

22 June 2023

Via email: [REDACTED]

Dear [REDACTED]

Official Information Request for Staff Recruitment Information Ref: OIA 040/23

We refer to your official information request dated 3 May 2023 for staff recruitment information.

The information you have requested is below marked in red:

I request, under the Local Government Official Information and Meetings Act, the following information:

1. Amount BDC spent on recruitment in each of these financial years: 2018, 2019, 2020, 2021 and 2022.
 - **2018: \$1,500**
 - **2019: \$12,900**
 - **2020: \$2,140**
 - **2021: \$11,415**
 - **2022: \$20,305**
2. Amount paid out in disbursements related to recruiting in each of those years.
 - **2018: \$744**
 - **2019: \$11,705 (Included reallocation costs of 2 employees)**
 - **2020: \$0**
 - **2021: \$3,900 (Reallocation costs of 2 employees)**
 - **2022: \$530**
3. Number of staff who were recruited to BDC in each of those years.
 - **1/4/2017 – 31/03/2018: 12**
 - **1/4/2018 – 31/03/2019: 27**
 - **1/4/2019 – 31/03/2020: 38**
 - **1/4/2020 – 31/03/2021: 43**
 - **1/4/2021 – 31/03/2022: 45**

4. Number of staff who left BDC in each of those years.
- **1/4/2017 – 31/03/2018: 16**
 - **1/4/2018 – 31/03/2019: 19**
 - **1/4/2019 – 31/03/2020: 29**
 - **1/4/2020 – 31/03/2021: 36**
 - **1/4/2021 – 31/03/2022: 31**
5. Of those departed staff, how many had stayed: Fewer than six months? Less than one year? Fewer than two years? More than two years?
- **01/04/2017 – 31/03/2018:**
 - **Less than 6 months: 2**
 - **Less than 1 year: 4**
 - **Less than 2 years: 1**
 - **More than 2 years: 9**
 - **01/04/2018 – 31/03/2019:**
 - **Less than 6 months: 4**
 - **Less than 1 year: 2**
 - **Less than 2 years: 0**
 - **More than 2 years: 13**
 - **01/04/2019 - 31/03/2020:**
 - **Less than 6 months: 11**
 - **Less than 1 year: 4**
 - **Less than 2 years: 3**
 - **More than 2 years: 11**
 - **01/04/2020 – 31/03/2021:**
 - **Less than 6 months: 16**
 - **Less than 1 year: 8**
 - **Less than 2 years: 2**
 - **More than 2 years: 10**
 - **01/04/2021 – 31/03/2022:**
 - **Less than 6 months: 17**
 - **Less than 1 year: 2**
 - **Less than 2 years: 2**
 - **More than 2 years: 10**

Please note that included in the above (Mainly less than 6 month periods) is fixed term contracts and thus the employee has a fixed termination date.

6. Any council commentary on trends or changes in recruitment and retention in those five years.

Staff numbers as at 30 June in each of the 5 years are:

2018 : 70
2019 : 79
2020 : 82
2021 : 94
2022 : 121

Council employees numbers have lifted since 2018 for a variety of reasons.

This is due to greater regulatory requirements and filling roles that were previously vacant and to meet required levels of service.

Flood recovery works have seen the greatest need for additional staff in this period with the majority not continuing with the council as employees since June 2022 as their contracts end.

Of the 43 employees departing in the 2023 year, 12 were related to recovery work. Thus for business as usual, there were 31 employees that departed during the 2022/23 year.

7. Amount BDC spent on recruitment consultants' fees in each of these years: 2018, 2019, 2020, 2021 and 2022.
 - **2018: \$12,000**
8. Number of recruitment consultants contracted in each of those years.
 - **2018: 1**
9. Any council commentary on trends in contracting recruitment consultants in those five years.

BDC used Jackson Stone during the 2022/23 financial year to assist in CEO recruiting, and Keith Marshall in 2018 to assist in CEO recruiting.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

If you wish to discuss this decision with us, please feel free to contact the Buller District Council by return email to lgoima@bdc.govt.nz.

Please note that it is our policy to proactively release our responses to official information requests where possible. Our response to your request will be published shortly at <https://bullerdc.govt.nz/district-council/your-council/request-for-official-information/responses-to-lgoima-requests/> with your personal information removed.

Kind regards



Douglas Marshall
Chief Financial Officer (Contractor)