

Ms Reynolds
By email

22 June 2020

LGOIMA Request received 27 May 2020

Kia ora Ms Reynolds

Wellington City Council has passed to us your request under the Local Government Official Information and Meetings Act 1987 (Act) regarding certain information about employees of Zealandia (operated by the Karori Sanctuary Trust), received 27 May 2020.

Specifically, you have asked for the following information:

- 1) A list of all staff who received the wage subsidy including: Position (e.g. manager, senior leadership team member) Area of business (e.g. education, cafe, visitor centre) Salary (e.g. \$50,000 per annum) Duration of employment prior to 16 March 2020 (e.g. 6 months; please include detail if employee has held different contracts at different times) Average hours of employment prior to 16 March 2020 (e.g. 30 hour per week) Employment contract type(s) (e.g. fixed term, part time. If fixed term, ending date of contract that was active 16 March) Wage subsidy amount applied for (full time or part time) Date wage subsidy applied for this staff member
- 2) A list of all staff (who were employed as of 16 March 2020) who did not receive the wage subsidy including: Position (e.g. manager, senior leadership team member) Area of business (e.g. education, cafe, visitor centre) Salary (e.g. \$20 per hour) Duration of employment prior to 16 March 2020 (e.g. 6 months, 3 days; please include detail if employee has held different contracts at different times) Average hours of employment prior to 16 March 2020 (e.g. 30 hour per week) Employment contract type(s) (e.g. fixed term, part time, casual. If fixed term, ending date of contract(s) that was active as of 16 March)

The information requested clearly engages the privacy of natural persons (being the personal employment information of our staff), to which section 7(2)(a) of the Act applies.

We have determined that it is necessary to withhold the information as specifically requested in order to protect the privacy of natural persons. Even if we referred to positions only and not names, this would be sufficient to identify relevant people and the terms of their employment.

However, we consider we are able to release consolidated information summarising the number of staff, their approximate salaries / wages and their contract type, broken down with reference to those who did or did not received the COVID-19 wage subsidy (in accordance with the format of your request). We have also provided summaries of the duration of employment, average hours of employment and area of business of our staff who were paid for the fortnight ending 21 March 2020. This approach aligns with Ombudsman guidance as it relates to the release of the private employment details of public sector staff.

We have considered the public interest in this matter in accordance with our obligations under section 7(1) of the Act and have concluded that the public interest does not in this instance outweigh the interest in protecting the privacy of natural persons. This is where the public interest

in provision of information is also met to some degree by the provision of information in consolidated form. Accordingly, there is good reason under the Act to withhold the information as requested.

The following table 1 details a summary of information relating to those staff who received the wage subsidy.

Table 1

Band	Total	Contract type				
		Permanent full time (40 hours per week)	Permanent part time (less than 40 hours per week)	Fixed term full time (40 hours per week)	Fixed term part time (less than 40 hours per week)	Casual
Less than \$20,000	7		5		2	
\$20,000 - \$39,999	6		6			
\$40,000 - \$59,999	22	13	5	3	1	
\$60,000 - \$79,999	9	8	1			
\$80,000 - \$99,999	0					
\$100,000 and above	5	3	2			
Hourly rate \$20-\$25	7					7
Total	56	24	19	3	3	7

The following table 2 details a summary of information relating to those staff who were paid for the fortnight ending the 21 March 2020 and did not receive the wage subsidy.

Table 2

Band	Total	Contract type				
		Permanent full time (40 hours per week)	Permanent part time (less than 40 hours per week)	Fixed term full time (40 hours per week)	Fixed term part time (less than 40 hours per week)	Casual
Less than \$20,000	5				5	
\$20,000 - \$39,999	1				1	
\$40,000 - \$59,999	3				3	
\$60,000 - \$79,999	0					
\$80,000 - \$99,999	0					
\$100,000 and above	0					
Hourly rate \$20-\$25	34					34
Total	43	0	0	0	9	34

The following table 3 details a summary of the number of casual staff by years of service who were paid for the fortnight ending the 21 March 2020.

Table 3

Years of Service	Total	Subsidy claimed		Subsidy not claimed	
		No of employees	Average Hrs/Week	No of employees	Average Hrs/Week
0-1 years	19	5	25.73	14	12.13
1-2 years	2			2	10.84
2-3 years	9	2	20.51	7	5.51
3-5 years	9			9	5.74
Over 5 years	2			2	7.20
Total	41	7		34	

The following table 4 details a summary of the number of permanent and fixed term staff by years of service who were paid for the fortnight ending the 21 March 2020.

Table 4

Year of service	Subsidy claimed			Subsidy not claimed		
	Number of Permanent employees (includes part time)	Number of Fixed Term employees (includes part time)	Sub Total	Number of Permanent employees (includes part time)	Number of Fixed Term employees (includes part time)	Sub Total
0-1 years	9	5	14		8	8
1-2 years	6	1	7			0
2-3 years	9		9			0
3-5 years	12		12		1	1
Over 5 years	7		7			0
Total	43	6	49	0	9	9

The following table 5 details a summary of the number of staff grouped by business area.

Table 5

Business Area	Subsidy claimed			Subsidy not claimed		
	Number of Permanent and Fixed Term employees	Number of Casuals employees	Sub Total	Number of Permanent and Fixed Term employees	Number of Casuals employees	Sub Total
Conservation	6	0	6	1	1	2
Corporate Services (includes Senior Management Team)	16	1	17	1	1	2
Enterprises (includes café, tours, visitor centre)	20	6	26	7	26	33
Learning & Engagement (includes education)	7	0	7	0	6	6
Total	49	7	56	9	34	43

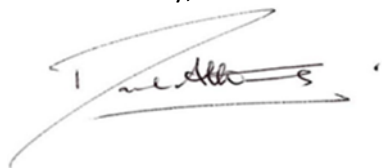
Karori Sanctuary Trust has received \$365,361.60 from the wage subsidy for 56 staff.

Right of review

If you disagree with my decision you have the right, under section 27(3) of the Act, to ask the Ombudsman to review and investigate my decision. Further information is available on the Ombudsman website, www.ombudsman.parliament.nz.

Please contact me if you need any further information.

Yours sincerely,



Paul Atkins
ZEALANDIA Chief Executive