



City of  
Mount Gambier

## **Chief Executive Officer Performance Review Committee**

### **TERMS OF REFERENCE**

A Committee of Council  
established pursuant to the provisions of  
Section 41  
of the Local Government Act 1999

The Chief Executive Officer Performance Review Committee was re-established by Council resolution dated 29 November 2022.

Terms of Reference for the conduct of the business of the Chief Executive Officer Performance Review Committee were approved and adopted by the City of Mount Gambier at its meeting held on 18 February 2025.

## **Chief Executive Officer Performance Review Committee**

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## 1. NAME

- 1.1 The name of the Committee shall be the Chief Executive Officer (CEO) Performance Review Committee (in these Terms of Reference referred to as “the Committee”).

## 2. INTERPRETATION

- 2.1 For the purpose of these Terms of Reference, unless inconsistent with the subject matter or context:
- 2.1.1 “**Act**” means the *Local Government Act 1999* and includes all Regulations and Schedules and successor legislation.
  - 2.1.2 “**Committee**” means the Committee of Council established pursuant to clause 3.
  - 2.1.3 “**Committee Member**” means the persons appointed by the Council to the Committee pursuant to clause 7.
  - 2.1.4 “**Council**” means the City of Mount Gambier that established the Committee and to which the Committee reports.
  - 2.1.5 “**Employment Agreement**” means the employment agreement between the City of Mount Gambier and the Chief Executive Officer, which came into effect on 15<sup>th</sup> June 2021 or any successor agreement.
  - 2.1.6 “**Member Behavioural Standards**”: means the standard published in the Gazette by the Minister in accordance with Section 75E of the Act.
  - 2.1.7 “**Presiding Member of the Committee**” means the person appointed to that position pursuant to clause 8.
  - 2.1.8 “**Observers**” means those persons attending any meeting of the Committee of Council, but not having a vote on any matter to be determined by the Committee and not having been appointed as Committee Members.
  - 2.1.9 “**Qualified Independent Person**” has the same meaning as in ss 98(7) and 102A(3) of the Act.
  - 2.1.10 “**Regulations**” means the *Local Government (Procedures at Meetings) Regulations 2013*.
- 2.2 Any words, phrases or terms used in these Terms of Reference that are defined in the Act shall have the same meaning as are given in the Act.
- 2.3 A reference in these Terms of Reference to a “singular” includes a reference to the “plural” and a reference to a “plural” includes a reference to the “singular”.
- 2.4 These Terms of Reference shall be interpreted in line with the provisions of the Act.

## 3. ESTABLISHMENT

- 3.1 The Chief Executive Officer Performance Review Committee is established under Section 41 of the Local Government Act 1999.

## 4. PURPOSE

The Committee’s purpose and function includes:

- 4.1 In conjunction with the CEO, is to establish relevant performance objectives for the CEO and for the Committee to undertake the annual formal review of the performance of the CEO against those performance criteria, including as specified within the Employment Agreement.
- 4.2 Upon the completion of the performance review process, to undertake an annual review of the CEO’s remuneration in accordance with the Employment Agreement.
- 4.3 To obtain and consider the advice of a Qualified Independent Person in accordance with s102A of the Act and utilise independent human resource management specialist support as determined appropriate by the Committee to support the effective conduct of the reviews in 4.1 and 4.2.

- 4.4 Where recruitment for the position of CEO is undertaken, establish a selection panel including at least one independent member (a person who is not a member or employee of the council) to undertake the recruitment process in accordance with section 99(4a) of the Act.

## **5. ROLE AND RESPONSIBILITIES**

- 5.1 To provide advice to Council on the CEO's performance and development, including the following matters:
- 5.1.1 Reviewing the CEO's performance over the preceding 12 month performance period, in particular the performance against the agreed performance targets, Employment Agreement and position description requirements.
  - 5.1.2 Monitoring the progress on the CEO's agreed performance targets for the current 12 month performance period.
  - 5.1.3 Determining performance targets for the forthcoming 12 month performance period.
  - 5.1.4 Identifying development opportunities for the CEO.
  - 5.1.5 Reviewing the remuneration and conditions of employment of the CEO.
  - 5.1.6 Making recommendations to Council on any review of the Employment Agreement.
  - 5.1.7 Establishing a CEO selection panel to undertake requisite recruitment.
- 5.2 In support of the Committee's role, the Council will appoint independent human resource management specialist support (including a Qualified Independent Person) to assist with undertaking performance reviews and/or recruitment, to provide advice as required by ss 98 and 102A of the Act.

## **6. DELEGATED POWERS**

- 6.1 The Committee is an advisory committee and, with the exception of procurement for the purposes of 4.3 and 5.2 in accordance with 6.2, has no power or authority to make delegated decisions on Council's behalf.
- 6.2 The Committee has the power and authority to determine the necessary engagement of independent person(s) and/or specialist consultancy services under 4.3 and 5.2 in accordance with Council's Procurement Policy. The Committee will be provided such administrative support as required to facilitate such engagement.

## **7. MEMBERSHIP OF COMMITTEE**

- 7.1 Membership of the Committee will be comprised of up to five Elected Members comprising the Mayor (Presiding Member of the Committee), Deputy Mayor, and up to three other elected members of Council appointed by Council resolution.

## **8. PRESIDING MEMBER OF THE COMMITTEE**

- 8.1 The Mayor will be the Presiding Member of the Committee.
- 8.2 If the Presiding Member of the Committee is absent from a meeting, then a member of the Committee chosen from those present will preside at the meeting until the Presiding Member is present.
- 8.3 The role of the Presiding Member of the Committee includes:
- 8.3.1 overseeing and facilitating the conduct of meetings in accordance with the Act; and the Regulations.
  - 8.3.2 ensuring all Committee members have an opportunity to participate in discussions in an open and encouraging manner.
  - 8.3.3 in conjunction with an administrative delegate, procure the services of a Qualified Independent Person and (if determined appropriate by the Committee) specialist consulting services to support the Committee in fulfilling its purpose, role and responsibilities.

## **9. COMMITTEE RECOMMENDATIONS**

- 9.1 The minutes and recommendations of Committee meetings will be included in the agenda papers of the next ordinary (or special – as appropriate) meeting of the Council.
- 9.2 The Committee shall make whatever recommendations to the Council it deems appropriate on any area within its terms of reference where in its view action or improvement is needed.

## **10. MEETING PROCEDURES**

- 10.1 Meeting procedure for the Committee are as set out in the Act and Regulations.
- 10.2 A quorum shall be half the membership of the Committee, ignoring any fraction, plus one.
- 10.3 All decisions shall be made on the basis of a majority of the Committee Members present.

## **11. FREQUENCY OF MEETINGS**

- 11.1 The Committee shall meet at appropriate times and places as determined by the Presiding Member of the Committee and, at least, annually. A special meeting of the Committee may be called in accordance with the Act.
- 11.2 Actions undertaken in calling meetings and their frequency will be consistent with the Act, Regulations and Employment Agreement.

## **12. NOTICE OF MEETINGS**

- 12.1 Notice of the meetings of the Committee will be given in accordance with the Act, Regulations and Employment Agreement.

## **13. PUBLIC ACCESS TO MEETINGS & DOCUMENTS**

- 13.1 Members of the public are able to attend all meetings of the Committee, unless excluded by order of the Committee, made under the confidentiality provisions of the Act.
- 13.2 Members of the public have access to all documents relating to the Committee unless withheld by order of the Committee or Council under the confidentiality provisions of the Act.

## **14. MINUTES OF MEETINGS**

- 14.1 Minutes shall be kept of all meetings of the Committee in accordance with the Act.

## **15. CONDUCT AND DISCLOSURE OF INTERESTS**

- 15.1 Members of the Committee must comply with the conflict of interest provisions of the Act.
- 15.2 Members of the Committee must comply with the Member Behavioural Standards and Chapter 5 Part 4 of the Act relating to member integrity and behaviour.

## **16. LIABILITY OF THE COMMITTEE**

- 16.1 A liability incurred by the Committee rests against Council.
- 16.2 No liability attaches to a Committee Member for an honest act or omission by that Committee Member in the performance or discharge, or purported performance or discharge, of the Committee Member's or the Committee's functions or duties.
- 16.3 All Committee Members are bound by the Member Behavioural Standards.

## **17 AMENDMENTS TO TERMS OF REFERENCE**

- 17.1 It will be lawful for the Council by resolution to revoke, vary or add to any of the provisions of these terms of reference for the Committee at its own discretion within the parameters of the Act, the Employment Agreement and any other relevant statutory provisions.
- 17.2 Notwithstanding 17.1 hereof before the Council resolves to revoke, vary or add to any of the provisions of these terms of reference for the Committee it may, but will be under no obligation, to obtain the opinion of the Committee and the CEO.

## **18. INTERPRETATION OF TERMS OF REFERENCE**

- 18.1 Should there be any dispute as to the definition and/or interpretation in these terms of reference, or any part thereof or any irregularities whatsoever that are unable to be resolved by the Presiding Member of the Committee then the Council shall determine the dispute and the decision of the Council shall be final and binding.

## **19. OTHER MATTERS**

- 19.1 The Committee shall:
- 19.1.1 have access to reasonable resources in order to carry out its duties, recognising the constraints within the Council's Budget.
  - 19.1.2 give due consideration to laws and regulations, including the Act and relevant employment law.
  - 19.1.3 seek independent human resource support and advice to enable it to comply with its responsibilities set out in the Employment Agreement.
  - 19.1.4 where the Committee is required to act jointly with or to obtain the concurrence of the CEO in the performance of its functions, the Council expects that both parties will negotiate and consult in good faith to achieve the necessary objectives.
- 19.2 The CEO will provide administrative support for the purposes of co-ordination and preparation of agendas and reports for and minutes of Committee meetings and as a point of contact for all Committee members.
- 19.3 The General Manager Corporate and Regulatory Services or delegate will provide notices and issue the agendas for the Committee meetings.
- 19.4 Subject to the provisions of the Act the Council may cease the operation of the Committee and the Committee may, in conjunction with the CEO, make such recommendation to the Council on the completion of its function.

## **20. NOTICES**

- 20.1 All communication to be given to the Committee shall be addressed to:

City of Mount Gambier Chief Executive Officer Performance Review Committee  
PO Box 56  
MOUNT GAMBIER SA 5290  
Email: [city@mountgambier.sa.gov.au](mailto:city@mountgambier.sa.gov.au)