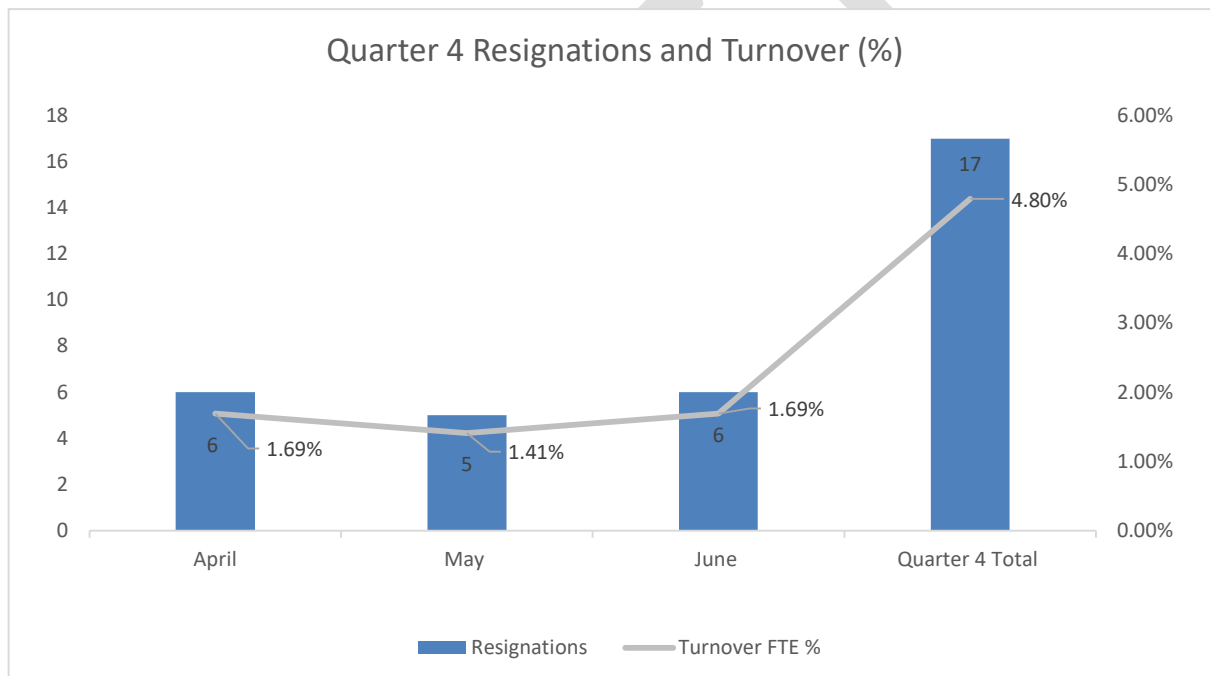


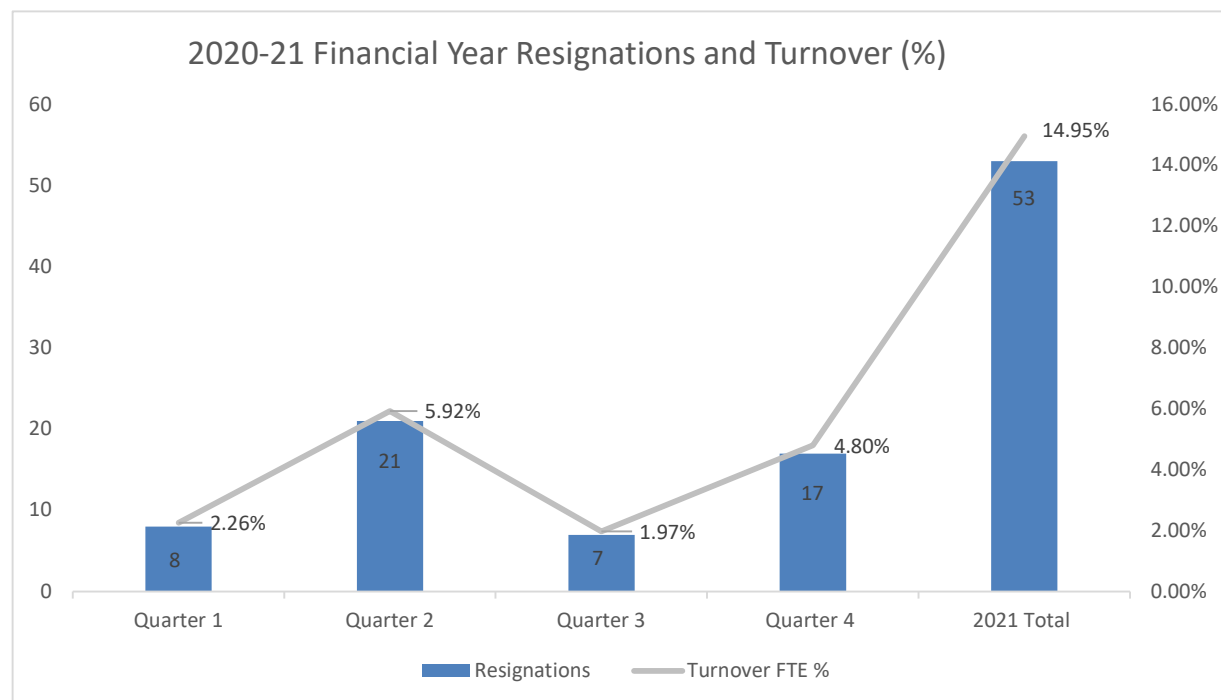
People and Capability Report to Assurance, Risk and Finance Committee Period 1 April – 30 June 2021

Staff Turnover

During quarter four, Far North District Council had seventeen resignations. This has resulted in a quarterly turnover rate of 4.80%.



For the year ending 30 June 2021 we have had a total of 53 permanent staff members leave Far North District Council, which has resulted in an annual turnover rate of 14.95%. We have identified that external agencies and consultants are recruiting FNDC people from some of our key roles, specifically in the Building and Planning departments. Having reviewed the LGNZ list serve statistics regarding turnover we have subject to confirmation, if not lower but equivalent turnover rates to most other Councils for the last financial year.



Exit Interviews and Analysis

Of the seventeen leavers from this period only two have completed the exit survey. The reasons given for leaving Far North District Council was to move closer to family and to pursue study. While the uptake on Exit Surveys are low, we have built in a process to the new CIAnywhere platform which sees the Exit Survey being automatically sent to employees before their last day of work. We are optimistic that this will increase the number of responses we receive.

Our People & Capability Team are actively encouraging our leavers to provide us with feedback

Personal Grievances

There is currently one personal grievance which is in progress at the time of the report.

Retention and Recruitment Issues

Quarter four did not bring about any pressing issues. It was recruitment as usual.

Disciplinary Actions and Costs

During this period there have been four incidents referred for disciplinary action, two received a Performance Improvement Plan, one has since been completed. Two disciplinary actions have been lodged with one being completed within the quarter.