



AGENDA

FOR CEO REVIEW COMMITTEE MEETING TO BE HELD ON

12 MAY 2020 AT 6.00 PM

**IN WITTBER & DR RUBY DAVY ROOMS, SALISBURY COMMUNITY HUB, 34
CHURCH STREET, SALISBURY**

MEMBERS

Mayor G Aldridge (Chairman)
Cr J Woodman (Deputy Chairman)
Cr C Buchanan
Cr D Proleta
Cr S Reardon

REQUIRED STAFF

Chief Executive Officer, Mr J Harry
Manager People and Culture, Ms G Page

APOLOGIES

LEAVE OF ABSENCE

PRESENTATION OF MINUTES

Presentation of the Minutes of the CEO Review Committee Meeting held on 15 April 2020.

REPORTS

Reports

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8.1.2 CEO Annual Performance Review Process FY2019/2020 9

CLOSE



**MINUTES OF CEO REVIEW COMMITTEE MEETING HELD IN WITTBER & DR
RUBY DAVY ROOMS, SALISBURY COMMUNITY HUB, 34 CHURCH STREET,
SALISBURY ON**

15 APRIL 2020

MEMBERS PRESENT

Mayor G Aldridge (Chairman)
Cr J Woodman (Deputy Chairman)
Cr C Buchanan
Cr D Proleta

OBSERVERS

Nil

STAFF

Chief Executive Officer, Mr J Harry
Manager People and Culture, Ms G Page

The meeting commenced at 6.00pm

The Chairman welcomed the members, staff and the gallery to the meeting.

APOLOGIES

An apology was received from Cr S Reardon.

LEAVE OF ABSENCE

Nil

PRESENTATION OF MINUTES

Moved Cr D Proleta
Seconded Cr J Woodman

The Minutes of the CEO Review Committee Meeting held on
12 November 2019, be taken and read as confirmed.

CARRIED

REPORTS

Reports

8.1.1 Future Reports for the CEO Review Committee

Moved Cr D Proleta
Seconded Cr C Buchanan

1. The information be received.

CARRIED

8.1.2 CEO Key Performance Indicator Status Update

Moved Cr C Buchanan
Seconded Cr D Proleta

1. Information be received.
2. Progress towards achievement of the 2019/2020 Key Performance Indicators be noted and endorsed, with the inclusion of the following:
 - (a) Burton Community Centre community consultation plan is redesigned to accommodate the revised requirements for public consultation as a result of COVID-19, and work continue on the delivery of the project
3. The following indicators to be included in CEO Key Performance Indicators for FY2020/2021
 - (a) Revised financial sustainability indicators, factoring in the impact of Council decisions in response to COVID-19
 - (b) COVID-19 Recovery Plan – progressive implementation over the next two years.
 - (c) Expression of Interest process for Salisbury Oval (subject to Council resolution in April 2020)
 - (d) Review of Property, Buildings and land developments as per Item IBDSC-OB1 at Innovation & Business Development Sub Committee (10 March 2020) – completion September 2020.

CARRIED

OTHER BUSINESS

CEO-OB1 COVID-19 Action

Moved Cr C Buchanan
Seconded Cr J Woodman

1. That the CEO Review Committee note and commend the Chief Executive Officer and Senior Management Team for action taken to date in response to the COVID-19 pandemic

CARRIED

The meeting closed at 6.30pm.

CHAIRMAN.....

DATE.....

ITEM	8.1.1
	CEO REVIEW COMMITTEE
DATE	12 May 2020
HEADING	Future Reports for the CEO Review Committee
AUTHOR	Michelle Woods, Projects Officer Governance, CEO and Governance
CITY PLAN LINKS	4.3 Have robust processes that support consistent service delivery and informed decision making.
SUMMARY	This item details reports to be presented to the CEO Review Committee as a result of a previous Council resolution. If reports have been deferred to a subsequent month, this will be indicated, along with a reason for the deferral.

RECOMMENDATION

1. The information be received.

ATTACHMENTS

There are no attachments to this report.

1. BACKGROUND

- 1.1 Historically, a list of resolutions requiring a future report to Council has been presented to each committee for noting.

2. REPORT

- 2.1 At the time of preparing this report, there are currently no resolutions of Council requiring a further report to be presented to the CEO Review Committee.

3. CONCLUSION / PROPOSAL

- 3.1 Future reports for the CEO Review Committee have been reviewed and there are none that require a report to be presented at this point in time.

CO-ORDINATION

Officer:

Date:

ITEM	8.1.2
	CEO REVIEW COMMITTEE
DATE	12 May 2020
HEADING	CEO Annual Performance Review Process FY2019/2020
AUTHOR	Gail Page, Manager People and Culture, Business Excellence
CITY PLAN LINKS	4.2 Develop strong capability and commitment to continually improve Council's performance. 4.3 Have robust processes that support consistent service delivery and informed decision making. 4.4 Embed long term thinking, planning and innovation across the organisation.
SUMMARY	This report provides details and timing of the CEO Annual Performance Review Process for FY2019/2020

RECOMMENDATION

1. The Performance Appraisal Survey be distributed electronically to Elected Members on 29 May 2020, to be completed by 12 June 2020.
2. Hender Consulting will offer telephone interviews with each Elected Member during the period 29 May 2020 to 12 June 2020.
3. The results of the CEO Performance Appraisal Survey and the final CEO Key Performance Indicators Report be presented to the CEO Review Committee in July 2020, at which time the Committee determine the overall rating for the CEO Personal Evaluation System for 2019/2020.
4. The Hender Consulting Remuneration Advice Report be provided to the CEO Review Committee in July 2020, at which time the CEO Review Committee may determine, in accordance with the delegated authority it holds, any amendments to the CEO's employment arrangements as provided for within the contract of employment.

ATTACHMENTS

This document should be read in conjunction with the following attachments:

1. CEO Performance Appraisal 2019-2020 Survey Monkey

1. BACKGROUND

- 1.1 The Chief Executive Officer (CEO) Employment Agreement provides that the CEO will undergo a performance review in accordance with the Personal Evaluation System in May each year for the Term of the Agreement.
- 1.2 The CEO Employment Agreement provides a rating scale for the Personal Evaluation System:
 - Rating 1 – CEO's performance did not meet expectation
 - Rating 2 – CEO's performance was below expectation

Rating 3 – CEO’s performance met expectation

Rating 4 – CEO’s performance was above expectation

Rating 5 – CEO’s performance exceeded expectation

- 1.3 The Employment Agreement also provides for the appointment of at least one person who is qualified to assist in the performance review. The person appointed is Andrew Reed from Hender Consulting.
- 1.4 The Agreement requires a written report is compiled with respect to the performance review and a copy provided to the CEO.
- 1.5 The CEO Employment Agreement also states that the CEO’s Total Remuneration will be reviewed annually and within one month of the performance review.
- 1.6 The review of the Remuneration Package will be conducted by an appropriate external agent, and will take into account an assessment of performance based on the following:
 - 1.6.1 The agreed criteria upon which the CEO’s performance is assessed in accordance with the Personal Evaluation System; and
 - 1.6.2 Movements in the Consumer Price Index as issued by the Australian Bureau of Statistics.
- 1.7 Hender Consulting provide a Remuneration Advice Report to the CEO Review Committee and Andrew Reed attends the CEO Review Committee to provide advice.
- 1.8 The Terms of Reference for the Chief Executive Officer Review Committee indicate the Review Committee will “*determine, under delegated authority from Council, any amendments to the CEO’s employment arrangements and incentive payments to the CEO as provided in the contract of employment.*”
- 1.9 In November 2019, the CEO Review Committee agreed the Personal Evaluation System to apply to the CEO for the 2019/2020 review period, comprising CEO Performance Appraisal Survey, which remains unchanged; and Key Organisational Performance Indicators, noting the following amendments to the CEO Performance Indicators:
 - Sustainable City: include percentage of reserves irrigated
 - Liveable City: expand reference to improvements to East-West transport routes to make specific reference to:
 - Waterloo Corner Road
 - Kings Road
 - Bolivar Road
- 1.10 The report also indicated that the Independent Advisor (Andrew Reed, Hender Consulting) would offer to meet with each individual Elected Member to gain further specific feedback. This was designed to increase Elected Member engagement in the CEO Performance Review Process.

2. CITY PLAN CRITICAL ACTION

- 2.1 Improve communication within the organisation and with our community to ensure integrated programs, projects and processes that meet community expectations, and delivers good customer service.
- 2.2 Continue to develop the capability of our people to deliver transformative projects, innovate and engage with the community.

3. CONSULTATION / COMMUNICATION

- 3.1 Internal
 - 3.1.1 The Chief Executive Officer has been consulted in relation to the timeframes proposed.
- 3.2 External
 - 3.2.1 Hender Consulting have been consulted in relation to the timeframes proposed.

4. REPORT

- 4.1 The CEO Personal Evaluation System includes:
 - 4.1.1 Performance Appraisal Survey
 - 4.1.2 Key Performance Indicators
- 4.2 The timeframe below is proposed for the Performance Appraisal Survey:
 - 4.2.1 The Performance Appraisal Survey is distributed electronically to Elected Members on Monday 29 May 2020.
 - 4.2.2 The survey to be completed by close of business 12 June 2020.
- 4.3 The Survey will be accessible on-line, with hard copy provided only by exception.
- 4.4 Hender Consulting will distribute the survey, provide reminders to complete the survey and collate the results into a final report to be provided to Elected Members in July 2020.
- 4.5 Hender will also offer to interview each individual Elected Members during the period 29 May to 12 June 2020.
- 4.6 The final report for the CEO Key Performance Indicators will be provided in July 2020.
- 4.7 The CEO Review Committee will consider the results of the Performance Appraisal Survey and the achievement of the Key Performance Indicators and determine an overall rating for the Personal Evaluation System as noted in 1.2 above.
- 4.8 The CEO Review Committee will consider the Performance Evaluation System rating and the Remuneration Advice Report and determine any amendment to the CEO Total Remuneration.


5. CONCLUSION / PROPOSAL

- 5.1 It is proposed that the process described above is conducted for the 2019/2020 CEO Annual Performance Review Process.

CO-ORDINATION

Officer:

Date:



City of Salisbury | CEO Performance Appraisal 2019/2020

Introduction

Thank you for participating in this important performance appraisal process.

The survey should not take any longer than 30 minutes to complete.

When providing feedback and to inform your ratings:


- Please refer to the 2019/20 CEO Key Organisational Performance Indicators (status update provided in the papers for the CEO Review Committee April meeting)
- Please assess the CEO by selecting a performance rating from the ratings scale provided for each question within.
- Please provide comments and qualitative feedback where requested for other questions.
- If you genuinely feel unable to make an accurate assessment due to insufficient knowledge of a particular objective or behaviour, please select the 'Unable to Assess' option.

If you are unable to complete the survey in one sitting, you can save your response at the end of each page by clicking the **NEXT** button, before exiting and returning later via the link in your original email.

Please ensure you submit your feedback at the end by clicking the **SUBMIT** button.

If you have any questions or wish to discuss any aspect of the appraisal process, please feel free to contact Andrew Reed at Hender Consulting on (08) 8100 8849.

Name (confidential):



City of Salisbury | CEO Performance Appraisal 2019/2020

SECTION ONE: KEY RESULT AREAS (KRAs)

Please rate the CEO overall for each KRA and also in regard to the extent to which he demonstrates the executive behaviours below each KRA. Please provide any additional comments for each KRA in the field provided.

*** KRA 1) LEADERSHIP AND STRATEGIC PLANNING: Effectively performs the pivotal leadership role for the Council administration, and works closely with Council to ensure strategic plans are prepared and implemented.**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 1.1) Demonstrates leadership and vision**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 1.2) Makes the tough decisions where necessary rather than choosing the popular option**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	


*** 1.3) Thinks and acts strategically**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 1.4) Demonstrates versatility, proactivity and flexibility in finding innovative solutions to problems, including strategic business opportunities within risk framework**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

Additional Comments on KRA1



City of Salisbury | CEO Performance Appraisal 2019/2020

SECTION ONE: KEY RESULT AREAS (KRAs)

Please rate the CEO overall for each KRA and also in regard to the extent to which he demonstrates the executive behaviours below each KRA. Please provide any additional comments for each KRA in the field provided.

*** KRA 2) PEOPLE: Leads, develops, motivates and manages the human resources of the organisation, ensuring a positive and constructive culture.**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 2.1) Adopts a collaborative management style**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 2.2) Treats all colleagues professionally and with dignity and respect (eg. common courtesies such as please and thankyou)**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 2.3) Seeks and is receptive to other points of view**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 2.4) Can deliver difficult messages and/or bad news effectively**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 2.5) Remains calm and resilient at all times despite pressures**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 2.6) Is approachable and available. That is, to my knowledge, spends sufficient time with relevant team members**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 2.7) Delegates appropriate tasks to subordinates and empowers them to succeed**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 2.8) Acknowledges and recognises others' skills, abilities and achievements**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 2.9) Demonstrates effective performance management skills**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 2.10) Maintains a healthy work/leisure balance**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 2.11) Motivates and encourages others**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	


*** 2.12) Is reflective of own performance and takes corrective action**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 2.13) Utilises warmth, compassion and good humour to achieve positive workplace outcomes**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

Additional Comments on KRA2



City of Salisbury | CEO Performance Appraisal 2019/2020

SECTION ONE: KEY RESULT AREAS (KRAs)

Please rate the CEO overall for each KRA and also in regard to the extent to which he demonstrates the executive behaviours below each KRA. Please provide any additional comments for each KRA in the field provided.

*** KRA 3) FINANCIAL & ASSET MANAGEMENT SUSTAINABILITY: Ensures annual and long term financial plans are prepared, monitored and controlled, and long term asset management plans are in place and closely monitored. Ensures appropriate commercial decision making via valid business cases.**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	


*** 3.1) Exercises sound judgement and makes decisions that are based on reasoned and well researched information**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 3.2) Demonstrates well developed commercial acumen in line with non financial corporate objectives**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

Additional Comments on KRA3



City of Salisbury | CEO Performance Appraisal 2019/2020

SECTION ONE: KEY RESULT AREAS (KRAs)

Please rate the CEO overall for each KRA and also in regard to the extent to which he demonstrates the executive behaviours below each KRA. Please provide any additional comments for each KRA in the field provided.

*** KRA 4) OPERATIONS MANAGEMENT AND MAJOR PROJECTS: Ensures improved productivity and quality of operations, and major projects are completed in line with time and budgetary constraints, with project status regularly monitored and communicated.**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 4.1) Sets clear and reasonable tasks and deadlines and supports staff in the achievement thereof**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	


*** 4.2) Demonstrates a capacity to address multi-faceted business decisions and service delivery**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 4.3) Focuses on outcomes rather than overly dwelling on processes and procedures**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

Additional Comments on KRA4



City of Salisbury | CEO Performance Appraisal 2019/2020

SECTION ONE: KEY RESULT AREAS (KRAs)

Please rate the CEO overall for each KRA and also in regard to the extent to which he demonstrates the executive behaviours below each KRA. Please provide any additional comments for each KRA in the field provided.

*** KRA 5) STAKEHOLDER MANAGEMENT, CUSTOMER SERVICE AND COMMUNICATION: Effectively liaises and communicates with customers, ratepayers, community organisations, business groups and other relevant stakeholders as necessary for the achievement of Council's objectives.**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 5.1) Demonstrates effective communication skills**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	


*** 5.2) Is able to establish immediate credibility and rapport with internal and external stakeholders to facilitate outcomes. That is, possesses genuine presence, confidence and assuredness**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 5.3) Has the capacity to effectively negotiate beneficial outcomes for the organisation without compromising stakeholder relationships**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

Additional Comments on KRA5



City of Salisbury | CEO Performance Appraisal 2019/2020

SECTION ONE: KEY RESULT AREAS (KRAs)

Please rate the CEO overall for each KRA and also in regard to the extent to which he demonstrates the executive behaviours below each KRA. Please provide any additional comments for each KRA in the field provided.

*** KRA 6) ADVICE TO AND RELATIONSHIP WITH COUNCIL: Develops and maintains a positive working relationship with Council, and ensures that Council is provided with relevant information that indicates the status, success and effectiveness of all operations of the organisation. Council's objectives.**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 6.1) Maintains confidentiality at all times**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	


*** 6.2) Demonstrates well developed political acumen whilst maintaining probity and transparency**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

*** 6.3) Demonstrates integrity and high ethical standards**

<input type="radio"/> 1 - Serious Concerns	<input type="radio"/> 5 - Very Good
<input type="radio"/> 2 - Minor Concerns	<input type="radio"/> 6 - Excellent
<input type="radio"/> 3 - Satisfactory	<input type="radio"/> U - Unable to Assess
<input type="radio"/> 4 - Good	

Additional Comments on KRA6



City of Salisbury | CEO Performance Appraisal 2019/2020

SECTION TWO: CITY OF SALISBURY VALUES

Do you see the following values displayed by the CEO?

*** Respectful:**

- Create a sense of belonging and pride in the Salisbury community
- Respect individual differences
- Speak up when you don't feel respected, or are not being treated respectfully
- Look after the wellbeing of our community, ourselves and those around us

Yes Unable to Assess

No

*** Accountable:**

- Take personal ownership and follow through
- Deliver on what we say we will do
- Believe that the Community comes first
- Speak up when it is important

Yes Unable to Assess

No

*** Collaborative:**

- Work together, committed to a common purpose
- Openly share information
- Find ways to connect people for better outcomes

Yes Unable to Assess

No


*** Helpful:**

- Listen and focus on what we can do
- Create new futures and look for opportunities
- Make a positive difference

Yes Unable to Assess

No

Please provide comments to support your observations of the CEO's demonstration of the above values



City of Salisbury | CEO Performance Appraisal 2019/2020

SECTION THREE: START / STOP / CONTINUE

To further enhance his performance, what behaviours or actions do you believe the CEO could **STOP**?

What behaviours or actions do you believe the CEO could **START**?

What behaviours or actions do you believe the CEO should **CONTINUE**?



City of Salisbury | CEO Performance Appraisal 2019/2020

Thank you for taking time to complete this survey.

Please be assured of absolute confidentiality in regard to your input, and our objective and independent analysis and feedback.

Please click the SUBMIT button below to save your feedback before exiting the survey.