



CITY OF HOBART

# **AGENDA**

## **Special Joint Meeting of All Council Committees**

### **Open Portion**

**Monday, 24 February 2020**

**at 4:00 pm**

**Lady Osborne Room, Town Hall**

## THE MISSION

**Working together to make Hobart a better place for the community.**

## THE VALUES

**The Council is:**

<b>People</b>	We value people – our community, our customers and colleagues.
<b>Teamwork</b>	We collaborate both within the organisation and with external stakeholders drawing on skills and expertise for the benefit of our community.
<b>Focus and Direction</b>	We have clear goals and plans to achieve sustainable social, environmental and economic outcomes for the Hobart community.
<b>Creativity and Innovation</b>	We embrace new approaches and continuously improve to achieve better outcomes for our community.
<b>Accountability</b>	We work to high ethical and professional standards and are accountable for delivering outcomes for our community.

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## **ORDER OF BUSINESS**

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**Business listed on the agenda is to be conducted in the order in which it is set out, unless the committee by simple majority determines otherwise.**

### **APOLOGIES AND LEAVE OF ABSENCE**

- 1. CO-OPTION OF A COMMITTEE MEMBER IN THE EVENT OF A VACANCY ..... 4**
- 2. INDICATIONS OF PECUNIARY AND CONFLICTS OF INTEREST ..... 4**
- 3. TRANSFER OF AGENDA ITEMS..... 4**
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  - 4.2 2020/21 Capital Works Plan ..... 32**

**Special Joint Meeting of All Council Committees (Open Portion) held Monday, 24 February 2020 at 4:00 pm in the Lady Osborne Room, Town Hall.**

**COMMITTEE MEMBERS**

Deputy Lord Mayor Burnet  
Zucco  
Briscoe  
Sexton  
Thomas  
Harvey  
Behrakis  
Dutta  
Ewin  
Sherlock  
Coats

**Apologies:**

**Leave of Absence:**

Councillor W Coats.

**NON-MEMBERS**

Lord Mayor Reynolds

**1. CO-OPTION OF A COMMITTEE MEMBER IN THE EVENT OF A VACANCY**

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**2. INDICATIONS OF PECUNIARY AND CONFLICTS OF INTEREST**

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Ref: Part 2, Regulation 8(7) of the *Local Government (Meeting Procedures) Regulations 2015*.

Members of the Committee are requested to indicate where they may have any pecuniary or conflict of interest in respect to any matter appearing on the agenda, or any supplementary item to the agenda, which the Committee has resolved to deal with.

**3. TRANSFER OF AGENDA ITEMS**

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Regulation 15 of the *Local Government (Meeting Procedures) Regulations 2015*.

A Committee may close a part of a meeting to the public where a matter to be discussed falls within 15(2) of the above regulations.

In the event that the committee transfer an item to the closed portion, the reasons for doing so should be stated.

Are there any items which should be transferred from this agenda to the closed portion of the agenda, or from the closed to the open portion of the agenda?

## **4. REPORTS**

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### **4.1 Elected Member Policies** **File Ref: F20/20089**

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Memorandum of the General Manager of 20 February 2020 and attachments.

Delegation: Council



City of **HOBART**

## **MEMORANDUM: JOINT MEETING OF ALL COUNCIL COMMITTEES**

### **Elected Member Policies**

The purpose of this report is to present three draft policies relating to Elected Members for consideration by the Committee and endorsement by the Council.

An elected member workshop was conducted on February 4<sup>th</sup> 2020 to discuss a range of issues, including elected members communications, Council Committees, and elected members work health and safety and issues resolution.

The following policies have been drafted for consideration by the Committee:

- Elected Member Behaviour;
- Elected Member Issues Resolution; and
- Elected Member Fitness to Undertake Duties.

The content is based around the extensive and detailed content within the City of Melbourne's legislated Code of Conduct, prepared in accordance with the *Local Government Act 1989* and *City of Melbourne Act 2001*.

In respect to the Hobart City Council, its Code of Conduct which is legislated under the *Local Government Act 1993* and must be adopted by all Tasmanian councils, articulates the acceptable behaviours of local government councillors and provides the legal avenue for recourse in situations where there may be a perceived breach of the Code.

In the interests of maintaining good governance of our capital city and earning the highest level of confidence in our elected members from our community, it is desirable to supplement the Code of Conduct by articulating the principles and behaviours valued by the Hobart City Council, and their inter-relationship with Council's strategic framework including our Strategic Plan, mission, values and good governance principles.

Further, agreement of the Council to a suite of policies which operate under a collegial rather than legislative approach, demonstrates the commitment by the Council to the value of sound relationships and working within a co-operative and respectful environment.

**RECOMMENDATION**

***That the Council endorse the following draft policies, as attached:***

- 1. Elected Member Behaviour;***
- 2. Elected Member Issues Resolution; and***
- 3. Elected Member Fitness to Undertake Duties***

*As signatory to this report, I certify that, pursuant to Section 55(1) of the Local Government Act 1993, I hold no interest, as referred to in Section 49 of the Local Government Act 1993, in matters contained in this report.*



N D Heath  
**GENERAL MANAGER**

Date: 20 February 2020  
File Reference: F20/20089

Attachment A: Draft Elected Member Behaviour Policy ↴  
Attachment B: Draft Elected Member Issues Resolution Policy ↴  
Attachment C: Draft Elected Member Fitness to Undertake Duties Policy ↴

City of Hobart

# Policy

**Title:** Elected Member Behaviour

**Category:** Corporate Governance

**Date Last Adopted:**

## 1. Overview

The Local Government Act 1993 (the Act) requires the Minister responsible for local government to prepare a Code of Conduct which applies to all elected representatives in Tasmania.

The Code articulates the acceptable behaviours of local government councillors and provides the legal avenue for recourse in situations where there may be a perceived breach of the Code.

In the interests of maintaining good governance of our capital city and earning the highest level of confidence in our elected members from our community, the Hobart City Council has endorsed this Elected Member Behaviour policy as a complimentary document to the Code of Conduct.


The policy expands upon the Code by linking required behaviours with Council's strategic framework including our Strategic Plan, mission, values and good governance principles.

The policy is part of a suite of documents specifically prepared for elected members in support of their roles and functions as community leaders, including:

- Code of Conduct
- Elected Member Development and Support Policy;
- Elected Member Fitness to Undertake Duties Policy
- Elected Member Issues Resolution Policy
- Meeting Procedures Policy

Regular training and development will be provided to elected members to ensure awareness and adherence to the Code of Conduct and elected member policies.





This policy should not be regarded as an exhaustive statement on the rights and obligations of individuals that ordinarily apply under the law, including any avenues of reporting or redress that may be available to individuals in certain circumstances.

## 2. Purpose

The purpose of this policy is to set out the principles, values and behaviours that the Council has agreed upon as appropriate for the conduct of each of its elected members in undertaking their roles and functions, in accordance with the Code of Conduct and the *Local Government Act 1993*, (the Act).

The policy is intended to promote conduct by elected members which builds public confidence in the integrity of our capital city council and supports and fosters productive and effective working relationships between elected members, employees of Council and members of the community.

## 3. Scope

This policy is an extension of the Code of Conduct and aligns with the Hobart City Council's mission to *work together to make Hobart a better place for the community*.

As custodians of a capital city council, elected members hold unique and important leadership roles within Tasmania and are expected to set a benchmark of excellence.

In order to maintain public confidence in the effective and responsible governance of the City of Hobart, this policy reflects standards of behaviour which are acceptable within our society.

Where, in the opinion of an elected member, behaviour may not meet the standards of the Code of Conduct or reflect the requirements of this policy, informal issues resolution is addressed in Council's policy titled 'Elected Member Issue Resolution'.

In the event that an informal process cannot provide a resolution to a real or perceived breach, the "Code of Conduct" provides the legal avenue for recourse.

In circumstances involving a breach of other relevant legislation, alternative legal action may be appropriate.

## 4. Application

This policy applies to the conduct and behaviour of elected members towards their fellow elected members, Council employees and community members, whilst performing the functions and exercising their powers of office with the Council, in accordance with the definitions of the role of mayors, deputy mayors and councillors, set out in s27 and 28 of the Act.

For the purposes of this policy, the term elected member includes the Lord Mayor, the Deputy Lord Mayor and all other elected members of the Hobart City Council, except where the context otherwise indicates or requires.

## 5. Policy Principles

As community leaders, Hobart City Council elected members hold a position of significant responsibility and are expected to undertake their roles and functions in a manner which adheres to the highest standards of behaviour and demonstrates good governance in discharging their duties.

The publication *Good Governance Guide for Local Government in Tasmania* states that good governance is being provided when elected members:

- act with the highest ethical standards;
- understand their role and the role of others;
- foster trusting and respectful relationships;
- show a commitment to risk management;
- engage in effective strategic planning;
- follow a transparent and accountable decision making process;
- make good decisions that promote the interests of the community they serve;
- understand and abide by the law;
- commit to continuous improvement; and
- have good judgement.

As a democratically governed local government organisation, the role of elected members is to represent the wide range of views held within our community.

In doing so, elected members must be cognisant of the importance of respectful behaviour which is critical to the teamwork required to support a productive and highly functioning public body.

The conduct of individual elected members should align with the City's adopted values of people, teamwork, focus and direction, creativity and innovation and accountability, and be demonstrated through application of the following principles:

- acting with integrity;
- impartially exercising the responsibilities of an elected member, in the interests of the local community;
- providing civic leadership and contributing effectively to the interests and advancement of the City of Hobart and its community;
- contributing to the strategic vision for Council;
- upholding public trust in the office of elected member by refraining from any action or behaviour that would bring the City of Hobart into disrepute.

The following actions demonstrate behaviours which engender public confidence in the Hobart City Council and its individual elected members:

- representing the community lawfully and acting in accordance with the trust placed in the elected members of the Hobart City Council;
- treating all persons with respect and having due regard to the opinions, beliefs, rights and responsibilities of other elected members, council employees and community members;
- acting honestly and avoiding statements (verbal or in writing) or actions that would or would be likely to mislead or deceive a person;
- exercising due care and diligence as elected members and submitting to the lawful scrutiny that is appropriate to the office of a local government representative;
- endeavouring to ensure that public resources are used appropriately and in the public interest; and
- avoiding conflicts between public duties as an elected member and personal interests and obligations;

## **6 Elected Member Behaviour Obligations**

Elected members are obliged to uphold the law and actively contribute to a healthy working environment for colleagues, Council employees and the community by adhering to the highest standards of behaviour whenever and wherever they may be undertaking their duties.

The Council is committed to upholding the principle of equal opportunity by treating all people with dignity and respect.

The Council will not tolerate disrespectful conduct by elected members which would amount to unlawful discrimination, harassment (including sexual harassment), victimisation, racial and religious vilification or workplace bullying. These terms are explained below.

### **6.1 Unlawful Discrimination**

Unlawful discrimination means direct or indirect discrimination on the basis of a protected attribute.

Protected attributes are specifically listed in anti-discrimination legislation.

Protected attributes include the following:

- Age
- Breastfeeding
- Disability or impairment
- Employment activity
- Gender identity
- Industrial activity
- Intersex status
- Lawful sexual activity
- Marital or relationship status
- Status as a parent or carer
- Physical features
- Political belief or activity
- Pregnancy
- Race
- Religious belief or activity
- Sex
- Sexual orientation
- Association with someone who is identified by a protected attribute.

**Direct discrimination** occurs if a person treats another person with a protected attribute unfavourably because of that protected attribute.

Some examples of direct discrimination are:

- Not offering computer training to an older elected member because of his age and a view that they will not be a member of the Council for much longer.
- Excluding an elected member from participation on a Council Committee because of a protected attribute, for example, their religious belief or age.

**Indirect discrimination** occurs if a person imposes a requirement, condition or practice that disadvantages a person with a protected attribute and that requirement, condition or practice is not reasonable.

Some examples of indirect discrimination are:

- Holding a Council team building event at a sporting venue that does not permit access or participation by an elected member with a disability;
- Making it a requirement that elected members be members of a group or association in order to be a member of a committee.

Unlawful discrimination can occur even where there is no specific intention to do so.

## 6.2 Harassment

Harassment occurs when someone engages in conduct that would make a reasonable person feel offended, humiliated or intimidated because of their age, race, religion, sex or some other attribute specified under anti-discrimination legislation.

Some examples of harassment are:

- Ageist or racist comments or jokes about another elected member; or
- Isolating an elected member because they have a disability.

A person's intention or motive for conduct that constitutes harassment is irrelevant to whether unlawful harassment has taken place.

## 6.3 Sexual Harassment

Sexual harassment means unwelcome conduct of a sexual nature where a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated. The intention of the harasser is irrelevant.

Some examples of sexual harassment are:

- Repeatedly asking another elected member to go on a date when that person has already declined;
- Sending an email to another elected member with sexually explicit images attached.

## 6.4 Racial or Religious Vilification

Racial or religious vilification means conduct that incites hatred against, serious contempt for, or revulsion or severe ridicule of, a person or group of persons on the basis of their race or religious belief. Serious racial or religious vilification involves a threat to harm another person or their property, and is a criminal offence.

- Some examples of racial or religious vilification are:

- Sending an email to your colleagues that ridicules individuals of a particular ethnicity;
- Making threats to harm a colleague because he is a Muslim (serious religious vilification).

A person's intention or motive for conduct that constitutes racial or religious vilification is irrelevant to whether such vilification has taken place.

## 6.5 Victimisation

Victimisation means unfavourable treatment of a fellow elected member who reports or complains about any of the conduct covered by this policy.

Some examples of victimisation are:

- Denying an elected member access to information shared with other elected members because she has made a complaint about unlawful discrimination;
- Excluding or isolating an elected member because he has made a complaint of sexual harassment against one of your elected member associates.

## 6.6 Bullying



Bullying is repeated unreasonable behaviour directed towards another elected member or employee of Council and that behaviour creates a risk to the health and safety of that other elected member or employee.

'Unreasonable behaviour' is behaviour that a reasonable person, having regard to all the circumstances, believes or expects would victimise, humiliate, undermine or threaten another person.

A broad range of behaviours can be considered to be bullying. Some examples include:

- verbal abuse, insults or name-calling;
- continually making jokes about a person, or singling out one person for remarks more often than others in a group;
- personal attacks, threats, intimidation and misuse of power;
- deliberate exclusion or isolation;
- deliberately withholding information from someone where that information is essential to their ability to perform their work effectively.





A single incident of unreasonable behaviour, while not bullying, may still create a risk to health and safety and will not be tolerated.

## **7. Responsibilities**

### **7.1 Elected Members will:**

- treat all people with dignity and respect,
- report any unacceptable conduct,
- ensure their behaviour is appropriate at all times and in accordance with the City of Hobart's values,
- cooperate with any investigation into, or arbitration of, a complaint made under this policy,
- maintain confidentiality regarding any complaint raised under this policy, unless the elected member has been given explicit permission by the individual bringing the complaint or they are legally obliged to provide information to appropriate authorities,
- not make or cause to make a vexatious, false or frivolous complaint,
- maintain a professional and safe work environment free from unacceptable conduct, and
- take reasonable and proportionate measures to prevent unacceptable conduct as far as possible.

### **7.2 The General Manager will:**

- assist Council in the implementation of the Issue Resolution Procedure,
- ensure that support and assistance is available to all elected members where it is required, and

## **8. Procedure for Dealing with Alleged Breaches of the Code of Conduct or this Policy**

Elected members are expected to use their best efforts to resolve concerns with the behaviour of colleagues, in a respectful and courteous manner.

If an elected member believes that this policy or the Code of Conduct has been breached, the elected member should refer to the policy titled "Elected Member Issue Resolution" as the first means of seeking to address the matter.

In the event that a satisfactory outcome cannot be achieved, a legal process may be appropriate through a Code of Conduct complaint, as provided in section 28V of the Act, or other relevant legislation which may have been breached.

## **9. Elected Member Commitment to the Policy**

In accordance with the Council's endorsement of the Code of Conduct and this Elected Member Behaviour Policy, elected members are required, upon election (and in circumstances where the policies may be changed by the Council) to commit their adherence to the Code of Conduct and the policies which relate to elected member behaviour and support.

### **Elected Member Attestation:**

I acknowledge that I have been elected by the community to a position of significant responsibility with the expectation that I will act in accordance with the principles and behaviours of good governance and demonstrate values which are accepted within our society.

I declare my commitment to abide by this expectation by attesting my adherence to the Elected Member Behaviour Policy.

## **10. Policy Review**

This policy will be reviewed every twelve months the Council will review its policies applying to elected members to ensure that they continue to meet the standards required by the Council and expected by the community.

## **11. Legislative and policy references**



City of Hobart

# Policy

**Title:** Elected Member Issue Resolution

**Category:** Corporate Governance

**Date Last Adopted:**

## 1. Overview

Elected members recognise that the democratic process of local government involves holding, and expressing, different and sometimes opposing viewpoints.

It is a normal, and vital function of this process that all views are expressed and shared in a considered and informed way.

Although all elected members must strive to engage in positive, constructive and respectful interactions, issues and/or disputes may arise.

The primary purpose of this issue resolution policy is to provide elected members with support to resolve conflicts or disputes in a manner that enables them to move forward and establish and maintain effective working relationships, so as not to damage the reputation or overall performance of the Council.

This policy should be read in conjunction with the City of Hobart's Code of Conduct and the following Council policies relating to elected members:

- Code of Conduct
- Elected Member Development and Support Policy;
- Elected Member Fitness to Undertake Duties Policy
- Elected Member Behaviour Policy
- Meeting Procedures Policy

Regular training and development will be provided to elected members to ensure awareness and adherence to the Code of Conduct and elected member policies.

## 2. Scope

The intent of this policy is to provide an elective framework for Hobart City Council elected members who wish to resolve an issue with another elected member, or members, in an informal, conciliatory manner.

In the interests of maintaining good governance of our capital city and earning the highest level of confidence in our elected members from our community, the Hobart City Council has endorsed this Elected Member Issue Resolution policy as a complimentary document to the Elected Member Behaviour Policy and as a first recourse prior to the use of the legal framework of the Code of Conduct.

The policy does not displace any external avenues provided for by legislation for the reporting and resolution of issues and disputes. The Code of Conduct which sets out avenues for reporting real or perceived breaches by elected members.

The policy does not deal with allegations of criminal misconduct as they are to be raised with the relevant authority.

### **3. Elected Member Issue Resolution Undertaking**

In the interests of ensuring that the Hobart City Council operates as effectively as possible it is important that all elected members recognise that they hold an individual and collective responsibility to demonstrate a high standard of conduct in undertaking their duties as representatives of the community.

Where there may be interpersonal issues, the first recourse in addressing differences should involve an informal proactive approach, recognising the need for the respectful treatment of colleagues at all times.

Prior to commencing a formal Code of Conduct Complaint, elected members who are parties to any disagreement should endeavour to resolve their differences through informal discussion, recognising that they have been elected to act in the best interests of the community.

### **4. Issue Resolution Options**

Where appropriate, elected members who are parties to a dispute are encouraged to use their best endeavours to resolve their issue or dispute in a courteous and respectful manner, between themselves, stop any behaviour that is causing issues, and avoid issues escalating and threatening the effective operation of Council.

Where elected members have not been able to resolve their issue between themselves, the following informal options are available:

#### **4.1 Principal Conduct Officer**

The General Manager will nominate a Principal Conduct Officer (PCO) who

will act as the first point of contact for elected members who wish to pursue informal issue resolution, with Council's assistance.

The PCO will be a senior employee of the City of Hobart, experienced in the political environment of Council and familiar with the roles and functions of the organisation and elected members.

The PCO will assist elected members in discussing available options which could provide positive outcomes, or may facilitate any other necessary arrangements to support the best possible outcomes.

#### **4.2 Respectful Conduct Advisor**

Upon the request of an elected member, a Respectful Conduct Officer (RCA), who is not an employee of the City of Hobart, may be assigned to support elected members' participate in informal resolution processes.

The role of the RCA would be to provide support and practical assistance to elected members, individually or collectively.

In selecting persons to act in the capacity of RCA, the General Manager will take into account the nature of the issue under discussion, an appropriate skills-set within the local government context, experience in issues resolution and interpersonal skills which can most likely assist in resolving matters of conflict.

#### **4.3 External Assistance**

Elected members wishing to undertake informal issue resolution may, in discussion with the Principal Conduct Officer or Respectful Conduct Advisor seek assistance from the Council's Employee Assistance Program provider(s), an independent facilitator, mediator, counsellor or such other assistance which they may consider appropriate in resolving the issue at hand.

Where an issue cannot be resolved in an informal manner, the formal Code of Conduct process may provide the next steps for the parties involved.

### **5. Elected Member Commitment to the Policy**

In accordance with the Council's endorsement of the Code of Conduct, the Elected Member Behaviour, Issues Resolution and Elected Member Fitness to Undertake Duties policies, elected members are required, upon election (and in circumstances where the policies may be changed by the Council) to commit their adherence to the Code of Conduct and policies which relate to elected member behaviour and support.

**Elected Member Attestation:**

I acknowledge that I have been elected by the community to a position of significant responsibility with the expectation that I will act in accordance with the principles and behaviours of good governance and demonstrate values which are accepted within our society.

I declare my commitment to abide by this expectation by attesting my adherence to the Elected Member Issues Resolution Policy.

**6. Policy Review**

This policy will be reviewed every twelve months the Council will review its policies applying to elected members to ensure that they continue to meet the standards required by the Council and expected by the community.

**7. Legislative and policy references**

City of Hobart

# Policy

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**Title:**

**Category:** Elected Member Fitness to Undertake Duties

**Date Last Adopted:**

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## 1. Purpose

The Hobart City Council is committed to enabling its elected members to fulfil their duties to the best of their abilities to ensure that the functions of the Council are achieved in accordance with legislative requirements, good governance principles and community expectations.

This policy has been prepared for elected members in support of their roles as community leaders.

Where an elected member may have known disabilities, the City of Hobart will make all reasonable and necessary adjustments to support them in fulfilling their duties of office.

In the application of this policy such circumstances are not considered as related to issues of fitness to carry out the duties of office of an elected member.

In accordance with the Local Government Act 1993 (the Act), elected members have committed to undertake their roles to the best of their ability and in accordance with the law. They have also committed to take reasonable care to protect their own health and safety as well as the health and safety of others in the workplace, in accordance with the Elected Member Behaviour Policy.

The purpose of this policy is to support elected members in undertaking their roles and functions by:

- making elected members aware of when and how to access support if they cannot fulfil their duties to the best of their ability;

- outlining factors and circumstances which may impact an elected member's fitness to perform all duties in their role;
- setting out the obligations of elected members to make confidential disclosures regarding impacts on their abilities to undertake all duties; and
- Setting out the obligations of the General Manager in dealing with fitness for duty issues where they may impact an elected member and/or employees or other persons within the workplace.

## 2. Scope

This policy applies to all City of Hobart elected members, including the Lord Mayor and Deputy Lord Mayor. This policy applies to all issues which may impact on an elected member's fitness to perform duties while undertaking their role, including without limitation, physical and psychological conditions and substance abuse.

Where an elected member is not fit to perform their duties, they may advise the General Manager as set out in this policy. Relevant arrangements will be made to either support the elected member to continue in their role or enable them to return to their role as quickly as possible.

In cases where an elected member chooses not to disclose their unfitness and to continue to undertake their duties, this may constitute a health and safety risk for both the elected member and others.

## 3. Policy

### Fitness for Duty and Disclosure Obligations

#### Identifying a fitness for duty concern

Elected members acknowledge that a physical or psychological impairment may impact on their fitness to carry out duty.

A person is fit for duty when they are in a mental and physical state of health which allows them to competently perform the inherent or genuine and reasonable requirements of their role in a manner which does not compromise or threaten the safety or health of themselves or others.

Common indicators of an issue concerning or impacting fitness may include:

- impaired physical function;



- unexplained or excessive absences or unreasonable habitual lateness;
- problems with memory, speech or co-ordination;
- disproportionate or excessive aggressive outbursts towards another person or in response to any discussion;
- unusual drowsiness or fatigue; or
- concerning physical changes.

## **Consumption of alcohol and drugs**

Elected members acknowledge that consumption of alcohol and other drugs (even if legal and prescribed), may impact on the satisfactory performance of their duties. Further, such activity may negatively impact on the working environment and affect other persons, including other elected members, Council employees and community members.

Elected members may elect to be included in the City of Hobart's random drug and alcohol testing regime which applies to employees.

In electing to participate in the regime, the procedure attached to this policy would apply.

In submitting themselves to drug and/or alcohol testing, elected members would be subject to the legal requirements relating to alcohol and drugs, as applying in the State of Tasmania.

Substance abuse which impacts on the ability of an elected member to satisfactorily undertake duties as part of their role, or which poses risks to others may result in the elected member being considered to be unfit to carry out their duties.

## **Other factors and circumstances impacting fitness**

Elected members acknowledge that there are a range of other things that may impact on fitness for duty, including fatigue, general physical health, or specific health situations. This could mean an elected member's physical or mental health is temporarily affected, or affected over a longer period of time, such that their ability to function in their role may be compromised.

## **Managing Fitness for Duty**

### **Disclosure by Elected Member**

Where an elected member considers they may not be fit to undertake their duties, or their fitness has been compromised or restricted, or on professional medical advice

their fitness has the potential to become restricted, they should notify the General Manager.

In consultation with the elected member, the General Manager will, subject to their consent, put in place appropriate arrangements to support and assist the elected member. These arrangements will be determined on a case by case basis, depending on the nature of the issue, and risks to health and safety.

### **Confidentiality and privacy**

Subject to the law, the details regarding an elected member's fitness to carry out their duties, will not be disclosed, except for those persons who may be involved in the provision of support services arranged by the General Manager in consultation with the elected member.

Elected members should be mindful of any associated reputational damage to an individual elected member, where there are concerns around fitness to carry out duty. In line with the principle of respect outlined in the Respectful Conduct Policy, no public communications on such matters are permitted.

### **Assistance, external advice and referral**

Assistance may include, but would not be limited to the following:

- provision of ergonomic and rehabilitation resources;
- additional support provided by administrative staff as required;
- a medical assessment and/or return-to-full duties plan;
- access to support services (in addition to the availability of elected member assistance provided through the Council's Employee/Elected Member Assistance Program); or
- adjustment of the elected member's workload, as may be appropriate.

Where the elected member's circumstances may give rise to a work health and safety risk, or be a breach of the law, the following section applies.

### **Compliance with Legislative and Policy Obligations**

#### **Work Health and Safety Obligations**

In accordance with the Work Health and Safety Act 2012 the General Manager is the Person Conducting a Business or Undertaking (PCBU), and is therefore responsible for work health and safety at City of Hobart workplaces, operations and activities.

Elected Members would be regarded as other persons under the legislation.



In the event of a situation arising where an elected member's behaviour within the workplace was considered to pose a risk, the General Manager, as PCBU may be required to take appropriate action to address the situation.

Such appropriate steps to reduce any health and safety risk may include, for example:

- restricting the use of Council resources by an elected member;
- recommending the Councillor take a temporary leave of absence; or
- referring the Councillor to appropriate authorities where the circumstances involve broader contravention of the law

The Code of Conduct provisions, contained within the Local Government Act 1993, mandate behaviours expected of elected members.

Where behaviour is considered to be in contravention of the Code the legislation outlines the procedures to be followed by a complainant, including an expectation that effort will be made to resolve the issue which is the subject of concern, outside of the formal complaint process.

### **Possible Scenarios**

The following scenarios are provided as examples only in order to illustrate how this policy may operate in practice. Failure to follow the steps outlined in these scenarios does not necessarily constitute a breach of this policy.

#### **Scenario 1: I injured my foot**

Step 1: Will this impact your ability to carry out duties?

You must consider whether an injury sustained at work or outside of work has the potential to impact on your performance.

If so, you must report it to the General Manager.

Step 2: Report it immediately

The General Manager will discuss the most appropriate means of assisting which could involve reducing workload and duties.

Step 3: If you take leave

In some circumstances, where a fitness issue requires temporary leave of absence, the organisation may make appropriate arrangements on your return to work in accordance with its WH&S Policy.

#### **Scenario 2: I am taking prescription medication which makes me feel faint**

Step 1: Will this impact your ability to carry out duties?  
Feeling faint has negative impacts on your capacity as well as your safety at work.  
If there are potential impacts from the medication on your ability to undertake duties, you must inform the General Manager.

Step 2: Disclose it to the General Manager.  
The General Manager will discuss potential options to enable you to undertake your duties while minimising risks to the safety of yourself and others. This may include reducing or rearranging your workload or taking temporary leave.

Step 3: If there is a health and safety risk  
Prolonged symptoms of feeling faint may prompt the General Manager to discuss a longer leave of absence or a review of medication or alternative treatments.

**Scenario 3: I have noticed another elected member often shows up smelling of alcohol**

Step 1: Is their fitness to undertake their duties effectively a concern?  
Are there outward serious or persistent signs that the person is having difficulty performing their usual duties?

Step 2: Is there a health and safety risk?  
If this poses a potential risk to the health and safety of the elected member and/or others, it must be reported to the General Manager immediately.

Step 3: Depending on the circumstances, and whether they have serious concerns about health and safety, the General Manager may follow up with the elected member and/or intervene.

#### 4. Definitions

Term	Definition
Alcohol	Means ethyl alcohol or ethanol.

Term	Definition
Drug	Means any substance that may result in psychological or behavioural changes that have the potential to reduce a person's fitness to perform duties and impact on performance and safety.
Duty	Means the performance of the role and functions of an elected member as prescribed under the Local Government Act 1993.
Substance	Includes alcohol, intoxicating products, prescription and non-prescription medication, legal/illegal/illicit drugs whether naturally occurring or synthetic.

## 5. Legislation, Terminology and References

### Related Council Documents

- Code of Conduct
- Elected Member Behaviour
- Meeting Procedures
- Elected Member Development and Support

### Applicable Laws

- Local Government Act 1993 (TAS)
- Local Government (Meeting Procedures) Regulations 2015
- Anti-Discrimination Act (1998) (Tas)
- Fair Work Act (2009) (Cth)
- Privacy Act (1988) (Cth)
- Work Health & Safety Act 2012 (TAS)
- Magistrates Court Act (1987)
-



Elected Member  
Alcohol and Other Drugs Testing Procedure

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## 1. Guidelines

Particular processes in this procedure will be utilised as considered reasonably necessary to ensure effectiveness.

The process should ensure appropriate confidentiality for all parties.

An elected member may have a support person involved for any process contained under this procedure.

The role of the support person is to assist elected members by providing emotional support, aiding the elected member's understanding by taking notes, asking appropriate questions, or requesting breaks. A support person is not to be an advocate or speak on behalf of the elected member. An appropriate support person is a person who is not a party to a process or involved as a potential witness or who otherwise has a conflict of interest.

A support person must maintain confidentiality and understand that an elected members' fitness for work in relation to Alcohol and other Drugs is a private matter between the relevant parties, and that confidentiality of those processes should be respected at all times.

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## 2. Testing Procedures

Council is authorised to conduct testing of elected members who elect to participate in the testing regime, in accordance with the policy.

Council will engage the Testing Organisation to carry out testing for Alcohol and/or Drugs in accordance with this Procedure, Council Policy and applicable laws.

Testing must positively establish the elected member's identity.

The Testing Organisation must maintain custody of the sample and test results

until authorised by Council to release them.

Where the testing organisation reasonably suspects that a testing sample has been tampered, interfered with, or substituted the elected member must submit a second sample.

#### Types of testing

Illicit Drugs, Prescription Drugs and/or OTC Drugs testing will be by way of oral fluid testing (saliva).

Alcohol testing will be by way of breath analyses; and,

If requested by an elected member, subsequent blood test to confirm results of breath analyses test.

#### Procedure for Non-Negative Test

If an elected member participates in a test and the test returns a non-negative test result, the elected member may take the following actions:

- immediately participate in a further test in accordance with the procedure to confirm/disprove the result by;
- accept the non-negative test result and be subject to actions, prescribed under the relevant Tasmanian legislation applying to alcohol and other drugs;

In the case a non-negative test result for alcohol

- providing a blood sample for laboratory testing arranged by the Testing Organisation; or
- in the case of a non-negative test result for illicit drugs, prescription drugs and/or over the counter drugs providing further saliva samples for laboratory testing arranged by the Testing Organisation.

#### Procedure for Negative Test Results

If an elected member participates in a test and the test returns a negative test



result, he or she will be permitted to commence or continue with their work.

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**4.2 2020/21 Capital Works Plan**  
**File Ref: F20/19282; 19/77**

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Memorandum of the Director City Innovation of 20 February 2020 and attachment.

Delegation: Council





City of **HOBART**

## MEMORANDUM: JOINT MEETING OF ALL COUNCIL COMMITTEES

### 2020/21 Capital Works Plan

#### BACKGROUND

Significant review and refinement of the *Proposed Capital Works Budget 2020/21* has occurred over the past 3 months. This has included involvement from all individual asset portfolio managers, project managers and Directors across all CoH Divisions.

The result of this review is a proposed capital works budget with specific projects prioritised and identified under separate Renewals, Upgrade, New, and Plant and Equipment (P&E) programs. The proposed capital works budget has considered all legislative requirements, Council decisions taken within the 2019/20 financial year, safety and risk matters, deferred or carried over projects (from previous delivery years), and commitments to the community.

The proposed capital works budget aligns with the amount first noted by Council as part of the endorsed 2019/20 budget and meets the parameters established within Council's long-term financial management plan.

#### PROPOSED BUDGET SUMMARY

The following 2020/21 budget is proposed:

<b><u>Sub-Program</u></b>	<b><u>Total Budget</u></b>	<b><u>Grants</u></b>	<b><u>CoH Budget</u></b>
Renewals	\$ 20,561,917	\$1,483,100	\$ 19,078,817
Upgrade	\$ 7,595,500	nil	\$ 7,595,500
New	\$ 4,535,000	nil	\$ 4,535,000
P&E	\$ 4,500,000	nil	\$ 4,500,000
<b>TOTALS</b>	<b>\$ 37,192,417</b>	<b>\$1,483,100</b>	<b>\$ 35,709,317</b>

## BUDGET HIGHLIGHTS

- 100% funding of the 2020/21 asset renewal program.
- Clearly identifiable Renewal, Upgrade and New (RUN) program definition.
- Clearly identifiable renewal funding by asset portfolio across Roads, Buildings, Stormwater, Parks, Sporting, Bushland, Solid Waste, Public Art, Parking and future Smart Cities and Lighting
- Continuation of the significant Transforming Hobart new and upgrade capital works program first commenced in 2015/16, noting that new program investments have been appropriately wound back to under \$5 million in order to meet Council's asset maintenance and depreciation obligations.
- Inclusion of specific new and renewal public art funding (Council decision).
- Inclusion of all known general and specific plant and equipment requirements.
- Grant funding of \$1.48 M has been secured for the following specific projects:
  - \$335,000 towards Old Farm Road bridge replacement.
  - \$600,000 towards Lenah Valley Road bridge replacement.
  - \$548,100 for Roads to Recovery (R2R) projects.
- Identification of projects located within the proposed UTAS CBD precinct.

## PROPOSED FORWARD PLAN

Noting and in-principle approval of years two, three and four of the proposed capital works budget will allow officers to undertake appropriate preliminary planning and consultation for forward years.

Operationally, a prioritised RUN methodology is applied to programs of work in years 2-4, and then 5-10 based on further and ongoing review during the 2020/21 financial year.

This ongoing forward program review is undertaken:

- to ensure adherence to the advice provided to Council in previous capital works budgets and associated Long Term Financial Management Plan (LTFMP) preparation; and
- in accordance with the preparation or renewal of years 2 to 10 Asset Management Plans (AMPs) and Service Plans (SPs) across Council.

**RECOMMENDATION****That:**

1. ***The Council endorse the proposed 2020/21 capital works budget as summarised below and as detailed in Attachment A:***

Renewals	\$ 20,561,917	less \$1,483,100 grants	\$ 19,078,817
Upgrade			\$ 7,595,500
New			\$ 4,535,000
Plant & Equipment			<u>\$ 4,500,000</u>
		<b>TOTALS</b>	<b>\$ 35,709,317</b>

2. ***The Council note the capital works plan for Years 2, 3 and 4.***

*As signatory to this report, I certify that, pursuant to Section 55(1) of the Local Government Act 1993, I hold no interest, as referred to in Section 49 of the Local Government Act 1993, in matters contained in this report.*



Peter Carr  
**DIRECTOR CITY INNOVATION**

Date: 20 February 2020  
File Reference: F20/19282; 19/77

Attachment A: 10 Year Capital Works Program ↓

## 10 Year Capital Works Program - Transforming Hobart

As at: 11 Feb 2020

10 Year Capital Works Program - Transforming Hobart					Approved in Principle					Planned Expenditure										Comments
As at: 11 Feb 2020					FOLLOWING 3 YEARS					REMAINING 6 YEARS										
Sub Program	Project	CRS#	UPE area	Reference	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10						
NEW																				
City Innovation - Systems	Business Services and Integration Platform			2019-020464	150,000	330,000														
City Innovation - Systems	Identity, Access Control and Monitoring Platform			2019-020463	200,000	50,000														
City Innovation - Systems	Human Resource Management Platform			2019-020471	100,000															
City Innovation - Systems	Records and Information Management Platform			2019-006714	300,000															
City Innovation - Systems	Connected Hobart City Dashboard and Mobile App (CGV01 and CGV12)			2020-001535		100,000	150,000													
City Innovation - Connected Hobart	Connected Precincts Infrastructure (CCTV, Digital Signage, Wi-Fi, Sensors)	Y		2019-006719	200,000	200,000	200,000	200,000												
City Innovation - Connected Hobart	City Security - Security Operations Centre	Y		2020-001576	300,000	200,000														
City Innovation - Connected Hobart	City Security - CPTED Allocation			2020-001895					50,000	100,000	50,000	100,000	50,000	100,000						
City Innovation - Connected Hobart	Digital Bus Stop Infrastructure (New and Upgrades) (CTR13)	Y		2020-001536		100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000						
City Innovation - Connected Hobart	Dunn Place EV Fast Charge Station			2019-015645	170,000															
Emergency Management	Clearways Gates and Vehicles - 2 Way Radio System Upgrade			2018-011351	200,000															
Public Toilet Strategy 2015-2025	Tolmans Hill New Public Convenience			2015-019187	450,000															
Public Toilet Strategy 2015-2025	Kings Pier - New Toilet			2020-000272		245,000														
Public Toilet Strategy 2015-2025	Mid Town Public Convenience	Y		2020-000273		50,000	350,000													
Public Toilet Strategy 2015-2025	K&D Brickworks Development New Public Convenience			2015-019188		50,000	215,000	-	-	-	-	-	-	-						
Public Toilet Strategy 2015-2025	Knocklofty Reserve New Public Convenience			2016-001694	-	50,000	450,000	-	-	-	-	-	-	-						
Public Toilet Strategy 2015-2025	Wellington Park The Chalet New Public Convenience			2016-001725		-	65,000	200,000	-	-	-	-	-	-						
Public Toilet Strategy 2015-2025	Hobart Rivulet Park - Lower Section New Public Convenience			2015-019179		-	50,000	200,000	-	-	-	-	-	-						
Public Toilet Strategy 2015-2025	Wellington Park St Crispins Well New Public Convenience			2016-001723		-	-	150,000	-	-	-	-	-	-						
Public Toilet Strategy 2015-2025	Wellington Park Junction Cabin New Public Convenience			2020-000269					200,000											
Public Toilet Strategy 2015-2025	Wellington Park Big Bend New Public Convenience			2020-000271						150,000										
Public Toilet Strategy 2015-2025	Battery Point - New Public Convenience			2016-001698	-	-	-	-	-			250,000								
Public Toilet Strategy 2015-2025	South Hobart Shopping Precinct - New Public Convenience			2016-001697	-	-	-	-	-				250,000							
Placemaking	Public Art			2016-013355	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000						
Queens Domain Program	Domain Summit Facilities			2015-021564	610,000															
Parking	Multistorey Car Parks - Roof safety Fence			2017-012286	500,000															
Parks Infrastructure	New Street Trees			2017-003350	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000						
Sporting Infrastructure	West Hobart Oval Construction of new pathways			2016-005299	70,000															
Stormwater Retention & Rivulets	Implementation of SW Strategy - Water Quality Improvement Program	Y		2015-021091	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000						
Stormwater Retention & Rivulets	No 3 Ridgeway Road - DN300 Stormwater Construction	Y		2018-019386	65,000															
Stormwater Retention & Rivulets	Churchill Avenue - Sandy Bay to Sonning - DN300 Main Extension	Y		2016-006817				200,000												
Stormwater Retention & Rivulets	Providence Valley Rivulet GPT - Soundy Park	Y		2016-004956		300,000														
Stormwater Retention & Rivulets	Hampden Road - Elerslie to Sandy Bay - Stormwater Improvements	Y		2018-010245	200,000															
Stormwater Retention & Rivulets	Stormwater New/Extension Program (Placeholder)	Y		2020-002204			300,000													
Bushland Infrastructure	Bushland Fund - Annual Allocation			2021-033541	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000						
Bushland Infrastructure	Bushland Operations Depot - security fencing and gate			2019-014564	90,000															
Bushland Infrastructure	Halls Saddle Visitors Nook			2017-014691	250,000															
Walking Infrastructure	AP16 - Battery Point Walkway - Stage 1	Y		2015-020429			100,000	400,000												
Walking Infrastructure	Davies Ave Spine Footpath			2019-019052	300,000															
Walking Infrastructure	Davies Ave Spine Lighting			2019-019053		280,000														
New Assets TOTAL					4,555,000	2,355,000	1,950,000	1,750,000	1,350,000	850,000	750,000	900,000	850,000	850,000						
PROPOSED BUDGET - New					4,555,000	2,000,000	1,500,000	1,200,000	500,000	500,000	500,000	500,000	500,000	500,000						
UPGRADE																				
Buildings	Centrepark car park office upgrade			2020-001940	-	200,000														
Buildings	City Hall Renewal - Major Refurbishment			2015-017913				1,200,000	-	-	-	-	-	-						
Buildings	DMAC - Major Refurbishment & Upgrade Works			2015-017915	-	1,500,000	500,000	-	-	-	-	-	-	-						
Buildings	Gateway Visitor Centre (Customer Service Centre) Upgrade			2016-003435	50,000	100,000	1,350,000	-	-	-	-	-	-	-						
City Innovation - Sustainable Hobart	Energy Savings Action Plan Initiatives			2020-001580	100,000	100,000	100,000	100,000	100,000	100,000										
Parking	New Town Senior City carpark			2017-021055	300,000															
Parking	Argyle St Carpark - traffic lights			2018-007136		600,000														
Placemaking	New Town Retail Precinct Upgrade & Renewal Works Stage 1			2015-020234	1,000,000	330,000	-	-	-	-	-	-	-	-						
Placemaking	Action 10 - Waterfront Interpretation signage			2016-001356		85,000														
Placemaking	Action 14 - Salamanca Pedestrian Works Stage 2 - Morrison Castray Salamanca			2016-021840	1,250,000															
Placemaking	Action 14 - Salamanca Pedestrian Works Stage 3 - Salamanca Montpellier			2016-021841	500,000															
Placemaking	South Hobart Retail Precinct Upgrade			2015-020390	-		50,000	1,000,000	1,000,000	-	-	-	-	-						
Placemaking	AP08 - Campbell Street Upgrade (City Campus Project)	Y		2015-020239	100,000	800,000	800,000	-	-	-	-	-	-	-						
Placemaking	Elizabeth Street Retail Precinct Upgrade (Midtown)	Y		2015-020295		2,400,000	-	-	-	-	-	-	-	-						
Placemaking	Battery Point Retail Precinct Upgrade			2018-020391			500,000													
Placemaking	AP05 - Elizabeth Mall / Wellington Court Connection	Y		2015-020237					50,000	500,000	500,000									
Placemaking	Lower Sandy Bay Retail Precinct Upgrade			2016-003659		-	-	-	-	-	1,000,000									
Public Toilet Strategy 2015-2025	Centrepark - internal refurbishment			2019-018617	150,000															
Public Toilet Strategy 2015-2025	Cascade Gardens Public Convenience - Accessible Toilet installation			2016-001692	-	100,000														
Public Toilet Strategy 2015-2025	Care St Oval Public Convenience Renewal			2015-021286	200,000															
Public Toilet Strategy 2015-2025	North Hobart Cultural Park - Amenities Building Renewal			2013-014356	-	300,000														
Public Toilet Strategy 2015-2025	Nulgrove Beach Reserve Toilet Access Pathway Improvement			2015-019165	-	50,000														
Public Toilet Strategy 2015-2025	South Hobart Oval Public Conveniences Internal Refurbishments			2018-019174	-	150,000														
Public Toilet Strategy 2015-2025	Long Beach Surf Life Saving Pavilion - Internal Refurbishment			2016-001690	-	150,000		-	-	-	-	-	-	-						
Public Toilet Strategy 2015-2025	New Town Oval Public Convenience Works (Further scoping required)			2020-000816		400,000														
Public Toilet Strategy 2015-2025	Public Convenience - Annual Allocation for Accessibility Upgrades			2019-001680	50,000		50,000	50,000	50,000	100,000	50,000	50,000	50,000	50,000						
Public Toilet Strategy 2015-2025	Waterworks Reserve No 1 Public Convenience - Remove and Replace			2015-019170	50,000	300,000														
Public Toilet Strategy 2015-2025	West Hobart Oval Public Conveniences Internal Refurbishment			2015-015702	50,000	200,000	-	-	-	-	-	-	-	-						
Public Toilet Strategy 2015-2025	Regatta Ground Pavilion Renewal to Toilets Only			2015-015452		-	50,000	450,000	-	-	-	-	-	-						
Public Toilet Strategy 2015-2025	St Davids Park public convenience			2020-000268			100,000													
Public Toilet Strategy 2015-2025	TCA Ground Toilet Block - Building Renewal			2015-010672		-	-	-	-	550,000	-	-	-	-						
Public Toilet Strategy 2015-2025	Waterworks Reserve No 2 Public Convenience Internal Refurbishment			2015-019168			100,000		-	-	-	-	-	-						
Stormwater Retention & Rivulets	Christians Place - Open Channel Stormwater Piping	Y		2019-015647		180,000														
Stormwater Retention & Rivulets	Maypole Stormwater Upgrade	Y		2015-020596	100,000	1,600,000														
Stormwater Retention & Rivulets	Letitia Street - Ryde St to Wellington St stormwater bypass system	Y		2017-018494	80,000	800,000														
Stormwater Retention & Rivulets	Maypole Rivulet - No 62 Forster to New Town Road - DN2100 Upgrade	Y		2019-000907				1,000,000												
Stormwater Retention & Rivulets	New Town Rivulet - Brushy Creek Confluence - Ref: Entura	Y		2019-004612			60,000													
Stormwater Retention & Rivulets	New Town Rivulet - 257 Lenah Valley to 202 Lenah Valley - Ref: Entura	Y		2019-004613			60,000													
Stormwater Retention & Rivulets	Potters Creek - 188 Lenah Valley & John Turnbull Park - Ref: Entura	Y		2019-004614				50,000												

**10 Year Capital Works Program - Transforming Hobart**

As at: 11 Feb 2020

Year Capital Works Program - Transforming Hobart					Approved in Principle					Planned Expendure										Comments			
					NEXT YEAR				FOLLOWING 3 YEARS				REMAINING 6 YEARS										
Sub Program	Project	CRS#	Life area	Reference	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10									
Stormwater Retention & Riviets	Maypole Rivulet - 26 Riddon to 48 Riddon - Ref: Entura	Y		2019-004615	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030									
Stormwater Retention & Riviets	New Town Rivulet - 227 Lenah Valley - Ref: Entura	Y		2019-004621		100,000		300,000															
Stormwater Retention & Riviets	Maypole Rivulet - New Town Road to Woolworths - DN2100 Upgrade	Y		2019-005050				1,500,000															
Stormwater Retention & Riviets	2 Amanda Crescent Stormwater Upgrade	Y		2019-014402		50,000																	
Stormwater Retention & Riviets	Liverpool Cres Stormwater Upgrade	Y		2019-014495		500,000																	
Stormwater Retention & Riviets	Montpelier Retreat Stormwater Upgrade - Kirkway Place to Outfall	Y		2019-017512		100,000	600,000																
Stormwater Retention & Riviets	Harbree Avenue Stormwater Upgrade	Y		2020-000077		80,000		400,000															
Stormwater Retention & Riviets	Stormwater Flood Risk Reduction Program FY23/24 (Placeholder)	Y		2020-002203				1,000,000															
Traffic Upgrades	Implementation Of Transport Strategy	Y	Y	2016-000605	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000								
Traffic Upgrades	Accessible Parking Annual Allocation	Y	Y	2017-005123	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000								
Traffic Upgrades	Accident Blackspot Project Annual Allocation	Y	Y	2017-005121	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000								
Traffic Upgrades	Lenah Valley Rd - Creek Rd - Left Slip Lane			2014-015781	155,000																		
Traffic Upgrades	Local Area Traffic Management Works Annual Allocation	Y	Y	2017-005112	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000								
Traffic Upgrades	Traffic Improvements - Bathurst/ Elizabeth	Y	Y	2015-020409			-	-	100,000	100,000		-	-										
Walking Infrastructure	City Laneways - Access and Lighting Upgrades	Y	Y	2015-020097	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000								
Walking Infrastructure	Linking CBD to the Waterfront (ICAP)	Y	Y	2015-020388				-	1,200,000														
Walking Infrastructure	Macquarie Point Linkage to CBD			2016-004630				500,000	-														
Walking Infrastructure	Molle St & Collins St Pedestrian Crossing			2020-001683	200,000	200,000																	
Walking Infrastructure	Road Strategy Project Annual Allocation - Disability Access	Y	Y	2017-005124	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000								
Cycling Infrastructure	AP08 - Castray Esplanade Upgrade (ICAP)			2014-014639		300,000																	
Cycling Infrastructure	Cycling Infrastructure - Implementation of Bicycle Plan Annual Allocation	Y	Y	2017-005122	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000								
Parks Infrastructure	Hobart Rivulet Linear Park - Vicinity of Anglesea Street			2011-029515	125,000	-	-	-	-	-	-	-	-	-	-								
Parks Infrastructure	Sandy Bay Rivulet Linear Park Implementation			2015-020342			500,000	-															
Parks Infrastructure	Battery Point Sloop			2017-021036			300,000																
Parks Infrastructure	New Town Rivulet Linear Park Plan - Stage 1			2015-020081			-	600,000															
Parks Infrastructure	Kayak wash down bay			2020-000400	18,000																		
Parks Infrastructure	New Town Rivulet Linear Park Plan - Stage 2			2015-020082			-	-	1,000,000														
Parks Infrastructure	Girrabong Road Playground Stage 1 Upgrade			2020-000402	80,000	80,000																	
Parks Infrastructure	Ragetta Ground Car Park Upgrade			2016-004416	700,000			1,000,000															
Parks Infrastructure	Sandy Bay Rivulet Linear Park Implementation			2015-020342			1,000,000	-	-	-	-	-	-	-	-								
Parks Infrastructure	Water Works Playground Upgrade			2019-010543	187,500																		
Bushland Infrastructure	Fire trail upgrades	Y	Y	2017-021032	500,000																		
Queens Domain Program	City to Gardens Way	Y	Y	2012-026679	300,000	400,000	-	-	-	-	-	-	-	-	-								
Queens Domain Program	Domain Paid Parking area - improvements to footpath and lighting	Y	Y	2015-020340			500,000	500,000															
Wellington Park - One Mountain	MTB Network Plan Implementation			2016-000295		325,000		325,000															
Wellington Park - One Mountain	Springs Public Facilities Upgrade (Part Of GSW)			2015-021955		-	300,000	-															
Waste Management	On Board management system - waste services			2017-005185		220,000																	
Waste Management	Waste Transfer Station Development - Stage 1			2017-005189	200,000																		
Waste Management	Waste Transfer Station Development - Stage 2			2017-005187			400,000																
Upgrades TOTAL					7,595,500	13,530,000	9,225,000	7,285,000	4,080,000	2,680,000	2,080,000	580,000	580,000	580,000	430,000								
PROPOSED BUDGET - Upgrades					6,290,000	7,270,000	4,045,000	1,480,000	1,930,000	730,000	280,000												
RENEWALS																							
Roads - Renewals		Y	Listed in PMU		12,233,100	17,210,880	11,575,921	10,816,366	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs								
Buildings - Renewals		Y	Listed in PMU		2,603,500	4,763,911	2,377,500	2,467,000	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs								
Stormwater - Renewals		Y	Listed in PMU		1,531,000	115,000	1,084,379	839,379	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs								
Parks - Renewals		Y	Listed in PMU		1,982,838	3,542,938	987,938	717,938	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs								
Sporting - Renewals		Y	Listed in PMU		992,379	1,611,379	1,192,879	1,732,379	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs								
Bushland - Renewals		Y	Listed in PMU		828,500	899,800	813,000	830,150	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs								
Solid Waste - Renewals		Y	Listed in PMU		350,000	355,000	455,000	440,000	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs								
Public Art - Renewals		Y	Listed in PMU		40,500	50,000	50,000	50,000	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs								
Valuation Roll Renewal 2021 / 22	Special renewal every 5 years - moved from New/Upgrade	Y		2016-021620		680,000						680,000											
Parking - Renewals	New asset portfolio - Renewals audit and AMP development in 2020	Y	Listed in PMU				1,200,000	1,300,000	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs								
Smart Cities & Lighting - Renewals	New asset portfolio - Renewals audit and AMP development in 2020	Y				TBC	TBC	TBC	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs								
Renewals TOTAL					20,561,917	29,228,908	19,634,618	19,213,232															
PROPOSED BUDGET - Renewing Hobart					20,644,373	23,674,373	24,294,373	23,894,373	26,094,373	27,494,373	24,844,373	23,194,373	23,194,373	23,194,373	23,194,373								
PLANT AND EQUIPMENT (P&E) - New and Renewals																							
ICT P&E - Renewals		Y	Detailled in Conq.		550,000	718,663	269,899	2,090,447	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs								
Fleet P&E - (Net including resale)	Asset portfolio - With Minor Plant P&E annual allocation removed	Y	Detailled in Conq.		2,501,000	2,506,780	1,788,121	3,814,108	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs								
Minor Plant P&E - Renewals	Managed by Fleet team - Historic annual allocation	Y	Annual allocation		300,000	300,000	300,000	300,000	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs								
P&E - Taste of Tasmania	Community Life specific P&E requirements	Y	Annual allocation		175,000	175,000	175,000	175,000	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs	TBC in AMPs								
P&E - TTC	Community Life specific P&E requirements	Y			12,000	TBC	TBC	TBC	TBC in SPs	TBC in SPs	TBC in SPs	TBC in SPs	TBC in SPs	TBC in SPs	TBC in SPs								
P&E - Salamanca Market	Community Life specific P&E requirements	Y	Annual allocation		150,000	150,000	150,000	150,000	TBC in SPs	TBC in SPs	TBC in SPs	TBC in SPs	TBC in SPs	TBC in SPs	TBC in SPs								
P&E - DHKAC pool and gym	Community Life specific P&E requirements	Y			350,000	515,000	253,000	510,000	TBC in SPs	TBC in SPs	TBC in SPs	TBC in SPs	TBC in SPs	TBC in SPs	TBC in SPs								
P&E - Christmas Decorations	Community Life specific P&E requirements	Y	Annual allocation		50,000	50,000	50,000	50,000	TBC in SPs	TBC in SPs	TBC in SPs	TBC in SPs	TBC in SPs	TBC in SPs	TBC in SPs								
General P&E (Requested via Ops)	Estimate only after all other P&E removed from Conquest data	Y			403,000	417,646	1,218,691	882,037	TBC with ELT	TBC with ELT	TBC with ELT	TBC with ELT	TBC with ELT	TBC with ELT	TBC with ELT								
P&E TOTAL					4,499,000	4,833,089	4,184,712	7,871,590															
PROPOSED BUDGET - Renewing Hobart					4,500,000	4,500,000	4,500,000	4,500,000	4,500,000	4,500,000	4,500,000	4,500,000	4,500,000	4,500,000	4,500,000								
GRAND TOTALS - Funding Requests																							
					\$ 37,191,417	\$ 49,946,997	\$ 34,994,329	\$ 36,219,802															