



File Code OR.MTG 6/2/1

CONFIRMED MINUTES

CEO PERFORMANCE REVIEW
COMMITTEE MEETING

1 AUGUST 2016

I certify that the minutes of the meeting of the CEO Performance Review Committee Meeting held 1 August 2016, Folios 1 to 9 (including Attachments 1 & 2) were confirmed on 9 August 2016.

A handwritten signature in black ink, appearing to be "D. Brown", written over a horizontal line.

Presiding Person



**CONFIRMED MINUTES
CEO PERFORMANCE REVIEW
COMMITTEE MEETING
1 AUGUST 2016**

ATTENTION/DISCLAIMER

The purpose of this Committee Meeting is to discuss and make recommendations to Council about items appearing on the agenda and other matters for which the Committee is responsible. The Committee has no power to make any decisions which are binding on the Council or the Shire of Mundaring unless specific delegation of authority has been granted by Council. No person should rely on or act on the basis of any advice or information provided by a Member or employee, or on the content of any discussion occurring, during the course of the Committee Meeting.

The Shire of Mundaring expressly disclaims liability for any loss or damage suffered by any person as a result of relying on or acting on the basis of any advice or information provided by a Member or employee, or the content of any discussion occurring during the course of the Committee Meeting.

LEGEND

To assist the reader, the following explains the method of referencing used in this document:

Item	Example	Description
Page Numbers	CEOPRC 1 AUGUST 16 (CEOPRC2, CEOPRC 3 etc)	Sequential page numbering of CEOPRC Agenda or Minutes for August 2016
Item Numbers	8.1 (8.2, 8.3 etc)	Sequential numbering of reports under the heading "8.0 Reports of Officers"
Committee Recommendation Reference	CEOPRC11.08.16	Committee Recommendation number 11 from CEOPRC meeting August 2016
Committee Decision Reference	DCEOPRC7.08.16	Committee Decision number 7 from CEOPRC meeting August 2016

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**CEO PERFORMANCE REVIEW COMMITTEE MEETING
WEIR MEETING ROOM**

1.0 OPENING PROCEDURES

The Presiding Person declared the meeting open at 9.34am.

1.1 Announcement of Visitors

Nil

1.2 Record of Attendance/Apologies/Approved Leave of Absence

Members	<i>Cr David Lavell (President)</i>	<i>South Ward</i>
	<i>Cr Patrick Bertola (Deputy President)</i>	<i>East Ward</i>
	<i>(arrived 9.48am)</i>	
	<i>Cr Lynn Fisher</i>	<i>Central Ward</i>
	<i>Cr Trish Cook</i>	<i>South Ward</i>
Staff	Jonathan Throssell	Chief Executive Officer
Leave of Absence	<i>Nil</i>	
Apologies	<i>Nil</i>	
Absent	<i>Nil</i>	
Guests	John Phillips	JCP Consulting
	<i>Cr Doug Jeans (Observer)</i>	<i>Central Ward</i>
Members of the Public	<i>Nil</i>	
Members of the Press	<i>Nil</i>	

2.0 ANNOUNCEMENTS BY PRESIDING MEMBER WITHOUT DISCUSSION

Nil

3.0 DECLARATION OF INTEREST

3.1 Disclosure of Financial Interest and Proximity Interests

Members must disclose the nature of their interest in matters to be discussed at the meeting (Sections 5.60B and 5.65 of the *Local Government Act 1995*).

Employees must disclose the nature of their interest in reports or advice when giving the report or advice to the meeting (Sections 5.70 and 5.71 of the *Local Government Act 1995*).

Nil

3.2 Disclosure of Interest Affecting Impartiality

Members and staff must disclose their interest in matters to be discussed at the meeting in respect of which the member or employee has given or will give advice (Shire of Mundaring Code of Conduct, Local Government (Admin) Reg. 34C).

The CEO disclosed an Interest Affecting Impartiality in Item 5.1 [CEO Annual Performance Review 2015/16 and Draft Key Focus Areas for 2016/17] as the reports relate to himself.

4.0 CONFIRMATION OF MINUTES

COMMITTEE DECISION RECOMMENDATION	DCEOPRC1.08.16
<i>Moved by: Cr Cook</i>	<i>Seconded by: Cr Lavell</i>

That the minutes of the meeting of the CEO Performance Review Committee held 27 July 2016 be confirmed.

CARRIED 3/0

9.48am Cr Bertola arrived at the meeting.

5.0 REPORTS OF EMPLOYEES

5.1 CEO Annual Performance Review 2015/16 and Draft Key Focus Areas for 2016/17

File Code	P/F
Author	John Phillips, JCP Consulting
Senior Officer	Paul O'Connor, Director Corporate Services
Disclosure of Any Interest	N/A

SUMMARY:

The CEO Performance Review Committee (CEOPRC) are to complete the performance review of the Chief Executive Officer (CEO) for the 2015/16 financial year through consideration of the final feedback report, distribution of ratings and development of key focus areas for the forthcoming period.

BACKGROUND:

The CEOPRC has been delegated the responsibility to:

1. compile the consensus response for each of the agreed key result areas (COMPLETED);
2. conduct a performance review feedback session with the CEO (to be completed on 1 August 2016);
3. prepare and submit for Council approval, a report describing the assessment developed during the performance review, changes to be made, special tasks to be done, or decisions to follow as a result of the evaluation; and
4. prepare and submit for Council approval any variations to the CEO's conditions of employment.

STATUTORY / LEGAL IMPLICATIONS:

In accordance with s5.39 (3)(b) of the *Local Government Act 1995* it is a requirement that the contract of employment specifies performance criteria for the purpose of measuring the person's performance.

POLICY IMPLICATIONS:

Nil

FINANCIAL IMPLICATIONS:

Nil

STRATEGIC IMPLICATIONS:

The review of the CEO's performance is not only a statutory requirement, but also a critical component in monitoring the delivery of the strategic objectives of the Shire, as the CEO has responsibility for the Shire's strategic plan.

SUSTAINABILITY IMPLICATIONS:

Nil

RISK IMPLICATIONS:

Failure to undertake the review will result in a breach of legislative requirements and CEO contractual arrangements.

CONSULTATION:

N/A

COMMENT:

A review of the Chief Executive Officer's performance in key focus areas for the review period 2015/16 financial year has been carried out in accordance with Council's statutory and CEO contractual obligations.

Mr John Phillips, JCP Consulting was engaged to assist with the appraisal process. This included consulting with CEOPRC, compiling and distributing a questionnaire to elected members, interviewing those elected members who availed of the opportunity to meet with the facilitator, as well as preparing and presenting the appraisal feedback report.

The CEO Annual Performance Review report dated 1 August 2016 is attached and indicates an overall rating for the CEO as "meets the agreed performance objectives" (**Confidential ATTACHMENT 1 - Provided under separate Confidential Cover**).

The draft Key Focus Areas for 2016/17 are to be determined by CEOPRC in conjunction with the CEO (**Confidential ATTACHMENT 2 - Provided under separate Confidential Cover**).

VOTING REQUIREMENT:

Simple majority

RECOMMENDATION

That Council endorses the CEO Annual Performance Review report dated 1 August 2016 and the overall rating of “meets the agreed performance objectives” for the CEO (**Confidential ATTACHMENT 1 - Provided under separate Confidential Cover**).

**COMMITTEE DECISION
RECOMMENDATION**

DCEOPRC2.08.16

Moved by: Cr Cook Seconded by: Cr Fisher

The Presiding Person declared the meeting adjourned until Tuesday, 9 August 2016 at 3.30pm in the Weir Room.

CARRIED 4/0

Reason for change:

The Committee wished to discuss the CEO's KRA's in further detail.

6.0 URGENT BUSINESS (LATE REPORTS)

Nil

7.0 CONFIDENTIAL REPORTS

Nil

8.0 CLOSING PROCEDURES

8.1 Date, Time and Place of the Next Meeting

The next meeting will be held on Tuesday, 9 August 2016 at **3.30pm** in the Weir Room.

8.2 Closure of Meeting

The Presiding Person declared the meeting closed at 11.12am.