



MINUTES

Special General Meeting

Thursday 19 September 2019

commencing at 10.00am

Strathpine Chambers
220 Gympie Road, Strathpine

ENDORSED GM20190924

Adoption Extract from General Meeting – 24 September 2019 (Page 19/2090)

B) Confirmation of Minutes from Special General Meeting

Special General Meeting - 19 September 2019 (Pages 19/2083 - 19/2088)

RESOLUTION

Moved by Cr Denise Sims

Seconded by Cr James Houghton

CARRIED 10/0

That the minutes of the Special General Meeting held 19 September 2019, be confirmed.

LIST OF ITEMS

- | | | |
|----|--|-------------|
| 1. | OPENING PRAYER | 2083 |
| 2. | ATTENDANCE & APOLOGIES | 2083 |
| 3. | PURPOSE OF MEETING | 2083 |
| | <i>ITEM 3.1</i> | |
| | <i>GRASSROOTS CONNECTIONS AUSTRALIA: OUTCOMES REPORT FOR MORETON
BAY REGIONAL COUNCIL - REGIONAL</i> | <i>2086</i> |
| | REPORT DETAIL | |
| 4. | CLOSURE | 2088 |

In February this year Council engaged Grassroots Connections Australia to undertake an organisational review of Moreton Bay Regional Council.

We asked for a comprehensive evaluation of our organisation and we've certainly got that.

This has been a substantial task.

The Outcomes Report consolidates the feedback we have received from staff, external stakeholders, government agencies, business partners and unions as well as former employees.

This feedback will inform how we can improve our organisation and enhance the services we provide to the community.

This is not a report that any of us can ignore.

And as Mayor, it is my duty to ensure we act.

I believe this is an opportunity for transformational change.

The Outcomes Report identifies opportunities for improvement, including how we engage with our employees and increase stability, reduce staff turnover and improve our organisational culture.

There is no Moreton Bay Regional Council without our hardworking staff.

I take heart in the fact that the vast majority of our staff have said they enjoy the company and professionalism of their colleagues and that their work is interesting and fulfilling.

However, it's clear we need to create greater stability for our workforce and community.

We must transition MBRC into becoming a more modern and responsive organisation.

Moreton Bay Region is the third largest Council in Australia by population (459,600 people) with a Gross Regional Product of \$17.4 billion.

We are delivering game changing projects and we aren't afraid to push the limits of what's possible for a Council to deliver.

There is no reason why we shouldn't be an employer of choice in Southeast Queensland.

I know this is the ambition of the councillors.

And I can assure staff that my fellow Councillors are equally determined to see change so that things improve.

We can improve the support you receive from management.

We can improve communications from the leadership team to staff.

And we can improve the training and development opportunities staff receive, so that they enjoy long and fulfilling careers here at Council.

The difficulty we have had getting our planning scheme amendments approved by the State Government is widely reported.

This is something we seek to address as a priority and have already commenced this work, by recently approving the development of a Regional Growth Management Strategy 2041.

This is essential to MBRC getting on with the job of managing development in an orderly fashion across the region, in the face of enormous population growth.

Our community expects this of us.

The Outcomes Report highlights our need to improve stakeholder and community engagement across the Region.

It also highlights the need to increase accountability to our community.

My job now, up until my retirement in March, will be to work every day with my fellow councillors ensuring that an incoming Mayor and Council has a roadmap to improve our business and culture.

But I do want to emphasise that today's report is overwhelmingly positive about Council's fiscal discipline and financial strategies post-amalgamation.

It commends MBRC for being a "stand out" operator among our peers on these measures.

We've made tough decisions to keep rates low and deliver nine consecutive Budgets with operational surpluses - while also building the infrastructure needed to keep us growing and on track.

The report recognises that major initiatives like the Moreton Bay Rail Link and the University site at Petrie are region-making projects that were only possible because of our solid financial position and strategic leadership.

Despite being the third largest council in Australia, we have the lowest operating costs of all SEQ Councils.

Since amalgamation in 2008 our strategy of cost containment and employee rationalisation has produced a lean organisation that operates incredibly efficiently.

We have reduced our staff from 2,600 during amalgamation to 1,600 staff now.

This means we have room to grow and, as recommended by the report, we will look to hire additional staff in areas where it's identified that we must work to provide a better level of service to our community.

I want to assure ratepayers and residents that Council's driving motivation in every decision has been to ensure you get the best bang for your buck in terms of local infrastructure and service.

It's been 11 years since amalgamations and we've done the hard work over that time to create an efficient Council.

Now I believe the next decade needs to be spent improving Council's culture so that Moreton Bay is a place where people want to work, with a reputation for positive community engagement, transparency and communication.

That journey starts today."

ITEM 3.1

GRASSROOTS CONNECTIONS AUSTRALIA: OUTCOMES REPORT FOR MORETON BAY REGIONAL COUNCIL - REGIONAL

Meeting / Session: 1 GOVERNANCE
Reference: A19094106 : 16 September 2019 **Refer Supporting Information A19097847 (now deemed non-confidential)**
Responsible Officer: GK, Acting Chief Executive Officer (CEOs Office)

Executive Summary

In February 2019 Council engaged Grassroots Connections Australia to undertake an organisational review of Moreton Bay Regional Council. This review is being conducted in two phases:

1. An initial scoping exercise to identify the key issues reflecting the concerns of the Council with a view to formulating appropriate Terms of Reference for a more detailed "Phase 2" examination of those issues; and
2. A comprehensive review of the issues identified in the scoping exercise with the objective of developing specific policy, administrative and other responses to address identified problem areas (Phase 2).

The purpose of this report is to present the recommendations from the first phase of this review to Council, and to confirm the scope and key processes for Phase 2 of the review.

RESOLUTION

Moved by Cr Mike Charlton (Deputy Mayor)

Seconded by Cr Matt Constance

Unanimous 12/0

1. **That Council receive the Grassroots Connections Australia Outcomes Report for Moreton Bay Regional Council and endorse the terms of reference for Phase 2 of this review as outlined in section 5.2 of this report.**
2. **That a Project Management Group be established to oversee the implementation of the recommendations from Phase 1 of the review and to report back to Council on a regular basis as to the progress on Phase 2 of the review.**
3. **That Council resolve to release the Grassroots Connections Australia Outcomes Report to the public.**

ITEM 3.1 - GRASSROOTS CONNECTIONS AUSTRALIA: OUTCOMES REPORT FOR MORETON BAY REGIONAL COUNCIL - REGIONAL - A19094106 (Cont.)

OFFICER'S RECOMMENDATION

1. That Council receive the Grassroots Connections Australia Outcomes Report for Moreton Bay Regional Council and endorse the terms of reference for Phase 2 of this review as outlined in section 5.2 of this report.
2. That a Project Management Group be established to oversee the implementation of the recommendations from Phase 1 of the review and to report back to Council on a regular basis as to the progress on Phase 2 of the review.
3. That Council resolve to release the Grassroots Connections Australia Outcomes Report to the public.

REPORT DETAIL

1. Background

At its meeting on 26 February 2019 Council engaged Grassroots Connections Australia (Grassroots) to undertake an organisational review. The Council initiated the review because of concerns associated with the performance of some Council departments, and the culture of the organisation.

2. Explanation of Item

This review is being conducted in two parts:

1. An initial scoping exercise to identify the key issues reflecting the concerns of the Council with a view to formulating appropriate Terms of Reference for a more detailed "Phase 2" examination of those issues; and
2. A comprehensive review of the issues identified in the scoping exercise with the objective of developing specific policy, administrative and other responses to address identified problem areas (Phase 2).

The outcomes report is the key deliverable of the scoping exercise outlining the findings of this phase and providing detailed terms of reference for the comprehensive review.

3. Strategic Implications

3.1 Legislative/Legal Implications

Any legislative/legal implications associated with the Grassroots outcomes report will be considered in Phase 2 of the review.

3.2 Corporate Plan / Operational Plan

Strengthening Communities: Strong local governance - strong leadership and governance.

3.3 Policy Implications

Any policy implications associated with the Grassroots outcomes report will be considered in Phase 2 of the review.

3.4 Risk Management Implications

Any risk management implications associated with the Grassroots outcomes report will be considered in Phase 2 of the review.

3.5 Delegated Authority Implications

Any delegated authority implications associated with the Grassroots outcomes report will be considered in Phase 2 of the review.

ITEM 3.1 - GRASSROOTS CONNECTIONS AUSTRALIA: OUTCOMES REPORT FOR MORETON BAY REGIONAL COUNCIL - REGIONAL - A19094106 (Cont.)

3.6 Financial Implications

Any financial implications associated with the Grassroots outcomes report will be considered in Phase 2 of the review.

3.7 Economic Benefit

There are no economic benefits directly associated with this report.

3.8 Environmental Implications

There are no environmental implications directly associated with this report.

3.9 Social Implications

There are no social implications directly associated with this report.

3.10 Consultation / Communication

The Mayor, Councillors, Executive Management Team, other relevant staff and external stakeholders were consulted in the preparation of the Grassroots outcomes report.

4. CLOSURE

There being no further business the meeting closed at 10.13am.

ACTING CHIEF EXECUTIVE OFFICER'S CERTIFICATE

I certify that minute pages numbered 19/2083 to 19/2088 constitute the minutes of the Special General Meeting of the Moreton Bay Regional Council held 19 September 2019.

Graeme Kanofski
Acting Chief Executive Officer

CONFIRMATION CERTIFICATE

The foregoing minutes were confirmed by resolution of Council at its meeting held Tuesday 24 September 2019.

Graeme Kanofski
Acting Chief Executive Officer

Councillor Allan Sutherland
Mayor