

Media Release



Thursday 29 May 2025

Council decision regarding former Councillor Louise Pascale

Council has been dealing with three Behavioural Standards Complaints made against former Councillor Louise Pascale under Council's Behavioural Management Policy.

In line with the Policy, the complaints have been managed through a comprehensive and independent investigation, ensuring a fair and due process for all parties.

The reports of these investigations were presented at last night's Council meeting. Full details are included at the end of this media release.

To be attributed to Acting Mayor Nathan Daniell:

"At Tuesday night's meeting, Council noted the findings and recommendations of the investigation reports.

Section 262C of the *Local Government Act 1999* provides that Council may only take action against elected members. As Ms Pascale is no longer a member of Council, the elected members resolved to take no further action in relation to these complaints.

This decision was reached after long deliberation and was made in the best interests of ratepayers.

We also noted the cost of these complaints to Council, which total more than \$50,000 across the three matters.

The investigation reports remain confidential. It would not be appropriate to discuss these matters beyond what Council has noted.

However, I am pleased that Council unanimously resolved to work together in a cooperative and respectful manner at all times; to respect and value differences of opinion; and to expect compliance with the behavioural standards for those in elected office and furthermore to hold to account elected members who breach those standards.

Among our elected members there is such diversity - our values, political leanings and skills. This is a strength. To get the most out of this diversity, we must work together, both the elected body and the administration.

Media Release



By working together with honesty, respect, and shared purpose, we can ensure we not only continue to deliver for our residents but also enhance the experiences they have with us as their Council.

I am proud of what we have delivered for the community. This term, together, the elected body has:

- Developed an innovative and community focused Strategic Plan;
- Ensured the continued delivery of core services – both capital projects like roads and footpaths, along with operational services such as our libraries;
- Secured funding for the Amy Gillett Bikeway, with the works well advanced;
- Opened the long-awaited Fabrik Arts and Cultural precinct;
- Revived community forums to strengthen resident engagement;
- Endorsed a new Carbon Management Plan;
- Launched a new CRM system for better service delivery;
- Trialled weekly FOGO;
- Approved our Innovate Reconciliation Action Plan;
- Commenced construction on a splash park at Woodside Pool, and much more.

Council will now move forward, focusing on the continued delivery of our Strategic Plan, key projects, and essential services to our community.”

Behavioural Standards Complaints - Detail

In relation to Behavioural Standards Complaint 1, Council noted that by making a LinkedIn post on or around 10 May 2025, former Councillor Pascale’s conduct breached the following Behavioural Standards:

- 1.2 Act in a way that generates community trust and confidence in the Council.
- 1.4 Act in a reasonable, just, respectful and non-discriminatory way.
- 2.2 Take all reasonable steps to provide accurate information to the community and the Council.
- 2.5 Act in a manner consistent with their roles, as defined in section 59 of the Act.

The investigation report recommended that in relation to this matter, former Cr Pascale should:

- Remove the LinkedIn post if it had not already been removed
- Provide a public apology in objectively genuine terms about the LinkedIn post with an explanation about how that post departed from the expectations incumbent on elected members, and deliver that apology in a way that does not offend the confidentiality obligations under the Policy; and

Media Release



- Attend training that reinforces elected member obligations under the Behavioural Standards as well as providing actionable steps that Councillor Pascale can take to re-build her working relationships with her fellow elected members.

In relation to Behavioural Standards Complaint 2, Council noted that by engaging in a series of conduct former Councillor Pascale's conduct breached the following Behavioural Standards:

- 1.2 Act in a way that generates community trust and confidence in the Council.
- 1.4 Act in a reasonable, just, respectful and non-discriminatory way.
- 1.5 When making public comments, including comments to the media, on Council decisions and Council matters, show respect for others and clearly indicate their views are personal and are not those of the Council.
- 2.2 Take all reasonable steps to provide accurate information to the community and the Council.
- 2.5 Act in a manner consistent with their roles, as defined in section 59 of the Act.
- 3.1 Establish and maintain relationships of respect, trust, collaboration, and cooperation with all Council members.
- 3.2 Not bully other Council members.

The investigation report recommended that in relation to this matter, former Cr Pascale should:

- Provide a public apology to the subject of the behaviour in objectively genuine terms apologising for how her behaviour departed from the expectations incumbent on elected members, and deliver that apology in a way that does not offend the confidentiality obligations under the Policy; and
- Attend training or instruction directed towards the Behavioural Standards for Council Members, workplace bullying and harassment and her obligations as an elected member.

In relation to Behavioural Standards Complaint 3, Council noted that through her conduct after the 10 September 2024 Council meeting, former Councillor Louise Pascale breached the following Behavioural Standards:

- 1.4 Act in a reasonable, just, respectful and non-discriminatory way.
- 2.5 Act in a manner consistent with their roles, as defined in section 59 of the Act.
- 3.1 Establish and maintain relationships of respect, trust, collaboration, and cooperation with all Council members.
- 3.2 Not bully other Council members.

The investigation report recommended that in relation to this matter:

- Council should pass a censure motion in respect of former Councillor Pascale;

Media Release



- Cr Pascale should provide a public apology to the subject of the behaviour in objectively genuine terms apologising for how her conduct departed from the expectations incumbent on elected members, and deliver that apology in a way that does not offend the confidentiality obligations under the Policy;
- Cr Pascale should provide a written apology to the subject of the behaviour in objectively genuine terms.
- Cr Pascale should attend training or instruction directed towards the Behavioural Standards for Council Members and workplace bullying and harassment

- ENDS -

Media contact

Penelope Starling, Manager Communications, Engagement and Events – Acting
8408 0430 | 0427 488 866