

OFFICIAL



Mansfield Shire

Additional Council Meeting

Tuesday 6 August 2024

Commencing at 10am in the Mansfield Shire Council Chamber at
33 Highett Street, Mansfield

Our aspiration for our Shire and its community

**We live, work and play in an inclusive, dynamic and prosperous place where
community spirit is strong and people are empowered to engage in issues that
affect their lives.**

Councillors

Cr Steve Rabie (Mayor)
Cr Mark Holcombe (Deputy Mayor)
Cr James Tehan
Cr Paul Sladdin
Cr Rohan Webb

Officers

Kirsten Alexander, Chief Executive Officer
Melissa Crane, General Manager Investment & Planning

Order of Business

1. Opening of the meeting

The Mayor, who chairs the meeting, will formally open the meeting and welcome all present.

2. Present

Where a meeting is held virtually, Councillors will confirm that they can see and hear each other.

3. Apologies

Where a Councillor is not present, his/her absence is noted in the Minutes of the meeting.

4. Statement of commitment

The Council affirms its commitment to ensuring its behaviour meets the standards set by the Mansfield Shire Councillor Code of Conduct and Councillor Charter.

5. Acknowledgement of Country

The Council affirms its recognition of the Taungurung people being traditional owners of this area, and pays respect to their Elders past and present.

6. Disclosure of conflicts of interest

In accordance with the *Local Government Act 2020*, a Councillor must declare any Conflicts of Interest pursuant to sections 126 and 127 Act in any items on this Agenda.

Council officers or contractors who have provided advice in relation to any items listed on this Agenda must declare a Conflict of Interest regarding the specific item.

7. Representations

Council receives or presents acknowledgements to the general public. Deputations may also be heard by members of the general public who have made submission on any matter or requested to address the Council. Council may also receive petitions from residents and ratepayers on various issues. Any petitions received since the previous Council meeting are tabled at the meeting and the matter referred to the appropriate Council officer for consideration.

8. Officer reports

8.1 Officer reports are presented to the Council, where required.

9. Close of meeting

The Mayor will formally close the meeting and thank all present for attending.

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Agenda

1. Opening of the meeting

2. Present

3. Apologies

The Chair will call on the CEO for any apologies.

4. Statement of commitment

The Chair will read the statement and call on each Councillor to confirm their commitment:

“As Councillors of Mansfield Shire we are committed to ensuring our behaviour meets the standards set by the Mansfield Shire Councillor Code of Conduct and Councillor Charter. We will, at all times, faithfully represent and uphold the trust placed in us by the community.”

5. Acknowledgement of Country

The Deputy Mayor will recite Council’s Acknowledgement of Country:

“Our meeting is being held on the lands of the Taungurung people and we wish to acknowledge them as Traditional Owners. We would also like to pay our respects to their Elders, past and present, and Aboriginal Elders of other communities who may be here today.”

6. Disclosure of conflicts of interest

The Chair will call on each Councillor in turn and ask them to declare whether they have any conflicts of interest in relation to any agenda items:

- Councillor Holcombe
- Councillor Tehan
- Councillor Sladdin
- Councillor Webb

7. Representations

8. Officer reports

8.1. People, Communications & Governance

8.1.1. Work Cover Renewal

File Number	E11021	Responsible Officer	Executive Manager People, Communications & Governance, Janique Snyder
Purpose			

To seek approval for the payment of invoices relating to Mansfield Shire Council's Work Cover renewal for 2024-25, as the total sum exceeds financial delegations.

Executive Summary

Council has received an invoice relating to the 2024-25 Work Cover renewal that requires Council approval as the invoice exceeds the CEO's financial delegation.

Council's Work Cover premium with current insurer Gallagher Bassett has increased year on year since 2020-21 due to fluctuating claims costs, increased rateable remuneration associated with grant-funded roles and a large capital works program, as well as a general increase in the industry classification rate in the LGA sector.

The Victorian Work Cover Authority has increased the workplace industry classification rate from 2.23% in 2023-24 to 2.35% in 2024-25. Mansfield Shire's Employer Performance Rating also increased from 0.89% in 2023-24 to 1.14% in 2024-25.

The rateable remuneration for 2023-24 was \$11.7m, however is \$12.3m for 2024-25. This figure also includes Councillors, who were not previously included and on advice, need to be included.

The Work Cover premium for Mansfield Shire has therefore increased to \$301,661.45 (excl. GST) for 2024-25 from \$205,531.70 (excl. GST) paid in 2023-24. A discount of 5% applies if paid in full by 19 August 2024 rather than in monthly instalments. The stated premium figure includes the 5% discount.

Key Issues

Premiums are impacted for 4 years by prior claims. The following claims therefore impact the current premium:

- One claim received in 2020 will impact premiums until 2024-25.
- Three claims received in 2022 will impact premiums from 2023-24 until 2026-27.
- One claim received in 2023 will impact premiums from 2024-25 until 2027-28.

Council has taken an active role in resolving claims rather than relying on the Authorised Agent (Gallagher Bassett) to resolve claims and has actively managed the open claims and any potential new claims to alter the trend of increasing premiums. Safe Scope, a worker's compensation expert, has been appointed to provide expert advice and assistance in managing Council's workers compensation program for 2024-25, due to the complexity and workload associated with current claims.

As a result of the support and advice received from Safe Scope, Council currently only has one open claim (down from 5) and is taking steps to resolve this claim as quickly as possible. Details of this claim are included in the OHS reports to the Audit and Risk Committee. The history of the open claim and the effect on premiums is outlined below:

- 1 claim received in 2022 will impact premiums from 2023-24 until 2026-27.

Recommendation
THAT COUNCIL authorises the Chief Executive Officer to approve payment relating to Mansfield Shire Council's 2024-25 Work Cover renewal for a total amount of \$301,661.45 (excl. GST).
Support Attachments
Nil

Considerations and Implications of Recommendation

Sustainability Implications

Not Applicable

Community Engagement

Not Applicable

Collaboration

Not Applicable

Financial Impact

The increased Work Cover costs for 2024-25 were not known at the time of budget preparation, but a reasonable budget allowance of \$318,364 was included to cover the expected increase. The final invoice amount is less than the allocated budget.

Legal and Risk Implications

The insurance policies are structured to manage key risks to Council's financial sustainability.

Regional, State and National Plans and Policies

Not Applicable

Innovation and Continuous Improvement

Not Applicable

Alignment to Council Plan

Theme 3: A Trusted, Effective and Efficient Council Strategic Objective 8 A consultative Council that represents and empowers its community
Strategy 8.1 Increase community trust in Council to make informed decisions with "no surprises"

Governance - Disclosure of Conflicts of Interest

The author of this report and officers providing advice in relation to this report do not have a conflict of interest to declare in this matter, in accordance with the Local Government Act 2020.

9. Close of meeting