

Your ref: 250819 ZS.MB

22 August 2025

Mr Steve Donley
Acting General Secretary
United Services Union
Sydney Head Office
Level 7, 321 Pitt Street
SYDNEY NSW 2000

Dear Steve

RE: PERCEIVED CONFLICT OF INTERST

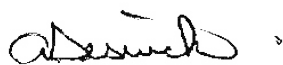
I refer to your correspondence dated 19 August 2025 regarding the alleged conflict of interest involving a senior staff member within the City of Coffs Harbour's (City's) Organisational Development Group.

Council is aware the Organisational Development employee is a volunteer at a local Surf Lifesaving Club and performs an unpaid role on its committee at Club level.

The staff member is not party to the decision-making process. Delegated authority for negotiations and determinations rests solely with the Acting General Manager who must ensure compliance with all Award provisions, particularly Clause 42 of the *Local Government Award 2023*.

The employee's involvement with Surf Life Saving has no bearing on City's assessment or resolution of the matter.

Yours sincerely



Andrew Beswick
Acting General Manager