



City of
Mount Gambier

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Mount Gambier SA 5290

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I hereby give notice that a Council Meeting will be held on:

Date: Tuesday, 18 July 2023

Time: 6.00 p.m.

**Location: Council Chamber
Civic Centre
10 Watson Terrace
Mount Gambier**

CONFIDENTIAL AGENDA

**Council Meeting
18 July 2023**

**Sarah Philpott
Chief Executive Officer
14 July 2023**

23 NEW CONFIDENTIAL ITEMS

23.1 CHIEF EXECUTIVE OFFICER KPI'S 2023 – REPORT NO. AR23/42206

CONSIDERATION FOR EXCLUSION OF THE PUBLIC

Pursuant to section 90(2) of the *Local Government Act 1999* the Council orders that all members of the public, except the Mayor, Councillors and (Council Officers) be excluded from attendance at the meeting for the receipt and consideration in confidence of Agenda Item 23.1 AR23/42206 Chief Executive Officer KPI's 2023.

The Council is satisfied that, pursuant to section 90(3) (a) of the Act, the information to be received, discussed or considered in relation to the Agenda Item is:

- information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead)

The Council is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because the subject matter includes information concerning the personal employment affairs of the Chief Executive Officer, Sarah Philpott for which a duty of confidence has been established.



23.1 CHIEF EXECUTIVE OFFICER KPI'S 2023 – REPORT NO. AR23/42206

Committee:	Council
Meeting Date:	18 July 2023
Report No.:	AR23/42206
CM9 Reference:	AF13/64
Author:	Ashlee Pasquazzi, Executive Administrator Corporate and Regulatory Services
Authoriser:	Jane Fetherstonhaugh, General Manager Corporate and Regulatory Services
Summary:	This report presents the 2023 Chief Executive Officer KPI's for endorsement.
Strategic Plan Reference:	Goal 1: Our People Goal 2: Our Location Goal 3: Our Diverse Economy Goal 4: Our Climate, Natural Resources, Arts, Culture and Heritage Goal 5: Our Commitment

The Council is satisfied that, pursuant to Section 90(2) & (3) of the *Local Government Act 1999*, the information to be received, discussed or considered in relation to this agenda item is:

- (a) information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).

REPORT RECOMMENDATION

1. That Council Report No. AR23/42206 titled 'Chief Executive Officer KPI's 2023' as presented on 18 July 2023 be noted.
2. That the Chief Executive Officer Key Performance Indicators (KPI's) for the employment review period of June 2023 to June 2024 as attached to Report No. AR22/42206 be endorsed.



TYPE OF REPORT

Other

BACKGROUND

At its meeting held on 28 June 2023, the Chief Executive Officer Performance Review Committee met to consider the report on the independent review and remuneration review as presented from McArthur.

As part of the independent review process Council engaged McArthur to assist with drafting the 2023/2024 Chief Executive Officer Key Performance Indicators (KPI's) in response to the outcomes of the independent review.

PROPOSAL

The proposed KPI's have been discussed by the Committee in consultation with the Chief Executive Officer.

The proposed KPI's from McArthur and accepted by the Chief Executive Officer are attached (**Attachment 1**) for Members review and consideration.

LEGAL IMPLICATIONS

N/A

STRATEGIC PLAN

The Chief Executive Officer KPI's are prepared in consideration and alignment of the goals and objectives of Council's Strategic Plan and other plans and strategies.

COUNCIL POLICY

N/A

ECONOMIC IMPLICATIONS

N/A

ENVIRONMENTAL IMPLICATIONS

N/A

SOCIAL IMPLICATIONS

N/A

CULTURAL IMPLICATIONS

N/A

RESOURCE IMPLICATIONS

N/A

VALUE FOR MONEY

N/A

RISK IMPLICATIONS

N/A

EQUALITIES AND DIVERSITY IMPLICATIONS

The Chief Executive Officer KPI's have been prepared in consideration and alignment of Council's strategic documents and relevant plans and strategies.

ENGAGEMENT AND COMMUNICATION STRATEGY

N/A



IMPLEMENTATION STRATEGY

The Chief Executive Officer will regularly report on her progress against the KPI's.

CONCLUSION AND RECOMMENDATION

Having obtained an independent review of the Chief Executive Officers performance, Council may now consider and adopt the associated KPI's for the 2023/2024 year.

ATTACHMENTS

1. Chief Executive Officer KPI's 2023/2024 [↓](#)

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Chief Executive Officer KPI's 2023/2024

- Adoption of the Crater Lakes Activation Plan and commencement of priority actions
- Waste Management Planning progressed, including regional opportunities for circular economy
- Investment and Attraction, Tourism website and visitor experience future direction determined
- CBD activation progressed
- Advocacy including updated partnerships and priorities document
- Asset management improvement program continued
- Volunteer Management review and planning progressed
- Commencement of new Strategic Plan as per Local Government Act requirements
- Continue development of the relationship with First Nations people and progress towards a new RAP

In addition to these project specific objectives, the CEO is also accountable to Council on the following outcome areas:

- Leadership, innovation and strategy
- Growth, prosperity and community wellbeing
- Financial, governance and risk management
- Organisational performance
- Relationship management



CONSIDERATION FOR KEEPING ITEMS CONFIDENTIAL

1. In accordance with Sections 91(7) and 91(9) of the *Local Government Act 1999* the Council orders that the report 23.1 AR23/42206 Chief Executive Officer KPI's 2023 and its attachments, resolution/s and minutes arising from the report, having been considered by the Council in confidence under Section 90(2) & (3) (a) be kept confidential and not available for public inspection until the KPI's have been adopted by Council.
2. Further that Council delegates the power to review, revoke, but not extend the confidential order to the Chief Executive Officer in accordance with the provisions of Section 91(9)(c) of the *Local Government Act 1999*.

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**MINUTES OF CITY OF MOUNT GAMBIER COUNCIL MEETING
HELD AT THE COUNCIL CHAMBER, CIVIC CENTRE, 10 WATSON TERRACE, MOUNT
GAMBIER
ON TUESDAY, 18 JULY 2023 AT 6.00 P.M.**

PRESENT: Mayor Lynette Martin (OAM), Cr Frank Morello, Cr Max Bruins, Cr Paul Jenner,
Cr Sonya Meziniec

**OFFICERS IN
ATTENDANCE:** Chief Executive Officer - Mrs S Philpott
General Manager City Infrastructure - Ms B Cernovskis
General Manager Corporate and Regulatory Services - Mrs J Fetherstonhaugh
Manager Governance and Property - Mr M McCarthy
Project Manager - Ms T McPherson
Media and Communications Coordinator - Ms S McLean
Communications Officer - Ms M Brookes
Executive Administrator - Ms S Wilson

23 NEW CONFIDENTIAL ITEMS

23.1 CHIEF EXECUTIVE OFFICER KPI'S 2023 – REPORT NO. AR23/42206

RESOLUTION 2023/162

Moved: Cr Max Bruins
Seconded: Cr Sonya Meziniec

CONSIDERATION FOR EXCLUSION OF THE PUBLIC

Pursuant to section 90(2) of the *Local Government Act 1999* the Council orders that all members of the public, except the Mayor, Councillors and S Philpott, B Cernovskis, J Fetherstonhaugh, M McCarthy, T McPherson, S McLean, M Brookes and S Wilson be excluded from attendance at the meeting for the receipt and consideration in confidence of Agenda Item 23.1 AR23/42206 Chief Executive Officer KPI's 2023.

The Council is satisfied that, pursuant to section 90(3) (a) of the Act, the information to be received, discussed or considered in relation to the Agenda Item is:

- information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead)

The Council is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because the subject matter includes information concerning the personal employment affairs of the Chief Executive Officer, Sarah Philpott for which a duty of confidence has been established.

CARRIED

Sarah Philpott, Chief Executive Officer, returned to the meeting at 6:59pm.

RESOLUTION 2023/163

Moved: Cr Sonya Meziniec
Seconded: Cr Max Bruins

1. That Council Report No. AR23/42206 titled 'Chief Executive Officer KPI's 2023' as presented on 18 July 2023 be noted.
2. That the Chief Executive Officer Key Performance Indicators (KPI's) for the employment review period of June 2023 to June 2024 as attached to Report No. AR22/42206 be endorsed.

CARRIED



RESOLUTION 2023/164

Moved: Cr Max Bruins
Seconded: Cr Paul Jenner

CONSIDERATION FOR KEEPING ITEMS CONFIDENTIAL

1. In accordance with Sections 91(7) and 91(9) of the *Local Government Act 1999* the Council orders that the report 23.1 AR23/42206 Chief Executive Officer KPI's 2023 and its attachments, resolution/s and minutes arising from the report, having been considered by the Council in confidence under Section 90(2) & (3) (a) be kept confidential and not available for public inspection until the KPI's have been adopted by Council.
2. Further that Council delegates the power to review, revoke, but not extend the confidential order to the Chief Executive Officer in accordance with the provisions of Section 91(9)(c) of the *Local Government Act 1999*.

CARRIED

CONFIDENTIAL

