

CHIEF EXECUTIVE OFFICER EMPLOYMENT MATTERS - POLICY

Report Author: Manager People & Culture
Responsible Officer: Director Corporate Services
Ward(s) affected: (All Wards);

The author(s) of this report and the Responsible Officer consider that the report complies with the overarching governance principles and supporting principles set out in the Local Government Act 2020.

CONFIDENTIALITY

This item is to be considered at a Council meeting that is open to the public.

SUMMARY

The Chief Executive Officer (CEO) Employment & Remuneration Policy 2021 (the policy) is due for review this year. Having undertaken a review of the Policy, it is attached for endorsement.

RECOMMENDATION

That Council adopt the Chief Executive Officer (CEO) Employment and Remuneration Policy 2025.

RELATED COUNCIL DECISIONS

The current Policy was made by Council resolution at its meeting of 23 November 2021.

DISCUSSION

Purpose and Background

The Policy is required by [Section 45](#) of the *Local Government Act 2020* ("LG Act 2020"). It has been drafted to be principle based; to give Council the greatest possible breadth of options in how it goes about managing the CEO employment relationship, and to minimise prescription.

The 2021 Policy has enabled Council to manage the employment of the CEO without issue and is therefore considered effective.

Other Councils' policies have been reviewed to ensure the YRC policy contains all relevant provisions.

In the overall review of the policy adjustments were made to phrasing and grammar, and hyperlinks were inserted to every reference to legislation to aid accessibility. Policy provisions were re-ordered for flow, and clarification was added based on Councillor feedback.

No changes were made to the substantive effect or impact of Policy.

FINANCIAL ANALYSIS

The policy is an important governance tool and enables financially sound decision making. It does not have a financial impact in and of itself.

APPLICABLE PLANS AND POLICIES

This report contributes to the following strategic objective(s):

1. Fulfil Council's obligation under the *Local Government Act 2020* (the Act) to appoint and retain a natural person as its CEO; and
2. Ensure Councillors are striving to achieve "*the best outcomes for the municipal community, including future generations*" by attracting and retaining the best possible person as its CEO.

RELEVANT LAW

In accordance with Section 45(1) of the *Local Government Act 2020*, the Policy is a statutory requirement for Council and must be kept in force.

SUSTAINABILITY IMPLICATIONS

This Policy's renewal presents no economic, social, or environmental implications. Sustainability is not a relevant factor.

COMMUNITY ENGAGEMENT

Not applicable.

COLLABORATION, INNOVATION AND CONTINUOUS IMPROVEMENT

Other than a desktop review of other Councils' policies, no further collaboration with other Councils, Governments or statutory bodies was sought.

RISK ASSESSMENT

The risk to Council of failing to attract and retain a skilled CEO is managed by rigorous, sound and fair employment processes.

Indirectly, the appointment of a suitably qualified CEO is how Council manages its enterprise and community risk portfolio and delivers outcomes for community.

CONFLICTS OF INTEREST

Other than reporting to the CEO, no officers and/or delegates acting on behalf of the Council through the Instrument of Delegation and involved in the preparation and/or authorisation of this report have any general or material conflict of interest as defined within the *Local Government Act 2020*.

ATTACHMENTS TO THE REPORT

1. CEO Employment & Remuneration Policy 2025