

PUBLIC SERVICE MEDAL (PSM)**Mr Lew LAING**, Parkes NSW 2870For outstanding public service and contribution to the engineering profession and commitment to the western region of New South Wales.

Mr Laing has been a loyal and dedicated employee of the Road and Traffic Authority for over 40 years, having begun his career as a trainee in 1962. One of his many significant achievements was the establishment of the Authority's Western Region, bringing together 3 previously separate agencies. This initiative has resulted in strong and effective regional liaison with industry, maintenance and local government. Mr Laing has also been very active in community organisations servicing the Western Region.

Ms Kathleen Therese MELEADY, [REDACTED]For outstanding public service and contribution to the New South Wales public health system.

Ms Meleady has given over 20 years of outstanding service to the public health system within New South Wales. Ms Meleady currently plays an integral role in the planning and development of clinical services across NSW Health. She has been at the forefront of change and innovation and a key player in developing new approaches to the delivery of health care to the public of New South Wales.

Mr James Cleland MONTAGUE, 2/137 Beamish Street, Campsie NSW 2194For outstanding public service and commitment to local government, particularly within the community of Canterbury.

Mr Montague has been employed continuously on local government in New South Wales since 1965. His tenure at the helm of Canterbury Council gives him the distinction of being one of the longest continuous serving Chief Executives in local government in New South Wales. Over the years under his leadership, Canterbury Council has been the recipient of a number of industry awards.

Mr Denis Patrick MYERS, [REDACTED]For outstanding public service to the welfare of the Aboriginal community.

Mr Myers has demonstrated a strong and consistent commitment to work in partnership with others to develop and support culturally appropriate service provision for local Aboriginal communities. He has championed the development of specific culturally appropriate services and skilled Aboriginal service providers, and is greatly respected for his strong advocacy and unwavering support for Aboriginal communities.

MAYORAL MINUTES

1 GENERAL MANAGER'S CONTRACT OF EMPLOYMENT

FILE NO: M-14-5, P-83-1

The employment contract of our General Manager, Jim Montague PSM expires on 25 April 2015.

Mr Montague has expressed his desire to renew his contract for a further period from this date, with the new contract to expire in April 2017.

In compliance with Section 338 of the Local Government Act 1993, the General Manager and other senior staff of council are employed under a performance-based contract, the term of which must not be less than twelve months or more than five years.

Mr Montague has been continuously employed as a Town Clerk and General Manager of the City of Canterbury since his initial appointment on 18 October 1982. He has provided consistent, stable and reliable leadership throughout this entire period, public recognition of which was made when he was honoured with the Public Service Medal in the Queen's Honours List in 2006 for outstanding Public Service.

Local Government in NSW is facing an era of great change, as a result of the work of both the Independent Local Government Review Panel (LGRP) and significant changes to NSW Planning Legislation. The future of our Council and of the unique services we offer our local residents will be determined by the NSW Government's response to the LGRP's recommendations and by our ability to be able to respond positively and constructively to the proposals.

I believe the experience, expertise and knowledge of our General Manager will be vital for us in the lead-up to the next local government elections in September 2016. He has consistently viewed the changes proposed for NSW Councils as a positive opportunity for reform in our sector, and a way to ensure the future financial sustainability of councils across the State.

Mr Montague has built great working relationships with neighbouring councils over the years, as evidenced by his role as Secretary of the General Managers' Group of the Southern Sydney Regional Organisation of Councils (SSROC) and his role, in partnership with me, in establishing and supporting the Sydney Metropolitan Mayors.

Since the 2012 Local Government Elections he has progressed major projects such as the Civic Centre site redevelopment, the Quigg Street Lakemba carpark proposal, the strategic leasing of the Orion Centre and other property development initiatives. He has achieved this through the appointment of property professionals and the establishment of a Strategic Property Group within our organisation, which meets regularly, at his direction, to progress property matters.

CLOSED COUNCIL**28 AUGUST 2014**

GENERAL MANAGER'S CONTRACT OF EMPLOYMENT (CONT.)

He has overseen structural amendments to our organisation, appointing Group Managers within Corporate Services to oversee key areas and progress major projects. More recently, he has appointed a Strategic Adviser within Executive Services to assist with strategy development and transition.

Following the departure of two long serving Directors several years ago, Mr Montague has worked to ensure the successful establishment of the new leadership team. The loss of senior staff inevitably deprives Council of corporate knowledge and memory, and Mr Montague has gone to considerable effort to ensure this has been minimised. I know he is approaching his own departure from Council in the same way, preparing a transition that will be positive and effective.

On a personal note, I publicly express my gratitude to Jim for his ongoing advice and support, most especially in this time of great uncertainty and change within local government. I am delighted to work with someone who has such a strong understanding of local government and a deep personal commitment to our City.

I have had discussions with Jim as he approaches the end of his LG career, and I know he wants to ensure that the Council is well placed to respond to the challenges of this new era in local government. Extending the General Manager's contract until April 2017 will ensure stability in our organizational leadership until the end of this council term and enable transition into the next term to take place in an orderly manner. It is my belief that this next two years will be critical as we work through the requirements of the NSW State Government for local government reform and we will need his skills and expertise to negotiate our future.

I recommend that the General Manager's Contract be extended until 25 April 2017, on the same terms and conditions.

I move accordingly.

Cr Brian Robson
MAYOR

CLOSED COUNCIL**RECOMMENDATION - 28 AUGUST 2014****1 GENERAL MANAGER'S CONTRACT OF EMPLOYMENT**

FILE NO: M-14-5, P-83-1

RECOMMENDATION: (Councillor Robson)

THAT the recommendation as stated in the report be adopted.

ADOPTED BY COUNCIL 28 AUGUST 2014

MIN. NO. 311



Memo

TO: The Mayor
All Councillors

DATE: 25 August 2015

SUBJECT: Late Items for Council meeting – 27 August 2015

Please find attached the following reports for the Council meeting to be held on 27 August 2015.

Mayoral Minutes

- Item 1: Recognition of the Service of former Mayor, John Gorrie

Officers Reports

- Item 11: Gough Whitlam and Waterworth Parks

Closed Council

- Item 5: General Manager's Performance Review

Please note

This report is being considered in closed council in accordance with Section 10A (2) (a) of the Local Government Act 1993, as it deals with personnel matters concerning particular individuals.

Please add the reports to your business paper.

Jim Montague PSM
GENERAL MANAGER

5 GENERAL MANAGER'S PERFORMANCE REVIEW

FILE NO: M-14-5 PT2, G-28-2

This Mayoral Minute relates to the employment contract of our General Manager, Jim Montague PSM, his performance and remuneration package.

In accordance with the General Manager's contract, we commissioned Mastertek to facilitate the 2014/15 Performance Review for the General Manager.

This process included reviewing the performance outcomes against the key goals established for 2014/15 along with assessing the GM's performance against Council's Organisational Values and Behaviours.

As part of this review Mastertek were tasked with undertaking a market analysis of the position and recommending an appropriate remuneration level for the General Manager.

Results of the Review

The Review was undertaken by Mastertek in conjunction with the Review Panel which met on 6 August 2015 and comprised myself, the Deputy Mayor Councillor Fadwa Kebbe and Councillor Karl Saleh.

In regard to the Key Performance Indicator (KPIs), the Panel determined that based upon the key goals the General Manager exceeded or greatly exceeded expectations.

In regard to the Organisational Behaviours or Values, the Panel determined that the General Manager exceeded or greatly exceeded expectations, consistently acting as a role model in working collaboratively, continuously improving our organisation and demonstrating leadership.

Remuneration Review

The General Manager's Total Remuneration Package (TRP) was last adjusted in April 2009. At that time, it was considered that the General Manager's TRP should be competitive with the upper levels of the market for Sydney Metropolitan Councils of a similar size and complexity to the City of Canterbury.

The General Manager's current Total Remuneration Package is \$337, 997.

Mastertek have undertaken a comparison of 11 other comparator Councils and have found that the TRP provided to the General Manager was in line with the lower quartile of the market for councils of a similar size and complexity. A summary of the remuneration competitiveness, as provided by Mastertek is shown in the following table:

CLOSED COUNCIL**27 AUGUST 2015**

GENERAL MANAGER'S PERFORMANCE REVIEW (CONT.)

City of Canterbury General Manager TRP	Statistical Summary: General Manager TRP across 11 comparator Sydney Metropolitan Councils	
\$337,997	Mean	\$364,618
	Lower Quartile	\$336,214
	Median	\$358,532
	Upper Quartile	\$373,925

Recommendation of the Panel

As I have previously stated, I believe the experience, expertise and knowledge of our General Manager is vital for us in this era of great change within local government in NSW. His experience, advice and support to both myself personally and to Council generally is vital in the months ahead. I know he wants to ensure that the Council is well placed to respond to the challenges of this new era in local government.

In August 2014 we extended his contract until April 2017 to ensure stability in our organisational leadership until the end of this Council term and enable transition to take place in an orderly manner.

I believe that we need to ensure that the General Managers Remuneration Package is an appropriate reflection of both his outstanding service and of the Remuneration Packages of other General Managers in similar Councils in Metropolitan Sydney.

Based upon the findings of the market remuneration analysis and the outstanding level of performance of the General Manager, the Performance Review Panel approved the Total Remuneration Package of the General Manager be set at \$375,000, effective 1 July 2015.

I therefore recommend that the General Manager's Total Remuneration Package be amended in accordance with the recommendations of the Performance Review Panel and that he be congratulated on his outstanding service and commitment.

I further recommend that we conduct a suitable event, such as a Cocktail Party, with representatives from local business and community organisations, to acknowledge his service.

I move accordingly.

Cr Brian Robson
MAYOR

CLOSED COUNCIL
RECOMMENDATION - 27 AUGUST 2015

CLOSED COUNCIL

27 AUGUST 2015

GENERAL MANAGER'S PERFORMANCE REVIEW (CONT.)

5 GENERAL MANAGER'S PERFORMANCE REVIEW

FILE NO: M-14-5 PT2, G-28-2

RECOMMENDATION: (Councillor Hawatt/Azzi)

THAT the General Manager's Total Remuneration Package be amended in accordance with the recommendations of the Performance Review Panel and that he be congratulated on his outstanding service and commitment.

ADOPTED BY COUNCIL 27 AUGUST 2015

MIN. NO. 332



City of Canterbury

City of Cultural Diversity

Memo

TO: Cr Brian Robson, Mayor

DATE: 19 November 2015

FILE NO:

SUBJECT: General Manager's Remuneration

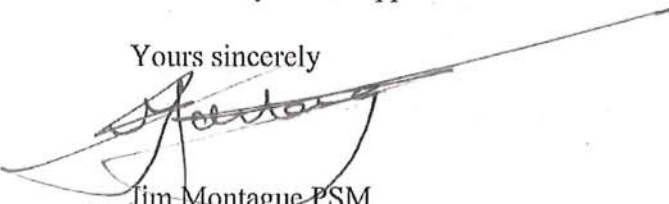
Dear Mr Mayor

My Contract of Employment (the Standard Local Government Contract) provides for automatic yearly increases in my Total Remuneration Package in line with determinations handed down by the Statutory and Other Offices Remuneration Tribunal (SOORT) for NSW SES officers.

SOORT has recently handed down its latest determination and has awarded a general increase for all SES officers of 2.5%. In reaching this determination, the Tribunal took into account the views of the Assessors and had regard to key economic indicators, including award based increases. The increase takes effect from 18 October 2015.

Payment of the increase is subject to your certification that my performance has been satisfactory. Your approval of the 2.5% SOORT increase is requested.

Yours sincerely



Jim Montague PSM
GENERAL MANAGER

I certify that the performance of the General Manager over the preceding twelve months has been satisfactory and payment of the 2.5% increase awarded by the Statutory and Other Offices Remuneration Tribunal (SOORT) is approved.



Cr Brian Robson
MAYOR

19/11/15
Date

Anniversary Date	Total Remuneration Package	Increase
18/10/2008	285,000.00	
18/10/2009	293,550.00	3.00%
18/10/2010	305,292.00	4.00%
18/10/2011	312,924.30	2.50%
18/10/2012	320,747.41	2.50%
1/07/2013	321,227.81	0.15% Equivalent SGC
18/10/2013	329,258.51	2.50%
1/07/2014	329,752.81	0.15% Equivalent SGC
18/10/2014	337,996.63	2.50% August 2014 contract extended to 25/4/2017
1/07/2015	375,000.00	Performance Review
18/10/2015	384,375.00	2.50%

Jim Montague
New Package effective 18 October 2015
New Payroll Entries from w/e 20/11/2015

		Annual (52.2 Weeks)	Weekly	Hourly
Total Package		384,375.00		
New Package		<u>384,375.00</u>		
<u>Gross Salary</u>		351,027.40	6,724.66	192.133
SGC Superannuation	9.50%	<u>33,347.60</u>	638.84	
Total Council Expense		<u>384,375.00</u>		
Check		OK		
Ordinary Salary		351,027.40	6,724.66	
Less Salary Sacrifice				
Car		15,000.00	287.36	
Superannuation			14.90	
Take Home before Tax			<u>6,422.40</u>	
Super to Date (w/e 13/11/2015)				
PSESS		13,006.41		
PSESS (SS)		1,073.79		
Total		14,080.20		
Weeks to year end	32.00			
PSESS		20,442.88	638.84	
PSESS (SS)		476.92	14.90	
Total		35,000.00		

Enquiries: Matthew Stewart
Direct Phone: 9707 9524
Direct Fax: 9707 9886

Mr James Montague
Deputy General Manager of Canterbury-Bankstown Council
6 Poinsettia Avenue
North Rocks NSW 2151

Dear Jim,

Subject: TERMINATION OF YOUR EMPLOYMENT AS A RESULT OF REDUNDANCY

I refer to the meetings that have just taken place between you, the General Manager Canterbury-Bankstown Council, Matthew Stewart and myself.

As you aware:

1. you were employed as the General Manager of the former Canterbury City Council pursuant to a Contract of Employment dated 28 August 2014, for the period 26 April 2015 to 25 April 2017 ("**your Contract**");
2. by Proclamation dated 12 May 2016, Canterbury City Council merged with Bankstown City Council to become Canterbury-Bankstown Council.

Having reviewed our organisational structure we no longer require your role of Deputy General Manager of Canterbury-Bankstown Council with effect from 3 June 2016. This letter serves as notice pursuant to clause 10.3.5 of your Contract. This means that you will remain on Council's books for two weeks (to 3 June 2016) and will be paid in lieu for 36 weeks.

Further your termination payment will be treated as a redundancy, in accordance with Section 406C(7) of the Local Government (General) Regulation 2005.

During the period 23 May to 3 June 2016 you are placed on Special Leave pursuant to clause 9.8 of your Contract. During the Special Leave period you are directed as follows:

1. Not to attend work without prior approval from Mr Stewart;
2. Not to access the email of Canterbury-Bankstown Council;
3. To return any Council credit cards, property or information in your possession to Mr Stewart by Tuesday 25 May 2016;
4. Not to discuss any Council business with any third parties;

5. Not to, directly or indirectly make any defamatory or negative statements or remarks about the merger, the writer, Mr Stewart, or former Councillors and staff of the former Canterbury City Council, the former Bankstown City Council and the Canterbury-Bankstown Council.

If you breach these directions, Council will regard your actions as misconduct and proceed to summary dismissal, thereby placing in jeopardy your termination payments.

I have considered that if you comply with the above directions that I will adjust the notice period referred to above and pay the Special Leave as ordinary remuneration and have the 38 weeks' notice commence from 3 June 2016.

In addition to any notice payments accruing as at 3 June 2016, all accrued leave entitlements in accordance with your Contract will be paid. If they are not to be paid to your usual bank account, please let us know.

Finally:

- (a) A draft Schedule of Payments is attached, assuming you do not breach the above directions;
- (b) If you move residence or change your postal address after 1 July 2016, please let us know so that your Payment Summary (ie: former Group Certificate) can be properly sent to you;
- (c) If there is anything in this letter you do not understand, please call Mr Stewart on [REDACTED]

I take this opportunity to remind you that an Employee Assistance Program is available to assist should you require it. You can contact the Program by calling 1300 687 327.

In closing I would like to take this opportunity to congratulate you on your many achievements over a long and distinguished career in local government, and in particular at Canterbury.

I wish you well for the future.

Yours sincerely



Richard Colley
ADMINISTRATOR

Jim Montague #1000

as at pay end date

3/06/2016

	Hours	Hourly Rate	Total	Tax Withheld (Estimate)	Net Payment		
Bona Fide Redundancy - Over Age Limit							
Annual Leave	1,008.84	210.386	212,246.49	104,001.00	108,245.49	Post 17 August 1993	49% Marginal Rates
Long Service Leave [Lump Sum B]	880.67	210.386	185,280.53	4,539.00	180,741.53	Pre 78	49% 5% at Marginal Rates
Long Service Leave [Lump Sum A]	427.62	210.386	89,965.21	28,789.00	61,176.21	Pre 18 August 1993	32% Rate Prescribed by ATO
Long Service Leave	1,544.46	210.386	324,932.57	159,217.00	165,715.57	Post 17 August 1993	49% Marginal Rates
Total Long Service Leave	2,852.75		600,178.31	192,545.00	407,633.31		
Sick Leave Preserved	28.23	210.386	5,939.19	0.00	5,939.19	Pre 1 July 1983	0% Tax Free (Pro-rata 256 days)
Sick Leave Preserved	0.00	210.386	0.00	0.00	0.00	Post 1 July 1983 Below Cap	17% Rate Prescribed by ATO
Sick Leave Preserved	1,326.27	210.386	279,028.48	136,724.00	142,304.48	Post 1 July 1983 Above Cap	49% Marginal Rates
Total Sick Leave Preserved	1,354.50		284,967.67	136,724.00	148,243.67		
Total Basic Entitlements			1,097,392.47	433,270.00	664,122.47		
In Lieu of Notice	27.72	210.386	5,831.90	0.00	5,831.90	Pre 1 July 1983	0% Tax Free (Pro-rata 256 days)
In Lieu of Notice	0.00	210.386	0.00	0.00	0.00	Post 1 July 1983 Below Cap	17% Rate Prescribed by ATO
In Lieu of Notice	1,302.28	210.386	273,981.32	134,251.00	139,730.32	Post 1 July 1983 Above Cap	49% Marginal Rates
Total In Lieu of Notice	1,330.00		279,813.22	134,251.00	145,562.22		
Total Payment			1,377,205.69	567,521.00	809,684.69		
Current Total Package		384,375.00					
Divided by 52.2 weeks		7,363.51					
Divided by 35 hours		210.386					

Note: as per Hill Rogers, Jim Montague would exceed the whole of income cap of \$180k and therefore no concessional taxation