

If calling, please ask for Democratic Services

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## Chief Executive Employment Committee

Tuesday 10 February 2026, 1.00pm

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

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***Quorum:*** *Three Members*

### Members

#### Councillors

Simon Woolf (Chair)

Penny Gaylor

Adrienne Staples

Phil Rhodes (Deputy Chair)

Daran Ponter

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

# Chief Executive Employment 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:

- a **Pātuitanga | Relationships and Partnerships** – ensure decisions are based on shared knowledge, expertise and values maintained and sustained through active relationships and meaningful partnerships with mana whenua. These relationships and partnerships will contribute to Greater Wellington's core business services, functions, and systems to develop and deliver our shared aspirations across our Greater Wellington rohe;
- b **Kōwhiringa | Options** – actively partner with mana whenua to enable effective governance decision making that is informed by kaupapa Māori and mātauranga Māori analytical frameworks and knowledge systems in identifying feasible and meaningful options and solutions;
- c **Tino rangatiratanga | Self Determination** – position Greater Wellington to give effect to Te Tiriti o Waitangi and uphold the interests of mana whenua in exercising their tino rangatiratanga in planning and promoting quality services that enable self-determination for whānau and community;
- d **Whakamaru | Active protection** – assess how decisions work towards protecting mana Motuhake (rights and interests of mana whenua) through relevant mutually beneficial strategies, policies, plans, programmes and initiatives; and
- e **Oritetanga | Equity** - uphold the principle of fairness in the design and distribution of Greater Wellington's resources and services through the Long Term Plan to meet the needs and aspirations of whānau within our Greater Wellington rohe.

2.2 Recommend to Council (for its approval) a recruitment, selection, and appointment process for the Chief Executive.

2.3 Oversee the Council-approved recruitment, selection, and appointment process for the Chief Executive (noting that Council must legally make the appointment decision).

- 2.4 Negotiate a draft initial performance agreement, subsequent draft performance agreements, and variations (as needed) with the Chief Executive; and recommend to Council any draft performance agreement (or variation) for approval.
- 2.5 Undertake a six-monthly interim review of the Chief Executive's progress against the performance agreement and recommend any changes to Council.
- 2.6 Conduct an annual review of the Chief Executive's performance and remuneration and recommend to Council.
- 2.7 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).

### **3 Members**

Five Councillors.

### **4 Quorum**

Three members.

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## Public Business

No.	Item	Report	Page
1.	Apologies		
2.	Conflict of interest declarations		
3.	Public participation		

## Resolution to Exclude the Public

4.	Resolution to exclude the Public	26.14	5
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## Public Excluded Business

5.	Interim review of the Chief Executive's performance for 2025/26	RPE26.15	7
6.	Statutory performance review of the Chief Executive	RPE26.16	25

**For Decision**

## **RESOLUTION TO EXCLUDE THE PUBLIC**

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

Interim review of the Chief Executive's performance for 2025/26 – Report RPE26.15

Statutory performance review of the Chief Executive – Report RPE26.16

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>Interim review of the Chief Executive's performance for 2025/26 – Report RPE26.15</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 2025/26. Release of this information would prejudice the Chief Executive's privacy by disclosing details of their performance. 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).

<b>Statutory performance review of the Chief Executive – Report RPE26.16</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>
This report contains information relating to the statutory performance review of the Chief Executive. Withholding this information is necessary to protect the privacy of that natural person (section 7(2)(a) of the Act) as releasing this information would disclose information pertaining to the employment relationship between the Chief Executive and Council. Greater Wellington 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 need to withhold the information.	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.