



ABORIGINAL AND DUAL NAMING POLICY

Originated Date: Adopted **Date** – Min No. **.../...**

Amended Date/s: **...**

Applicable Legislation: *Place Names Act 2020*

Objective To guide the dual naming of geographic features and places in the Northern Midlands.

Administration: Governance

Review Cycle/Date: 2023

1. PURPOSE

The purpose of this policy is to provide advice and direction about the application of Aboriginal names for naming geographic features and places in the Northern Midlands.

2. APPLICATION

A proposal for dual naming of a geographic feature or place in the Northern Midlands is to be made in accordance with the Department of Communities Tasmania, Aboriginal and Dual Naming Policy.

Aboriginal and Dual Naming Policy

A Policy for the
naming of Tasmanian
geographic places and
features

2019

Preamble

The following preamble provides background and context to the Aboriginal and Dual Naming Policy and is not part of the Policy.

The Tasmanian Government acknowledges the central role Tasmanian Aboriginal communities play in the Aboriginal and dual naming process.

Geographic features and places in the Tasmanian landscape, on both land and sea, were given names by the Aboriginal peoples of Tasmania and used extensively for over 40,000 years prior to the arrival of Europeans.

The names, which formed part of the multiple Aboriginal language groups that existed in Tasmania, signified the complex interlinked relationship between Tasmanian Aboriginal peoples and the land they lived on and cared for. The names were not arbitrary: they were integral to the places to which they were attached. They represented the deep practical and spiritual connection between people and place, and helped to communicate important cultural information between different groups and across generations.

The supplanting of Aboriginal Tasmanian place names by Europeans, beginning with Dutch and French visitors in the 17th and 18th centuries and dramatically accelerated by British occupation from the late 18th century, caused significant pain and cultural damage to the Aboriginal peoples of Tasmania. The past failure to officially acknowledge and use traditional place names, combined with the broader impacts of colonisation and historic efforts to prevent the use of Tasmanian Aboriginal languages, has resulted in a significant loss of cultural knowledge and understanding. While some contemporary Tasmanian place names are based on the names used by Tasmanian Aboriginal people, these names are often based on European interpretation and were co-opted without consent. Some of the names given to places by Europeans are also explicitly offensive to Tasmanian Aboriginal people.

The Government is committed to working with Tasmanian Aboriginal people and the wider community to encourage more Aboriginal place names in Tasmania. Part of this commitment is the establishment and use of the Aboriginal and Dual Naming Policy. This policy was first adopted in 2012, and was revised in 2019, the International Year of Indigenous Languages, to improve the framework for nominating and assessing Aboriginal and dual names for geographic features and places.

The Aboriginal and dual naming of places promotes broader community awareness of Aboriginal history and culture. It is expected that Aboriginal names, which may appear at first to be complex in spelling and/or pronunciation, will, over time, become familiar and easy to use within the Tasmanian community and furthermore, that Tasmanians will value using them.

The adoption of this policy is in line with approaches being taken across other Australian jurisdictions. As recognised by the Permanent Committee on Place Names, a working group of the Australia and New Zealand Intergovernmental Committee on Surveying and Mapping (ICSM), 'the relationship between Aboriginal people and the land is still as prevalent today as it was more than 400 centuries ago – it is fitting

then, to acknowledge Aboriginal footprints in the sands of time.' The ICSM Guidelines for the Consistent Use of Place Names in Australia have, since 1992, encouraged naming authorities in all Australian states and territories to acknowledge the continuing importance of the original Aboriginal place names, and to adopt more frequent official use of these names, drawn from both languages still spoken and languages no longer spoken.

Scholars believe that between 8 and 16 distinct Tasmanian Aboriginal languages may have been spoken prior to European settlement. In recent decades, a program of language reconstruction has been taking place, and is ongoing. This work is being undertaken by the Tasmanian Aboriginal Corporation and the reconstructed language is known as palawa kani. The Policy now provides for names to be informed by palawa kani and other recorded Tasmanian Aboriginal languages.

The complexity of Tasmanian Aboriginal languages and the limited information available on recorded pronunciations and interpretative European spelling may result in assigned Aboriginal and dual names for geographical features or places being derived from different languages, adopting different spelling systems, pronunciations and syntaxes sitting alongside each other. The policy acknowledges that research into Tasmanian Aboriginal languages and place names is ongoing.

This Policy provides for:

- giving Aboriginal names to geographic features or places that do not already have an official or assigned name (the naming of cities or towns is not covered under the Policy – see 4.9 below);
- replacing an existing official name with an Aboriginal name; and
- giving an additional Aboriginal name to a feature that already has an official name (dual naming).

The Policy is given effect by incorporation into appropriate administrative mechanisms such as the Place Names Advisory Panel's Tasmanian Place Naming Guidelines.

Note on the Place Names Advisory Panel

In Tasmania, the official naming of places is primarily the responsibility of the Place Names Advisory Panel. The Panel is regulated under provisions of the Place Names Act 2020 (the Act) and undertakes research and investigation into the origin, priority and usage of place names and assigns official place names in accordance with the Tasmanian Place Naming Guidelines.

Under the Act, the Panel consists of seven members, including three members of the community, with the Surveyor-General as Chairperson. The role of the Panel is, among other things, to:

- consider whether any unnamed place (road, locality, geographical feature etc.) warrants the assignment of a name, and the extent of the place';

- advertise any proposed new or altered name for a period to enable public comment;
- determine the appropriateness of any proposed name, based on the application of the Tasmanian Place Naming Guidelines, and subsequently make a recommendation to the Minister for Primary Industries and Water who then must confirm or reject the recommendation; and
- in the case of an Aboriginal naming proposal, to refer the proposal to the Aboriginal and Dual Naming Reference Group for further consultation and to provide a recommendation.

Policy

1. Purpose

To provide advice and direction to the Tasmanian community, Government Agencies, Local Government Authorities and the Place Names Advisory Panel about the application of Aboriginal names for naming Tasmanian geographic features and places.

2. Principles

The Tasmanian Government acknowledges that places in Tasmania were named by Aborigines long before the arrival of Europeans. The Tasmanian Government acknowledges prior Aboriginal ownership and is committed to preserving Aboriginal heritage and language by ensuring that Aboriginal place names can be restored to Tasmanian geographic features and places. This will be achieved by applying the following principles:

- 2.1 That preference is given to local Aboriginal place names for any geographic feature or place that does not already have an existing official place name, provided the proposed Aboriginal name can be authenticated to the satisfaction of the Place Names Advisory Panel.
- 2.2 Where an existing official place name does not have community support, the name may be replaced by an Aboriginal name provided it can be authenticated to the satisfaction of the Place Names Advisory Panel.
- 2.3 That the Aboriginal dual naming of geographic features and places that already have official names occurs when a complete name change is not possible or acceptable. Both will be official place names, and both names will be used together with the Aboriginal name occurring first, separated by a solidus to be preceded, and followed by spaces, for example kunanyi / Mount Wellington.
- 2.4 That the renaming of geographic features or places where the existing place name may be offensive to the Tasmanian Aboriginal communities will be a priority for consideration by the Panel.
- 2.5 Where previously assigned official place names are derived from Aboriginal names, or are Aboriginal names but have demonstrably incorrect spelling or form, names may be amended to ensure they are generally accepted by Aboriginal communities.

- 2.6 Where alternative names have been used for extended periods by Aboriginal people to identify geographic features or places as part of community and cultural tradition, consideration will be given to renaming those features. Sometimes, these names may not be from Aboriginal languages, for example Big Dog Island in place of Great Dog Island; Hummocky Island in place of Chappell Island.
- 2.7 That the Place Names Advisory Panel will establish and maintain an Aboriginal and Dual Naming Reference Group of people with expertise in Tasmanian Aboriginal history, languages or place naming. The Panel may seek advice or comment from the Reference Group on:
- proposals where more than one Aboriginal name is proposed for a geographic place or feature;
 - proposals where multiple names are given for parts of the one place or feature;
 - proposals where there is substantial community division about a proposed Aboriginal name, or when one Aboriginal name cannot be clearly prioritised from a number of known names; and
 - any other issue the Panel determines.
- 2.8 If there is substantial community division about a proposed Aboriginal name, or when one Aboriginal name cannot be clearly prioritised from a number of known names, the Place Names Advisory Panel may exercise discretion not to adopt an Aboriginal or dual name. Notwithstanding this, where more than one name for a geographical feature or place can be authenticated to the satisfaction of the Place Names Advisory Panel, the Panel may elect to record multiple names in its database, and select one name to be assigned for official publications. This reflects the practice of the distinct original Aboriginal groups who named features within different contexts from their neighbouring groups. Recording multiple names may assist in providing education about the complexity of Aboriginal languages.
- 2.9 It is not intended that Aboriginal place names previously made official under the Aboriginal and Dual Naming policy (since 2012) will be rescinded or substantially amended.

3. Register of Aboriginal Community Organisations

- 3.1 The Place Names Advisory Panel will maintain, and make publicly available, a register of Aboriginal community organisations and groups to be consulted as part of an Aboriginal place-naming proposal. Interested Aboriginal organisations and groups can self-nominate for inclusion on the register, indicating the nature and scope of their interest (such as in relation to specific areas or places).

4. Naming Proposal Requirements

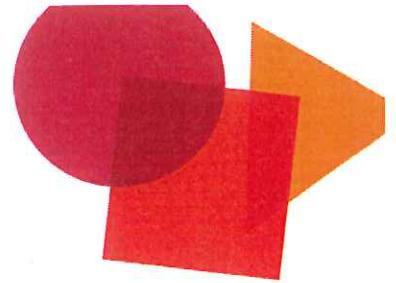
- 4.1 A naming proposal can be made by any individual, group or organisation.
- 4.2 The proposal must be made to the Place Names Advisory Panel and be accompanied by:
- a description of the historical origins of the proposed Aboriginal name. The description must demonstrate adequate research and authenticity, including sources;

- evidence that local Aboriginal communities have been consulted;
- evidence demonstrating the support of local Aboriginal communities;
- if the naming proposal is to replace an existing official name, a description of the level of support, or lack of support, for the existing name;
- evidence that the local Council has been consulted; and
- evidence that affected landowners and relevant statutory entities have been consulted.

- 4.3 The Place Names Advisory Panel may reject the naming proposal if the requirements of clause 4.2 have not been met to the satisfaction of the Panel.
- 4.4 The Place Names Advisory Panel, or the Reference Group if so requested by the Panel, may conduct additional enquiries and research as it sees fit in order to supplement a naming proposal.
- 4.5 The Place Names Advisory Panel may, at its discretion, engage directly with Aboriginal communities, relevant landowners, local government and statutory entities to ensure appropriate consultation for a proposal has occurred.
- 4.6 Any naming proposal relating to a place, geographic feature or unbounded locality on 'Aboriginal Land' as described under the Aboriginal Lands Act 1995 must, in addition to the requirements of clause 4.2, include evidence of the owner's consent.
- 4.7 The Policy may be applied to applications to name Tasmanian geographic features and places in accordance with the Place Names Act 2020.
- 4.8 The Policy will not apply to Tasmanian features and place names assigned through legislation other than the Place Names Act 2020 (e.g. Commonwealth Agencies).
- 4.9 The Policy does not apply to the naming or renaming of cities or towns which are governed in accordance with the requirements of the Local Government Act 1993.
- 4.10 The Policy is consistent with current legislation for place naming under the Place Names Act 2020.
- 4.11 The Policy is also consistent with national standards as outlined in the International Committee on Survey and Mapping (ICSM) Guidelines for the Consistent Use of Place Names.

5. Process for Implementation and Administration of the Policy

- 5.1 The Aboriginal and Dual Naming Policy will be incorporated into the Tasmanian Place Naming Guidelines and published on the Department of Primary Industries, Parks, Water and Environment (DPIPWE) and Department of Communities Tasmania websites.



- 5.2 The Place Names Advisory Panel, working with the Department of Communities Tasmania, will make available templates and associated information to assist those preparing submissions for Aboriginal or dual names.
- 5.3 The Place Names Advisory Panel will establish and publish an annual calendar for the consideration of Aboriginal and dual name proposals.
- 5.4 DPIPWE will inform naming and signing authorities about the Policy and encourage timely replacement/upgrading of signage and related products.
- 5.5 The Panel will publish the names in accordance with the Place Names Act 2020 and the Tasmanian Place Naming Guidelines.
- 5.6 The Place Names Advisory Panel procedures will provide for submissions to proposed names to be made, prior to them being dealt with by the Panel. The Panel will advertise on its website, *Placenames Tasmania*, all proposals for a period of at least one month. The Panel will consider all submissions and make a recommendation to the Minister for Primary Industries and Water. The Minister may confirm or refuse the Panel's recommendation.
- 5.7 The process for lodging submissions is outlined in the Tasmanian Place Naming Guidelines. In general, submissions must relate to the substance of the intended assignment of names, and not be lodged in opposition to the principle of Aboriginal and Dual Naming.
- 5.8 Where possible, the Tasmanian Government will utilise additional communication mediums to promote the Aboriginal and dual naming process to the wider community.
- 5.9 Both parts of a dual name are to be shown on all official signage, directories, maps and all official documents and publications without any distinction between the two, other than the sequence. The Aboriginal name will appear first, separated by a solidus to be preceded, and followed by spaces.
- 5.10 Official signage, maps and other information products will be updated incrementally as maintenance budgets for signage allow, or as new editions of maps and visitor information publications are released.



**Tasmanian
Government**

Department of Communities Tasmania

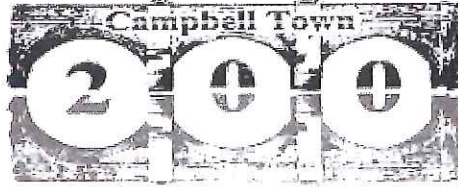
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File No: DOC/2019/2993



Campbell Town, Tasmania, Bicentenary Committee

Campbell Town Bicentenary Indigenous Naming Sub Committee

8th March 2021

Des Jennings
General Manager
Northern Midlands Council

Dear Des,

The Campbell Town Bicentenary Committee formed a Sub Committee to get the indigenous name for the area placed on to the signs at the entrance and exit of Campbell Town.

This is not a dual naming of the town, under the place names act 2020 an indigenous name can be used on signage without dual naming a town.

Given it is our bicentennial year we feel that it would be a fitting act of reconciliation to have the indigenous name for the area on our town signage.

Please read below an excerpt from the minutes from our February meeting where Rosetta Thomas and Annie Reynolds from the Tasmanian Aboriginal Centre gave us a presentation on the correct name for the area.

Given that the name Pantukina is the most evidenced name (see below) we would like this name on the signs at the entrance and the exit of Campbell Town.

However after a review of Robinson's diaries from the 1820s when he was accompanied on his travels by a woman from the local tribe (identified as local as she was captured by John Batman in a raid in the Campbell Town District) the name *pantukina* would appear to refer to the district around the current town of Campbell Town. Although two other place names recorded in Robonson's diary may also refer to the district, *pantukina* is the only one that can be verified by more than one source.

palawa kani names can only be applied geographical features not to man-made ones as they did not exist at the time the language was in use.

Under the *Place Names Act 2020* an indigneous name can be used on signage, however the name of the town (Campbell Town) can not be changed without formal approval from the Place Names Board. Based on this information it would appear Campbell Town can add the *palawa kani* place name for the district onto town signage and the most appropriate name to use, as advised by the TAC, is *pantukina*.

Rosetta and Annie were thanked for their very informative presentation.

Kind regards,

Jodie Clegg

On behalf of the Campbell Town Bicentenary Indigenous Naming Sub Committee

0400 295 632

WORKING

TOGETHER

FOR

OUR

COMMUNITIES

NGA21

Call for Motions

20 - 23 June 2021

National Convention Centre Canberra



AUSTRALIAN
LOCAL GOVERNMENT
ASSOCIATION

KEY DATES

16 November 2020
Opening of Call for Motions

26 March 2021
Acceptance of Motions Close

20 - 23 June 2021
National General Assembly

To submit your motion go to:
alga.asn.au

SUBMITTING MOTIONS

The National General Assembly of Local Government (NGA) is an important opportunity for you and your council to influence the national policy agenda.

The 2020 NGA “Working Together for Our Communities” was unfortunately cancelled due to COVID-19 but the ALGA Board has decided to retain the theme and emphasise the importance of partnerships to building and maintaining resilience in our councils and our communities.

To assist you to identify motions that address the theme of the 2021 NGA, the Australian Local Government Association (ALGA) Secretariat has prepared this short discussion paper. You are encouraged to read all the sections of the paper but are not expected to respond to every question. Your motion/s can address one or more of the issues identified in the discussion paper.

Remember that the focus of the NGA is on partnerships, working together, and resilience so your questions could focus on how local governments can work in partnership with the Australian Government to address the challenges our communities face, or the opportunities that are arising to build back better.

Criteria for motions

To be eligible for inclusion in the NGA Business Papers, and subsequent debate on the floor of the NGA, motions must meet the following criteria:

1. be relevant to the work of local government nationally;
2. not be focussed on a specific location or region – unless the project has national implications. You will be asked to justify why your motion has strategic national importance and should be discussed at a national conference;
3. be consistent with the themes of the NGA;
4. complement or build on the policy objectives of your state and territory local government association;
5. be submitted by a council which is a financial member of their state or territory local government association;
6. propose a clear action and outcome i.e. call on the Australian Government to do something;
7. be a new motion that has not already been debated at an NGA in the preceding two years; and
8. not be advanced on behalf of external third parties that may seek to use the NGA to apply pressure to Board members, or to gain national political exposure for positions that are not directly relevant to the work of, or in the national interests of, local government.

OTHER THINGS TO CONSIDER

Motions should generally be in a form that seeks the NGA's support for a particular action or policy change at the Federal level which will assist local governments to meet local community needs. Motions should commence as follows: This National General Assembly calls on the Australian Government to restore funding for local government Financial Assistance Grants to a level equal to at least 1% of Commonwealth taxation revenue.

To ensure efficient and effective debate where there are numerous motions on a similar issue, the ALGA Board NGA Subcommittee will group the motions together under an overarching strategic motion. The strategic motions have either been drafted by ALGA or are based on a motion submitted by a council which best summarises the subject matter. Debate will focus on the strategic motions. Associated sub-motions will be debated by exception only.

Motions should be lodged electronically using the online form available on the NGA website at: www.alga.asn.au. All motions require, among other things, a contact officer, a clear national objective, a summary of the key arguments in support of the motion, and the endorsement of your council. Motions should be received no later than 11:59pm AEST on Friday 26 March 2021.

Please note that for every motion it is important to complete the background section on the form. The background section helps all delegates, including those with no previous knowledge of the issue, in their consideration of the motion. There is a word limit of 150 for the motion and 200 for the national objective and 300 for the key arguments.

All motions submitted will be reviewed by the ALGA Board's NGA Sub-Committee, as well as by state and territory local government associations to determine their eligibility for inclusion in the NGA Business Papers. When reviewing motions, the Sub-Committee considers the importance and relevance of the issue to local government and whether the motions meet all the criteria detailed above.

Please note that motions should not be prescriptive in directing how the matter should be pursued.

With the agreement of the relevant council, motions may be edited before inclusion in the NGA Business Papers to ensure consistency. If there are any questions about the substance or intent of a motion, the ALGA Secretariat will raise these with the nominated contact officer.

Any motion deemed to be primarily concerned with local, state or territory issues will be referred to the relevant state or territory local government association and will not be included in the NGA Business Papers.

There is an expectation that any council that submits a motion will be present at the National General Assembly to move and speak to the motion.

INTRODUCTION

2020 has been a year like no other. A year that many individuals and organisations, including councils, would wish to forget. While the drought lessened its hold on parts of the country to be replaced by floods, more than 110 local government areas were severely impacted by the Black Summer (2019-20) bushfires - and no one was spared the effects of the battle against COVID-19. The 2020-21 storm and fire season may add to the sense that it was a year of disasters.

Friedrich Nietzsche said: "That which does not kill us, makes us stronger." So how can councils become stronger after 2020? How can we ensure that our communities are stronger and more resilient? How do we work together and with our partners to ensure that we build back better from the series of unprecedented events that have marked 2020?

COUNCIL RESILIENCE

In the first quarter of 2020, state and territory Governments closed facilities where people gathered in numbers to reduce the probability that hospitals would be overwhelmed by a rise in COVID-19 cases. This included a substantial number of council owned and operated revenue generating facilities which had flow-on effects for other revenue-generating enterprises such as paid parking. Major funding gaps rapidly emerged in many councils that typically generated significant amounts of own revenue.

Councils that cannot generate significant amounts of the own revenue are typically dependent on grant funding from other levels of government, including Financial Assistance Grants from the Australian Government. These councils tend to service rural, regional and remote communities that are often large in area but small in terms of population. The capacity of these councils to deliver all their required services and infrastructure can be severely strained at any time.

With local government funding under pressure across the nation, and other levels of government facing fiscal constraints, councils may need to do more with less in the near term and be innovative with both budgeting, service delivery, balancing competing demands and longer term financial planning. Services may need to be scaled down or delivered in innovative ways. Asset management and maintenance programs may need to be varied. Working collaboratively with neighbouring councils or forming alliances may be a way of achieving efficiencies and enhancing service delivery along with fostering innovation, cutting red tape, and working in partnership with third parties may be others.

Digital service delivery and working from home - adopted during the height of the pandemic - may become the new norm. This may increase opportunities for councils to innovate, work together and share resources, and fill long term skill gaps. New challenges may emerge including how staff are supported and how productivity, collaboration and motivation maintained. There may be significant consequences for local democracy and council's ability to engage authentically with their communities. Digital transformation and technology modernisation will be essential for some councils. Even already well-established adopters of digital technology may need to rethink their approach.

Can the Australian Government assist councils with efficiency measures that reduce the cost of services without a major change in service levels experienced by the community?

What opportunities are available to enhance the adaptive capacity of councils and its potential to 'weather the storm' through innovation and creativity? How can the Australian Government assist?

Apart from Financial Assistance Grants, how can the Australian Government assist councils to become more financially sustainable and able to better meet the needs of their communities? Are there new partnership programs or policy changes the Government

COMMUNITY RESILIENCE

Community resilience is the capacity of communities to respond to, withstand, and recover from adverse situations including natural disasters, persistent drought, pandemics, fluctuations in global trade, recession, and a rise in inequality. In some circumstances in response to these pressures and stresses, local communities are not able to recover to their previous state. Instead they need to adapt to cope with long term stresses. But ideally, we want all communities to not only survive but thrive.

Local governments play a critical role in building resilient and sustainable communities and helping to buffer people and places against social, economic, and environmental disruptions and overcome adversity. One critical area is through the provision of resilient infrastructure. Councils' infrastructure should meet the community's current and future demand, be built to contemporary standards, be affordable for both the council and the user, and be reliable with appropriate asset management practices in place to ensure maximum return on investment.

In addition to physical infrastructure, social infrastructure is also vital for resilience. Social infrastructure is broader than just buildings, it includes the individuals and groups, places, and institutions, including councils, that foster community cohesion and social support. Communities and individuals with good social networks and connections demonstrate greater resilience.

The loneliness epidemic is challenging social resilience. Research produced before the coronavirus pandemic revealed that one in four adult Australians are experiencing loneliness with over half the nation reporting they feel lonely for at least one day each week. In addition to its impacts on community resilience, feeling lonely can pose a bigger risk for premature death than smoking or obesity and can be associated with depression, poorer cardiovascular health and, in old age, a faster rate of cognitive decline and dementia.

Communities that are more vulnerable to shocks and disasters are often reliant on only one industry, have minimal redundancy or no backups for essential services and infrastructure such as only one source of water, one powerline or one access road. They also often only have few voluntary or charitable organisations working in the community. Often community leadership is weak or fails to inspire, engage, and unleash the power of other leaders and critical social networks.

Community resilience cannot be built and then left to its own devices. It needs to be strengthened continuously, not just in times of crisis. It involves people getting together to create sustainable links within their community and the community and its leaders having the ability to learn from experience and improve over time.

How can councils work in partnership with the other tiers of government to adopt a community development approach that builds resilience?

What are the best models available to councils to ensure that our communities thrive and focus on prevention and preparation rather than relief and recovery? How can the Australian Government partner with councils to ensure thriving communities?

What actions can councils take, in partnership with others including the Australian Government to promote community resilience and protect against external shocks such as industry closures or natural disasters? Are tools available to assist councils build community resilience or do we need new or different tools?

COLLABORATION AND PARTNERSHIPS

Creating a resilient community and ensuring a resilient and sustainable council requires partners. Councils can work with partners in different ways to find local solutions to local problems. They can partner with a wide range of organisations including other councils, other levels of government, the voluntary and community sector or business and research sector organisations. The aims of these partnerships are typically to improve services and deliver changes to benefit the local area.

Collaboration and partnerships with other councils and public or private organisations can also bring benefit from economies of scale in providing services or purchasing in bulk for example. Procurement partnerships have been a particularly successful example of this. Working in partnership can make a considerable contribution to efficiency improvements, such as through cost savings in back-office functions or sharing of plant and equipment.

Other benefits associated with partnerships and collaboration include opening the way for local communities to share ideas and connect with others. Partnerships enhance the ability of a council to access innovation, enhance skills development, work across council boundaries to address regional issues, and maximise competitive advantage in the delivery of major infrastructure projects.

Strategic collaboration is not just about savings and sharing resources. It is also about maximising capacity in addressing community expectations, or working with members of the community to overcome challenges and seize opportunities. For example, building and maintaining productive partnerships with Aboriginal and Torres Strait Islander people and communities is critical for councils committed to Closing the Gap and involving Aboriginal and Torres Strait Islander communities in decision-making and service development and delivery.

Collaboration and partnerships that work well are underpinned by good governance, an agreed purpose, and mutual benefit.

There is a long history of local government partnering with the Australian Government to deliver projects and programs that benefit local communities, achieve fairness and equity across the nation, and support local delivery of services and infrastructure. In the absence of constitutional change, how do we further build and strengthen this partnership with the Australian Government?

How do we encourage and incentivise councils to embrace partnerships and collaborative arrangements more enthusiastically including those which seek to ensure the development of economic development supporting infrastructure?

What are the obstacles to working in partnership with other councils or organisations? Can the Australian Government help overcome these?

How do councils, together with their communities, work in partnership to build resilience and entrench it into everyday life?

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AUSTRALIAN
LOCAL GOVERNMENT
ASSOCIATION

AUSTRALIAN LOCAL GOVERNMENT ASSOCIATION
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City Deals

Motion (150 words)

This National General Assembly calls on the Australian Government to consider the implementation of additional Regional Deals throughout the country.

National Objective (200 words)

The Federal Government has successfully implemented eight City Deals across the country. Following the success of this program a pilot program to implement Regional Deals was developed and to date, three deals have been implemented.

City and Regional deals are instrumental in ensuring all levels of government: federal, state and local, work together to create and achieve a shared vision for a specific area.

Expanding the rollout of Regional Deals could benefit a range of different areas across the entire nation.

Summary of key arguments (300 words)

City Deals are a partnership between the three levels of government and the community to work towards a shared vision for productive and liveable cities. City Deals work to align the planning, investment and governance necessary to accelerate growth and job creation, stimulate urban renewal and drive economic reforms.

Based on the Government's successful City Deals model, Regional Deals have been developed to bring together all levels of government around a clear set of objectives.

Regional Deals support 'a place-based approach' by putting community-identified priorities at the centre.

To date, three Regional Deals have been signed: Barkly, Hinkler and Albury Wodonga. The progress of Regional Deals was a pilot program and it is proposed to lobby the Federal Government to expand the pilot program to enable future Regional Deals to be progressed.

DELIVERING City Deals

City Deals are a new approach in Australia to bring together the three levels of government, the community and the private sector. The partnership focuses on aligning planning, investment and governance to accelerate growth and job creation, stimulate urban renewal and drive economic reforms to secure the future prosperity and liveability of our cities.

Our Focus Areas

The uniqueness and diversity of Australia's cities means that it is necessary to tailor the approach to designing and delivering Australian City Deals. The approach draws from our experience developing the first three City Deals in Townsville, Launceston and Western Sydney, as well as lessons from overseas.

Depending on the city's priorities, a City Deal might include investment, planning, policy and regulatory changes in relation to:

- Jobs and skills
- infrastructure and investment
- liveability and sustainability
- innovation and digital opportunities
- governance, planning and regulation and
- housing

City Deal Principles

These principles will guide the development, consideration and selection of City Deals.

A shared vision for growth, reform and improvement

The commitment to a City Deal reflects a serious and shared ambition from federal, state or territory and local leaders to improve their city. The process of agreeing and implementing the City Deal provides an impetus for major reforms and co-investments that can jump-start economic growth and improve liveability.

A negotiated and customised approach, across the whole of government

City Deals focus on leveraging cities' unique strengths and responding to their specific needs. Instead of national and state policies and programs delivered locally by different departments, working with local

governments and stakeholders produces a unified deal that addresses a city's priorities.

Transformative investment

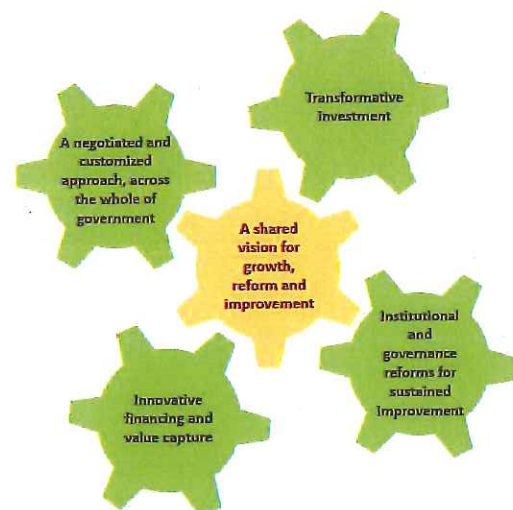
Investment delivered as part of a City Deal is focused on a long-term vision for the city, not immediate business-as-usual needs. This longer term and broader approach makes City Deal investment transformative, rather than reactive.

Institutional and governance reforms for sustained improvement

For sustained improvement, institutional reforms and investments may also be necessary to improve local capacity for whole-of-city governance and reform. This could include creating new bodies for planning, collaboration, governance and investment to ensure progressive improvement.

Innovative financing and value capture

City Deals should, where possible, use innovative financing and funding methods to deliver greater investment than could otherwise be provided. Since the deals aim to integrate transport, housing and land use policies, they create the opportunity for coordinated action to maximise and capture the value of investment.



DELIVERING

City Deals

Conditions for success

Meeting the following three criteria gives the best chance for a successful City Deal:

Willing and capable partners

The jurisdictions involved need to be willing and able to negotiate and deliver a City Deal. All levels of government must dedicate the resources needed for effective negotiation and implementation, as well as the political capital to drive difficult reforms and investments in the long-term interest of the City.

Opportunities to unlock economic potential and transform the City

There must be real opportunities to unlock economic potential in the City. City Deals are best suited to improving larger complex economic systems rather than simply providing an area assistance package.

Alignment with broader investment and policy priorities

City Deals should leverage government investment to further national policy goals, such as economic reform, rather than simply improving one location.

The process to develop a City Deal

The three phases of developing and delivering City Deals can be summarised as preparation, collaboration and implementation (see diagram below).

Preparation

To establish a framework for City Deal discussions, and shared commitment to the City Deal model, the Prime Minister invited all state and territory governments to sign a City Deals Memorandum of Understanding (MoU).

Once the City Deal MoU has been signed, the Commonwealth's Cities Division works closely with their state and territory counterparts to consider city deal opportunities in line with the principles outlined on page one.

The preparation phase helps local governments and stakeholders prepare and set the groundwork for a City Deal in their community.

While only a small number of City Deals will be initiated at any one time, all cities can benefit from engaging in the preparation phase. It may help communities to identify and act upon opportunities in their local area – for example strengthening ties with the private sector and other communities with similar challenges – or enhance engagement with policy and funding processes, such as grants or other investments from local, state or Australian Government programs, business investors or philanthropic organisations.

Online data and guidance will support local governments and other interested users, to establish a **baseline** for their city, develop a **vision** for the future, and identify **focus areas** to be explored through a City Deal.

Engaging the local community to identify priorities and opportunities is important throughout the process.

Collaboration

The collaboration phase is about the formal development of the deal. This phase begins once all three levels of government have agreed to develop a City Deal. During this phase, the Australian Government, state or territory and local governments work together with the community and private sector to identify priorities and commit to delivering key outcomes for the city.

Although each deal is unique, the Australian Government has developed some guidance for this stage, including templates, timeframes and protocols, which are shared with the parties to the City Deal.

In the first instance, we **discuss** objectives for the City Deal, identify decision-making requirements and develop appropriate governance arrangements for the deal.

A successful City Deal relies upon parties having mutual goals and finding where there's a genuine need for collaboration between governments. Coordination across governments, ongoing consultation with the community and key stakeholders, along with detailed workshops, and specialist advice helps to **shape** the scope of the City Deal and identify potential delivery partners.

We explore various options to address priority issues for the city. Once there's agreement about initiatives that will enable success, we formalise and agree to the City



DELIVERING

City Deals

Deal. The deal includes the commitments of each level of government, and other key partners.

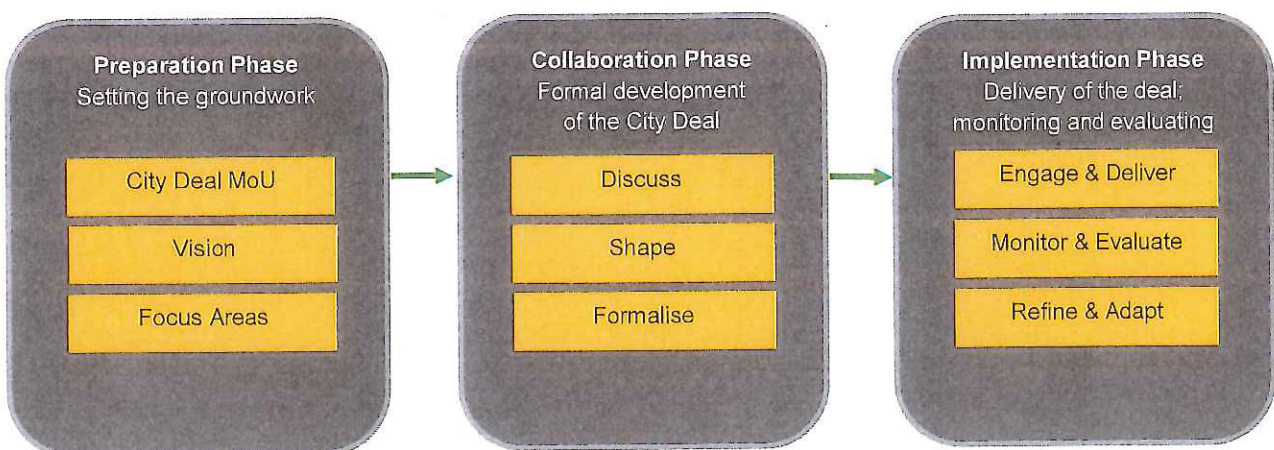
Implementation

The implementation phase commences once the City Deal is agreed. Over the life of each City Deal, monitoring and evaluating performance and keeping the community up to date about progress is important. We want to ensure that the City Deal is making a difference, and share lessons.

Following signing of the City Deal, we **engage** with the community and with other interested parties to deliver the various commitments under the City Deal.

An Executive Board (established for each City Deal to oversee implementation) will **monitor and evaluate** progress on the delivery of commitments. We will report annually on the progress.

Over time, we will **refine and adapt** each City Deal as necessary. As milestones are achieved, we will determine next steps for each commitment. We also look at emerging trends, opportunities and risks and consider whether commitments under the City Deal need to be refined. We will consider altering a deal after its formal review, which typically occurs after 3 years.



Entry points from overseas

Motion (150 words)

This National General Assembly calls on the Australian Government to restrict entry points into Australia from overseas to two locations to help stop the spread of COVID-19.

National Objective (200 words)

This motion meets the national objective in that it ensures ongoing safety for the entire country against the spread of COVID-19 by minimising points at which the disease can be brought into the country, enabling the consolidation of resources to ensure adequate quarantine and outbreak management.

Summary of key arguments (300 words)

Allowing returned travellers to enter into numerous points of Australia increases the risk of spread of COVID-19.

Restricting returned travellers to one airport or one seaport limits the areas of exposure to COVID-19.

Restricting returned travellers to one airport or one seaport enables resources to be concentrated on managing those returned travellers in the safest manner to all of Australia.

Restricting returned travellers to one airport or one seaport reduces the risk of spread of COVID-19 and thus protects our local businesses and communities from the risk of recurring lockdowns as a result of ongoing outbreaks of COVID-19 and the associated economic impacts of such lockdowns.

Motions tabled at LGAT General Meetings by Northern Midlands Council

2020	That LGAT lobby for amendment to the State Planning Provisions to further regulate the placement of shipping containers to reduce their visual impact on the streetscape within township areas.	Carried
2019	That LGAT seek support from member councils to set up a fund to contribute to legal costs in relation to matters which have the potential to have an impact on future planning decisions of councils across the state.	Lost
2019	That LGAT advocate for the State Government to investigate the need for a Women's Shelter/s to be located in and to service regional Tasmania and other rural areas, to service the population across the greater part of rural Tasmania.	Carried (amended motion)
2018	That LGAT lobby the State Government and Spirit of Tasmania to ensure the availability of sailings adequately meets demand of Tasmanian residents, tourists and other users and that affordable pricing is available to users.	Carried
2017	LGAT to lobby the State Government for a more coordinated approach to weed management so that DPIPW does not need to duplicate work done by Councils, and that all relevant agencies collaborate to map weeds across Tasmania and develop an action plan that can be implemented whenever weed infestations are reported by the community.	Carried
2016	Introduction of State Tyre Levy	Carried
2016	Federal Government assistance to replace the Bass Link cable	Amended motion Carried
2016	That LGAT lobby the State Government and TasRail to permit a Tasmanian Transport Museum MS steam train to travel from Hobart to Fingal once a year on the Fingal Valley Festival day.	Carried
2015	That the Local Government Association make representation to the Prime Minister requesting a referendum to facilitate the recognition of Local Government in the Australian Constitution.	Carried
2015	That the Local Government Association make representation to the relevant Australian Government Ministers seeking support for the development of a consistent basis for determining whether a particular function is best carried out by Local, State or Federal Government.	Carried
2015	That LGAT lobby the Minister for Infrastructure, Hon. Rene Hidding, advocating for the reinstatement of a State Government trails and bikeways funding program, the development of an inventory of what work is still required to fill in the many gaps in the network of trails and pathways, and the establishment of a permanent fund that will meet the growing demand now apparent in cycling tourism and in the use of bicycles for sport and leisure.	Carried
2014	That the Local Government Association of Tasmania continue to lobby the State Government to fund and employ, within the Invasive Species Unit, additional weed officers for each of the three regions to actively facilitate the eradication of listed weeds throughout Tasmania.	Carried
2014	That the Local Government Association of Tasmania continue to lobby the State Government to address the pending environmental impacts resulting from excessive storage of used tyres in the absence of a suitable recycling facility or other appropriate means of disposal.	Carried

2014	That LGAT lobby the ministers responsible for mines and our rivers to address the contamination of many of our waterways through heavy metal leachate from past mining operations and to provide an inventory of all such waterways and an action plan to end the contamination.	Carried
2014	That LGAT supports the position of all state parties in their election commitments to lobby the major federal political parties in opposing super trawlers operating in Australian waters, and support immediate federal legislation to permanently ban super trawlers in Australia's Exclusive Economic Zone (EEZ) but not to affect current fishing operators.	Lost (Deferred to September meeting)
2014	That LGAT lobby the TasWater Board to call on the Australian Government to work with the State Government to fund the development of renewed water and sewerage infrastructure works, particularly for small and regional communities across the State.	Lost
2014	That the Local Government Association of Tasmania request both the State and Commonwealth Governments to encourage Telstra to provide a regional officer within each region able to provide detailed infrastructure answers in a timely manner to facilitate the ongoing development of private and public infrastructure works.	Carried
2014	That LGAT Support the continuation of the Tasmanian Freight Equalisation Scheme due to its importance to Tasmania. Lobby the Australian Government and State Governments to re-establish the Tasmanian Freight Equalisation Scheme for all freight transported to and from Tasmania.	Carried
2014	That LGAT Investigate the terms of the proposed Australian Competition and Consumer Commission/Productivity Commission enquiry into the Tasmanian Freight Equalisation Scheme with the aim of issuing a brief to Councils. Assess options for a study that analyses the benefits and costs of a support package for a direct international service from TASMANIA.	Lost
2013	That LGAT lobby the minister responsible for DIER to have all unapproved signage removed from state roads.	Carried
2013	That the Local Government Association of Tasmania lobby the Minister responsible for the Department of Infrastructure, Energy and Resources to ensure that speed restrictions of road works and the like are not erected prematurely, left in place beyond the completion of works or between work periods, unless required due to the condition of the road surface.	Carried
2013	That the Local Government Association of Tasmania request the State Government to make legislative change, if necessary, and confirm that representations made pursuant to sections 26, 30 I or 57 of the Land Use Planning and Approvals Act 1993 shall not be made public to the extent that they contain specific reference to individual councillors or staff.	Lost
2013	That the Local Government Association of Tasmania lobby the State Government, specifically Department of Economic Development and the Environmental Protection Authority to address the pending environmental impacts resulting from excessive storage of used tyres in the absence of a suitable recycling facility or other appropriate means of disposal.	Carried

2012	<p>That the Local Government Association of Tasmania requests the State Government to develop policy guidelines, educational information and advice to address the issues of:</p> <ul style="list-style-type: none"> • Transport and appropriate disposal of declared weeds; and, • Contamination of green waste with declared weeds; and, • Treatment of green waste to minimise the presence of weed seeds in composted Green waste that is to be sold to the public and/or used in public open space. 	Carried
2012	<p>That the State Government fund an additional Weed Officer for each of the three regions to facilitate the reduction of listed weed species in order to maximise the long term sustainable agricultural use of Tasmania's resources, in particular with regard to the new and proposed irrigation infrastructure which in turn will support the furtherance of the State Government's 'food bowl' initiative.</p>	Carried
2012	<p>That LGAT discuss with the State Government that in the event of a fire/flood the proposition of taking immediate action on temporary minor repairs to state roads and/or other infrastructure on the basis that funds are reimbursed within a reasonable time frame.</p>	Carried
2011	<p>That the LGAT work with the State Government to amend Principle nine of the State Policy for the Protection of Agricultural Land 2009 to enable Council planning schemes to prohibit or require discretionary permit for an agricultural use on land zoned for agricultural purposes where such land is also determined to be within a special area or overlay to address issues including, but not limited to, scenic protection, landslip, water catchment, heritage protection and flood or bushfire hazard.</p>	Carried
2011	<p>That, in order to address the loophole in LUPA relating to the lack of termination power, LGAT lobby the Department of Justice to progress a legislative amendment to provide the power to void an application after a finite period of time.</p>	Carried
2010	<p>To bring accountability to the water authorities that Owners' Representatives and the Chief Executive Officers of each of the Regional Corporations meet monthly with councils (members of Regional Corporations).</p>	Lost
2010	<p>That LGAT lobby the State Government to review the current approach to environmental management and sustainable use of resources in Tasmania, with a view to developing an integrated approach with reference to overall natural systems.</p>	Carried
2010	<p>That a second Weed Management Officer for the region be financed by the State Government.</p>	Lost
2009	<p>... legislate, so that Local Government is empowered to ensure that the planting of trees within town boundaries are species that are appropriate in relation to both fire and general safety.</p> <p>... to reassess the state planning template; and to manage road verges in regard to fire management.</p>	Carried
2009	<p>... investigate and promote initiatives to reduce the use of fossil fuels.</p>	Carried
2008	<p>... Hydro Tasmania extend cloud seeding flights over non-Hydro catchment areas, such as the Meander, Macquarie, South Esk, Clyde and East Coast catchments; and that the cloud seeding program be on-going, as an extended period is necessary to obtain any long term benefits; and the Local Government Association of Tasmania and the State Government be requested to undertake independent reports on cloud seeding in Tasmania.</p>	Carried

2008	That Councils support the motion for the Local Government Association to lobby the State Government to review the application of taxes and stamp duty associated with business transactions, e.g. payroll tax, insurance premium renewals and mortgage dealings.	Carried
2007	That a proposal put forward at the 2006 ALGA Conference by Timber Towns Victoria to form a national network of local governments with an interest in sustainable forestry management on both private and public land be noted and a member of Timber Towns Victoria be invited to attend the next meeting of the LGAT General Management Committee.	
2006	That the Local Government Association of Tasmania i) Discuss with the State Government the development of controls regarding overshadowing and other nuisance factors caused by existing or future planting, and ii) Prepare information brochures outlining recommended species and planting guidelines which minimise overshadowing of neighbouring properties: such guidelines to be distributed to Councils for circulation with new developments.	Lost
2006	That the Local Government Association of Tasmania enter into discussions with the State Government with regard to the provision of Government funding to meet the costs associated with Council Youth Development Officers performing roles that have traditionally been the responsibility of the State Government Departments.	Carried
2005	That the Local Government Association of Tasmania in relation to threatened Non-Forest Vegetation Communities supports alternative measures to implement the State/Federal Bilateral Agreement being i) adoption of a truly voluntary system similar to the Regional Forest Agreement Private Forests Reserve Program (which includes incentives) and ii) the removal of the statutory enforcement mechanisms within the Bilateral Agreement i.e. (the Planning Directive and subsequent amendment of the local government planning schemes).	Carried
2005	That the Local Government Association request the State Government to liaise with the Federal Minister for Immigration and Multicultural and Indigenous Affairs to ensure that skilled migrants are encouraged to resettle in Tasmania.	Carried
2005	That Local Government support a proposal from the Tasmanian Bus Association for the State Government to provide funds for the reinstatement of a school bus safety campaign and any other road safety education programs that will minimise the risks to children.	Carried
2005	That the Local Government Association request the State Government to;- i) Abolish the Easter Tuesday as a prescribed statutory public holiday and ii) Investigate a uniform set of public holidays within Tasmania and where possible, these be standard across Australia.	Lost
2005	That the Local Government Association of Tasmania negotiate, on behalf of Council's, an agreement with the Rail Authority (Pacific National Tasmania) to ensure a maintenance service level is provided with a defined area at each level rail crossing.	Carried

WORK HEALTH AND SAFETY

Originated Date:	Adopted 19 October 2015 – Min. No. 293/15 (Replacing Policy 12 – Occupational Health & Safety Policy)
Amended Date/s:	Amended: 20 February 2017 – Min. Ref 35/17 Reviewed: May 2018 Amended: 15 March 2021 – Min. Ref./....
Applicable Legislation:	<i>Age Discrimination Act 2004 (Cth)</i> <i>Anti-Discrimination Act 1998 (TAS)</i> <i>Asbestos Related Diseases (Occupational Exposure) Compensation Act 2011</i> <i>Australian Human Rights Commission Act 1986 (Cth)</i> <i>Disability Discrimination Act 1992 (Cth)</i> <i>Emergency Management Act 2006 (TAS)</i> <i>Emergency Management Amendment Act 2018 (TAS)</i> <i>Fair Work Act 2009 (Cth)</i> <i>Local Government Act 1993 (TAS)</i> <i>Long Service Leave Act 1976</i> <i>Racial Discrimination Act 1975 (Cth)</i> <i>Sex Discrimination Act 1984 (Cth)</i> <i>Work Health & Safety Act 2012 (TAS)</i> <i>Workers (Occupational Diseases) Relief Fund Act 1954</i> <i>Workers Rehabilitation & Compensation Act 1988 (TAS)</i>
Objective	<ol style="list-style-type: none"> 1) To acknowledge the cultural importance of Aboriginal people and importance to Northern Midlands heritage and identity. 2) To provide direction and support to Mayor, Deputy Mayor, Councillors and officers of the Northern Midlands Council for Welcome to Country and Acknowledgment of Country protocols.
Publication Sources:	15/013 - Human Resources Policies & Procedures 02/03/01/01 – Human Resources – Employee Infonet / Documents / HR – Policies Works Depot, Childcare Facility and Pool Locations
Administration:	Governance – People & Culture Business Partner Corporate Services – Work Health & Safety Officer
Review Cycle/Date:	January 2020 2023

1. AUTHORITY & APPLICATION

This Policy should be considered in the context of the following policies and procedures:

- Alcohol & Other Drugs
- Communications & Social Media
- Disciplinary
- Employee Code of Conduct
- Fitness for Work
- Health & Wellbeing
- **Hygiene Policy**
- Induction
- Issue Resolution

- Performance Management
- Plan Management
- Smoke Free
- Sun Protection
- Training & Development
- Working in Remote & Isolated Areas
- Workplace Behaviour

DEFINITIONS

Council - Northern Midlands Council.

Councillor - an elected member of Council known as a Councillor or Alderman or otherwise meeting the definition of a Councillor as defined under section 3 of the *Local Government Act 1993 (TAS)*.

Employee – a person who carries out work for Council as an employee of Council.

General Manager - the General Manager of Council as appointed under section 61 of the *Local Government Act 1993 (TAS)*.

Infringing Workplace Behaviour - any act or omission, which amounts to a breach of any Council policy, contractual obligation or misconduct at common law.

Manager/Supervisor - a person at the workplace who is appointed to a position that has management/supervisory responsibilities for others or their appropriately nominated or authorised delegate.

Officer – an officer within the meaning of section 9 of the *Corporations Act 2001* of the Commonwealth other than a partner in a partnership; or an officer of the Crown within the meaning of section 247 of the *Work Health and Safety Act 2012 (TAS)*; or an officer of a public authority within the meaning of section 252 of the *Work Health and Safety Act 2012 (TAS)* – other than an elected member of a local authority acting in that capacity (which includes a Councillor).

Other Persons at the Workplace - any person, other than a Councillor at the workplace who is not a worker including visitors and ratepayers.

Policy - this Policy including the Authority and Application.

Worker - a person who carries out work in any capacity for Council, including work as:

- an employee
- a contractor or subcontractor
- an employee of a contractor or subcontractor
- an employee of a labour hire company who has been assigned to work at Council
- an outworker
- an apprentice or trainee
- a student gaining work experience
- a volunteer or
- a Councillor

Workplace - a place where work is carried out for Council.

TRAINING

Council will provide all persons covered by this Policy with the appropriate training so they are made aware of their responsibilities and obligations under the Policy.

AMENDMENT

Council retains the sole discretion to reasonably vary, terminate or replace this Policy from time to time. Council will consult before amendments are made and will notify and train those the amendments apply to.

INTERPRETATION OF POLICY

The singular includes the plural and vice versa.

A reference to any legislation includes all delegated legislation made under it and amendments, consolidations, replacement or re-enactments of any of them.

A reference to a policy or procedure means any approved policies or procedures of Council unless otherwise stated.

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Where a word or expression is given a particular meaning, other parts of speech and grammatical forms of that work or expression have a corresponding meaning.

Examples used in this Policy are for illustrative purposes only and are not intended to be exhaustive.

Unless expressly provided for, this Policy is not in any way incorporated as part of any enterprise agreement and does not form part of any employee's contract of employment and any applicable enterprise agreement or contract of employment will prevail over this Policy to the extent of any inconsistency.

It is not intended that this Policy impose any obligations on the Council or those covered by it that are unreasonable or contrary to the operation so applicable laws. Any obligation, direction, instruction or responsibility imposed by this Policy must be carried out in a manner that an objective third party would consider to be fair and reasonable taking into account and in the context of all the relevant applicable laws, operational and personal circumstances.

Questions relating to the interpretation, application or enforcement of this Policy should be directed to the person's manager/supervisor, the Work, Health & Safety Officer or the People & Culture Business Partner.

REPORTING OF BREACHES

Persons covered under the paragraph 'Coverage' must reasonably report breaches of infringing workplace behaviour as follows:

For breaches by:

- an employee, worker (other than the General Manager) or other person at the workplace the report must go to the reporting person's applicable manager/supervisor;
- the General Manager the report must go to the Mayor (or if unavailable to the next appropriately delegated Councillor) and as otherwise required or permitted by applicable laws.

BREACH OF THIS POLICY

Persons covered under the paragraph 'Coverage' who engage in infringing workplace behaviour may (as is appropriate and as is applicable) be subject to appropriate disciplinary action in accordance with the Disciplinary Policy and Procedure (employees) or removal from the workplace or termination of services (workers, other than employees and other persons at the workplace). Infringing workplace behaviour may also amount to breaches of applicable laws:

- exposing individuals to legal proceedings and

- making Council vicariously liable for the conduct of others

2. PURPOSE

The purpose of this Work Health and Safety Policy is to:

- recognise Council's commitment to providing a safe and healthy workplace for workers and other persons at the workplace whose health, safety or wellbeing could be at risk through the work they do or that they are exposed to
- direct and guide workers and other persons at the workplace regarding action considered reasonably practicable to protect health and safety
- operate with any applicable laws or policies and procedures
- comply with applicable laws through implementing:
 - appropriate plans, policies and procedures and programs to support and implement this Policy
 - measurable safety performance objectives and targets
 - training on health and safety matters relevant to Council work
 - induction programs
 - consultation, cooperation and coordination processes
 - reporting of all hazards, incidents, accidents and, near misses
 - adequate resources
 - monitoring, reviewing and verification of Council systems
 - corrective action where it is identified that the acts or omissions of persons are putting themselves at risk

Council recognises its duty of care under the *Work Health & Safety Act 2012 (TAS)* and will provide a fair and flexible approach to work, health and safety activities that takes into consideration the individual, operational and environmental circumstances.

3. COVERAGE:

This Policy covers and applies to workers and other persons at the workplace in relation to all work, health and safety matters.

4. REQUIREMENTS:

Workers and other persons at the workplace must comply with this Policy.

Workers and other persons at the workplace are required to meet their duty of care obligations and to be accountable for their own health, safety and wellbeing, as well as the health, safety and wellbeing of others at the workplace.

Workers and other persons at the workplace (unless otherwise notified in writing) are required to adhere to lawful and reasonable directions, policies and procedures regarding compliance with this Policy and health and safety generally.

Managers/Supervisors are required to:

- promote this Policy within their area of responsibility
- take reasonable steps to ensure that any potential breaches of this Policy are identified, taken seriously and acted upon appropriately and
- where applicable, if and as officers meet their due diligence obligations

Compliance with legislative requirements in regards to work health and safety is the minimum standard acceptable to Council and we recognise that all persons are required to contribute to this to achieve this objective. Anyone found to be in breach of this Work Health and Safety Policy may be subject to disciplinary action, up to and including termination of employment.

5. APPROVAL AUTHORITY:

Name: Des Jennings

Signature: _____

Position: General Manager, Northern Midlands Council

Date:

Policy Name:	Work Health & Safety Policy
Policy Owner:	People & Culture Business Partner and Work Health & Safety Officer
Originated Date:	August 2015
Amended Date/s:	January 2017; May 2018; August 2019; January 2021
Review Date:	This Policy should be reviewed as required and/or as legislation changes
Replaced Policy:	Policy 12 – Occupational Health & Safety
Applicable Legislation:	<i>Age Discrimination Act 2004 (Cth)</i> <i>Anti-Discrimination Act 1998 (TAS)</i> <i>Asbestos Related Diseases (Occupational Exposure) Compensation Act 2011</i> <i>Australian Human Rights Commission Act 1986 (Cth)</i> <i>Disability Discrimination Act 1992 (Cth)</i> <i>Emergency Management Act 2006 (TAS)</i> <i>Emergency Management Amendment Act 2018 (TAS)</i> <i>Fair Work Act 2009 (Cth)</i> <i>Local Government Act 1993 (TAS)</i> <i>Long Service Leave Act 1976</i> <i>Racial Discrimination Act 1975 (Cth)</i> <i>Sex Discrimination Act 1984 (Cth)</i> <i>Work Health & Safety Act 2012 (TAS)</i> <i>Workers (Occupational Diseases) Relief Fund Act 1954</i> <i>Workers Rehabilitation & Compensation Act 1988 (TAS)</i>
Publication Sources:	ECM - 15/013 - Human Resources Policies & Procedures LivePro / HR / HR Policies Works Depot, Childcare Facility and Pool Locations

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- Fitness for Work
- Health & Wellbeing
- **Hygiene Policy**
- Induction
- Issue Resolution
- Manual Handling & Personal Protective Equipment (PPE)
- Performance Management
- Smoke Free
- Sun Protection
- Training & Development
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- a Councillor

Workplace - a place where work is carried out for Council.

Training

Council will provide all persons covered by this Policy with the appropriate training so they are made aware of their responsibilities and obligations under the Policy.

Amendment

Council retains the sole discretion to reasonably vary, terminate or replace this Policy from time to time. Council will consult before amendments are made and will notify and train those the amendments apply to.

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Unless expressly provided for, this Policy is not in any way incorporated as part of any enterprise agreement and does not form part of any employee's contract of employment and any applicable enterprise agreement or contract of employment will prevail over this Policy to the extent of any inconsistency.

It is not intended that this Policy impose any obligations on the Council or those covered by it that are unreasonable or contrary to the operation of applicable laws. Any obligation, direction, instruction or responsibility imposed by this Policy must be carried out in a manner that an objective third party would consider to be fair and reasonable taking into account and in the context of all the relevant applicable laws, operational and personal circumstances.

Questions relating to the interpretation, application or enforcement of this Policy should be directed to the person's manager/supervisor, the Work, Health & Safety Officer or the People & Culture Business Partner.

Reporting of Breaches

Persons covered under the paragraph 'Coverage' must reasonably report breaches of infringing workplace behaviour as follows:

For breaches by:

- an employee, worker (other than the General Manager) or other person at the workplace the report must go to the reporting person's applicable manager/supervisor
- the General Manager the report must go to the Mayor (or if unavailable to the next appropriately delegated Councillor) and

as otherwise required or permitted by applicable laws.

Breach of this Policy

Persons covered under the paragraph 'Coverage' who engage in infringing workplace behaviour may (as is appropriate and as is applicable) be subject to appropriate disciplinary action in accordance with the Disciplinary Policy and Procedure (employees) or removal from the workplace or termination of services (workers, other than employees and other persons at the workplace). Infringing workplace behaviour may also amount to breaches of applicable laws:

- exposing individuals to legal proceedings and
- making Council vicariously liable for the conduct of others

2. PURPOSE:

The purpose of this Policy is to:

- recognise Council's commitment to providing a safe and healthy workplace for workers and other persons at the workplace whose health, safety or wellbeing may be at risk through the work they do or that they are exposed to
- direct and guide workers and other persons at the workplace regarding action considered reasonably practicable to protect health and safety
- operate in accordance with any applicable laws or policies and procedures
- comply with applicable laws through implementing:
 - appropriate plans, policies and procedures and programs to support this Policy
 - measurable safety performance objectives and targets
 - training on health and safety matters relevant to Council work
 - induction programs
 - consultation, cooperation and coordination processes
 - reporting of all hazards, incidents, accidents and, near misses
 - adequate resources
 - monitoring, reviewing and verification of Council systems
 - corrective action where it is identified that the acts of omissions of persons are putting themselves at risk

Council recognises its duty of care under the *Work Health & Safety Act 2012 (TAS)* and will provide a fair and flexible approach to work, health and safety activities that takes into consideration the individual, operational and environmental circumstances.

3. COVERAGE:

This Policy covers and applies to workers and other persons at the workplace with regards to all aspects of work, health and safety.

4. REQUIREMENTS:

Workers and other persons at the workplace must comply with this Policy.

Workers and other persons at the workplace are required to meet their duty of care obligations and to be accountable for their own health, safety and wellbeing, as well as the health, safety and wellbeing of others at the workplace.

Workers and other persons at the workplace (unless otherwise notified in writing) are required to adhere to lawful and reasonable directions, and policies and procedures regarding compliance with this Policy and health and safety generally.

Managers/Supervisors are required to:

- promote this Policy within their area of responsibility
- take reasonable steps to ensure that any potential breaches of this Policy are identified, taken seriously and acted upon appropriately and
- where applicable, if and as officers, they meet their due diligence obligations

Compliance with legislative requirements in regard to work health and safety is the minimum standard acceptable to Council and we recognise that all persons are required to contribute to this to achieve this objective. Anyone found to be in breach of this Work Health and Safety Policy may be subject to disciplinary action, up to and including termination of employment.

5. APPROVAL AUTHORITY:

Name: Des Jennings

Signature: _____

Position: General Manager, Northern Midlands Council

Date: ~~7 August 2019~~ XX February 2021