



13 April 2026

Murray Jones

s7(2)(a)

Tēnā koe Murray,

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

We refer to your official information request dated 12 March 2026 seeking information on council expenditure and usage of Employee Assistance Programme services and other wellbeing initiatives between 2023 and 2025. Specifically, you requested:

I request the following information relating to your council's use of Employee Assistance Programme (EAP) services, annualised for the calendar years 2023, 2024, and 2025 (to 31 December 2025):

For each EAP service provider engaged during this period, please provide:

- 1. The name of the service provider.*
- 2. The total amount spent with that provider in each year.*
- 3. The number of referrals, sessions, or instances of service usage attributed to that provider in each year (or the closest equivalent usage measure held).*
- 4. A brief description of the types of services provided under each contract (e.g. counselling, wellbeing support, critical incident support).*
- 5. A list of any other employee benefits or programmes related to mental and/or physical wellbeing offered during this period (excluding EAP), and for each year.*



- the name or type of benefit/programme, and
- any estimated annual expenditure allocated to those benefits, where such estimates are held.

If usage or expenditure data is held only in aggregated or indicative form, I am happy to receive it at that level.

Answer:

In response to your questions about Council’s use of Employee Assistance Programme (EAP) services during the 2023 to 2025 calendar years, Council engaged a single EAP provider during this period, Vitae.

The table below sets out Council’s total expenditure on Employee Assistance Programme services for each year. Amounts are shown as total annual spend for the relevant calendar year.

Employee Assistance Programme expenditure:

Year	EAP Provider	Total Expenditure
2023	Vitae	\$42,720
2024	Vitae	\$32,737
2025	Vitae	\$30,595

Council holds usage information at an aggregated level. The table below sets out the total number of EAP sessions attributable to Vitae, recorded in each year.

Employee Assistance Programme usage:

Year	EAP Provider	Total number of sessions
2023	Vitae	275
2024	Vitae	269
2025	Vitae	275

The services provided through the EAP contract included counselling services accessed by employees via self-referral or manager referral. These services encompassed personal counselling along with career advice, critical incident

support and professional supervision, which are provided through referral processes.

In response to your questions about other employee benefits or programmes related to mental and physical wellbeing, Council offered initiatives including GoodYarn workshops, Mental Health Awareness Week activities, and discounted swim and gym memberships at Council facilities for employees during the period in scope. These examples illustrate the types of wellbeing initiatives offered during this period and are not intended to be exhaustive, as Council does not hold a comprehensive list of all such initiatives.

Council does not hold annual expenditure information for specific employee benefits or programmes such as those related to mental and/or physical wellbeing, at a granular level. Although overall employee wellbeing expenditure is tracked, costs are not recorded or reported against individual benefits or programmes. This part of your request is therefore refused under section 17(g) of the LGOIMA.

You have the right to seek an investigation and review by the Ombudsman of this response. Information about how to make a complaint is available at: [Office of the Ombudsman - Complaints](#), or freephone 0800 802 602.

Please note that this response to your information request may be published on Hutt City Council's website: [Proactive releases - Hutt City Council](#).

Ngā mihi nui



Rebekah van der Splinter

Senior Advisor, Official Information and Privacy