

Shire of Gnowangerup - CEO Performance Criteria - 2025/26 (Council endorsed 22 October 2025)

	Term	Due date	Responsible Executive	2025/26			
				Result (Aug to Dec)	Comment	Result (Jan to Jun)	Comment
1 Our Community							
Strategy 1.1 Support an active, healthy and inclusive community culture							
1.1.1 Deliver and support community events and activities							
Facilitate Wild Gravel 2025	2025-2029	11-Oct-25	CEO	Completed	Wild Gravel held 10/11 October. Over 560 participants and 1,000 attendees.		
Host Dandjoo Day		01-Mar-26	CEO	In progress 50%	Planning underway. Scheduled for Friday 13 March 2026.		
Support NAIDOC week		01-Jul-26	CEO		Scheduled for 5-12 July 2026. Planning will commence following Dandjoo Day.		
Support the Bloom opening event in Ongerup		27-Sep-25	CEO	Completed	Opening event for Bloom successfully hosted in Ongerup.		
Host the Long Table Lunch		01-Nov-25	CEO	On hold	Have been in discussion with Australia's South West. Considering holding event in March 2027 as part of Taste Great Southern though given other priorities this is unlikely.		
Facilitate Wild Gravel 2026 (part of world gravel cycling event)		26-Sep-26	CEO	In progress <25%	Wild Gravel 2026 is being held over the weekend 23-24 October 2026. Have engaged with Dept Biodiversity, Conservation and Environment to establish a five year access agreement.		
1.1.2 Engage with community, seek opportunities to celebrate our diverse culture, aboriginal heritage and promote inclusion and connection across the district.							
Develop a Reconciliation Action Plan (RAP)			CEO	In progress <25%	CEO is on the RecWA working group to promote indigenous recognition. CDM attended Big Yarn in Albany November 2025.		
Establish the foundations for a youth council			CEO	In progress <25%	Grant received October 2025 for \$50k to facilitate youth sport and recreation activities. A further grant of \$10k has been applied for with the Dept of Communities specifically for creating a youth council. Youth Coordinator position advertised December.		
Create a yarning circle			CEO				
1.1.3 Advocate for and support appropriate health and medical services, community support services, facilities and programmes locally.							
Participate and drive the Rural Health Funding Alliance.		ongoing	CEO	In progress 25%	Meeting held with WACHS CEO 17 November 2025 and a meeting with the Minister for Health (Hon Meredith Hammat) arranged for 15 January 2026. Submission prepared by the Alliance for the Federal Budget 2026/27.		
Work with WACHS to improve health services for the aged		ongoing	CEO				
Advocate for more social housing		ongoing	CEO	In progress <25%	Keystart information briefing attended 22 January. Discussed the situation in the Shire of Gnowangerup with Minister Reece Whitby. An on-site meeting arranged with Keystart for 17 March 2026. Keystart provide low cost starter home loans and have a product specifically tailored to indigenous borrowers.		
1.1.4 Seek appropriate compensation for health and medical services locally.							
Participate and drive the Rural Health Funding Alliance.		ongoing	CEO	In progress <25%	Meetings held with senior WACHS management. Meeting arranged with WACH CEO 17 November 2025 and with the Minister for Health (Hon Meredith Hammat) 15 January 2026.		
1.1.5 Work collaboratively to ensure our emergency services and disaster recovery arrangements are appropriate, support and encourage volunteering across the district.							
Proactively drive LEMC meetings		ongoing	CEO	In progress 25%	Position of Emergency Management and Safety Coordinator created.		
Strategy 1.2 Accessibility to all community spaces and facilities							
1.2.1 Plan for access and inclusive services and facilities across the district.							
Review and update Disability Parking		30-Jun-26	EMIA				
1.2.2 Undertake appropriate planning to support the health and well-being of our community.							
Review and update the Public Health Plan (PHP)		01-Jun-26	CEO	In progress <25%	EHO to prepare addendum to existing document and scale this document back to a more realistic set of initiatives. This will be completed by Q1 2026. EHO presented to Council 11 February. Meeting held with Regional Integration Manager Great Southern 18 February 2026.		
2 Our Environment							
Strategy 2.1 Valuing our natural environment and working collaboratively to protect and enhance our natural assets.							
2.1.1 Collaborate for the conservation, management and maintenance of our natural environment.							
Develop an access agreement and management agreement with GAC to preserve Cowalellup Reserve.		01-Jun-26	CEO	In progress <25%	Meeting held with GAC (Twigg) Aug 2025. Discussed using the Penny / Woods Agreement as a template. Waiting on GAC to respond.		

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2.1.2 Maintain our public streetscapes, showcasing our beautiful towns.	2025-2029						
2.1.3 Provide waste management services and facilities, meeting the needs of our community and promoting waste reduction and recycling.	2025-2029						
Implement designated recycling areas at each landfill.		30-Jun-26	EMIA	In progress <25%	Media blitz undertaken with the Ongerup community following the Ongerup tip fire. Media release also undertaken with Gnowangerup and Borden communities. Project group created to consider better ways of managing the waste process and improve recycling. Market scan of other Local Governments undertaken to understand different operating models.		
Develop a waste strategic plan covering waste disposal and sustainable resource recovery opportunities.		01-May-26	EMIA	In progress <25%	Project team created consisting the Shire's executive team and other senior staff.		
Develop post closure rehabilitation plans for each waste site.		30-Jun-26	EMIA	In progress <25%	Project team created consisting the Shire's executive team and other senior staff.		
2.1.4 Plan for water security, drought resilience and climate change risks.	2026-2029						
Participate in the VROC / GSDC Regional Drought Resilience Planning project.		01-Mar-26	CEO	In progress 50%	Meetings held with GSDC. Meeting with consultant (urbaqua) held 17 December 2025. Urbaqua presented to Council at their strategic planning day 28 January 2026.		
Strategy 2.2 Infrastructure is well planned and maintained to support our community.							
2.2.1 Plan, maintain and manage community assets through effective asset management.	2025-2029						
Develop asset management plan for Shire infrastructure and assets.		01-May-26	EMIA		Project team created consisting the Shire's executive team and other senior staff.		
Upgrade and improve Weir Park		01-Mar-28	EMIA	In progress <25%	Softfall and playground equipment replaced / repaired. Project team established and meeting held October 2025. Early community consultation and full engagement arranged for late February 2026.		
2.2.2 Provide appropriate road and transport network and associated infrastructure.	2025-2029						
Refresh, improve and upgrade street signage		30-Jun-26	EMIA				
Develop a strategic gravel sourcing and usage plan		30-Jun-26	EMIA		Project team created consisting the Shire's executive team and other senior staff.		
Deliver the 2025/26 roads programme		30-Jun-26	EMIA	In progress 50%	Resheeting programme tenderer engaged November 2025. Additional road length added February 2026. Work will be completed before June 2026.		
2.2.3 Maintain Local Planning Scheme to ensure growth is appropriately planned and enabled.	2026-2027						
Finalise the local planning strategy			CEO	In progress 75%	Draft strategy discussed at the council strategic planning day January 2026 and will be presented to Council as part of the February meeting.		
Finalise the local planning scheme			CEO		Planning Scheme will commence upon strategy endorsement.		
2.2.4 Protect and preserve our heritage assets.	2025-2029						
Finalise refurbish the Gnowangerup town hall as part of the tourism precinct project		31-Mar-27	EMIA	Completed	Ceiling and lights replaced and beams painted October 2025. Work has now stopped pending attraction of further grants or inclusion in the 2026/27 budget.		
3 Local Economy							
Strategy 3.1 Attract diverse investment in the district, strengthening local businesses to build a resilient economy							
3.1.1 Promote our region, attracting new business, industry and residents.	2025-2029						
Host Fields & Fortunes 2026		01-Feb-26	CEO	Completed	Event held 19 February 2026. Theme was Smart Business, Strong Communities. Grant received from GSDC. Over 85 attendees. Gnowangerup school children attended the key note speaker session on Artificial Intelligence.		
Develop Economic Strategic Plan		30-Jun-26	CEO	In progress <25%	RFT released December 2025 and consultant appointed January 2026.		
Strategy 3.2 Develop and advocate for essential infrastructure and services to enable and promote growth.							
3.2.1 Advocate for residential and industrial land release, supporting development opportunities.	2025-2027			In progress 50%	DevWA projects (Corbett / Whitehead Roads and Cuneo Close) projects completed December 2025. Working with DPLH to release industrial land in Ongerup (Lot 183 Buncle Street, and Reserve 49134) and develop Lot 9000 Corbett Street in Gnowangerup.		

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Investigate the creation of lifestyle blocks (1-7 hectare blocks) in Virginia Estate		30-Jun-26	CEO	In progress 50%	Consultants engaged. Business plan being prepared.		
3.2.2 Advocate for provision of appropriate essential services and infrastructure.	2025-2027						
3.2.3 Establish a tourism and heritage precinct in Gnowangerup. Precinct to incorporate the Gnowangerup Hotel refurbishment and upgrade, development of the Yougenup Road recreation precinct, town hall refurbishment, mineral springs signage, and tourist bay upgrade.	2025-2027	31-Mar-27	CEO	In progress <25%	Grant application submitted to Regional Precincts Partnership Programme for \$7.0m with GNP360.		
4 Leadership and Governance							
Strategy 4.1 Effectively represent, promote and advocate for the benefit of our community and district.							
4.1.1 Provide strategic leadership and advocate on behalf of the community.	Ongoing						
Advocate to introduce regional allowance with SAT		ongoing	CEO	In progress 25%	Third submission made to SAT 30 September 2025.		
4.1.2 Foster strong community connections through inclusive engagement and meaningful communication.	Ongoing						
Strategy 4.2 An efficient and effective organisation, providing appropriate services to our community.							
4.2.1 Provide services aligned with our community requirements.	Ongoing						
Develop whole of organisation IT Road Map		30-Jun-27	DCEO		Contract Project Manager position created to help drive this project. Incumbent commenced February 2026.		
Document all internal systems and processes and with executive managers develop directorate operational plans		01-Jun-26	DCEO	In progress <25%	Scribe training with Administration staff undertaken.		
Cybersecurity: review data held and existing controls.		30-Nov-26	DCEO		Contract Project Manager position created to help drive this project. Incumbent commenced February 2026.		
Project manage adoption of contemporary IT systems including AI		30-Jun-29	DCEO		Contract Project Manager position created to help drive this project. Incumbent commenced February 2026.		
Develop plan for the replcement of ageing ERP system		30-Jun-29	DCEO		Presentation provided by Synergy on their upgraded ERP. Project Manager hired.		
Investigate Admin office relocation including the option of expanding existing building		01-Jun-27	DCEO		Contract Project Manager position created to help drive this project. Incumbent commenced February 2026.		
4.2.2 Ensure strong financial management through effective planning.	Ongoing						
Prepare the 2025/26 budget mid-year review		28-Feb-26	DCEO	In progress 75%	Draft discussed with Councillors at their strategic planning day January 2026. Will be presented to Council by February 2026.		
Prepare the 2026/27 budget		30-Jun-26	DCEO		Project plan to be developed once mid-year finalised. Working towards the budget being adopted by June 2026.		
Update the ten year LTFP		30-Nov-25	DCEO	In progress 50%	Moore Australia facilitating update with Manex 10 November 2025. Project delayed as unit rates on road work out of date. Draft reviewed and will be presented to Council in March 2026.		
Quantify closure costs of the waste facilities		30-Jun-26	DCEO		Project team created consisting the Shire's executive team and other senior staff.		
4.2.3 Provide a safe and positive workplace, supporting development and growth.	Ongoing						
Develop cascaded KPIs for all positions		31-Dec-25	DCEO	Completed	All positions given KPIs as part of the annual development review. These KPIs support delivery of the Council Plan 2025-2035.		
Develop all-staff training matrix		31-Dec-25	DCEO	In progress 25%	Draft training matrix developed. To be discussed as part of February Manex.		
Fund, procure and build three staff houses and one ancillary house at the rear of the McDonald Street property.		30-Jun-26	EMIA/DCEO	In progress 25%	Project team established. Business Case prepared for the Whitehead Road houses. Grant applied for as part of the Regional Housing Support Fund which closed 6 February 2026. McDonald Street property deferred as this requires additional thought.		
Finalise the business case for the housing complex in Quinn Street		30-Nov-25	EMIA	Completed	Consulting firm APP engaged October 2025. Business Case finalised February 2026 and submitted as part of the Regional Housing Support Fund grant round which closed 6 February 2026. In conversation with WACHS and GROH to obtain a contractual committment to a long term lease on all eight properties.		

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Advocate for grants to execute the Great Southern Worker Housing Strategy 2025	ongoing	CEO	In progress 25%	Housing strategy finalised. Implementation plan now being prepared which can be used to advocate for funding. Grant application submitted for the Quinn Street Housing project and Whitehead Road staff housing project. In conversation with Ethical Fields to assist in place based community funding.			