

**Date:** Thursday 22 May 2014  
**Time:** 2.00pm  
**Meeting Room:** Council Chamber  
**Venue:** Auckland Town Hall  
301-305 Queen Street  
Auckland

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## **Chief Executive Officer Review Committee OPEN MINUTE ITEM ATTACHMENTS**

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**Chief Executive Performance Objectives June 2014 to December 2015**  
**As discussed at the 16 April meeting.**

Objective	Description	Measurement (work in progress)
<p><b>1 Long Term Plan (LTP)</b></p>	<p>Develop the 2015-25 LTP :</p> <ul style="list-style-type: none"> <li>• Through a process of reprioritisation</li> <li>• With new priorities clearly understood by the elected members and community</li> <li>• Aligning to the Auckland Plan</li> <li>• Professional advice on alternative funding options</li> <li>• Including the development of the necessary policy</li> <li>• Ready to implement from 1 July 2015</li> </ul>	<ul style="list-style-type: none"> <li>• Prioritised projects in the LTP funded and delivered in a timely manner and to the agreed quality parameters</li> <li>• CCO Statements of Intent reflect the LTP</li> <li>• Clear links evident between LTP and Auckland Plan</li> <li>• Relevant questions from reputation monitors*</li> <li>• Evidence the LTP plan is cascaded into the Annual Plans</li> </ul> <p>*These measure a variety of indicators across various stakeholders that reflect our reputation</p>

Attachment A Item 9

<p><b>2 One Organisation</b></p>	<p>Lead the council family as one organisation.</p>	<ul style="list-style-type: none"> <li>• Measure of how we have improved efficiency and integration, through:             <ul style="list-style-type: none"> <li>• CCO CEO group that meets regularly, agrees actions and delivers agreed joint outcomes</li> <li>• CCO Review adopted and ready to implement</li> </ul> </li> <li>• Public perception of Auckland Council cohesiveness and integration through measures in public surveys</li> <li>• Relevant questions from Elected members Survey demonstrates that Local Boards understand how LTP and Annual Plans link to them</li> <li>• Feedback from CCO Monitoring Committee</li> <li>• Feedback from Advisory Boards on the contribution they feel they are making to the success of the whole organisation</li> </ul>
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<p><b>3 High Performing Organisation</b></p>	<p>Through strong leadership and engagement create a high performing organisation :</p> <ul style="list-style-type: none"> <li>• Delivery and effective/efficient implementation of all agreed plans</li> <li>• Build employee engagement and culture to meet acceptable benchmarks</li> <li>• Productivity improvements through innovation and creativity</li> <li>• Systems and business processes that provide a positive experience for citizens, customers, ratepayers, stakeholders and visitors at the centre</li> <li>• Meet the "Māori responsiveness" objectives</li> <li>• Open and transparent processes</li> </ul>	<ul style="list-style-type: none"> <li>• Opex, capex and appropriate financial ratios as identified in the LTP are achieved</li> <li>• Engagement and culture surveys results versus benchmarks</li> <li>• Balanced scorecard (People, Financial, Customer and Community and Productivity)</li> <li>• Progress on "The way we work engagement 'maturity' model"</li> <li>• The Southern Initiative performance</li> <li>• Maori responsiveness framework targets achieved</li> <li>• Compliance with statutory requirements and other best practice measures</li> </ul>
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<p><b>4 Effective Governance</b></p>	<p>Foster improved regional and local outcomes by:</p> <ul style="list-style-type: none"> <li>• Building Auckland Council's reputation as a professional, ethical, effective and efficient local authority</li> <li>• Clarifying respective roles and delegations of governing body, local boards, CCOs Provide high quality advice to improve decision making</li> <li>• Develop and implement innovative ways of working across the Council Group</li> <li>• Engaging fully with IMSB</li> </ul>	<ul style="list-style-type: none"> <li>• Results of Elected Members' Survey</li> <li>• Results of reputation monitors</li> <li>• Productive and effective political meetings</li> <li>• Improved quality of policy advice assessed through feedback on annual elected member surveys and the Council's policy papers</li> <li>• Clear evidence of collaboration and improved synergies across the Council group</li> <li>• Results of IMSB Survey</li> </ul>
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