

Recommendation of the CEO Performance Review Panel - 14 June 2023

Tuesday, 27 June 2023
Council

Strategic Alignment - Enabling Priorities

Public

Program Contact:
Alana Martin, Manager
Governance

Approving Officer:
Michael Sedgman - Chief
Operating Officer

EXECUTIVE SUMMARY

The CEO Performance Review Panel considered the following items at its meeting held on 14 June 2023 and resolved to present to Council a recommendation for Council determination:

- Item 3.1 – 2023/24 CEO Performance KPI's
- Other Business – 360 Degree Survey for 2022/23 CEO Performance Review

RECOMMENDATION

1. **Recommendation 1** – Item 3.1 – 2023/24 CEO Performance KPI's

THAT COUNCIL

1. Approves that the Chief Executive Officers performance for 1 July 23 – 30 June 24 will be:
 - 1.1 Assessed against the achievement of KPIs aligned to the Key Result Areas outlined in the CEO Position Description and contained in Attachment A as amended and attached to the minutes to Item 3.1 of the CEO Performance Review Panel held on 14 June 2023.
 - 1.2 Informed by a 360-degree survey to be conducted by Hender Consulting.

DISCUSSION

1. The CEO Performance Review Panel met on Wednesday 14 June 2023. The Agenda with reports can be viewed [here](#).
2. The following matters were the subject of deliberation:
 - 2.1. Item 3.1 – 2023/24 CEO Performance KPI's

THAT THE CEO PERFORMANCE REVIEW PANEL

1. Approves the proposed KPIs for assessment of the Chief Executive Officers performance for 1 July 2023-30 June 2024 as contained in Attachment A to Item 3.1 as amended and attached in the minutes of the CEO Performance Review Panel held on 14 June 2023.
2. Agrees that Lord Mayor meet with the CEO to discuss and agree on the amendments to the proposed KPIs prior to the CEO Review Performance Panel's recommendation to Council.
3. Delegates authority to the Lord Mayor to finalise any editorial amendments arising from the discussion between the Lord Mayor and CEO.

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL

That Council

1. Approves that the Chief Executive Officers performance for 1 July 23 – 30 June 24 will be:
 - 1.1 Assessed against the achievement of KPIs aligned to the Key Result Areas outlined in the CEO Position Description and contained in Attachment A as amended and attached to the minutes to Item 3.1 of the CEO Performance Review Panel held on 14 June 2023.
 - 1.2 Informed by a 360-degree survey to be conducted by Hender Consulting.
- 2.2. Other Business – 360 Degree Survey for 2022/2023 CEO Performance Review

THAT THE CEO PERFORMANCE REVIEW PANEL

1. Approves the 360 degree survey for the CEO Performance Review for 2022/23 includes all current council members, Executive, Associate Directors and Corporate Managers, and the Executive Manager Office of the CEO.

DATA AND SUPPORTING INFORMATION

Link 1 – CEO Performance Review Panel Agenda

ATTACHMENTS

Nil

- END OF REPORT -