

Recommendations of the CEO Performance Review Panel - 2 June 2025

Tuesday, 10 June 2025
Council

Strategic Alignment - Our Corporation

Program Contact:
Rebecca Hayes, Associate
Director Governance & Strategy

Public

Approving Officer:
Anthony Spartalis, Chief
Operating Officer

EXECUTIVE SUMMARY

The CEO Performance Review Panel considered the following items at its meeting held on 2 June 2025 and resolved to present to Council the following recommendation for Council determination:

- Item 4.1 – 2024/2025 Q3 KPI Progress Report
- Item 4.2 – Draft 2025/26 CEO Performance KPIs

RECOMMENDATION

THAT COUNCIL

1. **Recommendation 1 – Item 4.1 - 2024/2025 Q3 KPI Progress Report**

THAT COUNCIL

1. Receives and notes the KPI progress report, Attachment A to Item 4.1 on the agenda for the meeting of the CEO Performance Review Panel held on 2 June 2025, outlining progress against the Chief Executive Officer's endorsed 2024/25 Key Performance Indicators
2. Notes the excellent progress in relation to the 2024/25 KPIs, made in a complex environment.

3. **Recommendation 2 – Item 4.2 – Draft 2025/26 CEO Performance KPIs**

THAT COUNCIL

1. Notes the report.
2. Approves that the Chief Executive Officer's performance for the 2025/26 financial year will be assessed against:
 - 2.1 The achievement of the Draft Key Performance Indicators aligned to the relevant Key Result Areas in the CEO Position Description and contained in Attachment B to Item 4.2 on the Agenda for the meeting of the CEO Performance Review Panel held on 2 June 2025, subject to:
 - 2.1.1. Minor changes for the presentation of information in relation to the Mainstreet Revitalisation Projects and the context of the Asset Renewal Funding Ratio, to be approved by the Lord Mayor in consultation with the Chief Operating Officer.
 - 2.2 The outcomes of an appropriate 360-degree survey instrument, including Council Members, senior staff and external stakeholders.

DISCUSSION

1. The CEO Performance Review Panel met on Monday 2 June 2025. The agenda with reports can be viewed [here](#). The following items were considered:
 - 1.1. Item 4.1 - 2024/2025 Q3 KPI Progress Report
 - 1.2. Item 4.2 - Draft 2025/26 CEO Performance KPIs ([Link 2](#)).
2. Where the resolution of the Panel differs from the recommendation published in the Panel agenda, the Panel's recommendation to the Council is listed first with the original recommendation provided in grey and italics.
3. The following matters were the subject of deliberation:

- 3.1. Item 4.1 - 2024/2025 Q3 KPI Progress Report

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL

THAT COUNCIL

1. Receives and Notes the KPI progress report, Attachment A to Item 4.1 on the agenda for the meeting of the CEO Performance Review Panel held on 2 June 2025, outlining progress against the Chief Executive Officer's endorsed 2024/25 Key Performance Indicators
2. Notes the excellent progress in relation to the 2024/25 KPIs, made in a complex environment.

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL

THAT COUNCIL

1. *Receives and Notes the KPI progress report, Attachment A to Item 4.1 on the agenda for the meeting of the CEO Performance Review Panel held on 2 June 2025, outlining progress against the Chief Executive Officer's endorsed 2024/25 Key Performance Indicators*

- 3.2. Item 4.2 – Draft 2025/26 CEO Performance KPIs

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL

THAT COUNCIL

1. Notes the results of the benchmarking undertaken regarding the methodology for the calculation of Customer Satisfaction / Ease / Effort metrics as contained in Attachment A to Item 4.2 on the Agenda for the meeting of the CEO Performance Review Panel held on 2 June 2025.
2. Approves that the Chief Executive Officer's performance for the 2025/26 financial year will be assessed against:
 - 2.1 The achievement of the Draft Key Performance Indicators aligned to the relevant Key Result Areas in the CEO Position Description and contained in Attachment B to Item 4.2 on the Agenda for the meeting of the CEO Performance Review Panel held on 2 June 2025, subject to:
 - 2.1.1. Minor changes for the presentation of information in relation to the Mainstreet Revitalisation Projects and the context of the Asset Renewal Funding Ratio, to be approved by the Lord Mayor in consultation with the Chief Operating Officer.
 - 2.2 The outcomes of an appropriate 360-degree survey instrument, including Council Members, senior staff and external stakeholders.

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL

THAT COUNCIL

1. *Notes the results of the benchmarking undertaken regarding the methodology for the calculation of Customer Satisfaction / Ease / Effort metrics as contained in Attachment A to Item 4.2 on the Agenda for the meeting of the CEO Performance Review Panel held on 2 June 2025.*
2. *Approves that the Chief Executive Officer's performance for the 2025/26 financial year will be assessed against:*
 - 2.1 *The achievement of the Draft Key Performance Indicators aligned to the relevant Key Result Areas in the CEO Position Description and contained in Attachment B to Item 4.2*

on the Agenda for the meeting of the CEO Performance Review Panel held on 2 June 2025.

- 2.2 *The outcomes of an appropriate 360-degree survey instrument, including Council Members, senior staff and external stakeholders.*

DATA AND SUPPORTING INFORMATION

Link 1 – [Agenda for CEO Performance Review Panel on Monday, 2nd June 2025](#)

Link 2 - [Revised Draft CEO KPIs 2025/26](#)

ATTACHMENTS

Nil

- END OF REPORT -