



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

**Response:**

The total number of staff (non-FTE, and including casuals) as of 30 June 2025 was 139, including 134 permanent staff and five casuals.

Council holds a 14% share in one Council Controlled Organisation (CCO). However, Council does not employ any of the staff of that CCO, and on that basis there are nil (0) staff employed by Council through a CCO.

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

**Response:**

As of 30 June 2025, there were 37 staff employed by Council who received remuneration in excess of \$100,000.

Council holds a 14% share in one Council Controlled Organisation (CCO). However, Council does not employ any of the staff of that CCO and therefore does not hold remuneration data for those staff. For clarity, under Section 17(e) of the LGOIMA, Council cannot answer this question because the information is not held by Council.

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

**Response:**

Due to the low number of staff in this category we are refusing to answer this question in the format requested under Section 7(2)(a) of the LGOIMA (protect the privacy of natural persons). Alternatively, please refer to page 102 of the 2024/25 Annual Report via the link below:

[RDC-Annual-Report-2024\\_25-Web.pdf](#)

Council holds a 14% share in one Council Controlled Organisation (CCO). However, Council does not employ any of the staff of that CCO and therefore does not hold remuneration data for those staff. For clarity, under Section 17(e) of the LGOIMA, Council cannot answer this question because the information is not held by Council.

- g. 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).

**Response:**

As of 30 June 2025, there was one staff member employed by Council who received remuneration in excess of \$256,800.

Council holds a 14% share in one Council Controlled Organisation (CCO). However, Council does not employ any of the staff of that CCO and therefore does not hold remuneration data for those staff. For clarity, under Section 17(e) of the LGOIMA, Council cannot answer this question because the information is not held by Council.

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

**Response:**

As of 30 June 2025:

- The mean remuneration for Council Staff was \$84,947
- The median remuneration for Council staff was \$80,742

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

**Response:**

Council holds a 14% share in one CCO. However, Council does not employ any of the staff of that CCO and therefore does not hold remuneration data for those staff. For clarity, under Section 17(e) of the LGOIMA, Council cannot answer this question because the information is not held by Council.

### **Section 2.1: Management**

- a. The FTE number of managers employed by the council and, if applicable, the number of managers employed by CCOs as of 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.*

**Response:**

As of 30 June 2025 the FTE number of managers employed by Council, according to the definition provided, was 31.

Council holds a 14% share in one CCO. However, Council does not employ any of the staff of that CCO, and on that basis there are nil (0) managers directly employed by Council through a CCO.

- b. 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.

**Response:**

As of 30 June 2025, the ratio of management to total staff numbers is 31:139. For clarity, the ratio of managers to staff is 1:4.5.

Council holds a 14% share in one CCO. However, Council does not employ any of the staff of that CCO, and on that basis there are nil (0) managers employed by Council through a CCO. Therefore, there is no applicable ratio to report in respect of the CCO.

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

**Response:**

As of 30 June 2025:

- The average salary for a manager employed by Council, according to the definition of manager above, was: \$127,313
- The mean salary for a manager employed by Council, according to the definition of manager above, was: \$119,499

Council holds a 14% share in one CCO. However, Council does not employ any of the staff of that CCO and therefore does not hold remuneration data for those staff. For clarity, under Section 17(e) of the LGOIMA, Council cannot answer this question because the information is not held by Council.

## **Section 2.2: Communications**

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

**Response:**

As of 30 June 2025, the FTE number of communications and marketing staff employed by Council was 2.9.

Council holds a 14% share in one CCO. However, Council does not employ any of the staff of that CCO, and on that basis there are nil (0) communications and marketing staff directly employed by Council through a CCO.

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

**Response:**

Council is refusing to answer your request for the average/mean salary of communications and marketing staff under section 7(2)(a) of the LGOIMA, as making this information available would be likely to identify the remuneration of individual employees, and withholding is necessary to protect their privacy.

## **Section 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 the Risk/Assurance Committee, which had six members as of 30 June 2025.

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

**Response:**

Five members were elected members, and one member was an independent member.

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

**Response:**

Yes, for the 2024/2025 financial year, the Chair of the Risk/Assurance Committee was an independent member.

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

**Response:**

No, for the 2024/2025 financial year, there was not a lawyer (with a current practising certificate) on the Risk /Assurance Committee.

- e. 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?

**Response:**

Yes, for the 2024/2025 financial year, there was an accountant (with a current practising certificate or a full member of the Chartered Accountants Australia and New Zealand) on the Risk /Assurance Committee.

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

**Response:**

Yes – Council has a Standards of Integrity and Conduct Policy, together with Election Protocols, requiring political neutrality from staff.

**Section 4: *Unelected members***

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

**Response:**

During the 2024/25 financial year, there were no independent members on Council committees with spending or regulatory powers. It is noted for clarity that during 2024/25 Council had community committees with authority to spend a small projects budget. Members on these committees are nominated from within the community, with a council representative.

## **Section 5: *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 payments made by Council to any Chamber of Commerce, during the 2024/2025 financial year was \$1,449 including GST.

Council holds a 14% share in one CCO. Council did not contribute any expenditure to any Chamber of Commerce during the 2024/2025 financial year, through its share in the CCO.

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

**Response:**

The total payments made by Council to Local Government New Zealand (LGNZ), during the 2024/2025 financial year was \$63,699 including GST.

Council holds a 14% share in one CCO. Council did not contribute any expenditure to Local Government New Zealand (LGNZ) during the 2024/2025 financial year, through its share in the CCO.

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

**Response:**

The total payments made by Council to Taituarā, during the 2024/2025 financial year was \$29,296 including GST.

Council holds a 14% share in one CCO. Council did not contribute any expenditure to Taituarā during the 2024/2025 financial year, through its share in the CCO.

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 RDC Official Information - Proactive Release with your personal information removed.

If you wish to discuss this decision with us, please feel free to email [lgoima@rangitikei.govt.nz](mailto:lgoima@rangitikei.govt.nz).

Yours sincerely

LGOIMA Officer  
**Rangitikei District Council**