



CEO Performance Review Committee Meeting

Minutes

**Harvey Council Chambers
Tuesday, 19 August 2025
1.00pm**

Shire of Harvey
CEO Performance Review Committee Minutes

Minutes of the CEO Performance Review Committee of the Harvey Shire Council, held in the Council Chamber, Young Street, Harvey, on Tuesday, 19 August 2025, commencing at 1pm.

Attendance

Presiding Member	Ms. Cr. Cr. Cr. Cr.	M. D. W. R. J.	Campbell Krispyn Dickinson Coleman Bromham	<i>Shire President</i>
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Observer

Cr.	J.	Junio
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Staff

Chief Executive Officer	Ms.	A.	Riordan
Manager Governance and Strategy	Ms.	K.	Williams
Manager Information Services	Mr.	A.	Ewing

There were no members of the public and no member of the press present.

Agenda

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1. Official Opening

The Presiding Member declared the meeting open at 1.00pm.

Disclaimer

The CEO Performance Committee acknowledges that the Committee does not have delegation to act on behalf of Council for decisions effecting the performance of the Chief Executive Officer. All decision relating to the employment of the Chief Executive Officer are provided by the CEO Performance Committee as recommendations to the Council and in accordance with Council Policy.

Acknowledgement of Country

The Shire of Harvey acknowledges the traditional custodians of the land and their continuing connection to the land, waters and community. We pay our respects to all members of the Aboriginal communities and their cultures, and to Elders and Emerging Elders both past and present.

2. Record of Apologies and Leave of Absence

Nil.

3. Declarations of Members' and Officers' Personal Interest

Nil.

4. Items for Discussion

In accordance with the *Local Government Act 1995* section 5.23 (2)(a) the contents of this Section should be considered confidential and will be closed to members of the public:

"2) If a meeting is being held by a council or by a committee referred to in subsection (1)(b), the council or committee may close to members of the public the meeting, or part of the meeting, if the meeting or the part of the meeting deals with any of the following —

(a) a matter affecting an employee or employees;"

Moving Behind Closed Doors

Moved: President Campbell

Seconded: Cr. Dickinson

That the CEO Performance Review Committee moves behind closed doors.

Carried 5-0 CEO25/001

Votes:

For: President Campbell, Cr. Krispyn, Cr. Dickinson Cr. Coleman and Cr. Bromham.

Against: Nil.

The Committee moved behind closed doors at 1.03pm.

Mr. Ewing left the Chamber at 1.03pm.

4.1. Officers Report

Reason for Confidentiality as per *Local Government Act 1995*:

s.5.23(2)(a): “a matter affecting an employee or employees”.

Item No.:	4.1.1
Subject:	Chief Executive Officer Performance Review 2025
Proponent:	Shire of Harvey
Location:	Shire of Harvey
Reporting Officer:	Manager Governance and Strategy
Authorising Officer:	Chief Executive Officer
File No.:	C342/00002
Attachments:	1. Consultant Report [4.1.1.1 - 57 pages] 2. CEO Key Performance Indicators 2025–2026 [4.1.1.2 – 4 pages] 3. Policy 1.2.8 CEO Performance Management [4.1.1.3 - 4 pages]

Summary

For the CEO Performance Management Committee to consider the recommendations of the Chief Executive Officer (CEO) Performance Review Report as contained in the Consultant's Report as **Confidential Attachment 1** and endorse the CEO Key Performance Indicators 2025–2026 as contained in **Confidential Attachment 2**.

Voting Requirements

Simple Majority

Officer's Recommendation

Moved: Cr. Dickinson

Seconded: Cr. Bromham

That the Chief Executive Officer Performance Management Committee:

1. Considers the findings of **Confidential Attachment 1** and make a recommendation to Council with regard to the Chief Executive Officer's Performance Appraisal 2024–2025.
2. Endorses the Chief Executive Officer's Key Performance Indicators 2025–2026 as at **Confidential Attachment 2**.
3. Requests the Manager Governance and Strategy to bring the Final Consultants report to the Ordinary Council Meeting being held on Tuesday, 26 August 2025 for consideration with the committees recommendation contained within.

Carried 4-1 CEO25/002

Votes:

For: President Campbell, Cr. Krispyn, Cr. Dickinson and Cr. Bromham.

Against: Cr. Coleman.

Returning from Behind Closed Doors

Moved: Cr. Bromham

Seconded: Cr. Krispyn

That the CEO Performance Review Committee moves behind closed doors.

Carried 5-0 CEO25/003

Votes:

For: President Campbell, Cr. Krispyn, Cr. Dickinson, Cr. Coleman and Cr. Bromham.

Against: Nil.

The Committee returned from behind closed doors at 1.10pm.

Mr. Ewing entered the Chamber at 1.10pm.

5. Closure of Meeting

There being no further business to discuss, the meeting was declared closed at 1.10pm.

I, Ms. Michelle Campbell, certify that the aforesaid Minutes of the meeting held on Tuesday, 19 August 2025, are a true and correct record of that meeting on Tuesday, 19 August 2025.



Ms. Michelle Campbell
Presiding Member