

# **Civil Defence Emergency Management Group Meeting**

**Tuesday 2 September 2025 at 11:30 am - 1:00pm**

# **AGENDA SUPPLEMENTARY**



## **Civil Defence Emergency Management Group Meeting Supplementary Agenda**

Meeting to be held in the Council Chamber  
36 Water Street, Whangārei  
on Tuesday 2 September 2025, commencing at 11:30 am - 1:00pm

**Recommendations contained in the agenda are NOT decisions of the meeting. Please refer to minutes for resolutions.**

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**TITLE:       Receipt of Supplementary Report: Group Controller  
Appointment**

**From:**       Damian Rio, CDEM Manager

**Executive summary**

This item could not be included in the original agenda because the agenda had already been circulated to members when it was requested to add this paper.

**Recommendation**

That as permitted under section 46A(7) of the Local Government Official Information and Meetings Act 1987 the following supplementary report be received:

- Group Controller Appointment

**TITLE: Group Controller Appointment**

**From:** Damian Rio, CDEM Emergency Manager

**Authorised by Group Manager/s:** Louisa Gritt, Group Manager - Community Resilience, on 28 August 2025

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**Executive summary/Whakarāpopototanga**

This report recommends the expedited appointment of Damian Rio as a Group Controller to ensure the Northland CDEM Group maintains sufficient capacity within its leadership roster. A timely decision will help mitigate potential coverage gaps during the upcoming local election period, where governance constraints and transitional impacts may delay appointments and affect operational readiness.

Damian brings over 25 years of emergency management experience, including more than 15 years in leadership roles across New Zealand and internationally. His expertise spans complex operations, strategic planning, and national-level response coordination, including contributions to COVID-19 readiness for a small Pacific nation. He has completed a range of emergency management development programmes, including CIMS 3 & 4, RRANZ leadership and coordination centre management, and Controllers workshops and Response Managers courses.

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**Recommendation(s)**

1. That the report 'Group Controller Appointment' by Damian Rio, CDEM Emergency Manager and dated 27 August 2025, be received.
2. That the Civil Defence Emergency Management Group committee approve the appointment of Damian Rio as a Group Controller.
3. That the Civil Defence Emergency Management Group committee notes that Damian Rio continues with his Controller Development plan, due to be completed by mid-November 2025.

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**Options**

No.	Option	Advantages	Disadvantages
1	Approve Damian Rio as Group Controller	Capacity and Capability is maintained in the Group Controller roster.  Capacity for a prolonged regional response is enhanced.	Nil
2	Do not approve Damian Rio as Group Controller	Nil	The Group will have a reduced capacity and capability in a response.  The Group will not have sufficient capacity to

			manage a prolonged response.
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The staff's recommendation is option1, to approve Damian Rio as Group Controller.

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## **Considerations**

### **1. Climate Impact, Environmental Impact and Community Views**

Not applicable

### **2. Māori impact statement**

Not applicable

### **3. Financial implications**

Not applicable

### **4. Implementation issues**

Whilst Damian has some training to complete in November, should he be required to manage a response before that time he is well supported by experienced response managers, a NEMA representative that is well versed in Northland's context and strong relationships with emergency response partners.

### **5. Significance and engagement**

Not applicable

### **6. Policy, risk management and legislative compliance**

The CDEM Group Committee is required to approve all group controller appointments.

The risk that Damian may need to stand up a regional response before he has completed the final part of his training is mitigated through experienced response managers, a NEMA representative that is well versed in Northland's context and strong relationships with emergency response partners. It is considered that this situation is a lower risk than potential coverage gaps during the upcoming local election period, where governance constraints and transitional impacts may delay appointments and affect operational readiness.

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## **Attachments/Ngā tapirihanga**

Nil