



03 June 2020

Anna Thomas

Via Email: [fyi-request-12873-b5112b54@requests.fyi.org.nz](mailto:fyi-request-12873-b5112b54@requests.fyi.org.nz)

Dear Ms Thomas

**REQUEST FOR INFORMATION UNDER THE LOCAL GOVERNMENT OFFICIAL INFORMATION AND MEETINGS ACT 1987**

**Introduction**

1. I refer to your request dated 24 May 2020 made under the Local Government Official Information and Meetings Act 1987 ("**Act**"), which was sent to Watercare via the FYI website. You requested information regarding Watercare's Chief Executive and executive team members.

**Salaries**

2. Watercare publicly releases an annual report which provides the remuneration range of Watercare employees who received an annual remuneration package of at least \$100,000 during the year.
3. As set out in our 2019 Annual Report, there is one employee earning over \$500,000 (being the Chief Executive, remunerated in the \$770,000 - \$780,000 range). No other Watercare employee earns over \$500,000.

**Skills and qualifications**

4. Mr Jaduram was CEO of Manukau Water Ltd when that company was corporatised in 2006, and Chief Operating Officer at Watercare during the 2010 integration of the water services functions across the Auckland region. Prior to returning to Watercare in 2012, Mr Jaduram was the CEO of Murrumbidgee Irrigation Ltd in Australia.
5. Mr Jaduram holds honours and masters degrees in civil engineering from the University of Auckland and has undertaken post-graduate studies in business at Stanford, Macquarie and the University of Auckland.
6. Mr Jaduram is a Fellow of the Institution of Professional Engineers and is a Director of the New Zealand Infrastructure Commission. Mr Jaduram has over 30 years' experience working in the water industry in New Zealand and Australia.

## **Appointment as Chief Executive and other contenders**

7. Mr Jaduram was appointed Chief Executive in November 2014, after performing the role in an acting capacity in the months prior to his appointment.
8. Watercare refuses to provide details relating to any other potential contenders for the role of Chief Executive. Under the Act, information may be withheld where necessary to:
  - (a) protect the privacy of natural persons; or
  - (b) protect information which is subject to an obligation of confidence where the making available of the information would be likely to prejudice the supply of similar information, or information from the same source, and it is in the public interest that such information should continue to be supplied or would be likely otherwise to damage the public interest.
9. The fact that a person has applied for a job and has been unsuccessful is personal information, about which there is a reasonable expectation of privacy. Releasing application details that are subject to an obligation of confidence would also compromise Watercare's ability to hire and retain people, which is contrary to the public interest.

## **Position description**

The Chief Executive Officer (CEO) is responsible for developing and leading the strategic mission that achieves the short and long-term success of Watercare. The primary responsibilities of the role include:

- leading the development and execution of Watercare's short and long-term strategy;
- responsible for ensuring key business initiatives support the organisation's vision;
- providing collaborative leadership at LT and organisation levels;
- develop and maintain long-term strategic relationships with internal and external stakeholders;
- influencing and shaping policy and public opinion to support future strategy;
- increase Watercare's reputation nationally and internationally.

## **KPIs**

10. The executive team's performance (including the Chief Executive) is monitored and assessed against seven areas: leadership; team and culture; stakeholder relationships; strategy and change; delivery; board engagement; and assessment of overall performance.
11. Watercare refuses to provide any information relating to assessed performance of the executive team against these KPIs because it is necessary to protect those individuals' privacy. The Ombudsman has confirmed that there is a high privacy interest in the results of any employee's performance assessment which can justify the withholding of that information.
12. Making performance assessment information public would compromise the performance assessment process at Watercare. This would impair the proper functioning of performance reviews within Watercare which is contrary to the public interest. Release of this information would also stifle the free and frank expression of opinions made in the course of assessing the performance of Watercare executives.

## **Performance bonuses**

13. The Chief Executive and some of the executive team have as part of their overall remuneration, an incentive payment. The scheme requires that a series of gateway conditions are met before any potential incentive payment is assessed. These gateways are: performance against Statement of Intent targets, health and safety; financial, operational and leadership.
14. Watercare refuses to provide any information relating to performance bonus component of executives' remuneration in order to protect the privacy of natural persons under section 7(a) of the Act.
15. The Ombudsman has recognised that providing the individual components of pay would enable assumptions to be made about the performance-related components of that remuneration, which is private information.
16. In the event that you are not satisfied with Watercare's response, you have the right to make a complaint to the Ombudsman.

Yours faithfully

A handwritten signature in black ink, appearing to read 'SP', with a long horizontal line extending to the right.

Sarah Phillips  
Head of People & Capability  
**Watercare Services Limited**