2.30   ORGANISATIONAL STRUCTURE

OBJECTIVE

To clarify the roles of the Council and the Chief Executive Officer in relation to the Shire's organisational structure.

POLICY

Section 5.2 of the Act states that the ...*council of a local government is to ensure that there is an appropriate structure for administering the local government*.

Section 5.41 of the Act states that the CEO is responsible, amongst other things, for ...*the employment, management supervision, direction and dismissal of other employees (subject to section 5.37(2) in relation to senior employees).*

In order to provide clarification with respect to the two separate roles, the following recognitions are made:

a.   The CEO shall be responsible for the preparation of an appropriate organisational structure for administering the Shire and shall ensure that Council is satisfied with the proposed structure.

b.   The CEO shall keep the Council informed of changes to the organisational structure, including the creation of new positions.

c.   Any changes to the organisational structure proposed by the CEO must be contained within the constraints of the budget in effect at the time.

d.   If the Council is not satisfied that an appropriate organisational structure exists, then the Council shall, by resolution, direct the CEO to establish a structure in accordance with any advice provided by the Council.

e.   The Council has no input into the employment, management supervision, direction and dismissal of individual employees other than the CEO.

GOVERNANCE REFERENCES

Statutory Compliance	*Local Government Act 1995* s. 2.7, s. 5.2, s. 5.37 and s. 5.41
Industry Compliance	Relevant industrial awards and agreements
Organisational Compliance	N/A

POLICY ADMINISTRATION

Review Cycle	2 years	Next Review	2023
Department	Office of the CEO		

Version	Decision Reference	Synopsis
1.	17/11/2017 – Item 11.1.2	New policy adopted.
2.	16/03/2021 – Item 11.1.4	Policy reviewed and amended.
3.	15/02/2022 – Item 11.1	Policy amended – references to senior employees deleted.