

28 May 2026



Name: Mason George

By email: fyi-request-34663-e2ed9fd8@requests.fyi.org.nz

Tēnā koe George

INFORMATION REQUEST

On 8 May 2026 you asked for information about staff conduct within Tauranga City Council. Here is our response to your questions:

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.**

Complaint Type	Time Period	Number of Complaints
Informal complaints (third tier and above.)	January 2023 – May 2026	Nil
Formal complaints (third tier and above.)	January 2023 – May 2026	Nil

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.**

There were 14 Personal grievances received between January 2023 – May 2026.

Month & Year	Number of Cases	Categories
March 2023	1	Unjustified Disadvantage
November 2023	1	Unjustified Disadvantage
June 2024	1	Unjustified Disadvantage

July 2024	1	Unjustified Disadvantage; Unjustified Dismissal
November 2024	1	Bullying
January 2025	1	Unjustified Disadvantage
November 2025	1	Unjustified Disadvantage
January 2026	2	Unjustified Disadvantage (2 cases)
February 2026	2	Breach of Health & Safety Obligations (2 cases)
March 2026	1	Unjustified Disadvantage
April 2026	1	Unjustified Dismissal
July 2026	1	Breach of Health & Safety Obligations; Unjustified Disadvantage

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

2 members of staff.

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

This request is refused under section 17(g) of the Local Government Official Information and Meetings Act 1987, as the information requested is not held by Council.

Council's financial systems do not categorise or tag expenditure under the combined heading 'mediation and facilitation', and Council does not maintain a central record of such costs. While expenditure relating to mediation or facilitation may exist within individual transactions, there is no aggregated record or report capturing this information.

Accordingly, the total amount requested is not held by Council.

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

Month & Year	Amount
March 2023	\$38,000.00
May 2023	\$5,518.00
August 2023	\$6,000.00
November 2023	\$14,000.00
November 2024	\$2,500.00
April 2025	\$45,000.00
June 2025	\$26,155.75
August 2025	\$28,049.22
March 2026	\$600.00
April 2026	\$57,559.56

May 2026	\$26,000.00
Total	\$249,382.53

This request and the response have been considered under the LGOIMA¹.

If you are not happy with this response you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

This response may be published on our website; all personal information will be removed.

If you have any questions about this letter, please contact me.

Ngā mihi



Kath Norris
Team Leader
Information Requests

¹ [Local Government Official Information and Meetings Act 1987](#)