

20 July 2022

Matt Tso

s7(2)(a)

Tēnā koe Matt

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

We refer to your official information request dated 16 June 2022 for the following:

Could you tell me how many staff resigned from Hutt City Council in the years 2017, 2018, 2019, 2020, 2021 and 2022 (closest financial year would also be acceptable if that is more convenient)?

Can you also provide the number of confidentiality and non-disclosure agreements or settlements exiting council employees signed over the same period, and the dollar values of these agreements also broken down by year.

I also request the yearly legal costs for preparing these contracts.

Further, please provide the number of complaints raised by staff concerning bullying and personal grievances for these years, how much has been spent settling them, and the associated legal costs.

Answers to each of your questions are provided below.

Staff resignations from Hutt City Council in the years 2017, 2018, 2019, 2020, 2021 and 2022

Below are those staff classified in payroll as resignations per financial year - this will include various changes, such as a change in employment type, like going from permanent to casual:

2016/17 - 65
2017/18 - 61
2018/19 - 78
2019/20 - 50
2020/21 - 97
2021/22 - 121

As noted above, not all of these numbers reflect resignations. On some occasions when people change roles they are classified as having resigned but are still employed however, this may be under different terms. Also this data excludes our Swim Instructors.

Unfortunately, due to how information is captured in payroll, it's not very easy to respond to queries like this. We have a project as part of our Go Digital Programme which will see us implement a new HRIS & Payroll system.

Due to this request requiring information going back a number of years, this data is based on a report from payroll that has not been verified and is a snapshot of what was recorded in

payroll at the time. Also due to the manual nature of how we need to interpret information that is available to us, we have been unable to verify this information.

The number of confidentiality and non-disclosure agreements or settlements exiting council employees signed over the same period, and the dollar values of these agreements also broken down by year.

Severance payments are listed in our annual reports on our website. For ease of reference these are recorded as:

2016/17 - \$20,000 (1)
2017/18 - nil
2018/19 - \$47,633 (2)
2019/20 - \$146,454 (3)
2020/21 - \$113,259 (5)
2021/22 - nil

The yearly legal costs for preparing these contracts

The legal cost of preparing these contracts cannot be easily separated from other legal costs, therefore, the below costs include all employment related work completed, including a range of advice such as health and safety and terms and conditions of contracts. It is not specific to the preparation of settlement agreements. The costs which include GST, are as follows:

2016/17 - \$32,690
2017/18 - \$17,283
2018/19 - \$52,884
2019/20 - \$25,971
2020/21 - \$38,160
2021/22 - \$22,317

The number of complaints raised by staff concerning bullying and personal grievances for these years, how much has been spent settling them, and the associated legal costs.

We have very few of these and we don't formally record these in a way they can be reported in terms of your request. In relation to costs of settlements, as above, this specific information cannot be provided as legal costs can't be separated and therefore, we have reported total employment related legal costs as outlined above.

You are welcome to contact us further on your request and to make a time to meet with us on it.

In terms of your official request and information provided, 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 www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that this letter may be published on the Council's website.

Nāku noa, nā



Susan Sales
Senior Advisor, Official Information and Privacy