



- **15.12 CEO Contract of Employment**  
Attachment 1 CEO Contract of Employment Report..... 3

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COUNCIL  
MEETING AGENDA18 NOVEMBER  
2021

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*This matter has been determined to be of a significant nature and approval has been given to refer this report to the Council as a late item.*

ITEM: 15.12

SUBJECT: CEO CONTRACT OF EMPLOYMENT

AUTHOR: MAYOR TERESA HARDING

DATE: 12 NOVEMBER 2021

**EXECUTIVE SUMMARY**

This is a report concerning the proposed contract of employment for the position of Chief Executive Officer of Ipswich City Council.

**RECOMMENDATION/S**

[Amended Council Ordinary Meeting of 18 November 2021](#)

- A. That Council approve the Contract of Employment (~~Confidential Attachment 1~~) for Candidate A as previously identified at the special meeting on the 2 November 2021 in the position of Chief Executive Officer.
- B. That Council authorise the Mayor to execute on behalf of Council, the Contract of Employment.

**RELATED PARTIES**

The related party, being Candidate A, is detailed in the attachment to this report.

**IFUTURE THEME**

A Trusted and Leading Organisation

**PURPOSE OF REPORT/BACKGROUND**

On 2 November 2021 Ipswich City Council approved the appointment of Candidate A as the Chief Executive Officer (CEO) of Ipswich City Council under section 194 (1) of the *Local Government Act 2009*.

Council also authorised Mayor Teresa Harding, Deputy Mayor Nicole Jonic, Councillors Marnie Doyle and Andrew Fechner to negotiate the proposed contract of employment with Candidate A, to be approved by resolution of Council.

Over the period 4 -15 November 2021 Mayor Teresa Harding, Deputy Mayor Nicole Jonic, Councillors Marnie Doyle and Andrew Fechner have:

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1. reviewed the draft CEO Contract of Employment (prepared by Council's People and Culture branch using the Senior Executive Contract of Employment template developed by Colin Biggers and Paisley Lawyers);
2. drafted a CEO Performance Agreement and Review document for inclusion in Schedule A of the CEO Contract of Employment;
3. reviewed the CEO Annual Performance Appraisal Policy (A6600676) to ensure alignment with the CEO Contract of Employment and CEO Performance Agreement and Review document; and,
4. ensured that the contract of employment has been reviewed by Council's Legal Services branch

Mayor Teresa Harding has negotiated the CEO Contract of Employment and CEO Performance Agreement and Review with Candidate A and confirms that Candidate A is prepared to sign the CEO Contract of Employment if Council resolves to approve.

If Council approves the CEO Contract of Employment in the meeting of 18 November 2021, the contract will be signed by Candidate A and the Mayor. At the 2 November 2021 meeting, Council authorised the Mayor to make public, the name, qualifications and experience of the appointee to the position of Chief Executive Officer of Ipswich City Council, once the contract of employment has been executed by all parties.

**LEGAL/POLICY BASIS**

This report and its recommendations are consistent with the following legislative provisions:  
*Local Government Act 2009*

Use the dropdown to select the relevant Legislative Power and click the + symbol if you need to list multiple entries. You may also type into this field if the relevant Act/Regulation or Local Law is not in this list.

**RISK MANAGEMENT IMPLICATIONS**

There are no apparent risks associated with the recommendation of this report. The preferred candidate has been selected through a thorough recruitment process which included a formal application, interviews, psychometric testing, referee reports, qualifications, employment and integrity checks.

**HUMAN RIGHTS IMPLICATIONS**

HUMAN RIGHTS IMPACTS	
OTHER DECISION	
(a) What is the Act/Decision being made?	That Council resolve to approve the Contract of Employment for Candidate A in the position of Chief Executive Officer
(b) What human rights are affected?	No human rights are affected by this decision.
(c) How are the human rights limited?	Not applicable

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(d) Is there a good reason for limiting the relevant rights? Is the limitation fair and reasonable?	Not applicable
(e) Conclusion	The decision is consistent with human rights.

**FINANCIAL/RESOURCE IMPLICATIONS**

The total remuneration package (TRP) accepted by Candidate A is \$475,000 per annum. This TRP is in line with comparable local government remuneration packages in South East Queensland. The funding for the remuneration of the Chief Executive Officer is within existing allocations in the Office of the Chief Executive Officer budget.

**COMMUNITY AND OTHER CONSULTATION**

Given the confidential nature of negotiating an employment contract, no community consultation has been undertaken.

**CONCLUSION**

Following a rigorous review and negotiation process, Mayor Teresa Harding, Deputy Mayor Nicole Jonic, Councillors Marnie Doyle and Andrew Fechner present to Council the CEO Contract of Employment.

Teresa Harding  
Mayor

*“Together, we proudly enhance the quality of life for our community”*