



Local Government Managers Australia (Tasmania) Inc.

2009 - 2014 Strategic Plan

Our Vision:

LGMA – management excellence and effective representation for the local government profession.

Our Mission:

To be the peak body for Local Government professionals in Tasmania providing:

- Leadership and advocacy
- Professional development
- Fellowship and services for members.

Our Values:

In everything we do, we will: -

- Demonstrate professionalism, competence and leadership;
- Act with honesty, integrity and independence;
- Be fair and equitable; and
- Encourage participation and involvement.

Strategic Objectives:

- Influence
- Services
- Promotion and Growth
- Governance

Strategic Objectives and Actions

Strategic Objective 1 - Influence

To provide leadership in influencing the direction of Local Government in Tasmania by:

- 1.1 Building relationships with other spheres of Government and key stakeholders
- 1.2 Ensuring representation on Government Boards and committees and other areas of influence on Local Government issues
- 1.3 Taking opportunities to advocate the position of Local Government generally, and Local Government professionals in particular, in relation to issues impacting on the sector
- 1.4 Promoting the value and importance of skilled local government professionals

Strategic Actions

Building relationships with other spheres of Government and key stakeholders

- 1.1.1 continuation of close working relationships with:
 - LGMA National and other State Divisions
 - Local Government Association of Tasmania
 - Tasmanian Councils
- 1.1.2 establishment of regular meetings with Minister for Local Government and/or Local Government Division;
- 1.1.3 establishment of relationships with other Australian and Tasmanian Government agencies and business groups when relevant and appropriate.

Ensuring representation on Government Boards and committees and other areas of influence on Local Government issues

- 1.2.1 continuation of existing representations, in particular on Local Government Board, LGAT Skills Group and LGAT Conference Organising Committee;
- 1.2.2 identification of opportunities and seeking representation on working parties and committees established by State Government and LGAT for the development or review of policy or legislation.

Taking opportunities to advocate the position of Local Government generally, and Local Government professionals in particular, in relation to issues impacting on the sector

- 1.3.1 identification of issues requiring an LGMA position/response;
- 1.3.2 identification of strategic alliances with other key organisations in the local government sector;
- 1.3.3 development of policy positions, including seeking member's views and input;
- 1.3.4 communication and publication of LGMA policy positions by:

- active participation in all working groups or committees on which LGMA has representation;
- making written representations/submissions to reviews and enquiries;
- making press releases;
- submission of articles to relevant publications.

Promoting the value and importance of skilled local government professionals

- 1.4.1 continuation of membership of LGAT Skills Group;
- 1.4.2 monitor national and interstate programs relating to skills shortages and Local Governments as an employer of choice, to identify what could be adopted in Tasmania;
- 1.4.3 identification of opportunities to promote local government professionals and the issues they face to other governments, the business community and the broader community.

Strategic Objective 2 - Services

To provide local government professionals with a range of services and activities, by:

- 2.1 Developing and delivering a range of professional development opportunities
- 2.2 Facilitating fellowship and networking, on a statewide and regional basis
- 2.3 Communicating regularly, through a variety of means
- 2.4 Offering services to support members

Strategic Actions

Developing and delivering a range of professional development opportunities

- 2.1.1 delivery of a range of professional development opportunities, including:
 - Management Challenge
 - Topical Issues Forum
 - Emerging Leaders Program;
- 2.1.2 examination of development and delivery of new programs,
- 2.1.3 examination of delivery including joint professional development programs with other organisations.

Facilitating fellowship and networking, on a statewide and regional basis

- 2.2.1 continuation of Annual Conference, organised by Branches on a rotational basis;
- 2.2.2 continuation of Branch meetings, with at least 3 in each Branch per calendar year;
- 2.2.3 preparation and publication of a calendar of events for the forthcoming year;
- 2.2.4 consideration of new networking events.

Communicating regularly, through a variety of means

- 2.3.1 production of email newsletter, at least three times per year;
- 2.3.2 emails to members regarding events and issues;
- 2.3.3 review of website with update as necessary;
- 2.3.4 distribution of Annual Report to all members;
- 2.3.5 examination of other means of communication, including between members.

Offering services to support members

- 2.4.1 continuation of Legal Services to members;
- 2.4.2 examination of further information and advice services that might be provided to members;
- 2.4.3 regular survey of members in relation to services received and suggestions for new services;
- 2.4.4 consideration of new services.

Strategic Objective 3 – Promotion and Growth

To grow membership by:

- 3.1 Promoting LGMA and the value of membership
- 3.2 Recognising achievements of Local Government professionals
- 3.3 Developing Special Interest Groups (SIGS)
- 3.4 Developing affiliations with other professional organisations

Strategic Actions

Promoting LGMA and the value of membership

- 3.1.1 development, and annual review, of a communication and marketing plan to:
 - maintain members', and raise prospective members', awareness of LGMA services and representation activities;
 - raise the profile of LGMA and the expertise of its members with other spheres of government, business and the wider community; and
 - actively market LGMA as the peak body for Local Government professionals.
- 3.1.2 development of a network of LGMA contacts in every Tasmanian council, through Branch meetings, to promote LGMA membership and activities to council staff and to liaise with LGMA staff;
- 3.1.3 annual review of membership categories, criteria and subscriptions;
- 3.1.4 development of initiatives to attract new members;
- 3.1.5 encouragement for the inclusion of payment LGMA membership subscription in salary packaging;
- 3.1.6 development and annual review of a pricing policy for LGMA services and events to ensure benefit to members.

Recognising achievements of Local Government professionals

- 3.2.1 continuation of Management Excellence Awards, to recognise the achievements and contributions of Local Government managers and aspiring managers;
- 3.2.2 examination of other ways to recognise the achievements of professionals in Local Government.

Developing Special Interest Groups (SIGS)

- 3.3.1 examination of the feasibility of establishment of SIGs;
- 3.3.2 development of a policy for the establishment of SIGs;
- 3.3.3 establishment of SIGs.

Developing affiliations with other professional organisations

- 3.4.1 establish, and maintain, formal contact with other professional organisations that have members working in Tasmanian local government;

- 3.4.2 initiate examination of mutually beneficial opportunities with other professional organisations, including shared professional development and modified subscriptions arrangements.

Strategic Objective 4 - Governance

To demonstrate high standards of governance by:

- 4.1 Ensuring sound management structures and processes
- 4.2 Ensuring effective performance of the LGMA Tasmania Board and staff
- 4.3 Ensuring necessary funding and resources to meet strategic objectives and the needs of its members
- 4.4 Promoting professional conduct and adherence to the LGMA Code of Ethics

Strategic Actions

Ensuring sound management structures and processes

- 4.1.1 compliance with the Associations Incorporation Act and any other relevant legislation;
- 4.1.2 development, application and regular review of LGMA Tasmania Rules and Policy and Procedures Manual;
- 4.1.3 development of, and review on an annual basis, a five year Strategic Plan;
- 4.1.4 development of an Annual Operational Plan to meet the objectives of the Strategic Plan, with a report on outcomes in the Annual Report;
- 4.1.5 preparation of an Annual Report, to be presented at the Annual General Meeting and provided to every member prior to the AGM.

Ensuring effective performance of the LGMA Tasmania Board and staff

- 4.2.1 development, and annual review, of roles, responsibilities and entitlements of Board Members;
- 4.2.2 development, and annual update, of Board Member's Manual;
- 4.2.3 induction of new members;
- 4.2.4 annual review of Board procedures and standing agenda;
- 4.2.5 development, and annual review, of roles and responsibilities of, and succession plan for, LGMA Tasmania staff;
- 4.2.6 conduct of annual performance review of LGMA Tasmania staff.

Ensuring necessary funding and resources to meet strategic objectives and the needs of its members

- 4.3.1 development, and annual review, of three-year financial projections;
- 4.3.2 development of an Annual Budget, and review of performance at each Board meeting;
- 4.3.3 conduct of annual external audit, with presentation of audited financial statements in the Annual Report.

Promoting professional conduct and adherence to the LGMA Code of Ethics

- 4.4.1 application of the LGMA Tasmania 'Values' and the LGMA Code of Ethics at all LGMA meetings and activities.

Reviewed and updated February 2011