

Recommendations of the CEO Performance Review Panel

Tuesday, 24 September 2024
Council

Strategic Alignment - Our Corporation

Program Contact:
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Governance

Public

Approving Officer:
Anthony Spartalis, Chief
Operating Officer

EXECUTIVE SUMMARY

The CEO Performance Review Panel considered the following items at its meeting held on 16 September 2024 and resolved to present to Council the following recommendations for Council determination:

- Item 4.1 – 2023/24 Q4 KPI Progress Report
- Item 4.2 - 2024/25 CEO Performance KPIs

RECOMMENDATION

1. Recommendation 1 – Item 4.1 - 2023/24 Q4 KPI Progress Report

THAT COUNCIL:

1. Receives and notes the KPI progress report, Attachment A to Item 4.1 on the agenda for the meeting of the CEO Performance Review Panel held on 16 September 2024, outlining progress against the Chief Executive Officer's endorsed 2023/24 Key Performance Indicators.
2. Notes that the CEO performance Review Panel extends its congratulations to the Chief Executive Officer and Council staff on the successful delivery of the 2023/24 Key Performance Indicators.

2. Recommendation 2 – Item 4.2 – 2024/25 CEO Performance KPIs

THAT COUNCIL:

1. Notes benchmarking data was sought from all Australian Capital City Councils and desktop research undertaken for major Adelaide Metropolitan Councils regarding Appropriate Measures for KPI's 9 and 10.
2. Approves that the Chief Executive Officer's performance for the 2024/25 financial year will be assessed against;
 - the achievement of Key Performance Indicators aligned to the relevant Key Result Areas in the CEO Position Description as attached in the minutes of the CEO Performance Review Panel held on 16 September 2024, as Attachment A.
 - the outcomes of an appropriate 360-degree survey instrument, including Council Members, Senior Staff and external stakeholders.

DISCUSSION

1. The CEO Performance Review Panel met on Monday 16 September 2024. The Agenda with reports can be viewed [here](#). The following items were considered:
 - 1.1. Item 4.1 – 2023/24 Q4 KPI Progress Report
 - 1.2. Item 4.2 - 2024/25 CEO Performance KPIs
 - 1.3. Item 4.3 – Remuneration Tribunal – update
2. Where the resolution of the Panel differs from the recommendation published in the Panel agenda, the Panel’s recommendation to the Council is listed first with the original recommendation provided in grey and italics.
3. The following matters were the subject of deliberation and recommendation to Council:
 - 3.1. Item 4.1 – 2023/24 Q4 KPI Progress Report

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL:

THAT COUNCIL:

1. Receives and notes the KPI progress report, Attachment A to Item 4.1 on the agenda for the meeting of the CEO Performance Review Panel held on 16 September 2024, outlining progress against the Chief Executive Officer’s endorsed 2023/24 Key Performance Indicators.
2. Notes that the CEO performance Review Panel extends its congratulations to the Chief Executive Officer and Council staff on the successful delivery of the 2023/24 Key Performance Indicators.

For ease, Attachment A relating to Recommendation 1, Item 4.1, has been included at the end of this recommendation report.

Original Recommendation as Printed in the CEO Performance Panel Agenda

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL:

THAT COUNCIL:

1. *Receives and notes the KPI progress report, Attachment A to Item 4.1 on the agenda for the meeting of the CEO Performance Review Panel held on 16 September 2024, outlining progress against the Chief Executive Officer’s endorsed 2023/24 Key Performance Indicators.*

- 3.2 Item 4.2 – 2024/25 CEO Performance KPIs

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL:

THAT COUNCIL:

1. Notes benchmarking data was sought from all Australian Capital City Councils and desktop research undertaken for major Adelaide Metropolitan Councils regarding Appropriate Measures for KPI’s 9 and 10.
2. Approves that the Chief Executive Officer’s performance for the 2024/25 financial year will be assessed against;
 - the achievement of Key Performance Indicators aligned to the relevant Key Result Areas in the CEO Position Description as attached in the minutes of the CEO Performance Review Panel held on 16 September 2024, as Attachment A.
 - the outcomes of an appropriate 360-degree survey instrument, including Council Members, Senior Staff and external stakeholders.

For ease, Attachment A relating to Recommendation 2, Item 4.2, has been included at the end of this recommendation report.

Original Recommendation as Printed in the CEO Performance Panel Agenda

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL:

THAT COUNCIL:

1. *Notes benchmarking data was sought from all Australian Capital City Councils and desktop research undertaken for major Adelaide Metropolitan Councils regarding Appropriate Measures for KPI's 9 and 10.*
2. *Approves that the Chief Executive Officer's performance for the 2024/25 financial year will be assessed against the achievement of Key Performance Indicators aligned to the relevant Key Result Areas in the CEO Position Description and contained in Attachment A to Item 4.2 on the Agenda for the meeting of the CEO Performance Review Panel held on 16 September 2024.*

DATA AND SUPPORTING INFORMATION

Link 1 – [CEO Performance Review Panel Agenda](#)

ATTACHMENTS

- END OF REPORT -