

18.3 Confirmation of the Confidential Minutes of the Review and Selection Committee meeting held on 1 February 2022

Report Reference	GC220308F18.3
Originating Officer	Manager People and Culture – Jessica Lynch
Corporate Manager	Manager People and Culture - Jessica Lynch - N/A
General Manager	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, General Manager City Services, General Manager City Development, General Manager Corporate Services, Manager People and Culture, Manager Office of the CEO, Unit Governance and Council Support, Executive Officer to the CEO be excluded from the meeting as the Council receives and considers information relating to confirmation of the confidential minutes of the Review and Selection Committee meeting held on 1 February 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 of City of Marion employees and Independent Committee Members.

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 February 2022.

EXECUTIVE SUMMARY

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

Confidential Items

- Council Assessment Panel Member Review
- COVID Mandatory Vaccination Policy Update

RECOMMENDATION

That Council:

1. **Receives and notes the confidential minutes of the Review and Selection Committee meeting held on 1 February 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 the attachments to the report, *Confirmation of the confidential minutes of the Review and Selection Committee Meeting held on 1 February 2022* 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 220201 - Final Confidential Minutes [**18.3.1** - 4 pages]



Confidential Minutes

Review and Selection Committee

held on Tuesday, 1 February 2022 at 6.00 pm

Virtual Meeting Room - Zoom



**5.1 Council Assessment Panel Member Review**

Report Reference

RSC220201R5.1

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, Manager People and Culture, General Manager Corporate Services, Manager Office of the CEO, be excluded from the meeting as the Committee receives and considers information relating to COVID Mandatory Vaccination Policy Update, 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 of City of Marion employees.

Carried Unanimously**The Committee went into Confidence at 6.10 pm**

The Committee moved into confidence to discuss the performance of the current CAP members.

Moved Councillor Duncan**Seconded Councillor Shilling**

That the Review and Selection Committee recommends to Council that:

1. Mr Michael Davies be appointed as presiding Member to the Council Assessment Panel from 1 July 2022 until 30 June 2024
2. Mr Benjamin Russ be appointed as independent member to the Council Assessment Panel from 1 July 2022 until 30 June 2024
3. If Mr Russ accepts the position of Independent members, a recruitment process is commenced to fill the position of Deputy Member which will become vacant.
4. The remuneration provided to Independent Members and Council Members be increased by \$50 per meeting – Presiding Member \$550, Independent Member \$450, Council members \$300.
5. In accordance with Section 91(7) and (9) of the Local Government Act 1999 the Committee 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 the Committee's resolution(s) regarding this matter, be kept confidential and not available for public inspection until the positions have been filled or 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**The Committee came out of confidence at 6.18 pm**

RSC220201 - Confidential Review and Selection Committee - 1 February 2022



9.1 COVID Mandatory Vaccination Policy Update

Report Reference RSC220201F9.1

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, Manager People and Culture, General Manager Corporate Services, Manager Office of the CEO, be excluded from the meeting as the Committee receives and considers information relating to COVID Mandatory Vaccination Policy Update, 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 of City of Marion employees.

Carried Unanimously

6:37PM the meeting went into confidence

The Committee discussed:

- The rationale and purpose for development of the draft policy.
- The consultation process undertaken on the proposed policy in December 2021.
- The process undertaken between policy approval on 20 December 2021 and implementation date. People leaders have actively engaged individual employees to sight vaccination certificates, and have worked on a case-by-case basis with employees seeking policy exemption on the grounds of medical contraindication to vaccination.
- The status of employees at close of business 28 January 2022. Specifically:
 - 93% of City of Marion employees were fully vaccinated and proof of evidence has been sighted. A further 1% of employees have had their 1st vaccination and were scheduled to receive their 2nd vaccination in the next week.
 - One employee has received an official medical contraindication from the Chief Public Health Officer.
 - A further 15 employees have submitted a policy exemption request, and are working on a temporary work from home arrangement, or accessing leave entitlements to allow them to obtain the recently approved Novavax COVID vaccination and/or manage other health issues.
 - Three employees have refused to receive any vaccination. These employees have been issued a letter requesting they do not attend the workplace from the 29 January 2022 and provide evidence as to why they are not complying with the policy. These employees have been suspended from duty on full pay and requested to provide a response by the 4 February 2022.

RSC220201 - Confidential Review and Selection Committee - 1 February 2022



4

Action

- Administration to prepare a progress report for the next Review and Selection Committee meeting scheduled for 3 May 2022.

Moved Councillor Duncan**Seconded Councillor Shilling**

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 Committee orders that this report, COVID Mandatory Vaccination Policy Update, 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 the Committee'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

6:55PM the meeting came out of confidence