

Date	Issue	Attachment #
23/7/12	<p>Council resolved at an extraordinary meeting to terminate the employment contract of the General Manager John Neish. At the same meeting a notice of recession was lodged, so no action was taken</p> <p>NB: on the notice of Motion lodged with the GM I was nominated to be the acting GM, on the night the resolution passed was for Roy Newsome to act as GM</p>	
8/8/12	Prior to the rescission motion being heard Councils solicitors, acting on instructions from the then Mayor Etmekdjian sought undertakings from the Councillors that they would refrain from voting against the rescission motion	
10/8/12	Councils solicitors commenced proceedings against the eight Councillors who failed to provide undertakings. Six of the original eight failed to provide the undertaking and remained defendants in the proceedings. [these councillors were: Councillors Butterworth, Tagg, Li, Salvestro-Martin, Perram and Petch]	
14/8/12	Interim orders provided by the court restraining three of the six from voting against the rescission motion	
8/9/12	<p>Local Government Election</p> <p>Returning Councillors: Cr Li, Maggio, Salvestro Martin, Yedelian, Perram, Pickering, Etmekdjian, Petch</p> <p>New Councillors: Pendelton, Simon, Chung, Laxale</p>	Yes
24/9/12	Court further extended restraining orders, pending further order from the court,	
25/9/12	First Council meeting of the new Council, Mayoral Election & Council by way of Mayoral Minute resolved to submit consent orders which effectively sought to dismiss the proceedings and lift the restraining order.	Yes
27/9/12	ICAC gave notice of its application to seek an injunction against Council restraining the Council from taking any steps to terminate John Neish's employment.	
11/12/12	Mayoral Minute: Council resolves to hold any further senior staff appointments (following GM Public Works resignation) until a review of the Council Structure.	Yes
8/2/13	Meeting with the Mayor and resident Mr Adair re tree application refusal. Prior to the commencement of the meeting the Mayor, Ivan Petch told me that John Neish was leaving his position that day by agreed terms and that he would like me to step into the role	Yes

	<p>of Acting General Manager. I thanked the Mayor but indicated that I would think about his offer, speak to my family and let him know later in the day.</p> <p>I took the opportunity at 11 to catch up with John Neish to seek his confirmation of events and feedback on the Mayors comments. He confirmed that he was leaving and supported me in taking on the opportunity.</p> <p>At 4pm the Mayor called me to his office, Cr Salvestro Martin and Li were in attendance. They congratulated me on the role and provided me direction on their key priorities for the coming months. (refer notebook #6)</p>	
9/2/13	Workshop was held at Next Generation	
11/2/13	<p>The Mayor and I address the Councils leadership Forum to answer any questions that may arise from senior staff in relation to Johns departure. In his brief discussion the Mayor openly discusses his desire to review the structure of the organisation and he favours a two division structure.</p> <p>NB: if implemented this would have resulted in all Executive team reapplying for their current roles</p>	
12/2/13	Meeting with the Mayor to discuss complaint about Bruce McCann and his current employment with Council	Yes
12/2/13	<p>MM: Appointment of Acting GM</p> <p>MM: Workshop on Councils structure</p>	Yes
20/2/13	<p>First workshop with the Council to discuss:</p> <ul style="list-style-type: none"> - The timing of the review of Councils Community Strategic Plan - The timing of review of structure (must be completed within 12 months of a new council) - Recruitment of the General Manager and GM Public works. 	Yes
21/2/13	Meeting with the Commission	
21/3/13	Email to Mayor raising concern with K&L Gates invoice and the scope for which they remain engaged,	Yes
27/2/13	Whilst responding to a Section 11 notification from the Commission which required Council to locate all documentation in relation to the Deed of Release prepared for John Neishs departure, I undertook a search of the Mayors desk with Roy Newsome, Councils Group Manager Corporate Services. We located a document that indicated a loan was being negotiated	Yes

	between Cr Ivan Petch and John Booth	
21/3/13	Email to Mayors PA seeking further information re K&L Gates invoice	
26/3/13	<p>Council Meeting:</p> <p>Consideration of Notice of Motion as follows:</p> <p>4 ADVERTISING SERVICES - Councillor Jeff Salvestro-Martin File Number: CLM/13/1/4/6 - BP13/350</p> <p>MOTION:</p> <p>That the General Manager not exercise the option to further extend Contract COR RFT 17/11 for a further 12 months. That the City of Ryde as a monopsonist buyer has a duty to act both in the public interest and with equity and fairness and a such seek revised costs for the provision of Advertising Services from both The Weekly Times and the Northern District Times with a view to evenly splitting the Advertising expenditure between both parties for a period of 2 years. The prices are to include:</p> <p>46 Weekly Mayoral Columns General advertising weekly basis ranging in size</p> <p>Council resolved:</p> <p>4 ADVERTISING SERVICES - Councillor Jeff Salvestro-Martin Note: A confidential Memorandum dated 27 February 2013 was tabled in relation to this Item and a copy is ON FILE.</p> <p>RESOLUTION: (Moved by Councillors Salvestro-Martin and Etmekdjian) That Council note the Confidential Advice in the Memorandum – Advertising Contract Renewal dated 27 February 2013 and that the Acting General Manager:</p> <p>(i) fast track the Communication Strategy review; (ii) develop tender documents to allow Council's advertising services to be tendered and contracts issued at the end of the extended contract period, being effective from 1 October 2013; (iii) ensure the formulation of the tender is consistent with the memorandum; (iv) ensure consideration is also given to the option of producing a publication to replace the need for advertising in local newspapers and information provided in the City View. That this proposal includes the option of sponsorship.</p> <p>Record of Voting: For the Motion: Unanimous</p> <p>No declarations were tabled.</p>	Yes
27/3/13	Meeting called by the Mayor to discuss 'staff matter', Bryan Belling present.	Yes

	Parisi envelope tabled, notes	Yes
28/3/13	Section 11 report to ICAC: Development and Planning Matters	
28/3/13	K&L Gates forward copy of advice provided to the Mayor to Acting General Manager who confirms no further action is required on the matter by Bryan Belling.	Yes
2/4/13	Meeting with the Mayor, Raised concerns re progress on the investigation into Development and Planning Matters Wished me to agree to sign waiver to allow K&L Gates to engage forensic IT specialist, which I declined.	
2/4/13	Email to ICAC seeking their feedback on Council undertaking action prior to the Commissions completion of their review,	Yes
2/4/13	Email to the Mayor following up clarification of K&L Gates invoices	Yes
2/4/13	PID to Division of Local Government and a Section 11 notification to ICAC re a suspected breach of the Pecuniary Interest Provisions by the Mayor, Ivan Petch in relation to Councils consideration of the Newspaper Advertising Tender at the Council meeting 23/3/13	Yes
3/4/13	Correspondence from ICAC concluding that Council should await ICACs advice prior to any work being undertaken	Yes
5/4/13	Update email to Councillors on Supreme Court Matter	
9/4/13	Council resolves to delegate the function of providing instructions in relation to these proceedings to the A/General Manager	
12/4/13	Meeting held between A/General Manager and Maddocks, discuss advice of 9/4	Yes
12/4/13	Meeting with the Mayor, Raised concerns re progress on the investigation into Development and Planning Matters particularly in light of the matter of the Bunnings rezoning being again considered by Council the previous Tuesday night.	
15/4/13	Meeting with internal Risk and Audit staff to commence discussions with Zurich re insurance coverage	
15/4/13	Update email to Councillors on Supreme Court Matter	Yes
15/4/13	Correspondence from Maddocks to Defendants solicitor seeking orders that: 1. The proceedings be discontinued 2. Each party pay their own costs and providing reasoning	

	behind the same	
15/4/13	Insurer notified of potential costs order in these proceedings	
16/4/13	Council Briefing re structure of the Council and recruitment of General Manager and GM Public Works	Yes
16/4/13	Meeting with the Mayor Again tabled my concerns about the ongoing engagement of K&L Gates and the confirmation of invoice amounts.	
16/4/13	Memo received from the Mayor re management of Complaint re Development and Planning Issues	Yes
18/4/13	Letter from Maddocks to A/General Manager regarding the making of a Calderbank offer to the defendants	
18/4/13	Email from Mayors PA, invoices returned with Mayors 'sign off' that all accounts relate to John Neish	Yes
18/4/13	Letter from Maddocks to the defendants solicitor making a 'Calderbank' offer on the following terms: 1. The proceedings be discontinued 2. Each party pay their own costs in the proceedings	
18/4/13	Instructions given to Maddocks by the A/General Manager re: Directions Hearing on 19 April 2013: - If defendants agree to orders discontinuing proceedings and parties paying own costs – agree to orders - If defendants seek and adjournments- consent for a two week adjournment - If neither of the above take place, seek order setting a hearing date, but then Maddocks not to undertake any work until instructed by A/ General Manager to allow Council to get feedback from the insurer re coverage,	
18/4/13	Email correspondence from Defendants solicitor indicating they will seek a two week adjournment of the directions hearing to allow time to consider Councils Calderbank offer	
18/4/13	Unsolicited advice received from Brian Bellings of K&L Gates in relation to the Supreme Court Matter	Yes
18/4/13	Email from Acting General Manager to Brian Bellings, K&L Gates seeking clarification on what basis he acts	Yes
19/4/13	Directions Hearing: by consent proceedings were adjourned to 3/5/13	

19/4/13	Correspondence from ICAC: Development and Planning Matters: Investigation referred back to Council, I referred the matter to Councils internal Auditor for investigation.	Yes
23/4/13	Response to the Mayors Memo by Acting General Manager	Yes
23/4/13	Response from K&L Gate to email of 18/4	Yes
23/4/13	Council confirms the current structure of the organisation and forms a committee of the whole council to select a recruitment consultant and commence recruitment for the new GM.	Yes
1/5/13	Without prejudice letter from Defendants solicitor to Maddocks putting forward following orders: - That the proceedings be discontinued - Plaintiff to pay the defendants costs as agreed or assessed	
2/5/13	Update on progress of insurance enquiries	Yes
2/5/13 (12.00)	Update email provided to all Councillors on the Supreme Court matter	Yes
2/5/13 (12.30)	A/General Manager provides instruction to Maddocks as follows: <i>We are still awaiting final advice on the insurance coverage of the various costs for this matter.</i> <i>Given this our instructions for you tomorrow are to seek agreement for the matter to be listed for hearing. If this is successful my instructions in this case to yourselves would be to incur no costs until further instruction (at least a two week period) to allow us to receive advice from our insurers and make further attempt to gain agreement.</i>	Yes
2/5/13 (3-4)	Volunteer Award Judging in the Mayoral Chambers Interaction with Mayor (refer notes)	Yes
2/5/13	Formal Advice received from Zurich	Yes
3/5/13	Directions hearing: proceedings listed for hearing on 30 August with consequential orders made for evidence and submissions	
3/5/13	Update Email to all Councillors on Supreme Court Matter	
3/5/13	Meeting with Commission to table Protected disclosure received from Bruce McCann in relation to conversation between Cr Pickering and Richard Henrickus re the Development Application LDA2012/0288	Yes
6/5/13	Confirmation from ICAC of receipt of Section 11 notification	Yes

10/5/13	<p>Without prejudice meeting between Maddocks and Defendants solicitors. Outcome was as follows:</p> <ul style="list-style-type: none"> - Mr Laface to provide a copy of tax invoices for which his clients seek reimbursement by Monday 13 May - Council to forward tax invoices to its insurance company to seek an indication as to whether or not the defendants legal fees are covered by the insurance policy. Defendants solicitor would like a copy of the letter forwarding the tax invoices to the insurance company - Council will forward a copy of the insurance companies response to the Defendants solicitor - Once the company has indicated whether it will reimburse the reasonable costs of the defendants, the parties will re-negotiate the appropriate costs order 	Yes
27/5/13-4/6/13	Sick Leave (Fall)	
6/6/13	<p>'Without prejudice, save as to costs' letter sent from Maddocks to the Defendants solicitor seeking a meeting with the Defendants, their solicitor, Councils A/General Manager, Councils insurance broker and Maddocks.</p> <p>Purpose of the meeting was an attempt to resolve the issue of costs to avoid further court action</p>	
11/6/13	<p>Mayoral Minute: GMs recruitment selection panel. Council resolved as follows:</p> <p><i>That the selection committee to manage the recruitment process for the position of General Manager and determine the preferred candidate comprise the Mayor, Deputy Mayor and the Chairs of both the Planning and Environment Committee and the Works Committee.</i></p> <p>ie. the panel is formed as Cr Simon, Cr Perram, Cr Li and Cr Petch</p>	Yes
12/6/13	<p>Without prejudice meeting with the Defendants, their solicitor, Councils A/General Manager, Councils insurance broker and Maddocks.</p> <p>Verbal agreement to Deed of Settlement, media statement to be prepared,</p> <p>Draft deed & Media statement to be issued Friday</p>	Yes
13/6/13	<p>Meeting with John Schanz (Internal Audit)</p> <p>During this meeting John raised concern with me about the process by which the recruitment consultant was being selected by the</p>	

	<p>Councillors. His concerns were:</p> <ul style="list-style-type: none"> - The original list of consultants to be requested to quote was amended by the Mayor who sought to add Judith Carpenter & Associates. Given this company was not on the prequalified list John agreed, but also included any other company that Council had recently utilised to recruit the GMs role. He expressed to me that he felt uncomfortable with this direction. - That at the workshop held on the 16 May, three Councillors attended and the Mayor rated Judith Carpenter & Associates a 10 across all items. - Subsequently the Mayor has sought to reduce the panel to Councillors who are likely to support his view. <p>Following this I had similar representations from Mel Attia (Manager HR) who provided the attached file note</p>	Yes
13/6/13	Top three recruitment firms present to the new panel, Judith Carpenter & Associates selected.	
14/6/13	<p>Draft Media Release prepared, phone call to Mayor Petch to arrange his review of draft.</p> <p>Meeting in carpark for him to sign off. Ivan makes comment that the decision of the GM selection panel was to appoint Judith Carpenter and that this would allow him to get a good outcome.</p>	
16/6 – 18/6	Canberra – National General Assembly	
19/6/13	Advised by ICAC of Hearing to commence in July.	
20/6/13	Draft of Planning Investigation completed by Internal Audit	
25/6/13	Correspondence from Defendants solicitor seeking changes to deed	
25/6/13	During the Council meeting Councillors expressed concerns about the validity of the recruitment process for the GM. Specifically Cr Yedelian indicated he had been approached by a fellow Councillor seeking him to complete his paper work for the selection of the consultant in a particular way to manipulate the outcome.	
25/6/13	Council meeting endorsed renewal of Dominic Johnsons contract	
26/6/13	Response from Council & Maddocks that changes were not agreed, deed to be signed by COB 28/6 or Council will proceed to prepare for Court hearing	Yes
28/6/13	Council provides final copy of investigation: Development and Planning Matters to the commission	