

Key LGAT Activity – March 2015

Key Outputs/Outcomes

- Reports to 19 individual councils containing analysis of the outcomes of the Workforce Survey were distributed to participating Councils. The detailed workforce plans contained in these reports contain practical recommendations to help manage staff turnover in the future, focusing on priority occupation areas for individual councils. The whole of sector report is nearing completion. Following conversations with the Local Government Division, future workforce data will be collected in conjunction with the annual consolidated data collection from 2016.
- Following a workshop at West Tamar to map issues and agree a common approach to implementation of new enforcement provisions in the *Land Use Planning and Approvals Act*, LGAT finalised an issues paper and has had conversations with the Tasmanian Planning Commission about the issues raised, has loaded updated documents on the extranet, has established an email network and is undertaking a mapping exercise in relation to understanding resource sharing opportunities for planning compliance officers.
- Preliminary data analysis from the Elected Member Census has been completed (see attached) with further more detailed analysis now underway.

Policy/Project Activity

- Collection and Collation of elected member demographics as part of the census.
- Compiled councils' case study contributions in relation to the transfer of Forestry Roads and developed a paper for the Premiers Local Government Council. Also developed a paper on rating issues for that meeting.
- Consultation on Burials and Cremations Regulations
- Consultation on Council Committee Processes
- Correspondence to the Minister for Local Government encouraging progression of the Code of Conduct amendments.
- In-house training secured for a number of councils.
- Finalised the report from the Legislation Working Group under the Role of Local Government Project, which identified potential legislative improvements across a range of Local Government functions. Provided to relevant agencies and the Regulation Reduction Coordinator for consideration.
- Input from Councils for the 2015 State-wide Customer Satisfaction survey instrument considered and final document developed for forwarding to relevant research companies via a Request for Quotation process.
- Land Use Planning Enforcement Issues Paper
- Planning for conference, forums and training in the upcoming months.
- Planning for the LGAT General Meeting with its special focus on mergers. Speakers and facilitator identified. Agenda to go out imminently. Research summary paper being prepared.
- Provided information on the Local Government perspective on Container Deposit Schemes to the Legislative Council.
- Secured nominations for the Technical Advisory Group for the Planning Taskforce and Applicants for the Local Government drafter position.

- Standards Panel activity.
- Updated Local Government Awards for Excellence Guidelines and Application form for 2015.

Training and Workforce Development

- Commenced planning a joint forum with Local Government Managers Tasmania (LGMA Tas) and the Institute of Public Works Engineering Australia (IPWEA) Tas Branch around strategic asset management and long-term financial planning.
- Council Workforce Reports were mailed to councils who participated in the survey.
- Have secured training on Contract Management for Council Officers to be undertaken in April.
- Met Local Government Workforce Development Group met in Melbourne to discuss cooperation on a national set of local government HR metrics, for 2016.
- Met TasTAFE seeking alternative assistance with the cost of training for councils, as suitable training grants have largely been withdrawn by the State and Commonwealth governments in 2014 and 2015. Identified a range of courses eligible for the User Choice subsidy. Advised councils of this and the process to request User Choice subsidised training from an Australian Apprenticeship Centre.
- National Local Government HR Conference Working Group Inputs
- Organised Forums on the Personal Behaviours Toolkit.
- Promoted current vacancies and future careers in Local Government jobs at the Commonwealth Government Careers Fair in Launceston, and at the commercially run Big Meet in Hobart. The events were extremely well attended, a relatively large number of qualified people were advised on how to find council jobs and encouraged to apply.
- Recovery and Resilience subcommittee meeting of State Emergency Management Advisory Group
- Working with the Governance Institute of Australia (Tasmanian State Council) on jointly delivering training for Audit Panels in July.
- Volunteering Tasmania re CREW (a volunteer database) roll out in Tasmania.

Communication

- Production of the *LGAT News* magazine
- LGAT Newsletter (13 & 27 March)
- Media Release - Association CEO Moving On

Meetings

- Australian Local Government Association Board Meeting
- Facilitation of Voluntary Amalgamation Workshop for Glamorgan Spring Bay Council
- General Managers Workshop
- Governor's Environment Scholarships Presentation.
- Healthy Food Access Tasmania Reference Group
- Kingborough Council with LGAT President
- LGAT Personal Behaviours Toolkit Forum (North)

- LGAT Assist Board Meeting
- Local Government Cultural Data Meeting
- Local Government Cultural Forum State Associations Meeting
- Local Government Division Monthly Meeting
- Local Government Managers Tasmania regarding joint forum with LGAT and IPWEA
- Local Government Managers Tasmanian Southern Branch Meeting
- National Cultural Forum Executive (Teleconference)
- National Heavy Vehicle Regulator Stakeholder Workshop and Council Visits
- National Local Government Cultural Forum (Hobart hosting)
- Nomenclature Board
- Northern Sub Regional General Managers Alliance
- Page Seager regarding consultation with unions on LGAT Personal Behaviours Toolkit
- Planning Reform Meeting with Northern Tasmania Development
- Planning Reform Taskforce Meeting
- Social Determinants of Health Steering Committee
- State Growth Heavy Vehicles Network Meeting
- State Growth regarding Private Poles
- State Heritage Register project update
- Tasmanian Leaders Program – Panel Discussion
- Tasmanian Planning Commission regarding enforcement provisions
- Transport Access Strategy Reference Group Meeting



Local Government Association Tasmania

2015 Elected Member Census

Preliminary Findings: A Snapshot

- 105 Elected Members completed the full census, a return rate of 40%
- 65% of respondents were male.
- Most respondents were from smaller councils with populations of less than 10,000 (45%), with 19% each from city councils and councils with populations of 10,000-20,000 people; and 17% from councils with a population greater than 20,000 (but not a city).
- The majority of respondents were aged 56-65 years (47%). Only one respondent was aged less than 25 years and one respondent over 76 years old.
- 77% of respondents are married or in a de facto relationship.
- Only 9.5% of respondents were not born in Australia.
- 60% of respondents were working full-time or self employed; 10% work part-time and 20% are retired.
- The main occupation category for those working is small business proprietor (20%), manager/executive (19%) and professional or technical role (13%).
- Over 70% of those working, did so in the private sector.
- The majority of respondents earn under \$66,000 per year (56%).
- 90% of respondents are members of organisations other than council, with around 50% members of service organisations and 40% members of sporting organisations and/or professional or business associations.
- 45% of respondents were newly elected in 2014 but 20% had served between 10 and 20 years on council and 2% had served more than 20 years on council.
- 22% of respondents were Mayors.
- 21% of respondents had spent 61-100 hours on their election campaign. This was the most frequent response, followed by 16% who had spent 11-20 hours. 16% spent less than 11 hours on their campaign.

- Most respondents (45%) campaigned for 1-4 weeks but 31% campaigned for 5-6 weeks and 22% campaigned for more than 7 weeks.
- Commonly respondents cited the desire to give back to the community as their motivation for standing for council but the encouragement of family, friends and existing councillors appears to play a strong role.
- 73% of respondents have undertaken training specifically related to their role as Councillor. This is impressive given the number of new elected members in 2014.
- Key opportunities are provided and taken up through the LGAT Annual Conference, LGAT Weekend Workshops for Elected Members and other offerings. 23% of respondents attended that Local Government 101 Training provided by LGAT in November 2014 and 39% were booked on the weekend training for February 2015. However Council based induction or training remains critical and was undertaken by 42% of respondents.
- The most likely reason elected members cannot attend training is an inability to get time off from paid employment or the travel distance required (23% and 18% respectively).
- Councillors indicated a high level of awareness of key documents, the exception being the new Ministerial Orders (relating to planning, audit panels and performance indicators). These were introduced in 2014. Only 78% said they had seen their council's consolidated policies so this may also be an area that needs renewed focus.
- When asked what issue were most important to the Local Government sector, the following rated highest (weighted averages) (in descending order):
 - Financial Sustainability;
 - Asset Management;
 - Economic Development;
 - Roads;
 - Infrastructure; and
 - Rate Determination.
- The areas that were deemed of least concern included
 - Domestic animal control;
 - Demographic change;
 - Skills shortages; and
 - Climate change.
- 99% of elected members responding were connected to email and for 93% this was their preferred method of communication.
- For the three key LGAT communications (the Magazine, the Newsletter and the Monthly Report) around 80% of respondents said they received them.
- There was a low level of awareness of and access to the LGAT extranet.

- 75% of respondents said they read the LGAT General Meeting papers which are a key source of information on policy and regulatory issues facing the sector.

Some key demographics were also sought via councils (not the census) and the return rate for this was as follows:

Question	Return Rate (% of all Elected Members)	% of Respondents
First time on council?	70	28% of respondents were first elected in 2014
Gender?	70	69% were male, 31% female
Age?	46	<ul style="list-style-type: none"> • 1.6 % were under 26 years old • 28% were aged between 26 and 50 years • 40% were aged between 51 and 65 years old • 29 % were between 66 and 75 years old • 1.6 % were over 75 years of age.
Workforce Status?	68	<ul style="list-style-type: none"> • 36% of respondents were in paid employment. • 29% were self employed. • 25% were retired.
Highest Education Level?	53	16% and 19% of respondents had post graduate degrees or bachelor degrees respectively as their highest level of educational attainment. 19% had diplomas. For 26% secondary school was their highest level of educational attainment.
Aboriginal or Torres Strait Islander descent?	66	3% of respondents were of Aboriginal or Torres Strait Islander descent.
Disability?	66	3% of respondents had a disability.

Further analysis will be undertaken over coming months to inform the Local Government Association of Tasmania's policy, program and training development.