

23 March 2023

File ref: IRC-5409

[REDACTED]

Kia ora [REDACTED]

Thank you for your request made under the Local Government Official Information and Meetings Act 1987 (the Act), received on 3 March 2023. You requested the following information:

- What apprenticeship programme, if any, does the council have at its botanic garden facilities?
- How many apprentices are there?
- How much are apprentices paid?

Wellington City Council has **granted** your request for information.

The Council runs an apprenticeship programme across the Parks & Open Space teams. It is not just specific to the Botanic Garden. The Amenity Horticulture apprentices work on a roster and move around the different positions/teams every four months to give them a variety of training opportunities and get a wide range of experience. We have a part time apprentice coordinator who works with them to support their learning and development, and the apprentices report into the specific team leader at the site.

In terms of the number of apprentices:

- Amenity Horticulture apprenticeship – Seven positions.
 - Three are based at the Botanic Garden,
 - One is based at Otari Wiltons Bush,
 - Three are based in our Horticulture Team
- Nursery apprenticeship – One position (based at Berhampore Nursery)
- Sportsfield apprenticeship – One position (based in our Sportsfields team)
- Arboriculture apprenticeship - Three positions (based in our Arboriculture team)

Our apprentices work on a training progression framework and start on the Living Wage. They progress through as they complete their NZQA credits. Below is an overview of the framework. We review the rates annually in line with increases to the Living Wage.

Apprenticeship progression and remuneration

Apprentices are paid in line with the apprentice progression framework. Progression through the framework takes into consideration NZQA credits achieved and time served. It is anticipated that apprentices will achieve approximately 70 NZQA credits in each year of their employment.

Apprentices will have their wage reviewed annually as per the Living Wage rate adjustments. Any changes are effective 1 July of each year and will be managed through the Council's remuneration round.

The rates below are effective as of 1 July 2022.

	Amenity horticulture	Nursery production	Sports turf	Arboriculture
Starting rate	\$23.65	\$23.65	\$23.65	\$23.65
End of Year One (approx. 70 credits)	\$24.45	\$24.45	\$24.45	\$24.45
End of Year Two (approx. 70 credits)	\$25.25	\$25.25	\$25.25	\$25.25
End of Year Three Total credits needed	204 credits	205 credits	242 credits	163 credits

Right of review

If you are not satisfied with the Council's response, you may request the Office of the Ombudsman to investigate the Council's decision. Further information is available on the Ombudsman website, www.ombudsman.parliament.nz.

Please note, we may proactively release our response to your request with your personal information removed.

Thank you again for your request, if you have any questions, please feel free to contact me.

Kind regards

Asha Harry

Official Information