



Shire of Kojonup

Chief Executive Officer Performance Agreement 2026/2027

This Performance Agreement sets out the performance criteria, measures and review arrangements for the Chief Executive Officer of the Shire of Kojonup for the 2025/2026 review period. It is intended to provide a clear and measurable framework for assessing performance against Council's adopted priorities, organisational outcomes and leadership expectations.

The local government and the CEO agree on —

- (a) the process by which the CEO's performance will be reviewed; and
- (b) any performance criteria to be met by the CEO that are in addition to the contractual performance criteria.

There are two agreed key areas for performance management, behavioural and outcome focused.

Agreement period	1 March 2026 to 1 March 2027
Employer	Shire of Kojonup
Employee	Chief Executive Officer
Reviewing body	Council

1. Performance Criteria

Ref	Behavioural Performance Criteria
B1	Communicates and influences effectively
B2	Builds Productive Relationships
B3	Achieves Results
B4	Shapes and manages strategy
B5	Exemplifies personal integrity and self-awareness
B6	Provides financial and economics acumen

Ref	Outcomes Based Performance Criteria	Objective	Target / Measure	Deliverable Outcome
F1	Community Return on Capital (C-ROC)	Implement the overarching strategy, Corporate Business Plan and sound financial practices to achieve a community return from funds invested on behalf of the community.	15%	Improve the financial sustainability of the Shire through best-practice financial management and achieve a year-on-year Community Return on Capital above the agreed threshold.
F2	Approved Budget	Deliver approved annual initiatives and services within agreed budget tolerance.	95% of approved deliverables on track or completed, within $\pm 5\%$ variation	Maintain delivery of the approved annual program and budget performance within tolerance.
F3	Major Projects on Budget (including Roads)	Provide responsible project and asset management across the capital program.	90% of approved annual capital programs on track or completed, within 10% variation	Deliver major projects and roads programs within approved budget thresholds.

C1	Net Community Satisfaction	Provide consistent, responsive and efficient service and engagement to the community.	Greater than 50% (target 51% based on previous Community Surveys)	Maintain or improve community satisfaction above the agreed threshold.
C2	Community Major Engagement Meetings	Undertake meaningful community engagement on key matters affecting the Shire.	Minimum 3 major engagement meetings per year, including the Annual Electors Meeting	Deliver at least three substantive community engagement opportunities during the year.
P1	Non-Conformances (NCRs)	Embed conscious and effective risk management across enterprise and Shire-wide operations.	0 (Zero)	Achieve compliance outcomes supported by continuous process improvement year on year.
P2	Major Projects on Time (including Roads)	Provide responsible project and asset management and maintain delivery discipline.	Approved projects delivered within 10% approved time variations	Deliver approved major projects on time within approved thresholds.
P3	Enterprise Process Improvement	Improve the quality of community interaction with Shire processes.	Review and deliver 1 material enterprise process improvement per year	Deliver at least one significant process improvement that improves community transactional interaction.
P4	Operational Productivity	Improve operational management and productivity of resources.	Greater than 65% worked hours / earned hours	Demonstrate improved organisational productivity against the agreed benchmark.
L1	People Engagement	Lead organisational culture and people performance improvement.	Greater than 50% (target 65%)	Maintain an engaged workforce above the agreed threshold.

L2	Retention and Attraction of Skilled People	Retain and attract knowledgeable and skilled employees.	Regrettable losses less than 20%	Maintain regrettable employee losses within the agreed threshold.
L3	Safety Culture	Embed a culture of safety through ownership, management and awareness of work health and safety.	Less than 12 LTIs and a downward trend in LTIFR	Achieve a year-on-year decline in lost time injuries and strengthen workplace safety performance.

2. Review and Reporting Arrangements

Performance against this Agreement is to be monitored throughout the year and formally reviewed by Council at least annually.

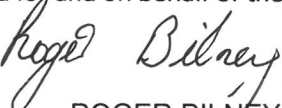
The CEO and Council agree outcomes in this document are to be used for performance management and annual review. The CEO is to provide an annual self-assessment against the agreed criteria and may also provide and present supporting evidence, commentary and relevant organisational performance data to the Council.

A second biannual performance feedback meeting may occur with the CEO Performance Review Committee (PMRC). The CEO PMRC may request interim updates during the year to monitor progress against key targets, strategic priorities and major deliverables.

3. Assessment Guidance

- Assessment should consider both the achievement of measurable targets and the quality of leadership demonstrated in delivering those outcomes.
- Where external factors materially affect achievement, Council will take those matters into account in determining overall performance.
- Performance should be assessed having regard to the Local Government Act 1995 (WA), Council-adopted plans and budgets, and the strategic priorities of the Shire of Kojonup.
- The CEO and Council must mutually agree to the KPI's with CEO input.

4. Agreement

Signed for and on behalf of the Shire of Kojonup:  Name: <u>ROGER BILNEY</u> Title: <u>SHIRE PRESIDENT</u> Date: <u>30 June 2026</u>	Signed for by the Chief Executive Officer:  Name: <u>GRANT THOMPSON</u> Title: <u>CHIEF EXECUTIVE OFFICER</u> Date: <u>30 June 2026</u>
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