Our Role

The Chief Executive is appointed to deliver the services to meet the direction and priorities set by the Council.

‘Governance’ is about setting direction and agreeing priorities for the city, about determining what services the city will provide and to what standard. It’s also about providing oversight. This is the essence of the role played by the Mayor and elected councillors. The Council’s Chief Executive is appointed to deliver the services needed to fulfil the direction the elected Council has set and manages day-to-day operations. The Chief Executive is supported by a management team and 1,500+ staff (see below).

This section provides a summary of the corporate structure, our values and the workplace practices we have in place to keep our people safe and engaged.

1 For information on the Mayor and Councillors’ responsibilities and remuneration please see the Governance chapter.

Management and staff

A management board supports the Chief Executive in leading the organisation.

The management board is made up of the Chief Executive and ten directors. The board’s structure reflects the full breadth of council activities. This ensures that all points of view are considered before advice is given and operational decisions made.

The following table shows the management board structure as at 30 June 2010.

Garry Poole is in his 13th year as Chief Executive of Wellington City Council. His performance is monitored by the Council’s Performance Review Committee. The committee is chaired by the Mayor and includes four Councillors. See the notes to the financial statements on page 215 for details of the Chief Executive’s remuneration package.
The programme has enhanced our organisation by creating a positive work environment, given us greater community engagement and allowed us to better understand and prepare for a more diverse workforce in the future.

We also survey all our staff annually to find out about how valued. Staff levels of engagement is showing an improving Safe workplace with equal opportunities

To achieve the best results for Wellington, we need the best people involved.

We are a large employer, with 1,599 permanent employees. Of these, 1,101 are full-time staff and 498 are part-time staff. Additionally, we have 79 employees on fixed term contracts. Gand a pool of 344 casual employees that help keep services open and running. This workforce is multicultural and evenly split between genders.

We have experienced a decrease in permanent staff turnover from 27% in June 2008 to 21% in June 2010. The current climate of economic uncertainty as well as efforts to decrease turnover through workforce initiatives has contributed to this positive trend (see table below).

Table: STAFF TURNOVER

<table>
<thead>
<tr>
<th>Year</th>
<th>New staff</th>
<th>Resignations</th>
<th>Total staff turnover</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004/05</td>
<td>192</td>
<td>204</td>
<td>14%</td>
</tr>
<tr>
<td>2005/06</td>
<td>204</td>
<td>273</td>
<td>14%</td>
</tr>
<tr>
<td>2006/07</td>
<td>353</td>
<td>277</td>
<td>18%</td>
</tr>
<tr>
<td>2007/08</td>
<td>376</td>
<td>423</td>
<td>24%</td>
</tr>
<tr>
<td>2008/09</td>
<td>279</td>
<td>377</td>
<td>27%</td>
</tr>
<tr>
<td>2009/10</td>
<td>392</td>
<td>354</td>
<td>21%</td>
</tr>
</tbody>
</table>

We actively foster a work culture that is safe-conscious and complies with the Health and Safety in Employment Act. We're an accredited employer under the Accident Compensation Corporation (ACC) Partnership Programme. This programme allows eligible employers to take full responsibility for the rehabilitation of any employee who suffers a workplace injury. Employers in the programme are effectively agreeing to act on behalf of ACC in their own workplace. In each of the eight years we have been in the programme we have been able to provide injured employees with a comprehensive rehabilitation programme that meets the requirements of the Partnership Programme. Our workplace safety and injury management systems are audited every year by ACC.

In April 2010, the Council was fined $60,000 and ordered to pay reparations of $50,000 over the tragic death of Brian Taurewa at the Southern Landfill on 12 December 2008. Mr Taurewa died when the truck he was driving slipped down a steep temporary road and rolled. The Council pleaded guilty in the Wellington District Court to a charge of failing to take all practicable steps to ensure the safety of its employees while at work.

As a result of the tragedy, in 2009 a Council-wide review of health and safety culture and practices was undertaken. The recommendations of this review are being implemented in a concerted effort to ensure that staff, contractors, and members of the public are safe in our workplaces at all times.

We also survey all our staff annually to find out about how engaged they are in their work. Level of staff engagement is a reflection of overall job satisfaction and indicates that their input is valued. Staff levels of engagement is showing an improving trend from 78% engaged or partly engaged in 2007 up to 93% this year.

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