



SHIRE OF
HARVEY



CEO Performance Review Committee **Agenda**

Harvey Council Chambers

Tuesday, 18 August 2026

11.30am

CEO Performance Review Meeting

Dear Committee Member,

Notice is hereby given that the next meeting of the CEO Performance Review Committee Meeting will be held in the Harvey Council Chamber, Uduc Road, Harvey on Tuesday, 18 August 2026 commencing at 11.30am.

The business to be transacted is shown in the Agenda hereunder.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Tony Nottle', with a stylized flourish at the end.

Tony Nottle
Acting Chief Executive Officer

14 August 2026

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1. Official Opening

Disclaimer

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

(2)(b) a matter relating to the recruitment or employment of the CEO or a senior employee, including the following

(ii) a review of performance under section 5.38

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, their cultures, and to Elders past, present and emerging.

2. Record of Apologies and Leave of Absence

Apologies

Leave of Absence

3. Declarations of Members' and Officers' Personal Interest

4. Items for Discussion

Item No.:	4.1.
Subject:	Temporary CEO KPIs
Proponent:	Shire of Harvey
Location:	Shire of Harvey
Reporting Officer:	Manager Governance and Strategy
Authorising Officer:	Chief Executive Officer
File No.:	C342/00002
Attachments:	Confidential Attachment 1 [4.1.1 – 4 pages] Confidential Attachment 2 [4.1.2 – 5 pages]

Reason for Confidentiality

Pursuant to Section 5.23(2)(b)(ii) of the Local Government Act 1995, portions of this report contained within **Confidential Attachment 1 and 2** include information relating to a review of performance of the CEO. Accordingly, the contents of both attachments are provided to Council on a confidential basis.

Should Council wish to discuss the information contained within the confidential attachment, Council will be required to resolve to close the meeting to members of the public in accordance with Section 5.23 of the *Local Government Act 1995*.

During the closed session, discussion is to be limited to the confidential information contained within the attachment and matters directly relating to the tender evaluation and recommendation.

Summary

Section 5.39 of the Local Government Act 1995 requires a CEO employment contract to specify performance criteria for the purpose of reviewing the CEO's performance.

The CEO's Contract of Employment contains contractual performance criteria covering Leadership and Strategic Management, Cultural Excellence and Community Enrichment, Collaboration, Governance and Sustainability.

The Local Government (Administration) Regulations 1996 also provide for additional performance criteria to be agreed between Council and the CEO as part of the CEO performance review framework.

Council is therefore requested to approve the additional performance criteria for the 2026–2027 review period as contained in **Confidential Attachment 1**.

Voting Requirements

Absolute Majority

Officer's Recommendation

That Council:

1. Endorses the additional Chief Executive Officer performance criteria for the 2026–2027 period, as contained in **Confidential Attachment 1**.
2. Authorises the Shire President to consult with the Chief Executive Officer and finalise the additional performance criteria.

3. Notes that should material amendments to the proposed additional performance criteria or associated performance measures be sought through the consultation process, the matter will be presented back to Council for consideration.
4. Notes that the agreed additional performance criteria supplement the contractual performance criteria contained within ***Confidential Attachment 2***.

BY ABSOLUTE MAJORITY

5. Closure of Meeting