

Local Government CEO Performance and Remuneration Reviews

Local Government Landscape

The *Local Government Act 1995* (the Act) requires Councils to undertake a review of the CEO's performance at least once each year.

In addition, the employment contract for most Local Government CEOs provide for an annual review of the CEO's remuneration package.

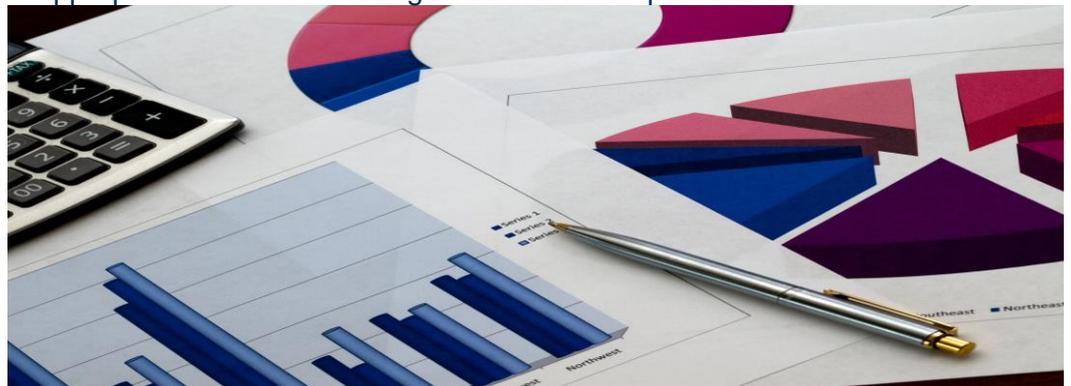
Price Consulting Group has worked closely with a number of Local Government Authorities and provided an objective view of performance and the current remuneration market for CEOs from comparatively-sized Councils. We work with the Mayor, Councillors, the CEO and, if requested, senior leaders and key external stakeholders, in order to provide timely, confidential and contemporary reports that inform Council decision-making.

CEO Performance Reviews

Communities expect their Councils to function effectively and a key player in delivering these expectations is the CEO, who provides leadership and direction to achieve Council directions. Aside from a need to comply with the Act, Councils therefore have solid business reasons for undertaking CEO performance reviews. These reviews can bring great benefits that include:

- aligning the strategic direction set by the Council with the CEO's responsibilities and Key Performance Indicators (KPIs);
- encouraging the CEO's personal development;
- promoting better Council and CEO working relations;
- providing an early warning system for possible problems; and
- improving the overall performance and governance of the organisation.

Local Government CEOs typically manage large workforces and are responsible for day-to-day legislative and fiscal governance, and accordingly it is appropriate to undertake a rigorous evaluation process.



Price Consulting Group works with individual Councils to design a performance review process that meets the needs of the Council and the CEO. Whether simply reviewing performance criteria or undertaking a leadership 360 degree appraisal, our Consultants will manage the entire process including facilitating meetings and presenting to Council, if required.

Remuneration Reviews

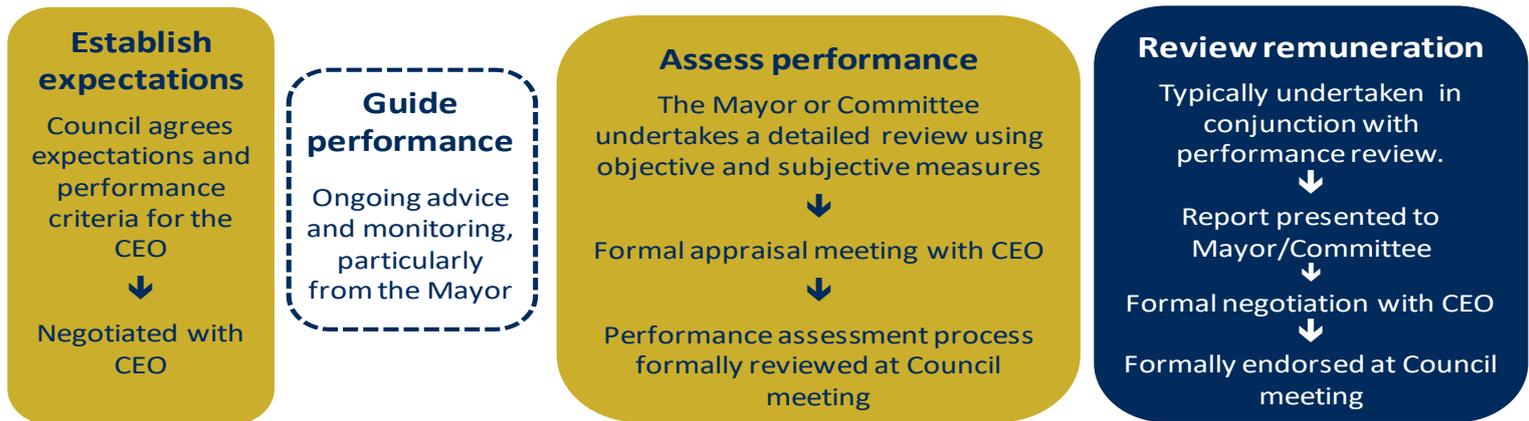
Price Consulting Group undertakes a market review of CEO remuneration to allow Councils to have greater objectivity about CEO remuneration decisions.

Without significant research, it can be difficult for Councils to ensure that they are "comparing apples with apples." Remuneration reviews need to take into account:

- CEO remuneration from similarly-sized Councils (metro or regional);
- the Salaries and Allowances Tribunal's determination;
- the CEO's performance; and
- other environmental data, including economic indicators and major local issues.

PROCESS AND OUTCOMES

Our Consultants focus on delivering the following key outcomes:



CEO OUTCOMES:

- minimal impact on CEO's schedule;
- objective review of leadership performance;
- an opportunity to discuss issues and seek alignment and support;
- identification of development opportunities; and
- discussion of career aspirations and succession planning.

COUNCIL OUTCOMES:

- a well-run process designed to deliver to Council's needs and calendar;
- endorse the CEO's performance for the review period;
- determine appropriate Key Performance Indicators (KPIs) for the next 12 months;
- determine the CEO's remuneration for the next 12 months, if required; and
- the extension or renewal of the CEO's contract.

Price Consulting Group

WA owned and operated, Price Consulting Group has been providing management and human resource consulting services to government, corporate and private organisations for over 17 years. One of our areas of speciality is individual and organisational performance improvement.

We are committed to helping organisations achieve greater results and success through effective strategic and HR management. Our aim is to develop a strong partnership with you so we can understand your organisation and provide cost-effective and innovative solutions that meet your unique needs.

We have a team of highly skilled and experienced Consultants who bring their knowledge and passion for their work into your organisation. We carefully match Consultants to work assignments so that you will have the benefit of dealing with an industry expert – no matter how large or small your team, you will be treated like a 'big fish in a small pond'.

Our Services

Improving Productivity and Performance

- ◆ Strategic & business planning
- ◆ Change management
- ◆ HR & workforce planning & policy
- ◆ Organisational review & development
- ◆ Restructures, job design & work evaluation
- ◆ Business & performance reviews
- ◆ Employer branding
- ◆ Attraction & retention strategies
- ◆ Recruitment & executive search
- ◆ Training and facilitation
- ◆ Employee relations

Contact us to discuss your needs and for a comprehensive quote on (08) 9261 7738 or info@priceconsulting.com.au