



**Council Meeting**

**10 June 2020**

Council Chamber, Town Hall, Sturt Street, Ballarat

**AGENDA**

**Public Copy**

**NOTICE IS HEREBY GIVEN THAT A MEETING OF BALLARAT CITY COUNCIL WILL BE HELD IN THE COUNCIL CHAMBER, TOWN HALL, STURT STREET, BALLARAT ON WEDNESDAY 10 JUNE 2020 AT 4:00PM.**

**This meeting is being broadcast live on the internet and the recording of this meeting will be published on council’s website [www.ballarat.vic.gov.au](http://www.ballarat.vic.gov.au) after the meeting.**

**Information about the broadcasting and publishing recordings of council meetings is available in council’s broadcasting and publishing recordings of council meetings procedure is available on the council’s website.**

<h1><b>AGENDA</b></h1>
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**The next Ordinary Meeting of the Ballarat City Council will be held on Wednesday 24 June 2020.**

## 1. OPENING DECLARATION

**Councillors:** *"We, the Councillors of the City of Ballarat, declare that we will carry out our duties in the best interests of the community, and through collective leadership will maintain the highest standards of good governance."*

**Mayor:** *"I respectfully acknowledge the Wadawurrung and Dja Dja Wurrung People, the traditional custodians of the land, and I would like to welcome members of the public in the gallery."*

## 2. APOLOGIES FOR ABSENCE

## 3. DISCLOSURE OF INTEREST

## 4. OFFICER REPORTS

### 4.1. APPOINTMENT OF INTERIM CHIEF EXECUTIVE OFFICER

**Division:** Innovation and Organisational Improvement  
**Director:** Cameron Cahill  
**Author/Position:** Cameron Cahill – Director Innovation and Organisational Improvement

### OFFICER RECOMMENDATION

Council resolves to:

1. Appoint \_\_\_\_\_ as Interim Chief Executive Officer, for the period from 12 June 2020 until 30 April 2021; or until the date Council appoints a permanent Chief Executive Officer, provided this occurs within 12 months of the Interim Chief Executive Officer appointment.
2. Fix the remuneration of the Interim Chief Executive Officer at \$\_\_\_\_\_ per annum (pro rata).

### EXECUTIVE SUMMARY

Following an expression of interest process, the Council appointed Sal Corp Pty Ltd to assist the Council in recruiting an Interim Chief Executive Officer.

An interview and screening process have been conducted and the Council is now in a position to make an appointment (not greater than 12 months) and to fix the remuneration.

### RATIONALE

Any appointment of an Acting Chief Executive Officer cannot be greater than 12 months without a formal advertising process being undertaken in accordance with the provisions of the *Local Government Act 1989*.

At the Council Meeting held on 18 May 2020 Council terminated the contract of employment of Ms Justine Linley and confirmed Mr Neville Ivey as the Acting Chief Executive Officer. At the Council Meeting held on 27 May 2020 Council appointed Sal Corp Pty Ltd to assist the Council in recruiting for an Interim Chief Executive Officer.

A comprehensive interview and screening process have been conducted which included pre-employment checks (police and medical) as well as appropriate reference checks.

The Council is now required to appoint an Interim Chief Executive Officer. It is proposed that the term of this appointment be from 12 June 2020 to 30 April 2021, with the total remuneration package to be determined by Council, consistent with the previous incumbent Chief Executive Officer remuneration package.

**Options for Council:**

Council resolves to:

- Appoint \_\_\_\_\_ to the position of Interim Chief Executive Officer for the period from 12 June 2020 until 30 April 2021; or until Council appoints a permanent Chief Executive Officer, whichever is the sooner, in accordance with section 94 of the *Local Government Act 1989*.
- Fix the remuneration of the Interim Chief Executive Officer at \$ \_\_\_\_\_ per annum (pro-rata).

**LEGISLATION, COUNCIL PLAN, STRATEGIES AND POLICY IMPACTS**

- *Charter of Human Rights and Responsibilities Act 2006*
- City of Ballarat Council Plan 2017-2021
- *Local Government Act 1989*

**REPORTING AND COMPLIANCE STATEMENTS**

Implications	Considered in Report?	Implications Identified?
<b>Human Rights</b>	Yes	No
<b>Social/Cultural</b>	No	No
<b>Environmental/Sustainability</b>	No	No
<b>Economic</b>	No	No
<b>Financial/Resources</b>	Yes	Yes
<b>Risk Management</b>	Yes	Yes
<b>Implementation and Marketing</b>	Yes	Yes
<b>Evaluation and Review</b>	No	No

**Human Rights** – It is considered that this report does not impact on any human rights identified in the *Charter of Human Rights and Responsibilities Act 2006*.

**Financial/Resources** – Funds for the remuneration of the Chief Executive Officer are provided in the recurrent budget, the remuneration of the Chief Executive Officer is in line with the remuneration package of the previous Chief Executive Officer.

**Risk Management** – Council has sought legal advice throughout this process to ensure Council meets and fulfils their statutory compliance requirements.

**Implementation and Marketing** – Council officers have produced a communications plan and strategy to inform the community of Councils decision.

**OFFICERS DECLARATIONS OF INTEREST**

Council Officers affirm that no direct or indirect interests need to be declared in relation to the matter of this Report.

**REFERENCE DOCUMENTS**

- Letter of Offer, Interim Chief Executive Officer
- Contract of Employment, Interim Chief Executive Officer
- Communications Plan, Interim Chief Executive Officer Appointment

**ATTACHMENTS**

Nil

**5. CLOSE**