Moreland City Council

**1996 MAYOR’S SPEECH**

**Appreciation:**

Thank you fellow Councillors for the trust and responsibility you have invested in me. I am challenged by the vote of confidence you have placed in me and I return the challenge. I can really only be as effective as you assist me to be. Tonight is the beginning of a twelve month period that is going to rely heavily on ten dedicated people working together for the creation of a new entity, the new democratic City of Moreland.

On behalf of all ten Councillors, thank you to the people of Moreland for entrusting the governance of the new City of Moreland to us all. Even at this very early stage, I feel confident that we shall not let you down.

The people of Moreland have essentially voted for an Australian Labor Party Council, but the ALP team recognises that two Councillors not members of that party have also been elected. The ALP team respects the positions of those two Councillors and will work to ensure that as far as possible we listen to and accommodate their views.

**Analysis:**

It is not only Moreland where people have voted overwhelmingly for candidates from the ALP. Through the entire inner city of Melbourne ALP teams have been successful.

In Hobson’s Bay, Moreland, Yarra and Darebin the ALP has finished as the dominant grouping on the new Councils. In Port Phillip, the ALP and the community based *Turn the Tide* groupings have won a majority of Council positions. In Melbourne itself, in spite of blatant gerrymandering of the franchise and overt bankrolling of business candidates, the electorate has spurned the State Government’s favoured candidates and has turned towards those with some genuine community base.

To this extent, the recent elections for local government can be seen as a rejection of the Kennett Government’s suspension of local democracy and its control over our local assets and programs. People throughout the inner city of Melbourne have reclaimed democracy with zeal.

This enthusiasm is evident in the high voter turn-out as well as in the final result. In most municipalities that held elections, the voter turn-out was significantly higher than previous performance, and this was in spite of the confusion generated by the local election being sandwiched between the federal and state elections. The result pattern in Moreland is consistent with the remainder of the inner city. In fact, Moreland voter turn-out, at 70%, appears to be the highest of the inner city municipalities.
The claim being made around the state by Local Government Minister Hallam that postal voting has been successful because it results in higher voter participation is difficult to justify when Moreland, with its attendance voting system, has achieved such a high turn-out. Perhaps the major reason that voters turned out in droves has been the strong desire to reclaim democracy. So, Mr Hallam, by sacking Councils and implanting absentee rulers, commissioners, of his own choosing, has perhaps been responsible for getting people to the polls, be they postal or attendance.

We need to look closely at the success of the ALP at the elections in the inner city areas. It is perhaps too early to tell whether the amalgamation of the small Councils into larger units has spelled the downfall of genuine independent candidates and the arrival of domination by parties and groups. There were some signs that this might be happening, as single issue candidates, no matter how popular the issue, have been noticeably unsuccessful.

While I think it would be a pity if genuine independents found it difficult to stand for local government, I feel that the ALP’s involvement in local democracy is healthy for the party as it forces the ALP to develop and sustain its links and contacts with the community.

There is no doubt an outcome of the restructure in Victoria is that other parties will have to rethink their participation in local elections. This is a healthy development as so many Council candidates belonging to political parties have hidden away behind the label of independent. Local government is political and communities can only benefit from knowing the precise flavour of the politics for which they are voting.

**The Campaign:**

The ten of us are still weary from our recent campaigns. Running for local office is not easy and all of us have spent long hours preparing and launching our policy documents, visiting groups, writing to people, investigating problems in our wards, familiarising ourselves with our areas, our shops and businesses and perhaps most enervating of all, knocking on the doors.

I wish to discuss campaigning briefly as I suspect most people are unaware of the effort put into elections by even apparently half-hearted candidates. The *Melbourne Times* interviewed Moreland residents who felt that they had not received enough information on which to make a clear choice. It is hard to know how to meet this legitimate expectation of voters.

The process of democracy itself is an educative one for the candidates. The candidate does locate all the contentious issues in their ward. The candidate does develop a sense of the major concerns of people living in the area, and the candidate quickly learns if the policy issues they are promoting are genuinely acceptable to the community. In this sense, local government elections, with their close contact between candidate and voter, is perhaps the most traditional form of election. It relies on face-to-face contact and it is pleasing to note that the new larger Councils and wards have not killed off the parish pump type of electioneering.
Relations with the State Government:

Moreland people have embraced democracy with enthusiasm. As Council candidates doorknocked Moreland people continued to tell them that they welcomed being able to vote again. Over and over again they said in one form or another: *It will be nice to have our Councils back again.* This was not an attack on commissioners or staff, it was another expression of awareness that their Council had been beyond their control for a period.

Most of the candidates standing for election in the Moreland area learned quickly if they did not know already that the Kennett Government’s treatment of local government was a major issue amongst residents.

As candidates we have guaranteed residents and ratepayers of the area that we will stand up for independent local government. In some sense this will be the most difficult task of all that faces us. We have a government in Spring St that has found it could relatively easily take over local government. It could use it to impose a state deficit levy. It could remove local elected representatives and impose unaccountable commissioners. It could empty out Council reserve funds. It could impose rate reductions and compulsory tendering out of services. It could sell off assets built up by previous generations of residents. It could dictate appointments to key positions. It could veto the appointment of others. It could bludgeon Councils like Geelong after they were re-elected. It could treat democracy with impunity by suggesting that commissioners could remain in place. Against this backdrop we, and we will not be alone in this battle, will be struggling to reassert the independence of local government.

The State Opposition has pledged to return democracy immediately to the remaining two thirds of the state. Perhaps equally as importantly, it has pledged to treat with local government as a fully autonomous form of government in its own right. This is a responsible position that this Council strongly supports and we urge voters to take local government into account when they attend the polls next Saturday for the state government election.

Council will discontinue its membership of the Municipal Association of Victoria, a body tainted by its influence from Spring St, and will join with the Victorian Local Governance Association, a body committed to the principles of local democracy and local autonomy.

The Moreland City Council will look to its membership of the VLGA to play a key role in strengthening local government and protecting it from further assault by the State Government. As a new organisation devoid of any baggage from the past, the VLGA is well placed to play a major role in the creation of new vibrant and strong models of local governance out of the ruins of the heavy handed change process undertaken by the Kennett Government.

Council will be ready to take any measures necessary to ensure that the Kennett Government’s view of local government as a branch office of Spring St is repudiated and resisted.
Ownership of Moreland:

A major task for the new Council will be to ensure that people throughout this large and diverse city share in a sense of ownership and participation. These are easy words, and we must recognise that we are a long way from having a sense of identity for our new city.

For example, some people in the north feel that their former municipality of Broadmeadows has been cynically sliced in two. We must discuss the issue of disaggregation with those residents to test their feelings about their new Council.

In the south of Moreland we have people who feel more affinity towards other inner city suburbs than they do to communities located out near the Western Ring Road. These people also fear a loss of identity in such a large entity as the new City of Moreland.

One response to this is to recognise that we are many different communities. We need to respect and enjoy and benefit from the diversity and we need to safeguard that diversity. In the former City of Melbourne, suburbs like Kensington, South Yarra, North Melbourne, East Melbourne, Parkville and Flemington coexisted harmoniously. Within Moreland we can aim for a similar achievement. We need to recognise and celebrate the communities of Fawkner, Glenroy, Pascoe Vale, Coburg, East Brunswick, South West Brunswick, and North Fitzroy.

As well as recognising the diversity of our geographic communities, we have a responsibility to respect and promote the diversity of our cultural communities. The new Council has proposed policy initiatives to achieve this.

The Vision for Moreland:

The ALP team that stood for election proposed a clear sense of direction for the new city over the next three years. This vision has been articulated in the form of a policy document: Bringing Moreland Together. The document was the result of candidates and dedicated local branch members sitting down and thinking through the directions they felt were important for Moreland. This exercise has provided residents with some vision and the strong vote for the ALP team can partially be seen as a support for that vision.

The ALP team that stood for election proposed a vision for Moreland. The Bringing Moreland Together vision is spelled out in this speech as a set of principles and a program for implementation. The detailed policy for full implementation has, mercifully, been attached as an appendix to this speech and will be available on request.

It needs to be recognised that effective implementation is dependent upon appropriate and responsive structures. Council has already commenced work on the structures, and later tonight it will vote on an interim structure that it proposes to review after some six months of operation.
This Council will work to the principle that:

Local government under the ownership of and accountable to the local community has a key role to play in building a stronger and more cohesive community. It is the foundation stone of democratic government in the community.

Further, this Council pledges that:

- It will work in close partnership with the Moreland community and Council staff to create responsive, consultative local government.
- Resources and programs will be equitably distributed across the full community. The Council will be equally committed to responsible financial management, broad social justice objectives and sound environmental management.
- It will be committed to open and inclusive decision making. Decision making will actively seek out views of the community and decision making processes will actively seek to educate the community.
- It will work to influence decision making at representative body, regional, state and federal levels.
- It will conduct an organisational audit of the practices in the City of Moreland during the past two years. This audit is intended to provide a springboard for new policy initiatives.

**Democratic Practice and Community Consultation:**

The Moreland Council will operate from the premise that creation of a new municipality with a strong sense of community ownership can best be achieved through a great deal of discussion at a community level. This involves the Council listening to community views but it also entails the Council actively seeking out views from people, particularly from those sectors where the voice is more likely to be muted. The Council will implement a number of key policy initiatives to ensure high quality democratic practice and community consultation.

This Council believes that:

Local government provides the most important and accessible opportunity for citizens to be involved in shaping their own communities.

Good local government is achieved through open leadership and sensitivity to community needs, interests and aspirations.

To improve its accessibility to the community, this Council will open up all of its meetings and minimise its use of in camera items. It will restore question time to a full half hour prior to Council meetings and ensure that Council meetings are held at least in Glenroy, Brunswick and Coburg. It will instigate a system of Ward Meetings chaired by the relevant councillor and resourced by council staff and establish Council and Community committees chaired by an appropriate councillor, resourced by Council Officers in areas as required.
Role of Councillors:

Elected Councillors will remain accountable to their constituents. The elected representatives have presented a platform to the voters as part of the normal democratic electoral process. The constituents expect their elected representatives to implement this platform to best represent the needs and interests of the community. The new Moreland Council will vigorously defend this fundamental democratic principle and sees its role as a vibrant leader putting its diverse community first, a community which has elected Council to pursue its interests and aspirations. Concepts of Councils as Boards of Directors are not compatible with functioning democracy.

Compulsory Competitive Tendering:

A difficult area for the Council will be its management of the imposed system of Compulsory Competitive Tendering.

CCT has implications for all Council services and operations and is the single most important factor in the delivery of quality services to residents and rate payers. CCT offers challenges to Local Democracy and Local Choice, and its legacy will be borne by the community for years to come.

This Council opposes compulsory tendering of services and will actively work for a moratorium on CCT in Victoria. Council has a commitment to being a key provider of quality cost effective services and building up its own skills base. This will involve adequate training and resourcing of in-house bids.

While CCT does exist, Council will ensure that any tendering processes are open and transparent to the citizens of Moreland. Community organisations and residents will be involved in monitoring CCT in all its phases.

Community Services:

During the state election campaign, Premier Kennett has rediscovered the forgotten people. It is the Kennett Government which has so forgotten these people that it must now rediscover them. The Moreland City Council cannot afford this sort of amnesia as so many people labelled in this way actually live in Moreland where they will not be forgotten by this Council.
Moreland City Council is committed to the delivery and coordination of an integrated series of quality community services throughout the municipality.

Council will be a key provider of quality community services throughout the municipality to support residents across the ranges of age, culture and lifestyle.

Just a few of the key features of Council’s community services commitment include:
• culturally relevant services for people of non English speaking backgrounds.
• maintaining a free library service
• equitable distribution of cultural, recreation and sporting resources throughout the municipality
• equal access for women to services, facilities, activities and decision-making.

Special attention will be paid to key issues like: Unemployment And Poverty; Social Isolation; and Community Safety. Council will be committed to the use of a community development model to address such fundamental concerns.

On the question of cultural diversity, Council recognises the equal rights of all residents, regardless of ethnic background to have an equal opportunity to participate in the decision making process of the municipality and will therefore adopt strategies to maximise the contribution of all residents to the economic and cultural life within the municipality.

Council has policies and strategies to achieve social justice and affirmative action on women’s equal access to services, facilities, and activities.

Moreland City Council will also pay special attention to young people, maternal and child health services, public health services, the aging population and sport, recreation, culture and the arts. With regard to this latter area, Council will develop a comprehensive Municipal Sport and Recreation Plan in consultation with Councillors, Council officers, recreation and sporting organisations within the community, community groups and residents. One of the major features of sport and recreation within Moreland will be cultural relevance. The Municipal Sport and Recreation Plan's major aim will be to ensure that there is coordinated, integrated, equitable and accessible sport and recreation policy development and service delivery.

Industrial Relations:

Moreland City Council totally rejects the attacks that have been made on unions and the wages and conditions of workers by the Kennett Government through its industrial legislation and policies. Such actions represent an attack on society as they discriminate against the workers of Australia. It provides privilege for the few and the exploitation of the many. Moreland City Council will actively oppose the policies and actions of any Governments that undermine the rights of workers and Unions.
Council believes that:

The provision of services of the highest quality to the community is best achieved as a partnership between direct employees of council and the community.

Council's industrial relations practice and policy will be marked by: the recognition of the key role of Trade Unions; equal opportunity and affirmative action; the commitment to a safe and healthy working environment; and the maintenance of an award system that provides for equitable and relevant wages and conditions of employment.

Planning and Housing:

There are opportunities for the new and larger Moreland City Council in the areas of planning and housing and Council is committed to work in this area to maximise environmental protection and enhancement.

Council will respond to a diversity of housing needs by: attracting public housing; attracting affordable housing; supporting housing development in keeping with the built form of the Moreland environment; and supporting low environment impact housing stock;

Special initiatives will include:
• reviewing and clarifying planning codes throughout the municipality to achieve a planning scheme that promotes diversity and integration through the creation of new industrial zones and mixed use areas which provide rights and security of tenure for both industry and housing;
• changing local planning codes to encourage new types of housing close to public transport, shops and services;
• reviewing and update heritage controls throughout the municipality that respect the history and visual amenity of all parts of the municipality;
• improving monitoring and enforcement aspects of the planning scheme;
• implementing key elements of Moreland's Housing Strategy;
• developing local design guidelines which avoid the problems of VicCode 2;
• employing an officer with specific responsibility for housing issues; and
• protecting the municipality's open space from further encroachment and alienation;
Taking a variety of measures to enhance the visual amenity of the Moreland area, including:

- giving attention to signage throughout the municipality;
- upgrading landscaping requirements for new developments; and
- enforcing landscaping conditions in planning permits;

- incorporating energy efficiency measures into performance indicators in planning requirements;

- Supporting and promoting local and regional initiatives to provide affordable and appropriate housing; and

- Encouraging and promoting a plan for a well thought through, well designed and creative redevelopment of the Pentridge Prison site.

**Education:**

Local Government is ideally placed to play a major educational role with the community. Council can provide information and it can promote debate. Perhaps now, like never before, with an opportunity create a brand new city, the role of education must come to the fore. This Council sees this as being one of its most exciting opportunities.

*Access to education is fundamental to maximising opportunities in life. Moreland City Council is committed to provision of full and ongoing educational opportunities for all ages and sections of the community.*

Moreland City Council believes that most of the preschool, primary, and secondary education needs can and should be met in Moreland. The community should be surveyed/consulted to establish its education needs.

**Economic Development:**

Moreland City Council will enhance employment opportunities in the region by working with relevant organisations such as trade unions, local and regional economic development organisations and local trading companies to support new growth industries, to maintain existing industries where feasible and to ensure that there are adequate education, training and re-training programs and procedures of structural adjustment to cushion residents against the negative aspects of economic change.

Council will develop industry assistance programs with state and federal government support and lobby both state and federal governments to contribute to the early refurbishing of the Upfield railway line as a key link between jobs, housing and better access to shops and services. There is opportunity in the area to encourage proper environmental management through the development of a *green jobs* program.
**Environment:**

Moreland City Council is committed to Global approaches to environment protection such as *local agenda 21* which promotes the creation of an environmentally sustainable municipality. Council will develop a local action program for the environment which will cover: resources; waste management/minimisation; living environment and visual amenity; health; and open space and nature.

**Transport:**

Moreland City Council’s transport action will focus on improving public transport, especially the Upfield and Broadmeadows heavy rail systems, and reducing the demand for motor travel through a commitment to traffic calming and support for alternative transport modes. Specific action will include undertaking and implementing an *Integrated Transport Strategy*.

On transport issues, Council will strenuously reject Melbourne’s City Link project which includes widening of the Tullamarine Freeway and oppose tolls on any freeway.

**Levies and Charges:**

Moreland City Council is committed to fight inequitable flat taxes and charges and resist any future attempt by State Government to force local government to collect taxes or levies.

**Nuclear Free Moreland:**

The Council under commissioners has already recognised the need for local government to play its part in the peace debate. Banners were used on the Town Halls to express outrage at the French nuclear testing in the Pacific. This is a local issue and one which Council will continue to support. One threat in the form of testing may have passed, perhaps forever, but a new threat of the abandonment of the three mines uranium policy has emerged and communities must continue to be able to voice their concerns on such vital issues.

**Financial Management:**

Council believes the standard of financial management systems in local government can be lifted and that Moreland is well placed to lead the way in this area. The organisational audit we will undertake provides an opportunity for the introduction of new models of financial management systems which could leave Moreland at the forefront of responsible budget management in the state. This Council will make it a priority to be in control of its budget.

The backdrop to financial management includes budget constraints, with a ceiling on rate revenue and consequent limitation on new expenditure. In a climate of high expectation of a return to the good old days and better, the Council will struggle to meet all expectations. What it can provide is open budgeting with access to the community at key points in decision making.
The apparent windfall of the Municipal Electrical Undertaking economic entitlement needs to be treated with caution. Investment of the $51 million from the forced sale of the former Brunswick and Coburg electricity supplies to the State Government covers the dividend expected by the former entities. Beyond this, there is opportunity and some responsibility. As a word of caution, it should be said that this is no pot of gold. If all the funds were spent on failing infrastructure there would still be many unmet needs. The Council does have a commitment to consultation on the way in which these funds are to be utilised. As with all financial matters, this will be treated with responsibility and care.

**Reclaim Democracy:**

Tomorrow night, Bishop Michael Challen, Director of the Brotherhood of St Lawrence, will deliver the Maurice Blackburn Address on the topic of *Local Democracy*. This is a fitting topic at the very moment that we are taking back the democracy which has been denied to us for more than eighteen months and which is still denied to more than two thirds of the state of Victoria. There is probably no one better than Bishop Challen to deliver this address as he has been most supportive of community based moves to reclaim local democracy. It is no accident that the VLGA has conducted its meetings at the Brotherhood of St Lawrence’s *Millott Hall*. I would urge you to attend to show how important this issue is to you.

**The Vision:**

*Local government under the ownership of and accountable to the local community has a key role to play in building a stronger and more cohesive community.*

In this mean period of history, we have a rare opportunity to think big and think wide. Where do we want Moreland to be in ten years? The issues and problems that confront us now can be projected into the future and we are in the position to begin some long term planning.

How can we generate a thriving economy for the region and shore up employment opportunities? What options do we have for creating a sound and sustainable environment? What community facilities will the Moreland of ten years’ time require? How can we tackle the infrastructure deficiencies of the area? The perennial problems of increasing and consuming traffic and the running down of public transport must have some answers. Can we influence the development of formal and informal education systems for our community? What influence can we generate on Federal and State policies?

In a short time Council has started looking for the answers and I hope you feel we are making some steps in the right direction. We are prepared to be bold, but not if that means leaving the community behind in the attempt. Sound solutions entail an integrated and supportive community which feels it can influence its own destiny. The Council must draw on the maximum input from the community to achieve these visions and that is a major commitment we can give you at year zero.
Appendix

The Vision:

Local government under the ownership of and accountable to the local community has a key role to play in building a stronger and more cohesive community

- Local government is the foundation of democratic government in the community.
- The Council will work in close partnership with the Moreland community and staff of the City of Moreland to create responsive, consultative local government.
- Resources and programs will be equitably distributed across the full community. The Council will be equally committed to responsible financial management, broad social justice objectives and sound environmental management.
- This Council will be committed to open and inclusive decision-making. Decision making will actively seek out views of the community and decision making processes will actively seek to educate the community.
- This Council will work to influence decision-making at representative body, regional, state and federal levels.
- We will conduct an organisational audit of the practices in the City of Moreland during the past two years

Democratic Practice and Community Consultation:

Local government provides the most important and accessible opportunity for citizens to be involved in shaping their own communities.

Good local government is achieved through open leadership and sensitivity to community needs, interests and aspirations.

This Council is committed to:
- Restoring the Local to Local Government.
- Open, transparent, accessible and public decision-making.
- A full and proper Community Consultation Process.
- Community development and participatory democracy.
- Community input to inform Council's decision-making.
- Democratic Practice and Community Consultation Policy

The former Brunswick Council, the former Coburg Council, and the southern part of Broadmeadows were represented by 30 councillors. The Moreland City Council consists of ten councillors - this represents a significant reduction to local democratic representation. Councillors have far larger constituencies and increased workloads. This Council will restore representation and accountability in local government. The Council believes that best results occur in Local Government when the elected representatives work in an interactive and proactive role to build strong communities by accepting a Community Development role.
This Council will:
• Provide open Council meetings.
• Minimise use of in camera items.
• Restore question time to a full half hour prior to Council meetings.
• Ensure council meetings are accessible to the community.
• Establish a fortnightly Council Forum for a period of no less than six months to set strategic directions for the new municipality.
• Ensure Council meetings are held at least in Glenroy, Brunswick and Coburg
• Instigate Ward Meetings chaired by the relevant councillor and resourced by council staff.
• Ensure council meeting agendas are available at Council offices and service centres on the Friday prior to each Council meeting.
• Ensure the reintroduction of Budget Submissions prior to each budgetary period.
• Develop service centres equipped with the ability to access records and to provide responses to all constituent inquiries.
• Encourage public access to computers at City offices, service centres, neighbourhood houses, and public libraries.
• Make available access to Council bulletin boards and the World Wide Web through computer terminals in various public locations.
• Develop a Freedom of Information policy.
• Establish Council and Community committees chaired by an appropriate councillor, resourced by Council Officers in areas as required, eg. Transport, Health, Women’s Services.
• Directly involve the community in monitoring Compulsory Competitive Tendering.
• Conduct full and proper Community Consultation.
• Implement a protocol for Community Consultation.

The new Moreland Council will:
• Involve the community at an early stage of an issue.
• Take a community education role. Before expecting input, provide all relevant information, implications, goals and principles.
• Ensure that Council acts as a facilitator of community debate.
• Distribute information for dissemination through the continued publication of Moreland City News.
• Distribute information through the local press, public meetings, ward meetings and community networks.
• Work through existing community structures and networks.
• Take into account the ethnic, social and economic make-up of Moreland and the differing ways groups deal with issues and come to resolutions.
• Allow appropriate time lines for responses and submissions from the community.
• Encourage submissions in written or oral form.
• Resource groups in submission preparation.
• Provide technical support for groups with limited resources to prepare submissions to Council.
• Locate public meetings in locations that maximise the opportunity for Moreland residents to participate.

Council will use input from Ward Meetings, Council and Community Committees, and its Community Consultation process to inform its own decision-making.

Members of the current Community Advisory Panel will offered opportunities to participate through Ward Meetings and/or Council and Community Committees, allowing the Panel itself to be wound up.

Role of Councillors:

Elected Councillors will remain accountable to their constituents. The elected representatives have presented a platform to the voters as part of the normal democratic electoral process. The constituents expect their elected representatives to implement this platform to best represent the needs and interests of the community. The new Moreland Council will vigorously defend this fundamental democratic principle and sees its role as a vibrant leader putting its diverse community first, a community which has elected Council to pursue its interests and aspirations.

The Council is committed to appointing a Mayor on a full-time basis to manage the demands of the huge municipality. The Council is equally committed to the principle of annual rotation of the mayoral position. Together, these principles ensure that the opportunity to serve the city through this office is available to a maximum number of residents and that access to the Mayor should be easier than it may have been in the past.

The Council is committed to adequate resourcing of Councillors, and this includes such measures as provision of child care, to ensure that they can perform the task according to community expectations.

Compulsory Competitive Tendering:
Compulsory Competitive Tendering is undemocratic. It removes democratic control of service delivery. Services must be measured in more than economic terms.

This Council is committed to:
- Opposing compulsory tendering of services.
- Actively working for a moratorium on CCT in Victoria.
- The Council being a key provider of quality cost effective services.
- Ensuring any tendering processes are open and transparent to the citizens of Moreland.
- Establishing a CCT Monitoring Group with representation from councillors, Council Officers, community organisations and residents.
- Adequate training and resourcing of in-house bids

Compulsory Competitive Tendering Policy
The Local Government (Competitive Tendering) Act 1994 requires that 50% of operating expenditure in the 1996/97 financial year be subject to competition. Accounting rule AAS 27, under which Local Government is required to operate, includes in Operating Expenditure depreciation on assets and interest payments. The impact AAS 27 has on CCT is to radically increase the areas of Council activity that are required to be subjected to competitive forces far in excess of 50%. The State Government, and the Local Government Minister, have not made any attempt to address this anomaly which suggests that depreciation can be somehow tendered out.

CCT has implications for all Council services and operations and is the single most important factor in the delivery of quality services to residents and rate payers. CCT offers challenges to Local Democracy and Local Choice, and its legacy will be borne by the community for years to come.

Council services tendered out and won by outside organisations will be increasingly difficult to win back in the future due to the potentially large infrastructure spending required to re-enter areas.
Moreland City Council is opposed to Compulsory Competitive Tendering as it frequently:

- leads to a reduction in quality of services,
- creates greater separation from users of services and the Council,
- undermines wages and conditions of employment of Council Staff,
- reduces employment in Moreland,
- limits opportunity for Council to modify and change direction in the provision of specific services between contractual periods.
- creates private monopolies, and
- limits redress of service failures.

Moreland City Council will:

- Develop specifications for tenders in consultation with staff and the community.
- Make the community aware of impacts in relation to tendering of specific services.
- Ensure all in-house bids are adequately and properly resourced.
- Take into account impact of local employment in its consideration of tenders.
- Ensure in-house bids preferred where they are cost effective and deliver high quality services as far as legislation and regulation allows.
- Ensure that Council, staff, and community are involved in monitoring CCT.
- Train all stakeholders, including Councillors, staff and community representatives, about the processes of development of contract specifications, tendering and administration.
- Ensure no unnecessary confidentiality arrangements are entered into with successful tenderers.
- Ensure all successful bids are public information including the price.
- Ensure that no contract is awarded on the basis of undermining the conditions of staff and rates of pay.
- Insert penalty clauses for non-performance/non-compliance with contractual obligations.

Community Services:

During the state election campaign, Premier Kennett has rediscovered the forgotten people. It is the Kennett Government which has so forgotten these people that it must now rediscover them. The Moreland City Council cannot afford this sort of amnesia as so many people labelled in this way actually live in Moreland where they will not be forgotten by this Council.
Moreland City Council is committed to the delivery and coordination of an integrated series of quality community services throughout the municipality.

Moreland City Council is committed to:
- The Council being a key provider of community services throughout the municipality.
- Ensuring that Council has the primary role for planning and coordination of community services in the municipality.
- Effective delivery of services including coordination with non-council service providers.
- Development of strategies to ensure that community services are delivered in a culturally relevant manner to people of non-English speaking backgrounds.
- An adequately researched range of community services to support residents throughout the municipality across the ranges of age, culture and lifestyle.
- Creation of citizen information referral services based strategically throughout the municipality to act as a one-stop-shop, for advice and information on Council and non-Council services.
- Maintaining a free library service accessible through branch libraries, mobile library services where appropriate and a home visit service for house-bound residents.
- Establishing a Municipal Community Services and Health Working Party to include councillors, Council officers, community organisations and residents to develop and produce a Municipal Health and Community Services Plan.
- Equitable distribution of cultural, recreation and sporting resources throughout the municipality.
- Ensuring equal access for women to services, facilities, activities and to equal opportunity in decision-making.

Moreland City Council will develop strategies to ensure the provision of:
- Quality childcare services and facilities to meet the varying needs of residents with children.
- A range of integrated services which aim to support families through their various life stages.
- Maternal health services which are universally available and accessible to all families.
- A wide range of recreational, educational and support services for young people, provided in culturally appropriate ways.
- Emergency and long-term housing, available for residents in times of need.
- An integrated range of support services, available to enable older people to remain in their own homes through to residential services which enable older people to remain within their community.

Moreland City Council will establish working parties (involving advocacy to state and federal governments where appropriate) to focus on the following issues:
• **Unemployment And Poverty.** Strategies will be developed to:
  (a) increase information to, and assistance for, unemployed people including those of non English speaking background,
  (b) provide support to groups of unemployed or low income residents,
  (c) encourage the establishment of sharing, swapping and self help schemes (eg community gardens, Local Economic Trading Schemes) and
  (d) support community initiatives to establish local savings and loans schemes to assist low income earners.

• **Social Isolation.** Strategies will be developed to:
  (a) establish projects to increase neighbourliness and community participation,
  (b) set up a linking project to put more people in touch with each other and community activities,
  (c) encourage and provide training and assistance to community organisations to maintain and increase their membership, especially of people in need of more social contact,
  (d) provide more information to residents about possible community activities and
  (e) encourage the acceptance of cultural and lifestyle differences between people within Moreland.

• **Safety.** Strategies will be developed to:
  (a) undertake safety audits of public areas,
  (b) run education campaigns aimed at reducing violence in the home and public spaces,
  (c) research possibilities of a community transport scheme at night, and
  (d) advocate for improved safety on public transport.

In the area of **women's equal access** to services, facilities, and activities, and in line with a commitment to social justice and affirmative action, Moreland City Council will:
• Increase opportunities for passive and active recreation for women.
• Commit to quality child care and work with the community to increase child care facilities.
• Sensitise Council departments to the particular needs of women.
• Improve information about Council services for women.
• Recognise women's right to feel safe at home and on the street by taking an active role in programs designed to increase women's safety.
• Take an advocacy lobbying role on behalf of women in the Moreland municipality and encourage proactive policy, particularly in relation to employment, housing and income support.
• Hold quarterly forums to discuss issues of relevance to women.
• Work to make our environment more positive and supportive for women (eg. eradication of offensive advertising).

With regard to **cultural diversity**, Moreland City Council recognises the equal rights of all residents, regardless of ethnic background to have an equal opportunity to participate in the decision-making process of the municipality and will therefore adopt strategies to maximise the contribution of all residents to the economic and cultural life within the municipality. Strategies will be developed to ensure all Moreland residents:
• Enjoy freedom from discrimination of the basis of ethnicity, religion or culture.
• Have access to an equitable share of the community's resources and services.
• Have the opportunity to participate in the decisions which affect them.
• Have the opportunity to make full use of their skills and talents within the community.
• Are able to develop and share their cultural and linguistic heritage and to transmit it to their children.

Moreland City Council is committed to creating a community in which young people have opportunities for self fulfilment and a high quality of life. Strategies will be developed involving advocacy to state and federal governments where appropriate to enable all young people in Moreland have adequate access to:
• Independent housing
• Adequate income
• Education and training
• Leisure, recreation, culture and sport
• Social support and advocacy

These strategies will include:
• community development
• provision of access to leisure, recreation, culture and sport;
• advocacy on behalf of young people with regard to income, housing, education and training and leisure needs, and
• collaboration with youth support agencies operating in the Moreland district.

The Council is committed to maintaining the high quality Maternal and Child Health Services in the Moreland municipality and resisting efforts to reduce funding to these services from state government.

The Council is committed to the implementation of public health services according to the World Health Organisation's Ottawa Charter. This entails:
• Building healthy public policy
• Creating a supportive environment
• Strengthening community action
• Developing personal skills
• Reorienting health services to focus more upon prevention of ill-health

Moreland City Council recognises the needs of the rapidly aging population of the area and will accordingly:
• Implement the key recommendations of the Aging In My Place research program recommendations.
• Actively combat service reductions and funding cuts from other forms of government.

Moreland City Council recognises the threats facing Library Services in the state of Victoria, and adopts the following positions:
• Council is committed to a free library service.
• Council is opposed to the tendering of Public Libraries.
• Council is committed to the maintenance of library funding through the State grants and the rate base.

Council is committed to the equitable distribution of *Sport, Recreation, Culture and the Arts* resources within the municipality. Council will develop a comprehensive Municipal Sport and Recreation Plan in consultation with Councillors, Council officers, recreation and sporting organisations within the community, community groups and residents. One of the major features of sport and recreation within Moreland will be cultural relevance. The Municipal Sport and Recreation Plan’s major aim will be to ensure that there is coordinated, integrated, equitable and accessible sport and recreation policy development and service delivery.

Council is also committed to encouraging the wide diversity within culture and the arts by ensuring that support is given to programs of cultural relevance and interest to the diversity of people of Moreland. Local artists and performers will be encouraged, as will artistic events that draw upon the cultural richness of the municipality. Council will continue to sponsor a range of artistic and cultural events such as:
- the arts festival
- the music festival
- the Aboriginal festival
- the children’s festival
- street parties, and

will encourage the participation in these of children from schools in Moreland.

Council will also:
• Ensure the existence of accessible community facilities such as public halls, neighbourhood houses and community centres.
• Promote the development of strategies to increase access to recreational and cultural activities by previously under represented groups such as people from non English background, women and people with disabilities
• Produce an annual events calendar that includes all community events, festivals and markets as well as information outlining council services
• Develop a strategy for the development of community based arts and theatre
• Implement a community information directory (print and computer based) that provides point of contact information for residents wishing to take part in recreational/cultural groups and activities
• Continue to be a key player in the provision and/or coordination of recreational and leisure facilities such as swimming pools, indoor sporting facilities and fitness centres.
Industrial Relations:

The provision of services of the highest quality to the community is best achieved as a partnership between direct employees of council and the community.

Moreland City Council totally rejects the attacks that have been made on unions and the wages and conditions of workers by the Kennett Government through its industrial legislation and policies. Such actions represent an attack on society as they discriminate against the workers of Australia. It provides privilege for the few and the exploitation of the many. Moreland City Council will actively oppose the policies and actions of any Governments that undermine the rights of workers and Unions.

Council will actively campaign and make representation for State and Federal Industrial legislation which provides for:

- the recognition of and representation by Trade Unions;
- a fair and equitable distribution of the wealth in our society;
- equal opportunity and affirmative action;
- a safe and healthy working environment; and
- the maintenance of an award system that provides for equitable and relevant wages and conditions of employment.

Moreland City Council is committed to:

- Implementing employment policies that shall:
  - promote and encourage employees of council to be members of the appropriate trade union;
  - provide equal opportunity and affirmative action;
  - provide a safe and healthy working environment;
  - provide a properly resourced human resources department;
  - implement fair, open and equitable selection procedures;
  - implement training, retraining and development programs that enable employees to become skilled, innovative and resourceful
  - improve the quality and security of work for its employees.

- Actively campaigning and making representation for State and Federal industrial legislation which provides for:
  - the recognition of and representation by trade unions;
  - fair and equitable distribution of wealth in our society;
  - equal opportunity and affirmative action;
  - a safe and healthy working environment; and
  - the maintenance of an award system that provides for equitable and relevant wages and conditions of employment.

- Implementing an industrial relations policy which is based on consultation, the provision of information and negotiation with unions and their members.
  - Rejecting non-union enterprise agreements and the placing of workers on individual contracts.
  - Actively opposing any policies and actions of Governments that undermine the rights of workers and unions.
Moreland City Council will promote and encourage employees of Council to be members of the appropriate Trade Union. It will implement an industrial relations policy which is based on consultation, the provision of information and negotiation with Unions and their members. Council recognises the important contribution that employees and their Union representatives make to the operations of Council.

Council totally rejects non-union enterprise agreements and the placing of workers on individual contracts. Council is committed to the provision of services of the highest quality to the community and believes this is best achieved as a partnership between direct employees of council and the community. Council is committed to improving the quality and security of work for its employees.

Through consultation and negotiation with the Unions and their members, Council will develop and implement policies on issues including the following:

- Wages, conditions and staffing levels of employees and the provision of training for employees.
- Fair, open and equitable selection procedures.
- Training, retraining and development programs that enable employees to become skilled, innovative and resourceful.
- Occupational health and safety standards that aim as a priority to protect the health and safety of workers.
- Equal opportunity and affirmative action because we believe that a fair and equal workplace is a productive workplace.
- The introduction of new or upgraded technology and changes to work organisation ensuring that its implementation is done in a way which protects and enhances the social environment of workers.
- Industrial democracy recognising the rights of workers and their Unions.
Planning and Housing:

Moreland City Council is committed to:

- Regulation of land use for the protection and enhancement of the environment in a simple, fair, predictable and sustainable manner.
- Integration of land use planning with transport planning to maximise the benefits of the most environmentally benign transport modes.
- Encouragement of a mix of land uses in the municipality - residential, open space, commercial, industrial, and public purposes - to maintain Moreland's diverse population and to meet the needs of all sectors of the community.
- Responding to a diversity of housing needs through a range of appropriate and innovative strategies, particularly aimed at:
  - attracting public housing;
  - attracting affordable housing;
  - supporting housing development in keeping with the built form of the Moreland environment; and
  - supporting low environment impact housing stock;
- Enhancing and invigorating commercial activity in Moreland.

Council will:

- Review and clarify planning codes throughout the municipality to achieve a planning scheme that promotes diversity and integration through the creation of new industrial zones and mixed use areas which provide rights and security of tenure for both industry and housing.
- Change local planning codes to encourage new types of housing close to public transport, shops and services.
- Review and update heritage controls throughout the municipality that respect the history and visual amenity of all parts of the municipality.
- Improve monitoring and enforcement aspects of the planning scheme.
- Implement key elements of Moreland's Housing Strategy in conjunction with the community.
- Develop local design guidelines which avoid the problems of VicCode 2.
- Employ an officer with specific responsibility for housing issues.
- Act to protect the municipality's open space from further encroachment and alienation.
• Take a variety of measures to enhance the visual amenity of the Moreland area, including:
  ⇒ giving attention to signage throughout the municipality,
  ⇒ upgrading landscaping requirements for new developments, and
  ⇒ enforcing landscaping conditions in planning permits.
• Incorporate energy efficiency measures into performance indicators in planning requirements
• Support and promote local and regional initiatives to provide affordable and appropriate housing through
  ⇒ public housing
  ⇒ community housing, and
  ⇒ projects such as Aging in My Place

Council will encourage and promote a plan for a well thought through, well designed and creative redevelopment of the Pentridge Prison site which includes:
• Using ‘urban village’ principles of local jobs, new local services and environmental sustainability.
• Staged and well managed development of the site in small pieces rather than handing it over to a single developer.
• Linking the assets of the site — creekside parkland, public transport, historic buildings and graves and a location close to the Coburg shopping strip

**Education:**

Local Government is ideally placed to play a major educational role with the community. Council can provide information and it can promote debate. Perhaps now, like never before, with an opportunity create a brand new city, the role of education must come to the fore. This Council sees this as being one of its most exciting opportunities.

*Access to education is fundamental to maximising opportunities in life. Moreland City Council is committed to provision of full and ongoing educational opportunities for all ages and sections of the community.*

Moreland City Council believes that most of the preschool, primary, and secondary education needs can and should be met in Moreland. The community should be surveyed/consulted to establish its education needs.
Council is committed to:

- Retaining state and federal education resources and funding within Moreland.
- Developing a community education process within Moreland.
- Establishing a program of on-going, long term coordination of public educational infrastructure in partnership with state and federal governments.
- Developing industry, sport, music, drama, festivals, leisure and other cultural activities in partnership with local educational institutions.
- A community transport policy that meets the needs of Moreland residents attending educational institutions.
- Providing Council direction in respect to the location and future development of educational facilities.
- An educational process that opens up local government decision making to young people. (This can include mechanisms which have a clear commitment to involvement of young people, such as the setting up of a junior Council.)
- Broaden community understanding of issues by the supply of balanced accurate information, and encourage debate.

Council will:

- Develop community education opportunities to benefit all age groups in the Moreland community.
- Secure state and federal government funds for the renovation and expansion of schools in Moreland.
- To establish an education committee to ensure the schools of Moreland secure their fair share of education funds, resources, and outcomes. The committee will ensure community consultation, provide coordination of education and community resources; and, it will scrutinise the provision of education services on behalf of the Moreland community.
- Play a leading role in the planning and distribution of Adult Community and Further Education resources in Moreland.
- Involve participants and prospective participants in the planning and implementation of community education.
- Recognise and make use of the fundamental link between education, industry (employment), environment, and personal and community development.
- Conduct an ongoing program of speakers, films and circulation of information in places such as schools and community centres to increase environmental, cultural, political and social awareness among the people of Moreland.
- Support and enhance local community initiatives and develop a high level of awareness and activity in the community of environmental, cultural, political issues.
- Maximise Tertiary educational facilities in Moreland.

**Economic Development:**

Moreland City Council is committed to:

- Creating a more cohesive society, with a fairer spread of opportunities for all people wherever they live.
- Active intervention to create jobs.
• Marshalling the talents and resources of all residents to ensure that we have a future that works.

Council will:
• Enhance employment opportunities in the region by working with relevant organisations such as trade unions, local and regional economic development organisations and local trading companies to support new growth industries; to maintain existing industries where feasible; and to ensure that there are adequate education, training and re-training programs and procedures of structural adjustment to cushion residents against the negative aspects of economic change.
• Advocate effective policies of industry assistance to State and Federal governments; support initiatives to create local manufacturing brand names such as a ‘Sydney Road’ clothing label; promote new industries such as multimedia; encourage technology transfer; and be responsive to the particular needs of small businesses.
• Lobby both State and federal governments to contribute to the early refurbishing of the Upfield Railway Line as a key link between jobs, housing and better access to shops and services.
• Seek to draw upon the particular attributes of Moreland, such as its highly multicultural character and the under-utilised skills of its migrant residents.
• Attract new industry which takes advantage of Moreland’s closeness to Airports, the Port and the central city.
• Foster better links between the research conducted in local universities and the needs of local businesses.
• Increase information to — and assistance for — unemployed people including those from non-English speaking backgrounds, and provide support to groups of unemployed and low income residents.
• Encourage the establishment of sharing, swapping and self help schemes such as community gardens and Local Economic Trading Schemes.
• Support community initiatives to establish local savings and loans schemes for the assistance of low income earners.
• Encourage proper environmental management and the creation of green jobs.
• Push for the creation of new jobs in better public transport facilities.
• Support industry and commerce with high quality information and advice on development approval processes.
Environment:

- Creating an environmentally sustainable municipality.
- Lobbying and advocating for sustainable futures objectives and actively representing residents and groups.
- Moreland City Council is committed to Global approaches to environment protection such as local agenda 21.
- Supporting national and statewide initiatives to improve urban amenity such as the Better Cities Program.
- Developing a waste management and recycling program which puts Moreland at the leading edge.

Council will develop a local action program for the environment in the following fields:

1. Resources
   - Audit energy use in Council functions and infrastructure, including buildings, offices, fleet management and general operations.
   - Introduce a purchasing policy to facilitate conservation, recycling and fuel efficiency.
   - Introduce a water conservation project.
   - Promote energy conservation at public, commercial, industrial, and domestic spheres.

2. Waste management/minimisation
   - Utilise Council's garbage disposal system to minimise costs and maximise and encourage waste minimisation and recycling.
   - Ensure access to transfer and recycling stations and creation of points for hard rubbish, garden cuttings, paper, bottles, cans, engine oil, hazardous materials.
   - Develop long term, performance based kerbside recycling collection including development of durable kerbside recycling containers in conjunction with other authorities.
   - Prohibit recyclables from garbage bins.
• Introduce policy instrument pricing on garbage with special consideration for low income households in consultation with State and Federal Governments and relevant agencies.
• Monitor and evaluate waste minimisation and kerbside systems.
• Introduce a composting promotion service which provides purchasing support for compost bins and education on composting.
• Introduce a periodic hard rubbish and regular garden waste collection.
• Support Moreland Council's Waste Management Reference Group as a community based group established to achieve waste minimisation objectives.
• Introduce an education and promotion program aimed at increasing recycling participation.
• Fund, through the Moreland Waste Management Reference Group, community initiated waste minimisation project.
• Develop of litter projects aimed at tracking and eliminating litter at source.
• Introduce a program of recycling at public events and places.

3. Living Environment and visual amenity
• Train street design staff to ensure all street design work applies traffic calming principles whilst improving and greening Moreland's streetscapes.
• Encourage building design to be sympathetic to traditional materials and design.

4. Health
• Minimise use of herbicides and pesticides and seek alternatives.
• Advocate and pursue with State Government and relevant authorities the application of World Health Organisation (WHO) standards for water, air and noise quality.
• Re-establish the area as a nuclear free zone.

5. Open Space & Nature
• Promote the participation and co-operation of the people of Moreland in the development, preservation and protection of Moreland as an environmentally sustainable city.
• Cooperate with municipalities abutting Moreland, with regional bodies and authorities concerned with open space, land management and the environment.
• Encourage the identification, restoration, maintenance and preservation of indigenous flora and fauna in private and public open space.
• Review, if necessary, and implement the Moreland Open Space Strategy.
• Develop a network of local, district and city-wide parks and open space for outdoor recreation and make an important contribution to promoting biodiversity and reducing the greenhouse effect.
• Develop sustainable open space management practices to remedy the waste of water and energy so common in parks and gardens management.
• Ensure parks and footpaths are places of delight and interest for the children and old people who are their major users as well as the general community.
• Protect and enhance Merri & Moonee Ponds Creek open parkland.
• Control industrial pollution and litter through all available means.
• Create green corridors:
  ⇒ identify and eradicate environmental weeds and vermin,
  ⇒ utilise indigenous plants in street and other plantings,
  ⇒ sell and promote indigenous plants and their uses,
  ⇒ introduce tree conservation strategies,
  ⇒ promote responsible pet ownership, and
  ⇒ undertake joint ventures/cooperative endeavours with other land owners
    (eg PTC, Fawkner Crematorium, Northern Golf Course, Melbourne Parks
    and Waterways, CitiPower Brunswick Terminal Station)

**Transport:**

Moreland City Council is committed to:
• Undertaking and implementing an *Integrated Transport Strategy*
• Promoting improved public transport services to reduce the demand for motor
  travel and provide residents of Moreland a greater freedom to choose safe,
  clean, convenient, reliable and economical transport.
• Undertaking to maintain roads and ease traffic movements throughout the city
  to the benefit of those citizens who reside and work in the municipality.
• Working with the community to frustrate freeway widening plans for
  Tullamarine Freeway and demanding assistance from the Commonwealth
  Government to meet its obligations under Federal Environmental law and
  international agreements to reduce greenhouse gas emissions.
• Opposing the Melbourne City Link Project.
• Pressuring State Parliamentarians to respect local preferences in regard to
  freeway construction and public transport needs.
• Supporting the retention and upgrading of the Upfield and Broadmeadows
  Railway Lines.
• Introducing neighbourhood based traffic calming designed to prevent local
  streets being used as alternatives to main roads for through traffic.
• Strategies aimed at promoting safe and pleasant cycling and walking.
• Adopting World Health Organisation noise and air pollution recommended
  standards at the local standard.

On transport issues, Council will:

1. Freeways
• Reject Melbourne's City Link project.
• Oppose tolls on any freeway.
• Work with the community in its fight to oppose freeway widening plans on the
  Tullamarine Freeway.
• Demand assistance from the Commonwealth Government insisting Canberra
  meet its obligations under Federal Environmental law and international
  agreements to reduce greenhouse gas emissions.
• Promote a night time curfew of trucks on the Tullamarine Freeway.
• Demand installation of noise barriers and speed and access controls to ensure
  freeway noise and pollution does not exceed World Health Organisation
  Standards with no widening.
• Work for a shift of long distance freight to rail and the use of the Westgate
  Freeway and Western Ring Road for docklands traffic to the Hume Highway.

2 Public Transport
• Support the Public Transport Users Association in advocating for increased
  public transport frequency, staffing, coordination of services and some strategic
  extensions to rail and tram lines.
• Seek a Better Cities initiative to underwrite improved train frequencies and
  adequate staffing on the Broadmeadows and Upfield lines.
• Celebrate the saving of the Upfield line.
• Facilitate extension of services for night time and Sunday travel on the Upfield
  line.
• Undertake a study on how to ensure a comprehensive system of feeder buses to
  rail and tram services while maintaining existing local bus services.
• Facilitate upgrading of the Upfield heavy rail system and the extension of
  electric train services to Coolaroo and Craigieburn.
• Promote the linking of the Broadmeadows line to Tullamarine Airport and
  introduction of express services.
• Support and advocate for extensions of public transport services.

3 Traffic Calming
• Introduce neighbourhood based Traffic Calming to make streets more people
  friendly and prevent local streets being used as alternatives to main roads for
  through traffic.
• Seek local power to control speed limits and reduce neighbourhood speed limit.
• Push for reduction of traffic speed along major arterial roads.
• Develop a "Bicycle Festival" as an adjunct to the successful Brunswick Arts
  Festival.
• Support a traffic calmed central city area.
• Retain decision making control over Moreland's major roads.
• Develop a campaign in support of walking and cycling.
• Support road laws favouring cyclists.
• Ensure on-road cycling is safe throughout Moreland and links well with well
  constructed and maintained bike paths including a complete Upfield Bikeway.
• Adopt World Health Organisation noise and Pollution recommended standards
  as the Moreland standard.
• Develop road cycle routes to the Melbourne City and connection of cycle paths
  to traffic calmed streets.
**Levies and Charges:**

Moreland City Council is committed to:

- Fight inequitable flat taxes and charges.
- Resist any future attempt by State Government to force local government to collect taxes or levies.
- Provide basic services according to individual and community needs.
- User charges to only be set within a range that reflects the social, cultural and economic make-up of Moreland.
COUNCIL BUSINESS STAFF MEETING
MINUTES

12 MARCH, 1996 4.00PM
ACACIA ROOM

PRESENT: Michael Smit, Jo Lindley, Rina Serratore, Michael La Porta, Paul D’Elia, Tom Barnes, Marisa Hogan (minute taker)

1. Minutes of previous meeting confirmed however it was noted that minutes were not formally taken.

2. Directors Report
   2.1. Ron welcomed Council Business staff to new Elm Grove premises.
   2.2. CCT.
   Discussions have commenced. Ron advised that October has been flagged as a period to start talks with respect to Executive Services. However it was noted that with our area being a moving target it is difficult to write specifications and determine accurate timelines.
   2.3. Enterprise Bargain Agreements - 1 June, 1996.
   2.4. Ron advised that he would occupy the Hot office on Thursdays in order to have contact with CB staff.

3. Integrated Records Management System - Update

One of the shorter term recommendations of the Records management Strategic Review was to implement a customer service/council resolution/key correspondence action management system in order to address day to day operational issues. To that end we are installing a system designed by Infomat Australia called Action Management System. Customer Service officers, depot officers, City Works Managers and Council Business staff will be trained over the next week or so. The proposal is to go live with AMS on 25 March.

4. Council
   4.1. Michael S distributed proposed meeting schedule to CB staff.
   4.2. Jo suggested an introduction of new Councillors to CB staff.

5. Hospitality Service Profile

Michael advised that the profile is in draft form and work will continue after the election.

6. Michael advised that Helen Hall is now reporting to Marlene Liddy as generally Mayor and Councillors deal closely with CEO. Citizenship will remain with CB however support from both Helen and Marlene maybe available.

7.1. Band 3 admin position will be formalised. Kim Lelia to stay in position on a temporary basis until position filled permanently.

7.2. Due to the addition of Councillor Liaison component to Jo’s position, it has been estimated that half of her time will be taken up with Councillor requests and info. A part time, 3 day per week consultant will be employed for a 12 month period to develop a risk management policy.

7.3. It was noted that Customer & Information Services staff were absent from the meeting. Marisa advised of the complications involved in C&IS staff attending due to the amount of casuals currently being used in other areas of Council. Marisa advised that she is intending to expand the pool of casual staff in the next few weeks which will make it easier for staff to attend CB staff meetings.

8. Work Plans

Jo advised that a work reporting meeting will be held to discuss where work plans are currently at. Meeting will be arranged for next Tuesday.

9. Tom advised that keys have been issued to all staff and staff are to enter and exit the Elm Grove building via the back door.

10. Next Meeting

   **Tuesday 9 April, 1996**
   **Acacia Room**
   **11.00 am - 12.00**
   **Minute taker Tracey Hodson**

11. Items to be listed on next Agenda
   11.1. The year ahead
   11.2. Round table discussion