



## PITCAIRN ISLAND COUNCIL

### Minutes of the Special Council Meeting held at the Pulau School Commencing at 12.00pm, 29 January 2025

**Present:**

Mayor Simon Young, Governor Iona Thomas (vidlink), Deputy Governor Alisdair Hamilton (vidlink), Cr Torika Christian, Cr Shawn Christian, Cr Melda Evans, Cr Kevin Young, Administrator Lindsay Thompson, Island Secretary Shirley Young. By invitation: Cathryn Lancaster, and Zoe Mounsey, from Martin Jenkins. (Via vidlink)

**Gallery:** Mike Collis, Heather Menzies.

**Apologies:** Deputy Mayor Charlene Warren, Cr Michele Christian.

**Welcome:** To all present.

Items	
1. Opening of the Meeting	Meeting Opened: 12.00pm
2. Welcome all	Meeting opened. Mayor thanked all those present.
3.	<b>Note: Due to feedback on the recording, hard to hear precisely what was said, the following Minutes are an approximation. Please submit revised comments.</b>
4. PPS Review	<p>Council members introduced themselves.</p> <p>Mayor opened with expectations of members remaining impartial and providing constructive criticism and solutions to any issues raised regarding the feedback from Martin Jenkins.</p> <p>The Governor explained her position that the Community on her first visit were clear that the current PPS model does not meet the needs of the community. She has employed Martin Jenkins to independently assess and consider what PPS model would better suit the needs of the Pitcairn Island Community. A consultative period will occur with both the Island Council and the community. The purpose of the meeting today is to hear constructive feedback on the proposal and in a general sense ensure that the Pitcairn Council is in agreement with the fundamental principles and that the proposed new model is likely to be fit for purpose. This will not negate the fact that once the Governor has approved a new PPS model that its implementation will have challenges.</p> <p>Cathryn Lancaster from Martin Jenkins then expanded and more fully articulated the PPS proposed model. She explained how she had met with as wider community as possible, and had made herself available to any and all members of the community. That the community were clear that the current structure does not work effectively. She met with all departments and spoke at length with individuals in ascertaining current procedures and identifying areas that were not working as smoothly as they could. Cathryn also met with PIO to gather significant statistical data. The PPS proposal is a draft document and constructive thoughts are welcome. The restructure aims to streamline functions, to work smarter, to remove positions that are not relevant to GPI, to group relevant tasks within departments.</p> <p>Cathryn noted the following comments:</p>

	<p>That since our last restructure in 2009, technology has changed significantly.</p> <p>That no pay rise had occurred on Island since 2009.</p> <p>That the current pay structure consists of only 2 pay scales.</p> <p>That they explored alternative structures and what they look like.</p> <p>That the cost of living has increased significantly since the last pay rise.</p> <p>That the data showed we currently have 39 people who were paid for 70 positions.</p> <p>Most positions were paid hourly, salary, and 2 people were paid both.</p> <p>It was noted that the highest income paid was \$21,000.</p> <p>That the management control consisted of a large amount of workers under each manager.</p> <p>That people are being paid the same.</p> <p>That there is little incentive to work efficiently in their standard hours.</p> <p>That expenditure is high for machinery upkeep.</p> <p>That it was identified large projects started but not completed.</p> <p>That procurement is being carried out over many divisions which leads to inefficient issues with regards to supply chain issues and financial controls.</p> <p>That technology has changed and improved ways are available to successfully complete jobs.</p> <p>That the Online gallery is effectively a private industry being run through the Government.</p> <p>This created the following observations:</p> <p>That there is a small Number of resources.</p> <p>That we need to put the right person in the right job.</p> <p>That we need a healthy Community dynamically finding solutions to ensure good value for money.</p> <p>That any changes that are made are realistic.</p> <p>That proposed changes will focus on fewer jobs.</p> <p>That the pay structure needs to reflect increases dependent upon a set criteria.</p> <p>That we need to change the way we work, to be smarter and more efficient.</p> <p>That teams are managed better.</p> <p>New proposed structure:</p> <p>That there will be 26 specific jobs, plus 2 pools of jobs, no Division Managers, 3 General Managers, and a tier of managers.</p> <p>That younger members to become upskilled.</p> <p>That the Store should be maintained with a manager and 2 assistants.</p> <p>Landing crew is a pool, within the pool crew will take turns recording fortnightly coordinating change of head.</p> <p>That a HR officer be created for sorting out ways of hiring, training of people.</p> <p>Cathryn completed her presentation by highlighting the proposed consultation period and acknowledging that from experience a challenging aspect is the implementation stage.</p> <p>The Mayor and the Governor stated they are looking for a broad agreement that underpins the proposal.</p> <p>Cr Kevin Young feels we need to be providing more training for some jobs, that we need more adaptability in the roles and that we need to engage with the community as we continue through this process. Kevin also felt we should be utilizing modern technology to streamline productivity. Additionally he feels that we are currently working so hard</p>
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some community members are suffering from ill health. In general Cr Kevin Young is supportive of the proposal.

Cr Shawn Christian stated he is not sure he knows what the Community wants. However, in general he is supportive of the proposal.

Cr Melva Christian disagrees and does not feel positive about the proposal. Personally she does not want to spend her retirement years, working these jobs. She felt the proposal is not going to work. Also raised were concerns for the health of the aging population. However, no solutions were provided.

Mayor, Deputy Mayor Charlene Warren and Cr Torika Christian are fully supportive of the proposal, acknowledging our current structure is not fit for purpose.

The Governor highlighted that she recognizes that there are not enough people, that we need to change the public sector, as had previously been conveyed to her by the community. The Governor thanked the Council for the support in principle of the proposal.

The Mayor thanked the Governor for her attendance and comments and at that point the Governor ended her involvement in the meeting due to her requirement to catch a flight.

The Administrator commented that in implementing the proposal it will be important to identify existing skills, to provide additional training support, update policies, and clarified that the streamlining of processes allow for the wage increases within the established financial constraints.

Council members raised concerns over current working pensioners opting out of the work force under the proposed structure. Acknowledgement that this will become clearer when we call for expressions of interest in jobs.

Discussion centered around ensuring that the Community are adequately consulted on this proposal. Acknowledged that the proposal adequately steps out a thorough consultative period with the Community.

Administrator clarified that the Governor will consider all recommendations from both the Council and the Community prior to her making the final decision.

Council members highlighted the following areas in the proposal that need further consideration.

Amalgamating the GT and the Post Master would be a poor idea unlikely to be successful. It would be difficult if not impossible to fill this position and the amount of hours required would be extreme.

Regarding Elder Care it was noted that locals employed to assist on an adhoc basis had been removed. All Council members felt this role should be reinstated. It was felt that the role of the Elder Care would not include this area, but it is critical for our Community to be assisted by one another when local circumstances require additional support for our elders.

That the Longboat Crew are receiving only the minimum \$1 increase per hour and that the position is critical, dangerous and for Coxswains retains much responsibility. General consensus is that landing crew should not be the lowest paid. Have not fully

	<p>covered what pay raise should be, 147 hours per month for the landing pool. This figure seemed excessive and will be checked.</p> <p>There was some discussion regarding the proposal to remove the Gallery into the private sector. Clarity will be sought regarding does the gallery operate at a profit.</p> <p>Some general discussion regarding bringing in external workers or volunteers to assist in certain jobs such as unloading of supplies. Discussion on the role of the HR officer and how this new role would be effective.</p> <p>Clarity was provided to Council regarding the procurement role. That its purpose is to streamline the process and they would look for suppliers for items needed for the island, across departments. This should result in greater fiscal responsibility.</p> <p>Cathryn concluded acknowledging that the new proposal will result in tradeoffs, working fewer hours, working smarter and more efficiently, further Community consultation, that everything spoken today and later by the Community will be considered carefully before the Governor makes her decision.</p>
5. AOB: Medical Operational Policy	Administrator: Work continues on the Health Centre Operational Policy and the Health Funding Policy. These are being merged and require significant work. The Administrator is requesting assistance. Cr Melva Christian volunteered to continue helping with the merging of these policies.
6. Date of next Regular Council meeting	7th February 2025, 9am
Meeting Closed	2.24 pm
Meeting Approved	
Mayor:	Simon Young
Date:	7th April 2025

