking commentary to improve the local government election process following introduction of compulsory voting.

### **Proposal in Detail:**

The Minister for Local Government in Tasmania, Nic Street MP has written to all Tasmanian Councils seeking direct feedback on the recent elections ([Attachment 1](#)).

Minister Street has noted that a key objective of the reform was to increase voter participation and strengthen connections between community and their local council. The Minister noted that the voter turnout for the 2022 election was 84.79%, a significant increase from previous elections.

The Office of Local Government established an online feedback platform to enable community members and interested stakeholders to provide feedback on their perspectives and experience from the election process.

The purpose of the consultation was not to revisit whether compulsory voting should be used for Council elections, rather to understand how the changes had impacted on

Council and the community and how issues may be appropriately addressed in the future.

Finally, in addition to any observations Council may have, the Minister acknowledges that for the 2022 elections a large proportion of councils voluntarily adopted a caretaker policy and is keen to hear about experiences with implementing that policy.

Glenorchy City Council's Election Caretaker Period Policy is ([Attachment 2](#)).

The feedback gathered will be important for any short-term changes that need to be made to the management of elections in Local Government.

The consultations also have the ability for Aldermen and members of the public to make individual submissions to the Minister on your own behalf.

#### Proposed Submission Detail

A submission on behalf of Council along the following general lines will be put forward ([Attachment 3](#)):

- acknowledging the pleasing increase in voter turnout as a result of the introduction of compulsory voting
- acknowledging the ongoing support of the Tasmanian Electoral Commission staff in the conduct of the election
- sharing our favourable experience with the adoption of an Election Caretaker Period Policy – and sharing our Policy
- prior to the next local government election assess the relative benefits of polling day voting versus postal voting
- noting the significant increase in the volume of work undertaken by local government staff to support the election including maintenance of the General Manager's roll and the election period voting support – which occupied two administrative staff for at least one week
- noting the need for improved systems to confirm voter identity which involved liaison with the Tasmanian Electoral Commission
- supporting reconsideration of previous proposals put forward by local government to transfer responsibility of the General Manager's roll to the Tasmanian Electoral Commission
- inability of Council staff to assist members of the public enrolled in other council areas who presented at Council offices
- provision of explicit clarification for councils that enrolling candidates who rely on the General Manager's roll for their eligibility to be able to enrol notwithstanding the closure of the General Manager's roll
- alignment of the voting count against the elected member vacancies.

**Consultations:**

Executive Leadership Team  
 Officers from the Executive Office  
 Manager Governance  
 Manager Customer Service

**Human Resource / Financial and Risk Management Implications:**Financial

The cost to Council for the 2022 Election was approximately \$325,000 including GST. Council is expecting the final invoice to arrive during the first quarter of 2023.

Human resources

As mentioned above the current process required significant administrative support from the Executive Office in the form of both the Executive Assistant to the General Manager and Executive Assistant to the Mayor servicing voters throughout the four-week election period. This intensified considerably in the final two weeks of the voting period, with the final week evolving into a full-time role to assist voters.

Risk management

Risk Identification	Consequence	Likelihood	Rating	Risk Mitigation Treatment
<b>Adopt the recommendation</b>	Minor (C2)	Possible (L3)	Medium	Redouble efforts to maximise influence in the process.
Submission is ineffectual.				
<b>Do not adopt the recommendation</b>	Minor (C2)	Possible (L3)	Medium	Council makes a submission in different terms.
Council fails to make a submission and loses the opportunity to provide its feedback to the Office of Local Government Board on the recent change to mandatory voting in local government elections.				

**Community Consultation and Public Relations Implications:**Community consultation

The Office of Local Government is engaging with the Tasmanian community and stakeholders to gather feedback on the recent change to introduce compulsory voting at local government elections. The Office has established an online feedback platform for its public website to enable community members to provide feedback on the compulsory election process.

The feedback opportunity is available at <http://www.dpac.tas.gov.au/lg-elections> and closes at midnight on 30 January 2023.

**Recommendation:**

That Council:

1. MAKE a submission to the Tasmanian Office of Local Government regarding the recently introduced Local Government Amended (Elections) Act 2022 in the terms set out under the heading “Proposed Submission Detail” in this report.

**Attachments/Annexures**

- 1 LG Elections Compulsory Voting Feedback



- 2 GCC Election Caretaker Period Policy



- 3 GCC Submission to the Office of Local Government - 2022 LGA

[⇒](#) Election

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## **15. FINANCIAL PERFORMANCE REPORT TO 31 DECEMBER 2022**

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Author: Acting Chief Financial Officer (Allan Wise)  
Qualified Person: Director Corporate Services (Jenny Richardson)  
ECM File Reference: Corporate and Financial Reporting

### **Community Plan Reference:**

#### Leading Our Community

We will be a progressive, positive community with strong council leadership, striving to make Our Community's Vision a reality.

The communities of Glenorchy will be confident that Council manages the community's assets soundly for the long-term benefit of the community.

### **Strategic or Annual Plan Reference:**

#### Leading Our Community

- Objective 4.1 Govern in the best interests of our community
- Strategy 4.1.1 Manage Council for maximum efficiency, accountability, and transparency
- Strategy 4.1.2 Manage the City's assets soundly for the long-term benefit of the community
- Objective 4.2 Prioritise resources to achieve our communities' goals
- Strategy 4.2.1 Deploy the Council's resources effectively to deliver value

### **Reporting Brief:**

To provide the monthly Financial Performance Report to Council for the period ending 31 December 2022 and to seek approval to alter the 2022/23 budget.

### **Proposal in Detail:**

Council's Financial Performance Report (Report) for the year-to-date ending 31 December 2022 is Attachment 1.

The Report highlights that Council's operating result as at the end of December is \$2.244m better than the budgeted position. The favourable variance is the combined result of \$1.264m more revenue than budgeted and \$0.980m less in expenditure than budgeted.



## **Executive Summary**

A consistent favourable operating result continues to be reported at the half-way mark of the 2022/23 financial year. This is despite challenging economic conditions continuing to create uncertainty as we get closer to the 30 June year end date. This includes an upward trend in receivables affecting cash flow and increased cost of goods and services affecting the operating budget.

## **Revenue**

Year-to-date operational revenue is \$59.923m compared to budgeted operational revenue of \$58.659m. This represents a favourable result of \$1.264m million or 2.2% against budget.

All revenue categories record a favourable result, however as observed in last month's report there is a slowing trend in above-budget revenue growth.

Nevertheless, this month does record a small increase from last month and forecasts are for this to remain stable to 30 June.

## **Expenditure**

Year-to-date operational expenditure is \$31.214m compared to budgeted expenditure of \$32.194m. This represents a favourable result of \$0.980m or 3.0% against budget.

The primary contributor to the favourable result is the cumulative savings on temporary vacancies since 1 July 2022 and permanent position vacancies that commenced on 1 July. The tight employment market results in a longer lead-time in finding suitable applicants to fill the vacant positions.

## **Non-operating – Capital Grant Revenue**

Capital grants revenue is \$3.111m against an annual budget of \$7.85m.

As at the reporting date, this result includes \$1.7m of unspent grants from the previous financial year carried over into the current financial year. It is important to note, the Commonwealth pays major project grants in arrears, so any delays to expenditure in those projects will also delay receipt of the grants.

## **Non-Operating – Net Gain/(Loss) on Disposal of Assets**

Disposal of assets currently records a gain of \$0.591m against an annual budgeted loss of \$0.400m.

Activities in this area are disposal of obsolete computer equipment, minor plant and vehicle changeovers. In addition, land sales of 5A Taree Street and 3 Edgar Street have taken place. The sale price of all disposed assets is tempered by the expense in writing down the book value of those assets.

**Non-Operating – Contributions Non-Monetary Assets**

An amount of \$1.302m has been recognised against the annual budget of \$5.3m. Past practice has been to recognise these assets on 30 June, however the practice has been changed to recognise these on a monthly basis as part of the asset reconciliation.

**Capital Works**

Year-to-date Capital Works expenditure is \$8.008m against a combined annual budget of \$31.512m and a combined annual forecast spend of \$26.273m.

The recurrent capital works program reports expenditure is ahead of budget at 31 December by \$0.595m indicating that program is progressing well towards its \$14.738m annual target.

Conversely, the grant funded program continues to encounter difficulties in making substantial progress towards its \$16.774m annual target. The complex nature of these projects and challenging economic conditions will inevitably lead to unavoidable delays.

An updated Capital Works Status Report will be presented to Council at the February 2023 meeting.

**Alteration to 2022/23 Budget**

Pursuant to section 82(4) of the *Local Government Act 1993*, a council may alter by absolute majority any estimate referred to in subsection (2) during the financial year, which includes revenue, expenditure and capital works.

Council approval is sought to move \$25,000 in the capital works estimate to the operational expenditure estimate.

The capital works estimate provided for Council to fund \$50,000 each for the provision of Network Switches and Information Security Frameworks as part of its information technology structure.

Investigations reveal these services can be outsourced at a more competitive rate than if it was retained in-house as well as having access to the best technology.

In order to fund the proposal, it is necessary to reduce the 2022/23 capital estimate by \$25,000 and increase in operational estimate by the same amount.

**Summary**

Further information on revenue, expenditure and capital works figures is provided in [Attachment 1](#) to this report.

**Consultations:**

General Manager

Executive Leadership Team

Officers responsible for Capital and Operational Budget reporting

**Human Resource / Financial and Risk Management Implications:**

Financial implications are set out in the body of this report and in [Attachment 1](#).

The Financial Performance Report is only for receiving and noting so no financial issues arise. The Budget Variation seeks approval to repurpose capital expenditure to operational expenditure and does not impose any additional cash expenditure obligations. Risks associated with Council's financial expenditure and sustainability were managed through the process for developing Council's annual budget and are monitored through ongoing monthly reporting and Council's Strategic and Key Operational risk register.

**Community Consultation and Public Relations Implications:**

Community consultation was not required due to the regular and operational nature of this report. There are no material public relations implications.

**Recommendation:**

That Council:

1. RECEIVE and NOTE the Financial Performance Report for the year-to-date ending 31 December 2022 as set out in [Attachment 1](#).
2. APPROVE by absolute majority the variation of the 2022/23 budget by reducing the capital estimate by \$25,000 and increasing the expenditure estimate by \$25,000 pursuant to section 82(4) of the *Local Government Act 1993*.

**Attachments/Annexures**

- 1 Attachment 1 - Financial Performance Report to 31 December 2022



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## 16. UPDATED COUNCIL POLICIES

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Author: Manager People and Governance (Tracey Ehrlich)

Qualified Person: Director Corporate Services (Jenny Richardson)

ECM File Reference: Council Policies

### Community Plan Reference:

Under the *City of Glenorchy Community Plan 2015 - 2040*, the Community has prioritised 'transparent and accountable government'.

### Strategic or Annual Plan Reference:

#### Open for Business

Objective 2.1 Stimulate a prosperous economy.

Strategy 2.1.1 Foster an environment that encourages investment and jobs.

#### Leading our Community

Objective 4.1 Govern in the best interests of our community.

Strategy 4.1.1 Manage Council for maximum efficiency, accountability and transparency.

### Reporting Brief:

To present the Fraud Control and Corruption Prevention Policy for review and adoption.

### Proposal in Detail:

All policies adopted by Council are reviewed cyclically. The ordinary review period for Council policies is four (4) years after adoption. However, policies may be reviewed earlier if it is appropriate to do so, for example if there are changes to a relevant governing act.

### Fraud Control and Corruption Prevention Policy

The policy was adopted by Council at its meeting on 29 January 2019 and has been reviewed having reached the end of its four-year term.

- Attachment 1 is a copy of the 2019 Policy with tracked changes, and
- Attachment 2 is a copy of the recommended updated Policy

The revised policy continues to provide direction on the Council's governing culture, principles, guidelines, and responsibilities to promote continual fraud and corruption awareness, and for the investigation of fraud and corruption incidents within Council.

There have been minimal changes made to this Policy. The amendments to this Policy include:

- changing the introduction of the policy to a background to keep in uniform with other Council policies
- removing the objective introduction to simplify the policy
- the addition of Council’s Fraud and Corruption Control Plan to the Related Documents section of the policy
- general formatting amendments.

It is recommended Council adopt the updated Fraud Control and Corruption Prevention Policy.

**Consultations:**

Mayor  
 Executive Leadership Team  
 Management Team  
 Corporate Governance  
 Senior Legal Counsel  
 Council officers

**Human Resource / Financial and Risk Management Implications:**

There are no material human resources or financial implications.

Risk management

Risk Identification	Consequence	Likelihood	Rating	Risk Mitigation Treatment
<p><b>Adopt the recommendation</b></p> <p>The rescinded policy does not represent any significant departure from established practices or statutory requirements. There is a chance that procedural difficulties may be identified once they are implemented, leading to operational inefficiencies.</p>	Minor	Unlikely	Low	Responsible officers continue to monitor compliance with policies and ensure that any amendments are made in a timely manner, as required.
<p><b>Do not adopt the recommendation</b></p> <p>Governance administration would be less optimal due to the presence of outdated and less effective policies.</p>	Minor	Likely	Medium	Council officers are instructed to review the policies and implement any changes requested by Council as soon as practicable.

**Community Consultation and Public Relations Implications:**

The Policies, when updated, will be published on Council's website.

**Recommendation:**

That Council:

1. ADOPT the Fraud Control and Corruption Prevention Policy 2022 in Attachment 2.

**Attachments/Annexures**

- 1 2019 Fraud Control and Corruption Prevention Policy - Tracked Changes



- 2 2023 Fraud Control and Corruption Prevention Policy - Final



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## 17. NOTICES OF MOTIONS – QUESTIONS ON NOTICE / WITHOUT NOTICE

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### 17.1 NOTICE OF MOTION - ALDERMAN KENDALL - PROPOSAL TO CALL ELECTED MEMBERS COUNCILLORS

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Author: General Manager (Tony McMullen)

Qualified Person: General Manager (Tony McMullen)

ECM File Reference: Notice of Motion

#### **Community Plan Reference:**

##### Leading Our Community

We will be a progressive, positive community with strong council leadership, striving to make Our Community's Vision a reality.

#### **Strategic or Annual Plan Reference:**

##### Leading Our Community

Objective 4.1 Govern in the best interests of our community

Strategy 4.1.1 Manage Council for maximum efficiency, accountability, and transparency

Objective 4.2 Prioritise resources to achieve our communities' goals

Strategy 4.2.1 Deploy the Council's resources effectively to deliver value

#### **Reporting Brief:**

To consider a notice of motion by Alderman Molly Kendall submitted in accordance with the requirements of regulation 16(5) of the *Local Government (Meeting Procedures) Regulations 2015*.

#### **Motion:**

That, in accordance with Section 25 of the Local Government Act 1993, the elected members of the Glenorchy City Council choose to be known as Councillors, rather than Aldermen.

**Reasons:**

## EXPLANATORY NOTES

A. Relevant Legislation - *Local Government Act 1993*

Division 3 – Councillors, Section 25: Constitution of Council:

- (1) *a council consists of persons elected in accordance with Part 4;*  
 (2) *a person elected to a city council is a councillor but may be known as an alderman;*

(3) ...;

This section of the Act provides that the title Alderman (which appears twice in the Act) can be used as an alternative to the more commonly prescribed term of Councillor (which appears 476 times in the Act).

## B. The historic term of Alderman, according to a City of Sydney FAQ, comes from:

The Old English aldormann or ealdormann. This was an amalgamation of ealdor which meant chief or elder + mann, man. It was originally used by the chief nobles presiding over English shires. A person governing a kingdom, district, or shire as viceroy for an Anglo-Saxon king.

This definition shows the term is not only gendered but also dated and colonist, as those elected to the Glenorchy City Council are not elected as a viceroy for an Anglo-Saxon king. Furthermore, I believe the use of the optional title under the Local Government Act 1993 of Alderman presents the Glenorchy City Council as old-fashioned and out-of-touch.

## C. The title Alderman is almost obsolete in Australia. According to former Clarence Mayor and Local Government Association of Tasmania president Mr Doug Chipman, as reported in The Mercury on 5 February 2019:

...[there are] only three other councils in Australia still using the term alderman  
 — Darwin City, Glenorchy City and some members of Hobart City.

## D. On a personal note, as a woman in her early 40s, the term “Alderman” doesn’t resonate with me. This didn’t stop me from running for council, but I am white, cis-gendered, and privileged. The community we represent are beautifully diverse. For those including but not limited to non-binary people and first nations people, this term is an emotional and psychological barrier.

## E. I am proud that the opening lines of our new statement of intent are committed to being progressive, proactive and innovative. Our council could and should take enormous pride in joining the rest of Australia using the more modern and inclusive term of “Councillor”.



**Qualified advice:****Statutory requirements**

Alderman Kendall's reference to s. 25(2) of the *Local Government Act 1993* is correct.

An elected member of a city council is a "councillor" but may be called an "alderman".

The Glenorchy histories, "Glenorchy 1804 to 1964" and "Glenorchy 1964 to 1998" by Alison Alexander, suggest that elected members of Glenorchy City Council were referred to as "councillor" for the 100 years from Glenorchy becoming a municipality in 1864 and have been referred to as "alderman" since Glenorchy was declared a city in 1964.

**Alternative perspectives on elected member titles**

There are arguments for use of either "alderman" or "councillor" to refer to Council's elected members.

Arguments for "Councillor"	Arguments for "Alderman"
The term "councillor" is a more gender-neutral expression.	Is there a compelling argument for changing the status quo? There would be a small cost involved in transitioning to a new term.
Most councils in the State are required to use the term "councillor" as the term "aldermen" is optionally reserved for elected members of a city.	There are higher priorities for elected members than deciding on a title change.
The term "councillor" is a legally valid term under the Local Government Act 1993.	The term, "alderman" remains a legally valid term under the Local Government Act 1993.
The term "councillor" is now almost universally used by Tasmanian City Council elected members	It might be considered that "alderman" is a more appropriate term as it attaches more particularly to the elected members of a city.

**Current terminology used in other Tasmanian cities**

The prevailing practice now in other Tasmanian cities is to refer to elected members as “councillors”. An exception to this is Hobart City Council where it is a matter of personal choice for the elected member.

<b>City</b>	<b>Term used</b>
Hobart City Council	Personal choice (currently 9 Councillors, 3 Aldermen)
Launceston City Council	Councillor
Clarence City Council	Councillor
Devonport City Council	Councillor
Burnie City Council	Councillor

**“One in, All in”**

It is considered that a “one in, all in” approach would be preferable on this issue.

That is, Council makes a universal decision either to retain the title “alderman” or to move to the title “councillor”.

**Attachments/Annexures**

Nil.

# **CLOSED TO MEMBERS OF THE PUBLIC**

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## **18. CONFIRMATION OF MINUTES (CLOSED MEETING)**

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That the minutes of the Council meeting (closed meeting) held on 19 December 2022 be confirmed.

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## **19. APPLICATIONS FOR LEAVE OF ABSENCE**

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## **20. NOTICES OF MOTIONS – QUESTIONS ON NOTICE / WITHOUT NOTICE (CLOSED)**

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