

President's Report



There have been a number of matters discussed recently at the LGMA Tasmania Board meetings. Some of these issues have included the following:

- LGMA Tasmania Sponsorship Prospectus
- LGMA Budget 2011/12
- Operational Plan and Financial Statements
- LGMA Tasmania 2011 Annual Conference being organised by the Southern Branch
- Cairns National LGMA Conference May 2011
- Emerging Leaders/Advancing Leaders Programs
- ALGWA/LGMA Conference 2012
- Various National Board Activities

Information on these and other LGMA activities and issues are being discussed and reported on at our branch meetings and in this current edition of Focus.

As you may be aware, the National Management Challenge final to be held in June was delayed due to volcanic ash and flight issues. It is now being held on 11 and 12 August. Kingborough Council will be representing Tasmania and we wish them well.

Two Tasmanians, Sandra Ayton, General Manager of Central Coast Council and Kylie Cantwell, Organisational Development Manager at Hobart City Council were successful in obtaining ACELG scholarships for a strategic leadership program. Congratulations to both and we hope you enjoyed the program. Sandra kindly provides us with an overview of this program later in this newsletter.

LGMA Board Election processes are currently underway. Information on Board roles and responsibilities, current terms of office and related details has been forwarded to members. A big thank you to both Tracey Bradley and Paul West who finish their terms this year. This will be more formally recognised at our conference later in October.

The Freycinet conference organising committee has been very busy putting together a very interesting

program this year and we are all looking forward to the professional development and networking opportunities that will be available. Invitations have been sent to the Local Government Minister, Hon Bryan Green, Local Government Division and LGAT. Although the Minister is unavailable at this stage, the Local Government Division and LGAT will be attending and able to address and meet with our members.

Many members around Tasmania have been discussing with me some of the challenges that we are facing in our communities, particularly outcomes of the Tasmanian Forest Industry Agreements. Rural and regional Councils in particular all face a number of challenges to varying degrees and LGMA members are actively confronting these challenges and possible opportunities in their areas.

Further work is also continuing on a number of statewide reviews, e.g. Valuation and Rating Review and the LGAT Financial and Asset Management Study and I thank all those members who are contributing and representing Local Government's interests in these matters.

John Martin
STATE PRESIDENT

Branch Reports

Northern Branch Report

The Northern Branch met on 23 June 2011 at Aurora Stadium and were treated to a guided site visit of the new developments at Aurora Stadium by Launceston City Council staff. This was well received and many ideas were gleaned from the experience by members from other councils.

It's AGM time again - how time flies? The Northern Branch AGM will be held at Northern Midlands Council, Longford on 18th August 2011 at 3.30 pm. All members are welcome to attend with a short general meeting to be held after the AGM.

The Northern Branch has decided to utilise the \$1,000 branch allocation to encourage new membership. It was proposed that all new members for June, July and August go into a draw for free registration to the October 2011 conference. Accommodation would be the responsibility of relevant Councils.

FOCUS

So if you encourage your council employees to join up they may get a free conference registration!

John Martin
PRESIDENT

Peter Groves
SECRETARY

North West Branch Report



The North West Branch held its last meeting at the historic Stanley Town Hall on 13 July 2011 with ten members in attendance. The meeting commenced at 12 noon with a light lunch in recognition of the travelling involved for members to the east.

The meeting received updates on the activities of the Divisional and National Councils, while members provided updates on the activities at their respective Councils. Given the time of year, the majority of discussion revolved around the recently approved Council budgets and budget processes.

An issue concerning the lack of portability of long service leave between employees leaving Councils in Tasmania to join Local Government Authorities and Water & Sewerage Corporations was raised for discussion and it was resolved that a discussion paper will be developed to further consider the matter.

The meeting concluded with a tour of the Stanley Town Hall to view recent renovations that have been undertaken.

Andrew Wardlaw
PRESIDENT

Michael Stretton
SECRETARY

Southern Branch Report



The southern branch meeting was held at Kingborough Sports Centre on the 28th July 2011. There were 22 attendees at the meeting with Lee Connors attending his last LGMA meeting due to his resignation after

over 30 years of membership. He was wished well for the future and thanked for his membership over such a long period of time.

Prior to the meeting commencing we were given a tour of the fantastic new facilities built by the Council with a new gymnastics training facility and the new twin ovals.

John French who is the Manager of the Kingborough Sports Centre gave us a very interesting tour of the new facilities and the current ones and many questions were asked from the attendees. Many thanks to Kingborough Council as the meeting enjoyed a lovely lunch in good company.

The meetings guest speaker was Alex Leith from Lester Frank who provided a presentation on his Urban Planning Growth Model and its usage as a strategic planning tool.

The conference working group has been meeting fortnightly for the State Conference to be held at Coles Bay on the 26th 27th and 28th October 2011. We have some really interesting speakers for the conference in a fantastic environment. We just need to be able to deliver the same weather that Strahan had last year! Freycinet Lodge is now fully booked however there are other venues still available within Coles Bay. Pam Crawford has been working hard on gaining sponsorship for the event and at this stage we only have a few sponsorship places left.

The South has a new HR working group that is meeting regularly and the contact is Josh Munnings at GCC on 6216 6324 if you would like to attend these meetings.

Next meeting is the 6th October at Glenorchy City Council at 11.30 am.

Sue Buckland
PRESIDENT

Anna Holland
SECRETARY

Tasmanian News

Management Excellence Awards

Nominations for the 2011 LGMA Tasmania Management Excellence Awards are now open.

The Management Excellence Awards are awarded to managers and aspiring managers in Local Government in Tasmania whose contribution is, in the opinion of their employing councils or colleagues, worthy of special acknowledgement.

The aims of the Awards are:

- To recognise leadership and excellence in Local Government in Tasmania
- To highlight to LGMA members outstanding achievements, initiatives and innovation in management practices and to encourage the adoption of best practice in Tasmanian Councils

- To enhance the profile of LGMA Tasmania and promote awareness of the role played by Local Government professionals.

There are two categories of Awards:

Management Excellence – Open

The award is open to LGMA Tasmania members with a management role in Local Government in Tasmania.

This category is sponsored by KMPG



Aspiring Manager

This award is to any person who aspires to a management role in Local Government. Please note that the age limit has been removed this year. This Category is sponsored by the Commonwealth Bank.



CommonwealthBank

The winners of the awards will each receive \$1,000.00 to assist with the undertaking of a professional development activity directly relevant to their work in Local Government.

Nominations forms are available on our website at http://tas.lgma.org.au/category/management_excellence_awards_1

Nominations close on Friday 2 September 2011.

Emerging Leaders Program

LGMA Tasmania is pleased to advise that the Emerging Leaders program will be offered this year on 17 and 18 November 2011.

The Program is a unique professional development opportunity for current leaders, those who aspire to positions of leadership and those who aspire to provide leadership in a particular area of interest within the Local Government sector. The Program will focus on equipping emerging leaders with an understanding of the key challenges facing local

government in the future; the skills and competencies to develop leadership ability; and the resources to continue learning and practicing leadership behaviours.

Participants will have the opportunity to count the applied learning from this course towards part completion of a unit in the Graduate Certificate of Management (UTAS).

Further information on this program will be provided to members soon but any enquiries may be directed to Pam on 0409 284 063 or email Pamela.Crawford@lgmatas.org.au

Annual Conference 26 – 28 October 2011

Preparations are well underway for the 2011 Annual Conference and AGM to be held at Freycinet Lodge, Coles Bay. We are delighted to confirm that Stephen Mayne, founder of Crikey.com will be our key note speaker this year.

As in previous years, the accommodation at Freycinet Lodge is fully booked. Accommodation is still available in Coles Bay itself – please check the website for some suggestions on properties in the area - http://tas.lgma.org.au/category/2011_lgma_tasmania_agm_and_conference

LG Contacts Directory

At the 2011 LGMA National Congress and Business Expo in Cairns, the LGMA National office and long-time sponsor, McArthur launched the much anticipated LG Contacts directory iPhone app – also available as a mobile site for other smart phones.

The app and mobile site are offered to LGMA members as a **free download**. Contact details for all Australian local government authorities, professional associations and state and federal local government authorities, professional associations and state and federal local government departments are now one touch away.

Features include:

- Multiple search options with one touch connection to phone, email and website
- Option to save contact details in iPhone or mobile address book
- Link to google maps on street addresses
- Details of council CEOs, General Managers and Mayors
- Latest LGMA news and events

To download your free copy of the iPhone app or register for the mobile site simply follow the directions below using the following login:

Username: lgmanat
Password: lgmanat11

The login details are valid up until the 31 August. To continue using the app or mobile site you will need to **register your own username and password** using the on-line registration form (please allow between 24-48 hours for your new log-in details to take effect). You can access the form from the LGMA National website – www.lgma.org.au or by clicking on the following link:

http://www.lgma.org.au/default/lgma_iphone_application

Download for iPhone/iPad

- Log into iTunes
- Search 'LGMA'
- Download the LG Contacts app (free)

Download as mobile site

- Enter www.lgma.org.au into your search engine
- Log-in using the details above
- Save www.lgma.org.au to your homepage

If you have any trouble downloading or using your iPhone app please don't hesitate to give LGMA National a call on (03) 9682 9222 or email them at marketing@lgma.org.au.

Membership News

New Members

The following new members are welcomed to LGMA Tasmania –

- Kim Hossack, Corporate Services Manager, Flinders Council
- Danielle Harris, Business Analyst, Cradle Mountain Water
- Rolph Vos, Development Services Manager, West Tamar Council

Membership Contact Details

Recently we wrote to all members to update their contact details for the LGMA Tasmania membership register. We had a great response and the database is now up to date. Thank you all!

The chockie frog for the very first respondent was the super-fast Matthew Grimsey at Huon Valley who updated his details within minutes of me sending it! Well done Matthew!

Membership Subscription Invoices

Membership subscription invoices have now been sent out to all members. The fees for 2011/2012 are as follows:

General Manager/CEO	\$335.00
Fellow	\$265.00
Director/Operational Manager	\$265.00
Member	\$210.00
Affiliate	\$110.00
Retired	\$ 55.00
Subscriber	\$115.00

Membership Fee Discounts

Don't forget that LGMA Tasmania now offers a 50% discount on full membership fees (members and fellows) for those who are working a 60% fraction or less and for members aged 30 years or less.

So please, encourage your colleagues to join LGMA. Application forms are available on our website at http://tas.lgma.org.au/category/membership_application_1 or please contact Pam Crawford on pamela.crawford@lgmentas.org.au if you would like further information on this exciting initiative.

LGMA Representation

LGMA Tasmania is well represented on a number of State Government and LGAT committees. Some of the committees and our representatives are listed below for your information.

- State and Local Government Valuation and Rating Review Steering Committee – John Martin
- Local Government Board – to be advised – we have nominated Paul West
- LGMA National Board representatives - Andrew Wardlaw and Karen Hampton
- Measuring Council Performance in Tasmania (KPI) Project Review Committee 2010 – Andrew Wardlaw
- LGAT Skills Group – Glenn Doyle

Events Calendar

August	
Thursday 25	Board Meeting
Friday 26	National Board Meeting
September	
Wednesday 14 – Thursday 15	General Manager's Workshop (LGAT)
Thursday 15	National Executive Committee
October	
Wednesday 5	North West Branch meeting
Thursday 6	Southern Branch meeting
Thursday 20	National Executive Committee
Wednesday 26	Board Meeting
Wednesday 26 – Friday 28	AGM/Annual Conference – Freycinet Lodge, Coles Bay
November	
Saturday 19	National Board Meeting
December	
Friday 2	Board Meeting
Thursday 15	National Executive Committee

LGMA Tasmania Board Elections

Nominations have been called for vacancies on the LGMA Tasmania Board.

This year there are two vacancies on the Board and nominations close at noon on Thursday 18th August 2011.

If you need a nomination form or would like any further details, please do not hesitate to contact Pam Crawford on 0409 284 063 or pamela.crawford@lgmentas.org.au.

LGMA Tasmania Board

The 2010/2011 LGMA Tasmania Board members are:

President	John Martin Dorset Council
Tracey Bradley	Waratah Wynyard Council
Susie Bower	Dorset Council
Karen Hampton	Devonport City Council
Sue Buckland	Glenorchy City Council
Tim Watson	Meander Valley Council
Paul West	Kingborough Council
Andrew Wardlaw	Burnie City Council
Glenn Doyle	Huon Valley Council

Pam Crawford (Executive Officer)

PO Box 535, GLENORCHY, TAS 7010

Pamela.Crawford@lgmentas.org.au

0409 284 063

Southern Branch

President	Sue Buckland Glenorchy City Council
Secretary	Anna Holland Glenorchy City Council
Email	AHolland@gcc.tas.gov.au

Northern Branch

President	John Martin Dorset Council
Secretary	Peter Groves Dorset Council
Email	PGroves@dorset.tas.gov.au

North West Branch

President	Andrew Wardlaw Burnie City Council
Secretary	Michael Stretton Central Coast Council
Email	Michael.Stretton@centralcoast.tas.gov.au

National News

To find out what is happening nationally visit

<http://www.lgma.org.au/>

New Glenorchy City Council General Manager



LGMA Tasmania welcomes Peter Brooks back to Tasmania as General Manager of Glenorchy City Council.

Peter was born in England, and taken to Africa at the age of 3 years by his parents who answered the call for teachers to “the colonies”. Peter grew up in Rhodesia, now Zimbabwe. He says he cannot imagine what his parents had to cope with - taking their three sons 3, 2 and one year old, by ship to Cape Town – then on a five day train journey to Rhodesia!

Peter was schooled in Rhodesia and after college he joined the Rhodesian Government Central Statistical Office, during a period when trade sanctions were introduced. He worked calculating and producing statistics of imports and exports from all the countries that had publicly imposed those sanctions.

In 1975 Peter left Rhodesia with everything he owned on his back. He then hitchhiked to South Africa and joined Barclays Bank in Johannesburg for eight months, as Assistant Management Accountant, before buying a one way ticket to Luxembourg. Peter hitch hiked around Europe before going to England to be met by his extended family – there were 12 aunts and uncles in his mother’s family and 8 in his father’s family.

Peter worked in the UK and eventually migrated to Australia in 1982 with his wife Liz. He started work in Sydney as Administration Manager with Grace Removals and Storage (part of the Brambles Group) and rose through the ranks working in Lismore, NSW, Newcastle, NSW and eventually being State Manager, Tasmania.

Peter and his wife, Liz, married in England in 1977, and

have 4 sons: Mark, married in Hobart with 2 daughters (Peter’s 2 granddaughters); Luke also married in Hobart with a very new son (their 3rd grandchild); Patrick, about to get married in November in Melbourne; and Joseph, a student in his final year at La Trobe University, Melbourne – hoping to get a job in podiatry in Hobart early next year.

Peter’s move into Local Government began in 1989 when he became Secretary /Facilitator Small Business Development with the Huon Municipal Association, followed by a two year stint with the Municipal Association of Tasmania before he became Director Financial Services with Burnie City Council in 1992 and General Manager in 1995. He was appointed Chief Executive Officer of Northern Grampians Shire Council in 2000 and in 2004 was appointed General Manager at Griffith City Council in NSW until his recent move back home to Tassie.

Peter believes that working in local government has developed his belief in being a people person. He says that he has had to rebuild relationships and communication between Councillors, staff and the Communities at his previous Councils – and this is where he sees his emphasis on working genuinely with communities and people.

Whilst he is committed to the financial side of things, as General Manager Peter says that he tries to ensure he covers the whole spectrum of the City Council and he is looking forward to the challenges and opportunities.

Peter also enjoys encouraging the personal and professional development of staff, while also promoting corporate management. People skills are vital and Peter says that he would rather have someone who is keen, dedicated and with good people skills than someone with five degrees. Peter sees an important role for regional local government and has previously delivered a number of Federal Government programs, not traditionally the role of Local Government at a regional level.

Peter is passionate about economic development and see it as vital that the GM is seen as the go to person for economic development.

Peter is transferring his membership of LGMA from NSW to Tasmania and we look forward to catching up with him at LGMA Tasmania events in the near future.

2011 Excellence in Local Government Leadership Program

Congratulations to Sandra Ayton, General Manager of Central Coast Council, and Kylie Cantwell, Organisational Development Manager at Hobart City Council on winning a scholarship to attend the 2011 Excellence in Local Government Leadership Program.



For this edition of FOCUS, we will be profiling Sandra Ayton and Kylie Cantwell.

For those of you that don't know, Sandra was appointed as General Manager of the Central Coast Council in July 2008, having accrued over 30

years working in Local Government. Prior to her current appointment she held the position of Director Corporate and Community Services with Central Coast. Sandra says that she "has been fortunate to have worked in many different roles throughout my career which has enabled me to gain valuable insights into Local Government as a whole. Some of the more valuable and rewarding of these roles have included the integration of IT into the organisation along with managing the organizations financial operations".

Sandra is an advocate of lifelong learning and holds a Bachelor of Business, CPA, Master of Business Administration and a Master of Public Policy and Governance.

Sandra says she "has a keen interest in community governance, community capacity building and how we can empower the community to drive legitimate social outcomes from within, from a bottom-up approach rather than from the top down".

As General Manager Sandra has many aspirations for the organisation she leads, with her current focus being on ensuring the long term sustainability of both the organization and the community it serves. Sandra is also currently focused on coaching and mentoring staff to enhance their opportunities to grow and develop.

In working to achieve these aspirations the organization is currently being introduced to the

Business Excellence Program and has undertaken its first organizational cultural survey to ensure continued development of the leadership culture to help drive change.

Sandra recently attended the first week of the Leadership Program. Sandra has very kindly provided us with an overview of the Program below:

Recently, I was fortunate to receive a scholarship for Women in Local Government from the Commonwealth Government of Australia to participate as one of 40 leaders in local government across Australia and New Zealand in the 2011 Excellence in Local Government Leadership Program.

This consists of two week-long blocks of study in Canberra. The first week was in July with the second week being held in early September.

During the first week which included Defining the Challenges for Local Government I have brought back many learnings and methodologies that can be introduced into the organisation in a practical way including relevant public value models, changing public behaviour and risk communication models.

The week was both challenging and thought provoking, and also importantly gave me the opportunity to network with local government leaders within our industry as well as leading academics in the local government field, both within Australia and internationally.

I have attended many courses throughout my career and I would have to say that this program has proven to be particularly valuable and I would recommend to General Managers or aspiring General Managers that they consider undertaking this program in 2012.

We would like to thank Sandra for her insights and wish her well for the next instalment of the Program in September.

2011 Excellence in Local Government Leadership Program

Congratulations to Kylie Cantwell from Hobart City Council who also won one of the ACELG Excellence in Local Government Leadership Program Scholarships.

Kylie Cantwell is Organisational Development Manager for Hobart City Council. She is responsible for managing the Council's business excellence program as well as organisational culture.

Her recent work has included development of new organisational values and overseeing the Council's Internal Self Assessment, part of Hobart City Council's ongoing commitment to using the Business Excellence Framework.



She has a strong interest in using the business excellence philosophy together with change management, benchmarking and organisational psychology to help organisations to address fundamental issues such as communication, busy-ness and effectiveness

/efficiency; and to help them develop into great places to work which deliver the outcomes their stakeholders need and desire.

Kylie is an active member of the Local Government Business Excellence Network, and recently addressed the Process Excellence Summit 2011 about business excellence at Hobart City Council.

Kylie's qualifications include a Master of Business (Quality Management), Graduate Certificate in Applied Finance and Investment, and Bachelor of Applied Science (Hons).

She has worked in the field of quality management and business improvement for 15 years, across a range of sectors including financial services, health/human services, and children's services, Kylie has insight into business operations for small to large and public, private and non-profit organisations.

Kylie has also kindly agreed to provide us with an overview of her impressions of the Leadership Program.

The Excellence in Local Government Leadership program is a new course for 2011, being offered by the Australia and New Zealand School of Government (ANZSOG), in partnership with the University of Canberra and the Australian Centre of Excellence for Local Government (ACELG). I was fortunate enough to be selected as one of two Tasmanian delegates, and was awarded the Margaret Reynolds scholarship which enabled me to attend the program. I would like to thank Margaret Reynolds for her generosity in providing the scholarship, and Hobart City Council for enabling me to attend.

The program is designed for senior managers, CEOs and elected members to discuss critical issues for local government: how do we understand what will be valuable to our communities? How can we ensure our organisations are sustainable? What can we learn from case studies of other organisations? How can we better interact with other levels of Government?

Highly regarded academics and practitioners spoke and ran workshops during the first session, held in July. These included Professor Gerry Stoker, an academic looking at creating public value and the workings of democracy; Professor Mark Evans, program director; Virginia Haussegger, ABC Canberra presenter; Jude Munro, former Brisbane City Council CEO; as well as Australian government executives and other academics.

A key output of the program will be the range of projects which participants are undertaking, ranging from producing a guide to help local government to use the concept of "public value", through to the wicked problem of ensuring a sustainable employee base in an environment of an ageing, shrinking workforce. These projects will be presented, and published on the ANZSOG site, after the second session in September.

From my perspective as an Organisational Development Manager, the program provides me with insight into the challenges that our workforce need to be able to address in coming years, and valuable information and connections to share with my colleagues. The opportunity to network with people from a wide range of council is also highly valuable, with participants ranging from remote NT areas, to the country's largest council (Brisbane), across metropolitan and rural areas in all Australian states as well as New Zealand.

Thank you to Kylie for providing this information on the Local Government Leadership Program.

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