

Ordinary Meeting

Meeting Date: Tuesday, 26 April, 2022
Location: Council Chambers, City Administrative Building, Bridge Road, Nowra
Time: 5.30pm

Membership (Quorum - 7)
All Councillors

Addendum Agenda

Mayoral Minute

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MM22.8 Mayoral Minute - Valuing Council Employees

HPERM Ref: D22/166500

Recommendation

That Shoalhaven City Council:

1. Formally recognises the value of its workforce and commits to not outsourcing any work that is currently undertaken by the permanent workforce - including permanent part time employees.
2. Continue the practice of converting employees who have been on fixed term employment contracts for extended periods to the permanent staff where those roles are deemed ongoing and recurrent funding is available in the budget.

Details

Shoalhaven City Council undertakes a vast array of services through its workforce and in particular its outdoor workforce, including (but not limited to) mowing, horticultural and tree services. These services have been traditionally undertaken by Council employees and over the years the level of professionalism and qualifications of staff in these roles has risen considerably.

All roles within Council are performed by our committed and dedicated staff with our workforce being held in very high regard by the elected Council. Shoalhaven City Council staff are proud of the work they do and have worked tirelessly to create an efficient and effective service for the community.

Recently it was brought to Councillors' attention that toilet cleaning was an additional task that had been given to outdoor staff as part of the duties within their precincts. This task isn't one that many of our skilled outdoor staff prefer to do as they would rather dedicate their time and efforts to their substantive duties. Through workplace consultation with staff, it was suggested that toilet cleaning could be better serviced through a specific contract and given the amount of maintenance backlog the city is experiencing due to the multiple effects of natural disasters, keeping our outdoor staff focused on their primary duty provides far better outcomes.

The proposal presented to Council identified that savings from the contract were not insignificant and those funds could be spent directly on other maintenance work, including roads maintenance. However, the awarding of the contract has raised concerns with some staff that there is further consideration being given for 'outsourcing' of work currently performed by Council staff.

This Mayoral Minute is to confirm to our staff that there is no intention from this Council to outsource any work that is currently undertaken by the permanent workforce (including permanent part time employees) - just as Council was committed to retaining our workforce during the early days of COVID 19 where we deployed many people into other roles.

The Minute also confirms that Council will continue the practice of converting employees who have been on fixed term employment contracts for extended periods to the permanent staff where those roles are deemed ongoing and recurrent funding is available in the budget.

When the current short contract for toilet cleaning is completed in two years' time, and Council has had the opportunity to tackle some of the big repair issues that multiple natural disasters have wrought on the city, it will be the right time to reconsider this arrangement.

Right now, our City needs our attention and the right people to do that are the staff of Shoalhaven City Council, who have given above and beyond in service, continuously over the last 2 plus years of significant challenges. We appreciate staff efforts in all areas, which haven't gone unnoticed in these challenging times.

I commend the recommendation to you.

MM22.9 Mayoral Minute - Council Recognition and Thanks - Support Pledges - Federal Election Candidates for Gilmore

HPERM Ref: D22/167465

Recommendation

That:

1. Council recognise and thank the Federal Election Candidates for the seat of Gilmore for their pledges of support to the Shoalhaven and wish them well for the upcoming Federal Election.
2. At the conclusion of the campaign Council write to all candidates thanking them for their pledges of support.
3. After the declaration of the polls, Council writes to the newly elected Federal Member for Gilmore and extend an invitation to meet Council's elected body and executive management team.

Details

Shoalhaven City Council wishes to acknowledge the following declared candidates (in order of the ballot draw) for the federal seat of Gilmore; Andrew Constance, Nina Digiglio, Carmel McCallum, Jordan Lindsay Maloney, Jeremy Eid, Adrian Fadini and Fiona Phillips MP the current Member for Gilmore, and wishes them well on their campaigns leading up to the Federal Election on the 21 May 2022.

It is acknowledged that Gilmore is a marginal seat and there have been numerous pledges from several candidates of support for the Shoalhaven and it is expected that this trend will continue until the conclusion of the campaign period.

Shoalhaven City Council's *Advocacy Document* was created to attract more funding to the Shoalhaven portion of Gilmore. It is pleasing to see that a number of projects outlined in the document have attracted the attention of the candidates, resulting in targeted pledges being made. More information on Council's Advocacy Document can be found here: https://issuu.com/shoalhaven_holidays/docs/2022_prospectus_single_web?e=3953404/90776460

Council is looking forward to working with whomever is the successful candidate and promptly perusing timeframes of the promised funding for the progression of the targeted projects towards completion.

Shoalhaven City Council have enjoyed a very collegial and fruitful relationship with the current Federal Member, Fiona Phillips and would like to thank Fiona for her tireless efforts serving the Shoalhaven community.

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