



General Meeting Motions

**To be included at the General Meeting
to be held on 1 November 2023**

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Motions

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* Denotes Attachment

1.1 Diversity and Inclusion Statement Council – Kingborough Council

Decision Sought

That Members note the Diversity and Inclusion Statement developed by Kingborough Council and agree to consider developing and adopting a similar statement to support safe, welcoming, and inclusive communities across Tasmania.

Background Comment

Kingborough Council is committed to creating a safe, welcoming, and inclusive community. In 2022, a subcommittee of Kingborough's Disability Inclusion and Access Advisory Committee was formed to consider how Council may better recognise and support the needs of people in the community who are neurodiverse, to address any potential discrimination. The subcommittee and Council officers developed a Diversity and Inclusion Statement, which was subsequently endorsed by the Disability Inclusion and Access Advisory Committee. The Statement refers to diversity of thought and background, including diversity of cultures, sexualities, beliefs, abilities, genders, and ages.

Diversity and Inclusion Statement

Kingborough Council strives to be the model of an inclusive culture where diversity of thought and background is valued.

We acknowledge, value and respect people of all cultures, sexualities, beliefs, abilities, genders and ages, and support their rights of equal access, equity and participation.

We believe diversity of thought and background, together with an inclusive work environment are critical to support every person and team to excel. We want to enable innovation for continuous improvement of service delivery.

We strive for an environment where people feel they belong, are valued as an individual, and are respected with a shared sense of fairness.

On 5 June 2023, Kingborough Council endorsed the Diversity and Inclusion Statement prepared by the Disability Inclusion and Access Advisory Committee. The Diversity and Inclusion Statement is intended to raise awareness of neurodiversity amongst staff and the broader community, and to encourage inclusivity and reduce discrimination. Kingborough Council is committed to providing workplace accommodations, providing senior staff with specific training on identifying and working positively with employees who are neurodiverse, and putting greater emphasis on diversity during recruitment and induction processes. The Statement has been promoted on Council's website and

is used to promote Council's approach to diversity and inclusivity in Council's recruitment and induction process.

1.2 Road line marking responsibilities Council – Kingborough

Decision Sought

That LGAT undertake advocacy on behalf of Councils to have road line marking responsibilities legislated and additional funding provided by the State Government.

Background Comment

There is a long-standing arrangement that the Tasmanian Government provides for the renewal of road line marking, although it is not a legislated responsibility. This covers renewal of all line marking except for parking bays and yellow lines and new installations a part of Council projects.

Each year the Department of State Growth (DSG) asks for a list of possible line marking renewal projects. Kingborough Council staff undertake an audit and provide a list and generally DSG fund a selection of what has been identified.

Kingborough Council Safety Committee members have noted that line markings on local roads are often faded and not fit for purpose and are an ongoing safety hazard for road users. There has not been adequate funding allocated to sustain local road line marking to an appropriate standard, noting that line marking needs to be renewed regularly.

It is noted that this matter was previously raised at a Local Government Association Tasmania (LGAT) in 2016 and it was agreed to advocate with the State Government.

LGAT did advocate with the State Government, however their position was they provided funding towards line marking on local government roads rather than taking responsibility for adequately managing all line marking.

This is a matter that concerns all councils and rather than advocating directly with State Government as a single council it would be prudent to seek whether there was an appetite for LGAT to again advocate to the State Government on behalf of the collective councils.

The intention with the advocacy would be to increase the funding for line marking on local government roads and to more clearly define the roles and responsibilities of the State Government and councils within the legislation frameworks available.

1.3 Parks and Wildlife Service and Crown Land Services Review and Resourcing Council – Break O’Day

Decision Sought

That LGAT lobby the Tasmanian Government to undertake a review of the administrative activities of the Tasmanian Parks and Wildlife Service (PWS) and Crown Land Services (CLS) with a particular focus on ensuring that the required level of resources are available to assess applications and deal with enquiries in a timely manner.

Background Comment

Regular reviews of administrative activities and resourcing levels are essential for maintaining effective, efficient, and accountable government agencies that can adapt to evolving circumstances and best serve the public and the environment.

At a local government level, we interact with the Tasmanian Parks and Wildlife Service and Crown Land Services on a continuous basis and we, local government agencies, have all experienced extremely lengthy delays in the processing of simple applications.

The delays in receiving the required approval for a simple project can be extremely frustrating and can potentially lead to the applicant just going ahead and doing what they were seeking approval for without waiting. This can have serious ramifications that ultimately have to then be addressed retrospectively and in a reactionary way. This defeats the protections that are afforded by going through the application process.

Anecdotally we hear that many of these delays come down to the low level of resourcing within the agency resulting in unrealistic workloads and ultimately the loss of experienced staff. This turnover of staff compounds the problem and delays being experienced.

Discussions with PWS and CLS staff involved in application processing over the last few years reveals that the amount of applications received has increased substantially. This has led to an increase in revenue flowing to Treasury, and whilst there has been an increase in revenue, the level of resources to deal with the applications received hasn’t increased as required.

Another area for concern for local government is the perception that delays to projects have within the community. The community is always quick to blame local government when there is a hold-up in a development even if it is out of our hands. The community more often than not hold us responsible for project delays. This can have serious impacts on a Council’s image within community as well as cause blow outs to time frames. This can be particularly problematic when grant funding is involved.

In requesting this review, The Break O'Day Council is asking that there be a particular focus on the level of resources that are available for administrative activities such as dealing with applications and permits. We believe that resources should be increased. With a greater level of resources applications will be dealt with within an appropriate timeframe.