



CEO Performance Targets 2019/2020

KPI	Description	Evidence in support of Achievement	Comments	Weighing 3 = Most Important	Score Out of 5	Total Weight x Score
Business Outcomes – Identified Projects						
1.	Option, implement and acquit funding for regional compost facility.	Apply for grant funding through State and Federal Agencies.		2		
2.	Construct regional organics processing facility at Stanley Road	Procurement of services required to construct and operate facility completed.		2		
3.	Work with Stanley Road owners to implement any changes in ownership	Quarterly reporting of progress		2		
4.	Build Office Block	Project shovel ready, DA approved, subject to DWER approvals for site longevity		2		



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Financial Management						
1.	Performance against approved budget	Bi-monthly reporting of financial performance along with acceptable reports in relation to variances		3		
2.	Implementation of Strategies to minimise discretionary expenditure	Report provided to Council on cost saving initiatives and impact on budget		2		
3.	Provide accounting services including pay roll with in-house workforce	Implemented and commenced by June 2020		2		
4.	Test the market for competitive provision of IT services	Report on outcome		2		
5.	Annual review and update of Ten Year Financial report	Ten Year Financial plan presented to Council for approval		2		
6.	Plant and Asset Replacement program updated	Plant and Assets replaced on budget		2		
7.	Insurance schedules managed and updated insuring that Councils assets are adequately covered for loss or damage.	Insurance policies reviewed and updated annually as per the renewal schedule		3		



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Corporate Governance						
1.	Compliance with the requirements of the Annual CAR	Copy of CAR provided to Council with 100% compliance achieved		3		
2.	Annual review of policies and strategic plans programmed	All policies and strategic plans reviewed in accordance with approved program		2		



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Business Sustainability						
1.	Co-ordinate changes to current Council's Constitution to include all areas of Waste Management services.	New Establishment Agreement in place		2		
2.	Identification of potential additional sources of revenue	Report provided to Council on a quarterly basis as to revenue sources identified and progress made in relation to them		2		
3.	Obtain DWER approvals for 2 x Lined Cells	Approvals in place		3		
4.	Obtain, implement and acquit funding for regional landfill facility	Apply for grant funding through State Royalties for Regions Funding Program		2		



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CEO Conduct and Organisational Culture						
1.	Workplace Safety	No lost time injury		3		
2.	Workplace Training Program	Annual staff training completed		2		



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CEO Professional Development						
1.	Maintain professional competence in relation to waste management	Report to be provided to Council outlining potential training and development opportunities for Council endorsement		2		