



2025 COUNCILLOR CONDUCT REGISTER

In accordance with section 150DX of the Local Government Act 2009 (the Act), the Townsville City Council must maintain and publish a Councillor Conduct Register.

The register must record matters about:

[150DX(1)(a)]; orders made about the unsuitable meeting conduct of councillors, including the chairperson, at its local government meetings;

[150DX(1)(b)]; decisions not to start, or to discontinue, investigations of suspected conduct breaches of councillors under section 150AEA;

[150DX(1)(c)]; decisions about the suspected conduct breaches of councillors referred to the local government under part 3, division 5;

[150DX(1)(d)]; decisions about whether or not councillors engaged in misconduct or a conduct breach made by the conduct tribunal under part 3, division 6.

Complaint #	Councillor	Summary of complaint and investigation	Decision and Reasons for the Decision	Decision maker	Decision Date
C/24/00463	Troy Thompson	<p>Facebook post of 20 June 2024 Facebook post published by Mr Thompson in which, amongst other things, he made assertions about two Council officers.</p> <p>The OIA alleged Mr Thompson's post was contrary to the Code of Conduct for Councillors in Queensland (the Code), specifically:</p> <ul style="list-style-type: none"> a. Standard of Behaviour 2.1; b. Standard of Behaviour 2.2. <p>Summary of complaint and independent investigation</p>	In relation to this Allegation, pursuant to Sections 150AG(1) and 150K(1) of the Local Government Act 2009, Council resolved that Mr Thompson has not engaged in a conduct breach in line with the investigator's reasons and recommendation	Townsville City Council	15.09.2025

		<p>At 6:06am on 20 June 2024, Mr Thompson made or authorised a post to Facebook Account titled "MEDIA RELEASE – COUNCIL [OFFICER] UNLAWFULLY BLOCKS MAYOR RETURN TO OFFICE" (the First Post).</p> <p>The investigator considered the following facts in relation to the Post:</p> <ul style="list-style-type: none">a. The post was published to the public at large by Mr Thompson in his capacity as Mayor.b. The content of the post dealt with matters that were of legitimate interest to Mr Thompson as the Mayor and of proper interest to the public more broadly.c. Attached to post was a letter from Mr Thompson addressed to a Council officer (who was not named).d. The content of the post expressed Mr Thompson's views clearly and with some force, but not with profanity or particularly intemperate language.e. The post carried the imputation that the Council had acted unlawfully, seemingly asserting the Council was not allowing Mr Thompson to do his job.f. The post carried the imputation that the (then) State Premier and relevant Minister were acting politically in relation to Mr Thompson and his position as Mayor.			
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		<p>g. The post carried the imputation that the Council officer had made erroneous claims and was mistaken about his powers and authority.</p> <p>h. The post concluded with a call on the Department (presumably of Local Government) to offer advice to the Council officer and a call on the Minister to intervene.</p> <p>The investigator found that Mr Thompson's post was not entirely courteous and accurate but did not contravene the Code of Conduct.</p>			
C/24/00474	Troy Thompson	<p>Facebook post of 21 June 2024 published by Mr Thompson in which he asserted that the OIA had rejected earlier complaints about his conduct.</p> <p>The OIA alleged Mr Thompson's post was contrary to the Code, specifically:</p> <p>a. Standard of Behaviour 2.1;</p> <p>b. Standard of Behaviour 3.3.</p> <p>Summary of complaint and independent investigation</p> <p>At about 8:43am on 21 June 2024, Mr Thompson made or authorised a post to his Facebook page Account title "BREAKING NEWS – THE OIA REJECTS MORE COMPLAINTS AGAINST THE MAYOR BY COUNCILLORS" (the Second Post).</p>	In relation to this Allegation pursuant to Sections 150AG(1) and 150K(1) of the Local Government Act 2009, Council resolved that Mr Thompson has not engaged in a conduct breach in line with the investor's reasons and recommendation.	Townsville City Council	15.09.2025

		<p>The investigator considered the following in relation to the Post:</p> <ul style="list-style-type: none">a. The post was published to the public at large by Mr Thompson in his capacity as the Mayor.b. The content of the post dealt with matters of legitimate interest to Mr Thompson in his capacity as Mayor and of proper interest to the public more broadly.c. The post stated, with reference to the OIA's letter of 19 June 2024, that Mr Thompson had received the outcome of complaints made to the OIA about comments and posts he made on social media.d. The post stated: "All of the complaints resulted in rejections by the Office of the Independent Assessor", although added that the "OIA provided further clarification to the Mayor on what would be advisable to post and how to conduct himself online according to the conduct rules".e. The post stated: "The Mayor maintains that he is always in compliance with the rules and that these and all other outcomes by the OIA so far are a clear indication of the Mayor complying at all times".			
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		<p>f. The post stated: “While the Mayor encourages transparency, the Mayor also encourages people who dislike his content to simply look away. There is no need to refer seemingly reasonable comments and posts to the OIA and to chew up their precious resources. That is petty. Especially as they have more relevant things to investigate such as the conduct of councillors and their use of unlawful tactics and rules to bypass State laws”.</p> <p>g. In the post, Mr Thompson expressed his views clearly and with some force, but not with profanity or particularly intemperate language.</p> <p>h. The OIA’s letter did not state a view about whether the matters in question amounted to a “conduct breach”.</p> <p>i. Mr Thompson’s assertion in the Second Post that the OIA outcomes were a “clear indication” of him “complying at all times” did not reflect the language of the OIA letter.</p> <p>j. There is no basis to conclude that Mr Thompson did not reasonably believe the OIA outcomes were an indication that he had complied with the Code of Conduct.</p> <p>k. There is nothing to justify a finding that Mr Thompson dishonestly claimed that the OIA outcomes indicated that he was “complying at all times”.</p>			
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		<p>i. It was open for Mr Thompson to infer from the OIA's letter that the OIA did not reasonably suspect there had been a "conduct breach", regardless of whether that was the most probable inference;</p> <p>m. Mr Thompson genuinely maintained the belief that the OIA's assessment amounted to a finding that his social media use did not constitute a breach.</p> <p>The investigator found that Mr Thompson's post was not entirely courteous and accurate but did not contravene the Code of Conduct.</p>			
C/24/00478	Troy Thompson	<p>August 2024 Email sent by Mr Thompson to two Council officers, in which he raised allegations against one the Council officers.</p> <p>The OIA alleged Mr Thompson's post was contrary to the Code, specifically:</p> <p>a. Standard of Behaviour 2.1;</p> <p>b. Standard of Behaviour 2.2</p> <p>Summary of complaint and independent investigation</p> <p>On 4 August 2024, Mr Thompson sent an email, using his formal Mayoral email address, to a Council officer (the August 2024 Email). The email was copied to another Council officer.</p>	In relation to this Allegation, pursuant to Sections 150AG(1) and 150K(1) of the Local Government Act 2009, council resolved that Mr Thompson has not engaged in a conduct breach in line with the investigator's reasons and recommendation.	Townsville City Council	15.09.2025

		<p>The August 2024 email formed part of a series of emails exchanged between Mr Thompson and the Council officer which the investigator considered to give context to the August 2024 Email. The series of emails included:</p> <ul style="list-style-type: none">a. On 1 August 2024 Mr Thompson wrote to the Council officer asking for information on how and why (according to Mr Thompson) the other “councillors directed you and your office” to stop a recruitment process for a new CEO. In that email, Mr Thompson also complained about being excluded from discussions on that matter.b. The Council officer replied via email to Mr Thompson on 1 August 2024. The Council officer referred to a motion passed by the Council about conducting the CEO recruitment process. The Council officer’s email said that “[a]fter consulting with Councillors ... the recruitment process was temporarily paused” and argued that this was “not inconsistent” with the Council’s motion. The Council officer also advised Mr Thompson that he could make a request to a particular in-house lawyer, “in line with s 170A of the” Act, for advice about certain matters.c. Mr Thompson replied to the Council officer with an email shortly after 6pm on 1 August 2024. He queried how pausing the recruitment process was consistent with the Council’s motion, arguing that “pausing a recruitment process typically requires a vote			
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		<p>by all councillors". Mr Thompson also raised a concern that, as he put it, the Council officer might be "following councillors' directions rather than merely providing advice". He said he "expect[ed] a comprehensive report from you promptly".</p> <p>d. The Council officer replied via email on the morning of 2 August 2024. Aside from formalities (and removal of a staff-member's name), the full content of the Council officer's email was as follows: I confirm that I will continue to act in accordance with Council's motion from 1 May 2024 regarding the CEO recruitment process. If you wish to bring the issue of CEO recruitment before Council before the meeting on 21 August 2024, including to potentially amend the motion, you can place this on the agenda of an upcoming meeting (or make a request to the [Council officer] to call a special meeting as you are able to do under the current Code of Meeting Practice Policy). I did not treat the views of Councillors on 18 June 2024, nor requests from Councillors for advice on the Code of Meeting Practice which led to the draft changes, as directions. I reiterate that Council can provide you with advice, including on any amendments you may wish to propose to the Code of Meeting Practice, where you make a request in line with the Local Government Act (and the [Council officer] has provided you with a pathway to request this given your concerns about my impartiality). The [Council officer] has suggested that where you seek legal advice</p>			
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		<p>that you contact [a named lawyer]. You have stated you 'expect a comprehensive report' from me. I have not treated this as a direction. Giving a direction to a local government employee other than the CEO is misconduct under the Local Government Act (see s 170(4) of the Local Government Act) and a conduct breach which must be referred to the OIA.</p> <p>The investigator found that Mr Thompson's did not engage in a conduct breach by sending the email of 4 August 2024. It is open to find that this email was discourteous and provocative, but its content was confidential and not extraneous to Mr Thompson's legitimate interests such that it did not contravene the Code of Conduct.</p>			
C/24/00865	Troy Thompson	<p>September 2024 Email sent by Mr Thompson to a Council officer and copied to several other persons. The email raised an allegation against the Council officer which ought not to have been communicated to the other recipients.</p> <p>The OIA alleged Mr Thompson's post was contrary to the Code, specifically:</p> <p>a. Standard of Behaviour 2.1</p> <p>Summary of complaint and independent investigation</p> <p>On 18 September 2024, Mr Thompson sent an email to a Council officer (the September 2024 Email) (the email the subject of the complaint).</p>	<p>In relation to this allegation pursuant to Sections 150AG(1) and 150K(1) of the Local Government Act 2009, Council resolved that Mr Thompson has engaged in a conduct breach and pursuant to sections 150AG(1)(b) and 150AH of the Local Government Act 2009, that Council take the following action against Mr Thompson:</p> <p>a. an order reprimanding Mr Thompson for the conduct; and</p> <p>b. an order that Mr Thompson attend training or counselling to address his conduct, at Mr Thompson's expense; and</p>	Townsville City Council	15.09.2025

	<p>The following facts were established by the investigator:</p> <p>On 11 September 2024, Mr Thompson sent an email to the Council officer. The email was copied to the Council officer and a Council Legal Officer.</p> <p>Mr Thompson raised what he thought was a reasonable need for him to obtain external legal advice on a matter arising out of his role as Mayor.</p> <p>He requested funding from the Council up to a specified amount to obtain legal advice.</p> <p>On Monday 16 September 2024, having received no response to his earlier email, Mr Thompson sent another email to a Council officer. That email was again copied to the Council officer and the Legal Officer, but this time was also copied to an executive director at the Department of Local Government. In essence, Mr Thompson asked for the Council officer's response to his email of 11 September 2024 without "further delay".</p> <p>By Wednesday 18 September 2024, Mr Thompson still had no response. He sent the September 2024 Email.</p> <p>On 18 September 2024, the Council officer responded to the September 2024 Email. The Council officer indicated that Mr Thompson's request for legal funding was "outside the [existing] process"; that he had sought advice about the funding; and that he would respond by 25 September 2024. On 26 September 2024, the Council officer emailed</p>	<p>c. an order that if Mr Thompson engages in the same type of conduct again, it will be treated as misconduct; and</p> <p>d. Mr Thompson reimburse Council for all of the costs arising from his inappropriate conduct."</p> <p>This decision was made in line with the investigator's reasons and recommendations.</p>		
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		<p>Mr Thompson advising that Mr Thompson's funding request fell "outside of existing Council policies" and so it would be raised "at a Councillor workshop to consider and advance the policy position of Council. The investigator took into account:</p> <ul style="list-style-type: none">a. Mr Thompson sent the email to the Council officer in his capacity as Mayor and using his Council email address.b. The Council officer was in a position where he essentially reported to Mr Thompson (in an employment sense). That is, as Mayor, Mr Thompson was responsible for leading and managing the Council officer pursuant to s 12(4) of the Act.c. The email included what could be described as a reprimand of the Council officer by Mr Thompson (eg, "It should not take more than a day or so to consider and respond to my request").d. The email included an allegation that the Council officer's "delay" was deliberately "aimed to hinder" Mr Thompson and, in that way, "commensurate" with an asserted but unspecified history of the Council officer hindering Mr Thompson in the past.e. The email questioned the Council officer's ability to independently and appropriately discharge the role.			
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		<p>f. The email was copied to the other Council officer and a Legal Officer, both of whom reported (whether directly or indirectly) to the Council officer. g. The email was also copied to an executive director of the Department of Local Government.</p> <p>The investigator found that Mr Thompson's email breached Standard 2 of the Code of Conduct by sending the email of 18 September 2024 to recipients other than the relevant Council officer. It is open to find that this email made a serious allegation against the Council officer and that whilst it may have been acceptable to put the allegation to the Council officer, it was unreasonable and unfair to circulate the allegation to the other email recipients.</p>			
C/25/00056	Troy Thompson	Alleged breach of code of conduct	In accordance with Section 150AEA(2), the Council discontinued the investigation.	Townsville City Council	10.12.2025
C/25/00062	Troy Thompson	Alleged breach of code of conduct	In accordance with Section 150AEA(2), the Council discontinued the investigation.	Townsville City Council	10.12.2025
C/25/00703	Troy Thompson	Alleged breach of code of conduct	In accordance with Section 150AEA(2), the Council discontinued the investigation.	Townsville City Council	10.12.2025

C/24/00750	Troy Thompson	Alleged breach of code of conduct	In accordance with Section 150AEA(2), the Council discontinued the investigation.	Townsville City Council	10.12.2025
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