

21 May 2020

LGOIMA No. 8140006472
(Please quote this in any correspondence)

Simon Veritas

By Email: fyi-request-12337-f696225c@requests.fyi.org.nz

Dear Simon

Local Government Official Information And Meetings Act 1987

Hiring practices and direct selection

I refer to your email which we received on 01 March 2020, requesting information on hiring practices and direct selection at Auckland Council. I also refer to my email to you on 27 March 2020, extending the timeframe for us to respond to your request. Thank you for your patience while we have worked on this response.

Our response to your questions is as follows:

What is the position band of the Executive Officer of Regulatory Services?

The position band of the Executive Officer of Regulatory Services is band K.

Mr Craig Hobbs (Regulatory Services Director) is also happy to discuss any concerns you may have. To arrange a phone call or meeting, please contact Mr Hobbs by email: craig.hobbs@aucklandcouncil.govt.nz or phone: 027 454 8845.

Across Auckland Council, how many positions of this band or higher were filled in the 2019 calendar year?

In 2019 there were 38 positions filled at band K or higher within Auckland Council. Of these 38 roles:

- seven roles (18.42%) were filled by direct appointment;
- 23 roles (60.53%) were filled following an internal process; and
- one role (2.63%) was filled following an external process.

Additionally, four roles (10.53%) were filled through a change process, two roles (5.26%) were filled through an internal expressions of interest process and one role was a position change.

Is there any internal Council policy or procedure that specifies what being a "good employer" means in terms of advertising vacancies and/or length of advertising periods?

Auckland Council takes very seriously its obligation to be a good employer and operates its personnel policy in accordance with the 'good employer' principle. This is reflected in the **attached** our Recruitment Guide.

The inclusion of the good employer principles within our Recruitment Guide as “Principles that guide us” ensures that consideration is given to the good employer principles in all aspects of the recruitment process including the advertising of vacancies and advertising periods.

Where there is no identified preferred candidate, Auckland Council advertises roles for a minimum of three days to ensure that potential candidates have time to prepare an application.

I hope you find this information useful. I also wish to apologise for the delay in getting this response to you and draw your attention to your right to seek a review from the Office of the Ombudsman about this extension.

If you have any further queries please contact me on 09 301 0101, quoting LGOIMA No. 8140006472.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Jenny Hua', written in a cursive style.

Jenny Hua
Privacy & LGOIMA Business Partner
Democracy Services