



**Minutes of the Review and Selection Committee
held on Tuesday, 6 February 2024 at 5.30 pm
Chamber - Admin, Council Administration Centre
245 Sturt Road, Sturt**

PRESENT

His Worship the Mayor Kris Hanna
Councillor Jayne Hoffmann
Councillor Matt Taylor (from: 5.32 pm)

In Attendance

Chief Executive Officer - Tony Harrison
Chief Financial Officer – Ray Barnwell
General Manager City Development - Tony Lines
Manager Office of the CEO - Kate McKenzie
Manager People and Culture - Sarah Vinall
Manager City Property - Mark Hubbard
Councillor Renuka Lama

1 Open Meeting

The Mayor opened the meeting at 5.31pm

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.

Nil

4 Confirmation of Minutes**4.1 Confirmation of Minutes of the Review and Selection Committee Meeting held on 5 December 2023**

Report Reference RSC240206R4.1

Moved Councillor Hoffmann**Seconded Mayor Hanna**

That the minutes of the Review and Selection Committee Meeting held on 5 December 2023 be taken as read and confirmed.

Carried Unanimously

5 Confidential Items - Nil
6 Reports for Discussion

6.1 Warraparinga Advisory Team (WAT)

Report Reference RSC240206R6.1

5.32pm Councillor Taylor entered the room.

5.33pm Councillor Lama entered the room.

The Committee clarified the interview panel makeup, and discussed the selection process including where the council may target advertising to seek specialised candidates.

Committee discussed the role of the Chair, and whether R&S could make a recommendation in relation to the rotation of chairing the WAT.

Moved Councillor Taylor

Seconded Councillor Hoffmann

That the Review and Selection Committee:

1. Supports an Expression of Interest process being conducted prior to the end of the current management agreement to seek applications for the two Council Nominated WAT roles, noting that existing members can re-apply.
2. Conduct the interviews following the Expression of Interest process for the recruitment of two members to the WAT.
3. Provide recommendation to Council for the two WAT members selected through the Expression of Interest process for Council's endorsement.
4. Supports the Council Nominated Warraparinga Advisory Team (WAT) members receiving \$500 remuneration per quarterly meeting.

Carried Unanimously

6.2 Remuneration Tribunal of South Australia Consultation Paper - Local Government CEOs

Report Reference RSC240206R6.2

The Committee discussed the background of the Remuneration Tribunal's initial Determination on Local Government CEO remuneration.

The Committee noted an intention from the local government CEO Advisory Group to propose alignment with the existing bands used by RTSA to determine Council Member allowances. The Committee agreed that alignment with council members made sense.

The Committee discussed the need for the matter to be considered at a General Council meeting.

Moved Councillor Hoffmann**Seconded Councillor Taylor**

That the Review and Selection Committee:

1. Considered the City of Marion's response to the Remuneration Tribunal of South Australia consultation paper and recommends that a report be brought to the General Council Meeting on 26 March for further consideration.

Carried Unanimously

7 Reports for Noting**7.1 Council and CEO KPI Report Quarter Two 2023-24**

Report Reference RSC240206R7.1

The Committee discussed efforts of Administration to continue to build participation in staff surveys, and how the overall engagement score could increase.

Moved Councillor Hoffmann**Seconded Councillor Taylor**

That the Review and Selection Committee:

1. Notes this information and information contained within the attachments for Quarter two 2023-24.

Carried Unanimously

7.2 Staff Movements and Exit Summary Report

Report Reference RSC240206R7.2

6.09pm – Councillor Lama left the meeting and did not return.

The Committee sought clarification from staff as to the process used to address cultural concerns raised within the data, and it was confirmed that an individualised approach was used with the relevant department.

The Committee also heard of the use of internal social platforms to celebrate wins and increase engagement, and the impact of a relaunch induction process six months ago to encourage a welcoming environment from day one.

Moved Councillor Taylor**Seconded Councillor Hoffmann**

That the Review and Selection Committee:

1. Note the content of the report.
2. In accordance with Section 91(7) and (9) of the *Local Government Act 1999*, the Committee orders that Attachment 1 to the report, Staff Movements and Exits Summary be retained 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, and 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 2024.

Carried Unanimously

8 Workshop / Presentation Items - Nil

9 Other Business

10 Meeting Closure

The meeting shall conclude on or before 6:30pm unless there is a specific motion adopted at the meeting to continue beyond that time.

The meeting was declared closed at 6.13pm.

CONFIRMED THIS 7 DAY OF MAY 2024

CHAIRPERSON