



**If calling, please ask for Democratic Services**

## **Chief Executive Employment Review Committee**

Tuesday 10 June 2025, 1.00pm

Taumata Kōrero - Committee Room, Greater Wellington Regional Council  
100 Cuba St, Te Aro, Wellington

---

***Quorum: Three Members***

### **Members**

#### **Councillors**

Ken Laban (Chair)

David Bassett (Deputy Chair)

Penny Gaylor

Daran Ponter

Adrienne Staples

**Recommendations in reports are not to be construed as Council policy until adopted by Council**

## **Chief Executive Employment Review Committee**

### **1 Purpose**

Act for, and advise, Council on matters relating to the employment, performance and remuneration of Council's Chief Executive.

### **2 Specific responsibilities**

- 2.1 Apply Council's Te Tiriti o Waitangi principles when conducting the Committee's business and making decisions.
- 2.2 Negotiate an initial performance agreement, subsequent performance agreements, and variations (as needed) with the Chief Executive, and recommend any performance agreement (or variation) to Council for approval.
- 2.3 Undertake a six-monthly interim review of the Chief Executive's progress against the performance agreement.
- 2.4 Conduct the annual reviews of the Chief Executive's performance and remuneration, and recommend to Council as an outcome of those reviews.
- 2.5 Conduct a review of employment, at the end of the Chief Executive's first term of employment (under clause 35 of Schedule 7 to the Local Government Act 2002) and recommend to Council on whether the Chief Executive should be appointed for a second term or the position declared vacant (under clause 34 of Schedule 7 to the Local Government Act 2002).
- 2.6 Represent Council on any issues that may arise with the Chief Executive's job description, employment agreement, performance agreement, or related matters.
- 2.7 Recommend to Council, for its approval, a recruitment, selection, and appointment process for a Chief Executive.
- 2.8 Oversee any Council-approved recruitment, selection, and appointment process for a Chief Executive (noting that Council must legally make the appointment decision).

### **3 Members**

Five Councillors.

### **4 Quorum**

Three Councillors.

## Chief Executive Employment Review Committee

---

Tuesday, 10 June 2025, 1.00pm

Taumata Kōrero - Committee Room, Greater Wellington Regional Council  
100 Cuba St, Te Aro, Wellington

### Public Business

No.	Item	Report	Page
1.	Apologies		
2.	Conflict of interest declarations		
3.	Public participation		
4.	<a href="#">Confirmation of the Public minutes of the Chief Executive Employment Review Committee meeting on Tuesday 18 February 2025</a>	25.98	4
5.	<a href="#">Confirmation of the Restricted Public Excluded minutes of the Chief Executive Employment Review Committee meeting on Tuesday 18 February 2025</a>	RPE25.99	7

### Resolution to Exclude the Public

6.	<a href="#">Resolution to exclude the Public</a>	25.251	9
----	--	--------	---

### Public Excluded Business

7.	<a href="#">Draft Chief Executive Performance Indicators for 2025/26</a>	RPE25.206	10
----	--	-----------	----



Please note that these minutes remain unconfirmed until the Chief Executive Employment Review Committee meeting on 10 June 2025

Report 25.98

## **Public minutes of the Chief Executive Employment Review Committee meeting on Tuesday 18 February 2025**

Committee Room, Greater Wellington Regional Council  
100 Cuba Street, Te Aro, Wellington, at 9.31am

---

### **Members Present**

Councillor Laban (Chair)  
Councillor Bassett  
Councillor Gaylor  
Councillor Ponter  
Councillor Staples

Councillor Gaylor participated at this meeting remotely via Microsoft Teams and counted for the purpose of quorum in accordance with clause 25A of Schedule 7 to the Local Government Act 2002.

### **Public Business**

On the invitation of the Chair, Cr Gaylor opened the meeting with a karakia timatanga.

#### **1. Apologies**

There were no apologies.

#### **2. Declarations of conflicts of interest**

There were no declarations of conflicts of interest.

#### **3. Public participation**

There was no public participation.

**4. Confirmation of the Public minutes of the Chief Executive Employment Review Committee meeting on Tuesday 13 August 2024 - Report 24.446**

Moved: Cr Staples / Cr Bassett

That the Committee confirms the Public minutes of the Chief Executive Employment Review Committee meeting of Tuesday 13 August 2024– Report 24.446.

The motion was **carried**.

**5. Resolution to exclude the public – Report 25.17**

Moved: Cr Gaylor / Cr Staples

That the Committee excludes the public from the following parts of the proceedings of this meeting, namely:

Restricted Public Excluded minutes of the Chief Executive Employment Review Committee meeting of 13 August 2024 – Report RPE24.447

Interim review of the Chief Executive’s performance for 2024/25 – Report RPE25.16.

The general subject of each matter to be considered while the public is excluded, the reasons for passing this resolution in relation to each matter and the specific grounds under section 48(1) of the Local Government Official Information and Meetings Act 1987 (the Act) for the passing of this resolution are as follows:

<b>Restricted Public Excluded minutes of the Chief Executive Employment Review Committee meeting of 13 August 2024 – Report RPE24.447</b>	
<i>Reason for passing this resolution in relation to each matter</i>	<i>Ground(s) under section 48(1) for the passing of this resolution</i>
The information contained in these minutes relates to the Committee’s 2024 review of the Chief Executive’s performance and remuneration. Release of this information would prejudice the Chief Executive’s privacy by disclosing details of the Committee’s assessment of their performance and remuneration. Greater Wellington Regional Council has not been able to identify a public interest favouring the disclosure of this particular information in public proceedings of the meeting would override the Chief Executive’s	The public conduct of this part of the meeting is excluded as per section 7(2)(a) of the Act (to protect the privacy of natural persons).

privacy.	
<b>Interim review of the Chief Executive's performance for 2024/25 – Report RPE25.16</b>	
<i>Reason for passing this resolution in relation to each matter</i>	<i>Ground(s) under section 48(1) for the passing of this resolution</i>
The information contained in this report relates to the Chief Executive's performance for 2024/25. Release of this information would prejudice the Chief Executive's privacy by disclosing details of their performance agreement with the Council. Greater Wellington Regional Council has not been able to identify a public interest favouring the disclosure of this particular information in public proceedings of the meeting would override the Chief Executive's privacy.	The public conduct of this part of the meeting is excluded as per section 7(2)(a) of the Act (to protect the privacy of natural persons).

This resolution is made in reliance on section 48(1)(a) of the Local Government Official Information and Meetings Act 1987 and the particular interest or interests protected by section 6 or section 7 of that Act or section 6 or section 7 or section 9 of the Official Information Act 1982, as the case may require, which would be prejudiced by the holding of the whole or the relevant part of the proceedings of the meeting in public.

The motion was **carried**.

The public part of the meeting closed at 9.33am.

Cr K Laban  
(Chair)

Date:



The matters referred to in these minutes were considered by the Chief Executive Employment Review Committee on 18 February 2025 in Public Excluded business. These minutes do not require confidentiality and may be considered in the public part of the meeting.

Report RPE25.99

## **Restricted Public Excluded minutes of the Chief Executive Employment Review Committee meeting on Tuesday 18 February 2025**

Committee Room, Greater Wellington Regional Council  
100 Cuba Street, Te Aro, Wellington, at 9.33am

---

### **Members Present**

Councillor Laban (Chair)  
Councillor Bassett  
Councillor Gaylor  
Councillor Ponter  
Councillor Staples

Councillor Gaylor participated at this meeting remotely via Microsoft Teams and counted for the purpose of quorum in accordance with clause 25A of Schedule 7 to the Local Government Act 2002

### **1. Confirmation of the Restricted Public Excluded minutes of the Chief Executive Employment Review Committee meeting on Tuesday 13 August 2024 – Report RPE24.447**

Moved: Cr Gaylor / Cr Bassett

That the Committee confirms the Restricted Public Excluded minutes of the Chief Executive Employment Review Committee meeting on Tuesday 13 August 2024 – Report RPE24.447.

The motion was **carried**.

**2. Interim review of the Chief Executive's performance for 2024/25 – Report RPE25.16**

Cr Laban introduced the report. Nigel Corry, Chief Executive, spoke to his report.

Moved: Cr Staples / Cr Bassett

That the Committee agrees that a report on the Committee's interim review of the Chief Executive's performance will be prepared by the Committee Chair for consideration by the Council at its next meeting.

The motion was **carried**.

On behalf of the Committee, the Chair thanked Donna Hickey, General Manager - People and Customer, for her contribution to the work of the Committee and wished her well for her future plans.

On the invitation of the Chair, Cr Gaylor closed the meeting with a karakia whakamutunga.

The Restricted Public Excluded part of the meeting closed at 10.51am.

Cr K Laban  
(Chair)

Date:





**Chief Executive Employment Review Committee**  
**10 June 2025**  
**Report 25.251**

**For Decision**

**RESOLUTION TO EXCLUDE THE PUBLIC**

That the Council excludes the public from the following parts of the proceedings of this meeting, namely:

Draft Chief Executive performance indicators for 2025/26 - Report RPE25.206

The general subject of each matter to be considered while the public is excluded, the reasons for passing this resolution in relation to each matter and the specific grounds under section 48(1) of the Local Government Official Information and Meetings Act 1987 (the Act) for the passing of this resolution are as follows:

<b>Draft Chief Executive performance indicators for 2025/26 - Report RPE25.206</b>	
<i>Reason for passing this resolution in relation to each matter</i>	<i>Ground(s) under section 48(1) for the passing of this resolution</i>
<p>This report contains information relating to the current Chief Executive's performance agreement. Release of this information would prejudice the privacy of the Chief Executive, by disclosing information pertaining to the employment relationship between the Chief Executive and the Council.</p> <p>Greater Wellington Regional Council has not been able to identify a public interest favouring disclosure of this particular information in public proceedings of the meeting that would override the Chief Executive's privacy.</p>	<p>The public conduct of this part of the meeting is excluded as per section 7(2)(a) of the Act (to protect the privacy of natural persons, including that of deceased natural persons).</p>

This resolution is made in reliance on section 48(1)(a) of the Local Government Official Information and Meetings Act 1987 and the particular interest or interests protected by section 6 or section 7 of that Act or section 6 or section 7 or section 9 of the Official Information Act 1982, as the case may require, which would be prejudiced by the holding of the whole or the relevant part of the proceedings of the meeting in public.