

HUON VALLEY COUNCIL - GENERAL MANAGER RECRUITMENT

SUMMARY OF EVENTS

2021	Event
15 March	General Manager Emilio Reale tendered his resignation.
28 March	Mayor Enders appointed the Deputy Mayor to act in the position of Mayor pursuant to section 27(2)(b) of the <i>Local Government Act 1993</i> for the period to 5 May, 2021.
31 March	The Council considered a Report on the process for the appointment of the General Manager and established a General Manager Recruitment Panel (the Panel) to facilitate the recruitment process. The Panel consisted of the Mayor and Deputy Mayor and two elected Councillors being Cr Newell and Cr Wilson. In the absence of Mayor Enders, the Deputy Mayor assumed the Mayoral function of leading the appointment of the General Manager process. The Council approved a budget of \$50,000 for the recruitment of the General Manager.
22 April	Following consideration of submissions received through a request for quotation, a workshop discussion with Councillors and separate discussions between the Acting Mayor and Councillors who could not make the workshop, the Panel accepted a proposal dated 13 April 2021 from Red Giant Pty Ltd.
5 May	Mayor Enders returned from her leave of absence. The Consultant advertised the position on Seek, LinkedIn and the Red Giant website.
6 May	The Consultant's partner emailed the Consultant to express an interest in the role.
24 May	The Consultant's partner submitted an application.
26 May	The position was advertised on 5 May, 2021 and the closing date for applications was initially advertised as 24 May 2021. As it had been agreed with the Recruitment Panel there would be a 3 week advertising period, this date was extended by Red Giant to 26 May 2021 to ensure it met the 3 week agreed timeframe.
10 June	The Consultant interviewed her partner and the other applicants to determine their suitability to be shortlisted.
2 July	During June the Cr Wilson's seat was vacated and this delayed progression of the recruitment process during that time. A Special Meeting was held on 2 July, 2021 to replace Cr Wilson on the Panel. The Panel was reappointed. The Panel consisted of the Mayor and Deputy Mayor and two elected Councillors being Cr Newell and Cr Campbell.
4 July	The Consultant provided the Candidate Report, which shortlisted 14 applicants from 85 applications, the Panel did not see the candidates that had not been excluded. At this time the Consultant reported a conflict of interest in relation to one of the shortlisted applicants and suggested a management strategies that she would not be involved in any decision making on her partner's suitability for the general

	manager position and would hand over any decision making regarding the outcome of his application to the Panel.
5 July	All Panel members accepted the Consultant's proposed approach to managing the reported conflict of interest.
13-15 July	The shortlisted applicants were interviewed.
15 July	An allegation was made by a member of the public that there had been a leak from the process identifying some candidate names and information. The matter was subsequently referred by the Mayor to the Director of Local Government on 16 July 2021.
28 July	The Panel provided a Selection Panel Report, which included the results of reference checking, to Council recommending three applicants be interviewed by the full Council.
30 July	Council interviewed the three shortlisted applicants.
13 August	Cr Campbell provided a letter of resignation from the GMPR Panel to the Mayor
14 August	The Mayor responded by email to Cr Campbell's resignation letter and with the approval of Cr Campbell, the Mayor forwarded the resignation letter to the Director of Local Government and to the Acting General Manager for records management.
16 August	Council resolved to not continue with one of the three recommended applicants and invite the two remaining applicants to participate in psychometric testing.
17 August	The remaining two applicants participated in psychometric testing through a specialised provider.
23 August	A second consultant (specialist provider), engaged by the Consultant, met with Council to discuss the results of the psychometric testing.
23 August	The Director of Local Government requested that the Mayor consider undertaking an independent review of the process and provide written assurance that the process was conducted professionally and with the necessary integrity to enable Council to make an appropriate determination.
25 August	Council resolved to proceed with the appointment (subject to contract negotiations and employment contract approval) and commence an independent review of the recruitment process. The consultant was engaged by the Acting General Manager to perform the review.
30 August	The Mayor made a statutory declaration to the Director of Local Government that the Council recruitment process 'followed the professional advice and decision(s) of the Council and in this instance was conducted professionally and with the necessary integrity to enable the Council to make an appropriate determination on this matter'.

15 September	Council considered the report on the independent review (known as the Edge Legal Report) and resolved to proceed with the appointment.
16 September	The Council released a media statement confirming the appointment of the General Manager and referenced what is known as the Edge Legal Report.
21 September	The General Manager commenced his appointment with the Council.
12 October	The Auditor-General released <i>Report No. 2 of 2021-22 Council general manager recruitment, appointment and performance assessment</i> . The Report included a review into the Council's management of the conflict of interest and subsequent appointment and found that the inadequate management of the conflict of interest resulted in a flawed recruitment process as the potential for bias and unfair treatment of applicants was significant throughout the process. In addition, the process undermined the public confidence in the appointment.
24 November , 2021	The Council considered recommendations out of the Edge Legal Report and the Audit Report and appointed Blackadder and Associates to support for the Council regarding General Manager's performance review process and WLF Accounting and Advisory to prepare documentation and provide training on management of conflicts of interest. These appointments were made after an Expression of Interest process had concluded.
21 December , 2021 27 January, 2022	Training by Blackadder and Associates has been undertaken. Blackadder has also been contracted to work with the GMPR to draft a new Performance Agreement, conduct a 6 month progress review and annual review of the General Manager combined with a 360 degree performance review. Cost of the these services are \$8,525 plus GST in addition travel and accommodation expenses.
1 February, 2022	Training by WLF Accounting and Advisory has been undertaken. Finalisation of documents to be received by the end of February 2022. Cost of the training \$7,200 plus GST.