

29 April 2019



**Request for Official Information responded to under the Local Government and Official Information and Meetings Act 1987 (LGOIMA) – reference: 5249767**

I refer to your information request we received on 9 April requesting the following:

- *How many full time equivalent staff does Kāpiti Coast District Council currently employ?*
- *How many of these full time equivalent staff currently earn under the living wage? (currently at \$21.15 per hour)*
- *Has the Council done any work on what it would cost to pay all its directly employed staff a living wage, and if so, what would that extra cost be?*
- *Has the Council done any work on what it would cost to pay Council contracted workers a living wage, and if so, what would that extra cost be?*

**Council response regarding your request**

As per the Council's 2017/18 Annual Report, the Council's FTE was 331 as at 30 June 2018. This will be updated for the 2018/19 financial year once the audit of the Annual Report is concluded on or before 31 October 2019. This can be viewed on page 130 via the link below:

[Reports, reviews and surveys - Kapiti Coast District Council](#)

The Council is not a living wage employer. Council has eight full time equivalent employees, and 25 part time employees currently earning under the current living wage. The Council uses independent grading for its positions and employees are remunerated based on their experience, skills and performance. No employees are paid less than the minimum adult wage.

The additional cost of being a living wage employer would be borne by ratepayers. Due to affordability constraints across the District, Council has not considered this at this time. Officers are however monitoring Councils within the Wellington region that have adopted the living wage regime.

Yours sincerely



**Dianne Andrew**  
Organisational Development Manager  
Te Kaihautū mo te Hunga Mahi