

Annexure A: The community's desired outcomes and Council's response

| Community's desired outcomes | Council actions | Stage |
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| <p>1. <i>That Council provide a heartfelt apology for the hurt and distress caused to families and the community by the damage at The Bight Cemetery</i></p> | <p>Agreed – It was accepted that apologies had already been provided by the General Manager and Director of Liveable Communities. It was also agreed that personalised letters of apology would be sent to each affected family as they became known to Council. This process has been completed with letters sent from the Office of the Mayor.</p> <p>At its meeting of 28 August 2019 the Council also resolved to:</p> <p><i>“formally apologise to the Community and particularly to the families of those impacted by events at The Bight Cemetery, and that we as councillors are sincerely sorry for this outcome, and that we support all necessary measures commenced and to be undertaken to rectify the situation and to ensure that it doesn’t happen again”.</i></p> | <p>Stage 1</p> |
| <p>2. <i>Council undertake the restitution of ALL damaged headstones in The Bight Cemetery regardless of their past reasoning or justifications, as a sign of goodwill and true apology to the community</i></p> | <p>It was agreed that the community expect the Council to restore and rectify all damaged headstones at The Bight cemetery.</p> <p>It is agreed that Council will restore and rectify all damaged headstones at The Bight Cemetery, where the damage has been either caused by Council or storm activity in November and December 2018.</p> | <p>Stage 2</p> |
| <p>3. <i>That council commit to a community education program to fully explain the Memorials Risk Assessment Program, the nature of its impacts and rollout program</i></p> | <p>Agreed – A commitment was given to develop an education program once a Memorials Risk Assessment Program is formally developed, reviewed, publicly exhibited and adopted by Council. This education program would occur prior to the commencement of any formally adopted <i>Memorials Risk Assessment Program</i>.</p> | <p>Stage 4</p> |
| <p>4. <i>Council to commit to the development of a timed Action Plan to restore the headstones at the Bight Cemetery and a separate timed Action Plan in relation to the Memorials Risk Assessment Program.</i></p> | <p>Agreed – A commitment was given at the public meeting that separate action plans would be prepared for:</p> <ol style="list-style-type: none"> 1. Restoration of headstones at The Bight Cemetery; and 2. A Memorials Risk Assessment Program | <p>Stage 2 Stage 4</p> |
| <p>5. <i>That a full meeting of Council determine their reporting requirements until all matters in relation to this issue are resolved</i></p> | <p>Agreed – Matter has been reported to the Council on a number of occasions. The matter will continue to be reported as necessary or as required by Council.</p> | <p>Stage 1</p> |
| <p>6. <i>That Council commits to regular reporting progress on the Action Plan on the council website, posts to</i></p> | <p>Agreed – Council has worked and communicated closely with the “Blight of the Bight” group and has reported on progress since the public meeting on the Council’s website, via posts to the Council Facebook</p> | <p>Stage 1</p> |

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| <p><i>the Council Facebook page, together with media releases the first of which is to occur not more than 3 months from the date of this meeting.</i></p> | <p>page and media releases.</p> <p>This update report has been provided within three months of the public meeting and further reporting and draft action plans will be provided within this timeframe.</p> | |
| <p>7. <i>The Monuments Risk Assessment and Management Program remain suspended until</i></p> <ul style="list-style-type: none"> • <i>the Council review is completed,</i> • <i>a comprehensive Cemeteries Policy and set of processes and procedures is developed in consultation with community representatives, the Heritage Advisor, Heritage Reference group National Trust and other stakeholders and subject matter experts</i> • <i>The Cemeteries Policy, processes and procedures are tested under expert and community supervision</i> • <i>The complete policy and potential impacts is presented at community meetings across the MidCoast allowing Council to explain why this is necessary and how it will be rolled out and for people have an opportunity to comment and ask questions about the policy</i> • <i>Council workers are trained and/or experts brought in</i> | <p>Agreed - All work in relation to the laying down of headstones at The Bight Cemetery and other cemeteries was indefinitely suspended on 26 July and will not recommence until each point is addressed and satisfactorily completed</p> | <p>Stage 1</p> |
| <p>8. <i>That the assessment program address ALL risks in a cemetery</i></p> | <p>Agreed – Any new <i>Memorials Risk Assessment Program</i> formally developed, reviewed, publicly exhibited and adopted by Council must address all</p> | <p>Stage 3</p> |

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| | risks in a cemetery. | |
| <p>9. <i>The Assessment program treat Assessment and Action/management as separate events. In short:</i></p> <ul style="list-style-type: none"> • <i>Notification of family</i> • <i>Assessment/Testing (including documentation)</i> • <i>Consultation</i> • <i>Agreed Actions (what agreed actions, by when, by whom)</i> • <i>Supervised Action</i> | <p>Agreed - Any new <i>Memorials Risk Assessment Program</i> formally developed, reviewed, publicly exhibited and adopted by Council will separately address Assessment and Action/Management as separate events.</p> | Stage 3 |
| <p>10. <i>That consideration be given to other options to secure headstones at imminent risk of falling such as:</i></p> <ul style="list-style-type: none"> • <i>To tag at risk headstones,</i> • <i>to support the headstone or exclude people from the immediate area, until family can be contacted and repairs carried out. (Council would retain the right to lay the headstone down if the family cannot be found or repairs not be carried out within an agreed time (timeframe to be agreed).</i> <p><i>Such an approach, with appropriate consultation with community and Heritage experts, could be considered if the "Assessment only" part of the Program needs to proceed in parallel with the work in (7) above.</i></p> | <p>Any new <i>Memorials Risk Assessment Program</i> formally developed, reviewed, publicly exhibited and adopted by Council will need to look at a range of options to secure headstones at imminent risk of falling.</p> | Stage 3 |
| <p>11. <i>That full documentation, including photos, be created for each monument assessed and these be</i></p> | <p>Agreed – This information is currently provided on Council's website in relation to the work undertaken at the Bight Cemetery. A formal process for documenting headstones will need to be</p> | Stage 3 |

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| <p><i>made available through the Council website.</i></p> | <p>incorporated into any new <i>Memorials Risk Assessment Program</i> formally developed, reviewed, publicly exhibited and adopted by Council.</p> | |
| <p><i>12. That any work carried out by Council as a result of an adverse risk assessment be done in accordance with National Trust Guidelines with expert supervision</i></p> | <p>Agreed – A commitment was given that any work carried out by Council as a result of an adverse risk assessment would be done in accordance with National Trust Guidelines with expert supervision for monuments over 50 years in age.</p> <p>Since that time a Conservation Management Plan for the Bight Cemetery has been developed which also provides guidelines for restoration that must be followed.</p> | <p>Stage 2</p> |
| <p><i>13. That the assessment framework and criteria be made available so families may make their own proactive, amateur, assessments of family headstone and take corrective action if they feel warranted without prejudice to the Council Program</i></p> | <p>Any new <i>Memorials Risk Assessment Program</i> formally developed, reviewed, publicly exhibited and adopted by Council will identify a clear assessment framework and criteria for decision making. These will be freely available online for all interested parties.</p> | <p>Stage 3</p> |
| <p><i>14. That there be wider promotion and longer notification periods be used because many families are outside the area and consideration be given to large notices being posted on cemetery gates</i></p> | <p>Any new <i>Memorials Risk Assessment Program</i> formally developed, reviewed, publicly exhibited and adopted by Council will identify appropriate notification periods for families that are located outside the area.</p> | <p>Stage 3</p> |
| <p><i>15. That the Council modify their system used to manage Council Cemeteries to include a "Register of Family Interests in Graves in the Municipality".</i></p> | <p>This concept was generally agreed however the timing is uncertain as the intent is to utilise the Property and Rating Phase (Phase 2) of MC1 Implementation to develop a new system for cemetery management.</p> | <p>Stage 4</p> |
| <p><i>16. That a Beautification program be developed for the Bight cemetery</i></p> | <p>Agreed – It was generally agreed that Beautification program should be developed for the Bight cemetery. It was accepted however that this was the third priority following the development of separate action plans for:</p> <ol style="list-style-type: none"> 1. Restoration of headstones at the Bight Cemetery; and 2. A Memorials Risk Assessment Program | <p>Stage 5</p> |