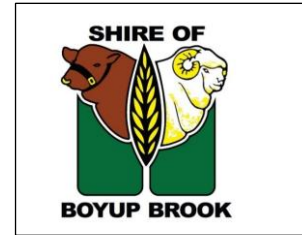


Date: 12 June 2026

To: Shire President
Deputy Shire President
Councillors
Community



Minutes of Special Council Meeting

Minutes of Special Council Meeting of the Shire of Boyup Brook held in the Council Chambers on 10 June 2026 at 8:00am.

A handwritten signature in black ink, appearing to read "Leonard Long".

Leonard Long
Chief Executive Officer

Shire of Boyup Brook Corporate Values

-  **Proactive**
Embrace creativity, adaptability and continuous improvement seeking new ideas and solutions to address challenges and seize opportunities to ensure sustainability.
-  **Leadership & Teamwork**
Lead through collaboration, promote diversity, have pride in our work and partner with the community to achieve shared visions and aspirations.
-  **Accountability & Integrity**
Demonstrate respect, transparency, honesty and inclusivity in all interactions with the community.
-  **Commitment**
Build and share knowledge, act professionally and develop relationships that make a positive contribution to our community.
-  **Engaging Community**
Show respect, understanding and compassion for others and work collaboratively with community for better outcomes.



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Agenda

1. Declaration of Opening

The Presiding Member declared the meeting open at 8:01am.

Welcome to all Councillors, staff and members of the public in attendance.

Acknowledgement of Traditional Custodians

We acknowledge the Kaniyang people as the Traditional Custodians of the land on which we meet.

We pay our respects to Elders past, present and emerging.

Please ensure that mobile phones are switched off or placed on silent for the duration of the meeting.

This meeting will be audio recorded and made available for public access on the Shire website.

Members of the public are reminded that no other visual or audio recording of this meeting is allowed without the permission of the Presiding Member.

Councillors are reminded to declare any conflict of interest as they arise in accordance with the *Local Government Act 1995*.

2. Record of Attendance

2.1 Attendance

Shire President	Cr Helen O’Connell
Deputy Shire President	Cr Darren King
Councillors	Cr David Inglis
	Cr Michael Wright
	Cr Philip Moore
	Cr Helen Hack
	Cr John Matthews

Council Officers

Chief Executive Officer	Leonard Long
Executive Officer	Magdalena Le Grange
Executive Manager Corporate Services	Carolyn Mallett
Executive Manager Operational Services	Jason Forsyth
Manager Financial Services	Malcolm Armstrong
Manager Community Services	Nicola Jones

Observers / Public Members

David Millington
Barbara Gibbs
Sarah Alexander
Anne Beadle
Fran Ryder
Heidi Webb
Ken Ritson
John Walsh
Kim Lloyd
Neil Derrick
Sharon Tedore
Anne Ritson
Neil Timms
Jane Lund
Lizz Rear
Lee Holland
Kelly Mader
Kathryn Westphal
Andrew Ball
Sarah Ford arrived at the Chambers at 8:25am.

2.2 Apologies

Nil

2.3 Approved Leave of Absence

Nil

2.4 Requests for Leave of Absence

Nil

3. Public Question Time

3.1 Response to Previous Public Questions Taken on Notice

Nil

3.2 Public Question Time

Peter Marshall

As a current rate payer and one of the former councillors who was a major driver of purchasing the medical centre and installing the then Doctor Michael Mel.

What written information can you provide to me prior to the special meeting to be held at 8am Wednesday?

Meeting to be held with only a weeks' prior notice, no public consultation and at 8am in the morning.

I am questioning the transparency of the process.

I note that the sale is in inverted commas.

Shire Response:

All information currently available is contained in the agenda report for the Special Council Meeting. No further written information is available at this stage.

The meeting has been convened in accordance with the relevant requirements for Special Council Meetings.

No formal community consultation has occurred, as the matter is before Council for in-principle consideration whether it wishes to explore the future transfer of the Boyup Brook Medical Services to a suitably qualified private medical practitioner or medical practice operator. Any further process will depend on Council's decision.

The continued provision of local medical services remains the highest priority.

The word "sale" is in quotation marks because the proposal relates to the potential transfer of the medical practice business, not the sale of the Medical Centre building or the land.

Glenda Moroni

Item 5.1.2

Question 1

Can all Shire Councillors please explain what advantage there is to a Privately run practice. i.e. the costs to Clients will increase, fees will be higher, and thus the community folk will go elsewhere.

Shire Response:

The operation of a medical practice is not a core function of local government, and the objective is to support the long-term sustainability of medical services through an operator whose primary business is healthcare.

One potential advantage of a privately operated practice is that it is managed by an organisation whose primary focus, expertise and resources are dedicated to the delivery of healthcare services, including workforce

recruitment and retention, clinical governance, compliance and practice management.

The Shire has not made any assumptions regarding future fees, charges or service levels, as these would be determined by any future operator.

Carina Wilson

Item 5.1.2 is titled "Consider the 'sale' of the Medical Centre".

Question 1

What precisely is proposed to be sold, transferred, leased or otherwise disposed of under this proposal? Why does the CEO's report place the word 'sale' in quotation marks?

Shire Response:

The proposal before Council is to consider, in-principle, the potential transfer of the Medical Centre business operations only. The proposal does not relate to the sale of the Medical Centre building or land.

Question 2

Why has no detailed financial analysis, business case or supporting financial data been provided as an attachment to Item 5.1.2?

Shire Response:

The recommendation before Council is limited to seeking in-principle support to further investigate the opportunity to consider the most sustainable long-term operating model for the Medical Centre while ensuring the community continues to have access to quality healthcare services locally.

No formal proposal has been received by the Shire at this stage. Should Council support further investigation and a formal proposal be received, any additional financial analysis considered necessary can be undertaken as part of a future report to Council.

Question 3

What is the Medical Centre's annual operating result excluding depreciation and internal overhead allocations?

Shire Response:

Financial information relating to the Medical Centre is reported through the Shire's annual financial statements and monthly financial reports, which are publicly available on the Shire's website. No separate analysis excluding depreciation and internal overhead allocations has been prepared for the purposes of this report.

Question 4

What resolution, briefing, report, or direction first authorised or directed the administration to investigate or develop this proposal?

Shire Response:

No previous Council resolution or formal Council direction has been issued in relation to this matter.

The Shire has operated the Medical Centre to ensure continuity of medical services to the community in circumstances where no private operator was available to do so. More recently, the Shire received an enquiry from an experienced regional medical practitioner regarding the potential acquisition and operation of the practice. As a result of that enquiry, the matter has been brought before Council for consideration and in-principle support.

Question 5

Has the proposal been formally assessed against the Strategic Community Plan 2021–2031 objective of retaining health and medical services within the community?

Shire Response:

No formal proposal has been received by the Shire. The Strategic Community Plan identifies the importance of facilitating access to health and medical services within the community. The potential transfer of the medical practice to a suitably qualified operator would not, of itself, alter that objective.

The continued provision of local medical services remains one of Council's highest priorities and is a key consideration in the assessment of any future operating model.

Question 6

What consultation has been undertaken with the community regarding this proposal?

Shire Response:

No formal community consultation has been undertaken as there is currently no formal proposal before Council. The recommendation seeks only in-principle support to further investigate the opportunity. Should the matter progress to a formal proposal, the Shire will follow the required statutory processes.

Neil Timms

Question 1

How will the sale of the medical centre effect bulk billing currently available to all patients, especially given that private practice GP's in Bridgetown charge a gap fee of \$70 even with a Health Care Card.

This is unaffordable for most people, especially pensioners and low-income families who will simply avoid seeking medical attention.

Shire Response:

Council has made no assumption on fees or charges of any operator coming in.

Question 2

While I can appreciate Council's potential gain in the short term, there is a greater potential for residents to be disadvantaged in the long term. Would it be therefore prudent to await the outcome of negotiations with the State Government over the FPC rates issue before considering the sale of the Medical Centre?

Shire Response:

The report before Council has no regard to the FPC issue. It just happens to be coming at the same time. It's more about the practice being moved on to a private entity that is professionally suitable to run a practice like a medical practitioner or the sorts.

Peter Marshall

I would personally support moving into a private enterprise situation where it is managed that way. It is not the core function of Council. More information at the time would have the community not be so concerned.

Shire Response:

Shire President - This item is for Council approval on the matter and all the information was provided in the agenda, and was within specified timeframes of advertising the meeting. The Shire had advertised it as much as possible, on the notice board outside, on the Shire website, on social media.

Neil Derrick

Question 1

Why has it taken so long for this meeting to occur, when a former shire president in his term had said that the Medical Centre has made a loss of just under a \$1 million.

There are 11 doctors at Bridgetown and is privately owned and people are going to Balingup to see a former doctor that was in town here, so there are a lot of questions that's got to be answered.

Shire Response:

The Chief Executive Officer is not in a position to comment on a previous councillors' comments.

The Shire as has always tried to get a doctor interested in taking over the Practice. As mentioned in the report, we have had an enquiry from a doctor that is interested in taking over the Practice.

Andrew Ball

Question 1

Regarding the briefing notes, I note with some trepidation that we have been told that the loss to Council is and I quote "on average approximately" (now if I use that or my accountant use that I'll sack the accountant and secondly if I use that to the tax department, I'm sure I'll be in a lot of trouble) could the CEO please answer over the last 3 years, what is the loss from the Medical Centre to the Council?

Shire Response:

The exact losses over the past 3 years for the financial year:

- 2022/2023 Council lost \$149,133,
- 2023/2024 \$118,971,
- 2024/2025 \$191,427.

Question 2

Later on in the briefing notes, it states that if a different accounting method was used in private practice, that the medical centre would operate at a far less of a loss or indeed a small profit, (I'm just a simple man), could you please explain what pixie dust would need to be used to turn last year's loss into a potential profit?

Shire Response:

The *Local Government Act 1995* accounting standards are completely different to the private practice and there are items that Council has to account for in the accounting terms have that private practice does not have to.

Point of clarification: what would those practices be that private practice don't need to account for?

Shire Response:

The Chief Executive Officer would take this question on notice.

Question 3

Many previous doctors have, and we've had a litany of previous doctors and I can understand the community's concern regarding the way in which the practice has been managed, we've had a litany of doctors come through, we've also had a litany of failed practice managers who have had to be moved on or shuffled, doctor Michael Mel who I'm sure that many people are aware of who was here for a number of years under Council ownership scheme, stated that if the community was to sell the practice for any reason that particular doctor moved out, we'd never regain the Council would never take over this process again.

My question is, if that was to happen, where would we be?

Shire Response:

Shire President - The Council are committed to ensure that there is a medical practice operating in the Shire of Boyup Brook, I can't comment on what doctor Mel has said.

CEO - Just to correct Andrew, no medical managers were moved on because they were failed practice managers, we've been quite lucky to have had very good practice managers in the past and they've moved on for their own reasons.

When the practice could not be taken over by a previous doctor officer, the Council did step in and take on the practice, it will be up to Council again if something like that would happen in the future they want to do that. It is pretty clear from the Strategic Community Plan that, whilst it states we want to facilitate medical services, Council will take the provision of medical services pretty seriously if Council decides to move the private practice on.

Question 4

Obviously, Council representatives have gone down the track of discussing with this potential suitor taking over the practice, what if any, price has been put on the purchase of the Medical Practice?

Shire Response:

CEO - At this stage we have only received verbal enquiries as to whether the Practice will be available hence the report only requesting in-principle support, no further discussions have been had with potential doctor in taking it over.

Shire President - The item will come back to Council for consideration, this is only for in-principle support.

4. Declarations of Interest

4.1 Financial and / or Proximity Interest

Nil

4.2 Disclosures of Impartiality Interest that may cause Conflict

Nil

5. Reports of Officers

5.1 Chief Executive Officer

5.1.1 Proposed budget amendment to allow urgent repairs at the swimming pool	
File Ref:	Building and Assets/Sporting/Swimming Pool and Gym
Previous Items:	Nil
Applicant:	Nil
Author and Title:	Leonard Long, Chief Executive Officer
Declaration of Interest:	Nil
Voting Requirements:	Absolute Majority
Attachment Number:	5.1.1A Leak Detection Report

Moved: Cr. Hack

Seconded: Cr. Inglis

Council Decision CM 26/06/125

That Council:

- 1. Authorise the following amendment to the 2025/2026 adopted budget, to redirect funds from the Rylington Park Community Projects Reserve and the Building Reserve, to Pool Facilities Upgrades, to facilitate urgent leak repairs and repainting works at the Boyup Brook Swimming Pool:**

Account	Description	Increase	Decrease
1300102198	Transfer from Reserve – Rylington Park Community Reserve		-\$100,000
1300102198	Transfer from Reserve - Building Reserve		-\$100,000
1112405320	Pool Facilities Upgrade	\$200,000	

CARRIED BY ABSOLUTE MAJORITY 7/0

For: Cr. O’Connell, Cr. King, Cr. Moore, Cr. Inglis, Cr. Matthews, Cr. Wright, Cr. Hack
Against: Nil

Summary

The purpose of this report is to seek Council approval for a budget amendment to undertake urgent leak repairs and repainting works at the Boyup Brook Swimming Pool.

A leak detection and condition assessment undertaken by Distinctive Pools identified significant leakage through the pool control joints, particularly in the dive bowl area, together with widespread deterioration of the existing pool paint coating. The report recommends repair of all pool control joints and undertaking cosmetic repairs in conjunction with the leak repair works.

A quotation has been obtained for the repair of pool control joints and repainting of the pool shell. While the consultant also identified deterioration of the pool coping and waterline tiles, those works are not proposed as part of the current budget amendment and will be assessed separately.

Background

The Boyup Brook Swimming Pool is an important community recreation asset providing opportunities for swimming, fitness, recreation and community engagement.

The facility was originally constructed in 1971 and underwent significant upgrades in 2004. The pool continues to be heavily utilised by residents, schools, sporting groups and visitors.

Recent investigations were commissioned following concerns regarding ongoing water loss and the condition of the pool surface.

Distinctive Pools undertook a leak detection and condition assessment of the facility and subsequently provided a report and budget quotation for recommended remediation works.

Report Detail

The Distinctive Pools inspection found that the pool remains generally serviceable, with no evidence of significant structural failure identified during the inspection.

The report identified that:

- Pool control joints are leaking, particularly in the dive bowl area.
 - Groundwater testing near the dive bowl indicated traces of chlorine, supporting the conclusion that leakage is occurring.
 - The existing internal pool paint is bubbling, cracking and peeling in numerous locations.
 - Waterline tiles are cracked, missing and deteriorated in multiple locations.
 - Pool returns, gutters and balance tank penetrations showed no evidence of leakage.
-

- The balance tank was assessed as being in generally serviceable condition.


The consultant concluded that the most significant source of water loss is the failure of the control joints and recommended repair of all control joints.

The consultant further recommended that repainting works be undertaken concurrently with the leak repairs to maximise efficiency and restore the protective coating system.

The quotation also includes replacement of waterline tiles and coping, however officers do not recommend including these works in the current budget amendment. While the leak detection report notes deterioration of the coping and tiles, the pool remains operational and officers consider that a separate assessment should be undertaken to determine the most appropriate long term treatment option and timing for those works.

Approval of the proposed budget amendment will allow the Shire to address the identified leakage issue and undertake repainting works necessary to protect and extend the service life of the pool.

Shire of Boyup Brook Strategic Community Plan 2021 - 2031

	Key Imperatives	Built Environment
	Outcome	Provide sustainable infrastructure that serves the current and future needs of the community.
	Objective	Construct/redevelop community and sporting facilities in a manner that maximises their life span, capacity and function.

Other Strategic Links

Nil

Statutory Environment

- *Local Government Act 1995*
- *Local Government (Financial Management) Regulations 1996.*

Sustainability and Risk Consideration

Economic – (Impact on the Economy of the Shire and Region)

The proposed works will protect an important community asset and reduce ongoing water loss and future maintenance costs. Undertaking the repairs now is likely to avoid more significant expenditure in future years resulting from continued deterioration.

Social – (Quality of life to community and / or affected landowners)

The swimming pool is an important recreational facility for residents, schools, sporting groups and visitors. Maintaining the facility in a safe and serviceable condition supports community wellbeing, recreation and participation in physical activity.

Policy Implications

Nil

Risk Management Implications

Shire of Boyup Brook's commitment to the identification and management of risks that may impact on the achievement of its business objectives.

Risk Level	Comment
Moderate	Failure to undertake the recommended works may result in continued water loss, increased operating costs, further deterioration of the pool shell and increased future renewal costs. The proposed repairs reduce the likelihood of accelerated asset deterioration and support continued operation of the facility.

Consultation

- Distinctive Pools
- Swimming Pool Manager
- Operational Services Staff.

Resource Implications**Financial**

A budget amendment of \$200,000 is required to undertake the leak repair and repainting works.

The proposed budget amendment does not include pool coping replacement or waterline tile replacement.

Workforce

Nil

End

5.1.2 Consider the 'sale' of the Medical Centre	
File Ref:	A1270
Previous Items:	Nil
Applicant:	Nil
Author and Title:	Leonard Long, Chief Executive Officer
Declaration of Interest:	Nil
Voting Requirements:	Absolute Majority
Attachment Number:	Nil

Moved: Cr. Moore

Seconded: Cr. Hack

Council Decision CM 26/06/126

That the Council suspend Standing Orders as per clause 15.6 of the Standing Orders Local Law No. 1 to allow free and open discussion on the matter.

CARRIED 7/0

**For: Cr. O'Connell, Cr. King, Cr. Moore, Cr. Inglis, Cr. Hack,
Cr. Matthews, Cr. Wright
Against: Nil**

Moved: Cr. Inglis

Seconded: Cr. King

Council Decision CM 26/06/127

That the Council resume Standing Orders as per clause 15.6 of the Standing Orders Local Law No. 1.

CARRIED 7/0

**For: Cr. O'Connell, Cr. King, Cr. Moore, Cr. Inglis, Cr. Hack,
Cr. Matthews, Cr. Wright
Against: Nil**

Moved: Cr. Inglis

Seconded: Cr. Hack

Council Decision CM 26/06/128

That Council:

- 1. Supports in principle the sale / transfer of the Boyup Brook Medical Services practice to a suitably qualified and experienced medical practitioner or medical practice operator, subject to legal advice and compliance with section 3.58 of the *Local Government Act 1995* (where applicable).**

- 2. Requires that any proposed sale terms include appropriate service continuity, patient records and privacy obligations in accordance with applicable Commonwealth and State legislation, employee transition, asset transfer, lease/licence, and community access protections.**
- 3. Requires a further report to be presented to Council before any final sale, transfer, lease or disposal decision is made.**

CARRIED BY ABSOLUTE MAJORITY 7/0

**For: Cr. O'Connell, Cr. King, Cr. Moore, Cr. Inglis, Cr. Hack,
Cr. Matthews, Cr. Wright**

Against: Nil

Summary

The purpose of this report is for Council to consider, in principle, whether the Shire should progress the sale of the Boyup Brook Medical Services practice to a suitably qualified private medical practitioner or practice operator.

The Shire has since approximately 2007 supported local access to general practice services.

While continued access to local medical services is critical to community wellbeing, the direct operation of a medical practice is not a core local government function. It carries financial, workforce, compliance, clinical governance, technology, privacy, insurance and business risks that are more appropriately managed by a suitably qualified health practitioner or private medical practice operator.

Over the past three years the Shire has contributed, on average, approximately \$150,000 per annum of ratepayer funds to keep the practice operating. This reported loss should be understood in context. Under local government accounting arrangements, the practice is allocated costs such as building expenses, Shire administration costs and depreciation. Some building expenses may continue depending on the final sale or lease structure. A private operator may not be required to carry the same accounting allocations, particularly depreciation and internal corporate overheads, which may allow the practice to operate closer to breakeven or profitability under a private practice model.

It is therefore recommended that Council support, in principle, the sale of the practice, subject to legal advice, statutory compliance and a further report before any final decision.

Background

Boyup Brook is a small rural community where access to general practice is an essential service. The Shire has historically intervened to support medical access where market conditions have made private service delivery difficult.

The Shire first took over the practice around 2007 and has been involved in the provision and support of local medical services since.

Report Detail

The strategic question before Council is whether the Shire should continue to directly operate a medical practice or seek to transition the practice to a private medical practitioner or operator while preserving community access to local GP services.

Local access to primary health care remains essential. Loss of local GP services would negatively affect residents, aged residents, families, local employers, emergency service continuity and the broader liveability of the district. However, maintaining access does not necessarily require the Shire to remain the direct operator of the practice.

Direct local government operation of a medical practice presents several challenges:

- Recruitment and retention of GPs, nurses, practice managers and administration staff in a competitive rural health workforce market.
- Reliance on locums or short-term arrangements when permanent practitioners are unavailable, often creating increased cost and reduced continuity of care.
- Clinical governance, privacy, patient record, accreditation, Medicare billing, infection control and professional compliance obligations that sit outside normal local government service delivery.
- Exposure to business risk from fluctuating appointment volumes, billing policy settings, staffing costs, technology costs, insurance and regulatory change.
- Need for specialist operational knowledge in practice management, medical software, Medicare item numbers, patient recall systems, accreditation standards and workforce rostering.
- Ongoing use of ratepayer funds to subsidise an activity that is more closely aligned with Commonwealth and State health responsibilities than local government core functions.

A sale or transfer to a private operator could deliver a more sustainable model if structured correctly. A medical practitioner or private practice

operator would be better placed to make clinical, staffing, billing and operational decisions in a manner consistent with general practice business requirements. A private operator may also be able to access health sector incentives, professional networks, recruitment pathways and practice management arrangements that are not as readily available to a local government.

The Shire may still have an important enabling role. This may include offering a lease of premises, assisting with transition, advocating for rural health incentives, supporting engagement with Rural Health West and ensuring sale conditions protect continuity of service. The key distinction is that Council would move from being the direct operator to being an enabler and landlord/supporter of local medical access.

The Shire has contributed, on average, approximately \$150,000 per annum over the past three years to keep the practice operating. This represents a material recurring draw on ratepayer funds and should be considered in the context of Council's broader financial sustainability responsibilities.


The reported loss should be interpreted carefully because the local government accounting treatment does not necessarily mirror how a private practice operator would assess commercial performance. Under Shire accounting, the practice is allocated costs such as:


- building expenses, some of which may continue depending on ownership, lease and maintenance arrangements;
- Shire administration and corporate overhead costs; and
- depreciation of relevant assets, which is a non-cash accounting expense and may not be treated in the same way by a private operator depending on the structure of the transaction.

If these local government accounting allocations were removed or treated differently, the underlying practice may be closer to breakeven and could potentially be profitable for a doctor or private operator.

A sale / transfer should therefore be positioned not simply as the disposal of an underperforming business, but as a transition from a local government accounting and subsidy model to a health-sector operating model.

Shire of Boyup Brook Strategic Community Plan 2021 - 2031

	Key Imperatives	Economic Development
	Outcome	Be a business friendly Shire and create conditions for economic growth.
	Objective	Partner with key stakeholders and support development of

		industry/business incubation, innovation and entrepreneurship using a planned approach.
	Key Imperatives	Governance and Organisation
	Objective	Demonstrate effective leadership, advocacy, and governance.
	Outcome	Provide transparent decision making that meets our legal and regulatory obligations, reflects the level of associated risk, and is adequately explained to the community.

Other Strategic Links

- Public Health Plan 2026-2031 - relevant to access to health services, community wellbeing and health equity.
- Long Term Financial Plan - relevant to recurrent operating subsidies, service levels and financial sustainability.

Statutory Environment

Local Government Act 1995

- Section 2.7 provides that Council is responsible for governing the local government's affairs and the performance of the local government's functions.
- Section 3.1 provides that the general function of a local government is to provide for the good government of persons in its district.
- Section 3.58 applies to disposing of property. If the transaction involves the sale, lease or other disposal of local government property, Council must ensure that the process complies with the statutory disposal requirements, unless an exemption applies.

Sustainability and Risk Consideration

Economic – (Impact on the Economy of the Shire and Region)

Maintaining local medical services supports local employment, liveability, workforce attraction, aged care, families and local business confidence. A sustainable private practice model may improve service stability while reducing the recurring call on ratepayer funds.

Social – (Quality of life to community and / or affected landowners)

Access to a local GP is a critical social and community wellbeing issue. Any sale / transfer process must protect continuity of care and minimise disruption for patients, staff and the broader community.

Policy Implications

Nil

Risk Management Implications

Shire of Boyup Brook's commitment to the identification and management of risks that may impact on the achievement of its business objectives.

Risk Level	Comment
Moderate	There is reputational risk if the community perceives the proposal as a withdrawal from health services. Communication should emphasise that the objective is to secure a more sustainable model and maintain local access to GP services.

Consultation

Should Council support the proposed recommendations the Shire Attorneys will be consulted.

Resource Implications**Financial**

The Shire has contributed, on average, approximately \$150,000 per annum over the past three years to support the continued operation of the practice. Reducing or removing this recurrent subsidy would improve Council's long-term financial position, subject to any continuing building ownership, maintenance, lease or support arrangements.

Workforce

A sale or transfer may affect Shire employees currently associated with the practice. Employee consultation, transfer arrangements, accrued entitlements and workforce continuity will need to be addressed.

End

6. Closure

There being no further business the meeting closed at 8:42am.

Presiding Member

Date