



**DISTRICT COUNCIL OF GRANT**

**MINUTES OF SPECIAL MEETING OF COUNCIL HELD AT THE**

**COUNCIL CHAMBERS, 324 COMMERCIAL STREET WEST, MOUNT GAMBIER**

**ON FRIDAY 22 FEBRUARY 2019 AT 7.15PM**

**ATTENDANCE**

**Elected Members**

Mayor Richard Sage  
Cr KA Boston  
Cr GM Clayfield  
Cr MJ Dukalskis  
Cr JL Elliott  
Cr BR Kuhl  
Cr SE Little  
Cr SB Mann

**Council Officers**

DJ Singe, Chief Executive Officer  
LJ McEvoy, Director, Environmental Services  
IJ Fritsch, Airport Manager  
JK Miller, Community Development Coordinator  
JA O’Hehir, Executive Assistant

**APOLOGIES FOR ABSENCE**

Cr BJ Bain  
Cr JA Reis

**DISCLOSURE OF INTERESTS**

Mayor Richard Sage declared an actual conflict of interest in relation to Item 5 – Code of Conduct. Mayor Sage advised that he would not Chair the meeting.

Cr Clayfield took the Chair as Deputy Mayor.

**19025 – CODE OF CONDUCT – [9.33.1/1] Item 5**

1. Council discussed a way forward on a number of Code of Conduct issues. The intent of Elected Members is that all parties operate with respect, transparency and with a common goal for the next four years.

1. Moved Cr Elliott that a panel be convened for the purpose of overseeing a cultural review. The panel will consist of Cr Kuhl, Cr Clayfield and Cr Elliott (the “Cultural Review Panel”).

Seconded Cr Little

CARRIED

2. Moved Cr Boston that an independent consultant be engaged as a matter of urgency to undertake a comprehensive review of the culture of the organisation and prepare a report for Council’s consideration. The review is to include speaking with the Senior Management team and a majority of staff (across all departments and levels) to understand key themes relating to:

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- a. What is not working/the issues and concerns
- b. What is done well
- c. What needs to change
- d. Consultant recommendations

The purpose of the report is to provide Elected Members with specific details and recommendations to action.

Seconded Cr Kuhl CARRIED

3. Moved Cr Elliott that whilst it is proposed to use the consulting organisation engaged for the CEO performance survey in order to provide a consistent and holistic overview of issues and recommendations, in the event that this isn't possible, the Cultural Review Panel are authorised to select an alternative independent consultant.

Seconded Cr Dukalskis CARRIED

Mayor Sage declared an actual conflict of interest in relation to the discussion regarding G4S as he is employed by G4S. Mayor Sage advised he would vacate the Chamber and not participate in discussion.

8.43pm Mayor Sage vacated the Chamber.

4. Moved Cr Elliott that the Director of G4S is notified by the Deputy CEO of Mr Trevor Holtham's recent activity on Facebook and advised that the comments are not appreciated.

Seconded Cr Little CARRIED

8.46pm Mayor Sage returned to the Chamber.

5. Moved Cr Dukalskis that the current Elected Members Allowances and Support Policy (GOVPOL 07) be changed to reflect the requirement that any expenditure for \$1,000 or above by the Mayor or Elected Members must be tabled at a Council Meeting and discussed and approved by Elected Members.

Seconded Cr Little CARRIED

6. Moved Cr Boston that a mediator is engaged to work with the Mayor and CEO on a weekly basis for two months. It is an expectation of Elected Members that the CEO and Mayor develop a positive working relationship with open and regular lines of communication. The Cultural Review Panel are authorised to select an appropriate mediator to work with the Mayor and CEO, and will review at the end of the two month period.

Seconded Cr Elliott CARRIED

7. Moved Cr Mann that a review of all emails is conducted to ensure that Elected Members are operating Council business from their designated Council email address.

Seconded Cr Kuhl CARRIED

8. Moved Cr Mann that all communications between the independent consultant undertaking the cultural review and Council, or the mediator and Council, are to occur directly through the Cultural Review Panel. For the purposes of this clause, a majority of members of the Cultural Review Panel must be present for all meetings / teleconferences / exchanges of information and reports. The Cultural Review Panel undertakes to make all

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reports available to Council at the earliest opportunity once they have been received.

Seconded Cr Little

CARRIED

Meeting closed at 9.05pm

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MAYOR

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