

INTERIM 2024/25 CEO Performance KPIs

Monday, 3 June 2024
CEO Performance Review Panel

Strategic Alignment - Our Corporation

Program Contact:
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Public

Approving Officer:
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EXECUTIVE SUMMARY

This report provides advice to the CEO Performance Review Panel on the draft Interim 2024/25 Key Performance Indicators (KPIs) against which the performance of the Chief Executive Officer will be measured. The draft KPIs are aligned to the Key Result Areas relevant in the CEO Position Description.

RECOMMENDATION

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL

THAT COUNCIL

1. Approves that the Chief Executive Officer's performance for the 2024/25 financial year will be assessed against the achievement of Interim Key Performance Indicators aligned to the relevant Key Result Areas in the CEO Position Description and contained in Attachment A to Item 4.2 on the Agenda for the meeting of the CEO Performance Review Panel held on 3 June 2024.
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IMPLICATIONS AND FINANCIALS

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|-------------------------|---|
| CEO Contract | <ul style="list-style-type: none">• Key Performance Indicators will be reviewed annually and periodically.• Council may alter the Key Performance Indicators at its discretion following reasonable consultation with the CEO.• The Performance Review Panel will determine the appropriate CEO performance review process against which the CEO's performance will be assessed, and the review will be completed within three months of the end of each financial year of the Term.• The CEO will be consulted in the development of key performance indicators which will be set by the Council by mutual agreement. |
| Consultation | Not as a result of this report. |
| 23/24 Budget Allocation | Not as a result of this report |

DISCUSSION

Key Performance Indicators (KPIs)

1. The CEO Performance Review Panel (the Panel) needs to consider interim Key Performance Indicators (KPIs) for the 2024/25 Financial Year.
2. It is recommended that the CEO's Performance be assessed against the Key Result Areas (KRAs) in the CEO's Position Description:
 - 2.1. Leadership and Strategic Plan Delivery
 - 2.2. Financial and Risk Management
 - 2.3. Operational and Project Delivery
 - 2.4. Organisational Health including Innovation and Service Improvement
 - 2.5. Stakeholder Management
 - 2.6. Lord Mayor and Councillors and
 - 2.7. Reflect the key actions for implementation of the City of Adelaide Strategic Plan 2024-2028 and the adopted 2024/25 Business Plan and Budget.

Next Steps

3. Following approval of the Interim 2024/25 KPIs by Council, the CEO will cascade the KPIs with supporting measures to the Portfolio Directors as the basis for a consistent organisational approach to performance review at the Executive level. The CEO will assess the performance of the Executive group for the 2024/25 review period in accordance with the proposed KPIs.

ATTACHMENTS

Attachment A – Draft 2024/25 CEO Performance KPIs

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