



Shire of
Bridgetown-Greenbushes
The heart and soul of the South West

Notice of an Ordinary Meeting of Council

Dear Council Member

The next Ordinary Meeting of Shire of Bridgetown-Greenbushes will be held on
Thursday, 28 May 2026 in Greenbushes Community Resource Centre,
commencing at 5:30 PM

AGENDA

Late Report

Ordinary Council Meeting

Thursday, 28 May 2026

Garry Adams

Chief Executive Officer

Date: 22 May 2026

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SHIRE OF BRIDGETOWN GREENBUSHES

ITEM 1 EXECUTIVE SERVICES UNIT

17.1 Late Item - RFQ -Independent Consultant - CEO Performance review

File Ref

Responsible Officer Merridith Morrell, Manager of Executive Services Unit

Reporting Officer Merridith Morrell, Manager of Executive Services Unit

Attachments 1. CEO Performance Review Committee - Minutes 26 May 2026
(under separate cover)

Voting Requirements Absolute Majority

Disclosure of Interest Reporting Officer: Nil
Responsible Officer: Nil

THAT COUNCIL:

1. **Receives the Minutes of the CEO Performance Committee dated 26 May 2026;**
2. **Appoints Strategic Leadership Consulting as the independent consultant to facilitate the 2026 CEO Performance Review; and**
3. **Authorises the Manager Executive Services to enter into a contract with the preferred respondent.**

IN BRIEF

An RFQ process was undertaken to engage an independent consultant to facilitate the 2026 CEO Performance Review. Three submissions were received, assessed, and found to be compliant. All responses were presented to the CEO Performance Review Committee for consideration.

Following its deliberations, the Committee has identified Strategic Leadership Consulting as the preferred respondent and recommends appointment by Council.

MATTER FOR CONSIDERATION

Council is requested to consider the recommendation of the CEO Performance Review Committee in relation to the appointment of an independent facilitator to undertake the 2026 CEO Performance Review.

BACKGROUND

In accordance with the CEO Performance Review Committee's previous resolution and agreed process, the Manager Executive Services undertook a procurement process to engage an independent consultant to support the 2026 CEO Performance Review.

The RFQ sought submissions from suitably qualified and experienced consultants with demonstrated expertise in:

- Local government CEO performance reviews
- Legislative compliance and governance frameworks
- Performance planning and KPI development

The RFQ process was conducted in accordance with the Shire's procurement requirements, and submissions were evaluated consistently against the specified criteria.

Three submissions were received in response to the RFQ and all submissions were assessed as compliant and capable of delivering the required services. Submissions were provided in full to the CEO Performance Review Committee for review and consideration.

RFQ OUTCOME SUMMARY

The following submissions were received:

Fitz Gerald Strategies

A highly experienced local government consultant offering a structured and governance-aligned methodology, with extensive experience in CEO performance reviews across WA local governments.

IPS Management Consultants

A consulting firm offering a structured, end-to-end process for the CEO performance review, including evaluation design, facilitation, and preparation of a Council-ready report.

Strategic Leadership Consulting

A consultant with extensive experience as a local government CEO, proposing a flexible and consultative approach to the performance review process, including stakeholder engagement, performance assessment, and KPI development.

All submissions demonstrate relevant experience and capability to deliver the required services.

KEY CONSIDERATIONS

The submissions present a range of delivery approaches, including:

- Structured methodologies with clearly defined processes; and
- Flexible approaches that can be tailored to the Shire's governance framework and requirements.

In forming its recommendation, the CEO Performance Review Committee considered:

- Capability and relevant experience.
- Delivery approach and alignment with requirements.
- Suitability of methodology for the Shire's governance context.

STATUTORY ENVIRONMENT

Local Government Act 1995

Council is responsible for the appointment and performance management of the Chief Executive Officer.

The CEO performance review must be conducted in accordance with:

- *Local Government Act 1995*
- *Local Government (Administration) Regulations 1996*

The legislation requires that:

- The CEO's performance is reviewed at least annually; and
- The review process is agreed between Council and the CEO.

POLICY IMPLICATIONS

Nil

The process aligns with the adopted CEO Performance Review framework and governance practices.

FINANCIAL IMPLICATIONS

Provision for the engagement of an independent consultant to support the CEO Performance Review exists within the Governance budget.

Detailed financial information associated with the RFQ submissions has been considered by the CEO Performance Review Committee and is contained within the confidential attachment.

STRATEGIC COMMUNITY PLAN

16 An engaged and effective workforce.

14 Effective governance and financial management.

The CEO Performance Review supports strong governance, accountability, and leadership performance across the organisation.

CORPORATE BUSINESS PLAN

The CEO Performance Review process supports:

- Governance and compliance activities.
- Organisational leadership and performance monitoring.
- Continuous improvement in executive leadership.

LONG TERM FINANCIAL PLAN

Provision for governance activities, including CEO performance review processes, is incorporated within ongoing operational budgets.

ASSET MANAGEMENT PLANS

Nil.

WORKFORCE PLAN

The CEO Performance Review contributes to:

- Leadership accountability
- Workforce capability and organisational performance
- Continuous improvement in leadership effectiveness

RISK MANAGEMENT

Risk	Mitigation
Perceived lack of independence in review process	Engagement of independent consultant
Non-compliance with statutory requirements	Alignment with Model Standards and legislative framework
Inconsistent or subjective assessment	Structured and facilitated review process
Reputational risk arising from process	Transparent and documented procurement and Committee process

COMMENT

The RFQ process has been conducted in a transparent, consistent, and compliant manner in accordance with the Shire’s procurement requirements.

All submissions received were assessed as capable and compliant, and were presented in full to the CEO Performance Review Committee.

Following its consideration of the submissions, the Committee has determined a preferred respondent and recommends the appointment of Strategic Leadership Consulting.

This report presents the outcome of that process for Council’s endorsement and formal appointment, with detailed evaluation information provided separately as a confidential attachment.