

**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 WEDNESDAY, 24 SEPTEMBER 2025 AT 9.00AM**

UNCONFIRMED

PRESENT: Cr Kate Taylor (Chair)
Deputy Mayor Kelly Annand

IN ATTENDANCE: Greg Timms (Independent Advisor) (*Online*)

1 WELCOME/KARAKIA/NOTICES

The Chair, Cr Kate Taylor welcomed everyone..

2 APOLOGIES : 25.13

Moved: Deputy Mayor Kelly Annand
Seconded: Cr Kate Taylor

That the apology for Cr Brent Muggeridge for both Thursday and Monday be noted and received.

CARRIED

3 DECLARATIONS OF CONFLICTS OF INTEREST

There were no Declarations of Conflicts of Interests declared.

4 STANDING ORDERS

COMMITTEE RESOLUTION: 25.14

Moved: Deputy Mayor Kelly Annand
Seconded: Cr Kate Taylor

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: 25.15**

Moved: Deputy Mayor Kelly Annand

Seconded: Cr Kate Taylor

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

CARRIED

6 DATE OF NEXT MEETING**COMMITTEE RESOLUTION: 25.16**

Moved: Cr Kate Taylor

Seconded: Deputy Mayor Kelly Annand

That the next CE Employment & Performance Committee be confirmed in the new triennium following Local Elections.

CARRIED

7 PUBLIC EXCLUDED BUSINESS**RESOLUTION TO EXCLUDE THE PUBLIC****COMMITTEE RESOLUTION: 25.17**

Moved: Deputy Mayor Kelly Annand

Seconded: Cr Kate Taylor

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
7.3 - Chief Executive Remuneration	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
7.1 - 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	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

	persons	for which good reason for withholding would exist under section 6 or section 7
CARRIED		

COMMITTEE RESOLUTION: 25.18

Moved: Deputy Mayor Kelly Annand

Seconded: Cr Kate Taylor

That Council moves into Public Excluded Business at 1.40pm.

CARRIED

The Committee deferred the recommendations for discussion on Monday, 29 September 2025. The meeting was adjourned at 3:55pm.

The Committee reconvened on Monday, 29 September 2025 at 1.00pm and continued in Public Excluded Business with Item 7.1 'CE Pay and Performance Policy Review'

COMMITTEE RESOLUTION: 25.19

Moved: Deputy Mayor Kelly Annand

Seconded: Cr Kate Taylor

That Council moves out of Public Excluded Business at 2:30pm on Monday, 29 September 2025.

CARRIED

8 TIME OF CLOSURE

The meeting closed 2:31pm.

The Minutes of this meeting will be confirmed at the next CE Employment and Performance Committee Meeting to be confirmed in the new triennium following Local Elections. .

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CHAIRPERSON