

# Chief Executive Employment Committee

## 1 Purpose

Act for, and advise, Council on matters relating to the employment, performance, and remuneration of Council's Chief Executive.

## 2 Specific responsibilities

2.1 Apply Council's Te Tiriti o Waitangi principles when conducting the Committee's business and making decisions:

- a **Pātuitanga | Relationships and Partnerships** – ensure decisions are based on shared knowledge, expertise and values maintained and sustained through active relationships and meaningful partnerships with mana whenua. These relationships and partnerships will contribute to Greater Wellington's core business services, functions, and systems to develop and deliver our shared aspirations across our Greater Wellington rohe;
- b **Kōwhiringa | Options** – actively partner with mana whenua to enable effective governance decision making that is informed by kaupapa Māori and mātauranga Māori analytical frameworks and knowledge systems in identifying feasible and meaningful options and solutions;
- c **Tino rangatiratanga | Self Determination** – position Greater Wellington to give effect to Te Tiriti o Waitangi and uphold the interests of mana whenua in exercising their tino rangatiratanga in planning and promoting quality services that enable self-determination for whānau and community;
- d **Whakamaru | Active protection** – assess how decisions work towards protecting mana Motuhake (rights and interests of mana whenua) through relevant mutually beneficial strategies, policies, plans, programmes and initiatives; and
- e **Oritetanga | Equity** - uphold the principle of fairness in the design and distribution of Greater Wellington's resources and services through the Long Term Plan to meet the needs and aspirations of whānau within our Greater Wellington rohe.

2.2 Recommend to Council (for its approval) a recruitment, selection, and appointment process for the Chief Executive.

2.3 Oversee the Council-approved recruitment, selection, and appointment process for the Chief Executive (noting that Council must legally make the appointment decision).

- 2.4 Negotiate a draft initial performance agreement, subsequent draft performance agreements, and variations (as needed) with the Chief Executive; and recommend to Council any draft performance agreement (or variation) for approval.
- 2.5 Undertake a six-monthly interim review of the Chief Executive's progress against the performance agreement and recommend any changes to Council.
- 2.6 Conduct an annual review of the Chief Executive's performance and remuneration and recommend to Council.
- 2.7 Conduct a review of employment at the end of the Chief Executive's first term of employment (under clause 35 of Schedule 7 to the Local Government Act 2002); and recommend to Council on whether the Chief Executive should be appointed for a second term or the position declared vacant (under clause 34 of Schedule 7 to the Local Government Act 2002).

### **3 Members**

Five Councillors.

### **4 Quorum**

Three members.

