E&C RESULTS – 3 MARCH 2008						
SUB NO.	FILE NO.	DIV.	TITLE	Result		
03/03-01 WITH DRAWN	243/85-80025-07/08	Services Significant Procurement Activity Plan for the Interim Provision of Electricity for Council.  //2008(2) Corporate Overseas Travel – Invitation to speak		Withdrawn		
03/03-02	12/51 – V/2008(2)			Not approved.		
03/03-03 M	24/01 – V/2008(2)	Corporate Services	Opportunities Australia Recruitment Expo 2008, Johannesburg, South Africa.	Not approved.		

Present: Lord Mayor, Campbell Newman, D B Hinchliffe, J H Campbell, H Abrahams, V Newton, K Flesser, C Bermingham and G M Quirk



M - Indicates an E&C Committee decision (or minute item), which is included in this document.

R - Indicates an E&C Committee recommendation to full Council. Details can be accessed through the Council Minutes, which are available for inspection on Level 2 of the Brisbane Square Library, 266 George Street, Brisbane.

COMMITTEE SECTION

## SUBMISSION TO THE ESTABLISHMENT AND CO-ORDINATION COMMITTEE

#### 2.0 Title

Overseas Travel – Invitation to speak at a Shared Services Africa Conference, Johannesburg, South Africa

3.0 Issue/purpose

The purpose of this submission is to seek approval for Joseph Soalheira, Senior HR Consultant Business Improvement in the HR Branch, to travel to Johannesburg, South Africa, as a guest speaker at the Shared Services Africa conference on 25-28 March 2008.

4.0 Proponent

Ian Maynard, Manager Corporate Services Division

5.0 Submission prepared by

Ian Niven, Chief HR Officer, HR Branch, x35521

6.0 Date

13<sup>th</sup> February 2008

7.0 For E&C approval or recommendation to Council

For E&C approval

8.0 If for recommendation to Council, is a Council resolution required under an Act or Local Law?

No

9.0 Recommendation

That E&C grant approval for Mr. Joseph Soalheira to travel to Johannesburg, South Africa, on 25-28 March 2008 to participate as a guest speaker at the Shared Services Africa Conference 2008, at an estimated cost to Council of \$200 (daily allowance of \$50 per day, for four days).

10.0 Divisional Manager

IAN MAYNARD
DIVISIONAL MANAGER
CORPORATE SERVICES DIVISION

Chairperson

Support / Reject the recommendation.

If reject, please state reasons

Councillor Kim Flesser
CHAIRPERSON, FINANCE COMMITTEE

I Recommend Accordingly

**CHIEF EXECUTIVE OFFICER** 

NOT APPROVED

MAR 2008

Lord Mayor

PGB

#### 11.0 Background

Joseph Soalheira has been invited by the International Quality & Productivity Centre (IQPC) South Africa as a guest speaker at the Shared Services Africa 2008 conference. The conference is to take place on 25-28 March 2008.

In Australia, IQPC is one the largest conferences and seminar organisers. Its premier event in shared services, the Asia Pacific (APAC) Shared Services conference, attracts the best speakers from around Asia and Pacific countries each year. Joseph has been a regular speaker at this event promoting the great initiatives undertaken by Council in the delivery of corporate services and learning from other organisations bringing this experience to Council.

In 2005, Joseph was awarded the "Most Admired Leader of Shared Services Organizations Award" by the Shared Services Organizations Network, based in New York, for being outstanding in this field. This network includes a membership of private and government organisations that regularly distinguish individuals for their outstanding contribution to Shared Services. He is a frequent Speaker at HR and Shared Service Conferences and Executive Seminars.

At the Shared Services Africa conference Joseph will be presenting on "Benchmarking a Shared Services Centre to achieve higher performance and effective change management". He will also deliver a half day workshop on "Change Management: Harnessing the knowledge of your team to facilitate the Transformation process".

This conference will feature speakers from Africa and Europe presenting on a wide range of topics related to Shared Services such as governance and implementation plans, benefits realisation, benchmarking, customer services, asset management, outsourcing, change management, process and systems improvement, recruitment, etc. A range of private sector companies and government representatives are presenting. Joseph Soalheira will be representing Brisbane City Council, and he is the only guest speaker from Australia. Joseph Soalheira has over 10 years experience in Shared Services Management and has undertaken a range of projects related to Shared Services in Council, and in his employment with Telstra.

#### 12.0 Consultation

- Ian Niven, Manager HR Branch
- George Flaskas, Manager HR Strategy & Improvement Stream

Are all in agreement with the recommendation

Councillor Kim Flesser, Chairperson Finance Committee, Councillor Margaret de Wit, Shadow Spokesperson Finance Committee and Cathy Dechtritz, Lord Mayor's Office, have been consulted and are not opposed to this submission going forward for consideration by the E&C Committee.

#### 13.0 Implications of proposal

The presentation will outline key issues on the topics being presented and share Council's experiences with Shared Services.

## 14.0 Commercial in confidence

No commercial in confidence information is being used

#### 15.0 Vision/Corporate Plan impact

Ni

#### 16.0 Customer impact

Nil

#### 17.0 Environmental impact

Nil

#### 18.0 Policy impact

Nil

#### 19.0 Financial impact

The majority of the conference costs, at approximately \$9,000, will be met by International Quality & Productivity Centre (IQPC), the conference organisers.

These costs consist of:

- Air travel (\$2,100)
- Accommodation (\$1,000)
- Meals (\$400)
- Airport transfers (\$200), and
- Conference (\$5,000)

The estimated cost to Council includes a daily allowance of \$50 for four days to a total of \$200.

Funds are available from GL code 105106011000000062800000

#### 20.0 Human resource impact

Nil

#### 21.0 Urgency

In the normal course of business

# 22.0 Publicity/marketing strategy

Very positive, as it enables the positioning of Brisbane City Council for other activities

## 23.0 Options

Option 1: Approve the recommendation
Option 2: Amend the recommendation
Option 3: Not approve the recommendation

Option 1 is the preferred option.

## SUBMISSION TO THE ESTABLISHMENT AND CO-ORDINATION COMMITTEE

#### 2.0 Title

Opportunities Australia Recruitment Expo 2008, Johannesburg, South Africa

#### 3.0 Issue/purpose

The purpose of this submission is to seek approval for Mr. Joseph Soalheira to participate in the Opportunities Australia Recruitment Expo 2008, 29 - 30 March 2008, in Johannesburg, South Africa.

4.0 Proponent

Ian Maynard, Manager Corporate Services Division

- 5.0 Submission prepared by
  - Ian Niven, Chief HR Officer, HR Branch, x35521
- 6.0 Date

21st February 2008

7.0 For E&C approval or recommendation to Council

For E&C approval

8.0 If for recommendation to Council, is a Council resolution required under an Act or Local Law?

No

9.0 Recommendation

That E&C grant approval for Joseph Soalheira to participate in the Opportunities Australia Recruitment Expo 29 to 30 March 2008, in Johannesburg, South Africa, at an estimated cost of \$20,000.

10.0 Divisional Manager

IAN MAYNARD
DIVISIONAL MANAGER

CORPORATE SERVICES DIVISION

Chairperson

Support / Reject the recommendation.

If reject, please state reasons

NOT APPROVED

Mario

Lord Mayor

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\_\_\_ 19B

Councillor Kim Flesser
CHAIRPERSON, FINANCE COMMITTEE

**Recommend** Accordingly

CHIEF EXECUTIVE OFFICER

#### 11.0 Background

Joseph Soalheira has been invited by the International Quality & Productivity Centre (IQPC) South Africa as a guest speaker to the Shared Services Africa conference on 25-28 March 2008. A separate E&C submission has been prepared seeking approval from E&C Committee.

If E&C Committee approves Mr. Soalheira's participation at the Shared Services Africa conference, in Johannesburg, HR Branch would like to extend his stay by four nights to participate in the Opportunities Australia Recruitment Expo and undertake preliminary screening of candidates for employment in Council. This offers an opportunity to minimise the costs of participating in the Recruitment Expo as the air travel is paid for by International Quality & Productivity Centre (IQPC) South Africa.

Council's participation in overseas Recruitment Expos is part of its Overseas Recruitment Strategy endorsed by CEO/EMT in July 2007. This strategy identifies the processes and tools to recruit overseas candidates due to the skills shortages in Australia and how best to brand and promote Council overseas. Similarly to other large organisations, Council is having difficulties in recruiting civil engineers, urban/town planners, traffic and electronic engineers amongst other hotskill areas.

In March 2007, Council was represented by a Brisbane recruitment agency specialising on engineering recruitment, Hade & Cugola, at the Opportunities Australia Expo, in London. The purpose was to understand what motivated professional candidates to seeking employment in Brisbane, their reactions to working for Council as well as their expectations, the type of professionals seeking to migrate, as well as other research material to complete Council's Overseas Recruitment Strategy. The reaction to working for Council was very positive, with a range of candidates very interested in Brisbane and Council's activities in Local Government.

With direct Council participation in the Opportunities Australia Expo, in Johannesburg, South Africa, our focus is essentially in the hotskills areas where recruitment in the domestic market has proved highly difficult or unsuccessful.

Participation in this Expo is being supported by Brisbane City Works, City Asset Services and Development Assessment who would fund the hiring of the stand (\$14,750). The other costs (\$5,250) would be funded by the HR Branch Recruitment Centre. The type or profile of candidates these three areas want to identify and recruit include Structural Engineers with experience in asset management and maintenance of physical infrastructure, including buildings, bridges, roads and drains; Traffic Engineers, Quantity Surveyors/Estimators, Electronic/Electric Engineers, Civil Engineers with experience in water supply and sewerage, Urban/Town Planners. One of the advantages of the South African market is that the country is a subscriber to the Washington Accord, where its members automatically recognise each others' Engineering qualifications. It is anticipated that up to at least 10 roles could be recruited to these areas in the next 6 to 12 months.

A number of Australian businesses and governments are also participating in this event including Cardno, Ausenco, Ergon Energy, Australian Construction training, Coldwell banker Australia, 1st Contact, Australia Migration Lawyers, Beresford Blake Thomas, Biddulphs International, Crown Worldwide Movers Pty Ltd, EW Cox International Pty Ltd, Four Corners Emigration, Honeywell Ltd, Keringa International, Newmont Asia Pacific, Personnel Concept, Precious Metals Australia Ltd, Promet Engineers, Red Rock Consulting, Sinclair Knight Mertz, Tasmania Economic Development, WA Government, Zinifex Limited, Kalgoorlie Consolidated Gold Mines Pty Ltd, Woolworths Australia, Reed Personnel Services, I-Med Network, St Barbara Limited, KPMG, EMS Recruitment and Australian Medical Assoc. WA.

Opportunities Australia Expo event is organised twice yearly in the UK and in South Africa, and it is the only major event attended regularly by other Queensland organisations such as Main Roads Department, Energex and Ergon Energy. Attendance to these events are usually around 10,000 people over 2 days, providing a great opportunity to identify candidates with technical skills in short supply in Australia.

#### 12.0 Consultation

- Ian Niven, Manager HR Branch
- George Flaskas, Manager HR Strategy & Improvement Stream
- Malcolm Dick, HR Manager Brisbane City Works
- Paul Cotton, Manager City Assets Services
- Richard Sivell, Manager Development Assessment

Are all in agreement with the recommendation

Councillor Kim Flesser, Chairperson Finance Committee, Councillor Margaret de Wit, Shadow Spokesperson Finance Committee and Cathy Uechtritz, Lord Mayor's Office, have been consulted and are not opposed to this submission going forward for consideration by the E&C Committee.

#### 13.0 Implications of proposal

Recruitment of up to 10 candidates in the areas of civil and structural engineering, estimators, town planners, electronic engineering, traffic and transport engineers from South Africa is quite likely in the next 6 to 12 months for Brisbane City Works, Development Assessment and City Assets Services. To date attempts to fill critical vacancies in these Divisions/Business Units have proven extremely difficult and in some cases unsuccessfully. This recruitment expo provides an excellent opportunity to target international professionals.

#### 14.0 Commercial in confidence

Nil

#### 15.0 Vision/Corporate Plan impact

Nil

#### 16.0 Customer impact

Nil

#### 17.0 Environmental impact

Nil

#### 18.0 Policy impact

Nil

## 19.0 Financial impact

The total estimated cost of participating in the Opportunities Australia Expo is approximately \$20,000 and it includes the following:

- Cost of hiring the stand (\$14,750)
- Couriers to forward Expo materials (\$3,400)
- Accommodation for 4 nights for Mr. Joseph Soalheira (\$1,000)
- Meals (\$600) and
- Allowances at \$50 per day for four days (\$200)

The cost of air travel is paid for by International Quality & Productivity Centre (IQPC) who has invited Mr. Joseph Soalheira, as a guest speaker at the Shared Services Africa 2008 conference on 25-28 March.

Funds are available from GL code 105104911000000063500000

#### 20.0 Human resource impact

Nil

#### 21.0 Urgency

In the normal course of business

## 22.0 Publicity/marketing strategy

It enables the branding and positioning of Brisbane City Council in South Africa as an employer of choice.

## 23.0 Options

Option 1: Approve the recommendation
Option 2: Amend the recommendation
Option 3: Not approve the recommendation

Option 1 is the preferred option.

E&C RESULTS – 10 MARCH 2008					
SUB NO.	FILE NO.	DIV.	TITLE	Result	
10/03-01	12/51/1(P9)	Corporate Services	Monthly Report – Delegation of Authority to Travel – January 2008.	Yes	
10/03-02 M	202/42-HP245/97	City Policy and Strategy	Surrender of Queensland Government Reserve Land held by Council as Trustee to Queensland Rail for construction of essential drainage.	Yes	
10/03-03	243/85-80025-07/08	Corporate Services	Stores Board Submission for the Significant Procurement Activity Plan for the Interim Provision of Electricity for Council.	Yes	
10/03-04 HELD	243/88-I80122- 2007/2008	Corporate Services	Stores Board Submission for the Significant Procurement Activity Plan for Council's Voice and Data Telecommunications Services.	Held	
10/03-05 <b>k</b>	376/26-J(17)	City Policy and Strategy	Additional Funding for the Brisbane SES Unit.	Yes	

Present: Lord Mayor, Campbell Newman, D B Hinchliffe, J H Campbell, H Abrahams, V Newton, K Flesser, C Bermingham and G M Quirk

M - Indicates an E&C Committee decision (or minute item), which is included in this document.
R - Indicates an E&C Committee recommendation to full Council. Details can be accessed through the Council Minutes, which are available for inspection on Level 2 of the Brisbane Square Library, 266 George Street, Brisbane.

FILE NUMBER: 12/51/1(P9) 1.0

E&C10/03-01?

Lord Mayor

# SUBMISSION TO THE ESTABLISHMENT AND CO-ORDINATION

O MAR 7008

2.0 TITLE

COMMITTEE SECTION

Monthly Report - Delegation of Authority to Travel - January, 2008

**ACTION TAKEN** 

ISSUE/PURPOSE 3.0

Provision of relevant monthly travel report.

**PROPONENT** 4.0

Ian Maynard, Divisional Manager, Corporate Services

SUBMISSION PREPARED BY 5.0

Irene Murphy, Travel Co-ordinator, Strategic Procurement Office 39159 9

DATE 6.0

3 March, 2008

FOR E&C APPROVAL OR RECOMMENDATION TO COUNCIL? 7.0

For information purposes.

IF FOR RECOMMENDATION TO COUNCIL, IS A COUNCIL RESOLUTION REQUIRED UNDER AN ACT OR ORDINANCE? 8.0

No.

RECOMMENDATION 9.0

Original retained with Establishment and Co-ordination Committee Minutes

That the Establishment and Co-ordination Committee note the information submitted on approved travel for January, 2008.

DIVISIONAL MANAGER & CHAIRPERSON

I Support/Reject the Recommendation

If Reject – please state reasons:

Provided The Lord Mayor & Stadon Chairperto- are repportive this expension man proceed to Each Cr Kim Flesser for deets ion.

Chairperson

Ian Maynard Divisional Manager Corporate Services

I Recommend Accordingly

CHIEF EXECUTIVE OFFICER

# 11.0 BACKGROUND

In pursuance of the request for information on a monthly basis of travel approved under delegation, reports are enclosed for January, 2008, for each Unit of Administration showing travel actually undertaken during that month.

Attachment "A" shows details associated with travel undertaken by non Council employees not covered by the Travel Policy.

In summary, the position is as follows:

15.			January, 2008
			January, 2000
Non-	Comme	rcial Operations	
a)	Inter	national Travel	9
	(i)	Number of Bookings	1
	(ii)	Airfares	\$7,301.17
b)	Dome	estic Travel	o ·
	(i)	Number of Bookings	2
0	(ii)	Airfares	\$ 732.73
c)	Accor	mmodation and Allowances Costs	\$2,323.64
d)	Regis	tration Fees for Conferences	
e)	Other	Costs e.g. hire car	\$ 555.69
) the	TOTA	41	\$10,913.23
the	V		
Attac	hment	"A"	\$ 5,845.37

# 12.0 CONSULTATION

Liaison with Officers undertaking travel and Divisional Travel Officers.

13.0 IMPLICATIONS OF PROPOSAL

Nil.

14.0 COMMERCIAL IN CONFIDENCE

No

15.0 CORPORATE PLAN IMPACT

Nil.

16.0 CUSTOMER IMPACT

Nil.

17.0 ENVIRONMENTAL IMPACT

Nil.

18.0 POLICY IMPACT

In line with Council policy.

## 19.0 FUNDING IMPACT

Expenses incurred through Divisional Travel Votes.

## 20.0 HUMAN RESOURCE IMPACT

Not applicable.

## 21.0 URGENCY

In the normal course of business.

## 22.0 PUBLICITY/MARKETING STRATEGY

At the discretion of the Lord Mayor.

## 23.0 OPTIONS

- (1) That E&C note the information submitted on approved Travel for January, 2008.
- (2) Not approve the recommendation.

# Option (1) is the preferred option.

202/42-HP245/97

# SUBMISSION TO THE ESTABLISHMENT AND CO-ORDINATION COMMITTEE VED

2.0 Title

1 0 MAR 2008

Surrender of Queensland Government Reserve Land held by Council as Trustee & SECTION Queensland Rail for construction of essential drainage.

3.0 Issue/purpose

ACTION, TAKEN

To seek approval by Council as Trustee for the surrender of 33.6m<sup>2</sup> of Queensiand Covernment Reserve land in Fihelly Street Park to the Queensland Government for the construction of a drainage culvert adjacent to the Ferny Grove Rail Corridor.

4.0 Proponent

Terry Hogan
Divisional Manager, City Policy and Strategy (x34640).

5.0 Submission prepared by

Steve Lintern, Senior Program Officer Parks Natural Environment and Sustainability Branch, City Policy and Strategy (x35678)

6.0 Date

29 February 2008

7.0 For E&C approval or recommendation to Council

For E&C Approval

APPROVED

10/ MAR 2008

Lord Mayor

If for recommendation to Council, is a Council resolution required under an Act or

Can

No

8.0

9.0 Recommendation

Local Law?

Original retained with Establishment and Co-ordination Committee

That approval is granted by Council as Trustee to surrender 33.6m<sup>2</sup> of Queensland Government Reserve land in Fihelly Street Keperra to the Queensland Government for the construction of a drainage culvert adjacent to the Ferny Grove Rail Corridor.

10.0 Divisional Manager & Chairperson

Terry Hogan

Divisional Manager

CITY POLICY AND STRATEGY

I Recommend Accordingly

CHIEF EXECUTIVE OFFICER

Ahond Mayor Shadow are Luppellur, this pulownation muy Showled Helen Abrahams for acception

CHAIRPERSON

I Support / Reject the Recommendation/s.

If Reject - please state reasons

# 11.0 Background

Fihelly Street Park is described as Lot 974 on SL3032 on the corner of Fihelly Street and Dawson Parade, Keperra with an area of 2.99ha. The park is Queensland Government Land held in trust as a Reserve for Park & Recreation purposes with Council as the appointed trustee.

Queensland Rail has been upgrading the infrastructure along the Ferny Grove rail corridor which shares a common boundary with Fihelly Street Park. Queensland Rail has identified the need to extend an existing culvert for drainage purposes adjacent to the parkland which will encroach into the park over an area of 33.6m². Queensland Rail has requested that Council surrender this portion of the Queensland Government Reserve for the purposes of the construction and operation of the drainage infrastructure.

Local Asset Services West Region have consulted with Queensland Rail and are satisfied that the surrender of the land and the construction, operation and maintenance of the new infrastructure will not impact the operation, amenity or service potential of the adjoining parkland. All construction and maintenance costs on the surrendered land will be the responsibility of Queensland Rail. A plan showing the extent of the required land is attached at Annexure "A."

#### 12.0 Consultation

		Consulted
Cr. Ann Bennison	Councillor, Enoggera Ward	31/01/2008
	SECULOS OF A STATE OF THE STATE	29/01/2008
Cr. Norm Wyndham	Shadow Chair, Community Services Committee	31/01/2008
Cr. Helen Abrahams	Chair Environment and Sustainability Committee	29/01/2008
Cr. Geraldine Knapp	Shadow Chair Environment and Sustainability Committee	30/01/2008
Nick Clarke	Manager Natural Environment & Sustainability	06/02/2008
Michael Bell	A/Manager Local Asset Services	29/01/2008

Are in agreement with this submission

Matt Tapsall Policy Advisor to the Lord Mayo

05/02/2008

Agrees that this submission can go forward for consideration by E&C.

## 13.0 Implications of proposal

If approved the surrender of the land will not negatively impact on the community or on Council's programs or interests. The upgrade of adjacent infrastructure can proceed.

#### 14.0 Commercial in confidence

No

## 15.0 Vision/Corporate Plan impact

Nil

## 16.0 Customer impact

Nil

## 17.0 Environmental impact

Nil

18.0 Policy impact

Nil

19.0 Financial impact

Nil

20.0 Human resource impact

Nil

21.0 Urgency

In the normal course of business

22.0 Publicity/marketing strategy

Not Required

23.0 Options

Option 1: Approve the recommendation

Option 2: Not Approve the Recommendation

Option 3: Approve the recommendation with modifications

Option 1 is the preferred option.

NB: If the officer's recommendation is not followed, then the reasons for departure from that recommendation should be recorded here.

## SUBMISSION NUMBER

FILE NUMBER: 1.0

243/85-80025-07/08

RECEIVED

SUBMISSION TO THE ESTABLISHMENT AND CO-ORDINATION COMMITTEE 2008

COMMITTEE SECTION

TITLE 2.0

> Stores Board Submission for the Significant Procurement Activity Planton Procurement Provision of Electricity for Council.

ISSUE/PURPOSE 3.0

> To seek Establishment and Coordination Committee approval of the Signific Procurement Activity Plan (SPAP) for the Interim Provision of Electricity for Council.

**PROPONENT** 4.0

Jude Munro, Chief Executive Officer.

SUBMISSION PREPARED BY 5.0

David Cox

Acting Manager, Corporate Risk Management

Strategic Procurement Office, Corporate Services Division.

6.0 DATE

5 March 2008.

E & C APPROVAL OR RECOMMENDATION TO COUNCIL? 7.0

For E&C approval.

IF FOR RECOMMENDATION TO COUNCIL, IS A COUNCIL RESOLUTION 8.0 REQUIRED UNDER AN ACT OR ORDINANCE?

No.

Original retained with Establishment and Co-ordination Committee Minutes

MAR 2008

Lord Mayor

9.0 RECOMMENDATION

> That the Establishment and Co-ordination Committee approve the attached submission.

10.0 David Cox

**Acting Manager** 

Corporate Risk Management Strategic Procurement Office Corporate Services Division

Jude Munro

Chief Executive Officer

## 11.0 BACKGROUND

The Chief Executive Officer and the Stores Board considered the attached scheduled submission on 5 March 2008.

The submission is referred to E&C as it is considered the most advantageous outcome for the provision of the required services:

CONTRACT

CONTRACT TITLE

**REASON FOR SUBMISSION** 

NO.

A80025-07/08

Interim Provision of Electricity for Council.

Within E&C Delegation

#### 12.0 CONSULTATION

The Chief Executive Officer and Permanent Head of the Unit of Administration responsible for the submission, Stores Board and relevant Divisional Officers have been consulted and are in agreement with the recommendation.

## 13.0 IMPLICATIONS OF PROPOSAL

The recommended process will provide the most advantageous outcome for Council.

## 14.0 COMMERCIAL IN CONFIDENCE

No.

## 15.0 CORPORATE PLAN IMPACT

The recommendation of this submission will contribute to the efficient management of the City's resources.

# 16.0 CUSTOMER IMPACT

The submission covers the carrying out of work or supply of goods and services to meet Council approved programs.

# 17.0 ENVIRONMENTAL IMPACT

Tenderers are evaluated in line with Council's policy on the use of environmentally friendly and recycled products and environmental considerations have been taken into account in the evaluation of tenders relating to these submissions, where applicable.

## 18.0 POLICY IMPACT

Submitted in accordance with Council's Procedures for Procurement, Contracting and Tendering.

## 19.0 FINANCIAL IMPACT

Financial details are included in the Divisional submission.

## 20.0 HUMAN RESOURCE IMPACT

Not Applicable.

## 21.0 URGENCY

As soon as possible.

## 22.0 PUBLICITY

As required.

## 23.0 OPTIONS

Option 1: That the E&C approve the recommendation.

Option 2: Not approve the recommendation.

Option 1 is the preferred option.