

Mr Mat Humfrey declared an interest in Item 10.1.14 left the room at 10.37 PM

10.1.14 CHIEF EXECUTIVE OFFICER PERFORMANCE REVIEW – APPOINTMENT OF CONSULTANT

File Ref: SUB/2370
Attachments: Quotation Summary - **CONFIDENTIAL**
Responsible Officer: Mat Humfrey
Chief Executive Officer
Author: Samantha Hornby
Governance Coordinator
Proposed Meeting Date: 25 July 2017
Author Disclosure of Interest: Chief Executive Officer – relates to employment conditions

SUMMARY

To consider appointing a suitably qualified, independent consultant to assist Council in conducting the Chief Executive Officer's annual performance review, for the 2016/17 period.

BACKGROUND

Each year the Council is required to review the performance of the Chief Executive Officer under the *Local Government Act 1995*. The Chief Executive Officer commenced in this role on 8 June 2015 and in alignment with Council Resolution on 28 June 2016, Mr John Phillips of John Phillips Consulting was contracted to assist Council in the performance review process.

STRATEGIC IMPLICATIONS

While no direct strategic implications are contained within the officer's recommendation, the Chief Executive Officer plays a significant role in Council achieving any and all of its strategic directions.

POLICY IMPLICATIONS

There are no perceived policy implications within the officer's recommendation. It should be noted though that there are specific provisions within the Purchasing Policy relating to the engagement of specialist staff and contractors.

STATUTORY ENVIRONMENT

Section 5.38 of the *Local Government Act 1995* applies. In summary, this section requires that the performance of the Chief Executive Officer is to be reviewed in relation to every year of employment.

FINANCIAL IMPLICATIONS

Costs associated with engaging an independent consultant to assist Council when undertaking the Chief Executive Officer performance review, are provided for in the Annual Budget.

STAFFING IMPLICATIONS

There are no perceived changes to the staffing requirements in the officer's recommendation.

SUSTAINABILITY IMPLICATIONS

There are no perceived sustainability impacts within the officer's recommendation.

CONSULTATION

Nil.

STAFF COMMENT

The purpose of the Chief Executive Officer Performance Review Committee is to coordinate and undertake the performance review of the Chief Executive Officer on behalf of Council and report findings and recommendations to Council for consideration in accordance with the *Local Government Act 1995*. The findings and recommendations resulting from this process are presented in a report to Council.

As the report reflects solely on the performance of the Chief Executive Officer, it is a clear conflict if this report were to be drafted by the Chief Executive Officer themselves or any other senior officer reporting to the Chief Executive Officer. Engaging the services of an independent consultant will greatly assist this process and help to guide Councillors in the review as an external, non-partisan individual.

VOTING

Absolute Majority.

OFFICER RECOMMENDATION

Moved Cr Boulter, seconded Cr Rodda

That Council by absolute majority appoint Price Consulting (cost option two) as an independent consultant to assist the Chief Executive Officer's performance review for the period 2016/2017.

CARRIED 8/0

Mr Mat Humfrey returned to the room at 10.41 PM