

## QUESTIONS TO PREPARE FOR COUNCIL'S FINANCIAL BRIEFING (Non-exhaustive but as a starting point)

1. How much would a salary increase at say 3% cost for the Glenorchy City Council workforce? (Excluding performance related increments that should have been budgeted as per the Glenorchy City Council Enterprise Agreement 2016)
2. Has the Council carried deficit budgets of between \$675,000 up to \$10.4million in 7 of the last 10 years (2010-2020 EOFYs) and still paid an increase to staff of between 2 and 3.5% in those years?
3. Can you confirm if any bonuses have been paid to any staff at Glenorchy City Council?
4. Have any non-enterprise agreement covered staff received salary increases in the last 12 months or will they in the coming months?
5. Has the General Manager received an increase in base salary, performance or bonus pay or in his recently re-negotiated contract?
6. How many senior staff are employed at Council that are not covered by the enterprise agreement (three-year comparison) and at what total cost (inc. on-costs) do these positions account for?
7. Were council in surplus or deficit as at 30 June 2020 for the 2019/2020 financial year? Is it a publicly stated \$1.3million surplus?
8. What are the contributing factors of the budget 2019/2020 deficit revision (August 2020) from the predicted \$2million (May 2020) down to \$948,000? What are the contributing factors on which council base a further revision from \$1.3million surplus to \$948,000 deficit at the end of the year?
9. How much has the Council received through the sale of the Derwent Entertainment Centre?
10. What are the additional costs of COVID19 and can you provide a breakdown? (pandemic leave, cleaning, IT etc.)
11. Can you provide a breakdown of employee costs from the 2019/2020 and 2020/2021 budget documents?
12. What savings has Council found as a result of COVID19 and can you provide a breakdown? (e.g. reduced travel and accommodation costs, conference and training costs, heating, air conditioning, cleaning of vacant buildings etc.)
13. How many new positions have been created in the last 12 months at Council and at what cost to the organisation? (including the source of funding, e.g. operational budgets, grants, government stimulus programs/ loans?)
14. Council have applied for a 3-year interest-free loan at the value of \$5million from the State Government. What projects will this fund? How many staff will be employed?
15. Given the loan is interest-free over 3 years? How will this be paid down? Is the entire \$5million figure included in the 2020/2021 budget forecast deficit figures?
16. How much are council spending on outsourcing and in what areas?
17. Has the Council seen an increase or decrease in subdivision applications? What has been the increase in rateable properties?

18. How much are council spent on consultants in the preceding 3 years? And in which areas? Including the recent vehicle review.
19. Details of the number of staff employed on a labour-hire basis and the tenure of these arrangements including costs/ on-costs?
20. Details of the number of casual/ labour-hire staff converted to permanent?
21. How many positions at council have remained vacant at Council over the last 12 months? (With the workload being either reduced or absorbed by remaining employees)
22. Where staff have been replaced- have they been replaced at the same cost or lower?
23. How many positions have remained vacant despite having been advertised? (e.g no suitable or fail to attract candidates)
24. Has the council seen a reduction in the use of sick leave across council over the last 12 months?
25. How many resignations have council received in the last 12 months?
26. How many workers compensation claims have council received in the last 12 months in comparison to the preceding 2 years? (including the nature of the claims)
27. How many incident reports have been received in the last 12 months in comparison to the preceding three years?
28. Details of the number and gender of permanent part-time, permanent full-time and casual and/or fixed-term employees.
29. Details of the number and gender of employees at each Council location.
30. Details of the number of employees employed under each classification in indoor/outdoor positions.
31. Details of the average number of hours worked by casual and/or fixed-term employees over the term of the current agreement, if any.
32. Details of the average number of days per week worked by permanent part-time employees over the term of the current agreement.
33. Details of the ordinary time weekly wage rates currently payable to employees at each classification level and the number of employees receiving each of these rates.
34. Details of the current length of service of permanent employees (e.g. the number of employees with 0-5 years' service, 5-10 years' service, 10-15 years' service, etc.)
35. Details of any Rostered Day Off arrangements for both indoor and outdoor employees