

24 December 2021



Tēnā koe

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

We refer to your official information request dated 20 October 2021 for information about the gender, ethnicity and salaries of Hutt City Council employees. Please note that we have interpreted your request as applying to permanent staff only.

Part of the information you have requested is enclosed. However, we have been unable to provide you with employee information dating back to 2010 because we don't hold it. As you will see we have been able to provide this information back to 2019.

As far as our records show us, we have not received any complaints in relation to our equal employment policy. We therefore must decline your request for this information, under section 17(e) of the LGOIMA 1987, which provides that a request may be refused if the information does not exist. There are no reasonable grounds to believe it is held by, or more closely connected with the functions of, another agency.

You have the right to seek an investigation and review by the Ombudsman of our decisions for this request. 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.

I apologise for the delay in responding to your request.

Nāku noa, nā



Information Management

Encl:-

Decision summary

Appendix A

Appendix B

Appendix C

Decision Summary

Question	Decision	Appendix
<p>1. Data on the number of employees employed by the council (on permanent contracts), broken down by gender and ethnicity and year and whether they work fulltime or part time, per year, since 2010.</p> <p>2. Data on the number of employees employed by the council (on permanent contracts), in senior management positions and whether they work fulltime or part time, broken down, broken down by gender and ethnicity and year, per year, since 2010.</p> <p>3. Data on the number of employees employed by the council (on permanent contracts), in executive positions and whether they work fulltime or part time, broken down by gender and ethnicity and year, per year, since 2010.</p>	<p>Released in part.</p> <p>Statistics for Executive and Senior Management staff have been combined to protect their privacy, under section 7(2)(a).</p>	<p>A</p>
<p>4. Data on the median wage of employees employed by the council (on permanent contracts), broken down by gender and ethnicity and year, per year, since 2010.</p> <p>5. Data on the median wage of employees employed by the council (on permanent contracts), in senior management positions, broken down by gender and ethnicity and year, per year, since 2010.</p> <p>6. Data on the median wage of employees in executive positions, broken down by gender and ethnicity and year, per year, since 2010.</p>	<p>Released in part.</p> <p>Statistics of wages by ethnicity are withheld under section 7(2)(a). to protect staff privacy.</p> <p>Statistics for Executive and Senior Management staff have been combined to protect their privacy, under section 7(2)(a).</p>	<p>B</p>
<p>7. Data on the median wage of employees, broken down by department, gender and ethnicity and year, per year, since 2010.</p>	<p>Refused in full, to protect staff privacy under section 7(2)(a).</p>	
<p>8. Data on the number of employees, broken down by department, gender and ethnicity and year, per year, since 2010.</p>	<p>Released in full.</p>	<p>C</p>

<p>9. Information (including but not limited to reports, briefings, memos, policy documents) on equal employment opportunities (gender and ethnicity) at the council.</p>	<p>Refused under section 17(e), as information does not exist. Hutt City Council is committed to upholding the Human Rights Act 1993, and uses this as its reference document (refer to www.legislation.govt.nz)</p>	
<p>10. Data on complaints of discrimination (based on gender, ethnicity, race, sexual orientation or gender identity, age, disability) by employees at the council, broken down by year, department the complainant works in and the outcome of the complaint (upheld, not upheld), and whether anyone was disciplined</p>	<p>Refused under section 17(e), as information does not exist.</p>	

Appendix A

1. Data on the number of employees employed by the council (on permanent contracts), broken down by gender and ethnicity and year and whether they work fulltime or part time, per year, since 2010.
2. Data on the number of employees employed by the council (on permanent contracts), in senior management positions and whether they work fulltime or part time, broken down, broken down by gender and ethnicity and year, per year, since 2010.
3. Data on the number of employees employed by the council (on permanent contracts), in executive positions and whether they work fulltime or part time, broken down by gender and ethnicity and year, per year, since 2010.

Financial Year End 2019

	Female		Male	
Row Labels	Female Total	Executive and Senior Management	Male Total	Executive and Senior Management
Full-Time Employee	226	12	159	19
Asian & Indian	12		5	1
Ethnic minority or ethnicity unstated	39	2	28	5
Maori	16	2	9	1
NZ European	129	6	102	9
Other European	18	1	6	1
Pacifica	12	1	9	2
Part-Time Employee	83		24	
Asian and Indian	5		0	
Ethnic Minority or ethnicity unstated	10		3	
Maori	4		3	
NZ European	55		14	
Non-NZ European	3		3	
Pacifica	6		1	
Grand Total	309	12	183	19

Financial Year End 2020

Row Labels	Female		Male	
	Female Total	Executive and Senior Management	Male Total	Executive and Senior Management
Full-Time Employee	229	13	164	17
Asian & Indian	15		5	1
Ethnic minority or ethnicity unstated	35	2	29	4
Maori	17	2	12	3
NZ European	136	8	106	6
Other European	15	1	3	1
Pacifica	11		9	2
Part-Time Employee	40		14	
Asian & Indian	2			
Ethnic minority or ethnicity unstated	6		2	
Maori	3		2	
NZ European	23		8	
Non-NZ European	1		1	
Pacifica	5		1	
Grand Total	269	13	178	17

Financial Year End 2021

Row Labels	Female		Male	
	Female Total	Executive and Senior Management	Male Total	Executive and Senior Management
Full-Time Employee	221	10	167	13
Asian & Indian	16		10	1
Ethnic minority or ethnicity unstated	32	2	30	3
Maori	19	1	13	2
NZ European	119	6	104	5
Other European	15	1	2	1
Pacifica	10		8	1
Part-Time Employee	37		10	
Asian and Indian	2			
Ethnic minority or ethnicity unstated	5		1	
Maori	5		2	
NZ European	24		6	
Non-NZ European				
Pacifica	1		1	
Grand Total	248	10	177	13

Appendix B

4. Data on the median wage of employees employed by the council (on permanent contracts), broken down by gender and ethnicity and year, per year, since 2010.
5. Data on the median wage of employees employed by the council (on permanent contracts), in senior management positions, broken down by gender and ethnicity and year, per year, since 2010.
6. Data on the median wage of employees in executive positions, broken down by gender and ethnicity and year, per year, since 2010.

For Executive and Senior Management classifications, average values have been combined and the average value presented, to maintain privacy. Statistics of wages by ethnicity are withheld, under section 7(2)(a). We have used average figures to be consistent as in some categories there are relatively small numbers of individuals.

Financial Year End 2019

Row Labels	Female		Male	
	Female Average Annual Salary	Executive and Senior Management Average Annual Salary	Male Average Annual Salary	Executive and Senior Management Average Annual Salary
Full-Time Employees	\$ 64,274	\$ 145,363	\$ 78,279	\$165,889
Part-Time Employees	\$ 48,634		\$ 45,184	
Grand Total	\$ 60,073	\$ 145,363	\$ 73,938	\$165,889

Financial Year End 2020

Row Labels	Female		Male	
	Female Average Annual Salary	Executive and Senior Management Average Annual Salary	Male Average Annual Salary	Executive and Senior Management Average Annual Salary
Full-Time Employee	\$ 68,946	\$ 188,653	\$ 80,370	
Part-Time Employee	\$ 54,715		\$ 58,898	
Grand Total	\$ 66,830	\$ 188,653	\$ 78,681	\$ 172,039

Financial Year End 2021

Row Labels	Female		Male	
	Female Average Annual Salary	Executive and Senior Management Average Annual Salary	Male Average Annual Salary	Executive and Senior Management Average Annual Salary
Full-Time Employee	\$ 73,067	\$ 209,481	\$ 85,312	\$ 184,753
Part-Time Employee	\$ 62,591		\$ 51,066	
Grand Total	\$ 71,504	\$ 209,481	\$ 83,377	\$ 184,753

Appendix C

7. Data on the number of employees, broken down by department, gender and ethnicity and year, per year, since 2010.

Financial Year End 2019

	Female Total	Male Total
Asian	14	4
Chief Executives Office	1	
City & Community Services	9	1
City Transformation	3	3
Corporate Services	1	
Ethnic Minority	18	13
Chief Executives Office	2	3
City & Community Services	10	5
City Transformation	2	4
Corporate Services	4	1
Indian	3	1
Chief Executives Office	2	
City & Community Services		1
City Transformation	1	
Maori	20	12
City & Community Services	13	9
City Transformation	5	3
Corporate Services	2	
Other European	21	9
Chief Executives Office	2	
City & Community Services	13	7
City Transformation	3	2
Corporate Services	3	
Not Stated	31	18
Chief Executives Office	2	4
City & Community Services	20	10
City Transformation	5	4
Corporate Services	4	
NZ European	184	116
Chief Executives Office	8	13
City & Community Services	117	53
City Transformation	33	40
Corporate Services	26	10
Pacifica	18	10
Chief Executives Office		2
City & Community Services	16	4
City Transformation	2	4
Grand Total	309	183

Financial Year End 2020

	Female Total	Male Total
Asian	13	4
Economy & Development	2	1
Environment & Sustainability	3	2
Neighbourhoods & Communities	6	
Transformation & Resources	2	1
Ethnic Minority	18	15
Economy & Development		2
Environment & Sustainability	2	3
Neighbourhoods & Communities	8	3
Strategy & Engagement	2	3
Transformation & Resources	1	3
Indian	4	1
Environment & Sustainability	1	
Neighbourhoods & Communities	1	1
Transformation & Resources	2	
Maori	20	14
Chief Executives Office	1	1
Economy & Development		2
Environment & Sustainability	3	3
Neighbourhoods & Communities	11	6
Strategy & Engagement	1	
Transformation & Resources	1	
Other European	16	4
Chief Executives Office	1	
Economy & Development	2	2
Environment & Sustainability	1	
Neighbourhoods & Communities	7	1
Strategy & Engagement	2	
Transformation & Resources	2	
Not Stated	23	16
Economy & Development	3	2
Environment & Sustainability	3	3
Neighbourhoods & Communities	12	5
Strategy & Engagement	1	1
Transformation & Resources	3	4
NZ European	159	114
Economy & Development	4	14
Environment & Sustainability	30	38
Neighbourhoods & Communities	59	30
Strategy & Engagement	16	4
Transformation & Resources	27	20
Pacifica	16	10
Economy & Development	1	
Environment & Sustainability	2	4
Neighbourhoods & Communities	7	3
Strategy & Engagement	1	
Transformation & Resources		2
Grand Total	269	178

Financial Year End 2021

	Female Total	Male Total
Asian	15	9
Chief Executives Office	4	
Economy & Development	2	2
Environment & Sustainability	2	4
Neighbourhoods & Communities	5	2
Strategy & Engagement		1
Ethnic Minority	19	19
Chief Executives Office	2	2
Economy & Development		5
Environment & Sustainability	1	5
Neighbourhoods & Communities	6	4
Strategy & Engagement	5	3
Indian	3	1
Chief Executives Office	1	
Environment & Sustainability	1	
Neighbourhoods & Communities	1	1
Maori	24	15
Chief Executives Office	1	2
Economy & Development		2
Environment & Sustainability	2	3
Neighbourhoods & Communities	13	5
Strategy & Engagement	3	1
Other European	15	2
Chief Executives Office	3	
Economy & Development	1	1
Environment & Sustainability	2	
Neighbourhoods & Communities	7	1
Strategy & Engagement	2	
Not Stated	18	12
Chief Executives Office	1	4
Economy & Development	2	
Environment & Sustainability	3	3
Neighbourhoods & Communities	11	4
Strategy & Engagement	1	
NZ European	143	110
Chief Executives Office	21	21
Economy & Development	9	14
Environment & Sustainability	29	35
Neighbourhoods & Communities	47	27
Strategy & Engagement	13	7
Pacifica	11	9
Chief Executives Office	2	
Environment & Sustainability	1	4
Neighbourhoods & Communities	5	4
Strategy & Engagement	2	
Grand Total	248	177