



SPECIAL COUNCIL

PUBLIC MINUTES

THURSDAY 7 MARCH 2013 AT 10.00 AM

Council Members >>

The Mayor, Councillor Jenny Hill
Councillor Suzanne Blom
Councillor Colleen Doyle
Councillor Gary Eddiehausen APM
Councillor Pat Ernst
Councillor Ray Gartrell
Councillor Jenny Lane
Councillor Anthony Parsons
Councillor Trevor Roberts
Councillor Vern Veitch
Councillor Les Walker

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Goals and Strategies of Townsville City Council >>

Corporate Plan >>

Goal 1 - Economic Sustainability. A robust, diverse and sustainable economy

The outcomes we want to achieve:

A robust, prosperous economy which provides opportunities for business and investment.

- 1.1 Promote investment and assist the development of emergent industries and businesses.
- 1.2 Engage with regional, state and national stakeholders in the creation of a strong and resilient economy.
- 1.3 Increase the city's profile through marketing initiatives, the delivery of festivals and events and support for other community based activities.
- 1.4 Promote the city's distinctive physical character and strong sense of place and identity.

An integrated approach to long term planning which supports a growing city.

- 1.5 Develop an integrated approach to the long term provision of infrastructure.
- 1.6 Undertake city and regional planning to reflect the aspirations of the community and create an attractive place to live, work and visit.

Infrastructure that meets community needs.

- 1.7 Provide and maintain timely and sustainable infrastructure.
- 1.8 Provide asset management practices which reflect the community's expectations regarding service levels and its ability to pay.

Goal 2 - Environmental Sustainability. Our environment is valued, protected and healthy

The outcomes we want to achieve:

Effective management and protection of our natural and built environment through sustainable growth and development.

- 2.1 Provide strategic and integrated planning and policy development to sustain our environment.
 - 2.2 Effective management, protection and conservation of our natural environment.
 - 2.3 Preserve and protect places of natural and heritage significance.
- Demonstrated environmental leadership.**
- 2.4 Develop and implement an Integrated Water Management Strategy.
 - 2.5 Develop and implement innovative waste management and recycling strategies.
 - 2.6 Minimise greenhouse gas emissions from council's infrastructure, operations and services through sustainable energy practices.
 - 2.7 Partner with the community and industry stakeholders to develop and promote environmental protection and sustainability initiatives.
 - 2.8 Develop and implement environmental compliance programs and promote community awareness.

Climatic effects on our community, natural and built environment are minimised.

- 2.9 Mitigate and communicate the risks and effects of climate change.

Goal 3 - Social Sustainability - Enhancement of opportunities for social engagement and wellbeing

The outcomes we want to achieve:

A safe and healthy community.

- 3.1 Improve the safety and well-being of the community through the management of public health risks.
- 3.2 Plan for and provide active and healthy lifestyle opportunities.
- 3.3 Coordinate council's response to natural disasters to minimise the effects on the community.

A cohesive and self-reliant community.

- 3.4 Foster the development of the city as a learning community.
- 3.5 Encourage and facilitate the participation and integration of residents into the community.
- 3.6 Strengthen community networks to collaboratively deliver community services.

A community with access to services and facilities.

- 3.7 Plan for community facilities and services to meet the community's current and future needs.
- 3.8 Provide community services and facilities to meet the needs of the community.
- 3.9 Provide community support services to meet the needs of the community.

A creative community.

- 3.10 Facilitate and showcase artistic learning and expression through performances, exhibitions, activities and programs.
- 3.11 Support community participation in cultural activities, programs and events.

Goal 4 - Responsible Governance - Responsible leadership where decisions are made in a considered and transparent manner

The outcomes we want to achieve:

Transparent and accountable local government.

- 4.1 Develop and implement council's Corporate Governance Framework to ensure strategic planning, compliance with all legislation, policies, Codes of Practice and Standards.
- 4.2 Implement robust risk management strategies.
- 4.3 Encourage community participation and ensure that the community is informed and educated about matters that impact their lives.

A competent, productive and contributing workforce.

- 4.4 Foster a culture of employee health, safety and well-being.
- 4.5 Implement human resource strategies to become an employer of choice.
- 4.6 Foster diversity, merit and equity, reward and recognition in the workplace.

Excellence in customer service delivery and organisational management.

- 4.7 Provide responsive and efficient systems to enable the delivery of council services.
- 4.8 Establish and manage long term financial planning to ensure the future sustainability of council.

MINUTES

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1 Employment Contracts Review	6167

REPORT	COUNCIL MEETING
DATE	Thursday 07 March 2013 at 10.00 am
ITEMS	1 TO 1
PRESENT	The Mayor, Councillor Jenny Hill Councillor Vern Veitch Councillor Suzanne Blom Councillor Colleen Doyle Councillor Gary Eddiehausen APM Councillor Pat Ernst Councillor Ray Gartrell Councillor Jenny Lane Councillor Anthony Parsons Councillor Trevor Roberts Councillor Les Walker

Opening of Meeting and Announcement of Visitors

The Mayor, Councillor J Hill opened the meeting at 10.00 am.

Apologies and Leave of Absence

There were no apologies or leave of absences.

Disclosure of Interests

There were no conflicts of interest or material personal interests.

Confidential Items

It was MOVED by Councillor P Ernst, SECONDED by Councillor V Veitch:

"that the Council RESOLVE to close the meeting in accordance with Section 275 of the *Local Government Regulation 2012* which permits the meeting to be closed to the public for business relating to the following:

Section 275(1) (e) contracts proposed to be made by it.

CARRIED

The council discussed the item.

It was MOVED by Councillor P Ernst, SECONDED by Councillor V Veitch:

"that the Council RESOLVE to open the meeting".

CARRIED

1 Employment Contracts Review

CONFIDENTIAL REPORT TO COUNCIL

Authorised by Chief Executive Officer
Department Executive
Date 26 February 2013

Reason for Confidentiality

This report is **CONFIDENTIAL** in accordance with Section 275 of the *Local Government Regulation 2012*, which permits the meeting to be closed to the public for business relating to the following:

Section 275 (e) contracts proposed to be made by it.

Executive Summary

In accordance with Employment Contract provisions the Chief Executive Officer is required to advise 19 contracted officers whether their contracts which expire in August, September, October or December 2013 will be renegotiated. The renewal of these contracts must be confirmed in writing at least six months prior to expiry of their existing contracts and the conditions of employment are to be no less favourable than the existing contracts. The six month timeline for three of these contracts is February 2013, for 13 of these contracts is March 2013, for two contracts is April and for one contract is June 2013.

The Chief Executive Officer has:

- reviewed Council's resourcing requirements to undertake the goals and strategies outlined in Council's Corporate Plan and its Operational Plan
- reviewed the adequacy of Council's current Corporate Structure
- reviewed the resourcing requirements to undertake Council's Capital Works program
- reviewed the reporting lines, staffing levels, budget responsibilities and other position accountabilities of the current contracted officers
- undertaken a benchmarking exercise to compare the Corporate Structures of other Queensland Councils of comparable size.
- Considered Council strategy and supported that consideration with strategy results mapping (which will extend to result accountability measures).

This report provides the rationale for the Chief Executive Officer to commence negotiations to renew term based employment contracts with relevant contracted Officers.

Officer's Recommendation

1. That the report/attachment be deemed a confidential document and be treated as such in accordance with sections 171 and 200 (9) of the *Local Government Act 2009* and that the document remain confidential unless council decides otherwise by resolution.
2. That council note that the Chief Executive Officer will be advising the relevant contracted Officers of council's intent to negotiate renewal of their employment contracts.
3. That council note that the Chief Executive Officer is authorised under the *Local Government Act 2009* to undertake negotiation of employment contracts upon approval of the Corporate Structure by council.
4. That the present Corporate Structure as represented in Attachment 1 will continue to be the structure around which the renegotiation of contracts to fill positions in that structure will occur.

Council Decision

It was MOVED by Councillor V Veitch, SECONDED by Councillor J Lane:

"that the officers recommendation be adopted".

CARRIED UNANIMOUSLY

Close of Meeting

The Chair, Mayor J Hill declared the meeting closed at 11.05 am.

CONFIRMED this

day of

2013

MAYOR

CHIEF EXECUTIVE OFFICER