



Hawkesbury City Council

ordinary
meeting
minutes

date of meeting: 29 August 2017

location: council chambers

time: 6:30 p.m.

ORDINARY MEETING

Minutes: 29 August 2017

MINUTES

- **WELCOME**
 - Acknowledgement of Indigenous Heritage**
- **APOLOGIES AND LEAVE OF ABSENCE**
- **DECLARATION OF INTERESTS**
- **SECTION 1 - Confirmation of Minutes**
- **ACKNOWLEDGEMENT OF OFFICIAL VISITORS TO THE COUNCIL**
- **MINUTES ITEMS SUBJECT TO PUBLIC ADDRESS**
- **SECTION 2 - Mayoral Minutes**
- **EXCEPTION REPORT - Adoption of Items Not Identified for Discussion and Decision**
- **SECTION 3 - Reports for Determination**
 - Planning Decisions**
 - General Manager**
 - City Planning**
 - Infrastructure Services**
 - Support Services**
- **SECTION 4 - Reports of Committees**
- **SECTION 5 - Notices of Motion**
- **QUESTIONS FOR NEXT MEETING**
- **REPORTS TO BE DISCUSSED IN CONFIDENTIAL SESSION**

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Minutes of the Ordinary Meeting held at the Council Chambers, Windsor, on 29 August 2017, commencing at 6:31pm.

ATTENDANCE

PRESENT: Councillor M Lyons-Buckett, Mayor, Councillor B Calvert, Deputy Mayor and Councillors P Conolly, E-J Garrow, A Kotlash, P Rasmussen, P Reynolds, S Richards, J Ross, T Tree, D Wheeler and N Zamprogno.

ALSO PRESENT: General Manager - Peter Conroy, Acting Director City Planning - Andrew Kearns, Director Infrastructure Services - Jeff Organ, Director Support Services - Laurie Mifsud, Chief Financial Officer - Emma Galea, Development Services Manager - Cristie Evenhuis, Manager Corporate Communication - Suzanne Stuart, Manager Corporate Services and Governance - Michael Wearne and Administrative Support Coordinator - Natasha Martin.

APOLOGIES

No apologies for absence were received from Councillors.

Councillor Rasmussen arrived at the meeting at 6:35pm.

Councillor Tree left the meeting at 11:37pm.

DECLARATIONS OF INTEREST

There were no Declarations of Interest made.

SECTION 1 - Confirmation of Minutes

252 RESOLUTION:

RESOLVED on the motion of Councillor Conolly and seconded by Councillor Kotlash that the Minutes of the Ordinary meeting held on the 8 August 2017, be confirmed.

ORDINARY MEETING

Minutes: 29 August 2017

SECTION 2 - Mayoral Minutes

MM **Enhancement of the Model Code of Conduct - (79351, 79353, 125612)**

MOTION:

RESOLVED on the motion of Councillor Lyons-Buckett.

Refer to RESOLUTION

253 RESOLUTION:

RESOLVED on the motion of Councillor Lyons-Buckett.

That:

1. Council write to the Office of Local Government and advise them of the opportunities to further refine and enhance the 'Model Code of Conduct' and the associated 'Procedures for the Administration of the Model Code of Conduct for Local Councils' in NSW as detailed in the Minute above.
2. Subsequent to the NSW Local Government elections being held in September and any further amendments to the Model Code of Conduct, Code of Meeting Procedure or Local Government Act 1993 (NSW), in particular in relation to social media, role of the Mayor and Councillors, interactions between Councillors and applicants/objectors of development applications, that Council staff arrange for further Councillor training in October or November to address these matters.
3. Councillors receive updates relating to legislation specifically related to the roles and functions as performed by a Councillor.

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SECTION 3 - Reports for Determination

PLANNING DECISIONS

Item: 143 CP - DA0107/17 - Lot 7 DP 532334 - 7 Smith Road, Oakville - Construction and Operation of a childcare centre - (95498, 140352, 78471, 78472)

Ms Maria Slaats addressed Council, speaking against the recommendation.

MOTION:

RESOLVED on the motion of Councillor Zamprogno, seconded by Councillor Reynolds.

Refer to RESOLUTION

254 RESOLUTION:

RESOLVED on the motion of Councillor Zamprogno, seconded by Councillor Reynolds.

That consideration of this matter be deferred to allow the applicant to be consulted about:

- a) Increasing the number of car parking spaces from 25 to at least 37.
- b) Moving the development further away from the common fence with 1 Smith Road, Oakville and further back into the site to better accommodate the extra parking.
- c) Ensuring that the rubbish storage location be on the northern side of the building.
- d) Additional noise mitigation devices be investigated to allow the outdoor play area to be utilised for more than two hours per day.

In accordance with Section 375A of the Local Government Act 1993 a division is required to be called whenever a planning decision is put at a council or committee meeting. Accordingly, the Chairperson called for a division in respect of the motion, the results of which were as follows:

For the Motion	Against the Motion
Councillor Calvert	NIL
Councillor Conolly	
Councillor Garrow	
Councillor Kotlash	
Councillor Lyons-Buckett	
Councillor Rasmussen	
Councillor Reynolds	
Councillor Richards	
Councillor Ross	
Councillor Tree	
Councillor Wheeler	
Councillor Zamprogno	

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Item: 144 **CP - LEP004/14 - Lot 21 DP 806993 - 6 Speedwell Place, South Windsor - Planning Proposal to Amend Hawkesbury Local Environmental Plan 2012 - (95498, 126720, 131209)**

Previous Item: 75, Ordinary (26 May 2015)
 2, Ordinary (3 February 2015)

Mr George Moit addressed Council, speaking against the recommendation.

MOTION:

RESOLVED on the motion of Councillor Conolly, seconded by Councillor Tree.

Refer to RESOLUTION

255 RESOLUTION:

RESOLVED on the motion of Councillor Conolly, seconded by Councillor Tree.

That Council defer consideration of the matter for two months to enable the applicant to prepare and submit a Contemporary Contamination Land Assessment.

In accordance with Section 375A of the Local Government Act 1993 a division is required to be called whenever a planning decision is put at a council or committee meeting. Accordingly, the Chairperson called for a division in respect of the motion, the results of which were as follows:

For the Motion	Against the Motion
Councillor Calvert	NIL
Councillor Conolly	
Councillor Garrow	
Councillor Kotlash	
Councillor Lyons-Buckett	
Councillor Rasmussen	
Councillor Reynolds	
Councillor Richards	
Councillor Ross	
Councillor Tree	
Councillor Wheeler	
Councillor Zamprogno	

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GENERAL MANAGER

Item: 145 GM - 2017 Local Government NSW Annual Conference - (79351, 79633)

MOTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Wheeler.

Refer to RESOLUTION

256 RESOLUTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Wheeler.

That:

1. Attendance of nominated Councillors and staff as considered appropriate by the General Manager, at the 2017 Local Government Annual Conference at an appropriate cost of \$899 per delegate be approved.
2. Councillors Calvert, Lyons-Buckett, Ross, Wheeler and Zamprogno attend the 2017 Local Government NSW Annual Conference as Council's nominated delegates.
3. Council nominate Councillors Calvert, Lyons-Buckett, Ross, Wheeler and Zamprogno as its voting delegates at the 2017 Local Government NSW Annual Conference.

Item: 146 GM - 2017 Local Government NSW Finance Summit - (79351, 79633)

MOTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Reynolds.

Refer to RESOLUTION

257 RESOLUTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Reynolds.

That:

1. Attendance of nominated Councillors and staff as considered appropriate by the General Manager, at the 2017 Local Government Finance Summit at an appropriate cost of \$990 (inclusive of GST) per delegate be approved.
2. Councillor Ross attend the 2017 Local Government NSW Finance Summit as Council's nominated delegate.

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Minutes: 29 August 2017

INFRASTRUCTURE SERVICES

Item: 147 **IS - Adoption of Conservation Management Strategy - Singletons Reserve, Kurrajong - (95495, 79354)**

MOTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Conolly.

Refer to RESOLUTION

258 RESOLUTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Conolly.

That:

1. Council adopt the Singletons Reserve Conservation Management Strategy.
2. The recommendations within the Conservation Management Strategy be implemented as funding allows.

Item: 148 **IS - Applications for 2018 Circus Shows in McQuade Park - (95495, 79354, 118767)**

MOTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Zamprogno.

Refer to RESOLUTION

259 RESOLUTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Zamprogno.

That:

1. Community notification of The Great Moscow Circus to be held in McQuade Park, between 5 February 2018 to 18 February 2018 be carried out in accordance with the Local Government Act 1993.
2. Community notification of Webers Circus to be held in McQuade Park, between 12 November 2018 to 25 November 2018 be carried out in accordance with the Local Government Act 1993.
3. Should any submissions be received, the matter will be reported back to Council for consideration.
4. In the event that no submissions are received, Council approve the proposed events.

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Minutes: 29 August 2017

Item: 149 **IS - Draft Redbank Precinct Community Land Plan of Management - (95495, 79354)**

Ms Beatriz Insausti and Mr Bryan Smith addressed Council, speaking against the recommendation.

Councillor Richards requested that Mr Les Sheather be invited to answer questions on this matter on behalf of Hawkesbury Sports Council Inc.

On agreement from Council, the Mayor, Councillor Lyons-Buckett, invited Mr Sheather to answer questions on this matter on behalf of Hawkesbury Sports Council Inc.

MOTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Calvert.

Refer to RESOLUTION

260 RESOLUTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Calvert.

That:

1. The draft Redbank Precinct Community Land Plan of Management be amended to incorporate the changes as outlined in Tables 1, 2 and 3 in addition to minor changes to text and images to improve legibility and understanding.
2. Appendix D of the draft Redbank Precinct Community Land Plan of Management be removed from the plan and included as a reference.
3. The provision of cricket practice nets or multi use courts be accommodated within future parkland of the development area.
4. Subject to the above changes, the Draft Redbank Precinct Community Land Plan of Management be adopted, but specifically excluding reference to the Peel Park Master Plan.
5. The adoption of the Peel Park Master Plan be deferred and a series of community consultations, including but not limited to the North Richmond and Districts Community Action Association Inc. and the Hawkesbury Environment Network, be held to develop a master plan for sporting fields and passive park areas.

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Item: 150 **IS - Road Naming Proposal Associated with DA0637/15 - 4 Dight Street, Richmond - (95495, 79346)**

Previous Item: 110, Ordinary (27 June 2017)

MOTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Zamprogno.

Refer to RESOLUTION

261 RESOLUTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Zamprogno.

That in accordance with the requirements of the Roads Act 1993, the name Sandstone Place, Richmond in connection with DA0637/15 be adopted for use.

Item: 151 **IS - Windsor Bridge Replacement Project - Proposal for Viewing Platform - (95495, 79354, 73621)**

Mr Harry Terry addressed Council, speaking for the recommendation.

Mr David Hope addressed Council, speaking against the recommendation.

MOTION:

RESOLVED on the motion of Councillor Ross, seconded by Councillor Rasmussen.

Refer to RESOLUTION

262 RESOLUTION:

RESOLVED on the motion of Councillor Ross, seconded by Councillor Rasmussen.

That Council:

1. Advise the RMS that it does not support the current replacement bridge proposal, including the demolition of Windsor Bridge.
2. Request that the RMS put the proposal to Council again, prior to final sign off of Option 1 by the relevant agencies.

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SUPPORT SERVICES

Item: 152 SS - Monthly Investments Report - July 2017 - (95496, 96332)

MOTION:

RESOLVED on the motion of Councillor Conolly, seconded by Councillor Rasmussen.

Refer to RESOLUTION

263 RESOLUTION:

RESOLVED on the motion of Councillor Conolly, seconded by Councillor Rasmussen.

The report regarding the monthly investments for July 2017 be received and noted.

Item: 153 SS - 2016/2017 Operational Plan - Re-Votes - (95496, 96332)

MOTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Conolly.

Refer to RESOLUTION

264 RESOLUTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Conolly.

That the funding for projects detailed within this report, totaling \$388,770, be re-voted and carried over into the 2017/2018 financial year.

Item: 154 SS - Pecuniary Interest Return - Designated Person - (95496, 96333)

MOTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Zamprogno.

Refer to RESOLUTION

265 RESOLUTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Zamprogno.

That the information be received and noted.

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SECTION 4 - Reports of Committees

ROC

Local Traffic Committee - 14 August 2017 - (80245)

266 RESOLUTION:

RESOLVED on the motion of Councillor Reynolds, seconded by Councillor Rasmussen.

That the minutes of the Local Traffic Committee held on 14 August 2017 as recorded on pages 115 to 132 of the Ordinary Business Paper be adopted.

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SECTION 5 - Notices of Motion

NM1 Status Update on Energy Savings Action Plan - (79351, 105109, 138881)

MOTION:

RESOLVED on the motion of Councillor Kotlash, seconded by Councillor Rasmussen.

Refer to RESOLUTION

267 RESOLUTION:

RESOLVED on the motion of Councillor Kotlash, seconded by Councillor Rasmussen.

That a report be provided to Council by 24 October 2017, that:

1. Gives an update on the status of the scheduled or recommended measures outlined in the Energy Savings Action Plan 2013, for each of the top ten energy consuming Council-controlled facilities/areas identified in the plan.
2. Gives options for comprehensively updating the Plan. This should include, but not be limited to:
 - a) collecting, analysing and reporting energy consumption data to compare with 2008 and 2013 data
 - b) updating the status of the co-generation plant housed under the Deerubbin Centre
 - c) reviewing and updating the recommendations for greater energy savings and efficiencies based on the latest technology and best practices
 - d) reviewing the need for an internal working group, comprised of staff from a wide range of Divisions within Council
 - e) identifying additional facilities/areas controlled by Council that could be included in a revised plan.

NM2 Recycling or Rehoming Facility for Unwanted Household Goods - (79531, 105109, 80106)

MOTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Reynolds.

Refer to RESOLUTION

268 RESOLUTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Reynolds.

That Council prepare a report which investigates the feasibility and options of Council establishing or facilitating a recycle/re-homing facility for unwanted household items, excluding clothing, shoes and similar personal wear items, which are in fair, reasonable and usable condition for depositing, collection and removal by Hawkesbury residents wishing to reuse, recycle, rehome, repair and rework such items.

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NM3 Community group access to Meeting Room and Community Centre Facilities - (79351, 105109, 125610)

MOTION:

RESOLVED on the motion of Councillor Conolly, seconded by Councillor Rasmussen.

Refer to RESOLUTION

269 RESOLUTION:

RESOLVED on the motion of Councillor Conolly, seconded by Councillor Rasmussen.

That Council call for a report into the cost and feasibility of allowing all Hawkesbury based community and not for profit groups to have access to meeting rooms and community centre facilities without charge.

NM4 Support for 'Yes' to Marriage Equality Campaign - (79351, 105109, 138882)

Mr Colin Ellis and Ms Jan Sparkes addressed Council, speaking for the recommendation.

Mr Andrew Kennedy addressed Council, speaking against the recommendation.

A MOTION was moved by Councillor Wheeler, seconded by Councillor Garrow.

That Council:

1. Engages with local LGBTIQ members of the community to assist them in campaigning for the 'Yes' case in the postal survey for marriage equality, on the proviso that any such campaigning must be respectful.
2. Holds at least one community event in a prominent public space, with the aim of publicly showing our support, engaging with and informing the community.
3. Flies the Rainbow Flag at Council for the duration of the campaign.
4. Displays a banner outside Council which states "Hawkesbury City Council supports marriage equality. Vote Yes." or similar for the duration of the campaign.

An AMENDMENT was moved by Councillor Zamprogno.

That Council:

1. Engages with local LGBTIQ members of the community to assist them in campaigning for the 'Yes' case in the postal survey for marriage equality, on the proviso that any such campaigning must be respectful.
2. Holds at least one community event in a prominent public space, with the aim of publicly showing our support, engaging with and informing the community.
3. Flies the Rainbow Flag at Council for the duration of the campaign.

The Amendment lapsed.

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MOTION:

RESOLVED on the motion of Councillor Wheeler, seconded by Councillor Garrow.

Refer to RESOLUTION

270 RESOLUTION:

RESOLVED on the motion of Councillor Wheeler, seconded by Councillor Garrow.

That Council:

1. Engages with local LGBTIQ members of the community to assist them in campaigning for the 'Yes' case in the postal survey for marriage equality, on the proviso that any such campaigning must be respectful.
2. Holds at least one community event in a prominent public space, with the aim of publicly showing our support, engaging with and informing the community.
3. Flies the Rainbow Flag at Council for the duration of the campaign.
4. Displays a banner outside Council which states "Hawkesbury City Council supports marriage equality. Vote Yes." or similar for the duration of the campaign.

The Mayor, Councillor Lyons-Buckett recessed the meeting at 9:40pm and resumed the meeting at 9.55pm.

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NM5 Independent Hearing and Assessment Panel - (79351, 105109, 111627)

MOTION:

RESOLVED on the motion of Councillor Tree, seconded by Councillor Rasmussen.

Refer to RESOLUTION

271 RESOLUTION:

RESOLVED on the motion of Councillor Tree, seconded by Councillor Rasmussen.

That:

1. Council acknowledges the recent amendments to the Environmental Planning and Assessment Act (NSW) 1979 (the Act) regarding local Independent Hearing and Assessment Panels (IHAP).
2. When the Mayor meets with the Minister for Planning, guidance be sought on the possibility of one IHAP being established to represent Hawkesbury City Council, Blue Mountains City Council and Penrith City Council, as part of our aim of streamlining services and reducing costs under the Regional Strategic Alliance (RSA).
3. If the meeting is not scheduled between the Mayor and the Minister for Planning within the next six weeks regarding the matter, Council write to the Minister for Planning, as outlined in part 2.

272 RESOLUTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Wheeler.

That the meeting continue past 11pm to allow the Business Paper to be completed.

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QUESTIONS FOR NEXT MEETING

Councillor Questions from Previous Meetings and Responses - (79351)

Raised at the Ordinary Meeting held – 8 August 2017

There were no responses to Questions in relation to previous Questions for Next Meeting.

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Questions for Next Meeting

#	Councillor	Question	Response
1	Richards	Requested details of Council's representation to the ALGA 2017 National General Assembly, specifically: a) Who was Council's delegate at this Conference? b) Did the delegate participate in the vote on the motion to lobby the Federal Government to change the date of recognition of Australia Day? c) How did the delegate vote in relation to this motion?	General Manager
2	Tree	Requested information relating to the number of conferences attended by Councillors and the cost of attendance for the 2012-2016 and 2016-2020 Council terms.	General Manager
3	Wheeler	Requested an investigation into rubbish management of Colbee Park, McGraths Hill.	Director Infrastructure Services
4	Reynolds	Requested an update on progress of the development application associated with the World Polo Championship.	Director City Planning

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CONFIDENTIAL REPORTS

273 RESOLUTION:

RESOLVED on the motion of Councillor Rasmussen, seconded by Councillor Conolly.

That:

1. The Council meeting be closed to deal with confidential matters and in accordance with Section 10A of the Local Government Act, 1993, members of the Press and the public be excluded from the Council Chambers during consideration of the following items:

Item: 155 GM - Quotation for Consultancy Services - Review of Council's Fit For The Future Proposal - (79351)

*This report is **CONFIDENTIAL** in accordance with Section 10A(2)(d) of the Local Government Act, 1993 as it relates to quotations for consultancy services and the information is regarded as being commercial information of a confidential nature that would, if disclosed, 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 and, therefore, if considered in an open meeting would, on balance, be contrary to the public interest.*

Item: 156 GM - Tender for the Provision of Internal Audit Services to Blue Mountains City Council and Hawkesbury City Council - (79351, 128732)

*This report is **CONFIDENTIAL** in accordance with Section 10A(2)(c) of the Local Government Act, 1993 as it relates to details concerning tenders for the supply of goods and/or services to Council and it is considered that the release of information would, if disclosed, confer a commercial advantage on a person or organisation with whom the Council is conducting (or proposes to conduct) business and, therefore, if considered in an open meeting would, on balance, be contrary to the public interest.*

Item: 157 GM - Hawkesbury City Council - Organisation Restructure - (79351)

*This report is **CONFIDENTIAL** in accordance with Section 10A(2)(a) of the Local Government Act, 1993 as it relates to personnel matters concerning particular individuals (other than councillors).*

2. In accordance with the provisions of Section 11(2) & (3) of the Local Government Act, 1993 the reports, correspondence and other relevant documentation relating to these matters be withheld from the Press and public.

The Mayor asked for representation from members of the public as to why Council should not go into closed Council to deal with these confidential matters.

There was no response, therefore, the Press and the public left the Council Chambers.

274 RESOLUTION:

RESOLVED on the motion of Councillor Calvert, seconded by Councillor Kotlash that open meeting be resumed.

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Item: 155 **GM - Quotation for Consultancy Services - Review of Council's Fit For The Future Proposal - (79351) CONFIDENTIAL**

Previous Item: Item 211 - Ordinary, 11 October 2016

MOTION:

The Director Support Services advised that whilst in closed session, the Council RESOLVED on the motion of Councillor Conolly, seconded by Councillor Rasmussen.

Refer to RESOLUTION

275 RESOLUTION:

The Director Support Services advised that whilst in closed session, the Council RESOLVED on the motion of Councillor Conolly, seconded by Councillor Rasmussen.

That Council:

1. Engage Morrison Low Consultants Pty Ltd at a fee of \$9,500 plus GST plus disbursements to undertake a review of Council's Fit for the Future strategies in accordance with Council's resolution of 11 October 2016.
2. The Consultant's report on the outcome of the review of Council's Fit For The Future strategies be submitted to Council at its Ordinary Meeting on 26 September 2017.

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Item: 156

GM - Tender for the Provision of Internal Audit Services to Blue Mountains City Council and Hawkesbury City Council - (79351, 128732) CONFIDENTIAL

MOTION:

The Director Support Services advised that whilst in closed session, the Council RESOLVED on the motion of Councillor Conolly, seconded by Councillor Rasmussen.

Refer to RESOLUTION

276 RESOLUTION:

The Director Support Services advised that whilst in closed session, the Council RESOLVED on the motion of Councillor Conolly, seconded by Councillor Rasmussen.

That Council:

1. Accept the tender offer of Centium Group Pty Ltd for the total amount of \$245,500 (excluding GST) for the provision of internal audit services to Blue Mountains and Hawkesbury City Councils, for a period of three years with the option of a further two options by one year each which may be exercised at the discretion of both Councils.
2. Delegate to the General Manager the authority to sign documents relating to the contract for the provision of Joint Internal Audit Services to Blue Mountains City Council and Hawkesbury City Council.
3. Authorise the affixing of the Seal of Council to any documentation in regard to this matter, if necessary.
4. Council notes the resource sharing arrangement between Blue Mountains City Council and Hawkesbury City Council and delegates to the General Manager the authority to sign a Service Level Agreement in this regard.

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Item: 157 **GM - Hawkesbury City Council - Organisation Restructure - (79351)**
CONFIDENTIAL

MOTION:

The Director Support Services advised that whilst in closed session, the Council RESOLVED on the motion of Councillor Conolly, seconded by Councillor Reynolds.

Refer to RESOLUTION

277 RESOLUTION:

The Director Support Services advised that whilst in closed session, the Council RESOLVED on the motion of Councillor Conolly, seconded by Councillor Reynolds.

That:

1. The report be received and noted.
2. Council endorse the Organisation Structure - comprising of three Directorates.
3. Council endorse the General Manager's stated intention of commencing an ongoing process of refinement and improvement of the organisation and organisation structure over the balance of this Council term by:
 - a) exploring options to utilise systems and technology to free up resources for re-deployment elsewhere
 - b) benchmarking key elements of our organisation structure to identify any areas where there is scope to free up resources for re-deployment elsewhere
 - c) critically reviewing all vacancies as they arise to determine if roles and responsibilities can be accommodated in the current duties of existing staff elsewhere in the organisation
 - d) supporting all of the above with a training, development program and change management to place greater emphasis on:
 - (i) collaboration
 - (ii) customer service
 - (iii) business planning
 - (iv) systems and procedures
 - (v) strategic planning
 - (vi) performance and reporting.
4. Council note that as part of this process, it is the General Manager's intention to continue the practice of providing Councillors with regular face to face updates, subsequent to the Council Meeting.

The meeting terminated at 12:25am, Wednesday 30 August 2017.

Submitted to and confirmed at the Ordinary meeting held on 12 September 2017.

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Mayor