

**CITY OF MARION  
REVIEW AND SELECTION COMMITTEE MEETING  
7 NOVEMBER 2017**

**Originating Officer:** Deborah Horton, Quality Governance Coordinator

**Corporate Manager:** Kate McKenzie, Manager Corporate Governance  
Steph Roberts, Manager Human Resources

**General Manager:** Vincent Mifsud, General Manager Corporate Services  
Adrian Skull, Chief Executive Officer

**Subject:** CEO KPI Report Quarter one 2017/18

**Report Reference:** RSC071117F03

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**If the Committee so determines, this matter may be considered in confidence under Section 90(2) and (3)(a) - information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).**



**Adrian Skull  
Chief Executive Officer**

**RECOMMENDATIONS:**

1. That pursuant to Section 90(2) and (3)(a) of the *Local Government Act 1999*, the Committee orders that all persons present, with the exception of the following persons: **Adrian Skull, Chief Executive Officer, Steph Roberts, Manager Human Resources, Vincent Mifsud, General Manager Corporate Services, Kate McKenzie, Manager Corporate Governance**, be excluded from the meeting as the Committee receives and considers information relating to the Chief Executive Officer (CEO) KPI Report Quarter 1 2017/18, upon the basis that the Committee is satisfied that the requirement for the meeting to be conducted in a place open to the public has been outweighed by the need to keep consideration of the matter confidential, given the information relates to the performance of the CEO.

## REPORT OBJECTIVES & EXECUTIVE SUMMARY:

To provide the results of the 2017-18 CEO Key Performance Indicators (KPI's) for the year from 1 July – 30 September 2017.

Appendix 1 provides further detail regarding each key performance indicator.

KPI	Details	Target	Stretch Target	Qtr 1	Comments
1	Financial sustainability.	Break even or positive cash funding position	-	\$26k	This target has been met.
2	Delivery of agreed projects identified in the <i>Annual Business Plan</i> and the second year targets in the three-year plan.	Greater than or equal to 95%	-	Verbal update	This is an annual measure. Majority of projects have commenced, one completed.
3	Lost Time Injury Rate.	Greater than or equal to 25% reduction from the previous year's result	Greater than or equal to 30% reduction from the previous year's result	57%	This target is exceeding core and stretch targets.
4	Total employee costs (including agency)	Less than or equal to 3% increase in costs against prior year's actual costs	Less than or equal to 2% increase in costs against prior year's actual costs	5.6%	This target is not currently being met.
5	Retention of key staff.	Greater than or equal to 80% key staff retained	Greater than or equal to 90% key staff retained	100%	This target is exceeding core and stretch targets.
6	Overall satisfaction with Council's performance.	Greater than or equal to 75% rated as satisfied or above	Greater than or equal to 80% rated as satisfied or above	N/a	This is an annual measure.
7	Asset sustainability.	Asset sustainability ratio greater than or equal to 80%	Asset sustainability ratio greater than or equal to 90%	102%	This target is exceeding core and stretch targets.
8	Delivery of Council's capital works.	Greater than or equal to 80% of Council's planned capital works program (adjusted for extraordinary items)	Greater than or equal to 90% of Council's planned capital works program (adjusted for extraordinary items)	Verbal update	This is an annual measure.

## RECOMMENDATIONS (1)

## DUE DATES

That the Review and Selection Committee:

1. Notes the CEO's Key Performance Indicators for the year to date.

7 Nov 2017