

Attachment 1: SES Performance Expectations and Measures

Key Activity	Performance Indicator	Target
Operational outcomes detailed in the ACCC and AER Corporate Plan.	All operational strategies included in the ACCC/AER Corporate Plan are delivered in the financial year.	The Senior Executive Officer contributes to meet or exceed the targets included in the ACCC/AER Corporate Plan that are applicable to their role.
Support our people to develop and meet their full potential and facilitate a diverse, respectful and inclusive culture	The percentage of positive responses to APS Census questions about whether employees have the appropriate skills, capabilities and knowledge to perform well.	The Senior Executive Officer maintains or improves on the relevant year's census results for their work area.
	Percentage of employee formal quarterly performance conversations with managers completed and recorded in people management system by the end of each quarter.	95% by 2 weeks after end of each quarter for all people in the Senior Executive Officer's respective work area.
	Percentage of employees that spent at least 2 days in formal/approved training/development programs during the financial year.	90% or more for all people in the Senior Executive Officer's respective work area.
	Agency/ACCC/AER APS census 'wellbeing' score/%.	The Senior Executive Officer maintains or improves on previous year's census results for their work area.
	Percentage of employees who have taken at least 10 days of annual leave during the (financial) year	95% or more for all people in the Senior Executive Officer's respective work area.
	The percentage of positive responses to APS Census questions about 'my SES' (21 a – g) and inclusive workplace culture (23h).	The Senior Executive Officer maintains or improves on previous year's census results for their work area, and demonstrate outcomes towards their individual inclusion commitment.
	Demonstrate the leadership capabilities and behaviours for the most senior APS roles .	Feedback for Senior Executive Officers at the Band 2 and band 3 classifications through their biennial 360 survey confirms they demonstrate the leadership capabilities and behaviours for the most

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		senior APS roles.
	SES contribute to gender equality in their work areas by continuing to reduce our gender pay gap.	ACCC/AER gender pay gap is less than 5% for at least 2 years by 2025, and less than 3% for 2 years by 2030.
	Percentage of employees who identify as Indigenous.	The Senior Executive Officer contributes towards the ACCC/AER target for 3% or more of ACCC people to identify as Indigenous by 2025.
	Percentage of employees who identify as a person with disability.	The Senior Executive Officer contributes towards the ACCC/AER target for 7% or more of ACCC people to identify as a person with disability.
Senior Executive Officers collaborate, communicate effectively across the organisation and drive innovation	The percentage of positive responses to APS Census questions about how Senior Executive Officer's collaborate and communicate (22)	The Senior Executive Officer maintains or improves on previous year's census results for their work area.
	The percentage of positive responses to APS Census questions about innovation (21(e) and 48)	The Senior Executive Officer maintains or improves on the previous year's census results for their work area.
ACCC/AER financial management	Appropriations are used to deliver outcomes effectively, efficiently and in accordance with relevant policies, rules, guidelines and legislation.	The Senior Executive Officer delivers the outcomes they are responsible for on budget and is compliant to agency requirements.
		The Senior Executive Officer's work area achieves 90% or higher compliance with the biannual procurement compliance questionnaire.