

OIR: 2526/256

3 February 2026

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Kia ora

Request for Information under the Local Government Official Information and Meetings Act 1987 (the Act) (the LGOIMA)

Thank you for your email of **20 January 2026** requesting the following information in relation to the 2024/25 financial year:

1. Personnel as at 30 June 2025

- ***The total number of council staff dismissed due to poor performance in the financial year.***

There has been no council staff dismissed due to poor performance during this period.

- ***The total FTE number of staff employed by the council, excluding council-controlled organisations.***

The Council employed 414 FTE employees as at 30 June 2025 as per note 24 of the Annual Report 2024/25.

- ***If applicable, the FTE number of staff employed by CCOs.***

This is not applicable as Council does not operate a CCO.

- ***The total number of staff (non-FTE, including casual staff). If applicable, include CCOs separately.***

The Council had an employee headcount of 548 employees (including Casual staff) as at 30 June 2025.

Please note that any information provided in response to your request may be published on the Council website, with your personal details removed.

- ***The total number of staff including those employed by CCOs receiving remuneration in excess of \$100,000.***

The Council has 174 employees whose remuneration is \$100,000 or higher per annum as at 30 June 2025.

- ***The total number of staff including those employed by CCOs receiving remuneration in excess of \$200,000.***

The Council has 8 employees whose remuneration is \$200,000 or higher per annum as at 30 June 2025 as per note 24 of the Annual Report 2024/25.

- ***The total number of staff including those employed by council-controlled organisations receiving remuneration in excess of \$256,800 (equivalent to a minister outside of Cabinet).***

The Council has 4 employees whose remuneration is \$256,800 or higher per annum as at 30 June 2025. This includes the CE position.

- ***The mean and median remuneration for Council staff.***

The mean remuneration for council staff was \$87,734 and the median remuneration is \$82,540, these annual salaries are prorated for those employees that work part-time. Note this excludes casuals by nature of their employment.

- ***The mean and median remuneration for CCO staff.***

This is not applicable as the Council does not operate a CCO.

2.1 Management

- ***The FTE number of managers employed by the council and, if applicable, the number of managers employed by CCOs as at 30 June 2025. The Taxpayers' Union defines a manager as: any staff member who is responsible for a team of staff, or who has an employee/employees reporting to them and organises them to achieve their department's or organisation's specified goal. The Chief Executive team is included in this definition.***

The Council employed 94 managers.

- ***The ratio of management to total staff numbers. If applicable, please provide a ratio for the group, including CCOs, and a ratio for the council parent.***

Across the Council as at 30 June 2025, the ratio of management to staff was 1:6.

- ***The average and median salary of a manager. If applicable, please provide for both the group, including CCOs, and the council parent.***

The average remuneration for managers in the Council was \$143,013 and the median remuneration is \$137,226, remuneration is prorated for those employees that work part-time.

2.2. Communications

- ***The FTE number of communications & marketing staff employed by the council and, if applicable, the number of communications & marketing staff employed by CCOs.***

The Council had 11 employees working in communications and marketing.

- ***The average and median salary of communications & marketing staff. If applicable, please provide for both the group, including CCOs, and the council parent.***

The mean remuneration for council staff was \$109,342 and the median remuneration is \$113,739, these annual rates are pro-rata for those employees that work part-time.

3. Audit and Risk Oversight

- ***How many members are on the Council's Audit and Risk Committee (or equivalent)?***

For both the 2022-2025 and the 2025-2028 triennium, the Council has established a Risk and Assurance Committee consisting of seven members. The 2022-2025 triennium ended in October 2025 and the new 2025-2028 triennium commenced that same month.

- ***Of those members, how many are elected and how many are independent of the council?***

For the 2022-2025 triennium, the Risk and Assurance Committee comprised four elected and three non-elected members. The three non-elected members consisted of two independent members and one mana whenua representative. For the 2025-2028 triennium, the Risk and Assurance Committee comprises five elected members and two independent members. No provision for a mana whenua representative has been made this triennium.

- ***Is the Chair of the Committee an independent member?***

For both triennia, the Chair was/is an independent member.

- ***Does the Council have a lawyer (with a current practising certificate) on the Committee?***

For the 2022-2025 triennium, one of the independent members held a current practicing certificate and had an extensive legal background. On 29 January 2026, the Council made its appointments of the independent Chair and member to the Risk and Assurance Committee and one member has a current practicing certificate and an extensive legal background.

- ***Does the Council have an accountant (with a current practising certificate or a full member of the Chartered Accountants Australia and New Zealand) on the Committee?***

For the 2022-2025 triennium, one of the independent members was a Fellow Chartered Accountant and had an extensive accounting background. On 29 January 2026, the Council made its appointments of the independent Chair and member to the Risk and Assurance Committee and one member is a Fellow Chartered Accountant.

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

Yes, the Council's code of conduct has a provision requiring political neutrality when undertaking any duties relating to an employee's role at the Council.

4. *Unelected members*

- ***Please list all appointments of unelected members onto council committees with spending and regulatory powers.***

The Council's Governance Structure and Delegations 2025-2028 document referencing all non-elected member appointments made by Council has been attached. The document contains all appointed members under each committee. A number of vacant positions within the Governance Structure have yet to be filled.

5. *Payments to third parties*

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

The Council paid \$2,227.50 including GST between 1 July 2024 and 30 June 2025.

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

The Council paid \$113,648.16 including GST between 1 July 2024 and 30 June 2025.

- ***The total payments made by the Council (or any council-controlled organisation) to the Taituarā including GST.***

The Council paid \$84,407.16 including GST between 1 July 2024 and 30 June 2025.

Ngā mihi,



Mark de Haast
Group Manager Corporate Services
Te Kaihautū Ratonga Tōpū