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Request: OIA-1345

Original LGOIMA Request:

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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? If you are unsure how many hours would be 'casual', please use the casual hours that were paid out last year as a guide and show the figure for this amount separately from the amount for Council's permanent staff.
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? Please do not supply the answer that was provided last year. Council is able to influence pay rates used by contractors and can request that contractors divulge this information. Council already has a precedent - Council does require contractors to meet specific safety standards in order to be permitted to do contract work for Council.
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:

Please refer to page 134 of the Waitaki District Council 2022-2023 Annual Report Pūroko ā-Tau [2022-23-annual-report.pdf \(waitaki.govt.nz\)](#) to view figures on employee staffing levels and remuneration.

1. How many employees does the Waitaki District Council have?

As at 30 June 2023, Waitaki District Council had 266 employees.

2. How many are in fulltime employment (37.5 hours a week or more)?

As at 30 June 2023, Waitaki District Council had 157 full-time employees.

3. How many are in part-time or casual employment (fewer than 37.5 hours per week)?

As at 30 June 2023, Waitaki District Council had 109 part-time or casual employees.

4. Does your organisation offer unpaid internships? If so, how many such internships is your organisation running at present?

No, Council does not currently offer unpaid internships.

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, volunteers are not rostered on for paid work. Volunteers do not hold the same level of responsibility as paid employees and are not expected to perform tasks of the same degree.

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 30 June 2023, the living wage was \$23.65 per hour, and Waitaki District Council paid 265 employees at or above this rate. There was one casual employee paid under this rate. After the living wage was increased to \$26.00 per hour on 1 September 2023, 242 of the 266 employees received at or above \$26.00 per hour. Of the 242, 215 were salaried employees, and the remaining 27 were 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)?

After the living wage was increased to \$26.00 per hour on 1 September 2023, 24 part-time or casual employees are paid 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? If you are unsure how many hours would be 'casual', please use the casual hours that were paid out last year as a guide and show the figure for this amount separately from the amount for Council's permanent staff.

If the 24 part-time or casual employees were increased to the living wage, based on the hours they worked in the 30 June 2023 financial year, the total increase in expenditure would have been \$232,000 or 0.3%. However, if Waitaki District Council adopted a living wage policy, then there would need to be a relativity adjustment investigated across all staff, the cost of which would likely be significantly higher.

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.

The \$232,000 direct cost above, represents 0.6% of the rates budgeted for the 1 July 2023 – 30 June 2024 financial year, and 0.5% of the rates budgeted for the 1 July 2024 – 30 June 2025 financial year.

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.

The \$232,000 direct cost above, represents 0.3% of total expenditure budgeted for the 1 July 2023 – 30 June 2024 financial year, and 0.3% of total expenditure budgeted for the 1 July 2024 – 30 June 2025 financial year. However, if Waitaki District Council adopted a living wage policy, then there would need to be a relativity adjustment investigated across all staff, the cost of which would likely be significantly higher. This can also not be quantified at this time.

11. Ditto the cost in respect of contractors if your organisation adopted a living wage for these employees? Please do not supply the answer that was provided last year. Council is able to influence pay rates used by contractors and can request that contractors divulge this information. Council already has a precedent - Council does require contractors to meet specific safety standards in order to be permitted to do contract work for Council.

As outlined last year, Waitaki District Council cannot directly influence pay rates used by contractors. It is not appropriate or practical to request that all contractors divulge this information. Waitaki District Council must require its contractors abide by safety standards and also meet health and safety policies set by Council. There are no such legal or policy requirements regarding the living wage.

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.

The total budgeted payroll cost for the 1 July 2022 – 30 June 2023 financial year was \$15,067,000. It is \$17,730,000 for the 1 July 2023 – 30 June 2024 financial year, and \$18,295,000 for the 1 July 2024 – 30 June 2025 financial year.