



CEO Key Performance Indicators 2025-2026

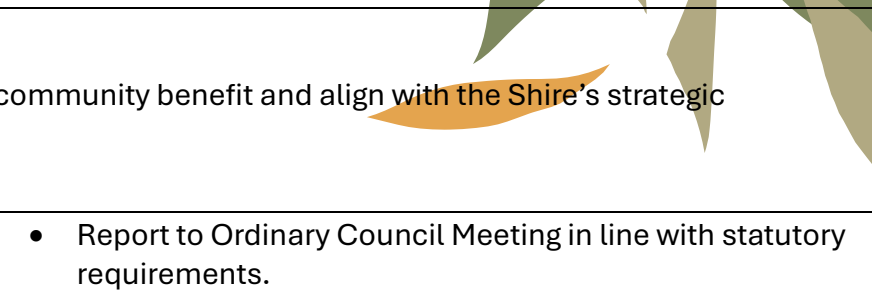
ID	KPI	Timeframe	Evidenced By
KRA 1 — Strategic and Council Planning Delivery			
Deliver major strategic projects and initiatives that advance the Shire’s vision, statutory compliance, and long-term community priorities.			
1.1	Progress and action all Year one items of the Council Plan 2025–2035 and report on progress against the Council Plan and Service Plan performance measures quarterly.	By 30 June 2026	<ul style="list-style-type: none">Quarterly Reports on Council Plan Actions Q4.
1.2	Support the Shire’s Land Use and Land Optimisation Strategy while ensuring that all decisions and actions are consistent with the statutory Planning Scheme and long-term community vision.	Monthly	<ul style="list-style-type: none">Advice provided through Monthly CEO Update to Council Concept Forum.
1.3	To proactively identify, establish, and strengthen partnerships with economic and community stakeholders that contribute to the	Monthly	<ul style="list-style-type: none">Advice provided through Monthly CEO Update to Council Concept Forum.



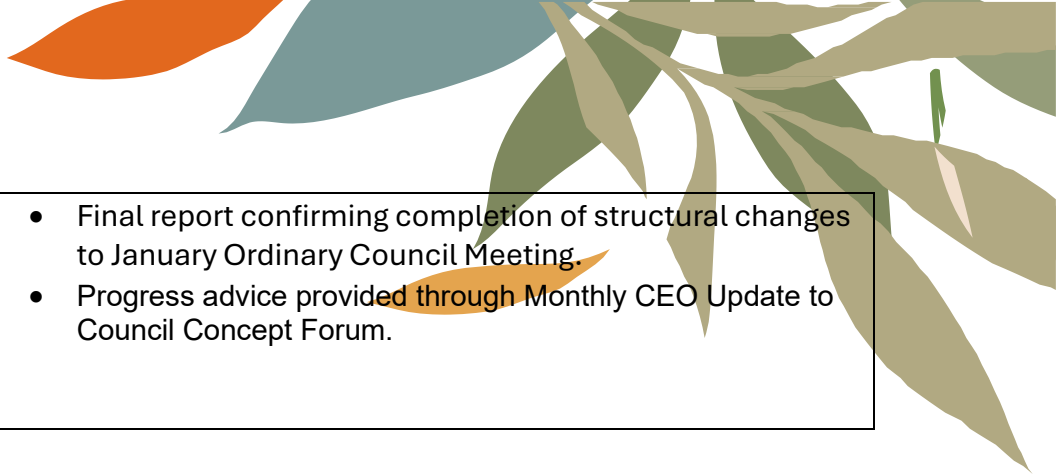
	Shire's strategic goals and attract investment.		
1.4	Lead the delivery and strategic planning of the Shire's integrated waste management system including FOGO services and partnership with the BHRC to ensure environmental, financial, and operational sustainability.	Monthly	<ul style="list-style-type: none"> • Advice provided through Monthly CEO Update to Council Concept Forum.
1.5	Develop and imbed a digital transformation strategy that ensures system resilience while upskilling staff for future roles.	By June 2026	<ul style="list-style-type: none"> • Council resolution adopting strategy • Presentation Enterprise Resource Planning Progress and Digital Transformation Strategy Implementation Plan
KRA 2 — Governance, Financial, Asset and Risk Management Ensure the Shire meets its statutory obligations while delivering major projects within agreed parameters and strengthening organisational resilience.			
2.1	Develop and implement Cyber Security and implementation Plan for the local government.	By June 2026	<ul style="list-style-type: none"> • Council resolution adopting plan which includes an implementation plan.



2.2	Develop and present a Workplace Health and Safety report to the Audit and Risk Committee Quarterly.	Quarterly	<ul style="list-style-type: none"> Quarterly WHS Report to the Audit Finance and Risk Committee
2.3	Supports the Shire's Infrastructure Asset Management Plan and Long-Term Financial Plan by ensuring capital works and asset renewals are delivered on time, on scope, and within budget.	Monthly	<ul style="list-style-type: none"> Monthly Project Update to Concept Forum Quarterly Council Plan Action Reports Annual Financials Interim Audit
2.4	Conduct the local government election in compliance with legislation and complete the induction of newly elected councillors.	By June 2026	<ul style="list-style-type: none"> Compliant Election Held Councillor Induction Implementation Plan Provided to Councillors.
2.5	Review all local laws in preparation for repeal under the reform process in accordance with the legislative timeframe, which is currently the 6 th December 2026, and have the Drafts of the Local Laws to Council by the June Ordinary Council Meeting.	By June 2026	<ul style="list-style-type: none"> Draft Local Laws presented to Ordinary Council Meeting on or before the June 2026 Ordinary Council Meeting or in accordance with statutory requirements.



KRA 3 — Community and Stakeholder Engagement Foster meaningful engagement and partnerships that deliver long-term community benefit and align with the Shire's strategic objectives.			
3.1	Develop and adopt a Community Engagement Charter in accordance with reform requirements and the legislative timeframe.	In accordance with Regulated Timeframe	<ul style="list-style-type: none"> Report to Ordinary Council Meeting in line with statutory requirements.
3.2	Develop and adopt a Communications Agreement in accordance with reform requirements and the legislative timeframe.	In accordance with Regulated Timeframe	<ul style="list-style-type: none"> Report to Ordinary Council Meeting in line with statutory requirements.
KRA 4 — Civic and Organisational Leadership Lead an adaptable, skilled, and inclusive workforce to meet current and future service delivery and organisational needs.			
4.1	Develop the Shire's Workforce Plan 2026–2030 to ensure a skilled, inclusive, and adaptive workforce that can meet current and future service delivery, planning, and organisational needs.	By June 2026	<ul style="list-style-type: none"> Report to Ordinary Council Meeting for the adoption of the Workforce Plan 2026-2030.



4.2	Implement the structural review of the Leschenault Leisure Centre and bring a progress report to Council quarterly on the progress of the structural changes.	By January 2026	<ul style="list-style-type: none">• Final report confirming completion of structural changes to January Ordinary Council Meeting.• Progress advice provided through Monthly CEO Update to Council Concept Forum.
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