

Recommendations of the CEO Performance Review Panel

Tuesday, 9 September 2025
Council

Strategic Alignment - Our Corporation

Program Contact:
Rebecca Hayes, Associate
Director Governance & Strategy

Public

Approving Officer:
Anthony Spartalis, Chief
Operating Officer

EXECUTIVE SUMMARY

The CEO Performance Review Panel considered the following items at its meeting held on 1 September 2025 and resolved to present to Council the following recommendation for Council determination:

Item 4.1 – 2024/25 CEO Performance KPIs

RECOMMENDATION

1. **Recommendation 1 – Item 4.1 – 2024/25 CEO Performance KPIs**

THAT COUNCIL

1. Receives the KPI progress report, as contained in Attachment A to Item 4.1 on the Agenda for the meeting of the CEO Performance Review Panel held on 1 September 2025, outlining progress against the Chief Executive Officer's endorsed 2024/25 Key Performance Indicators.
2. Notes that the CEO Performance Review Panel commends the Chief Executive Officer on the significant progress against the KPIs, including the improvement in budgetary outcomes.

DISCUSSION

1. The CEO Performance Review Panel met on Monday 1 September 2025. The Agenda and reports for the public component of the meeting can be viewed [here](#).
2. Where the resolution of the Panel differs from the recommendation published in the Panel agenda, the Panel's recommendation to the Council is listed first with the original recommendation provided in grey and italics.
3. The following matter was the subject of deliberation:
 - 3.1. Item 4.1 – 2024/25 CEO Performance KPIs

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS

THAT COUNCIL

1. Receives the KPI progress report, as contained in Attachment A to Item 4.1 on the Agenda for the meeting of the CEO Performance Review Panel held on 1 September 2025, outlining progress against the Chief Executive Officer's endorsed 2024/25 Key Performance Indicators.
2. Notes that the CEO Performance Review Panel commends the Chief Executive Officer on the significant progress against the KPIs, including the improvement in budgetary outcomes.
3. Authorises that, in accordance with Section 91(7) and (9) of the *Local Government Act 1999* (SA) and because Item 4.1 [2024/25 CEO Performance KPIs] listed listed on the Agenda for the meeting of the CEO Performance Review Panel held on 1 September 2025 was discussed in confidence pursuant to Section 90(3) (a) of the *Local Government Act 1999* (SA), this meeting of the CEO Performance Review Panel do order that
 - 3.1. The confidential discussion in relation to the matter remain confidential and not available for public inspection until 31 December 2030.
 - 3.2. The confidentiality of the matter be reviewed in December 2026.
 - 3.3. The Chief Operating Officer be delegated the authority to review and revoke all or part of the order herein and directed to present a report containing the Item for which the confidentiality order has been revoked.

Original Recommendation as Printed in the CEO Performance Review Panel Agenda

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS

THAT COUNCIL

1. *Receives the report and notes the KPI progress report, as contained in Attachment A to Item 4.1 on the Agenda for the meeting of the CEO Performance Review Panel held on 1 September 2025, outlining progress against the Chief Executive Officer's endorsed 2024/25 Key Performance Indicators.*

DATA AND SUPPORTING INFORMATION

Link 1 – Public component of CEO Performance Review Panel Agenda – 1 September 2025

ATTACHMENTS

Nil

- END OF REPORT -