

His Worship the Mayor
Councillors
City of Marion

Notice of Review and Selection Committee

Committee Room 1, Council Administration Centre
245 Sturt Road, Sturt

Tuesday, 10 October 2023 at 6.30 pm

The CEO hereby gives Notice pursuant to the provisions under Section 83 of the *Local Government Act 1999* that a Review and Selection Committee will be held.

A copy of the Agenda for this meeting is attached in accordance with Section 83 of the Act.

Meetings of the Council are open to the public and interested members of this community are welcome to attend. Access to the Committee Rooms is via the main entrance to the Administration Centre on Sturt Road, Sturt.



Tony Harrison
Chief Executive Officer

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1 Open Meeting**2 Kurna Acknowledgement**

We acknowledge the Kurna people, the traditional custodians of this land and pay our respects to their elders past and present.

3 Elected Member Declaration of Interest (if any)**4 Confirmation of Minutes****4.1 Confirmation of Minutes of the Review and Selection Committee Meeting held on 1 August 2023**

Report Reference	RSC231010R4.1
Originating Officer	Manager People and Culture – Sarah Vinall
Corporate Manager	N/A
General Manager	Chief Executive Officer – Tony Harrison

RECOMMENDATION

That the minutes of the Review and Selection Committee Meeting held on 1 August 2023 be taken as read and confirmed.

ATTACHMENTS

1. RS C 230801 - Final Public Minutes [4.1.1 - 6 pages]



**Minutes of the Review and Selection Committee
held on Tuesday, 1 August 2023 at 6.30 pm
Committee Room 1, Council Administration Centre
245 Sturt Road, Sturt**

**PRESENT**

His Worship the Mayor Kris Hanna
Councillor Luke Naismith
Councillor Jayne Hoffmann

In Attendance

Chief Executive Officer - Tony Harrison
Manager Office of the CEO - Kate McKenzie
Manager People and Culture - Sarah Vinall
Chief Financial Officer – Ray Barnwell

1 Open Meeting

The Mayor opened the meeting at 6.39pm.

2 Kurna Acknowledgement

We acknowledge the Kurna people, the traditional custodians of this land and pay our respects to their elders past and present.

3 Elected Member Declaration of Interest (if any)

The Chair asked if any member wished to disclose an interest in relation to any item being considered at the meeting.

No interests were declared.

4 Confirmation of Minutes**4.1 Confirmation of Minutes of the Review and Selection Committee Meeting held on 2 May 2023**

Report Reference RSC230801R4.1

Moved Councillor Hoffmann**Seconded Councillor Naismith**

That the minutes of the Review and Selection Committee Meeting held on 2 May 2023 be taken as read and confirmed.

Carried Unanimously



5 Confidential Items

5.1 Cover Report - Staff movements and exit summary

Report Reference RSC230801F5.1

Moved Councillor Hoffmann

Seconded Councillor Naismith

That pursuant to Section 90(2) and (3)(a) of the Local Government Act 1999, the Committee orders that all persons present, with the exception of the following persons: Chief Executive Officer, Manager People and Culture, Manager Office of the Chief Executive Officer, be excluded from the meeting as the Committee receives and considers information relating to Staff Movements and Exit Summary, upon the basis that the Committee is satisfied that the requirement for the meeting to be conducted in a place open to the public has been outweighed by the need to keep consideration of the matter confidential given the information relates to employee personal data.

Carried Unanimously

6.40pm the meeting went into confidence

Moved Councillor Hoffmann

Seconded Councillor Naismith

In accordance with Section 91(7) and (9) of the *Local Government Act 1999* the Committee orders that this report, Staff Movements and Exit Summary, any appendices and the minutes arising from this report having been considered in confidence under Section 90(2) and (3)(a) of the Act, except when required to effect or comply with Council's resolution(s) regarding this matter, be kept confidential and not available for public inspection for a period of 12 months from the date of this meeting. This confidentiality order will be reviewed at the General Council Meeting in December 2023.

Caried Unanimously

6.41pm the meeting came out of confidence

5.2 Cover Report - SRWRA Audit Committee Member - City of Marion Representative

Report Reference RSC230801F5.2

Moved Councillor Hoffmann

Seconded Councillor Naismith

That pursuant to Section 90(2) and (3)(a) of the Local Government Act 1999, the Committee orders that all persons present, with the exception of the following persons: Chief Executive Officer, Manager Office of the CEO, Manager People and Culture and Chief Financial Officer be excluded from the meeting as the Council receives and considers information relating to SRWRA Audit Committee Member - City of Marion Representative, upon the basis that the Council is satisfied that the requirement for the meeting to be conducted in a place open to the public has been outweighed



by the need to keep consideration of the matter confidential given the information concerns the personal affairs of any person.

Carried Unanimously

6.41pm the meeting went into confidence

Moved Councillor Hoffmann

Seconded Councillor Naismith

In accordance with Section 91(7) and (9) of the Local Government Act 1999 the Council orders that this report, SRWRA Audit Committee Member - City of Marion Representative any appendices and the minutes arising from this report having been considered in confidence under Section 90(2) and (3)(a) of the Act, except when required to effect or comply with Council's resolution(s) regarding this matter, be kept confidential and not available for public inspection for a period of 12 months from the date of this meeting. This confidentiality order will be reviewed at the General Council Meeting in December 2023.

Carried Unanimously

7.26pm the meeting came out of confidence

5.3 Cover Report - Independent Member - Finance, Risk and Audit Committee

Report Reference RSC230801F5.3

Moved Councillor Hoffmann

Seconded Councillor Naismith

That pursuant to Section 90(2) and (3)(a) of the Local Government Act 1999, the Committee orders that all persons present, with the exception of the following persons: Chief Executive Officer, General Manager City Services, General Manager Corporate Services, General Manager City Development, Manager Office of the CEO, Manage People and Culture, Unit Manager Governance and Council Support, Governance Office and Executive Officer to the Chief Executive Officer, be excluded from the meeting as the Council receives and considers information relating to SRWRA Audit Committee Member - City of Marion Representative, upon the basis that the Council is satisfied that the requirement for the meeting to be conducted in a place open to the public has been outweighed by the need to keep consideration of the matter confidential given the information concerns the personal affairs of any person.

Carried Unanimously

7.26pm the meeting went into confidence

Moved Councillor Hoffmann

Seconded Councillor Naismith

In accordance with Section 91(7) and (9) of the Local Government Act 1999 the Council orders that this report, Independent Member - Finance, Risk and Audit Committee, any appendices and the



minutes arising from this report having been considered in confidence under Section 90(2) and (3)(a) of the Act, except when required to effect or comply with Council's resolution(s) regarding this matter, be kept confidential and not available for public inspection for a period of 12 months from the date of this meeting. This confidentiality order will be reviewed at the General Council Meeting in December 2023.

Carried Unanimously

7.27pm the meeting came out of confidence

6 Reports for Discussion

6.1 Remuneration Tribunal - Determination of CEO Remuneration

Report Reference RSC230801R6.1

The Committee discussed the Determination made by the South Australian Remuneration Tribunal and the positioning of the City of Marion within the established bands.

The Committee recognised the different data already used by the Tribunal for determining tiers for Council Member allowances, and data used by the Local Government Association to determine membership fees.

Moved Councillor Naismith

Seconded Councillor Hoffmann

That the Review and Selection Committee:

1. Note the determination of the Remuneration Tribunal of South Australia regarding local government CEO remuneration, and its impact on City of Marion CEO remuneration moving forward.
2. Request Administration prepare a submission to the Remuneration Tribunal for consideration of General Council, requesting the Tribunal create salary bands for Local Government CEOs that are more reflective of the factors listed within paragraph 18 of the relevant Determination's accompanying Report.

Carried Unanimously

7 Reports for Noting

7.1 Council and CEO KPI Report Quarter Four 2022/23

Report Reference RSC010823R7.1

The Committee noted quarter four KPI reporting, and with specific discussion around the results for KPI 3 'Total Employee Costs', KPI 5 'Asset Renewal Funding Ratio', KPI 7 'Staff Engagement', and KPI 10 'Asset Utilisation Rate of Sports and Community Venues'.



Moved Councillor Hoffmann

Seconded Councillor Naismith

That the Review and Selection Committee:

1. Notes this information and information contained within the attachments for Quarter four 2022/23.

Carried Unanimously

8 Workshop / Presentation Items - Nil

9 Other Business

10 Meeting Closure

The meeting shall conclude on or before 8.00pm unless there is a specific motion adopted at the meeting to continue beyond that time.

The meeting was declared closed at 8.00pm.

CONFIRMED THIS 10 DAY OF OCTOBER 2023

CHAIRPERSON

5 Confidential Items

5.1 Cover Report - CEO Performance and Remuneration Review

Report Reference	RSC231010F5.1
Originating Officer	Business Support Officer - Governance and Council Support – Cassidy Mitchell
Corporate Manager	Manager People and Culture - Sarah Vinall
General Manager	- N/A

REASON FOR CONFIDENTIALITY

Local Government Act (SA) 1999 S 90 (2) 3

(a) information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead)

RECOMMENDATION

That pursuant to Section 90(2) and (3)(a) of the Local Government Act 1999, the Committee orders that all persons present, with the exception of the following persons: Manager People and Culture, be excluded from the meeting as the Committee receives and considers information relating to CEO Performance and Remuneration Review, upon the basis that the Committee is satisfied that the requirement for the meeting to be conducted in a place open to the public has been outweighed by the need to keep consideration of the matter confidential given the information relates to personal affairs of the Chief Executive Officer.

5.2 Cover Report - CEO Contract Review

Report Reference	RSC231010F5.2
Originating Officer	Business Support Officer - Governance and Council Support – Cassidy Mitchell
Corporate Manager	Manager People and Culture - Sarah Vinall
General Manager	- N/A

REASON FOR CONFIDENTIALITY

Local Government Act (SA) 1999 S 90 (2) 3

(a) information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead)

RECOMMENDATION

That pursuant to Section 90(2) and (3)(a) of the Local Government Act 1999, the Committee orders that all persons present, with the exception of the following persons: Manager People and Culture, be excluded from the meeting as the Committee receives and considers information relating to CEO Contract Review, upon the basis that the Committee is satisfied that the requirement for the meeting to be conducted in a place open to the public has been outweighed by the need to keep consideration of the matter confidential given the information relates to personal affairs of the Chief Executive Officer.

5.3 Cover Report - Staff Movements and Exits Summary

Report Reference	RSC231010F5.3
Originating Officer	Business Support Officer - Governance and Council Support – Cassidy Mitchell
Corporate Manager	Manager People and Culture - Sarah Vinall
General Manager	Chief Executive Officer - Tony Harrison

REASON FOR CONFIDENTIALITY

Local Government Act (SA) 1999 S 90 (2) 3

(a) information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead)

RECOMMENDATION

That pursuant to Section 90(2) and (3)(a) of the Local Government Act 1999, the Committee orders that all persons present, with the exception of the following persons: Chief Executive Officer, Manager People and Culture, Manager Office of the Chief Executive Office, be excluded from the meeting as the Committee receives and considers information relating to Staff Movements and Exits Summary, upon the basis that the Committee is satisfied that the requirement for the meeting to be conducted in a place open to the public has been outweighed by the need to keep consideration of the matter confidential given the information relates to employee personal data.

6 Reports for Discussion - Nil

7 Reports for Noting

7.1 Council and CEO KPI Report Quarter Four 2022/23 - Final Results

Report Reference	RSC231010R7.1
Originating Officer	Unit Manager Governance and Council Support – Victoria Moritz
Corporate Manager	Manager Office of the Chief Executive - Kate McKenzie
General Manager	Chief Executive Officer - Tony Harrison

REPORT OBJECTIVE

To advise the Committee of the Final results of the Council and CEO KPI's for quarter four 2022/23.

EXECUTIVE SUMMARY

Monitoring performance of the Council and CEO KPI's is critical for ensuring that the Council is contributing to the achievement of its objectives in both the Strategic Plan and the 4-Year Business Plan 2019-2023.

Details of the results are provided in Attachments 1-4.

Given the timing of the previous report some of the figures for the quarter four reporting period were based on forecast results. This report now contains the final results. The Quarter One data for 2023/24 will be presented to the Committee at the December 2023 meeting.

Final Results are now provided for the following:

- KPI1 – Financial Sustainability
- KPI3 – Total Employee Costs
- KPI5 – Asset Renewal Funding Ratio
- KPI6 – Delivery of Council's Capital Works Program
- KPI9 – Carbon Neutrality

For the final quarter four results, Council achieved the Core Target on all KPI's with the exception of the following KPI's:

- Delivery of agreed projects identified in ABP and fourth year targets in the 4-year plan (*previously reported and remains unchanged*). The result for Q4 was 90% and has not met the core target of 95%. The off-track projects and associated comments are provided in attachment 1a.
- Asset Utilisation of Sports and Community Venues (*previously reported and remains unchanged*) – the result for quarter 4 was 42%. Although the Core Target of 50% was not reached, it is noted that this is an improvement on the previous quarter result of 29.99%.
- Staff Engagement (*previously reported and remains unchanged*) – the combined engagement results were 70%. This is slightly less than the core target of 75%. There was only one SLT department that did not reach the 50% participate rate target, reaching 42%.
- Asset Renewal Funding Ratio – the result for 2022-23 is forecast at 76.1% - Core target not achieved. This ratio has been impacted by supply chain issues particularly in relation to the

renewal program for fleet, with funding of \$1.035m carried over into 2023-24 for fleet renewal.

RECOMMENDATION

That the Review and Selection Committee:

- 1. Notes this information and information contained within the attachments for Quarter four 2022/23 – final results.**

ATTACHMENTS

1. Attachment 1 KPI Summary [7.1.1 - 2 pages]
2. Attachment 1a Supporting Information for KPI2 2 [7.1.2 - 1 page]
3. Attachment 2 KPI Summary 1 1 [7.1.3 - 1 page]
4. Attachment 3 FTE Employees Staff and Agency 1 1 [7.1.4 - 1 page]
5. Attachment 4 Labour and FTE Movement Summary 8BBS 1 1 [7.1.5 - 1 page]

CEO AND COUNCIL KEY PERFORMANCE INDICATORS 2022/23

QUARTER FOUR: APR '23 – JUN '23 - ATTACHMENT 1 (Final Results)



1

Financial Sustainability

Core target: Council maintains, on average a break even or better funding (cash) position over the Long-Term Financial Plan

Stretch target: Council maintains a break-even or positive position in delivering its Annual Budget.

Measure: This target compares funding cash position at the relevant budget review with the adopted budget figure.

Q4 Final Result: Both the core and stretch targets have been met with a \$2.584m surplus in 2022-23 and a forecast surplus of \$3.260m over the ten years of the LTFP.

\$2.584m

Final Result

Third review

Second review

First review

Adopted budget
\$0.023

4

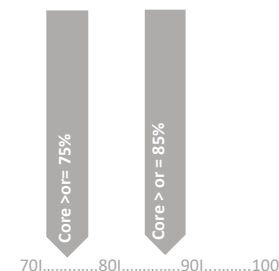
Overall Satisfaction with Council's performance

Core target: Greater than or equal to 75% rated as satisfied or above.

Stretch target: Greater than or equal to 85% rated as satisfied or above.

Measure: Annual Community Survey

Q4 Comment: Council decided not to run the community survey this year. Therefore no result is available.



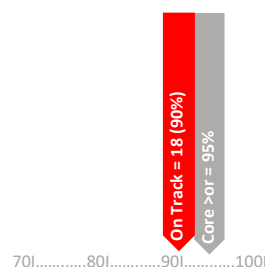
2

Delivery of agreed projects identified in ABP and fourth year targets in 4-year Plan (20 projects – (projects completed in years 1, 2 and 3 not included))

Core target: Greater than or equal to 95%

Measure: Monthly data as at 31 March 2023

Q4 Result: 90% - 18 projects are on track. 2 projects are considered off-track. The Core Target has not been met.



5

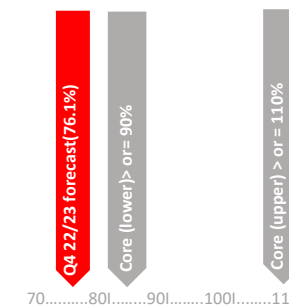
Asset Renewal Funding Ratio

Core target: Asset Renewal Funding Ratio between 90 and 110%

Stretch target: Asset Renewal Funding Ratio equal to 100% over the ten year long term financial plan

Q4 Final Result - The Asset Renewal Funding Ratio for 2022-23 is forecast at 76.1% - Core target not achieved. This ratio has been impacted by supply chain issues particularly in relation to the renewal program for fleet, with funding of \$1.035m carried over into 2023-24 for fleet renewal.

The *Asset Renewal Funding Ratio* indicates whether Council is renewing or replacing existing assets at the rate of consumption.



3

Total Employees Costs

Core target: Less than or equal to 4.5% increase in actual employee costs (including agency staff) against prior year's actual costs – adjusted for Council endorsed changes to meet resourcing requirements.

Stretch target: Less than or equal to 4% increase in actual employee costs (including agency staff) against prior year's actual costs – adjusted for Council endorsed changes to meet resourcing requirements.

Q4 Final Result: Actual employee costs (including agency staff) adjusted for Council endorsed changes to meet resourcing requirements for the 2022-23 year are \$41.921m. This represents an increase of 4.45% against 2021-22 actual costs of \$40.134m. The core target has been met.



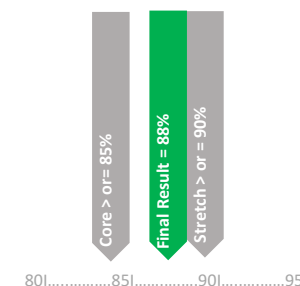
6

Delivery of Council's Capital Works Program

Core target: Greater than or equal to 85% delivery of Council's planned capital works program (adjusted for extraordinary items)

Stretch target: Greater than or equal to 90% delivery of Council's planned capital works program (adjusted for extraordinary items)

Q4 Final Result = This is an annual measure and has achieved the core target with a result of 88%.





CEO AND COUNCIL KEY PERFORMANCE INDICATORS 2022/23

QUARTER FOUR: APR '23 – JUN '23 - ATTACHMENT 1 (Final Results)

7

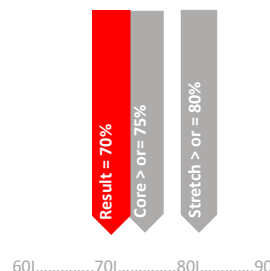
Staff Engagement

Core target: Achievement of an overall employee engagement survey result of 75% with at least 50% employee participation per SLT department

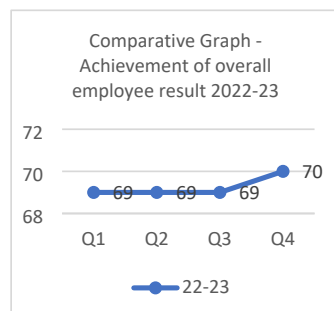
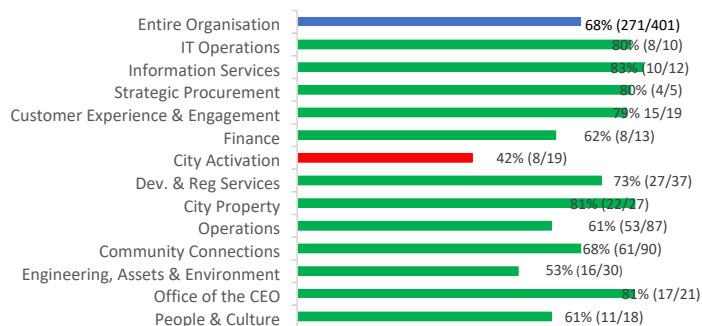
Stretch target: Achievement of an overall employee survey result of 80% with at least 50% participation per SLT department

Measure: Staff Teamgage survey results.

Q4 Result: Achieved 70% combined engagement results. All but 1 SLT Departments achieved at least a 50% participation rate.



SLT participation by department



8

Community Engagement / Communications

Core target: Project specific communications to the public should be timely and accurate

Stretch target: 100%

Measure: Based on feedback received on project specific distributed communications. This KPI is marked as 'met' or 'not met'.

Result: Q4 result = Met (have not been made aware of any inaccurate or untimely information provided to the public)



9

Carbon Neutrality

Core target: Carbon emissions for the 2022/23 financial year are less than the Carbon Neutral Plan's target of 3,500 tCO₂e for that year.

Stretch target: Carbon emissions for the 2022/23 are 5% less than the Carbon Neutral Plan's target of 3,500 tCO₂e for that year.

Measure: Carbon emissions footprint, measured against Council's endorsed Carbon Neutral Plan.

Comment: Annual carbon emissions for the 2022/23 financial year were 2,241 tonnes CO₂ equivalent. This means our emissions reductions are on track and we have exceeded the stretch target to achieve a 36% reduction in emissions. This is largely due to purchasing 100% Green Energy since January 2023 which significantly reduced electricity emissions in this period.



10

Asset Utilisation of Sports and Community Venues

Core target: 50% utilisation across venues

Stretch target: Nil

Measure: Monthly data as at 30 June 2023 based on the average utilization rate (Peak and off-peak)

Result: Q4 = 42% average utilisation rate for venue utilisation across community and sporting clubs.

Peak Utilisation = 48.04%

Off-Peak Utilisation = 31.96%



ATTACHMENT 1a – Supporting Information

As at 30 June 2023 - 90% (18 projects) are on-track, including 13 that have been completed this financial year. 10% (2 projects) are considered off-track.

The on-track includes projects that were started or completed in the fourth-year targets of the 2022/23 financial year and also includes those projects that are deferred.

Table 1: Year 4 Projects by exception (all other projects are considered on-track or completed)

Project Name	Q4 Supporting Comments
PROGRAM - Business Enterprise Systems Enhancement (DTP)	11 of the 12 projects that make up the program have been implemented. Unified Communications (Teams calling and Amazon connect) is yet to be completed - anticipate completions by October 2023.
Implement Reconciliation Action Plan 2019 - 2023 & Develop the 2023-2027	Finalisation on hold pending discussion at Member Forum on 8th August.

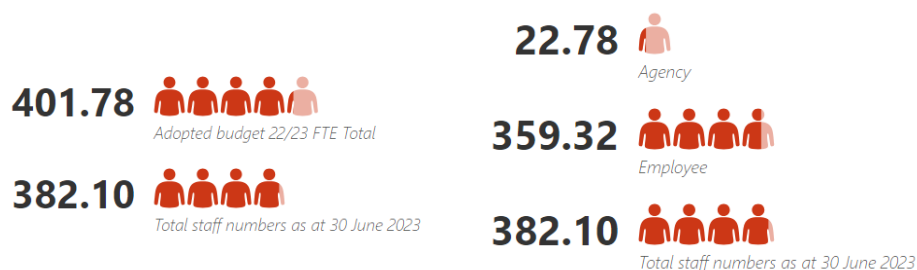
CEO and COUNCIL KPI Report Quarter Four 2022/23 (Final Results) – ATTACHMENT 2

KPI	Details	Core Target	Stretch Target	Qtr 1	Qtr 2	Qtr 3	Qtr 4 Final Results
1	Financial sustainability.	Council maintains, on average a break even or better funding (cash) position over the Long-Term Financial Plan	Council maintains a break-even or positive cash funding position in delivering its Annual Budget	\$0.023m (forecast)	\$0.084m (forecast)	\$0.026m (forecast)	\$2.584m
				Both the core and stretch targets have been met with a \$2.584m surplus in 2022-23 and a forecast surplus of \$3.260m over the ten years of the LTFP.			
2	Delivery of agreed projects identified in the <i>Annual Business Plan</i> and the fourth-year targets in the four-year plan.	Greater than or equal to 95%	No Stretch Target	85%	70%	80%	90%
				Q4 Result: 90% (18) projects are identified as being on track. 10% (2) projects are considered off-track. The Core target has not been met.			
3	Total employee costs (inc agency).	Less than or equal to 4.5% increase in actual employee costs (including agency staff) against prior year's actual costs – adjusted for Council endorsed changes to meet resourcing requirements	Less than or equal to 4% increase in actual employee costs (including agency staff) against prior year's actual costs – adjusted for Council endorsed changes to meet resourcing requirements	3.62% (forecast)	3.41% (forecast)	3.41% (forecast)	4.45%
				Actual employee costs (including agency staff) adjusted for Council endorsed changes to meet resourcing requirements for the 2022-23 year are \$41.921m. This represents an increase of 4.45% against 2021-22 actual costs of \$40.134m. The core target has been met.			
4	Overall Satisfaction with Council's performance	Greater than or equal to 75% rated as satisfied or above	Greater than or equal to 85% rated as satisfied or above	Annual Measure	Annual Measure	Annual Measure	N/A
				This is an annual measure. Council decided not to run the community survey this year. Therefore no result is available.			
5	Asset Renewal Funding Ratio	Asset Renewal Funding Ratio between 90 and 110%	Asset Renewal Funding Ratio greater than or equal to 100%	100% (Budgeted)	100% (Budgeted)	100% (Budgeted)	76.1% (Forecast)
				The Asset Renewal Funding Ratio for 2022-23 is forecast at 76.1% - Core target not achieved. This ratio has been impacted by supply chain issues particularly in relation to the renewal program for fleet, with funding of \$1.035m carried over into 2023-24 for fleet renewal.			
6	Delivery of Council's capital works program.	Greater than or equal to 85% delivery of Council's planned capital works program (adjusted for extraordinary items)	Greater than or equal to 90% delivery of Council's planned capital works program (adjusted for extraordinary items)	Annual Measure	Annual Measure	Annual Measure	88%
				This is an annual measure and has achieved the core target with a result of 88%.			
7	Staff Engagement	Achievement of an overall employee pulse survey result of 75% based on 9 metrics with at least 50% employee participation per SLT department.	Achievement of an overall employee pulse survey result of 80% with at least 50% participation per SLT department.	69%	69%	69%	70%
				Q4 Result: Achieved 70% combined engagement results. The Core Target has not been met. All except one SLT Departments achieved at least a 50% participation rate.			
8	Community engagement / communications	100%	NA	Met	Met	Met	Met
				There was no information identified in the Q4 reporting period that was identified as inaccurate or untimely when distributed to the Community. This KPI is currently met.			
9	Carbon Neutrality – carbon emissions footprint, measured against Council's endorsed Carbon Neural Plan (applicable 2021/22 onwards)	Actual annual emissions less than the plan's annual target emissions (reported every six months)	Actual annual emissions 5% less than the plan's annual target emissions	NA (reported bi-annually)	1,376(tCo ² e)	NA (reported bi-annually)	2,24(1tCo ² e)
				Annual carbon emissions for the 2022/23 financial year were 2,241 tonnes CO₂ equivalent. This means our emissions reductions are on track and we have exceeded the stretch target to achieve a 36% reduction in emissions. This is largely due to purchasing 100% Green Energy since January 2023 which significantly reduced electricity emissions in this period.			
10	Asset utilisation of Sports and Community venues	50% utilisation across venues (through the booking system)	No stretch target	30.27%	33.08%	29.99%	42%
				Q4 Result: 42% average utilisation rate for venue utilisation across community and sporting clubs. Peak Utilisaton = 48.04% Off-Peak Utilisation = 31.96%			

ATTACHMENT 3

FULLTIME EQUIVALENT (FTE) EMPLOYEE AGENCY

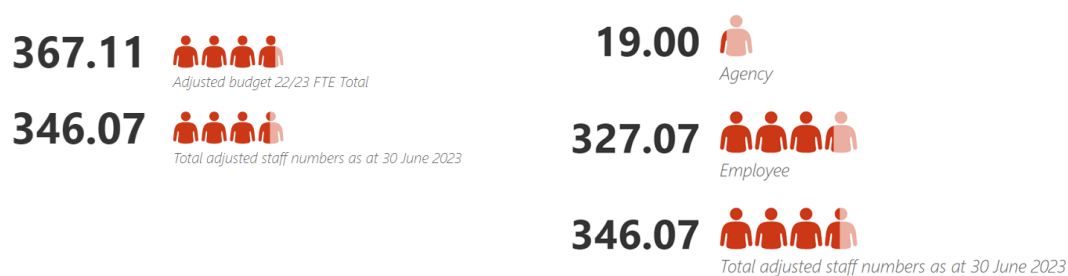
The number of FTE employees (staff and agency) employed across the organisation as at 30 June 2023.



There are currently 19 temporary vacant positions comprised of:

- Recruitment in progress (required position) 14
- Currently under review 1
- Vacant required position 4

The following tables provide comparative FTE data with the Gap Year Team Members, Pool Staff, and Grant Funded positions being excluded.



ATTACHMENT 4

LABOUR AND FTE MOVEMENT SUMMARY

	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's
Total Employee Costs (including Agency)	42,379	40,134	38,238	36,487	34,861	33,274	32,221	31,783	31,757
% Movement on Prior Year	5.59%	4.96%	4.79%	4.66%	4.77%	3.27%	1.40%	0.10%	0.70%
Total Number of Employees (FTE as at 30 June)	382	387	370	358	365	360	344	342	348
% Movement on Prior Year	-1.29%	4.59%	3.35%	-1.9%	1.38%	4.80%	0.60%	-1.70%	-0.90%
5-Year average FTE to June 2023	372								

8 Workshop / Presentation Items - Nil**9 Other Business****10 Meeting Closure**

The meeting shall conclude on or before 8.00pm unless there is a specific motion adopted at the meeting to continue beyond that time.