

8 June 2026

File Ref: 26-0366

George Mason  
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Tēnā koe Mr Mason

Thank you for your request dated 8 May 2026, to Te Kaunihera o Pōneke | Wellington City Council (the Council). Your request has been considered under the Local Government Official Information and Meetings Act 1987 (LGOIMA). I have addressed your questions in turn below.

**1. How many complaints (informal and formal) have been made about third tier staff and above between 1 January 2023 and 1 May 2026, by month? Broken down by department and by category such as sexual harassment.**

Under section 7(2)(a) of the LGOIMA and section 53(b)(i) of the Privacy Act 2020, we have withheld the department information, as its release could reasonably lead to the identification of individuals. The Council has a responsibility to protect its staff from harassment and from the unwarranted disclosure of personal information. Please note that not all informal concerns are recorded, we are only able to provide information that has been recorded in our system.

**Formal Employment Processes**

Below is a summary of issues that were managed through formal employment processes. For employment processes related to bullying we have provided if the allegations were substantiated or not.

Year	Number	Alleged conduct
2023	1	1. Bullying, substantiated
2024	2	1. Bullying, not substantiated 2. Bullying, not substantiated
2025	3	1. Performance management 2. Financial mismanagement 3. Inappropriate comments
2026 to date	0	

**Informal Issues**

Below is a summary of informal issues raised that are recording in our systems.

Year	Number	Alleged conduct
2023	3	1. Inappropriate behaviour 2. Inappropriate behaviour 3. Relationship breakdown
2024	3	1. Relationship breakdown 2. Bullying 3. Inappropriate behaviour
2025	0	
2026 to date	6	1. Inappropriate behaviour 2. Team workload issues and expectations 3. Workload and communication 4. Team health and wellbeing 5. Concern for psychological safety 6. Relationship breakdown

**2. How many personal grievances has the council received between 1 January 2023 and 1 May 2026, by month? Broken into categories, such as sexual harassment**

The below information is for all personal grievances received. Please note that no employee in a tier three or above positions has raised a personal grievance over the requested period.

For the below information each separate month box reflects one personal grievance, noting that at times personal grievances are raised against multiple categories.

For each calendar year of the requested period there were a total number of 18 personal grievances (again noting there are no personal grievances from tier three or above) as follows:

- 2023 – three personal grievances across six people
- 2024 – nine
- 2025 – three
- 2026 to date - three

Please note that not all personal grievances result in the Council providing ex-gratia payments.

Year	Month	PG Type
2023	March	A personal grievance bought by four people Sexual harassment
2023	May	Unfair treatment
2023	September	Unfair treatment Unjustifiable disadvantage
2024	April	Unjustifiable dismissal Unjustifiable disadvantage
2024	June	Unjustifiable action Discrimination
2024	June	Unfair treatment Unjustifiable disadvantage
2024	July	Human Rights complaint - discrimination
2024	August	Unjustifiable disadvantage
2024	September	Unjustifiable disadvantage
2024	September	Unjustifiable disadvantage
2024	November	Unjustifiable disadvantage
2024	December	Unjustifiable disadvantage
2025	Jan	Unjustifiable disadvantage
2025	April	Unjustifiable dismissal Unjustifiable disadvantage
2025	May	Unfair treatment
2026	February	Unjustifiable disadvantage Discrimination
2026	March	Unfair treatment
2026	April	Unjustifiable dismissal Unjustifiable disadvantage Breaches of good faith

**3. How many staff have been investigated for bullying between 1 January 2023 and 1 May 2026, by month?**

A total of nine employees has been formally investigated as a result of bullying allegations over the requested period. Two investigations substantiated the allegations of bullying.

The below information has been sorted by year and month noting that each separate month box reflects one investigation.

Year	Month complaint raised	Outcome
2023	May	Bullying not substantiated
2023	October	Bullying not substantiated
2023	December	Bullying substantiated
2024	July	Bullying not substantiated
2024	August	Bullying not substantiated
2025	December	Bullying not substantiated
2025	December	Bullying substantiated
2026	February	In progress
2026	February	Bullying not substantiated

**4. How much has been spent on mediation and facilitation between 1 January 2023 and 1 May 2026?**

Employment mediation services within Ministry Business, Innovation & Employment (MBIE), is a free service for employers and employees to use to resolve workplace issues. The Council uses this service as and when required.

Additional to this the Council from time to time engage third parties to support mediation outside of the MBIE mediation, facilitated conversations or restorative approaches to resolve issues with individuals or within teams.

The amount spent on this by calendar year is below:

Year	Total Amount
2023	No spend identified
2024	\$10,817
2025	\$15,691
2026 to date	\$3,623

**5. How many ex-gratia payments have been made to staff or former staff between 1 January 2023 and 1 May 2026, by month?**

The Council reports on its ex-gratia payments (severance payments) each financial year, as part of the Annual Report.

You can find this information for:

[1 July 2022 – 30 June 2023](#) – page 125 of Volume 2

[1 July 2023 – 30 June 2024](#) – page 124 of Volume 2

[1 July 2024 to 30 June 2024](#) – Page 149 of Volume 2

For this financial year to date (1 July 2025 to 17 May 2026) the following severance payments have been made in line with the annual reporting disclosures, to four individuals (\$69k, \$49k, \$31k, \$12k).

As per section 7(1) of the LGOIMA, I do not consider that in the circumstances of this response, the withholding of this information is outweighed by the other considerations which render it desirable to in the public interest to make the information available.

I trust this information is helpful. If you have any concerns about this response, please contact [official.information@wcc.govt.nz](mailto:official.information@wcc.govt.nz). Alternatively, you are advised of your right to raise any concerns with the Office of the Ombudsman at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Nāku noa, nā

Asha Harry  
Official Information & Privacy  
Wellington City Council