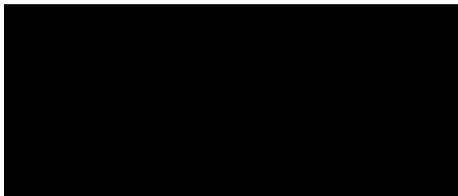


24 September 2019



**Request for Official Information responded to under the Local Government and Official Information and Meetings Act 1987 (LGOIMA) – reference: 5804792**

I refer to your information request we received on 2 September 2019 requesting the following:

*Today an election candidate told the public that council had confirmed there were 4 fulltime staff and 25 or 28 part time staff employed at KCDC who are paid an hourly rate less than the current NZ living wage of \$21.15 per hour. Can you please confirm if this is correct?*

*Can you please confirm the cost per annum of raising their wages to meet the living wage criteria?*

*Note in 2017-2018 when the C.E. was asked this question, the response from the Accountants (You and Mark) was that it was a \$1.9 million dollar question with a rates impact of 4%, so I ask please for an update of the rates impact of becoming a Living wage council.*

**Council response regarding your request**

As at 29 April 2019 the Council had 8 full-time employees, 24 part-time employees and one fixed-term employee paid under the living wage.

The cost of raising wages immediately to the current living wage figure would likely be in the range of \$75,000 to \$130,000 per annum, pending number of hours worked. This would then need to be factored into future salary budgets. In addition, a further and a more significant cost would result from addressing the relativity issues which would result from any such across the board increase.

The Council is looking to review the organisational remuneration structure this financial year and this work will include reviewing living wage options and any plan to effectively address internal relativity issues. Until such work is fully completed I cannot provide an accurate estimate of how such remuneration changes would impact overall on rates.

Yours sincerely



**Mark de Haast**  
Group Manager Corporate Services  
Te Kaihautū Ratonga Tōpū