

2 July 2025

Dear [REDACTED]

### Local Government Official Information Request

Thank you for your request for information from Council. All requests to the Council for information are required to be considered in accordance with the Local Government Official Information and Meetings Act 1987 (LGOIMA). More information about how the Council handles LGOIMA requests can be found in the Council's LGOIMA Request Policy which is available on the Council's website.

Your request for information was received on 5 June 2025 and requested information in preparation for the Taxpayers' Union Ratepayers' Report for the 2023/24 financial year. Your questions and our response can be found below, and are correct as at 30 June 2024:

#### 1. Personnel

- a) The total number of staff dismissed due to poor performance in the last financial year.

**Response**

There were no staff dismissed due to poor performance in the last financial year.

- b) If applicable, the FTE number of staff employed by council-controlled organisations.

**Response**

None.

- c) The total number of staff including those employed by council-controlled organisations receiving remuneration in excess of \$100,000.

**Response**

There are 32 staff, including those employed by council-controlled organisations, receiving remuneration in excess of \$100,000.

- d) The total number of staff including those employed by council-controlled organisations receiving remuneration in excess of \$200,000.

**Response**

There was 1 member of staff receiving remuneration in excess of \$200,000.

- e) The mean and median remuneration for the Council, and its CCOs.

**Response**

The mean salary is \$78,200. The median salary is \$71,100.

#### 1.1 Management

- a) The FTE number of managers employed

**Response**

The FTE number of managers employed is 22.

- b) The Taxpayers' Union defines a manager as: any staff member who is responsible for a team of staff, or who has employees reporting to them and organises them to achieve their department's or organisation's specified goal.

*Making this place home.*

***Response***

We have treated b) as clarifying comments.

- c) The ratio of management to total staff numbers

***Response***

The ratio of management to total staff numbers is 25:99.

- d) The average and median salary of a manager

***Response***

The average (mean) is \$122,200; and the median is \$111,800, based on manager pay band midpoints.

**1.2 Communications**

- a) The FTE number of communications and marketing staff employed

***Response***

The FTE number of communications and marketing staff employed is 2.75.

- b) The average and median salary of communications and marketing staff

***Response***

Under section 7(2)(a) of the Local Government Official Information & Meetings Act, Council is unable to provide this for privacy reasons, due to the small number of communications and marketing employees.

**1.3 Core services**

- a) The FTE number of staff employed to work on the delivery and/or maintenance of local infrastructure.

***Response***

1 – noting that infrastructure was a contracted service in 2023/24.

- b) The Taxpayers' Union defines infrastructure FTE as hours worked by staff who are directly responsible for maintaining council assets and services, including physical involvement in environmental services, stormwater, roading, water supply, wastewater, and solid waste management.

***Response***

We have treated b) as clarifying comments.

- c) The FTE number of staff employed to provide regulator functions

***Response***

The FTE number of staff in these roles is 12.

- d) The Taxpayers' Union defines Regulatory FTE as hours worked by staff who are directly responsible for upkeeping and enforcing council functions and income, including parking, democracy services, rates collection, building and planning consents, and health licencing.

***Response***

We have treated d) as clarifying comments.

- e) The FTE number of staff employed in customer-facing roles.

***Response***

The FTE number of staff in these roles is 21.

- f) The Taxpayers' Union defines Customer Service FTE as hours worked by staff who are directly responsible for communication and providing aid for members of the public, such as libraries, pools, art galleries, venues and events, and customer service, whether in person or by phone.

**g) Response**

We have treated f) as clarifying comments.

**2. Payments to third parties**

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

**Response**

The total of payments made to a Chamber of Commerce is \$414.

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

**Response**

The total of payments made to LGNZ is \$52,459.

- c) The total payments made by the Council (or any council-controlled organisation) to the New Zealand Society of Local Government Managers (SOLGM), including GST.

**Response**

The total of payments made to SOLGM (now known as Taituarā) is \$39,828.

**3. Audit and Risk Oversight**

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

**Response**

Council's equivalent committee is called Risk and Assurance, which has six members.

- b) Does the Council have independent members on the Committee?

**Response**

Yes – Council as one independent member.

- c) Is the Chair of the Committee an independent member?

**Response**

Yes.

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

**Response**

No.

- e) Does the Council have an accountant (with a current practising certificate) on the Committee?

**Response**

Yes – the independent chair.

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

**Response**

Yes – Council has 'Local Elections 2025 Protocols for Staff' and a Standards of Integrity and Conduct Policy.

**4. Payments to third parties**

- a) The total payments made by the council or any CCO to any Chamber of Commerce, including GST

**Response**

Refer to question 2 above: Payments to third parties.

- b) The total payments made by Council or its any CCO to Local Government New Zealand (LGNZ), including GST

***Response***

Refer to question 2 above: Payments to third parties.

- c) The total payments made by the Council or any CCO to the New Zealand Society of Local Government Managers (SOLGM) including GST

***Response***

Refer to question 2 above: Payments to third parties.

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](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Please note that it is our policy to proactively release our responses to official information requests, where appropriate. Our response to your request will be published shortly at <https://www.rangitikei.govt.nz/council/about/contact-us/official-information> with your personal information removed.

If you wish to discuss this decision with us, please feel free to contact Alicia Hansen 06 327 0099.

Yours sincerely



Katrina Gray  
**Group Manager Strategy, Community & Democracy**