



Eastern Waste Management Authority General Manager Performance Review Committee

Agenda

Thursday 30 April 2026

Notice is hereby given that a special meeting of the Eastern Waste Management Authority General Manager Performance Review Committee will be held at the City of Norwood, Payneham & St Peters on Thursday 30 April 2026 commencing at 4.45 pm.

Acknowledgement of Country

We would like to 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 as important to the living Kurna people today.



Agenda

Eastern Waste Management Authority General Manager Performance Review Committee Meeting

Meeting to be held on Thursday 30 April 2026 commencing at 4.45 pm.
at the City of Norwood, Payneham & St Peters, 175 The Parade, Norwood.

1. Present

2. Acknowledgement of Country

3. Apologies

4. Declarations of Interest

If a Committee Member has an interest in a matter before the Committee, they are asked to disclose the interest to the Committee and provide full and accurate details of the relevant interest. Members are reminded to declare their interest before each item.

5. Confirmation of Minutes

Recommendation: **That the minutes of the Eastern Waste Management Authority Ordinary General Managers Performance Committee meeting held on 16 February 2026 be received as a true and correct record.**

6. Items of Business

- 6.1 Approach to Annual Key Performance Indicators Review
- 6.2 Remuneration Review Process (See attached table)
- 6.3 2026/27 Key Performance Indicators
- 6.4 Committee Meeting Schedule

7. Confidential Reports

Nil.

8. Next Meeting of the General Manager Performance Review Committee

The next meeting of the General Manager Performance Review Committee is proposed to be held at 9.30 am on Friday 19 June 2026 at the City of Prospect, 128 Prospect Road, Prospect.

9. Closure of Meeting

ITEM 6.2

Waste Management Authorities Salary Benchmarking 2025

Organisation	Salary \$	Super \$	Motor Vehicle Value \$	Other Benefits \$	Total Package \$	Total Budget \$	Staff #	# Constituent Councils
Organisation 1	200,000	24,000 12%	12,000	Phone memberships \$4K	240,000	27.4M	77	8
Organisation 3	220,000	26,400 12%	15,000	An additional weeks leave \$4230	265,630	10.7M	23	4
Organisation 3	195,352	18,167 9.3%	15,000	N/A	228,520	16M	37	4

Waste Management Authorities Salary Benchmarking 2025

Organisation 4	223,215	26,785 12%	N/A	N/A	250,000	25M	16	3
Organisation 5	300,000	36,000 12%	Included in cash	Phone/laptop	336,000	50.3M	100	3
Organisation 6	216,226	25,947 12%	N/A	N/A	242,173	6.94M	1 + 5 seconded	2

Waste Management Authorities Salary Benchmarking 2025

General Comments

- Since the last survey of salaries for Waste Management Authorities undertaken by AM Consulting in 2023 there have been a change of CEO at 4 of the Waste Management Authorities surveyed.
- CPI for Adelaide for the September quarter 2025 was 2.4%
- CPI for Adelaide for the year June 2024 to June 2025 was 2.4%
- CPI weighted average of the 8 capital cities for the year June 2024 to June 2025 was 3.2%.
- CPI for Adelaide for the year June 2023 to June 2024 was 4.5%
- CPI weighted average of the 8 capital cities for the year June 2023 to June 2024 was 3.8%.
- According to the ABS wage growth in Australia was 3.4% for the year to June 2025.
- The Salary review process in the South Australia Local Government sector for CEOs has been impacted by the determination by the Remuneration Tribunal. There are some CEOs who are currently outside the range as determined by the Remuneration Tribunal whilst others were below the range for the classification of their Council. CEOs in Local Government also have to include any FBT paid on their behalf in their Total Remuneration package. Any comparison to CEOs in Local Government needs take into account these issues. Outside “correction” increases the most common increase was 2.2%.



10 November 2025