

MEDIA RELEASE – Monday, 16 March 2026

Auditor-General finds councils have improved general manager recruitment, appointment and performance assessment processes

Audit Tasmania's follow up review assessed the degree to which councils implemented recommendations made in its 2021 report on *Council general manager recruitment, appointment and performance assessment*.

Auditor-General, Martin Thompson, said, 'we conduct follow-up audits to inform Parliament the extent to which the recommendations from previous audits have been implemented. We also look at the impact those recommendations had on the entities.'

Mr Thompson noted the good work undertaken by the Office of Local Government to publish guidance on general manager recruitment and performance monitoring. The Minister for Local Government has, through legislative change, reintroduced a requirement for councils to seek applications for the general manager vacancies in most instances, and to appoint based on merit. While there was one council that was part of the follow up audit that directly appointed its general manager, this occurred prior to the above legislative changes and therefore did not contravene the *Local Government Act 1993*.

We also found that a 'few councils did not formally document how perceived, potential and actual conflicts of interest were managed during the recruitment process. Retaining this information supports transparency and allows the council to defend its position if the appointment is challenged.'

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ENDS

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