



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

Thursday 30 April 2026

## Minutes

### Eastern Waste Management Authority General Manager Performance Review Committee

Meeting held on Thursday 30 April 2026 at the City of Norwood, Payneham & St Peters.

#### 1. Opening

The Presiding Member, Mr S Dilena, declared that a quorum was present and opened the meeting at 4.47 pm.

The Presiding Member read the Acknowledgement to Country.

#### 2. Attendance

##### Members

Mr S Dilena	Presiding Member, City of Prospect
Mr F Bell	Independent Chair of the East Waste Board
Cr G Piggott	Deputy Chair of the East Waste Board City of Norwood, Payneham & St Peters ( <i>entered the meeting at 4.55 pm</i> )
Cr P George	City of Mitcham
Ms C Ordish	Consultant, Perks People Solution

##### Administration

Ms V Davidson GMPRC Committee Secretariat

#### 3. Apologies

Nil.

#### 4. Declarations of interest

Nil.

#### 5. Confirmation of Minutes

##### 5.1 Minutes of the East Waste General Manager Performance Review Committee Meeting

Moved Mr F Bell that the minutes of the East Waste General Manager Performance Review Committee Meeting held on 16 February 2026 be confirmed as a true and correct record.

Seconded: Cr P George

**Carried**

#### 6. Matters for Consideration

##### 6.1 Approach to Annual Key Performance

The General Manager Performance Review Committee (Committee) agreed to conduct a 'live review' of the General Manager's performance comprising the following components:

- The General Manager will present to the Committee on progress against his Key Performance Indicators (KPIs) and the responsibilities outlined in his Position Description for a period of 20 minutes at the next meeting of the Committee. The General Manager will be advised of this requirement by the Presiding Member of the Committee.

- Ms C Ordish will prepare an Assessment Matrix by which the individual members of the Committee will assess the General Manager's performance.
- The General Manager will be asked to leave the meeting. Mr Matt Hobby, Director Perks People Solutions, will facilitate a conversation with the Committee to reach a consensus regarding the General Manager's overall performance.
- Mr Hobby will prepare a report which will be included in the 25 June 2026 Board Agenda as a late paper.
- Feedback on the performance review process will be provided to the General Manager at the conclusion of the 25 June 2026 East Waste Board meeting.

## 6.2 Remuneration Review Process

- The Committee expressed their preference for a nuanced remuneration review process, given that the General Manager is continuing to develop in the role.
- Mr Hobby is to define an appropriate remuneration review process and provide it to the Presiding Member for feedback.
- The outcome of the remuneration review process will be included in the above-mentioned report to the East Waste Board.

## 6.3 General Manager's KPIs 2026/27

- The Presiding Member of the Committee and the Independent Chair of the East Waste Board will develop draft KPIS for 2026/27 offline. These will be presented to the Committee for consideration and comment on 19 June 2026.

## 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 9.30 am on Friday 19 June 2026 at the City of Prospect.

## 8. Closure of meeting

There being no further business, the Presiding Member declared the meeting closed at 5.24 pm.

*These minutes have been signed as a true and correct record of the East Waste General Manager Performance Review Committee Meeting held on 30 April 2026.*

Signed \_\_\_\_\_

Presiding Member

Date \_\_\_\_/\_\_\_\_/\_\_\_\_