



**CHIEF EXECUTIVE OFFICER**  
**KEY RESULT AREAS (KRA) 25/26**

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## Purpose

In accordance with Section 5.38 of the Local Government Act, the performance of the CEO will be reviewed annually by Council. So that the Council can measure the performance accurately and fairly, a set of Key Performance Indicators is required, mutually agreed to between the CEO and Elected Members. This document sets out the KRAs and measures.

## Scope

The KRAs are built on the overall business objectives of Council with contributions from both Council and Administration, Corporate Business Plan and Community Plan.

## KRA – Position Description

The KRAs as set out in the CEO Position Description are:

<b>KRA (a) Integrated Planning and Reporting</b> <i>Detail of what is to be achieved</i>	<b>Target</b> <i>How will success be measured?</i>	<b>Timeframe</b> <i>When it will be achieved?</i>
Develop a new Council Plan	Council Plan draft ready for presentation to KLT.	August 2026

  

<b>KRA (b) Financial Sustainability</b> <i>Detail of what is to be achieved</i>	<b>Target</b> <i>How will success be measured?</i>	<b>Timeframe</b> <i>When it will be achieved?</i>
Undertake a review of the Cities financial sustainability including benchmarking against other relevant Local Authorities	Present the information to the Council at a Strategy session.	June 2026

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Approver	Council	Next Review Due	Jun 2026



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<b>KRA (c) Risk Management and Good Governance</b> <i>Detail of what is to be achieved</i>	<b>Target</b> <i>How will success be measured?</i>	<b>Timeframe</b> <i>When it will be achieved?</i>
Refer to KRA 3 below		

<b>KRA (d) Identify Future Opportunities and Challenges</b> <i>Detail of what is to be achieved</i>	<b>Target</b> <i>How will success be measured?</i>	<b>Timeframe</b> <i>When it will be achieved?</i>
Review KalaPivot strategy actions	Overlay Community satisfaction results and update key deliverables	February 2026

<b>KRA (e) Delivery of Key Major Projects and Initiatives</b> <i>Detail of what is to be achieved</i>	<b>Target</b> <i>How will success be measured?</i>	<b>Timeframe</b> <i>When it will be achieved?</i>
Progress three key projects	Achieved key milestones for <ul style="list-style-type: none"><li>High Wycombe Hub Tender documentation developed ready for advertising(subject to \$20m additional funding from Government)</li><li>Local Planning Strategy (Community engagement report presented to Council for noting, and Strategic direction presented to Council for endorsement).</li><li>Cambridge Reserve detailed business case presented to Council</li></ul>	June 2026  June 2026  June 2026

<b>KRA (f) City Leadership</b> <i>Detail of what is to be achieved</i>	<b>Target</b> <i>How will success be measured?</i>	<b>Timeframe</b> <i>When it will be achieved?</i>
Develop an accountability framework for KLT, SMG and the Coordinators group	Present the framework to KLT for endorsement	June 2026

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<b>KRA (g) Organisational Culture</b> <i>Detail of what is to be achieved</i>	<b>Target</b> <i>How will success be measured?</i>	<b>Timeframe</b> <i>When it will be achieved?</i>
Refer KRA 1 below		

<b>KRA (h) Workplace Health and Safety</b> <i>Detail of what is to be achieved</i>	<b>Target</b> <i>How will success be measured?</i>	<b>Timeframe</b> <i>When it will be achieved?</i>
Refer to KRA 1 below		

<b>KRA (i) Workplace Competency</b> <i>Detail of what is to be achieved</i>	<b>Target</b> <i>How will success be measured?</i>	<b>Timeframe</b> <i>When it will be achieved?</i>
Develop a Leadership Competency framework	Provide training to the Organisation on the Leadership framework for all KLT, SMG, Coordinators and individual contributors	June 2026

## **Realignment of Organisation**

<b>KRA (j) Realignment of Organisation</b> <i>Detail of what is to be achieved</i>	<b>Target</b> <i>How will success be measured?</i>	<b>Timeframe</b> <i>When it will be achieved?</i>
Assess the effectiveness of the new structure and refine as necessary	Present a review with key actions to the KLT for endorsement	June 2026

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### Additional Council Feedback KRA

<b>KRA (k) Environmental Sustainability &amp; Climate Action</b> <i>Detail of what is to be achieved</i>	<b>Target</b> <i>How will success be measured?</i>	<b>Timeframe</b> <i>When it will be achieved?</i>
Deliver annual progress report on Urban Forest Strategy	Present annual report with key actions delivered to Council	June 2026

<b>KRA (l) Communications and Transparency</b> <i>Detail of what is to be achieved</i>	<b>Target</b> <i>How will success be measured?</i>	<b>Timeframe</b> <i>When it will be achieved?</i>
Develop and measure communications reach and effectiveness to our Community	Present a quarterly report on communications to Council	June 2026

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## KALAPIVOT

The CEO together with staff, Council and community, has utilised feedback to identify five areas of focus for the next twelve months and has established teams, led by the CEO and Directors, assigned to the KRAs outlined in the PIVOT initiative.

**KRA1** – Care/Culture/Mindset led by Anthony Vuleta, CEO

**KRA2** – Engagement led by Luke Ellis, Director Community

**KRA3** – Systems/Process/Governance led by Nathan Ritchie, Director Development

**KRA4** – Financial & Sustainability led by Gary Ticehurst, Director Corporate

**KRA5** – Delivery Services/Projects/Preplanning led by Sinead McGuire, Director Infrastructure

### KRA1 – Care/Culture/Mindset

<b>KRA1 - Care/Culture/Mindset</b> <i>Detail of what is to be achieved</i>	<b>Target</b> <i>How will success be measured?</i>	<b>Timeframe</b> <i>When it will be achieved?</i>
Undertake organisational cultural training program for all employees Review and enhance the organisational cultural training program, and implement ongoing in-house sessions for all employees aimed at deepening cultural awareness and understanding across the City.	Minimum of 80% of full time employees attend training	June 2026
Undertake regular psychological safety assessments for all employees (refers to KRA (g) and (h) above	Quarterly psychological surveys completed and monitoring of progress ongoing	June 2026
Develop a Reward and recognition program	Program developed and approved by KLT	June 2026

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## KRA2 – Engagement

<b>KRA2 – Engagement</b> <i>Detail of what is to be achieved</i>	<b>Target</b> <i>How will success be measured?</i>	<b>Timeframe</b> <i>When it will be achieved?</i>
Develop educational videos for Community on the different facets of the role of Local Government	Complete 4 key educational videos and post them on all social media channels and on the City website	June 2026
Develop a Communications plan to advise Pickering Brook and Surrounds community of the opportunities identified in the Pickering Brook and Surrounds Sustainability and Tourism Strategy	Communications plan completed and delivered	June 2026

## KRA3 – Systems/Process/Governance

<b>KRA3 – Systems/Process/Governance</b> <i>Detail of what is to be achieved</i>	<b>Target</b> <i>How will success be measured?</i>	<b>Timeframe</b> <i>When it will be achieved?</i>
Develop a new framework for business performance practices	Framework developed and approved by KLT	June 2026
Build a knowledge base & Resource Library	Knowledge base and resource Library development commenced	June 2026

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## KRA4 – Financial & Sustainability

<b>KRA4 – Financial &amp; Sustainability</b> <i>Detail of what is to be achieved</i>	<b>Target</b> <i>How will success be measured?</i>	<b>Timeframe</b> <i>When it will be achieved?</i>
Develop a new budget process policy	Policy provided to Council for consideration	April 2026
Improve service and project delivery performance	Variance between Operating and Capital Budgets compared to actuals is less than 10%. This KPI will be incorporated in the Strategic Policy developed and presented to Council for consideration in March 2026.	December 2025
Understand the total energy consumption of City facilities	Completion of an Energy audit	June 2026

## KRA5 – Delivery Services/Projects/Preplanning

<b>KRA5 – Delivery Services/Projects/Planning</b> <i>Detail of what is to be achieved</i>	<b>Target</b> <i>How will success be measured?</i>	<b>Timeframe</b> <i>When it will be achieved?</i>
Develop the foundation (first-iteration) of the Project Management Framework (aligned to PMBOK and PRINCE2 practices).	Phase 1 completed: framework that sets out the foundation of the Project Lifecycle for the organisation (aligned to PMBOK/PRINCE2). Managers and Directors have introductory training on the foundation of the framework. Endorsed by KLT.	June 2026
Establish a new Infrastructure Program Board to oversee the creation of planned infrastructure programs	1. Develop a terms of reference 2. The Board to inform the Capital work program for the 2026/2027 draft budget	December 2025

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