



RĀRANGI TAKE AGENDA

Te Komiti Arotake Mahi a te Tumu Whakarae | Chief Executive Performance and Employment Committee Meeting

I hereby give notice that a Meeting of the Te Komiti Arotake Mahi a te Tumu Whakarae | Chief Executive Performance and Employment Committee will be held on:

Te Rā | Date: Thursday, 17 October 2024

Te Wā | Time: 3.30pm

**Te Wāhi | Location: Mayor's Office
First Floor, 175 Rimu Road
Paraparaumu**

**Rach Wells
Group Manager People and Capability**

Kāpiti Coast District Council

Notice is hereby given that a meeting of the Te Komiti Arotake Mahi a te Tumu Whakarae | Chief Executive Performance and Employment Committee will be held in the Mayor's Office, First Floor, 175 Rimu Road, Paraparaumu, on Thursday 17 October 2024, 3.30pm.

Te Komiti Arotake Mahi a te Tumu Whakarae | Chief Executive Performance and Employment Committee Members

Mayor Janet Holborow	Chair
Deputy Mayor Lawrence Kirby	Member
Cr Sophie Handford	Member
Cr Liz Koh	Member

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1 NAU MAI | WELCOME

2 KARAKIA A TE KAUNIHERA | COUNCIL BLESSING

I a mātou e whiriwhiri ana i ngā take kei mua i ō mātou aroaro *As we deliberate on the issues before us,*

E pono ana mātou ka kaha tonu ki te whakapau mahara huapai mō ngā hapori e mahi nei mātou. *We trust that we will reflect positively on the communities we serve.*

Me kaha hoki mātou katoa kia whaihua, kia tōtika tā mātou mahi, *Let us all seek to be effective and just,*

Ā, mā te māia, te tiro whakamua me te hihiri *So that with courage, vision and energy,*

Ka taea te arahi i roto i te kotahitanga me te aroha. *We provide positive leadership in a spirit of harmony and compassion.*

3 WHAKAPĀHA | APOLOGIES

4 TE TAUĀKĪ O TE WHAITAKE KI NGĀ MEA O TE RĀRANGI TAKE | DECLARATIONS OF INTEREST RELATING TO ITEMS ON THE AGENDA

Notification from Elected Members of:

4.1 – any interests that may create a conflict with their role as an elected member relating to the items of business for this meeting, and

4.2 – any interests in items in which they have a direct or indirect pecuniary interest as provided for in the Local Authorities (Members' Interests) Act 1968

5 HE WĀ KŌRERO KI TE MAREA MŌ NGĀ MEA E HĀNGAI ANA KI TE RĀRANGI TAKE | PUBLIC SPEAKING TIME FOR ITEMS RELATING TO THE AGENDA

6 NGĀ TAKE A NGĀ MEMA | MEMBERS' BUSINESS

(a) Leave of Absence

(b) Matters of an Urgent Nature (advice to be provided to the Chair prior to the commencement of the meeting)

7 HE KŌRERO HOU | UPDATES

Nil

8 TE WHAKAŪ I NGĀ ĀMIKI | CONFIRMATION OF MINUTES

8.1 CONFIRMATION OF MINUTES

Author: Anna Smith, Acting Team Leader Governance

Authoriser: Rach Wells, Group Manager People and Capability

TAUNAKITANGA | RECOMMENDATIONS

That the minutes of the Chief Executive Performance and Employment Committee meeting of 6 August 2024 be accepted as a true and correct record.

NGĀ ĀPITI HANGA | ATTACHMENTS

1. Chief Executive Performance and Employment Committee minutes - 6 August 2024 [↓](#)

CHIEF EXECUTIVE PERFORMANCE AND EMPLOYMENT COMMITTEE
MEETING MINUTES

6 AUGUST 2024

MINUTES OF THE KĀPITI COAST DISTRICT COUNCIL
CHIEF EXECUTIVE PERFORMANCE AND EMPLOYMENT COMMITTEE MEETING
HELD IN THE COUNCIL CHAMBER, GROUND FLOOR, 175 RIMU ROAD, PARAPARAUMU
ON TUESDAY, 6 AUGUST 2024 AT 1.46PM

PRESENT: Mayor Janet Holborow, Cr Sophie Handford
Via Zoom: Deputy Mayor Lawrence Kirby

IN ATTENDANCE: Mr Darren Edwards, Ms Rach Wells, Ms Anna Smith

WHAKAPĀHA | Cr Liz Koh
APOLOGIES:

LEAVE OF Nil
ABSENCE:

1 NAU MAI | WELCOME

The Chair welcomed everyone to the meeting.

2 KARAKIA A TE KAUNIHERA | COUNCIL BLESSING

The Chair read the Council blessing.

3 WHAKAPĀHA | APOLOGIES

APOLOGY

COMMITTEE RESOLUTION CEPEC2024/9

Moved: Mayor Janet Holborow
Seconder: Cr Sophie Handford

That the apology received from Cr Koh be accepted.

CARRIED

**4 TE TAUĀKĪ O TE WHAITAKE KI NGĀ MEA O TE RĀRANGI TAKE |
DECLARATIONS OF INTEREST RELATING TO ITEMS ON THE AGENDA**

There were no declarations of interest made.

**5 HE WĀ KŌRERO KI TE MAREA MŌ NGĀ MEA E HĀNGAI ANA KI TE
RĀRANGI TAKE | PUBLIC SPEAKING TIME FOR ITEMS RELATING TO THE
AGENDA**

There were no members of the public present who wished to speak.

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6 AUGUST 2024

6 NGĀ TAKE A NGĀ MEMA | MEMBERS' BUSINESS

- (a) No leaves of absence were applied for during the meeting.
- (b) The Chair had not been advised of any matters of an urgent nature prior to the commencement of the meeting.

7 HE KŌRERO HOU | UPDATES

There were no updates scheduled for this meeting.

8 TE WHAKAŪ I NGĀ ĀMIKI | CONFIRMATION OF MINUTES

8.1 CONFIRMATION OF MINUTES

COMMITTEE RESOLUTION CEPEC2024/10

Moved: Deputy Mayor Lawrence Kirby
 Seconder: Cr Sophie Handford

That the minutes of the Chief Executive Performance and Employment Committee meeting of 4 July 2024 be accepted as a true and correct record.

CARRIED

**9 TE WHAKAŪNGA O NGĀ ĀMIKI KĀORE E WĀTEA KI TE MAREA |
CONFIRMATION OF PUBLIC EXCLUDED MINUTES**

10 PURONGO KĀORE E WĀTEA KI TE MAREA | PUBLIC EXCLUDED REPORTS

RESOLUTION TO EXCLUDE THE PUBLIC

PUBLIC EXCLUDED RESOLUTION CEPEC2024/11

Moved: Mayor Janet Holborow
 Seconder: Cr Sophie Handford

That, pursuant to Section 48 of the Local Government Official Information and Meetings Act 1987, the public now be excluded from the meeting for the reasons given below, while the following matters are considered.

The general subject matter 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:

General subject of each matter to be considered	Reason for passing this resolution in relation to each matter	Ground(s) under section 48 for the passing of this resolution
9.1 - Confirmation of Minutes	Section 7(2)(a) - the withholding of the information is necessary to protect the privacy of natural persons, including that of deceased	Section 48(1)(a)(i) - the public conduct of the relevant part of the proceedings of the meeting would be likely to result in

CHIEF EXECUTIVE PERFORMANCE AND EMPLOYMENT COMMITTEE
MEETING MINUTES

6 AUGUST 2024

	natural persons	the disclosure of information for which good reason for withholding would exist under section 6 or section 7
10.1 - Draft Chief Executive Performance and Employment Committee Meetings Timeline for 2024/25	Section 7(2)(a) - the withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons	Section 48(1)(a)(i) - 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 would exist under section 6 or section 7
10.2 - Update on Chief Executive Performance and Employment Committee Operational Processes	Section 7(2)(a) - the withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons	Section 48(1)(a)(i) - 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 would exist under section 6 or section 7
10.3 - Strategic Pay Update	Section 7(2)(a) - the withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons	Section 48(1)(a)(i) - 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 would exist under section 6 or section 7
10.4 - Discussion of Chief Executive External Stakeholder Engagement Leadership Survey Results July 2024	Section 7(2)(a) - the withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons	Section 48(1)(a)(i) - 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 would exist under section 6 or section 7
10.5 - Update on Procurement of 360-Degree Performance Feedback Process Provider	Section 7(2)(a) - the withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons	Section 48(1)(a)(i) - 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 would exist under section 6 or section 7
CARRIED		

**CHIEF EXECUTIVE PERFORMANCE AND EMPLOYMENT COMMITTEE
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6 AUGUST 2024

The Te Komiti Arotake Mahi a te Tumu Whakarae | Chief Executive Performance and Employment Committee meeting went into public excluded session at 1:48pm.

COMMITTEE RESOLUTION CEPEC2024/12

Moved: Mayor Janet Holborow

Seconder: Cr Sophie Handford

That the Te Komiti Arotake Mahi a te Tumu Whakarae | Chief Executive Performance and Employment Committee moves out of a public excluded meeting.

CARRIED

The Te Komiti Arotake Mahi a te Tumu Whakarae | Chief Executive Performance and Employment Committee came out of public excluded session at 2:50pm.

The Te Komiti Arotake Mahi a te Tumu Whakarae | Chief Executive Performance and Employment Committee meeting closed at 2:50pm.

.....
HEAMANA | CHAIRPERSON

RESOLUTION TO EXCLUDE THE PUBLIC

PUBLIC EXCLUDED RESOLUTION

That, pursuant to Section 48 of the Local Government Official Information and Meetings Act 1987, the public now be excluded from the meeting for the reasons given below, while the following matters are considered.

The general subject matter 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:

General subject of each matter to be considered	Reason for passing this resolution in relation to each matter	Ground(s) under section 48 for the passing of this resolution
9.1 - Confirmation of Public Excluded Minutes	Section 7(2)(a) - the withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons	Section 48(1)(a)(i) - 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 would exist under section 6 or section 7
9.2 - Gallup Engagement Survey Insights and Update	Section 7(2)(a) - the withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons	Section 48(1)(a)(i) - 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 would exist under section 6 or section 7
9.3 - Senior Leadership Team - Leadership Development Feedback and Insights	Section 7(2)(a) - the withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons	Section 48(1)(a)(i) - 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 would exist under section 6 or section 7
9.4 - Remuneration Recommendation for Chief Executive	Section 7(2)(a) - the withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons	Section 48(1)(a)(i) - 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 would exist under section 6 or section 7

10 KARAKIA WHAKAMUTUNGA | CLOSING KARAKIA

Kia tau ngā manaakitanga ki runga i a tātou katoa,	<i>May blessings be upon us all,</i>
Kia hua ai te mākihikihi, e kī ana	<i>And our business be successful.</i>
Kia toi te kupu	<i>So that our words endure,</i>
Kia toi te reo	<i>And our language endures,</i>
Kia toi te wairua	<i>May the spirit be strong,</i>
Kia tau te mauri	<i>May mauri be settled and in balance,</i>
Ki roto i a mātou mahi katoa i tēnei rā	<i>Among the activities we will do today</i>
Haumi e! Hui e! Taiki e!	<i>Join, gather, and unite! Forward together!</i>