



City of **Perth**

Minutes

Special Council Meeting
25 November 2025

Approved for release

Peta Mabbs
A/Chief Executive Officer
28 November 2025

Minutes to be confirmed at the next Ordinary Council Meeting

These minutes are hereby certified as confirmed.

Presiding member's signature _____

Date _____

Information

This information is provided on matters which may affect members of the public. If you have any queries on procedural matters, please contact a member of the City's Governance team via governance@cityofperth.wa.gov.au.

Question Time for the Public

An opportunity is available at Special Council Meetings for members of the public to ask questions specific to items on the agenda. This time is available only for asking questions and not for making statements. Complex questions requiring research should be submitted as early as possible to allow the City time to prepare a response.

The Presiding Person may nominate a member of staff to answer the question and may also determine that any complex question requiring research be answered in writing. No debate or discussion can take place on any question or answer.

To ask a question, please complete the Public Question Time form available on the City's website www.perth.wa.gov.au/council/council-meetings. To ask a question, please complete The Public Question Time form available on the City's website www.perth.wa.gov.au/council/council-meetings.

Disclaimer

Members of the public should note that in any discussion during a meeting regarding any item, a statement or indication of approval by any council member, committee member or officer of the City is not intended to be, and should not be taken as, notice of approval from the City. No action should be taken on any item discussed at a meeting of a Committee prior to written advice on the Committee or Council's resolution being received.

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1. Declaration of Opening

The Presiding Member declared the Special Council Meeting for the City of Perth open at 3:01pm.

2. Acknowledgement of Country/Prayer

The Presiding Member gave an Acknowledgement of Country:

I respectfully acknowledge the Traditional Owners of the land on which we meet, the Whadjuk Nyoongar people of Western Australia, and pay my respects to Elders past and present. It is a privilege to be standing on Whadjuk Nyoongar country.

The Chief Executive Officer recited a prayer:

Almighty God, under whose providence we hold responsibility for this City grant us wisdom to understand its present needs, foresight to anticipate its future growth, and grace to serve our fellow citizens with integrity and selfless devotion. And to Thee, be all blessing and glory forever. Amen.

3. Attendance

Members in Attendance

Lord Mayor	Bruce Reynolds
Deputy Lord Mayor	David Goncalves (via Teams)
Councillors	Liam Gobbert
	Chris Patton
	Lisa Ma

Officers in Attendance

A/Chief Executive Officer	Peta Mabbs
Alliance Manager Council Governance and Policy	Charlie Clarke
Council Governance and Policy Coordinator	Ebony Mackey

Attendance by Electronic Means

Deputy Lord Mayor David Goncalves attended the meeting via electronic means in accordance with regulation 14C of the *Local Government (Administration) Regulations 1996*.

Public Gallery

There were approximately 8 members of the public in the gallery.

3.1 Apologies

Councillor Raj Doshi

Councillor Viktor Ko

Councillor Catherine Lezer

Councillor Adam Pacan

3.2 Leave of Absence

Nil.

4. Disclosures of Interests

Nil.

5. Public Participation

5.1 Public Questions

Vicki Raniszewski – East Perth WA 6004

Q1 I believe you already conduct yearly, workplace culture surveys already and have an app named CULTYR used for staff. Please confirm if this is correct and if so, please advise the costs to conduct these each year and cost of CULTYR app used each year.

Provided by the Acting Chief Executive Officer

A1 Correct, the City offers staff regular opportunities for confidential input into their experience in the workplace, with the following opportunities undertaken in the last few years:

- 2022 Employee Experience Survey
- 2023 Pulse Survey
- 2024 Focus group discussions
- 2025 Pulse Survey x 2

Having previously utilised CULTYR for this purpose, the City is now investing \$40,000 annually in Culture Amp, a leading employee experience platform that supports ongoing engagement with employees and delivers data-driven insights from employee feedback.

Overall investment in staff through workplace culture and wellbeing initiatives was increased to \$1.328,664 in the 2025/26 Budget, up from \$1.245,733 the previous financial year. This includes funding for leadership development, professional development and WHS training, staff performance shaping, our dedicated Employee Assistance Program, and our staff healthy lifestyle subsidy.

Following the conclusion to our response to the Inquiry into the City of Perth, we also completed a Council-approved comprehensive Organisational Service Review in 2023/24 to look into ways our teams can work smarter, more effectively and in better support of each other into a new era of sustained excellence. Staff had multiple inputs into the Review,

	<p>which looked at our ways of working from all angles, including processes and workplace cultural practices. The Review outcomes were presented to Elected Members, and we have since rolled out identified improvements to our business, including the establishment of the new Engagement and Activation Alliance in early 2025. Understanding that structural, operational and procedural change can have an impact on staff, we have invested heavily as noted above in supporting our people with development, training, and health and wellbeing initiatives, as well as encouraging a culture of governance, transparency and accountability with respect to our employee experience. This includes year-round avenues for staff input such as physical and digital Suggestion Boxes – any ideas or issues raised via this avenue receives a formal response that is sighted by executive and published on the Intranet.</p> <p>Oversight of work health and safety, employee experience and workplace culture is reported quarterly to the Audit, Risk and Improvement Committee which comprises the Lord Mayor, five Councillors and two independent members (including Colin Murphy the former Auditor General and Jonathon Seth, the former CEO of LGIS.). The last two reports were provided to ARIC in May and at the 24 November ARIC meeting. The reports noted only nominal areas for improvement with respect to workplace practices. There are no known systemic or major areas of concern, and the oversight of ARIC in this area is sufficient in managing the very low risk matters noted in the last two reports. At each meeting, the City welcomes feedback from ARIC regarding the format and content included in the quarterly report and will adjust reporting as needed. The City also participates in the Public Sector Commission’s Annual Conduct and Integrity Reporting to the Public Sector Commission.</p>
Q2	<p>What was the purpose of rushing through this motion at last minute 18th November 2025 in the Ordinary Council Meeting, without being on the agenda, allowing ample time for councillors, administration, CEO, ratepayers, to consider and speak to it publicly?</p>
<p>Provided by the Lord Mayor</p>	
A2	<p>the purpose isn't Vicki to rush anything.</p> <p>The motion was brought in accordance with standing orders which expressly allow elected members to move motions without notice at an ordinary council meeting. A workplace culture review is a standard governance tool for organization of this size and standing.</p> <p>The intent was to provide council with the earliest opportunity to begin addressing workplace culture with proper oversight and especially with a new leadership team set a benchmark for where we're at, where we are at, where we have been and where we are going. It's important that a process independent, transparent and governed appropriately. Council then adopted the motion by absolute majority which shows there is a clear support for progressing the matter.</p>
Q3	<p>How was it decided, which councillors were to be part of the special workplace culture committee mentioned in the motion?</p>
<p>Provided by the Lord Mayor</p>	
A3	<p>The composition reflected a balanced group drawn from across council included Lord Mayor and the Deputy Lord Mayor which is the leadership group as well as elected members with a range of experiences and perspectives. Councillor Gobbert brings the most</p>

	<p>council experience. Councillor Lezer previously chaired the Audit Risk Committee and Councillor Patton has extensive business experience.</p> <p>The intention was to ensure broad representation across the chamber and support confidence in the review process.</p> <p>Committee membership is a council decision and any councillor could have moved an amendment to change membership at any time.</p> <p>The composition adopted by council was supported by an absolute majority.</p>
Q4	Are there any pending behavioural complaints currently against any “Elected Council members” in addition to the 10 confirmed complaints? If so, how many?
Provided by the Acting Chief Executive Officer	
A4	No, there were 10 elected member complaints received by the city this year.

The following questions were taken on notice and a response will be provided in the agenda for the Ordinary Council Meeting being held on 9 December 2025:

Vicki Raniszewski – East Perth WA 6004	
	in regards to the law firm Mills and Oakley that you mentioned you were employing their services for the independent assessment, could you please tell me at what stage were they contacted to handle this assessment and who actually contacted them from the city?
Steve Wellard – West Perth WA 6005	
	Why was the Proposed Motion introduced without prior notice to the Acting CEO, given the statutory requirement for CEO advice under s.5.41(3)?
	How does this align with your obligation under s.2.8 to liaise with the CEO and provide leadership on proper governance?
	How do you reconcile the Council’s decision with s.2.7(3), which requires respecting the separation between Council’s governing role and CEO’s executive role?
	Given the CEO’s statutory responsibility for workplace health and safety under the WHS Act, why did Council proceed without CEO input on a motion directly impacting workplace culture?
	Has Mills Oakley been appointed without following the City’s Purchasing Policy and obtaining the required quotations?
	If so why?
	If so, how will you address the apparent breach of Regulation 11A and the City’s own procurement standards?
	What steps will you take to ensure compliance with clause 11.4 of the Standing Orders, which prohibits implementing the resolution before the revocation motion is determined?
	What measures will you implement to prevent similar governance and compliance issues in future motions?

5.2 Deputations

Nil.

6. Reports

- 6.1 Considering a revocation motion relating to Council’s decision on the Workplace Culture Committee and associated independent review, adopted at the Ordinary Council Meeting held on 18 November 2025 (Item 21.1)

This Special Council Meeting has been called for the purpose of:

1. Considering a revocation motion relating to Council’s decision on the Workplace Culture Committee and associated independent review, adopted at the Ordinary Council Meeting held on 18 November 2025 (Item 21.1); and
2. Appointing a Presiding Member and Deputy Presiding Member – Workplace Culture Committee.

However the administration has not received notice of, or been notified of any intention by an elected member to move, a revocation motion for inclusion in this meeting’s agenda.

There is no revocation motion available for consideration at this meeting in accordance with the Local Government Act 1995, associated regulations and the City’s Standing Orders Local Law 2009.

Council Resolution (SCM-25/11-001)

Mover: Councillor Liam Gobbert

Seconded: Lord Mayor Bruce Reynolds

That Council suspend Cl 4.12 of the *Standing Orders Local Law 2009*.

CARRIED UNOPPOSED (5/0)

For: Lord Mayor Bruce Reynolds; Deputy Lord Mayor David Goncalves; Councillors Liam Gobbert, Chris Patton and Lisa Ma

Against: Nil.

3:16pm *The Lord Mayor stated that given that the following matters relate to legal services, contractual processes, internal governance, and duties of council members under the act, he would move a motion to close the meeting to the public.*

All Councillors attending the meeting via MS Teams declared in accordance with Regulation 14C of the *Local Government (Administration) Regulations 1996* that they will maintain confidentiality during the closed part of the meeting in accordance with Regulation 14CA(5) of the *Local Government (Administration) Regulations 1996*.

Council Resolution (SCM-25/11-002)

Mover: Councillor Liam Gobbert

Seconded: Lord Mayor Bruce Reynolds

That the meeting be closed to members of the public.

CARRIED UNOPPOSED (5/0)

For: Lord Mayor Bruce Reynolds; Deputy Lord Mayor David Goncalves; Councillors Liam Gobbert, Chris Patton and Lisa Ma

Against: Nil.

3:20pm The meeting was closed to the public and the livestream paused.

Council Resolution (SCM-25/11-003)

Mover: Councillor Liam Gobbert

Seconded: Lord Mayor Bruce Reynolds

That Council REVOKES the Council Resolution for Item 21.1, decided at the 18 November 2025 Ordinary Council Meeting.

LOST (0/5)

For: Nil.

Against: Lord Mayor Bruce Reynolds; Deputy Lord Mayor David Goncalves; Councillors Liam Gobbert, Chris Patton and Lisa Ma

Council Resolution (SCM-25/11-004)

Mover: Councillor Liam Gobbert

Seconded: Lord Mayor Bruce Reynolds

That the meeting be re-opened to members of the public.

CARRIED UNOPPOSED (5/0)

For: Lord Mayor Bruce Reynolds; Deputy Lord Mayor David Goncalves; Councillors Liam Gobbert, Chris Patton and Lisa Ma

Against: Nil.

3:21pm The meeting re-opened to the public and the livestream resumed.

6.2 Appointment of Presiding and Deputy Presiding Member - Workplace Culture Committee

Responsible Officer	Peta Mabbs – A/Chief Executive Officer
Voting Requirements	Absolute Majority
Attachments	Nil.

Purpose

For Council to consider the appointment of the Presiding and Deputy Presiding Member of the Workplace Culture Committee.

Recommendation

That Council:

1. APPOINTS the following Committee Member as **Presiding Member** of the Workplace Culture Committee:

Member Name	Term Expiry
	16 October 2027

2. APPOINTS the following Committee Member as **Deputy Presiding Member** of the Workplace Culture Committee:

Member Name	Term Expiry
	16 October 2027

Background

1. At its Ordinary Council Meeting on 18 November 2025, Council resolved to establish the Workplace Culture Committee (the Committee) in accordance with Section 5.8 of the *Local Government Act 1995*.
2. The *Local Government Act 1995* (the Act) was amended on 7 December 2024 by the *Local Government Amendment Act 2024*, which has made changes to the way in which Presiding and Deputy Presiding Members are appointed to their positions on Council Committees.
3. Previously, Presiding and Deputy Presiding Members were required to be **elected** to their positions by the Committee. However, following recent amendments, section 5.12 of the Act now states that a member of the Committee must be **appointed** to the position of Presiding Member by Council (absolute majority required).
4. This section also states that a member of the Committee may also be appointed to the position of Deputy Presiding Member by Council (absolute majority required).

Discussion

5. Council did not appoint a Presiding or a Deputy Presiding Member when it resolved to establish the Committee.
6. Given the express requirement under Section 5.12 of the Act and the role and functions assigned to a Presiding Member under the City's *Standing Orders Local Law 2009* and the Act, Council is now required to appoint a Committee Member as presiding member and may also appoint a deputy presiding member.
7. At its Ordinary Council Meeting on 18 November 2025, the following Council members were appointed to the Committee:
 - a. Lord Mayor Bruce Reynolds
 - b. Deputy Lord Mayor David Goncalves
 - c. Councillor Liam Gobbert
 - d. Councillor Chris Patton
 - e. Councillor Catherine Lezer
8. Council is now required to appoint a Committee Member as presiding member and may also appoint a deputy presiding member from the above listed members.
9. As the administration is in receipt of notice of a revocation motion to revoke the decision to establish this Committee, to be considered by Council on 9 December 2025. In accordance with Clause 11.4 of the City's *Standing Orders Local Law 2009*, the administration cannot implement or give effect to a decision of Council relating to councils' decision to establish this committee until the revocation motion has been considered by Council. If the revocation motion is carried, this decision will become unimplementable and will fall away.

Consultation

10. Nil.

Decision Implications

11. If Council does not appoint a Presiding Member to the Committee, compliance with Section 5.12 of the Act will not be achieved.

Strategic, Legislative and Policy Implications

Strategy	
Strategic Pillar (Objective)	A Well-Governed City
Related Documents (Issue Specific Strategies and Plans):	Nil.

Legislation, Delegation of Authority and Policy	
Legislation:	<i>Local Government Act 1995</i> – provides the legislative requirements of Council Committees and presiding/deputy presiding members
Authority of Council/CEO:	Council is required to appoint a presiding member to the Committee and may appoint a deputy presiding member – absolute majority required for both.
Policy:	Nil.

Financial Implications

Nil.

Further Information

12. Nil.

Recommendation

That Council:

1. APPOINTS the following Committee Member as **Presiding Member** of the Workplace Culture Committee:

Member Name	Term Expiry
	16 October 2027

2. APPOINTS the following Committee Member as **Deputy Presiding Member** of the Workplace Culture Committee:

Member Name	Term Expiry
	16 October 2027

Alternate Motion

Mover: Lord Mayor Bruce Reynolds

Seconded: Councillor Liam Gobbert

That Council:

1. APPOINTS the following Committee Member as **Presiding Member** of the Workplace Culture Committee:

Member Name	Term Expiry
Lord Mayor Bruce Reynolds	16 October 2027

2. APPOINTS the following Committee Member as **Deputy Presiding Member** of the Workplace Culture Committee:

Member Name	Term Expiry
Cr David Goncalves	16 October 2027

CARRIED UNOPPOSED (5/0) BY ABSOLUTE MAJORITY

For: Lord Mayor Bruce Reynolds; Deputy Lord Mayor David Goncalves; Councillors Liam Gobbert, Chris Patton and Lisa Ma

Against: Nil.

Council Resolution (SCM-25/11-005)

Mover: Lord Mayor Bruce Reynolds

Seconded: Councillor Liam Gobbert

That Council:

1. APPOINTS the following Committee Member as **Presiding Member** of the Workplace Culture Committee:

Member Name	Term Expiry
Lord Mayor Bruce Reynolds	16 October 2027

2. APPOINTS the following Committee Member as **Deputy Presiding Member** of the Workplace Culture Committee:

Member Name	Term Expiry
Cr David Goncalves	16 October 2027

CARRIED UNOPPOSED (5/0) BY ABSOLUTE MAJORITY

For: Lord Mayor Bruce Reynolds; Deputy Lord Mayor David Goncalves; Councillors Liam Gobbert, Chris Patton and Lisa Ma

Against: Nil.

Reasons for Change:

To move an amended recommendation that the Council appoints the following committee members as the presiding member and the deputy presiding member. The member's name will be the Lord Mayor Bruce Reynolds as the presiding member and the deputy presiding member will be Deputy Lord Mayor David Goncalves.

7. Closure

There being no further business, the Presiding Member declared the meeting closed at 3:23pm.