



11 April 2025

David

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Dear David

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

We refer to your official information request dated 14 March 2023 for:

“1- Staff turnover rates for the years 2019–2025

2- Number of staff who have signed confidential settlements/agreements and/or Records of Settlement upon leaving employment at Council, for the period 2019–2025

3- Number of employment related grievance cases, legal or otherwise, for Council for the years 2019–2025”

Answer:

1- Staff turnover rates for the years 2019–2025

Current (as at February 2025) – 16.55%

Jun 24 – 18.28%

Jun 23 – 25.62%

Jun 22 – 38.44%

Jun 21 – 21.45%

Jun 20 – 9.14%

Jun 19 – 13.43%

2- Number of staff who have signed confidential settlements/agreements and/or Records of Settlement upon leaving employment at Council, or the period 2019–2025

The number of confidentiality and non-disclosure agreements or settlements exiting council employees signed and the dollar values of

these agreements broken down by year, are listed in our annual reports on our website: [Annual Reports | Hutt City Council](#)

For ease of reference, these are recorded as:

2018/19 – \$47,633 (2)

2019/20 – \$146,454 (3)

2020/21 – \$113,259 (5)

2021/22 – \$0 (0)

2022/23 – \$900 (1)

2023/24 – \$33,795 (2)

Severance payments for 2024/25 will be reported in the 2025 Annual Report.

3– Number of employment related grievance cases, legal or otherwise, for Council for the years 2019–2025

In 2024 we received four employment related grievances, and to date in 2025 we've received one. Prior to 2024, we haven't formally recorded personal grievances in a way they can be reported.

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 response to your information request may be published on Hutt City Council's website. Please refer to the following link: www.huttcity.govt.nz/council/contactus/make-an-official-information-act-request/proactive-releases

Yours sincerely

Lakna Siriwardena

Legal Operations Advisor