

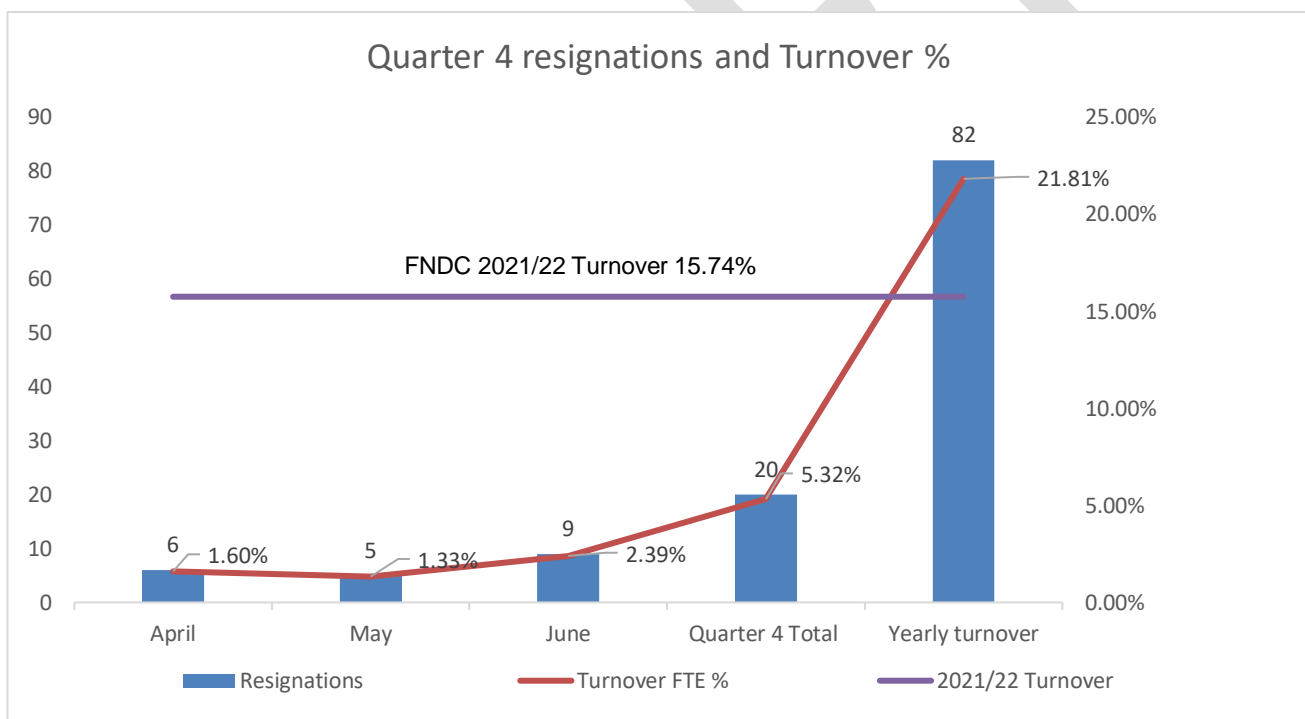
People and Capability Report to Assurance, Risk and Finance Committee Period 1 April – 30 June 2023

Staff Turnover

During quarter four, twenty staff have left Far North District Council. This has resulted in a quarterly turnover rate of 5.32%.

Our 2022-2023 turnover rate has concluded at 21.30%, comprised of 82 staff having left Far North District Council. For comparison, our 2021/2022 turnover rate was 15.75%, which was not dissimilar to other Councils around New Zealand, with many of them reaching over 20%.

During quarters three and four Far North District Council undertook a council wide realignment which resulted in 23 staff members being disestablished (9 of which have now left and fourteen who have been successfully redeployed into other positions within Council).



People Leaders are working alongside People and Capability to help retain staff by identifying high risk roles and undertaking succession planning. There has also been a council wide engagement survey completed during quarter four, the results from this will help identify areas for improvement across council to help retain and attract staff.

Exit Interviews and Analysis

The total number of survey responses completed for this financial year is thirty-nine. 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.

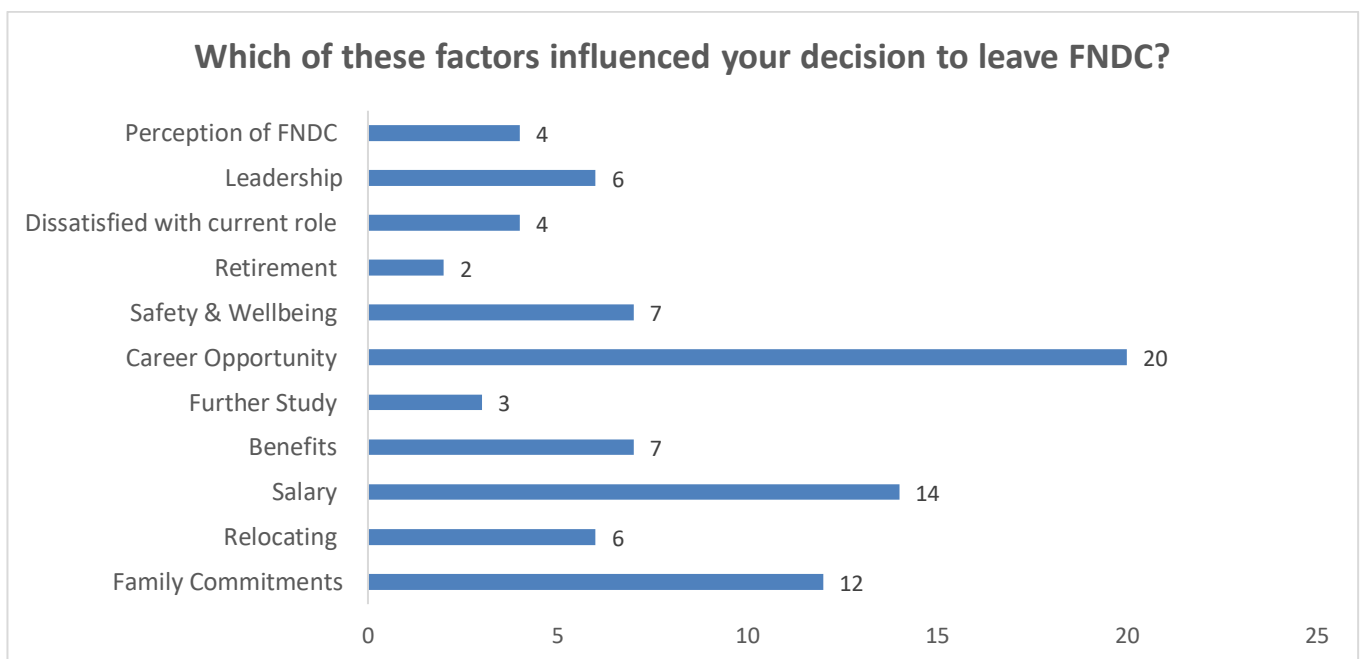
The following findings have been identified:

What staff liked most about working at FNDC:

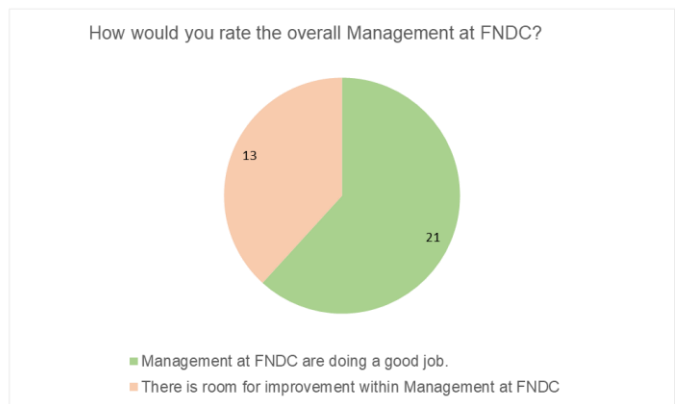
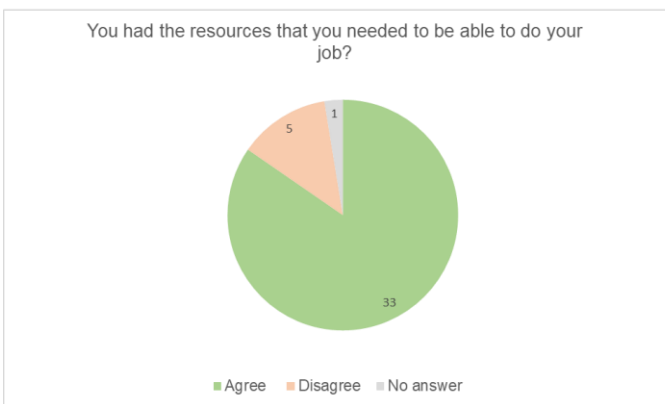
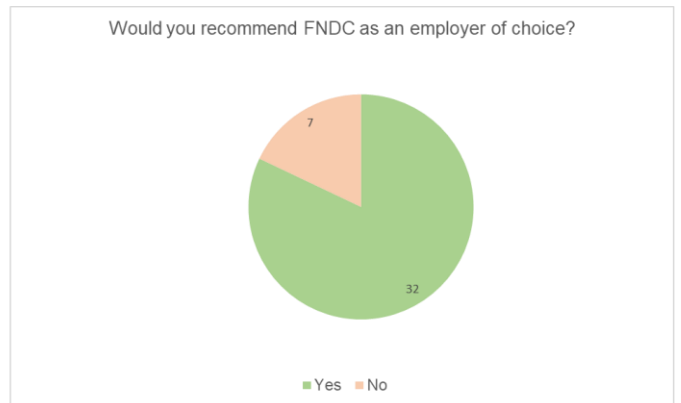
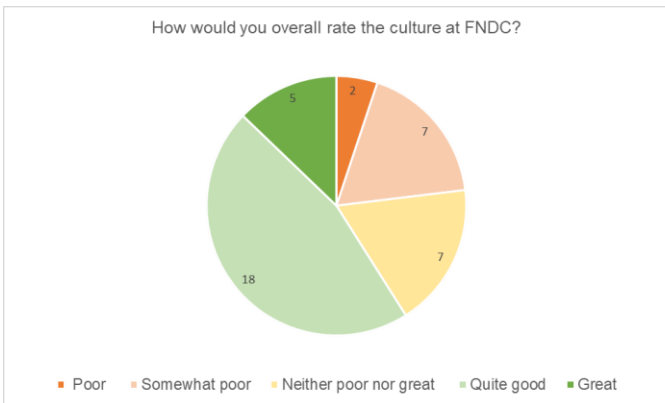
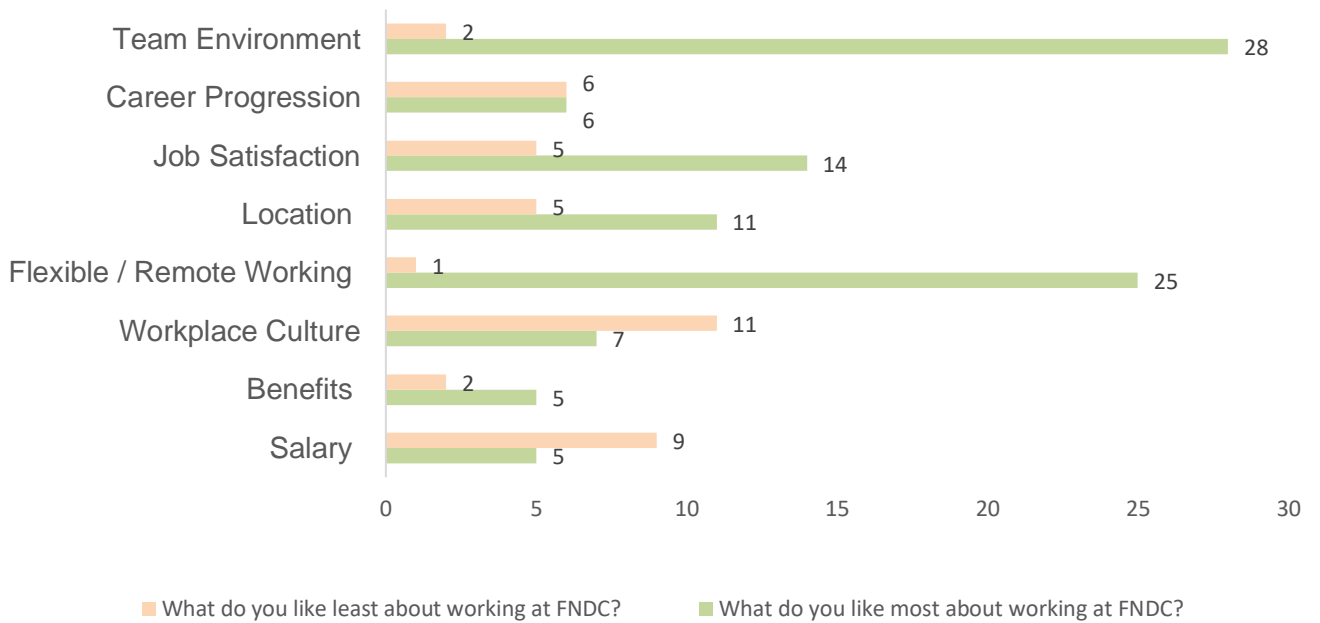
- Team Environment
- Flexible/Remote Working
- Job Satisfaction

Top reasons to leave FNDC;

- Other Career Opportunity
- Salary
- Family Commitments



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



Personal Grievances

We have 3 personal grievances which are currently being worked through.

Retention and Recruitment Issues

Not unique to the Far North, there are some serious concerns regarding recruitment and retention of talent within Council.

While the nation-wide struggle for recruiting within the consents and planning spaces is showing no change, we have recently engaged an recruitment agency to take a more direct targeted approach to fill these significant vacancies, with interviews in the Resource Consents teams (for various roles) already underway. The other proposals are imminent for the Planning and Policy group.

We are also looking at holding a recruitment expo and developing a graduate programme so we can grow our talent.

Disciplinary Actions and Costs

During this period there have been no formal disciplinary processes.