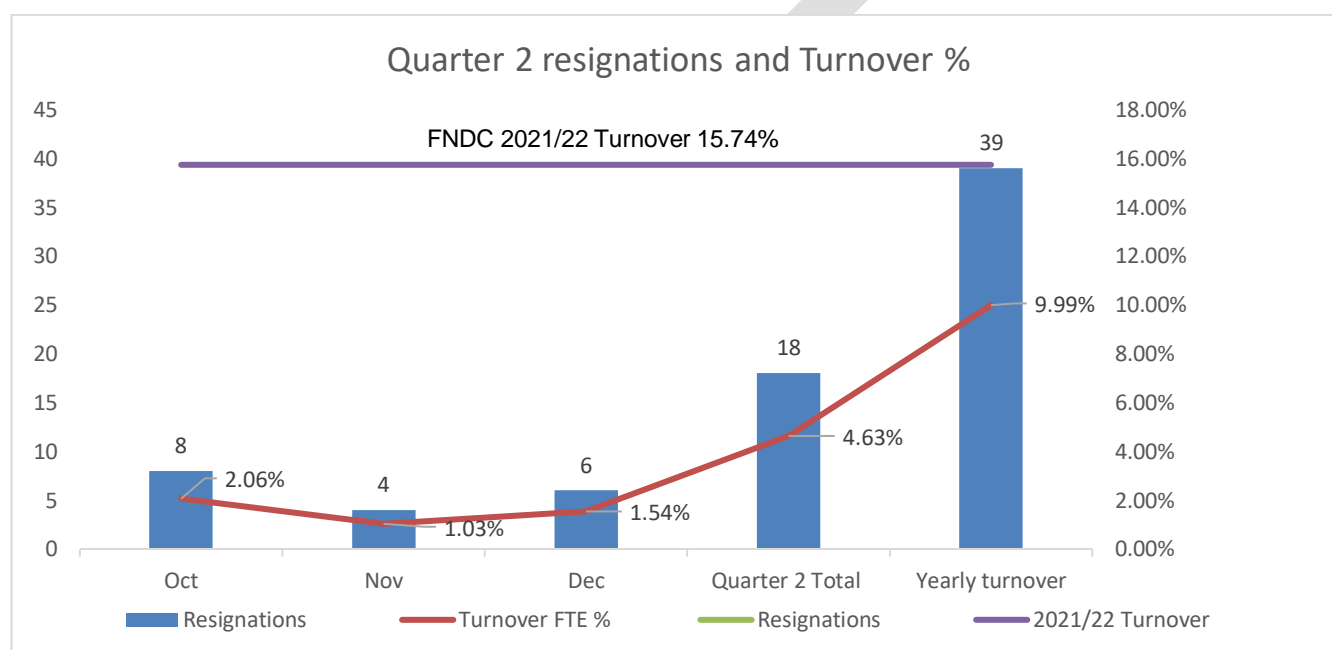


People and Capability Report to Assurance, Risk and Finance Committee Period 1 October – 31 December 2022

Staff Turnover

During quarter two, eighteen staff left Far North District Council. This has resulted in a quarterly turnover rate of 4.63%. Our 2022-2023 turnover rate is currently 9.99%, comprised of 39 staff having left Far North District Council. For comparison, our 2021/2022 full year turnover rate was 15.75%, which was not dissimilar to other Councils around New Zealand, with some reaching 20%.



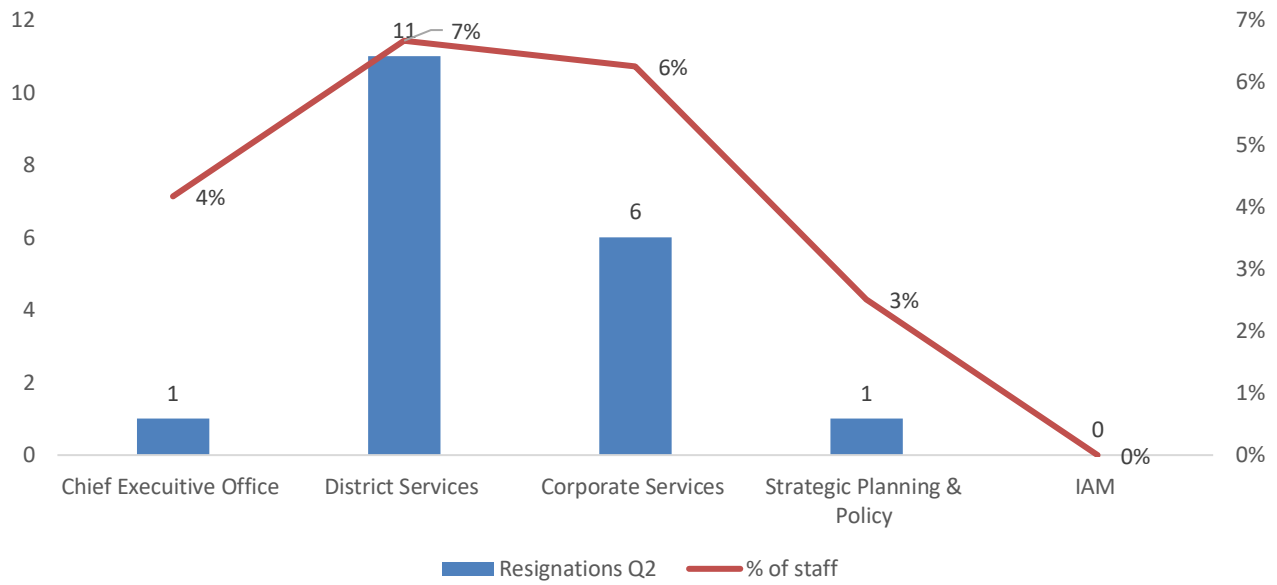
The District Services team has seen eleven staff members leave this quarter. These resignations are made up of the General Manager for District Services along with three of each from Building Services and Facilities Operations, two from Community & Customer Services and one each from Environmental Services and Monitoring.

Corporate Services had five team members leave this quarter. One resignation each from from Transformation & Assurance team and Business Intelligence & GIS, and three from the District Administration team.

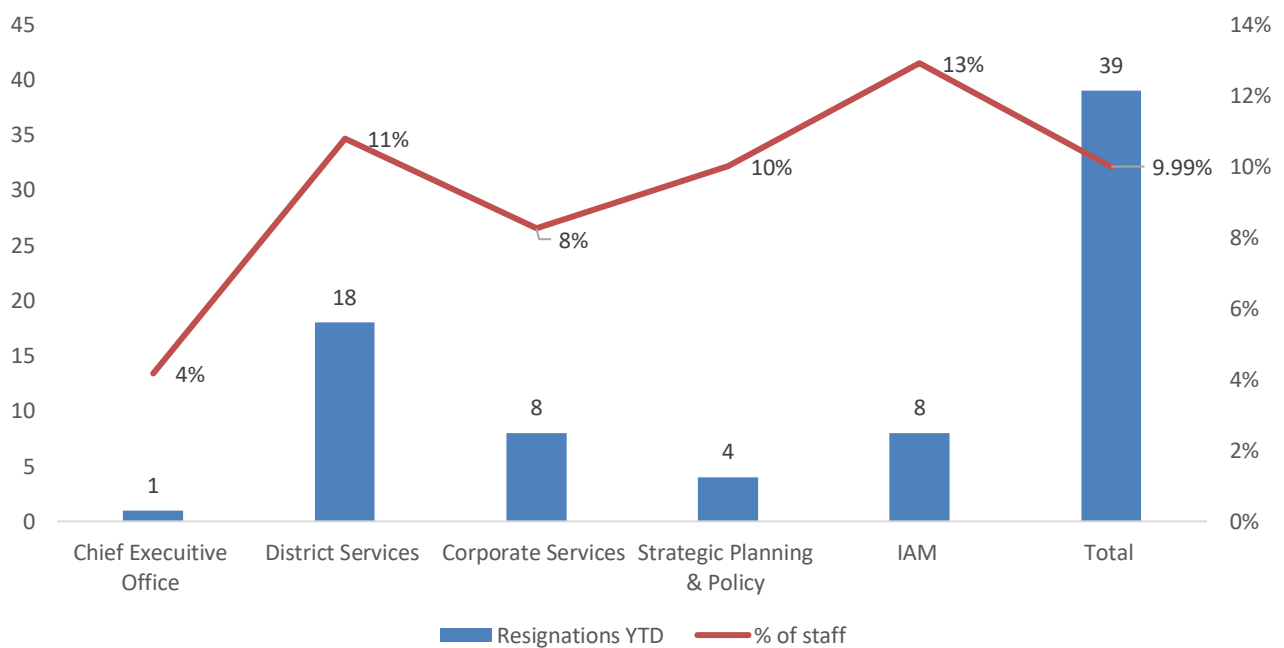
Strategic Planning & Policy had one resignation from the District Planning Team.

Chief Executive Office has had one resignation from the Executive Office.

Quarter Two Turnover by Department



Turnover by Department YTD as at 31 December 2022



Exit Interviews and Analysis

The total number of survey responses for this financial year is nineteen, which equates to 49 % of staff that have left this financial year have completed the voluntary exit survey. Reviewing the Exit Survey responses provides us with valuable information on why staff are choosing to leave and highlights areas where we need to direct attention.

The following findings have been identified:

Top reasons to leave FNDC;

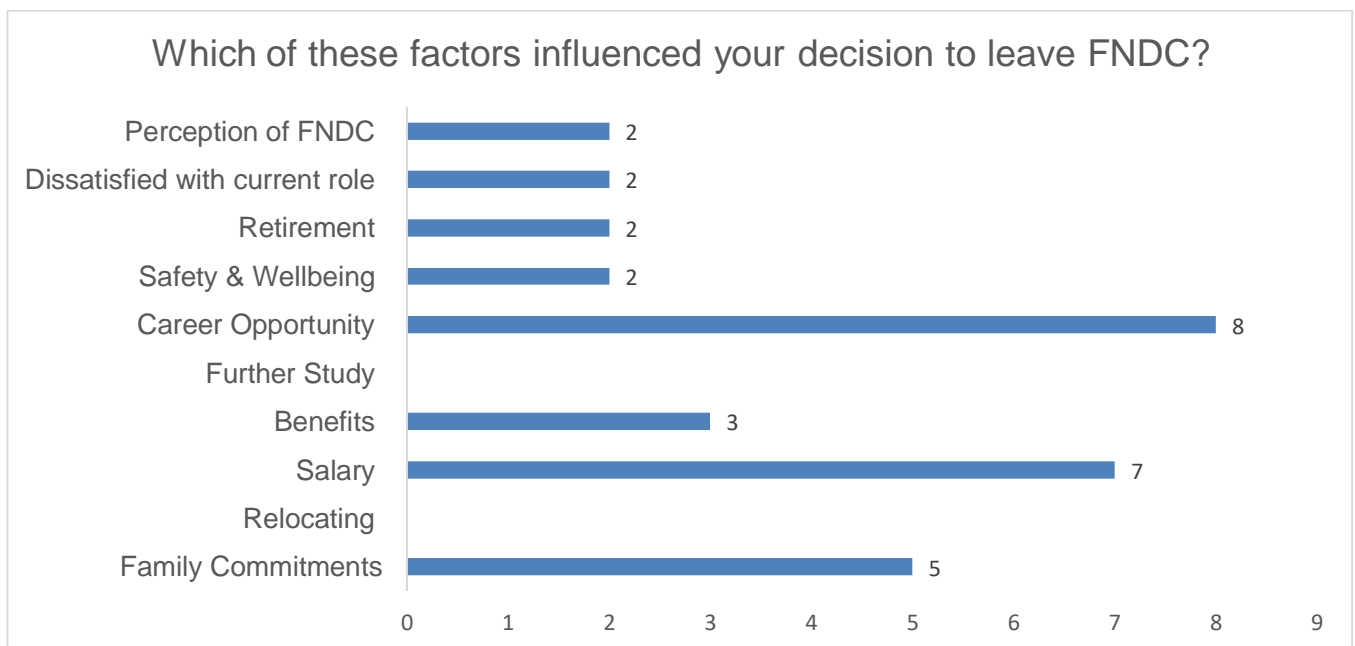
- Other Career Opportunity
- Salary
- Family Commitments

What staff liked most about working at FNDC:

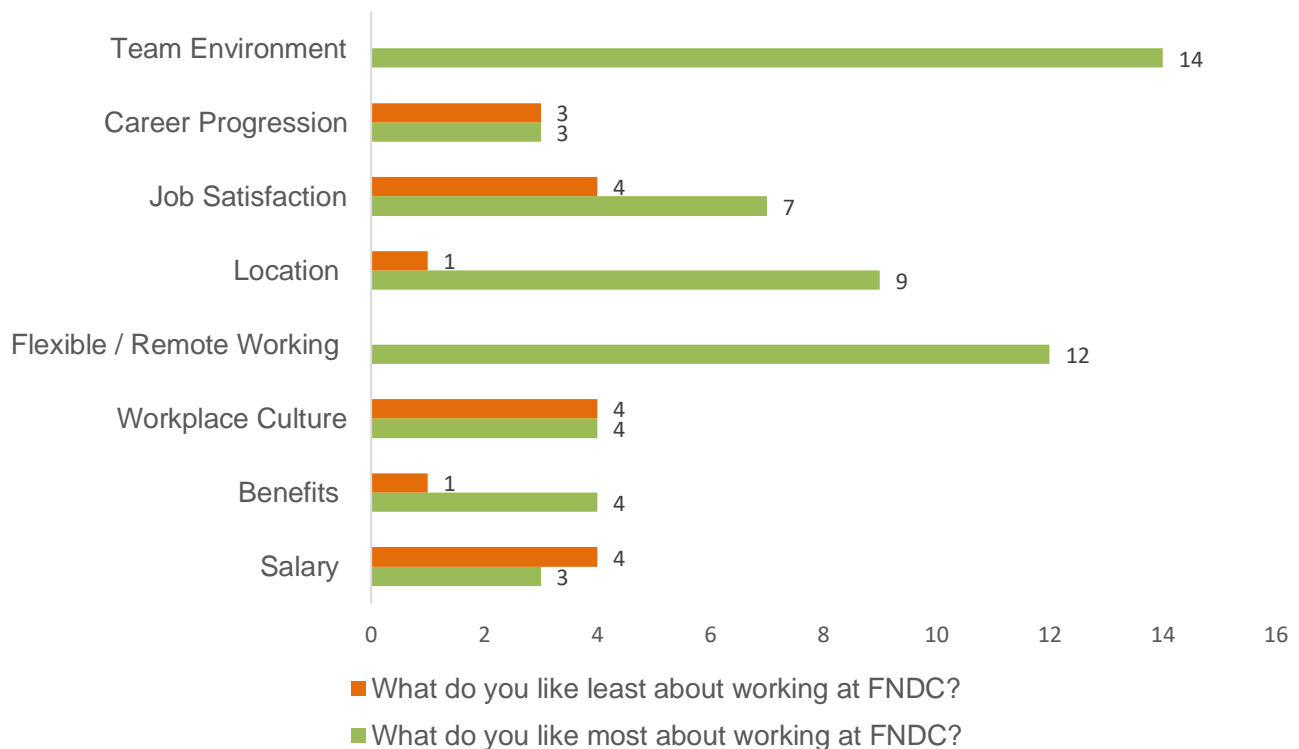
- Team Environment
- Flexible/Remote Working
- Location

What staff liked least about working at FNDC:

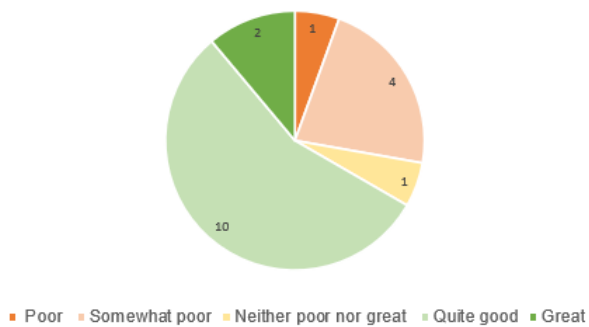
- Job Satisfaction
- Salary
- Workplace Culture



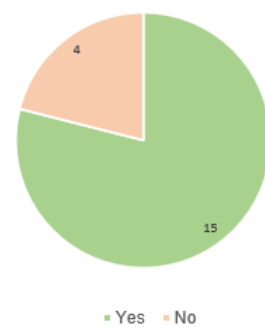
What do you like most and least about working at FNDC?



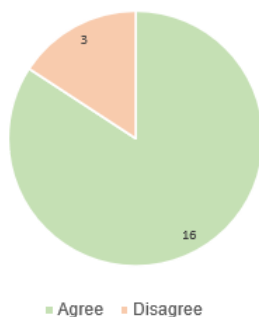
How would you overall rate the culture at FNDC?



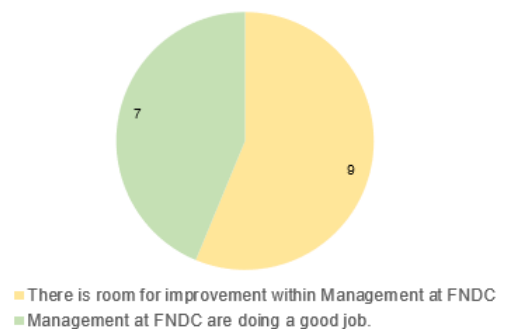
Would you recommend FNDC as an employer of choice?



You had the resources that you needed to be able to do your job?



How would you rate the overall Management at FNDC?



It is pleasing to note that 79% of our survey responders recommend FNDC as an employer of choice, along with this 67% of survey responders rating FNDC's culture to be "quite good" or "great".

Personal Grievances

There have been no personal grievances for this quarter.

Retention and Recruitment Issues

As same as quarter one we are still having continuous issues around obtaining suitable talent, resulting in re-advertising roles specifically Infrastructure Planners, the Resource Consents Team and the Building Team. It is 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. Further advertising is now being undertaken nationally with the Ministry of Social Development, as well as being targeted locally in Kerikeri, Kaikohe and Kaitaia with the assistance of MSD’s job matching team.

Stay Interviews

During Quarter two, seventeen stay interviews were carried out with staff in the Building Services team. The aim was to provide them the opportunity to share information in a confidential setting and to influence retention of our staff. These interviews lasted approximately 30 minutes each with a set list of questions.

Some points of interest from the interviews are as follows:

- Most interviewed staff applaud our Hybrid Working Model
- Council’s remuneration package is not competing with the Building private sector, who can offer higher pay and has been expanding throughout the last year, needing more staff.
- Training opportunities has been a topic throughout more than half of the stay interviews conducted. There is a need to share expertise in-house through members of the team that excel in certain fields, and to be able to have the time allocated for training their peers.
- Extremely high workloads have been mentioned by some. This issue is only heightened by vacancies and tight statutory timeframes to issue Inspection Certificates.
- Staff indicated that they experience a positive culture within their peer groups.

Ongoing work will be carried out to support the Building Services team with recruitment and to influence the allocation of time to training opportunities.

Disciplinary Actions and Costs

During this period there have been no formal disciplinary processes.