

27 June 2025

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NZ Taxpayers' Union

By email: [ratepayers.report@taxpayers.org.nz](mailto:ratepayers.report@taxpayers.org.nz)

Tēnā koe ██████████

## Request for information 2025-175

I refer to your request for information dated 4 June 2025, which was received by Greater Wellington Regional Council (Greater Wellington) on 4 June 2025. You have requested the following:

"I request the following information for the **2023/24 Financial Year**:

### 1. Personnel

1.

- a. The total number of staff dismissed due to poor performance in the last financial year.
- b. If applicable, the FTE number of staff employed by council-controlled organisations.
- c. The total number of staff including those employed by council-controlled organisations receiving remuneration in excess of \$100,000.
- d. The total number of staff including those employed by council-controlled organisations receiving remuneration in excess of \$200,000.
- e. The mean and median remuneration for the Council, and its CCOs.

### 1.1 Management

1.

- a. The FTE number of managers employed
- b. The Taxpayers' Union defines a manager as : any staff member who is responsible for a team of staff, or who has an employees reporting to them and organises them to achieve their department's or organisation's specified goal.
- c. The ratio of management to total staff numbers
- d. The average and median salary of a manager

## **1.2 Communications**

- 1.
  - a. The FTE number of communications and marketing staff employed
  - b. The average and median salary of communications and marketing staff

## **1.3 Core services**

- 1.
  - a. The FTE number of staff employed to work on the delivery and/or maintenance of local infrastructure.
  - b. The Taxpayers' Union defines infrastructure FTE as hours worked by staff who are directly responsible for maintaining council assets and services, including physical involvement in environmental services, stormwater, roading, water supply, wastewater, and solid waste management.
  - c. The FTE number of staff of staff employed to provide regulator functions
  - d. The Taxpayers' Union defines Regulatory FTE as hours worked by staff who are directly responsible for upkeeping and enforcing council functions and income, including parking, democracy services, rates collection, building and planning consents, and health licencing.
  - e. The FTE number of staff employed in customer-facing roles
  - f. The Taxpayers' Union defines Customer Service FTE as hours worked by staff who are directly responsible for communication and providing aid for members of the public, such as libraries, pools, art galleries, venues and events, and customer service, whether in person or by phone.

## **2. Payments to third parties**

1.

- a. The total payments made by the Council (or any council-controlled organisation) to any Chamber of Commerce, including GST.
- b. The total payments made by the Council (or any council-controlled organisation) to Local Government New Zealand (LGNZ), including GST.
- c. The total payments made by the Council (or any council-controlled organisation) to the New Zealand Society of Local Government Managers (SOLGM), including GST.

## **3. Audit and Risk Oversight**

1.

- a. How many members are on the Council's Audit and Risk Committee (or equivalent)?
- b. Does the Council have independent members on the Committee?
- c. Is the Chair of the Committee an independent member?
- d. Does the Council have a lawyer (with a current practising certificate) on the Committee?
- e. Does the Council have an accountant (with a current practising certificate) on the Committee?
- f. Does the Council have a code of conduct requiring political neutrality from Council staff?

## **4. Payments to third parties**

1.

- a. The total payments made by the council or any CCO to any Chamber of Commerce, including GST
- b. The total payments made by Council or its any CCO to Local Government New Zealand (LGNZ), including GST

- c. The total payments made by the Council or any CCO to the New Zealand Society of Local Government Managers (SOLGM) including GST”

**Greater Wellington’s response follows:**

For ease of answering your request, we have renumbered each part of your request.

We note that section 4 of your request repeats section 2.

We advised you on 13 June 2025 that we were transferring those parts of your request relating to CCOs to those CCOs that are subject to the Local Government Official Information and Meetings Act 1987 (the Act), being Wellington Water Limited and WellingtonNZ.

**Personnel**

- 1 The total number of staff dismissed due to poor performance in the last financial year.  
None.
- 2 If applicable, the FTE number of staff employed by council-controlled organisations.  
We transferred this part of your request to WellingtonNZ and Wellington Water.
- 3 The total number of staff including those employed by council-controlled organisations receiving remuneration in excess of \$100,000.  
Greater Wellington’s details are in the table below. There are 425 employees receiving \$100,000+.
- 4 The total number of staff including those employed by council-controlled organisations receiving remuneration in excess of \$200,000.  
Greater Wellington’s details are in the table below. There are 36 employees receiving \$200,000+.
- 5 The mean and median remuneration for the Council, and its CCOs.  
Greater Wellington’s mean remuneration is: \$117,219  
Greater Wellington’s median remuneration is: \$106,590  
These figures are ‘fixed remuneration’ and include base salary, employer superannuation contribution/KiwiSaver, and the value of other benefits provided.

The following table identifies the number of full-time employees, including employees on maternity leave and their fixed term replacements, and the full-time equivalent number of all other part-time, fixed term and casual employees as at the end of the reporting period, 30 June 2024.

	Number of employees	
	2024	2023
\$60,000 and below	5	15
\$60,001 - \$79,999	134	142
\$80,000 - \$99,999	228	193
\$100,000 - \$119,999	124	121
\$120,000 - \$139,999	121	86
\$140,000 - \$159,999	63	37
\$160,000 - \$179,999	45	31
\$180,000 - \$199,999	36	24
\$200,000 - \$239,999	18	14
\$240,000 - \$480,000	18	15
Total employees	782	678
The number of full-time employees as at 30 June	713	606
The full-time equivalent number of all other non-full-time employees	49	51
The number of employees receiving total remuneration of less than \$60,000	5	15

#### *Personnel – Management*

6 The FTE number of managers employed  
181.14 FTE.

7 The ratio of management to total staff numbers  
There were 182 (people leaders) to 600 (general staff) at Greater Wellington as at 30 June 2024.

8 The average and median salary of a manager  
The below figures are base salary:  
Average: \$150,956  
Median: \$148,811

#### *Personnel – Communications*

9 The FTE number of communications and marketing staff employed  
33.5 FTE.

- 10 The average and median salary of communications and marketing staff

The below figures are base salary:

Average: \$105,809

Median: \$94,033

#### *Personnel – Core Services*

- 11 The FTE number of staff employed to work on the delivery and/or maintenance of local infrastructure.

299.19 FTE across the environment and public transport space.

- 12 The FTE number of staff employed to provide regulator functions

54.94 FTE including democratic services, environment regulation and public transport revenue protection staff.

- 13 The FTE number of staff employed in customer-facing roles

34.75 FTE including the contact centre, reception and parks staff.

#### **Payments to Third Parties**

- 14 The total payments made by the Council (or any council-controlled organisation) to any Chamber of Commerce, including GST.

The total payment for the 2023/24 year were:

- Business Central Wellington Chamber of Commerce \$9,467.37
- Hutt Valley Chamber of Commerce \$ 897.00

- 15 The total payments made by the Council (or any council-controlled organisation) to Local Government New Zealand (LGNZ), including GST.

The total payment for the 2023/24 year was \$ 181,003.27

- 16 The total payments made by the Council (or any council-controlled organisation) to the New Zealand Society of Local Government Managers (SOLGM), including GST.

The total payment for the 2023/24 year was \$ 85,280.31

## Audit and Risk Oversight

- 17 How many members are on the Council's Audit and Risk Committee (or equivalent)? and
- 18 Does the Council have independent members on the Committee? and
- 19 Is the Chair of the Committee an independent member?

Council's equivalent committee is the Finance, Risk and Assurance Committee.

The information you have requested for parts 17-19 is published on our website at <https://www.gw.govt.nz/your-council/council-and-councillors/committees/>

We are therefore refusing these three parts of your request under section 17(d) of the Act on the basis that the information requested is publicly available.

- 20 Does the Council have a lawyer (with a current practising certificate) on the Committee? and
- 21 Does the Council have an accountant (with a current practising certificate) on the Committee?

Greater Wellington does not collect the information requested at parts 20 and 21 of your request. We are therefore refusing these parts of your request under section 17(g) of the Act on the basis that information requested is not held by Greater Wellington and we have no grounds for believing that the information is either –

- (i) Held by another local authority or a department or Minister of the Crown or organisation
- (ii) Connected more closely with the functions of another local authority, or a department or Minister of the Crown or organisation.

- 22 Does the Council have a code of conduct requiring political neutrality from Council staff?

Greater Wellington's code of conduct requires staff to:

*Act in a politically neutral manner by:*

- *Ensuring that advice given and actions taken are impartial and maintain public confidence.*
- *Ensuring your individual comments do not compromise Greater Wellington (e.g. by stating or implying that your personal view on an issue is the view of Greater Wellington or putting yourself in a situation where there is an actual or potential conflict of interest).*
- *Ensuring that your activities and contribution to any public debate or discussion are consistent with the need for you to be politically neutral in your work.*

- *Ensuring that you do not publicly criticise Greater Wellington in the performance of its statutory responsibilities.*
- *Ensuring your participation in political matters does not bring you into conflict or the appearance of conflict with your duty to act in a politically neutral manner.*
- *Ensuring that you do not let your personal beliefs or commitments adversely affect your ability to carry out your functions at Greater Wellington.*

If you have any concerns with the decision(s) referred to in this letter, you have the right to request an investigation and review by the Ombudsman under section 27(3) of the Act.

Please note that it is our policy to proactively release our responses to official information requests where appropriate. Our response to your request will be published shortly on Greater Wellington's website with your personal information removed.

Nāku iti noa, nā



**Nicky Chilton**

Kaiwhakahaere Matua Whakamāhorahora | Group Manager People and Culture