

# Recommendations of the CEO Performance Review Panel – 1 December 2025

Strategic Alignment - Our Corporation

Public

Tuesday, 9 December 2025  
Council

**Program Contact:**  
Rebecca Hayes, Associate  
Director Governance & Strategy

**Approving Officer:**  
Anthony Spartalis, Chief  
Operating Officer

## EXECUTIVE SUMMARY

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

Item 5.1 – 2025/26 Q1 CEO KPI Progress Report

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## RECOMMENDATION

**Recommendation 1 – Item 5.1 – 2025/26 Q1 CEO KPI Progress Report**

THAT COUNCIL

1. Receives and notes the KPI progress report as contained in Attachment A to Item 5.1 on the agenda for the meeting of the CEO Performance Review Panel held on 1 December 2025, outlining commendable progress against the Chief Executive Officer's endorsed 2025/26 Key Performance Indicators.

# DISCUSSION

1. The CEO Performance Review Panel met on Monday 1 December 2025. The Agenda and reports for 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 matters were the subject of deliberation:
  - 3.1. Item 5.1 – 2025/26 Q1 CEO KPI Progress Report

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL  
THAT COUNCIL

1. Receives and notes the KPI progress report as contained in Attachment A to Item 5.1 on the agenda for the meeting of the CEO Performance Review Panel held on 1 December 2025, outlining commendable progress against the Chief Executive Officer's endorsed 2025/26 Key Performance Indicators.

*Note: Item 5.1 was held in public with the exception of a period of confidential discussion. Part 2 of the resolution retains the discussion in confidence.*

THAT THE CEO PERFORMANCE REVIEW PANEL

2. Authorises that, in accordance with Section 91(7) and (9) of the *Local Government Act 1999* (SA) and because Item 5.1 [2025/26 Q1 CEO KPI Progress Report] listed on the Agenda for the meeting of the CEO Performance Review Panel held 1 December 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:
  - 2.1. The confidential discussion of this meeting in relation to the matter remain confidential and not available for public inspection until 31 December 2030.
  - 2.2. The confidentiality of the matter be reviewed in December 2025.
  - 2.3. 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.

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL  
THAT COUNCIL

1. *Receives and notes the KPI progress report as contained in Attachment A to Item 5.1 on the agenda for the meeting of the CEO Performance Review Panel held on 1 December 2025, outlining progress against the Chief Executive Officer's endorsed 2025/26 Key Performance Indicators.*

- 3.2. Item 5.2 – CEO Performance Review Panel Meeting Dates

THAT THE CEO PERFORMANCE REVIEW PANEL

1. Approves the following meeting dates and times for the CEO Performance Review Panel to be held in the Colonel Light Room, Town Hall, Adelaide:
  - 1.1. Monday 2 March 2026, 3.00pm to 5.00pm
  - 1.2. Monday 1 June 2026, 3.00pm to 5.00pm
  - 1.3. Monday 17 August 2026, 3.00pm to 5.00pm

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# DATA AND SUPPORTING INFORMATION

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

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# ATTACHMENTS

Nil

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- END OF REPORT -