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18 CONFIDENTIAL ITEMS**18.5 MINUTES OF THE CONFIDENTIAL CEO PERFORMANCE REVIEW PANEL TUESDAY 30 MARCH 2021****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, Coordinator Organisational Development and the Minute Secretary be excluded from attendance at the meeting held on Wednesday 21 April 2021 for Agenda Item 18.5 Minutes of the Confidential CEO Performance Review Panel Tuesday 30 March 2021;**
- 2. The Council is satisfied that pursuant to section 90 (3) (e) of the Local Government Act 1999, the information to be received, discussed or considered in relation to the Agenda Item 18.5 Minutes of the Confidential CEO Performance Review Panel Tuesday 30 March 2021 is:
matters affecting the security of the council, members or employees of the council, or council property; or the safety of any person.**
- 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 18.5 in confidence.**

MOVED COUNCILLOR PAUL IRELAND**SECONDED COUNCILLOR REBECCA BOSELEY****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, Coordinator Organisational Development and the Minute Secretary be excluded from attendance at the meeting held on Wednesday 21 April 2021 for Agenda Item 18.5 Minutes of the Confidential CEO Performance Review Panel Tuesday 30 March 2021;**
- 2. The Council is satisfied that pursuant to section 90 (3) (e) of the Local Government Act 1999, the information to be received, discussed or considered in relation to the Agenda Item 18.5 Minutes of the Confidential CEO Performance Review Panel Tuesday 30 March 2021 is:
matters affecting the security of the council, members or employees of the council, or council property; or the safety of any person.**
- 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 18.5 in confidence.**

CARRIED.

18.5 MINUTES OF THE CONFIDENTIAL CEO PERFORMANCE REVIEW PANEL TUESDAY 30 MARCH 2021

Responsible Officer: Katrina Bell, Coordinator Organisational Development

Attachments: 1. Minutes of the Confidential CEO Performance Review Panel meeting held Tuesday 30 March 2021

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:	(a) and (e) - information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead) and matters affecting the security of the council, members or employees of the council, or council property; or the safety of any person.

RECOMMENDATION

That Council accepts the Confidential minutes of the CEO Performance Review Panel meeting held Tuesday 30 March 2021 as read and received and adopts all recommendations contained within these minutes.

MOVED COUNCILLOR NEVILLE PFEIFFER
 SECONDED COUNCILLOR MICK SPARNON

That Council accepts the Confidential minutes of the CEO Performance Review Panel meeting held Tuesday 30 March 2021 as read and received and adopts all recommendations contained within these minutes.

CARRIED.



CONFIDENTIAL CEO Performance Review Panel Minutes

Tuesday, 30 March 2021

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CONFIDENTIAL

1 MEETING OPENING

The Chairperson Mayor, Cr Jeffrey Nickolls opened the meeting at 2:34pm and welcomed those in attendance by reading the acknowledgment of country.

Southern Mallee District Council acknowledges the Ngarkat people as the traditional custodians of the land on which we meet and work. We respect their culture and we extend that respect to other Aboriginal and Torres Strait Islander people.

PRESENT:

Cr Rebecca Boseley
Cr Jeffrey Nickolls (Mayor)

IN ATTENDANCE:

Jason Taylor (Chief Executive Officer)
Katrina Bell (Coordinator Organisational Development)

2 APOLOGIES

Cr Paul Ireland (Deputy Mayor)

3 DECLARATIONS OF CONFLICT OF INTEREST

In line with Section 74 of the Local Government Act, 1999

- (1) A member of a Council who has an interest in a matter before the Council must disclose the interest to the Council.*
- (2) A member in making a disclosure under subsection (1) must provide full and accurate details of the relevant interest.*
- (3) A disclosure made under subsection (1) must be recorded in the minutes of the Council (including details of the relevant interest).*

Members to advise of any conflict of interest declarations.

4 CONFIRMATION OF MINUTES**RECOMMENDATION**

That the minutes of the CEO Performance Review Panel Meeting held Wednesday 4 November 2020 be taken as read and confirmed.

COMMITTEE RESOLUTION

Moved: Cr Rebecca Boseley
Seconded: Cr Jeffrey Nickolls

That the minutes of the CEO Performance Review Panel Meeting held Wednesday 4 November 2020 be taken as read and confirmed.

CARRIED

5 BUSINESS ARISING FROM THE MINUTES OF THE PREVIOUS MEETING

Nil.

6 REPORTS

6.1 CEO PERFORMANCE REVIEW PANEL - REVIEW OF OWN PERFORMANCE

Responsible officer: Katrina Bell, Coordinator Organisational Development

Attachments: Nil

Background

The CEO Performance Review Panel was established and Term of Reference adopted in Council's May 2020 meeting.

Context

The CEO Performance Review Panel's Term of Reference require that:

14.8 At least once in its term, review its own performance to ensure it is operating at maximum effectiveness and recommend changes it considers necessary to the Council for approval.

To date there has been no review of this committee. Following the completion of the CEO's end of June assessment, but prior to the November meeting 2021 would be considered the most suitable time for this process to be undertaken.

A standard method for completing such a review would be via survey and there is the capacity for this to be done electronically.

Issues

For continuous improvement and to ensure the most value is being achieved through this committee, regular and consistent reviews are vital. Failure to do so poses the risk of the committee not meeting the needs of Council or the CEO.

RECOMMENDATION

That the CEO Performance Review Panel nominate a preferred method and timeframe for which an assessment of their performance can be determined.

COMMITTEE RESOLUTION

Moved: Cr Rebecca Boseley

Seconded: Cr Jeffrey Nickolls

That the CEO Performance Review Panel will assess their own performance in September following the completion of the CEO's next review.

CARRIED

7 CONFIDENTIAL ITEMS**7.1 MID-YEAR REVIEW OF CEO'S PERFORMANCE****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 Coordinator Organisational Development be excluded from attendance at the meeting held on Tuesday 30 March 2021 for Agenda Item 7.1 Mid-Year Review of CEO's Performance;
2. The Council is satisfied that pursuant to section 90 (3) (a) of the Local Government Act 1999, the information to be received, discussed or considered in relation to the Agenda Item 7.1 Mid-Year Review of CEO's Performance is:
information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).
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 7.1 in confidence.

COMMITTEE RESOLUTION

Moved: Cr Jeffrey Nickolls

Seconded: Cr Rebecca Boseley

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 Coordinator Organisational Development be excluded from attendance at the meeting held on Tuesday 30 March 2021 for Agenda Item 7.1 Mid-Year Review of CEO's Performance;
2. The Council is satisfied that pursuant to section 90 (3) (a) of the Local Government Act 1999, the information to be received, discussed or considered in relation to the Agenda Item 7.1 Mid-Year Review of CEO's Performance is:
information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).
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 7.1 in confidence.

CARRIED

7.1 MID-YEAR REVIEW OF CEO'S PERFORMANCE

Responsible officer: Katrina Bell, Coordinator Organisational Development

- Attachments:**
1. Jason Taylor - Email content of Self Assessment
 2. Jason Taylor - Self Assessment - March 2021

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:	(a) - information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).

Executive summary

The CEO Performance Review Panel will have a discussion regarding the performance of the CEO and his progress in meeting the Strategic Goals by the end of June 2021.

Discussion Summary

Cr Jeffrey Nickolls and Cr Rebecca Bosely, had a discussion around the CEO's KPIs and the progress he was making towards achieving these.

Overall, they were satisfied with his progress to date and had some feedback and areas of focus for the coming months to share with him.

Katrina Bell

From: Jason Taylor
Sent: Monday, 22 March 2021 10:34 AM
To: Katrina Bell
Subject: RE: March Mid-Year Review
Attachments: KPI's- Jason Taylor - 1July2020-30June2021 - Progress Report for March 2021.pdf

Hi Katrina

I am available after 3pm on Monday and all day on Tuesday. Please find attached my progress report. I have completed all strategic goals that required completion by 31 March 2021 and all strategic goal requiring completion by 31 June 2021 are on track for completion.

Regards

Jason

Jason Taylor
 Chief Executive Officer
 Southern Mallee District Council

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 M: 0447 717 75

www.southernmallee.sa.gov.au
[View Google Map](#)



THE SOUTHERN MALLEE
 You're always welcome

From: Katrina Bell
Sent: Monday, 22 March 2021 9:38 AM
To: Jason Taylor <Jason.Taylor@southernmallee.sa.gov.au>
Subject: March Mid-Year Review

Hi Jason,

I'm trying to lock in a date with the Elected Members for you mid-year review. I'm hoping for either Monday or Tuesday next week, probably in the afternoon, will that suit you?

Also if you could send me through your report by Wednesday and I can attach it to the agenda, thanks.

Cheers,

Katrina Bell

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KPI (as per the Job Description)	Summary of Action	Strategic Goals due end June 2021	Comment
Economic Development	Deliver the Commercial Centres Revitalisation Project	Finalise Stage 1 documentation for the Pinnaroo Village Green Masterplan and Lameroo Town Centre Plan projects by January 2021. Substantially complete Stage 1 on ground works for both the Pinnaroo Village Green Masterplan and Lameroo Town Centre Plan projects by 30 June 2021.	Complete Council formally approved the Stage 1 documentation for both projects at its Council meeting on 18 November 2020. This documentation was then used in the tender process which commenced on 24 November 2020. Commenced The tender for stage 1 works for Pinnaroo and Lameroo was awarded at the 17 March 2021 Council meeting and the project is on track to be substantially complete by 30 June 2021.
Representation, Public Relations and Relationships	Effective Councillor relationships	Provide regular communication updates to all Elected Members with either an Elected Members Briefing or an informal email update being provided each week.	Ongoing Elected Members Briefings continue to be provided in the first week of each month (except January) and an informal update (Southern Mallee Matters) has been provided every week during the review period.
Governance and Reporting	Establish the strategic plan and deliver quality Council agendas	Present the Strategic Management Plan to Council for adoption by February 2021. Continue to provide high quality Council reports and agendas in line with the independent review of reports and agendas completed in 2018	Complete Council formally approved the draft Strategic Plan for public consultation at its Council meeting on 18 November 2020. Council formally adopted the final Strategic Plan at its Council meeting on 20 January 2021. Ongoing The standard of reporting to all Council and Council committees has been maintained to a high standard. This is now imbedded in the Info council system which all staff use for reporting.

Item 7.1 - Attachment 2

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<p>Financial Management</p>	<p>Improve the budget process and deliver sound financial management</p>	<p>Develop a new policy for Council adoption that documents the annual business plan and budget process and meet the policy requirements in the preparation of the 2021/22 annual business plan and budget.</p>	<p>Complete Council formally approved the new Annual business plan and budget policy at its Council meeting on 18 November 2020. The 2021/22 Annual business plan and budget is being developed in accordance with this policy. Comprehensive elected member workshops were delivered in February and March to refine the draft annual business plan and budget.</p>
<p>Leadership and Management</p>	<p>Delivery the annual capital works program</p>	<p>Ensure the 2020/21 annual budget is delivered with an operating surplus.</p>	<p>On track The last quarterly financial performance report to Council (January 2021) shows a \$1,775,007 operating surplus. This will narrow as capital projects are delivered but will remain positive.</p> <p>On track The last quarterly infrastructure performance report and buildings performance report to Council (January 2021) shows both program areas are on track to meet high levels of delivery. There is a focus on a couple of projects to ensure this target is met.</p>

7 CONFIDENTIAL ITEMS

7.1 MID-YEAR REVIEW OF CEO'S PERFORMANCE

RECOMMENDATION

That having considered agenda Item 7.1 in confidence under section 90 (2) and (3) (a) 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 2022, as to if this order is to continue in operation.

COMMITTEE RESOLUTION

Moved: Cr Jeffrey Nickolls
 Seconded: Cr Rebecca Boseley

That having considered agenda Item 7.1 in confidence under section 90 (2) and (3) (a) 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 2022, as to if this order is to continue in operation.

CARRIED

7.2 DISCUSSION WITH JASON TAYLOR

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 and Coordinator Organisational Development be excluded from attendance at the meeting held on Tuesday 30 March 2021 for Agenda Item 7.2 Discussion with Jason Taylor;
2. The Council is satisfied that pursuant to section 90 (3) (a) of the Local Government Act 1999, the information to be received, discussed or considered in relation to the Agenda Item 7.2 Discussion with Jason Taylor is:

information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).
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 7.2 in confidence.

COMMITTEE RESOLUTION

Moved: Cr Rebecca Boseley

Seconded: Cr Jeffrey Nickolls

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 and Coordinator Organisational Development be excluded from attendance at the meeting held on Tuesday 30 March 2021 for Agenda Item 7.2 Discussion with Jason Taylor;
2. The Council is satisfied that pursuant to section 90 (3) (a) of the Local Government Act 1999, the information to be received, discussed or considered in relation to the Agenda Item 7.2 Discussion with Jason Taylor is:

information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).
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 7.2 in confidence.

CARRIED

7.2 DISCUSSION WITH JASON TAYLOR

Responsible officer: Katrina Bell, Coordinator Organisational Development

Attachments: Nil

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:	(a) - information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).

Executive summary

The CEO Performance Panel will be joined by Jason Taylor to discuss and provide feedback on progress of Strategic Goals and performance to date.

Discussion Summary

Jason Taylor joined the meeting. He gave a summary of how he views his own performance and the currently delivery stage he is currently at with his employment.

Both Jason and the Elected Members spoke to each KPI and provided comments and feedback. Notable feedback included –

- Positive feedback on the weekly ‘Southern Mallee Matters’ and feel it is a useful resource to to keep Elected Members informed and when addressing members of the public.
- They acknowledged his efforts to make himself available to Elected Members for meetings if they wanted to take him up on that. There was some constructive feedback around managing Elected Member relationships moving forward.
- Very impressed and happy with the new Strategic Management Plan, it is professional, clear, easy to reference and set a clear focus for the next four years.
- It was felt that there has been positive changes to the budget process, but did have some suggestions to further improve this with providing summaries for the items so Elected Members can come to the workshops better prepared with questions.
- It was also recognised that Council decisions and other external factors, particularly in the past 12 months that can have an impact on the CEO’s ability to deliver and fully achieve some of the KPIs as they are currently written.

There was also discussion around the current work that is happening with staff and organisational culture and the potential need to look at this on an Elected Member level as well.

<p>COMMITTEE RESOLUTION</p> <p>Moved: Cr Rebecca Boseley Seconded: Cr Jeffrey Nickolls</p> <p>That the CEO has successfully and achieved KPIs to a satisfactory standard at this stage of the review period.</p>

CARRIED

7 CONFIDENTIAL ITEMS

7.2 DISCUSSION WITH JASON TAYLOR

RECOMMENDATION

That having considered agenda Item 7.2 in confidence under section 90 (2) and (3) (a) 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 2022, as to if this order is to continue in operation.

COMMITTEE RESOLUTION

Moved: Cr Jeffrey Nickolls
 Seconded: Cr Rebecca Boseley

That having considered agenda Item 7.2 in confidence under section 90 (2) and (3) (a) 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 2022, as to if this order is to continue in operation.

CARRIED

7.3 CEO PERFORMANCE REVIEW JUNE 2021

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 and Coordinator Organisational Development be excluded from attendance at the meeting held on Tuesday 30 March 2021 for Agenda Item 7.3 CEO Performance Review June 2021;
2. The Council is satisfied that pursuant to section 90 (3) (a) of the Local Government Act 1999, the information to be received, discussed or considered in relation to the Agenda Item 7.3 CEO Performance Review June 2021 is:
 information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).
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 7.3 in confidence.

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COMMITTEE RESOLUTION

Moved: Cr Jeffrey Nickolls

Seconded: Cr Rebecca Boseley

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 and Coordinator Organisational Development be excluded from attendance at the meeting held on Tuesday 30 March 2021 for Agenda Item 7.3 CEO Performance Review June 2021;
2. The Council is satisfied that pursuant to section 90 (3) (a) of the Local Government Act 1999, the information to be received, discussed or considered in relation to the Agenda Item 7.3 CEO Performance Review June 2021 is:

information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).
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 7.3 in confidence.

CARRIED

7.3 CEO PERFORMANCE REVIEW JUNE 2021

Responsible officer: Katrina Bell, Coordinator Organisational Development

Attachments: 1. Email from Jason Taylor regarding 360-degree alternative

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:	(a) - information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).

Background

Council is contractually required to complete a 360-degree review of the CEO’s performance at the end of June each year, which is then followed by a review of the remuneration package.

This has been completed for the past two years with the assistance of Perks People Solutions. Both years the CEO’s performance has been deemed as satisfactory.

Context

In preparation for the next review due at the end of June, it is appropriate to begin preparations for this now. It was recommended by Perks People Solutions at the end of the June 2020 review that Council considers moving to a transparent review process. The CEO has also expressed an interest in this and alternative review models to the 360-degree format.

It is important that the process is viewed as an opportunity for improvement for both parties, rather than just being viewed as a contractual requirement. This will better place both Council and the CEO to work effectively to achieve Council’s strategic goals and provide the CEO with a valuable professional development experience.

The Panel will also need to consider whether they would again like to engage an independent consultant. Perks People Solutions have been engaged for the previous two years, noting that it has at times been challenging and the panel may want to consider other options.

Issues

There were concerns raised at the initial recommendation of a transparent review and that some elected members would not be comfortable with this.

Any changes and variations to the contractual requirement, must be agreed by both parties and stipulated in writing.

RECOMMENDATION

That the CEO Performance Review Panel recommends a preferred review model for the next review at the end of June 2021.

COMMITTEE RESOLUTION

Committee Meeting Minutes

30 March 2021

Moved: Cr Rebecca Boseley

Seconded: Cr Jeffrey Nickolls

That the CEO Performance Review Panel will further investigate alternative review options to discuss at the next meeting to then put forward a recommendation to Council at its May meeting.

CARRIED

CONFIDENTIAL

Katrina Bell

From: Jason Taylor
Sent: Monday, 15 February 2021 1:41 PM
To: Paul Ireland; Jeffrey Nickolis; Rebecca Boseley; Katrina Bell
Subject: CEO Performance Review

Hi Paul, Jeff, Bec and Katrina

I thought I'd share the following link with you for consideration well ahead of any decision about the type of review tool used to assess my annual performance.

<https://www.antoINETteoplethorpe.com/whats-the-alternative-to-360-degree-feedback/>

I am very interested in using a tool (not necessarily this one) that goes well beyond the usefulness of the usual 360 degree feedback tool. I now get very little from the usual 360 degree feedback and I don't think this will change unless it moves to a more transparent model. I really do want to be able to benefit personally and professionally from the review and thus I think considering alternatives is necessary and important. Happy to discuss at any point.

Regards

Jason

Jason Taylor
Chief Executive Officer
 Southern Mallee District Council

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www.districtcouncils.gov.au



THE SOUTHERN MALLEE
 You're always welcome

7 CONFIDENTIAL ITEMS**7.3 CEO PERFORMANCE REVIEW JUNE 2021****RECOMMENDATION**

That having considered agenda Item 7.3 in confidence under section 90 (2) and (3) (a) 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 2022, as to if this order is to continue in operation.

COMMITTEE RESOLUTION

Moved: Cr Rebecca Boseley

Seconded: Cr Jeffrey Nickolls

That having considered agenda Item 7.3 in confidence under section 90 (2) and (3) (a) 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 2022, as to if this order is to continue in operation.

CARRIED

8 OTHER BUSINESS

Nil.

9 NEXT MEETING

The next meeting date will be on the 28 April 2021 at 3:00pm at the Pinnaroo Institute Meeting Room.

10 CLOSURE

There being no further business the Chairperson thanked those in attendance and closed the meeting at 4:20pm.

.....

Committee Chairperson

Dated / / 2021

18 CONFIDENTIAL ITEMS**18.5 MINUTES OF THE CONFIDENTIAL CEO PERFORMANCE REVIEW PANEL TUESDAY 30 MARCH 2021****RECOMMENDATION**

That having considered agenda Item 18.5 in confidence under section 90 (2) and (3) (e) 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 2022, as to if this order is to continue in operation.

MOVED COUNCILLOR MICK SPARNON**SECONDED COUNCILLOR REBECCA BOSELEY**

That having considered agenda Item 18.5 in confidence under section 90 (2) and (3) (e) 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 2022, as to if this order is to continue in operation.

CARRIED.