

# **Councillor Code of Conduct 2016**

**Adopted by Council on 14 June 2016**

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## Purpose

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The purpose of local government is to provide a system under which Councils perform the functions and exercise the powers conferred by or under the *Local Government Act 1989 (the Act)* and any other Act for the peace, order and good government of their municipal districts. Good governance is fundamental to a Council being able to fulfil its purpose. Good governance relies on good working relations between Councillors.

This Code:

- sets out the standards of conduct expected of elected representatives;
- endeavours to foster good working relations between Councillors to enable Councillors to work constructively together in the best interests of the local community; and
- mandates Councillor conduct designed to build public confidence in the integrity of local government.

The Councillors for the City of Maribyrnong (2012-2016) are:

- |                |          |                  |
|----------------|----------|------------------|
| • Cr Sarah     | CARTER   | River Ward       |
| • Cr Michael   | CLARKE   | Yarraville Ward  |
| • Cr Catherine | CUMMING  | Stony Creek Ward |
| • Cr Cameron   | MCDONALD | River Ward       |
| • Cr Grant     | MILES    | Yarraville Ward  |
| • Cr Nam       | QUACH    | Stony Creek Ward |
| • Cr Martin    | ZAKHAROV | Yarraville Ward  |

## Scope

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The Councillor Code of Conduct 2016 (the Code) applies to Councillors of Maribyrnong City Council, as elected in the general municipal election in October 2012, or any subsequent by-elections or countbacks in the 2012-2016 term of office. A Councillor Code of Conduct will be adopted by each Council at the commencement of their term and can be revised as required.

The Code:

- sets out the standards of conduct expected of elected representatives;
- endeavours to foster good working relations between Councillors to enable Councillors to work constructively together in the best interests of the local community; and
- mandates Councillor conduct designed to build public confidence in the integrity of local government.

# Roles and Relationships

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## **Role of Maribyrnong City Council**

The role of Maribyrnong City Council is to provide leadership and good governance for the City. This includes:

- acting as a representative government by taking into account the diverse needs of the local community in decision making;
- providing leadership by establishing strategic objectives and monitoring their achievement;
- maintaining the viability of the Council by ensuring that resources are managed in a responsible and accountable manner;
- advocating the interests of the local community to other communities and governments;
- acting as a responsible partner in government by taking into account the needs of other communities;
- fostering community cohesion and encouraging active participation in civic life.

## **Councillor/Organisation Relationship**

Maribyrnong City Council consists of Councillors (the elected arm) and the organisation/staff (the operational arm).

Councillors appoint the Chief Executive Officer (CEO) of the organisation, determine Council policies, and set the strategic direction of the Council and the City. The organisation is responsible for the implementation of Council policy and decisions, service delivery and providing professional advice to Councillors.

Good governance is dependent on how well the relationship between Councillors and the organisation works, as well as an understanding and adherence to the roles and responsibilities of councilors, the CEO and the organisation.

## Role of a Councillor

A Councillor's role as defined by *the Act* is to:

- participate in the decision making of the Council; and
- represent the local community in that decision making; and
- contribute to the strategic direction of the Council through the development and review of key strategic documents of the Council including the Council Plan.

In performing the role of Councillor he or she must:

- consider the diversity of interests and needs of the local community; and
- observe the principles of good governance and act with integrity; and
- provide civic leadership in relation to the exercise of the various functions and responsibility of the Council under *the Act* and other Acts; and
- participate in the responsible allocation of the resources of Council through the annual budget; and
- facilitate effective communication between the Council and the community.

The role of a Councillor does not include the performance of any of the functions of the CEO as set out under section 94A of *the Act*.

## Functions of the Mayor

The Mayor is the principal spokesperson and figurehead who is elected by the Council. A key role of the Mayor is to facilitate good relationships with Councillors, between Councillors and the Chief Executive Officer.

The functions of the Mayor include:

- providing guidance to Councillors about what is expected of a Councillor including in relation to the role of a Councillor and the observation of the Councillor conduct principles and this Code of Conduct; and
- acting as the principal spokesperson for the council; and
- supporting good working relations between Councillors; and
- carrying out the ceremonial duties of the office of mayor; and
- chairing Council Meetings and enabling participation of Councillors in the decision making process; and
- having a close working relationship with the CEO, thereby creating and ensuring positive relationships with the organisation, leading to good planning, identification and resolution of issues.

## Role of the Deputy Mayor

Council can, by resolution, create the role of a Deputy Mayor. In Council's Governance Local Law, the Councillor appointed to the role of Deputy Mayor chairs Council Meetings in the Mayor's absence and is to be given preference by Council when appointing a Councillor to act as Mayor, for any period that the Mayor is absent or unable to act.

## Functions of the Chief Executive Officer

The Chief Executive Officer (CEO) has a number of statutory responsibilities, and is accountable to the Councillors for delivering Council's policies, strategies and services. The CEO's function is to provide professional, relevant and timely information and support to the Council.

*The Act* identifies the CEO as being responsible for:

- establishing and maintaining an appropriate organisational structure; and
- ensuring that the decisions of the Council are implemented without undue delay; and
- day to day management of the Council's operations in accordance with the Council Plan; and
- developing, adopting and disseminating a code of conduct for Council staff; and
- providing timely advice to the council; and
- ensuring that the council receives timely and reliable advice about its legal obligations under *the Act* and any other Act; and
- supporting the Mayor in the performance of the Mayor's role as Mayor; and
- carrying out the Council's responsibilities as a deemed employer with respect to Councillors as deemed workers which arise under or with respect to the *Accident Compensation Act 1985* and the *Workplace Injury Rehabilitation and Compensation Act 2013*; and
- performing any other function or duty of the CEO specified in *the Act* or any other Act.

The CEO is also responsible under *the Act* for developing, implementing and enforcing policies and protocols to manage the interactions between Councillors and staff.

In addition, the role includes:

- developing and monitoring operational plans and strategies; and
- maintaining the financial viability of the Council compliance with legislative frameworks; and
- promoting a positive organisational culture; and
- fostering positive relationships with various stakeholders, including government agencies and peak bodies; and
- promoting a positive public image of the Council.

# Conduct

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The *Act* sets out the primary principle and general Councillor conduct principles which govern the behavior which is expected of Councillors.

## **Principles of Conduct**

### ***Primary Principle of Councillor Conduct***

In performing the role of Councillor, he or she must:

- act with integrity; and
- impartially exercise his or her responsibilities in the interests of the local community; and
- not improperly seek to confer an advantage or disadvantage on any person.

## **General Councillor Conduct Principles**

In performing the role of a Councillor, he or she must:

- avoid conflicts between his or her public duties as a Councillor and his or her personal interests and obligations; and
- act honestly and avoid statements (whether oral or in writing) or actions that will or are likely to mislead or deceive a person; and
- treat all persons with respect and have due regard to the opinions, beliefs, rights and responsibilities of other Councillors, council officers and other persons; and
- exercise reasonable care and diligence and submit himself or herself to the lawful scrutiny that is appropriate to his or her office; and
- endeavour to ensure that public resources are used prudently and solely in the public interest; and
- act lawfully and in accordance with the trust placed in him or her as an elected representative; and
- support and promote these principles by leadership and example and act in a way that secures and preserves public confidence in the office of Councillor.

## **Misuse of position and improper direction and influence**

### ***Misuse of position***

Under *the Act*, a Councillor must not misuse his/her position to:

- gain or attempt to gain, directly or indirectly, an advantage for themselves or for any other person
- cause, or attempt to cause, detriment to the Council or another person.

The circumstances involving the misuse of a position by a person who is or has been a Councillor or member of a special committee include:

- making improper use of information acquired as a result of the position he/she holds; or
- disclosing information that is confidential information; or
- directing or improperly influencing, or seek to direct or improperly influence, a member of Council staff; or
- exercising or performing, or purporting to exercise or perform, a power, duty or function that he or she is not authorised to exercise or perform; or
- using public funds or resources in a manner that is improper or unauthorised; or
- failing to disclose a conflict of interest as required by *the Act*.

### **Improper direction and improper influence**

A Councillor must not direct, or seek to direct, a member of Council staff in:

- the exercise of a delegated power or the performance of a delegated duty or function of the Council; or
- the exercise of a power or the performance of a duty or function exercised or performed by the member as an authorised officer under *the Act* or any other Act; or
- the exercise of a power or the performance of a duty or function the member exercises or performs in the office or position the member holds under another Act; or
- relation to advice provide to the Council or a special committee including advice in a report to the Council or a special committee.

Where misuse of position or improper direction and influence has been proven in a court the maximum offence under *the Act* is 120 penalty units (this is equivalent in 2016/17 to \$18,655.20).

# Dispute Resolution Procedure

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## **Councillors commit to constructive working relationships**

Constructive relationships and goodwill are the foundations of good governance, therefore the guiding principle of this procedure is that every Councillor has a right to be heard and treated respectfully and is committed to maintaining a positive working relationship with fellow Councillors at all times.

Councillors are committed to a 'no surprises' approach, sharing information and working together respectfully to achieve the best outcomes for the community.

Councillors agree that they have a responsibility to demonstrate good governance as a team, we must individually behave well. Councillors acknowledge that from time to time, disagreements will arise, however when this occurs, they are committed to:

- doing whatever is necessary to repair and maintain good working relationships with each other; and
- demonstrating strong and inspired leadership; and
- supporting each other; and
- respecting the skills and abilities of all of Council members; and
- be forward looking and strategic in their thinking and planning.

Councillors commit to the following actions to promote teamwork and procedural fairness:

- promoting an environment that is conducive to Councillors speaking directly and respectfully with each other, raising concerns with each other and, if needed, resolving disputes directly with one another;
- agreeing to disagree and accepting that different views on a policy or operational matter does not, of itself, constitute a dispute;
- respecting majority decisions, regardless of a Councillor's view;
- supporting a consensus position, because this is in the best interests of the community; and
- respecting the opinions and view of all Councillors equally and fairly, including where differences of opinion occur.

Councillors agree not to misuse the direct resolution process as set out in below, for political influence or gain. Councillors acknowledge that where a pattern of unsubstantiated or vexatious complaints appears, the Mayor may refuse to acknowledge the alleged dispute. Finally, once a dispute has progressed through the resolution process, as set out in this Code of Conduct, it cannot be raised for resolution under this process again.

Councillors acknowledge that direct, informal resolution is an effective way to resolve conflict. Councillors recognising that they have been elected to represent the best interests of the community, acknowledge their obligation to make every effort to resolve differences and internal disputes directly with one another, in a courteous and respectful manner.

### **Three stage resolution procedure**

Councillors agree to follow a three stage resolution procedure. For the purposes of this procedure, a dispute is an interpersonal conflict or a breach of this Code of Conduct. If the Councillors have been unable to resolve through 'Stage 1 - Direct Resolution' the process will move to the next stage.

The procedure under stages 2 and 3 will not to be used to resolve interpersonal differences or conflict that does not impede the operation of the Council, or differences in policy or decision making, which are appropriately resolved through debate and voting in Council and committee meetings.

### ***Stage 1 – Direct Resolution***

Direct resolution involves a Councillor(s) raising concerns directly with the Councillor(s) with whom they have a dispute by:

- approaching them directly;
- telling them the behaviour they consider to be unacceptable;
- explaining the impact of the behaviour; and
- asking them to cease the behavior.

Where the above process has not achieved resolution, parties must seek assistance from the Mayor. It is not the Mayor's responsibility to resolve the dispute, however he or she will facilitate a discussion between the parties and make every other effort to assist the parties to achieve a positive and constructive outcome.

## **Stage 2 – External Mediation**

Where a Councillor wishes to lodge a dispute, he or she must submit the dispute in writing, to the Mayor. Where one of the parties is the Mayor, the Deputy Mayor will act in the role of the Mayor for the purposes of Stage 2 of the process only.

The Councillor must include the following elements in his or her written notification of a dispute:

- specify the name of the Councillor alleged to have contravened the Code;
- specify the provision(s) of the Code that is alleged to have been contravened;
- include evidence in support of the allegation;
- name the Councillor appointed to be their representative where the application is made by a group of Councillors;
- be signed and dated by the applicant or the applicant's representative;
- the measures he or she has taken to complete steps above to resolve the dispute directly with the other Councillor(s); and
- in what manner the dispute is unduly affecting the operation of the Council; and
- the outcome he or she is seeking.

The Mayor will consider whether or not a genuine dispute exists. The Mayor will, if following an initial meeting with each party to the dispute, refer the issue to the Principal Conduct Officer (PCO).

The PCO is to ascertain (in writing) whether or not the other party is prepared to attend an "external mediation". If the other party declines to participate in an external mediation, he or she is to provide their reasons for doing so in writing to the PCO. These reasons may be taken into account if the matter is, subsequently the subject of an application for a Councillor Conduct Panel.

When the other party declines to participate in an external mediation, this does not constitute a contravention of this Councillor Code of Conduct.

If the other party agrees to participate in an external mediation, the PCO is to advise the applicant, the Mayor and CEO.

The CEO is to engage the services of an external mediator to conduct the mediation at the earliest practicable opportunity.

The mediator is to document any agreement reached at the meeting. Copies of the agreement are to be provided to both parties. Where one party does not comply with the agreement, the other party has recourse to the internal resolution procedure where the matter relates to an alleged contravention of the Councillor Code of Conduct.

If the parties cannot resolve the dispute at the meeting, a further meeting may be convened with the consent of both parties. Where the dispute remains unresolved, the applicant has recourse to Stage 3 of the internal resolution procedure where the matter relates to an alleged contravention of the Councillor Code of Conduct.

### **Stage 3 – Arbiter**

At this part of the process a Councillor or a group of Councillors is required to make an application alleging that a Councillor has contravened this Councillor Code of Conduct. The application must include the same information as detailed in the written notification of a dispute as required under Stage 2. The information supplied must be updated if Stage 2 has occurred.

On receiving a written application for the internal resolution procedure to proceed to the appointment of an arbiter, the Principal Conduct Officer (PCO) will:

- advise the Mayor and CEO of the application without undue delay;
- provide a copy of the application to the Councillor who is the subject of the allegation at the earliest practical opportunity but not later than two working days from receipt of the application;
- identify an arbiter to hear the application;
- obtain from the arbiter written advice that they have no conflict of interest in relation to the Councillors involved;
- notify the parties of the name of the proposed arbiter and provide them with the opportunity (2 working days) to object to the person proposed to be the arbiter;
- consider the grounds of any objection and appoint the proposed arbiter or identify another arbiter;
- provide a copy of the application to the arbiter as soon as practicable after the opportunity for the parties to object to an arbiter has expired;
- after consultation with the arbiter, advise the applicant and the respondent of the time and place for the hearing; and
- attend the hearing(s) and assist the arbiter in the administration of the process

An applicant may withdraw an application for an internal resolution procedure. Once an application has been withdrawn, the same or a similar application relating to the same instance in relation to the respondent Councillor cannot be resubmitted by the applicant.

In identifying an arbiter to hear the application, the PCO must select an arbiter who is suitably independent and able to carry out the role of arbiter fairly.

The role of the arbiter is to:

- consider applications alleging a contravention of the Councillor Code of Conduct by a Councillor;
- make findings in relation to any application alleging a contravention of the Councillor Code of Conduct which the arbiter must give to the Council;
- give a written statement of reasons supporting the findings to the Council at the same time as it gives its findings to the Council;
- recommend an appropriate sanction or sanctions where the arbiter has found that a Councillor has contravened the Councillor Code of Conduct.

In considering an application alleging a contravention of the Councillor Code of Conduct, an arbiter will:

- in consultation with the PCO, fix a time and place to hear the application;
- authorise the PCO to formally notify the applicant and the respondent of the time and place of the hearing;
- hold as many meetings as he or she considers necessary to properly consider the application. The arbiter may hold a directions hearing;
- have discretion to conduct the hearings as he or she deems fit while ensuring that the hearings are conducted with as little formality and technicality as due and proper consideration of the application allows;
- ensure that the parties to and affected by an application are given an opportunity to be heard by the arbiter;
- consider an application by a respondent to have legal representation at the hearing to ensure that the hearing is conducted fairly and may, in his or her absolute discretion, grant the application or deny the application;
- ensure that the rules of natural justice are observed and applied in the hearing of the application;
- ensure that the hearings are closed to the public.

Where an application to have legal representation is granted by an arbiter, the costs of the respondent's legal representation are to be borne by the respondent in their entirety.

An arbiter:

- may find that a Councillor who is a respondent to an internal resolution procedure application has not contravened the Code;
- may find that a Councillor who is a respondent to an internal resolution procedure has contravened the Code;
- will suspend consideration of an internal resolution procedure during the election period for a general election.

The arbiter is to give a copy of his or her findings and the statement of reasons to the Council, the applicant and the respondent. At the same time, the arbiter provides the findings and statement of reasons, he or she will, where a Councillor has been found to have contravened the Code, recommend an appropriate sanction or sanctions for the contravention for consideration by the Council.

A copy of the arbiter's findings, statement of reasons and any recommended sanctions is to be submitted to the next Ordinary Meeting of the Council for its consideration. If an arbiter has found that a contravention of the Code has occurred, the Council may, after considering the arbiter's findings, statement of reasons and recommendation on sanctions, give any or all of the following written directions to the Councillor:

- direct the Councillor to make an apology in a form or manner specified by the Council;
- direct the Councillor to not attend up to, but not exceeding, 2 meetings of the Council (in respect of the next scheduled meetings of the Council);
- direct that, for a period of up to, but not exceeding, 2 months on a date specified by the Council the Councillor:
- be removed from any position where the Councillor represents the Council; and
- to not chair or attend any advisory committee or special committee meeting or an assembly of Councillors or any other meeting specified in the direction.

A Councillor who does not participate in the internal resolution procedure may be guilty of misconduct. *The Act* provides that misconduct by a Councillor means any of the following:

- failure by a Councillor to comply with the Council's internal resolution procedure; or
- failure by a Councillor to comply with a written direction given by the Council under section 81AB; or
- repeated contravention of any of the Councillor conduct principles.

Allegations of misconduct are heard on application by a Councillor Conduct Panel.

An application cannot be made for an internal resolution procedure during the election period for a general election. Any internal resolution procedure that is in progress is to be suspended during the election period for a general election.

If the respondent to an application for an internal resolution procedure is not returned to office as a Councillor in the election, the application lapses. If the respondent is returned to office in the election, the application may resume if:

- the application was made by the Council and the Council so resolves; or
- the application were made by a group of Councillors and any one (or more) of those Councillors who has been returned to office wishes to proceed with the application; or
- the applicant (individual Councillor) is returned to office and wishes to proceed with the application.

## Endorsement of Code

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This Councillor Code of Conduct was adopted at a Special Council Meeting by Maribyrnong City Council on 14 June 2016 and Councillors have declared that they will abide by the Councillor Code of Conduct 2016, as attached to this Code.

A copy of Maribyrnong City Council's Councillor Code of Conduct will be given to each Councillor, and the Code will be available for inspection by the public at the Maribyrnong Council Offices and on the Council website [www.maribyrnong.vic.gov.au](http://www.maribyrnong.vic.gov.au).

## Review of Code

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This Code will be reviewed within four months of the 2016 municipal general election.

## Additional Conduct Provisions

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Further to the above statutory requirements, Councillors will obey the law, relevant regulations and policies and procedures including the following:

- ***Equal Employment Opportunity Act 1995*** – refrain from harassing or bullying other people and using offensive language in their capacity as a Councillor.
- ***Charter of Human Rights and Responsibilities 2006*** – to act compatibly, give proper consideration and take human rights into account when making decisions
- ***Occupational Health and Safety Act 2004*** – have regard to the principles of health and safety. Councillors have the status of employees under the *Occupational Health and Safety Act 2004* and should ensure that they contribute to a healthy and safe workplace. Councillors should be particularly mindful of their interaction with Council Officers.
- ***Privacy and Data Protection Act 2014*** – recognize the requirements regarding access, use and release of personal information which also applies to Councillors as individuals.
- ***Governance Local Law 2011*** – regulates the use of the common seal , provides for the procedure to elect the Mayor and Deputy Mayor and incorporates by reference Council’s Meeting Procedure.
- ***Meeting Procedure 2014*** – prescribes the way Council and Special Committees are conducted to ensure orderly and efficient meetings.
- ***Councillor Expenses and Entitlements Policy 2013*** – which covers Maribyrnong City Council’s civic support for Councillors, and the parameters and procedures for reimbursement of out-of-pocket expenses incurred.
- ***Election Period Policy 2016*** - requirements to apply during the election period prior to a General Election.
- ***Website Guidelines and Social Media Policy*** - requirements with regard to the use of the website and social media.
- ***Councillor and Staff Interaction Protocol 2016*** – how interaction between Councillors and Officers is to occur.
- ***Councillor Request Policy*** – how requests for service are captured and managed.



**Councillor Code of Conduct Declaration**

Local Government Act 1989 – S63(1)(b) and S63(3)

I, **Mia McGregor** hereby declare that I have read the Councillor Code of Conduct for Maribyrnong City Council as adopted at the Special Meeting of Council held on Tuesday, 14 June 2016, and declare that I will abide by this Code.

A handwritten signature in black ink, appearing to read "Mia", is written above a horizontal line.

Councillor Mia McGregor  
8 November 2016

**Witness:**

A handwritten signature in black ink, appearing to read "Stephen", is written above a horizontal line.

Stephen Wall  
Chief Executive Officer  
8 November 2016



**Councillor Code of Conduct Declaration**

Local Government Act 1989 – S63(1)(b) and S63(3)

I, **Simon Crawford** hereby declare that I have read the Councillor Code of Conduct for Maribyrnong City Council as adopted at the Special Meeting of Council held on Tuesday, 14 June 2016, and declare that I will abide by this Code.

A handwritten signature in black ink, appearing to read "Simon Crawford", is written over a horizontal line.

Councillor Simon Crawford  
8 November 2016

**Witness:**

A handwritten signature in black ink, appearing to read "Stephen Wall", is written over a horizontal line.

Stephen Wall  
Chief Executive Officer  
8 November 2016



**Councillor Code of Conduct Declaration**

Local Government Act 1989 – S63(1)(b) and S63(3)

I, **Cuc Lam** hereby declare that I have read the Councillor Code of Conduct for Maribyrnong City Council as adopted at the Special Meeting of Council held on Tuesday, 14 June 2016, and declare that I will abide by this Code.

A handwritten signature in black ink, appearing to read "Cuc Lam", is written above a horizontal line.

Councillor Cuc Lam  
8 November 2016

**Witness:**

A handwritten signature in black ink, appearing to read "Stephen Wall", is written above a horizontal line.

Stephen Wall  
Chief Executive Officer  
8 November 2016



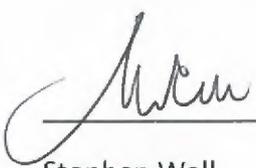
**Councillor Code of Conduct Declaration**

Local Government Act 1989 – S63(1)(b) and S63(3)

I, **Catherine Cumming** hereby declare that I have read the Councillor Code of Conduct for Maribyrnong City Council as adopted at the Special Meeting of Council held on Tuesday, 14 June 2016, and declare that I will abide by this Code.

  
Councillor Catherine Cumming  
8 November 2016

**Witness:**

  
Stephen Wall  
Chief Executive Officer  
8 November 2016



**Councillor Code of Conduct Declaration**

Local Government Act 1989 – S63(1)(b) and S63(3)

I, **Gina Huynh** hereby declare that I have read the Councillor Code of Conduct for Maribyrnong City Council as adopted at the Special Meeting of Council held on Tuesday, 14 June 2016, and declare that I will abide by this Code.

A handwritten signature in black ink, appearing to read "Gina Huynh", written over a horizontal line.

Councillor Gina Huynh  
8 November 2016

**Witness:**

A handwritten signature in black ink, appearing to read "Stephen Wall", written over a horizontal line.

Stephen Wall  
Chief Executive Officer  
8 November 2016



**Councillor Code of Conduct Declaration**

Local Government Act 1989 – S63(1)(b) and S63(3)

I, **Sarah Carter** hereby declare that I have read the Councillor Code of Conduct for Maribyrnong City Council as adopted at the Special Meeting of Council held on Tuesday, 14 June 2016, and declare that I will abide by this Code.

A handwritten signature in black ink, appearing to read "Sarah Carter", written over a horizontal line.

Councillor Sarah Carter  
8 November 2016

**Witness:**

A handwritten signature in black ink, appearing to read "Stephen Wall", written over a horizontal line.

Stephen Wall  
Chief Executive Officer  
8 November 2016



**Councillor Code of Conduct Declaration**

Local Government Act 1989 – S63(1)(b) and S63(3)

I, **Martin Zakharov** hereby declare that I have read the Councillor Code of Conduct for Maribyrnong City Council as adopted at the Special Meeting of Council held on Tuesday, 14 June 2016, and declare that I will abide by this Code.

A handwritten signature in black ink, appearing to read "M. Zakharov", is written over a horizontal line.

Councillor Martin Zakharov  
8 November 2016

**Witness:**

A handwritten signature in black ink, appearing to read "Stephen Wall", is written over a horizontal line.

Stephen Wall  
Chief Executive Officer  
8 November 2016