

**Report 99.363**

24 June 1999

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Report to the Policy and Finance Committee  
from Stuart Macaskill, Chairman

## **General Manager: Salary Review and Performance Objectives**

### **1. Purpose**

To set up an informal advisory group of Councillors to assist me when I formulate my recommendations to this Committee with respect to the General Manager's salary, his achievement of his performance objectives and possible new objectives for 1999/2000.

### **2. Background**

In accordance with the terms of his contract, the Council is required to review the General Manager's salary annually. The date when any change in the salary takes effect is 1 September 1999. The General Manager is also entitled to a bonus paid against the achievement of specific, pre-set objectives.

In this Council, the Policy and Finance Committee, and therefore all Councillors have the responsibility for the decisions relating to these matters. I will be making recommendations to our meeting of 3 August. It has been customary over the last few years for me to have the benefit of the views of a small group of Councillors to help formulate my recommendations. I would like to have such an opportunity this year also. Naturally, I am also able to call on appropriate professional advice.

### **3. Comment**

Last year the role I have outlined was performed by Councillors McQueen, Shields and Turner. Given their respective positions and experience I would

ask Councillors McQueen and Shields to assist me again. I would also like to ask Councillor Robert Shaw to join the group given his particular background.

I reiterate that the advisory group will assist me to formulate my recommendations, but the Policy and Finance Committee will make the decisions. It will have the opportunity to discuss his performance with Mr Stone on 3 August.

#### **4. Recommendation**

- (i) *“That the Policy and Finance Committee appoint Councillors McQueen, Shaw and Shields as an informal advisory group to assist the Council Chairperson to formulate recommendations to the Policy and Finance Committee with respect to the General Manager's salary and Performance Objectives.”*

STUART MACASKILL  
Chairperson