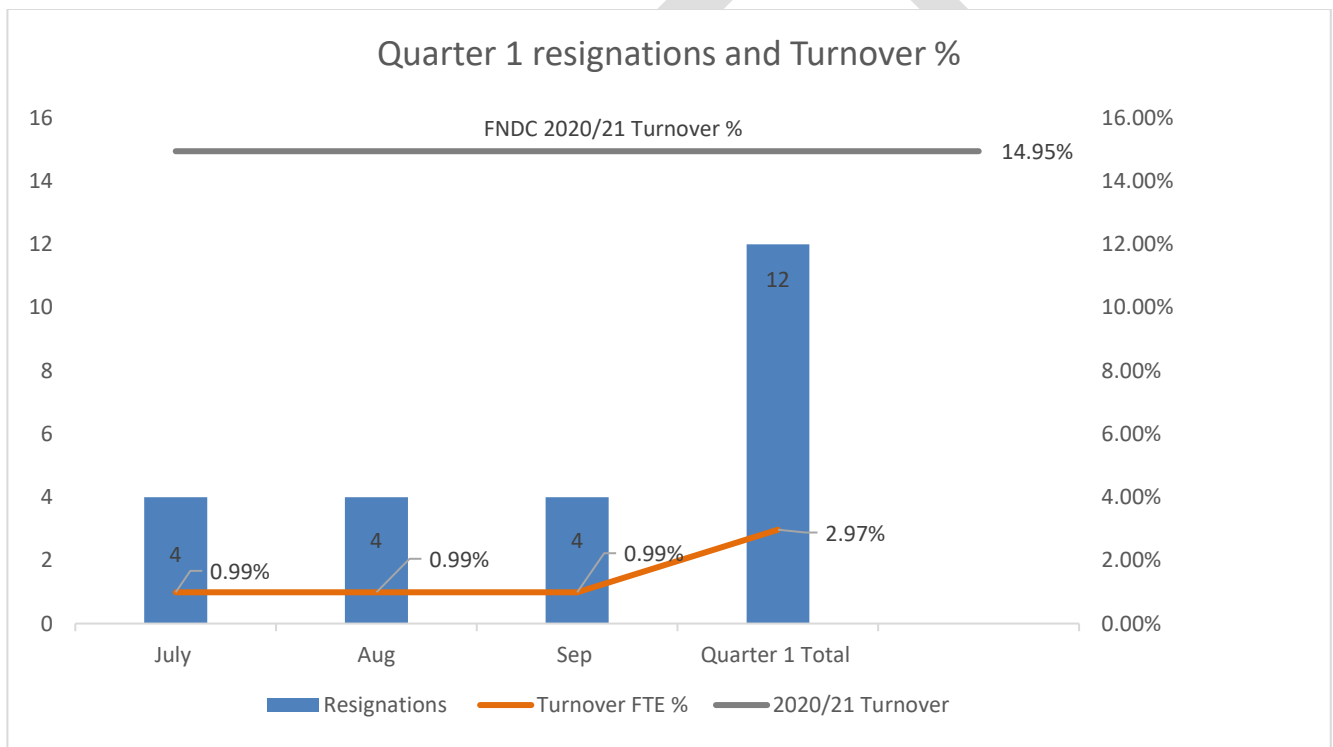
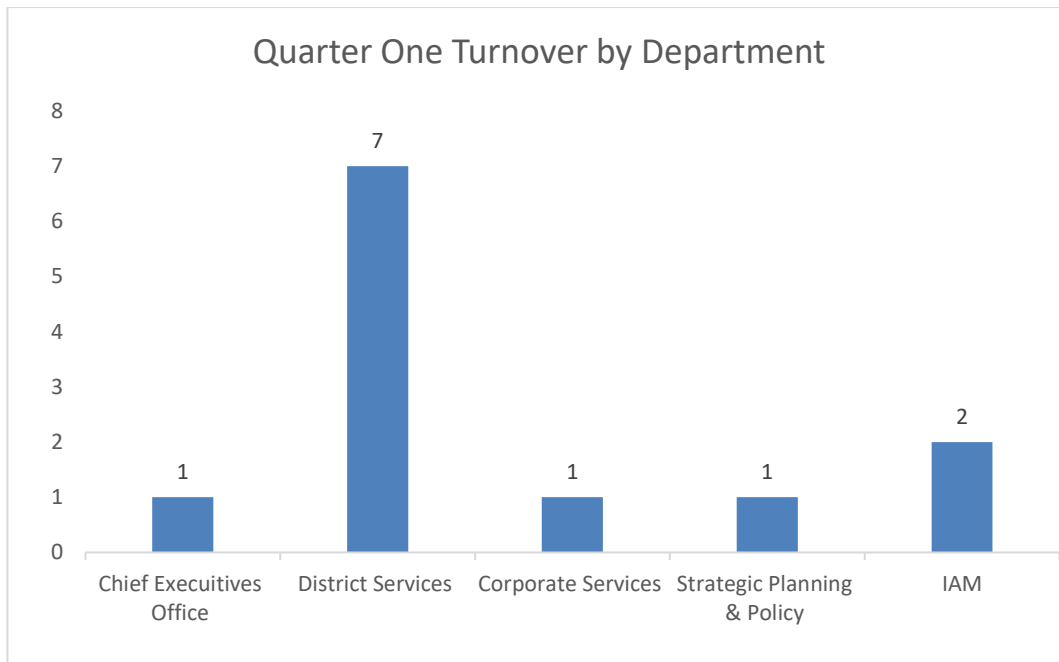


People and Capability Report to Assurance, Risk and Finance Committee Period 1 July – 30 September 2021

Staff Turnover

During quarter one, there were twelve staff that left Far North District Council. This has resulted in a quarterly turnover rate of 2.97%. This turnover rate is tracking higher compared to last year's quarter one's turnover rate of 2.26%.





Quarter one has seen seven staff members leave District Services which was made up of two from the Resource Consents Team and four from the Building Services Team and one casual staff member from Libraries. The level of turnover in the Building Services Team and Resource Consents Team reflects the demand for highly skilled individuals in these industries. This is being felt throughout the country, both in Local Government and in the Private Sector.

The Infrastructure and Asset Management Team has seen two staff members resign, one from the Asset Management & Infrastructure Planning team and one from the Northland Transport Alliance.

Corporate Services had one team member from the IT department leave, Strategic Planning & Policy had one staff member from the Te Hono team leave and the Chief Executive Office has had one staff member from the Communications team leave.

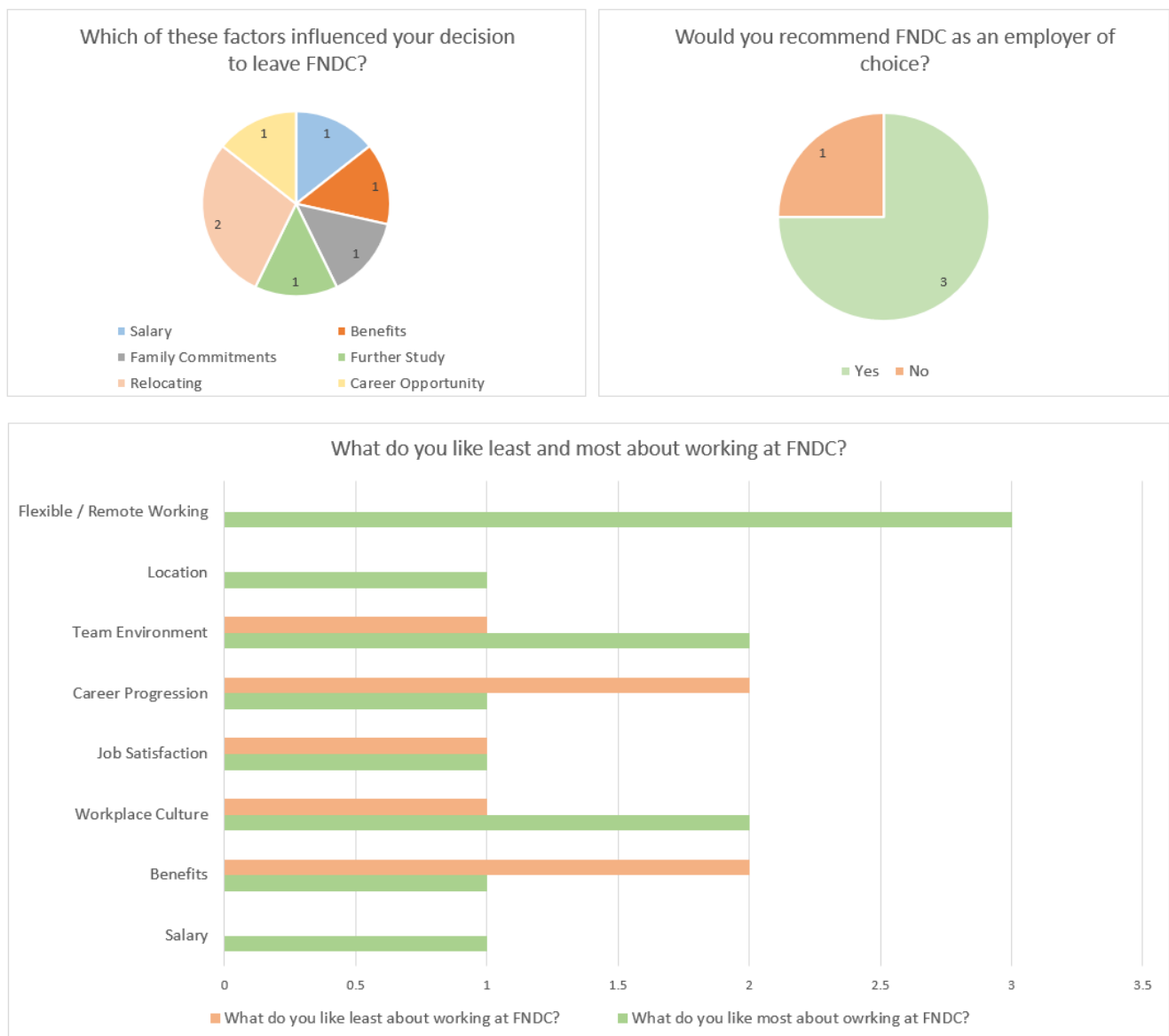
Exit Interviews and Analysis

Of the twelve leavers from this period four have completed the exit survey. While this number is still below what we are aiming for, we are actively encouraging departing staff members to complete the Exit Survey.

We had two people leave FNDC this quarter due to family commitments/relocating, one because of salary, benefits, further study and career opportunities and one because they were on a Fixed Term role and have found a Permanent position outside of FNDC.

Three of the four leavers would rate FNDC as an employer of choice. The comment made for the employee who did not rate FNDC as an employer of choice was that we need to improve our internal communications. Other comments mentioned the benefits of remote working, that staff are great to work with and that they are always promoting FNDC as an employer of choice.

The People & Capability Team continue to actively encourage our leavers to complete the Exit Surveys and provide us with their honest feedback.



Personal Grievances

There have been no personal grievances this period, however FNDC attended the Employment Relations Authority in August following a grievance lodged at the end of last year. FNDC received notification in October that the Authority determined in our favour on all 8 accounts that were considered. This is an excellent outcome for FNDC and highlights our robust and fair performance management processes that we have in place.

Retention and Recruitment Issues

Quarter one has brought about issues gaining suitable talent resulting in readvertising roles specifically in IT and Resource Consents. It is very evident that we share the nationwide struggle to fill roles.

Disciplinary Actions and Costs

During this period there have been two Performance Improvement (PIP) cases closed off successfully. One PIP case continued into a second period and one PIP case commenced in the last week of September.