

5.3 CEO EMPLOYMENT AND REMUNERATION POLICY

Responsible Senior Officer: Jarrod Doake, Chief Operating Officer

RECOMMENDATION

That Council:

- 1. Adopts the draft CEO Employment and Remuneration Policy, as attached to this report.*
- 2. Dissolves the Chief Executive Officer's Performance Review Committee.*
- 3. Establishes the CEO Employment and Remuneration Committee, in accordance with the CEO Employment and Remuneration Policy.*
- 4. Appoints the Mayor and Councillors James, Fergeus, Paterson and Zographos to the CEO Employment and Remuneration Committee.*
- 5. Appoints Mr Rob Spence as the Independent Advisor to the CEO Employment and Remuneration Committee for a period of up to six (6) months.*

INTRODUCTION

Under section 45 of the *Local Government Act 2020* (the Act), a council is required to develop and adopt a CEO Employment and Remuneration Policy.

The policy must be adopted by 31 December 2021.

BACKGROUND/ DISCUSSION

The draft policy provides for, among other things, the establishment of the CEO Employment and Remuneration Committee, establishment of recruitment principles, the ongoing performance planning and monitoring of the CEO's performance, as well as the engagement of an independent advisor to assist the Committee in its role and responsibilities.

It is proposed that the current CEO's Performance Review Committee be dissolved, to be replaced by the CEO Employment and Remuneration Committee.

Membership of the new Committee will accord with the Policy, ie at least the Mayor and two Councillors, and such additional members as Council may appoint by resolution from time to time.

It is proposed that the Mayor and Councillors James, Fergeus, Paterson and Zographos be appointed by Council to the new Committee.

It is also proposed that Mr Rob Spence be appointed to provide an independent advisor to assist the Council. Mr Spence has had a long and distinguished career in the Local Government Sector, both as a CEO at Council level and as the long-standing former CEO of the sector's peak representative body, the Municipal Association of Victoria.

POLICY IMPLICATIONS

The policy establishes requirements and processes to ensure a transparent, fair and objective process in the recruitment and appointment of the CEO and in the on-going performance review of the position.

HUMAN RIGHTS CONSIDERATIONS

A Human Rights assessment has been undertaken on this policy.

There are no human rights concerns to this policy.

GENDER EQUITY ASSESSMENT

The policy ensures that the recruitment process is fair, transparent and that employment decisions are underpinned by merit and equal opportunity to ensure that such decisions are not based on sex, race, disability, age, sexuality or other personal biases

FINANCIAL IMPLICATIONS

There are no budget implications, other than those relating to the appointment of an independent advisor.

Those costs can be met from within the existing Budget.

CONCLUSION

It is recommended that the Council adopts the draft CEO Employment and Remuneration Policy; establishes the CEO Employment and Remuneration Committee and appoints the Mayor and Councillors James, Fergeus, Paterson and Zographos to that Committee; dissolves the current Chief Executive Officer's Performance Review Committee; and appoints Mr Rob Spence to provide an independent advisor to the Committee for a period of up to six (6) months.

ATTACHMENT

Attachment: CEO Employment and Remuneration Policy