



Minutes

Special Council Meeting
Tuesday 31 December 2024

Date	Tuesday 31 December 2024
Time	1:00pm
Location	Shire of Wickepin Council Chambers 77 Wogolin Road, Wickepin WA 6370
Distribution Date	Monday 30 December 2024



Notice of Meeting

Please be advised a Special Council Meeting will be held at 1:00pm on Tuesday 31 December 2024 at Council Chambers, 77 Wogolin Road, Wickepin WA 6370, to discuss the following –

- Appoint a Consultant for the recruitment of a new Chief Executive Officer.
- Appoint a Committee of Council to undertake the recruitment and selection process for the Chief Executive Officer ('the Recruitment Panel').
- Appoint an Independent Member of the recruitment panel.

Kellie Bartley
Chief Executive Officer
Monday 30 December 2024

Disclaimer

No responsibility whatsoever is implied or accepted by the Shire of Wickepin for any act, omission or statement or intimation occurring during council / committee meetings or during formal / informal conversations with Shire of Wickepin employees or representatives. The Shire of Wickepin disclaims any liability for any loss whatsoever and howsoever caused arising out of reliance by any person or legal entity on any such act, omission or statement or intimation occurring during council / committee meetings or discussions. Any person or legal entity who acts or fails to act in reliance upon any statement does so at that person's or legal entity's own risk.

In particular, and without derogating in any way from the broad disclaimer above, in discussion regarding any planning application or application for a licence, any statement or limitation of approval made by a member, employee or representative of the Shire of Wickepin during the course of any meeting is not intended to be, and is not to be, taken as notice of approval from the Shire of Wickepin. The Shire of Wickepin warns anyone who has an application lodged with the Shire of Wickepin must obtain, and only should rely on, written confirmation of the outcome of the application, and any conditions attaching to the decision made by the Shire of Wickepin in respect of the application.

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1 Declaration of Opening

The Shire President declared the meeting open at 1.08pm.

2 Attendance

2.1 Present

Councillors

J Russell	Councillor
W Astbury	Councillor
T Miller	Councillor arrived at 1.58pm
F Allan	Councillor
L Corke	Councillor
J Mearns	Councillor
P Thompson	Councillor

Employees

K Bartley	Chief Executive Officer
L Marchei	Governance Officer

3 Public Question Time

3.1 Public Question Time Relating to the Agenda Item Only

Nil

4 Apologies and Leave of Absence

4.1 Apologies

Nil

4.2 Previously Approved Leave of Absence

Nil

4.3 Requests for Leave of Absence

Nil

5 Declarations of Councillors and Officers Interest

A member or officer who has an impartiality, proximity or financial interest in any matter to be discussed at this meeting must disclose the nature of the interest either in a written notice given to the Chief Executive Officer prior to the meeting or at the meeting immediately before the matter is discussed.

A member who makes a disclosure in respect to an interest must not preside at the part of the meeting which deals with the matter, or participate in, or be present during, any discussion or decision-making process relative to the matter, unless the disclosing member is permitted to do so under Section 5.68 or Section 5.69 of the *Local Government Act 1995*.

The following declarations of interest have been disclosed –

Nil interests disclosed.

6 Reports and Information

Council Decision

Resolution SCM-311224-01

Moved Cr F Allan

Second Cr W Astbury

That Council goes behind closed doors as per the Shire of Wickepin Standing Orders Local Law as clause 15.10.1 at 1.10pm to discuss the confidential attachments for item 6.1.

Carried 6/0

For Cr J Russell, Cr W Astbury, Cr L Corke, Cr J Mearns, Cr F Allan, Cr P Thompson

Against Nil

6.1 Chief Executive Officer Recruitment Process

Submission to	Special Council Meeting
Location / Address	-
Name of Applicant	-
File Reference	PE.REC.2010
Author	K Bartley – Chief Executive Officer
Interest Disclosures	No Officer involved in the preparation of this report has an interest to declare in accordance with the provisions of the <i>Local Government Act 1995</i>
Report Written Date	30 December 2024
Attachments	Confidential Attachment 6.1.1 – CEO's Resignation Attachment 6.1.2 – CEO Recruitment and selection, performance review and termination (DLGSC – Guidelines) Attachment 6.1.3 – Council Policy – 2.1.26 – CEO Recruitment, Performance and Termination Confidential Attachment 6.1.4 – Quotes Received (Under Separate Cover) <i>This matter needs to be considered in accordance with Section 5.23 (2) (c) of the Local Government Act 1995.</i>

Summary

This report is for Council to appoint a recruitment specialist for the recruitment of a Chief Executive Officer for the Shire of Wickepin and for the Council to determine the structure and membership of a committee of Council to undertake the recruitment consultation, supported by the appointed recruitment consultant. Membership of the committee is to include an independent member, in accordance with the required Standards.

Comments

The Local Government Act 1995 and associated regulations stipulate a required process to recruit a Chief Executive Officer (CEO) following the position becoming vacant. Mrs Kellie Bartley resigned, as Chief Executive Officer of the Shire of Wickepin and will finish on the 27th March 2025.

Following the resignation of the CEO, the process of appointing a new CEO is required. It is important the Shire carefully consider the role of the CEO, which includes the powers and functions of the role, the selection criteria for the position and the specific skills and experience the Shire will require of the CEO.

Council has adopted the model Adopted Standards for CEO Recruitment, Performance and Termination as contained in **Attachment 6.1.3**. The Department of Local Government, Sport and Cultural Industries (DLGSC) has guidelines referenced in **Attachment 6.1.2**.

Council has agreed to the following:

- Determine the selection criteria and approval of job description form;
- Advertising requirements;
- Job description form to be made available;
- Establishment of selection panel for the employment of CEO –
 - Council Members;
 - Human Resources Consultant; and
 - At least 1 independent person.

Quotes have been sought for the Human Resources Consultants and the CEO has received four contained in **Confidential Attachment 6.1.4**. (Under a separate cover).

As most Councillors will be away for the early part of the commencement of January 2025, the Shire President has requested this process to commence prior to the departure of elected members and for the current CEO and Shire President to commence the process on behalf of the Council.

Statutory Environment

The process of CEO recruitment is conducted in accordance with the *Local Government Act 1995*, *Local Government (Administration) Regulations 1996* and *Local Government (Administration) Amendment Regulations 2021* (CEO Standards).

Under section 5.36 (4) of the *Local Government Act 1995*, states:

- (4) *Unless subsection (5A) applies, if the position of CEO of a local government becomes vacant, it is to be advertised by the local government in the manner prescribed, and the advertisement is to contain such information with respect to the position as is prescribed.*

Policy Implications

The current Council Policy – 2.1.26 – CEO Recruitment, Performance and Termination associated with this item.

Financial Implications

The costs to appoint a recruitment consultant can be in the range of an estimated costs from \$5,000 or more to help fulfil the role of the CEO. This cost will be factored into the Annual Budget Review process.

Strategic Implications

GOAL - Governance

Objective: 12 Our communities are informed via multiple channels of regular intervals

Strategy: 12.1 Provide meaningful communication that delivers information regularly and succinctly.

Voting Requirements

Absolute Majority

Cr T Miller arrived at the Chambers at 1.58pm due to work matters.

Council Decision

Resolution SCM-311224-02

Moved Cr W Astbury

Second Cr P Thompson

That Council resumes the meeting from behind closed doors as per the Shire of Wickepin Standing Orders Local Law as clause 15.11 at 2.18pm having discussed the confidential attachments for item 6.1.

Carried 7/0

For Cr J Russell, Cr W Astbury, Cr L Corke, Cr J Mearns, Cr F Allan, Cr P Thompson, Cr T Miller

Against Nil

Officer Recommendation

That Council:

1. Accepts the Chief Executive Officer's resignation effective 27th March 2025 as detailed in **Confidential Attachment 6.1.1**;
2. Appoints _____ to undertake the Recruitment process for the position of Chief Executive Officer for the Shire of Wickepin;
3. Establishes a Recruitment Panel for Council to undertake the recruitment and selection process for the Chief Executive Officer, with the following elected members appointed – Councillors _____; and
4. Appoints _____ to be the independent member of the recruitment panel in accordance with clause 8 of the adopted Standards for CEO Recruitment, Performance and Termination.

Council Decision

Resolution SCM-311224-03

Moved Cr W Astbury

Second Cr P Thompson

That Council:

1. Accepts the Chief Executive Officer's resignation effective 27th March 2025 as detailed in **Confidential Attachment 6.1.1**;
2. Appoints LO-GO Appointments to undertake the Recruitment process for the position of Chief Executive Officer for the Shire of Wickepin;
3. Establishes a Recruitment Panel for Council to undertake the recruitment and selection process for the Chief Executive Officer, with the following elected members appointed – Councillors Russell, Astbury, Corke, Mearns, Allan, Thompson and Miller; and

4. **Appoints Tim Cowcher or Gerri Hinkley to be the independent member of the recruitment panel in accordance with clause 8 of the adopted Standards for CEO Recruitment, Performance and Termination.**

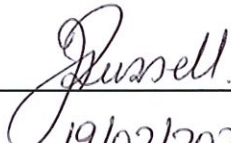
7 Closure

The Presiding Member declared the meeting closed at 2.21pm.

These Minutes were confirmed by Council as a true and accurate record of proceedings at the Ordinary Council Meeting held on Wednesday 19 February 2025.

Presiding Member, Cr J Russell

Date



19/02/2025.