

Reference Number: 2023/962

25 May 2023

Email: [REDACTED]

Tēnā koe [REDACTED]

Response - Official Information Request

I refer to your request for information received on 1 May 2023. Your request has been considered under the Local Government Official Information and Meetings Act 1987 (LGOIMA) and I provide the following information.

“Please provide a breakdown of all the bonuses/pay awards your organisation has given out to its employees in the 2022/2023 financial year.

Please ensure this breakdown includes job title, position description, salary band and an indication of the value of the salary band.

By breakdown I mean the number of bonuses/pay awards given out and the value of each bonus.

For the Executive/Senior Leadership team, I would like the same information in a separate summary.”

In the 2022/23 financial year we paid out the following bonuses/pay awards. These are a mixture of historic contractual incentive arrangements and one-off performance payments. The one-off performance payments were an affordable option to recognise high performance without further increasing base salary. We do not consider these payments to be classified as a traditional bonus however, have included them here as they do sit outside the contractual remuneration package for Horowhenua District Council Employees.

One-off Performance Payments

Band	Band Amount	Total	Breakdown
E	53,098-62,468	\$6,000	3x \$2000
F	62,679-73,739	\$8,000	4x \$2000
G	73,847-86,878	\$4,000	2x \$2000
H	86,626-101,913	\$4,000	2x \$2000
I	102,010-120,011	\$6,000	3x \$2000
Executive Leadership Team	190,995 – 322,624	\$2,000	1x \$2000

Historic Contractual Incentives

Band	Band Amount	Bonus	Bonus Breakdown
I	102,010-120,011	\$10,000	1 x 10,000
Executive Leadership Team	190,995 – 322,624	\$25,000	1 x \$25,000

Part of the information you have requested is enclosed. However, we have decided to refuse your request for information which relates to job titles and position descriptions under s7(2)(a) of the LGOIMA to protect individual privacy.

You are entitled to seek an investigation and review by the Office of the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or free phone 0800 802 602.

Horowhenua District Council publishes responses to Local Government Official Information and Meetings Act 1987 (LGOIMA) requests that we consider to be of wider public interest, or which relate to a subject that has been widely requested. To protect your privacy, we will not generally publish personal information about you, or information that identifies you. We will publish the LGOIMA response along with a summary of the request on our website. Requests and responses may be paraphrased.

If you have any queries regarding this information, please contact the LGOIMA Officer on LGOIMAOfficer@horowhenua.govt.nz

Ngā mihi



Monique Davidson
Chief Executive