

5.2 Staff Movements and Exits

Report Reference RSC221101F5.2

Moved Councillor Shilling

Seconded Councillor Duncan

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 and Acting Manager People and Culture, be excluded from the meeting as the Committee receives and considers information relating to Staff Movements and Exit Survey Data, 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 past and present employees of the City of Marion.

Carried Unanimously

6.52pm the meeting went into confidence

The Committee discussed the retention rate noting that the market has slowed slightly. The retention rate did deplete to 79% but now above 80%. A comparison was completed between other Councils with an average retention rate of about 85%. It was noted that the market has presented lots of opportunities for employees and the remuneration is highly competitive.

The Committee sought clarity on the opportunities for improvement:

- Expectations and clarity of role
- Library employees.

Moved Councillor Shilling

Seconded Councillor Duncan

That Council:

1. Note the report.
2. In accordance with Section 91(7) and (9) of the *Local Government Act 1999* the Committee orders that this report, Staff Movements and Exits, 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 2022.

3. Carried Unanimously

6.59 pm the meeting came out of confidence