

THE BERRI BARMERA COUNCIL

ANNUAL REPORT

1999 - 2000

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1999/00 ANNUAL REPORT INDEX

<i>CONTENTS</i>	<i>PAGES</i>
Mayor's Report	1 - 5
Chief Executive Officer's Report	6
The Council - Operations and General Information	7 - 9
Freedom of Information - Information Statement	10 - 15
Equal Employment Opportunity - General Policy	16 - 17
Organisation Chart	18
Annual Report - Finances 1999/2000	19 - 39
Budget - 2000/2001	40

MAYOR'S REPORT

This year has seen us enter the Year 2000.

Quite an historic milestone in our lives!

There is something special about entering a new century, and it's great to feel part of it all.

Local Government had an additional milestone to face in the form of a new Local Government Act which passed through Parliament in 1999.

When something is new there are many challenges to face. We all knew that life within Local Government would be very different. After all, the Act hadn't been changed since 1934!

Council's own face has changed this year, as a result of the Local Government Elections which took place in May. Prior to this Election, Council had decided to remove Wards, and reduce the number of Councillors from twelve to ten.

Councillors who decided not to stand included two Barmera members, Joe Gropler and Mike Hobby, and Berri member John Chase decided to nominate for the Mayoralty.

The result of the Election was that Crs Millington, Noonan, Manser, Centofanti, Gower, Nelsson and Hill were returned and Crs Barry Fletcher, Peter Hunt and Bill Kanakaris were elected.

Former members Malcolm Gardner (Berri) and Michael Stivahtaris (Monash) were unsuccessful.

The Mayor was returned, which meant that John Chase was out of Council also.

I have now completed twenty-one consecutive years in Office. Council Meetings are held on the fourth Tuesday of each month from 6.00 p.m., at Berri.

WORKS feature as the basis of the Council's activities.

Council has a priority road register for unsealed roads which can be (and is) reviewed from time to time. However, if priorities are continually changed, some roads will never be sealed.

The priorities are Fruit Quantity (lineal metres), Traffic Volume (per day), and Length of Road (metres).

In Berri the town centre redevelopment and riverfront development is fast taking shape, with the roundabout in Kay Avenue/Wilson Street and Vaughan Terrace receiving many favourable comments.

Not only has this construction provided a much needed safety aspect, but it provides a feature in the town centre.

(Mayor's Report Continued)

Kay Avenue itself urgently requires upgrading, between McGilton Road and Ahern Street, and Council is in the process of determining the future of this increasingly busy street.

Barmera town centre is enhanced by the addition of a Gazebo, kindly provided by the Fletcher family in memory of early Barmera settlers. I am certain this area will be even more popular with Barmera residents as a meeting place to sit and chat.

The Gazebo compliments the upgrade of the median in Barwell Avenue, and is a tribute to the civic pride so obviously portrayed by Sid and Von Fletcher over many years.

Work is proceeding well in the establishment of a town car park and the lake shore re-enforcement.

The median strip in Sturt Street has lifted the image of a hitherto wide street without character. The plane trees are now well established and look most attractive.

Both Barmera and Berri Cemeteries are attracting favourable comment. Council is fortunate to have a very committed group of people working together with staff - and the results speak for themselves.

The Garden of Memory is also benefiting from the involvement with Council liaising with the Upper Murray Garden of Memory personnel.

Full marks to the Cemetery Advisory Committee.

The Riverland Community Transport Scheme transported its 5,000th passenger on February 2nd, and appears to be filling a need.

Volunteer drivers are always in demand.

The Berri Barmera Community Bus was handed over to the Riverland Regional Health Service Inc. in March.

This new vehicle was provided by Council and replaced the larger bus, which was past its use-by date; with repairs becoming a costly item.

HEALTH: It is pleasing to know that many of our food outlets have received accreditation in line with the Foodsafe programmes, which were conducted by the Council's Environmental Health Officer.

This comprehensive training in hygienic practice augurs well for young people into the future - and is a timely reminder for all ages to practice hygiene and prevent serious illnesses.

Service Clubs and other Community Organisations have been pleased to receive advice from the Health Officer in regard to health provisions in food handling.

(Mayor's Report Continued)

LIBRARY SERVICES have certainly come a long way from the days of the Institute Library and its volunteers.

Libraries nowadays cater for a wide range of activities. Recent figures identify the immense popularity our two libraries enjoy.

This certainly vindicates a decision made some years ago by the District Council of Berri to enter into a joint-use agreement with TAFE and the Education Department. The joint-use Library was officially opened by Minister Buckley and the Mayor on 17th February this year.

The Barmera Library's exciting upgrade is under way, and when completed, will present a wonderful facility for the very large number of borrowers in Barmera.

The transfer of ownership and responsibility to Council of the Barmera Recreation Centre was a major decision taken by Council and the Barmera War Memorial Community Centre in June.

Council has been involved in supporting the Riverland Field Days Committee in their efforts to establish a permanent site at Barmera.

It is pleasing to see the site taking shape, and I'm certain we are all looking forward to its' opening next year. This will be the culmination of much hard work in planning and arguing a case for its establishment. I wish the Committee every success.

During the year we saw the handover of a dialysis machine at the Regional Hospital at Berri, with the three Mayors presenting a cheque for \$20,000 for a second machine. This money was raised through a joint Mayoral Appeal which was launched at Berri in 1999.

A Riverland Chapter of "Operation Flinders" was launched at Berri. The purpose of this project is to take youths with problems on an excursion into the Flinders Ranges - in the care of trained counsellors - for them to experience a time-out, and serious healthy, physical activities to give them the opportunity to reflect on their life-style and their future.

Several Riverland young people have had their lives enhanced by the experience gained.

Council committed \$1,000 in February and a further \$1,000 in the 2000/2001 budget towards "Operation Flinders".

Also in February, Council agreed to sell the Barmera Council building, which it now leases back.

The Westpac in-store banking appears to be operating successfully.

At Berri, the Bookmark Biosphere Trust is now operating from the tourist office.

The new tourist office will be constructed as part of the riverfront redevelopment.

A tourist development fund grant was received to develop facilities at Overland Corner. This \$16,000 grant will be matched by Council.

(Mayor's Report Continued)

In February a new Tourism Officer was appointed. Melanie Hoskin comes to us with a wealth of experience in tourism. Melanie is highly qualified and has been involved in tourism in the U.K. On her return home to Australia we were fortunate to gain her services.

DE-REGULATION of shopping hours attracted much interest, with Council eventually opting for de-regulation following a community survey which clearly indicated the majority of consumers and some businesses wanted de-regulation.

BUILDING APPLICATIONS to June 2000 totalled \$10,579-108. It is pleasing to see such confidence in our district.

SPECIAL VISITORS late last year included His Excellency the Governor General, Sir William Deane DC, KBE and Lady Deane. This visit took place in October 1999 and was the initiative of Mayor Rod Thomas. The neighbouring Councils were pleased to jointly host a community dinner, held on the riverfront opposite the Renmark Hotel in a marquee, and attended by a cross-section of the community from each Council area.

This visit, although brief, was a great success.

Sir William and Lady Deane visited the Winmante Art Centre and the joint-use Library.

The Premier and Cabinet visited the Riverland in June. The Cabinet Meeting was held at Loxton and the Dinner was held at Renmark. A large cross-section of Riverlanders attended.

A very successful "Fluviafest" heralded in our New Year. Next year, in September 2001, another "Fluviafest" will be held. This time it will be combined with a multi-cultural festival. A grant of \$20,000 has been received to assist this project.

This event should be very colourful, and involve many people. Certainly a great event to look forward to.

Council is a member of the Local Government Association of SA, Murray and Mallee LGA, Provincial Cities Association, Tri-State Local Government Organisation and the Riverland Local Government Forum.

The three Riverland Mayors are also Council Delegates to the Riverland Development Corporation, which is the region's Economic Development Board.

The Councils financially support the RDC.

The recently renovated Berri Administrative Offices have certainly been welcomed by the staff, who have been working in cramped quarters since the amalgamation. The Council Chamber is to be renovated next financial year.

Future development is high on Council's agenda.

(Mayor's Report Continued)

There is much speculation abroad regarding some large developers and their interest in locating themselves in Berri.

Unfortunately, I have to say that I was rather dismayed when a local business person (or persons) decided to attempt to stop a large development establishing itself in Berri by purchasing the property the investor had announced publicly he was about to buy.

Since that time I understand great efforts have been made by our neighbouring Councils in an endeavour to attract this large business to their towns, luring them away from Berri.

It seems ironic to me that the local business(es) also has/have interests in the those other towns.

Hopefully, Harvey Norman will establish its store in Berri which makes sense, given its central location in the Riverland - and was, after all, their preferred choice.

Pastor Shane Brigg and the Berri Barmera Churches are trying to reach out through School Pastoral Ministry and Youth Ministries. For Berri Barmera they run Oz-Kids (Primary School age) and H2O for teenagers.

Our children are the citizens of the future.

I believe all of us should be involved in showing our support for them.

On behalf of Council I invite anyone to share their thoughts on what can be done by the wider community.

Much of the wanton vandalism and anti-social behaviour is perpetrated by youngsters who are under disciplined, unloved and are "hitting-out" at a society to which they feel alienated.

Recently I was in Adelaide and I was amazed to see the numbers of homes which have heavily-shuttered windows for security. Businesses were similarly reinforced. Surely we don't want to see this here?

MARGARET EVANS, OAM
MAYOR

CHIEF EXECUTIVE OFFICER'S REPORT

1999/2000 saw the last of the Rate Declarations where we have Differential Rates in the \$ between the area of the two previous Councils. Most of the differential matters have now been addressed and we can look forward to decisions being made as one Council.

Council has adopted a Strategic Plan for the next few years and is working to achieve the goals set down in the Plan.

In May the Council Elections were based on area wide Elected Members (not Wards) and the number of Elected Member positions was reduced from 12 Councillors to 10 Councillors.

A major change was faced by Council with the enacting of the Local Government Act, 1999.

This Act removed the 1934 Local Government Act and brought with it a number of changes, these changes relating to Policy, Procedure and Code Development.

Council has adopted a number of Policies, Codes and Procedures as required. These include the following:

- Code of Practice for Council Employees
- Code of Practice for Council Members
- Confidentiality Provisions - Code of Practice
- Consultation Policy
- Contracting and Tendering Policy
- Council Decisions Procedure, Review of
- Country Services Act, - Annual Budget
- Elected Members - Allowances & Support Policy
- Elections - Casual Vacancies
- Immunisations - Service Policy
- Immunisations - Standing Drug Orders
- Order Making Policy
- Rating Policy
- Risk Management Policy
- Volunteer Policy

A major direction for the future will be the classification and management plan development for "Community Lands" This has to be completed over the next few years.

I believe the Council has been very responsible in its decision making and setting directions for the future.

I look forward to 2000/2001 for continuing improvement and achievement.

M.J. HURLEY
CHIEF EXECUTIVE OFFICER

THE COUNCIL OPERATIONS AND GENERAL INFORMATION

MAYOR: Margaret EVANS, OAM 7 Roberts Street, Berri

DEPUTY MAYOR: Cr. Patricia Millington PO Box 65, Barmera

COUNCILLORS:

Sondra B. NOONAN	1 McGregor Street., Berri 5343
Arthur J. MANSER	22 Derrick Street, Berri 5343
Rhonda L. CENTOFANTI	P.O. Box 182, Winkie 5343
Leslie T. HILL	Unit 26, Cottage Homes, McGilton Road, Berri 5343
Josephine H. NELSSON	P.O. Box 12, Monash 5342
Patricia D. MILLINGTON	PO Box 55, Barmera 5345
Rosemary A. GOWER	PO Box 549, Cobdogla 5346
Vasilios (Bill) KANAKARIS	70 Nookamka Terrace, Barmera 5345
Peter R HUNT	52 Derrick Street, Berri 5343
Barry J. FLETCHER	PO Box 546, Barmera 5345

COUNCIL MEETINGS: Time and place

Council meets on the 4th Tuesday of each month in the Council Chambers, Wilson Street, Berri, commencing at 6.00 p.m.

COMMITTEES:

- * Assessment Revision Committee
- * Finance Committee
- * Works Committee
- * Cemetery Advisory Committee
- * Waste Management/Recycling Committee
- * Riverfront Redevelopment Advisory Committee
- * Berri/Barmera Year 2001 Committee
- * District Bushfire Prevention Committee
- * Memorabilia/Council Chambers Committee
- * Land Management Committee

COMMITTEE MEMBERSHIP:

Assessment Revision Committee	All members of Council
Finance Committee	All members of Council
Works Committee	All members of Council
Cemetery Advisory Committee	Mayor Evans, Crs Centofanti, Gower, Millington, Kanakaris and Hunt. Mr B. McBride and a rep. from the Upper Murray Garden of Memory Committee.
Waste Management/Recycling Com.	Mayor Evans, Crs Nelsson, Fletcher, Kanakaris, Hill & Manser.
Riverfront Redevelopment Advisory Committee	Mayor Evans, Crs Fletcher, Nelsson, Noonan and Hill.
Berri/Barmera Year 2001 Committee	Mayor Evans, Crs Noonan, Millington, Centofanti, Kanakaris and Gower.
District Bushfire Prevention Committee	Crs Gower & Hill, an officer of National Parks & Wildlife, one rep. from CFS Brigades (Berri/Barm/Glossop/Monash) & Fire Prevention Officer.
Memorabilia/Council Chambers	Mayor Evans, Crs Millington, Fletcher, Centofanti and Noonan.
Land Management Committee	CEO (M.J. Hurley), Mayor Evans and Crs P. Hunt and L. Hill.

COUNCIL REPRESENTATIVES & DELEGATES

Local Government Association SA	Mayor Evans
Riverland Development Corporation	Mayor Evans
Glossop High School	Community Rep. - Deferred
Riv. Animal & Plant Control Board	Deputy CEO (Mr DM Fensom)
Murray Darling Assoc - AGM	Crs Nelsson, Hill and Kanakaris
- Region 5	Crs Hunt and Hill
Berri War Memorial Comm. Centre	Mr Mecham/Secretary
Barmera War Memorial Comm. Centre	Cr Nelsson
Barmera District Health Services	Cr Gower
Cobdogla Irrigation Museum	Cr Millington
Cobdogla Soldiers Memorial Hall	Cr Gower, Mr DM Fensom (Dep. CEO)
Riverland Youth Theatre	Cr Gower
Upper Murray Garden of Memory Cemetery Group	Crs Millington, Noonan
Murray & Mallee LGA	Crs Gower, Centofanti & Ron Lieven
Riverland Tourism Association	Mayor Evans, Dep/Mayor Millington, MJ Hurley/CEO.
Tri-State Local Government Meetings	Cr Gower and cr Noonan (Proxy)
National Trust of SA - Wilabalangaloo	Mayor Evans, Cr. Millington and CEO
National Trust - Overland Corner	Ms Judy Andison
Provincial Cities Association	Crs Gower and Centofanti
Monash & Lone Gum Com. Assoc.	Mayor Evans, CEO
	Cr Nelsson and Cr Millington (Proxy)

APPOINTMENTS:

Deputy Returning Officer	M.J. Hurley
Auditor	Mr Ian S Wilson
Chief Executive Officer	Mr. M.J. Hurley
Deputy Chief Executive Officer	Mr D.M. Fensom
Tourism Officer	Ms M. Hoskin
Office Manager	Mr B.W. Phillips
Assistant Building Surveyor	Mr. P. Carne
Health Surveyor	Mr M. Stephenson/Ms Katina Vahavioulos
Planning Officer	Mr. S. Kubasiewicz
Finance Manager	Mr C.R. Howell
Works' Manager	Mr. A.R. Pollard
Assistant Works' Manager	Mr. R.C. Schumann
Library Manager	Mr P. Ison
Assistant Library Manager	Ms D. Tillett
Fire Prevention Officers	M A Wilson and Mr C. Barnett
Dog Management Officer	Mr Brenton Schultz
General Inspector	Mr Gary Cleaver

FREEDOM OF INFORMATION THE BERRI BARMERA COUNCIL INFORMATION STATEMENT

This Information Statement is published by The Berri Barmera Council in accordance with the requirements of Section 65(r) of the Local Government Act 1934, as amended.

The Berri Barmera Council is pleased to comply with the legislation and welcomes enquiries. An up-dated Information Statement will be published at least every 12 months.

1. **STRUCTURE AND FUNCTIONS OF THE COUNCIL:**

1.1 Full Council:

Full Council, consisting of 10 Councillors and the Mayor is the decision making body on all policy matters. Ordinary meetings of the full Council are held on the 4th Tuesday of every month at 6.00 p.m. (except public holidays when meetings are held on the following Wednesday) and members of the public are welcome to attend.

1.2 Standing Committees:

Standing Committees have been formed to streamline Council business. these committees meet when required and make recommendations to Council. Members of the public are again welcome to attend. The standing committees are:-

- * Assessment Revision
- * Finance and General Purposes
- * Works and Planning
- * Swimming Pool
- * Property
- * Waste Management & Recycling
- * Monash Regional Tourist Theme Park

1.3 Agendas and Minutes:

Agendas of all full Council and Standing Committees are placed on public display no less than three days prior to those meetings. Minutes are placed on display within five days of that meeting.

1. STRUCTURE AND FUNCTIONS OF THE COUNCIL: - Cont'd.

1.4 Working Parties and Groups:

A number of working parties, the Management Executive Group and groups comprising elected members, staff and the public have been established to investigate particular issues. Currently they are:-

- Development Control Unit
- Planning Advisory Committee
- Bicycle Planning Advisory Committee
- Bushfire Prevention Committee
- Town Centre Redevelopment Advisory Committee
- Local Heritage Advisory Committee
- War Memorial Advisory Committee

The minutes of the meeting of these Working Parties are included in the Agendas for the meeting of the full Council (or appropriate Standing Committee).

1.5 Delegations:

The Chief Executive Officer and other officers have the delegated authority from Council to make decisions on a number of specified administrative and policy matters. These delegations are listed in the Policy Manual and are reviewed annually by Council.

In keeping with the legislative requirement:

- * to determine policies to be applied by the Council in exercising its discretionary powers;
- * to determine the type, range and scope of projects to be undertaken by the Council; and
- * to develop comprehensive management plans, budgets, financial controls and performance objectives and indicators for the operations of the Council,

the Council makes decisions which direct and/or determine its activities and functions. Such decisions include the approval of works and services to be undertaken, and the resources which are to be made available to undertake such works and services.

Decisions are also made to determine whether or not approvals are to be granted for applications from residents for various forms of development.

1. STRUCTURE AND FUNCTIONS OF THE COUNCIL: - Cont'd.

1.5 Delegations: - Continued

Full Council makes decisions on policy issues relating to services that are provided for members of the public. These services currently include:-

Roads/Footpaths/Kerbing	Stormwater Drainage
Traffic Control Devices	Traffic Lights/School Crossings
Cycle Tracks	Parking Bays/Street Closures
Public Cemeteries	Street Lighting
Car Parks	Street Sweeping
Street Tree Planting	Litter Bins
Garbage Collection	Public Toilets
War Memorials	Bus Shelters
Public Seating	Public Libraries
Parks and Reserves	Playground Equipment
Community Halls and Centres	Boat Ramps
Riverfront Facilities	Home Assistance
Immunisation Programmes	Planning Controls
Parking Controls	Clean Air Controls
Dog Control	Special Needs Programmes
Environmental Health Matters	Recreational/Sporting Facilities

2. PUBLIC PARTICIPATION:

2.1 Council Meetings:

Members of the public have a number of opportunities to put forward their views on particular issues before Council. These are:-

- (1) Deputations - with the permission of the Committee Chairman or the Mayor, a member of the public can address a Committee or the Council personally or on behalf of a group of residents.
- (2) Presentations to Council - With prior notification and arrangement with the Mayor, a member of the public can address the Council on any issue relevant to Council.
- (3) Petitions - Written petitions can be address to the Council on any issue within the Council's jurisdiction.
- (4) Written Requests - A member of the public can write to the Council on any Council policy, activity or service.
- (5) Elected Members - Members of the public can contact their Elected members of Council to discuss any issue relevant to Council.

2. PUBLIC PARTICIPATION - Continued

2.2 Community Consultation:

The Berri Barmera Council consults with local residents on particular issues that affect their neighbourhood. (Below are examples only):

- (1) Reserve Development - Local residents may be consulted on the types of facilities and equipment during the design of some reserves.
- (2) Meetings of Electors - All residents and electors are eligible to attend meetings to decide leasing arrangements for Council reserves by local community groups.
- (3) Residents are notified of some Development Applications requiring the approval of Council. A number of applications are exempted from public notification by the Planning Act. When an application is publicly notified, residents have the opportunity both to write to Council expressing their view or the application and to subsequently personally address the Council before a decision is made.

3. ACCESS TO COUNCIL DOCUMENTS:

3.1 Documents Available for Inspection:

The following documents are available for public inspection at the Council Offices, free of charge. Members of the public may purchase copies of these documents and the charges are shown below:

<u>Document</u>	<u>Fee</u>
Council Agenda	Free
Council Minutes	\$2.50 per set
Standing Committee Agendas	Free
Standing Committee Minutes	20¢ per page
Policy Manual	20¢ per page
Corporate Plan	20¢ per page
Budget Statement	20¢ per page

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3. **ACCESS TO COUNCIL DOCUMENTS:** - Continued

Annual Report	Free
The Forward Plan	20¢ per page
Council Bylaws	20¢ per page
Annual Financial Statements	20¢ per page
Supplementary Development Plans (Previously on exhibition)	20¢ per page
Planning Applications by Consent	20¢ per page
Planning Applications Register	20¢ per page
Building Applications Register	20¢ per page
Register of Elected Members' Allowances and Benefits	20¢ per page
Register of Employees' Salaries, Wages and Benefits	20¢ per page
Assessment Book	20¢ per page
Register of Public Streets & Roads	20¢ per page
Register of Fees and Charges levied by Council	20¢ per page

3.2 Requests for other information not included in Clause 4.1 above will be considered in accordance with the Freedom of Information provisions of the Local Government Act. Under this legislation, an application fee and search fee must be forwarded with the completed request form as provided for in Regulation No. 275 of 1992, unless the applicant is granted an exemption.

Should the applicant require copies of any documents inspected pursuant to a Freedom of Information request, the charges set out in clause 4.1 will apply.

3. **ACCESS TO COUNCIL DOCUMENTS:** - Continued

3.2 Continued

Freedom of Information Request Forms should be addressed to:

**Freedom of Information Officer
The Berri Barmera Council
PO Box 229
BERRI SA 5343**

Forms are available at the Council Office.

Applications will be responded to as soon as possible within the statutory 45 days of Council receiving the properly completed Freedom of Information Request Form, together with the application and search fees.

4. **AMENDMENT OF COUNCIL RECORDS:**

A member of the public may gain access to Council documents to make amendments concerning their personal affairs by making a request under the Local Government Act. A member of the public may then request a correction to any information about themselves that is incomplete, incorrect, misleading or out of date.

To gain access to these Council records, a member of the public must complete a Freedom of Information Request Form as indicated above outlining the records that he/she wishes to inspect.

THE OF BERRI BARMERA COUNCIL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM GENERAL POLICY

The Berri/Barmera Council believes it has responsibility to all members of its community to create an employment environment which is free of discrimination and which reflects the diversity and needs of the community it serves.

The Council is firmly committed to the principle of equal opportunity in employment for all employees and potential employees.

Council therefore acknowledges its legal obligations under the Local Government Act and the State and Federal Equal Opportunity laws, in that

The South Australian Equal Opportunity Act makes discrimination unlawful on the grounds of sex, sexuality, marital status, pregnancy, race, physical or intellectual impairment and age in the areas of employment, provision of goods and services, advertising, accommodation and clubs and associations.

Sexual harassment and victimisation are also unlawful.

The Local Government Act requires that Council observe general principles of personnel management and development, implement and review an Equal Employment Opportunity Program.

When developing and implementing the Equal Employment Opportunity program Council will:

Incorporate the program into the Corporate Plan

Consult the Council's EEO Officer/EEO Consultative Committee/Extended Workplace Group/Employees/Workplace Representatives, (whichever applies)

Identify the large groups (usually women, Aboriginals, people from non-English speaking backgrounds, people with physical and intellectual impairments, young people and older people) and processes, measures and schemes to redress past disadvantages

Ensure that recruitment, selection, promotion, transfer and training are based solely on the merit principle. This means that selection will be based on skills, knowledge, qualifications and experience (including community experience) relevant to the job or situation

Appoint a person to the position of EEQ Officer

Establish a sexual harassment policy

Review existing training programs and change or develop them as necessary.

When providing services to residents ensure that they will be delivered in a fair and equitable manner

Provide all new and existing employees and elected members with EEO awareness training and any other training relevant to their position or responsibilities

Ensure that all employees and elected members receive copies of the Equal Employment Opportunity and Sexual Harassment policies and have access at all times to information relating to the development and implementation of the Equal Employment Opportunity Program

The overall responsibility for monitoring the effectiveness of this policy and for implementing an ongoing Equal Employment Opportunity Program is vested in the Chief Executive Officer.

All employees have a responsibility to uphold the Equal Opportunity principles outlined in the policy. However, specific responsibility rests with section managers and supervisors to prevent discrimination and promote Equal Employment Opportunity within the workplace.

Employees are encouraged to raise equal opportunity issues or grievances with the Equal Employment Opportunity Officer. Confidentiality will be respected. It should be noted that it is the right of every employee to seek advice or assistance from the Equal Opportunity Commission.

Council believes that the implementation of an Equal Employment Opportunity program and policy will result in a more productive workplace and increased job satisfaction and better services to the community.

.....
M.J. HURLEY
CHIEF EXECUTIVE OFFICER

.....
M.M. EVANS, OAM
MAYOR

THE BERRI BARMERA COUNCIL ORGANISATION CHART

