

The Community's Aspirations			
People - We will continue to enjoy Broome-time, our special way of life. It's laid-back but bursting with energy, inclusive, safe and healthy, for everyone. Place - We will grow and develop responsibly, caring for our natural, cultural and built heritage, for everyone. Performance - We will deliver excellent governance, service and value, for everyone. Prosperity - Together, we will build a strong, diversified and growing economy with work opportunities for everyone.			
Our Purpose			
The Shire of Broome exists to provide, facilitate and advocate for services and facilities to improve quality of life for everyone in Broome.			
Our PEARLS Values			
Proactive for Everyone Accountable Respectful Listening Sustainability			
	Strategic Outcome	Performance indicator (details on following pages)	Review frequency
1	Achievement of the Functions of the CEO in s5.41 of the <i>LG Act</i>	Present a report on achievement of the functions of the CEO by 30 June 2026 .	Annual
2	Corporate Business Plan Funded Outcomes	Delivery of action items from the CBP within designated priorities, timeframes and budgets as measured from the quarterly dashboard report.	Quarterly
3	Continue ongoing efforts to secure grant funding, particularly towards Shire endorsed priorities	- Number of grant applications submitted to 30 June 2026. - Number of purpose meetings with Ministers by 30 June 2026.	Annual
4	Leadership of the PEARLS Values	Rating of 65% or higher of an assessment by Councillors as part of the annual performance review process.	Annual

CRITERIA 1 – Performance of the Functions of the CEO	
Performance criteria	Performance indicator
1.1 Advise the Council in relation to the functions of a local government under the LG Act and other written laws. 1.2 Ensure that advice and information is available to the Council so that informed decisions can be made. 1.3 Cause Council decisions to be implemented. 1.4 Manage the day to day operations of the local government. 1.5 Liaise with the President on the local government's affairs and the performance of the local government's functions. 1.6 Speak on behalf of the local government if the President agrees. 1.7 Be responsible for the employment, management, supervision, direction and dismissal of other employees (subject to section 5.37(2) in relation to senior employees). 1.8 Ensure that records and documents of the local government are properly kept for the purposes of the LG Act and any other written law.	• Delivery of Shire services and outcomes in line with legislation and Council's policies, priorities and aspirations.

CRITERIA 2 – Delivery of Corporate Business Plan Funded Outcomes	
Performance criteria	Performance indicator
2.1 Delivery of Corporate Business Plan Outcomes	• Delivery within delegated scope, time and budget provisions.
2.2 Delivery of the Capital Works Program	• Every endeavour made to ensure the Capital Works Program is completed on budget by 30 June

* These performance criteria are dynamic and may need to be renegotiated during the year in line with Council decisions and other external events outside of the control of the CEO. There will typically be evidence that can be provided of agreement regarding any additions, amendments or deletions to the Performance Criteria in Council minutes.

CRITERIA 3 – KEY FOCUS AREAS	
Performance criteria	Performance indicator
3.1 Continue ongoing efforts to secure grant funding, particularly towards Shire endorsed priorities	- Number of grant applications submitted to 30 June 2026. - Number of purpose meetings with Ministers by 30 June 2026.

* This section is only required for initiatives that may emerge outside of the planning cycle, projects that prepare the organisation for an upcoming CBP project in future years or an unplanned, significant activity that the CEO must take carriage of during the year. Wherever possible, aim to maintain a strategic focus by setting expectations for the CEO responsible for delivering on the Functions of a CEO and funded strategic projects from the Corporate Business Plan.

CRITERIA 4 –LEADERSHIP OF THE PEARLS VALUES	
Performance criteria	Performance indicator
4.1 Proactive	Proactive, forward thinking, open-minded and innovative.
4.2 For Everyone	Inclusive and welcoming of all people.
4.3 Accountable	Accountable, transparent and ethical.
4.4 Respectful	Respectful of everyone and everything.
4.5 Listening	Listening to people’s needs and ideas; community focused.
4.6 Sustainable	Sustainable, aiming to meet present needs without compromising the ability for future generations to meet their needs.

* This section aims to hold the CEO accountable for how they deliver on the Functions of the Act, Corporate Business Plan Funded Outcomes and Key Focus Areas.