

Behavioural Standards Panel - Investigation Outcome

Tuesday, 28 July 2026
Council

Strategic Alignment - Our Corporation

Program Contact:
Michael Sedgman, Chief
Executive Officer

Public

Approving Officer:
Michael Sedgman, Chief
Executive Officer

EXECUTIVE SUMMARY

The purpose of this report is to present to Council, the Final Report, dated 22 July 2026, from the Behavioural Standards Panel (the Panel) that was received by the principal member of the City of Adelaide (the Council) in relation to former Councillor Henry Davis (Mr Davis – reference to Cr Davis remains where orders have been reproduced).

The Panel received a referral from the Lord Mayor, as the principal member of the Council, about Mr Davis on 25 June 2025, in accordance with section 262Q of the *Local Government Act 1999* (SA) (the Act) alleging serious misbehaviour by Mr Davis for failing to comply with section 75G(1)(a) of the Act.

In response to the referral, the Panel undertook an inquiry on whether Mr Davis had committed serious misbehaviour as defined by section 262E of the Act.

The Panel determined that Mr Davis has committed serious misbehaviour, on three occasions having failed to take reasonable care that his acts did not adversely affect the health and safety of other members of the Council, and thereby contravened section 75G(1)(a) of the Act.

The Panel has requested that the Final Report be tabled at a public meeting of Council pursuant to section 262W(3)(b)(i) of the Act.

RECOMMENDATION

THAT COUNCIL

1. Notes the Final Report, dated 22 July 2026 from the Behavioural Standards Panel as contained in Attachment A to Item 12.3 on the Agenda for the meeting of the Council held on 28 July 2026.
2. Notes that the Behavioural Standards Panel is of the opinion that Mr Davis has committed serious misbehaviour, on three occasions, by engaging in the following acts:
 - 2.1. videoing and/or photographing three of his fellow Council members without their permission, and to continuing to do so despite being requested to stop;
 - 2.2. uploading this content onto social media, which included an image of the three Councillors and commentary that was accusatory in nature and publicly questioned the integrity of the Councillors; and
 - 2.3. sending an email, which copied in all the other Council members, questioning the Councillors' non-attendance at the special Council meeting and their integrity and commitment to their functions and duties.
3. Notes that the Behavioural Standards Panel has, in accordance with section 262W of the *Local Government Act 1999* (SA), made the following orders:
 - 3.1. That the Panel reprimand Cr Davis with a published statement about his behaviour (pursuant to section 262W(1)(a) of the *Local Government Act 1999*.

3.2. That Cr Davis be required to issue a public apology at an ordinary meeting of the Council, in the following manner as determined by the Panel (pursuant to section 262W(1)(c) of the Act)

3.2.1. the apology must clearly acknowledge that it was wrong to -

3.2.1.1. video and/or photograph his fellow Council members without their permission, and to continue to do so despite being requested to stop; o upload this content onto social media; and

3.2.1.2. send an email, which copied in all the other Council members, questioning the Councillors' non-attendance at the special Council meeting and their integrity and commitment to their functions and duties; and

3.2.1.3. that by doing so, he had breached his health and safety duty under section 75G(1)(a) of the Act as a Council member and committed serious misbehaviour, on three occasions.

3.3. That Cr Davis be suspended from the office of member of the Council for a period of three months without an allowance, pursuant to section 262W(1)(g) of the Act.

4. Notes that on 22 July 2026, the Behavioural Standards Panel published a reprimand of Mr Davis under section 262W(1)(a) of the Act, as contained in Attachment B to Item 12.3 on the Agenda for the meeting of the Council held on 28 July 2026, for failing to take reasonable care that his acts did not adversely affect the health and safety of other members of the Council, and thereby contravened section 75G(1)(a) of the Act.
5. Notes that the Panel requires the Lord Mayor to table the Final Report for consideration by the Council at a public meeting of the Council within two ordinary meetings following publication of the Final Report and reprimand.
6. Notes that the Lord Mayor will provide the Panel with written details of any actions taken by the Council in accordance with the Final Report.

IMPLICATIONS AND FINANCIALS

City of Adelaide 2024-2028 Strategic Plan	Strategic Alignment – Our Corporation
Policy	Not as a result of this report
Consultation	Not as a result of this report
Resource	Not as a result of this report
Risk / Legal / Legislative	<i>Local Government Act 1999</i> (SA)
Opportunities	An opportunity exists to remind elected members of their responsibilities under the <i>Local Government Act 1999</i> (SA). The Act outlines the key functions, duties, and standards of conduct expected of members when performing their roles.
26/27 Budget Allocation	Not as a result of this report
Proposed 27/28 Budget Allocation	Not as a result of this report
Life of Project, Service, Initiative or (Expectancy of) Asset	Not as a result of this report
26/27 Budget Reconsideration (if applicable)	Not as a result of this report
Ongoing Costs (eg maintenance cost)	Not as a result of this report
Other Funding Sources	Not as a result of this report

DISCUSSION

Background

1. A Final Report dated 22 July 2026 has been received from the Behavioural Standards Panel (the Panel) **(Attachment A)**.
2. On 25 June 2025, the Lord Mayor referred a complaint to the Panel in accordance with section 262Q of the *Local Government Act 1999* (SA) that alleged serious misbehaviour by former Councillor Henry Davis (Mr Davis) for failing to comply with section 75G(1)(a) of the Act (the Complaint).
3. The Complaint alleged—
 - 3.1. That on 25 March 2025 Mr Davis had engaged in behaviour towards Councillors Carmel Noon, David Elliott and Keiran Snape (the Councillors) at the Treasury 1860 restaurant, Adelaide, in a manner that failed to comply with his obligations under section 75G(1)(a) of the Act. The behaviour included taking video footage and photographs of the Councillors without their permission, making commentary about the Councillors, and continuing to do so despite being asked to stop.
 - 3.2. That on 25 March 2025 Mr Davis behaved in a manner that failed to comply with his obligations under section 75G(1)(a) of the Act when he uploaded an image of the Councillors to his Instagram account accompanied by the caption “rather than turn up to work, Cr Snape is drinking next door with Cr Noon and the Deputy Lord Mayor of Adelaide”.
 - 3.3. That on 9 April 2025 Mr Davis engaged in further behaviour towards the Councillors in a manner that failed to comply with his obligations under section 75G(1)(a) of the Act by emailing the Councillors and copying in the elected member body questioning the Councillors’ motivations and behaviour.
4. The letter of referral to the Panel by the Lord Mayor did not include Cr Snape as a person who was subject to Mr Davis’ alleged serious misbehaviour. However, from the information provided in the complaint referral, and in accordance with the Panel’s powers and functions under the Act (particularly sections 262T(1) and 262U(4)(b) of the Act), the Panel determined to include Cr Snape as a member of council who was subject to Mr Davis’ alleged serious misbehaviour, and whose health and safety he allegedly ought to have reasonably known could be adversely affected by his acts, as particularised in the letter of allegations.

Summary and recommendations

5. The Panel has formed a view that:
 - 5.1. Mr Davis’ behaviour has had a significant impact on his relationships with the councillors affected.
 - 5.2. Significant Council resources have been expended in managing and progressing the Complaint through the Panel process.
 - 5.3. The public nature of the behaviour, in which Mr Davis sought to shame or ridicule the councillors was brought to the attention of the elected member body. This may have had the effect of warning other councillors that they could face similar treatment from Mr Davis in future and could lead to a loss of trust, lack of support and increased dysfunction in the elected member body.
 - 5.4. By choosing to pursue his concerns in the manner described (rather than through appropriate complaint channels) Mr Davis not only failed to meet expected standards of behaviour but also exposed the Council to reputational risk.
6. The Panel has, in accordance with section 262W of the Act, made the following orders:
 - 6.1. That the Panel reprimand Cr Davis with a published statement about his behaviour (pursuant to section 262W(1)(a) of the Act).
 - 6.2. That Cr Davis be required to issue a public apology at an ordinary meeting of the Council, in the following manner as determined by the Panel (pursuant to section 262W(1)(c) of the Act):
 - 6.2.1. the apology must clearly acknowledge that it was wrong to -
 - 6.2.1.1. video and/or photograph his fellow Council members without their permission, and to continue to do so despite being requested to stop; o upload this content onto social media; and
 - 6.2.1.2. send an email, which copied in all the other Council members, questioning the Councillors’ non-attendance at the special Council meeting and their integrity and commitment to their functions and duties; and
 - 6.2.1.3. that by doing so, he had breached his health and safety duty under section 75G(1)(a) of the Act as a Council member and committed serious misbehaviour, on three occasions.

- 6.3. That Cr Davis be suspended from the office of member of the Council for a period of three months without an allowance, pursuant to section 262W(1)(g) of the Act.
7. On 22 July 2026 the Panel published a reprimand (**Attachment B**) of Mr Davis under section 262W(1)(a) of the Act, for failing to take reasonable care that his acts did not adversely affect the health and safety of other members of the Council, and thereby contravened section 75G(1)(a) of the Act.

Action to be taken

8. By email to the Lord Mayor on 22 July 2026, the Panel advised the Lord Mayor of its requirement for the Lord Mayor to table the report for consideration by the Council at a public meeting of the Council within two ordinary meetings following publication of the final Report and reprimand.
9. The Panel further requested the Lord Mayor provide the Panel with written details of any actions taken by the Council in accordance with the Final Report. Accordingly, the Lord Mayor will write to the Panel to advise that the Final Report has been tabled at a public meeting of Council as required.

ATTACHMENTS

Attachment A – Final Report from the Behavioural Standards Panel, dated 22 July 2026.

Attachment B – Reprimand of (former) Councillor Davis published on 22 July 2026.

- END OF REPORT -