



April 2019

Recent media stories have focused on an organisational review of Warrnambool City Council and what that would entail.

The way in which local media has presented an organisational review does not accord with the review that Council Chief Executive Officer Peter Schneider intends to carry out.

Below is the response in full provided by Mr Schneider in response to local media inquiries.

Organisational Review – CEO Comment

Irrespective of the rate capping submission to the Essential Services Commission, an organisational review is one of a number of initiatives I, as the newly appointed CEO of the Warrnambool City Council, have indicated I will be using to ensure our structure is adequate to efficiently and effectively support the services Council provides to the community of Warrnambool e.g. does our structure support cross team collaboration, does it support high levels of customer service, do the segregation of duties promote good internal control, are we suitably resourced to deliver on the services Council requests us to provide etc. I have no preconceived ideas about the outcome of such a review, preferring not to speculate before I have the results at hand. It is a prudent step in securing from Council, the appropriate human and capital resources we require in order to deliver the best outcomes possible for the people of Warrnambool.

Numerous efficiencies have been achieved over the past few years and it is my experience that the answers to most challenges we face, lie within. It is the remit of management to harness the collective wisdom and knowledge of staff in order to resolve the day to day issues that confront us.

My initial time at Council has been fully occupied in familiarising myself with the business of Council, visiting the City's numerous facilities, meeting and talking with Councillors, staff, ratepayers, community members and our extensive network of stakeholders. From what I have seen, I have been very impressed with the generosity and welcoming nature of the people of Warrnambool and the enthusiasm and professional way staff go about their duties in supporting our community and each other.

Following an organisational review, an analysis and assessment will be undertaken of the services we provide for council to consider, with a view to looking at how we can make the City more sustainable from a social, environmental and financial perspective. Everything we do is with the best interests of the community at heart, we won't always be able to please everyone and there will commonly be alternative opinions but we will make informed "triple bottom line" decisions with the best information available at the time. I can assure you from my viewpoint, and that of the Mayor and Council, the emphasis is on moving forward with a sound strategic focus to make Warrnambool the best regional City it can be.