



If calling, please ask for Democratic Services

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## Chief Executive Employment Review Committee

Tuesday 23 February 2021, 9.30am

Committee room, Greater Wellington Regional Council  
100 Cuba Street, Te Aro, Wellington

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### Members

Cr Hughes (Chair)

Cr Gaylor (Deputy Chair)

Cr Kirk-Burnnand

Cr Laban

Cr Ponter

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

# Chief Executive Employment Review Committee

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Tuesday, 23 February 2021, 9.30am

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

## Public Business

No.	Item	Report	Page
1.	Apologies		
2.	Conflict of interest declarations		
3.	Public Participation		
4.	<a href="#">Public minutes of the Chief Executive Employment Review Committee meeting of 11 August 2020</a>	20.303	3

## Resolution to Exclude the Public

5.	<a href="#">Resolution to Exclude the Public</a>	21.52	7
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## Restricted Public Excluded Business

6.	<a href="#">Restricted Public Excluded minutes of the Chief Executive Employment Review Committee meeting of 11 August 2020</a>	RPE20.304	9
7.	<a href="#">Interim review of the Chief Executive's performance for 2020/21</a>	RPE21.26	11
8.	<a href="#">Chief Executive recruitment matters</a>	RPE21.27	40



**greater WELLINGTON**  
REGIONAL COUNCIL  
Te Pane Matua Taiao

**Please note these minutes remain unconfirmed until the Chief Executive Employment Review Committee meeting on 23 February 2021.**

Report 20.303

## **Public minutes of the Chief Executive Employment Review Committee meeting on Tuesday 11 August 2020**

Council Chamber, Greater Wellington Regional Council, Level 2, 15 Walter Street, Te Aro, Wellington, at 8.32am.

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### **Members Present**

Councillor Hughes (Chair)  
Councillor Gaylor (Remotely, by Zoom)  
Councillor Kirk-Burnnand  
Councillor Laban (Remotely, by Zoom)  
Councillor Ponter

Members participating remotely at this meeting counted for the purpose of the quorum, in accordance with clause 25B of Schedule 7 to the Local Government Act 2002.

### **Public Business**

#### **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 of 2 June 2020 – Report 20.187**

Moved: Cr Ponter / Cr Kirk-Burnnand

That the Committee confirms the Public minutes of the Chief Executive Employment Review Committee meeting of 2 June 2020 – Report 20.187.

The motion was **carried**.

The Chair advised that agenda item 5 (Chief Executive recruitment process) would be dealt with following the conclusion of Public Excluded business.

**5. Resolution to exclude the public**

Moved: Cr Kirk-Burnnand / Cr Gaylor

- 1 That the Council excludes the public from the following parts of the proceedings of this meeting, namely:—
  1. Confirmation of the Restricted Public Excluded minutes of the Chief Executive Employment Review Committee meeting on 2 June 2020
  2. Chief Executive’s full year performance review for 2019/20
  3. Chief Executive’s full year remuneration review for 2019/20

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 for the passing of this resolution are as follows:

<b>Confirmation of the Restricted Public Excluded minutes of the Chief Executive Employment Review Committee meeting on 2 June 2020</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>These minutes contain information relating to the Chief Executive’s Key Performance Indicators for 2020/21. Release of this information would prejudice the privacy of Greg Campbell, Chief Executive, by disclosing information pertaining to the employment relationship between the Chief Executive and the Council.</p> <p>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 Mr Campbell’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>

<b>Chief Executive’s full year performance review for 2019/20</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 full year performance review. Release of this information would prejudice the privacy of Greg Campbell, Chief Executive, by disclosing information pertaining to the employment relationship between the Chief Executive and the Council.</p> <p>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 Mr Campbell’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>
<b>Chief Executive’s full year remuneration review for 2019/20</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 full year remuneration review. Release of this information would prejudice the privacy of Greg Campbell, Chief Executive, by disclosing information pertaining to the employment relationship between the Chief Executive and the Council.</p> <p>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 Mr Campbell’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>

2. That the Council permits Lynda Carroll, consultant, to remain at this meeting, after the public has been excluded, because of her knowledge of matters related to the Chief Executive performance review for 2019/20. This knowledge, which will be of assistance in relation to the matter to be discussed, is relevant to that matter because of the report prepared by Lynda Carroll for the purposes of the performance review.

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 adjourned at 8.34am, to enable the Committee to deal with items of Public Excluded business. The Public part of the meeting reconvened at 10.07am.

**6. Chief Executive recruitment process**

Moved: Cr Kirk-Burnnand / Cr Ponter

That the Committee endorses the recruitment strategy, process and timeline set out in the proposed Chief Executive Recruitment Strategy (Attachment 1) and timeline (Attachment 2) for consideration and adoption by Council.

The motion was **carried**.

The public part of the meeting closed at 10.39am.

Cr G Hughes  
(Chair)

Date:

**Chief Executive Employment Review Committee**  
**23 February 2021**  
**Report 21.52**



**For Decision**

## **RESOLUTION TO EXCLUDE THE PUBLIC**

That the Council 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 11 August 2020 – Report RPE20.304

Interim review of the Chief Executive’s performance for 2020/21 – Report RPE21.26

Chief Executive recruitment matters – Report RPE21.27

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 11 August 2020 – Report RPE20.304</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 2020 review of the Chief Executive’s performance and remuneration. Release of this information would prejudice Greg Campbell’s privacy by disclosing details of the Committee’s assessment of his 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 his 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>Interim review of the Chief Executive’s performance for 2020/21 – Report RPE21.26</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 2020/21. Release of this information would prejudice Greg Campbell’s privacy by disclosing details of his 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 his 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>Chief Executive recruitment matters – Report RPE21.27</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 remuneration parameters and the draft employment agreement which will be applied in negotiations with the preferred candidate for the position of Chief Executive. Release of this information would be likely to prejudice or disadvantage the ability of Greater Wellington to carry on negotiations with the preferred candidate. 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)(i) of the Act (to enable any local authority holding the information to carry on, without prejudice or disadvantage, negotiations (including commercial and industrial negotiations)).

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.