

6 CONFIDENTIAL ITEMS**6.1 REVIEW OF THE CEO'S STRATEGIC GOALS**

190

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 Wednesday 3 November 2021 for Agenda Item 6.1 Review of the CEO's Strategic Goals;
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 6.1 Review of the CEO's Strategic Goals 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 6.1 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 Coordinator Organisational Development be excluded from attendance at the meeting held on Wednesday 3 November 2021 for Agenda Item 6.1 Review of the CEO's Strategic Goals;
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 6.1 Review of the CEO's Strategic Goals 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 6.1 in confidence.

CARRIED

6.1 REVIEW OF THE CEO'S STRATEGIC GOALS**Responsible officer: Katrina Bell, Coordinator Organisational Development****Attachments:** 1. **Draft KPIs - Jason Taylor - 2021/22**  

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

Director of Perks People Solutions, Matthew Hobby, to present the proposed strategic goals to the CEO Performance Review Panel for discussion.

Discussion Summary

Matt provided a summary of the draft KPIs that have been developed through his meetings with Jason and highlighted the Australian Institute of Company Directors course as a KPI to note and put some consideration in to.

The KPIs are clearly defined and measurable

The feedback from the Panel was that they were satisfied with the KPIs and that they were clear, measurable and realistic, but felt there needed to be a more formal application process for approval to complete the identified course. If approved, this KPI would then stand.

COMMITTEE RESOLUTION**Moved: Cr Jeffrey Nickolls****Seconded: Cr Rebecca Boseley**

The panel support the adoption of proposed KPIs for the period being 1 July 2021 – 30 June 2022, subject to the the approval of an application to complete an Australian Institute of Company Directors Course.

CARRIED

CEO - Key Performance Indicators July 2021 – June 2022

KPI (as per the Job Description)	Summary of Action	Strategic Goals due end June 2021
Economic Development	Deliver the Commercial Centres Revitalisation Project	Complete Stage 1 on ground works for the Pinnaroo Village Green Masterplan and Lamerook Town Centre Plan projects. Finalise Stage 2 & 3 documentation for the Pinnaroo Village Green Masterplan and Lamerook Town Centre Plan projects.
Representation, Public Relations, and Relationships	Effective Councillor relationships	Provide regular communication updates to all Elected Members with a formal Elected Members Briefing provided monthly and an informal Southern Mallee Matters email provided weekly.
Governance and Reporting	Implement the strategic plan and deliver quality Council agendas	Present the second half yearly report on the delivery of Council's Strategic Plan to Council. Continue to provide high quality Council reports and agendas in line with the independent review of reports and agendas completed in 2018.
Financial Management	Deliver sound financial management	Ensure the 2021/22 annual budget is delivered with an operating surplus.
Leadership and Management	Deliver the annual capital works program	Achieve an end of financial year Net Financial Liabilities Ratio of 72% (as budgeted) or better. Ensure delivery of at least 90% of the 2021/22 annual capital works program of \$12.2m. Deliver 100% of the \$1.07m road re-sheeting program of works and expend 100% of the \$624,900 road maintenance budget.
Organisational and people management	Continue to develop the preferred culture of the organisation	Communicate the findings of the staff culture survey with staff. Implement a framework for the organisation to continuously work towards the preferred culture.
Knowledge, skills, and experience	Continue to develop my professional and interpersonal skills	Continue to represent Council and the local government sector at a regional and state level, including as the Chair of the Murray Mallee Zone Emergency Management Committee, as an active participant at the Murraylands and Riverland CEO Network and as a Councillor on the Parks and Leisure Australia SA/NT Board. Complete an Australian Institute of Company Directors course.

6 CONFIDENTIAL ITEMS

6.1 REVIEW OF THE CEO'S STRATEGIC GOALS

RECOMMENDATION

That having considered agenda Item 6.1 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 Rebecca Boseley

Seconded: Cr Jeffrey Nickolls

That having considered agenda Item 6.1 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

6.2 CEO REMUNERATION REVIEW

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 be excluded from attendance at the meeting held on Wednesday 3 November 2021 for Agenda Item 6.2 CEO Remuneration Review;
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 6.2 CEO Remuneration Review 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 6.2 in confidence.