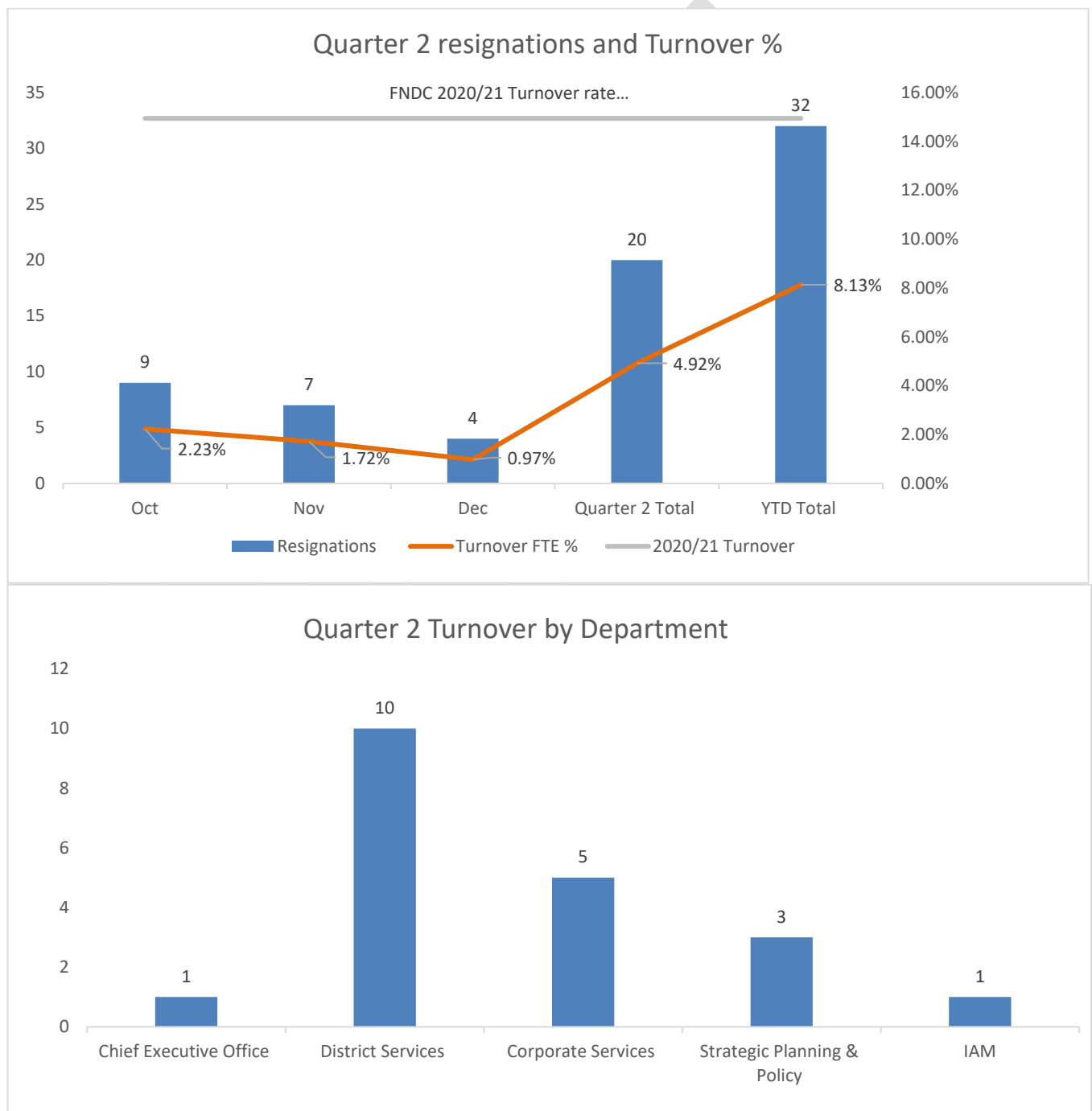
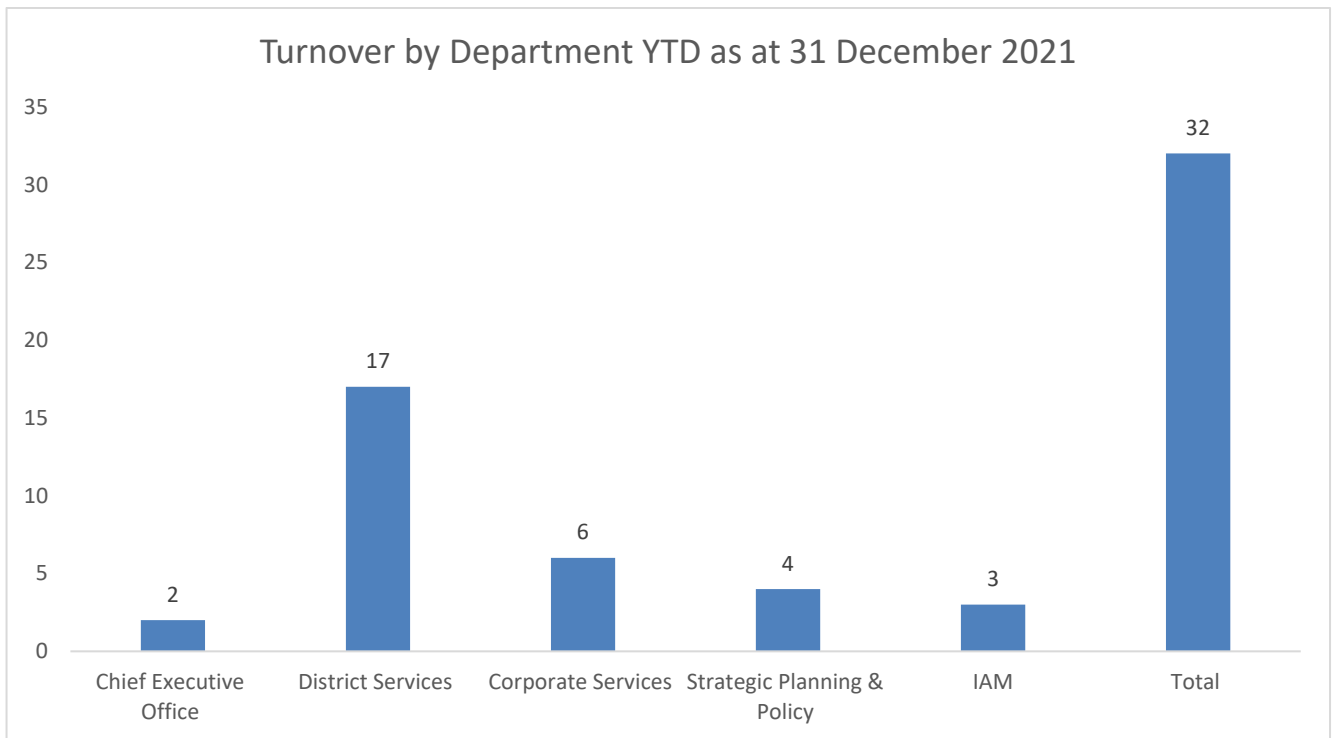


## People and Capability Report to Assurance, Risk and Finance Committee Period 1 October– 31 December 2021

### Staff Turnover

During quarter two, there were twenty staff that left Far North District Council. This has resulted in a quarterly turnover rate of 5.16%. Our year to date turnover rate is currently 8.13%.





Quarter two has seen ten staff members leave District Services team, these resignations have been spread across all areas of District Services. We have seen six staff members leave the Community and Customer Care team, there have been one resignation each in Building Services and Resource Consents, one in Animal Management and one in Environmental Services Administration. While the turnover rate in District Services continuing to track high, it is pleasing to see that compared to last quarter there has not been the same level of turnover in Building Services and Resource Consents.

The Infrastructure and Asset Management Team has seen one staff member leave from the from the Northland Transport Alliance.

Corporate Services had one team member from Financial Services and one from Data Insights and Programme Delivery.

Strategic Planning & Policy had one staff member from the Te Hono team leave, one for the Strategy Development Team and one Casual staff member.

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## Exit Interviews and Analysis

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Of the twenty leavers from this period eleven have completed the exit survey. The total survey responses for this financial year is 15. The People and Capability Team continue to actively encourage all departing staff members to complete the Exit Survey and provide us with their honest feedback.

By using the year-to-date survey data the following findings have been identified.

Top reasons to leave FNDC;

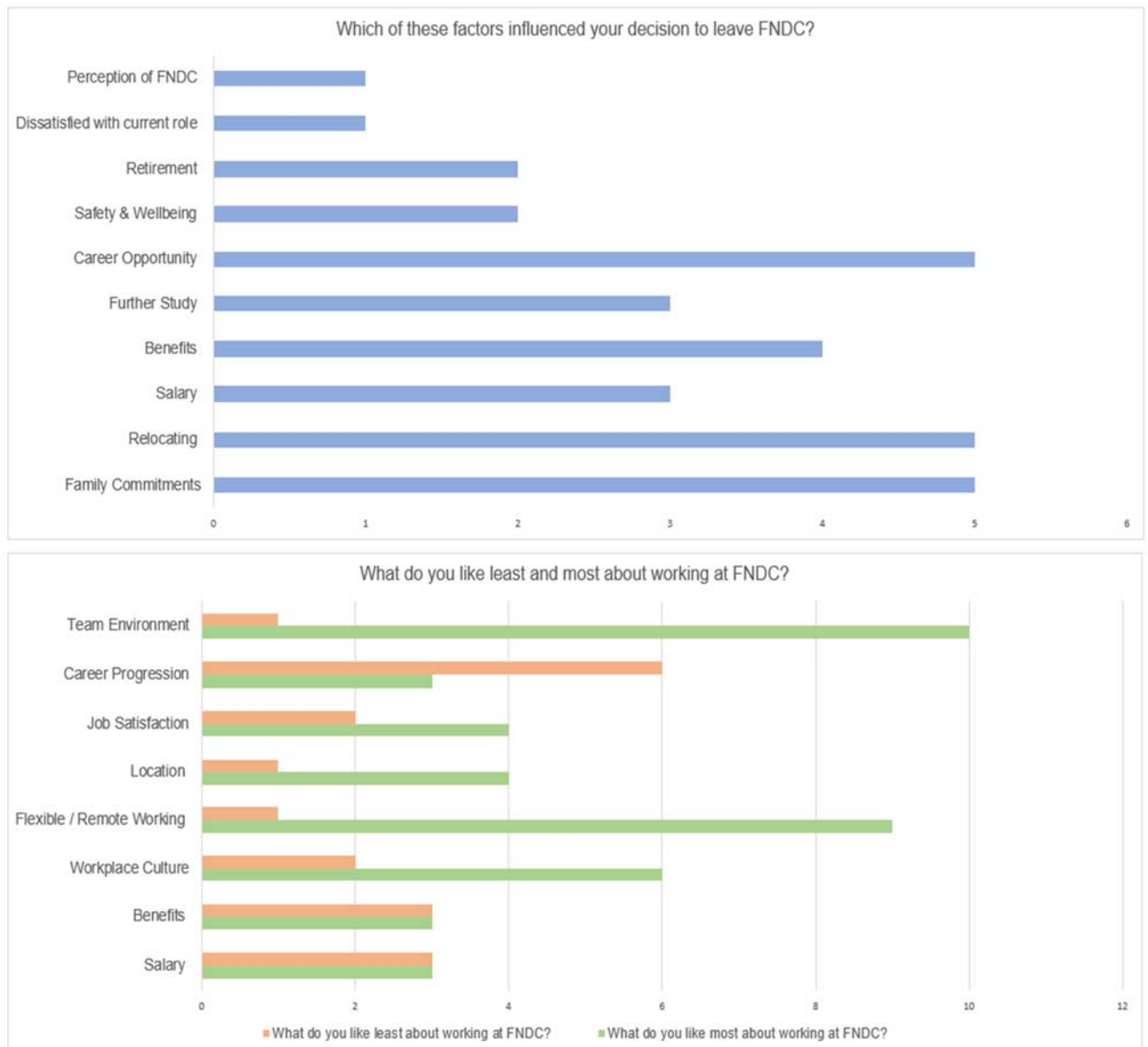
- Career Opportunity
- Relocating
- Family Commitments

What staff liked most about working at FNDC:

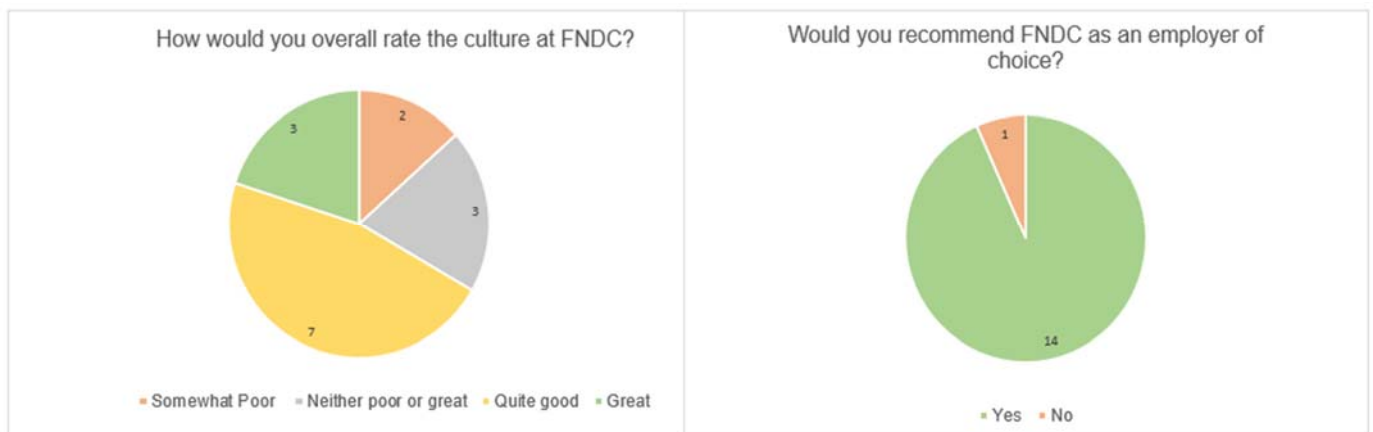
- Team Environment
- Flexible/Remote Working
- Workplace Culture

What staff liked least about working at FNDC:

- Career Progression
- Salary Benefits



It is also important to note that the majority of our departing staff members will recommend FNDC as an employer of choice, along with this 67% of survey responders rate FNDC's culture to be quite good or great.



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## Personal Grievances

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There have been no personal grievances for this quarter.

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## Retention and Recruitment Issues

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Quarter two has brought about issues gaining suitable talent resulting in readvertising roles specifically in IT, Resource Consents and some roles seconded to the Northland Transportation Alliance. It is still very evident that we share the nationwide struggle to fill roles. People & Capability are actively working with People Leaders to obtain data in regards to our employee's Succession Plans. This data will assist our Council to create better career progression & development opportunities. Such opportunities will have a positive effect on staff retention.

As full vaccination status became nationally promoted and required in some cases, The Far North District Council was on the forefront of developing and implementing a COVID-19 Vaccination Position Statement in late November. Risk assessments were carried out Council-wide to determine which of our roles will be deemed as high risk. When a position is deemed as high risk, the employee/s in that role will be mandated to be fully vaccinated. Consultation with those impacted individuals began in December 2021 to obtain feedback on the risk assessment. Feedback was then taken into consideration and redeployment conversations commenced on 13 December 2021. FNDC provided a notice of termination (if no vaccine pass is submitted) & provided additional duties to the affected staff for a period of eight weeks. This notice period will end 12 February 2022. The District Services Group, who holds most of our customer facing, high risk roles were impacted mostly by this vaccination mandate. In the next quarter we will be in the position to report on success stories where redeployment took place.

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## Disciplinary Actions and Costs

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During this period there has been three formal disciplinary processes, two of which ended with dismissal and one resolved.