

5 September 2023

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Our reference: LGOIMA

Dear [REDACTED]

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

We refer to your official information request of 8 August 2023, asking for information about human resources and residential rates.

Now that we have finished compiling information for our 2022/23 Annual Report, we provide the following responses.

*For each of the years from 2020 to 2023, how many performance-related dismissals have occurred?*

This information is withheld under section 17(2)(a), to protect the privacy of the individuals concerned.

*For each of the years from 2020 to 2023, what if any compensation has been paid to any staff who were dismissed (to clarify, I am not seeking per-case data, only accrued annual data).*

Severance payments made in any year by Hutt City Council are given in the Council's Annual Reports. The unaudited version of the Annual Report will be published for the Audit and Risk Subcommittee meeting on 26 September 2023 and the Policy, Finance and Strategy Committee on 16 October 2023, and the audited version will be presented at the Council meeting on 30 October 2023. You will be able to find these documents on the Hutt City Council's website on the Infocouncil site.

The unaudited compensation paid for the 2022/23 year is \$900.

Annual Reports for previous years are available on the Council's website on the following link: <https://www.huttcity.govt.nz/council/annual-plans-and-publications/annual-reports>

*As of August 2023, how many FTE roles exist, and how many are currently filed?*

Staff numbers for Hutt City Council are provided in our Annual Report. Full time equivalent staff numbers at 30 June 2023 are 520. As at 5 September 2023, we're recruiting to approximately 60 vacant positions.

*As of August 2023, what is the average and median salary for Hutt City Council managers?*

The combined personnel costs of the five Executive members is provided in the Council's Annual Report, and you will be able to calculate the average (mean) salary from that information. The 2022-23 Annual Report will be published shortly on the Council's website.

The mean average salary for all other Hutt City Council managers is \$106,868 per annum and the median average salary of these managers is \$103,500 per annum.

*As of August 2023, what is the average and median salary for staff classified as working in communications roles?*

The mean average salary for staff classified as working in communications roles is \$93,727 per annum and the median average salary for these staff is \$92,240 per annum.

*As of August 2023, how many FTE infrastructure roles exist, and how many are currently filled?*

We have defined infrastructure roles as being those in the Council's Transport, Water and Riverlink teams. As at 4 September, these teams total 18 FTE (including support staff), and there are approximately 8 vacancies.

*As of August 2023, how many FTE regulatory roles exist, and how many are currently filled?*

We have defined regulatory roles as being those in the Building, Resource Consent, Animal Services, Environmental Health, Parking and LIM teams. As at 4 September 2023, these teams total 87.8 FTE (including support staff) and there are approximately 10 vacancies.

*As of August 2023, how many FTE customer service roles exist, and how many are currently filled?*

We have defined customer service roles as being those in the Council's Contact Centre and Front Counter. As at 4 September 2023, these teams total 8.75 FTE and there are approximately 2 vacancies.

*For each of the years from 2020 to 2023, what if any remuneration has been paid to any contractors or consultants? For each of the years from 2020 to 2023, how many contractors or consultants were employed and what was the average length of engagement?*

The information is not readily available and would require substantial effort to collate. Accordingly, your request for this information is refused under section 17(f) of the LGOIMA.

*On what basis was the answer of \$2,950 average residential rates, provided to the Taxpayers Union survey, arrived at? How does this accord with the figures on page 257 of the Order Paper for the Council meeting held on Friday 30 June 2023, which shows average residential rates higher than that figure in every suburb bar one?*

In short, two very different methodologies are applied. Below is an extract of the methodology requested by TU which is quite different to the far more detailed and complex modelling that is used for the Council papers (such as that of the 30 June 2023 meeting referenced). The detailed modelling looks at the average property value and then does detailed calculations for the various components of rates for that property (targeted rates for wastewater, water supply, waste services and general rates). The TU survey relates to a different financial year compared to the Council paper on 30 June 2023 which is referencing rates for the 2023-24 financial year.

1. Average residential rates

- a. The average **residential** costs of rates and other Council charges, where **average residential costs** =  $(X + Y) / Z$ .
- Please ensure that the figures used (X, Y, and Z) are disclosed in the response, where:
    - o X is the total of all rates (general and targeted) charged by the Council to residential rating units;
    - o Y is the total amount of user charges or levies applicable to residential rating units (for example charges relating to metered water, infrastructure contributions, refuse collection, fire protection etc.); and
    - o Z is the number of residential rating units (however defined by the Council) within the Council's district or city. If the Council does not have a classification for residential, please use the closest definition (such as urban).
  - Please **do not** include Council charges that are not part of the rates demand (for example retail sales of Council rubbish bags).

2. Average non-residential rates

- a. The average **non-residential** costs of rates and other Council charges, where **average non-residential costs** =  $(X + Y) / Z$ .
- Please ensure that the figures used (X, Y, and Z) are disclosed in the response, where:
    - o X is the total of all rates (general and targeted) charged by the Council to rating units except those defined as residential\*;
    - o Y is the total amount of user charges or levies applicable to rating units except those defined as residential\* (for example, charges related to metered water, infrastructure contributions, refuse collection, fire protection etc); and
    - o Z is the number of rating units except those defined as residential\* (however defined by the Council) within the Council's district or city. If the Council does not have a classification for non-residential, please use the closest definition (such as commercial).
  - Please **do not** include Council charges that are not part of the rates demand (for example, retail sales of Council rubbish bags).

\*Please ensure that this definition matches that used to calculate average residential rates so that the respective X values of both requests add up to total rates income for the 2021/2022 Financial Year.

We advise that this response to your information request, including your name, may be published on Hutt City Council's website.

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](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Kind regards



Susan Sales

**Senior Advisor Official Information and Privacy**