

Please address all communications to:
The General Manager
240 Blende Street
PO Box 448
Broken Hill NSW 2880
Phone 08 8080 3300
Fax 08 8080 3424
council@brokenhill.nsw.gov.au
www.brokenhill.nsw.gov.au

November 06, 2020

ABN 84 873 116 132

EXTRAORDINARY MEETING

TO BE HELD

MONDAY, NOVEMBER 09, 2020

Dear Sir/Madam,

Your attendance is requested at the Extraordinary Meeting of the Council of the City of Broken Hill to be held via videoconference on **Monday, November 09, 2020** commencing at 6:30pm to consider the following business:

- 1) Opening Meeting
- 2) Apologies and Leave of Absence
- 3) Prayer
- 4) Acknowledgement of Country
- 5) Disclosure of Interest
- 6) Mayoral Minute(s)
- 7) Conclusion of the meeting

JAMES RONCON
GENERAL MANAGER

LIVESTREAMING AND RECORDING OF COUNCIL MEETINGS

***PLEASE NOTE:** This Council meeting is being Livestreamed via YouTube and recorded and published online via Facebook.*

To those present in the meeting today, by participating in this public meeting you are consenting to your image, voice and comments being recorded and published.

The Mayor and/or General Manager have the authority to pause the livestream and recording if comments or debate are considered defamatory or otherwise inappropriate for publishing.

Participants are advised that they may be subject to legal action if they engage in unlawful behaviour or commentary.

MAYORAL MINUTES

- 1. MAYORAL MINUTE NO. 11/20 - DATED NOVEMBER 05, 2020 - RECRUITMENT PROCESS AND SELECTION COMMITTEE FOR THE POSITION OF GENERAL MANAGER (13/6) 3

EXTRAORDINARY MEETING OF THE COUNCIL

November 5, 2020

ITEM 1MAYORAL MINUTE NO. 11/20

SUBJECT: RECRUITMENT PROCESS AND SELECTION COMMITTEE FOR THE POSITION OF GENERAL MANAGER 13/6

Summary

Broken Hill City Council's General Manager, Mr. James Roncon submitted his resignation letter (as attached) on November 3, 2020 and will take up the position of General Manager with Armidale Regional Council. Mr Roncon's last day with Council will be 1 January 2021.

The Mayor has approached three suitably qualified recruitment agencies seeking Expressions of Interest to lead the recruitment, selection and appointment of a General Manager. The following recruitment agencies have been invited to submit a proposal by close of business 13 November 2020.

- Local Government Management Solutions (Local Government NSW)
- McArthur Executive Recruitment
- Blackadder & Associates

A further report recommending the appointment of a recruitment agency will be presented to the November 2020 Ordinary Council Meeting following the closing date for submissions of Expressions of Interest.

It is recommended by the Mayor that the Selection Committee comprise members of the General Manager's Performance Review Committee.

Once appointed it will be the responsibility of the Committee Members to confirm the engagement of a suitably qualified recruitment agency to lead the recruitment, selection and appointment of the position of General Manager.

Recommendation

1. That Mayoral Minute No. 11/20 dated November 5, 2020, be received.
2. That Council note the resignation of General Manager James Roncon, to be effective from 1 January 2021.
3. That Council endorse the action taken by the Mayor to seek Expressions of Interest from a restricted panel of three suitably qualified recruitment agencies.
4. That the General Manager's Performance Review Committee work with the successful recruitment agency to commence and establish the process to be undertaken for the recruitment of a new General Manager.
5. That Council endorse the preferred candidate for approval prior to the appointment of the General Manager.

6. That the Mayor and Deputy Mayor be delegated the role of negotiating with the preferred candidate to make an offer of appointment once approval to make an offer has been resolved by Council.
7. That Council appoints Mr. Jay Nankivell as Acting General Manager from 2 January 2021 and assigns Mr Jay Nankivell with the General Manager's delegations of authority, until the new General Manager is appointed.

Attachments

1. [↓](#) Letter of Resignation - James Roncon

D TURLEY AM
MAYOR

3 November 2020

Mayor Darriea Turley AM
Broken Hill City Council
240 Blende Street
Broken Hill NSW 2880

Dear Mayor Turley

Resignation from the Position of General Manager with Broken Hill City Council

It is with extremely mixed emotions that I submit my resignation from the position of General Manager, to be effective from 1 January 2021. I have accepted the role of General Manager with the Armidale Regional Council.

The last four years and eight months have been among the most enjoyable of my working life; the opportunity to live and work in Broken Hill had been a long-term goal of mine and to have been able to realise it has meant so much to me. The recent decision of Council to offer me an extension of my contract for a further five years was greatly appreciated, and I was genuinely looking forward to the time ahead.

Timing and opportunity however are unpredictable. While Armidale Regional Council provides me with a great career opportunity, equally, the difficulties associated with being isolated from family because of Covid has provided me some perspective; the opportunity to be closer to family on the East Coast has meant that not only the professional, but the personal lure, was too great.

I want to thank you for the great support you have provided me over the past four years and eight months, and particularly over your current Mayoral term. You have always respected my role as General Manager and allowed me to do what needed to be done to progress the organisation in the direction Council wished to see it head. You have always publicly backed my judgment and supported my decisions.

When you have not been happy with something you have always remained professional and we have had that discussion out of the public eye, which is absolutely the way a professional relationship should be conducted. I have also really enjoyed the positive relationships I have with the elected council. The achievements of Council are numerous and the City, led by the Broken Hill City Council, are now in very sound shape to capitalise on those achievements.

Examples of those achievements include, but are not limited to the following:

- The development of an aligned business strategy and enabling people strategy with a focus on leadership capability.
- A major culture and change management program underpinned by a values' and behaviour-based leadership model with a strong focus on people-first.
- A focus on great inclusion and visible leadership.
- The renewal of the organisation's values and behaviours, ensuring the full participation and engagement of the workforce.

- A significantly improved and now sustainable financial position as evidenced by the recent T-Corp loan endorsement and underpinned by Councils adopted long-term financial plan that sees it return to surplus by 2023.
- A major capital works program designed to reinvigorate the City and grow employment.
- A solid Covid-19 pandemic response that has focused on the health and well-being of our staff and the broader community.
- The initiation of a 'plan-ahead' team focused on recovery from the Covid pandemic.
- The reinvigoration of the City's CBD through strategic master planning and urban renewal projects, underpinned by liveability.
- The development of the Broken Hill Cultural Precinct and Library & Archives project as part of the reinvigoration of the CBD.
- Strategic Master Planning exercises across the city.
- A major review of the governance frameworks of council.
- The implementation and embedding of a project management framework and best practice implementation.
- The review, implementation and continuous improvement of Council's Procurement processes and Contract Management governance.
- Resolving legacy issues and project failures because of limited procurement, contract and project management governance.
- The introduction of an Asset Management Strategy, Policy and Framework.
- A review of strategic service delivery across the organisation with the goal of continuous improvement and 'Thinking like the Customer'.
- Establishing a functioning Audit, Risk and Improvement Committee for Broken Hill City Council.
- The implementation of Internal Audit into Broken Hill City Council.
- Introduction of 'A Women in Leadership' – Compass Program which has become a key component of the Broken Hill City Council suite of professional development opportunities on offer to female staff.
- The review of City's workforce strategy with a focus on recruitment and retention, underpinned by organisational fit.
- The reintroduction of Strategic Tourism Marketing – 'It's Out There campaign'.

- The Connected Community / Smart Cities agenda, inclusive of projects that have taken the Cities major Parks 'off the grid' and connection to an IoT platform to manage the network and data.
- The development of the City's Advocacy Strategy / Blueprint for the future.
- Driving City Growth (Economic Development) initiatives for the City.
- The introduction of the Broken Hill Sustainability Strategy underpinned by Councils commitment to the Cities Power Partnership.
- The implementation of a Renewable Energy Action Plan initiative.
- The rezoning and expansion of the City's industrial land holding in readiness for future demand.
- Ongoing review and strengthening of Council's financial position including the introduction of whole of life (WOL) costing methodology to ensure improved budgeting and asset management.
- The implementation of a strong stakeholder engagement process to underpin transparency and community confidence in the Council.
- The implementation of an Enterprise Risk Management Framework through the Audit, Risk & Improvement Committee.
- Recruitment a new Executive Leadership Team (ELT) upon commencement.

As you can see this snapshot of our achievements over this term of Council are extensive and impressive and have come in the face of many challenges. It is a great credit to all concerned, particularly a wonderful staffing group, that we continue to punch well and truly above our weight.

Again, thank you for your support and I wish you and the Broken Hill City Council well moving forward.

Sincerely,

James Roncon