

Council Policy 4.1

CEO Appointment, Performance Review and Termination

Strategic Plan Objective

To achieve the EMRC Plan for the Future in accordance with the revised *10 Year Strategic Plan 2017-2027 and the Sustainability Strategy 2022/2023 – 2026/2027*.

Purpose

To ensure that the appointment, review of performance and termination of the Eastern Metropolitan Regional Council (EMRC) Chief Executive Officer (CEO) is undertaken in accordance with the provisions of the *Local Government Act (1995)* and *Local Government (Administration) Regulations 1996, Local Government (Administration) Amendment 2021, CEO Model Standards* and EMRC policies.

Scope

This policy applies to the CEO of the Eastern Metropolitan Regional Council (the EMRC).

Legislation and Standards

Local Government Act 1995

Local Government (Administration) Regulations 1996

Salaries and Allowances Act 1975

Policy Statement

- The CEO shall be appointed under s.5.36 of the *Local Government Act 1995* and the *Local Government (Administration) Regulations 1996* - Schedule 2 Division 2 and CEO Model Standards.
- The performance of the CEO will be reviewed annually by the EMRC Council as outlined in Section 5.38 of the *Local Government Act 1995* and *Local Government (Administration) Regulations 1996* - Schedule 2 Division 3.
- An external consultant agreed to by both the Council and the CEO will be appointed to assist with the process.
- The CEO's performance review is to be based on performance objectives and measures to be set at the time of review for the following year in agreement with the CEO.
- The Termination of the CEO must be undertaken in accordance with the *Local Government (Administration) Regulations 1996* - Schedule 2 Division 4.
- All items of Council business referred to in this policy is to be treated as confidential in accordance with s.5.23(2) of the *Local Government Act 1995*, r.14(2) of the *Local Government (Administration) Regulations 1996, EMRC Meeting Procedures Local Law 2023* Clause 5.2 and Council's Policy 1.5 related to dealing with confidential items.

Financial Considerations

An amount will be provided in the annual budget to meet estimated costs.



Adopted/Reviewed

20 October 1992

9 December 1993

22 July 1999

2 May 2002

20 May 2004

23 February 2006

31 May 2007

18 September 2008

23 September 2010

18 September 2014

6 December 2018

25 March 2021

22 August 2024

Next Review

Four-year cycle in 2028 or earlier as required

Responsible Unit

Office of the CEO - Human Resources