



**Eastern Waste Management Authority
General Manager Performance Review Committee
Minutes**

Friday 31 October 2025

Minutes

Eastern Waste Management Authority General Manager Performance Review Committee

Meeting held on Friday 31 October 2025 at the City of Prospect, 128 Prospect Road Prospect and via MS Teams.

1. Attendance

Members

Mr S Dilena	Presiding Member, City of Prospect
Mr F Bell	Independent Chairperson of East Waste Board (via MS Teams)
Cr P George	City of Mitcham (via MS Teams)
Cr G Piggott	City of Norwood, Payneham & St Peters

Administration

Mr L Leyland	General Manager
Ms V Davidson	GMPR Secretariat (via MS Teams)

2. Opening

The Presiding Member, Mr S Dilena, declared the meeting open at 11.05am and that a quorum was present.

3. Acknowledgement of Country

With the opening of the meeting the Presiding Member stated:

We acknowledge this land that we meet on today is the traditional lands for the Kurna people and that we respect their spiritual relationship with their country.

We also acknowledge the Kurna people as the custodians of the Adelaide region and that their cultural and heritage beliefs are still as important to the living Kurna people today.

We also pay respects to the cultural authority of Aboriginal people visiting/attending from other areas of South Australia/Australia

4. Apologies

Nil.

5. Declarations of interest

Nil.

5. Reports

Nil.

6. Confidential Reports

Mr Leyland left the meeting at 11.09am.

Being the inaugural meeting of the General Manager Performance Review Committee, the Presiding Member sought and was granted leave of the GMPR Committee to suspend meeting

procedures for a period of thirty minutes in order to have a full and frank conversation regarding the role of the Committee in assessing the performance of the General Manager East Waste and options for the management of the incumbent's probationary period.

Meeting procedures were suspended at 11.11am

At 11.41am the Presiding Member sought and was granted leave of the Committee to suspend meeting procedures for a further ten minutes in order for all Committee members to contribute to the discussion on the role of the Committee.

Meeting procedures resumed at 11.54am.

Mr Leyland re-entered the meeting at 11.55am.

6.1 Appointment of Independent Consultant

Recommendation 1

Moved: Mr F Bell

1. That pursuant to Section 90(2) of the *Local Government Act 1999* (the Act) the General Manager Performance Review Committee orders that the public, with the exception of the General Manager East Waste, Leonard Leyland and GMPR Secretariat, Vanessa Davidson, be excluded from attendance at the meeting for Item 6.1 'Appointment of Independent Consultant'.
2. The General Manager Performance Review Committee is satisfied that pursuant to section 90(3)(d) of the Act the information to be received, discussed or considered in relation to the agenda item is commercial information of a confidential nature (not being a trade secret) the disclosure of which could reasonably be expected to prejudice the commercial position of the person who supplied the information, or to confer a commercial advantage on a third party.

Due to the information provided containing commercial information for the procurement process for an Independent Consultant.

In addition, the disclosure of this information would, on balance, be contrary to the public interest. The public interest in public access to the meeting has been balanced against the public interest in the continued non-disclosure of the information. The benefit to the public at large resulting from withholding the information outweighs the benefit to it of disclosure of the information.

3. Accordingly, the General Manager Performance Review Committee is satisfied that, the principle that the meeting should be conducted in a place open to the public, has been outweighed by the need to keep the receipt / consideration of the information confidential.

Seconded: Cr P George

Carried

Recommendation 2

Moved Mr F Bell

1. That the General Manager Performance Review Committee appoints Perks People Solutions as the Independent Consultant to the General Manager Performance Review Committee for the 2025/26 financial year to establish a performance plan for the General Manager for 2025/26, to undertake a performance appraisal of the General Manager and to provide advice on the setting of an appropriate salary level for the General Manager for the 2026/27 financial year as part of the annual remuneration review.

Seconded: Cr P George

Carried

Recommendation 3

Moved Mr F Bell that the General Manager Performance Review Committee having considered Item 6.1 Appointment of an Independent Consultant in confidence under section 90(2) and 90(3)(d) of the *Local Government Act 1999*, the GMPR Committee pursuant to section 91(7) and (9) of that Act orders that:

1. The Report 'Appointment of Independent Consultant', Attachment B 'Hender Consulting Proposal' and Attachment C 'Perks People Solutions Proposal' to Item 6.1, GMPR Committee Meeting of 31 October 2025 remain confidential on the basis that the disclosure of this information would involve the disclosure of commercial information for the procurement process for an Independent Consultant and pursuant to section 90(3)(d) of the *Local Government Act 1999* and will not be available for public inspection until further order of the East Waste Board.
2. This order is subject to section 91(8)(b) of the Act which provides that details of the identity of the successful tenderer must be released once the GMPR Committee has made a selection.
3. The GMPR Committee notes any discussions of the GMPR Committee on the matter are confidential in accordance with sections 62(4a) and 110A of the *Local Government Act 1999*.

Seconded: Cr P George

Carried

6.2 Interim Probation Review

Recommendation 1

Moved: Cr G Piggott

1. That pursuant to Section 90(2) of the *Local Government Act 1999* the General Manager Performance Review Committee orders that the public, with the exception of the General Manager East Waste, Leonard Leyland and GMPR Committee Secretariat, Vanessa Davidson, be excluded from the meeting on the

basis that the General Manager Performance Review Committee will receive, discuss and consider Item 6.2 Interim Probation Review.

2. The General Manager Performance Review Committee is satisfied that pursuant to sections 90(2)(a) and 90(3)(a) of the Act the information to be received, discussed or considered in relation to the agenda item is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead); and
3. The General Manager Performance Review Committee is satisfied that pursuant to section 90(3)(d) of the Act the information to be received, discussed or considered in relation to the agenda item is commercial information of a confidential nature (not being a trade secret) the disclosure of which could reasonably be expected to prejudice the commercial position of the person who supplied the information, or to confer a commercial advantage on a third party.

Due to the information provided containing commercial information for the procurement process for an Independent Consultant.

In addition, the disclosure of this information would, on balance, be contrary to the public interest. The public interest in public access to the meeting has been balanced against the public interest in the continued non-disclosure of the information. The benefit to the public at large resulting from withholding the information outweighs the benefit to it of disclosure of the information.

4. Accordingly, the General Manager Performance Review Committee is satisfied that, the principle that the meeting should be conducted in a place open to the public, has been outweighed by the need to keep the receipt / consideration of the information confidential.

Seconded: Mr F Bell

Carried

At 12.09pm the Presiding Member sought and was granted leave of the meeting for a period of ten minutes to discuss the process for the General Manager's Interim Probation Review.

Meeting procedures were resumed at 12.19pm.

Recommendation 2

Moved Cr G Piggott that the General Manager Performance Review Committee receives and notes Item 6.2 Interim Probation Review, GMPR Committee Meeting, 31 October 2025.

Seconded: Cr P George

Carried

Recommendation 3

Moved Cr C Piggott that pursuant to section 91(7) of the *Local Government Act 1999* the General Manager Performance Review Committee orders that the report 'Interim

Probation Review' to Item 6.2, GMPRC Committee Meeting of 31 October 2025 be kept confidential until further order of the East Waste Board.

Seconded: Cr P George

Carried

7. Next meeting of the General Manager Performance Review Committee

The next meeting of the General Manager Performance Review Committee is to be held at a time and place to be agreed.

8. Closure of meeting

There being no further business, the Presiding Member declared the meeting closed at 12.20pm.

These minutes have been signed as a true and correct record of the East Waste General Manager Performance Review Committee Meeting held on 31 October 2025.

Signed _____

Sam Dilena

Presiding Member

Date ____/____/____