

Report PE 03.726
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Committee Policy, Finance and Strategy Committee
Author Margaret Shields Chairperson

Performance Agreement for Chief Executive

1. Purpose

For the committee to formally sign-off the performance agreement for 2003/04 for Mr Harris.

2. Background

In October I circulated some possible objectives for Mr Harris for 2003/04. Based on the replies received there was a high level of agreement with the objectives proposed. One suggestion was that there should be a specific objective related to communications. Such an objective is now included.

Other comments concerned the process by which we should evaluate Mr Harris's attainment of the objectives. It was suggested that we should have provision for a full 360° review process. The Chief Executive and I agree with the sentiment that in any evaluation there should be provision to garner and use a range of views. However, we do not believe that a formal 360° process is required or appropriate at this time.

3. Comment

Mr Harris's contract requires that there should be an agreement with the Council against which his performance is assessed. We now need to formally sign-off the agreement.

Mr Harris has indicated that he feels that the areas specified as key objectives are appropriate.

4. Recommendation

That the Policy, Finance & Strategy Committee resolves to recommend to Council that Mr Harris's performance objectives for 2003/04 be as specified in the Appendix of this report ("Performance Agreement 2003/04 - Mr Barry Harris, Chief Executive").

Report prepared by:

Margaret Shields
Chairperson

Public excluded

PERFORMANCE AGREEMENT 2003/04

MR BARRY HARRIS – CHIEF EXECUTIVE

The Greater Wellington Regional Council and Mr Barry Harris agree his key objectives for 2003/04 are:

- Effective and efficient delivery of the Annual Plan / LTCCP year one, to budget. (This is the core purpose of the role and is the first priority).

- Additional areas on which the Council particularly wishes to see progress are:
 - Building and developing collaborative relationships including with the territorial authorities, to facilitate the attainment of the region's collective goals;

 - Providing visionary leadership for the organisation to energise staff in support of the Council's overall strategic direction;

 - Progressing attainable solutions to the question of longer-term rail service provision;

 - Ensuring that Councillors are well informed on Council issues;

 - Ensuring that the Council's communications effectively support a profile that allows us to achieve our wider objectives for a more sustainable region.

Margaret Shields
Chairperson

Barry Harris
Chief Executive