



## **AUSTRALIAN LOCAL GOVERNMENT WOMEN'S ASSOCIATION INC.**

**National Board founded Canberra 1951.**

**ABN 58853 856 904 Inc. A0020253H**

### **AGENDA**

**HELD VIA ZOOM MEETING ON 9 JUNE 2020**

- 1. Welcome by President**
- 2. Confirmation of Branch Delegates**
- 3. Apologies and acceptance of proxies**
- 4. Confirmation of previous AGM Minutes of 16 May 2019**
- 5. Business Arising from the Minutes**
- 6. President's Report**
- 7. Financial Reports**
- 8. Auditor's Report**
- 9. Appointment of Auditor**
- 10. Setting of Annual Affiliation Fees**
- 11. Setting of Honorariums**
- 12. State Branch Reports**
- 13. General Business for which previous notice has been given**
- 14. Next meeting**
- 15. Close of meeting**



## AUSTRALIAN LOCAL GOVERNMENT WOMEN'S ASSOCIATION

### MINUTES OF ANNUAL GENERAL MEETING HELD AT THE NOVOTEL HOTEL, BLACKTOWN NSW ON 16<sup>th</sup> MAY 2019.

**In attendance:** Allyson Bradford, Cassandra Coleman, Colleen Fuller, Christine Kay, Jennifer Lecky (NSW); Judy Peters, Jan Clifford (Qld); Julie Woolman (SA), Debra Thurley, Lynn Laycock (Tas), Megan Bridger-Darling, Misha Coleman, Helen Harris OAM, Coral Ross, Kylie Spears (Vic) Alys McKeough (WA).

1. President Coral Ross welcomed all delegates and members as observers and opened the meeting at 5pm.
2. **Apologies and acceptance of proxies.**  
Apologies were received from NSW Delegate Marianne Saliba, SA Delegate Betty Gill, and Tas Delegate Alwyn Friedersdorff. The following proxies were submitted: Cassandra Coleman to be NSW Delegate, Julie Woodman to be SA Delegate, Debra Thurley to be Tas Delegate, and Alys McKeough to be WA Delegate.  
It was moved Coral Ross, seconded Helen Harris, that the apologies and proxies be accepted. Carried.
3. **Confirmation of Branch Delegates.** The following delegates were thus confirmed:  
New South Wales: Cassandra Coleman  
Qld: Jan Clifford  
South Australia: Julie Woodman  
Tasmania: Debra Thurley  
Victoria: Coral Ross:  
Western Australia: Alys McKeough  
In attendance: Helen Harris OAM
4. **Confirmation of previous AGM Minutes of 9<sup>th</sup> April 2018.** The previous minutes were circulated in advance and it was moved Coral Ross, seconded Julie Woolman, that they be accepted. Carried.
5. **Business Arising from the Minutes:** Nil

**6. President's Report.** The President spoke to her report, which had been previously circulated. It was moved Coral Ross, seconded Cassandra Coleman, that the Report be accepted. Carried. Coral presented a small gift to all Board members in appreciation of their services.

**7. Financial Reports.** The audited financial reports having been circulated in advance, it was moved Coral Ross, seconded Cassandra Coleman, that they be accepted. Carried.

**8. Appointment of Auditor.** It was moved Debra Thurley, seconded Julie Woolman, that the Auditors Crowe Horwath be reappointed, with the option of an alternative being chosen if the cost could be reduced. Carried.

**9. Election of Office Bearers:** The President Coral Ross stood aside and the Secretary Helen Harris announced the result of nominations received.

There was one nomination for President, that of Marianne Saliba, who was declared elected. There was one nomination for Vice President, that of Coral Ross, who was declared elected. There was one nomination for Treasurer, that of Debra Thurley, who was declared elected.

There were no nominations for Secretary, and in line with the Constitution, a financial member can be seconded. As it is preferable that the President and Secretary are from the same State, the matter of the appointment of secretary was deferred until the return from overseas of the incoming President.

**10. Change of bank signatories:** It was moved Coral Ross, seconded Julie Woolman, that Marianne Saliba and Debra Thurley become signatories to the bank accounts, in place of Alwyn Friedersdorff and Helen Harris. Carried.

**11. Setting of Annual Affiliation Fees.** It was moved Coral Ross, seconded Jan Clifford, that the Branch Affiliation Fees remain the same, ie 25% of Branch memberships. Carried

**12. Setting of Honorariums.** It was moved Jan Clifford, seconded Julie Woolman, that the Honorariums remain the same, ie \$2,500 for President; \$1,000 for Secretary and Treasurer. Carried

**13. State Branch Reports.** Written reports in advance were received from SA, Tas and Vic, while Qld's was provided at the meeting; there was no report from NT or WA. Julie Woolman spoke to the SA Report, highlighting the planned celebrations for the Grace Benny centenary. Cassandra Coleman spoke to the NSW Report; she is the newly elected President. They are focusing on building their membership and will be running candidate forums. She will forward a written Report. Alys will forward a Report from WA.

It was moved Jan Clifford, seconded Cassandra Coleman, that they Reports be received. Carried.

**14. General Business for which previous notice has been given:**

Coral Ross moved, seconded Jan Clifford, that Cr Misha Coleman be allowed to put a motion. Carried.

The motion was:

(1) Thank the current Executive of ALGWA and the Blacktown City Council for organising and hosting this year's ALGWA National Conference; and

(2) request that the Board - for all future ALGWA events - avoid booking and using venues that are associated with owners and operators of poker machines, noting the enormous social and economic harm caused by poker machines and the associated gambling addiction that poker machines cause to our residents and ratepayers.

The motion was seconded by Cr Megan Bridger-Darling. Several people spoke for and against the motion, which was carried on a show of hands, 8 votes for and 6 votes against.

**15.** The next Annual General Meeting will be held before the end of May 2020, possibly in conjunction with one of the Branch events. The next Board meeting will be at Canberra in June 2019.

## **ALGWA NATIONAL PRESIDENT'S REPORT**

It is hard to believe that a year has passed since I was elected as National President of the Australian Local Government Women's Association. In that time, two states held local government elections, Western Australia and Queensland, with an increase in female representation in both states. The Shire of Dundas, in regional WA, now has the highest percentage of female Councillors (83%). WA has the second highest percentage of female representation after Tasmania. Queensland went to the polls just as COVID-19 was ramping up. That state also had an increase, up to 37%, with the City of Ipswich electing its first female mayor, Teresa Harding, since coming out of administration in August 2018. Next year we celebrate 60 years since the creation of the association in 1951 to support women in local government. Right now, the national average for female representation is now sitting at 35.95%. One thing we know for sure is that we will not reach 50% without more work being done.

I had the opportunity to visit Victoria and WA Branches for their annual events. I attended the WA Branch AGM and Annual Breakfast at the WALGA Conference in August last year and met the new executive of the Western Australian Women's Association, or WAWA, as they call it. These women have been working hard to get their association on track and providing high quality support for each other. I also attended the ALGWA Victoria conference in the Macedon Ranges in October, which was very well run and featured many great speakers. The weekend was finished off with a picnic overlooking Hanging Rock. It was a great opportunity to meet with ALGWA members and gain a better understanding of the issues each state is facing. I look forward to visiting the other states once the borders reopen and opportunities arise.

Like all of you, we have been dealing with the issues created by COVID-19, with councils bearing the brunt of many of the restrictions. It has been a challenging situation to manage, with councils being open for business and supporting the community, while at the same time having to close many facilities. I have been pleasantly surprised by the initiatives that councils have implemented to deal with the pandemic. By now, I'm sure we are all experts at teleconferencing using Zoom, Teams, Life Size Cloud, and other software that allows us to meet online. My council will continue to meet this way until Stage 3 of the easing of restrictions. This pandemic has been a tough time, with many in our communities suffering financial hardship and social isolation. I am impressed at how councils have stepped up and taken the lead when it was required. No one knows community like councils. Congratulations to each of you and your councils for the leadership shown when it was needed most.

Many events have been cancelled due to COVID-19 including the National General Assembly and our ALGWA National Breakfast. This is disappointing as it is an opportunity for the National Executive to meet face to face in Canberra, participate in the Susan Grace Beny Award presentation and meet with Ministers and Shadow Ministers for Local Government and

Women. This gives us the opportunity to lobby for the issues important to our organisation and to women in local government in general.

NSW local government elections were scheduled for September this year, however, the Minister for Local Government, Shelley Hancock, has postponed them until 2021, most likely in September. NSW Councils are now waiting to find out whether there will be internal elections for Mayors and Deputy Mayors in September this year. ALGWA NSW has been working closely with councils, particularly in regional and rural areas, to encourage more women to stand for election. I have attended several information sessions and where I spoke to encourage women to consider running in the coming elections. NSW ALGWA will continue to offer these sessions to our member councils.

Stay safe, remain vigilant about personal hygiene, and maintain social distancing. I wish you and your families good health.

Marianne Saliba

National President

30 May 2020

**FINANCIAL REPORT**

**Australian Local Government Women's  
Association**

Financial Statements  
31 December  
2019

# Income Statement

For the year ended 31 December 2019

	2019	2018
<b>INCOME</b>		
Affiliation Fees	8,442.45	12,126
Conference Income	-	-
Interest Received	1,341.40	1,540
Networking Breakfast	4,752.46	5,015
ATO	1,945.00	
<b>TOTAL INCOME</b>	<b>16,481.13</b>	<b>18,681</b>
<b>EXPENSES</b>		
Accountancy/Bookkeeping	286.00	250
Auditor's Remuneration	2,200.00	2,100
Bank Charges	18.00	168
Filing Fees	-	52
Honorarium (Ross, Friedersdorff, Harris)	4,500.00	4,500
Insurance	3,016.74	2,658
Meeting Expenses	-	5,242
Networking Breakfast	4,340.61	7,700
Postage	46.40	
Reimbursements		435
Sundry		549
Travelling Expenses		514
Website		3,127
Merchandise (Micro Cloths 3030.50 & Lip Gloss 1886.50)	4,917.00	
Reimbursement President (Ross)	2,645.55	
Reimbursement (Harris)	2,101.59	
Reimbursement (Saliba)	3,113.05	
NCC Conference Stand	5,343.89	
Domain Site	15.00	
Advertising	1,750.00	
<b>TOTAL EXPENSES</b>	<b>34,293.83</b>	<b>27,297</b>
<b>NET PROFIT</b>	<b>(17,812.70)</b>	<b>(8,617)</b>

# TREASURER'S REPORT

## AUSTRALIAN LOCAL GOVERNMENT WOMEN'S ASSOCIATION

Total Statement accounts as of 31.03.2020

Account Name	Current Balance	Avail Funds	BSB - Account No.
<u>Statement Account</u>	\$12,672.08	12, 672.08	633000 -163 832 595
<u>Term Deposit Account 1</u>	\$57,550.73		633000 - 163 894 835
<b>Total</b>	<b>\$70,222.81</b>		

## TRANSACTION HISTORY – 1 JANUARY TO 31 MARCH 2020

DATE	ITEM	DEBIT	CREDIT	BALANCE
11.01.2020	Inv393630 Shellharbour Ccl. Reimbursement Mayor/President attendance Vic Conf	442.69		12045.52
01.02.2020	Transaction Fee	.40		12045.12
08.02.2020	Arthur J Gallagher PL Insurance	3016.04		9029.08
08.02.2020	Ventraip Domain Renewal	14.95		9014.13
01.03.2020	Transaction Fee	.80		9013.33
20.03.2020	AAF Victoria		3658.75	12672.08

**DEB THURLEY, TREASURER**

## **NSW BRANCH REPORT**

ALGWA NSW Report to ALGWA National AGM - 9 June 2020

Sunday 31 May 2020

President: Cr. Cassandra Coleman

I was elected ALGWA NSW President at the ALGWA NSW annual conference, which was hosted by Liverpool City Council March 2019.

ALGWA NSW Vice Presidents are: Polly Makim, City, and Cr Colleen Fuller, Country.

As President my first focus was to ensure that ALGWA NSW has a strong presence within the wider media and that we were communicating regularly with our membership.

I began to work with a number of the Board members on a media strategy to ensure we started reaching our target audience.

The Board also began to focus on the NSW Local Government Elections which were to be held in September 2020. We were actively encouraging more women to participate in Local Government elections.

We were invited to a number of Council across the state to host a “Women on Council Forum,” starting in Orange and Kiama.

They were so successful that Councils started encouraging other Councils to reach out to ALGWA NSW. Prior to COVID19, we were booked solidly every weekend for a number of months.

ALGWA NSW had already conducted forums in Orange, Cootamundra-Gundagai, Gunnedah and had planned more for Kiama, Wagga Wagga, Griffith and Muswellbrook, which are now postponed.

We will resume our Forums when lockdown is over and life returns to normal.

In September 2019, ALGWA NSW partnered with Liquid Learning who hosted their 11<sup>th</sup> Women in Local Government Summit. We assisted with the promotion via our social media channels. I was given an opportunity to speak about the important work that ALGWA NSW continues to do across the state. Two of our Executive members, Cr Sera Yilmaz and Soraya Mohamed, participated in the Next Gen Women Panel.

In November 2019, I attended the Women in Local Government workshop hosted by the Minister for Local Government, the Hon Shelly Hancock and Minister for Women, the Hon Bronnie Taylor (MLC).

As President, I made it clear that our agenda is to encourage as many women as possible to consider running for Local Government in 2020. We will support them to best of our ability.

Two proposals discussed and endorsed by ALGWA NSW were:

- 1) Fund an evidence-based community education campaign, based on the success of other states, to encourage women to nominate for election before the end of 2019.
- 2) Introduce law reform to introduce access to superannuation for Local Government councillors.

NSW Minister for Local Government Shelley Hancock announced that due to COVID19 the Local Government elections, which were to be held in September 2020, be postponed to a date to be determined, probably September 2021.

Sadly, the ALGWA NSW Conference to be hosted by Shellharbour Council in March was also postponed to 2021 due to the COVID19 crisis.

ALGWA NSW made a decision that more than ever we must stay connected and embrace digital connection.

ALGWA NSW has been using Zoom to conduct ALGWA Executive meetings, supporting Local Government in the critical role we have during this pandemic, by providing leadership to the wider community.

ALGWA NSW took the initiative of reaching out to women involved in Local Government across the State, asking them to share their stories, personal and professional, about how they are dealing with this lockdown in their councils, communities and homes.

It has been so successful that we have issued two "Sharing Stories in the time of COVID-19 2020". A third edition is underway. All available [algwaorg@gmail.com](mailto:algwaorg@gmail.com)

The stories have resonance with our membership in the metropolitan and rural areas across the state.

We also keep our membership and the wider community informed of our campaigns and activities. A recent far reaching success was our proactive involvement in the campaign to have Local Government implement paid domestic violence leave for employees. This is now included in the NSW Government State Award since 24 February 2020.

As of 1 June 2020 the NSW Government has started to lift restrictions. ALGWA NSW will now start to discuss a way forward in regards to meeting face to face again across the State.

## QUEENSLAND STATE BRANCH REPORT



**AUSTRALIAN LOCAL  
GOVERNMENT WOMEN'S  
ASSOCIATION**  
**QUEENSLAND BRANCH**

*supporting and encouraging those involved or interested in Local Government*

### **ALGWA QUEENSLAND DELEGATE REPORT NATIONAL ANNUAL GENERAL MEETING JUNE 2020**

It has been a challenging time since we last met for our Strategic Workshop in January 2020 to set a new path for ALGWA Qld. The draft vision 'the independent voice of women in Queensland local government' could not be more descriptive in these times as technology, COVID-19 and an election have taken our focus away for the moment.

Queensland Local Government went to the polls amid COVID-19 on 28 March 2020 seeing a number of long term elected members (and ALGWA friends) leave local government for other opportunities. At the same time we also were pleased to see many hard-working and long term elected members returned strongly to continue the work they do on behalf of their communities. We are pleased to see so many new faces as well who will bring fresh ideas and new experiences to the table collectively.

The Local Government Association of Queensland updates after the election shows a strong female representation which we hope to build support around throughout the year ahead. The percentage of overall female councillors and mayors combined in 2016 was 31%. This has increased to be 37% in 2020.

ALGWA Qld is currently proposing a number of methods to grow awareness of our Association and to continue our partnership arrangements with both the Queensland Government, Local Government Managers Association and other like-minded organisations.

Consideration for professional training opportunities as well as the Annual State Conference, our Annual General Meeting and future meeting procedures will form part of our first Executive meeting held in May.

Councillor Jan Clifford  
ALGWA Queensland Branch Delegate

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Please send correspondence to:

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20 Lorikeet Road  
REGENCY DOWNS QLD 4341

Telephone: 07 3810 7193

Email: [admin@algwaqld.asn.au](mailto:admin@algwaqld.asn.au)  
Website: [www.algwaqld.asn.au](http://www.algwaqld.asn.au)

ABN: 16 445 091 911

## SOUTH AUSTRALIA BRANCH REPORT



### REPORT TO ALGWA AGM 2020

The 2019/20 financial year for ALGWA SA commenced with celebrations of the 100<sup>th</sup> anniversary of the election of Susan Grace Benny, the first woman elected to a government position in Australia and the 125<sup>th</sup> anniversary of women's suffrage in South Australia.

Our State Secretary, Cr Kristina Barnett, nominated Susan Grace Benny for inclusion on the 2019 South Australian Honour Roll and she represented ALGWA SA at the State Dinner in Adelaide Town Hall on 6 August to commemorate both significant milestones.

On 22 September 2019 our Branch held a High Tea at historic Glanville Hall with Frances Bedford MP as our guest. Frances is the convenor of the Muriel Matters Society and she spoke about the early suffragettes and the 125<sup>th</sup> anniversary of women's suffrage in South Australia. Cr Kristina Barnett gave an informative talk about the life and times of Susan Grace Benny.

Another significant event for ALGWA SA was *Join us in June – Conversations over Cocktails at the Caledonian*. Guest speakers were from Adelaide United Football Club and the Education Department.

The ALGWA SA AGM was held at the office of Wallmans Lawyers in the City on 31 October. We had a larger than normal turnout and it was encouraging to see a good number of councillors who had been elected for the first time at the October 2018 Local Government election.

Betty Gill had decided to retire as President and was warmly thanked for her contribution to ALGWA SA over many years.

Julie Woodman was elected as President and was joined by four other members of the previous committee and eight new members.

We thank Wallmans for their continuing support.

On 23<sup>rd</sup> November 2019 members gathered for our free Christmas Brunch at Hotel Grand Chancellor. A really special and relaxing celebration of a good year and plans generated for what we hoped would be an exciting 2020.

The new year started well. President Julie Woodman had meetings with LGA SA and was promised a closer liaison and assistance from their Marketing and Communications Team.

Davin Lambert, CEO of the Local Government Finance Authority, offered assistance with our country visits.

We made plans for a Budget Information evening to be held at the LGA training rooms and booths at the LGA OGM in April and at the LGA AGM in October. In April we would hold a Planning Session at the Australian Space Agency facility in Adelaide City. We had decided to have a membership drive and Mingle in May would be the launch pad for that.

With help from some members and the LGA Marketing Team we produced a PowerPoint display to be used on our booths at the conferences.

Julie Woodman represented ALGWA SA at a lunch and lecture held by The Australian Society of Association Executives on 4 March at the Adelaide Convention Centre and took part in the National ALGWA phone conference on 16 March.

Then came COVID-19.

Budget session cancelled. Conferences postponed. No Mingle in May. No Space Centre.

However, like so many other organisations, we resumed meetings via Zoom. The Planning discussions have been productive and our Media sub-committee members have been working on updating our website and media options.

We have increased our presence on our Facebook page with good results and are in the process of preparing a survey to be sent out to all women councillors in the State.

We are looking forward to returning to a new normality within the next few months – but I suspect Zoom meetings will remain.

***Cr Julie Woodman JP***

President

ALGWA SA

May 2020

## TASMANIA BRANCH REPORT ALGWA 2019-2020

29 May 2020

1. An interactive workshop was held by ALGWA Tas 24<sup>th</sup> August 2019 to address harassment and bullying titled “Power to Change”. The facilitator Melinda Maddock of Madfinch Consulting provided insight and strategies to empower participants to recognise and address and counteract aggressive behaviour, bullying and harassment. In addition, we exchanged stories of our own experiences and came away the wiser and well-armed. Refer **Attachment 1**.
2. A submission was made to the Reform Directions Paper released by the Department of Premier and Cabinet for consideration in the Tasmanian Local Government Act Review as part of 76 submissions received overall, plus 800 survey responses. The Review Steering Committee and the Project Team will draft a bill by July 2020 – although COVID-19 conditions may have delayed this somewhat as the New Legislation was anticipated no later than November 2020. Please see [www.dpac.tas.gov.au/divisions/local\\_government\\_legislation\\_review](http://www.dpac.tas.gov.au/divisions/local_government_legislation_review)  
Refer **Attachment 2**.
3. A survey was supported by ALGWA Tas to gauge the extent to which sexual harassment had been experienced within the Local Government Sector. Responses indicated that there was a high degree of harassment, but the relatively low response numbers provided only selective insight and were not an accurate indication of the prevalence of sexual harassment within the sector. The Association, however, remains continually vigilant and further attention to the matter will follow.
4. An article was submitted to Talking Point by the President ALGWA Tas to the 3 leading papers in the State - The Advocate, The Examiner and The Mercury called “Councillors Behaving Badly” – addressing the issue of poor behaviour – refer **Attachment 3**.
5. Mentoring was provided by the President to a Council employee and 2 Councillors centring on harassment that had occurred
6. The ALGWA Tas Strategic Plan 2016-2019 is being reviewed
7. ALGWA Tas partnered with the Australian Womens Leadership Forum and I was invited to attend as ALGWA Tas President the Forum held in November 2019 in Launceston. Women & Leadership Australia brought Tracey Spicer AM to Launceston for a one- day leadership development experience. The full day, immersive event featured local female leaders, including- Tracy Puklowski, Naomi Walsh, Lou Clark, Penny Terry, Sarah Foden and Hon. Rosemary Armitage MLC. Delegates were taken through three leadership development sessions, guided by Women & Leadership Australia’s expert Senior Facilitators. Tracey Spicer

AM gave the closing keynote address, sharing lessons learned from her 30+ years in Australia's media industry focussing on sexual harassment.

8. ALGWA Tas member Mayor Mary Knowles a strong advocate of the issue of Violence Against Women and our committee representative on the issue circulated a letter to all ALGWA Members and Tasmanian Female Councillors on behalf of Our Watch for information and support during the COVID-19 restriction times. Refer **Attachment 4**.
  
9. A membership drive is underway to recruit greater member numbers. Refer **Attachment 5**.
  
10. The next ALGWA quarterly meeting will seek views on what matters ALGWA Tas should focus on within the scope of its Strategic Direction

*Debra Thurley*

*National Delegate & President (Tas.)*

*Australian Local Government Women's Association*



**AUSTRALIAN LOCAL  
GOVERNMENT WOMEN'S  
ASSOCIATION**

# “POWER TO CHANGE”

# LUNCH & WORKSHOP

## WHEN

**August 24 2019**  
**12 noon—2 pm**

## WHERE

**Rydges Hotel**  
**393 Argyle Street**  
**North Hobart**  
**[www.algwatas.net.au](http://www.algwatas.net.au)**

**ALGWA TAS  
INVITES YOU TO  
ATTEND**

**• A 1.5 hr Interactive  
Workshop plus  
LUNCH**

**PROCEEDING AGM  
11AM**

**TICKETS  
AVAILABLE AT**

**[https://  
www.eventbrite.com/e/  
power-to-change-luncheon  
-with-interactive-workshop  
-agm-tickets-65768496343](https://www.eventbrite.com/e/power-to-change-luncheon-with-interactive-workshop-agm-tickets-65768496343)**

**\$25 General  
\$15 MEMBER**

## SPONSORS

**Australian Local  
Government Women's  
Association (ALGWA)**

## BENEFITING

**Local Government  
Elected Members or  
Employees**

## Attachment 2

By email [lgreview@dpac.tas.gov.au](mailto:lgreview@dpac.tas.gov.au)

Review of Tasmania's Local Government Legislation Framework

A submission by the President of the Australian Local Government Women's Association (Tasmania)

- Responsible and Effective Councils
  - **Code of Conduct outcomes are inadequate and do not afford protection for the person on the receiving end of e.g. harassment and bullying. A recent example in the North of the State involved a Council employee being stalked by an elected Member. She was afforded no protection waiting on the CoC to be processed, she had to mitigate her role, she had the support of the GM but the elected member was dismissive of any instruction from the GM. The process around this CoC charge (which was not dismissed as frivolous or vexatious) did not protect this employee or the GM during the waiting period – there needs to be the capacity to stand down an offender while the CoC process is taking place. The CoC process takes many weeks, weeks to assess, weeks to provide outcomes. The outcome (complaint upheld – resulted in a sanction 3 Intelligence Training sessions) which again did not provide any protection to the employee or support the GM. This is enabled by the fact that the elected member had no regard for the reputation of the Council, took no authority from the Mayor or accept any guidelines established by the GM which all reflected a disregard for the LG Act itself. Elected Members are of varying personalities and intelligences, some can benefit from professional development, many of a bygone culture cannot). In this modern age and following the #Metoo Movement many men including this particular elected member together with others who have remained in Local Government for many years must be brought forward in their thinking and introduced to this newer culture. Our Councils must be reflective of current expectations of behaviour.**
  - When professional development has no influence on Councillor behaviour and knowledge there is an overall inability of Local Government to control/ enforce high standards of behaviour
  - While an investigation is underway for bullying and/or harassment including sexual harassment the perpetrator if the matter is not dismissed as frivolous or vexatious should be stood down until a verdict has been reached - why should the victim be afforded no protection and why are they the one who makes the concessions and not the perpetrator.
  - It is quite widely agreed that the Code of Conduct is a "toothless tiger", lodgement fees need to be increased, then if the Councillor is found to have breached the Code, the lodgee could receive some compensatory funds for the stress and mental harm caused.
  - Conversely if a complaint has been made against a Councillor but it is found that no breach has occurred the Council still has to pay the associated fees. There must be greater fees involved to ensure that these matters do not cause undue use of limited resources and incur costs onto ratepayers unnecessarily. With greater fees can come the ability to compensate.
  - Elected Members do not have adequate protection from the public in relation to physical and verbal abuse. There is the constant fear that Councillors will be hit with a Code of Conduct at any time from vindictive and aggressive ratepayers and have limited means

of defending themselves without being hit with a CoC charge which even if dismissed still causes embarrassment and a hit to their reputation.

- The CoC process is flawed. A complainant lodges a CoC with GM who assesses if it meets the requirements of the LG Act and then sends it to the LG Division Code of Conduct, the EO of the Panel sends it to the Chairperson who determines whether the charge will be dismissed as frivolous and vexatious, the elected member is then advised what that outcome is and asked to respond. The response (defence) is done under Statutory Declaration and sent to the complainant who then effectively has full knowledge and can mount their claim directly against your defence. The elected members is effectively guilty unless innocence can be proved
- When a Council employee lodges a CoC and it is felt not to be adequately dealt with then it is the GM's responsibility to pursue the issue through another avenue to achieve a result that is not discriminatory, is discrimination the highest level to address this and if there is a case how does that apply to a Councillor if only the Minister for LG has the power to dismiss
- There should be greater intervention mechanisms afforded to the Director of Local Government and the Minister in relation to serious breaches of the CoC in relation to behaviour including harassment (including sexual) and bullying.
- The CoC process takes time, weeks to assess, weeks to provide outcomes

- Consideration of Other Issues Raised

Mandatory Council Training

- There should be mandatory Planning Authority training
- There should be mandatory training for newly elected Members in regard to standards and expectations of Behaviour, "How to deal with Difficult People?" and the responsibilities of being what effectively being in a Director like role
- There should be mandatory training in line with AICD.
- There should be renewal training along the same lines for Councillors each term they are re-elected.
- Councillors should abide by core competencies for professional development training

Clarity between the roles of the General Manager and the Council especially the Mayor

- Elected Members must receive training in understanding the separation of roles between Councillors and the General Manager – understanding their role as decision makers (Directors) rather than becoming involved in the operational duties of Council which are the concern of the General Manager is paramount. A means by which this can be enforced, or in other words what can support a General Manager in getting immediate support when a Mayor or Councillors breach the Act in this area. Where there are differing strength of personalities problems exist.
- Councillors need to understand their role and their governance responsibilities and be able to distinguish their role from that of management
- The line between the responsibilities of management and the Councillors is often challenging and will vary depending on the circumstances of the organisation.

- Councillors operate in complex environments and consider a range of stakeholders. Councillors need to know who those stakeholders are and have a plan to consider and balance their interests whilst still upholding the integrity of Council as a whole
- Governance should include balancing the interests of stakeholders and ensuring the delivery of Council objectives.
- In Australia, we have a range of guidelines for best practice governance. Some are mandatory, others are recommended. Councils like Boards need to consider which are relevant to their organisation, and which they want to benchmark themselves against.

*Debra Thurley*  
*Treasurer & President (Tas.)*  
*Australian Local Government Women's Association*  
**0400 662 382**



**AUSTRALIAN LOCAL  
GOVERNMENT WOMEN'S  
ASSOCIATION**

## Attachment 3

Talking Point - Article by President ALGWA Tas Debra Thurley

### *COUNCILLORS BEHAVING BADLY*

*Bad behaviour of elected members unfairly tarnishes the public image of Local Government.*

*Councillors each bring new opinions, approaches and solutions for decision making often determined by their own personal and professional experiences. However, very importantly, a Councillor should understand their duties, responsibilities, and obligations. Councillors should know what is expected of them as part of the Council as a whole and what is expected of them as an individual member. Voters must give due consideration in the first instance as to whether a person has sufficient capabilities of acting as a councillor, nothing is worse than the individual with intellectual arrogance – the Councillor who lacks the consciousness of the limits of their knowledge and with no insight into self-deception and the limitations of their point of view.*

*All persons elected must take the oath of office, read the council's councillor code of conduct and make a declaration that they will abide by the councillor code of conduct, but the problem is arising – do Councillors truly understand what it is to abide!*

*Are there adequate policies, procedures and in fact legislation to control the Councillor who breeches the Code of Conduct in a serious way? Three strikes and your out is not satisfactory for an Elected Member if the breach is serious. You cannot wait for three occasions to occur if it serious because you are putting at risk the safety and right to a safe workplace of the fellow elected member or the Council employee. Are the measures and outcomes strong enough when a serious breach of the Code of Conduct is upheld? It appears not so. I am currently looking at the outcome on a serious breach of the Code of Conduct by a Councillor in the north east of the State identified in the Examiner as Councillor Synfield and the outcomes from the Code of Conduct Panel have not allowed the right of a Council officer to operate without hinder in their role and feel safe in their workplace.*

*If internal attempts to reign in their behaviour fail then are there strong enough measures to enforce banning them from office before further harm can be done to the person on the receiving end of that breach, the reputation of the respective Council and Local Government overall.*

*Being an elected Member does not give entitlement for bad behaviour or behaviour that extends beyond the realms of acceptable. Where varying degrees of authority exist, there should be no usage of that so-called power to harass or impose on the personal space of either colleagues or employees of Council. A closeness that is not welcome is a form of harassment and intimidation.*

*I am looking to ensure as ALGWA's President and National Board Member that those who my Association represents can experience a workplace where personal safety and integrity is not compromised.*

*Debra Thurley President (Tas.) Australian Local Government Women's Association*



**AUSTRALIAN LOCAL  
GOVERNMENT WOMEN'S  
ASSOCIATION**  
TASMANIAN BRANCH

## Attachment 4

Good afternoon

I wanted to make you aware that Our Watch is launching its existing campaign *No Excuse for Abuse* today in response to the COVID-19 crisis to help raise awareness of non-physical abuse towards women.

The Australian Government recently launched *Help is Here*, a new national campaign to promote services available to Australians affected by family violence during the COVID-19 outbreak. The Government campaign targets people impacted by violence directly, signposting them to support services.

The Our Watch *No Excuse for Abuse* campaign complements this approach, by also educating the broader community about what different types of abuse look like and that there is never an excuse for abuse. This message is important at this time as there is a risk that the impact of Covid-19 might result in 'excuses' seeming more acceptable ('he'd just lost his job', 'it's been such a stressful time' etc). The updated No Excuse for Abuse website is now live: [www.noexcuseforabuse.org.au](http://www.noexcuseforabuse.org.au) where you can find more information of the different types of abuse.

You can watch the 30 second videos and the 15 second versions of the ads on our YouTube channel [here](#). The campaign will also run on channel 7, 9 and 10, catch up TV and social media advertising including Our Watch social media channels.

The [Unpacking Violence page](#) on the Our Watch website complements the campaign, prevention practitioners can use this resource to help build awareness of the different forms of non-physical abuse, their dynamics and impacts, and how they illustrate the gendered drivers of violence against women. I would appreciate you forwarding this email to your networks as appropriate.

Please do not hesitate to contact me should you have any questions or require further information.

Many thanks

**Trish Males Senior Advisor Tasmania**

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## MESSAGE

*As the President of Australian Local Government Women's Association Tasmania, I hope that you are all managing in these COVID 19 times and have been able to make some positive achievements both professionally and personally despite the restrictive nature under which you have been operating.*

*For Association existing members it is that time of year when ALGWA Membership of ALGWA needs to be renewed and if not a member yet, it is time to join and help make our Organisation a stronger voice for Women in Local Government.*

*During these times of change, there is no better time to rally together and help take this Association to a higher level where with more dominance we can influence policy and/or seek funding from the other two tiers of Government – State & Federal for a special project or cause.*

### *Aims of the Association*

*To assist in furthering knowledge and understanding of the function of Local Government*

*To encourage women to make a career of Local Government whether as elected members or officers*

*To encourage, support, educate and mentor a diversity of women with the aim of increasing participation by providing knowledge to intending women candidates for election to Local Government through our "WomenCan" Campaign*

*To watch over and protect the interests and rights of women in Local Government.*

*To ensure that the value and importance of women in local government is recognized.*

*Please consider joining ALGWA Tasmania today and help place this Association at the forefront of Women's Agenda in Tasmania and throughout the Nation. Other States have extensive membership so your contribution will assist in making this Tasmanian Association more viable and more readily able to achieve great outcomes for Women in Local Government.*

[www.algwatas.net.au](http://www.algwatas.net.au)

<https://www.facebook.com/AlgwaTas/>

## **WESTERN AUSTRALIA BRANCH REPORT**

To be circulated separately via email prior to meeting.