

2010 LGMA Tasmania Survey of Services

This document compiles responses contained in the drop down menu sitting under a number of the survey questions.

(No. of responses in brackets)

Question 2 Is there a reason why you have not joined LGMA? (10)

Thought it was only for Local Government Managers

Cost- I do not see the value for money

Not sure about benefits

Don't know enough about it

Have not yet applied

I am only new to local government and possibly not in a role that requires this type of membership

Can't see any value

Have not considered joining

New to local government

I have not been given the opportunity

No x 2

Question 10 If you have joined LGMA in the past two years:

How did you find out about LGMA? (18)

General Manager x 3

Newsletter x 2

Via senior manager

Recommendation by my manager x 2

Direct approach on taking position

From associates from other councils

Colleague x 2

Talking to other members

Through other members at council x 2

Through my employment x 2

Through Management Challenge

Was it easy to find out further information? (18)

17 yes

1 'not really'

Was it easy to contact LGMA? (18)

16 Yes

1 No

1 NA

Was your application handle efficiently ? (18)

18 Yes

Did you feel welcome into LGMA? (18)

1 I have not had the opportunity to attend any LGMA meetings due to work commitments

1 Generally Yes but took a little while to get to know some people

2 very

14 yes

Have you any suggestion for improving the process? (16)

Introductions at the early meetings weren't done so for the first meeting I sat not knowing most of the people around the table or where they came from. It did make it a bit harder to be involved in the discussion.

It would be good to have a small profile piece on all current members, this way new members could be given info on who existing members are and where they work and what they do

Process was professional and efficient

13 No/not really

Question 13 Would you be interested in the establishment of Special Interest Groups and, if so, what is your area of particular interest (eg information technology, finance)? (29 –some have been split)

I simply do not have the time to engage at a special interest group level at this stage
Need to get a greater number of people involved before streaming interest groups
No because I have tried it before and it did not work at that high level of management.
Not at this stage

Yes

Yes, on a topical issues basis

Yes, provided they are properly driven and coordinated. In the past I've found that SIGs have not worked properly without a driver and/or only had one interested and participative member. Made it more difficult!

HR (including IR) x 3

Finance x 7

Information technology/management

Governance x 4

Right to information

Performance Management

Asset management

Risk management x 2

Community development x 2

Community services

Leisure planning, social capital, community engagement, public policy, place management

Climate change

Economic development

Publicity & Promotion; Communication

Building Services & asset Management. With increasing numbers of Local Government now not employing Building Surveyors more responsibility is put onto Building Departments, additionally with the increasing requirements for implementation of asset management LGM should congregate to discuss important issues.

We have formed an information Interplan group which has met twice so far. Would like to see this developed further.

Planning, legal drafting of schemes, legislative reform and practical relevance

LG reform

Financial Sustainability

Roles & responsibilities

Skills shortages/LG careers/LG promotion.

Question 14 Can you suggest any other services or activities that LGMA Tasmania might provide? (8)

Lobbying government for consultative and practical reform

Group for younger managers /1st time managers

Mentoring program

Think you're doing a great job.

No x 4

Question 20 Within your role in local government, what are the three main issues or challenges facing you? (33 – have been split and grouped)

L G Reform

the future of local government

Potential merger/amalgamations x 2

Core functions of Council

(Council) Sustainability x 4

(long term) financial sustainability x 4

shared services/resource sharing x2

External influences/ expectations (inc State Government/Community)

Bureaucratic red tape
External Influences from other Governments esp State
State Government making decisions without considering ramifications for delivery at local gov level
Current economic climate
The changing demands on councils.
Increased community expectations x 4

Legislation

Keeping abreast of the legislative changes x 3
Delineating legislative meaning from legislative intent;
Advising on poorly drafted or hastily enacted legislation without proper consultation and practical understandings of environment being affected by legislation - lack of foresight by government

Council Organisational issues

Change management
Maintaining a calm thoughtful approach to addressing problems in the face of the propensity to adopt a quick fix/kneejerk approach.
Lack of teamwork in organisation
Silo mentalities
Recognition of community development/services as a vital role of local government
Elected representatives - Conduct
Governance roles & responsibilities elected members
Corporate Governance
Appreciation for policy and a consistent approach
Recognition of due process
Corporate wide view on management of risk
Communications
Leadership, communication and trust
Isolation.

Finances/resources

Finance/resources x 4
Financial issues
Financial Record keeping;
Revenue opportunities for LG
Rating Methodology
Financial loss of the Sewer and water reforms
Income stream to Manage Stormwater
Information & Communications Technology

Asset management / development

Asset Management/renewal x 8
funding infrastructure
coastal development issues
Approval/Creation of standard local council leases & contracts (conditions only).
Adoption of Departmental Quality Procedures
Require a new Stormwater drains act covering all aspects of Stormwater.

Staff/IR

Employee satisfaction, Keeping people motivated, staff engagement
Workplace Agreement
People management - ratepayers; staff
OH&S compliance/outdoor culture
Skills shortages/ inability to recruit quality staff / retention x 4
Industrial relations x 2
staff skill development
Building Services training
Workload/insufficient time
keeping the balance right between work and play
Time x 2

Demographics

Declining population
Positive Ageing

Question 21 Please take this opportunity to raise other matters or make comments or suggestion about LGMA Tasmania (12 responses – inc 2 no comment)

Provide an outreach/ contact to those new to local government in Tasmania as part of encouraging them to join LGMA

I think that LGMA has the potential for greater media/comms involvement in terms of leadership and advocacy. It would be good if when there is an issue affecting LG that the media's first contact for comment is LGMA - recognising them as the peak body representing LG management. I know this can be a challenge and takes commitment, particularly at a state level, but I think this is advantageous in raising the profile of LGMA, increasing membership (and providing membership satisfaction) and demonstrating the relevancy of LG to the greater population. As an example, the AMA and nurses do this very well. We have found this a challenge in our specific professional body. I know that advocacy strategies are being implemented eg - meeting with politicians etc but this needs more profile.

The development of a mentoring program would be beneficial.

Working with other professional organisations eg - the delivery of professional development, particularly LG affiliated ones, would likely compliment both parties ie - the LGMA/ALGWA 'Stepping out with Confidence'

State conferences should be biennial.

I would really appreciate opportunities to share policies/procedures etc to save re-inventing the wheel.

Do you have a recruitment pack that explains the value of joining and what LGMA is about?

Local government would be better serviced by having only one representative association

LGMA has done little to encourage involvement of people from a more diverse professional background; it tends to still be dominated by administrators; there appears to be a lack of interest and encouragement of new participants particularly at local branch level by the more senior members and GM's; insufficient value placed on mentoring (a strength of the old IMM);

Great organisation - LGMA Challenge needs review

Well run organisation
All good

Question 30 Please name any other professional associations to which you belong (31 – some more than one)

Law Society of Tasmania
Golden Key International
Planning Institute of Australia
Taxation Institute of Australia
Environmental Health Australia
Australian Centre for Leadership for Women
International Young Professionals Foundation
AICD x 3
Williamson Fellow
Committee member of the Australian Water Association
IPWEA x 2
Project Managers of Australia.
Institute of Place Management (London)
CPA Australia x 5
ISPE
Institute of Chartered Accountants Australia
Australian Human Resource Institute x 6
Northern Young Professionals Network
Risk Management Institute of Australia x 4
Australian Institute of Building Surveyors x 2
Chartered Institute of Secretaries
Economic Development Australia
Records Management Association of Australasia