



# AGENDA

## Extraordinary People, Performance and Appointments Committee

**Date:** Friday, 20 March 2026

**Time:** 10.00 am

**Location:** Meeting Room 1  
District Council Building  
King George Place  
Timaru

**Timaru District Council**

**Notice is hereby given that a meeting of the Extraordinary People, Performance and Appointments Committee will be held in Meeting Room 1, District Council Building, King George Place, Timaru, on Friday 20 March 2026, at 10.00am.**

**People, Performance and Appointments Committee Members**

Mayor Nigel Bowen (Chairperson), Clrs Peter Burt, Graeme Wilson, Stacey Scott, Scott Shannon, Michelle Pye

Quorum – no less than 4 members

**Local Authorities (Members' Interests) Act 1968**

Committee members are reminded that if you have a pecuniary interest in any item on the agenda, then you must declare this interest and refrain from discussing or voting on this item, and are advised to withdraw from the meeting table.

Nigel Trainor  
**Chief Executive**

## Order Of Business

<b>1</b>	<b>Apologies .....</b>	<b>5</b>
<b>2</b>	<b>Identification of Items of Urgent Business.....</b>	<b>5</b>
<b>3</b>	<b>Identification of Matters of a Minor Nature .....</b>	<b>5</b>
<b>4</b>	<b>Declaration of Conflicts of Interest .....</b>	<b>5</b>
<b>5</b>	<b>Confirmation of Minutes .....</b>	<b>6</b>
<b>5.1</b>	<b>Minutes of the People, Performance and Appointments Committee Meeting held on 17 February 2026 .....</b>	<b>7</b>
<b>6</b>	<b>Consideration of Urgent Business Items.....</b>	<b>11</b>
<b>7</b>	<b>Consideration of Minor Nature Matters.....</b>	<b>11</b>
<b>8</b>	<b>Exclusion of the Public.....</b>	<b>11</b>
<b>9</b>	<b>Public Excluded Reports.....</b>	<b>11</b>
<b>9.1</b>	<b>Public Excluded Minutes of the People, Performance and Appointments Committee Meeting held on 17 February 2026 .....</b>	
<b>9.2</b>	<b>Remuneration Policy Endorsement .....</b>	
<b>10</b>	<b>Readmittance of the Public.....</b>	<b>13</b>



- 1 Apologies**
- 2 Identification of Items of Urgent Business**
- 3 Identification of Matters of a Minor Nature**
- 4 Declaration of Conflicts of Interest**

## **5 Confirmation of Minutes**

### **5.1 Minutes of the People, Performance and Appointments Committee Meeting held on 17 February 2026**

**Author: Alesia Cahill, Executive Support Manager**

#### **Recommendation**

That the Minutes of the People, Performance and Appointments Committee Meeting held on 17 February 2026 be confirmed as a true and correct record of that meeting and that the Chairperson's electronic signature be attached.

#### **Attachments**

1. Minutes of the People, Performance and Appointments Committee Meeting held on 17 February 2026



# **MINUTES**

## **People, Performance and Appointments Committee**

**Tuesday, 17 February 2026**



**Minutes of Timaru District Council  
People, Performance and Appointments Committee Meeting  
Held in Meeting Room 1, District Council Building, King George Place, Timaru  
on Tuesday, 17 February 2026 at 9am**

**Present** Mayor Nigel Bowen (Chairperson), Clrs Scott Shannon, Peter Burt, Graeme Wilson, Michelle Pye, Stacey Scott

**In Attendance** Clr Philip Harper, Nigel Trainor (Chief Executive), Andrea McAlister (General Manager People and Capability), Brittany Bowie (People Operations Lead), Katrina Symons (Wellbeing & Organisational Development Lead), Brendon Madley (Senior Policy Advisor), Alesia Cahill (Executive Support Manager)

**1 Apologies**

No apologies were received.

**2 Identification of Items of Urgent Business**

No items of urgent business were received.

**3 Identification of Matters of a Minor Nature**

No matters of a minor nature were raised.

**4 Declaration of Conflicts of Interest**

No conflicts of interest were declared.

**5 Consideration of Urgent Business Items**

No matters of a urgent business were raised.

**6 Consideration of Minor Nature Matters**

No matters of a minor nature were raised.

**7 Exclusion of the Public**

Moved: Mayor Nigel Bowen

Seconded: Clr Scott Shannon

That the public be excluded from the following parts of the proceedings of this meeting, namely:

**9 Public Excluded Reports**

**9.1 Public Excluded Minutes of the People, Performance and Appointments Committee Meeting held on 9 December 2025**

**9.2 General Manager People and Capability Update****9.3 Remuneration Policy Endorsement****9.4 Chief Executive Verbal Update****9.5 Appointments Verbal Update**

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 are as follows at 9.06am:

<b>General subject of each matter to be considered</b>	<b>Reason for passing this resolution in relation to each matter</b>	<b>Plain English Reason</b>
<b>9.1 - Public Excluded Minutes of the People, Performance and Appointments Committee Meeting held on 9 December 2025</b>	Section 48(1) of the Local Government Official Information and Meetings Act 1987.	The public excluded minutes of the meeting held on 9 December 2025 are considered confidential pursuant to the provisions of the LGOIMA Act of 1987.  The specific provisions of the Act that relate to these minutes can be found in the open minutes of the meeting held on 9 December 2025
<b>9.2 - General Manager People and Capability Update</b>	s7(2)(a) - The withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons.	To protect a person's privacy
<b>9.3 – Remuneration Policy Endorsement</b>	s7(2)(b)(ii) - The withholding of the information is necessary to protect information where the making available of the information would be likely unreasonably to prejudice the commercial position of the person who supplied or who is the subject of the information	To protect commercially sensitive information.
<b>9.4 - Chief Executive Verbal Update</b>	s7(2)(a) - The withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons.	To protect a person's privacy
<b>9.5 - Appointments Verbal Update</b>	s7(2)(a) - The withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons.	To protect a person's privacy

**Carried**

**Note:**

Section 48(4) of the Local Government Official Information and Meetings Act 1987 provides as follows:

- “(4)Every resolution to exclude the public shall be put at a time when the meeting is open to the public, and the text of that resolution (or copies thereof)
  - (a)shall be available to any member of the public who is present; and
  - (b)shall form part of the minutes of the local authority.”

**10 Readmittance of the Public****Resolution**

Moved: Mayor Nigel Bowen

Seconded: Clr Graeme Wilson

That the meeting moves out of Closed Meeting into Open Meeting at 10.34am

**Carried**

**The meeting closed at 10.34am.**

.....  
**Mayor Nigel Bowen**  
**Chairperson**

**6 Consideration of Urgent Business Items****7 Consideration of Minor Nature Matters****8 Exclusion of the Public****9 Public Excluded Reports**

<b>Recommendation</b>		
That the public be excluded from—		
<ul style="list-style-type: none"> <li>• *(a)the whole of the proceedings of this meeting; or</li> <li>• *(b)the following parts of the proceedings of this meeting, namely,—</li> </ul>		
<b>9.1 Public Excluded Minutes of the People, Performance and Appointments Committee Meeting held on 17 February 2026</b>		
<b>9.2 Remuneration Policy Endorsement</b>		
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 are as follows:		
<b>General subject of each matter to be considered</b>	<b>Reason for passing this resolution in relation to each matter</b>	<b>Plain English Reason</b>
<b>9.1 - Public Excluded Minutes of the People, Performance and Appointments Committee Meeting held on 17 February 2026.</b>	Section 48(1) of the Local Government Official Information and Meetings Act 1987.	The public excluded minutes of the meeting held on 17 February 2026 are considered confidential pursuant to the provisions of the LGOIMA Act of 1987.  The specific provisions of the Act that relate to these minutes can be found in the open minutes of the meeting held on 17 February 2026.
<b>9.2 – Remuneration Policy Endorsement</b>	s7(2)(a) - The withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons.	To protect a person’s privacy

**Note:** [Section 48\(4\)](#) of the Local Government Official Information and Meetings Act 1987 provides as follows:

- “(4)Every resolution to exclude the public shall be put at a time when the meeting is open to the public, and the text of that resolution (or copies thereof) —
  - (a)shall be available to any member of the public who is present; and
  - (b)shall form part of the minutes of the local authority.”

**10      Readmittance of the Public**