

Date released: 25 May 2023

Request: OIA-1195



Phone +64 3 433 0300

Web www.waitaki.govt.nz

Office 20 Thames Street
Private Bag 50058

Original LGOIMA Request:

I write on behalf of Living Wage Waitaki. I trust and hope that this letter finds you and your team – especially those responding to this LGOIMA – well. Our group was established in 2020 to campaign and advocate for a Living Wage for all employees within the Waitaki region. As you likely know, the Government has committed to paying the Living Wage to all people employed in core public services, including contractors. We believe this commitment should be extended to everyone in the Waitaki. We request the following information under the Local Government Official Information and Meetings Act 1987 (LGOIMA). Please could you provide us with the following information?

1. How many employees does the Waitaki District Council have?
2. How many are in fulltime employment (37.5 hours a week or more)?
3. How many are in part-time or casual employment (fewer than 37.5 hours per week)?
4. Does your organisation offer unpaid internships? If so, how many such internships is your organisation running at present?
5. Do you rely on volunteers to do some jobs for the council which were previously paid posts? If so, how many such volunteers do you have, and how many hours of work per year are undertaken by those volunteers?
6. How many employees (whether part time or full-time) are currently paid at or above a living wage, calculated for the purposes of this letter at \$26.00 gross per hour? Of those, how many are salaried, and how many are not?
7. How many of your organisation's employees are paid less than \$26.00 per hour, whether as per their contract/employment agreement or as a calculation of their salary (i.e. their gross income divided by the hours they work)?
8. What would the increase in expenditure be (as both a dollar amount and as a percentage increase) if your organisation adopted a living wage policy for your employees? i.e. How much would it cost to ensure that all council employees are paid a living wage?
9. Please state how much that sum would be if it were a percentage of the rates budgeted for the current and next financial years. Please state the start and end dates of those financial years.

10. Please state - as a percentage of the total expenditure of Council budgeted for the current and next financial years - what the increase in expenditure would be (as both a dollar amount and as a percentage increase) if your organisation adopted a living wage policy for your employees. Please state the start and end dates of those financial years.

11. Ditto the cost in respect of contractors if your organisation adopted a living wage for these employees?

12. Please provide the total budgeted expenditure for staff at Council in the most recent completed financial year, the current year and the next, and please state the start and end dates for each of those periods.

Official LGOIMA Response: Council Officers have reviewed your request and have collated the answers in red.

1. How many employees does the Waitaki District Council have? *As at 1 May 2023, we have 277 total employees (including part-time and casuals)*
2. How many are in fulltime employment (37.5 hours a week or more)? *As at 1 May 2023, 164*
3. How many are in part-time or casual employment (fewer than 37.5 hours per week)? *As at 1 May 2023, 113*
4. Does your organisation offer unpaid internships? If so, how many such internships is your organisation running at present? *We have offered internships in the past but have none currently.*
5. Do you rely on volunteers to do some jobs for the council which were previously paid posts? If so, how many such volunteers do you have, and how many hours of work per year are undertaken by those volunteers?

No, the Council does not rely on volunteers for any jobs that were previously paid roles. Across Council facilities there are approximately 100 volunteers who undertake a variety of tasks such as ushering, helping with exhibition openings, greeting visitors and creating genealogical indexes from archive records. On average, volunteers have worked slightly over 300 hours per month across our facilities (libraries, museum, archive, gallery, opera house), totalling 3764.40 hours over the May 2022 – April 2023 period, (it should be noted that the full figures for April 2023 are not yet completed).

6. How many employees (whether part time or full-time) are currently paid at or above a living wage, calculated for the purposes of this letter at **\$26.00** gross per hour? Of those, how many are salaried, and how many are not? *As at 1 May, 196. Of these 192 are salaried and 4 are on wages.*
7. How many of your organisation's employees are paid less than **\$26.00** per hour, whether as per their contract/employment agreement or as a calculation of their salary (i.e. their gross income divided by the hours they work)?

*As at 1 May, there are 67 employees currently paid less than **\$26.00**/hour. Of this number, 3 of these are full-time permanent, 20 are part-time permanent, 1 is full-time fixed term and the remaining 43 are casuals which may or may not work with us again, given the nature of their employment. There are no full-time employees under this rate.*

8. What would the increase in expenditure be (as both a dollar amount and as a percentage increase) if your organisation adopted a living wage policy for your employees? i.e. How much would it cost to ensure that all council employees are paid a living wage?

This can only be calculated for the current 23 full-time or part-time permanent staff and 1 full-time fixed term staff member, as by the very nature of casual employees, there are no set hours to use to calculate this figure.

Based on current rates of pay, the cost of bringing each of these staff members up to the September 2023 Living Wage rate ranges between 1.08% and 13.39% increase (an average of 6.4%)

Some or all of this may also be addressed via our usual annual internal remuneration review process coming up shortly.

Projected for year end 30 June 2023 to be \$87,391

This is an estimate only based on assumed hours worked.

A number of the people with Payrates less than **\$26.00** have not been paid during the year to date, so projection for them is \$0

9. Please state how much that sum would be if it were a percentage of the rates budgeted for the current and next financial years. Please state the start and end dates of those financial years.

For year ended 30 June 2023 0.23%

For year ended 30 June 2024 0.21%

10. Please state - as a percentage of the total expenditure of Council budgeted for the current and next financial years - what the increase in expenditure would be (as both a dollar amount and as a percentage increase) if your organisation adopted a living wage policy for your employees. Please state the start and end dates of those financial years.

For year ended 30 June 2023 0.08%

For year ended 30 June 2024 0.06% based on draft annual plan workings

11. Ditto the cost in respect of contractors if your organisation adopted a living wage for these employees?

Council is unable to influence pay rates used by our contractors and cannot require contractors to divulge this information.

12. Please provide the total budgeted expenditure for staff at Council in the most recent completed financial year, the current year and the next, and please state the start and end dates for each of those periods.

Year ended 30 June 2022 actual Wages and Salaries \$14,834,912

Year ended 30 June 2023 budget Wages and Salaries \$ 15,332,000

Year ended 30 June 2024 budget Wages and Salaries \$ 19,043,000