

2025/26 Q1 CEO KPI Progress Report

Strategic Alignment - Our Corporation

Public

Monday, 1 December 2025
CEO Performance Review
Panel

Program Contact:
Michael Sedgman
Chief Executive Officer

Approving Officer:
Anthony Spartalis
Chief Operating Officer

EXECUTIVE SUMMARY

This report provides an update of progress against the endorsed 2025/26 Key Performance Indicators (KPIs) for the Chief Executive Officer as at the end of September 2025.

RECOMMENDATION

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL

THAT COUNCIL

1. Receives and notes the KPI progress report as contained in Attachment A to Item 5.1 on the agenda for the meeting of the CEO Performance Review Panel held on 1 December 2025, outlining progress against the Chief Executive Officer's endorsed 2025/26 Key Performance Indicators.
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IMPLICATIONS AND FINANCIALS

Strategic Alignment	Strategic Alignment – Our Corporation Effective Leadership and Governance
CEO Contract	The Key Result Areas (KRAs) outlined are contained in the Chief Executive Officer (CEO) Position Description and as an attachment to the CEO's employment agreement. Key Performance Indicators (KPIs) will be reviewed annually and periodically. Council may alter the KPIs at its discretion following reasonable consultation with the CEO.
Consultation	Not as a result of this report
25/26 Budget Allocation	Not as a result of this report

DISCUSSION

- At its meeting on 10 June 2025, Council endorsed the recommendations of the CEO Performance Review Panel of 2 June 2025 and resolved (in part) that Council:
 - Approves that the Chief Executive Officer's performance for the 2025/26 financial year will be assessed against:*
 - the achievement of Key Performance Indicators aligned to the relevant Key Result Areas in the CEO Position Description as attached in the minutes of the CEO Performance Review Panel held on 2 June 2025, as Attachment B.*
 - the outcomes of an appropriate 360-degree survey instrument, including Council Members, senior staff and external stakeholders."*
- The approved Chief Executive Officer (CEO) Key Performance Indicators (KPIs) for 2025/26 ([Link 1](#)) are aligned to the Key Results Areas (KRAs) in the CEO's Position Description:
 - Leadership and Strategic Plan Delivery
 - Financial and Risk Management
 - Operational and Project Delivery
 - Organisational Health (including Innovation and Service Improvement)
 - Stakeholder Management Lord Mayor and Councillors.
- The CEO has cascaded the KPIs with supporting measures to the Portfolio Directors as the basis for a consistent organisational approach for performance review at the Executive level. The CEO will assess the performance of the Executive group for the 2025/26 review period in accordance with the approved KPIs and where appropriate, delivery against the adopted City of Adelaide Strategic Plan 2024-2028.
- In accordance with the approved process for the 2025/26 CEO Performance Review, the CEO has prepared an update of progress as at 30 September 2025 provided as **Attachment A**.
- This report is the first KPI progress report against the CEO's endorsed 2025/26 KPIs.
- This progress report provides details of the status of delivery against the approved CEO KPIs at the end of the 30 September 2025 quarter.
- As at 30 September 2025 the following KPI has been significantly progressed:
 - KPI 5 – Update the Council's Long Term Financial Plan including the assumptions and parameters to reframe the development of the 2026/27 Business Plan and Budget to allow meaningful input from Council Members. ([Link 2](#))
- All other KPIs are In Progress with notable progress against the following KPI:
 - KPI 8 – Progress Organisational Culture Survey Action Plan ([Link 3](#)).

DATA AND SUPPORTING INFORMATION

Link 1 – [Approved Chief Executive Officer Key Performance Indicators for 2025/26](#)

Link 2 – [Long Term Financial Plan 2025-2026 to 2034-35](#)

Link 3 – [Organisational Culture Survey Action Plan 2024-2026](#)

Link 4 – [Culture Survey - September 2025 Pulse Check Overall Results](#)

Link 5 – [Economic Development Strategy progress update to 30 September 2025](#)

Link 6 – [Integrated Climate Strategy progress update to 30 September 2025](#)

Link 7 – [Housing Strategy progress update to 30 September 2025](#)

Link 8 – [Homelessness Strategy progress update to 30 September 2025](#)

ATTACHMENTS

Attachment A – Q1 Progress against the Chief Executive Officer's endorsed 2025/26 Key Performance Indicators

- END OF REPORT -