

I hereby give notice that an ordinary meeting of the Performance and Appointments Committee will be held on:

**Date:** Tuesday, 29 April 2025  
**Time:** 10.00am  
**Meeting Room:** Room 1, Level 26  
**Venue:** Te Wharau o Tāmaki - Auckland House  
135 Albert Street  
Auckland

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## Komiti mō ngā Kopounga me Te Kounga o ngā Mahi / Performance and Appointments Committee

### OPEN AGENDA

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#### MEMBERSHIP

<b>Chairperson</b>	Cr Daniel Newman, JP
<b>Deputy Chairperson</b>	Cr Mike Lee
<b>Members</b>	Mayor Wayne Brown Cr Christine Fletcher, QSO Cr Lotu Fuli Cr Richard Hills Cr Greg Sayers Cr John Watson Cr Maurice Williamson
<b>Ex-officio</b>	Deputy Mayor Desley Simpson, JP Houkura Chair David Taipari

(Quorum 5 members)

**Duncan Glasgow**  
Kaitohutohu Mana Whakahaere Matua /  
Senior Governance Advisor

**22 April 2025**

Contact Telephone: +64 9 890 8022  
Email: [duncan.glasgow@aucklandcouncil.govt.nz](mailto:duncan.glasgow@aucklandcouncil.govt.nz)  
Website: [www.aucklandcouncil.govt.nz](http://www.aucklandcouncil.govt.nz)



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**1 Ngā Tamōtanga | Apologies**

**2 Te Whakapuaki i te Whai Pānga | Declaration of Interest**

**3 Te Whakaū i ngā Āmiki | Confirmation of Minutes**

Click the meeting date below to access the minutes.

That the Performance and Appointments Committee:

- a) whakaū / confirm the ordinary minutes of its meeting, held on [Tuesday, 25 March 2025](#), including the confidential section, as a true and correct record.

**4 Ngā Petihana | Petitions**

**5 Ngā Kōrero a te Marea | Public Input**

**6 Ngā Kōrero a te Poari ā-Rohe Pātata | Local Board Input**

**7 Ngā Pakihi Autaia | Extraordinary Business**



## Selection panel for considering an appointment to Tāmaki Redevelopment Company

File No.: CP2025/06837

Item 8

### Te take mō te pūrongo Purpose of the report

1. To approve the appointment of a Governing Body member to the selection panel for a Tāmaki Redevelopment Company director.

### Whakarāpopototanga matua Executive summary

2. In March 2025 this committee nominated Councillor Bartley to serve on the selection panel for the appointment of the Auckland Council appointee to the board of Tāmaki Redevelopment Company [[PACCC/2025/18](#)].
3. Councillor Bartley has advised that she is not available to serve on the selection panel.
4. This committee has the power to nominate up to two members of the enduring pool to serve on the selection panel.

### Ngā tūtohunga Recommendation/s

That the Performance and Appointments Committee:

- a) tautapa / nominate up to two Governing Body members of the enduring pool to the selection panel for an Auckland Council director for the Tāmaki Redevelopment Company.

### Ngā tāpirihanga Attachments

There are no attachments for this report.

### Ngā kaihaina Signatories

Author	James Stephens - Senior Advisor
Authorisers	Alastair Cameron - Manager CCO/External Partnerships team Anna Bray - General Manager Group Strategy, Transformation and Partnerships Phil Wilson - Chief Executive





## Process to make appointments to the boards of council organisations

File No.: CP2025/06471

Item 9

### Te take mō te pūrongo

#### Purpose of the report

1. To receive information about the process to make board appointments that will be considered in the confidential part of this meeting.

### Whakarāpopototanga matua

#### Executive summary

2. Confidential reports on this agenda seek decisions regarding appointments to the boards of:
  - Haumarū Housing
  - City Rail Link Limited (CRLI)
  - Auckland War Memorial Museum (AWMM)
  - Watercare Services Limited.

### Ngā tūtohunga

#### Recommendation/s

That the Performance and Appointments Committee:

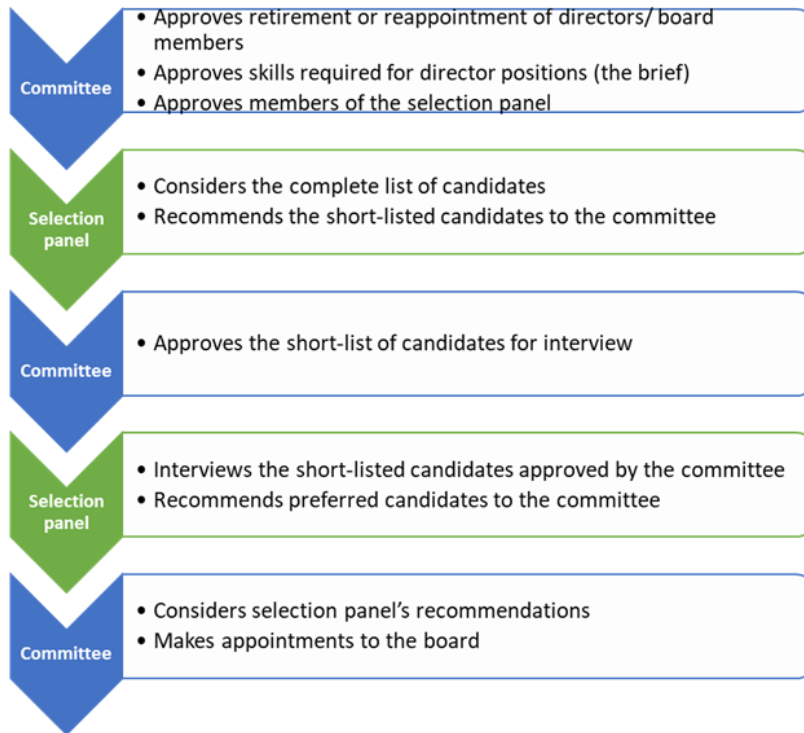
- a) tuhi tīpoka / note the information about appointment processes contained in this report and note that reports on this agenda seek decisions regarding appointments to:
  - i) Haumarū Housing
  - ii) City Rail Link Limited
  - iii) Auckland War Memorial Museum
  - iv) Watercare Services Limited
- b) tuhi tīpoka / note that these reports are confidential due to the personal information contained regarding candidates and incumbent board members.

### Horopaki

#### Context

3. Council makes appointments to council organisations in accordance with the Appointment and Remuneration Policy for Board Members of Council Organisations (the Policy).
4. The general process for making new appointments to substantive council-controlled organisations is described in Figure 1 below. This process also applies to the appointment of board members to Haumarū Housing and AWMM. The process for CRLI is similar but requires joint decision-making with central government shareholders.

Figure 1: Appointment process



## Tātaritanga me ngā tohutohu Analysis and advice

5. Confidential reports on this agenda seek approval for appointment decisions as noted in Table 1 below:

Entity name	Decisions sought	Previous decisions relevant to this process
Haumarū Housing	Approval of a short-list of candidates	Approval of criteria to appoint a director [PACCC/2025/5]
City Rail Link Limited	Approval to reappoint board members	None
Watercare Services Limited	Approval to appoint a new board member	Approval of criteria to appoint a director [PACCC/2024/117] Approval of a short-list of candidates [PACCC/2025/16]
Auckland War Memorial Museum	Approval to reappoint board members and set criteria for new appointments	None

## Tauākī whakaaweawe āhuarangi Climate impact statement

7. Auckland Council's Te-Tāruke-ā-Tāwhiri: Auckland's Climate Plan was adopted in July 2020 and sets out the priority action areas to deliver our goals to reduce emissions and adapt to the impacts of climate change.
8. Candidates seeking appointment need to demonstrate a commitment to integrate the action areas outlined in Te Tāruke-ā-Tāwhiri into the council-controlled organisation's activities as one of the core competencies for director candidates.

## Ngā whakaaweawe me ngā tirohanga a te rōpū Kaunihera Council group impacts and views

9. The chairs of the relevant boards have been consulted on the confidential reports.

## Ngā whakaaweawe ā-rohe me ngā tirohanga a te poari ā-rohe Local impacts and local board views

10. Board appointments to the entities considered in the confidential reports are a responsibility that sits with the Governing Body. Local boards may participate in the nomination process for board vacancies and criteria are circulated to local boards to allow their participation in the nomination process.

## Tauākī whakaaweawe Māori Māori impact statement

11. Kia ora Tāmaki Makaurau sets as a mahi objective that: “Mana whenua and Māori are active partners and participants at all levels of the council group’s decision making”. This objective is considered as part of the decision-making in the confidential items on this agenda.

## Ngā ritenga ā-pūtea Financial implications

12. There are no new financial implications arising from the confidential reports.

## Ngā raru tūpono me ngā whakamaurutanga Risks and mitigations

13. There are risks common to all board appointments. These include:
- Reputational risk of appointing candidates without appropriate skills or governance experience. To mitigate this potential risk, a due diligence process is in place.
  - Governance risk of creating an unbalanced board where too many new members cause a loss of institutional knowledge which impacts decision-making. Conversely, retaining board members for too long can mean the board lacks innovation and fresh thinking.

## Ngā koringa ā-muri Next steps

14. Next steps are noted in the confidential agenda reports.

## Ngā tāpirihanga Attachments

There are no attachments for this report.

## Ngā kaihaina Signatories

Author	James Stephens - Senior Advisor
Authorisers	Alastair Cameron - Manager CCO/External Partnerships team Anna Bray - General Manager Group Strategy, Transformation and Partnerships Phil Wilson - Chief Executive



## Summary of Confidential Decisions and related information released into Open

File No.: CP2025/03459

Item 10

### Te take mō te pūrongo Purpose of the report

1. To note confidential decisions and related information released into the public domain.

### Whakarāpopototanga matua Executive summary

2. This is a regular information-only report which aims to provide greater visibility of confidential decisions made that can now be released into the public domain.
3. The following decisions/documents are now publicly available:

Date of Decision	Subject
17/12/24	Appointments to the board of Te Taumata Toi-a-Iwi / the Arts Regional Trust. <a href="#">PEOPLE — Te Taumata Toi-a-Iwi</a>
25/3/2025	Reappointment to the Port of Auckland Limited board

4. Note that, unlike an agenda report, **staff will not be present to answer questions about the items referred to in this summary.** Governing Body members should direct any questions to the authors.

### Ngā tūtohunga Recommendation/s

That the Performance and Appointments Committee:

- a) tuhi tīpkoa / note the confidential decisions and related information that is now publicly available:
  - i) appointments to the board of Te Taumata Toi-a-Iwi / the Arts Regional Trust
  - ii) reappointment to the Port of Auckland Limited board.

### Ngā tāpirihanga Attachments

No.	Title	Page
<a href="#">A</a>	Reappointment to the Port of Auckland Limited board	15

### Ngā kaihaina Signatories

Author	Duncan Glasgow - Kaitohutohu Mana Whakahaere Matua / Senior Governance Advisor
Authoriser	Phil Wilson - Chief Executive

**Item 10**

<b>Subject</b>	<b>CONFIDENTIAL: Reappointment to the Port of Auckland Limited board</b>
<b>Date of Decision</b>	25 March 2025
<b>Decision</b>	Resolution number PACCC/2025/17 MOVED by Chairperson D Newman, seconded by Deputy Chairperson M Lee:  <b>That the Performance and Appointments Committee:</b>  a) <b>whakaae / approve the reappointment of Dr Andrew Flavell to the board of Port of Auckland Limited for a term of three years ending on 31 May 2028</b>
<b>Notes</b>	Report and attachments will remain confidential





## Summary of Performance and Appointments Committee information memoranda, workshops and briefings (including the Forward Work Programme) - 29 April 2025

File No.: CP2025/05435

Item 11

### Te take mō te pūrongo Purpose of the report

1. To receive a summary and provide a public record of memoranda or briefing papers that may have been distributed to the Performance and Appointments Committee.

### Whakarāpopototanga matua Executive summary

2. This is a regular information-only report which aims to provide greater visibility and openness and transparency of information circulated to Performance and Appointments Committee members via memoranda/briefings or other means, where no decisions are required.
3. There were no workshops held and no information items were distributed.
4. Note that, unlike an agenda report, **staff will not be present to answer questions about the items referred to in this summary.** Transport and Infrastructure Committee members should direct any questions to the authors.

### Ngā tūtohunga Recommendation/s

That the Performance and Appointments Committee:

- a) whiwhi / receive the Summary of Performance and Appointments Committee information memoranda, workshops and briefings (including the Forward Work Programme) – 29 April 2025.
- b) tuhi tīpkoa / note the progress on the forward work programme appended as Attachment A of the agenda report.

### Ngā tāpirihanga Attachments

No.	Title	Page
A↓	Forward Work Programme	19

### Ngā kaihaina Signatories

Author	Duncan Glasgow - Kaitohutohu Mana Whakahaere Matua / Senior Governance Advisor
Authoriser	Phil Wilson - Chief Executive



**Performance and Appointments Committee / Komiti mō ngā Kopounga me Te Kounga o ngā Mahi  
Forward Work Programme 2025**

This committee has the oversight to make appointments to Council-Controlled Organisations (CCOs), Council Organisations (COs), Port of Auckland Limited and exempt CCOs and COs and other entities, with the exception of Auckland International Airport Limited (for the avoidance of doubt, the authority to make appointments also includes the power to remove appointees).

The full terms of reference can be found here: [Auckland Council Governing Body Terms of Reference](#)

Area of work and Lead Department	Pūnga / Reason for work	Committee role (whakatau / decision and/or tika / direction)	Expected timeframes Highlight the month(s) this is expected to come to committee in 2025											
			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<b>CCO and Port of Auckland Director Appointments and Reappointments</b> CCO Governance and External Partnerships	In accordance with Auckland Council's Appointment and Remuneration Policy for Board Members of Council Organisations (the policy – which is a requirement as per, Section 57(1) of the Local Government Act 2002 (LGA)). The committee are to make appointments and approve policies related to Council-Controlled Organisations.	To approve: - Appointment - Reappointment - briefs for vacancies - Panel members - Shortlisted candidates for interview  <b>Progress to date:</b> Review of the Appointment and Remuneration Policy for Board Members of Council Organisations – Feb 2025 <a href="#">Link to decision</a>	As and when required											
<b>CCOs Non-substantive</b> CCO Governance and External Partnerships	<ul style="list-style-type: none"> <li>Te Tuhi Contemporary Arts Foundation</li> <li>Taumata Toi a Iwi</li> <li>Manukau Beautification Trust</li> </ul> In accordance with Auckland Council's Appointment and Remuneration Policy for Board Members of Council Organisations (the policy – which is a requirement as per, Section 57(1) of the Local Government Act 2002 (LGA)). The committee are to make appointments and approve policies related to Council-Controlled Organisations.	To approve appointments	As and when required											

Item 11

Attachment A

Area of work and Lead Department	Pūnga / Reason for work	Committee role (whakatau / decision and/or tika / direction)	Expected timeframes Highlight the month(s) this is expected to come to committee in 2025											
			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<b>Appointments to other boards</b>	<p>Appointments to:</p> <ul style="list-style-type: none"> <li>Auckland War Memorial Museum</li> <li>Museum of Transport and Technology</li> <li>Auckland Regional Amenities Funding Board</li> <li>City Rail Link Limited</li> <li>Tāmaki Redevelopment Company</li> <li>Haumaru Housing</li> </ul> <p>In accordance with Auckland Council's Appointment and Remuneration Policy for Board Members of Council Organisations (the policy – which is a requirement as per, Section 57(1) of the Local Government Act 2002 (LGA)). The committee are to make appointments and approve policies related to Council Organisations.</p>	<p>To approve:</p> <ul style="list-style-type: none"> <li>Appointment</li> <li>Reappointment</li> <li>briefs for vacancies</li> <li>Panel members</li> <li>Shortlisted candidates for interview</li> </ul>	As and when required											
<b>Chief Executive Performance Objectives</b> CE Office	Chief Executive performance review process.	<p>Half-yearly and yearly review of Chief Executives Performance Objectives. (April / August)</p> <p>Draft and final FY25-27 objectives with annual refresh. (April / July- completed for FY25)</p> <p>Informal updates (all other months)</p> <p><b>Progress to date:</b> Verbal update Feb 2025 – <a href="#">link to decision</a> March update deferred to April.</p>												
<b>Watercare Services Limited</b>	<p>Auckland Council appoints the board of Watercare.</p> <p>The appointments are to replace or renew directors whose terms are expiring.</p>	<p><b>Progress to date:</b> Shortlist approved <a href="#">link to decision</a></p>												

Area of work and Lead Department	Pūnga / Reason for work	Committee role (whakataua / decision and/or tika / direction)	Expected timeframes Highlight the month(s) this is expected to come to committee in 2025													
			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
<b>Tātaki Auckland Unlimited (TAU)</b>	Auckland Council appoints the board of TAU. The appointments are to replace or renew directors whose terms are expiring.															
<b>Eke Panuku Development Auckland</b>	Auckland Council appoints the board of Eke Panuku. The appointments are to replace or renew directors whose terms are expiring.															
<b>City Rail Link Limited (CRL)</b> CCO Governance and External Partnerships	Auckland Council is a joint shareholder with the Crown and jointly appoints directors with the Crown. The appointments are to replace or renew directors whose terms are expiring.	To approve appointments <b>Progress to date:</b>														
<b>Museum of Transport and Technology (MOTAT)</b> CCO Governance and External Partnerships	Auckland Council makes 6 appointments to the MOTAT Board. The appointments are to replace or renew directors whose terms are expiring.	To approve appointments <b>Progress to date:</b>														
<b>Tamaki Redevelopment Company</b> CCO Governance and External Partnerships	Auckland Council is a joint shareholder with the Crown. Council has one director it is responsible for appointment, and jointly appoints with the Crown the other directors. The appointments are to replace or renew directors whose terms are expiring.	To approve appointments <b>Progress to date:</b> Appointments and criteria for future appointments considered <a href="#">link to decision</a>														

Item 11

Attachment A

Area of work and Lead Department	Pūnga / Reason for work	Committee role (whakatau / decision and/or tika / direction)	Expected timeframes Highlight the month(s) this is expected to come to committee in 2025													
			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
<b>Auckland War Memorial Museum (AWMM)</b>	Auckland Council makes five appointments to the AWMM board. The appointments are to replace or renew directors whose terms are expiring.	To approve appointments <b>Progress to date:</b>														
<b>Haumarū Housing</b>	Auckland Council makes two appointments to the Haumarū Housing Board The appointments are to replace or renew directors whose terms are expiring.	To approve appointments <b>Progress to date:</b> Criteria for making an appointment to t the board – Feb 2025 <a href="#">Link to decision</a>														
<b>Port of Auckland Limited (POAL)</b>	Auckland Council appoints the Port of Auckland board. The appointments are to replace or renew directors whose terms are expiring.	To approve appointments <b>Progress to date:</b> Appointment made in confidential <a href="#">link to decision</a>														

## Exclusion of the Public: Local Government Official Information and Meetings Act 1987

That the **Performance and Appointments Committee**

- a) whakaae / agree to exclude the public from the following part(s) of the proceedings of this meeting.

The general subject 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(1) of the Local Government Official Information and Meetings Act 1987 for the passing of this resolution follows.

This resolution is made in reliance on section 48(1)(a) of the Local Government Official Information and Meetings Act 1987 and the particular interest or interests protected by section 6 or section 7 of that Act which would be prejudiced by the holding of the whole or relevant part of the proceedings of the meeting in public, as follows:

### C1 **CONFIDENTIAL: Appointment of a director to the board of Watercare Services Limited**

Reason for passing this resolution in relation to each matter	Particular interest(s) protected (where applicable)	Ground(s) under section 48(1) for the passing of this resolution
The public conduct of the part of the meeting would be likely to result in the disclosure of information for which good reason for withholding exists under section 7.	s7(2)(a) - The withholding of the information is necessary to protect the privacy of natural persons, including that of a deceased person.  In particular, the report contains information regarding candidates for the board of Watercare Services Limited.	s48(1)(a)  The public conduct of the part of the meeting would be likely to result in the disclosure of information for which good reason for withholding exists under section 7.

### C2 **CONFIDENTIAL: Reappointments to the board of City Rail Link Limited**

Reason for passing this resolution in relation to each matter	Particular interest(s) protected (where applicable)	Ground(s) under section 48(1) for the passing of this resolution
The public conduct of the part of the meeting would be likely to result in the disclosure of information for which good reason for withholding exists under section 7.	s7(2)(a) - The withholding of the information is necessary to protect the privacy of natural persons, including that of a deceased person.  In particular, the report contains personal information regarding board members of City Rail Link Limited.	s48(1)(a)  The public conduct of the part of the meeting would be likely to result in the disclosure of information for which good reason for withholding exists under section 7.

**C3 CONFIDENTIAL: Appointments to the board of Auckland War Memorial Museum 2025**

Reason for passing this resolution in relation to each matter	Particular interest(s) protected (where applicable)	Ground(s) under section 48(1) for the passing of this resolution
The public conduct of the part of the meeting would be likely to result in the disclosure of information for which good reason for withholding exists under section 7.	s7(2)(a) - The withholding of the information is necessary to protect the privacy of natural persons, including that of a deceased person.  In particular, the report contains personal information regarding board members of Auckland War Memorial Museum	s48(1)(a)  The public conduct of the part of the meeting would be likely to result in the disclosure of information for which good reason for withholding exists under section 7.

**C4 CONFIDENTIAL: Approval of a short-list of candidates for Haumaru Housing**

Reason for passing this resolution in relation to each matter	Particular interest(s) protected (where applicable)	Ground(s) under section 48(1) for the passing of this resolution
The public conduct of the part of the meeting would be likely to result in the disclosure of information for which good reason for withholding exists under section 7.	s7(2)(a) - The withholding of the information is necessary to protect the privacy of natural persons, including that of a deceased person.  In particular, the report contains information regarding candidates for the Haumaru Housing board.	s48(1)(a)  The public conduct of the part of the meeting would be likely to result in the disclosure of information for which good reason for withholding exists under section 7.

**C5 CONFIDENTIAL: Chief Executive Objectives - FY25 quarter two progress report**

Reason for passing this resolution in relation to each matter	Particular interest(s) protected (where applicable)	Ground(s) under section 48(1) for the passing of this resolution
The public conduct of the part of the meeting would be likely to result in the disclosure of information for which good reason for withholding exists under section 7.	s7(2)(a) - The withholding of the information is necessary to protect the privacy of natural persons, including that of a deceased person.  s7(2)(i) - The withholding of the information is necessary to enable the local authority to carry on, without prejudice or disadvantage, negotiations (including commercial and industrial negotiations).  In particular, the report contains information that relates to the performance objectives for the chief executive, and the committee may discuss matters relating to the chief executive's current performance.	s48(1)(a)  The public conduct of the part of the meeting would be likely to result in the disclosure of information for which good reason for withholding exists under section 7.