



# AGENDA

## Ordinary meeting of the Chief Executive Employment Committee

**Tuesday 10 September 2019  
Commencing at 1.00p.m.  
Ruma Ana  
Civic House  
110 Trafalgar Street, Nelson**

**Pat Dougherty  
Chief Executive**

Membership: Her Worship the Mayor Rachel Reese (Chairperson), Councillors Luke Acland, Bill Dahlberg and Gaile Noonan

Quorum: 2

Nelson City Council Disclaimer

Please note that the contents of these Council and Committee Agendas have yet to be considered by Council and officer recommendations may be altered or changed by the Council in the process of making the formal Council decision.

Guidelines for councillors attending the meeting, who are not members of the Committee, as set out in Standing Order 12.1:

- All councillors, whether or not they are members of the Committee, may attend Committee meetings
- At the discretion of the Chair, councillors who are not Committee members may speak, or ask questions about a matter.
- Only Committee members may vote on any matter before the Committee

It is good practice for both Committee members and non-Committee members to declare any interests in items on the agenda. They should withdraw from the room for discussion and voting on any of these items.

**1. Apologies**

1.1 An apology has been received from Councillor Acland

**2. Confirmation of Order of Business**

**3. Interests**

3.1 Updates to the Interests Register

3.2 Identify any conflicts of interest in the agenda

**4. Public Forum**

**5. Confirmation of Minutes**

5.1 21 May 2019

**7 - 10**

Document number M4229

Recommendation

***That the Chief Executive Employment Committee***

- 1. Confirms the minutes of the meeting of the Chief Executive Employment Committee, held on 21 May 2019, as a true and correct record.***

**6. Chairperson's Report**

**PUBLIC EXCLUDED BUSINESS**

**7. Exclusion of the Public**

Recommendation

***That the Chief Executive Employment Committee***

- 1. Confirms, in accordance with sections 48(5) and 48(6) of the Local Government Official Information and Meetings Act 1987, that Paul***

***Bell of Intepeople remains after the public has been excluded, for the Public Excluded agenda as he has knowledge relating to the Chief Executive's employment that will assist the meeting.***

Recommendation

***That the Chief Executive Employment Committee***

- 1. Excludes the public from the following parts of the proceedings of this meeting.***
- 2. 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:***

<b>Item</b>	<b>General subject of each matter to be considered</b>	<b>Reason for passing this resolution in relation to each matter</b>	<b>Particular interests protected (where applicable)</b>
<b>1</b>	<b>Chief Executive Employment Committee Meeting - Public Excluded Minutes - 21 May 2019</b>	Section 48(1)(a)  The public conduct of this matter would be likely to result in disclosure of information for which good reason exists under section 7.	The withholding of the information is necessary: <ul style="list-style-type: none"> <li>• Section 7(2)(a) To protect the privacy of natural persons, including that of a deceased person</li> <li>• Section 7(2)(c)(i) To protect information which is subject to an obligation of confidence or which any person has been or could be compelled to provide under the authority of any enactment, where the making available of the information would be likely to prejudice the supply of similar information or information from the same source and it is in the public interest that such information should continue to be supplied</li> </ul>

Item	General subject of each matter to be considered	Reason for passing this resolution in relation to each matter	Particular interests protected (where applicable)
2	<b>People Metrics for quarter ending 30 June 2019</b>	<p>Section 48(1)(a)</p> <p>The public conduct of this matter would be likely to result in disclosure of information for which good reason exists under section 7</p>	<p>The withholding of the information is necessary:</p> <ul style="list-style-type: none"> <li>• Section 7(2)(a) To protect the privacy of natural persons, including that of a deceased person</li> <li>• Section 7(2)(c)(i) To protect information which is subject to an obligation of confidence or which any person has been or could be compelled to provide under the authority of any enactment, where the making available of the information would be likely to prejudice the supply of similar information or information from the same source and it is in the public interest that such information should continue to be supplied</li> </ul>
3	<b>Chief Executive Performance to 30 June 2019</b>	<p>Section 48(1)(a)</p> <p>The public conduct of this matter would be likely to result in disclosure of information for which good reason exists under section 7</p>	<p>The withholding of the information is necessary:</p> <ul style="list-style-type: none"> <li>• Section 7(2)(a) To protect the privacy of natural persons, including that of a deceased person</li> </ul>
4	<b>Chief Executive Remuneration Review 2019</b>	<p>Section 48(1)(a)</p> <p>The public conduct of this matter would be likely to result in disclosure of information for which good reason exists under section 7</p>	<p>The withholding of the information is necessary:</p> <ul style="list-style-type: none"> <li>• Section 7(2)(a) To protect the privacy of natural persons, including that of a deceased person</li> </ul>

<b>Item</b>	<b>General subject of each matter to be considered</b>	<b>Reason for passing this resolution in relation to each matter</b>	<b>Particular interests protected (where applicable)</b>
<b>5</b>	<b>Chief Executive's Draft Performance Agreement 2019/20</b>	<p>Section 48(1)(a)</p> <p>The public conduct of this matter would be likely to result in disclosure of information for which good reason exists under section 7</p>	<p>The withholding of the information is necessary:</p> <ul style="list-style-type: none"> <li>• Section 7(2)(a) To protect the privacy of natural persons, including that of a deceased person</li> <li>• Section 7(2)(i) To enable the local authority to carry on, without prejudice or disadvantage, negotiations (including commercial and industrial negotiations)</li> </ul>
<b>6</b>	<b>Release of Chief Executive Performance Agreement and Key Performance Indicators</b>	<p>Section 48(1)(a)</p> <p>The public conduct of this matter would be likely to result in disclosure of information for which good reason exists under section 7</p>	<p>The withholding of the information is necessary:</p> <ul style="list-style-type: none"> <li>• Section 7(2)(a) To protect the privacy of natural persons, including that of a deceased person</li> </ul>



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## Minutes of a meeting of the Chief Executive Employment Committee

**Held in the Ruma Ana, Civic House, 110 Trafalgar Street, Nelson**

**On Tuesday 21 May 2019, commencing at 2.07p.m.**

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Present: Her Worship the Mayor R Reese (Chairperson), Councillors B Dahlberg and G Noonan

In Attendance: Councillor M Rutledge, Chief Executive (P Dougherty), Manager People and Capability (S Vincent), Team Leader Governance (R Byrne) and External Adviser P Bell.

Apology: Councillor Acland

### **1. Apologies**

An apology was tendered from Councillor Acland. A motion to receive the apology was moved, however lapsed for lack of seconder.

### **2. Confirmation of Order of Business**

There was no change to the order of business.

### **3. Interests**

There were no updates to the Interests Register, and no interests with items on the agenda were declared.

### **4. Public Forum**

There was no public forum.

### **5. Confirmation of Minutes**

5.1 26 February 2019

Document number M4066, agenda pages 6 - 9 refer.

Resolved CEE/2019/006

***That the Chief Executive Employment Committee***

- 1. Confirms the minutes of the meeting of the Chief Executive Employment Committee, held on 26 February 2019, as a true and correct record.***

Her Worship the Mayor/Dahlberg

Carried

## **6. Chairperson's Report**

Her Worship the Mayor thanked the Chief Executive, Pat Dougherty and Manager People and Capability, Stephanie Vincent for supporting staff to take leave following their extended hours working on Baydreams and the Civil Defence Emergency.

## **7. Exclusion of the Public**

Paul Bell, of Intepeople was in attendance for the Public Excluded section of the meeting to answer questions and, accordingly, the following resolution was required to be passed:

Resolved CEE/2019/007

### ***That the Chief Executive Employment Committee***

- 1. Confirms, in accordance with sections 48(5) and 48(6) of the Local Government Official Information and Meetings Act 1987, that Paul Bell remain after the public has been excluded, for the Public Excluded agenda, as he has knowledge relating to the Chief Executive's employment that will assist the meeting.***

Her Worship the Mayor/Noonan

Carried

Resolved CEE/2019/008

### ***That the Chief Executive Employment Committee***

- 1. Excludes the public from the following parts of the proceedings of this meeting.***
- 2. 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:***

Her Worship the Mayor/Noonan

Carried



<b>Item</b>	<b>General subject of each matter to be considered</b>	<b>Reason for passing this resolution in relation to each matter</b>	<b>Particular interests protected (where applicable)</b>
<b>1</b>	<b>Chief Executive Employment Committee Meeting - Public Excluded Minutes - 26 February 2019</b>	<p>Section 48(1)(a)</p> <p>The public conduct of this matter would be likely to result in disclosure of information for which good reason exists under section 7.</p>	<p>The withholding of the information is necessary:</p> <ul style="list-style-type: none"> <li>• Section 7(2)(c)(i) To protect information which is subject to an obligation of confidence or which any person has been or could be compelled to provide under the authority of any enactment, where the making available of the information would be likely to prejudice the supply of similar information or information from the same source and it is in the public interest that such information should continue to be supplied</li> </ul>
<b>2</b>	<b>People metrics for quarter ending 31 March 2019</b>	<p>Section 48(1)(a)</p> <p>The public conduct of this matter would be likely to result in disclosure of information for which good reason exists under section 7</p>	<p>The withholding of the information is necessary:</p> <ul style="list-style-type: none"> <li>• Section 7(2)(c)(i) To protect information which is subject to an obligation of confidence or which any person has been or could be compelled to provide under the authority of any enactment, where the making available of the information would be likely to prejudice the supply of similar information or information from the same source and it is in the public interest that such information should continue to be supplied</li> </ul>
<b>3</b>	<b>Chief Executive's Performance Report - end of year self-review</b>	<p>Section 48(1)(a)</p> <p>The public conduct of this matter would be likely to result in disclosure of information for which</p>	<p>The withholding of the information is necessary:</p> <ul style="list-style-type: none"> <li>• Section 7(2)(a) To protect the privacy of natural persons, including that of a deceased person</li> </ul>

Item	General subject of each matter to be considered	Reason for passing this resolution in relation to each matter	Particular interests protected (where applicable)
		good reason exists under section 7	
4	<b>Timing of processes for Chief Executive Performance Review 2018-2019, Remuneration Review, and Performance Agreement 2019-2020 establishment</b>	Section 48(1)(a)  The public conduct of this matter would be likely to result in disclosure of information for which good reason exists under section 7	The withholding of the information is necessary: <ul style="list-style-type: none"> <li>• Section 7(2)(a) To protect the privacy of natural persons, including that of a deceased person</li> <li>• Section 7(2)(j) To prevent the disclosure or use of official information for improper gain or improper advantage</li> </ul>

The meeting went into public excluded session at 2.16p.m. and resumed in public session at 5.01p.m.

**RESTATEMENTS**

It was resolved while the public was excluded:

**1 PUBLIC EXCLUDED: People metrics for quarter ending 31 March 2019**

Agrees that Report R10208), Attachments (A1961206) and the decision (CEE/2019/10) be excluded from public release at this time.

**2 PUBLIC EXCLUDED: Chief Executive's Performance Report - end of year self-review**

Agrees that Report (R10220) and the decision (CEE/2019/011) be excluded from public release at this time.

**3 PUBLIC EXCLUDED: Timing of processes for Chief Executive Performance Review 2018-2019, Remuneration Review, and Performance Agreement 2019-2020 establishment**

Agrees that Report (R10222), Attachments (A2191116) and the decision (CEE/2019/012) be released from public excluded business after final adoption by Council.

There being no further business the meeting ended at 5.01p.m.

Confirmed as a correct record of proceedings:

\_\_\_\_\_ Chairperson \_\_\_\_\_ Date