



KEMPSEY
Shire Council

MAYORAL REPORT

11th December 2007

MM3	REPORT ON ADVICE - RESIGNATION GENERAL MANAGER
FILE: S10-13	EAG {Folio No. *}

SUMMARY:

Report on advice of intended resignation from General Manager.

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DESCRIPTION:

As per his contract of employment the General Manager, Mr. Allan Burgess, is required to give council 12 months notice of his intention to terminate his employment, with Kempsey Shire Council at the end of his current contract, effective 29th November 2008. Such advice has now been received and is enclosed as [Appendix A - Page A1](#).

Council would be aware that there will be Local Government elections on or about 24th September 2008 which will result in one or more new councillors being elected to Kempsey Shire Council.

With this in mind Council must decide if it wishes to offer the General Manager an additional 12 months contract to enable the newly elected Council to settle in or proceed to recruitment of a new General Manager to commence in December 2008 immediately after the elections.

Some issues to consider:-

The Council elected in September 2008 will have one or more new councillors who are not conversant with Local government issues nor processes.

The present General Manager Mr. Allan Burgess General Manager has been with council since 1998 has a vast knowledge of local issues, sound knowledge of the processes of local government and is conversant with the local government act and regulations.

Over the next 12 months Kempsey Shire Council will loose several more senior staff due to retirement

This coupled with recent loss of Senior Engineering staff will result in a considerable loss of corporate knowledge. Such loss will occur mainly in the Corporate and Shire Services areas of engineering and finance, and has the potential to impact significantly on

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Council's stability and functioning including staff continuity and morale.

Replacement staff may not have settled into their respective positions at this time depending on recruitment and availability of suitably skilled replacements.

It is anticipated that the next two years will offer many challenges to Local government and we will need all the knowledge, skills expertise we have available.

The General Manager may not accept an offer to extend his current contract.

The newly elected Council in September 2008 may wish to be involved in selecting the replacement General Manager, with whom they will work, rather than having such a selection undertaken by the outgoing council.

It is understood that a further five year contract for the current General Manager would not be acceptable to Mr. Burgess as he wishes to retire.

In summary there are many factors which are and will continue to impact on Council up to and including the resignation notification of the General Manager. Council will need to review all these issues when deciding: -

1. To accept the General Manager's Notice of Resignation

Or

2. Offer a further 12 months contract to enable the next council to have some understanding of the functioning and processes of local government before recruiting a replacement General Manager.

REPORT IMPLICATIONS:

- ***Environmental***

Outcome could impact on internal environment of Council

- ***Social:***

Outcome will impact on councils continuing interaction with our community.

- ***Economic (Financial):***

Cost of recruitment

- ***Policy or Statutory:***

Nil

RECOMMENDATION:

For Council's determination

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E A Green
MAYOR