

9 July 2025

File Ref: OIAPR-1274023063-39681

By email: [REDACTED]

Tēnā koe [REDACTED]

### **Request for information 2025-182**

I refer to your request for information dated Tuesday, 10 June 2025, which was received by Greater Wellington Regional Council (Greater Wellington) on Tuesday, 10 June 2025. You have requested the following:

- “1. Do GWRC still subsidise the pay of operators to bring their pay up to the Living Wage (which will be \$28.95 on 1 September 2025)?*
- 2. Are considerations made, in the awarding of contracts, e.g to Kinetic, that the successful contractor needs to pay fairly?*
- 3. Will any consideration be given, in the next contract negotiations, to remove split shifts, or to insist as part of the contract that operators are paid or partly recompensed for the three hours they are 'resting' between split shifts?”*

### **Greater Wellington's response follows:**

All bus drivers completing services for Metlink through their respective operator, are paid, at minimum, the living wage. This is a requirement of all operators and contractors of Greater Wellington to meet the Council decision made at the Council meeting on 5 April 2017. For more information on the council decision, you may view the published meeting minutes at: <https://www.gw.govt.nz/your-region/events-and-meetings/council-320/> with item 15 referring to the Living Wage decision. This can be found under section 5 of the meeting minutes.

Greater Wellington officers are engaged with relevant unions and the Bus and Coach Association regarding future bus contracts, noting Greater Wellington is not the employer of the bus drivers.

**Do GWRC still subsidise the pay of operators to bring their pay up to the Living Wage?**

Yes.

**Are considerations made, in the awarding of contracts, that the successful contractor needs to pay fairly?**

Yes. Greater Wellington is committed to becoming an accredited living wage employer. This would mean any person employed by Greater Wellington directly and any person employed to deliver services in our supply chain is paid at least the Living Wage Rate.

**Will any consideration be given, in the next contract negotiations, to remove split shifts, or to insist as part of the contract that operators are paid or partly recompensed for the three hours they are 'resting' between split shifts?**

It is the responsibility of Operators to organise and manage bus driver shift patterns in order to meet the Operator's obligations for the delivery of contracted bus services. Split shifts are used to meet customer needs at peak service times.

Currently Greater Wellington is not considering, for current or future contract negotiations, a requirement for the removal of split shifts, or a requirement for operators to pay drivers for the hours not worked during a split shift. Greater Wellington cannot currently speculate whether this matter will be a consideration at the time negotiations commence.

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



**Samantha Gain**

Kaiwhakahaere Matua Waka-ā-atea | Group Manager Metlink