



**CENTRAL
HAWKE'S BAY**
DISTRICT COUNCIL

CE Employment and Performance Committee Meeting Agenda

Wednesday, 24 September 2025

1.30pm

Council Chamber

28-32 Ruataniwha Street

Waipawa

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- 1 WELCOME/KARAKIA/NOTICES**
- 2 APOLOGIES**
- 3 DECLARATIONS OF CONFLICTS OF INTEREST**
- 4 STANDING ORDERS**

RECOMMENDATION

That the following standing orders are suspended for the duration of the meeting:

- **21.2** Time limits on speakers
- **21.5** Members may speak only once
- **21.6** Limits on number of speakers

And that Option C under section 22 General procedures for speaking and moving motions be used for the meeting.

Standing orders are recommended to be suspended to enable members to engage in discussion in a free and frank manner.

5 CONFIRMATION OF MINUTES

CE Employment and Performance Committee Meeting – 10 July 2025.

RECOMMENDATION

That the minutes of the CE Employment and Performance Committee Meeting held on 10 July 2025 as circulated, be confirmed as true and correct.

**MINUTES OF CENTRAL HAWKE'S BAY DISTRICT COUNCIL
CE EMPLOYMENT AND PERFORMANCE COMMITTEE MEETING
HELD AT THE COUNCIL CHAMBER, 28-32 RUATANIWHA STREET, WAIPAWA
ON THURSDAY, 10 JULY 2025 AT 10.30 AM**

UNCONFIRMED

PRESENT: Cr Kate Taylor
Deputy Mayor Kelly Annand
Cr Brent Muggeridge

IN ATTENDANCE: Doug Tate (Chief Executive)
Greg Timms (Independent)

1 WELCOME/KARAKIA/NOTICES

Cr Kate Taylor welcomed everyone to the meeting.

2 APOLOGIES

There were no apologies received.

3 DECLARATIONS OF CONFLICTS OF INTEREST

There were no Declarations of Conflicts of Interests declared.

4 STANDING ORDERS

COMMITTEE RESOLUTION: 25.9

Moved: Cr Kate Taylor

Seconded: Deputy Mayor Kelly Annand

That the following standing orders are suspended for the duration of the meeting:

- 21.2 Time limits on speakers
- 21.5 Members may speak only once
- 21.6 Limits on number of speakers

And that Option C under section 21 General procedures for speaking and moving motions be used for the meeting.

Standing orders are recommended to be suspended to enable members to engage in discussion in a free and frank manner.

CARRIED

5 CONFIRMATION OF MINUTES

COMMITTEE RESOLUTION: 25.10

Moved: Cr Brent Muggeridge

Seconded: Deputy Mayor Kelly Annand

That the minutes of the CE Employment and Performance Committee Meeting held on 6 March 2025 as circulated, be confirmed as true and correct.

CARRIED**6 DATE OF NEXT MEETING****COMMITTEE RESOLUTION: 25.11**

Moved: Cr Kate Taylor

Seconded: Deputy Mayor Kelly Annand

That the next meeting of the CE Employment & Performance Committee meeting be held on 24 September 2025.

CARRIED**7 PUBLIC EXCLUDED BUSINESS****RESOLUTION TO EXCLUDE THE PUBLIC****COMMITTEE RESOLUTION: 25.12**

Moved: Cr Kate Taylor

Seconded: Deputy Mayor Kelly Annand

That the public be excluded from the following parts of the proceedings of this meeting.

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 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
7.1 - Chief Executive End of Year Performance Assessment 2024/2025	s7(2)(a) - the withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons	s48(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
7.2 - Chief Executive Performance KPI's Adoption - 2025/2026	s7(2)(a) - the withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons	s48(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

COMMITTEE RESOLUTION: 25.13

Moved: Cr Kate Taylor

Seconded: Deputy Mayor Kelly Annand

That Council moves into Public Excluded Business at 10.45am.

CARRIED

Greg Timms asked to stay for the Public Excluded section of the meeting.

COMMITTEE RESOLUTION: 25.14

Moved: Cr Kate Taylor

Seconded: Deputy Mayor Kelly Annand

That Council moves out of Public Excluded Business at 12.40pm.

CARRIED

8 TIME OF CLOSURE

The meeting closed at 12.40pm.

The Minutes of this meeting will be confirmed at the next CE Employment and Performance Committee Meeting to be held on 24 September 2025.

.....
CHAIRPERSON

6 DATE OF NEXT MEETING**RECOMMENDATION**

That the next CE Employment & Performance Committee meeting be held on 9 December 2025 .

7 PUBIC EXCLUDED BUSINESS**RESOLUTION TO EXCLUDE THE PUBLIC****RECOMMENDATION**

That the public be excluded from the following parts of the proceedings of this meeting.

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 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
7.1 - Chief Executive Pay and Performance Policy Review	s7(2)(a) - the withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons	s48(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
7.2 - Update on Chief Executive KPIs - 2025/2026	s7(2)(a) - the withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons	s48(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

8 TIME OF CLOSURE