



LATE ITEMS

Ordinary Council Meeting

Wednesday 11 February 2026



15 DIVISIONAL REPORTS - CHIEF EXECUTIVE OFFICER

15.1 Designation of "Senior Employees"

Report Number	CEO05.02.26
Applicant	City of Nedlands
Disclosure of Interest	Nil
Voting Requirements	Simple Majority
Authority/Discretion	Executive Legislative
Contributing Officer	Jonathan Allen - Manager Governance and Risk Management
Responsible Officer	Jonathan Allen - Manager Governance and Risk Management
Director	Arthur Kyron - Acting Chief Executive Officer
Attachments	Nil

Purpose

To seek Council approval to remove any designation of employees or persons belonging to a class of employees as 'senior employees'.

Officer Recommendation

That Council:

1. **REMOVES** any designation of 'senior employees' that may have previously been made in accordance with s5.37 of the Local Government Act 1995;
2. **CONFIRMS** that no employee or class of employee are currently designated as 'senior employees' for the purpose of s5.37 of the Local Government Act 1995.

Background

Council have historically designated certain Director roles as 'senior employees' in accordance with the provisions of s5.37 of the Local Government Act 1995 (LG Act).

Where a designation exists, this creates a legislative requirement for all such designated roles to be brought before Council for approval – where there is any proposal to appoint or dismiss such an employee.

Discussion

Whilst Council is able, there is no *requirement* under the Act for Council to designate any member of staff as 'senior employees'. Under the Act, Council is only *required* to employ the CEO (see s5.36 of the Act).



The current requirement to seek Council approval for the employment or dismissal of Directors restricts the CEOs ability to both:- (a) freely attract new senior staff; and (b) organise the appropriate structure and roles in the organisation.

Council is therefore asked to remove all existing designations as may previously have been made under s5.37 of the Act.

Consultation

Nil

Strategic Implications

This item is strategically aligned to the City of Nedlands Council Plan 2023-33 vision and desired outcomes as follows:

Vision: Sustainable and responsible for a bright future

Performance

11. Effective leadership and governance.

Budget/Financial Implications

Nil

Legislative and Policy Implications

There is no Council Policy on the designation of 'senior staff'. Any previous designations appear to have been made by resolution of Council.

There is no legislative restriction on the removal of a designation that has previously been made under s5.37 of the Act.

Decision Implications

Adopting the proposed resolution will allow the CEO to freely attract and recruit key senior staff roles; and to carry out any re-organisation of the administration structure as they deem appropriate to assist in dealing with the issues currently facing the City in a timely manner.

Conclusion



It is recommended that Council adopt the officer's recommendation for the reasons set out above.

Further Information

Nil

