



**SOUTH WAIRARAPA
DISTRICT COUNCIL**

Kia Reretahi Tātau

AGENDA

People & Performance Committee Meeting Thursday, 24 September 2026

**I hereby give notice that a People & Performance Committee Meeting will be held
on:**

Date: Thursday, 24 September 2026

Time: 1:30 pm

**Location: Mayor's Office, 19 Kitchener Street,
Martinborough**

**Janice Smith
Chief Executive Officer**

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1 KARAKIA TIMATANGA – OPENING

Kia hora te marino
Kia whakapapa pounamu te moana
Hei huarahi mā tātou i te rangi nei
Aroha atu, aroha mai
Tātou i ā tātou katoa
Hui ē! Tāiki ē!

May peace be widespread
May the seas be like greenstone
A pathway for us all this day
Let us show respect for each other
For one another
Bind us all together!

2 APOLOGIES

3 CONFLICTS OF INTEREST

4 ACKNOWLEDGEMENTS AND TRIBUTES

5 PUBLIC PARTICIPATION

6 ACTIONS FROM PUBLIC PARTICIPATION

7 URGENT BUSINESS

8 CONFIRMATION OF MINUTES

8.1 MINUTES OF THE PEOPLE & PERFORMANCE COMMITTEE MEETING HELD ON 4 MAY 2026

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Authoriser: Stefan Corbett, Group Manager, Corporate Services

File Number:

RECOMMENDATIONS

1. That the minutes of the People & Performance Committee meeting held on 4 May 2026 are confirmed as a true and correct record.

APPENDICES

Appendix 1 Minutes of the People & Performance Committee Meeting held on 4 May 2026

**MINUTES OF SOUTH WAIRARAPA DISTRICT COUNCIL
PEOPLE & PERFORMANCE COMMITTEE MEETING
HELD AT THE MAYOR'S OFFICE, 19 KITCHENER STREET, MARTINBOROUGH
ON MONDAY, 4 MAY 2026 AT 11:00 AM**

PRESENT: Mayor Fran Wilde (Chair), Deputy Mayor Rob Taylor, Cr Collier Isaacs and Cr Martin Bosley

IN ATTENDANCE: Janice Smith (Chief Executive Officer).

CONDUCT OF BUSINESS: This meeting was held in the Mayor's Office, 19 Kitchener Street, Martinborough. The meeting was held in public under the above provisions from 11:00am to 1:00pm, except where expressly noted.

OPEN SECTION

1 KARAKIA TIMATANGA – OPENING

All in opened the meeting.

2 APOLOGIES

There were no apologies.

3 CONFLICTS OF INTEREST

No interests were disclosed relating to items on the agenda or interests not already recorded on a relevant register.

4 ACKNOWLEDGEMENTS AND TRIBUTES

There were no acknowledgements and tributes.

5 URGENT BUSINESS

There was no urgent business.

6 CONFIRMATION OF MINUTES

6.1 MINUTES OF THE PEOPLE & PERFORMANCE COMMITTEE MEETING HELD ON 26 MARCH 2026

COMMITTEE RESOLUTION PPC2026/04

Moved: Cr Bosley

Seconded: Cr Taylor

The People and Performance Committee resolved that the minutes of the People & Performance Committee meeting held on 26 March 2026 are confirmed as a true and correct record.

CARRIED

6 MATTERS ARISING FROM PREVIOUS MEETINGS

There were no matters arising.

7 PUBLIC EXCLUDED BUSINESS**RESOLUTION TO EXCLUDE THE PUBLIC****COMMITTEE RESOLUTION PPC2026/05**

Moved: Cr Taylor

Seconded: Cr Isaacs

The People and Performance Committee resolved 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	Plain English reason for passing this resolution in relation to each matter
7.1 - Key Performance Indicators: June 2026-June 2027	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	Relates to personal employment details of the Chief Executive.
7.2 - Public Excluded Minutes of the People & Performance Committee Meeting held on 26 March 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	Relates to the personal employment details of the Chief Executive.

CARRIED

8 KARAKIA WHAKAMUTUNGA – CLOSING

All in attendance closed the meeting with a karakia.

The meeting closed at 1:00pm.

Confirmed as a true and correct record.

..... (Mayor)

..... (Date)

..... (Group Manager)

..... (Date)

9 MATTERS ARISING FROM PREVIOUS MEETINGS**10 PUBLIC EXCLUDED BUSINESS****RESOLUTION TO EXCLUDE THE PUBLIC****RECOMMENDATIONS**

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	Plain English reason for passing this resolution in relation to each matter
10.1 - Public Excluded Minutes of the People & Performance Committee Meeting held on 4 May 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	Relates to Chief Executive's personal employment details.
10.2 - Chief Executive Key Performance Indicator Tracking Update	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	Relates to Chief Executive's personal employment details.
10.3 - Staff survey results	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	Relates to the privacy of individual employees of SWDC.

		under section 6 or section 7	
10.4 - Remuneration Analysis - Ringfence Vacancy Lag	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	Relates to Chief Executive's personal employment details.
10.5 - Chief Executive Salary 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	Details relating to Chief Executive's personal details and employment.
10.6 - Approval of CE Contract Extension	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	Relates to the personal employment details of the CE.

11 KARAKIA WHAKAMUTUNGA – CLOSING

Kua mutu ā mātou mahi
Mō tēnei wā
Manaakitia mai mātou katoa
O mātou hoa
O mātou whānau
Aio ki te Aorangi

Our work is finished
For the moment
Blessing upon us all
Our friends
Our families
Peace to the Universe