

PRAYER

Almighty God we humbly beseech Thee to vouchsafe Thy blessing upon this House, direct and prosper our deliberations to the advancement of Thy glory and the true welfare of the people of Norfolk Island, Amen

NOMINATION BY SPEAKER OF JOHN TERENCE BROWN TO ACT AS DEPUTY SPEAKER

SPEAKER Honourable Members I lay upon the table a document in which I have nominated John Terence Brown as Acting Deputy Speaker in the Legislative Assembly

SUSPENSION OF STANDING ORDERS

MR GARDNER Mr Speaker, I move that so much of Standing Orders be suspended as would prevent the House from only dealing with the matters listed on the Programme

SPEAKER Is there any debate? There being no further debate Honourable Members, I put the question

QUESTION PUT
AGREED

Suspension of Standing Orders is agreed amongst all members. We move on to Notice No 1

PUBLIC SECTOR MANAGEMENT ACT 2000 – APPOINTMENT OF EXECUTIVE DIRECTOR ENVIRONMENT AND INFRASTRUCTURE

MR SMITH Mr Speaker, I move that notwithstanding the motion of this House passed on 15 August 2001, this House, pursuant to section 39(1) of the Public Sector Management Act 2000, and as a consequence of the report made by the Chief Executive Officer to members of the Legislative Assembly at their informal meeting of 6 December 2001, recommends that the Chief Executive Officer appoint as the Executive Director Environment and Infrastructure the person selected as the preferred applicant for the position under Section 39(2)(b) of the Act and that the Chief Executive Officer proceed to negotiate a performance-based contract in accordance with her responsibilities under Section 40(2) of the Act and relevant immigration provisions. Mr Speaker, this meeting is called as a result of that meeting on the 6th December to take the recommendation of the Chief Executive Officer for this position in the public service. This matter was raised at the last sitting of the Ninth Legislative Assembly. Members were uncomfortable at that time of actually agreeing to the motion and it was adjourned, and the reason given at the time was because it was the end of a term of an Assembly and that it should be up to the new Legislative Assembly to take a look at it and deal with it in the way they thought was best and that's what we've done this week. Since Wednesday we've had discussions about this and I as Minister responsible for the public service brought this motion forward as from the recommendation of the members from the meeting yesterday

MR GARDNER Thank you Mr Speaker just yesterday at the informal meeting of the Legislative Assembly we discussed this issue in quite some detail and I explained at that time certainly my reasoning for supporting the deferring of finalizing a similar motion to this in the previous Assembly and at that time in my mind it

was for a good reason and that we were unsure of exactly what the makeup of what this current Legislative Assembly would be, the faces that would be involved and whether the commitment was going to remain in place or whether there was going to be a change in direction for the reform process undertaken in an Assembly taken previous to that, the Eighth Legislative Assembly and whether those members were keen or otherwise to pursue a different structure and direction in that reform process. Certainly at the meeting yesterday I was heartened to hear pretty much unanimously, support for the commitment to the reform process that has been ongoing for some time now and yesterday we heard around the table commitment to that process from the new members and certainly the remaining members from the previous Assembly who I believe recommitted to that process. There was certainly no dissent around the table that I was aware of. Mr Speaker I've aired a number of concerns about the structure and the result of the employment process. Mainly in regard to those matters pertaining to no local appointees in those major executive positions or executive director positions and certainly I've aired the view that it was my view that the selection criteria or the bar as I call it, that was probably raised to greater heights than was absolutely necessary. However, I have noted certainly in recent days, comments from our Chief Executive Officer, the commitment through the professional mentoring process to fill all of the senior management positions locally on expiry of current contracts of employment of those who have been employed and are to be employed. Certainly that will have to be done in line with the merit selection process and other selection process but there is a commitment to try and ensure that we have local people in future being trained through that mentoring process that I have mentioned to come in and take up those positions and I am heartened by that commitment given by the CEO. I'm also heartened by the recent decision that there will be created and is in fact being created an executive director in training position for community services and tourism and that that position will be filled locally. It is particularly important as I spoke about yesterday with members I saw it of being the utmost importance, especially in an area like that where the workload is going to be particularly significant, especially in the life of this current Assembly. I think just as an aside it's noteworthy to mention when we talk about local input that there are, including yourself, three past very senior members of the public service who sit around this table today and that will be involved on a day to day basis and daily interaction with that new corporate management group within the public service and I think that is an important thing to note. Much has been said in recent times and over recent years of the failings in the past performance of some of the seconded officers to Norfolk Island. For the first time I spoke of this yesterday with members, under the provisions of the Public Sector Management Act we have provisions in place for performance assessment of the corporate management group and ultimately it's the Chief Executive Officer whose head is on the block if that performance is not realised and she is charged with the delivery of the performances and outcomes. If I could read into Hansard I would like to read the key short term objectives for the team or the corporate management group that we are looking to appoint a director to and they are just dot pointed in the recruitment package for those team members. The first one is to advance policy and legislative development, especially in relation to social infrastructure issues and programmes and environmental controls and programmes, to look after the development of sophisticated planning instruments and guidelines especially in regard to land use and public space, to look to the utilization of improvements and the use of technology and working systems, to establish a more coordinated approach to the effective and cost efficient management of public utilities and physical infrastructure and development of a long term planning framework, improving and guaranteed standards of service delivery, ensuring Government enterprises operate with a business sense and flair, and enthusiastic, flexible and productive workforce keen to constantly learn and improve a performance management culture within the organization and the achievement of all goals in the Government's first comprehensive strategic plan. Mr Speaker those objectives are significant in scope and that team, the corporate management group of which this executive director will be part will be assessed on the delivery of those objectives. That performance assessment process is our safety net to ensure that we don't have

repetition of what's happened in previous years in some areas. Mr Speaker, time has come to move forward, to put into practice the structure that we have developed and preached about over the years since the Eighth Legislative Assembly. In summary Mr Speaker, we've committed and re-committed to the reform process. Some accommodation has been made for local participation in the corporate management group, various commitments have been forthcoming to provide opportunity for local appointees to the group on expiration of the current contracts and the safety nets, especially regarding performance, are I believe entrenched in the Public Sector Management Act and the Chief Executive Officer is fully aware and on notice that delivery of those outcomes is absolutely essential. Mr Speaker I support the motion and encourage my colleagues to do likewise. The time has come to put to the test the process and the structure and to deliver to this community the long awaited short term objectives I've already outlined and to establish a solid foundation for our longer term objectives

MR BROWN

Mr Speaker we have been assured that this candidate is an absolutely exceptional candidate. Now we can't tell whether that is right or wrong. We have to rely on the assurances that have been given to us or not rely on them. I will be interested if the responsible Minister can tell us, I will be interested to know just how many of the interview panel interviewed this person face to face and how many conducted interviews by telephone. I will be interested to know precisely who checked the persons references because I think we need to have the answers to those things to have an informed decision. I do have difficulty with the structure that we have placed on the selection panel. I have no difficulty with the panel itself. I think that we might need to revisit that in the fairly near future to make sure that we are happy with it. But the one thing that I want to make sure people understand is that it doesn't matter what we've got in our legislation. We might have wonderful accountability provisions but unless someone is going to enforce them they are useless so we have to have a Chief Executive Officer who will in fact hold people accountable. And that requires two things. It requires a will and I have no doubt that the CEO has that but the CEO must be given the ability because if the CEO is not given that ability then the accountability provisions are not worth a pinch of you know what. The second thing that is essential is that we have to have a Minister who is going to insist on accountability and again the whole process will be wasted if the Minister does not stay right on top of the question of accountability. Now in twelve or eighteen months time, we'll be able to start to form a view as to whether we really benefited by engaging a truly exceptional candidate or whether we've missed some bits. For example, unless our truly exceptional candidate is able to share knowledge with those with whom he is working and to help in a training process for those that aspire to similar positions then again we've wasted an opportunity and that's something we will need to look at. If it turns out that this is an experiment that doesn't work, we can't give up but we can't allow it to continue not working. We will have to figure a different and better way to handle it and then get on with that. It seems to me that the overwhelming majority of members around the table are going to support the motion today and if that's the case I'm certainly not going to stand in the road of it but I do hope that the Minister understands that all of us are very much relying on his role on holding the whole of the public service accountable and ensuring the Norfolk Island community gets value for its dollar and in ensuring that those who are members of the service are provided with a workplace that they can be proud of, a workplace in which they can progress, and a workplace in which every opportunity that any of us would hope for is going to be available to them provided they reach out for that opportunity and pursue it

MR SMITH

Thank you Mr Speaker I can just answer the first part of the question that Mr Brown asked about the interview panel. Initially one person met the candidate and then the rest of the panel met up with the person referred to

MR BROWN Mr Speaker I wonder if the Minister could put that into English that I can understand. I'm wondering how many of the selection panel met the candidate face to face before he became the recommended person. I know that they would have had the opportunity to meet him once he came across here but how many dealt with him face to face and how many were forced to deal with him by telephone, that was the first set of questions and the second set of questions who checked the references

MR SMITH Yes, I can't answer that as Mr Brown would know. I haven't had responsibility for the Service and certainly I can find out that information in more detail. We did have a meeting yesterday. If Mr Brown did have a concern with it he could have raised it with the appropriate people as we had the panel here yesterday. We had the Chief Executive Officer here yesterday. Either he wasn't interested in asking the question or

MR BROWN Point of Order Mr Speaker. That is an aspersion cast at a member in suggesting that a member was not interested when attending to his duties as a member of the Legislative Assembly and I ask that it be withdrawn

SPEAKER Yes if you would maybe be more careful in your description in that context Mr Smith

MR SMITH Mr Speaker most certainly. I wouldn't like to cast aspersions on any member and particularly Mr Brown in a case like this. The opportunity was there yesterday for all members to make enquiries of the whole panel as they were all here as was the Chief Executive Officer. If members want to raise other questions today that I am not able to answer all I can suggest is that we make those a matter that need to be listed as a question on notice for the next sitting or we suspend the sitting and I go away and get the answer to those sorts of questions

MRS JACK Mr Speaker thank you. I acknowledge and appreciate the effort and commitment that the CEO and selection committee gave, resulting in the selection of the preferred candidate. A preference that is not lessened over the deferment time between the Ninth and Tenth Legislative Assemblies. I understand and appreciate some members concern with the Norfolk Island content of these positions however I feel confident that the Chief Executive Officer is dealing with these and that the final position, that of the Executive Director for Community Services and Tourism is also one of a mentoring role of the Director in training. This employing a highly motivated and experienced local person being trained

MR NOBBS Point of Order Mr Speaker. I understand that this is Mrs Jack's maiden speech. She should be heard in silence I do believe and there are certain members that are carrying on a treat on my right and I would like you to draw attention to that please

SPEAKER Honourable Members Mrs Jack has the floor

MRS JACK Mr Speaker thank you. As I was saying the employment of a local, highly motivated and experienced person being trained to see them hopefully use the merit selection process to rise through the ranks and to achieve high management level in the Administration of the Island I see as a tremendous plus and I see no problem to agreeing to the preferred applicant for the executive director of the Environment and Infrastructure being given the performance based contract being handled by the Chief Executive Officer and I would like to see it proceed thank you

SPEAKER Thank you. May I draw your attention that that was Mrs Jack's maiden speech. Further debate Honourable Members

MS NICHOLAS In standing for election to this Assembly I chose to focus on three things, one of which was my support for the ongoing reform of Norfolk Island Administration. I said then that Government could only ever be as good as its advisors and I said then that I supported the appointment of the new team of executive directors because I saw this as possibly the last chance we have to get ourselves sorted out and capable of managing Norfolk Island efficiently. The matter before us, I trust the locally based selection team to have made the right decision. New Chief Executive Officer has also been involved in the selection process and she's well thought of by Administration staff and I'm prepared to trust her judgment also. A local applicant for one of the executive director's positions, albeit unsuccessful, has told me that he felt there were "no flaws in the selection process", in other words the process was fair and reasonable. I have spoken to a handful of Administration staff, one of whom having spent a couple of hours with him said that the applicant was "a genuine type of bloke, he seemed like he knew what he was talking about". Another Administration employee stated that they "would be happy if the applicant was appointed Executive Director of Environment and Infrastructure as he was the type of person readily accepted on Norfolk Island, laid back, relaxed and genuinely interested in the Island". This urgent meeting or special meeting has been held so that the Assembly may be put the final stamp of approval on the Executive Director's appointment. At another time the matter of amendment to legislation will be discussed so that this requirement for the Legislative Assembly to rubber stamp the action of the Chief Executive Officer need not occur. The Chief Minister has already mentioned the checks and balances built into the system of appointment and dismissal. Today's action by the Legislative Assembly could be seen as anomalous and unnecessary. Originally the plan was to have all executive directors in place by September last. Various events have been responsible for the delay. We are here today to allow things to progress as quickly as possible so that this man who has degrees in engineering, applied science and landscape architecture may begin to give us the benefit of his experience and advise on urgent matters such as upgrading the airstrip, matters concerning the Cascade Cliff project, the gasifier and alternate energy production, our waste disposal dilemmas. The list goes on and to allow him to get to Norfolk Island as soon as possible and it's my intention Mr Acting Deputy Speaker to support the motion

MR D BUFFETT Thank you Mr Acting Deputy Speaker. Again, to just state some of the obvious points. The newly elected nine members of this Tenth Legislative Assembly informally had a briefing on this matter by the Chief Executive Officer yesterday and it's been already explained that the issue is about appointing the second executive director in the senior ranks of the public service. That is, a member of the four person management team. Two have been appointed already, that is the CEO and one of the other executive directors and both of those have been people brought in from outside the Island. This appointment is now before us and it is a further proposal to bring someone from outside the Island. The fourth position is yet to be brought to us but there is every indicator that the recommended person will also be imported into the Island. The end result of that exercise will be that the capacity of residents of Norfolk Island to bring local expertise to the management team that I've just described continues to be ignored. My views are known to you. I expressed them publicly in November in the final sitting of the last Assembly, the Ninth Legislative Assembly and I did elaborate yesterday when we met in the context that I have already mentioned. My view is this. I would have liked all the positions to be filled locally but this has been countered by the argument that some external expertise is needed in the public service reform process and I've come to recognise that yes, some, some, external input can be useful and can be practical and it can be helpful to that reform process and as has been said earlier this afternoon that we do have a commitment to a reform process. But what is happening here in this motion is that there is total displacement at this stage, total displacement of

local participation. There are no local participants. Not one. Now we do have talent in this Island. We have people who recognise the local traits and attributes of the community and can harness the benefits to meet community needs. They can make a significant contribution and in turn they deserve the opportunity to perform a challenging and a fulfilling role and deserve secure, respectable remuneration which is part of this package. This should not be only the arena of the import. We have progressed beyond the stage of people coming from outside and telling us we are not good enough. Just because we might do some things a bit differently in this place. To bring local knowledge to the management team, the four that I have described to you, where none exists at present, is a valuable factor and it's a valuable factor to all, the team itself, the community and the individual players all may benefit from that. Now I know that it has been said there is one trainee position but that trainee position is one step removed from the management group of which we speak and under the present method there is really no guarantee that that person will join the team. There are processes that need to go through if they are the same processes that we are going through now what will be the answer, similar to we have now? Therefore, that person may not be a player. Most of us around this table at various times, have given support for local employment. I think we need to be counted today on whether we give only lip service or whether we give practical support and recognition of the skills our community undoubtedly possesses. And I really encourage you to bring your strength of conviction amongst the group here for local employment and to ask for a proposal which at least one Norfolk Island resident is on the Norfolk Island Management Team in the senior echelon of the Public Service. This motion does not secure such a place. Regrettably, I think it could in another arrangement but it doesn't. It puts aside the Norfolk Island resident and it gives it quite simply to someone else. Therefore, this motion I could not agree for the reasons that I've endeavoured to describe to the Chair and to my colleagues around this table

MR I BUFFETT

Thank you Mr Acting Deputy Speaker, with the risk of this being my maiden speech I feel more like a weight-for-age runner. I intend to support this motion for a couple of simple and basic reasons. The process of reform has gone on now for some eighteen months, two years, and before that. The Ninth Legislative Assembly had every chance, had every avenue open to them to address these basic issues right up until the time of the last sitting of that Ninth Legislative Assembly in November. This has been rather an expensive process of going through the recruitment process, selecting a person and having them on the brink of arrival and hopefully doing some meaningful work for us. I note the comments that have been made regarding performance and if the person selected does not perform then we'll have to go through that process again. That's one simple fact. The second aspect of this is that I think we as the Tenth Legislative Assembly made an undertaking to the community that we would get on with a number of things and this is seen to be getting on with it and I think if we approve and appoint this person or approve the recommendation that this person be appointed then we are doing that. The other aspect of this is, that there are a number of people who would need to contribute if we were to change the processes. They are the people who contributed to having us find ourselves where we are with the Public Sector Management Act, that's the employees within the Administration who the Act directly affects, the community and we as the elected representatives. If there is a strong feeling that there needs to be a change to bring about some of the aspects that have been recently mentioned by Mr Speaker then I think we need to address those and they will not take a short time. It is my personal experience with where we find ourselves at with the Public Sector Management Act, is it's taken some considerable length of time. I do not say that we put those issues that have been raised around this table aside today, but urge that we at least finalise this appointment so that we are some way up the track of getting the support that this Tenth Legislative Assembly needs to go forward and Mr Acting Deputy Speaker that's all I have to say on the motion and I will be supporting this

ACTING DEPUTY SPEAKER BROWN Honourable Members we should note that that was Mr Ivens Buffett's – not his first speech in this room but – maiden speech as a member of this House

MR D BUFFETT Thank you Mr Acting Deputy Speaker I wanted to immediately respond to three points made by the speaker immediately before me. The first is about the length of time that this Public Sector reform process has been taking and therefore there should have been an earlier opportunity to raise some of the points of difficulty. I would just need to clarify that all of the points that have been raised today in terms of the difficult situation that we are now in have been highlighted and regrettably predicted at a much earlier time. Certainly there had been hope on my part that it would not lead us to this difficult situation whereby we have no local residents in the team, but to some extent that that was predictable and that was identified and indeed complained against at an earlier time. The regrettable situation is that we have now reached that situation. It is not something that has just come out of the blue. It had been identified and addressed before. Regrettably people have not heeded that situation to find a remedy at an earlier time. The second point was the expense. Yes, this has been an expensive process but just because it's been expensive does not really mean that it's the best or that in fact that it's serving us well and if in fact it is proving not to serve us well and not delivering the product of which we speak then we should be big enough to cut our losses and make an adjustment. It is being said that we should get on with this and indeed we should be we should get on with it in a manner that delivers the desired product. If in fact it is not the desired product then we should pause not indefinitely but we should pause sufficiently to get back on the right track and to again make the point that I made at the very beginning, the right track must be to offer recognition for people who live in this community to be a participant in the important processes that are going on in the public sector reform situation. They should not be put aside. They need to be participants. I've said that I accepted in the earlier stage that it may not be practical for all of those people to be local people but there need to be some representation amongst them

MR DONALDSON Thank you Mr Acting Deputy Speaker. I spoke in my election campaign of support for local employment opportunities where-ever possible for people however, in looking at this position I notice that the position has been upgraded to really be beyond the reach of the local Norfolk Island population. Nobody here meets the selection criteria. If we accept the selection criteria as being correct and appropriate then we must go off shore. In a lot of ways I regret that. I really believe that if this Legislative Assembly is to get involved in a selection process it should be earlier on in the stages, when setting the selection criteria, making sure that jobs that are advertised will actually fulfill the roles that we want people to fulfill. To fulfill the aims of this Legislative Assembly. Not be some pie in the sky high falutin selection criteria that is beyond the reach of the local people. However, I do support the reform process of the public service. I don't want to see the process derailed at this late stage. I will therefore be supporting this recommendation but I will be supporting later on more involvement in the selection criteria for Legislative Assembly members so that we can select people who will actually do the jobs we want them to do

ACTING DEPUTY SPEAKER BROWN Honourable Members that too was Mr Donaldson's maiden speech. Members, the question is that the motion be agreed to. Mr Nobbs

MR NOBBS Thank you Mr Acting Deputy Speaker. I don't wish to say too much on this particular aspect. It was dealt with by the last Legislative Assembly and I thank Mr Smith for bringing it forward again today because there was a need then and there is a need now to get on with the process that has been set in place and it goes back to 1998 with the Howard Report and that was an expensive exercise I can tell you that and I believe that at the time we could do it a lot cheaper but people said

no, you pay peanuts you get monkeys so even though the people that I was actually thinking of were fairly highly qualified and probably more highly qualified than that person who actually did the report. But anyhow. There's a couple of things that I need to speak of now. The first one is in relation to the people who actually applied for the position and I think there's been some sort of confusion put out of late over the last few weeks as to the availability on the Island that people with adequate qualifications to undertake the particular positions. What we are looking at are the positions that were advertised, we had applicants, and we look at the applicants actually, not the people on the Island who actually provided their input by applying for the job. I think there's a need Mr Acting Deputy Speaker to differentiate between the whole Island and home back on those people who actually applied for the position. I don't know the exact number. I believe that that's a process that was gone through by the CEO. We put in place particular processes that were acceptable at the time and I believe that the selection panel, I had complete faith in them and I believe as I said a few weeks ago in the last Assembly that they did the job to the best of their ability and I accept that that job was fair enough. Another issue really is in relation to training. It's been said that there is an undertaking by the corporate management group to facilitate training. There's two sides to training Mr Acting Deputy Speaker. The first is the provision of it and the second one is the acceptance of it. I believe that the service needs to look closely at the second part and accept the training opportunities that are offered and go for more because if we don't we think that we know everything and often we do and you live and learn every day actually but we sort of get away from this training business and that's what I believe has been lacking over the years past with the Administration. Whilst I wasn't here all of the time I understand from members of the organization of the Administration that training has not been undertaken, that progression of people in their jobs have not been really supported and that's something that we need to change. I'm fully supportive of the particular applicant. Members have met the particular applicant. They can judge for themselves I believe and I support what's happening. I also support that the CEO is the real one with the head on the chopping block at this particular point in time. If the selected people don't perform well there is provision within the contract which was developed by the last Legislative Assembly which provides that she pays the penalty and that's something that I haven't been able to find in previous contracts for CEO's so there is a difference now. I believe that there is accountability by the CEO. There is also a commitment to training. I hope the staff pick it up and go with it and run with it because it's as I say, regardless of what we do in life, be it in sport or life in general or in a work situation, there are always aspects that we need to improve or to readjust our performance and I think that the present arrangements that have been put in place will ensure that the Administration staff have the opportunity to progress and I wish them well. I also wish the CEO well and would like to thank her and I would also like to thank two guys who supported me in the last Legislative Assembly and that's Bruce Walker and Johnny McCoy. They unfortunately missed out and I just fell in, so I wish you well George. Thank you very much

MR SMITH

Thank you Mr Speaker I just want to summarise that. I guess there's not too much more debate unless I say something that I shouldn't say. But just from what Members are saying around the table that democracy is taken it's normal course and properly so. I think people are expecting this Legislative Assembly to show leadership and it's a very important factor in whether the Legislative Assembly can do it's three years properly or not and I think we are doing that today by taking this on straight away. There's probably more information that we and particularly the new members may have liked to discover in this process that we are going through. There's a lot of things being raised today but we just need to bear in mind that we are working off the recommendation from the Chief Executive Officer who is our manager of the public service. It's good to see that the support is there for the recommendation made by the CEO. If it wasn't we would have a serious problem the other way around. I had the responsibility for the public service in the Eighth Legislative Assembly when the public sector management stuff was put together. It was a long and hard process and a

very good one, working with the service almost totally and the CAO of the time which brought out a lot of issues that needed to be rectified and it resulted in what we now have with the Public Sector Management Act and it's designed to do certain things and we are working along what it is designed for us to have our role in as much as we do in the employment of staff. There obviously will be people who are unhappy with parts of the Act and the way it is dealt with and there are people who will be very happy with the way the Act works. Likewise the people who have to manage with the Act. There may be some questions and there certainly has been some questions already today. I've had three calls from people who were concerned with what was going to be processed today. I'm sure that those people will agree with me that if this process does work then we should be pleased with that. If it doesn't work then I'll be one of the first ones to say that it's not working and we should do something about it. As for any more people who need to be employed in this level of management, I think the nine members need to be brought right up to date of exactly where we are up to with that and that everybody is aware of all the factors. I'm pleased to see that members around the table today recognise that we have to get on with the job and let's get on with it, thank you

MS NICHOLAS Thank you Mr Speaker. If I may ask please before the vote is taken, could the motion be re-read

SPEAKER Would you care to have that honour Mr Smith

MR SMITH Mr Speaker, I had moved that not with standing the motion of this House passed on 15 August 2001, this House, pursuant to section 39(1) of the Public Sector Management Act 2000, and as a consequence of the report made by the Chief Executive Officer to members of the Legislative Assembly at their informal meeting of 6 December 2001, recommends that the Chief Executive Officer appoint as the Executive Director Environment and Infrastructure the person selected as the preferred applicant for the position under Section 39(2)(b) of the Act and that the Chief Executive Officer proceed to negotiate a performance-based contract in accordance with her responsibilities under Section 40(2) of the Act and relevant immigration provisions.

SPEAKER BUFFETT Thank you. If there is no further debate Honourable Members I put the question

QUESTION PUT

Madam Clerk would you call the House.

MR DAVID BUFFETT	NO
MR GARDNER	AYE
MR DONALDSON	AYE
MRS JACK	AYE
MR IVENS BUFFETT	AYE
MR NOBBS	AYE
MS NICHOLAS	AYE
MR SMITH	AYE
MR BROWN	AYE

SPEAKER The result of voting Honourable Members, the Ayes 8, the No's 1, that Motion is agreed to

6TH SOUTH PACIFIC MINI GAMES - STATEMENT BY SPEAKER

SPEAKER Honourable Members, that is the business of the day. Before I move to the fixing of the next sitting day could I just say that this is the

first business meeting of the Legislative Assembly since the commencement of the 6th South Pacific Mini Games in Norfolk Island and on your behalf I would like to say welcome to all who have arrived for the Games in Norfolk Island and for those who continue to arrive in the Island for this important occasion in Norfolk Island. We are delighted that our fellow Pacific Islanders make a visit here and participate in the Games. The Members of the previous Legislative Assembly and I'm sure, of this Legislative Assembly supported the Mini Games in Norfolk Island and the Government has made provisions for finances and other resources to effect the Games here and to make everyone welcome. On your behalf I offer them good wishes and good sportsmanship during the Games in Norfolk Island

FIXING OF THE NEXT SITTING DATE

MR BROWN Mr Speaker I move that the House at its rising adjourn until Wednesday 19 December 2001, at 10.00 am.

SPEAKER Thank you Is there any debate. The question is that the Motion be agreed to.

QUESTION PUT
AGREED

ADJOURNMENT

MS NICHOLAS Mr Speaker, I move that the House do now adjourn

SPEAKER Is there any debate Honourable Members?

MR GARDNER Mr Speaker, I would just like to endorse your earlier words of welcome to the athletes, competitors, officials, VIPs and other visitors associated with the Games on their coming to Norfolk Island. I wanted to comment briefly on the limited chance I've had to date of visiting most of the venues for the Games but those I have visited are certainly in outstanding condition and have been extremely well prepared and I think it just goes to show that Norfolk Island can do an outstanding job in the area of organization of international events and certainly have done so and I would like to commend all those involved

SPEAKER Chief Minister thank you. Is there any further adjournment debate Honourable Members? There being no further debate I put the question

QUESTION PUT
AGREED

Therefore Honourable Members this House stands adjourned until Wednesday 19 December 2001, at 10.00 am.

