

## Council's response to the MartinJenkins' review recommendations

MartinJenkins's recommendations	Council's response
Continue the current panel model for at least another term, and with improvements	<b>Yes</b> , with the changes below
Agree and communicate the value and attributes of the panel model to Auckland Council	<b>Yes</b> , the panel will contribute to the outcomes of diverse communities and social cohesion as set out in the Auckland Plan, by advising the governing body and staff. The terms of reference include the details of the values and attributes.
The Ethnic Peoples Advisory Panel should be reconfigured to focus on new migrants, as a group with high needs	<b>No</b> , different groups of ethnic communities have high needs in different ways. The Ethnic Peoples Advisory Panel should continue its form to address cross-cutting issues across migrants, refugees, international students and asylum seekers.
The governing body should agree strategic criteria for when to create a new panel as opposed to using other engagement mechanisms	<b>Yes</b> , staff will work to align the panels' work with other engagement mechanisms.
Confirm the focus of all panels (including the Youth Advisory Panel) is on regional and strategic matters, including those that are dealt with by CCOs	<b>Yes</b> .
Develop a focused strategic agenda in each term for each panel, which aligns with the council organisational strategy and reflects community interests. This agenda should include deliverables and intended impacts	<b>Yes</b> , panels will develop a strategic agenda that clearly focuses on regional matters including the Auckland Plan, the long-term plan, annual plans and organisational strategies such as a diversity leadership strategy. The panels' strategic agendas will be aligned with the council's organisational strategy.
Develop mechanisms to ensure integration across panels on their agendas, and embed formal engagement mechanisms for panels with the mayor and the governing body, and formalise the role of the liaison councillors	<b>Yes</b> , the newly-established role of Chief Liaison Councillor will oversee an integrated panels approach and the connections between the governing body and panels.  Each panel will have a liaison councillor to take the panel's issues to the governing body.  Panels will meet the governing body or its committees.
Assign the director, community services as ELT lead with responsibility for the panels creating a strong link to the Diversity Leadership Strategy – this person should work with the mayor's office to design processes and practices that work for the mayor, the governing body and Auckland Council organisation, and should drive the council's engagement with panels through the ELT	The Governance Director is the executive leadership team member responsible for advisory panels, and together with General Manager Democracy Services will work with the mayor's office to create strong links between the panels, the governing body and the organisation.
Embed the panels as a key mechanism for advancing the Diversity Leadership Strategy	<b>Yes</b> , one of panels' roles will be to advise on council's engagement strategies including the diversity leadership strategy.
Work towards a requirement for staff to include an analysis of the implications for different demographic groups in their recommendations to the ELT and to the governing body	<b>Yes</b> , council's Quality Advice programme will consider staff engagement with advisory panels for diverse perspectives.
Increase expectations and support for panels to link with their communities and disseminate information	<b>Yes</b> , the panels will organise community forums with their communities to facilitate engagement between the council and their communities.
Align the appointment process of the Youth Advisory Panel with that of the other panels so that all panel members have the same competency requirements and non-representative brief	<b>Yes</b> , members of a Youth Advisory Panel will be appointed on their competencies, skill sets and their understanding of youth issues.
Consider enabling continuity by staggering the terms of appointments so that panel members end their	<b>No</b> , the council may require different competencies and skill sets of panel members in each term depending on the mayor's vision

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terms at different times, thus enabling continuity – dependent on the mayor and governing body deciding to continue with panels. Panels can be inactive during the election period	and plans.
Retain the current selection criteria, but proactively seek candidates for panels who reflect other aspects of diversity beyond the demographic of the panel, particularly Māori and mana whenua perspectives	<b>Yes</b> , we will seek to appoint at least one Māori member on individual competencies in each panel except maybe the Ethnic Peoples Advisory Panel and Pacific Peoples Advisory Panel.
Embed opportunities for members to share their learning and develop best practice within and across panels	<b>Yes</b> , the panels will have an integrated panel approach on shared council agendas.
Consider reducing the size of the panels, while keeping the total budget for members' fees the same and increasing the engagement expectations of the members. This will enable the panel members to have deeper engagement for the same costs	<b>Yes</b> , each panel will have between six and 10 members, down from 10~12 members and 21 in the case of the Youth Advisory Panel in the previous term.  The new panel model will operate within the budget set in the Long-term Plan 2015-2025.
Retain the dedicated support roles for panels of the principal advisor – panels, lead/deputy lead officer and democracy advisors, and formalise the expectations and arrangements for lead/deputy lead officers in particular	<b>Yes</b> , the council is retaining staff support and panels' terms of reference specify the roles of staff.
Provide dedicated technical support to panels from the council's RIMU and social policy departments to assist panels in formulating their advice	<b>No</b> , panels will not have staff from RIMU or Policy teams dedicated to them, but the Principal Advisor Panels and the lead officers will co-ordinate with these departments for technical support and advice.
Ensure matrix reporting to the head of diversity and inclusion, for all lead and deputy lead officers and for technical staff that provide support to panels	The Governance Director will oversee the reporting process from support staff for the panels.
Include in the formal induction programme for all new panel members the Māori Responsiveness Strategy and the Diversity Leadership Strategy and how to apply these strategies in their work	<b>Yes</b> , the induction programme and some of panel meetings will include agendas on council's Māori Responsiveness Framework and Diversity Leadership Strategy.
With the changes to appointments for Youth Advisory Panel members, review the payment rate for Youth Advisory Panel members against the fees structure	<b>Yes</b> , the council will consider meeting fees for the members of the Youth Advisory Panel based on their competencies, experience and skill sets as per the Auckland Council Fees Framework for Appointed Members.
Pay panel members an annual fee, rather than 'per meeting' fee, to enable more flexible methods of engaging	<b>No</b> , the council will maintain the meeting fee structure as per the Auckland Council Expenses Policy and Fees Framework.
Reduce the number of formal meetings with minutes and change the format of non-formal meetings so they are more suitable for formulating advice and facilitating timely interactions	<b>Yes</b> , each panel will have less formal meetings but more workshops with council staff.
Focus panel meetings and agendas on advancing their agenda, and on limited critical responsive matters	<b>Yes</b> , panels will have well-defined and focused strategic agendas, and have connections with the governing body and various points of the council to present the issues important to their communities.
Develop a plan for ongoing monitoring and evaluation of the panels, which includes a detailed articulation of 'impact' and indicators to capture the impacts as well as the outputs of the panels. This could be aligned with the council's organisational strategy	<b>Yes</b> , staff will develop indicators for panels' output and impacts, aligned with council's organisational strategy.