

DRAFT

The Hon Melissa Horne MP
Minister for Local Government
E: minister.horne@minstaff.vic.gov.au

Dear Minister,

I am writing today in follow up of my letter dated March 6, 2023, to provide you with a further update on the actions of the elected Council in response to Municipal Monitor Janet Dore's report and 10-point plan and the appointment of our second Municipal Monitor Peter Stephenson.

Developing a Statement of Intent

At our May Council Meeting we endorsed the appointment of Andrew Douglas of FCW Lawyers to deliver a Councillor Training Program.

Mr Douglas will work with us to deliver a Statement of Intent that will guide and direct behaviour between Councillors as a group, and Councillors and Council staff. This statement will be signed by all Councillors and delivered to the Municipal Monitor on July 20, 2023.

Councillors have already held one-on-one discussions with Mr Douglas and, while I can only speak for myself, I have found them to be of great benefit.

What does better look like?

I also asked Councillors to participate and reflect during discussions where we:

- Reflected on our role and how we can work to achieve the best outcomes for the community we serve.
- Identified the training requirements we will seek, both individually and collectively.
- Discussed what better looks like and identified what changes Councillors will make to assist us as a Council achieve our roles, have a healthy and respectful workplace, and go home from a day's work at Council proud of our achievements and interactions,
- Discussed that culture is set from the top and as leaders we are all responsible for actively creating a positive culture for the organisation and
- Discussed how we will provide a safe workplace.

To this end, we have committed as a group to:

- Formally recommit to the Municipal Monitor's 10 Point Plan, Charter of Mutual Respect and Councillor Code of Conduct at the Extraordinary Council Meeting on June 27, 2023.
- Formally endorse the signed Statement of Intent at an Extraordinary Council Meeting on July 25 2023.
- Build a renewed culture based on respect, trust, and open communication.

- Call out inappropriate behaviour to provide a safe workplace environment for Councillors and Officers, and
- Recommit to working together to deliver the Council Plan and respond and represent the views of the whole community while making decisions in their interests.

Additionally, I have been speaking with Councillors about developing our own set of KPIs and a Professional Development Plan to ensure we are meeting our requirements and fulfilling our duties.

Please find attached the Council reports detailing our recommitment to our Councillor Code of Conduct, Charter of Mutual Respect and the Municipal Monitor's 10 Point Plan which were formally endorsed at the June 27 2023 Council meeting.

I will send you the Council report from the July 25 Extraordinary Council Meeting once we have held that meeting. This will include the outcomes and commitments from training we are currently undertaking with Andrew Douglas of FCW Lawyers.

Please do not hesitate to contact me should you require any further information or would like to discuss these commitments further.

Kind regards,



Cr Laura Binks
Mayor
Strathbogie Shire Council