

[REDACTED]

From: Gavin Treasure [REDACTED]
Sent: Friday, 17 December 2021 8:29 AM
To: DLGSC Act Review
Cc: Tony Brown; Enquiries; Zoey Eyre
Subject: Shire of Dumbleyung Submission - Local Government Reform

Hi,

The Dumbleyung Shire Council considered the Local Government legislative reform process at its Ordinary Meeting held on 16th December 2021.

Council resolved that the proposed reform package be supported, except for the following:-

1. Band 3&4 local governments would be required to record and publish audio recordings of all Council Meetings, with the Council Minutes

To record and publish audio recordings of Council Meetings has the potential to stifle open discussion and democratic debate around key matters. Council Meetings will become overly formal and streamlined due to concern how general observations, views and comments may be taken by listeners without the advantage of context and/or prior corporate knowledge and understanding in relation to certain matters.

2. CEO KPI's to be published annually in Council Minutes after agreement reached, including KPI results of performance review as completed (includes right of CEO to include written comments)

Council employs their CEO and as such there is a direct employer, employee relationship established. Annual staff performance appraisals including goal & KPI setting are a normal part of the employment arrangement and are usually undertaken on a confidential basis. There are no known industries or employment sectors that publicise this key confidential information (including State Government). By publishing CEO KPI's, this breaches the employment confidentiality principals and allows the broader community to take an active interest (and view) on the matter, placing both Council and the CEO in a potentially unpalatable position, particularly if these matters are viewed in isolation i.e. no understanding of the business, its key strategic priorities and daily events or external factors that impacts on KPI progress or otherwise.

3. Proposal to limit number of Councillors based on population of the LG e.g. for a population of up to 5,000 residents, 5 Councillors (including the President)

Dumbleyung Shire Council removed its Wards system and simultaneously reduced Councillor numbers from 9 to 7 as at recent 2021 Local Government elections. This is considered a good basis to ensure that the various sectors of the community/s are adequately represented on Council, noting that Shire of Dumbleyung administers two distinct townsites and covers an area of 2,553 square kilometres. There is also the risk that an increased burden of responsibility and tasking will be placed on fewer Councillors i.e. more work to fewer people, resulting in less interest and resulting nominations being received.

4. Chair of Audit Committees to be independent who is not on Council or an employee; audit committee scope to be expanded to include risk management; Committees to include Council members but would be required to include a majority of independent members (including the Chair)

Shire Councillors by their specific role and ongoing tenure have a much greater and deeper understanding of the business and are therefore best placed to provide oversight, direction and governance on Audit & Risk Management Committees. The practicalities of identifying appropriately knowledgeable and available independent committee members in small rural communities would also be problematic.

Thank you for the opportunity to provide comment.

Best Regards,

Gavin



Gavin Treasure

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PLEASE FOLLOW THESE HEALTHY HYGIENE HABITS

Wash your hands regularly
for at least 20 seconds, using
soap & water or alcohol-based gel



Stay home if you are sick
don't go to work or school
if you have symptoms



Avoid close contact with others
if you, or they, have cold or flu-like
symptoms (keep at least 1 metre away)



**Cover your mouth/nose
when you cough/sneeze**
using a tissue or flexed elbow



Avoid shaking hands
or making other unnecessary
physical contact with others

