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South Australian Civil and Administrative Tribunal Proceedings

A statement from Mayor Redman:

"The Town of Gawler is committed to serving the best interests of the people of Gawler within the parameters of the Local Government Act.

As an employer, we are also bound by the Fair Work Act and are committed to following industry best practice to provide our employees with a professional and respectful performance review process.

Last night Council voted to retain the confidentiality of a report and defend this decision in the South Australian Civil and Administrative Tribunal. This is a matter that was debated and carefully evaluated before a final vote taken. Council takes legal action with the utmost seriousness.

The document was made confidential pursuant to Sections 91(7) and 91(9) of the Local Government Act 1999 and forms part of the CEO's annual performance review process.

It is customary for this process to involve an employee's own assessment and the employer's perspective, which employer and employee then discuss. In relation to the CEO's performance review and evaluation, the process at the Town of Gawler for the past 24 years has been that this evaluation has been presented to a Committee of Council which then makes a recommendation for Council's consideration, in its role as the elected representative of the community. It is for Council to then make the final decision which has traditionally been made public.

The annual performance review of the CEO for 2020 is currently being undertaken by an independent consultant who will provide a report to the CEO Performance Management Panel Committee. As outlined above, the Committee will then form a view for Council's consideration. The final outcome is ultimately a decision for Council and it is hoped, as per the long held practice, that this decision will be released publicly later in 2020.

In the meantime, the CEO continues to carry out his role guided by the strategic direction set by Council to serve the best interests of Gawler."

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The media may make contact with Mayor Karen Redman on 0421 839 359