

Waikato Waters Ltd Establishment Board announced

Wednesday 27 August 2025

The Shareholders Representative Forum* of Waikato Waters Ltd is delighted to announce its Establishment Board and welcomes chair Elena Trout and directors Jon Lamonte and Jaydene Kana to oversee the largest grouping of councils forming a waters entity in Aotearoa New Zealand.

Waikato Waters Ltd is the most complex council controlled establishment project in New Zealand – bringing together the water and wastewater services of six councils and providing shared services to seven.

Don Mcleod, independent chair of the Shareholders Representative Forum, said it was very important to the shareholders that the directors have a broad range of professional and commercial governance skills.

McLeod said there was a high level of interest for Waikato Waters Ltd Establishment Board and a strong line up of talented candidates - who together will oversee \$1.6 billion in assets and \$155 million in revenue.

“The shareholders agreed that Elena, Jon and Jaydene clearly demonstrate the professional, technical and financial skills associated with infrastructure enabling them to focus on the future challenges and opportunities for Waikato Waters Ltd,” McLeod said.

“The shareholders are confident that the inaugural Chair and Board members have what it takes to establish an entity that will work locally and think regionally and serve the needs of the wider area,” McLeod added.

McLeod said the Shareholders Representative Forum looks forward to working with the Chair and Board over the next few years on this exciting initiative and ensure that the needs of the community are communicated and understood by the company in providing these essential services.



Establishment Board members

Elena Trout (Chair)

Elena brings extensive experience as a company director and professional civil engineer who has held a number of leadership positions in the transport, infrastructure and energy sectors over the past 30 years.

Elena brings a wealth of knowledge of being a company director and chair for both private and public organisations. She is currently an independent director or chair of several boards including Citycare, Callaghan Innovation, the Energy Efficiency and Conservation Authority, LGFA, WorkSafe, and Contact Energy.

Elena is a fellow of the Institute of Directors and a past president and distinguished fellow of Engineering NZ.

Jaydene Kana (Waikato)

Ko Taupiri me Orangiwhao ngaa maunga, ko Waikato te awa, ko Tahaaroa ngaa roto, ko Tainui te waka, ko Waikato te iwi, ko Ngaati Mahuta te haapu, ko Te Kooraha te marae.

Jaydene is a Chartered Accountant with extensive public and private sector commercial and leadership experience. She has served in a variety of iwi, not-for-profit, public sector and private sector governance and leadership roles including eight years with the United Nations in Kenya, Kosovo, Lebanon, and the United States.

Jaydene has governance roles at Hamilton City Council, Matamata-Piako District Council and Waitomo District Council, Community Law Waikato, the Public Service Association, Te Waananga o Aotearoa and Te Whakakitenga o Waikato. Jaydene is a member of the Institute of Directors and holds a Bachelor of Commerce and Administration from Victoria University.

Jon Lamonte

Jon has extensive experience in water services leadership, including being a former CEO of Watercare, and the Auckland/Northland Water Services Entity. He was also CEO of Sydney Metro, Transport for Greater Manchester, and Tube Lines Ltd (London).

Jon is a Chartered Director and Fellow of the Institute of Directors, a Fellow of the Royal Institute of Chartered Surveyors and Fellow of the Chartered Institute of Logistics and Transport.

Let's
kōrero
wai

Talk
water

Jon was also formerly an Air Vice-Marshal in the Royal Air Force, with director-level positions in defence procurement, logistics, and strategy.

Background

Waikato Waters Limited is the council-controlled organisation (CCO) established to deliver water and wastewater services from 1 July 2026.

The role of the Establishment Board is to set up Waikato Waters Limited for success in accordance with an Establishment Strategy that has been agreed to by shareholding councils, the Shareholders' Agreement and each Council transfer agreement.

Delivery of water and wastewater services will shift from the shareholding councils to the CCO in a phased approach from July 2026.

The first official meeting for the new Board will be announced once Board members have been formally welcomed with a powhiri in mid-September.

Waikato Waters Ltd shareholders are: Waipā, Matamata-Piako, Hauraki, Ōtorohanga, Waitomo, South Waikato and Taupō.

* Shareholders Representative Forum

The Shareholders Representative Forum consists of a representative from each shareholding council. This is the Mayor (or their delegate) of each of the councils where they discuss and coordinate decision making on relevant issues.

The Shareholders Representative Forum will oversee preparation of the statement of expectations (having received feedback and considered recommendations from each shareholding council and WWL) and approve the final form.

Contact person:

Don McLeod, Independent Chair, WWL Shareholders Representative Forum

Ph – 027 472 7424