

2024/25 Q4 CEO KPI Progress Report

Strategic Alignment - Our Corporation

Public

Monday, 1 September 2025
CEO Performance Review
Panel

Program Contact:

Michael Sedgman
Chief Executive Officer

Approving Officer:

Anthony Spartalis,
Chief Operating Officer

EXECUTIVE SUMMARY

This report provides an update of progress against the endorsed 2024/25 Key Performance Indicators (KPIs) for the Chief Executive Officer as at the end of June 2025.

RECOMMENDATION

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS

THAT COUNCIL

1. Receives and notes the KPI progress report, as contained in Attachment A to Item 4.1 on the Agenda for the meeting of the CEO Performance Review Panel held on 1 September 2025, outlining progress against the Chief Executive Officer's endorsed 2024/25 Key Performance Indicators.
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IMPLICATIONS AND FINANCIALS

Strategic Alignment	Strategic Alignment – Our Corporation Effective Leadership and Governance
CEO Contract	The Key Result Areas (KRAs) outlined are contained in the Chief Executive Officer (CEO) Position Description and as an attachment to the CEO's employment agreement. Key Performance Indicators (KPIs) will be reviewed annually and periodically. Council may alter the KPIs at its discretion following reasonable consultation with the CEO.
Consultation	Not as a result of this report
25/26 Budget Allocation	Not as a result of this report

DISCUSSION

- At its meeting on 24 September 2024, Council endorsed the recommendations of the CEO Performance Review Panel of 16 September 2024 and resolved (in part) that Council:
 - Approves that the Chief Executive Officer's performance for the 2024/25 financial year will be assessed against:*
 - the achievement of Key Performance Indicators aligned to the relevant Key Result Areas in the CEO Position Description as attached in the minutes of the CEO Performance Review Panel held on 16 September 2024, as Attachment A.*
 - the outcomes of an appropriate 360-degree survey instrument, including Council Members, Senior Staff and external stakeholders."*
- The approved Chief Executive Officer (CEO) Key Performance Indicators (KPIs) for 2024/25 ([Link 1](#)) are aligned to the Key Result Areas (KRAs) in the CEO's Position Description:
 - Leadership and Strategic Plan Delivery
 - Financial and Risk Management
 - Operational and Project Delivery
 - Organisational Health (including Innovation and Service Improvement)
 - Stakeholder Management
 - Lord Mayor and Councillors.
- The CEO has cascaded the KPIs with supporting measures to the Portfolio Directors as the basis for a consistent organisational approach to performance review at the Executive level. The CEO will assess the performance of the Executive group for the 2024/25 review period in accordance with the approved KPIs and where appropriate delivery against the adopted City of Adelaide Strategic Plan 2024-2028.
- In accordance with the approved process for the 2024/25 CEO Performance Review, the CEO has prepared an update of progress as at 30 June 2025 provided as **Attachment A**.
- This report is the fourth KPI progress report against the CEO's endorsed 2024/25 KPIs.
- The progress report provides details of the status of delivery against the approved CEO KPIs, at the end of the 30 June 2025 quarter.

7. As at 30 June 2025 the following KPIs have been completed:
 - 7.1. KPI 2 – Delivery of Council’s 2024/25 Business Plan and Budget:
 - 7.1.1. Quarter 1 Progress Report ([Link 2](#))
 - 7.1.2. Quarter 2 Progress Report ([Link 3](#))
 - 7.1.3. Quarter 3 Progress Report ([Link 4](#))
 - 7.1.4. Quarter 4 Progress Report ([Link 5](#))
 - 7.2. KPI 5 - Update the Council’s Long-Term Financial Plan including the assumptions and parameters – adopted by Council on 22 October 2024. ([Link 6](#))
 - 7.3. KPI 8a – Progress Organisational Culture Survey to establish an Employee Engagement baseline and develop Organisational Culture Action Plan:
 - 7.3.1. Culture Survey August 2024 Overall Organisation Results ([Link 7](#))
 - 7.3.2. Culture Survey Organisation Action Plan 2024-2026 ([Link 8](#))
 - 7.3.3. Culture Survey March 2025 Pulse Check Overall Results ([Link 9](#))
 - 7.4. KPI 8b – Progress and implement an organisational structure review by December 2024 to enable the organisation to deliver on the Strategic Plan 2024-2028 outcomes and priorities based on a shared understanding of accountability and improved capacity across the organisation, including establishing measures of success.
 - 7.5. KPI 10b – Improve the service experience for the Lord Mayor and Councillors.
8. As at 30 June 2025 the following KPIs have been significantly progressed:
 - 8.1. KPI 1 – Implement Year 1 actions of adopted City of Adelaide Strategies ([Link 10](#)), ([Link 11](#)), ([Link 12](#)) and ([Link 13](#))
 - 8.3 KPI 3 – Develop an Integrated Transport Strategy ([Link 14](#))
 - 8.4 KPI 6 - Deliver Council’s Capital Works Program ([Link 15](#))
 - 8.5 KPI 9 – Monitor and improve employee measures by 10% using Q3 2023/24 results as base.
 - 8.6 KPI 10a – Improve the customer experience for residents, businesses, and city users.
9. Two KPIs are in progress.
10. As at 30 June 2025, five KPI’s have been completed, five KPIs have been significantly progressed and two are in progress.

DATA AND SUPPORTING INFORMATION

Link 1 – Approved Chief Executive Officer Key Performance Indicators for 2024/25

Link 2 – Business Plan and Budget Quarter 1 Update

Link 3 – Business Plan and Budget Quarter 2 Update

Link 4 – Business Plan and Budget Quarter 3 Update

Link 5 – Business Plan and Budget Quarter 4 Update

Link 6 – Adopted Long-Term Financial Plan

Link 7 – Culture Survey August 2024 Overall Organisation Results

Link 8 – Culture Survey Organisation Action Plan 2024-2026

Link 9 – Culture Survey - March 2025 Pulse Check Overall Results

Link 10 – Economic Development Strategy progress update to 30 June 2025

Link 11 – Integrated Climate Strategy progress update to 30 June 2025

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Link 12– Housing Strategy progress update to 30 June 2025

Link 13 – Homelessness Strategy progress update to 30 June 2025

Link 14 – Integrated Transport Strategy

Link 15 – Council's Capital Works Program

ATTACHMENTS

Attachment A – Q4 Progress against the Chief Executive Officer's endorsed 2024/25 Key Performance Indicators

– END OF REPORT –