

When replying please quote: 8799999

5 August 2022

Peter Hardgrave
fyi-request-19838-7991d7b1@requests.fyi.org.nz

Dear Mr Hardgrave

LGOIMA RESPONSE -

Please find below, New Plymouth District Council's response to your LGOIMA request received on Saturday 9 July 2022.

- 1. I would like to know the unplanned and gross staff turnover rate for NPDC down each of the branch/department areas for the financial years 2018, 2019, 2020, 2021 and 2022 (to date).**
- 2. Also, can you please provide information for the past 12 months the staff turnover as a percentage for the following business units (note that the request was subsequently clarified on Sunday 31 July to reflect the current list of Groups and teams within the NPDC structure).**

A combined response to Questions 1 and 2 is attached to this document.

Please note there is wide variation in the size of teams (from 3 to 70+) which influences the percentage figure provided.

- 3. In addition, can I please have:**
 - a. The number of FTE's that are hired in Communications generally**
 - b. The number of FTE's that are hired in Communications within the Mayor's Office**

Nil. New Plymouth District Council does not have a "Mayoral Office".

c. The current number of contractors/third parties that NPDC has engaged by area as above (2a to 2i).

	Number of Contractors
Business Technology Group	12
Community and Customer Services - Group	
Building	15
Venues and Events	4
Corporate Services - Group	
Governance	1
Property	1
Procurement	1
People and Capability - Group	
Health, Safety and Environment	4
Planning and Infrastructure - Group	
Assets Data	3
Infrastructure Projects	14
Parks and Open Spaces	1
Planning	2
Three Waters	7
Transportation	4
Engagement and Communications Group	2

Where no team or group is shown the number of contractors is zero.

Yours faithfully



Julie Straka
GOVERNANCE LEAD

Response to Q1 and Q2 combined

NPDC - Whole organisation	2018	2019	2020	2021	2022
Turnover by headcount (Permanent) unplanned	10.80%	9.90%	9.30%	12.60%	11.55%
Gross	17.3%	20.3%	20.5%	18.5%	20.3%

By Business Unit	2018 Gross %	2018 Unplanned%	2019 Gross %	2019 Unplanned %	2020 Gross %	2020 Unplanned %	2021 Gross %	2021 Unplanned %	2022 Gross %	2022 Unplanned %
Business Technology Group	35.9	28.2	29.7	27.0	18.6	14.0	11.9	9.5	27.5	27.5
Information Systems	48.3	37.9	39.3	35.7	22.9	17.1	13.9	11.1	25.7	25.7
Information Management	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	33.3	33.3
Community and Customer Services - Group	20.2	14.5	23.6	15.9	25.4	18.8	22.5	17.3	27.3	18.3
Building	13.6	13.6	14.3	14.3	9.1	9.1	8.3	8.3	16.7	16.7
Compliance	4.3	4.3	18.2	18.2	25.0	25.0	9.5	9.5	20.0	20.0
Customer Services	5.9	2.9	19.4	16.1	10.0	6.7	20.7	10.3	8.0	8.0
Govett-Brewster Art Gallery/Len Lye Centre	20.5	17.9	40.9	25.0	42.9	24.5	26.7	22.2	29.5	22.7
Libraries	16.7	12.1	13.5	10.8	19.2	16.4	10.1	8.9	11.3	6.5
Puke Ariki Museum	3.3	3.3	16.7	16.7	14.3	10.7	0.0	0.0	20.5	20.5
Venues and Events	41.0	26.5	29.9	14.9	33.3	24.7	46.3	34.1	51.2	26.7
Corporate Services - Group	5.5	3.6	11.3	9.7	11.7	10.0	20.6	14.3	9.5	8.1
Financial Services	8.3	8.3	6.9	6.9	11.1	11.1	23.1	19.2	18.5	14.8
Policy Development	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	16.7	16.7
Governance	0.0	0.0	0.0	0.0	0.0	0.0	33.3	33.3	0.0	0.0
Portfolio and Programme Management	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Property	0.0	0.0	21.1	15.8	15.8	10.5	10.5	5.3	0.0	0.0
Procurement	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5	12.5

Risk, Legal and Assistance	0.0	0.0	0.0	0.0	25.0	25.0	66.7	33.3	0.0	0.0
People and Capability - Group	20.0	10.0	33.3	25.0	33.3	16.7	15.4	7.7	31.3	18.8
Health, Safety and Environment	33.3	33.3	20.0	20.0	40.0	40.0	40.0	20.0	40.0	20.0
Human Resources	16.7	0.0	28.6	14.3	28.6	0.0	0.0	0.0	33.3	22.2
Organisational Development	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Planning and Infrastructure - Group	9.7	6.3	17.0	9.9	12.9	7.4	14.7	9.2	13.3	7.2
Assets Data	0.0	0.0	28.6	21.4	5.9	5.9	10.0	10.0	7.1	7.1
Infrastructure Projects	0.0	0.0	0.0	0.0	21.4	14.3	14.3	14.3	4.8	4.8
Parks and Open Spaces	9.2	6.6	10.5	7.9	6.3	5.1	13.9	8.9	19.7	10.5
Planning	27.8	22.2	36.8	26.3	30.0	15.0	8.0	4.0	9.8	4.9
Resource Recovery	14.3	0.0	11.1	0.0	42.9	42.9	42.9	14.3	30.0	0.0
Three Waters	3.0	3.0	5.7	0.0	12.8	4.3	17.6	11.8	8.1	4.8
Transportation	14.3	0.0	57.1	21.4	11.1	0.0	10.0	5.0	12.5	8.3
Strategic Partnerships - Group	0.0	0.0	11.1	11.1	0.0	0.0	17.4	13.0	23.8	23.8
Civil Defence and Emergency Management	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	33.3	33.3
Community Partnerships	0.0	0.0	25.0	25.0	0.0	0.0	20.0	20.0	0.0	0.0
Iwi Liaison	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	33.3	33.3
Taranaki Emergency Management Office	0.0	0.0	14.3	0.0	0.0	0.0	33.3	22.2	18.2	18.2
Engagement and Communications Group	64.3	21.4	0.0	0.0	17.6	11.8	25.0	6.3	38.9	33.3

Gross turnover refers to all staff including staff terminated and those on casual contracts.
Unplanned turnover refers only to turnover relating to permanent positions.

Please note there is wide variation in the size of teams (from 3 to 70+) which influences the percentage figure provided.