

CONFIDENTIAL ITEMS 2003 – AUGUST 2025

#	Date	Item Title	Confidential Order Details	Item being kept confidential - Agenda/ Attachment/ Minutes	Reason regarding retention or recommend-action to release	Resolution Regarding Action	Last Review Date	Next Review Date	Date Released
280	5 May 2025	Adelaide Hills Region Waste Management Authority – Appointment of Independent Chair	<u>Section 90 (3) (a) Order</u> 1. Pursuant to Section 90(3)(a) Pursuant to Section 90(2) of the Local Government Act 1999 the Council orders that all members of the public except Chief Executive Officer, Executive Manager, General Manager Corporate Services, General Manager Infrastructure, Acting General Manager Planning and Regulatory Services, and Minute Secretary be excluded from attendance at the meeting for Agenda Item 18.3 Confidential Item: Adelaide Hills Region Waste Management Authority – Appointment of Independent Chair. The Council is satisfied that pursuant to Section 90(3)(a) of the Act, the information to be received, discussed or considered in relation to this Agenda item is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of applicants considered for appointment through the Expression of Interest process, in that details of their suitability for appointment will be discussed, which are sensitive and are details only known to those who have participated in the selection and appointment expression of interest process. The Council is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because the disclosure of details of what may prematurely be disclosed before discussing with the applicants the outcome of the expression of interest for appointment process. <u>Section 91(7) Order</u> 4. Pursuant to Section 91(7) That having considered Agenda Item 18.3 Confidential Item: Adelaide Hills Region Waste Management Authority – Appointment of Independent Chair in confidence under 90(2) and 3(a) of the Local Government Act 1999, the Council pursuant to Section 91(7) of the Act orders that the documents and the minutes be retained in confidence until all applicants have been advised of the outcome of the Expression of Interest process or such lesser period	Documents and the minutes	The Council is satisfied that pursuant to Section 90(3)(a) of the Act, the information to be received, discussed or considered in relation to this Agenda item is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of applicants considered for appointment through the Expression of Interest process, in that details of their suitability for appointment will be discussed, which are sensitive and are details only known to those who have participated in the selection and appointment expression of interest process. The Council is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because the disclosure of details	Documents and the minutes be retained in confidence until all applicants have been advised of the outcome of the Expression of Interest process or such lesser period as may be determined by the Chief Executive Officer and that this order be reviewed every 12 months		Within months 12	<i>Report and Minutes released on website 14 October 2025</i>

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			as may be determined by the Chief Executive Officer and that this order be reviewed every 12 months.		of what may prematurely be disclosed before discussing with the applicants the outcome of the expression of interest for appointment process.				

RELEASED

18.3 **REPORT TITLE:** **CONFIDENTIAL ITEM: ADELAIDE HILLS REGION
WASTE MANAGEMENT AUTHORITY –
APPOINTMENT OF INDEPENDENT CHAIR**

DATE OF MEETING: **5 MAY 2025**

FILE NUMBER: **DOC/25/58151**

ATTACHMENTS: **NIL**

Key Contact Sue Miller, Team Leader Risk and Governance
Manager Alex Oulianoff, General Manager Corporate
Services

Sponsor Andrew Stuart, Chief Executive Officer

Community Plan 2044:

Leadership Objectives

25. Leadership and Vision: cultivate a culture of strong leadership within our organisation including in our Council Members, characterised by transparency, accountability, and responsiveness to the diverse needs and aspirations of our community.

26. Transparent and Inclusive Decision Making: transparent and inclusive decision-making, ensuring active engagement of diverse stakeholders and fostering trust and confidence in governance outcomes.

27. Efficient Public Services: enhance the efficiency and effectiveness of public services provided by Council, ensuring timely delivery of services that meet the evolving needs of the community and provide value for money.

Annual Business Plan:

NA

Purpose:

To endorse the Adelaide Hills Region Waste Management Authority (AHRWMA) Recruitment Panel's recommended appointment for Independent Chair.

Summary – Key Issues:

- The current AHRWMA Independent Chair gave notice on 8 January 2025 of his intention not to nominate for reappointment when their term expires on 16 June 2025.
- AHRWMA Board subsequently appointed an Independent Chair Recruitment Panel (ICRP).
- The ICRP has concluded an interview process for the Independent Chair and is seeking endorsement by each constituent Council of the recommended applicant.

Recommendation 1:**Section 90 (3) (a) Order****1. Pursuant to Section 90(3)(a)**

Pursuant to Section 90(2) of the Local Government Act 1999 the Council orders that all members of the public except Chief Executive Officer, Executive Manager, General Manager Corporate Services, General Manager Infrastructure, General Manager Planning and Regulatory Services, Head of Wastewater and Minute Secretary be excluded from attendance at the meeting for Agenda Item 18.3 Confidential Item: Adelaide Hills Region Waste Management Authority – Appointment of Independent Chair.

The Council is satisfied that pursuant to Section 90(3)(a) of the Act, the information to be received, discussed or considered in relation to this Agenda item is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of applicants considered for appointment through the Expression of Interest process, in that details of their suitability for appointment will be discussed, which are sensitive and are details only known to those who have participated in the selection and appointment expression of interest process.

The Council is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because the disclosure of details of what may prematurely be disclosed before discussing with the applicants the outcome of the expression of interest for appointment process.

Recommendation 2:

That Council:

- 2. Note the recommendations from the Adelaide Hills Region Waste Management Authority Independent Chair Recruitment Panel.**
- 3. Endorse the recommendation of the Adelaide Hills Region Waste Management Authority Independent Chair Recruitment Panel, being:**
 - a. Mr Paul Sandercock be appointed to serve as the next Independent Chair of the Adelaide Hills Region Waste Management Authority for a term of 3 years, as per clause 3.4.2 of the Charter; and**
 - b. A proposed starting stipend of \$20,000 per annum, consistent with the offering to the current Chair.**

4. Acknowledge the contribution of the outgoing Adelaide Hills Region Waste Management Authority Independent Chair Mr Adrian Skull.

Section 91(7) Order

Pursuant to Section 91(7)

- 5. That having considered Agenda Item 18.3 Confidential Item: Adelaide Hills Region Waste Management Authority – Appointment of Independent Chair in confidence under 90(2) and 3(a) of the Local Government Act 1999, the Council pursuant to Section 91(7) of the Act orders that the documents and the minutes be retained in confidence until all applicants have been advised of the outcome of the Expression of Interest process or such lesser period as may be determined by the Chief Executive Officer and that this order be reviewed every 12 months.**
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Background:

1. The Adelaide Hills Region Waste Management Authority is a regional subsidiary under S43 of the Local Government Act 1999 comprising the constituent councils of Adelaide Hills Council, Alexandrina Council, Mount Barker District Council and Rural City of Murray Bridge.
2. The Council's representation on the Board Member is Alex Oulianoff, General Manager Corporate Services, and Deputy Member Councillor Ian Grosser.
3. The Authority is governed by a Charter revised and endorsed by all constituent councils in 2022.
4. On 8 January 2025 the current (and inaugural) Independent Chair, Mr Adrian Skull, gave notice of his intention not to nominate for reappointment when his term expires on 16 June 2025.
5. On 18 February 2025 Rob Gregory, Chief Executive Officer, Adelaide Hills Region Waste Management Authority, wrote to constituent member council chief executive officers advising:
 - a. the timing of the independent chair's notice did not allow sufficient time to undertake a thorough market exploration and appointment process for a high-quality successor; and
 - b. the process for appointing an independent chair, as set out in clause 3.3.1.2 through 3.3.1.3 of the Authority's Charter.

3.3.1.2 One (1) person appointed jointly by Absolute Majority of the Constituent Councils, with relevant professional expertise, who is not a member or officer of a Constituent Council to be the chairperson of the Board.

3.3.1.3 The Chairperson of the Board shall be selected through a process determined by a panel comprising the Chief Executive Officers of the Constituent Councils.

6. Clause 3.3.1.3 of the Charter notes the responsibility for deciding the Independent Chairperson recruitment process resides with the Constituent Council CEOs. The Board has no approval role in this process and the CEOs only need to approve the process, not be involved in the whole process.
7. As per clause 3.3.1.2 of the Charter, the final decision must be approved by absolute majority (three) of the Constituent Councils. Whilst the AHRWMA Board (the Board) does not have any decision-making powers in the process, the broad framework (and Position Description) were endorsed by the Board at the Board's 17 February 2025 Board meeting.
8. As per the framework endorsed by the Board, an independent chair recruitment panel (ICRP) was subsequently set up consisting of one constituent council CEO, the Authority's Independent Chair and Authority's CEO to manage the entire process and present a candidate(s) for endorsement.
9. The ICRP oversaw and directed all activities associated with the recruitment process keeping the CEOs informed of progress including providing a complete list of applicants.
10. The recruitment process was managed in-house without the need for the expense of engaging a recruitment agency. Advertisements were placed on Seek, Australian Institute of Company Directors, LinkedIn and the Waste Management Association Australia, Social media channels of the Authority and Member Councils were also used.
11. On 23 April 2025 Rob Gregory, Chief Executive Officer, Adelaide Hills Region Waste Management Authority, wrote to constituent member council chief executive officers advising of the ICRP's recommendation, including as attachments the ICRP's Selection Report April 2025, and the resume of the candidate recommended for appointment.

Discussion:

12. The recruitment panel comprised the Andrew Stuart (CEO Mount Barker District Council), Rob Gregory (CEO, Adelaide Hills Region Waste Management Authority) and Adrian Skull (AHRWMA Independent Chair).
13. At close of advertising on the 21 March 2025 forty-three (43) applications had been received with a strong mix of local, national and international candidates. ICRP deliberated extensively on 27 March 2025 to select five (5) candidates to progress through to interviews.
14. The ICRP noted there were several very skilled candidates who did not advance to interview stage, given the high calibre of top end talent vying for the position.
15. Of the four (4) candidates interviewed on 10 April 2025 (one withdrew on the morning of the interviews), the ICRP were of the view that all candidates were worthy and could satisfactorily undertake the role.
16. After much consideration, the ICRP unanimously recommended Mr Paul Sandercock to serve as the next Independent Chair of the AHRWMA for a term of three (3) years, as per clause 3.4.2 of the Charter.
17. The ICRP's Selection Report, April 2025 to constituent council CEOs advised as per the following extract:

Mr Sandercock is an innovative and strategic thinker with significant executive experience grounded in a broad range of sectors. Through various roles, Paul has repeatedly driven significant growth and strategic development to improve the financial performance and industry standing of the organisations he has worked for. With the Authority's 2034 Strategic Plan having bold and ambitious targets, the ICRP were impressed by the commercial thinking Mr Sandercock will bring to the role. This was superior to other interviewees.

With respect to Board roles, Mr Sandercock has previously completed Australian Institute of Company Directors (AICD) qualifications and served on several noteworthy Boards, including Green Industries SA (GISA) for two terms (six years in total). During this time Mr Sandercock developed a deep understanding of waste, the circular economy and the important role state and local government play in activating and advancing pertinent activities. He has also served on the South Australian Premier's Science and Industry Council and the Southern Adelaide Economic Development Board (SAEDB), providing valuable local government exposure. Recently, he completed a six-year stint as Chairman of Milford Industries Pty Ltd. The ICRP viewed Mr Sandercock's broad board experience as a standout, aligning strongly with the future vision of the Authority. Mr Sandercock's resume is attached (confidentially, Refer Attachment 1), which expands further on his executive career.

Through the interview process, Mr Sandercock impressed the panel with the high level, innovative mindset that he applied, whilst linking back to and acknowledging the current activities and future direction of the Authority. Mr Sandercock recognised the value of relationships in driving progress, particularly the importance of brining Member Councils along for the journey and ensuring their thinking and vision aligns with the Authority. Along with his strong and enthusiastic personality, which will be vital in the advocacy work required, he has experience in coaching and mentoring executive staff, which is seen to be of value to the new CEO and senior staff.

Overall, the panel believes that Mr Sandercock's broad board experience (including chairing), coupled with the ability to leverage his commercial acumen and innovative thinking, creates a strong and beneficial value-add that is superior to other applicants.

18. Two (2) referee checks were undertaken, both of which reaffirmed Mr Sandercock's suitability for the role, noting his strong entrepreneurial background, forthright, but considered nature and his ability to operationalise strategic planning.
19. Mr Sandercock's term will commence upon expiry of the current independent chairperson's term on 16 June 2025.
20. The AHRWMA Board is ideally seeking endorsement from all constituent member council's in advance of the Board's next meeting on 20 May 2025.

Community Engagement:

Informing only	Information on the independent Chairperson appointment will be released by the AHRWMA following which the Council minute will be included on Council's website.
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Policy:

N/A

Long Term Financial Plan:

N/A

Budget:

There is no impact on Council's budget.

Statutory/Legal:

The AHRWMA Charter sets out the process to appoint Board positions.

Staff Resource Requirements:

There is no impact on Council staff resourcing.

Environmental:

N/A

Social:

N/A

Risk Assessment:

There is a low risk that a constituent Council may not agree with the recommended independent member appointment.

Asset Management:

N/A

Conclusion:

Council should support the AHRWMA Independent Chair Recruitment Panel's recommendation following the conclusion of a recruitment process for the position of independent Chairperson for the AHRWMA.

Previous Decisions By/Information Reports to Council

Meeting Date	2 May 2022	CM Reference	DOC/22/46598
Title	Confidential Report – Appointment of Adelaide Hills Region Waste Management Authority (AHRWMA) Independent Chairperson and Council Board Member and Deputy Board Member		
Purpose	To endorse the Adelaide Hills Region Waste Management Authority (AHRWMA) Recruitment Panel's recommended independent Chairperson and to appoint a board member and deputy board member		

Meeting Date	3 August 2020	CM Reference	DOC/20/73988
Title	AHRWMA Charter Review		
Purpose	To provide Council with a reviewed Adelaide Hills Region Waste Management Authority (AHRWMA) Charter for consideration and approval		

RELEASED

18.3 **REPORT TITLE:** **CONFIDENTIAL ITEM: ADELAIDE HILLS REGION
WASTE MANAGEMENT AUTHORITY –
APPOINTMENT OF INDEPENDENT CHAIR**

DATE OF MEETING: **5 MAY 2025**

FILE NUMBER: **DOC/25/58151**

ATTACHMENTS: **NIL**

9:47pm Councillor Voogt left the meeting.

Moved Councillor Orr that Council:

Section 90 (3) (a) Order

1. Pursuant to Section 90(3)(a)

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details of their suitability for appointment will be discussed, which are sensitive and are details only known to those who have participated in the selection and appointment expression of interest process.

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Seconded Councillor Seager

CARRIED
OM20250505.32

Moved Councillor Szilassy that Council:

2. Note the recommendations from the Adelaide Hills Region Waste Management Authority Independent Chair Recruitment Panel.
3. Endorse the recommendation of the Adelaide Hills Region Waste Management Authority Independent Chair Recruitment Panel, being:
 - a. Mr Paul Sandercock be appointed to serve as the next Independent Chair of the Adelaide Hills Region Waste Management Authority for a term of 3 years, as per clause 3.4.2 of the Charter; and
 - b. A proposed starting stipend of \$20,000 per annum, consistent with the offering to the current Chair.
4. Acknowledge the contribution of the outgoing Adelaide Hills Region Waste Management Authority Independent Chair Mr Adrian Skull.

Seconded Councillor Orr

CARRIED
OM20250505.33

Moved Councillor Hewett that Council:

Section 91(7) Order

5. Pursuant to Section 91(7)

That having considered Agenda Item 18.3 Confidential Item: Adelaide Hills Region Waste Management Authority – Appointment of Independent Chair in confidence under 90(2) and 3(a) of the Local Government Act 1999, the Council pursuant to Section 91(7) of the Act orders that the documents and the minutes be retained in confidence until all applicants have been advised of the outcome of the

Expression of Interest process or such lesser period as may be determined by the Chief Executive Officer and that this order be reviewed every 12 months.

Seconded Councillor Size

CARRIED
OM20250505.34

RELEASED