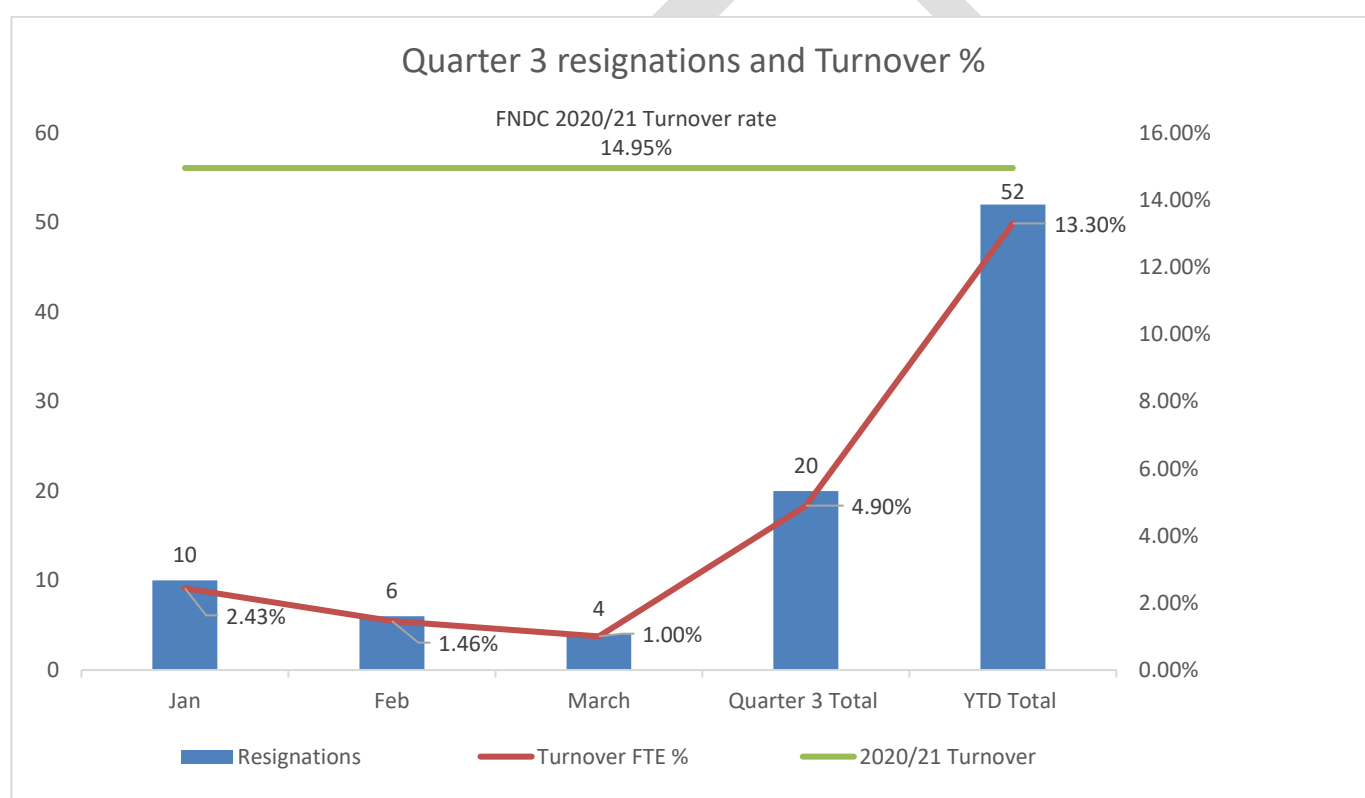


People and Capability Report to Assurance, Risk and Finance Committee Period 1 January – 31 March 2022

Staff Turnover

During quarter three, there were twenty staff that left Far North District Council. This has resulted in a quarterly turnover rate of 4.90%. Our year-to-date turnover rate is currently 13.30%, comprised of 52 staff having left Far North District Council.

During quarter three there were a number of staff identified in high-risk roles who did not remain on as employees due to their COVID-19 vaccination status. These staff have not been included in the turnover rate. Further information on this is provided on page 5.



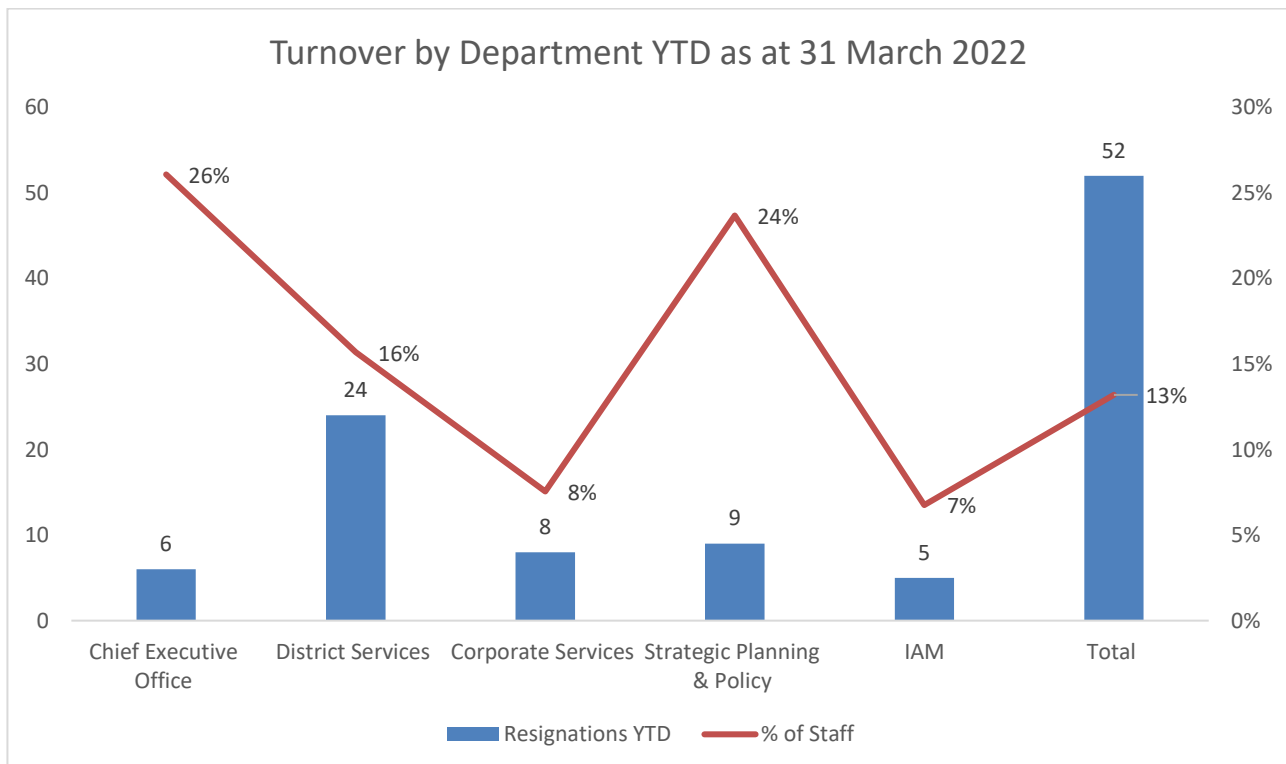
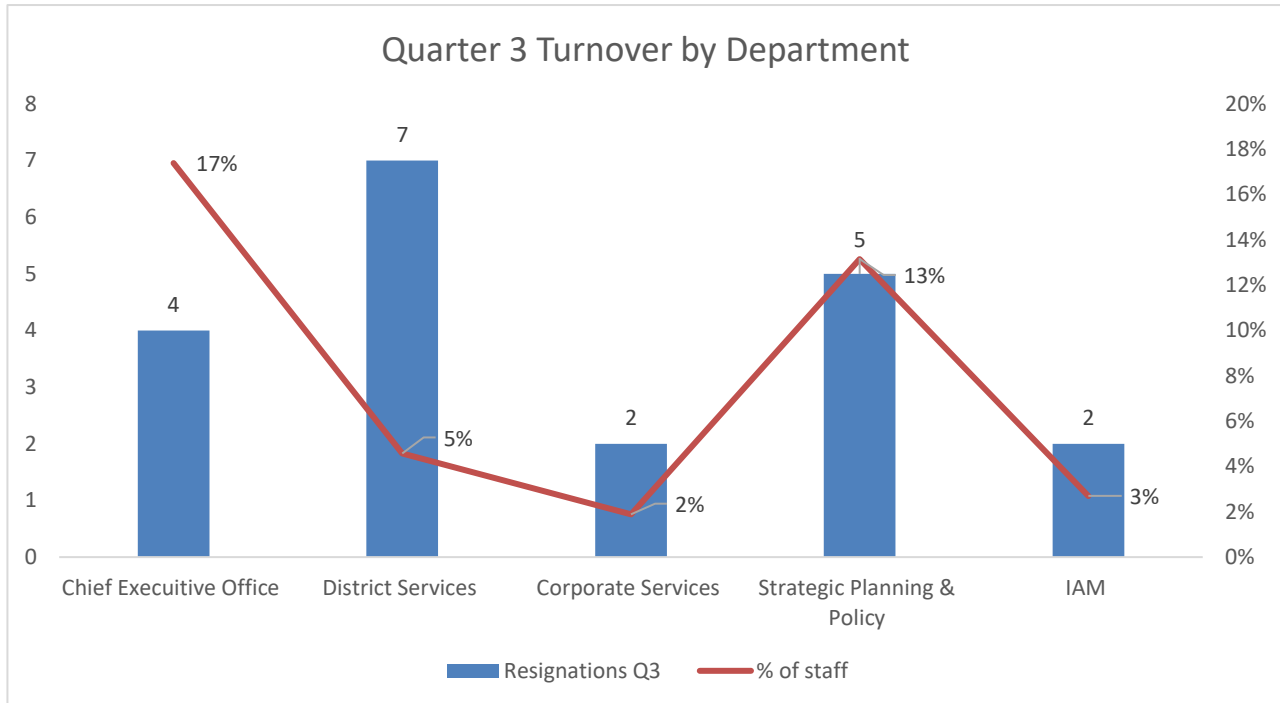
District Services team has seen seven staff members leave in quarter three. These resignations have been spread across all areas of District Services. We have seen three staff members leave the Community and Customer Care team, two in Resource Consents, one in Building Services and one in Animal Management.

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

Corporate Services had one team member from Financial Services and one from the District Administration Team.

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

Chief Executive Office has had a total of four resignations made up of three resignations coming from the People & Capability Team and one coming from the Communications Department.



Exit Interviews and Analysis

Of the twenty leavers from this period, three staff members have completed the exit survey. The total survey responses for this financial year is eighteen. The People and Capability Team are aware that the up take in Exit Surveys is low and because of this we have re-engineered the process to make it easier for staff to fill out the survey directly after they submit their exit form.

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

Top reasons to leave FNDC;

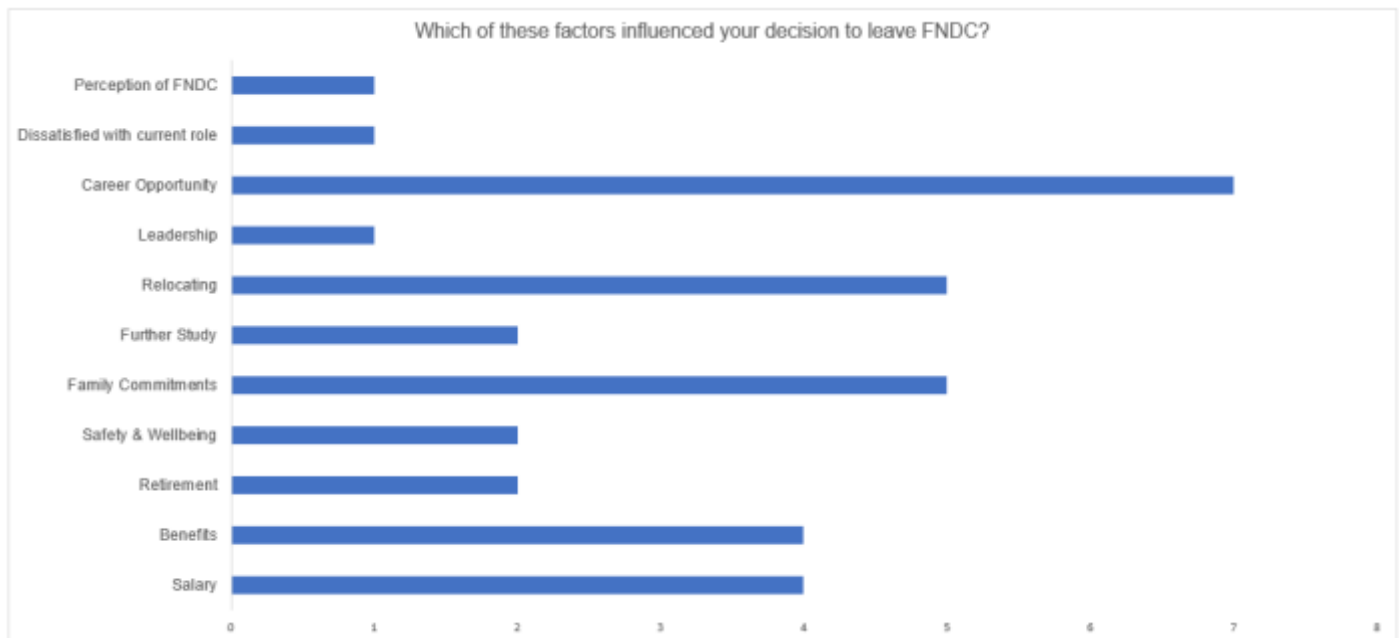
- Career Opportunity
- Relocating
- Family Commitments

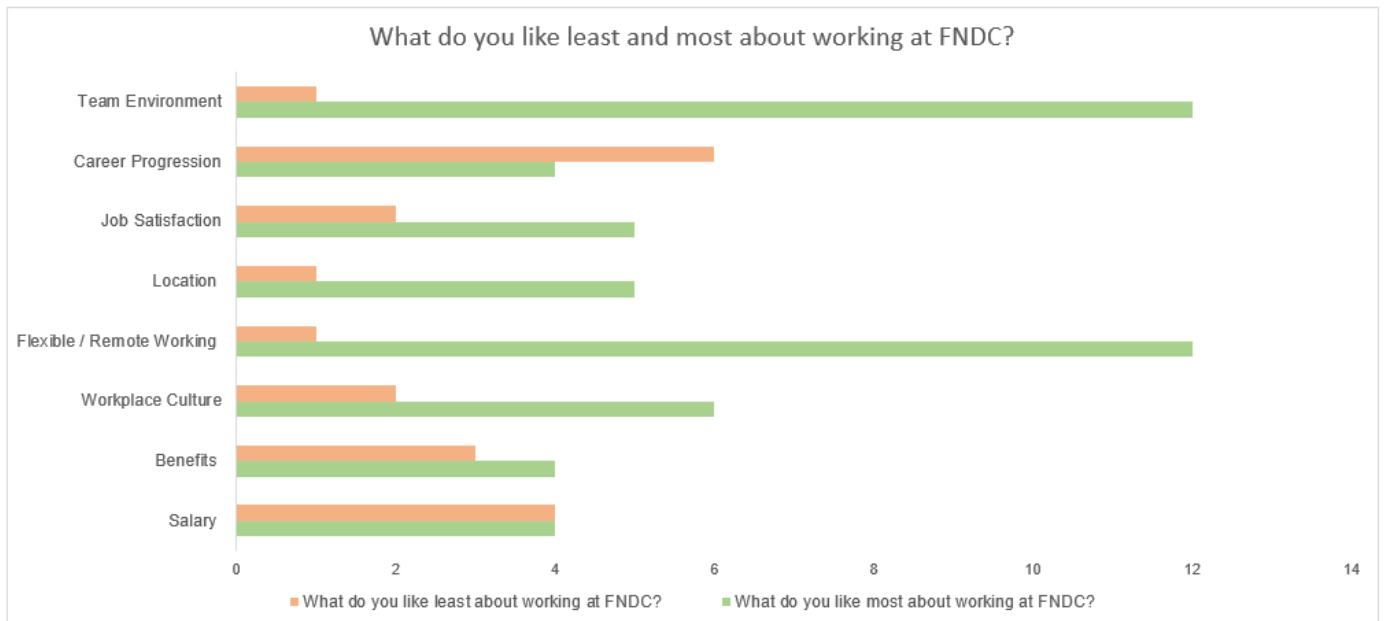
What staff liked most about working at FNDC:

- Team Environment
- Flexible/Remote Working
- Workplace Culture

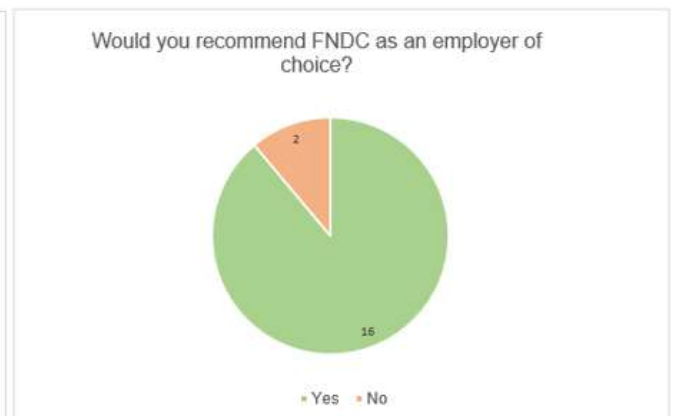
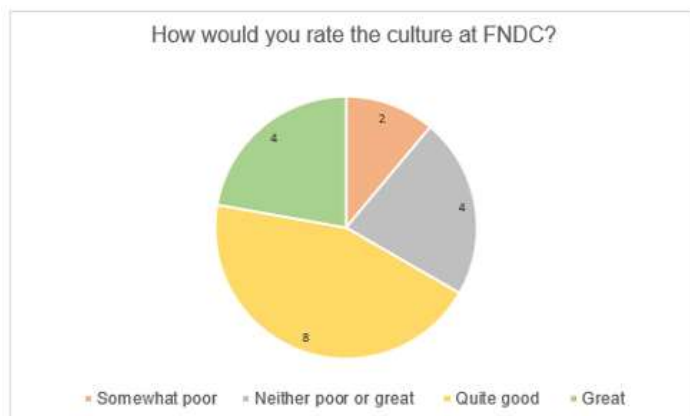
What staff liked least about working at FNDC:

- Career Progression
- Salary
- Benefits





It is pleasing to note that 89% 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.



COVID-19 High Risk Role Breakdown

FNDC's response to the COVID-19 mandates was to undertake a thorough risk assessment of all the roles at FNDC and to determine which ones were high risk, requiring vaccination. Of all the roles that were deemed high risk, there were 11 staff who were unvaccinated and stated their intention to remain so. Of these 11 staff, 4 were successful in redeployment within FNDC, 5 chose not to apply for any other roles and exited, with 1 who left FNDC for other reasons unrelated to the mandates.

Personal Grievances

There have been no personal grievances for this quarter.

Retention and Recruitment Issues

Quarter three has shown continuing issues around gaining suitable talent resulting in readvertising roles specifically in IT, Resource Consents. It is still very evident that we share the nationwide struggle to fill roles in these areas. People & Capability are using premium advertising to include "Award winning hybrid remote working". We are also liaising with both SEEK NZ and Linked In to potentially use their premium offerings to engage with future talent.

Disciplinary Actions and Costs

During this period there has been two formal disciplinary processes which are resolved.