

**Minutes of the Meeting
of the Glenorchy City Council
held at the Council Chambers
on Monday, 29 August 2022 at 6.00pm**



Present (in Chambers): Alderman Bec Thomas (Mayor), Alderman Steven King (Deputy Mayor), Aldermen Peter Bull, Melissa Carlton, Sue Hickey, Angela Ryan and Gaye Richardson.

Present:

In attendance (in Chambers): Tony McMullen (General Manager), Emilio Reale (Director Infrastructure and Works), Jenny Richardson (Director Corporate Services) and David Ronaldson (Executive Manager Stakeholder Engagement), Tina House (Chief Financial Officer), Joseph Burrows (Audio and Visual support officer), Mel Fazackerley (Audio and Visual support officer), Ben Munton (IT service desk officer), Frank Barta (Consultant), Jacquie Ray and Bella Alcorso (Timmins Ray).

In attendance (by video link): Michael Jacques (Senior Legal Counsel), Marina Campbell (Manager Community) and Marian Maclachlan (Executive Assistant to the General Manager)

Leave of Absence:

Workshops held since last Council Meeting

Date: Monday, 1 August 2022

Purpose: To discuss:

- Events and Awards

Date: Monday, 15 August 2022

Purpose: To discuss:

- TasWater
- Greater Hobart Resilience program

Date: Monday, 22 August 2022

Purpose: To discuss:

- New Bridgewater Bridge update
- Community Strategy Implementation plan
- Review of child care services

The meeting was live streamed on Council's website, Facebook page and YouTube channel. The peak number of viewers watching the live stream 26 viewers and five members of the public attended in person.

The meeting began with a prayer by Reverend Sherrin Jackman, Minister, Derwent Cluster Uniting Churches.

The Chair acknowledged and paid respect to the Tasmanian Aboriginal Community as the original and traditional owners and continuing custodians of the land and their elders, past, present and emerging.

The Chair opened the meeting at 6.00pm.

The Chair read a statement noting that the meeting would be recorded and live streamed to members of the public, and about work health and safety at the Council meeting.

1. APOLOGIES

Aldermen Jan Dunsby, Simon Fraser, Kelly Sims, Angela Ryan (Items 1 – 21).

2. CONFIRMATION OF MINUTES

Resolution:

RICHARDSON/KING

That the minutes of the Council meeting held on Monday, 25 July 2022 be confirmed.

The motion was put.

FOR: Aldermen Bull, King, Thomas, Richardson, Carlton and Hickey

AGAINST:

The motion was CARRIED.

3. ANNOUNCEMENTS BY THE CHAIR

The Mayor acknowledged and congratulated Lions International on their 75th years of service in Australia. This is a huge milestone for Lions who contribute both financially and with hands on service to those in need. I would like to make special mention of Glenorchy City Lions Club who are Council's current Community Group of the Year. The Glenorchy Lions members have volunteered their time at many events and activities throughout the year and worked with other organisations and businesses for the benefit of our community.

On behalf of Council and our community I would like to thank the Lions for all that they do in our community and beyond and congratulate all former and current members on their 75th anniversary.

4. PECUNIARY INTEREST NOTIFICATION

The Chair asked if any Aldermen had, or were likely to have, a pecuniary interest or a conflict of interest in any items on the Agenda.

General Manager declared a pecuniary interest in Item 26 – General Manager's Performance Review 2021/22 and KPIs 2022/23.

Resolution:

KING / BULL

That the agenda be re-ordered by transposing Items 26 and 27.

The motion was put.

FOR: Aldermen Bull, King, Thomas, Richardson, Carlton and Hickey

AGAINST:

The motion was CARRIED.

5. RESPONSE TO PREVIOUS PUBLIC QUESTIONS TAKEN ON NOTICE

None.

6. PUBLIC QUESTION TIME (15 MINUTES)

Questions on notice – Robert Fitzsimon, Montrose (received 27 July 2022)

I ask that this email be read at the next planning application committee meeting and at the next city meeting. As the GCC is well aware, the drainage easement off 24 Fosbrook court is still failing 2 years after requests were made by myself that it be repaired. My house is flooding and the walls are now rotting away requiring expensive building repairs to the frame of the building. A river has now formed from the spill point of the drain down into our house. I ask again. Could the Glenorchy City Council please fix the drainage easement so that it may flow into the stormwater system. We are really getting frustrated with our house getting flooded for days after every rain. Our family continues to be placed in increasing danger as this problem is ignored and landslips continue to be a problem that plague our house because this has not been managed. When will this be fixed? I am strongly considering erecting signage to assist your planning department that will be visible via aerial photography.

Questions on notice – Bill Dodd, Claremont (received 27 July 2022)

Q1. A barrier to the rapid construction of new housing is a shortage of materials and labour. Exploring alternative sources of labour and materials then represents a potential solution. Tasmania has a proud tradition of owner building and has been a pioneer in the use of sustainable materials such as rendered strawbale and the establishment of housing cooperatives. Could GCC earmark future land releases for a 'sweat equity' housing cooperative pilot, and prescribe small scale and sustainable design?

A. Council does release land for sale that is surplus to Council requirements, including to support residential development. Whilst Council does not prescribe what construction methods are used on land released by the Council (beyond statutory requirements under the Planning Scheme and Building Act), Council is open to considering any specific proposal put forward by housing providers or cooperatives who wish to purchase Council land that is programmed for disposal.

Questions on notice – Nickola Orr, Glenorchy (received 4 August 2022)

We have three people living in our house. Our neighbours both have four people. This area has a lot of people renting so more than one or two people per house and the twice a month trash collection isn't enough. We all end up having trash bags in our house or garden waiting for collection.

Q1. What is the possibility of having a weekly rubbish and recycling pick up?

A: Councils standard service is a fortnightly collection with three bins, where residents are provided with a 140 Litre bin for Waste, a 240 Litre bin for Recycling, and a 240 Litre bin for FOGO. Exemptions to these services are kept to a minimum to encourage separation of waste streams into the three bins so that all recyclables and organics are appropriately processed and kept out of landfill.

Residents with a 140 Litre waste bin do have the option to increase to a 240 Litre bin, as per Councils waste policy as long as they meet following criteria:

14. An upgrade of a general refuse MGB from 140L to 240L will only be permitted where both of the following apply:

- *there are 5 or more people residing in the household (including member of the same family), and adequate evidence of this has been provided to Council (e.g. a Medicare card), and*
- *the property owner has agreed to the upgrades and to pay the additional fee (in accordance with Council's Schedule of Fees and Charges).*

Alternatively, any resident struggling to manage their waste volumes can contact Council's waste collection contractor (Veolia) to apply for a private arrangement directly with Veolia for a weekly service at an additional cost to the resident.

Veolia advised on 15 August 2022, where a weekly service can be provided by Veolia, the following additional costs apply:

140 Litre Bin - \$125 per annum

240 Litre Bin - \$160 per annum

Questions on notice – Robert Turner, Rosetta (received 6 August 2022)

Q1. Can a car park on a public road for 3 months without moving or attending to the vehicle.? I send you a Email yesterday concerning this problem in Rocklyn Ave top part where the circle is located. The car in question is a white car Registration Number A93TZ. The neighbours are very concerned the car is never moved where it's parked on the narrowness part of the road where a accident may occur.

A: Time restrictions for vehicles parking on public roads are sign posted. If there are no signs displaying a restriction, the area is unrestricted. In both situations, the owner must adhere to all other applicable laws, including maintaining at least 3m of carriageway for vehicles to pass, and keeping the vehicle registered. Registration status can be checked, by anyone, on the Tasmanian Government

Transport website (www.transport.tas.gov.au). The vehicle in question is currently registered.

Q2. The offending car is interfering with the business at 18 Rocklyn Avenue Moonah is it stolen

A: The Tasmanian Government Transport website's registration checker indicates the vehicle is not stolen. Our Compliance Officers also visited the vehicle on Monday, 8 August 2022 and confirmed it is parked legally and safely.

Questions on notice – Eddy Steenbergen, (received 18 August 2022)

Regarding the August 2022 GPA meeting. I'd planned to watch the livestream as I could not physically get to the meeting. It was very disappointing to learn less than an hour before the meeting that there would be no livestream. Consequently I know nothing of decisions made at the meeting but all applicants and representors do (and may already be acting on that information). I have two questions.

Q1. Could the draft minutes of the August 2022 GPA meeting be uploaded ASAP to the council website so the public can learn what decisions were made?

A. Yes, they were completed and uploaded onto the Council website on Tuesday, 23 August 2022.

Q2. Council has occasionally in the past uploaded draft minutes so it seems there is no legal impediment to that. So will council make it standard practice to upload draft GPA minutes ASAP after every GPA meeting? I look forward to a response.

A. Yes, where resourcing allows Council will upload the unapproved draft GPA minutes onto the website. Please note livestreaming of the GPA will recommence from September and the video will be uploaded onto the website within 5-business days of the meeting.

Shane Alderton, Main Road Austins Ferry

Q: I have a question around Item 9 on tonight's Council agenda in relation to GCC Events and Awards program. I have read the report and understand there are budget issues around the events, but the report advises there has been no community consultation and why that is the case, especially given Council has the Let's Talk platform which could have been used to provide some community consultation?

A: [Mayor] Council does engage and consult with the Community on events and seeks feedback on events routinely, after they occur. The events are well

regarded and highly valued in our community. We have to make some decisions on events that are coming up quite soon and decisions have to be made. From my reading of the report, I don't believe there's any recommendations around cancelling any events per se as that would be a bigger piece and community consultation would be undertaken. The report is recommending that they do all continue in some form depending on what is resolved tonight.

[Executive Manager Stakeholder Engagement] There is a number of events within that report and the recommendation talks about where we are considering any significant change, would then require consultation. As an example, the recommendation around The Moonah Taste of the World Festival is about going into the community and talking to them about what that event looks like going forward. With other events where we're talking about timing of delivery, it is up to Council to decide when we would like the timing for those events to happen.

In relation to community feedback on events, it is routine for our staff to conduct surveys on the day of the event, so we have good relevant knowledge of each of those events every time they are run

Q: Is it Council's intention to undertake some community engagement regarding these four events - The Moonah Taste of the World, the Carols, Community Awards and the Anzac Day Parade?

A: [Mayor] The recommendation in the report in relation to The Moonah Taste of the World is that we consult with the community on the future of the event. This will form part of the next stage should Council endorse that recommendation tonight.

In relation to the Glenorchy Carols, the recommendation is around seeking expressions of interest from community groups to run the Carol's event, which is a form of consultation. If we get no interest, then Council will need to reconsider at that point in time.

ANZAC Day the recommendation in the report is to continue with this event and we have certainly received very strong positive feedback for the event over the past couple of years. We have had quite high attendance numbers indicating it is valued by the community.

In relation to our annual Community Awards and the Volunteer Awards, the recommendation is that they continue and consultation will occur through promoting those awards.

Q: Item 22 which will be discussed in closed Council tonight - the review of the childcare services, was touched on briefly in Open Council at the last meeting. Can I ask the reason why this has been moved into closed Council session?

[Mayor] The report contains commercial and confidential information of a financial nature that if disclosed in open Council, could have the potential to advantage or disadvantaged Council and or external parties going forward, it also contains information about staffing and personnel matters, therefore it is appropriate to discuss these matter in closed council.

Q: As any changes to childcare services has the potential to impact on a section of the community, after this item is discussed in closed Council tonight and the reviews discussed if any decisions are made, will those decisions be communicated publicly to the community?

A: [Mayor] The first step in the process of communicating the decision made this evening will be to communicate the decision to staff, to the educators which will occur at 6:30pm tomorrow evening. This is the earliest possible time that staff in the childcare centre can be gathered together, given the nature of their working hours and following that parents, families, caregivers will be notified of the decision and a media statement will be issued

Eddy Steenbergen, Rosetta

Q. Based on your response to tonight, can I assume the Childcare review is now complete?

A: [Mayor] Yes

Q: Will Council tonight be discussing the final report about the review?

A: [Mayor] Yes

Q: Was the review conducted in-house?

A: [Mayor] No, we had an external consultant undertake the review.

Q: At the last Council meeting, in relation to the Glenorchy Jobs Hub grant, I'd like to know whatever you can tell me about what was discussed and what was decided?

A: [Mayor] We had an item in closed Council to discuss both the agreement with the State Government in relation to the Jobs Hub funding. State Government provided to Council a draft grant deed for consideration and also advised the nature of the contract going forward with the provider, Steps who are contracted to deliver the Jobs Hub.

[General Manager] We can advise the contract has been renewed and the funding agreement has been approved with the State Government. The agreement is for the next three years, with a review to be undertaken after the first 12-months. The State Government will review the operation of the Jobs Hub at the end of the first year to see if any refinements can be made to the model.

Q: So it was approved?

A: [General Manager] Yes, that is correct.

I have some questions on the Communications Policy as the Council doesn't appear to be willing to share in any form, in any part or even the part related to the public, therefore, I would like to ask some questions to see if I can clarify some aspects of it.

Q: Council has a number of outlets, ways of getting information out to the public. Does Council have a preferred outlet to share information to the public?

A: [Mayor] Do we have a preferred outlet? No, we undertake a range of actions to communicate with our Community. The main communication method Council uses is via Facebook, another being media releases, we also use our website and our Glenorchy newsletter, as well as the news alerts which I know you had some correspondence with our staff on recently over the past couple of weeks. Council does have a number of different ways of communicating with our community and we determine which one to use based on the message that we're sending out and the audience we are trying to reach.

Q: What about information the Council wants to get out in a timely manner, as distinct from just publishing information?

A: [Mayor] It would depend on the message and the audience. Have you an example?

Q: Yes, my example is the change to the childcare from being open from five days a week down to four days? It was an important piece of information that had to be sent out in a hurry.

A: [Mayor] Yes, it was important to communicate that to the parents and staff first and foremost, and then it was distributed through a media release.

Council media releases are normally placed on the news section of our website however, as we have had some changes to our communications team, with two of our communication team leaving Council, therefore we are in a period of transition. So I appreciate your patience during this transition period.

Q: When you talk about the transition, you are referring to the loss of staff in the communication's area?

A: [Mayor] Yes, we are in the process of recruiting for a communications officer and that position has been advertised, applications have closed and interviews are taking place. In the meantime we are obtaining some external support for strategic communications through Timmins Ray.

Q: The question I asked about preferred outlets, is that the type of information that is actually in the Communications Policy?

A: [Mayor] I think you are referring to Council's Communications strategy which does outline a number of different communication methods that Council may wish to use, depending on the audience and the message. The range of different methods are noted in our Strategy as potential options to use.

Q: Does it describe in the Communications strategy document the various criteria that you would use to determine which approach you use? I'm trying to understand how it is actually a strategy as such, because from the public's perspective, it doesn't appear to be a consistent approach.

A: [Mayor] The Communications strategy document does outline to some extent what approach to use depending on the messaging and the audience we are trying to reach.

7. PETITIONS/DEPUTATIONS

None.

COMMUNITY

Community Goal: “Making Lives Better”

8. ACTIVITIES OF THE MAYOR

File Reference: Mayoral Announcements

Reporting Brief:

To receive an update on the recent activities undertaken by the Mayor.

Resolution:

BULL/RICHARDSON

That Council:

RECEIVE the report about the activities of Mayor Thomas and Acting Mayor King during the period from Monday, 18 July to Sunday, 21 August 2022.

The motion was put.

FOR: Aldermen Bull, King, Thomas, Richardson, Carlton and Hickey

AGAINST:

The motion was CARRIED.

9. GCC EVENTS AND AWARDS PROGRAMS

File Reference: Events

Reporting Brief:

To seek Council endorsement of some changes to event delivery following a review of Council events in line with Council's review of service delivery and financial circumstances.

Resolution:

HICKEY/KING

That Council:

1. ENDORSE the undertaking of a full review of the Moonah Taste of the World Festival with a further report to be brought back to Council setting out options for the Festival in preparation for the 2023/24 budget process.
2. TRIAL an Expression of Interest process for community-run Carols events in the Glenorchy Municipality, replacing the Glenorchy Carols event previously run by Council.
3. DELIVER the 2023 Glenorchy ANZAC Day service in Glenorchy and seek to develop a relationship with the Claremont RSL that will be of mutual benefit to the ANZAC Day services within the Glenorchy municipality.
4. TRIAL a combined annual Volunteer and Community Awards ceremony (which may incorporate Glenorchy Citizen of the Year, Glenorchy Young Citizen of the Year, Community Group of the Year, School of the Year, Sports Achievement of the Year and All Abilities Award) during National Volunteer Week in May of 2023.
5. CONTINUE to deliver Citizenship Ceremonies in conjunction with the Federal Government Department for Immigration.

The motion was put.

FOR: Aldermen Bull, King, Thomas, Richardson, Carlton and Hickey

AGAINST:

The motion was CARRIED.

10. COMMUNITY STRATEGY (2021-2030) ANNUAL REPORT 2021-2022

File Reference: Community Strategy

Reporting Brief:

Present the Community Strategy Annual Report 2021-22 progress aligned to the Community Strategy (2021-2030).

Resolution:

RICHARDSON/KING

That Council:

RECEIVE and NOTE the attached report on Community Strategy Annual Report 2021-2022

The motion was put.

FOR: Aldermen Bull, King, Thomas, Richardson, Carlton and Hickey

AGAINST:

The motion was CARRIED.

11. PROCEEDS OF PROPERTY DISPOSAL - SUMMARY REPORT

File Reference: Council Properties - Disposal and Sale

Reporting Brief:

To provide a summary of land disposals under the *Proceeds of Property Disposals Policy* from 31 August 2020 until 30 June 2022 including the status of reserves for the proceeds of disposal.

Resolution:

BULL/KING

That Council:

RECEIVE and NOTE this report on the Proceeds of Property Disposals for the period from 31 August 2020 to 30 June 2022.

The motion was put.

FOR: Aldermen Bull, King, Thomas, Richardson, Carlton and Hickey

AGAINST:

The motion was CARRIED.

ECONOMIC

Community Goal: "Open for Business"

12. REALLOCATION OF CAPITAL WORKS FUNDING FROM THE LOCAL GOVERNMENT LOAN PROGRAM

File Reference: Capital Works

Reporting Brief:

To recommend the reallocation of funding from the Local Government Loan Program to alternative projects.

Resolution:

RICHARDSON/BULL

That Council:

1. RECEIVE and NOTE the report on the reallocation of the Local Government Loan Program funds.
2. ENDORSE the reallocation of \$520,000 in Local Government Loan Program funds from the Zinc Link (\$200,000) and Greenshoots (\$320,000) projects to the Tolosa Street shared pathway project and the Glenlusk Road-Collinsvale Road flood mitigation project, totalling \$520,000.
3. APPROVE the General Manager to undertake the necessary variation process with State Treasury to substitute the Zinc Link and Greenshoots projects with the Tolosa Street shared pathway and Glenlusk Road flood mitigation project.

The motion was put.

FOR: Aldermen Bull, King, Thomas, Richardson, Carlton and Hickey

AGAINST:

The motion was CARRIED.

GOVERNANCE

Community Goal: "Leading our Community"

13. SUBMISSION TO FUTURE OF LOCAL GOVERNMENT REVIEW

File Reference: Local Government Reform

Reporting Brief:

To seek Council's endorsement of a submission to the Future of Local Government Review on the Local Government Board's Stage 1 Interim Report following completion of the Community Engagement Stage of the Review.

Resolution:

RICHARDSON/KING

That Council:

1. MAKE a submission to the Local Government Board in response to the Stage 1 Interim Report of the Future of Local Government Review in the terms set out in this report.
2. PROVIDE a copy of its submission to the Local Government Association of Tasmania.

The motion was put.

FOR: Aldermen Bull, King, Thomas, Richardson, Carlton and Hickey

AGAINST:

The motion was CARRIED.

14. UPDATED COUNCIL POLICIES

File Reference: Council Policies

Reporting Brief:

To present three updated policies to Council for adoption and three policies for rescission.

Resolution:

RICHARDSON/CARLTON

That Council:

1. ADOPT the updated Asset Management Policy set out in Attachment 2,
2. RESCIND the Public Open Space Acquisitions Contributions Policy set out in Attachment 3
3. RESCIND the Public Open Space Reserve and Expenditure Policy set out in Attachment 4,
4. ADOPT the Securing Public Open Space Provision Through Subdivision Policy set out in Attachment 5,
5. ADOPT the Enforcement Policy and the Enforcement Guide and Procedure set out in Attachment 7 and Attachment 9, and
6. RESCIND the Sports Ground Lighting Policy set out in Attachment 10.

The motion was put.

FOR: Aldermen Bull, King, Thomas, Richardson, Carlton and Hickey

AGAINST:

The motion was CARRIED.

15. CODE OF CONDUCT AMENDMENT BILL

File Reference: 3434964

Reporting Brief:

To brief Council on recent proposed legislation relating amendments to the Code of Conduct, and to provide an opportunity to make comments towards a whole of sector submission, to be provided by close of business Wednesday, 31 August 2022.

Resolution:

KING/BULL

That Council:

1. NOTE the report and the attached materials;
2. After considering the issues, RESOLVE to make any necessary comments for a further submission to the State, by close of business Wednesday 31 August 2022.

The motion was put.

FOR: Aldermen Bull, King, Thomas, Richardson, Carlton and Hickey

AGAINST:

The motion was CARRIED.

16. QUARTERLY REPORT - QUARTER 4 2021/22

File Reference: Corporate Reporting

Reporting Brief:

To present Council's Quarterly Report for the quarter ending 30 June 2022.

Resolution:

BULL/KING

That Council:

RECEIVE and NOTE Council's Quarterly Report and Quarterly Annual Plan Progress Report for the quarter ending 30 June 2022.

The motion was put.

FOR: Aldermen Bull, King, Thomas, Richardson, Carlton and Hickey

AGAINST:

The motion was CARRIED.

17. FINANCIAL PERFORMANCE REPORT TO 31 JULY 2022

File Reference: Corporate and Financial Reporting

Reporting Brief:

To provide the monthly Financial Performance Report to Council for the period ending 31 July 2022.

Resolution:

RICHARDSON/BULL

That Council:

RECEIVE and NOTE the Financial Performance Report for the year-to-date ending 31 July 2022 as set out in Attachment 1.

The motion was put.

FOR: Aldermen Bull, King, Thomas, Richardson, Carlton and Hickey

AGAINST:

The motion was CARRIED.

18. PROCUREMENT AND CONTRACTS - MONTHLY REPORT

File Reference: Procurement

Reporting Brief:

To inform Council of exemptions that have been applied to procurements under Council's Code for Tenders and Contracts for the period 14 July to 17 August 2022 and provide updates on other relevant procurement matters.

Resolution:

BULL/KING

That Council:

RECEIVE and NOTE the Procurement and Contracts Monthly Report for the period from 14 July to 17 August 2022.

The motion was put.

FOR: Aldermen Bull, King, Thomas, Richardson, Carlton and Hickey

AGAINST:

The motion was CARRIED.

19. NOTICES OF MOTIONS – QUESTIONS ON NOTICE / WITHOUT NOTICE

None.

At the Council meeting on Monday, 26 September 2022 (Item 2) Council resolved to publish this decision which was made in the closed part of the Council meeting on 29 August 2022 into the Open Council meeting minutes.

At that meeting Council also resolved to publish the General Manager's report as an attachment to the minutes, redacted at the General Manager's discretion.

22. REVIEW OF CHILDCARE SERVICE

This item is to be considered at a closed meeting of the Council by authority of the Local Government (Meeting Procedures) Regulations 2015 Regulation 15(2)(a) (Personnel matters, including complaints against an employee of the Council and industrial relations matters) and (2)(b) (Information that, if disclosed, is likely to confer a commercial advantage or impose a commercial disadvantage on a person with whom the Council is conducting, or proposes to conduct, business) and (2)(c) (Commercial information of a confidential nature that, if disclosed, is likely to: prejudice the commercial position of the person who supplied it; confer a commercial advantage on a competitor of the Council; or reveal a trade secret).

File Reference: Review of Council Services

Reporting Brief:

To seek Council's decision on the future direction of its Childcare Service following an independent review.

Resolution:

KING/RICHARDSON

That Council:

1. RECEIVE and NOTE the consultancy report, Review of Childcare Services dated August 2022 prepared by Frank Barta which is Attachment 1 to this report.
2. CHOOSE the "Scenario Four – Invest" option in the consultant's report as the future direction to pursue with Council's childcare service.
3. AUTHORISE the funding for the General Manager to recruit 4 additional educators and 1 Program Director in accordance with clause 2 of this resolution.
4. BUILD the additional investment in buildings, equipment and fixtures into Council's building capital maintenance programs in accordance with clause 2 of this resolution.

5. After considering privacy and confidentiality issues, RESOLVE that, except as expressly authorised to the contrary, the information contained in this report, decisions, discussions and documents:
 - (a) may be used and communicated by Council officers in the performance of their duties
 - (b) may be disclosed by the Mayor as the spokesperson of Council, and
 - (c) may not be disclosed by Aldermen.

Alderman Hickey left the meeting at 8.43pm.

The Council meeting was adjourned at 8.43pm under regulation 11 (6) of the *Local Government (Meeting Procedures) Regulations 2015* as a quorum was no longer present.

Alderman Ryan arrived at the meeting at 9.13pm.

At 9.19pm the General Manager emailed All Aldermen (including aldermen not present at the meeting) pursuant to regulation 13(5) of the *Local Government (Meeting Procedures) Regulations 2015* as follows:

Subject: Adjournment of Council meeting 29/8/2022

Under regulation 13(5) of the Local Government (Meeting Procedures) Regulations 2015, I advise that:

- (a) the Council meeting was adjourned at 8.43pm*
- (b) the meeting is to resume at 9.20pm on 29 August 2022*
- (c) the meeting was adjourned under regulation 11(6) because the required quorum was no longer present.*

The meeting re-commenced at 9.20pm

Debate on Item 22 commenced afresh with a differently constituted Council.

KING/RICHARDSON

That Council:

1. RECEIVE and NOTE the consultancy report, Review of Childcare Services dated August 2022 prepared by Frank Barta which is Attachment 1 to this report.
2. CHOOSE the “Scenario Four – Invest” option in the consultant’s report as the future direction to pursue with Council’s childcare service.

3. AUTHORISE the funding for the General Manager to recruit 4 additional educators and 1 Program Director in accordance with clause 2 of this resolution.
4. BUILD the additional investment in buildings, equipment and fixtures into Council's building capital maintenance programs in accordance with clause 2 of this resolution.
5. After considering privacy and confidentiality issues, RESOLVE that, except as expressly authorised to the contrary, the information contained in this report, decisions, discussions and documents:
 - (a) may be used and communicated by Council officers in the performance of their duties
 - (b) may be disclosed by the Mayor as the spokesperson of Council, and
 - (c) may not be disclosed by Aldermen.

AMENDMENT

CARLTON/BULL

That Clause 3 of the substantive motion be amended to read:

AUTHORISE the funding for the General Manager to recruit appropriate additional staffing in accordance with clause 2 of this resolution.

and

That a new Clause 6 be added as follows:

PREPARE Childcare services to be recorded as a separate business entity with KPIs and benchmarking including financial performance.

The motion was put.

FOR: Aldermen King, Thomas, Bull, Richardson, Ryan and Carlton

AGAINST: The motion was CARRIED.

The amended motion became the motion.

That Council:

1. RECEIVE and NOTE the consultancy report, Review of Childcare Services dated August 2022 prepared by Frank Barta which is Attachment 1 to this report.

2. CHOOSE the “Scenario Four – Invest” option in the consultant’s report as the future direction to pursue with Council’s childcare service.
3. AUTHORISE the funding for the General Manager to recruit appropriate additional staffing in accordance with clause 2 of this resolution.
4. BUILD the additional investment in buildings, equipment and fixtures into Council’s building capital maintenance programs in accordance with clause 2 of this resolution.
5. After considering privacy and confidentiality issues, RESOLVE that, except as expressly authorised to the contrary, the information contained in this report, decisions, discussions and documents:
 - (a) may be used and communicated by Council officers in the performance of their duties
 - (b) may be disclosed by the Mayor as the spokesperson of Council, and
 - (c) may not be disclosed by Aldermen.
6. PREPARE Childcare services to be recorded as a separate business entity with KPIs and benchmarking including financial performance.

The motion was put.

FOR: Aldermen King, Thomas, Richardson, Ryan and Carlton

AGAINST: Alderman Bull

The motion was CARRIED.

Resolution:

KING/BULL

That the meeting be closed to the public to allow discussion of matters that are described in Regulation 15 of the *Local Government (Meeting Procedures) Regulations 2015*.

The motion was put.

FOR: Aldermen Bull, King, Thomas, Richardson, Carlton and Hickey

AGAINST:

The motion was CARRIED.

The meeting was closed to members of the public and the live stream was terminated at 7.25pm.

ATTACHMENT TO OPEN MINUTES

22. REVIEW OF CHILDCARE SERVICE

This item is to be considered at a closed meeting of the Council by authority of the Local Government (Meeting Procedures) Regulations 2015 Regulation 15(2)(a) (Personnel matters, including complaints against an employee of the Council and industrial relations matters) and (2)(b) (Information that, if disclosed, is likely to confer a commercial advantage or impose a commercial disadvantage on a person with whom the Council is conducting, or proposes to conduct, business) and (2)(c) (Commercial information of a confidential nature that, if disclosed, is likely to: prejudice the commercial position of the person who supplied it; confer a commercial advantage on a competitor of the Council; or reveal a trade secret).

Author: General Manager (Tony McMullen)

Qualified Person: General Manager (Tony McMullen)

ECM File Reference: Review of Council Services

Community Plan Reference:

The *City of Glenorchy Community Plan 2015-2040* was adopted by Council on 19 January 2015.

Our Community's Vision

People in our community feel safe, connected, cared for and are willing to give and share with others.

Our strong economy is supported by specialised marine-based activities, modernised larger manufacturing, robust small businesses, retail services, social enterprise, tourism, creative arts and growing health and community service sectors. A strong focus on jobs creation over the past 25 years now means that we have education, jobs, careers, and positive futures for the people of Glenorchy.

Our Community's Goals

Making lives better

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.

The Community's most important priorities for the future include:

- providing a safe city with quality open space and community and recreation facilities and services for all age groups.

Strategic or Annual Plan Reference:Glenorchy City Council Strategic Plan 2016-2025

Our mission is to deliver the community's vision, goals and priorities from the City of Glenorchy Community Plan 2015-2040.

Table 1 – Goals and Objectives

Community Goal	Objective	
Making Lives Better	• Know our communities and what they value. • Support our communities to pursue and achieve their goals. • Facilitate and/or deliver services to our communities.	
Open for Business	• Stimulate a prosperous economy. • Identify and support priority growth sectors.	
Valuing our Environment	• Create a liveable and desirable City. • Manage our natural environments now and for the future.	
Leading Our Community	• Govern in the best interests of our communities. • Prioritise resources to achieve our communities' goals. • Build strong relationships to deliver our communities' goals.	



Building Image and Pride
Position Glenorchy as a welcoming community and the place to be.

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 4.1.2 Manage the City's assets soundly for the long-term benefit of the community

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

Reporting Brief:

To seek Council's decision on the future direction of its Childcare Service following an independent review.

Proposal in Detail:**Review of Council services**

Council agreed to initiate a review of Council services at its meeting on 26 April 2022.

In addition to authorising a targeted review of Council services, Council's sub-resolution 5 on 30 May 2022 (in closed Council) authorised a consultancy budget of [REDACTED] in the 2022/23 financial year to enable further review and refinement of Council services to optimise revenue and reduce expenditure.

Identification of targeted priorities for service review was assisted by a survey which asked Aldermen to review Council service areas and advise which areas they considered to be non-core. In that survey, of the seven participating aldermen, six indicated that they considered the Child Care service to be a "non-core" service.

Review of Childcare Service

As part of a broader review of the Community, a Review of the Childcare Service commenced early in the 2022/23 year, with the following terms of reference:

Purpose

To explore the contribution our childcare services make to the City and future options for provision of those services.

Constraint

Provide security for parents accessing childcare places for the duration of the 2022 calendar year.

Tasks

- 1. Evaluate, in consultation with senior staff, the extent to which continuation of operation of childcare services by Glenorchy City Council is justified, having regard to market failure and crowding out considerations and strategic or operational risks.*
- 2. Evaluate the likely operating and capital costs associated with continuing a sustainable, optimised, Council-operated childcare service at the current scale or at reduced scale.*
- 3. Evaluate the cost of closing the service.*
- 4. Evaluate the cost of transferring the childcare business, including any costs in salary maintenance and those costs that may be required to create a saleable entity.*

5. *Evaluate the cost of an alternative operating model e.g. charitable status*
6. *Provide draft recommendations to Council.*

The review will commence immediately, with the aim to take recommendations back to Council as soon as possible, being mindful of the timing of the local government election period later this year.

Frank Barta, a consultant with extensive experience in local government finance and the community sector was contracted to complete the review.



Benefits of a Child Care Service

Childcare provides the following benefits to the community:

- It provides early learning and socialisation opportunities for children, setting them on a positive life pathway.
- It enables parents to access employment so they can generate enough income to house and support their families.
- The additional participation rate of employees in the labour market generates economic activity.
- It provides a degree of respite from domestic childcare demands.

Why does Council provide a childcare service?

The functions and powers of Local Government set out in s. 20 of the Local Government Act 1993 include:

(a) to provide for the health, safety and welfare of the community;

There is a deliberate intent in defining the functions so generally to empower individual councils to shape their service offering to meet the unique needs of their individual communities.

Council has run a childcare service in the City over the past three decades or so. Prior to past reviews, this activity was formerly more extensive – involving additional long day care centres as well as family day care operations. The childcare service has contracted over time, with the closure of some centres as well as the Council-operated family day care service.

Council originally offered this community service to address market failure. There was a community need for childcare that was not otherwise being met.

Over the time Council has run a service, other “for purpose” and “for profit” childcare operators have started up in the City.

The question for Council is whether, since the entry of those additional providers, Council is crowding out beneficial service provision by those non-government providers.

About Council's Child Care service

Council runs two childcare centres – at Benjafield Park in Moonah and in Berriedale.

Element	Benjafield	Berriedale
Licensed places	43	53
Occupancy (2021/22)		
Children		
Families		

From a staffing perspective, the establishment is:

Overall	Benjafield	Berriedale	Casual

Many of the permanent positions are minimum hours in order to provide flexibility, with staff often working longer casual hours on top of this.

The budgeted operating position for childcare is

What are the key review findings?

Key review findings from the consultancy report were:

- *The key decision for Council is the extent to which it sees the value to the community of operating a childcare business relative to any financial support, productivity issues or risks associated with maintaining the service.*
- *Current demand for childcare places significantly exceeds supply across Hobart.*
- *The sector is experiencing a shortage of qualified staff which is limiting supply of childcare places.*
- *In recent years Council's business has operated profitably after depreciation and before overheads.*
- *The business has generated substantial cash over the past 4 years.*
- *Investment in building assets and equipment replacement has been negligible for some time.*

- *Covid-19 has created disruption to the business forcing short term closures and increased sick leave.*
- *Modelling indicates annual support in the order of [REDACTED] would be the optimum required to ensure sustainability moving forward.*
- *A significant risk to Council is its (currently) limited pool of staff and the consequential impacts on the business and individual employees.*
- *Key strategies for Council moving forward are retain, reduce, transfer or close.*
- *In the event of the service being reduced or closed, the future use of the land and buildings presently being occupied require consideration.*
- *Closure or reduction of service is unlikely to provide any meaningful cash savings from corporate overheads including insurance.*

What options did the consultant look at?

The consultant responded to 4 potential strategies in the brief and explored the benefits and risks of each.

In respect of each, the consultant identified the following key considerations:

- *Excess demand for childcare places*
- *Supply shortage of qualified staff*
- *Financial implications of maintaining a vibrant service*
- *Timing risks*
- *Use of Council assets*

Drawing together all relevant information and considering the factors above, Council may consider the following “snapshot” of each strategy:

Retain

Drawing on both Council’s original purpose in establishing the business, the general themes of its strategic documents, and current market supply issues, there is merit in retaining the service, albeit at a cost to ratepayers. It would retain childcare places in Glenorchy and provide certainty. This strategy would require investment in the business for both assets and staff at a likely cost to the broader community. The key risk would be the availability of additional staff even should Council provide the financial resources.

Reduce

Closure of Benjafield would likely reduce the financial commitment required of Council. It may resolve immediate staffing issues in that the additional positions proposed for Berriedale could be filled by existing staff. While 53 childcare places would be retained, 43 places would be lost to the City, adding to current supply issues. The Benjafield site would need to be disposed of or redeployed. Long term, scale economies could be problematic especially in respect of senior staff, policy/quality development and key person risk. This strategy may also be perceived as the first stage of a full closure of the business.

Transfer

The transfer of the business is attractive in itself; it would maintain the service in Glenorchy, minimise Council's financial, business and other risks, provide continuing use for the property assets, and simplify Council's own business. While there would be no material effect on current rating levels, it would remove the need to underwrite future operations from rates. However, the over-riding risk of this strategy is the time frame associated with it, the resulting uncertainty and Council's limited ability to manage its employee risk – including staffing the service – in the interim. It is possible that the business would not survive through the transfer process.

Close

Closure would effectively have the mirror outcomes of the retain strategy. It would possibly be counter to the intent of Council's strategic documents, however it would also remove future calls on rates and risks associated with the business. Redeployment or disposal of the property assets may be problematic, however there is little doubt they have value. Against this, the community would lose 96 childcare places operated by its Council at a time when the market is experiencing significant excess demand with few or no alternatives available.

The Way Forward

... the outcome determined by Council will be a matter of judgement weighing up all relevant factors including strategy, cost, risk and community benefit. The review is not in the nature of a pure commercial assessment where, for example, achievement of a minimum risk weighted internal rate of return will determine future strategy. Council's decision making process must cover a broad range of considerations with there being no definitively "correct" answer.

As such, this report cannot provide a firm recommendation to Council.

Consultations:

Childcare centre staff
Childcare service co-ordinator
Director Corporate Services

Chief Financial Officer
Other childcare centre operators

Human Resource / Financial and Risk Management Implications:

Financial

The operating results of each childcare centre over the past 4 financial years are as follows:

Annual Surplus (Deficit) Before Depreciation (\$)			
Year	Berriedale	Benjafield	Total
2018/19	██████	██████	██████
2019/20	██████	██████	██████
2020/21	██████	██████	██████
2021/22	██████	██████	██████
Cumulative	██████	██████	██████

Human resources

The four options explored by the consultant have different human resources consequences:

Option	Human resources consequence
Invest	Additional staff employed at a net optimum recurrent cost of ██████.
Close	One-off redundancy and accrued entitlement payments of approximately ██████.
Transfer	At worst case, one-off redundancy and accrued entitlement payments of approximately ██████. This may be reduced should staff elect to transfer to the new business.
Reduce	One-off reduction in staffing with associated redundancy and accrued entitlement costs of between ██████ and ██████.

Risk management

There are a range of potential risks associated with outcomes flowing from a review of the childcare service.

The advantages and risks associated with each option are set out in the Consultant's Report [REDACTED]

The following generic risks have been analysed for consideration of each option using the GCC Risk Identification, Assessment and Analysis Process.

Risk Identification	Consequence	Likelihood	Rating	Risk Mitigation Treatment
The selected option results in unanticipated costs.	C4 - Major	L3 - Possible	High (12)	Careful analysis of likely costs and payback period up-front – but a level of uncertainty is likely.
There is a backlash from the community in relation to selected option.	C4 - Major	L4 - Likely	High (16)	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: - Careful consideration of the likely community impact of the change to a service. - Potential measures are consulted with the community in advance of a decision to adopt them. - A communications strategy carefully designed to target key stakeholders and deliver key messages effectively. - Adverse feedback is anticipated by decision-makers and resolve is maintained.
The selected option fails to achieve its objectives.	C4 - Major	L3 - Possible	High (12)	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 selected option results in damage to Council's culture – with impact on officer morale, productivity levels.	C3 - Moderate	L4 - Likely	High (12)	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. An internal change management plan is prepared.

Risk Identification	Consequence	Likelihood	Rating	Risk Mitigation Treatment
The selected option damages Council's brand as a result of union action or adverse media publicity.	C3 - Moderate	L3 - Possible	Medium (9)	Council's communications strategy clearly articulates the case for change and provides targeted messages to stakeholders, including the media.
The selected option is poorly implemented resulting in Fair Work Act compliance issues.	C3 - Moderate	L2 - Unlikely	Medium (6)	Ensure that any adopted measures are implemented in a manner consistent with Council's obligations under the Fair Work Act and the enterprise agreement.
The selected option clashes with the Council's electoral cycle.	C2 - Minor	L4 - Likely	Medium (8)	Ensure that major decisions are timed clear of the election period to enable better quality decision-making in "clear air".
Changes to service profile are inconsistent with Council's adopted Strategic Plan.	C2-Minor	L4 - Likely	Medium (8)	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

Childcare parent group

Childcare parents were surveyed via a hard copy survey available from the sign in/out point at each centre. 140 surveys were made available with 19 completed and returned.

All 19 indicated the service was vital to them and 18 of the 19 would have no alternate care / family support available.

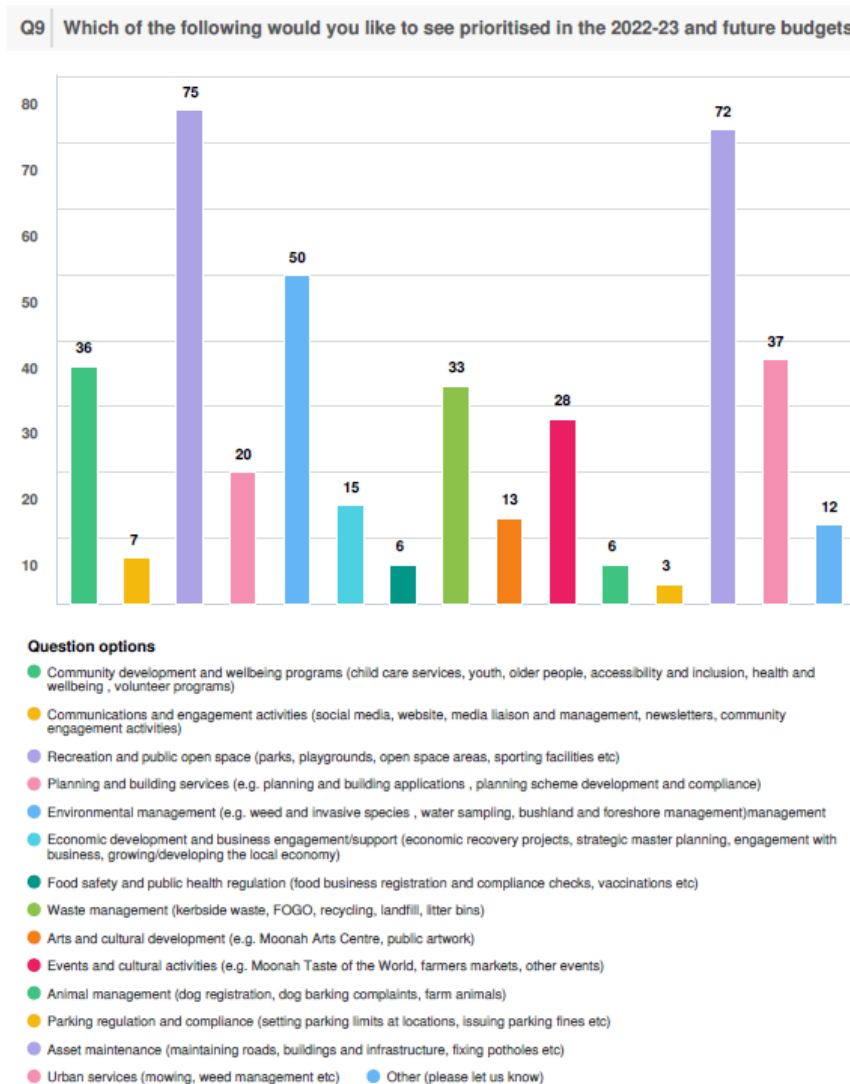
The overwhelming response was that the location and the qualified / experienced educators were the most important considerations.

Whilst this is only a small sample survey 20 / 140 families, the findings are aligned to the numerous calls and emails received from anxious parents regarding the reduction in service from 5 days a week to 4 days a week scheduled to begin on 2 September because of staff shortages.

Broader community

In terms of the broader community, as part of the 2022/23 budget process, a survey was undertaken via the “Let’s Talk Glenorchy” platform in relation to the community’s council service priorities.

A total of 148 surveys were completed. It is important to note that this was not a representative sample of the community and can only be treated as indicative. The key results as follows:



While the survey suggests the community places its high priority on services provided through the Council’s “hard” and “soft” physical infrastructure, the survey also suggested that the community places a priority on some services considered to be “non-core” by the majority of Aldermen - in particular child care (as part of the “community development and wellbeing programs” service grouping).

Of the 15 community-facing service categories provided in the survey, respondents ranked community development and well-being programs (including child care) as 5th top priority service for budget funding.

Public relations

Council will communicate its decision to family members and the broader community and media following a meeting with childcare educators on the evening of 30 August 2022.

Conclusion

The review has highlighted that:

- Current child care operations are cash-positive.

[REDACTED]

- There has been a lack of capital investment in the centres in recent years, with playground facilities requiring renewal.
- There is excess demand for childcare places.
- Staffing is tight and this has been exacerbated by COVID-19 and uncertainty about the future of the service.
- Modelling suggests the service could be made sustainable with optimum additional investment equal to [REDACTED]

Council is in the childcare business because, historically, it has judged that, in order to provide for the welfare of the community (s. 20 *Local Government Act 1993*), it needs to address market failure in the provision of childcare services within the community.

In the past, there was an absence of other providers. Now the situation is very different, with a range of 'for profit' and 'for purpose' providers in the local market.

Despite this, there is still market failure – as demand for places exceeds the available supply – as demonstrated in the waiting lists for Council's own services and in the waiting list of other services interviewed by the consultant.

Recent parent feedback from parents has demonstrated that they see the service as essential and consider it provides quality care, with limited alternatives on offer.

Unless Council has changed its view, the fundamental reason for maintaining the available childcare places in the short to medium term has not changed.

For the welfare of the community, these places need to be maintained – either via a continuation of a Council-operated service or by transfer of business to another provider.

The consultant has demonstrated that Council's own service can be made sustainable with relatively modest investment.

The alternative option – transfer of business remains a viable one – through it has a number of risks attached to it in terms of:

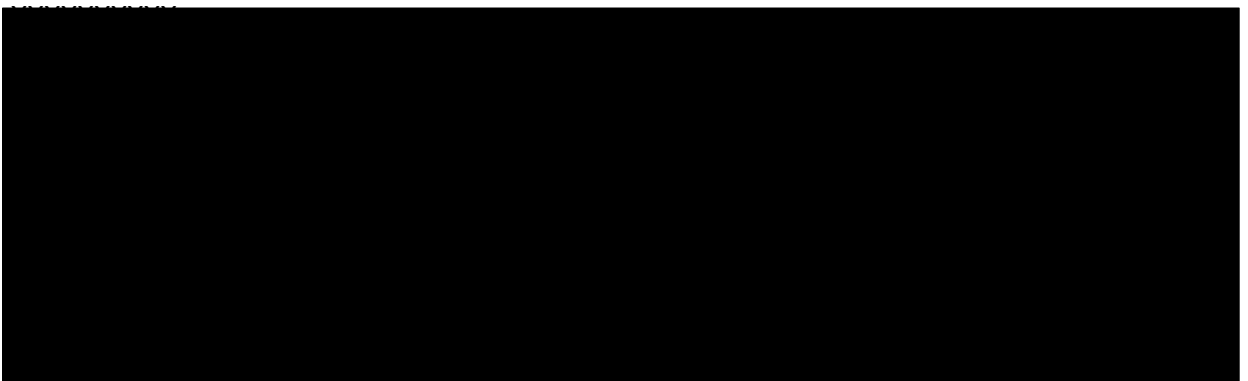
- finding a suitable and willing operator,
- sovereign risk associated with transferring the physical facilities by lease or sale;
- and maintaining the Council service in the interim period (through staff shortages and uncertainty).

These risks, if they come to fruition, may lead to a downward spiral in the service, leading to further service reduction or loss, loss of revenue and staff termination payments.

It is recommended that Council invest in its childcare business in accordance with scenario 4 “sustainable” identified in the consultant’s report:

It is likely that this scenario would be sustainable over the long term (provided that the appropriate staff could be recruited). It significantly increases both direct care and planning/oversight capacity and allows existing coordinators to undertake their substantive roles unencumbered.

Scenario 4 - Invest is characterised by the following additional investment:



Recommendation:

That Council:

1. RECEIVE and NOTE the consultancy report, Review of Childcare Services dated August 2022 prepared by Frank Barta which is Attachment 1 to this report.
2. CHOOSE the “Scenario Four – Invest” option in the consultant’s report as the future direction to pursue with Council’s childcare service.
3. AUTHORISE the funding for the General Manager to recruit 4 additional educators and 1 Program Director in accordance with clause 2 of this resolution.

4. BUILD the additional investment in buildings, equipment and fixtures into Council's building capital maintenance programs in accordance with clause 2 of this resolution.
5. After considering privacy and confidentiality issues, RESOLVE that, except as expressly authorised to the contrary, the information contained in this report, decisions, discussions and documents:
 - (a) may be used and communicated by Council officers in the performance of their duties
 - (b) may be disclosed by the Mayor as the spokesperson of Council, and
 - (c) may not be disclosed by Aldermen.

Attachments/Annexures

- 1 Consultancy report - Review of Child Care Services - Frank Barta, August 2022 **REDACTED**

CLOSED TO MEMBERS OF THE PUBLIC

Closed session commenced at 7.33pm.

20. CONFIRMATION OF MINUTES (CLOSED MEETING)

Resolution:

KING/RICHARDSON

That the minutes of the Council meeting (closed meeting) held on Monday, 25 July 2022 be confirmed.

The motion was put.

FOR: Aldermen Bull, King, Thomas, Richardson, Carlton and Hickey

AGAINST:

The motion was CARRIED.

21. APPLICATIONS FOR LEAVE OF ABSENCE

None.

COMMUNITY

Community Goal: “Making Lives Better”

22. REVIEW OF CHILDCARE SERVICE

This item is to be considered at a closed meeting of the Council by authority of the Local Government (Meeting Procedures) Regulations 2015 Regulation 15(2)(a) (Personnel matters, including complaints against an employee of the Council and industrial relations matters) and (2)(b) (Information that, if disclosed, is likely to confer a commercial advantage or impose a commercial disadvantage on a person with whom the Council is conducting, or proposes to conduct, business) and (2)(c) (Commercial information of a confidential nature that, if disclosed, is likely to: prejudice the commercial position of the person who supplied it; confer a commercial advantage on a competitor of the Council; or reveal a trade secret).

ENVIRONMENT

Community Goal: “Valuing our Environment”

23. FOGO PROCESSING SERVICES

This item is to be considered at a closed meeting of the Council by authority of the Local Government (Meeting Procedures) Regulations 2015 Regulation 15(2)(d) (Contracts and tenders, for the supply and purchase of goods and services and their terms, conditions, approval and renewal).

GOVERNANCE

Community Goal: “Leading our Community”

24. REQUEST FOR APPROVAL TO EXTEND TECHNOLOGY ONE CONTRACTS 2022- 2025

This item is to be considered at a closed meeting of the Council by authority of the Local Government (Meeting Procedures) Regulations 2015 Regulation 15(2)(d) (Contracts and tenders, for the supply and purchase of goods and services and their terms, conditions, approval and renewal).

25. CONTRACT NO. 0881 - BUILDING WORKS AND REPAIRS STANDING OFFER

This item is to be considered at a closed meeting of the Council by authority of the Local Government (Meeting Procedures) Regulations 2015 Regulation 15(2)(d) (Contracts and tenders, for the supply and purchase of goods and services and their terms, conditions, approval and renewal).

27. NOTICES OF MOTIONS – QUESTIONS ON NOTICE / WITHOUT NOTICE (CLOSED)

None.

All staff including the General Manager left the meeting at 10.22pm.

26. GENERAL MANAGER'S PERFORMANCE REVIEW 2021/22 AND KPIS 2022/23

This item is to be considered at a closed meeting of the Council by authority of the Local Government (Meeting Procedures) Regulations 2015 Regulation 15(2)(a) (Personnel matters, including complaints against an employee of the Council and industrial relations matters).

Resolution:

KING/CARLTON

That the meeting be moved back into open Council.

The motion was put.

FOR: Aldermen Bull, Ryan, King, Thomas, Richardson and Carlton

AGAINST:

The motion was CARRIED.

The Chair closed the meeting at 10.33 pm.

Confirmed,

CHAIR