

Recommendations - Chief Executive Officer Annual Performance Review 2018/19

Authority/Discretion:	<input type="checkbox"/> Advocacy <input type="checkbox"/> Executive/Strategic <input type="checkbox"/> Legislative	<input checked="" type="checkbox"/> Review <input type="checkbox"/> Quasi-Judicial <input type="checkbox"/> Information Purposes
Voting Requirement:	Simple Majority Required	
Attachments:	Confidential Attachment 1. Confidential Assessment Report - Chief Executive Officer Annual Performance Review 2018/19 2. Confidential Summary Report – Chief Executive Officer Annual Performance Review 2018/19	
Refer:	CEORC 26.03.19 Item 9.3 CEORC 02.07.19 Item 9.1	

Confidential Attachment(s) – in accordance with Section 5.23(2) (b) of the Local Government Act 1995 – personal affairs of any person.

SUMMARY

For Council to consider the recommendations of the Chief Executive Officer Review Committee in relation to the 2018/19 Chief Executive Officer Annual Performance Review.

COMMITTEE RECOMMENDATION

That Council accepts the recommendations contained in the confidential 2018/19 Chief Executive Officer Annual Performance Review report.

BACKGROUND

At the Chief Executive Officer Review Committee Meeting on 26 March 2019, the Committee resolved the following:

“That Council:

1. Authorise the Chief Executive Officer to seek three quotes for the appointment of an independent facilitator to assist with the undertaking of the annual performance review for 2018/19; and
2. Authorise the Chief Executive Officer Review Committee to engage the preferred consultant.”

The above resolution was endorsed at the Ordinary Council Meeting of 9 April 2019.

The Manager People, Culture and Safety consulted with the Mayor to obtain quotes and assess the shortlisted consultants to ensure that the Chief Executive Officer was not involved in the selection and appointment process.

At the Chief Executive Officer Review Committee Meeting on 2 July 2019, the Committee appointed Price Consulting as independent facilitator to assist with the undertaking of the Chief Executive Officer annual performance review for 2018/19.

Councillors met with the consultant on 27 August 2019 to discuss the Chief Executive Officer's performance for 2018/19 prior to formal consideration by the Committee.

EXTERNAL CONSULTATION

Nil.

OFFICER'S COMMENTS

Following discussion with Council, the Consultant has prepared the attached confidential report detailing the Chief Executive Officer Performance Review for the 2018/19 year and providing recommendations for consideration by Council.

LEGISLATIVE COMPLIANCE

The recommendation is consistent with the conditions of the Chief Executive Officer's Contract of Employment.

OPTIONS

In accordance with the City's Risk Management Framework, the following options have been assessed against the City's adopted risk tolerance. Comments are provided against each of the risk categories.

Option 1	That Council resolves to accept the recommendations contained in the 2018/19 Chief Executive Officer Annual Performance Review report.		
Risk Category	Adopted Risk Appetite	Risk Assessment Outcome	
Strategic Direction	Moderate	Low	
Reputation	Low	Low	
Governance	Low	Low	
Community and Stakeholder	Moderate	Low	
Financial Management	Low	Low	
Environmental Responsibility	Low	Low	
Service Delivery	Low	Low	
Organisational Health and Safety	Low	Low	
Conclusion	The adoption of the recommendations contained in the 2018/19 Chief Executive Officer Annual Performance Review report is consistent with the considerations made by the Chief Executive Officer Review Committee.		

Option 2	That Council resolves to vary recommendations contained in the 2018/19 Chief Executive Officer Annual Performance Review report.		
Risk Category		Adopted Risk Appetite	Risk Assessment Outcome
Strategic Direction		Moderate	Low
Reputation		Low	Low
Governance		Low	Moderate
Community and Stakeholder		Moderate	Low
Financial Management		Low	Low
Environmental Responsibility		Low	Low
Service Delivery		Low	Low
Organisational Health and Safety		Low	Low
Conclusion	This options presents a slightly higher governance risk as any change to the recommendations made by the Chief Executive Officer Review Committee will not have had the opportunity to be discussed or considered by the Committee.		

Option 3	That Council resolves to not accept the recommendations contained in the 2018/19 Chief Executive Officer Annual Performance Review report.		
Risk Category	Adopted Risk Appetite	Risk Assessment Outcome	
Strategic Direction	Moderate	Moderate	
Reputation	Low	Low	
Governance	Low	High	
Community and Stakeholder	Moderate	Low	

Financial Management	Low	Low
Environmental Responsibility	Low	Low
Service Delivery	Low	Low
Organisational Health and Safety	Low	Low
Conclusion	This options presents a higher risk to reputation and strategic direction as Council will have failed to undertaken an annual performance review for the Chief Executive Office and is inconsistent with the provisions of the Chief Executive Officer's Employment Contract.	

FINANCIAL IMPLICATIONS

Sufficient funding is available in the salaries and wages budget to accommodate the proposed salary increase recommended by the Committee.

STRATEGIC IMPLICATIONS

In accordance with the City of Bayswater Strategic Community Plan 2017-2027, the following applies:

Theme: Leadership and Governance
Aspiration: Open, accountable and responsive service
Outcome L3: Strong stewardship and leadership

CONCLUSION

The Chief Executive Officer Review Committee has undertaken the annual performance review of the Chief Executive Officer for the 2018/19 year and has provided recommendations to Council.