



NOTICE

of

CHIEF EXECUTIVE OFFICER REVIEW COMMITTEE MEETING

Pursuant to the provisions of Section 88(1) of the Local Government Act 1999

TO BE HELD IN

**COMMITTEE ROOM
PLAYFORD CIVIC CENTRE
10 PLAYFORD BOULEVARD, ELIZABETH**

MEMBERS MAY PARTICIPATE BY ELECTRONIC MEANS

ON

MONDAY, 11 MAY 2026 AT 5:30 PM

A handwritten signature in blue ink, appearing to read "S Green".

SAM GREEN

CHIEF EXECUTIVE OFFICER

Issue Date: Thursday, 7 May 2026

MEMBERSHIP

MAYOR GLENN DOCHERTY – PRESIDING MEMBER

Cr Marilyn Baker

Cr Chantelle Karlsen

Cr Gay Smallwood-Smith

**City of Playford
Chief Executive Officer Review Committee Meeting**

AGENDA

MONDAY, 11 MAY 2026 AT 5:30 PM

1 ATTENDANCE RECORD

- 1.1 Present
- 1.2 Apologies
- 1.3 Not Present

2 CONFIRMATION OF MINUTES

RECOMMENDATION

The Minutes of the Chief Executive Officer Review Committee Meeting held 9 February 2026 be confirmed as a true and accurate record of proceedings.

3 DECLARATIONS OF INTEREST

4 DEPUTATION / REPRESENTATIONS

Nil

5 STAFF REPORTS

Matters to be considered by the Committee Only

Matters delegated to the Committee.

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8 CONFIDENTIAL MATTERS

INFORMAL DISCUSSION

8.1 Quarter Three (3) Review of the Chief Executive Officer Performance Against Key Performance Indicators (KPI's) (Attachment)40

9 CLOSURE

STAFF REPORTS

MATTERS TO BE CONSIDERED BY THE COMMITTEE ONLY

***Matters delegated to the
Committee.***

5.1 2026 CONFIDENTIAL ORDERS REVIEW

Responsible Executive Manager : Sam Green

Report Author : Sarah Schutz

Delegated Authority : Matters delegated to the Committee.

Attachments :

- 1↓. Orders to be revoked
- 2↓. Orders to be partially revoked
- 3↓. Orders to be retained

PURPOSE

The purpose of this report is for the Chief Executive Officer Review Committee (the Committee) to review all active confidential orders it has previously made to determine whether each order should be retained or revoked. This process ensures that Council's confidentiality practices remain transparent and compliant with legislative requirements, balancing the need to protect sensitive information with the principle of public access to Council records.

While the content of this report is not confidential, if the Committee wishes to discuss the specific details of a matter subject to a confidential order, it will be necessary to move the meeting into confidence in accordance with the relevant confidentiality provision in the *Local Government Act 1999*.

STAFF RECOMMENDATION

The Chief Executive Officer Review Committee:

1. Revoke the confidential orders listed in Orders to be revoked (Attachment 1) and approve the release of the associated meeting documents via Council's website.
2. Partially revoke the confidential orders listed in Orders to be partially revoked (Attachment 2) and approve the release of the identified documents in Attachment 1 via Council's website.
3. Retain the confidential orders listed in Orders to be retained (Attachment 3).
4. Having reviewed the grounds for confidentiality under Section 90(3) of the *Local Government Act 1999* and being satisfied that these grounds continue to apply to the remaining items listed in Orders to be partially revoked (Attachment 2) and Orders to be retained (Attachment 3), make new orders pursuant to Sections 91(7) and (9) of the *Local Government Act 1999* that the relevant documents be retained in confidence pursuant to Section 90(3) of the *Local Government Act 1999*.

These orders will operate until the relevant trigger event specified in Attachment 2 and Attachment 3 occurs (as applicable) or will be reviewed and determined at the next scheduled annual review of confidential orders by the Chief Executive Officer Review Committee.

Pursuant to Section 91(9)(c) of the *Local Government Act 1999*, the Chief Executive Officer Review Committee delegates to the Manager Governance the power to revoke any of the confidential orders listed in Attachment 2 and Attachment 3 in whole or in part, at any time, and the Manager Governance must advise the Committee of any revocation as soon as practicable after such revocation has occurred.

EXECUTIVE SUMMARY

Section 91(9) of the *Local Government Act 1999* (the Act) requires that confidential orders operating for longer than 12 months be reviewed at least once every year. In accordance with this requirement, the confidential orders previously made by the Chief Executive Officer Review Committee are presented for review and determination.

The Manager Governance has reviewed the items and provided recommendations. The Committee is asked to consider the following:

- Orders to be revoked (Attachment 1): Items recommended to be revoked, and the associated meeting documents released to the public as the confidentiality provision no longer applies.
- Orders to be partially revoked (Attachment 2): Items recommended to be revoked in part, with the associated meeting documents released as specified within the attachment.
- Orders to be retained (Attachment 3): Items recommended to remain on the confidential orders register as the grounds for confidentiality continue to apply.

1. BACKGROUND

Council and its Committees apply confidential provisions of the Act when information being considered is assessed as confidential in nature and meets one or more of the provisions in Section 90(3). These provisions enable the exclusion of the public from attendance at a meeting, but only to the extent deemed necessary and appropriate, to receive, discuss, or consider, the information in a closed session.

Sections 90 and 91 of the Act outline the legislative requirements for considering matters in confidence and the circumstances under which documents may be retained as confidential.

Where an order remains in effect for more than 12 months, the Act requires that it be reviewed at least once each year to determine whether it should remain in confidence or be released to the public. Once a confidentiality order has expired, it cannot be extended.

The last review of the confidential items register for the Chief Executive Officer Review Committee was conducted on 12 May 2025.

2. RELEVANCE TO STRATEGIC PLAN

Decision-making filter: We will ensure we meet our legislative requirements and legal obligations.

The review of confidential orders made by the Committee that have been in effect for more than 12 months ensures compliance with Section 91(9) of the Act.

3. PUBLIC CONSULTATION

There is no requirement to consult with the community on this matter.

4. DISCUSSION

- 4.1 Section 90(2) of the Act enables a meeting of the Council or a Council Committee to determine that the public be excluded from attendance to receive, discuss or consider in confidence, any information or matter prescribed in Section 90(3) of the Act.
- 4.2 Section 91(9) of the Act requires that an order exceeding a period of 12 months must be reviewed at least once every year.
- 4.3 Since the previous review, two (2) confidentiality orders have been released or partially released following the expiry of the order, or the relevant trigger condition being met.
- 4.4 The Committee is responsible for reviewing all active confidentiality orders previously made by the Committee. There are currently 37 active orders requiring determination on whether each should be revoked or maintained. Any order revoked will result in the associated documents being made publicly available.
- 4.5 The 2026 review examined all 37 active orders made by the Chief Executive Officer Review Committee between August 2018 and April 2026. The orders relate to the following grounds under Section 90(3) of the Act (some orders apply multiple grounds):

Section 90(3) of the <i>Local Government Act 1999</i>	Instances
(a) unreasonable disclosure of personal affairs	28
(b) expected to confer a commercial advantage or prejudice Council's commercial position	18
(d) commercial information expected to prejudice the commercial position of an individual or confer commercial advantage on a third party	15

- 4.6 Each of the 37 active orders have been reviewed by the Manager Governance, with recommendations provided. Based on these reviews, the recommendations are presented as follows: Orders to be revoked (Attachment 1) Orders to be partially revoked (Attachment 2) and Orders to be retained (Attachment 3).
- 4.7 Two (2) of the 37 active orders have been recommended for revocation. This is listed in Orders to be revoked (Attachment 1).
- 4.8 Five (5) of the 37 active orders have been recommended for partial revocation. These are listed in Orders to be partially revoked (Attachment 2). Certain aspects of these orders are recommended for release, while other elements are to remain confidential as the grounds for confidentiality continue to apply.
- 4.9 Thirty of the 37 active orders are recommended to be retained in confidence until the retention order conditions for release are met or until the next annual review, whichever occurs first. These are detailed in Orders to be retained (Attachment 3).
- 4.10 In the case of an order of specified duration:
- 4.10.1 The duration of an order cannot be extended once it has expired; and
- 4.10.2 An order extending its duration cannot be delegated by the Council or Council Committee.

- 4.11 Documents subject to confidential orders may be viewed by Committee Members within the relevant confidential agendas and minutes.
- 4.12 While the contents of this report are not confidential, if the Committee wishes to discuss the details of a specific matter, the meeting must be moved into confidence under the relevant Section 90(3) provision of the *Local Government Act 1999*.

5. OPTIONS

Recommendation

The Chief Executive Officer Review Committee:

1. Revoke the confidential orders listed in Orders to be revoked (Attachment 1) and approve the release of the associated meeting documents via Council's website.
2. Partially revoke the confidential orders listed in Orders to be partially revoked (Attachment 2) and approve the release of the identified documents in Attachment 1 via Council's website.
3. Retain the confidential orders listed in Orders to be retained (Attachment 3).
4. Having reviewed the grounds for confidentiality under Section 90(3) of the *Local Government Act 1999* and being satisfied that these grounds continue to apply to the remaining items listed in Orders to be partially revoked (Attachment 2) and Orders to be retained (Attachment 3), make new orders pursuant to Sections 91(7) and (9) of the *Local Government Act 1999* that the relevant documents be retained in confidence pursuant to Section 90(3) of the *Local Government Act 1999*.

These orders will operate until the relevant trigger event specified in Attachment 2 and Attachment 3 occurs (as applicable) or will be reviewed and determined at the next scheduled annual review of confidential orders by the Chief Executive Officer Review Committee.

Pursuant to Section 91(9)(c) of the *Local Government Act 1999*, the Chief Executive Officer Review Committee delegates to the Manager Governance the power to revoke any of the confidential orders listed in Attachment 2 and Attachment 3 in whole or in part, at any time, and the Manager Governance must advise the Committee of any revocation as soon as practicable after such revocation has occurred.

Option 2

The Chief Executive Officer Review Committee:

1. Revoke the confidential orders listed in Orders to be revoked (Attachment 1) and approve the release of the associated meeting documents via Council's website with the following amendments:
 - _____
 - _____
 - _____
2. Partially revoke the confidential orders listed in Orders to be partially revoked (Attachment 2) and approve the release of the identified documents in Attachment 1 via Council's website with the following amendments:

- _____
- _____
- _____

3. Retain the confidential orders listed in Orders to be retained (Attachment 3) with the following amendments:

- _____
- _____
- _____

4. Having reviewed the grounds for confidentiality under Section 90(3) of the *Local Government Act 1999* and being satisfied that these grounds continue to apply to the remaining items listed in Orders to be partially revoked (Attachment 2) and Orders to be retained (Attachment 3), make new orders pursuant to Section 91(7) and (9) of the *Local Government Act 1999* that the relevant documents be retained in confidence pursuant to Section 90(3) of the *Local Government Act 1999*.

These orders will operate until the relevant trigger event specified in Attachment 2 and Attachment 3 occurs (as applicable) or will be reviewed and determined at the next scheduled annual review of confidential orders by the Chief Executive Officer Review Committee.

5. Pursuant to Section 91(9)(c) of the *Local Government Act 1999*, the Chief Executive Officer Review Committee delegates to the Manager Governance the power to revoke any of the confidential orders listed in Attachment 2 and Attachment 3 in whole or in part, at any time, and the Manager Governance must advise the Committee of any revocations as soon as practicable after such revocation has occurred.

6. ANALYSIS OF OPTIONS

6.1 Recommendation Analysis

6.1.1 Analysis & Implications of the Recommendation

The Manager Governance has provided recommendations on whether the confidentiality orders should be maintained, revoked or partially revoked.

Orders recommended for retention continue to meet the confidentiality requirements under the Act.

If the Committee endorses the recommendation for revocation, the associated documents in Attachment 1 will be released publicly via Council's website.

If the Committee endorses the recommendation for partial revocation, only the identified documents listed in Attachment 2 will be released publicly via Council's website.

Risk Appetite

Regulatory Compliance

Council has a zero tolerance for non-compliance with applicable legislation including but not limited to: Local Government Act (LGA) 1999; Independent Commissioner Against Corruption (ICAC) Act 2012; Work Health & Safety (WHS) Act 2012; Environment Protection Act (EPA) 1993; Development Act 1993; Equal Employment Opportunity legislation; and Public Consultation legislation.

This decision will ensure the Council meets its requirements under Section 91(9) of the *Local Government Act 1999* which requires confidential orders exceeding 12 months are reviewed at least once every year.

6.1.2 Financial Implications

There are no financial or resource implications associated with the 2026 Confidential Orders Review by the Chief Executive Review Committee.

6.2 Option 2 Analysis

6.2.1 Analysis & Implications of Option 2

The Committee may decide to maintain, revoke or partially revoke all orders, with any exceptions to be determined as required. When making a decision on each order, the Committee must consider the relevant confidentiality provisions under Section 90(3) of the Act.

6.2.2 Financial Implications

There are no financial or resource implications associated with the 2026 Confidential Orders Review by the Chief Executive Officer Review Committee.

Date of Meeting	Meeting	Item No.	Title	Confidential Orders	Retention order #	2026 Review Determination
13/06/2019	CEO Review Committee	9.1	Planning and Strategy Workshop for CEO Recruitment	<p>Pursuant to Section 90(2) and Section 91(7) of the <i>Local Government Act 1999</i>, the Council orders that the following aspects of Item 9.1 be kept confidential in accordance with Council's reasons to deal with this item in confidence pursuant to Section 90(3)(b) of the <i>Local Government Act 1999</i>;</p> <p>-The LGASA Recruitment workplan and associated documents tabled at the meeting in relation to the CEO Review Committee Workshop</p> <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i></p>	3591	Recommend Release
28/10/2019	CEO Review Committee	8.1	CEO Review Services Select Request for Quote (RFQ) Scope	<p>Pursuant to Section 90(2) and Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in with this item in confidence pursuant to Section 90(3)(b) of the <i>Local Government Act 1999</i>;</p> <p>- Report for Item 8.1 - Minutes for Item 8.1</p> <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	3802	Recommend Release

Date of Meeting	Meeting	Item No.	Title	Confidential Orders	Retention order #	2026 Review Determination
13/08/2018	CEO Review Committee	9.2	Outcomes of the Chief Executive Officer Performance Review for 2017/18 year	<p>Pursuant to Section 90(2) and Section 91(7) of the <i>Local Government Act 1999</i>, the Council/Committee orders that the following aspects of Item 9.2 be kept confidential in accordance with Council's/Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(a) of the <i>Local Government Act 1999</i>;</p> <p>- Report for Item 9.2 - Attachment(s) for Item 9.2</p> <p>Until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>; and</p> <p>- Decision for Item 9.2</p> <p>Until Council have considered this item and made a determination of any changes to the CEO's Total Employment Cost (TEC) Package or the next scheduled annual review of confidential items by Council, whichever occurs first, at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	3233	Recommend Partial Release - Attachment 2 for Item 9.2 with address details redacted
6/12/2022	CEO Review Committee	8.2	Extension of CEO Review Service Provider	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.2 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(b) of the <i>Local Government Act 1999</i>;</p> <p>- Report for Item 8.2 - Attachment(s) for Item 8.2 - Minutes for Item 8.2;</p> <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i></p>	5246	Recommend Partial Release - Minutes for Item 8.2
6/05/2024	CEO Review Committee	8.1	CEO Service Provider Engagement	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with reasons to deal with this item in confidence pursuant to Sections 90(3)(b) of the <i>Local Government Act 1999</i></p> <p>- Report for Item 8.1 - Minutes for Item 8.1</p> <p>This order shall operate until further order or until the next annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	5850	Recommend Partial Release - Minutes for Item 8.1
10/02/2025	CEO Review Committee	8.1	2024 Review of Minimum and Maximum Remuneration for Local Government Chief Executive Officers	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(a) of the <i>Local Government Act 1999</i>;</p> <p>- Report for Item 8.1 - Attachment(s) for Item 8.1 - Minutes for Item 8.1</p> <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	6134	Recommend Partial Release - Report for Item 8.1 - Attachment 2 for Item 8.1 - Attachment 3 for Item 8.1

Date of Meeting	Meeting	Item No.	Title	Confidential Orders	Retention order #	2026 Review Determination
10/02/2025	CEO Review Committee	8.2	Consultancy agreement for the provision of services to the Chief Executive Officer performance review services	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.2 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(b) of the <i>Local Government Act 1999</i>;</p> <ul style="list-style-type: none"> - Report for Item 8.2 - Attachment(s) for Item 8.2 - Minutes for Item 8.2 <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	6137	<p>Recommend Partial Release</p> <ul style="list-style-type: none"> - Minutes for Item 8.2

Date of Meeting	Meeting	Item No.	Title	Confidential Orders	Retention order #	2026 Review Determination
13/05/2019	CEO Review Committee	9.1	Recruitment Agency Tender Evaluation	<p>Pursuant to Section 90(2) and Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 9.1 be kept confidential in accordance with the Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(d) of the <i>Local Government Act 1999</i> ;</p> <ul style="list-style-type: none"> - Report for Item 9.1 - Attachments for Item 9.1 - Minutes for Item 9.1 <p>This order shall operate for 18 months and will be considered at the annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i> .</p>	3548	Recommend Retain
19/08/2019	CEO Review Committee	8.1	Update - CEO Recruitment Process	<p>Pursuant to Section 90(2) and Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee reasons to deal with this item in confidence pursuant to Section 90(3)(a) of the <i>Local Government Act 1999</i> ;</p> <ul style="list-style-type: none"> - Recruitment Attachments from LGASA Recruitment for Item 8.1 <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i> .</p>	3689	Recommend Retain
2/12/2019	CEO Review Committee	8.1	CEO Review Services Select Request for Quote (RFQ) Evaluation	<p>Pursuant to Section 90(2) and Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(d) of the <i>Local Government Act 1999</i></p> <ul style="list-style-type: none"> - Report for Item 8.1 - Minutes for Item 8.1 - Attachment(s) for Item 8.1 <p>This order shall operate until further order and will be considered at the annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i> .</p>	3853	Recommend Retain
28/01/2020	CEO Review Committee	8.1	CEO Review Services Provider Selection	<p>1) Pursuant to Section 90(2) and Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(d) of the <i>Local Government Act 1999</i> ;</p> <ul style="list-style-type: none"> - Report for Item 8.1 - Attachment for Item 8.1 <p>This order shall operate until further order and will be considered at the annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i> .</p> <p>2) Pursuant to Section 90(2) and Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(d) of the <i>Local Government Act 1999</i> ;</p> <ul style="list-style-type: none"> - Minutes for Item 8.1 <p>This order shall operate until such time that the successful and unsuccessful tenderers for CEO review services are notified of the outcome of the select Request for Quote.</p>	3888	Recommend Retain

Date of Meeting	Meeting	Item No.	Title	Confidential Orders	Retention order #	2026 Review Determination
18/02/2020	CEO Review Committee	8.1	CEO Review Services Provider - Proposed Contract for Approval	<p>1) Pursuant to Section 90(2) and Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(d) of the <i>Local Government Act 1999</i>;</p> <p>- Report for Item 8.1 - Attachment for Item 8.1</p> <p>This order shall operate until further order and will be considered at the annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p> <p>2) Pursuant to Section 90(2) and Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(d) of the <i>Local Government Act 1999</i>.</p> <p>- Minutes for Item 8.1</p> <p>This order shall operate until such time that the successful and unsuccessful tenderers for CEO review services are notified of the outcome of the select Request for Quote.</p>	3914	Recommend Retain
17/08/2020	CEO Review Committee	8.1	CEO Interim Performance Assessment Results	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Council/Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Council's/Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(a) of the <i>Local Government Act 1999</i>;</p> <p>- Report for Item 8.1 - Attachment(s) for Item 8.1</p> <p>This order will be reviewed and determined as part of the annual review by Council in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>, whichever comes first.</p>	4167	Recommend Retain
12/10/2020	CEO Review Committee	8.1	Review of the Chief Executive Officer's Quarterly Performance	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(a) of the <i>Local Government Act 1999</i>;</p> <p>- Attachment for Item 8.1 - Presentation for Item 8.1</p> <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	4263	Recommend Retain
10/05/2021	CEO Review Committee	8.1	Review of the Chief Executive Officer's Quarterly Performance	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(a) of the <i>Local Government Act 1999</i>;</p> <p>- Attachment for Item 8.1 - Presentation for Item 8.1</p> <p>This order shall operate until further order or until the next annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	4583	Recommend Retain

Date of Meeting	Meeting	Item No.	Title	Confidential Orders	Retention order #	2026 Review Determination
2/08/2021	CEO Review Committee	8.1	Review of the Chief Executive Officer's Quarterly Performance	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Council/Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Sections 90(3)(a)(b)(d) of the <i>Local Government Act 1999</i>;</p> <p>- Attachment for Item 8.1</p> <p>This order shall operate until further order, or will be reviewed and determined as part of the annual review by Council in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>, whichever comes first.</p>	4697	Recommend Retain
2/08/2021	CEO Review Committee	8.2	CEO Performance Assessment 2020/2021	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Council/Committee orders that the following aspects of Item 8.2 be kept confidential in accordance with Council's/Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(a) of the <i>Local Government Act 1999</i>;</p> <p>- Attachment for Item 8.2</p> <p>This order shall operate until further order or will be reviewed and determined as part of the annual review by Council in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>, whichever comes first.</p>	4700	Recommend Retain
8/11/2021	CEO Review Committee	8.2	Review of the Chief Executive Officer's Quarterly Performance	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.2 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Sections 90(3)(a)(b)(d) of the <i>Local Government Act 1999</i>;</p> <p>- Attachment for Item 8.2</p> <p>This order shall operate until further order or until the next annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	4808	Recommend Retain
14/02/2022	CEO Review Committee	8.1	Quarter 2 - Review progress of the CEO KPI's and half year financials to date	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Sections 90(3)(a)(b)(d) of the <i>Local Government Act 1999</i>;</p> <p>- Attachment for Item 8.1</p> <p>This order shall operate until the next annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	4905	Recommend Retain
11/04/2022	CEO Review Committee	8.1	Quarter 3 - Review progress of the CEO KPI's and half year financials to date	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Sections 90(3)(a)(b)(d) of the <i>Local Government Act 1999</i>;</p> <p>- Attachment for Item 8.1</p> <p>This order shall operate until the next annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	4953	Recommend Retain

Date of Meeting	Meeting	Item No.	Title	Confidential Orders	Retention order #	2026 Review Determination
8/08/2022	CEO Review Committee	8.1	CEO Performance Review Assessment 2021/2022	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(a) of the <i>Local Government Act 1999</i>;</p> <ul style="list-style-type: none"> - Report for Item 8.1 - Attachment(s) for Item 8.1 - Minutes for Item 8.1 <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	5074	Recommend Retain
6/12/2022	CEO Review Committee	8.1	Quarter One Review Progress of the Chief Executive Officer KPI'S	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(a)(b)(d) of the <i>Local Government Act 1999</i>;</p> <ul style="list-style-type: none"> - Attachment(s) for Item 8.1. <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	5243	Recommend Retain
13/02/2023	CEO Review Committee	8.1	Quarter Two - Review Progress of the CEO's KPIs and Half Year Financials to Date	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Sections 90(3)(a)(b)(d) of the <i>Local Government Act 1999</i>;</p> <ul style="list-style-type: none"> - Attachment for Item 8.1 <p>This order shall operate until the next annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	5286	Recommend Retain
8/05/2023	CEO Review Committee	8.1	Review of the Chief Executive Officer's Quarterly Performance	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(a) of the <i>Local Government Act 1999</i>;</p> <ul style="list-style-type: none"> - Report for Item 8.1 - Attachment(s) for Item 8.1 - Minutes for Item 8.1 <p>This order shall operate until further order or until the next annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	5401	Recommend Retain
8/05/2023	CEO Review Committee	8.2	Chief Executive Officer Contract	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.2 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(a) of the <i>Local Government Act 1999</i>;</p> <ul style="list-style-type: none"> - Report for Item 8.2 - Attachment(s) for Item 8.2 - Minutes for Item 8.2 <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	5404	Recommend Retain

Date of Meeting	Meeting	Item No.	Title	Confidential Orders	Retention order #	2026 Review Determination
14/08/2023	CEO Review Committee	8.1	CEO Performance Assessment 2022/2023	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(a) of the <i>Local Government Act 1999</i>;</p> <p>- Attachments for Item 8.1 - Minutes for Item 8.1</p> <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	5525	Recommend Retain
13/11/2023	CEO Review Committee	8.1	Quarter 1 KPI Performance Review & Financial Update	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Sections 90(3)(a)(b)(d) of the <i>Local Government Act 1999</i>;</p> <p>- Attachment(s) for Item 8.1 - Minutes for Item 8.1</p> <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	5651	Recommend Retain
12/02/2024	CEO Review Committee	8.1	Quarter Two - Review progress of the CEO's KPIs and half year financials to date	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Sections 90(3)(a)(b)(d) of the <i>Local Government Act 1999</i>;</p> <p>- Report for Item 8.1 - Attachment(s) for Item 8.1 - Minutes for Item 8.1</p> <p>This order shall operate until the next annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	5726	Recommend Retain
6/05/2024	CEO Review Committee	8.2	Review of the Chief Executive Officer's Quarterly Performance	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.2 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(a) of the <i>Local Government Act 1999</i>;</p> <p>- Report for Item 8.2 - Attachment(s) for Item 8.2 - Presentation for Item 8.2 - Minutes for Item 8.2</p> <p>This order shall operate until further order or until the next annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	5852	Recommend Retain
12/08/2024	CEO Review Committee	8.1	CEO Performance Assessment 2023-24	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(a) of the <i>Local Government Act 1999</i>;</p> <p>- Attachment(s) for Item 8.1 - Minutes for Item 8.1</p> <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	5928	Recommend Retain

Date of Meeting	Meeting	Item No.	Title	Confidential Orders	Retention order #	2026 Review Determination
11/11/2024	CEO Review Committee	8.1	Quarter One Chief Executive Officer KPI Performance Review	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Sections 90(3)(a)(b)(d) of the <i>Local Government Act 1999</i>;</p> <p>- Attachment(s) for Item 8.1</p> <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i></p>	6041	Recommend Retain
10/02/2025	CEO Review Committee	8.3	Quarter Two Chief Executive Officer KPI Performance Review	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.3 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Sections 90(3)(a)(b)(d) of the <i>Local Government Act 1999</i>;</p> <p>- Attachment(s) for Item 8.3</p> <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	6139	Recommend Retain
12/05/2025	CEO Review Committee	8.2	Quarter Three (3) Review of the Chief Executive Officer Performance Against Key Performance Indicators	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.2 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Sections 90(3)(a)(b) of the <i>Local Government Act 1999</i>;</p> <p>- Attachment(s) for Item 8.2</p> <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p>	6254	Recommend Retain
11/08/2025	CEO Review Committee	8.1	Chief Executive Officer Performance Assessment 2024-25	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(a) of the <i>Local Government Act 1999</i>;</p> <p>- Attachment(s) for Item 8.1</p> <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i>.</p> <p>The Minutes for Item 8.1 shall remain in confidence until the matter is considered by Council at the</p>	6340	Recommend Retain
11/08/2025	CEO Review Committee	8.2	Chief Executive Officer Annual Remuneration and Position Description Review 2024/25	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.2 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Section 90(3)(a) of the <i>Local Government Act 1999</i>;</p> <p>- Report for Item 8.2 - Attachment 1 for Item 8.2 - Minutes for Item 8.2</p> <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local</i></p>	6343	Recommend Retain

Date of Meeting	Meeting	Item No.	Title	Confidential Orders	Retention order #	2026 Review Determination
10/11/2025	CEO Review Committee	8.1	Quarter One Chief Executive Officer KPI Performance Review	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with Committee's reasons to deal with this item in confidence pursuant to Sections 90(3)(a)(b)(d) of the <i>Local Government Act 1999</i> :</p> <p>- Attachment(s) for Item 8.1</p> <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i></p>	6435	Recommend Retain
9/02/2026	CEO Review Committee	8.1	Quarter Two Review of Chief Executive Officer Performance Against Key Performance Indicators	<p>Pursuant to Section 91(7) of the <i>Local Government Act 1999</i>, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with the Committee's reasons to dela with this item in confidence pursuant to Sections 90(3)(a)(b) of the <i>Local Government Act 1999</i> :</p> <p>- Attachment(s) for Item 8.1</p> <p>This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the <i>Local Government Act 1999</i> .</p>	6484	Recommend Retain

5.2 DEVELOPMENT OF CHIEF EXECUTIVE OFFICER PERFORMANCE ASSESSMENT SURVEY FY 2025/26

Responsible Executive Manager : Skye Nitschke

Report Author : Skye Nitschke

Delegated Authority : Matters delegated to the Committee.

Attachments : 1. Draft FY 2025/26 Chief Executive Officer Performance Assessment Survey

PURPOSE

For the Chief Executive Officer Review Committee (the Committee) to endorse the proposed survey for the Chief Executive Officer performance assessment for the period 1 July 2025 to 30 June 2026.

STAFF RECOMMENDATION

1. The Chief Executive Officer Review Committee endorse the Draft FY 2025/26 Chief Executive Officer Performance Assessment Survey for the period 1 July 2025 to 30 June 2026 (Attachment 1); and
2. The Chief Executive Officer Review Committee note the Chief Executive Officer Review Survey will be undertaken with the following personnel and made available at the Chief Executive Officer Review Committee Meeting on 10 August 2026, flowing on to the Ordinary Council Meeting on 25 August 2026:
 - Chief Executive Officer
 - Elected Members
 - Direct reports to the Chief Executive Officer
 - Senior Managers.

EXECUTIVE SUMMARY

The review of the Chief Executive Officers performance seeks to capture and document the Chief Executive Officer's performance for the period 1 July 2025 to 30 June 2026. The assessment also serves to provide the Chief Executive Officer with feedback on performance against the Key Performance Indicators (KPI's).

The Chief Executive Officer Review Committee Charter (the Charter) outlines in the 'Delegations' Section 4.1.3 that the Committee are delegated to *review the Chief Executive Officer's performance in accordance with the agreed KPI's*.

As per the delegations outlined in the Charter, the Committee is to endorse the survey to be utilised for the Chief Executive Officer performance assessment and determine which personnel are to undertake the survey.

As part of the contract engagement, AM Consulting will conduct the Chief Executive Officer Performance Review FY 2025/26 survey, collate the results and provide a report to the Council.

Relevant personnel will be asked to consider their experiences, observations and interactions with the Chief Executive Officer and rate the relevant questions. The survey is split into five (5) main categories as follows:

- Leadership/Culture
- Strategic Plan
- Financial Management
- Governance, Advocacy and Collaboration; and
- General.

Survey results will be presented to the Committee on 10 August 2026 and flow on to the Ordinary Council Meeting on 25 August 2026 as part of the Chief Executive Officer Performance Review report for 2025/26.

1. BACKGROUND

The review cycle for the Chief Executive Officer performance review commences at the beginning of each financial year, concluding at the end of each financial year. Progress against agreed KPI's is reported to the Committee on a quarterly basis in November, February, May and August. At the 10 August 2026 Committee Meeting, performance against the agreed KPI's and position description for the entire review period will be presented, excluding the audited financial results, along with the results of the performance survey conducted by AM Consulting.

Audited financial results will be presented to the Committee at the 9 November 2026 Committee Meeting, finalising the Chief Executive Officer performance review.

2. RELEVANCE TO STRATEGIC PLAN

Decision making filter: We will ensure we meet our legislative requirements and legal obligations.

Council follows a set of decision-making filters to ensure we plan strategically for the future. These filters are front of mind when making decisions about our services or any new projects.

The Chief Executive Officer KPI's are linked to the Strategic Plan. An effective performance assessment process will assist in demonstrating how the Chief Executive Officer is delivering on the Strategic Plan goals and objectives.

3. PUBLIC CONSULTATION

There is no legal or policy requirement to consult the community on this matter.

4. DISCUSSION

- 4.1 As per the Chief Executive Officer's Employment Agreement, the Committee have been appointed by the Council as the Performance Review Panel to assess the Chief Executive Officer's performance by way of review of the Chief Executive Officer's position description and key performance indicators through the review process.
- 4.2 Following agreement from the Committee for AM Consulting to commence the Draft FY 2025/26 Chief Executive Officer Performance Assessment Survey (Attachment 1) with Elected Members, Executive, direct reports of the Chief Executive Officer, and Senior Managers, the results will be assessed and a written report compiled with respect to the performance review and a copy provided to the Chief Executive Officer.
- 4.3 The results of the FY 2025/26 Chief Executive Officer Performance Assessment Survey, along with the Chief Executive Officer's KPI report for the assessment period, 1 July 2025 to 30 June 2026 will be utilised to complete the annual performance review.
- 4.4 The survey is similar to the survey questions asked for the previous review period and have been compared with the KPI's by AM Consulting. Having similar questions will enable AM Consulting to undertake a comparison to the previous year's results.
- 4.5 The despatch date for surveys is planned for 8 June 2026 with a closing date of 10 July 2026.
- 4.6 The Chief Executive Officer's position description must be reviewed, and if necessary, amended by agreement within two (2) months of each performance review, as per the terms in the Chief Executive Officer Employment Agreement.

5. OPTIONS

Recommendation

1. The Chief Executive Officer Review Committee endorse the Draft FY 2025/26 Chief Executive Officer Performance Assessment Survey for the period 1 July 2025 to 30 June 2026 (Attachment 1); and
2. The Chief Executive Officer Review Committee note the Chief Executive Officer Review Survey will be undertaken with the following personnel and made available at the Chief Executive Officer Review Committee Meeting on 10 August 2026, flowing on to the Ordinary Council Meeting on 25 August 2026:
 - Chief Executive Officer
 - Elected Members
 - Direct reports to the Chief Executive Officer
 - Senior Managers.

Option 2

1. The Chief Executive Officer Review Committee endorse the Draft FY 2025/26 Chief Executive Officer Performance Assessment Survey for the period 1 July 2025 to 30 June 2026 (Attachment 1), with the following amendments:
 - _____
 - _____
 - _____
2. The Chief Executive Officer Review Committee note that the Chief Executive Officer Review Survey will be undertaken with the following personnel and made available at the Chief Executive Officer Review Committee Meeting on 10 August 2026, flowing on to the Ordinary Council Meeting on 25 August 2026:
 - Chief Executive Officer
 - Elected Members
 - Direct Reports to the Chief Executive Officer
 - Senior Managers.

6. ANALYSIS OF OPTIONS

6.1 Recommendation Analysis

6.1.1 Analysis & Implications of the Recommendation

Adoption of the Draft FY 2025/26 Chief Executive Officer Performance Assessment Survey as provided by AM Consulting (Attachment 1) allows the review to commence with the cohort identified and for results to be brought back to the Committee for assessment at the 10 August 2026 Chief Executive Officer Review Committee and further sent to Council at the Ordinary Council Meeting on 25 August 2026.

Risk Appetite

Regulatory Compliance

Council has a zero tolerance for non-compliance with applicable legislation including but not limited to: Local Government Act (LGA) 1999; Independent Commissioner Against Corruption (ICAC) Act 2012; Work Health & Safety (WHS) Act 2012; Environment Protection Act (EPA) 1993; Development Act 1993; Equal Employment Opportunity legislation; and Public Consultation legislation.

This decision will ensure Council are meeting legislative requirements of the *Local Government Act 1999* in accordance with Section 102(a) - Chief Executive Officer - performance review.

6.1.2 Financial Implications

The current engagement with AM Consulting has been included in the FY 2025/26 budget and it is not expected to require any additional funding.

6.2 Option 2 Analysis

6.2.1 Analysis & Implications of Option 2

The Committee can elect to make amendments to the proposed survey outlined in Attachment 1 as it sees fit and can also amend the list of personnel to undertake the survey. This still allows the review to commence, and the results brought back to the Committee for assessment at the 10 August 2026 Committee Meeting.

6.2.2 Financial Implications

The current engagement with AM Consulting has been included in the FY 2025/26 budget and it is not expected to require any additional funding.



Chief Executive Officer Review for the period July 2025 to June 2026

The review of the Chief Executive Officer's (CEO's) performance seeks to capture and document the CEO's performance during the period July 2025 to June 2026.

The City of Playford has commissioned AM Consulting to conduct this survey, collate the results and provide a report to the Council. Your cooperation with them and prompt responses to the survey would therefore be very much appreciated.

In completing this survey, you are asked to consider your experiences, observations and interactions with the CEO and rate the following questions by marking the number that matches your view.

Scoring Scale:

- 1 - **Strongly disagree** with the statement and /or the behaviour is never displayed
- 2 - **Disagree** with the statement and /or the behaviour is rarely displayed
- 3 - **Somewhat disagree** with the statement and /or the behaviour is not often displayed
- 4 - **Somewhat agree** with the statement and /or the behaviour is seen some of the time
- 5 - **Agree** with the statement and /or the behaviour is displayed often
- 6 - **Strongly agree** with statement and /or the behaviour is always displayed – it is a strength
- U - **Unable to comment** - have not observed the occurrence of the stated behaviour / action sufficiently to be able to comment / rank / score

All survey data will remain confidential and only aggregated results will be published. From the report produced it will be impossible for an individual respondent to be identified from their survey participation.

The due date for the surveys is Friday 10 July 2025

Hard copies should be scanned and emailed to admin@ashbymagro.com.au

Word versions should be emailed to admin@ashbymagro.com.au



Leadership/Culture

1. From my observations the Chief Executive Officer is a self-starter, setting high personal standards and pursuing goals with a high level of personal drive and energy.

1 Strongly disagree	2	3	4	5	6 Strongly Agree	U Unable to comment
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2. The Chief Executive Officer is a leader who inspires me/others.

1 Strongly disagree	2	3	4	5	6 Strongly Agree	U Unable to comment
------------------------	---	---	---	---	---------------------	------------------------

3. The Chief Executive Officer facilitates an appropriate level of contact between staff and the Elected Members.

1 Strongly disagree	2	3	4	5	6 Strongly Agree	U Unable to comment
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4. In conjunction with the Elected Members the Chief Executive Officer establishes a clear vision and direction for Council.

1 Strongly disagree	2	3	4	5	6 Strongly Agree	U Unable to comment
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5. From my observations the Chief Executive Officer creates and fosters an organisational culture that is needed to achieve the goals, objectives and strategies of the organisation.

1 Strongly disagree	2	3	4	5	6 Strongly Agree	U Unable to comment
------------------------	---	---	---	---	---------------------	------------------------



6. From my observations the Chief Executive Officer creates and fosters an organisational culture in line with the foundation principles of 'Full Disclosure', 'Do No Harm' and 'Attend to the Needs of Others'.

1 Strongly disagree	2	3	4	5	6 Strongly Agree	U Unable to comment
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7. From my observations the Chief Executive Officer uses analytical skills needed to identify issues, obstacles and opportunities, and determines effective solutions to problems.

1 Strongly disagree	2	3	4	5	6 Strongly Agree	U Unable to comment
------------------------	---	---	---	---	---------------------	------------------------

8. From my observations the Chief Executive Officer provides clear, decisive direction and effective leadership to all staff.

1 Strongly disagree	2	3	4	5	6 Strongly Agree	U Unable to comment
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9. From my observations the Chief Executive Officer builds leadership capacity throughout the organisation.

1 Strongly disagree	2	3	4	5	6 Strongly Agree	U Unable to comment
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10. The Chief Executive Officer has a constructive working relationship with the Elected Members.

1 Strongly disagree	2	3	4	5	6 Strongly Agree	U Unable to comment
------------------------	---	---	---	---	---------------------	------------------------

Comments:



Strategic Plan

11. The Chief Executive Officer ensures that decisions and actions are consistent with the Strategic Plan.

1 Strongly disagree	2	3	4	5	6 Strongly Agree	U Unable to comment
------------------------	---	---	---	---	---------------------	------------------------

12. The Chief Executive Officer ensures that the budget is aligned to Council’s Finance Strategy.

1 Strongly disagree	2	3	4	5	6 Strongly Agree	U Unable to comment
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Comments:

Financial Management

13. The Chief Executive Officer ensures that Council’s service delivery profile is aligned to the community’s needs and wants as evidenced by discussions with Council around service delivery/standards.

1 Strongly disagree	2	3	4	5	6 Strongly Agree	U Unable to comment
------------------------	---	---	---	---	---------------------	------------------------

14. The Chief Executive Officer ensures that the organisation remains financially sustainable and aligned to Council’s Finance Strategy.

1 Strongly disagree	2	3	4	5	6 Strongly Agree	U Unable to comment
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15. The Chief Executive Officer ensures that rate rises and debt levels are effectively managed through income generation, service review and cost control measures.

1 Strongly disagree	2	3	4	5	6 Strongly Agree	U Unable to comment
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16. The Chief Executive Officer ensures that Long Term Financial and Asset Management Plans are in place, reviewed appropriately and used as the driver for asset investment decisions through the annual budget process.

1 Strongly disagree	2	3	4	5	6 Strongly Agree	U Unable to comment
------------------------	---	---	---	---	---------------------	------------------------

Comments:

Governance, Advocacy and Collaboration

17. The Chief Executive Officer ensures that the workplace environment is supported by robust corporate governance and ensures that all statutory and legislative requirements are met.

1 Strongly disagree	2	3	4	5	6 Strongly Agree	U Unable to comment
------------------------	---	---	---	---	---------------------	------------------------

18. The Chief Executive Officer ensures that external relations with residents’ groups, other Councils and levels of government and the private sector are managed to maximise benefit to the City.

1 Strongly disagree	2	3	4	5	6 Strongly Agree	U Unable to comment
------------------------	---	---	---	---	---------------------	------------------------



Comments:

General

19. In your view what has the Chief Executive Officer done well this past year?

20. Have you any suggestions for the Chief Executive Officer in relation to any areas in which they could develop?

21. Have you any suggestions for the Chief Executive Officer in relation to any areas you think they should focus for the next 12 months?



22. Have you any other comments or suggestions you would like the Chief Executive Officer or the Council to be aware of?

INFORMAL DISCUSSION

6.1 Chief Executive Officer Review Committee Work Plan

Attachments : 1 [↓](#). Chief Executive Officer Review Committee Work Plan

Presenter: Skye Nitschke, Manager Governance

Purpose: To review and discuss the Chief Executive Officer Review Committee Work Plan.

Duration: 5 Minutes

Chief Executive Officer Review Committee Workplan																			
Item	Report Type	2025												2026				Comments	
		Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct		Nov
CEO Review Committee Communique	Informal Discussion																		To be forwarded to Council Members as required
Committee Workplan	Informal Discussion																		Standing Agenda Item
Develop Draft Chief Executive Officer Key Performance Indicators	Informal Discussion																		
Endorse Chief Executive Officer Key Performance Indicators for 2025/26	Decision Report																		Recommendation to flow to Ordinary Council
Quarter 1 KPI Performance Review	Confidential Informal Discussion																		
Quarter 2 KPI Performance Review	Confidential Informal Discussion																		
Quarter 3 KPI Performance Review	Confidential Informal Discussion																		
Development of CEO Performance Assessment survey	Decision Report																		Committee Decision
End of Year KPI Performance Review	Confidential Informal Discussion																		** Audited financial statements to be noted
CEO Performance Assessment Report	Decision Report																		Recommendation to flow to Ordinary Council
CEO Remuneration & Position Description Review	Decision Report																		
Consultancy agreement CEO Performance Review Services	Decision Report																		Committee Decision Current expiry 30.06.2027
Review of confidential items	Decision Report																		Committee Decision

6.2 Chief Executive Officer Key Performance Indicators (KPI's) FY 2026/27

Attachments : 1 [↓](#). Chief Executive Officer KPI's for FY 2026/27

Presenter: Sam Green, Chief Executive Officer

Purpose: To discuss the Chief Executive Officer KPI's for FY 2026/27 (Attachment 1) ahead of formal adoption by Council at the August 2026 Ordinary Council Meeting.

Duration: 20 Minutes

Destination	Outcome	Measure
Destination 1 Strategic Planning/Execution		
Ensure that our decisions and actions take a staged, planned, and consistent approach taking into account the community's expectations of happiness, liveability and prosperity as guided by Playford Community Vision 2043.	Strategic Plan is used to guide decisions and actions	Contained in all reports
	Preparation of a budget aligned to Council's Financial Strategy	Demonstrated ability to deliver the intent of the budget
	Community is adequately engaged in the development of the Annual Business Plan	Demonstrated community engagement and response data
Destination 2 Service Assurance		
Council's service delivery profile is aligned to the community's needs and wants.	Analyse and review service standards to ensure alignment to deliver the greatest customer value	To maintain a rolling 5-year average, with an aim that the score should be equal to or higher than the rolling average
	Community members are satisfied with the way we interact with them	To maintain a rolling 5-year average, with an aim that the score should be equal to or higher than the rolling average
Destination 3 Organisational Leadership		
All employee's feel engaged and connected to the work of the organisation, to each other and the community.	We provide an environment and tools that makes it easy to do a good job	Regular pulse survey, 2-year rolling trend
	The 'Foundation Principles' underpin the work we do and how we behave	Regular pulse survey, 2-year rolling trend
	We provide a safe working environment for all	<ul style="list-style-type: none"> • Compliance Register Tasks • Hazard Reporting vs Incident Reporting • Employee turn over
Destination 4 Business Enablers		
The business is managed in a financially responsible way that delivers value for community investment.	Effective debt management	Debt profile (good vs bad), Target for bad debt - \$0, Demonstrated reduction each year from October 2018 <ul style="list-style-type: none"> • Structural Debt Impact • Repurposing Assets
	Responsible financial management	<ul style="list-style-type: none"> • Budget; achieve or exceed approved budget within the control of the administration • Maintain service levels in the delivery of the budget • Final budget analysis check post external audit
	Long-term financial sustainability	LTFP demonstrates maintenance of structural surplus over the long-term <ul style="list-style-type: none"> • 2024/25-2033/34 Long-Term Financial Plan 10-year projection (including structural surplus) • Continuous Improvement Savings
Destination 5 Business Enablers		
These focus areas relate to specific projects and/or initiatives which City of Playford has prioritised or that have been imposed. By external agencies.	The CBD investment decision is progressed	Managing development partners to agreed milestones.
	Advocacy associated with Planning a City workshop series outcomes	Increased engagement from the State Government in matters associated with infrastructure provision
	Focus on capital works program delivery	Increased throughput whilst maintaining quality

INFORMAL DISCUSSION

8.1 QUARTER THREE (3) REVIEW OF THE CHIEF EXECUTIVE OFFICER PERFORMANCE AGAINST KEY PERFORMANCE INDICATORS (KPI'S)

Contact Person: Skye Nitschke

Why is this matter before the Council or Committee?

Informal Discussion

Purpose

For the Committee to make a determination on whether to deal with this matter in confidence.

A. COMMITTEE TO MOVE MOTION TO GO INTO CONFIDENCE

STAFF RECOMMENDATION

Pursuant to Section 90(2) of the *Local Government Act 1999* an order is made that the public be excluded from attendance at the meeting, with the exception of:

- Chief Executive Officer;
- AM Consulting, Ms Allison Ashby;
- Manager Governance

in order to consider in confidence agenda item 8.1 under Sections 90(3)(a)(b) of the *Local Government Act 1999* on the basis that:

- (a) information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead); and
- (b) information the disclosure of which -
 - i) could reasonably be expected to confer a commercial advantage on a person with whom the council is conducting, or proposing to conduct, business, or to prejudice the commercial position of the council; and
 - ii) would, on balance, be contrary to the public interest.

This matter is confidential because it relates to the personal affairs of the Chief Executive Officer and contains sensitive financial information regarding Council projects, the disclosure of which would prejudice the commercial position of Council.

On the basis of this information, the principle that meetings should be conducted in a place open to the public has been outweighed in this instance; the Committee consider it necessary to consider this matter in confidence.

Section B below to be discussed in the confidential section of the agenda once the meeting moves into confidence for each item.

B. The Matters as per item 8.1

C. COMMITTEE TO DECIDE HOW LONG ITEM 8.1 IS TO BE KEPT IN CONFIDENCE**Purpose**

To resolve how long agenda item 8.1 is to be kept confidential.

STAFF RECOMMENDATION

Pursuant to Section 91(7) of the *Local Government Act 1999*, the Committee orders that the following aspects of Item 8.1 be kept confidential in accordance with the Committee's reasons to deal with this item in confidence pursuant to Sections 90(3)(a)(b) of the *Local Government Act 1999*:

- Attachment(s) for Item 8.1

This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the *Local Government Act 1999*.