

140

16 CONFIDENTIAL ITEMS

16.2 CEO JUNE 2020 HALF YEAR ASSESSMENT

RECOMMENDATION

That:

1. Pursuant to Section 90(2) & (3) of the Local Government Act 1999 the Council orders that the public, with the exception of the Chief Executive Officer, the Coordinator Organisational Development and the Minute Secretary be excluded from attendance at the meeting held on Wednesday 20 May 2020 for Agenda Item 16.2 CEO June 2020 Half Year Assessment;
2. The Council is satisfied that pursuant to section 90 (3) (k) of the Local Government Act 1999, the information to be received, discussed or considered in relation to the Agenda Item 16.2 CEO June 2020 Half Year Assessment is:

tenders for the supply of goods, the provision of services or the carrying out of works.
3. The Council is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed by the need to discuss this Agenda Item 16.2 in confidence.

**MOVED COUNCILLOR MICK SPARNON
SECONDED COUNCILLOR PAUL IRELAND**

That:

1. Pursuant to Section 90(2) & (3) of the Local Government Act 1999 the Council orders that the public, with the exception of the Chief Executive Officer, the Coordinator Organisational Development and the Minute Secretary be excluded from attendance at the meeting held on Wednesday 20 May 2020 for Agenda Item 16.2 CEO June 2020 Half Year Assessment;
2. The Council is satisfied that pursuant to section 90 (3) (k) of the Local Government Act 1999, the information to be received, discussed or considered in relation to the Agenda Item 16.2 CEO June 2020 Half Year Assessment is:

tenders for the supply of goods, the provision of services or the carrying out of works.
3. The Council is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed by the need to discuss this Agenda Item 16.2 in confidence.

CARRIED.

16.2 CEO JUNE 2020 HALF YEAR ASSESSMENT

Responsible officer: Katrina Bell, Coordinator Organisational Development

- Attachments:**
1. CEO performance review proposal from Perks People Solutions
 2. CEO performance review proposal from McArthur

| | |
|-------------------------------|---|
| Section under the Act | The grounds on which part of the Council or Committee may be closed to the public are listed in Section 90(2) & (3) of the <i>Local Government Act 1999</i> . |
| Sub-clause and Reason: | (k) - tenders for the supply of goods, the provision of services or the carrying out of works. |

Executive Summary

The purpose of this report is to enable Council to appoint an external consultant to facilitate an independent review of the CEO’s June Half Year Assessment (the Performance Review).

RECOMMENDATION

That Council:

1. engages the services of (Perks People Solutions or McArthur) to commence a facilitated independent review of the CEO’s performance, in line with the provisions of the CEO Contract of Employment;
2. receives and considers a report on the CEO performance review at a future Council meeting;
3. following the receipt of a report on the outcome of the review, if satisfactory, engages the appointed consultant to commence the secondary part of the review being a review of the CEO’s remuneration and establishing Strategic Goals for the next review period.

**MOVED COUNCILLOR PAUL IRELAND
SECONDED COUNCILLOR JEFFREY NICKOLLS**

That Council:

1. engages the services of Perks People Solutions to commence a facilitated independent review of the CEO’s performance, in line with the provisions of the CEO Contract of Employment;
2. receives and considers a report on the CEO performance review at a future Council meeting;
3. following the receipt of a report on the outcome of the review, if satisfactory, engages the appointed consultant to commence the secondary part of the review being a review of the CEO’s remuneration and establishing Strategic Goals for the next review period.

CARRIED.

Background

The CEO, Jason Taylor, entered into a contract with Southern Mallee District Council and commenced employment on 19 July 2018. The contract has a term of three years with the option to extend. A one year extension was offered following Council's ordinary meeting in February 2020, with the new employment term to conclude on 19 July 2022.

The CEO has had one full year review completed as of June 2019, resulting in satisfactory achievement of his Key Performance Indicators for this period. Further to this there was a review of key performance indicators (Strategic Goals) and the remuneration package. A mid-year review was held on 12 February 2020. At this meeting it was determined that the CEO had met the progress indicators and was on schedule to completing all Strategic Goals for the end of June 2020 period.

Perks People Solutions were engaged to facilitate the June 2019 review. While their process and feedback were highly valuable they had recurring issues with communication and ability to meet Council's deadlines. A frank conversation was had with Perks People Solutions following the conclusion of the previous review and when approaching them for a new proposal. They have been made aware of Council's expectation going into this next review and have made allowances to be more available to Council. It is worth noting the benefit to using the same external consultant due to their background knowledge on the CEO's previous performance and relationships. They also assisted Council in establishing the current Strategic Goals and are well placed when it comes to measuring the success of these.

McArthur has also been approached to provide a proposal, due to their strong reputation and industry specific knowledge of Local Government. They are considered to be a professional and reliable external consultant if appointed by Council.

Context

The CEO's contract includes the following clause relating to the Performance Review:

8 Performance Review

- a) The Council will ensure that a review of the Chief Executive Officer's performance is conducted on a facilitated basis half yearly with the review for the end of the June being a 360-degree review of Elected Members, an agreed sample of staff and stakeholders to be undertaken in confidence, (both described as a Performance Review).*
- b) The Council shall give the Chief Executive Officer a minimum of 10 working days' notice in writing that a Performance Review is to be conducted to enable the Chief Executive Officer sufficient time to prepare.*
- c) The Chief Executive Officer will prepare and submit to the Council an assessment of his own performance at least 2 days prior to the Performance Review.*
- d) The final report on the Performance Review of the Chief Executive Officer at the end of the June is to be forwarded to the Council or relevant Council committee for consideration (**the June Half Year Assessment**).*
- e) In the event that the Chief Executive Officer does not achieve Competent Performance in the June Quarter Assessment, a written report shall be compiled with respect to the June Quarter Assessment and a copy provided to the Chief Executive Officer within 1 month of the June Half Year Assessment. The report shall set out in detail any particular aspects of the Chief Executive Officer's performance that requires improvement, together with timeframes during which the Council expects those areas of performance to be improved to a specified standard.*

- f) *The Council must provide whatever counselling, advice and assistance as may be reasonably necessary to enable the Chief Executive Officer to improve his performance during any specified timeframes referred to in clause 8 (e). If at the conclusion of the timeframes referred to in clause 8 (e) the Chief Executive Officer's performance is still below that required, the Council may:*
- (i) take no further action: or*
 - (ii) extend the timeframe for specified improvement for a further specified period; or*
 - (iii) terminate the contract in accordance with clause 17.3 (b).*

The CEO's contract includes the following clause relating to the Remuneration Review:

11. Remuneration Review

- a) The Remuneration specified in Schedule 2 will be reviewed annually and any such review shall not result in a decrease in the Remuneration.*
- b) The annual review of the Remuneration shall be conducted within 1 month following the performance review described in clause 8 (if reasonably practicable), and any change to the Remuneration shall be back dated to take effect from the anniversary of the commencement date of this agreement.*
- c) The review of the Remuneration will take into account the following:*
 - (i) the agreed criteria upon which the Chief Executive Officer's performance is assessed in accordance with the performance review process, and*
 - (ii) movements in the annual CPI (all groups Adelaide) and the increase and movement in executive salaries within Local Government in South Australia.*
- d) any variation to the remuneration must be approved by the Council.*

Policy and statutory implications

The Local Government Act 1999, Chapter 7, deals with requirements related to the CEO.

Issues

The June 2019 Performance Review extended over a longer period of time than anticipated, which in the opinion of Council and the CEO was unacceptable. There is concern that this could occur again, however with elected members and Council's administration having a greater understanding of the process as whole, this is not expected to be an issue for this assessment. The expectation to adhere to set deadlines will be reinforced with the appointed external consultant.

Alternate options

Council and the CEO have contractual obligations they must meet.

Council could decide to approach an alternative external consultant (not listed) of their choosing.

Financial implications

There is a cost associated with engaging a consultant to undertake a review of the CEO's performance for the Performance Review. Both proposals are similar in cost and are consistent with the pricing in 2019.

Work Health and Safety and Risk implications

There are no work health and safety and risk implications for this item.

Consultation

The current CEO Performance Review Panel and the CEO have been consulted in relation to this report.

CONFIDENTIAL



Southern Mallee District Council CEO Performance and Remuneration Review




STATEMENT OF UNDERSTANDING

As stated in your email, it is our understanding that the Southern Mallee District Council would like to engage a suitably qualified and experienced HR Consultancy firm to facilitate a Performance and Remuneration Review for the CEO.

Having completed the review last year, PPS is well positioned to further improve the outcomes of this process.

We have included an option which will allow Council to engage with Matt Hobby to attend and facilitate additional meetings (either face to face or via video conference), should this be required. We are finding that in the current market, many Councils are taking up this option because it allows for both the Elected Members and the CEO to have the external facilitation required to assist the CEO in achieving their KPIs. This in turn will enable the Elected Members to track performance and work towards achieve positive outcomes for the community they serve.





WHY US?

PERKS PEOPLE SOLUTIONS - HELPING YOU CREATE HIGH-PERFORMING TEAMS

Our point of difference is that we offer our clients a truly integrated recruitment and HR service. We are flexible in our approach, allowing our clients to utilise our services on their terms.

RECRUITMENT SERVICES

We truly believe that people are your most valuable asset. We will partner with you to ensure the recruitment of quality people and ongoing development of their skills and strengths - all with the purpose of creating prosperity for your business now and into the future.

HR SERVICES

We provide you with pragmatic, contemporary and business-focused HR solutions to help you drive your business forward. Our tailored, personalised approach gives you complete control in aligning our services with your specific HR needs. We have recently partnered with the following South Australian regional Councils, delivering successful Recruitment and HR Solutions:



OUR PROCESS & METHODOLOGY

1 Identify the Purpose of the Review

- Facilitate a meeting with full Council to ensure that all parties are aligned

2 Understand the Historical Perspective

- Review current Position Description, contract, KPIs / Strategic Goals
- Review of the Strategic Plan and other key Council documents
- Review of most recent Performance Review and adjust if required

OUR PROCESS AND METHODOLOGY

3 Execute the Review and produce Reports

- Using our online Survey tool, manage the review process with selected reviewers.
- Create reports for the CEO and Council that highlights findings of the survey

4 Set KPI's for the Next Period

- Facilitate meeting with Council and the CEO to establish KPI's for the next review period

5 Review

- Undertake review of the process with all participants and recommended any changes for the next review period (12 months)

YOUR TEAM

MATT HOBBY



Director - Perks People Solutions

Matt has been an executive recruiter and business manager for over 15 years, developing his skills both locally and internationally. Having worked for businesses such as Michael Page, Locher Human Resources, Talentz and McArthur, Matt has worked on behalf of some of the world leading brands and organisations.

Matt has an in depth understanding of sectors such as Local Government, Financial and Professional Services, Not for Profit, Energy and Utilities, Aged Care and Health Care, Infrastructure and Property, Education, Agribusiness & Food and SME's. He has partnered with organisations to successful recruit key leadership roles including Managing Directors, Chief Executive Officers, Partners, Chief Operating Officers, General Managers and functional heads of Finance, Sales, Marketing, Operations, Community, Economic Development, Human Resources and Infrastructure.

In addition to recruitment, Matt has also delivered and managed HR Consulting Services including the facilitation of CEO Performance Reviews, Employee Engagement Surveys, Organisational Restructures and Remuneration Reviews. In this time, he also delivered a full suite of outsourced Human Resources services for a range of organisations. This experience has seen Matt be asked to present at conferences and workshops on a range of HR topics such as the Future of Workplaces, Bold and Brave Recruitment and How to Improve the Performance Review process for Executives. Matt is committed to the integrity and professional standards of the recruitment industry, evident by his service to the Recruitment & Consulting Services Association (RCSA) where he was a national Board Director for 4 years and a Past President of the South Australian Council and a current Fellow of the RCSA.

Matt has a genuine interest helping leaders navigate the future of work and assisting them to adapt to increase productivity and engagement.

Outside of work, Matt enjoys spending time with his wife and three children and volunteers extensively for the Walkerville Junior Football Club.

Of particular relevance, Matt has facilitated in excess of 50 CEO Performance Reviews in Local Government and other sectors.

YOUR TEAM

NADIA PETRUZZELLA



Administrator - Perks People Solutions

Nadia manages critical elements of our Recruitment and Human Resources functions, whilst providing ongoing support for the team. As an experienced HR professional, Nadia excels in delivering positive outcomes for all stakeholders throughout the recruitment lifecycle.

Nadia's drive for client success stems from over 14 years of experience delivering on the functional strategies for large professional service firms. Nadia has extensive experience working for CapGemini, an outsourcing company that provided HR and Payroll services to BlueScope Steel and Relationships Australia (SA) where she delivered HR and Recruitment outcomes for her clients.

Nadia is driven to provide first class customer service and is passionate about promoting positive work environments.

FEES AND SCHEDULE OF PAYMENT

- COMMENCEMENT OF REVIEW \$1500.00 exc GST.
- COMPLETION & PRESENTATION OF FINAL REPORT \$1500.00 exc GST.
- OPTIONAL ATTENDANCE by MATT HOBBY AT QUARTERLY CEO PERFORMANCE REVIEW MEETINGS & any other meeting. This can be done face to face or via video conference. \$325.00 (exc GST) per hour + travel time

All invoices are payable within 14 days from the invoice date

CONTACT US

MATTHEW HOBBY

0428 847 400 | mhobby@perksps.com.au

PERKS PEOPLE SOLUTIONS

08 8273 9300 | info@perkspeople.com.au



Proposal to Provide

**Facilitation of the Chief Executive Officer
Performance Review and Benchmarked
Remuneration Report**

Presented to
Southern Mallee District Council

Commercial in confidence



McArthur
Best People Fit

Table of Contents

| | |
|--|---------|
| Executive Summary | Page 3 |
| M ^c Arthur Profile | Page 4 |
| Relationship Management & Service Delivery | Page 5 |
| Relevant Experience | Page 6 |
| Methodology | Page 7 |
| Fee | Page 9 |
| Referees | Page 10 |
| Attachment A - Consultant Profile | Page 12 |

CONFIDENTIAL

Executive Summary

This submission is in response to your request for a proposal to facilitate the CEO's Performance Review.

M^cArthur use the SALMAC[©] Performance Appraisal System. Salmac, developed specifically for Local Government, will integrate seamlessly with Council's current process framework and allow the construction of a comprehensive range of clear and practical performance criteria.

As required, M^cArthur will facilitate a general discussion to define position boundaries and objectives of the positions which will be reviewed with the Council/CEO Performance Review Committee for the CEO.

The relevant parties will have the opportunity to comment on the performance, via a single scale rated survey document. The facilitator will develop the survey documentation, provide an independent and confidential contact point, summarise these responses for Council/CEO Performance Review Committee and CEO and assist with establish the final rating and comments.

A questionnaire will be sent electronically to all participants however, the option to have structured one-on-one interviews video call with the Consultant or to complete a written questionnaire will be available, if required. In addition, the Consultant will be personally available to assist all respondents throughout the process.

Finally, our Consultant will submit the final report to Council/CEO Performance Review Committee for review and will facilitate the feedback discussion with the CEO, if required.

This submission discusses the SALMAC[©] System, its benefits and costs and provides details of the relevant capabilities and experience of M^cArthur.

As a leading provider in Performance Management, M^cArthur Talent Team is delighted to submit our proposal and look forward to demonstrating how we would support facilitate the CEO Performance Review. Should you have any enquiries with respect to our submission, please do not hesitate to
Contact: Rebecca Hunt, Divisional Manager Recruitment & HR Consulting - South Australia
Telephone: 08 8100 7000 **Email:** rebecca.hunt@mcArthur.com.au

M^cArthur Profile

M^cArthur is a specialist provider of Executive Recruitment, temporary employment services and related human resource management consultancies to both the public and private sectors. Established in 1969, M^cArthur now boasts a 50 year history of success and commercial longevity. With offices in Adelaide, Brisbane, Canberra, Melbourne and Sydney, M^cArthur provides the following range of services to clients nationally:

- Executive Search and Selection
- Executive / Professional Staff Contracting
- Permanent Recruitment
- Temporary Staff Supply
- Outplacement
- Executive / Leadership Team Development
- **Management / Human Resource Consulting**
 - **Performance reviews**
 - **Organisation reviews**
 - **Culture Surveys**
 - **Skills audit/analysis**
 - **Strategic and business planning**
 - **Psychological testing/appraisal**
 - **Human resource developments**
 - **Salary surveys and remuneration advice**
 - **Outsourced Generalist HR Service**

Employing local recruitment professionals in each state, M^cArthur has developed a nationally consistent recruitment methodology which is controlled through Quality Assured procedures. M^cArthur directly employ more than 100 management, recruitment and administration staff across Australia.

The M^cArthur commitment to excellence has resulted in the company enjoying a marketplace reputation for competence and professionalism. Our client portfolio numbers are in excess of 4,000 and include a wide variety of public and private sector organisations and a broad cross section of the sectors in which they operate. An impressive number of clients of M^cArthur represent relationships of fifteen years and more.

Initially, the principal thrust of the business was towards the development of dominance in temporary staffing services in specialist markets, whilst vigorously pursuing recruiting activities on behalf of clients. Today, M^cArthur continues with these core activities, but over the last 35 years, clients have benefited from the introduction of Human Resource services embracing Outsourced Generalist HR Services, Leadership Development, Performance Management, Organisation Reviews, Strategic Planning and Training Programs as well as general advice and support.

Relationship Management & Service Delivery

With all clients we insist on providing a professional and quality assured approach to relationship management, as we believe that this is integral to fully understanding each other's:

- culture
- expectations
- operational environment
- strategic direction

Once we have gained an understanding of each of the above, we will work in partnership with the Council to ensure that our service delivery is closely aligned to Council's business objectives, vision, values and strategic directions. We believe that a true partnering arrangement is the most effective means of ensuring a responsive, constructive and collaborative business relationship which enables our Consultants to work closely with all stakeholders throughout the entire process.

To ensure efficient, effective and quality assured service delivery M^cArthur will manage our relationship through a structured team approach, which provides an initial point of contact for all services. Our team approach also ensures the constant availability of a Consultant to receive enquiries and requests.

We recognise the profile and significance of this Performance Review and the importance of the Chief Executive's position in the achievement of Council's vision, mission and strategic objectives. Therefore, to ensure the quality of our service delivery through the Performance Review, M^cArthur has appointed a dedicated Consultant to guarantee a smooth process and successful completion of this review.

The Consultant appointed to this assignment will be Rebecca Hunt – **Divisional Manager Recruitment & HR Consulting**.

Rebecca will be available to manage and facilitate the Performance Review and support and provide advice to the CEO Performance Review Committee through the process to a successful outcome and ongoing.

Her profile outlining her experience is contained in **Attachment A**.

Relevant Experience

M^cArthur is extensively involved in facilitating performance reviews and assisting clients develop and implement structured performance management systems within their organisations.

Since its introduction in 1993, the Salmac[®] Performance Management System has enjoyed great success in Australian Councils, with over 100 Councils in Northern Territory, Queensland, New South Wales, Victoria, Tasmania and South Australia utilising it to evaluate performance.

Recently we have been appointed to undertake performance reviews of Chief Executive Officers and second level executive positions within the following Councils.

Recent Salmac[®] Performance Reviews – Across Australia



6 Commercial in confidence
Southern Mallee District Council

Methodology

The Salmac[©] approach to performance management provides a rigorous yet appropriate model for monitoring and measuring performance at this level. The model has been developed and successfully introduced into a large number of Councils Australia-wide.

Methodology - The M^cArthur Salmac[©] System

Specifically, the M^cArthur process involves the following steps:

1. Creation of the documentation established for the review

We have found performance management to be most effective when two dimensions of performance are measured; the outcomes that need to be achieved; and the leadership behaviours we expect to be demonstrated while the agreed outcomes are met.

The first dimension covers the specific goals (outcomes) set for the period for which the Chief Executive Officer is the prime driver. These are typically big ticket items reflected in the Council Strategic and Business Plans or outcomes that must be achieved in dealing with major issues facing Council at the time. These are the KPI's that were agreed following the CEO's previous performance review or at the commencement of employment.

The second dimension captures a set of leadership behaviours. These are Key Result Area's and are linked to the CEO Job and Personal Specification and outlined in the CEO's contract.

2. Facilitating the Review of the Chief Executive Officer

Once the Council has decided who will be involved in the performance evaluation of the Chief Executive Officer, we will work closely with that group to prepare for, and conduct, the performance review. Typically, this requires the following activities:

- The Chief Executive Officer will provide a self-assessment against the agreed criteria using the agreed rating system. The CEO can also, if required, deliver a presentation / progress report to participants prior to the review.
- The Council Members independently and individually rate the performance of the Chief Executive Officer in a questionnaire either in a one on one video interview, electronically or in hard copy.
- In a 360 degree review participants will include Council Members, Direct Reports/Key Staff and External Stakeholders.
- The Consultant prepares a report based on consolidating all the information provided by the Chief Executive Officer, Council Members, the CEO's Direct Reports/Key Staff and External Stakeholders.
- The M^cArthur Consultant will communicate with Council to discuss this appraisal prior to inviting the Chief Executive Officer to join the discussion.
- Following the above questionnaires, the Consultant produces a draft Performance Review Report which captures the outcomes of the process. This report can also capture KPI's, goals or objectives recommended during the review for the next review period (if any are recommended), both from an organisational perspective as well as in terms of personal and professional development.
- The draft report is sent to Council/CEO Performance Review Committee for checking.
- A final report is produced to Council for adoption, which becomes the official record of the review.
- As part of our process, we also provide confidential advice and recommendations to Council on comparative benchmarked remuneration packages.

Consultant Commitment

To clarify the range of activities which are incorporated in our service delivery for the Salmac© Performance Management System, our commitment will involve working with Council and the Chief Executive Officer to:

- Use the provided set of relevant behavioural accountabilities that focus on those characteristics which an effective Chief Executive Officer will and should demonstrate.
- Use the provided agreed strategic targets for the period under review.
- With Council and the Chief Executive Officer, facilitate the actual appraisal process.
- Produce a Summary Review Report which covers the outcomes of the appraisal process.
- Assist with amendments and renegotiation of contracts (non-legal).
- Produce a Benchmarked Remuneration Report and assist in negotiating remuneration review.

The benefits are clear:

- An independent and experienced HR Consultant enables accurate and timely advice and impartial review to be conducted and reported on.
- A consistency in the performance evaluation process, as the review has been facilitated previously by M^cArthur.
- A clear emphasis on continuous improvement.
- Openness in the system which encourages employee support.
- Improved ongoing relationships between all stakeholders.
- A basis for recognition and reward clearly established.
- Corrective actions for areas of identified concern.
- The ability to weight KPI, strategic objectives and/or raters to better define performance.
- High standards for future reviews.
- A fully documented process and sign off that establishes legality and official record.

The SALMAC© System delivers organisational effectiveness through strong and structured performance management.

Fee

The SALMAC® process establishes clear and specific outcomes for the CEO role and sets not only an appraisal framework but also a framework that supports the performance review. Salmac does this within the legal frameworks set by their Position Description, the Contract of Employment and Council's Strategic direction. Further the Salmac process is supported by a professional Consultant, whose role is to support and guide Council, ensure equity in the process, provide advice and assistance on performance improvement strategies.

| | Option 1 |
|--------------------------------|---|
| Review Type | CEO 360 Degree Performance Review and Benchmarked Remuneration Report |
| Participants | CEO and Council Members, Direct Reports/Key Staff Members and External Stakeholders |
| Review conduct | Emailed/posted questionnaire/face to face video calls |
| Agreement term | 1 year |
| Fixed Fee excluding GST | \$3,450* |

***Notes:**

1. Fee structure is GST exclusive
2. Fee is per year
3. Travel expenses excluded

Schedule of milestone payments

- 50% – Due at the time M^cArthur is retained for the specific assignment
- 50% – Due on acceptance of Final Report

Our proposed fees are valid for a period of three months from 24th April 2020.

Referees

To establish M^cArthur’s credibility, we recommend that you contact any of the following referees who will testify with respect to our capacity and capability in delivering the services required by Council.

| Contact Name | Services Provided | Organisation | Telephone |
|-------------------------|------------------------|---------------------------------------|--------------|
| Mayor Caroline Phillips | CEO Performance Review | District Council Karoonda East Murray | 0418 841 552 |
| Mayor Dean Johnson | CEO Performance Review | District Council of Kimba | 0427 619 815 |
| Mayor Brenton Lewis | CEO Performance Review | Rural City of Murray Bridge | 0428 825 281 |
| Mayor Travis Barber | CEO Performance Review | District Council of Streaky Bay | 0428 879 291 |

Testimonials

'We have had nothing but excellent outcomes when dealing with M^cArthur. The team especially Bec goes above and beyond to make things as easy and as smooth sailing as possible. From helping with recruitment of staff, to CEO performance reviews right through to simple advice is not only prompt but courteous. I highly recommend their services and have had no issue in promoting them whenever people ask for suggestions! The whole M^cArthur team should be everyone’s first point of call when looking to recruit!'

Mayor Travis Barber, District Council of Streaky Bay

'Adelaide Plains Council has utilised the services of M^cArthur for the past five (5) years for the purposes of both recruitment and performance appraisals. From my perspective, having worked closely with Rebecca in performance appraisal, I cannot emphasise enough her high level of professionalism, diligence and commitment that she possesses.'

M^cArthur is a large reason why the former District Council of Mallala, now Adelaide Plains Council (APC), has managed to rebuild and rebrand itself so successfully. Through the wonderful support and guidance of M^cArthur, APC has rebuilt an entirely new executive management team which has proven to be extremely stable and successful in what is a highly pressurised environment, as we grapple all the challenges of a growth council with a relatively low rate base.'

I would strongly recommend M^cArthur to anyone seeking to engage the services of a recruitment agency for the purposes of either recruitment or performance appraisal.'

James Miller, CEO, Adelaide Plains Council

The City of Tea Tree Gully's experiences with the work provided by M^cArthur has always been of excellent quality and within agreed timeframes. Recently, our Council engaged with M^cArthur (Rebecca Hunt) to undertake a benchmarking exercise. During the task, our objectives shifted slightly, and Rebecca was more than happy to accommodate our adjusted scope and still achieve the timelines we were after.

The quality of the report was sound, and the Rebecca was always responsive when we posed questions during the process.

M^cArthur have also been very timely with the provision of several psychometric and digital testing requests and bookings and the timelines achieved to suit our recruitment processes has been exceptional.

Kirstin Dodson, Business Partner Organisational Development City of Tea Tree Gully

We have engaged M^cArthur over the last three years, specifically with senior leader remuneration industry benchmarking data and with their LifeApp employee engagement platform.

During this time, I have found all I have dealt with responsive, customer focused, professional and flexible in their approach.

We highly value the professional relationship we have developed and the understanding our M^cArthur key contacts has gained and demonstrated of our business and needs, which has ensured the outcomes have hit the mark on all occasions.

I would have no hesitation in recommending M^cArthur to other businesses.

Steph Roberts, Human Resources Manager, City of Marion

The McArthur team have been our partner for HR consultancy and advice at the District Council of Karoonda East Murray for a number of years. During that time they have assisted with numerous activities including executive and non-executive recruitment, conducting employee engagement studies, facilitating a HR systems review and developing a HR Action Plan through to more operational HR activities such as assisting with the review and creation of Position Descriptions and Performance Development and Review processes.

The M^cArthur team has always been quick to assist and respond, have provided good timely advice and are always willing to help out when needed. For an organisation our size, with no internal HR resourcing, M^cArthur has been our 'go to'. I am more than comfortable recommending the services of Rebecca and the team at M^cArthur for HR assistance and advice, their combined years of experience, knowledge and expertise in term help us to achieve good outcomes ourselves in this area.'

Matthew Morgan CEO District Council of Karoonda East Murray

ATTACHMENT A
CONSULTANT PROFILE

CONFIDENTIAL

Rebecca Hunt – BA Hons - MAHRI

Prior to joining M^cArthur Rebecca was a People Consultant in a Big 4 Professional Services Firm, she has also worked in State Government and locally and interstate for a Global Commercial Firm.

Rebecca brings international knowledge with extensive experience in the UK and USA providing a unique depth of experience and more recently has been working locally with all levels of Government and commercial clients. Rebecca specialises in advising in Talent Management, Performance Reviews, Cultural, Remuneration and Structural Reviews, Psychometric Testing and Generalist Human Resources.

Since joining M^cArthur, Rebecca has provided extensive HR Consulting expertise across the Local Government sector, servicing regional, rural and metropolitan Councils.

Rebecca's astute business acumen, exceptional communication and organisation skills, and wealth of experience ensure clients are provided with a holistic, high quality and comprehensive service. Rebecca is passionate about creating lasting relationships with clients, based on integrity, effective tailoring of service to clients' needs/requirements and ingrained best practice approach

16 CONFIDENTIAL ITEMS**16.2 CEO JUNE 2020 HALF YEAR ASSESSMENT****RECOMMENDATION**

That having considered agenda Item 16.2 in confidence under section 90 (2) and (3) (k) of the Local Government Act 1999, the Council pursuant to section 91 (7) of the Act orders that the documents considered by the Council, including the officer's report and all minutes be retained in confidence. This order is to be reviewed at or before the ordinary Council meeting to be held in January 2021, as to if this order is to continue in operation.

**MOVED COUNCILLOR NEVILLE PFEIFFER
SECONDED COUNCILLOR TREVOR HANCOCK**

That having considered agenda Item 16.2 in confidence under section 90 (2) and (3) (k) of the Local Government Act 1999, the Council pursuant to section 91 (7) of the Act orders that the documents considered by the Council, including the officer's report and all minutes be retained in confidence. This order is to be reviewed at or before the ordinary Council meeting to be held in January 2021, as to if this order is to continue in operation.

CARRIED.