

10 September 2021

By email: [REDACTED]

Tēnā koe [REDACTED]

Request for Information – Local Government Official Information and Meetings Act 1987

We refer to your official information request dated 21 July 2021.

Thank you for agreeing to extend the deadline for your request given lockdown and moving through Alert Levels.

The information you have requested is enclosed. For ease of reference we have included our responses beneath each of your questions.

1. How many HCC employees (full time and part-time), but excluding librarians and lifeguards, have left the organisation from 1 July 2019 to 20 July 2021? This includes staff that have resigned, been made redundant, retired, and or left the organisation for any other reason.

Response: During this period 167 employees have left Council.

2. From 1 July 2019 to 20 July 2021, how many HCC employees have been made redundant and or restructured out of the organisation?

Response: During the period stated, 24 people have left the organisation by way of redundancy.

3. What has been the total cost of these redundancies as well as any associated other severance payments? Please include any employees that have accepted redundancy and may be still working to either serve out a notice period and or are working to an agreed end date.

Response: The total cost of redundancy payments for the period from 1 July 2019 to 20 July 2021 is \$978,449.

4. How many staff, initially made redundant in the 2021 financial year, had their date extended to July so that their redundancy costs would be charged to the 2022 financial year.

Response: None were extended for this reason. 3 people left Council by way of redundancy in July / August 2021.

5. From 1 July 2019 to 20 July 2021, how many HCC employees have been on paid "special leave" for any reason? Please provide the number of staff, the period of time taken and the total cost. Please note that for the purpose of this question paid special leave includes all paid leave excluding annual, long service, sick, parental leave, and bereavement leave. What is the average length of time for special leave and the cost?

Response: We don't capture information for reasons 'special leave' is taken. We do not record the reason for sick leave taken.

6. From 1 July 2019 to 20 July 2021, what has been the total cost to HCC for external legal services associated with all and any employee related disputes and matters? This includes any costs associated with the CEO but excludes costs associated with code of conduct complaints. It also includes the costs of disputing any personal grievances, advice associated with any negotiated employee exits, costs associated with mediation, costs paid to cover any employee legal fees, and or any other legal fees associated with HCC taking advice for any employment related matters.

Response: Over this 2 year period the total cost is 63k, this covers all work completed, including a range of advice including health and safety and terms and conditions of contracts. It is not specific to disputes.

7. What has been the external legal cost of services associated with code of conduct complaints over the last financial year?

Response: \$12,082

8. How many full time or equivalent staff did the HCC employ on June 30 2019, June 30 2020 and June 30 2021.

Response: These figures are in the annual reports including 471 FTEs at 30 June 2019 and 483 FTEs at 30 June 2020. For the period to 30 June 2021 there were 440 FTEs.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that this letter (with your personal details removed) may be published on the Council's website.

Nāku noa, nā
Information Management Team