



## 11.2 Confirmation of Minutes of the Confidential Review and Selection Committee Meeting held on 1 November 2022

<b>Report Reference</b>	GC221129F11.2
<b>Originating Officer</b>	Business Support Officer - Governance and Council Support – Cassidy Mitchell
<b>Corporate Manager</b>	Manager Office of the Chief Executive - Kate McKenzie
<b>General Manager</b>	Chief Executive Officer - Tony Harrison

### CONFIDENTIAL MOTION

That pursuant to Section 90(2) and (3)(a) of the *Local Government Act 1999*, the Council orders that all persons present, with the exception of the following persons: Chief Executive Officer, Acting Manager People and Culture, Manager Officer of the CEO and Unit Manager Governance and Council Support, be excluded from the meeting as the Council receives and considers information relating to Confirmation of Minutes of the Confidential Review and Selection Committee Meeting held on 1 November 2022 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 relates to personal affairs.

### REPORT OBJECTIVE

The purpose of this report is to facilitate the receiving and noting of the confidential minutes of the Review and Selection Committee meeting held on 1 November 2022.

### EXECUTIVE SUMMARY

A summary of confidential items considered by the Committee Members is noted below.

#### Confidential Items

- Finance, Risk and Audit Committee – Independent Member
- Staff Movements and Exits

### RECOMMENDATION

That Council:

1. Receives and notes the confidential minutes of the Review and Selection Committee meeting held on 1 November 2022.
2. Notes that separate reports will be brought to Council for consideration of any recommendations from the Review and Selection Committee.
3. In accordance with Section 91(7) and (9) of the *Local Government Act 1999* the Council orders that this report, Confirmation of Minutes of the Confidential Review and Selection 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 2022.

### ATTACHMENTS

1. RS C 221101 - Final Confidential Minutes [11.2.1 - 3 pages]





## **Confidential Minutes**

**Review and Selection Committee**

**held on Tuesday, 1 November 2022 at 7.30 pm**

**Council Chamber, Council Administration Centre**

**245 Sturt Road, Sturt**





## 5 Confidential Items

### 5.1 Finance, Risk and Audit Committee - Independent Member

Report Reference RSC221101F5.1

**Moved Councillor Shilling**

**Seconded Councillor Duncan**

That pursuant to Section 90(2) and (3)(a) of the Local Government Act 1999, the Review and Selection Committee orders that all persons present, with the exception of the following persons: Chief Executive Officer, Manager People and Culture and Manager Office of the CEO, be excluded from the meeting as the Committee receives and considers information relating to the FRAC Independent Member, 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 the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person.

**Carried Unanimously**

6.50 pm the meeting went into confidence

**Moved Councillor Duncan**

**Seconded Councillor Shilling**

That the Review and Selection Committee:

1. Recommends to Council that Josh Hubbard be appointed as an Independent Member of the Finance, Risk and Audit Committee for a period of three years (1 December 2022 – 30 November 2025).
2. In accordance with Section 91(7) and (9) of the *Local Government Act 1999* the Committee orders that this report, *Finance, Risk and Audit Committee – Independent Member*, 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.

**Carried Unanimously**

6.52pm the meeting came out of confidence

### 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

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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