



# CEO PERFORMANCE REVIEW COMMITTEE MINUTES

for the meeting

Thursday, 3rd March, 2022

in the Colonel Light Room, Adelaide Town Hall



**Present:**

<b>Presiding Member</b>	The Right Honourable the Lord Mayor, Sandy Verschoor
<b>Deputy Presiding Member</b>	Deputy Lord Mayor, Councillor Abrahamzadeh
<b>Council Member</b>	Councillor Couros
<b>Independent Members</b>	William Spurr and Jeff Tate

<b>In Attendance:</b>	Chief Operating Officer Chief Executive Officer Council Governance Officer
-----------------------	--

**1 Acknowledgement of Country**

The Chair stated:

‘Council acknowledges that we are meeting on traditional Country of the Kaurna people of the Adelaide Plains and pays respect to Elders past and present. We recognise and respect their cultural heritage, beliefs and relationship with the land. We acknowledge that they are of continuing importance to the Kaurna people living today.

And we also extend that respect to other Aboriginal Language Groups and other First Nations who are present today.’

**2 Apologies and Leave of Absence**

Nil

**3 Confirmation of Minutes**

That the Minutes of the Special meeting of the CEO Performance Review Committee held on 30 November 2021, be taken as read and be confirmed as an accurate record of proceedings.

**4 Items for Consideration and Determination**

**5 Item 4.1 - Revised Strategic Priorities**

The Chair gave a precis of the item indicating that feedback from the November 2021 meeting had been included in the strategic priorities.

Discussion ensued in relation to strategic priorities, measurement and purpose of a leadership / development tool.

Unanimous Decision

That the CEO Performance Review Committee:

1. Approves the revised wording for the strategic priorities, as provided in Item 4.1 on the Agenda for the meeting of the CEO Performance Review Committee held on 3 March 2022, subject to the following revisions:
  - 1.1 Inclusion of the following dot point in the Build partnerships to enable new opportunities section -
    - Build and maintain relationships with city stakeholders with a stakeholder management plan
  - 1.2 Vary the 2<sup>nd</sup> and 3<sup>rd</sup> dot point in the Robust financial management section to read -
    - Identify a minimum of 2 new revenue streams

- Identify 2 underperforming city shaping sites to bring to market

2. Notes that the revised strategic priorities will be used as a component to measure the CEO's performance as agreed at the meeting of the CEO Performance Review Committee held on 30 November 2021.

## 6 Item 4.2 - 360 Degree Leadership Review Tools

The Chair gave a precis of the item.

### Order to Exclude the Public

#### That the CEO Performance Review Committee

1. Having taken into account the relevant consideration contained in section 90(3) (b) and section 90(2) & (7) of the *Local Government Act 1999 (SA)*, this meeting of the CEO Performance Review Committee dated 3 March 2022 resolves that it is necessary and appropriate to act in a meeting closed to the public for the consideration of Item 4.2 [360 Degree Leadership Review Tools] listed on the Agenda.

#### Grounds and Basis

Discussion of commercial considerations associated with this Item is sought to protect the commercial position of the council and not confer a commercial advantage on a provider.

The disclosure of discussion in association with this Item could reasonably be expected to confer a commercial advantage on a person with whom the council is proposing to conduct business and prejudice the commercial position of the council.

#### Public Interest

The CEO Performance Review Committee is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because the disclosure of this information may result in release of information prior to the finalisation of 'commercial in confidence' negotiations conferring a commercial advantage on a person with whom the council is proposing to conduct business at this point in time, and because the disclosure of commercial considerations could prejudice council's position and ability to discuss/participate or influence a proposal for the benefit of the Council and the community in this matter and in relation to other contract negotiations.

2. Pursuant to section 90(2) of the *Local Government Act 1999 (SA)* (the Act), this meeting of the CEO Performance Review Committee dated 3 March 2022 orders that the public (with the exception of members of Corporation staff and any person permitted to remain) be excluded from this meeting to enable this meeting to receive, discuss or consider in confidence Item 4.2 [360 Degree Leadership Review Tools] listed in the Agenda, on the grounds that such item of business, contains information and matters of a kind referred to in section 90(3) (b) of the Act.

Members of the public and Corporation staff present not directly involved with Item 4.2 left the Colonel Light Room at 11.20am.

Discussion ensued in confidence relation to the providers and tool identified in Item 4.2.

### Decision to retain discussion in Confidence

#### That the CEO Performance Review Committee

In accordance with Section 91 (7) & (9) of the *Local Government Act 1999 (SA)* and on the grounds that commercial considerations associated with Item 4.2 [360 Degree Leadership Review Tools] listed on the Agenda for the meeting of the CEO Performance Review Committee held on 3 March 2022 was received, discussed and considered in confidence pursuant to Section 90 (3) (b) of the *Local Government Act 1999 (SA)*, this meeting of the CEO Performance Review Committee, do order that:

1. The discussion held in confidence in relation to the matter remain confidential and not available for public inspection until 31 December 2028.
2. The confidentiality of the matter be reviewed in December 2023.
3. The Chief Executive Officer (or delegate - Chief Operating Officer) be delegated the authority to review and revoke all or part of the order herein and directed to present a report containing the Item for which the confidentiality order has been received.

The Colonel Light Room re-opened to the public at 11.36am

### Decision

That the CEO Performance Review Committee:

Authorises the use of Tool and Provider 1 as the mechanism to provide confidential 360 degree feedback to the CEO on leadership strengths and opportunities for improvement.

**7 Items for Advice/Recommendation to Council**

Nil

**8 Closure**

**Closure**

The meeting closed at 11.38 am

The Lord Mayor, Sandy Verschoor  
**Chair**  
**Chief Executive Officer Performance Review Committee**

Documents Attached:

Nil