

CEO Performance Review Panel Report - 31 August 2026

Tuesday, 8 September 2026
Council

Strategic Alignment - Our Corporation

Program Contact:
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Public

Approving Officer:
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Operating Officer

EXECUTIVE SUMMARY

The CEO Performance Review Panel is a formally appointed committee of Council pursuant to section 41 of the *Local Government Act 1999 (SA)* and is required as part of the CEO's Contract of Employment.

This report presents the outcomes of the CEO Performance Review Panel meeting of 31 August 2026.

RECOMMENDATION

THAT COUNCIL

1. Notes that the CEO Performance Review Panel met on 31 August 2026
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DISCUSSION

1. The CEO Performance Review Panel met on Monday, 31 August 2026 and considered the following items:
 - 1.1. 2025/26 Q4 CEO KPI Progress Report
 - 1.2. CEO Performance Review Panel Meeting Dates
2. The CEO Performance Review Panel also considered the following confidential items:
 - 2.1. 2025/26 CEO Performance 360 Review [S90(3) (a)]
 - 2.2. 2025/26 CEO Remuneration Review [S90(3) (a)]
 - 2.3. CEO Employment Contract [S90(3) (a)]
 - 2.4. Response to CEO Undertaking [S90(3) (b), (d)]
3. The public component of the Agenda with reports for the meeting can be viewed at [Link 1](#).
4. Where the resolution of the Panel differs from the recommendation published in the Committee agenda, the Panel's recommendation to the Council is listed first, with the original recommendation provided in grey and italics.

Resolutions of the Panel

5. Item 5.1 - 2025/26 Q4 CEO KPI Progress Report

THAT THE CEO PERFORMANCE REVIEW PANEL

1. Receives and notes the KPI progress report as contained in Attachment A to item 5.1 on the agenda for the meeting of the CEO Performance Review Panel held on 31 August 2026, outlining progress against the Chief Executive Officer's endorsed 2025/26 KPI Performance Indicators.
2. Recognises the performance of the Chief Executive Officer and commends him on the delivery of the Key Performance Indicators in particular financial management, governance, integrity, stability and delivery in a complex operating environment.
3. Recommends the CEO identify issues around strategic formulation in addition to strategic implementation.

Original Recommendations as printed in the CEO Performance Review Panel Agenda

THAT THE CEO PERFORMANCE REVIEW PANEL

1. *Receives and notes the KPI progress report as contained in Attachment A to item 5.1 on the agenda for the meeting of the CEO Performance Review Panel held on 31 August 2026, outlining progress against the Chief Executive Officer's endorsed 2025/26 KPI Performance Indicators.*

6. Item 5.2 - CEO Performance Review Panel Meeting Dates

THAT THE CEO PERFORMANCE REVIEW PANEL

1. Approves the following meeting dates and times:
 - 1.1. Monday, 7 December 2026, 3:00-5:00pm
 - 1.2. Monday, 1 March 2027, 3:00-5:00pm
 - 1.3. Monday, 7 June 2027, 3:00-5:00pm
 - 1.4. Monday, 6 September 2027, 3:00-5:00pm
 - 1.5. Monday, 6 December 2027, 3:00-5:00pm

7. 2025/26 CEO Performance 360 Review

Considered in confidence pursuant to S90(3) (a) of the *Local Government Act 1999* (SA). The Panel resolved to apply the following confidentiality orders:

Confidentiality Order 1

Orders, in accordance with Section 91(7) and (9) of the *Local Government Act 1999* (SA) and because Item 7.1 [2025/26 CEO Performance 360 Review] listed on the Agenda for the meeting of the CEO Performance Review Panel held on 31 August 2026 was received, discussed and considered in confidence pursuant to Section 90(3) (a) of the *Local Government Act 1999* (SA), that:

1. The resolution, the report, the discussion and any other associated information submitted to this meeting and the Minutes of this meeting in relation to the matter remain confidential and not available for public inspection until 31 December 2031.
2. The confidentiality of the matter be reviewed in in accordance with section 91(3) of the *Local Government Act 1999* (SA).
3. The 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 revoked.

Confidentiality Order 2

Orders, in accordance with Section 91(7) and (9) of the *Local Government Act 1999* (SA) and because Item 7.1 [2025/26 CEO Performance 360 Review] listed on the Agenda for the meeting of the CEO Performance Review Panel held on 31 August 2026 was received, discussed and considered in confidence pursuant to Section 90(3) (a) of the *Local Government Act 1999* (SA), that:

1. The resolution, the report, the discussion and any other associated information submitted to this meeting and the Minutes of this meeting in relation to the matter remain confidential and not available for public inspection until 31 December 2031.
2. The confidentiality of the matter be reviewed in in accordance with section 91(3) of the *Local Government Act 1999* (SA).
3. The 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 revoked.

8. 2025/26 CEO Remuneration Review

Considered in confidence pursuant to S90(3) (a) of the *Local Government Act 1999* (SA). The Panel resolved to apply the following confidentiality orders:

Confidentiality Order 1

Orders, accordance with Section 91 (7) & (9) of the *Local Government Act 1999* (SA) and on the grounds that Item 7.2 [2025/26 CEO Remuneration Review] listed on the Agenda for the meeting of the CEO Performance Review Panel held on 31 August 2026 was received, discussed and considered in confidence pursuant to Section 90 (3) (a) of the *Local Government Act 1999* (SA), this meeting of the CEO Performance Review Committee, that:

1. The discussion held in confidence in relation to the matter remain confidential and not available for public inspection until 31 December 2031.
2. The confidentiality of the matter be reviewed in in accordance with section 91(3) of the *Local Government Act 1999* (SA).
3. The 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.

Confidentiality Order 2

In accordance with Section 91 (7) & (9) of the *Local Government Act 1999* (SA) and on the grounds that Item 7.2 [2025/26 CEO Remuneration Review] listed on the Agenda for the meeting of the CEO Performance Review Panel held on 31 August 2026 was received, discussed and considered in confidence pursuant to Section 90 (3) (a) 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 2031.
2. The confidentiality of the matter be reviewed in in accordance with section 91(3) of the *Local Government Act 1999* (SA).
3. The 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.

9. CEO Employment Contract

Considered in confidence pursuant to S90(3) (a) of the *Local Government Act 1999* (SA). The Panel resolved to apply the following confidentiality order:

Orders, in accordance with Section 91(7) and (9) of the *Local Government Act 1999* (SA) and because Item 7.3 [CEO Employment Contract] listed on the Agenda for the meeting of the CEO Performance Review Panel held on 31 August 2026 was received, discussed and considered in confidence pursuant to Section 90(3) (a) of the *Local Government Act 1999* (SA), that:

1. The resolution, the report, the discussion and any other associated information submitted to this meeting and the Minutes of this meeting in relation to the matter remain confidential and not available for public inspection until 31 December 2031.
2. The confidentiality of the matter be reviewed in in accordance with section 91(3) of the *Local Government Act 1999* (SA).
3. The 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 revoked.

10. Response to CEO Undertaking

Considered in confidence pursuant to S90(3) (b) & (d) of the *Local Government Act 1999* (SA). The Panel resolved to apply the following confidentiality order:

Orders, in accordance with Section 91(7) and (9) of the *Local Government Act 1999* (SA) and because Item 7.4 listed on the Agenda for the meeting of the CEO Performance Review Panel on 31 August 2026 was received, discussed and considered in confidence pursuant to Section 90(3) (b) & (d) of the *Local Government Act 1999* (SA), that:

1. The resolution, the report, the discussion and any other associated information submitted to this meeting and the Minutes of this meeting in relation to the matter remain confidential until the Service Agreement is signed or on 31 December 2027.
2. The confidentiality of the matter be reviewed in in accordance with section 91(3) of the *Local Government Act 1999* (SA).
3. The Chief Executive Officer be delegated the authority to review and revoke all or part of the order herein and is directed to present a report containing the Item for which the confidentiality order has been revoked.

DATA AND SUPPORTING INFORMATION

Link 1 – [Public Agenda for CEO Performance Review Panel - 31 August 2026](#)

ATTACHMENTS

Nil

- END OF REPORT -