

Item No: 4.1

Date: 8 May 2023

Attachment: A, B, C

Meeting:	CEO Performance Review Committee
Title:	CEO Recruitment Process – Procedural Matter
Responsible Manager:	Acting Chief Executive Officer, Scott Reardon
Author:	Acting Chief Executive Officer, Scott Reardon
Key Pillar:	Financial Guiding Principle 4 – Robust and transparent allocation and prioritisation of resources
Key Focus Area:	Strategic Community Plan Focus area 3 - Transparent and accountable local tier of Government
Type of Report:	Decision Required

Recommendation

Pursuant to section 90(3)(h)

Pursuant to section 90(2) of the *Local Government Act 1999* (the **Act**) the CEO Performance Review Committee orders that all members of the public, except the Acting Chief Executive Officer Scott Reardon be excluded from attendance at the meeting for Agenda Item 4.1 CEO Recruitment Process – Procedural Matter, and that the CEO Performance Review Committee is satisfied that pursuant to section 90(3)(h) of the Act, the information to be received, discussed and considered in relation to this Agenda Item is based on legal advice.

Recommendation (Confidential)

1. That the CEO Performance Review Committee receive and note the CEO Recruitment Process – Procedural Matter report.
2. That the CEO Performance Review Committee recommend that Council retrospectively approve the publication of the advertisement for recruitment of the Chief Executive Officer, appearing as Attachment A to this report, which appeared on seek.com.au on 28 April 2023.
3. That the CEO Performance Review Committee recommend that Council retrospectively approve the use of the seek.com.au website for the purpose of the recruitment process.
4. That the CEO Performance Review Committee recommend that Council retrospectively approve the publication of the advertisement for recruitment of the Chief Executive Officer, appearing as Attachment B to this report, which appeared in the Advertiser Newspaper on 29 April 2023.
5. That the CEO Performance Review Committee recommend that Council delegate to the CEO Performance Review Committee the authority to make necessary decisions as they relate specifically to the recruitment process for the Chief Executive Officer up to and including the point where a suitable and preferred candidate is identified.

Recommendation (Confidential)

Pursuant to section 91(7)

That having considered Agenda Item 4.1 CEO Recruitment Process – Procedural Matter in confidence under section 90(3)(h) of the Act, the CEO Performance Review Committee, pursuant to section 91(7) of that Act orders that the report, attachments, and minutes relevant to this Agenda Item be retained in confidence for a period of 12 months or until the conclusion of the recruitment process, and that pursuant to section 91(9)(c) of the Act the the CEO Performance Review Committee delegates to the Acting Chief Executive Officer the review and power to revoke this Order;

and

That the the CEO Performance Review Committee resolves to end its confidential deliberations pursuant to section 90(2) of the Act and re-admit the public.

Summary

In accordance with the prescribed mandatory steps set out by section 98 of the *Local Government Act 1999* (the **Act**), a Council must do the following when recruiting a Chief Executive Officer:

- appoint a selection panel to make recommendations to Council pertaining to the specified process of recruitment.¹
- ensure *either or both* of the following processes are followed as part of the recruitment:²
 - appoint at least one (1) person who is not an Elected Member or employee of the Council to the selection panel;
 - obtain and consider the advice of a qualified independent person on the assessment of applications and recommendations on the appointment.
- invite applicants to apply for the position of Chief Executive Officer by advertising on a website as determined by the Council, and/or take any other appropriate action or steps.³
- assess any applications received for the position, and to recommend to Council either the:⁴
 - appointment of a suitable candidate to the position of Chief Executive Officer;
 - re-advertisement of the position if all candidates are deemed to be unsuitable;
 - or any other additional steps (if necessary) the panel deems appropriate.

In accordance with clause 2.7 of the CEO Performance Review Committee's (the **Committee**) Terms of Reference (**ToR**), in the event of a vacancy in the position of Chief Executive Officer, the Committee is responsible for:

- acting as the CEO Recruitment and Selection Panel;
- developing and recommending to Council by way of Committee Resolution the necessary steps to fill the vacancy within the requirements of the Act, of which Council is required to subsequently formally endorse; and
- making recommendations to Council on an appointment to the position of Chief Executive Officer.

Following an erring and false start to the recruitment process in January 2023, at their Ordinary Meeting of 20 February 2023 Council formally resolved to commence the recruitment process for the Town of Walkerville's new Chief Executive Officer. Then after a 'request for quote' tender process, McArthur and Norman Waterhouse Lawyers were engaged to assist with the recruitment process.

On 18 April 2023 the Committee met with McArthur to "*to scope out the role and discuss the CEO Recruitment process*". As this meeting was an informal meeting with no staff in attendance or minutes

¹ Town of Walkerville CEO Performance Review Committee Terms of Reference, section 2.7.

² *Local Government Act 1999* s 98(4a).

³ *Local Government Act 1999* s 98(3).

⁴ *Local Government Act 1999* s 98(4).

kept, no decisions regarding the process could be made, and as such, no recommendations were made to Council regarding the specified process of recruitment.

On 28 April 2023 the job advertisement for the Chief Executive Officer was published on the seek.com.au website. On 29 April 2023 the job advertisement for the Chief Executive Officer was published on page 4 of the Advertiser. As the release of the advertisement without the formal approval either the Committee or Council, Administration became concerned that a second erring in the recruitment process had occurred.

Administration obtained legal advice from Norman Waterhouse Lawyers, that advice appears as Attachment C to this report, which confirmed that a notable error in the process has occurred, and that the most appropriate action to remedy the situation was the retrospectively approve of the advertisement and platforms on which the advertisement was published in order to avoid significant reputational damage to both Council and McArthur by having to restart the process.

The matter is now presented to Council for determination.

Background

At their Special Meeting on 31 January 2023, the CEO Performance Review Committee resolved in confidence pursuant to sections 90(3)(b),(h)&(k) of the Act:

CEO19/21-22

Moved: Cr Trotter

Seconded: Cr Allanson

1. *That Members of the CEO Performance Review Committee be advised that the initial three (3) proposals from Hender Consulting, McArthur Consulting and Perks People Solutions as obtained by Her Worship the Mayor Melissa Jones and distributed to said Members on 16 January 2023 are unable to be received and considered, and must be disregarded as the quotes were obtained prematurely and without authorisation.*
2. *That the CEO Performance Review Committee in their capacity as the CEO Recruitment and Selection Panel recommend to Council at their Ordinary Meeting of 20 February 2023 that the recruitment process for the Chief Executive Officer now commence and be undertaken in accordance with both the prescribed 'appointment procedures' as outlined under section 98 of the Local Government Act 1999 and the legal advice obtained, appearing as Attachment B to this report, and in doing so Council:*
 - a. *appoints a suitably qualified recruitment company through an open request for quotes tender process conducted via Vendor Panel to assist with the CEO recruitment process, and that subject to Council's endorsement this open request for quotes tender process be undertaken for the 21 day period as soon as reasonable practical after the Council's determination but no later than Monday 27 February 2023.*
 - b. *engages an independent legal adviser to provide advice and probity on issues relating to the CEO recruitment process through an open request for quotes tender process conducted via Vendor Panel, and that subject to Council's endorsement this open request for quotes tender process be undertaken for the 21 day period as soon as reasonable practical after the Council's determination but no later than Monday 27 February 2023.*
3. *That the CEO Performance Review Committee recommend to Council that the Acting Chief Executive Officer be authorised to write to those three (3) companies, namely Hender Consulting, McArthur Consulting and Perks People Solutions, to advise that Council will undertake an open tender process to appoint a suitably qualified recruitment company, and as part of which the respective companies may submit a proposal.*

4. *That the CEO Performance Review Committee request that Administration draft the requisite tender documentation relating to recommendations 2 a. and 2 b. above, and that this draft documentation be submitted to Council for reference and noting at their Ordinary Meeting of 20 February 2023.*
5. *That following completion of recommendations 1, 2 and 3 above, the CEO Performance Committee convene a Special Meeting at which Richard Altman Consulting be invited to assist and provide guidance to Council on any/all tender submissions received, so that the Committee can subsequently make recommendations to Council on the appointment of both a suitably qualified recruitment company and independent legal adviser.*

At their Ordinary Meeting on 20 February 2023, Council resolved in confidence pursuant to sections 90(3)(b),(h)&(k) of the Act:

CNC216/22-23

Moved: Cr Vanstone

Seconded: Cr Trotter

1. *That the CEO Performance Review Committee in their capacity as the CEO Recruitment and Selection Panel recommend to Council that the recruitment process for the Chief Executive Officer now commence and be undertaken in accordance with both the prescribed 'appointment procedures' as outlined under section 98 of the Local Government Act 1999 and the legal advice obtained, appearing as Attachment B to this report, and in doing so Council:*
 - b. *appoints a suitably qualified recruitment company through an open request for quotes tender process conducted via Vendor Panel to assist with the CEO recruitment process, and that subject to Council's endorsement this open request for quotes tender process be undertaken for the 21 day period as soon as reasonable practical after the Council's determination but no later than Monday 27 February 2023.*
 - c. *engages an independent legal adviser to provide advice and probity on issues relating to the CEO recruitment process through an open request for quotes tender process conducted via Vendor Panel, and that subject to Council's endorsement this open request for quotes tender process be undertaken for the 21 day period as soon as reasonable practical after the Council's determination but no later than Monday 27 February 2023.*
2. *That the CEO Performance Review Committee recommend to Council that the Acting Chief Executive Officer be authorised to write to those three (3) companies, namely Hender Consulting, McArthur Consulting and Perks People Solutions, to advise that Council will undertake an open tender process to appoint a suitably qualified recruitment company, and as part of which the respective companies may submit a proposal.*
3. *That the CEO Performance Review Committee request that Administration draft the requisite tender documentation relating to recommendations 1 a. and 1 b. above, and that this draft documentation be submitted to Council for reference and noting at their Ordinary Meeting of 20 February 2023.*
4. *That Council note that the CEO Performance Review Committee have determined that following completion of recommendations 1, 2 and 3 above, the CEO Performance Committee will convene a Special Meeting at which Richard Altman Consulting will be invited to assist and provide guidance on any/all tender submissions received, so that the Committee can subsequently make recommendations to Council on the appointment of both a suitably qualified recruitment company and independent legal adviser.*

At their Special Meeting on 28 March 2023, The CEO Performance Review Committee determined to recommend to Council in confidence pursuant to sections 90(3)(k) of the Act:

CEO22/22-23

Moved: Cr Trotter

Seconded: Cr Rypp

That the CEO Performance Review Committee recommend to Council that:

- 1. McArthur be engaged as the qualified recruitment company to assist with the recruitment process the new Chief Executive Officer; and*
- 2. Norman Waterhouse be engaged as the independent legal adviser as required under s 98(4a) of the Local Government Act 1999 to provide advice and probity on issues relating to the recruitment process the new Chief Executive Officer.*

At their Special Meeting on 3 April 2023, Council resolved in confidence pursuant to sections 90(3)(k) of the Act:

CNC255/22-23

Moved: Cr Trotter

Seconded: Cr Rypp

- 1. That Council engage McArthur (SA) Pty Ltd (ABN 97 007 895 703) as the qualified recruitment company to assist with the recruitment process for the new Chief Executive Officer.*
- 2. That Council engage Norman Waterhouse Lawyers Pty Ltd (ABN 18 621 909 395) as the qualified independent legal adviser / person in accordance with s 98(4a)(b) of the Local Government Act 1999, so as to obtain their advice on matters of probity, candidate suitability and application assessment throughout the recruitment process for the new Chief Executive Officer.*
- 3. That Administration close out RFQs VP349315 and VP350944, thus notifying all successful and unsuccessful Respondents accordingly.*
- 4. That Administration liaise with both McArthur (SA) Pty Ltd and Norman Waterhouse Lawyers Pty Ltd to arrange their attendance at a future meeting of the CEO Performance Review Committee.*

Discussion/Issues for Consideration

CEO Appointment Procedures and Mandatory Procedural Steps

Pursuant to Chapter 7, Part 1 of the Act a Council must employ a Chief Executive Officer,⁵ to primarily, and among other things prescribed by the Act, oversee the day-to-day operations and affairs of the Council and to ensure that all policies and lawful decisions of Council are implemented in a timely and efficient manner.⁶

If a vacancy occurs in the position of the Chief Executive Officer the provisions of the Act require that a Council take steps to fill the vacancy,⁷ those steps being:

⁵ Local Government Act 1999 s 96(1).

⁶ Local Government Act 1999 s 99(1)(a)&(b).

⁷ Local Government Act 1999 s 98(1).

- 1) Appoint a selection panel to make recommendations to Council pertaining to the specified process of recruitment.⁸
- 2) Ensure **either or both** of the following processes are followed as part of the recruitment:⁹
 - A. appoint at least one (1) person who is not an Elected Member or employee of the Council to the selection panel;
 - B. obtain and consider the advice of a qualified independent person on the assessment of applications and recommendations on the appointment.
- 3) Invite applicants to apply for the position of Chief Executive Officer by advertising on a website as determined by the Council, and/or take any other appropriate action or steps.¹⁰
- 4) That the CEO Recruitment and Selection Panel assess any applications received for the position, and to recommend to Council either the:¹¹
 - appointment of a suitable candidate to the position of Chief Executive Officer;
 - re-advertisement of the position if all candidates are deemed to be unsuitable;
 - or any other additional steps (if necessary) the panel deems appropriate.

Options for Consideration

Option1

1. That the CEO Performance Review Committee receive and note the CEO Recruitment Process – Procedural Matter report.
2. That the CEO Performance Review Committee recommend that Council retrospectively approve the publication of the advertisement for recruitment of the Chief Executive Officer, appearing as Attachment A to this report, which appeared on seek.com.au on 28 April 2023.
3. That the CEO Performance Review Committee recommend that Council retrospectively approve the use of the seek.com.au website for the purpose of the recruitment process.
4. That the CEO Performance Review Committee recommend that Council retrospectively approve the publication of the advertisement for recruitment of the Chief Executive Officer, appearing as Attachment B to this report, which appeared in the Advertiser Newspaper on 29 April 2023.
5. That the CEO Performance Review Committee recommend that Council delegate to the CEO Performance Review Committee the authority to make necessary decisions as they relate specifically to the recruitment process for the Chief Executive Officer up to and including the point where a suitable and preferred candidate is identified.

Option 2

That the CEO Performance Review Committee recommend that Council note the CEO Recruitment Process – Procedural Matter report and resolve to take the following alternate action(s):

- _____

Analysis of Options

⁸ Town of Walkerville CEO Performance Review Committee Terms of Reference, section 2.7.

⁹ *Local Government Act 1999* s 98(4a).

¹⁰ *Local Government Act 1999* s 98(3).

¹¹ *Local Government Act 1999* s 98(4).

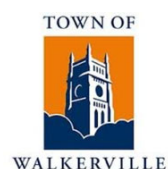
Option 1 delivers an outcome that retrospectively approves the advertisement and publication platforms, avoids immediate reputational damage to Council and McArthur, and continues the recruitment process. It should be noted however that as the recruitment process has not been conducted consistently with the Act, there are grounds for the process to possibly be challenged in the future, as well as Council and McArthur being subject to possible future reputational damage.

Governance Implications

Option 1 provides an outcome that is consistent with the Legal Advice obtained.

Attachments

Attachment A	Chief Executive Officer Job Advertisement – seek.com.au
Attachment B	Chief Executive Officer Job Advertisement – Advertiser Advertisement
Attachment C	Norman Waterhouse Lawyers Legal Advice



Chief Executive Officer

McArthur

Walkerville, Adelaide SA

CEO (CEO & General Management)

Full time

Posted 10d ago

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The Town of Walkerville is an inner metropolitan Adelaide Council covering a land area of only 3.5 square kilometres. It is home to almost 8,000 residents and prides itself on retaining a "village feel" with a focus on creating and maintaining a thriving, united and diverse community. It aims to promote heritage and open space, build a stronger economy and foster a unique and safe environment for its residents.

A rare opportunity has presented to appoint a suitably qualified and motivated professional to the role of Chief Executive Officer.

Reporting to the Mayor, Elected Members and working in close collaboration with Council staff and key stakeholders, the CEO's key responsibilities include:

- * Lead, manage, motivate and engage the team in the delivery of Council services
- * Comply with the governance and legislated requirements of council
- * Review and implementation of the strategic/business plans
- * Asset and infrastructure management
- * Project management - including the timely delivery of major projects
- * Financial sustainability
- * Media, marketing and communications
- * Community and stakeholder engagement
- * Economic development
- * Advocacy for Council and the community

We are seeking a highly motivated and positive people orientated executive with exceptional communication skills and a transparent leadership style. You will require sound and balanced judgement when prioritising tasks and future projects relevant to the needs of the community. This can be best achieved through demonstrating a "can do" attitude with the energy and drive to see things through to its conclusion. Being well networked across all tiers of government and

commercial sectors will see you become a strong advocate for Council and your community. Other key attributes include the ability to create and maintain an outstanding culture and workplace environment and being someone who can demonstrate strong financial acumen to ensure the long-term sustainability of Council. It is preferred that you have a sound understanding of the Local Government sector to provide trusted advice and support to the Mayor and Elected Members.

To register your interest in this outstanding opportunity within a thriving and progressive community, please visit mcarthur.com.au and reference job number **145678**. Phone enquiries are welcome by calling **Steve Nolis - Managing Director on (08) 8100 7000**.

Confidentiality is assured.

Applications close 5pm Monday 15 May 2023.

Be careful

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Thinking about a career as a Chief Executive Officer?

Sex case bail given

Schoolteacher faces court

Mitch Mott

A Catholic schoolteacher accused of maintaining a year-long sexual relationship with a student at his Adelaide school has been released on bail despite concerns he could interfere with the continuing investigation.

The 56-year-old married man, whose name is suppressed to protect the ongoing investigation, is charged with multiple counts of unlawful sexual intercourse with a person under 18 while in a position of authority as well as indecent assault and procuring a child for sexual activity.

On Friday, the Adelaide Magistrates Court heard police had seized the man's electronic devices in the aftermath of his arrest in January this year.

As part of the investigation officers reviewed the devices and identified more "potential victims", who police were in the process of contacting.

The prosecutor argued the man should be held in custody for at least the next month as the investigation continued.

"There is a view that this man will interfere with the investigation," the prosecutor said. "He has attempted to contact individuals in the past and there is a risk, even while on home detention, he could do so again."

Casey Isaacs, for the man, said his client had been stood down from the school in August last year when he had first been interviewed by police.

He was arrested in January and refused bail after prosecutors alleged he had been in contact with the alleged victim after being interviewed. Mr Isaacs said police had had sufficient opportunity to investigate his client in the more than six months since the first interview.

Magistrate Brian Nitschke said he was willing to release the man on bail. But he said that was only under strict conditions that would keep him from contacting any current or former teachers and students of the school. The man is also prevented from approaching or communicating with any child under the age of 18. He returns to court in August.

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Claire Hartvigsen-Power with one of Adelaide Zoo's bettongs, Rambo. Picture: Naomi Jellicoe

Work's a matter of survival

Matt Deighton

ADELAIDE Zoo's status as one of the city's key tourism attractions is undisputed.

What's less known, though, is the institution's as one of the state's key conservation institutions.

The zoo, which turns 140 years old this year, has 26 conservation priorities in Australia and overseas, and is a partner on scores more. Claire Hartvigsen-Power is at the centre of a fair chunk of these projects.

"I grew up out in the bush," Ms Hartvigsen-Power, Zoos SA's conservation ecologist, says. "My parents are both environmentalists. We just spent my whole childhood camping or being outdoors and my parents instilled those values in me from a really young age."

"And then I reached a point where I thought 'I'd better do something about this.'" So she did.

Now she's been at the forefront of some of the key reintroduction and research projects helping the state's endangered and threatened species in recent years. Think reintroduction of the brush-tailed bettong, which had not existed in the wild in mainland South Australia for more than a century, back on to the Yorke Peninsula. Or research into a Kangaroo Island dunnart population devastated by bushfire.

MAKING A
DIFFERENCE SO
SOUTH AUSTRALIA
THRIVES



SA MENTAL HEALTH COMMISSIONER

Outstanding Mental Health Leadership Opportunity

The Government of South Australia seeks to appoint a new SA Mental Health Commissioner. Reporting to the Minister for Health and Wellbeing, the Commissioner will lead the implementation of the SA Mental Health Strategic Plan and the Mental Health Services Plan.

The Commissioner works in partnership with people with lived experience of mental illness and their families and carers, Wellbeing SA, providers of mental health and related services, SA Government agencies, the Suicide Prevention Council, the Non-Governmental Organisation (NGO) sector and state and national mental health bodies to achieve whole of government strategies to support the mental health and wellbeing of the South Australian community.

A background in applying lived experience in a strategic, co-design or co-related leadership role would be a distinct advantage.

This is an exciting and rare opportunity to continue to drive key change in providing a customised focus on patients and carers' needs especially via prevention, promotion and educational strategies as part of the total approach to addressing mental ill-health. With an emphasis on mental wellbeing, the Commissioner will advise Ministers, State authorities and other bodies on matters related to mental health for South Australia.

Appropriate tertiary qualifications are desirable, however, key knowledge and experience is sought from candidates who understand mental illness, mental health and wellbeing, ethics and public administration issues; the social and economic environment in South Australia and macro level policy issues related to mental health; and co-leading and co-designing services for people in relation to mental illness, health or wellbeing.

Applications close at 9:00am on Wednesday, 17 May 2023.

Telephone enquiries to Daryl Stillwell or Melissa Noonan on (+618) 8212 0999.

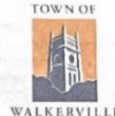
Please apply at <https://www.stillwellmanagement.com.au/jobs>

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Level 5, 26 Flinders Street, Adelaide SA 5000



Chief Executive Officer



The Town of Walkerville is an inner metropolitan Adelaide Council covering a land area of only 3.5 square metres. It is home to almost 8,000 residents and prides itself on retaining a "village feel" with a focus on creating and maintaining a thriving, united and diverse community. It aims to promote heritage and open space, build a stronger economy and foster a unique and safe environment for its residents.

A rare opportunity has presented to appoint a suitably qualified and motivated professional to the role of Chief Executive Officer.

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Applications close 5pm Monday 15 May 2023.

Executive

McArthur

Adelaide | Brisbane | Canberra | Melbourne | Sydney | mcarthur.com.au

Scott Reardon

From: Dale Mazzachi <DMazzachi@normans.com.au>
Sent: Tuesday, 2 May 2023 6:47 PM
To: Scott Reardon
Cc: Sathish Dasan
Subject: CEO Recruitment Process Advice

Sensitivity: Confidential

Caution: This is an external email. Please take care when clicking links or opening attachments.

Scott

I refer to previous communications in relation to this matter.

I confirm that Sathish and I have conferred in relation to your query regarding the publishing of the advertisement for the position of Chief Executive Officer, which we are instructed occurred between 28-29 April 2023 online, and in a newspaper. I note your instructions that neither the Council, nor the CEO Performance Review Committee (performing the role of the CEO Selection Panel) (**the Committee**) has approved the publication of the advertisement in any form.

I confirm my verbal advice to you that such action was inconsistent with the provisions of Section 98(3) of the *Local Government Act 1999*, which provides that the Council is to invite applications by advertisement on a website determined by the Council and to take other action as the Council thinks appropriate for the purposes of filling the vacancy. It is not mandatory for such an advertisement to be published in a newspaper.

As you have identified, the role of the Committee includes to 'develop and recommend to Council the necessary steps to fill the vacancy within the requirements of the Act', however the Committee is not provided with any delegated authority to make decisions on behalf of the Council in this regard. We understand the Committee has not formally met to consider the making of recommendations to the Council in any event.

As such, in the absence of the publication of the advertisement (in either form) being authorised by resolution of the Council (or some other person acting with the express delegated authority of the Council under Section 98(3), the publication has occurred other than in accordance with the requirements of Section 98. This omission needs to be regularised to protect the integrity of the process and authorise the necessary expenditure.

In our view, it is necessary for the Committee to meet (which could occur by Special Meeting) to retrospectively make a recommendation to the Council that the Council approve the publication of the advertisement and the use of the particular (seek.com) website for this purpose. The Committee should also retrospectively recommend approval of the publication of the advertisement in the newspaper, and make such other recommendations to the Council for the purposes of Section 98(3) of the Act (or otherwise in respect of the recruitment) the Committee considers appropriate.

Following the making of Committee recommendations, the Council should then meet (again, by way of a Special Meeting if required) to approve those recommendations, thereby retrospectively approving the actions that have already occurred and regularising the process.

In forming this view, we note that it is unfortunate that these steps have occurred in the absence of specific Council approval. However, rather than removing the advertisement and re-starting the process, we recommend retrospective endorsement as the most appropriate pathway forward. We have formed this view in light of the significant reputational damage that the Council is likely to suffer if it is required to abort a recruitment process that has already been publicly advertised. We caution against any step being taken

that might create a risk of such damage, thereby potentially reducing the pool of suitable applicants for the position, or otherwise harming the Council's negotiating position with a successful applicant.

We trust this advice is of assistance. Please do not hesitate to contact Sathish or me with any queries.

Kind regards

Dale

Dale Mazzachi

Principal



T 08 8210 1221 | M 0427 380 776 | F 08 8210 1234 | W normans.com.au

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