

**Treasurer  
Minister for Local Government  
Minister for State Growth**

Level 9 15 Murray Street HOBART TAS 7000 Australia  
GPO Box 123 HOBART TAS 7001 Australia  
Ph: +61 3 6165 7670  
Email: [treasurersoffice@dpc.tas.gov.au](mailto:treasurersoffice@dpc.tas.gov.au)

17 MAY 2019



Cr Debbie Wisby  
Mayor  
Glamorgan-Spring Bay Council  
Email: [debbie.wisby@freycinet.tas.gov.au](mailto:debbie.wisby@freycinet.tas.gov.au)

Dear Mayor Wisby *Debbie,*

Thank you for meeting with me recently.

I am writing to you regarding community concerns surrounding the management of sewage at Coles Bay. As you know, a number of residents have expressed concerns that on-site wastewater management systems, more commonly known as 'septic tanks', are beyond their useful life and there is evidence they are failing. Increased demand, particularly at key times during the year, is a likely contributor.

As you would be aware there is an affirmative duty on councils under Section 23A of the *Environmental Management Pollution Control Act 1994* (EMPCA) which places a requirement on persons to take such steps as practicable or reasonable to prevent or minimise environmental harm. In addition to the requirements placed on persons by the provisions of EMPCA, a council has powers pursuant to section 200 of the *Local Government Act 1993* to serve an abatement notice on a property where a nuisance has been identified. Alternatively, a council may issue a Plumbing Order under section 250 of the *Building Act 2016* which requires plumbing work on septic systems to be undertaken.

I understand that the Glamorgan-Spring Bay Council intends to undertake an audit of recorded septic systems within the Council area. I would be pleased if you would advise me as to the scope and timeframe of the intended audit. At the conclusion of the audit, I would also appreciate the Council providing both myself and the Local Government Division with the outcomes identified in the audit. It would also be of value to understand what actions might be undertaken by the Council if a number of systems are identified in the audit as failing or failed.

Yours sincerely,



Peter Gutwein MP  
Minister for Local Government

4

**From:** Mayor Debbie Wisby <debbie.wisby@freycinet.tas.gov.au>  
**Sent:** Sunday, 19 May 2019 2:18 PM  
**To:** Treasurer Office (DPaC)  
**Cc:** Ian Pearce  
**Subject:** MIN19/11266 Re: Letter from the Minister for Local Government  
**Attachments:** Letter - Minister for Local Government to Mayor Wisby.pdf

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

**Categories:** [Redacted]

Dear Minister Gutwein

Thank you for your time on Wednesday.

In relation to Coles Bay sewerage, I met with Council's Environmental Health Officer on Friday to scope-out a pathway forward. Council's obligations and powers under relevant Act's, timeframes, additional staff resources required and costs for the initial desktop audit were considered. It appears we will be able to obtain details from the four AWTs providers on their installations in Coles Bay. This information, together with Council's files will form the start point of the process.

As requested, we will keep you informed of our progress including timeframes, actions taken and outcomes identified from the desktop and onsite audits.

Kind regards

Debbie

Debbie Wisby  
Mayor  
Glamorgan Spring Bay Council

M: [Redacted]  
E: [debbie.wisby@freycinet.tas.gov.au](mailto:debbie.wisby@freycinet.tas.gov.au)

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**From:** Treasurer Office (DPaC) <TreasurerOffice@dpac.tas.gov.au>  
**Sent:** Friday, 17 May 2019 12:32 PM  
**To:** Mayor Debbie Wisby  
**Subject:** Letter from the Minister for Local Government

Dear Mayor Wisby

Please find attached a letter from the Minister for Local Government.

3

**From:** [REDACTED] (DPaC)  
**Sent:** Monday, 20 May 2019 11:02 AM  
**To:** 'Mayor Debbie Wisby'  
**Subject:** Letter from the Minister for Local Government

Dear Mayor Wisby,

Thank you for your email. Minister Gutwein has noted the actions taken since you both met and looks forward to updates on the progress of the audit.

Kind regards

[REDACTED]  
Administrative Officer  
Office of the Hon Peter Gutwein MP

Treasurer  
Minister for Local Government  
Minister for State Growth  
Level 9, 15 Murray Street, HOBART TAS 7000  
Phone: (03) 6165 7670

Department of Premier & Cabinet  
[www.premier.tas.gov.au](http://www.premier.tas.gov.au)



**From:** Mayor Debbie Wisby <[debbie.wisby@freycinet.tas.gov.au](mailto:debbie.wisby@freycinet.tas.gov.au)>  
**Sent:** Sunday, 19 May 2019 2:18 PM  
**To:** Treasurer Office (DPaC) <[TreasurerOffice@dpac.tas.gov.au](mailto:TreasurerOffice@dpac.tas.gov.au)>  
**Cc:** Ian Pearce <[Ian.Pearce@freycinet.tas.gov.au](mailto:Ian.Pearce@freycinet.tas.gov.au)>  
**Subject:** MIN19/11266 Re: Letter from the Minister for Local Government

Dear Minister Gutwein

Thank you for your time on Wednesday.

In relation to Coles Bay sewerage, I met with Council's Environmental Health Officer on Friday to scope-out a pathway forward. Council's obligations and powers under relevant Act's, timeframes, additional staff

(S)

resources required and costs for the initial desktop audit were considered. It appears we will be able to obtain details from the four AWTS providers on their installations in Coles Bay. This information, together with Council's files will form the start point of the process.

As requested, we will keep you informed of our progress including timeframes, actions taken and outcomes identified from the desktop and onsite audits.

Kind regards

Debbie

Debbie Wisby  
Mayor  
Glamorgan Spring Bay Council

M:

E: [debbie.wisby@freycinet.tas.gov.au](mailto:debbie.wisby@freycinet.tas.gov.au)

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**From:** Treasurer Office (DPaC) <[TreasurerOffice@dpac.tas.gov.au](mailto:TreasurerOffice@dpac.tas.gov.au)>

**Sent:** Friday, 17 May 2019 12:32 PM

**To:** Mayor Debbie Wisby

**Subject:** Letter from the Minister for Local Government

Dear Mayor Wisby

Please find attached a letter from the Minister for Local Government.

Kind regards

[Redacted Signature]

Administrative Officer  
Office of the Hon Peter Gutwein MP

Treasurer  
Minister for Local Government  
Minister for State Growth  
Level 9, 15 Murray Street, HOBART TAS 7000  
Phone: (03) 6165 7670

Department of Premier & Cabinet  
[www.premier.tas.gov.au](http://www.premier.tas.gov.au)



10

**Minister for Police, Fire and Emergency Management  
Minister for Local Government**

Level 5, 4 Salamanca Place, Parliament Square Building HOBART TAS 7000 Australia  
GPO Box 123 HOBART TAS 7001 Australia  
Ph: +61 3 6165 7770  
Email: [Mark.Shelton@dnactas.gov.au](mailto:Mark.Shelton@dnactas.gov.au)



15 NOV 2019

Councillor Debbie Wisby  
Mayor

Glamorgan-Spring Bay Council

Email: [debbie.wisby@freycinet.tas.gov.au](mailto:debbie.wisby@freycinet.tas.gov.au)

Dear Mayor

I am writing to all councillors and the General Manager to advise that I have significant concerns regarding the functioning of Glamorgan-Spring Bay Council.

I have received advice and evidence from the Director of Local Government demonstrating that the respective roles and responsibilities of elected members and the General Manager are not well understood and that an appropriate separation of those roles and responsibilities is not being observed.

This circumstance not only raises concerns regarding proper governance and decision making, but also creates a risk in relation to Council's ability to function, particularly at an operational level.

I am also aware of allegations of bullying in the workplace.

It would appear that the Council must take immediate steps to address what appears to be an escalating and therefore unsustainable situation which threatens the organisation's ability to function effectively.

The Director of Local Government will be providing specific advice to the Council, including recommendations to assist in clarifying roles and functions and establishing practical and appropriate working relationships within the organisation.

I trust you will consider both this correspondence and ensuing advice from the Director as a constructive means of assisting Glamorgan-Spring Bay Council to immediately improve its performance, whilst providing Council with the opportunity to continue to be accountable for its own decisions and actions.

Yours sincerely

Hon Mark Shelton MP  
Minister for Local Government

10

**Minister for Police, Fire and Emergency Management  
Minister for Local Government**

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Email: [Mark.Shelton@dnac.tas.gov.au](mailto:Mark.Shelton@dnac.tas.gov.au)



**15 NOV 2019**

Councillor Michael Symons  
Glamorgan-Spring Bay Council  
Email: [michael.symons@freycinet.tas.gov.au](mailto:michael.symons@freycinet.tas.gov.au)

Dear Councillor

I am writing to all councillors and the General Manager to advise that I have significant concerns regarding the functioning of Glamorgan-Spring Bay Council.

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Yours sincerely

Hon Mark Shelton MP  
Minister for Local Government

**Minister for Police, Fire and Emergency Management  
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Email: [Mark.Shelton@dpac.tas.gov.au](mailto:Mark.Shelton@dpac.tas.gov.au)



**15 NOV 2019**

Councillor Rob Churchill  
Glamorgan-Spring Bay Council  
Email: [rob.churchill@freycinet.tas.gov.au](mailto:rob.churchill@freycinet.tas.gov.au)

Dear Councillor

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Yours sincerely

Hon Mark Shelton MP  
Minister for Local Government

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**Minister for Police, Fire and Emergency Management  
Minister for Local Government**

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**15 NOV 2019**

Councillor Keith Pyke  
Glamorgan-Spring Bay Council  
Email: [keith.pyke@freycinet.tas.gov.au](mailto:keith.pyke@freycinet.tas.gov.au)

Dear Councillor

I am writing to all councillors and the General Manager to advise that I have significant concerns regarding the functioning of Glamorgan-Spring Bay Council.

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Yours sincerely

Hon Mark Shelton MP  
Minister for Local Government



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**Minister for Police, Fire and Emergency Management  
Minister for Local Government**

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Ph: +61 3 6165 7770  
Email: [Mark.Shelton@doec.tas.gov.au](mailto:Mark.Shelton@doec.tas.gov.au)



**15 NOV 2019**

Councillor Annie Browning  
Glamorgan-Spring Bay Council  
Email: [annie.browning@freycinet.tas.gov.au](mailto:annie.browning@freycinet.tas.gov.au)

Dear Councillor

I am writing to all councillors and the General Manager to advise that I have significant concerns regarding the functioning of Glamorgan-Spring Bay Council.

I have received advice and evidence from the Director of Local Government demonstrating that the respective roles and responsibilities of elected members and the General Manager are not well understood and that an appropriate separation of those roles and responsibilities is not being observed.

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Yours sincerely

Hon Mark Shelton MP  
Minister for Local Government

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Email: [Mark.Shelton@dpactas.gov.au](mailto:Mark.Shelton@dpactas.gov.au)



15 NOV 2019

Councillor Keith Breheny  
Glamorgan-Spring Bay Council  
Email: [keith.breheny@freycinet.tas.gov.au](mailto:keith.breheny@freycinet.tas.gov.au)

Dear Councillor

I am writing to all councillors and the General Manager to advise that I have significant concerns regarding the functioning of Glamorgan-Spring Bay Council.

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Yours sincerely

Hon Mark Shelton MP  
Minister for Local Government

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15 NOV 2019

Councillor Jenny Woods  
Deputy Mayor  
Glamorgan-Spring Bay Council  
Email: [jenny.woods@freycinet.tas.gov.au](mailto:jenny.woods@freycinet.tas.gov.au)

Dear Deputy Mayor

I am writing to all councillors and the General Manager to advise that I have significant concerns regarding the functioning of Glamorgan-Spring Bay Council.

I have received advice and evidence from the Director of Local Government demonstrating that the respective roles and responsibilities of elected members and the General Manager are not well understood and that an appropriate separation of those roles and responsibilities is not being observed.

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Yours sincerely

Hon Mark Shelton MP  
Minister for Local Government

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**Minister for Police, Fire and Emergency Management  
Minister for Local Government**

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Email: [Mark.Shelton@dpac.tas.gov.au](mailto:Mark.Shelton@dpac.tas.gov.au)



**15 NOV 2019**

Mr Chris Schroeder  
General Manager  
Glamorgan-Spring Bay Council  
Email: [chris.schroeder@frevcinet.tas.gov.au](mailto:chris.schroeder@frevcinet.tas.gov.au)

Dear Mr Schroeder

I am writing to all councillors and to you, as General Manager, to advise that I have significant concerns regarding the functioning of Glamorgan-Spring Bay Council.

I have received advice and evidence from the Director of Local Government demonstrating that the respective roles and responsibilities of elected members and the General Manager are not well understood and that an appropriate separation of those roles and responsibilities is not being observed.

This circumstance not only raises concerns regarding proper governance and decision making, but also creates a risk in relation to Council's ability to function, particularly at an operational level.

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Yours sincerely

Hon Mark Shelton MP  
Minister for Local Government

12

(DPaC)

**From:** Deputy Mayor Jenny Woods <jenny.woods@freycinet.tas.gov.au>  
**Sent:** Monday, 18 November 2019 10:40 AM  
**To:** Shelton, Mark (DPaC)  
**Subject:** RE: Letter from Minister Shelton

Dear Mark [REDACTED]

Albeit a little late in responding to this email with letter of concerns (about the functioning of the Glamorgan Spring Bay Council) from the Minister, I am by way of curtesy, acknowledging its receipt.

Kind Regards  
Jenny



**Clr Jenny Woods**  
Deputy Mayor  
Glamorgan Spring Bay Council

M: [REDACTED]  
E: [jenny.woods@freycinet.tas.gov.au](mailto:jenny.woods@freycinet.tas.gov.au)

**From:** Shelton, Mark (DPaC) [mailto:Mark.Shelton@dpac.tas.gov.au]  
**Sent:** Friday, 15 November 2019 3:01 PM  
**To:** Deputy Mayor Jenny Woods <jenny.woods@freycinet.tas.gov.au>  
**Subject:** Letter from Minister Shelton

Good afternoon

On behalf of Minister Shelton please see attached correspondence for your attention.

Kind Regards

[REDACTED]  
Executive Officer  
Office of the Hon Mark Shelton MP  
Minister for Police, Fire and Emergency Management  
Minister for Local Government  
Liberal Member for Lyons

Level 5, Parliament Square  
4 Salamanca Place, Hobart, TAS, 7000

Department of Premier & Cabinet  
[www.premier.tas.gov.au](http://www.premier.tas.gov.au)



(DPaC)

21

**From:** Shelton, Minister (DPaC)  
**Sent:** Friday, 10 January 2020 10:11 AM  
**To:** 'Mayor Debbie Wisby'  
**Subject:** Acknowledgement: STATEMENTS OF EXPECTATION - GLAMORGAN SPRING BAY COUNCIL

**Importance:** High

Dear Mayor

On behalf of the Hon Mark Shelton MP, I acknowledge and thank you for your correspondence.

Kind Regards

Executive Officer  
Office of the Hon Mark Shelton MP  
Minister for Police, Fire and Emergency Management  
Minister for Local Government  
Liberal Member for Lyons

Level 5, Parliament Square  
4 Salamanca Place, Hobart, TAS, 7000

Department of Premier & Cabinet  
[www.premier.tas.gov.au](http://www.premier.tas.gov.au)



**From:** Mayor Debbie Wisby <[debbie.wisby@freycinet.tas.gov.au](mailto:debbie.wisby@freycinet.tas.gov.au)>  
**Sent:** Wednesday, 8 January 2020 11:44 AM  
**To:** Tay, Alex (DPaC) <[Alex.Tay@dpac.tas.gov.au](mailto:Alex.Tay@dpac.tas.gov.au)>  
**Cc:** Shelton, Mark (DPaC) <[Mark.Shelton@dpac.tas.gov.au](mailto:Mark.Shelton@dpac.tas.gov.au)>; [will.hodgman@parliament.tas.gov.au](mailto:will.hodgman@parliament.tas.gov.au)  
**Subject:** STATEMENTS OF EXPECTATION - GLAMORGAN SPRING BAY COUNCIL  
**Importance:** High

Dear Director

The Glamorgan Spring Bay Council, the Councillors collectively, and its General Manager received the following email from a Councillor yesterday. The email was addressed to the General Manager and copied to the Council.

"Given that this whole Statement of Expectations process has dropped out of complaints that were lodged against one individual and not 'the Council', I am as disturbed as [redacted] in relation to the ratepayers footing the bill.  
I would appreciate some clarification as well".

I have requested that Councillor to provide the information that supports that Councillor's claims however I have not received any response as yet.

Council agreed to take the action as "strongly recommended" by you, as the Director of Local Government, and supported by Minister Shelton to engage two professional and experienced persons to assist GSBC. It is expected that the costs to Ratepayers for your recommendation to be actioned will be in the vicinity of \$50,000 to \$90,000. As you are aware, Mr Paul West is no longer available and therefore I will be calling a Special Meeting of Council to consider other people for this role. I assume the cost will remain relatively the same regardless of the person engaged.

I am aware of some of your/the Minister's areas of concern regarding GSBC through meetings and previous correspondence but on receiving the email yesterday (as detailed in blue above) I am perplexed why all the cards appear not to be on the Council table. In all likelihood expending significant ratepayer funds without full disclosure of all matters, concerns and allegations, could mean the Statements of Expectation may fall short of covering all of your issues. In all likelihood Council could be wasting ratepayer funds and significant Council time and further heighten stress levels of Elected Members unnecessarily. The time and energy saved by full disclosure could result in a continued focus on Council business presently being conducted such as the:

- Emergency Management and frequent communication with agencies, ratepayers, residents and visitors to the area (such as current Fingal fires),
- Social Housing Project in Triabunna (21 units),
- Design, consultation and finalisation of grants of \$9m+ funding secured in the last 14 months,
- Completion of the new GSBC Strategic Plan, and continued review of Plans, Strategies and Policies,
- Finalisation of Stage 1 of the Prosser Plains Raw Water Project.

It concerns me without additional information from yourself the process may fail and result in forced Administration which would be at the ratepayers and residents detriment considering what this Council has achieved in additional funding, new infrastructure, housing projects and financial viability in its short 14 month existence.

To ensure the best chance of success from this Council on this matter I am requesting full disclosure of concerns and proof you may have of accusations lodged preferably by the end of this week to allow time for Council to consider the information prior to the proposed Special Meeting early next week.

Please contact me if you wish to discuss on [redacted]

Regards

Debbie Wisby  
Mayor  
Glamorgan Spring Bay Council

M: [redacted]  
E: [debbie.wisby@freycinet.tas.gov.au](mailto:debbie.wisby@freycinet.tas.gov.au)

Privileged/confidential information may be contained in this message. If you are not the addressee indicated in this message (or responsible for delivery of the message to such a person), you may not copy or deliver this message to anyone. In such case, you should destroy this message and kindly notify the sender by reply email. Please advise immediately if you or your employer does not consent to internet email for messages of this kind. Opinions, conclusions and other information in this message that do not relate to the official business of the Glamorgan Spring Bay Council shall be understood as neither given, or endorsed by it.

24

DPaC

**From:** Shelton, Mark (DPaC)  
**Sent:** Thursday, 7 May 2020 5:00 PM  
**To:** 'Clr Cheryl Arnol'  
**Subject:** RE: GSBC Statement of Expectations

Hi Cheryl  
Thanks for that, your comments are noted.

**Hon Mark Shelton MP**  
Minister for Police, Fire and Emergency Management  
Minister for Local Government  
Liberal Member for Lyons  
03 6165 7770

**From:** Clr Cheryl Arnol <cheryl.arnol@freycinet.tas.gov.au>  
**Sent:** Wednesday, 29 April 2020 10:22 PM  
**To:** Shelton, Mark (External Contact) (DPaC) <Mark.Shelton@parliament.tas.gov.au>  
**Cc:** Limkin, Craig (DPaC) <Craig.Limkin@dpac.tas.gov.au>; Brown, Melanie (DPaC) <Melanie.Brown@dpac.tas.gov.au>  
**Subject:** GSBC Statement of Expectations  
**Importance:** High

Dear Minister

Ms Lynn Mason has requested that Councillors sign the Statement of Expectations document next week. If any one of us was of a mind not to sign it, she did request the reasons be conveyed to her as it may assist the Minister and the Director to understand your decision if you include in the email your reasons for not signing the Statement which was adopted by Council. I acknowledge it was adopted by Council but I have consistently voted against the Statement of Expectations process.

I have advised Ms Mason today that I will not sign the document and that I would formally provide you with my reasons. Please see the attached letter.

Note I have cc'd the Acting Director of Local Government to this email to ensure he is now included in the formal advice.

Regards  
Cheryl



**Cheryl Arnol, MAICD**  
Councillor  
Glamorgan Spring Bay Council

M: [Redacted]  
E: [cheryl.arnol@freycinet.tas.gov.au](mailto:cheryl.arnol@freycinet.tas.gov.au)

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24

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**GLAMORGAN SPRING BAY  
COUNCIL**

**Cllr Cheryl Amol  
Councillor**

M: [REDACTED]  
P: [REDACTED]

Email: [cheryl.amol@freycinetas.gov.au](mailto:cheryl.amol@freycinetas.gov.au)

29<sup>th</sup> April 2020

**The Hon Mark Shelton  
Minister for Local Government  
Parliament House  
HOBART Tasmania 7000**

By email – [mark.shelton@parliament.tas.gov.au](mailto:mark.shelton@parliament.tas.gov.au)

Dear Minister

I have today advised Ms Lynn Mason that I will not sign the Statement of Expectations (SoE) document. There are several reasons; some of which you are aware, but I write now to formally advise you of the more specific ones -

1. The Statement of Expectations document/process was rejected by Council in January 2019 when suggested by former employee Mr Shane Wells. The view of some on Council was that staff had *no right* to suggest mediation as they had done nothing wrong. More than twelve months later and Council and the Government have decided that it will be the panacea for the ills of GSBC.
2. The Statement of Expectations document should have addressed some of the concerns that had been sent to the former Minister for Local Government, the former Director of Local Government, the current Minister and the now Acting Director of Local Government. Rather than a Board of Inquiry, we have ended up with a plagiarised document that fails the community and staff.

3. [REDACTED]

[REDACTED]

29

April 29, 2020

[REDACTED]

The Statement of Expectations document treats me like a petulant child who does not know how to act with integrity, ethics and principles without signing a simplistic document that has no legislative power. For that reason alone, I will not sign it.

Yours sincerely



**CR. CHERYL ARNOL, MAICD**

cc Mr Craig Limkin, Acting Director of Local Government

**Minister for Police, Fire and Emergency Management  
Minister for Local Government**

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Clr Cheryl Amol  
Councillor  
Glamorgan-Spring Bay Council  
Email: [cheryl.amol@freycinet.tas.gov.au](mailto:cheryl.amol@freycinet.tas.gov.au)

Dear Councillor Amol

Thank you for your recent correspondence regarding the Glamorgan-Spring Bay Council's Statement of Expectations (SoE) process.

I acknowledge that you hold concerns regarding the process, including its application to Council collectively rather than to any individual councillors. I accept that the benefits of a process such as this may be perceived as greater by some individuals compared with others.

Notwithstanding differences of opinion, individual and collective reflection on roles and governance is critical for every council. I have been pleased to see Council, upon the recommendation of the Director for Local Government, voluntarily demonstrating this mindset through a process such as the SoE and I look forward to Council collectively meeting these expectations.

Once again, thank you for taking the time to share your views with me.

Yours sincerely

Hon Mark Shelton MP  
Minister for Local Government

13 May 2020

26

DPaC

**From:** Shelton, Mark (DPaC)  
**Sent:** Monday, 4 May 2020 9:18 AM  
**To:** Shelton, Minister (DPaC)  
**Subject:** FW: Glamorgan Spring Bay Council SoE  
**Attachments:** Hon Mark Shelton.pdf

**Categories:**

**From:** Clr Michael Symons <Michael.Symons@freycinet.tas.gov.au>  
**Sent:** Sunday, 3 May 2020 9:28 PM  
**To:** Shelton, Mark (External Contact) (DPaC) <Mark.Shelton@parliament.tas.gov.au>  
**Cc:** Limkin, Craig (DPaC) <Craig.Limkin@dpac.tas.gov.au>  
**Subject:** Glamorgan Spring Bay Council SoE

Dear Minister

Please see attached correspondence .  
Regards Mike Symons

Michael Symons  
Councillor

Glamorgan Spring Bay Council

M: [REDACTED]  
E: [michael.symons@freycinet.tas.gov.au](mailto:michael.symons@freycinet.tas.gov.au)

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**Clr Michael Symons**

**Councillor**

**Glamorgan Spring Bay Council**

**M: [REDACTED]**

**Email:**

**[michael.symons@frevc.net.tas.gov.au](mailto:michael.symons@frevc.net.tas.gov.au)**

**3<sup>rd</sup> of April 2020**

**The Hon Mark Shelton**

**Minister for Local Government**

**Parliament House**

**Hobart Tasmania 7000**

**By Email - [mark.shelton@parliament.tas.gov.au](mailto:mark.shelton@parliament.tas.gov.au)**

**Dear Minister,**

**I have advised Ms Lynn Mason that I will sign the Statement of Expectations (SoE) document.**

**I do so with reticence and with the following reservations. I do acknowledge I have voted to endorse this process. I also acknowledge that the decision to instigate the SoE was made by a previous Minister and a previous Local Government Director.**

**My understanding is that the initiation of this process was triggered as a way to deal with poor behaviour from several Councillors.**

[REDACTED]

**The preparation of the SoE is an unnecessary expense rate payer should not have had to bear.**

**The expectations in the SoE are reasonable and demonstrate plain common sense and I feel not to sign could be seen as obstructive and unhelpful to this current Council. It is for this reason alone I will agree to sign, however I do not believe I will need to refer to the document to carry out my duties as a Councillor.**

[REDACTED]

[REDACTED]

The problem Council now faces could well have been avoided if some of these "expectations" had been applied.

I would have assumed those expectations to be very apparent and obvious just by following the Local Government guidelines.

All these principles seem to have been ignored to date and therefore I see no evidence they would be adhered to in the future.

I have serious reservations as to whether the SoE will help this group unwind the damage done to Council's reputation, morale, and staff loyalty. I hope your department will provide a firm and guiding hand in assisting Glamorgan Spring Bay to rebuild the Administration to allow for a fully functional, efficient, and harmonious Council in the future.

Regards

Cr Michael Symons

Cc : Mr Craig Limkin, Acting Director of Local Government .

27

**Minister for Police, Fire and Emergency Management  
Minister for Local Government**

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12 MAY 2020

Mr Michael Symons  
Councillor  
Glamorgan-Spring Bay Council  
Email: [michael.symons@irevcinet.tas.gov.au](mailto:michael.symons@irevcinet.tas.gov.au)

Dear Councillor Symons

Thank you for your recent correspondence regarding the Glamorgan-Spring Bay Council's Statement of Expectations (SoE) process.

I acknowledge that you hold concerns regarding the process, including its application to Council collectively rather than to specific councillors.

I note the development and signing of the SoE has been a voluntary exercise for Council following the recommendation of the Director of Local Government. I see this as a positive indication of the Council's willingness to ask questions of itself and to agree with clarity on key governance principles.

I accept that the benefits of a process such as this may accrue more with some individuals than others, but fundamentally, this is about setting and meeting expectations as a whole council. Individual and collective reflection on roles and governance is perhaps one of the most important benefits of the process.

By way of example, the Council body is responsible for determining the crucial role of General Manager. It is important therefore that all councillors have a common sense of purpose and understanding in making this appointment, and are then working appropriately at the intersection of the strategic and operational parts of the organisation.

Once again, thank you for taking the time to share your views with me.

Yours sincerely

Hon Mark Shelton MP  
Minister for Local Government