

MEDIA RELEASE

December 11, 2025

ADMINISTRATORS' UPDATE: GENERAL MANAGER RECRUITMENT AND END OF YEAR MESSAGE

General Manager Recruitment Outcome

At the 10 December 2025 Council Meeting, the Administrators provided an update on the recruitment for the General Manager of Norfolk Island Regional Council (Council).

After an extensive and carefully considered recruitment process for the role of General Manager, Council has concluded that none of the candidates have met all the required parameters for appointment.

Due to the unique nature of the Norfolk Island Regional Council and the complexity of work ahead to transition out of the Administration term, a very specialised skill set is required for this role, that unfortunately none of the candidates fully met.

Mr Scott Hackney will continue to act in the role of General Manager. This decision ensures leadership stability and continuity in Council's operations.

It was agreed that conducting another recruitment process during the current Administration is unlikely to result in a different outcome. Council formally thanks the Selection Advisory Panel for their contribution to the thorough recruitment process on behalf of the Norfolk Island community, including two voluntary community members.

Additional Organisational Recommendations

At the same meeting, Council resolved that the organisation be strengthened by recruiting vacant positions: an Acting Deputy General Manager, an Acting Manager Infrastructure and Services (backfilling Mr Hackney's substantive position), and an Acting Manager Planning and Environment.

The position of an Acting Manager Waste and Wastewater and also a Service Delivery Agreement (SDA) Coordinator will be created to strengthen the collaborative relationship between Council and the Australian Government. It is noted that greater clarity around service delivery reporting is important and that a dedicated role is necessary to ensure efficient delivery and prospective expansion of the SDA requirements.

It was further resolved that these positions be advertised locally and that internal applicants be encouraged.

The structure of the organisation will be re-aligned to support the focus areas of the business and the transition toward the Norfolk Island Assembly, expected to be in place during the latter part of 2026.

A strategic Finance Improvement Committee will be formed to further strengthen management and advise on the development of Integrated Planning and Reporting 2026-27.

Administrators End of Year Message

As the year draws to a close, we extend thanks to our staff, partners and community for their support and dedication, for their work in service of the Norfolk Island community every day.

We acknowledge and thank the Hon Kristy McBain MP, Minister for Regional Development, Local Government and Territories for extending our appointments until 31 December 2026 and for her support to assist a successful transition out of administration. We also thank the Australian Government team who support Norfolk Island. Together, Council have achieved meaningful steps and laid groundwork for the year ahead for the transition out of Administration.

We are optimistic about the future and are committed to ensuring the Council is well-prepared for the transition to a democratically elected Assembly. As we continue this important work, we invite the Norfolk Island community to stay engaged and contribute to our shared progress.

It has been an honour to serve the people of Norfolk Island, and we look forward to the year ahead – working together to address challenges and deliver solutions in partnership.

ENDS