

| Goals to be achieved in the context of the Local Government Act 2020, the Strathbogie Shire Employee Code of Conduct, and the Strathbogie Shire Charter of Mutual Respect. | | | | | | |
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| Key Performance Area | Performance Expectation(s) | Measurement(s) | Key Target(s) | Performance Report (Summary of achievements against measurements and key targets) | Self-review Rating and Comments (see Measurement Rating Scale) | Council Rating and Comments (post moderation) |
| 1. Governance | <ul style="list-style-type: none"> Statutory and Legislative Obligations are met including: <ul style="list-style-type: none"> LG Act 2020 Planning Legislative Requirements Workplace OHS All Other Statutory and Legislative Requirements | <ul style="list-style-type: none"> Legislative and statutory obligations and deadlines are met. | <ul style="list-style-type: none"> 100% compliance Council Meeting and Key Dates Planner is adopted | | <p>Rating:</p> <p>Comments:</p> | <p>Rating:</p> <p>Comments:</p> |
| | <ul style="list-style-type: none"> Risks are identified and appropriately managed | <ul style="list-style-type: none"> Risk Register is regularly reviewed and revised Audit and Risk Committee | <ul style="list-style-type: none"> Quarterly report is provided to Council Feedback from | | <p>Rating:</p> <p>Comments:</p> | <p>Rating:</p> <p>Comments:</p> |

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| | <ul style="list-style-type: none"> Enhance the operation of an effective and efficient council | <p>relationship is effective</p> <ul style="list-style-type: none"> Policies and Procedures developed, reviewed and endorsed as required Service Council Meeting Requirements Council to receive timely and complete meeting Agendas Decisions are implemented in a timely, accurate and efficient way | <p>Committee is positive</p> <ul style="list-style-type: none"> Updates completed and new policies endorsed as identified Late or incomplete Agendas, are by exception only. Implementation is tracked and reported at Council meetings. Quarterly Reports are provided on: <ul style="list-style-type: none"> - Capital works - Projects - External funding - Advocacy | | | |
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| | Performance Expectation(s) | Measurement(s) | Key Target(s) | Performance Report | Self-review Rating and Comments | Council Rating and Comments |
|------------------------|--|--|---|--------------------|---|---|
| 2. Council Plan | <ul style="list-style-type: none"> Implement the Council Plan | <ul style="list-style-type: none"> Deliver Council Plan Actions as agreed upon and identified for the 2023/2024 period. | <ul style="list-style-type: none"> Council Asset Audit Completed 90% Capital Works program delivered Digital Transformation Project delivered Revised Project Management Strategy enacted Continue implementing the Climate Action Plan Twice yearly reports to Ordinary Council Meeting on overall progress against Council Plan | | <p>Rating:</p> <p>Comments:</p> | <p>Rating:</p> <p>Comments:</p> |

| | | <ul style="list-style-type: none"> Priorities for 2024/2025 delivery are identified | <ul style="list-style-type: none"> Options are presented to Council for consideration by May 2024 | | | |
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| | Performance Expectation(s) | Measurement(s) | Key Target(s) | Performance Report | Self-review Rating and Comments | Council Rating and Comments |
| 3. Financial Management | <ul style="list-style-type: none"> Maintain Council's strong financial health, taking into consideration short, medium and long term expectations and statutory requirements Deliver against the Annual Council Budget | <ul style="list-style-type: none"> Manage the budget planning and development process Income and expenditure are tracked against budget and reported quarterly to Council | <ul style="list-style-type: none"> Annual Budget, four-year financial plan and ten-year financial plans developed and adopted Streamlined budget preparation process incorporating community consultation / input undertaken Budget income and expenditure variance does not have a detrimental impact on overall | | Rating: Comments: | Rating: Comments: |

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| | <ul style="list-style-type: none"> Opportunities to further strengthen Council's financial position are explored | <ul style="list-style-type: none"> Mid-year budget review process completed Opportunities for additional income including grant funding are actively pursued Advice is provided to Council on the responsible management of obligations, physical assets and workforce to improve financial position | <p>Council financial health.</p> <ul style="list-style-type: none"> Grant income meets or exceeds budget and planning expectations Council receives timely informed and unbiased advice as required or requested | | | |
| | Performance Expectation(s) | Measurement(s) | Key Target(s) | Performance Report | Self-review Rating and Comments | Council Rating and Comments |
| 4. Engagement, Communication and Relationships | <ul style="list-style-type: none"> Community Satisfaction trends in a positive direction | <ul style="list-style-type: none"> State Run Local Government Satisfaction Survey | <ul style="list-style-type: none"> Key indicators show positive trends | | Rating: Comments: | Rating: Comments: |

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| | <ul style="list-style-type: none"> Engage Community in Decision making process Advocate on behalf of community | <ul style="list-style-type: none"> Identify and report upon other tools/activities that can provide qualitative feedback Community Panel operates in accordance with its Guidelines. Activities undertaken in | <ul style="list-style-type: none"> Strathbogie Shire meets or exceeds small rural council average on all key indicators Tools are identified and feedback considered and incorporated Community Panel to be engaged minimum 6 times. 80% of Community Panel members report positively on being a part of the Community Panel Beneficial community | | | |
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| | <ul style="list-style-type: none"> Proactive and professional relationships are established and enhanced with key external stakeholders | <p>line with current advocacy priorities and desired outcomes</p> <ul style="list-style-type: none"> Councillors supported to undertake advocacy functions as appropriate Strong and effective networks maintained across political, agency, local government and business communities | <p>outcomes achieved</p> <ul style="list-style-type: none"> Councillor satisfaction with the level of support provided to undertake advocacy Meetings with federal and state elected representatives Collaborative activities/projects undertaken with other LGAs Attendance at key stakeholder activities and meetings in line with Council Plan and | | | |
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| | | | Advocacy Priorities. | | | |
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| | Performance Expectation(s) | Measurement(s) | Key Target(s) | Performance Report | Self-review Rating and Comments | Council Rating and Comments |
| 5. Leadership and Culture | <ul style="list-style-type: none"> Continued improvement of culture of organisation Deliver effective leadership of organisation. | <ul style="list-style-type: none"> Council Staff Satisfaction / Culture Survey Skills, knowledge and networks demonstrated in leading staff team. Effective and professional working relationship maintained between CEO and Council. | <ul style="list-style-type: none"> Improved staff satisfaction as measured through survey. Personal and professional development undertaken as per plan. An inclusive, respectful, safe and sustainable culture is achieved across the organisation. | | Rating: Comments: | Rating: Comments: |

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| Measurement Rating Scale | Goals to be achieved in the context of the Local Government Act 2020, the Strathbogie Shire Employee Code of Conduct, and the Strathbogie Shire Charter of Mutual Respect. | | | | |
| Overall Rating | 1 Does not meet expectations | 2 Meets most expectations | 3 Meets all expectations | 4 Exceeds expectations | 5 Significantly exceeds expectations |
| Behaviours | The executive exhibits behaviour(s) that are not consistent with the Strathbogie Shire Employee Code of Conduct, and the Strathbogie Shire Charter of Mutual Respect. | The executive exhibits behaviour(s) that are consistent with the Strathbogie Shire Employee Code of Conduct, and the Strathbogie Shire Charter of Mutual Respect. | The executive exhibits behaviour(s) that are consistent with both the Strathbogie Shire Employee Code of Conduct, and the Strathbogie Shire Charter of Mutual Respect. | The executive exhibits behaviour(s) that are consistent with both the Strathbogie Shire Employee Code of Conduct, and the Strathbogie Shire Charter of Mutual Respect. | The executive exhibits behaviour(s) that are consistent with both the Strathbogie Shire Employee Code of Conduct, and the Strathbogie Shire Charter of Mutual Respect. |
| Outcomes | OR The executive consistently fails to meet agreed expectations. | OR The executive meets most agreed expectations. | AND The executive meets all agreed expectations. | AND The executive always meets and sometimes exceeds agreed expectations. | AND The executive significantly and consistently exceeds performance expectations. |