

Recommendation of the CEO Performance Review Panel – 5 June 2023

Tuesday, 13 June 2023
Council

Strategic Alignment - Enabling Priorities

Public

Approving Officer:
Michael Sedgman, Chief
Operating Officer

EXECUTIVE SUMMARY

The CEO Performance Review Panel considered the following Items at its meeting held on 5 June 2023 and resolved to present to Council the following recommendation for Council determination:

- Item 7.1 – 2022/23 CEO Performance Review Assessment

RECOMMENDATION

1. Recommendation 1 – Item 7.1 - 2022/23 CEO Performance Review Assessment

That Council:

1. Approves the adjustment of the CEO's performance review period to reflect the nine months from 1 October 2022 - 30 June 2023 based on an assessment of the Key Result Areas (KRAs) outlined in the CEO position description as follows:
 - 1.1. Leadership and Strategic Plan Delivery
 - 1.2. Financial and Risk Management
 - 1.3. Operational and Project Delivery
 - 1.4. Organisational Health (including Innovation and Service Improvement)
 - 1.5. Stakeholder Management
 - 1.6. Lord Mayor and Councillors
2. Notes that the CEO will present a self-assessment report to the meeting of the CEO Performance Review Panel, scheduled for 23 August 2023.
3. The CEO Performance review for the nine months from 1 October 2022 – 30 June 2023 will be informed by a 360-degree review survey to be conducted by Hender Consulting.

DISCUSSION

1. The CEO Performance Review Panel met on Monday 5 June 2023. The Agenda with reports for the public component of the meeting can be viewed [here](#).

2. The following matters were the subject of deliberation:

2.1. Item 4.1 - CEO Performance Review Panel Meeting Dates

THAT THE CEO PERFORMANCE REVIEW PANEL:

1. Approves the following meeting times for 2023/24:

1.1. Monday 4 December 2023, 3.00 - 5.00 pm

1.2. Monday 4 March 2024, 3.00 - 5.00 pm

1.3. Monday 3 June 2024, 3.00 – 5.00 pm.

2.2. Item 7.1 - 2022/23 CEO Performance Review Assessment

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL:

That Council:

1. Approves the adjustment of the CEO's performance review period to reflect the nine months from 1 October 2022 - 30 June 2023 based on an assessment of the Key Result Areas (KRAs) outlined in the CEO position description as follows:

1.1. Leadership and Strategic Plan Delivery

1.2. Financial and Risk Management

1.3. Operational and Project Delivery

1.4. Organisational Health (including Innovation and Service Improvement)

1.5. Stakeholder Management

1.6. Lord Mayor and Councillors

2. Notes that the CEO will present a self-assessment report to the meeting of the CEO Performance Review Panel, scheduled for 23 August 2023.

3. The CEO Performance review for the nine months from 1 October 2022 – 30 June 2023 will be informed by a 360-degree review survey to be conducted by Hender Consulting.

2.3. Item 7.2 - 2023/24 CEO Performance KPIs

THAT THE CEO PERFORMANCE REVIEW PANEL:

1. Approves that the Chief Executive Officers performance for 1 July 2023 -30 June 2024 will be:

1.1 Assessed against the achievement of KPIs aligned to the Key Result Areas relevant in the CEO Position Description and contained in Attachment A to Item 7.2 on the Agenda for the meeting of the CEO Performance Review Panel held on 5 June 2023, as provisional KPIs to allow for further discussions with the CEO with the final KPIs to be presented to a meeting of the CEO Performance Review Panel on 14 June 2023.

1.2 Informed by a 360-degree review survey to be conducted by Hender Consulting.

DATA AND SUPPORTING INFORMATION

Link 1 – CEO Performance Review Panel Public Agenda

ATTACHMENTS

Nil

- END OF REPORT -