



SUPPLEMENTARY BUSINESS PAPER

GENERAL MEETING

**Wednesday 8 November 2017
at 6:30PM**



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21 URBAN CANOPY AND TREE PRESERVATION IN HORNSBY SHIRE

The last substantive change to Council's Tree Preservation Controls was made in 2011 where the controls were changed from their historical setting of protecting all trees with a small list of exempt species, to a setting where tree protections are essentially limited to tree species that are indigenous to Hornsby Shire along with those in Heritage Conservation Areas.

Further changes occurred in August 2014 with the introduction of the NSW Government's 10/50 Vegetation Clearing Entitlement Scheme which overrides Council's tree preservation controls and allows people to clear vegetation near their homes to improve protection from bush fires.

Monitoring conducted by Council since this time has identified a significant loss of canopy trees across the Shire's urban environment. During 2014/15 the urban areas of Hornsby lost approximately 15,000 trees which equated to about 60 ha of canopy. At that time, 60 ha was about 3% of the total canopy across suburbia.

The urban tree canopy provides a range of environmental and economic benefits including:

- Improving the visual amenity of the Shire
- Providing habitat for native fauna
- Helping to protect the health of waterways
- Improving air quality by removing fine particles from the air.
- Providing shade and comfort
- Reduction in the urban heat island effect
- Property values - a 10 per cent increase in street tree canopy can increase the value of properties by an average of \$50,000 (AECOM 2107, Green Infrastructure: A vital step to Brilliant Australian Cities)

The benefits of an urban tree canopy are recognised by the Greater Sydney Commission's Draft Greater Sydney Region Plan which contains a key objective to increase urban tree canopy cover. The Draft North District Plan likewise includes a planning priority to increase urban tree canopy cover and deliver green grid connections. Once finalised, Council will have a responsibility to respond to these Plans.

Noting the current rate of loss being experienced to our tree canopy cover I believe that it is vital for Council to review its current practices and identify ways to reduce current tree canopy loss including Council's Tree Preservation Controls to place a greater emphasis on protecting canopy trees.

RECOMMENDATION

THAT a report outlining options to strengthen tree protection measures and re-establish tree canopy across the Shire be prepared for Council's consideration at the earliest opportunity.

The Honourable Cr PHILIP RUDDOCK

Mayor

Attachments:

There are no attachments for this report.

File Reference: F2007/00707

Document Number: D07331489

22 GENERAL MANAGER RECRUITMENT

Following on from Council's decision at the 11 October 2017 General Meeting to commence the recruitment process for a new General Manager, Councillors met on Wednesday 1 November 2017 to interview three recruitment consultants who had submitted proposals to be responsible for the recruitment process. At the conclusion of the interviews, Councillors agreed that McArthur Management Services should be appointed as the Recruitment Consultant to progress the matter in line with their proposal for the work.

At this stage of the process, it is appropriate for Council to confirm a number of matters. They are:

- The updated General Manager Job Description (a copy of which is attached)
- The appointment of McArthur Management Services as the Recruitment Consultant
- The interview process to be utilised

Councillors have considered various approaches to the interview process and have agreed that the Consultant, assisted by a panel of Councillors, should process all applicants and develop an eligibility shortlist, all of whom should then be interviewed by the full Council. The Councillor panel to assist in the shortlisting process includes Cr Ruddock, Cr Heyde, Cr McIntosh and Cr Tilbury.

At the conclusion of that process, a further Mayoral Minute should be submitted for Council's consideration recommending the preferred candidate for the General Manager position.

RECOMMENDATION

THAT

1. The updated Job Description for the General Manager position which is attached to Mayoral Minute No. MM16/17 be approved
2. McArthur Management Services be appointed as the Recruitment Consultant to undertake the recruitment of Council's new General Manager
3. The interview process proposed in Mayoral Minute No. MM16/17 for the recruitment of Council's new General Manager be approved
4. When the recruitment process has been completed, a further Mayoral Minute be submitted for Council's consideration recommending the appointment of the preferred candidate for the General Manager position

The Honourable Cr PHILIP RUDDOCK

Mayor

Attachments:

1. [View](#) General Manager's Position Description

File Reference: F2017/00267

Document Number: D07331572



Position Description

Position Title:		Grade:	
GENERAL MANAGER		Senior Staff Contract	
Position Type:		Hours:	
1 - 5 Year Senior Staff Contract		35 hours per week Based on: <input checked="" type="checkbox"/> 35 hr/week <input type="checkbox"/> 38 hr/week	
Branch:		Division:	
N/A		Office of the General Manager	
Reporting to:		Child Protection Risk:	
Mayor, Council		<input type="checkbox"/> High <input checked="" type="checkbox"/> Low	

Position Objectives
<ol style="list-style-type: none"> To display the ethos of Council's strategic intent of "creating a living environment"; and To provide leadership to Hornsby Shire Council to achieve Council's corporate and strategic objectives

Scope
<p>The General Manager:</p> <ul style="list-style-type: none"> Manages the day to day operations of Council ensuring Council's directions and statutory requirements are met. Acts as the primary link between Councillors and the organisation with responsibility for providing timely advice, information and assistance to Councillors through an effective working relationship. Provides consultative leadership to staff in achieving Council's corporate and strategic objectives within a continuously improving performance and service culture. Provides contemporary financial management of the Council to ensure adherence to statutory provisions whilst achieving the corporate and strategic objectives of Council. Advocates, communicates and promotes Council's policies to the community Develops and maintains effective working relationships with the community, stakeholders, other local government agencies and all other external agencies.

Duties & Responsibilities
<p>Council Relationships</p> <ol style="list-style-type: none"> Policy advice to Council and the Mayor. <ul style="list-style-type: none"> Review, update and recommend policy directions to Council based on an assessment of the economic, environmental, and social issues and opportunities. Continually research changes in local government and relevant industry related legislation. Provide all necessary support to the Mayor in carrying out his or her duties. Attend and contribute to Council and other meetings as required. Provide oral and written advice to Council..



Position Description

<p>Duties & Responsibilities</p> <p>2. Interaction between Employees and Council.</p> <ul style="list-style-type: none"> • Monitor reports and other information provided by staff to Council. • Make information, policies, resolutions and requests available to staff from Council.
<p>Organisation Management</p> <p>3. Planning.</p> <ul style="list-style-type: none"> • Ensure preparation and review of the Community Strategic Plan, Delivery Program and Resourcing Strategy. • Ensure the organisational structure is functional. • Ensure appropriate delegations are in place. • Manage and control the organisation in an effective and efficient manner in accordance with the Council's policies/resolutions, approved Delivery Program and Resourcing Strategy. • Keep Council informed about progress on the Community Strategic Plan, Delivery Program and Resourcing Strategy. • Ensure Council is aware of the medium to long-term commercial options available to it and to enable it to foster growth in the community. <p>4. Financial management.</p> <ul style="list-style-type: none"> • Manage Council's financial and physical resources to ensure sustainability and all statutory requirements are met. • Develop financial policies and systems to effectively monitor and control the organisation's performance and maximise best value. • Ensure draft annual budgets are consistent with Council's priorities and annual operating plans. • Ensure development of the Long Term Financial Plan. • Ensure all OLG, reporting and statutory requirements in relation to finance, assets and infrastructure management are met. • Effect mechanisms that ensure continuing improved productivity in the discharge of Council's responsibilities. <p>5. People Management and Development.</p> <ul style="list-style-type: none"> • Provide leadership by being visible and positive. • Regularly review the structure and the workforce of the organisation in line with statutory and Council requirements to maximise efficiency and effectiveness of service delivery. • Ensure the development and maintenance of controls to monitor performance at all levels. • Create a continuous improvement culture emphasising the need to improve the level and quality of services delivered to the community. • Clearly define risk management policies and procedures and implement through organisational programs. • Ensure that all staff have a clear understanding of the corporate intent, principles and values of the organisation. • Establish positive relationships with the council, management team and staff.
<p>External Relationships</p> <p>6. Community Development</p> <ul style="list-style-type: none"> • Ensure the Council's public contact points and activities are professional. • Promote community input to the decision making process and empower the community to contribute to the delivery of services through informed public debate and consultation. • Promote and support the ideals of responsiveness, flexibility and efficiency in meeting genuine community needs. • Regularly survey community perceptions and reactions to the nature and levels of services provided and respond appropriately.



Position Description

<p>Duties & Responsibilities</p> <ul style="list-style-type: none"> • Develop strategies for service delivery which ensure consistent quality standards are maintained and monitored. <p>7. Community Engagement</p> <ul style="list-style-type: none"> • Disseminate information to the community and media in accordance with Council's policy. • Interact with community groups, representatives and ratepayers by personal liaison and response to submissions and representations, as and when required, in the interests of Council. • Implement effective community engagement practices. <p>9. Government and Business Engagement.</p> <ul style="list-style-type: none"> • Actively seek out the stakeholders in Council affairs and ensure that Council is aware of all relevant matters which may impact on its activities and policies. • Establish and maintain effective relationships with state and federal parliamentary members, relevant departments and agencies, with a view to securing beneficial outcomes for Council.
<p>Organisational Context</p> <p>Direct Reports :</p> <p>Whilst ultimately responsible for the total staffing and structure of the organisation, the following positions are direct reports:</p> <ul style="list-style-type: none"> • Deputy General Manager, Corporate Support • Deputy General Manager, Infrastructure & Recreation • Group Manager, Planning • Group Manager, Environment & Human Services • Manager, Risk & Audit • Executive Assistant to the Mayor/GM. <p>Delegations of Authority:</p> <p>Management of the day to day operation of Council in accordance with the provisions of the Local Government Act 1993 and Council's specific delegation to the General Manager.</p> <p>Occupational Health and Safety:</p> <p>Responsibility for development, review and adherence to all safety and health policies and procedures for all staff, visitors and contractors to Council.</p>
<p>Person Specification</p>
<p>Personal Requirements</p> <p><i>Qualifications</i></p> <ul style="list-style-type: none"> • Appropriate Tertiary Qualifications and understanding of modern management principles • Appropriate Post Graduate Qualifications (desirable) <p><i>Experience, Skills and Knowledge</i></p>



Position Description

<p>Person Specification</p> <ul style="list-style-type: none"> • Extensive management at an executive level of a relevant large multi-functional organisation • Knowledge of contemporary accounting regulations/practices and experience with the management of complex budgets • Demonstrated superior communication skills and experience in leading a multi-disciplined team of senior staff • Planning and organising the achievement of multiple and often conflicting priorities • Demonstrated application of strategic leadership in the development of innovative approaches, concepts and opportunities • Demonstrated ability to champion continuous process improvement • Demonstrated ability to provide strong leadership and create a team environment through a progressive, consultative and flexible management approach • Proven ability to endorse, commit to, and implement council's decisions • The ability to work with and within legislation including Industrial Relations, EEO & OHS principles. • Knowledge of and experience within Local Government and the social, political and legal frameworks within which it operates • Experience in finance and asset management • Ability to understand and interpret legislation impacting local government. • Sound understanding of contemporary sustainability and environmental issues • An understanding of the significance of heritage issues and the character of the shire.
<p><i>Personal Attributes</i></p> <ul style="list-style-type: none"> • Strong, constructive leadership attributes • Exceptional sound judgment and discretion with sensitive information • Sound interpersonal skills and high levels of emotional intelligence (EQ)
<p><i>Licences or Certificates</i></p> <ul style="list-style-type: none"> • Current NSW Class C Driver's Licence (or equivalent)

<p>Document Approval</p>	
<p>After discussions with my supervisor, I agree that this Position Description and Person Specification is an accurate and fair description of my position.</p>	
Incumbent Signature:	
Incumbent Name:	Date:
<p>After discussions with the current incumbent (where relevant), I agree that this Position Description is an accurate and fair description of the position.</p>	
Supervisor Signature:	



Position Description

Document Approval	
Supervisor Name:	Date:

ATTACHMENT 1 - ITEM 22

23 ALTERATION OF BOUNDARY PROPOSAL UPDATE

At its 11 October 2017 General Meeting Council resolved to submit an alteration of boundaries proposal to the Minister for Local Government seeking to have the previous Hornsby Shire Council area south of the M2 Motorway returned.

Council resolved such as it considered that an alteration of boundaries proposal was the best way to give effect to the NSW Government's commitment that Hornsby Shire Council and its ratepayers would not be financially worse off as a result of the Government's decision to abandon its amalgamation program.

The alteration of boundaries proposal was subsequently submitted to the Minister for Local Government on 13 October 2017. To date Council has not received any response or acknowledgement of its proposal from the Minister or the Office of Local Government.

Councillors will be aware that the boundaries proposal is of vital importance to the future of the Hornsby Shire and I believe that our community needs to have an understanding of the timeframe and process for the Minister to consider and determine our proposal.

RECOMMENDATION

THAT Council seek an urgent meeting with the Minister for Local Government to discuss the timeframe and process for the Minister to consider and determine Council's alteration of boundaries proposal.

The Honourable Cr PHILIP RUDDOCK

Mayor

Attachments:

There are no attachments for this report.

File Reference: F2016/00007

Document Number: D07331927

24 SENIOR LIVING DEVELOPMENTS IN THE RURAL AREAS OF THE SHIRE

Earlier this week, I attended a briefing with my fellow Councillors on the revised draft North District Plan prepared by the Greater Sydney Commission. The Plan states that urban development is not consistent with the values of the Metropolitan rural area and includes an action to contain development to within existing urban areas. However, this position appears to be in conflict with State Government planning policy which promotes seniors housing development on the urban boundary.

Land on the urban fringe is under development pressure to transform from rural to urban use. Council previously resolved to investigate the opportunity for the urban release of the area known as South Dural for urban purposes. However, Council subsequently resolved to discontinue its evaluation of the proposal until an agreed plan is prepared for the delivery of the upgrade of the State road network and other supporting infrastructure to sustain development of the precinct.

A coordinated and holistic planning strategy is required for the area to avoid ad-hoc planning outcomes resulting from site specific planning proposals and proliferation of senior housing developments. With this in mind, Council has also sought to work with the State Government and The Hills Council to develop a clear vision for the rural areas in the region. It has been some time since Council wrote to the Minister for Planning seeking an opportunity to discuss the preparation of a coordinated plan for the rural areas and to date we have not had a commitment.

Council's concerns about the proliferation of seniors housing in South Dural are now proving to be well founded. State Environmental Planning Policy Housing for Seniors or People with a Disability overrides Council's planning strategies and controls to enable land adjoining an area already zoned primarily for urban uses to be the subject of a development application for seniors housing. A significant portion of land within South Dural adjoins urban zoned land and therefore, has the potential to be considered for seniors housing.

Council is currently assessing a development application for a 153 bed residential care facility at Nos. 705-717 Old Northern Road and despite Council's objections, a site compatibility certificate has recently been issued for a residential aged care facility containing 74 beds and 219 self-care units in Quarry Road, Dural. The Anglican Retirement Village is planning to expand its facility on Old Northern Road and I understand Council officers have had recent discussions with proponents concerning two further 10 hectare sites being planned for a mix of independent living units and high care seniors housing within the South Dural precinct.

The proliferation of seniors housing in our rural area is not good strategic planning. The developments have the potential to detract from the character of the rural area and impact on the sensitive environmental attributes of the area. Furthermore, consideration of the Planning Proposal for South Dural has demonstrated the capacity of the State roads in the area requires immediate attention. Any increase in urban development in the area should be supported by satisfactory funding arrangements to assist deliver essential community infrastructure such as open space and roads.

An urgent meeting should be sought with the Minister for Planning and Environment to discuss planning for the rural areas of the Shire and State Government planning policy which promotes

seniors housing development which is inconsistent with the recommendations of the Greater Sydney Commission that the values of the rural areas should be maintained. Until such time as a response has been received, it would be appropriate for Council to request that no further site compatibility certificates be issued by the State Government for seniors housing developments in the rural areas of Hornsby Shire.

RECOMMENDATION

THE MAYOR TO MOVE THAT:

1. Council write to the Hon. Anthony Roberts, Minister for Planning seeking:
 - 1.1 An urgent meeting to discuss the inconsistency of State Government planning policy which promotes seniors housing development with the recommendations of the Greater Sydney Commission that the values of the rural areas should be maintained.
 - 1.2 Requesting no further site compatibility certificates be issued by the State Government for seniors housing developments in the rural areas of Hornsby Shire until a clear vision for the region is prepared including an infrastructure and funding plan to cater for existing and future development.
2. Council write to local State and Federal members advising them of Council's resolution and seeking their support and assistance in the implementation of the above action and facilitating discussions with the State Government.

The Honourable Cr PHILIP RUDDOCK

Mayor

Attachments:

There are no attachments for this report.

File Reference: F2007/01473

Document Number: D07331957