

Appointment and Remuneration Committee 28 November 2025



Venue: Microsoft Teams

Members: Sue McCormack, Bill Moran, Sam Huggard
Heamana | Chair: Bill Moran
In attendance: Gus Gilmore (Chief Executive)
Ngā meneti | Minutes: Rebecca Donne (Governance Director)

28 November 2025 01:30 PM - 03:00 PM

Agenda Topic	Presenter	Time	Page
Karakia timatanga			3
1. Administration	Bill Moran	01:30 PM-01:35 PM	4
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1.8 Minutes of the extraordinary meeting held 31 October 2025			17
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2. Chief Executive appointment, performance review and remuneration			20
2.1 Chief Executive performance review 2025	Gus Gilmore	01:35 PM-01:50 PM	20
2.2 Chief Executive KPIs 2026 The Chief Executive will provide a verbal update on 2026 KPIs	Gus Gilmore	01:50 PM-02:05 PM	

3.	Committee only time		02:05 PM-02:20 PM	
4.	Other responsibilities			24
4.1	Committee self-assessment	Bill Moran	02:20 PM-02:30 PM	24
5.	Any other business		02:30 PM-02:40 PM	
	Karakia whakakapi			30

Karakia tīmatanga | Opening incantation

Whakarongo rā e Rongo

Ki a mātou

te manawa nei

ki te rongo taketake,

te whiwhia, te rawea

te whiwhi-ā-nuku

whiwhi-ā-rangi

i takea mai i te kāhui o ngā ariki.

kia tūturu ka whakamau ai kia tina, Tīna! (everybody)

Hui e?

Tāiki e!

Listen o Rongo

to us

offering gratitude

for the peace and harmony

that allows us to enjoy

the gifts of the earth

and the heavens

bequests of a higher order.

And bind it firmly, firmly!

Do we all concur?

We concur!

NZIST Council Appointment and Remuneration Committee Register of Interests



17 November 2025

Name	Interest	Nature of Interest
Bill Moran Committee Chair	WorkSafe NZ	Deputy Chair
	Chamber Music at the World's Edge Foundation USA	Chair
	Chamber Music at the World's Edge Foundation NZ	Chair
	At the World's Edge Music Foundation UK	Trustee
	Parliamentary Education Trust	Trustee
	Iti Kōpara Charitable Trust	Trustee
	Hoops and Life Awhi Trust	Trustee
	New Zealand Qualifications Authority	Deputy Chair
	Pioneer Energy	Director
	Pioneer Energy Renewables GP	Director
	Pioneer Energy Group GP	Director
	TAB New Zealand	Director
	Queenstown Lakes District Council Audit, Finance and Risk Committee	Independent Member
	Arts Council of NZ (Creative NZ) Audit, Finance and Risk Committee	Independent member
	Te Kōki, NZ School of Music, Victoria University of Wellington	Advisory Committee Member

Name	Interest	Nature of Interest
	Ministry of Health Finance and Risk Committee	Independent member
Sue McCormack Ex-officio member	Canterbury Earthquakes Insurance Tribunal	Judicial Officer
	University of Canterbury	Past Chancellor
	Dress for Success	Honorary solicitor
Sam Huggard Member	New Zealand Educational Institute Te Riu Roa	Employee



2025 Schedule of NZIST Council Appointment and Remuneration Committee meetings

Name	Role	Meeting dates	Venue
1. Bill Moran	Chair	Monday 31 March	Online
2. Sam Huggard	Member	Thursday 26 June	MITO, Wellington
3. Sue McCormack	Member	Wednesday 22 October	Online
		Friday 28 November	MITO, Wellington



A3: Council Delegations to the Appointment and Remuneration Committee

Ref	Subject	Description	Power to Sub-Delegate?
1.	Appointment of Trustees to Trusts where Te Pūkenga has a power of appointment.	The power to appoint trustees to charitable trusts where the relevant governing documentation provides for such appointments to be made by Council.	Yes - to the Chief Executive where the appointment is due to an incumbent resigning from their position at Te Pūkenga or from their role as a trustee of the Trust and a Te Pūkenga employee is being appointed as the replacement.
2.	Appointment of Directors to subsidiaries held by Te Pūkenga	The power to appoint directors to subsidiaries held by Te Pūkenga.	Yes - to the Chief Executive where the appointment is due to an incumbent resigning from their position at Te Pūkenga or from their role as a director of the subsidiary and a Te Pūkenga employee is being appointed as the replacement.
3.	Grant shareholder approval	The power to approve routine / administrative shareholder compliance matters on behalf of Council.	Yes - to the Chief Executive at the discretion of the Chair of the Appointment and Remuneration Committee.
4.	Terms and conditions and salary changes	The power to authorise any changes to terms and conditions or salary increase to the Chief Executive or to any ELT member in accordance with guidance issued by Te Kawa Mataaho (Public Services Commission). Must inform Te Kawa Mataaho of the Chief Executive's remuneration.	No

NZIST Council Appointment and Remuneration Committee Meeting

1.5 Resolution to exclude the public

It will be moved by the Chair that the public be excluded from the whole of the proceedings of this meeting. This resolution will be made in reliance on section 48(1) of the Local Government Official Information and Meetings Act 1987 (LGOIMA) (noting NZIST is subject to Part 7 of the LGOIMA) and the particular interests protected by section 9 of the Official Information Act 1982 (OIA) which would be prejudiced by the holding of the relevant parts of the proceedings of the meeting in public.

The general subject of each matter to be considered while the public is excluded and the reason for passing the resolution in relation to each matter are as follows:

Item	General subject of each matter to be considered	Section(s)
1.	Administration	
1.6	Committee workplan	Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA
1.7.	Minutes of the extraordinary meeting held 22 October 2025	Section 9(2)(a) OIA Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA Section 9(2)(j) OIA
1.8	Minutes of the extraordinary meeting held 31 October 2025	Section 9(2)(j) OIA
1.9	Action list	Section 9(2)(a) OIA Section 9(2)(j) OIA
2.	Chief Executive appointment, performance review and remuneration	
2.1	Chief Executive performance review 2025	Section 9(2)(a) OIA Section 9(2)(g)(ii) OIA Section 9(2)(j) OIA

Item	General subject of each matter to be considered	Section(s)
2.2	Chief Executive KPIs 2026	Section 9(2)(a) OIA Section 9(2)(g)(ii) OIA
3.	Committee only time (if required)	Section 9(2)(a) OIA Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA Section 9(2)(j) OIA
4.	Other responsibilities	
4.1	Committee self-assessment	Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA
5.	Any other business	Section 9(2)(a) OIA Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA Section 9(2)(j) OIA

Interests

Section	Interest
Section 9(2)(a) OIA	To protect the privacy of natural persons, including that of deceased natural persons.
Section 9(2)(b)(ii) OIA	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.
Section 9(2)(g)(ii) OIA	To maintain the effective conduct of public affairs through the protection of such Ministers, members of organisations, officers, and employees from improper pressure or harassment.

Section	Interest
Section 9(2)(i) OIA	To enable the organisation holding the information to carry out, without prejudice or disadvantage, commercial activities.
Section 9(2)(j) OIA	To enable the organisation to carry on, without prejudice or disadvantage, negotiations (including commercial and industrial negotiations).