



Shire of Northam
Heritage, Commerce and Lifestyle

Shire of Northam

Agenda

Chief Executive Officer Review & Selection Committee

27 May 2024

NOTICE PAPER

Chief Executive Officer Review & Selection Committee

27 May 2024

Committee Members

I inform you that a Chief Executive Officer Review & Selection Committee will be held in the Council Chambers, located at 395 Fitzgerald Street, Northam on 27 May 2024 at 5:00 pm.

Yours faithfully



Chris Antonio
Shire President

DISCLAIMER

This agenda has yet to be dealt with by the committee. The Recommendations shown at the foot of each item have yet to be considered by the committee and are not to be interpreted as being the position of the committee. The minutes of the meeting held to discuss this agenda should be read to ascertain the decision of the Council.

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1 DECLARATION OF OPENING

2 ACKNOWLEDGEMENT OF COUNTRY

The Shire of Northam would like to acknowledge the Traditional Owners of the land on which we meet, the Ballardong and Whadjuk people of the Nyoongar nation and pay our respects to Elders, past present and emerging.

3 ATTENDANCE

3.1 ATTENDEES

Council:

Shire President
Deputy Shire President
Councillors

C R Antonio
A J Mencshelyi
L C Biglin
J E G Williams
M P Ryan

Staff:

Chief Executive Officer
Governance Officer

D J Terelinck
T P Van Beek

Guest:

Hammond Woodhouse Advisory

A Hammond (via
Teams)

3.2 APOLOGIES

Nil.

3.3 APPROVED LEAVE OF ABSENCE

Nil.

3.4 ABSENT

Nil.

4 DISCLOSURE OF INTERESTS

Members should fill in Disclosure of Interest forms for items in which they have a financial, proximity or impartiality interest and forward these to the Presiding Member before the meeting commences.

As defined in section 5.60A of the Local Government Act 1995, a **financial interest** occurs where a Councillor / Committee Member, or a person with whom the Councillor / Committee Member is closely associated, has a direct or indirect financial interest in the matter. That is, the person stands to make a financial gain or loss from the decision, either now or at some time in the future.

As defined in section 5.61 of the Local Government Act 1995, an **indirect financial interest** includes a reference to a financial relationship between that person and another person who requires a Local Government decision in relation to the matter.

As defined in section 5.60B of the Local Government Act 1995, a person has a **proximity interest** in a matter if the matter concerns a proposed change to a planning scheme affecting land that adjoins the person's land; or a proposed change to the zoning or use of land that adjoins the person's land; or a proposed development (as defined in section 5.63(5)) of land that adjoins the person's land.

As defined in clause 22 of the Local Government (Model Code of Conduct) Regulations 2021, an **impartiality interest** means an interest that could, or could reasonably be perceived to, adversely affect the impartiality of the person having the interest and includes an interest arising from kinship, friendship or membership of an association.

Item Name	Item No.	Name	Type of Interest	Nature of Interest

5 CONFIRMATION OF MINUTES

5.1 CONFIRMATION OF MINUTES FROM THE CHIEF EXECUTIVE OFFICER REVIEW & SELECTION COMMITTEE MEETING HELD 14 MAY 2024

RECOMMENDATION

That the minutes of the Chief Executive Officer Review & Selection Committee Meeting held on 14 May 2024 be **CONFIRMED** as a true and correct record of that meeting.

6 COMMITTEE REPORTS

6.1 Finalisation of the Chief Executive Officer Key Performance Indicators 2024/25

File Reference:	P.2739
Reporting Officer:	Tamika Van Beek (Governance Officer)
Responsible Officer:	Debbie Terelinck (Chief Executive Officer)
Officer Declaration of Interest:	Nil.
Voting Requirement:	Simple Majority
Press release to be issued:	No

BRIEF

For the Chief Executive Officer Review & Selection Committee to finalise the Chief Executive Officer's Key Performance Indicators (KPIs) for the period 1 July 2024 to 30 June 2025, developed in conjunction with the Chief Executive Officer and consultants from Hammond Woodhouse Advisory.

ATTACHMENTS

1. CEO Annual Performance Review - Proposed Key Performance Indicators [6.1.1 - 4 pages]

A. BACKGROUND / DETAILS

At the Chief Executive Officer Review & Selection Committee meeting held on 13 March 2024, the Committee resolved to endorse a recommendation to Council to accept a quote from Hammond Woodhouse Advisory to assist

with the setting of annual Key Performance Indicators and a performance review process for the Chief Executive Officer. This recommendation was approved by Council at the Ordinary Council Meeting held on 20 March 2024 (C.4982).

It was proposed at the Chief Executive Officer Review & Selection Committee meeting on 14 May 2024, that the Committee work in conjunction with the Chief Executive Officer and consultants from Hammond Woodhouse Advisory to develop the annual Key Performance Indicators to be endorsed for adoption by Council, using the proposed Key Performance Indicator template that was provided by Hammond Woodhouse Advisory as a guide to facilitate discussions.

The Chief Executive Officer Annual Performance Review Survey template that includes proposed KPIs (provided as Attachment 6.1.1) has been developed by Hammond Woodhouse Advisory. Following discussions with the Committee at the meeting held on 14 May 2024, the suggested KPIs for 2024/25 in Part 1 of the attachment have been re-worded to better align with the language used by the Shire of Northam, and Part 2 of the attachment now includes the matters that require special attention, as identified by the Committee.

B. CONSIDERATIONS

B.1 Strategic Community / Corporate Business Plan

Performance Area: Performance. Outcome 12: Excellence in organisational performance and customer service.

Objective 12.1: Maintain a high standard of corporate governance and financial management.

Priority Action: Nil.

B.2 Financial / Resource Implications

Nil.

B.3 Legislative Compliance

Local Government Act 1995.

B.4 Policy Implications

Nil.

B.5 Stakeholder Engagement / Consultation

Nil.

B.6 Risk Implications

Refer to Risk Matrix [here](#).

Risk Category	Description	Rating (likelihood x consequence)	Mitigation Action
Financial	N/A	N/A	N/A
Health & Safety	N/A	N/A	N/A
Reputation	N/A	N/A	N/A
Service Interruption	N/A	N/A	N/A
Compliance	N/A	N/A	N/A
Property	N/A	N/A	N/A
Environment	N/A	N/A	N/A

B.7 Natural Environment Considerations

Nil.

C. OFFICER'S COMMENT

Nil.

RECOMMENDATION

That the Chief Executive Officer Review & Selection Committee ENDORSES the following recommendation to Council:

- 1. That Council ADOPTS the Chief Executive Officer Key Performance Indicators, as developed in conjunction with Hammond Woodhouse Advisory, for the period 1 July 2024 to 30 June 2025 as outlined in Attachment 6.1.1.**

7 MOTIONS OF WHICH PREVIOUS NOTICE HAS BEEN GIVEN

Nil.

8 URGENT BUSINESS APPROVED BY DECISION

Nil.

9 GENERAL BUSINESS

Nil.

10 DATE OF NEXT MEETING

Upcoming meetings:

- 28 August 2024 at 4:00 pm
- 27 November 2024 at 4:00 pm

11 DECLARATION OF CLOSURE