

Item No: 19.3

Date: 20 March 2023

Attachments: A,B,C,D,E

<b>Meeting:</b>	Council
<b>Title:</b>	Appointment of Independent Audit Committee Member
<b>Responsible Manager:</b>	Acting Chief Executive Officer, Scott Reardon
<b>Author:</b>	Group Manager Corporate Services, Vikki Purtle
<b>Key Pillar:</b>	Strategic Framework – Key Pillar 7 – Leadership – A responsible and influential local government organisation
<b>Key Focus Area:</b>	Financial Guiding Principle 4 – Robust and transparent allocation and prioritisation of resources
<b>Type of Report:</b>	<b>Decision Required</b>

Pursuant to Section 83(5) of the *Local Government Act 1999*, the Chief Executive Officer indicates that the matter contained in this report may, if the Council so determines, be considered in confidence pursuant to Section 90(2) of the *Local Government Act 1999* on the basis that the information contained in the attached report is information of the nature specified in subsections 90(3) (a) of the Act namely information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).

### Recommendation (Public)

#### Pursuant to section 90(3)(a).

Pursuant to Section 90(2) of the *Local Government Act 1999* the Council orders that all members of the public, except the Acting Chief Executive Officer Scott Reardon, Group Manager Asset & Infrastructure James Kelly, Group Manager Corporate Services Vikki Purtle, Group Manager Public Relations & Community Services Sarah Spencer, and Council Secretariat Danielle Edwards, be excluded from attendance at the meeting for Agenda Item 19.3 'Appointment of Independent Audit Committee Member'.

The Council is satisfied that, pursuant to section 90(3)(a) of the Act, the information to be received, discussed or considered in relation to this Agenda Item is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).

### Recommendation (Confidential)

That Council appoint applicant ..... as an Independent Member of the Town of Walkerville Audit Committee for a term of 21 months commencing 1 April 2023 and concluding 9:00am 31 December 2024.

## Recommendation (Public)

### Pursuant to s.91(7)

That having considered Agenda Item 19.3 'Appointment of Independent Audit Committee Member' in confidence under section 90(2) and (3)(a) of the *Local Government Act 1999*, the Council, pursuant to section 91(7) of that Act orders that the report and attachments relevant to this Agenda Item be retained in confidence until the matter is resolved, excepting that the Council authorises the release of the Council resolution to those parties identified in the substantive resolution relating to this Agenda Item to enable enactment of the resolution and that pursuant to Section 91(9)(c) of the *Local Government Act 1999* the Council delegates to the Chief Executive Officer the review and power to revoke this Order;

and

That Council resolves to end its confidential deliberations pursuant to Section 90(2) of the *Local Government Act 1999* and re-admit the public.

---

## Summary

To provide Council with information on the recent Expression of Interest process conducted by the Selection Panel to enable the appointment of an Independent Member to the Town of Walkerville Audit Committee.

## Background

The Audit Committee has the responsibility for monitoring the risk management and internal control environment of Council's operations, as well as overseeing Council's internal and statutory audit responsibilities and functions.

Independent Members shall be appointed to the Committee by resolution of Council and will hold office for a maximum of four years.

The Audit Committee meets at least quarterly in each financial year and may hold additional meetings as required or as otherwise resolved by Council.

Pursuant to its Terms of Reference (**ToR**) the Audit Committee shall consist of two Elected Members and three Independent Members. This is in line with the *Statutes Amendment (Local Government Review) Act 2021* which will require Audit Committees to have a majority of persons on the Committee who are not members of any council, provisions which are scheduled to commence in November 2023.

Following the resignation of an Independent Member in March 2022, Administration commenced an Expression of Interest process to fill the position of Independent Member of the Town of Walkerville Audit Committee.

Pursuant to the ToR a selection panel comprising a Member of the Committee and the Chief Executive Officer or his or her delegate will undertake a selection process and recommend independent candidate(s) to the Council for appointment as Independent Members.

A Selection Panel comprising of Ross Haslam – Town of Walkerville Audit Committee Presiding Member, Scott Reardon – Acting Chief Executive Officer and Vikki Purtle – Group Manager Corporate Services (Manager Finance & Information Management at the time) was formed. Seventeen (17) Expressions of Interest were received in response to the advertisement which was posted both on SEEK and in a state wide circulated newspaper.

From the 17 Expression of Interests received, 4 candidates were shortlisted and interviewed by the Selection Panel. The candidates were asked a series of questions to identify their skills, experience, knowledge of local government and understanding of the role of an Audit Committee.

Administration received formal notification on 24 February 2023 that applicant Paula Davies had withdrawn her application for Independent Member of the Town of Walkerville Audit Committee.

At its Special Meeting on 22 February 2023, Independent Audit Committee Member Appointment Report was presented to the Audit Committee, where the Committee resolved:

#### **AC20/22-23 (Confidential)**

*That having considered the information provided by the Selection Panel (Attachment A) the Audit Committee recommend that Council appoint applicant Michele Bennetts as an Independent Member of the Town of Walkerville Audit Committee for a term of 21 months commencing 1 March 2023 and concluding 9:00am 31 December 2024.*

Noting that the recommended date of appointment has passed, the recommendation has since been updated to reflect a term of 21 months commencing 1 April 2023 and concluding 9:00am 31 December 2024.

#### **Discussion/Issues for Consideration**

The Selection Panel have completed the interview process for the appointment of an Independent Member to the Town of Walkerville Audit Committee. Based on evaluation criteria, the shortlisted applicants were ranked and recommended for appointment as follows:

1. Paula Davies – APPLICATION WITHDRAWN
2. Natalie Johnston
3. Michele Bennetts
4. Wendy Haydon

#### **Options for Consideration**

##### Option 1

That Council appoint applicant ..... as an Independent Member of the Town of Walkerville Audit Committee for a term of 21 months commencing 1 April 2023 and concluding 9:00am 31 December 2024.

##### Option 2

Council request additional information as required

#### **Financial Implications**

The costs specifically associated with this report relate to the payment of Independent Member sitting fees. These costs have been incorporated in the adopted budget 2022-23.

#### **Regional Implications**

There are no known regional implications with the appointment of the Independent Audit Committee Member.

#### **Community Implications**

There are no perceived community implications associated with this report.

## Governance Implications

The appointment takes into consideration Council's Audit Committee ToR and the 2020-2024 strategic community plan pillar of leadership, a responsible and influential local government organisation.

## Preferred Option

Administration will be guided by Council.

## Attachments

Attachment A	Town of Walkerville Audit Committee – Terms of Reference (ToR)
Attachment B	Expressions of Interest Submission – Wendy Haydon
Attachment C	Expressions of Interest Submission – Natalie Johnston
Attachment D	Expressions of Interest Submission – Michele Bennetts
Attachment E	Expressions of Interest – Shortlisted Matrix

<b>Approval Date</b>	19/12/2022
<b>Classification</b>	Terms of Reference
<b>Responsible Officer</b>	Group Manager Corporate Services
<b>Relevant Legislation</b>	<i>Local Government Act 1999</i> Local Government (Financial Management) Regulations 2011
<b>Document Number</b>	TOR202255606
<b>Last Reviewed</b> 20/02/2017	<b>Next Review</b> 30/06/2023

## 1. Establishment

The Corporation of the Town of Walkerville Audit Committee (Committee) is established pursuant to sections 41 and 126 of the *Local Government Act 1999* (Act).

## 2. Functions

The functions of the Committee include:

- 2.1 reviewing annual financial statements to ensure that they present fairly the state of affairs of the Council.
- 2.2 proposing, and providing information relevant to, a review of the Council's strategic management plans or annual business plan.
- 2.3 monitoring the responsiveness of the Council to recommendations for improvement based on previous audits and risk assessments, including those raised by a Council's auditor.
- 2.4 proposing, and reviewing, the exercise of powers under section 130A of the Act.
- 2.5 liaising with the Council's auditor in accordance with any requirements prescribed by the regulations.



- 
- 2.6 reviewing the adequacy of the accounting, internal control, reporting and other financial management systems and practices of the Council on a regular basis.
  - 2.7 providing oversight of planning and scoping of the internal audit work plan and reviewing and commenting on reports provided by the person primarily responsible for the internal audit function at least on a quarterly basis.
  - 2.8 reviewing and evaluating the effectiveness of policies, systems and procedures established and maintained for the identification, assessment, monitoring, management and review of strategic, financial and operational risks on a regular basis.
  - 2.9 reviewing any report obtained by the Council under section 48(1) of the Act.
  - 2.10 performing any other function determined by the Council or prescribed by the regulations.

### 3. Role of the Committee

The role of the Committee will include:

#### 3.1 Financial Reporting and Sustainability

- Review the Annual Financial Report and application of accounting policies and accounting standards with management and the external auditor and provide opinion to the Council on whether it presents fairly the state of affairs of Council.
- Review and make recommendations to the Council regarding the financial ratios, financial targets, assumptions and level of debt in the Long Term Financial Plan.
- Provide commentary and advice on the financial sustainability of the Council, and any related risks in relation to, as part of the annual adoption of the Long Term Financial Plan and Annual Business Plan.
- Review and make recommendations to the Council regarding any other significant financial, accounting and reporting issues as deemed necessary by the Committee, Council and Management.

#### 3.2 External Audit

- When required consider and recommend to Council on the appointment of the external auditor.
- Make recommendations to Council on the terms of engagement and fees of the external auditor at the start of each audit contract.

- 
- Make recommendations to Council on the scope of work, reports and activities of the external auditor, including interaction with any internal audit capabilities.
  - Annually review the findings of the external audit with the external auditor.
  - Review Management's response to review, recommendations and audit letters provided by the external auditors.
  - Review and recommend policies as appropriate in regards to independence of external auditor.
  - Review the draft tender evaluation matrix and draft scope of works prior to the tender process for the external auditor proceeding to market
  - Participate in the selection process for the external auditor.

### 3.3 Risk Management and Internal Controls

- Review and comment on the adequacy of Council's risk management framework for identifying, monitoring and managing significant business risks.
- Annually review the Council's insurance program for adequacy having regard to the business and insurable risks associated with Council's business.
- Through the Internal Audit Function, review and comment on the adequacy of internal controls, financial reporting and other financial management systems and practices.

### 3.4 Internal Audit

- When required consider and recommend to Council on the appointment of the internal auditor.
- Make recommendations to Council on the terms of engagement of the internal auditor at the start of each audit contract.
- Monitor and review the effectiveness of the Council's internal audit function in the context of the Council's overall risk management system.
- Consider and make recommendations on the program of the internal audit function and the adequacy of its resources and access to information to enable it to perform its function effectively and in accordance with relevant professional standards.
- Review and consider all reports (or summary/significant findings of reports) on the Council's operations from Council's internal auditors together with recommendations and management responses.



- 
- Monitor the implementation and status of agreed actions from previous internal audit reviews.

### 3.5 Other Matters

- Have access to reasonable resources in order to carry out its duties (note that this is subject to any budget allocation being approved by Council)
- Give due consideration to the Act and regulations made under the Act
- Oversee any investigation of activities, which are within its terms of reference.

### 3.6 Regional Subsidiaries

Consider the budgets, budget amendments, financial statements and long term financial plans of the Regional Subsidiaries and make recommendations as appropriate.

## 4. **Authority**

- 4.1 The Committee has no authority to act independently of Council. The Committee is authorised by Council to undertake work to efficiently and effectively meet the objectives described by its role and terms of reference.
- 4.2 The Committee will have no standing financial delegations. If required for a specific purpose, these will be sought from Council at the time or where appropriate, through the Chief Executive Officer's delegation.

## 5. **Membership**

- 5.1 The Town of Walkerville's Audit Committee shall consist of two Elected Members and three (3) Independent Members.
- 5.2 Elected Members shall be appointed to the Committee by resolution of Council and will hold office until the conclusion of the 2026 Local Government Elections.
- 5.3 The Mayor may be a member of the Committee with voting rights, but shall not be the Presiding Member of the Committee.
- 5.4 Independent Members will be appointed for a maximum term of four (4) years, with the term of the appointment commencing two (2) years into any given Council Term.
- 5.5 The Independent Members of the Committee must have recent and relevant experience in professions such as, but not limited to, accounting, audit, financial, legal, risk management and governance.



- 
- 5.6 At the time of a vacancy of an Independent Member, a selection panel comprising a Member of the Committee and the Chief Executive Officer or his or her delegate, will undertake a selection process and recommend independent candidate(s) to the Council for appointment as Independent Members.
- 5.8 The Presiding Member must be an Independent Member and will be determined by the Audit Committee for twelve (12) months, after which they may stand for re-election.
- 5.9 The role of the Presiding Member is to:
- (a) oversee the conduct of meetings in accordance with the Local Government (Procedures at Meetings) Regulations 203 and the Town of Walkerville Code of Practice - Procedures at Meetings.
  - (b) ensure that Council's Financial Guiding Principles and the Local Government (Financial Management) Regulations 2011 are observed and that all Committee members have an opportunity to participate in discussions in an open and responsible manner.
- 5.10 No Deputy Presiding Member will be elected and an Acting Presiding Member (Chair) will be nominated at the meeting should the Chair be unable to attend.
- 5.11 Any Councillor not a member of said Committee can be called upon by the CEO (or nominee) to act as proxy as and when required.
- 5.12 Members of the Committee may be removed by way of Council resolution at any time.
- 5.13 Members of the Committee may resign their position at any time by giving notice of their intention in writing to the Chief Executive Officer.
- 5.14 If a vacancy occurs on the Committee the Council may appoint a replacement member to the Committee via the process detailed at clauses 5.2 and 5.6.

## **6. Meetings**

- 6.1 The Committee will meet at least once each quarter financial year and as business needs arise or as decided by Council from time to time.
- 6.2 The Committee will conduct its meetings in accordance with the Local Government (Procedures at Meetings) Regulations 2013 and the Town of Walkerville Code of Practice - Procedures at Meetings.
- 6.3 Meetings will be held at the Civic and Community Centre or such other location as determined by the Chief Executive Officer.

- 
- 6.4 The Presiding Member will consult with the Chief Executive Officer prior to the scheduling of any Special Meetings or meetings additional to the endorsed work program of the Committee to ensure that the costs of administering the Committee are monitored and contained.
  - 6.5 Access to agendas, minutes, and other documents associated with the Committee will be provided in accordance with the Town of Walkerville's Code of Practice – Access to Meetings and Documents.
  - 6.6 The Chief Executive Officer is delegated authority to vary the meeting date, time and place of meetings in consultation with the Presiding Member.
  - 6.7 The Chief Executive Officer will allocate appropriate administrative support to ensure that reports, agendas, notice of meetings and minutes of the Committee are recorded and managed in accordance with legislative compliance requirements.

## **7. Voting**

- 7.1 Each member of the Committee at a meeting will have one vote.
- 7.2 In accordance with regulation 27 of the Local Government (Procedures at Meetings) Regulations 2013, the Presiding Member will have a deliberative vote but does not, in the event of an equality of votes, have a casting vote.
- 7.3 In the event of a tied vote the matter will be referred to the Council for deliberation.
- 7.4 Any staff attending Committee meetings will not have voting rights.

## **8. Quorum**

- 8.1 A quorum for the Committee will be ascertained by dividing the total number of members of the Committee by two (2), ignoring any fraction resulting from the division and adding one.
- 8.2. The quorum will comprise of at least one elected member and one independent member.

## **9. Review**

- 9.1 The Committee shall review its own performance and Terms of Reference annually to ensure that it is operating at maximum effectiveness. Following this review, it will provide a report to Council on its performance, recommending any changes that are necessary.

9.2 In reviewing its performance, the Committee will have regard to:

- The achievement of the Committee's role and Terms of Reference.
- The Committee's decision making process.
- The timeliness, quality and quantity of information received
- The relationship with Council, Management and other Members of the Committee.
- The involvement and attendance by Members.

9.3 The Council may at any time vary these Terms of Reference, or the Committee may recommend variations to the Terms of Reference to the Council.

## **10. Sitting Fees**

10.1 The Independent Members (only) will be paid a sitting fee as determined by Council.

10.2 To ensure that the independent members of the Committee are provided with appropriate and timely training (at a cost to Council under delegation and approval of the Chief Executive Officer), both in the form of induction and ongoing training, a training fee in addition to sitting fees will be paid as follows:

- All training attendance associated with sessions of less than two hours duration are to be absorbed as part of the existing negotiated sitting fee for each Independent Member
- All training attendance associated with sessions greater than two hours duration are to be paid at existing sitting fee for each Independent Member
- Any required attendance by a Member of the Committee at a Council meeting or other similar meeting will be absorbed as part of the existing negotiated sitting fee for each Independent Member.

## **11. Liabilities of Members**

No civil liability attaches to a member of the Committee for an honest act or omission in the exercise, performance or discharge, or purported exercise, performance or discharge, of the Member's or Committees powers, functions or duties, Such a liability is attached instead to the Council.

29 June 2022

Ms Vikki Purdle  
Acting Corporate Services Manager  
Town of Walkerville  
Vpurdle@walkerville.sa.gov.au

Dear Ms Purdle

**Expression of Interest – Independent Audit Committee Member**

I would like to express my interest in the position of Independent Audit Committee Member for the Town of Walkerville.

I have recently retired from the South Australian Auditor-General's Department after 44 years, the last 8 as Assistant Auditor-General of Field Operations. In this role I was responsible for the external audit of over 60 State Government Departments and Statutory Authorities. Details of these agencies are provided in Appendix 1 of my resume. I am looking to put my knowledge and experience to good use by assisting organisations to achieve governance regimes of the highest order.

Over the course of my career I have attended numerous agency Audit Committee meetings in an observer capacity so I am well versed in their operations and what it takes to be an effective committee. During these meetings I have been able to provide insightful commentary and the benefit of my extensive experience to assist the Committees in their deliberations.

I am passionate about good governance practices and I believe that I would be able to contribute significantly to this goal for the Town of Walkerville. I bring extensive experience in the following areas:

- financial operations and management
- financial and other systems
- financial reporting
- governance frameworks
- internal control environments
- risk management and compliance
- internal audit
- external audit.

Although my career has been in the State Government environment, early in my career I was involved in the audit of a number of local government entities when they were audited by the Auditor-General's Department. In recent years the Auditor-General has also undertaken a number of reviews of aspects of Local Government operations so I have a good understanding of the local government environment through my high level involvement with those reviews.

I believe that with my knowledge and experience, together with my questioning nature and excellent interpersonal skills, I would be an effective contributor to the Audit Committee as an independent member.

I look forward to the opportunity to discuss my suitability for this role at your convenience.

Yours sincerely

Wendy Haydon CPA

# WENDY HAYDON

MOBILE: [REDACTED]

EMAIL: [REDACTED]

## Skills Summary

I have extensive experience in South Australian public sector operations with a particular focus on good governance arrangements, sound internal control environments, financial reporting and accounting systems.

I am passionate about the South Australian Public Sector operating in the most efficient and effective manner possible so as to deliver high quality services to the people of South Australia. I believe that my knowledge, skills and experience gained in over 40 years service with the Auditor-General's Department places me in a unique position to be able to contribute significantly the governance and oversight of any public sector agency.

I am seeking to contribute to any agency through a Board of management or Audit, Risk and Performance Committee position where my skill set can be used to best advantage to assist the organisation achieve its objectives.

## Education/Professional memberships

Batchelor of Economics (major in accounting) from the University of Adelaide

Member of the Australian Society of Certified Practicing Accountants (CPA)

## Experience

### *Employment details*

*Auditor- General's Department of South Australia – January 1978 to December 2021*

Assistant Auditor-General (Field Operations)

I have recently retired from the Auditor-General's Department after 44 years of service, the last 8 years as an Assistant Auditor-General of Field Operations. In this role I was responsible for the external audit of over 50 government agencies including large government departments (such as the Department for Health and Wellbeing), statutory authorities (such as Return to Work SA, Funds SA, Adelaide Festival Centre Trust, Museum Board) and stand alone statutory funds (such as the Planning and Development Fund, PIRSA industry funds).

The Auditor-General has a wide ranging mandate covering not only the traditional external audit role but also assessing the adequacy of the public sector's internal control environment, reviewing and assessing the economy and efficiency of government operations as well as providing comment to Parliament on any matter he deems important to bring to their attention. The culmination of all of this work is the Auditor-General's Annual Report to Parliament, along with separate reports on individual reviews of importance. I have been a major contributor to all of these reports.

For each of the audit clients I needed to gain a sound understanding of their strategic objectives, governance structures, operational activities, financial management and supporting finance systems.

Agencies that I have been responsible for over the last five years are detailed in appendix 1.

#### Key knowledge and skills

I have extensive knowledge and understanding of the following:

- central government agencies and their interrelationships with operational agencies
- sound governance activities including the operation of boards of management, audit and risk committees, the role of internal audit, risk and compliance activities
- systems of internal controls
- Financial systems including payroll, accounts payable, revenue, general ledger, inventory, fixed assets, budget and management reporting
- Procurement activities
- Contract management
- Asset management systems
- Financial reporting including the requirements of Australian Accounting Standards and Treasurer's Instructions
- Employee management systems including performance management and training and development
- Information technology including the requirement of the SA Cyber Security Framework

#### Other skills

- Ability to deal with senior management including Board Chairs and Committee members, Chief Executive Officers, members of Executive Management
- Excellent report writing skills
- Experience in successfully leading and delivering corporate projects
- Experience in leading change management
- Experience in managing agency operations as a member of the Auditor-General's Department Executive team

## Appendix 1

*Government Departments*

Health and Wellbeing

Child Protection

Education

Attorney-General's

Primary Industries and Regions SA

Human Services

Correctional Services

Treasury and Finance ( Shared Services SA Division)

Premier and Cabinet

*Statutory Authorities*

Return to Work SA

Superannuation Funds Management Corporation of SA (Funds SA)

Lifetime Support Authority

Adelaide Venue Management Corporation

Adelaide Festival Centre Trust

Adelaide Festival Corporation

Museum Board

Art Gallery Board

Adelaide Film Festival

Carrick Hill Trust

South Australian Film Corporation

SA Forestry Corporation

Lotteries Commission of SA

South Australian Fire and Emergency Services Commission

South Australian Country Fire Service

South Australian Metropolitan Fire Service

South Australian State Emergency Service

Adelaide Oval Stadium Management Authority Limited

Public Trustee

Independent Commissioner for Corruption

Judicial Conduct Commissioner

Courts Administration Authority

Outback Communities Authority

Professional Standards Council



Small Business Commissioner  
 South Australian Local Government Grants Commission  
 State Planning Commission  
 StudyAdelaide  
 Teachers Registration Board of South Australia  
 The Legislature  
 Australian Energy Market Commission  
 Construction Industry Training Board  
 Health Services Charitable Gifts Board  
 Legal Services Commission  
 Local Government Finance Authority of SA  
 Aboriginal Lands Trust  
 Dairy Authority of SA  
 Dog Fence Board  
 Commission on Excellence and Innovation in Health  
 Wellbeing SA  
 Limestone Coast Local Health Network  
 Riverland Mallee Corona Local Health Health Network  
 Barossa Hills Fleurieu Local Health Network  
 Eyre and Far North Local Health Network  
 Yorke and Northern Local Health Network  
 Flinders and Upper North Local Health Network  
 Women's and Children's Local Health Network  
 South Australian Ambulance Service

*Statutory Funds*

Planning and Development Fund  
 Agents Indemnity Fund  
 Residential Tenancies Fund  
 Retail Shop Leases Fund  
 Rural Industry Adjustment and Development Fund  
 Secondhand Vehicles Compensation Fund  
 17 Primary Industry Funds under the control of the Minister for Primary Industries and Regions covering industry segments such as sheep, cattle, grain and wine industries

Natalie Johnston  
[REDACTED]  
[REDACTED]  
Mobile: [REDACTED]

25 June 2022

Vikki Purtle  
Acting Corporate Services Manager  
Town of Walkerville  
66 Walkerville Terrace  
GILBERTON SA 5081

Dear Vikki

**RE: Town of Walkerville Audit Committee – Expression of Interest for Independent Member**

Thank you for the opportunity to respond to the Town of Walkerville Expression of Interest for an Audit Committee Independent Member. Please find attached my resume highlighting my experience working with Local Government, as well as my experience surrounding financial accounting, internal and external audit, assurance, financial management, risk management and compliance.

I am currently the Manager, Internal Audit for SA Water, a role I commenced in April 2020. My primary responsibility is to proactively contribute to enhancing the value of SA Water's Internal Audit function. I therefore provide independent and objective assurance, advice and insight on the operational effectiveness of SA Water's risk management, governance and internal control processes to the SA Water Board, Executive Leadership Team and Senior Management. More specifically, I have recently been responsible for drafting SA Water's Fraud Risk Profile and Fraud and Corruption Control Plan as well as performing a detailed review of SA Water's Risk Management Framework and providing pragmatic recommendations to be implemented by management.

I believe I am well suited for this role for the following reasons:

- I am currently the Chair of the Town of Gawler Audit Committee and an Independent Member of the Adelaide Hills Council Audit Committee which demonstrates my strong Local Government Audit Committee experience and credentials. In addition, I was an Independent Member of the City of Marion Finance and Audit Committee (FAC) from February 2018 to October 2020.
- As a result of my 20 year tenure at EY, I have extensive experience across financial management/reporting, corporate governance, strategic planning, operations, enterprise risk management, external and internal audit. During my time at EY my primary responsibility was to assist clients in reducing organisational costs through the identification and improvement of risk management, operational controls and business processes. My clients spanned from publicly listed companies through to State and Local Government.
- I spent the first eight years of my career delivering external audit services and together with my Chartered Accountant (CA) qualification, I was sought after to act as a Finance Manager for a SA Government agency in which I demonstrated my strong understanding of accounting and reporting standards as well as further my understanding of financial risks.

- I have spent two years as Associate Director, EY Oceania Advisory Operations and was responsible for supporting the EY Oceania Advisory executive leadership team to identify and implement initiatives and projects to improve business and project performance and protect reputational risk. During this time the Oceania Advisory division consisted of approximately 100 Partners across Australia and New Zealand who were responsible for 1,500+ staff. Whilst in this role my team was responsible for the project management of EY's acquisition of data analytic companies, C3 Business Solutions and ISD Analytics, as well as the acquisition of market research company, Sweeney Research.
- In addition to the City of Marion Elected Member Risk Workshop in August 2019, I have facilitated a number of workshops to Executive Leadership Teams including a Board Risk Workshop for OZMinerals and Enterprise Risk Management reviews for the Department of Planning, Transport and Infrastructure (DPTI) and the Department of the Premier and Cabinet (DPC) thus demonstrating my ability to identify key risks within the infrastructure and government sectors. Whilst delivering these workshops I ensured the audience considered upside risk that can lead to opportunities for an organisation.
- My experience includes performing reviews within the emergency management sector for Local Government and DPC thus demonstrating my understanding of environmental risk factors.
- I am an Accredited Facilitator for the Human Synergistics Leadership Styles Inventory (LSI) which helps organisations improve performance by developing leaders, teams and organisational cultures and so I consider the cultural factors within the control environment when performing my reviews.
- I have a strong understanding of the operations and metrics of audit providers and understanding how cost effectiveness and expectations can be appropriately managed to enhance the value of the external and internal audit functions.
- My long tenure at EY demonstrates that I am a self-motivated individual with a very strong work ethic and who is used to achieving high standards in accordance with key metrics.

I am excited by the opportunity to join the Town of Walkerville Audit Committee and I look forward to discussing my application with you in more detail.

Yours sincerely



Natalie Johnston

# NATALIE JOHNSTON CA, CIA

## PROFILE

---

I am an enthusiastic and highly motivated individual who thrives on performance and the achievement of outcomes. With resilience as a key attribute, I embrace challenges head-on and am adept at leading, motivating and developing team members to the best of their potential. With a strong focus on professional development, I have indisputable personal integrity with a strong sense of responsibility and commitment.

## QUALIFICATIONS & MEMBERSHIPS

---

### Qualifications:

- AGSM @ UNSW Business School Risk Specialisation Program – Completed in 2022
- Certified Internal Auditor (CIA) – Completed in 2005
- Chartered Accountant (CA) – Completed in 2002
- Bachelor of Commerce/Finance, University of Adelaide, 1995-98

### Memberships:

- Institute of Internal Auditors (IIA)
- Chartered Accountants Australia and New Zealand (CA ANZ)
- Human Synergistics – Accredited Facilitator – Leadership Styles Inventory (LSI)
- Baseline Australian Government security clearance, Australian Government Security Vetting Agency (AGSVA)
- DHS Working with Children Check – Not prohibited

## RELEVANT CAREER SUMMARY

---

- April '20 – present    Manager, Internal Audit – SA Water
- 2018 – April '20      Senior Manager, Advisory – Risk, EY
- 2015 – 2017          Associate Director, Oceania Advisory - Operations, EY
- 2008 – 2015          Senior Manager, Advisory – Risk, EY
- 2004 – 2008          Senior Manager, Assurance and Business Advisory Services, EY – Adelaide
- 2002 - 2004          Manager, Assurance and Business Advisory Services, EY – London, Ontario
- 1999 – 2002          Senior Consultant, Assurance and Business Advisory Services, Arthur Andersen

## LEADERSHIP & COMMITTEE POSITIONS:

---

- Apr '22 – present    Member – Audit, Risk & Compliance Committee, Operation Flinders
- Mar '22 – present    Chair - Audit Committee, Town of Gawler
- Nov '21 – present    Member – Audit Committee, Pembroke School
- Jan '21 – Mar '22    Independent Member - Audit Committee, Town of Gawler
- Dec '20 – present    Independent Member - Audit Committee, Adelaide Hills Council
- Feb 2018 – Oct '20    Independent Member - Finance and Audit Committee, City of Marion
- 2009-2014            Treasurer, Conyngham Street Community Childcare Centre
- 1999-2001            Treasurer, Adelaide University Boat Club

## EMPLOYMENT HISTORY

---

April 2020 – current

Manager, Internal Audit - SA WATER, Adelaide

### Key responsibilities:

Leading SA Water's Internal Audit function that provides independent and objective assurance, advice and insight to the Board, Audit Committee, Chief Executive and Senior Management that SA Water's risk management, governance and internal control processes are operating effectively, ensuring quality outcomes and deadlines have been met.

### Key achievements

- Leading the develop and delivery of a risk-based internal audit plan that provides the Executive Leadership Team and the Board with assurance over the high-risk activities of SA Water, updating the plan as required during the year in response to business or industry/market developments.
- Preparation and presentation of reporting to the Board, Audit Committee, Executive Leadership Team, Auditor-General's Department and Regulators including the Office of the Technical Regulator (OTR) and the Essential Services Commission of SA (ESCOSA)
- Ensuring business plans are developed to achieve strategic priorities and performance goals of team members are aligned, ensuing accountability and authorities are clear and that direct reports have the authorities need to be able to achieve their work
- Building and maintaining a strong, constructive working relationship with my staff, focussed on achieving business goals and enabling my staff to work safely to their full potential
- Leading and managing the development and implementation of the assurance program, reporting systems and processes and ensure assurance leading practice, management skills and capabilities
- Leading the co-ordination of all external and internal audit activities that impact SA Water and ensure quality outcomes
- Liaising with managers on the adequacy of proposed actions in risk areas highlighted by audit reports and ensure timely and accurate reporting to the SLT and the Board on the status of and response to audit findings.
- Providing business advisory services and undertake reviews or tasks as required
- As required by the Fraud and Corruption Control Coordinator, ensuring SA Water has in place policies and procedures to prevent, detect or investigate fraud or corruption
- Ensuring SA Water's Board and associated subcommittees are appropriately supported and informed of contemporary corporate governance practices
- Driving compliance with legislative and regulatory obligations
- Assisting in identifying and managing risks in line with SA Water's and the Board's risk appetite.
- Establishing a trusting relationship with SA Water's regulators
- Contributing to and enhancing a proactive risk aware culture.

**March 1999 – April 2020      Senior Manager, Consulting - EY, Adelaide****Key responsibilities:**

Effectively managing high performance teams to deliver high quality consulting services to my portfolio of Local Government, State Government and Corporate clients.

**Key clients:**

Local Government	State / Federal Government	Corporate
<ul style="list-style-type: none"> <li>- City of Adelaide</li> <li>- City of Marion</li> <li>- City of Charles Sturt</li> <li>- City of West Torrens</li> <li>- City of Port Adelaide Enfield</li> <li>- City of Onkaparinga</li> </ul>	<ul style="list-style-type: none"> <li>- University of South Australia</li> <li>- Department of Planning, Transport and Infrastructure</li> <li>- Department of the Premier and Cabinet</li> <li>- State Procurement Board</li> <li>- South Australia Financing Authority (SAFA)</li> <li>- Shared Services SA</li> <li>- SA Health, Central Adelaide Local Health Network (CALHN)</li> <li>- Super SA</li> <li>- Australian National Audit Office – including Aboriginal Land Councils and the Bureau of Meteorology</li> <li>- Department of Defence (Canberra)</li> </ul>	<ul style="list-style-type: none"> <li>- Elders Australia Limited</li> <li>- Elders Financial Services Group</li> <li>- Genesee &amp; Wyoming Australia</li> <li>- Australian Rail Track Corporation (ARTC)</li> <li>- Tenneco Inc</li> <li>- SKYCITY Entertainment Group</li> <li>- Royal Automobile Association of South Australia (RAA)</li> <li>- Kangaroo Island Sealink</li> <li>- Clemenger BBDO</li> <li>- Royal Society of the Blind</li> <li>- Various Canadian manufacturing clients</li> </ul>

**Key activities**

- Strategy and business planning
- Business process improvement reviews including human resources, payroll, WHS and wellbeing
- Change management reviews
- Corporate governance framework reviews
- Internal audit services including the use of data analytics
- External audit services
- Enterprise risk management services including fraud risk management
- Portfolio, Program and Project Management Office including capital project infrastructure reviews
- Financial accounting and reporting services
- Emergency management framework reviews and exercises
- Control assessments
- Sarbanes-Oxley (SOX) compliance testing
- Compliance reviews
- Assurance reviews.

**R E F E R E N C E S**

---

Terry Crackett  
Director Corporate Services, Adelaide Hills Council  
Email: [tcrackett@ahc.sa.gov.au](mailto:tcrackett@ahc.sa.gov.au)  
Phone: 0409 289 294

Peter Brass  
Former Chair, Audit Committee, Town of Gawler  
Independent Member, Audit Committee, Adelaide Hills Council  
Email: [brassy1@bigpond.com](mailto:brassy1@bigpond.com)  
Phone: 0402 890 342

RELEASED





**PROPOSAL FOR SERVICES**

**GENERAL**

RELEASED

## CONTENTS

1.	YOUR REQUIREMENTS .....	3
1.1.	Consistent and ongoing finance staff.....	3
1.2.	Local government and financial skills .....	3
1.3.	Specialist Projects.....	3
1.4.	Unplanned staff absence .....	3
2.	OUR SERVICE MODEL .....	4
3.	OUR SERVICES .....	5
3.1.	Management Accounting.....	5
3.2.	Financial Accounting.....	5
3.3.	Treasury Management .....	5
3.4.	Internal Financial Controls.....	6
3.5.	Financial Advice, Mentoring and Support .....	6
3.6.	Additional Project-Based Financial Management Services Available ....	6
4.	OUR CURRENT CONTRACTS .....	7
5.	HOW WE GET STARTED .....	8
6.	RESPONSIBILITIES .....	9
6.1.	Our Responsibilities.....	9
6.2.	Your Responsibilities.....	9
7.	PROPOSAL .....	10
7.1.	We will provide.....	10
7.2.	Next Steps.....	10

.lgiQ is pleased to submit the following proposal to support your organisation in improving its financial management and accounting capabilities to fulfil its statutory and community obligations.

## 1. YOUR REQUIREMENTS

The following is what we understand are your organisation's needs.

### 1.1. Consistent and ongoing finance staff

Many rural and remote councils find attracting and retaining skilled professional finance staff difficult. This can lead to extended periods when the organisation lacks a financial controller, leading to many essential and sometimes legislative tasks not being completed.

Located within Adelaide, we have access to a larger pool of finance professionals and the ability to provide career advancement within our organisation. We can also access temporary staff with our experienced local government finance experts supervising.

### 1.2. Local government and financial skills

While a good accountant will be able to apply their skills and adapt to any sector, there is always a lead time before gaining the depth of understandability experience brings. We add value from day one because we already have a practical understanding of the sector built from years of experience in similar councils to yours.

Often qualified financial professionals working in rural and remote locations are left to make financial management decisions on their own as they are the only officer within the organisation with finance knowledge. We have a network of local government and financial management experts to share our ideas and problems with, and we understand the likely pitfalls and risks because we have been through them before.

### 1.3. Specialist Projects

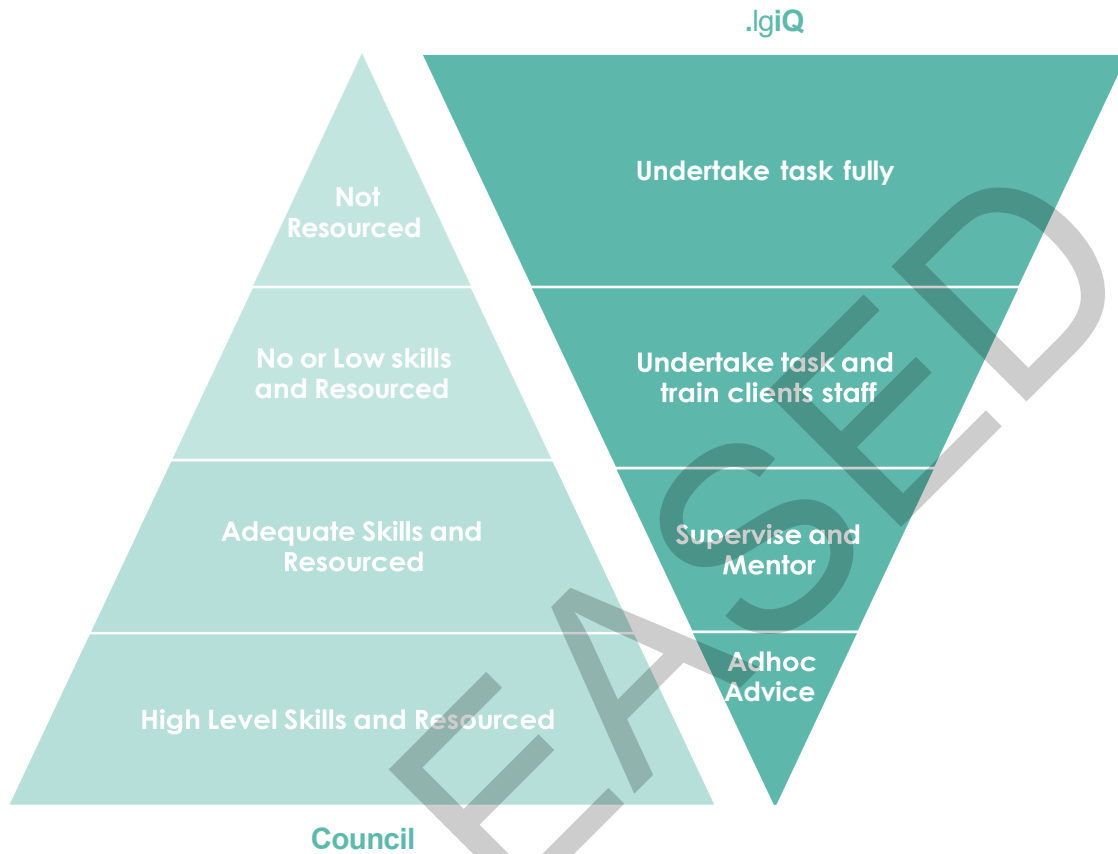
Often once-off special projects arise that you don't have or need the skills on an ongoing basis in your organisation. If there is time available in your set hours, we can do the research and deliver the project for you. If there isn't time, we can still do it for you at the already contracted hourly rate.

### 1.4. Unplanned staff absence

The smaller the council, the less likely you are to have the resources to backfill when there are unplanned absences or staffing shortages. Having a working knowledge of your organisation's financial processes and requirements, we can quickly provide staff to make sure any critical activities are still completed.

## 2. OUR SERVICE MODEL

At .lgiQ, we provide a wide range of accounting and financial management services. We understand that you may have the resources in some instances but not the skills. So, we apply the following model to make sure your organisation gets the most out of what we offer.



The ultimate goal in this model is to build your organisation's financial management capabilities, whether that means using our resources or upskilling and mentoring yours.

We do this by having a dedicated senior accountant who manages your contract and understands your priorities and requirements. This person and any other resources we provide embed themselves within your organisation like any other staff member, becoming part of your finance team.

### 3. OUR SERVICES

The following is not an exhaustive list. However, it provides what .lgiQ can offer you, and of course, we can discuss any other financial management tasks you may require.

#### 3.1. Management Accounting

- Review of income and expense accounts and processing of required journals
- Preparation of monthly management reports
- Review of plant hire and wage oncosts
- Project and Grant Accounting, including acquittals
- Monthly meetings with business unit managers regarding budget to actual variances
- Preparation of quarterly budget reviews as required by the LG Act, including areas of concern and recommended budget adjustments

#### 3.2. Financial Accounting

- Management and reconciliation of subsidiary ledgers and registers, including;
  - Accounts Payable
  - Debtors – rates
  - Debtors – General
  - Bank
  - Payroll
- Reconciliation of other balance sheet and clearing accounts on a rolling quarterly basis
- General ledger maintenance, including account creation/suspension
- Debt management review
- Review of payments, including payroll before payment
- Review of invoices raised and any credits/adjustments
- Council officer ad-hoc queries and support
- Business Activity Statement
- Management of end of month to trial balance
- Fixed asset accounting

#### 3.3. Treasury Management

- Review of cash flows to determine immediate cash requirements
- Liaison with LGFA (following instruction from Client)
- Reporting of Treasury performance to Administrator and Audit Committee

### 3.4. Internal Financial Controls

- Review of internal financial controls as per the legislated model (initial review will be a project)
- Development and documentation of new controls
- Reporting to the audit committee of the progress of any actions from internal and external audits

### 3.5. Financial Advice, Mentoring and Support

- Finance group 1-hour weekly meeting with your finance staff to determine priorities and resolve issues
- Ad hoc phone/email/online meeting support for council's finance and other staff
- Attendance at council and committee meetings

### 3.6. Additional Project-Based Financial Management Services Available

- Review of the adequacy of the current general ledger structure
- Development of monthly management reports, including electricity
- Management of the development of infrastructure asset management plans
- Initial assessment of internal financial controls.
- Development and annual review of long-term financial plans
- Pricing/Cost analysis for CWMS and other minor charges using Full Cost Attribution
- Policy development
- Preparation of annual financial statements
- Annual budget process

#### 4. OUR CURRENT CONTRACTS

We are currently providing financial management expertise to the following organisations

- District Council of Coober Pedy

We have a dedicated senior accountant working remotely with the District Council of Coober Pedy, as well as providing an additional two days in higher level financial management and strategic planning advice. Since beginning work with the council we have implemented regular monthly management and council reporting, recovered income that was owing to the council, improved creditor and payroll processing, prepared the Annual Business Plan and improved the financial understanding of managers within the organisation. We have also undertaken the day to day and monthly processes of a senior finance role.

- Municipal Council of Roxby Downs

A recent contract that began in late March of 2022 we have a dedicated finance manager with many years of local government experience working remotely with the Municipal Council of Roxby Downs, as well as providing an additional two days in higher level financial management and strategic planning advice. Since beginning work with the council we have coordinated and finalised the interim audit, prepared the annual budget and assisted with the Annual Business Plan as well as undertaken the day to day and monthly processes of a senior finance role.

- Fleurieu Regional Waste Authority

With the loss of the Senior Accountant for a 4–6-month period we are providing a short-term resource to assist the council subsidiary get through the busiest time in the accounting calendar. This includes undertaking end of year tasks, preparing financial statements as well as day to day accounting and coordinating the interim and end of year audit.



## 5. HOW WE GET STARTED

Our first steps when undertaking a contract is to

- Detail a list of tasks to be completed over the term of the contract
- Determine your current organisation capability for each task
- Determine .lgiQ's and your responsibility concerning each task
- Determine the frequency and timing of each task.

Generally, every three months, we will reassess your organisation's skill level and determine how we need to support you. As your organisation progresses, attains more skills and can do more, we can spend more time on other value-added activities.

Due to not knowing what items are outstanding or require more work than usual to achieve a standard that would fulfil all legislative requirements of good public administration, we will work together to set achievable timelines and agreed priorities.

Even though we have only been doing this for six months, we have learnt that using an external contractor located remotely can often create a disconnect between your organisation and your contracted staff. We will be on-site more often in the early months to overcome this. In other contracts we have undertaken, this has involved a week a month for the first three months, then a week every quarter. As every organisation is different, we will work with you to determine what is best suited for you.

## 6. RESPONSIBILITIES

### 6.1. Our Responsibilities

- We will recruit and employ staff to provide the services we agree to undertake for you.
- We will make sure we have adequate methods of communicating with you via video and voice.
- We will regularly communicate directly to senior management areas of concern that we find while carrying out the terms of the arrangement. This includes any suspected incidents relating to fraud and maladministration
- We will meet with the contract sponsor every three months to find out what we do well and what we can improve on.
- Because we value the well-being of our employees, we will be available during regular business hours being weekdays between 8:30 am and 5:30 pm. We understand that sometimes there are matters of importance that may require contact out of hours. Still, we ask that any such communication be prearranged or through the managing director only.

### 6.2. Your Responsibilities

- You will provide remote access to those systems required for us to provide the services we agree to undertake for you. This includes your corporate enterprise system (including your) accounting system, network files, Excel, Word and other similar products.
- You will ensure staff and resources are available to complete tasks you agree to carry out.
- You will notify us three months before the cessation of the contract if you do not wish to renew. If advice is not received, the contract will automatically renew for an additional three months.
- As a shared proposal, it will be essential to coordinate resourcing requirements between your organisation and .lgiQ.

## 7. PROPOSAL

### 7.1. We will provide

We will provide resources as follows.

- Junior Accountant (2-5 years of accounting experience)  
XX hours per week charged at \$XX per hour (plus GST)
- Senior Accountant (Greater than 5 years of accounting experience)  
XX hours per week charged at \$XX per hour (plus GST).
- Consultant (Local Government and financial management specialist)  
XX hours per week charged at \$XX per hour (plus GST).

Any additional hours will be billed separately within seven days of the end of the month, payable within 14 days from the date of invoice.

This rate is based on the acceptance of a 12-month contract period.

Where travel is required, we will charge you at a rate discounted by 40%, plus meals and accommodation at cost (or ATO km's when a vehicle is used).

The hours allocated do not assume that all services listed in section 1 would be completed.

### 7.2. Next Steps

If you wish to discuss anything contained within this proposal or you would like to proceed, don't hesitate to contact Michele Bennetts, Managing Director of .lgiQ.

#### **Attachments**

Attachment 1: Michele Bennetts Curriculum Vitae

## ATTACHMENT 1

# Michele Bennetts Curriculum Vitae

## CAREER OVERVIEW

As a senior manager and consultant, I have over twenty-five (25) years of experience across various sectors, including local government and not-for-profit.

My key focus as a consultant is to aid and advise rural and remote councils in understanding strategic, financial, and operational risk areas, developing appropriate actions in response to those areas and implementing those actions.

I have experience working with councils with critical organisational, governance, and financial issues that threaten their future viability.

## CONSULTING HISTORY

### January 2022 – Current

#### .lgiQ Pty Ltd Managing Director

##### Major Projects and Activities

- Municipal Council of Roxby Downs - General Consulting
- District Council of Coober Pedy – General Consulting
- Outback Communities Authority – Costing and Rating Principles for a future outback levy

### March 2015 – January 2022

#### Michele Bennetts Consulting Principal

##### Major Projects and Activities

- Organisation Review of Finance Departments and related services
- Development CWMS long term pricing strategies, water and electricity operations
- Review and responses to government and ministerial investigations
- Implementation of Technology One
- Financial reporting and budget improvement
- Implementation of Synergy Soft
- Development of Asset Management Plans
- Coordination and preparation of Annual Business Plans, Annual Reports and Strategic Plans
- Coordination and preparation of end of year financial statements
- Review of council policies including purchasing, asset management, risk management, treasury management and budgeting
- Mentoring of finance staff and attendance at council meetings
- Development of Long-Term Financial Plans
- Internal Financial Controls Review and development of improvement programs
- Rating reviews
- Presentation of reports at council and audit committee meetings
- Councillor and staff training

## EMPLOYMENT HISTORY

Barkly Regional Council (NT), Acting Director, Corporate Services

Local Government Association of South Australia, Project Adviser – Financial Sustainability

Director of Corporate Services, Interwork Limited (Not for profit Employment Services Provider)

Manager, Finance and Administration, City of Norwood, Payneham & St Peters

Senior Financial Accountant, SA Ambulance Service

Financial Accountant, Sydney Olympic Park Authority (NSW State Government)

Senior Accountant, City of Marion

AAS27 Research Officer, Local Government Association of South Australia

## RISK AND AUDIT COMMITTEE EXPERIENCE

### Current

District Council of Mount Remarkable – Audit Committee Chair and Independent Member

Coorong District Council – Audit and Risk Committee Chair and Independent Member

District Council of Mount Barker – Audit and Risk Committee Chair and Independent Member

Light Regional Council – Audit Committee Independent Member

Port Pirie Regional Council – Audit and Risk Management Committee Independent Member

Wakefield Regional Council – Audit Committee Independent Member

### Previous

Rural City of Murray Bridge – Audit Committee Chair and Independent Member

## QUALIFICATIONS

Bachelor of Arts (Accountancy) University of South Australia

Certified Practising Accountant (Australia)

IPWEA (Member)

**Expression of Interest:** Audit Committee Independent Member Applicant Review

**Date:** Wednesday, 14 September 2022

**Evaluation Panel Members:** Scott Reardon, Acting Chief Executive Officer  
Vikki Purtle, Manager Finance & Information Management  
Ross Haslam, Presiding Member - Town of Walkerville Audit Committee

Applicant:		Ranking	
Paula Davies	40.20	1	Interview Date 30 August 2022
Wendy Haydon	35.43	4	Interview Date 30 August 2022
Natalie Johnston	40.06	2	Interview Date 31 August 2022
Michele Bennetts	40.03	3	Interview Date 1 September 2022

#### SUMMARY

Evaluation Criteria	Weighting	Paula Davies	Wendy Haydon	Natalie Johnston	Michele Bennetts
EXPERIENCE IN LG	10.0%	1.35	0.30	1.20	1.35
CAPABILITY/SKILLS Questions 1-3 in interview outline	20.0%	13.80	9.90	13.10	13.50
CONTINUOUS IMPROVEMENT Questions 4,5 & 7 in interview outline	15.0%	9.15	9.38	10.43	9.68
UNDERSTANDING OF FACTORS IMPACTING RISK & ABILITY TO PROVIDE RECOMMENDATIONS Questions 8 & 9 in interview outline	20.0%	8.70	8.80	7.90	7.90
UNDERSTANDING OF FINANCIALS & FACTORS IMPACTING ToW Question 10 in interview outline	20.0%	3.90	4.80	4.20	4.00
WORKING KNOWLEDGE OF THE LOCAL GOVERNMENT ACT 1999 Question 6 & 11 in interview outline - Knowledge of the Act specifically relating to Audit Committees, understanding of LG reforms and how these will impact Audit Committees	15.0%	3.30	2.25	3.23	3.60
<b>TOTAL WEIGHTED SCORE</b>	<b>100%</b>	<b>40.20</b>	<b>35.43</b>	<b>40.06</b>	<b>40.03</b>

Paula Davies

Evaluation Criteria	Scott Reardon, Acting Chief Executive Officer	Weighted Score	Vikki Purtle, Manager Finance & Information Management	Weighted Score	Ross Haslam, Presiding Member - Town of Walkerville Audit Committee	Weighted Score	Total Weighted Score
EXPERIENCE IN LG	4.5	0.45	4.5	0.45	4.5	0.45	1.35
CAPABILITY/SKILLS Questions 1-3 in interview outline	23	4.60	22	4.40	24	4.80	13.80
CONTINUOUS IMPROVEMENT Questions 4,5 & 7 in interview outline	20	3.00	19	2.85	22	3.30	9.15
UNDERSTANDING OF FACTORS IMPACTING RISK & ABILITY TO PROVIDE RECOMMENDATIONS Questions 8 & 9 in interview outline	14	2.80	16.5	3.30	13	2.60	8.70
UNDERSTANDING OF FINANCIALS & FACTORS IMPACTING ToW Question 10 in interview outline	7	1.40	6.5	1.30	6	1.20	3.90
WORKING KNOWLEDGE OF THE LOCAL GOVERNMENT ACT 1999 Question 6 & 11 in interview outline - Knowledge of the Act specifically relating to Audit Committees, understanding of LG reforms and how these will impact Audit Committees	8	1.20	7	1.05	7	1.05	3.30
<b>Total Score</b>	<b>76.50</b>	<b>13.45</b>	<b>75.50</b>	<b>13.35</b>	<b>76.50</b>	<b>13.40</b>	<b>40.20</b>



Wendy Haydon

Evaluation Criteria	Scott Reardon, Acting Chief Executive Officer	Weighted Score	Vikki Purtle, Manager Finance & Information Management	Weighted Score	Ross Haslam, Presiding Member - Town of Walkerville Audit Committee	Weighted Score	Total Weighted Score
EXPERIENCE IN LG	1	0.10	1	0.10	1	0.10	0.30
CAPABILITY/SKILLS Questions 1-3 in interview outline	17	3.40	18.5	3.70	14	2.80	9.90
CONTINUOUS IMPROVEMENT Questions 4,5 & 7 in interview outline	25	3.75	20.5	3.08	17	2.55	9.38
UNDERSTANDING OF FACTORS IMPACTING RISK & ABILITY TO PROVIDE RECOMMENDATIONS Questions 8 & 9 in interview outline	15	3.00	17	3.40	12	2.40	8.80
UNDERSTANDING OF FINANCIALS & FACTORS IMPACTING ToW Question 10 in interview outline	8	1.60	8	1.60	8	1.60	4.80
WORKING KNOWLEDGE OF THE LOCAL GOVERNMENT ACT 1999 Question 6 & 11 in interview outline - Knowledge of the Act specifically relating to Audit Committees, understanding of LG reforms and how these will impact Audit Committees	4	0.60	7	1.05	4	0.60	2.25
<b>Total Score</b>	<b>70.00</b>	<b>12.45</b>	<b>72.00</b>	<b>12.93</b>	<b>56.00</b>	<b>10.05</b>	<b>35.43</b>

Natalie Johnston

Evaluation Criteria	Scott Reardon, Acting Chief Executive Officer	Weighted Score	Vikki Purtle, Manager Finance & Information Management	Weighted Score	Ross Haslam, Presiding Member - Town of Walkerville Audit Committee	Weighted Score	Total Weighted Score
EXPERIENCE IN LG	4	0.40	4	0.40	4	0.40	1.20
CAPABILITY/SKILLS Questions 1-3 in interview outline	19	3.80	22.5	4.50	24	4.80	13.10
CONTINUOUS IMPROVEMENT Questions 4,5 & 7 in interview outline	23	3.45	22.5	3.38	24	3.60	10.43
UNDERSTANDING OF FACTORS IMPACTING RISK & ABILITY TO PROVIDE RECOMMENDATIONS Questions 8 & 9 in interview outline	12	2.40	14.5	2.90	13	2.60	7.90
UNDERSTANDING OF FINANCIALS & FACTORS IMPACTING ToW Question 10 in interview outline	6	1.20	7	1.40	8	1.60	4.20
WORKING KNOWLEDGE OF THE LOCAL GOVERNMENT ACT 1999 Question 6 & 11 in interview outline - Knowledge of the Act specifically relating to Audit Committees, understanding of LG reforms and how these will impact Audit Committees	7	1.05	6.5	0.98	8	1.20	3.23
<b>Total Score</b>	<b>71.00</b>	<b>12.30</b>	<b>77.00</b>	<b>13.55</b>	<b>81.00</b>	<b>14.20</b>	<b>40.06</b>

Michele Bennetts

Evaluation Criteria	Scott Reardon, Acting Chief Executive Officer	Weighted Score	Vikki Purtle, Manager Finance & Information Management	Weighted Score	Ross Haslam, Presiding Member - Town of Walkerville Audit Committee	Weighted Score	Total Weighted Score
EXPERIENCE IN LG	4.5	0.45	4.5	0.45	4.5	0.45	1.35
CAPABILITY/SKILLS Questions 1-3 in interview outline	23	4.60	20.5	4.10	24	4.80	13.50
CONTINUOUS IMPROVEMENT Questions 4,5 & 7 in interview outline	21	3.15	21.5	3.23	22	3.30	9.68
UNDERSTANDING OF FACTORS IMPACTING RISK & ABILITY TO PROVIDE RECOMMENDATIONS Questions 8 & 9 in interview outline	14	2.80	11.5	2.30	14	2.80	7.90
UNDERSTANDING OF FINANCIALS & FACTORS IMPACTING ToW Question 10 in interview outline	7	1.40	6	1.20	7	1.40	4.00
WORKING KNOWLEDGE OF THE LOCAL GOVERNMENT ACT 1999 Question 6 & 11 in interview outline - Knowledge of the Act specifically relating to Audit Committees, understanding of LG reforms and how these will impact Audit Committees	8	1.20	7	1.05	9	1.35	3.60
<b>Total Score</b>	<b>77.50</b>	<b>13.60</b>	<b>71.00</b>	<b>12.33</b>	<b>80.50</b>	<b>14.10</b>	<b>40.03</b>