

COPY

JASON HARFIELD – CHIEF EXECUTIVE OFFICER
2016/17 PERFORMANCE AGREEMENT

Corporate Performance Objectives: 60%			
Performance Outcomes	Measure/KPIs	Target	Weighting %
Safety	Significant attributable safety incidents (#)	0	30
	Total lost time injury frequency rate	5	
Financial stewardship	Net profit after tax (\$)	Budgeted	25
	Return on assets (%)	(1.0%)	
Industry outcomes	Average airport delay (top 4)	Baselined July 16	15
	Industry advocacy (score/100)	Baselined July 16	
Organisational capacity	Our People engagement	Baselined July 16	15
	Diversity & inclusion index	Baselined July 16	
Business operations/ efficiency	Productivity - total operating cost per IFR flight hour (\$/hr)	Baselined July 16	15

OneSKY Program Performance Objectives: 20%	
Performance Measures	Target Date
Deliver AWO2 fixed firm price contract change proposal that represents value for money, is approved by the Board and executed by the target date	Oct 2016
Deliver Early Voice Communication Switch fixed firm price contract change proposal that represents value for money, is approved by the Board and executed by the target date	Nov 2016
Deliver One SKY Acquisition and Support Contract that represents value for money, is approved by the Board and executed by the target date	Mar 2017

Accelerate Program Performance Objectives: 20%	
Performance Measures	Target Date
Implement and achieve the following outcomes of the Accelerate Program:	Jun 2017
<ul style="list-style-type: none"> Embed the new operating model to improve customer centricity, drive continuous improvement and harness efficiencies 	
<ul style="list-style-type: none"> Implement an asset management framework and P3M for program management and project delivery 	
<ul style="list-style-type: none"> Improve use of technology to enhance our service delivery 	
<ul style="list-style-type: none"> Achieve the target annualised cost savings of \$155.8 million 	

Jason Harfield, Chief Executive Officer

1 / 7 / 2016
Date

Air Chief Marshal Angus Houston, AK, AFC, (Ret'd)
Tony Mathews, Acting chair

16 / 7 / 2016
Date