

Chief Executive Officer Annual Remuneration Review

Objective

To confirm Council's commitment to undertaking an annual review of the Total Remuneration Package (TRP) for the Chief Executive Officer, in accordance with the CEO's contract of employment.

Policy

Council will undertake an annual review of the Chief Executive Officer's TRP, following an initial review at the completion of the Chief Executive Officer's first six (6) months employment with the Shire of East Pilbara. Annual reviews are to be undertaken concurrently with the Chief Executive Officer's Annual Performance Review. In the event of the Salaries and Allowances Tribunal releasing a Determination or amendment to a Determination which has a material effect on the remuneration entitlements of the Chief Executive Officer, an additional review may take place at the request of the Chief Executive Officer.

Council and the Chief Executive Officer must agree on the process by which the TRP review is to be conducted, in accordance with clause 16 of schedule 2 of the *Local Government (Administration) Regulations 1996*.

Any criteria against which the annual review of the Chief Executive Officer's TRP is assessed must not be inconsistent with the Chief Executive Officer's contract of employment.

The outcome of an annual review will be in accordance with the relevant determination of the Salaries and Allowances Tribunal.

Authorisation Details

References:	<i>Local Government (Administration) Regulations 1996</i>		
Authorised by:	Council		
Date:	28 October 2022	Minute No.	2022/141
Review/Amendment Date	29 November 2024	Minute No.	2024/190
Review/Amendment Date	25 July 2025	Minute No.	2025/200
Review/Amendment Date	2 September 2026	Minute No.	2026/229
Next Review	Annually prior to the commencement of each CEO Performance review.		
Responsible Directorate	Executive Services		
Responsible Officer	Manager People and Culture		
File No.			