

Councillor Noon - QoN - CEO Performance Review Committee Appointment Gender Balance

Tuesday, 28 March 2023
Council

Council Member
Councillor Noon

Public

Contact Officer:
Jeremy Phillips, Office of the
Lord Mayor

QUESTION ON NOTICE

Councillor Carmel Noon will ask the following Question on Notice:

'What is the process that is being adopted to appoint external members to the CEO Performance Review Committee and to also ensure gender balance?'

REPLY

1. Council adopted the Terms of Reference for the CEO Performance Review Panel (the Panel) on 14 March 2023, and determined it will comprise five members:
 - 1.1 The Lord Mayor
 - 1.2 The Deputy Lord Mayor
 - 1.3 Council Member
 - 1.4 Two Independent Members
 - 1.4.1 one of whom will have substantial appropriate qualifications and experience in human resources management
 - 1.4.2 one of whom will have substantial local government experience.
2. Council's resolution also appointed Cr Abrahamzadeh as the Council Member representative and delegated to the Panel the responsibility for appointing the two independent members.
3. The Panel will appoint independent members in agreement with the CEO.
4. Notwithstanding that parity is not possible with a panel comprising five members, the Lord Mayor has agreement from the CEO that achieving gender balance is a consideration in the selection of independent members.
5. The proposed membership for the Panel is 2 women and 3 men.
6. While the *Local Government Act* 1999 (SA) does not mandate gender balance for Council Boards and Committees, the City of Adelaide achieves gender balance (or close to it) in most cases without this mandate. The current membership for example:
 - 6.1. Kadaltilla / Park Lands Authority – currently 5 women, 5 men.
 - 6.2. Reconciliation Committee – 4 women, 4 men
 - 6.3. Adelaide Economic Development Agency Board – 5 men, 4 women

6.4. Adelaide Central Market Authority Board – 4 men, 3 women

6.5. Audit and Risk Committee – 4 men, 2 women

7. Additionally, three of the four core Council Committees are chaired by women.

Staff time in receiving and preparing this reply	To prepare this reply in response to the question on notice took approximately 4.5 hours
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