

# Delegations Manual

2021-2025



# Victoria Daly

REGIONAL COUNCIL

# Delegations Manual 2021 - 2025

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## Contents

DELEGATIONS OF AUTHORITY.....	3
Policy.....	4
1. Background and General Principles.....	4
Policy.....	4
Purpose of this document .....	4
Principles .....	4
Personal Delegations.....	4
Committee and Local Authority Delegations.....	5
2. Definitions.....	6
Positions.....	6
3. Budget .....	7
4. CEO Delegations.....	7
5. Human Resource Delegations .....	7
Staff: Salary, Conditions, Packages and Contracts .....	7
Staff: Position Descriptions .....	8
Staff: New Positions, Advertisements, Selection, Appointment and Probation .....	9
Staff: Dismissal and Redundancy.....	10
Staff: Leave.....	10
Staff: Training and Conference Attendance .....	11
Staff: Staff Travel.....	12
Staff: Performance Management .....	12
Staff: Industrial Relations .....	13
6. Contracts .....	15

Contracts: Contracts, Agreements and Submissions .....	15
7. Legal .....	17
Legal: Legal Matters .....	17
8. Governance.....	17
Governance: Common Seal .....	17
9. Policies and Procedures .....	18
Policies and Procedures: Policies and Procedures.....	18
10. Documents, Correspondence and Minutes .....	18
Documents: Public Statements, Media and Comments on Strategic Issues .....	18
Public Relations: Correspondence .....	19
Public Relations: Agendas and Minutes .....	20
11. Complaints .....	21
Complaints: Complaints.....	21
12. Financial Delegations.....	22
Financial: Budgets .....	23
Financial: Bad Debts .....	23
Financial: Cheques.....	24
Financial: Operational Investment.....	24
Financial: Petty Cash .....	25
Financial: Rates debts .....	25
Financial: Members Expenses (Council and Local Authority Members).....	25
Financial: Salaries and Deductions.....	26
Financial: Disposal of Property .....	26
12. Elections .....	27
Elections: By Elections and General Elections.....	27
13. Delegation Schedule .....	27
Delegation Schedule.....	27

# DELEGATIONS OF AUTHORITY

## NORTHERN TERRITORY *LOCAL GOVERNMENT ACT 2019*

### CHAPTER 4 – DIVISION 2 - SECTION 40 - DELEGATION

- (1) A Council may delegate its powers and functions.
- (2) A delegation may be made to:
  - (a) The CEO; or
  - (b) A Council committee; or
  - (c) A local authority; or
  - (d) A local government subsidiary.
- (3) Despite subsection (1):
  - (a) the power to impose rates cannot be delegated; and
  - (b) if power to incur financial liabilities is delegated - the council must, by resolution, fix reasonable limits on the delegate's authority; and
  - (c) a delegation cannot duplicate or derogate from the CEO's functions(including delegated functions); and
  - (d) subject to subsections (4) and (5), power to enter into a transaction on conditions that are not arm's length conditions cannot be delegated; and
  - (e) subject to subsections (4) and (5), power to make a decision that requires a council resolution cannot be delegated; and
  - (f) if power to enter into a contract is delegated – the contract must be below the threshold value.
- (4) A Council may delegate the CEO the following:
  - (a) The power to enter into a transaction on conditions that are not arm's length conditions if the transaction will provide a community benefit;
  - (b) The power to waive a fee for service (wholly and partly) under section 289(4) if the waiver will provide a community benefit.
- (5) A delegation under subsection (4) must be in accordance with the regulations and any guidelines that the Minister may make.
- (6) A council must, within the first 6 months of its term, determine, by resolution, the threshold value for a contract for subsection (3)(f).
- (7) In this section:

Arm's length conditions means the conditions that might be expected to operate between commercial entities dealing wholly independently with one another in comparable circumstances.

# Policy

Victoria Daly Regional Council – Delegation Policy – LGP025

## 1. Background and General Principles

### Policy

The Council is committed to service delivery across the organisation within the parameters of a formalised delegation of authority framework.

### Purpose of this document

The Delegation's Manual is intended to provide clear and easy to understand processes and accountability, for administrative functions and levels of decision making across the organisation.

### Principles

This document will be reviewed each term or unless otherwise required with a view to improving its utility and relevance to the organisational structure of the Council.

- This document operates as delegated authority by the Council for the CEO.
- This document operates as delegated authority by the Council for Committees and Local Authorities.
- This document operates as delegated authority by the CEO for all other staff.

### Personal Delegations

- Delegations can be exercised by a person more senior than the person specified in the document, where the more senior person has a line management role which includes responsibility for the person holding the delegation.
- It is not permissible for a person to delegate any aspect of their authorisation to a person in a less senior position. However, provision can be made for people to “Act Up” into a position of greater authority than they are usually employed, for all key or specified areas of delegation.
- It is possible for a person in a less senior position to be appointed to “Act” in the capacity of a more senior position eg. during periods of absence by a staff member from the workplace, thereby assuming some or all of the delegated level of responsibility as prescribed by this document of that position.
- It is the responsibility of the person exercising the delegation to ensure funding is

available in the delegation, within their annual budget. Alternatively written proof of above-budget income e.g. extra funding, to cover the above-budget expenditure should be obtained and a copy sent to their senior line manager.

- The delegations are hierarchical in the sense that a delegate's formal line supervisor may exercise the same level of authority as the delegate and such a supervisor may also withdraw or restrict a delegation held by a subordinate member of staff. Except for any delegations made by Council.
- The CEO has authority to exercise any staff delegation outlined in this document.
- In exercising delegations' staff are required to comply with legislation, industrial awards, contracts or agreements and Council approved policies, procedures and Code of Conduct.
- The delegations listed in this document should be understood in the context of the relevant staff position descriptions and Council Policy.
- It is the responsibility of the person exercising the delegation to advise their senior line manager of significant developments even if made within delegation and ensure appropriate records are kept.
- The position has delegation not the person.
- Outsourced positions do not have delegation rights within the organisation.
- A delegate should not exercise their delegation to approve a recommendation that personally benefits them.
- Unless specifically delegated, it should be assumed that no delegation exists.

### **Committee and Local Authority Delegations**

- The Committee or Local Authority is delegated as an entity and no specific delegation is allocated to an individual unless specifically identified within the delegation.
- Unless specifically delegated, it should be assumed that no delegation exists.
- The CEO has authority to exercise any staff delegation outlined in this document.
- This document anticipates open and regular communication and information flow between the various levels of delegation, and consultation where necessary with Council staff.

## 2. DEFINITIONS

### Positions

- **Council:** The collective group of members elected to serve the community in accordance with the Local Government Act and Regulations (as amended) and acting within that role.
- **Committee:** A formally constituted committee under the Section 26 of the *Local Government Act 2019*.
- **Local Authority:** A formally constituted Local Authority under section 77 of the *Local Government Act 2019*.
- **Mayor:** The principal member of the Council as defined by Section 58 *Local Government Act 2019*.
- **Chief Executive Officer:** (referred to as 'CEO') The person appointed by and responsible to the Council for the day-to-day management of the affairs of Victoria Daly Regional Council. (The CEO's authority extends to the Acting CEO in the CEO's absence).
- **Director:** A person appointed as Director and who has overall responsibility for specified functions as per the organisational structure.
- **Regional Managers:** A person appointed as a Regional Manager is responsible for a program that is delivered across the Council. They are responsible to the CEO for the delivery of programs they provide.
- **Managers (Operational and Program):** A person appointed as a manager is either responsible for Council operations within a community or a function within Council Area. They are responsible to a director for the services and functions they provide.
- **Coordinators:** A person appointed as a coordinator of one of the Council Program Delivery Areas. They are responsible to a manager for the services delivered within their area.
- **Staff:** Employees of the Council not otherwise identified.
- Note: Any decision on where staff roles fit in the above definitions will be made by the CEO, based on a recommendation from the appropriate Director.
- **Tender Committee:** Comprises of the Directors and relevant Managers.

### 3. Budget

All amounts referred to in this document are exclusive of GST.

- **Council Budget:** (referred to as ‘the budget’) The annual budget resolved by the Council.
- **Service Budget:** (referred to as ‘service budget’) A service/program component of the annual budget, for which a manager or coordinator has been delegated responsibility and control.
- **Staffing Plan:** The staffing plan approved by the Council in the annual regional plan and budget

### 4. CEO Delegations

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
<p>Appointment of Acting Chief Executive Officer</p> <p>for a period of absence of the Chief Executive Officer in accordance with the <i>Local Government Act 2019</i> – Section 165 (3a) (3b)</p>	<p>The CEO must be satisfied that the person appointed as Acting CEO is suitably qualified for the position</p> <p>The CEO must advise the Mayor and the Council when an appointment is made</p>	<p>CEO</p>

### 5. Human Resource Delegations

#### Staff: Salary, Conditions, Packages and Contracts

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
<p>Set and approve salaries within total budget</p>	<p>For all staff</p>	<p>CEO</p>

Set and approve salary	For CEO	Council
Set and approve salary	For all staff For CEO	CEO Council
Set and approve annual salary increments and any higher duties payments	For all staff For CEO	CEO Council
Approve/sign staff contracts	For all staff For CEO	CEO Council
Approve conditions of employment	For all staff	CEO
Approve a staff member accepting outside employment or consultancies, additional to and separate from their normal duties within Council.	For all staff For CEO	CEO Council

### Staff: Position Descriptions

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Approve all new position descriptions and changes to existing position descriptions	For all staff For CEO	CEO Council
Approve all new position titles and changes to existing position titles	For all staff	CEO
Approve the deletion of positions	For all staff	CEO

## Staff: New Positions, Advertisements, Selection, Appointment and Probation

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Approve requests for filling positions within approved structure (within budget)	For all staff  For CEO	CEO  Council
Approve new staff positions or modifications to existing organisational structure (within budget)	For all staff	CEO
Identify and approve new staff positions outside of the existing organisational chart (within budget)	For all new staff positions	CEO
Recommend appointment to staff positions	For all staff  For Managers / Coordinators  For Directors	Manager  Directors  CEO
Appoint staff to positions	For all staff  For CEO	CEO  Council
Confirm successful completion or otherwise of new staff probationary periods	For all staff  For Directors / Managers / Coordinators  For CEO	Directors  CEO  Council

## Staff: Dismissal and Redundancy

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Decisions to make a staff member redundant	For all staff	CEO
Approve the offer and acceptance of redundancy for all staff	For all staff	CEO
Decisions to dismiss a staff member	For all staff	CEO

Redundancy is where the employment relationship is terminated by the CEO due to the Council no longer requiring the position as part of its organisational structure. Council will make reasonable efforts to redeploy employees (place them in an alternate position) rather than retrench an employee, who would otherwise lose their job and not be offered another role. This provision applies to the determination of termination of employment pertaining to permanent employees, and employees employed on a temporary basis that are terminated prior to conclusion of their contracted period of employment. Termination and redundancy of an employee will be in accordance with the 2.1.28 Redundancy Policy of the Victoria Daly Regional Council. The delegations will determine whether grounds for redundancy are applicable.

## Staff: Leave

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Approve staff annual leave	For staff	Manager
	For Manager	Director
	For Director	CEO
	For CEO	Mayor
Approve staff long service leave	For staff and Managers	Director

	For Director	CEO
	For CEO	Mayor
Approve staff special leave (as defined in EBA)	For staff	Manager
	For Manager	Director
	For Director	CEO
	For CEO	Mayor
Approve staff leave without pay under two weeks	For staff	Manager
	For Manager	Director
	For Director	CEO
	For CEO	Mayor
Approval staff leave without pay over two weeks	For all Staff	CEO
	For CEO	Mayor

### Staff: Training and Conference Attendance

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Approve fee assistance for staff study within budget	For all Staff	Director of Corporate Services
Approval of attendance at external training courses/conferences including travel costs- the training activity must form part of the annual staff training and	For all Staff	Director of Corporate Services

development plan		
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### Staff: Staff Travel

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Approve travel outside of the NT	For all Staff	CEO
	For CEO	Mayor
Approve travel outside of Australia	For all Staff	CEO
	For CEO	Mayor
Approve travel costs for attendance at training courses / conference within budget	For all Staff	Director of Corporate Services

### Staff: Performance Management

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Appraise performance of staff	For staff	Director
	Managers	Directors
	Directors	CEO
	CEO	Mayor
Management of unsatisfactory staff performance	For staff	Immediate Manager
	Managers	Directors
	Directors	CEO

	CEO	Mayor
Intervene in management of any unsatisfactory staff performance where divisional concerns are identified	For staff  Managers Directors  CEO	Immediate Manager  Directors CEO  Mayor
Intervene in management of any unsatisfactory staff performance where organisational concerns are identified	For all senior staff	CEO
Intervene in management of any unsatisfactory staff performance where Council concerns are identified	For CEO	Council
Issuing formal warnings	For all staff	CEO

### Staff: Industrial Relations

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Authority to consult with Councils external advisors, on industrial relations / human resource matters.	For all staff	Director of Corporate Services, CEO
Authority to purchase industrial relations / human resource advice and or expertise.	For staff	Director of Corporate Services, CEO

#### 1.1. If a dispute relates to:

- 1.1.1. a matter arising under this Agreement; or
- 1.1.2. the National Employment Standards;

this Section sets out procedures to settle the dispute.

- 1.2. An employee who is a party to the dispute may appoint a representative for the purposes of the procedures in this Section.
- 1.3. In the first instance, the parties to the dispute must try to resolve the dispute at the workplace level, by discussions between the employee or employees and the relevant supervisors and/or managers.
- 1.4. If discussions at the workplace level do not resolve the dispute, a party to the dispute may refer the matter to the Fair Work Commission.
- 1.5. the Fair Work Commission may deal with the dispute in two stages:
  - 1.5.1. the Fair Work Commission will first attempt to resolve the dispute as it considers appropriate, including by mediation, conciliation, expressing an opinion or making a recommendation; and
  - 1.5.2. if the Fair Work Commission is unable to resolve the dispute at the first stage, the Fair Work Commission may then:
    - 1.5.2.1. arbitrate the dispute; and
    - 1.5.2.2. make a determination that is binding on the parties.
- 1.6. While the parties are trying to resolve the dispute using the procedures in this Section;
  - 1.6.1. an employee must continue to perform the employee's work as the employee would normally unless the employee has a reasonable concern about an imminent risk to the employee's health or safety; and
  - 1.6.2. an employee must comply with a direction given by a Senior Manager to perform other available work at the same workplace, or at another workplace, unless;
    - 1.6.2.1. the work is not safe;
    - 1.6.2.2. applicable occupational health and safety legislation would not permit the work to be performed;
    - 1.6.2.3. the work is not appropriate for the employee to perform; or
    - 1.6.2.4. there are other reasonable grounds for the employee to refuse to comply with the direction.
- 1.7. The parties to the dispute agree to be bound by a decision made by the Fair Work Commission in accordance with this Section.

## 6. Contracts

### Contracts: Contracts, Agreements and Submissions

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Approve the lease of new premises, sub leases of existing premises and lease renewals	Within Budget	CEO through resolution of Council
Cancel existing land / building leases	All types	CEO
Approve appointment of insurers details of contract and payment of premiums	Within Budget	CEO
Authorise appointment of external consultants that have been provided for in the approved Council Budget	Total value of contract is less than \$10,000	Directors
	Total value of contract is more than \$10,000, but less than \$50,000	CEO
	Total value of contract is more than \$50,000	Council
Subject to recommendation from CEO Performance Review	For matters relating to recruitment of CEO or CEO performance management.	Mayor
Approve the sale, purchase and development of land	All types/values	Council
Approve tenders and contracts with suppliers of goods and services.*	Less than \$100,000	CEO
	Over \$100,000	Council
*In accordance with <i>Local Government (General) Regulations</i>		

<i>2021</i>		
Authority to invite formal tenders for supply of goods or services	more than \$10,000 and less than \$100,000	Directors
Formation of tender committee for opening and evaluation of tenders	All values/types	CEO
Authority to approve successful tender for supply of goods or services	All values/types	Council
Approve the commencement of funding submissions or tendering activity to be undertaken.		CEO
Authority to negotiate agreements and contracts	up to 1 year and \$10,000	Directors
	Over 1 year and \$10,000	CEO
Authority to sign agreements, contracts or tenders obtained (unless common seal required).	Total value less than \$10,000	Directors
	Total value more than \$10,000 but less than \$100,000	CEO
	Total value more than \$100,000	Council
Authority to sign funding Grant agreements (income)	Existing annual program funding	CEO
	New program funding grants up to \$500,000	CEO
	New program funding grants less than \$1m	Council
	Capital grants more than \$1m	Council – document to be endorsed by Council including legal review

## 7. Legal

### Legal: Legal Matters

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Authority to consult with Council's external advisors, on legal matters.	For all types/values	CEO / Mayor
Authority to purchase, legal advice and/or expertise	For all types/values	CEO / Mayor
Authority to settle court, legal or any other formal proceedings and bind the Council.	For all types/values	Council
Authority to approve expenditure on legal matters, which are outside approved budget.	For all types/values	Council

## 8. Governance

### Governance: Common Seal

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Approve the use of the Common Seal of Council Resolution Each page of document is to be initialed by either Mayor or CEO.	For Organisation	CEO/Mayor by Council Resolution All pages to be initialed.

## 9. Policies and Procedures

### Policies and Procedures: Policies and Procedures

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Approval of Operational Policies and Procedures	For organisation	CEO
Approval of policies and procedures required adoption by resolution in accordance with NT <i>Local Government Act 2019, including regulations.</i>	For organisation	Council
Research and develop all Council policies	For organisation	Governance and Compliance Manager

## 10. Documents, Correspondence and Minutes

### Documents: Public Statements, Media and Comments on Strategic Issues

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Approve the use of Council's name or logo by parties external to Council.	For all of organisation	CEO
Authority to release public or media statements	For all of organisation	Mayor (CEO in absence of Mayor/Deputy Mayor)
Authority to delegate specific media responses	For all Staff	Mayor (CEO in absence of Mayor/Deputy Mayor)
Authority to respond to ministerial	For all Staff	Mayor

and contentious issues.		(CEO in absence of Mayor/Deputy Mayor)
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### Public Relations: Correspondence

Correspondence primarily refers to letters but also includes reports, memos, facsimiles, documents and in some cases emails where they are to be used as the official means of communication to parties external to the Council.

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
<p>All correspondence:</p> <ul style="list-style-type: none"> <li>○ To the Department of Chief Minister and Cabinet (except routine matters)</li> <li>○ To Government Ministers, Senior Bureaucrats, Heads of Government Departments or Members of Parliament</li> <li>○ To any Ombudsman</li> <li>○ To Unions</li> <li>○ Which constitutes an official “apology”</li> <li>○ Where the CEO has been in direct contact with the party making the representation and had not referred the reply to a Director or Manager/Coordinator</li> <li>○ Which is of a contentious nature, or</li> <li>○ Where formal support of a service, program or agency is provided.</li> </ul>	<p>For all staff</p> <p>The accepted protocol is that staff write letters to staff in other levels of Government with the Mayor writing letters to Ministers and politicians.</p>	<p>CEO</p> <p>(or Mayor as directed by the Council)</p>
<p>Standard and non-standard correspondence that has significant implications within their own</p>	<p>For all staff</p>	<p>Directors</p>

Division and/or has the potential to have implication across a number of Divisions		
<p>Standard and non-standard correspondence which is part of the normal business activities of the Council and is not contentious.</p> <p>Managers and Coordinators need to consider, in signing off correspondence, whether the CEO, Directors and other Managers and Coordinators may need to be consulted or advised of the correspondence.</p> <p>Note: Specific delegation may be given to other staff with the CEO or Director's approval.</p>	For all staff	Managers/Coordinators*

### Public Relations: Agendas and Minutes

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Authority to submit Council reports for inclusion in Council agenda papers	For all staff	Directors
Approval of final Council or Committee Agenda for submission to the Council or Committee	For Council and Committee meetings	CEO
Approval for inclusion of "Late Agenda Item"	For Council meetings	CEO
Approval of draft Council or Committee Minutes	For Council and Committee Meetings	Mayor and CEO

Conformation of Council or Committee Minutes Approval of Agenda for submission to Local Authority	For Council and Committee meetings For all Local Authority meetings	Council by resolution of Council CEO
Approval of draft Local Authority Minutes	For all Local Authority Meetings	Local Authority Chairperson
Conformation of Local Authority Minutes	For all Local Authority Meetings	Local Authority Committee by resolution

## 11. Complaints

### Complaints: Complaints

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Resolution of external complaints not included below	All types	CEO
External complaints about the Chief Executive Officer	All types	Mayor
Internal complaints	All types	CEO
Resolution of complaints against Councillor's and/or Mayor	All types	As per <i>Local Government Act 2019, including regulations.</i>

## 12. Financial Delegations

The Victoria Daly Regional Council appoints the CEO as the Authorised Person as per Division 2 of the *Local Government Act 2019*. Under section 40(3)(b) of the Act, Council will delegate the CEO the power to incur financial liabilities. This appointment and delegation must be endorsed by resolution at an Ordinary Meeting of Council.

Resolution 485/2019 of the Ordinary meeting of Council on 17th December 2019, approves the appointment and delegation of financial liability limit of \$500,000 to incoming Chief Executive Officer.

Powers conferred under provisions 167 and 168 of the *Local Government Act 2019*, provide authority to the CEO to delegate financial liability to an amount limited by the Council resolution. Financial delegations assigned to other officers may only incur expenditure on behalf of the Council if:

- (a) The officer has been granted the financial delegation by the Chief Executive Officer and this delegation have been recorded in the Delegations Schedule (Appendix 1).
- (b) The expenditure is provided for in Council's budget.

The Delegations Schedule must be endorsed by resolution at an Ordinary Meeting of Council. No officer, except the Chief Executive Officer, may have procurement delegation exceeding \$50,000 (excluding GST) in a single transaction. Capital items are items which have a purchase price in excess of \$5,000 and must be recorded into the Asset register at purchase. All expenditure must be in accordance with Victoria Daly Regional Council Policy and the following guidelines.

### **VARIATION procedures**

- All variations require an additional line item on the original Purchase Order stating
- the scope and cost.
- Variations to the original consultancy or contract amount must be within budget and
- the financial delegation of the approving officer.
- In case of consultancy or contract, where the cumulative value of variations
- exceed 5% of the original value or \$2,000, whichever is lesser, any further variation
- must be authorised by the CEO.
- Where expenditure is still within the overall budget but outside any officer's
- delegation then the variation must be approved by CEO

## Financial: Budgets

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Approve draft budgets to be forwarded to the Council	For divisions	CEO
Approve the budget	For organisation	Council
Authority to override all delegations and make expenditure decisions to ensure approved budgets can be achieved	For organisation	CEO
Authority to recommend to Council unbudgeted expenditure	For organisation	CEO
Authorise variations to the annual operational and capital budgets	For organisation	Council
Approve the issue and withdrawal of corporate credit card	For staff For CEO For Mayor	CEO Council Council
Approve the credit limit on corporate credit cards	For staff For CEO For Mayor	CEO Council Council

## Financial: Bad Debts

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Approve debt recovery agreement	No Limit	CEO

Approve debt recovery agreement	\$5,000	Senior Accountant
Write off Debt, CEO to certify in writing the reason as per Regulation 32(2).	\$500	CEO

### Financial: Cheques

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Approve change and /or add cheques signatory	For organisation	CEO
Authority to sign cheques and approve EFT bank files	For organisation	<b>Two Cheque signatories in all instances</b> CEO or Senior Accountant and one other: Director of Corporate Services, Director of Council Operations
Approval to stop payment on cheques	For organisation	Senior Accountant

### Financial: Operational Investment

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Approve banking and investment account arrangements including the authorising the opening of new accounts	For organisation	CEO and Director or Senior Accountant
Approve investment of funds	For Organisation	CEO and Director or Senior Accountant
Approve drawdown of investment funds for deposit into operational accounts	For organisation	CEO and Director or Senior Accountant

**Financial: Petty Cash**

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Authority to operate, control and reimburse petty cash	\$500	CEO, Directors and all Managers

**Financial: Rates debts**

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Authority to write off rate debts, the CEO must certify in writing the reasons for writing off the debt as per Regulation 32.	Where principle debt paid and less than \$5.00 remains	CEO has delegated to the Rates Officer
	Not exceeding \$100.00	Senior Accountant
	Over \$100.00 to \$1,000.00	CEO
	Over \$1,000.00	Council

**Financial: Members Expenses (Council and Local Authority Members)**

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Approve Council's Members expenses	For all Council members	CEO
Approve CEO's expenses	CEO	Mayor
Approve Local Authority expenses (Attendance only)	For all Local Authority Members	CEO

## Financial: Salaries and Deductions

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Approve staff reimbursement for expenditure on behalf of Council	For staff For Managers/ Coordinators For Directors For CEO	Managers Directors CEO Mayor
Approval for Payroll documents to be uploaded into financial system for payment.	For all staff	Director of Corporate Services, CEO to review
Approve for payment all payroll related transactions	For all staff comprising group tax remittal, payroll tax settlement, superannuation contribution payments, and transfers of employee payroll deductions to authorised entities and payment of GST and PAYG payments.	CEO and Director of Corporate Services or Director of Operations

## Financial: Disposal of Property

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Authority to dispose of Assets as per Guideline 4, Assets, Section 10.	For disposal of assets up to \$20,000.00 For disposal of assets above \$20,000.00	CEO Council through resolution of Council

## 12. Elections

### Elections: By Elections and General Elections

FUNCTION	Amount and / or Qualification	DELEGATED AUTHORITY
Approval to appoint the Returning Officer for by-elections	All cases	Council
Approval to appoint the Returning Officer general elections	All cases	Council

## 13. Delegation Schedule

### Delegation Schedule

Delegated Authority	Expenditure within approve budget
CEO	\$500,000
Directors	\$50,000
Mayor	\$10,000
Regional Managers	\$10,000
Managers (Operational, Program)	\$10,000
Executive Services Manager	\$5,000
Assistant Managers (Programs)	\$5,000
Assistant Managers (Council Operations Assistant Managers)	\$2,000
Coordinators	\$2,000

Amended OCM 22/2/22 036/2022, Amended OCM 30/8/22 OCMC-2022/31 & OCM-2022/104