



## GENERAL MANAGER'S REPORT

13th June 2006

<b>GM4</b>	<b>PROFESSIONAL DEVELOPMENT</b>
<b>FILE: 87</b>	<b>AVB {Folio No. *}</b>

### SUMMARY:

To provide Council with information on the cost of ensuring professional staff maintain their professional competencies.



### DESCRIPTION:

Council on the 9th May 2006 resolved: -

- 1. That the General Manager submit a report to Council outlining how costs for Professional Development and Staff Travelling – other travelling expenses, (attendance at conferences etc) can be reduced in the 2006/2007 Direct Management costs by 25%.*
- 2. That the General Manager report to Council on the actual cost to Council of the recent "Seachange" Conference attended by the Mayor and General Manager.*

Council has provided \$152,693 in the budget for Professional Development and associated travelling costs. This provision covers 105.1 staff that are technically skilled and need to keep up to date in their areas of expertise. It does not cover support staff or outdoor staff who are provided with internal and external training from the training vote.

Council is a business with an expenditure of approximately \$70 million dollars and it needs to ensure that both Councillors and its staff have the expertise and understanding to effectively operate the business.

During the recent budget sessions the decision was made to reduce the vote for the 2006/07 year for Councillor learning and

associated travelling. The reduction to a delegate expense amount of \$30,000 with associated travelling estimated at \$10,000 equates to approximately \$4,500 per Councillor. This amount, I believe, should be realistically increased as it is only equivalent to attending a couple of conference/courses per year. The cost per employee for professional development and associated travelling costs averages \$1,452 per employee and if professional development and the training vote were amalgamated the cost for training in respect of the total workforce of 330 would be \$866 per employee.

I do not believe this to be enough and cannot recommend that it be reduced.

The cost of attending the Seachange Conference was \$4,225.78 for two persons for six days. The Mayor will receive a rebate of \$181 for travelling as she is on the Executive. On the way to the conference I arranged a meeting on Saturday, 1 April at the airport with Lynne d'Ambrosio to discuss a mediation assignment. As a result of this meeting Ms d'Ambrosio was engaged. This saved me having to travel to Sydney on another occasion

**REPORT IMPLICATIONS:**

- *Environmental*

*Nil*

- *Social*

*Nil*

- *Economic (Financial)*

*Nil*

- *Policy or Statutory*

*Nil*

- *General Manager's Review*

*Nil*

**RECOMMENDATION:**

**That votes for Professional Development and associated traveling in the 2006/07 budget not be reduced.**

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**A V Burgess**  
**GENERAL MANAGER**