



DRAFT CEO PERFORMANCE PLAN 2017-2018 / KEY PERFORMANCE INDICATORS

2017/2018 KEY PERFORMANCE INDICATORS (DELIVERABLES)		
Key Result Area and Performance Indicators		Measures
1. Financial Sustainability	1.1 Deliver against the annual business plan, including against the budget as resolved by Council.	Plan was adopted by Council in June 2017. (C11241) Deliver the plan by June 2018.
	1.2 In consultation with Council review and amend the long term 10 Year Financial Plan to ensure it is relevant and meets the needs of Council and the community.	
	1.3 Progress Efficiency and Effectiveness Reviews across the organisation and lead implementation of findings and appropriate reform.	Present at least two new potential revenue streams for Council consideration in 2017-18. Achieve Council's set savings target of \$560k in 2017-18. Present additional savings initiatives associated with service reviews for Council consideration in 2017-18.
	1.4 Capital Projects	Deliver 90% of capital projects (defined by value) within adopted forecast.
2. People and Culture	2.1 Employee climate survey to be conducted every two years commencing in 17/18 and actions plans developed and implementation commenced.	Survey to be conducted across organisation and anonymous in nature.
	2.2 Develop and implement strategies that lead to continuous skill improvement of the workforce.	
	2.3 Develop and implement communication strategies that will ensure staff have a clear understanding of the organisation's deliverables.	

3. Governance	3.1 Implementation of an improved robust governance framework to ensure compliance with legislative obligations.	
	3.2 Contribute to the Establishment of Brownhill Keswick Creek subsidiary.	Subject to the endorsement of constituent Council's and the Stormwater Management Authority, contribute to the establishment of the new subsidiary by 30 June 2018.
	3.3 Presentation of a corporate strategic planning framework.	
	3.4 As CEO take the lead role in coordinating and overseeing Burnside's responses to the implementation of the Planning Development and Infrastructure Act 2015	Report to Council as appropriate.
	3.5 Develop an Economic Development Strategy and submit to Council	Draft strategy to be presented to a Council meeting for adoption by 31 December 2017.
	3.6 Develop a Community Development Strategy and submit to Council	Present draft Community Development Strategy to Council for consideration by January 2018.
	3.7 Undertake a review of the Eastern Health Authority Charter and functions and services provided by the Eastern Health Authority	
	3.8 Undertake a review of the East Waste Charter and functions and services provided by East Waste	
	3.9 Undertake a review of the Burnside War Memorial Hospital Charter	
	3.10 Undertake a review of the Burnside Retirement Services Incorporated Charter	
4. Business Excellence	4.1 Civic Centre Master Plan	Complete a detailed business case to progress options for the Civic Centre Master Plan and present to Council for adoption by January 2018.
	4.2 Hazelwood Park Master Plan	Develop an action plan based on the objectives of the Hazelwood Park conservation and management plan and present to Council for adoption by December 2017.
	4.3 Magill Precinct Master Plan	Provide Council with a Magill Village Master Plan concept design and Prudential Issues Report, by 30 June 2018, for adoption (in accordance with the adopted project plan milestones).
	4.4 Conyngham Street Depot site	Provide Council with a Conyngham Street Depot site redevelopment detailed design for adoption by 30 June 2018.
	4.5 Constable Hyde Memorial Gardens / Precinct Area	Subject to the finalisation of the transfer by SA Government provide Council with a landscape concept plan for the upgrade of Constable Hyde Memorial Gardens by March 2018.

	4.6 Regal Theatre	In accordance with Council's position work collaboratively with the lessee to achieve the objectives and desired outcomes as determined by Council for the 17/18 financial year.
	4.7 Dulwich Community Centre	Deliver a suitable community consultation process and implement agreed options relating to the use and feasibility of the site.
5. Risk Management	5.1 2017 WHS Management System KPI Audit	Implement actions plans and remedial actions to address any non-conformances or observations identified as result of the audit.
	5.2 Eastern Region Alliance Water	Alert Council of any significant risks and issues which may impact on the delivery of the ERA Water program. Provide a comprehensive report in January 2018 on the project.
6. Service Performance	6.1 Development of themed annual survey and in depth analysis of existing two yearly survey for improved strategy development	Formulate and implement a themed annual survey, in consultation with Council. Analyse the existing two yearly survey in order to determine target areas of concern and develop suitable strategies to improve Council's performance, facilitating community input into the decision making process through informed consultation.

Version History

Version	Issue Date	Author	Reviewers	Update or Outcome of Review
0.1	18/07/2017	Committee	Committee / EMs	Sent to Elected Members / Leadership for feedback
0.2	24/07/2017	Committee	Committee	Updated following consideration of collated feedback and decisions of Committee To be submitted to Council in August 2017