If calling, please ask for Democratic Services

Chief Executive Employment Committee

Tuesday 11 August 2026, 10.00am

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

Quorum: *Three Members*

Members

Councillors

Simon Woolf (Chair)`
Phil Rhodes (Deputy Chair)
Penny Gaylor
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) thorough 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.

Chief Executive Employment Committee

Tuesday, 11 August 2026, 10.00am

Wairarapa - 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.	Confirmation of the Public minutes of the Chief Executive Employment Review Committee meeting on 16 June 2026	26.282	4
5.	Confirmation of the Restricted Public Excluded minutes of the Chief Executive Employment Review Committee meeting on 16 June 2026	RPE26.283	9

Resolution to Exclude the Public

6.	Resolution to exclude the Public	26.316	11

Public Excluded Business

7.	Chief Executive Performance Review for 2025/26	RPE26.317	13
8.	Chief Executive Remuneration Review for 2025/26	RPE26.318	63

Please note that these minutes remain unconfirmed until the Chief Executive Employment Committee meeting on 11 August 2026.

Report 26.282

Public minutes of the Chief Executive Employment Committee meeting on Tuesday 16 June 2026

Committee Room, Greater Wellington Regional Council
100 Cuba Street, Te Aro, Wellington, at 10.06am

Members present

Councillor Woolf (Chair)
Councillor Gaylor
Councillor Ponter
Councillor Rhodes

Also present

Councillor Elder
Councillor Tupou

Public Business

The Chair commenced the meeting with a whakataukī.

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. Public minutes of the Chief Executive Employment Committee meeting of 10 February 2026 - Report 26.22

Moved: Cr Woolf / Cr Ponter

That the Committee confirms the Public minutes of the Chief Executive Employment Committee meeting of 10 February 2026 – Report 26.22.

The motion was **carried**.

5. Resolution to exclude the public – Report 26.245

Moved: Cr Woolf / Cr Gaylor

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 Committee meeting on Tuesday 10 February 2026 – Report RPE26.23

Draft Chief Executive performance indicators for 2026/27 - Report RPE26.246

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:

Restricted Public Excluded minutes of the Chief Executive Employment Committee meeting on Tuesday 10 February 2026 – Report RPE26.23	
Reason for passing this resolution in relation to each matter	*Ground(s) under section 48(1) for the passing of this resolution*
These minutes contain information relating to the interim 2025/26 performance review of the Chief Executive and the statutory performance review of the Chief Executive. 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. Greater Wellington Regional Council has not been able to identify a public interest favouring	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).

disclosure of this particular information in public proceedings of the meeting that would override the Chief Executive's privacy.	
Draft Chief Executive performance indicators for 2026/27 - Report RPE26.246	
Reason for passing this resolution in relation to each matter	*Ground(s) under section 48(1) for the passing of this resolution*
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. 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.	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).

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 10.08am.

Cr S Woolf
(Chair)

Date:

Please note that these minutes remain unconfirmed until the Chief Executive Employment Committee meeting on 11 August 2026.

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

Report RPE26.283

Restricted Public Excluded minutes of the Chief Executive Employment Review Committee meeting on Tuesday 16 June 2026

Committee Room, Greater Wellington Regional Council
100 Cuba Street, Te Aro, Wellington, at 10.08am

Members present

Councillor Woolf (Chair)
Councillor Gaylor
Councillor Ponter
Councillor Rhodes

Also present

Councillor Elder
Councillor Tupou

1. Restricted Public Excluded minutes of the Chief Executive Employment Committee meeting of 10 February 2026 - Report RPE26.23

Moved: Cr Woolf / Cr Ponter

That the Committee confirms the Restricted Public Excluded minutes of the Chief Executive Employment Committee meeting of 10 February 2026 – Report 26.23.

The motion was **carried**.

2. Draft Chief Executive performance indicators for 2026/27 – Report RPE26.246

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

Moved: Cr Woolf / Cr Ponter

That the Committee:

1 Recommends the draft 2026/27 Chief Executive performance indicators to Council for approval, subject to the "mana whenua" measure for Performance Indicator 2 and the "integrated catchment plans" measure for Performance Indicator 4 being reworded.

2 Authorises the Committee Chair and Council Chair, acting jointly and in consultation with the Chief Executive, to finalise the draft 2026/27 Chief Executive performance indicators for consideration at the Council meeting on 25 June 2026.

The motion was **carried.**

The Restricted Public Excluded part of the meeting closed at 11.06am.

Cr S Woolf
(Chair)

Date:

Chief Executive Employment Committee
11 August 2026
Report 26.316

For Decision

RESOLUTION TO EXCLUDE THE PUBLIC

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

1. Chief Executive performance review for 2025/26 - Report RPE26.317
2. Chief Executive remuneration review for 2025/26 - Report RPE26.318

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:

Chief Executive performance review for 2025/26 – Report RPE26.317	
Reason for passing this resolution in relation to each matter	*Ground(s) under section 48(1) for the passing of this resolution*
This report contains information relating to the current Chief Executive's full year performance review. 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. 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 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, including that of deceased natural persons).

Chief Executive remuneration review for 2025/26 – Report RPE26.318	
Reason for passing this resolution in relation to each matter	*Ground(s) under section 48(1) for the passing of this resolution*
This report contains information relating to the current Chief Executive's full year remuneration review. 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. 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 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, including that of deceased 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.