

EMRC Newsletter

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1. Message from Wendy Harris



As we move into the new financial year, I look back on the last 12 months with immense pride. I would like to thank the EMRC's staff and stakeholders for making this past financial year so successful. Their dedication is pivotal to ensuring that Perth's Eastern Region continues to be a great place to live, work, play and do business. I look forward to another fruitful year working with you all.

With the appointment of our new CEO Marcus Geisler, I am returning to my substantive position of Director Regional Services. I would like to thank the Chairman, Councillors and EMRC staff for the opportunity and their support

during my tenure as Acting CEO.

I would like to congratulate Marcus Geisler on his appointment and wish him the best. I look forward to the future of the EMRC under his guidance.



WENDY HARRIS
Director Regional Services

2. Marcus Geisler Appointed EMRC's New CEO



**Newly Appointed EMRC CEO
Marcus Geisler**

Waste Authority Chairman Marcus Geisler has been appointed EMRC's new Chief Executive Officer.

Commencing on 15 July 2019, his appointment was confirmed at a Special Council meeting on Thursday, 30 May 2019 following the resignation of former CEO Peter Schneider in November 2018.

Mr Geisler has extensive experience in the EMRC's principal business of waste management. He has held senior positions in the waste and recycling industry in Australia and overseas with particular emphasis on the recycling of construction and demolition waste.

Mr Geisler has held director and senior management positions with Coates Hire, Thiess and SITA, Western Australia's largest waste management company. A Waste Authority member since 2008, he was appointed Deputy Chairman in 2011/2012 and has been the Authority's Chairman since 2014.

At the Waste Authority, Mr Geisler's negotiating skills and his commitment to strong engagement successfully brought together State and local governments, industry and the community to enable implementation of the State's Waste Strategy.

His experience in waste processing includes composting organics and alternative waste treatment processes and the recovery and marketing of secondary materials, ranging from construction and demolition waste to kerb side recyclables.

EMRC Chairman Cr David McDonnell thanked Director Regional Services, Wendy Harris for her many valued contributions as Acting CEO over the past six months.

The EMRC is looking forward to the direction Mr Geisler will take to make sure Perth's Eastern Region will be a great place to live, play, work and do business in.

3. Cities Power Partnership

The Cities Power Partnership (CPP) is an Australia-wide Climate Council-led initiative to help councils make the switch to renewable energy. With 100 council members, 17 which are located in WA, the EMRC is represented through five of its six member Councils.

The EMRC attended a Cities Power Partnership in its role of assisting member Councils to reduce greenhouse gas emissions and to better tailor the various programs on offer for member Councils.

The day consisted of:

- Sharing information on:
 - The latest national and state policies update
 - Funding opportunities
 - Webinars and online resources
 - Joint program collaborations and partnerships
 - Initiatives taken by other councils

- Participation in a roundtable consultation to identify:
 - Items on WA's wish list for climate change mitigation support
 - Barriers to effective local government
 - Where local governments need help

The outcome of the day was highly positive with the 21 councils present expressing their endorsement of the state's future objectives. All parties agreed to call for the WA state government to commit to a renewable energy target of 50% by 2030 and 100% emission reduction target by 2050.

4. EMRC's Reconciliation Action Plan (RAP) Endorsed by Reconciliation Australia

Reconciliation Australia has congratulated the EMRC following endorsement of its inaugural Reconciliation Action Plan (RAP).

As a member of the RAP community, the EMRC joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

The EMRC identified a need to develop a RAP to acknowledge all Aboriginal and Torres Strait Islander peoples who reside or work in Perth's Eastern Region and to develop meaningful dialogue with those communities to acknowledge the concerns confronting the local community.



The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This RAP provides the EMRC a roadmap to begin its reconciliation journey.

Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community - governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities - have a role to play to progress these dimensions.

Reconciliation Australia CEO Karen Mundine said: "We wish the EMRC well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

"Reconciliation is hard work - it's a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality."

She continued: "On behalf of Reconciliation Australia, I commend the EMRC on its first RAP, and look forward to following its ongoing reconciliation journey."

The EMRC is at the very beginning of the reconciliation journey. A RAP Working Party has been formed to develop the RAP and comprises member Council Councillors with support provided by the EMRC's Director Regional Services and the EMRC's Council Support Officer. The Working Party is actively developing the RAP and is committed to ensuring successful implementation of the RAP. Reporting back to Council against the actions and deliverables of the RAP will occur at least annually.

5. Stephen Fitzpatrick – WALGA Honours 2019

EMRC Director Waste Services Stephen (Steve) Fitzpatrick has been selected to receive the WALGA Local Government Distinguished Officer Award. Steve's nomination was for his outstanding contribution and achievements, both professionally and personally, in the advancement of the Local Government sector.

Steve began his career in local government in December 2000 when he was appointed to the role of Manager Project Development at the Eastern Metropolitan Regional Council (EMRC). In August 2013, Steve's dedication and loyalty, as well as his skills and expertise were recognised and led to his promotion to Director Waste Services.

Steve has also provided leadership in developing and implementing a comprehensive Waste Education Strategy, which is used to develop targeted programs with the aim of raising awareness of waste management issues and to motivate behavioural change that results in the reduction of waste. The Waste Education Strategy has been used to implement a number of highly successful programs.

Steve has been instrumental in the establishment of the Waste Management Community Reference Group and Community Taskforce. Both these groups comprise of members of the public who are passionate about waste management. Both these community groups provide valuable input and feedback to the EMRC Council on resource recovery and waste education matters.

The EMRC is very proud of Stephen Fitzpatrick and would like to congratulate him on his well-deserved achievement.

6. 2019/2020 EMRC Community Grants Program

The EMRC is offering grants of up to \$1,500 each to community groups through its 2019/2020 EMRC Community Grants Program.

The program, which opened on Monday, 10 July 2019 with a total pool of \$15,000, provides support to the development or maintenance of the sustainability, social, cultural and/or recreational needs of the local community. Eligible applicants include members of the Gidgegannup, Hovea, Parkerville and/or Stoneville communities.

The EMRC believes that thriving local communities are essential for the wellbeing of those who live there. The EMRC are delighted that we have the opportunity to demonstrate our continued support for our local communities through this valuable initiative.

Applications must be received by 3pm Friday, 30 August 2019. For a copy of the 2019/2020 Community Grants Program Guidelines and Application Form, visit www.emrc.org.au/emrc-community-grants-program.html or contact the EMRC on (08) 9424 2209 during business hours.

7. 2019 EMRC Tree Planting Day

21 June 2019 marked the 10 year anniversary of the EMRC Tree Planting Day at the Red Hill Waste Management Facility. Commencing with a Welcome to Country, Bill 'Spud' Carroll enlightened staff on how the tree-planting site had been home to three thousand generations of indigenous culture.

With peak weather conditions, EMRC staff joined forces to personally make a positive environmental impact. Over 50 staff took part in tree planting and together, managed to plant 2,400 native trees in just over an hour.



EMRC Staff Celebrate 10 Years of Tree Planting

The tree planting day provides an opportunity for EMRC staff to gain a better understanding of the rehabilitation efforts. The event is a favourite among staff, providing not only a lot of fun but valuable lessons in working together to manage the environment. By the end of the day, EMRC staff achieved a deeper appreciation of the importance of providing a habitat for our native animals.

EMRC's Tree Planting Day is part of the Red Hill Waste Management Facility's rehabilitation program. Environmental sustainability is a high priority for EMRC and the Tree Planting Day is one of many ways the EMRC promotes long-term rehabilitation objectives of the waste facility.

8. EMRC Thanks Prapti Mehta for 10 Years of Service

The EMRC last month bade farewell to Manager Organisational Development, Prapti Mehta after 10 years of service.

Prapti worked closely with former CEO Peter Schneider in designing and implementing initiatives for the development of a High Performance Team at the EMRC. Some of the initiatives include development of the 'Funtastic Five' team, the Rewards and Recognition programme and the annual Staff Survey.

As Manager Human Resources, Prapti has also been responsible for streamlining key HR processes such as:

- Inductions
- Performance reviews
- Termination
- Recruitment

Prapti has also been instrumental in:

- Migrating HR information into SynergySoft to enable HR compliance reporting
- Development and review of various HR policies
- Coordinating the High Performance Training in partnership with Central TAFE
- Developing EMRC's Leaders (for Managers) training – 12 months
- Developing EMRC's Future Leaders (for supervisor's) training – 6 months
- Introduction of Staff Survey
- Development of the 5 year workforce plan
- Development of strategic training plan aligned to skills and competencies
- Development of the Disability Access & Inclusion Plan

By any description, Prapti has had a fantastically varied career at the EMRC. Joining in 2007, Prapti's positions included Manager Organisational Development (2007-2011 and 2018-2019), Manager Human Resources (2011-2018), Acting Executive Manager Corporate Services (2009) and Acting Director Regional Services (2011).

Prapti's professionalism and friendliness will be missed and the EMRC thanks her for all of her work for the organisation.



EMRC staff gather to wish Prapti a long and happy retirement

9. EMRC is going LIVE!

From 1 July 2019, the EMRC is now active on social media with the launch of our Facebook page.

We will be posting about waste education, regional development and environmental services, with a strong focus on the communities we serve. This includes events, latest news and helpful tips. Checkout the EMRC Facebook page today - click [here](#), give us a like and follow everything EMRC!



10. Council and committee meeting dates

EMRC Council and committee meeting dates for the rest of 2019 are as follows:

EMRC COUNCIL MEETING

Commencing at 6:00pm

Thursday	22 August (if required)	EMRC Administration Office
Thursday	19 September	EMRC Administration Office
Thursday	5 December	EMRC Administration Office

AUDIT COMMITTEE (AC) MEETING

Commencing at 6:30pm

Thursday	8 August (if required)	EMRC Administration Office
Thursday	5 September	EMRC Administration Office
Thursday	10 October (if required)	EMRC Administration Office
Thursday	21 November (if required)	EMRC Administration Office

CHIEF EXECUTIVE OFFICER'S ADVISORY COMMITTEE (CEOAC) MEETING

Commencing at 12:30pm

Monday	5 August	EMRC Administration Office
Tuesday	3 September (informal)	EMRC Administration Office
Tuesday	8 October (if required)	EMRC Administration Office
Tuesday	19 November	EMRC Administration Office

WASTE ADVISORY COMMITTEE (WAC) MEETING

Commencing at 5:00pm

Thursday	8 August (if required)	EMRC Administration Office
Thursday	5 September (if required)	EMRC Administration Office
Thursday	10 October (if required)	EMRC Administration Office
Thursday	21 November (if required)	EMRC Administration Office