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21 August 2000

Mr Ted Maguire
Council Secretary
Wellington Regional Council
142-146 Wakefield
WELLINGTON

Dear Mr Maguire

COUNCILLOR REMUNERATION

Thank you for asking Deloitte HR to provide and apply market movement data to the remuneration of elected councillors and to provide other relevant remuneration analysis. We are pleased to present our conclusions.

Our data indicates that the general management group had salary movement of 4.5% between 1998 and 1999. Our data also indicates that top management movement of 3.5% between 1999 and 2000. General management group salary movement represents data from the 1999 National Remuneration Survey - Deloitte HR. Top management movement represents movement from data sourced from an external provider. An external data provider was sought due to Deloitte HR not continuing its survey in its previous form. Both sets of data represent movement for senior management positions within New Zealand, inclusive of both the private and public sector.

Our findings are set out within the three tables outlined below:

- **Table One:** Outlines full-time salary as at 1988 and applies market movement between 1998 and 2000. The full-time salary figures represent those outlined in table three of the Report on Remuneration of Councillors - October 1998, Deloitte Touche Tohmatsu.
- **Table Two:** Outlines our understanding of the time demands placed upon Councillors. This represents the same percentages allocation as those outlined in previous analysis undertaken by Deloitte.

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- Table Three: Outlines fulltime salary adjusted to reflect 2000 time adjusted salary, meeting days (excluding healings) and salary excluding meetings. Our analysis is based upon meetings being remunerated at \$190.00 per day, which is our understanding from discussions with the Wellington Regional Council.

TABLE ONE

Remuneration Details		
Position	Full-time Salary 1998 (\$)	Full-time Salary 2000 (\$)*
Chairperson of the Council	96,800	104,700
Deputy Chairperson of Council (without Committee)	71,100	76,900
Chairperson Environment	70,400	76,100
Chairperson Transport	68,000	73,500
Chairperson Utility Services	62,800	67,900
Chairperson Rural Services and Wairarapa	62,000	67,100
Chairperson Landcare	60,200	65,100
Councillor	49,300	53,300

Note: *Represents 1998 figure adjusted by 4.5% (to 1999) and 3.5% (to 2000). Figures rounded to nearest hundred.

TABLE TWO

Time Factors	
Position	Percentage of full time
Chairperson of Council	100
Chairpersons Environment, Transport, Rural Services / Wairarapa, Landcare, Utility	80
Deputy Chairperson of Council (alone)	70
Councillor	60


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TABLE THREE

Position	Remuneration Details			
	Full Time Salary (\$)	Adjusted Daily Salary (\$)	Time Days (excl. hearing)	Salary excluding meetings (\$)
Chairperson of Council	104,700	104,700	0	104,700
Chairperson Environment	76,900	53,800	95	35,700
Chairperson Transport	73,500	53,800	95	40,700
Chairperson Utility Services	67,900	53,300	95	36,200
Chairperson Rural Services and Wairarapa	67,100	53,700	95	35,600
Chairperson Landcare	65,100	52,100	95	34,000
Councillor	53,300	32,000	61	20,400

Thank you for the opportunity to advise Council on elected members remuneration.

Yours sincerely


Blair Hawthorne
Consultant