



KOMITI AROTAKE I TE TUMU WHAKARAE CHIEF EXECUTIVE'S PERFORMANCE REVIEW SUBCOMMITTEE

1 August 2024

Order Paper for the meeting to be held in the
Council Chambers, 2nd Floor, 30 Laings Road, Lower Hutt,
on:

Thursday 8 August 2024 commencing at 10:00 am

Membership

Cr J Briggs (Chair)
Mayor C Barry (Deputy Chair)

Cr S Edwards
Cr K Morgan

Deputy Mayor T Lewis

For the dates and times of Council Meetings please visit www.huttcity.govt.nz

Have your say

You can speak under public comment to items on the agenda to the Mayor and Councillors at this meeting. Please let us know by noon the working day before the meeting. You can do this by emailing DemocraticServicesTeam@huttcity.govt.nz or calling the Democratic Services Team on 04 570 6666 | 0800 HUTT CITY

KOMITI AROTAKE I TE TUMU WHAKARAE | CHIEF EXECUTIVE'S PERFORMANCE REVIEW SUBCOMMITTEE

Chair:	Cr Josh Briggs
Deputy Chair:	Mayor Campbell Barry
Membership:	Deputy Mayor Tui Lewis Cr Simon Edwards Cr Karen Morgan
Quorum:	3
Meeting Cycle	Meets as required

AREA OF FOCUS:

The Komiti Arotake i te Tumu Whakarae | Chief Executive's Performance Review Subcommittee has responsibility for the effective monitoring of the Chief Executive's performance and has the authority to undertake the annual remuneration review. The subcommittee also has the role of undertaking any review for the purposes of clause 35 schedule 7 of the Local Government Act 2002, making a recommendation to Council under clause 34 schedule 7 of the Local Government Act 2002 and (if applicable) undertaking any recruitment and selection process, for recommendation to Council.

Determine:

The subcommittee will have the responsibility and authority to:

- a) agree the annual performance objectives with the Chief Executive.
- b) undertake a six-monthly review to review progress against the annual performance objectives, provide feedback, ongoing monitoring and agree to any modifications to the annual performance objectives with the Chief Executive.
- c) conduct the performance review required in the employment agreement between Council and the Chief Executive.
- d) undertake the annual remuneration review and make decisions regarding remuneration.
- e) represent Council regarding any issues which may arise concerning the Chief Executive's job description, agreement, performance objectives or other similar matters.

Review and make recommendations to Council on:

- a) conduct and complete a review of employment under clause 35 schedule 7 of the Local Government Act 2002 and make a recommendation to Council as to continued appointment or vacancy under clause 34 schedule 7 of the Local Government Act 2002.
- b) undertake any recruitment and selection process for a Chief Executive (noting that a decision on appointment must, by law, be made by Council).

HUTT CITY COUNCIL

KOMITI AROTAKE I TE TUMU WHAKARAE CHIEF EXECUTIVE'S PERFORMANCE REVIEW SUBCOMMITTEE

Meeting to be held in the Council Chambers, 2nd Floor, 30 Laings Road, Lower Hutt
on
Thursday 8 August 2024 commencing at 10:00 am.

ORDER PAPER

PUBLIC BUSINESS

1. OPENING FORMALITIES - KARAKIA TIMATANGA

Whakataka te hau ki te uru	<i>Cease the winds from the west</i>
Whakataka te hau ki te tonga	<i>Cease the winds from the south</i>
Kia mākinakina ki uta	<i>Let the breeze blow over the land</i>
Kia mātaratara ki tai	<i>Let the breeze blow over the ocean</i>
E hī ake ana te atakura	<i>Let the red-tipped dawn come with a sharpened air.</i>
He tio, he huka, he hau hū	<i>A touch of frost, a promise of a glorious day.</i>
Tihei mauri ora.	

2. APOLOGIES

No apologies have been received.

3. PUBLIC COMMENT

Generally up to 30 minutes is set aside for public comment (three minutes per speaker on items appearing on the agenda). Speakers may be asked questions on the matters they raise.

4. CONFLICT OF INTEREST DECLARATIONS

Members are reminded of the need to be vigilant to stand aside from decision making when a conflict arises between their role as a member and any private or other external interest they might have

5. MINUTES

Meeting minutes Chief Executive's Performance Review Subcommittee, 4 March 2024	6
Meeting minutes Extraordinary Chief Executive's Performance Review Subcommittee, 23 April 2024	9
Meeting minutes Extraordinary Chief Executive's Performance Review Subcommittee, 2 May 2024	11

6. QUESTIONS

With reference to section 32 of Standing Orders, before putting a question a member shall endeavour to obtain the information. Questions shall be concise and in writing and handed to the Chair prior to the commencement of the meeting.

7. EXCLUSION OF THE PUBLIC

CHAIR'S RECOMMENDATION:

"That the public be excluded from the following parts of the proceedings of this meeting, namely:

8. MINUTES

4 March 2024

23 April 2024

2 May 2024

9. CHIEF EXECUTIVE'S DRAFT PERFORMANCE OBJECTIVES FOR 2024-2025

The general subject of each matter to be considered while the public is excluded, the reason 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 for the passing of this resolution are as follows:

(A)	(B)	(C)
General subject of the matter to be considered.	Reason for passing this resolution in relation to each matter.	Ground under section 48(1) for the passing of this resolution.
Minutes of the Chief Executive's Performance Review Subcommittee Komiti Arotake i te Tumu Whakarae held on 4 March 2024: Chief Executive's Six Month Review	The withholding of the information is necessary to protect the privacy of natural persons. (s7(2)(a)).	That the public conduct of the relevant part of the proceedings of the meeting would be likely to result in the disclosure of information for which good reason for withholding exist.

Minutes of the Chief Executive's Performance Review Subcommittee Komiti Arotake i te Tumu Whakarae held on 23 April 2024: Chief Executive's Recruitment Process	The withholding of the information is necessary to protect the privacy of natural persons. (s7(2)(a)).	That the public conduct of the relevant part of the proceedings of the meeting would be likely to result in the disclosure of information for which good reason for withholding exist.
Minutes of the Chief Executive's Performance Review Subcommittee Komiti Arotake i te Tumu Whakarae held on 2 May 2024: Chief Executive's Recruitment Process.	The withholding of the information is necessary to protect the privacy of natural persons. (s7(2)(a)).	That the public conduct of the relevant part of the proceedings of the meeting would be likely to result in the disclosure of information for which good reason for withholding exist.
Chief Executive's draft performance objectives for 2024-2025.	The withholding of the information is necessary to protect the privacy of natural persons. (s7(2)(a)).	That the public conduct of the relevant part of the proceedings of the meeting would be likely to result in the disclosure of information for which good reason for withholding exist.

This resolution is made in reliance on section 48(1) of the Local Government Official Information and Meetings Act 1987 and the particular interest or interests protected by section 6 or 7 of that Act which would be prejudiced by the holding of the whole or the relevant part of the proceedings of the meeting in public are as specified in Column (B) above."

Kathryn Stannard
HEAD OF DEMOCRATIC SERVICES

HUTT CITY COUNCIL
KOMITI AROTAKE I TE TUMU WHAKARAE
CHIEF EXECUTIVE'S PERFORMANCE REVIEW SUBCOMMITTEE

Minutes of a meeting held in the Council Chambers,
 2nd Floor, 30 Laings Road, Lower Hutt on
Monday 4 March 2024 commencing at 2:00 pm

PRESENT: Cr J Briggs (Chair) Mayor C Barry (Deputy Chair)
 Cr S Edwards (from 2.02pm) Deputy Mayor T Lewis
 Cr K Morgan

APOLOGIES: There were no apologies.

IN ATTENDANCE: K Stannard, Head of Democratic Services
 K Antequil, Sheffield New Zealand

PUBLIC BUSINESS

1. OPENING FORMALITIES - KARAKIA TIMATANGA

Whakataka te hau ki te uru	<i>Cease the winds from the west</i>
Whakataka te hau ki te tonga	<i>Cease the winds from the south</i>
Kia mākinakina ki uta	<i>Let the breeze blow over the land</i>
Kia mātaratara ki tai	<i>Let the breeze blow over the ocean</i>
E hī ake ana te atakura	<i>Let the red-tipped dawn come with</i>
He tio, he huka, he hau hū	<i>a sharpened air.</i>
Tihei mauri ora.	<i>A touch of frost, a promise of a glorious day.</i>

2. APOLOGIES

RESOLVED: (Cr Briggs/Deputy Mayor Lewis) **Minute No. CEPRS 24101**

"That the apology for lateness received from Cr Edwards be accepted."

Cr Edwards joined the meeting at 2.02pm.

3. PUBLIC COMMENT

There was no public comment.

4. CONFLICT OF INTEREST DECLARATIONS

There were no conflict of interest declarations.

5. MINUTES

RESOLVED: (Cr Briggs/Cr Morgan)

Minute No. CEPRS 24102

"That the minutes of the Komiti Arotake i te Tumu Whakarae | Chief Executive's Performance Review Subcommittee held on 4 September 2023 and 22 February 2024 be adopted."

6. QUESTIONS

There were no questions.

7. EXCLUSION OF THE PUBLIC

RESOLVED: (Cr Briggs/Deputy Mayor Lewis)

Minute No. CEPRS 24103

"That the public be excluded from the following parts of the proceedings of this meeting, namely:

8. *Minutes - 4 September 2023 and 22 February 2024*

9. *Chief Executive's Six Month Review*

The general subject of each matter to be considered while the public is excluded, the reason 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 for the passing of this resolution are as follows:

(A)	(B)	(C)
<i>General subject of the matter to be considered.</i>	<i>Reason for passing this resolution in relation to each matter.</i>	<i>Ground under section 48(1) for the passing of this resolution.</i>
<i>Minutes of the Komiti Arotake i te Tumu Whakarae Chief Executive's Performance Review Subcommittee held on 4 September 2023: Chief Executive's Performance Objectives 1 July 2022 – 30 July 2023 Full Year report</i>	<i>The withholding of the information is necessary to protect the privacy of natural persons. (s7(2)(a)).</i>	<i>That the public conduct of the relevant part of the proceedings of the meeting would be likely to result in the disclosure of information for which good reason for withholding exist.</i>
<i>Minutes of the Komiti Arotake i te Tumu Whakarae Chief Executive's Performance Review Subcommittee held on</i>	<i>The withholding of the information is necessary to protect the privacy of natural persons. (s7(2)(a)).</i>	<i>That the public conduct of the relevant part of the proceedings of the meeting would be likely to result in the disclosure of</i>

22 February 2024:
Chief Executive's
Employment
Agreement

Chief Executive's Six
Month Review.

The withholding of the
information is
necessary to protect the
privacy of natural
persons. (s7(2)(a)).

information for which
good reason for
withholding exist.

That the public conduct
of the relevant part of
the proceedings of the
meeting would be likely
to result in the
disclosure of
information for which
good reason for
withholding exist.

This resolution is made in reliance on section 48(1) of the Local Government Official Information and Meetings Act 1987 and the particular interest or interests protected by section 6 or 7 of that Act which would be prejudiced by the holding of the whole or the relevant part of the proceedings of the meeting in public are as specified in Column (B) above

That Katy Anquetil from Sheffield New Zealand be permitted to remain after the public section of the meeting as she has knowledge of the matter that will assist the Subcommittee in relation to that item."

There being no further business, the Chair declared the public part of the meeting closed at 2.10pm. The public excluded part of the meeting closed at 3.38pm.

Cr J Briggs
CHAIR

**CONFIRMED as a true and correct record
Dated this 8th day of August 2024**

HUTT CITY COUNCILKOMITI AROTAKE I TE TUMU WHAKARAE
CHIEF EXECUTIVE'S PERFORMANCE REVIEW SUBCOMMITTEE

Minutes of an extraordinary meeting held in the Council Chambers,
2nd Floor, 30 Laings Road, Lower Hutt on
Tuesday 23 April 2024 commencing at 12.03pm

PRESENT: Cr J Briggs (Chair) Mayor C Barry (Deputy Chair) (from 12.50pm)
Cr S Edwards Deputy Mayor T Lewis
Cr K Morgan

APOLOGIES: Mayor C Barry for lateness

IN ATTENDANCE: S Boyes, Principal Consultant, JacksonStone & Partners

PUBLIC BUSINESS1. OPENING FORMALITIES - KARAKIA TIMATANGA

Whakataka te hau ki te uru	<i>Cease the winds from the west</i>
Whakataka te hau ki te tonga	<i>Cease the winds from the south</i>
Kia mākinakina ki uta	<i>Let the breeze blow over the land</i>
Kia mātaratara ki tai	<i>Let the breeze blow over the ocean</i>
E hī ake ana te atakura	<i>Let the red-tipped dawn come with a sharpened air</i>
He tio, he huka, he hau hū	<i>A touch of frost, a promise of a glorious day.</i>
Tihei mauri ora.	

2. APOLOGIES

RESOLVED: (Cr Briggs/Cr Edwards) **Minute No. CEPRS 24201**

"That the apology received from Mayor Barry for lateness be accepted."

3. PUBLIC COMMENT

There was no public comment.

4. CONFLICT OF INTEREST DECLARATIONS

There were no conflict of interest declarations.

5. QUESTIONS

There were no questions.

6. EXCLUSION OF THE PUBLIC

RESOLVED: (Cr Briggs/Deputy Mayor Lewis)

Minute No. CEPRS 24202

“That the public be excluded from the following parts of the proceedings of this meeting, namely:

7. *Chief Executive's Recruitment Process*

The general subject of each matter to be considered while the public is excluded, the reason 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 for the passing of this resolution are as follows:

(A)	(B)	(C)
<i>General subject of the matter to be considered.</i>	<i>Reason for passing this resolution in relation to each matter.</i>	<i>Ground under section 48(1) for the passing of this resolution.</i>
<i>Chief Executive's Recruitment Process.</i>	<i>The withholding of the information is necessary to protect the privacy of natural persons. (s7(2)(a)).</i>	<i>That the public conduct of the relevant part of the proceedings of the meeting would be likely to result in the disclosure of information for which good reason for withholding exist.</i>

This resolution is made in reliance on section 48(1) of the Local Government Official Information and Meetings Act 1987 and the particular interest or interests protected by section 6 or 7 of that Act which would be prejudiced by the holding of the whole or the relevant part of the proceedings of the meeting in public are as specified in Column (B) above.

That Simon Boyes, Principal Consultant from JacksonStone & Partners be permitted to remain after the public section of the meeting as they have knowledge that will assist the Subcommittee in relating to the item”

There being no further business the Chair declared the public part of the meeting closed at 12.02pm. The public excluded part of the meeting closed at 1.30pm.

Cr J Briggs
CHAIR

CONFIRMED as a true and correct record
Dated this 8th day of August 2024

HUTT CITY COUNCILKOMITI AROTAKE I TE TUMU WHAKARAE
CHIEF EXECUTIVE'S PERFORMANCE REVIEW SUBCOMMITTEE

Minutes of an extraordinary meeting held in the JacksonStone Partners, JacksonStone House, 3/11 Hunter Street, Wellington on
Thursday 2 May 2024 commencing at 8:00 am

PRESENT: Cr J Briggs (Chair) Mayor C Barry (Deputy Chair)
Cr S Edwards Deputy Mayor T Lewis
Cr K Morgan

APOLOGIES: There were no apologies.

IN ATTENDANCE: S Boyes, Principal Consultant, JacksonStone & Partners

PUBLIC BUSINESS1. OPENING FORMALITIES - KARAKIA TIMATANGA

Whakataka te hau ki te uru	<i>Cease the winds from the west</i>
Whakataka te hau ki te tonga	<i>Cease the winds from the south</i>
Kia mākinakina ki uta	<i>Let the breeze blow over the land</i>
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E hī ake ana te atakura	<i>Let the red-tipped dawn come with a sharpened air</i>
He tio, he huka, he hau hū	<i>A touch of frost, a promise of a glorious day.</i>
Tihei mauri ora.	

2. APOLOGIES

There were no apologies.

3. PUBLIC COMMENT

There was no public comment.

4. CONFLICT OF INTEREST DECLARATIONS

There were no conflict of interest declarations.

5. QUESTIONS

There were no questions.

6. EXCLUSION OF THE PUBLIC

RESOLVED: (Cr Briggs/Cr Morgan)

Minute No. CEPRS 24201(2)

"That the public be excluded from the following parts of the proceedings of this meeting, namely:

7. *Chief Executive's Recruitment Process*

The general subject of each matter to be considered while the public is excluded, the reason 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 for the passing of this resolution are as follows:

(A)	(B)	(C)
<i>General subject of the matter to be considered.</i>	<i>Reason for passing this resolution in relation to each matter.</i>	<i>Ground under section 48(1) for the passing of this resolution.</i>
<i>Chief Executive's Recruitment Process.</i>	<i>The withholding of the information is necessary to protect the privacy of natural persons. (s7(2)(a)).</i>	<i>That the public conduct of the relevant part of the proceedings of the meeting would be likely to result in the disclosure of information for which good reason for withholding exist.</i>

This resolution is made in reliance on section 48(1) of the Local Government Official Information and Meetings Act 1987 and the particular interest or interests protected by section 6 or 7 of that Act which would be prejudiced by the holding of the whole or the relevant part of the proceedings of the meeting in public are as specified in Column (B) above.

That S Boyce, Principal Consultant from JacksonStone & Partners be permitted to remain after the public section of the meeting as they have knowledge that will assist the Subcommittee in relating to the item"

There being no further business the Chair declared the public part of the meeting closed at 8.05am, Thursday 2 May 2024. The public excluded part of the meeting closed at 9.23am, Monday 6 May 2024.

Cr Josh Briggs
CHAIR

CONFIRMED as a true and correct record
Dated this 8th day of August 2024