

OIR: 2425/1252

13 February 2025

[REDACTED]
[REDACTED]

Tēnā koe [REDACTED]

Request for Information under the Local Government Official Information and Meetings Act 1987 (the Act) (the LGOIMA)

Thank you for your email of 21 January 2025 requesting the following information:

- 1. Please provide the statistics for:**
 - **The total complement (i.e. number) of permanent staff positions for each of the following financial years - 2020/21, 2021/22, 2022/23 and 2023/24.**
 - **The total complement (i.e number) of temporary and contract positions for each of the years identified above**

Please refer to Appendix one, Table one for a breakdown of each year. The data relates to total complement for each financial year by permanent and fixed term positions by both full-time equivalent (FTE) and headcount as at 30 June of the respective year.

- 2. Where staff positions (all - including permanent, temporary and contract) have increased between the 2020/21 and 2023/24 financial years, please provide the data on the increase relating to each group management division/unit/team, as follows:**
 - **Infrastructure and Asset Management**
 - **Corporate Services**
 - **Strategy and Growth**
 - **Customer and Community**
 - **Iwi Partnerships**
 - **People and Capability.**

Where some of the above group management configurations have changed during the 2020/21 - 2023/24 years, please provide the figures relevant to their antecedent structures/divisions/units.

Please note that any information provided in response to your request may be published on the Council website, with your personal details removed.

Due to changes across Council to realign functions or reprioritise resources it is difficult to compare employee numbers by business groups over the four financial years. In response to your question, please refer to Appendix one, Table two for a breakdown of headcount by financial year for Business Group across Council.

For the business groups outlined above:

- Infrastructure and Asset Management increased by 12 employees, noting it was previously called Infrastructure Services
- Corporate Services increased by 15 employees
- Strategy and Growth increased by 13 employees
- Customer and Community was a new group established in 2023/24 transitioning from Place and Space, and People and Partnerships. A direct correlation cannot be made without substantial collation.
- Iwi Partnerships was a newly forming group from June 2023.
- Customer and Community was a new group established in 2023/24 transitioning from Place and Space, and People and Partnerships. A direct correlation cannot be made without substantial collation.
- People and Capability has increased by 1 employee, noting it was previously called Organisational Development.

3. What is the total number of positions (including permanent, temporary and contract staff) for the 2023/24 financial year, for each of the following Group Management Divisions:

- **Infrastructure and Asset Management**
- **Corporate Services**
- **Strategy and Growth**
- **Customer and Community**
- **Iwi Partnerships**
- **People and Capability**

Please refer to Appendix one, Table two for a breakdown of headcount by Business Group across Council. Over the four financial years there have been changes across Council to better align functions and resources, and business group names changes, therefore the data is not fully comparable.

4. What is the average gross salary for Group manager positions? (I am not asking for salary information relevant to specific positions, only the average across all Group Manager positions.)

The average Salary across the six general manager positions is \$250,822.

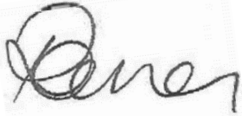
5. What is the current range - lowest to highest - of gross salaries for Group manager positions? (Again, I am not asking for figures relating to specific Group Manager positions, nor for any Group Manager positions to be identified as lowest or highest. I am only asking for the figures.)

Due to the small number of Group Managers across Council and the ability to identify individuals, I am withholding this information under Section 7(2)(a) of the LGOIMA as this allows Council to withhold information in order to protect the privacy of natural persons, including that of deceased natural persons.

I am satisfied that the withholding of this information is not outweighed by public interest considerations in section 7(1) favouring release.

You have the right to request the Ombudsman to review this decision. Complaints can be sent by email to info@ombudsman.parliament.nz, or by post to The Ombudsman, PO Box 10152, Wellington 6143.

Ngā mihi,

A handwritten signature in black ink, appearing to read 'Rach Wells', is written over a light grey rectangular background.

Rach Wells

Group Manager People and Capability

Te Kaiwhakahaere Rōpū Tangata me te Āheitanga

Appendix one: Request for Information 2425/1252 data tables

Table one: Permanent and Fixed-Term employees by financial year

	2020/21		2021/22		2022/23		2023/24	
	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount
Permanent	304	348	316	364	342	393	361	419
Fixed-Term	49	53	44	48	49	55	45	50

Table two: Headcount across Council business groups by financial year

	2020/21 Headcount	2021/22 Headcount	2022/23 Headcount	2023/24 Headcount
Chief Executive	1	11	2	2
Corporate Services	53	48	53	68
Customer and Community	0	0	0	144
Infrastructure & Asset Management	0	0	0	113
Infrastructure Services	101	107	110	0
Iwi Partnerships	0	0	1	8
Organisational Development	12	0	13	0
People and Capability	0	0	0	13
People and Partnerships	50	45	42	0
Place and Space	111	112	124	0
Regulatory & Environment	0	0	0	88
Regulatory Services	53	65	70	0
Strategy and Growth	0	0	33	33
Strategy, Growth and Recovery	20	24	0	0
Total (headcount)	401	412	448	469

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