

AMALGAMATIONS - TRANSITION TO AND ESTABLISHMENT OF NEW LOCAL GOVERNMENT AND IMPACTS ON CEOs

Timeline

Milestones

Decision points

CEO Arrangements

September 2014

Announcement of new boundaries

LICs working on stage two tasks with all amalgamating local governments participating.

- CEOs of amalgamating local governments participate on LIC.
- CEOs of amalgamating local governments continue to engage in business as usual activities.
- Existing CEOs may jointly appoint Project Director to coordinate amalgamation tasks up until 1 July 2015.

October 2014

LICs/Councils

- Identify opportunities and entitlements for existing CEOs
- Develop position description and performance outcomes and criteria for Interim CEO
- Seek advice from the Salaries and Allowances Tribunal regarding remuneration and develop recommendation on remuneration arrangements for Interim CEO

Ability to lead the new local government through the change process will be an essential criterion for an Interim CEO.

November 2014

Polls held if required

December 2014

Governor's Orders

Date for appointment of Commissioner/s

- Decision will be made by Government and contained in Governor's Orders
- LICs may wish to advise the Minister if its preference is for an earlier than 1 July 2015 commencement date of Commissioner/s

Ideally LICs will seek endorsement from their respective councils for the work the LIC has undertaken in planning for the appointment of an Interim CEO for the new entity.

January 2015

February 2015

March 2015

Option for Commissioner/s to commence in statutory role or advisory role

- Offices of members of council of amalgamating local governments declared vacant
- Existing CEOs continue in their roles until 1 July 2015

Local governments may consider engaging the Commissioner/s named in Governor's Orders in an advisory capacity (e.g. as a consultant) prior to statutory appointment.

April 2015

3-6 months prior to amalgamation

OR

Commissioner responsible for appointing Interim CEO

- The appointed Commissioner will work with the LIC and consider the work undertaken by the LIC in planning for the Interim CEO appointment.
- The Commissioner, if commencing on 1 July 2015, can select and appoint an Interim CEO prior to 1 July 2015 ready for commencement on 1 July 2015.
- The Commissioner may seek expressions of interest for the Interim CEO position or, if the appointment is until 1 July 2016, can appoint someone to the position without a formal selection process.
- The Commissioner/s may select one of the existing CEOs or may appoint another person to the position.

May 2015

June 2015

Commissioner/s commence in statutory role

- Offices of members of council of amalgamating local government are declared vacant
- CEOs of amalgamating local governments cease their roles
- Interim CEO is formally appointed by Commissioner/s at first meeting of new council (Commissioners)

July 2015

New local government commences

August 2015

September 2015

Existing CEOs positions cease on 1 July 2015. CEOs may:

- Be selected by the Commissioner for appointment as Interim CEO of the new local government.
- Accept an alternative position within the new local government (as provided under 2 year guarantee).
- Accept compensation to terminate their contract.
- Choose to work part of their contract and then accept termination payment.

October 2015

Elections

Commissioner/s role ceases

New council elected

Interim CEO can be appointed for up to 12 months
Permanent CEO appointed by new council in accordance with the Act

BOUNDARY CHANGES - TRANSITION TO ESTABLISHMENT OF NEW LOCAL GOVERNMENT AND IMPACTS ON CEOs

Timeline

Milestones

Decision points

CEO Arrangements

September 2014

Announcement of new boundaries

LICs working on stage two tasks with all merging local governments participating

October 2014

Governor's Orders

Boundary change Order is made. One local government is abolished as of 1 July 2015, the other will continue.

November 2014

December 2014

Continuing local government

The Position Description of the CEO, including the performance objectives and outcomes should be reviewed and if required, a new Position Description developed to incorporate the change management skill set required to implement the organisational change.

January 2015

3-6 months prior to amalgamation

A submission should be made to the Salaries and Allowances Tribunal for determination of remuneration for the CEO position post 1 July 2015.

February 2015

Discussions should be undertaken with each of the existing CEOs to ascertain their plans post 1 July 2015.

March 2015

Current CEO of continuing local government is to fulfil the requirements of the revised CEO Position Description for the expanded local government post 1 July 2015.

OR

If, in the review of organisational requirements and structure, the continuing local government decides that a merit-based selection should be held for a new CEO, then the continuing local government will need to make the CEO position vacant by bringing the contract of the existing CEO to an end.

April 2015

May 2015

CEO position is made vacant.

June 2015

A suitably qualified person can be appointed to act in the Interim CEO position for a period not exceeding 1 year (until 1 July 2016).

OR

The Interim CEO position may be advertised and a formal selection process undertaken.

July 2015

New local government commences

The CEO of the continuing local government continues in the role.

OR

A suitable person is appointed as Interim CEO.

CEO position for abolished local governments will cease on 1 July 2015. The CEO may:

August 2015

September 2015

October 2015

Elections

New council members elected

Interim CEO can be appointed for up to 12 months
Permanent CEO appointed by council in accordance with the Act

- Be selected for appointment as CEO of the new local government (if position is made vacant).
- Accept an alternative position within the new local government (as provided under 2 year guarantee).
- Accept compensation to terminate their contract.
- Choose to work part of their contract and then accept termination payment.