

Appointment of Council Member to the CEO Performance Review Panel

Tuesday, 9 December 2025
Council

Strategic Alignment - Our Corporation

Program Contact:
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Public

Approving Officer:
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EXECUTIVE SUMMARY

The purpose of this report is to enable Council to appoint a Council Member representative to the CEO Performance Review Panel (the Panel) from 1 January 2026 until the conclusion of the Council term in November 2026.

At its 23 September 2025 meeting, Council appointed Councillor Noon to the Panel for the period of 24 September 2025 until the conclusion of the Council term in November 2026. Councillor Noon was also appointed at that meeting to the position of Deputy Lord Mayor for the period 1 January 2026 until the conclusion of the Council term in November 2026.

The Council Member who holds the position of Deputy Lord Mayor is required to be a member of the Panel.

The Council Member representative position on the Panel will become vacant when Councillor Noon commences the appointment as Deputy Lord Mayor.

RECOMMENDATION

THAT COUNCIL

1. Approves the appointment of a Council Member to the CEO Performance Review Panel for the period of 1 January 2026 until the conclusion of the Council term in November 2026.
2. Notes that the method of appointing a Council Member to the CEO Performance Review Panel will be undertaken in accordance with the Code of Practice for Council Meeting Procedures as follows:
 - 2.1. The Presiding Member of the Meeting will call for nominations, which must be accepted or declined by the Council Member who is subject of the nomination.
 - 2.2. The Chief Executive Officer as Returning Officer is authorised to declare the successful candidate appointed to the CEO Performance Review Panel.
 - 2.3. In the event of only one nomination to the position, the candidate is appointed to the CEO Performance Review Panel, announced by the Returning Officer.
 - 2.4. In the event of there being more nominations than required, an election by voting ballot of Council Members present will be undertaken.
 - 2.5. If the votes for two or more candidates for the relevant position are equal, a revote by ballot between tied candidates will be undertaken.
 - 2.6. If the votes for two or more candidates for the position remain equal, lots must be drawn to determine which candidate or candidates will be excluded.
 - 2.7. Upon completion of the ballot process, the successful candidate is announced by the Returning Officer as appointed to the CEO Performance Review Panel.

IMPLICATIONS AND FINANCIALS

City of Adelaide 2024-2028 Strategic Plan	Strategic Alignment – Our Corporation Enable effective governance, risk management, accountability and transparency at all times in decision making.
Policy	Not as a result of this report.
Consultation	Not as a result of this report.
Resource	Not as a result of this report.
Risk / Legal / Legislative	The CEO Performance Review Panel is formed under Section 41 of the <i>Local Government Act 1999</i> (SA) to meet the requirements of Section 102A of the <i>Local Government Act 1999</i> (SA) and the requirements of the Employment Contract between the City of Adelaide and the CEO.
Opportunities	Not as a result of this report.
25/26 Budget Allocation	Not as a result of this report.
Proposed 26/27 Budget Allocation	Not as a result of this report.
Life of Project, Service, Initiative or (Expectancy of) Asset	Not as a result of this report.
25/26 Budget Reconsideration (if applicable)	Not as a result of this report.
Ongoing Costs (eg maintenance cost)	Not as a result of this report.
Other Funding Sources	Not as a result of this report.

DISCUSSION

Background

1. At the Council meeting held on 14 March 2023, Council established the CEO Performance Review Panel (the Panel) under section 41 of the *Local Government Act 1999* (SA).
2. The primary purpose of the Panel is to develop, monitor and assess CEO key performance indicators and establish a process by which CEO performance is measured.
3. The CEO Performance Review Panel Terms of Reference ([Link 1](#)) assist the Panel, Council, and the community in understanding the Panel's role and responsibilities
4. Membership of the Panel comprises the Lord Mayor, the Deputy Lord Mayor, one Council Member and two Independent Members.
5. At its meeting held on 23 September 2025, Council appointed Councillor Noon as the Council Member representative on the Panel for the period of 24 September 2025 until the conclusion of the Council term in November 2026.
6. At the same meeting, Councillor Noon was appointed to the position of Deputy Lord Mayor for the period 1 January 2026 until the conclusion of the Council term in November 2026.

Appointment of a Council Member

7. Due to the requirement that the person holding the position of Deputy Lord Mayor is a member of the Panel, the Council Member representative position on the Panel will become vacant when Councillor Noon commences the appointment as Deputy Lord Mayor.
8. This report seeks to appoint a Council Member representative to the Panel from 1 January 2026 until the conclusion of the Council term in November 2026.

Process for nomination and appointment

9. In accordance with section 51 (8) of the *Local Government Act 1999* (SA) and the Code of Practice for Council Meeting Procedures (Ballot Process):
 - 9.1. The Presiding Member of the Meeting will call for nominations, which must be accepted or declined by the Council Member who is subject of the nomination.
 - 9.2. The Chief Executive Officer as Returning Officer is authorised to declare the successful candidate appointed to the CEO Performance Review Panel.
 - 9.3. In the event of only one nomination to the position, the candidate is appointed to the CEO Performance Review Panel, announced by the Returning Officer.
 - 9.4. In the event of there being more nominations than required, an election by voting ballot of Council Members present will be undertaken.
 - 9.5. If the votes for two or more candidates for the relevant position are equal, a revote by ballot between tied candidates will be undertaken.
 - 9.6. If the votes for two or more candidates for the position remain equal, lots must be drawn to determine which candidate or candidates will be excluded.
 - 9.7. Upon completion of the ballot process, the successful candidate is announced by the Returning Officer as appointed to the CEO Performance Review Panel.

DATA AND SUPPORTING INFORMATION

Link 1 – CEO Performance Review Panel Terms of Reference

ATTACHMENTS

Nil