

CONFIDENTIAL**Staff Movements and Exit Survey Data****Report Reference** RSC210504F01**Moved Councillor Gard, 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, Manager People and Culture, General Manager Corporate Services and Manager Governance, 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

6.05pm the meeting went into confidence

Exit interview data opportunity themes:

- Collaboration
- Breaking down of silos
- Information Technology (IT) systems

There is an opportunity to investigate where the difference in personalities/approaches may affect performance.

- E.g. opportunity for IT to view things in a marketing/customer experience perspective.

Further discussion

- Values, including considering the customer, is an expectation across the organisation.
- KPIs used to assist in the delivery of services, with consideration of other departments.
- Leadership team accountability, set the tone and expectations. Importance of creating a sense of leadership across the organisation, including consequences of actions and impact on other areas.
- The City of Marion has a strong focus on the develop of our people. There is a risk of losing talent to other opportunities. Important to balance this with retention strategies.
 - o Link to workforce planning, developing people for opportunities that will exist in the organisation.
- Elected members have received positive feedback from community members and volunteers about the Marion environment.
- Motivation for the role/organisation is shifting.
- Whole of life focus, benefits and advantages of working at the City of Marion, selling point.
- Retention rate discussed.

Action

- Administration to provide further detail regarding the reasons for staff exits, via email to the Review and Selection committee.

Moved Councillor Duncan, Seconded Councillor Gard

That the Review and Selection Committee:

1. Notes the report

2. In accordance with Section 91(7) and (9) of the Local Government Act 1999, the Council ordersthat this report, the attachments and any minutes arising from this report having been considered in confidence under Section 90(2) and (3)(a) of the Act 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 2021.

CARRIED UNANIMOUSLY

6.38pm the meeting came out of confidence

CONFIDENTIAL**Council Assessment Panel Recruitment Process****Report Reference** RSC210504R03**Moved Councillor Gard, 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, Manager People and Culture, Team Leader Planning, General Manager Corporate Services and Manager Governance, be excluded from the meeting as the Committee receives and considers information relating to Council Assessment Panel Recruitment, 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

7.04pm the meeting went into confidence

The committee discussed:

- We can appoint two deputies.
 - The opportunity the 2nd deputy would have to serve
 - Accreditation is required, all CAP members are required to get their CAP accreditation.
 - Refresher courses for CAP members will be offered, which will support the attainment of accreditation.
 - Interviews will be held Friday 28 May 3pm at City of Marion Administration (3 x half hour interviews)
 - CEO to be on the panel
- ACTION**
- Alex Wright will send the invitations for the interviews to the Review and Selection Committee

Moved Councillor Duncan, Seconded Councillor Gard

That:

1. The Review and Selection Committee recommend to Council the following candidates for Deputy Independent Member Position of the Council Assessment Panel are interviewed:

- [REDACTED]
- [REDACTED]
- [REDACTED]

2. In accordance with Section 91(7) and (9) of the Local Government Act 1999 the Council orders that 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 2021.

CARRIED UNANIMOUSLY

7.20pm the meeting came out of confidence