

18 December 2023

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Email:

Dear

LGOIMA request

I understand that you consider parts of questions six and eight of your request for information under the Local Government Official Information and Meetings Act 1987 (**LGOIMA**) dated 20 April 2023 were not answered in our previous response dated 19 May 2023.

This letter provides further responses to those questions. I will update the Office of the Ombudsman about this response provided to your request.

Response to Question 6

The Gore District Council (**Council**) does not have information on the number of staff that have left due to "unexpected turnover". Nor does the Council hold conclusive information on reasons why a staff member may have left.

The second part of this question asks for the number of Council staff that have been fired. The Council does not record any staff as being "fired". If dismissal from employment without any compensation being paid is being referred to, the answer to that specific question is one staff member only. Two staff members in total have had their employment terminated.

You also sought details of the number of Council staff that had received severance packages and the value of these packages. This information is readily available in the Council's previous three Annual Reports.

Response to Question 8

Please see below a table detailing all information held in relation to questions 1-7. This information is withheld under section 7(2)(a) of LGOIMA and is currently subject to the review by the Office of the Ombudsman.

Document	Date
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Email re: annual report severance disclosures	10 November 2023
Excerpt from extraordinary Council meeting held in committee	6 October 2022
Chief executive Review	26 September 2022
Excerpt from Council meeting agenda	30 October 2018
Letter to Tracy Hicks from Mitchell Notley and Associates Limited	9 April 2018
Excerpt from Council minutes	14 May 2013
Excerpt from Council minutes	17 September 2013
Memo from human resources manager	3 May 2013
Excerpt from Council minutes	28 September 2010
Council Meeting Agenda	28 September 2010
Excerpt from Council minutes	March 2006
Excerpt from Council meeting Agenda	March 2006

Kind regards



Sonia Gerken
General Manager Communications / Customer Support

Response to LGOIMA from [REDACTED]

13 February 2024

Dear [REDACTED]

LGOIMA - CE employment information request

We are writing to provide an update on the responses to your request for information under the Local Government Official Information and Meetings Act 1987 (LGOIMA) that we provided in our letter dated 18 December 2023.

In our response to Question 8 we provided a table detailing information held in relation to question 1-7 that was withheld under section 7(2)(a) of LGOIMA. This table listed a Chief Executive Review dated 26 September 2022.

We have now reviewed the materials again and consider there are some sections of the Chief Executive Review report that set out the criteria used to appraise the Chief Executive's performance. These sections do not contain personal information and therefore do not need to be withheld to protect the privacy of natural persons.

For this reason, we have attached the report. Redactions have been applied under section 7(2)(a) of LGOIMA to some parts of the report to protect the privacy of natural persons.

If you are unsatisfied with the response, you are entitled to lodge a complaint with the Office of the Ombudsmen. You can find more information on its website <http://www.ombudsman.parliament.nz>

Kind regards

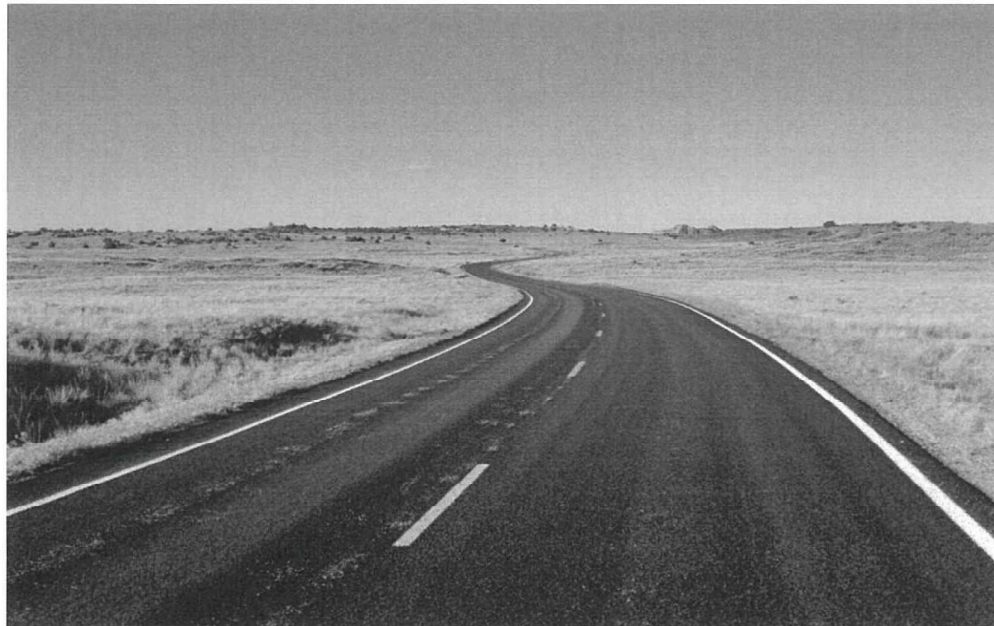
A handwritten signature in black ink, appearing to read 'Sonia Gerken'.

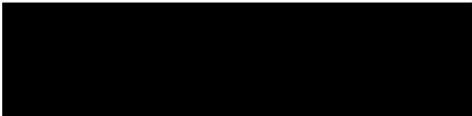
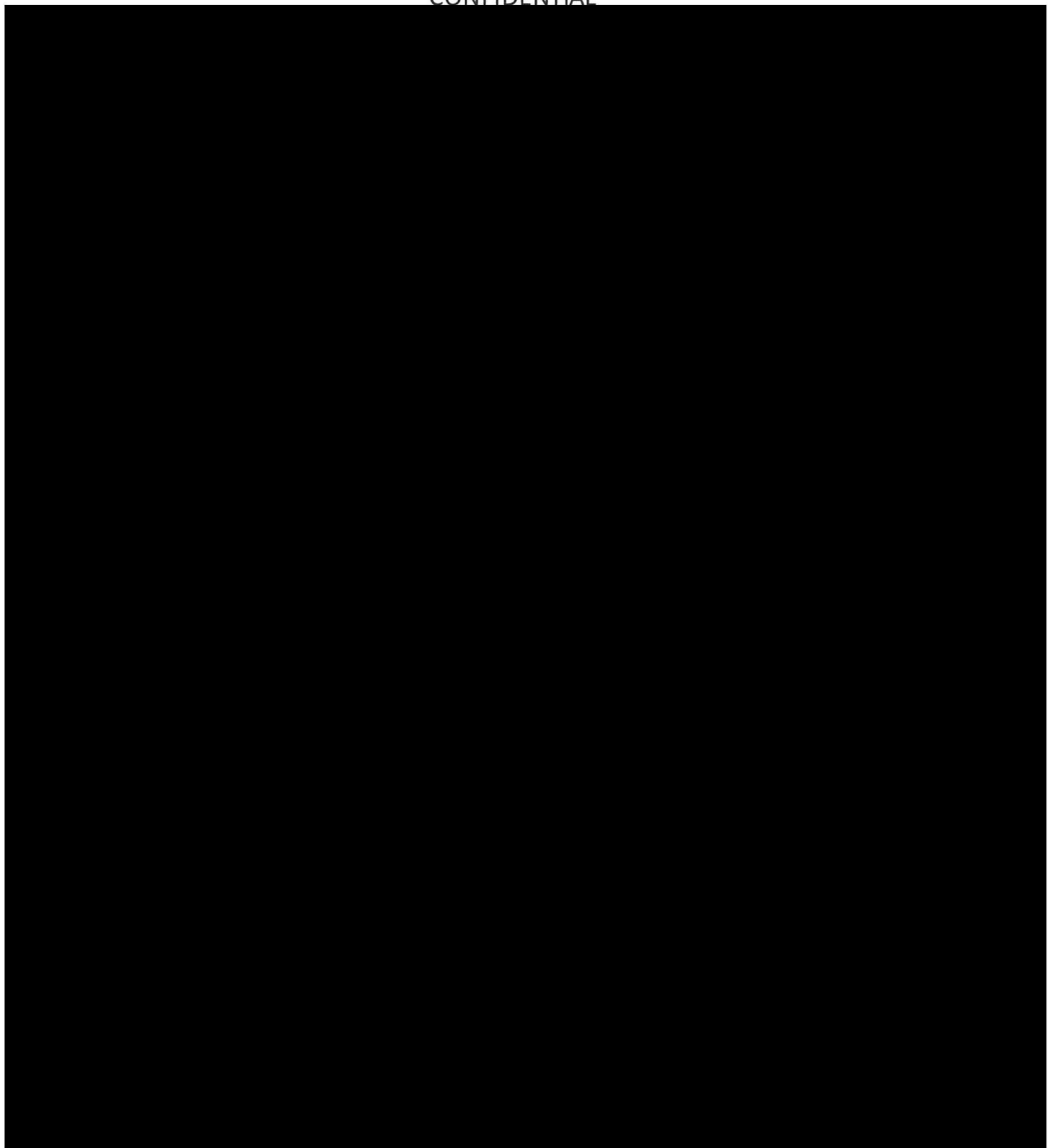
Sonia Gerken

GM Communications / Customer Support

CHIEF EXECUTIVE REVIEW - GORE DISTRICT COUNCIL

26 SEPTEMBER 2022





Chief Executive Performance Review -

CONTEXT

The Gore District Council (GDC) is undertaking the annual Chief Executive (CE) performance review for the year ended 30 June 2022. It has been a big year including an organisational restructure to reflect the strategy necessary for the future. The principles applied include:

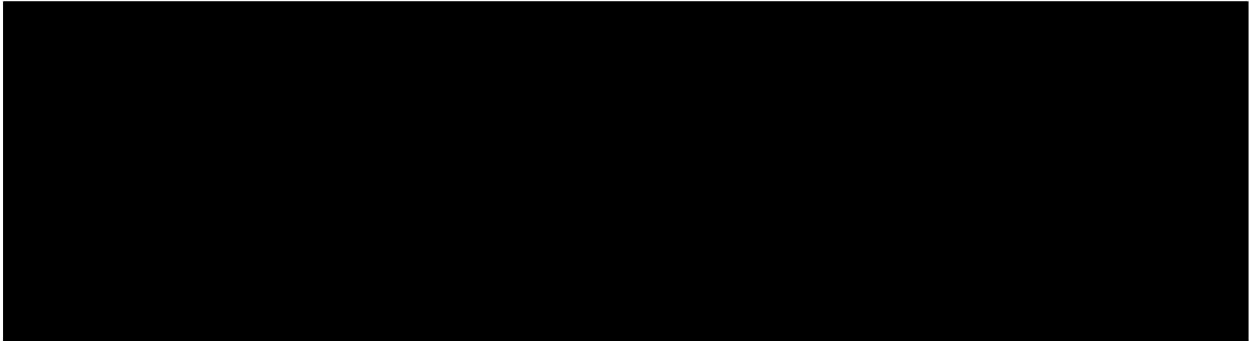
- Align CE performance review with the objectives of GDC
- Be tailored to the specific needs of GDC, given developments of the last year
- Have a past and future focus, activities delivered and fiscal management of the past year but also efforts for the future on strategy, building a leadership team and culture
- Be specific enough to encourage setting of developmental goals and improvement plans for GDC
- Be inclusive and canvas a broad range of stakeholders from all Elected Members, internal senior leadership team members, the CE Stephen Parry and specific key external stakeholders namely the Hokonui Runanga, Mataura Valley Milk and external adviser Michael Chamberlain
- Be conducted confidentially and in a manner conducive to ongoing good governance.

Clear expectations form the basis for all good performance relationships and the Council has set objectives, in conjunction with the CE; Objectives and Key Result Areas (OKR's) as attached in Appendix A. In addition, a holistic evaluation of the CE's performance will generally include categorization or expectations with respect to the following:

- Leadership
- Strategy
- Response to wicked problems (complex unexpected events)
- Stakeholder relationships especially working with the Council
- Enterprise management such as fiscal, systems and processes management
- Building people capability and capacity
- Culture.

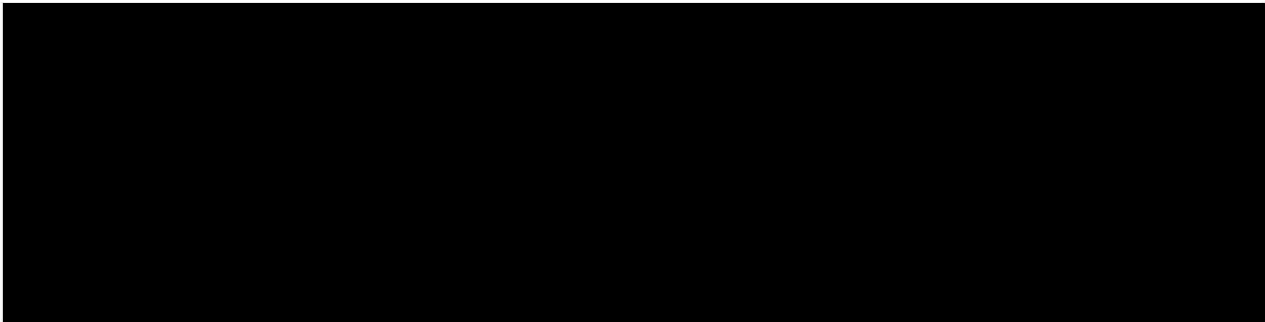
CONFIDENTIAL

Categorisation provides the Council with the opportunity to assess the balance of its measures. Are there enough lead indicators to ensure the Council and CE will be able to see problems as they emerge rather than after they happen? Do the targets balance organisational and personal outcomes for the CE? And very importantly, do they match the Council's objectives for the evaluation process and for the organisation's strategic direction.



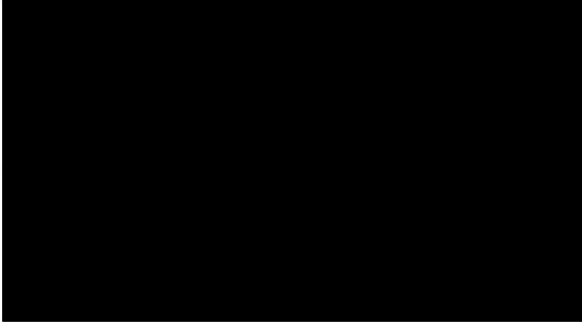
LEADERSHIP	
Overall average	[Redacted]
Displays judgement and quality decision making	[Redacted]
Leads and upholds GDC's values	[Redacted]
Provides effective guidance to Councillors	[Redacted]
Visible and builds the necessary relationships	[Redacted]

■ 1 Unsatisfactory, 2 Needs improvement, 3 Satisfactory, 4 Very good, 5 Excellent

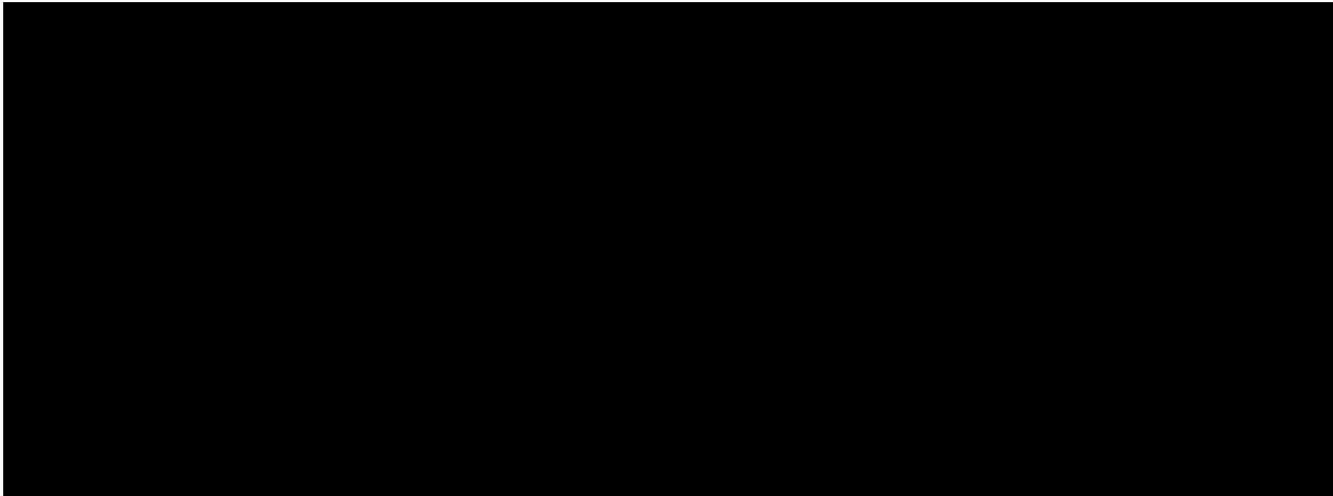


STRATEGY IN DEALING WITH

Overall average
Quality and delivery of 10 year plan
Long-term asset renewal
New capital build, Civic, library, museum
Working bi-culturally
Climate change
Community wellbeing and demographic change

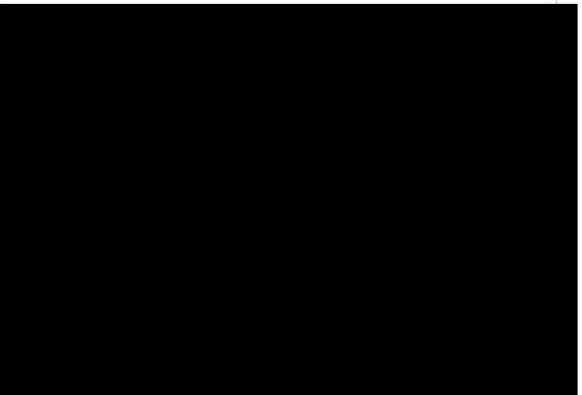


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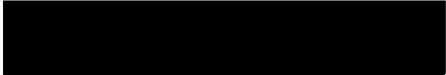
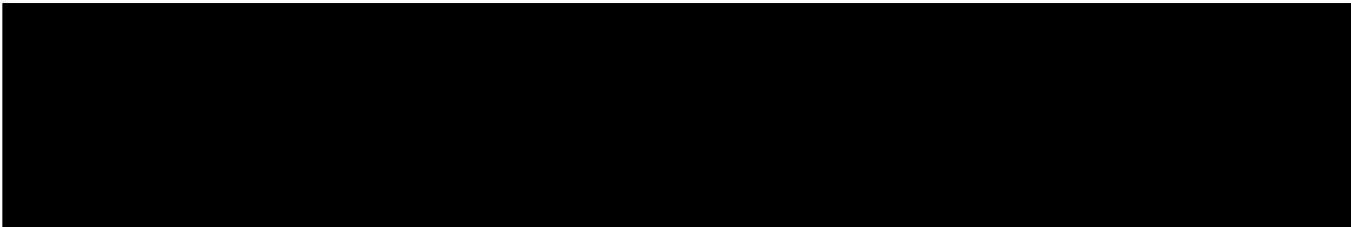


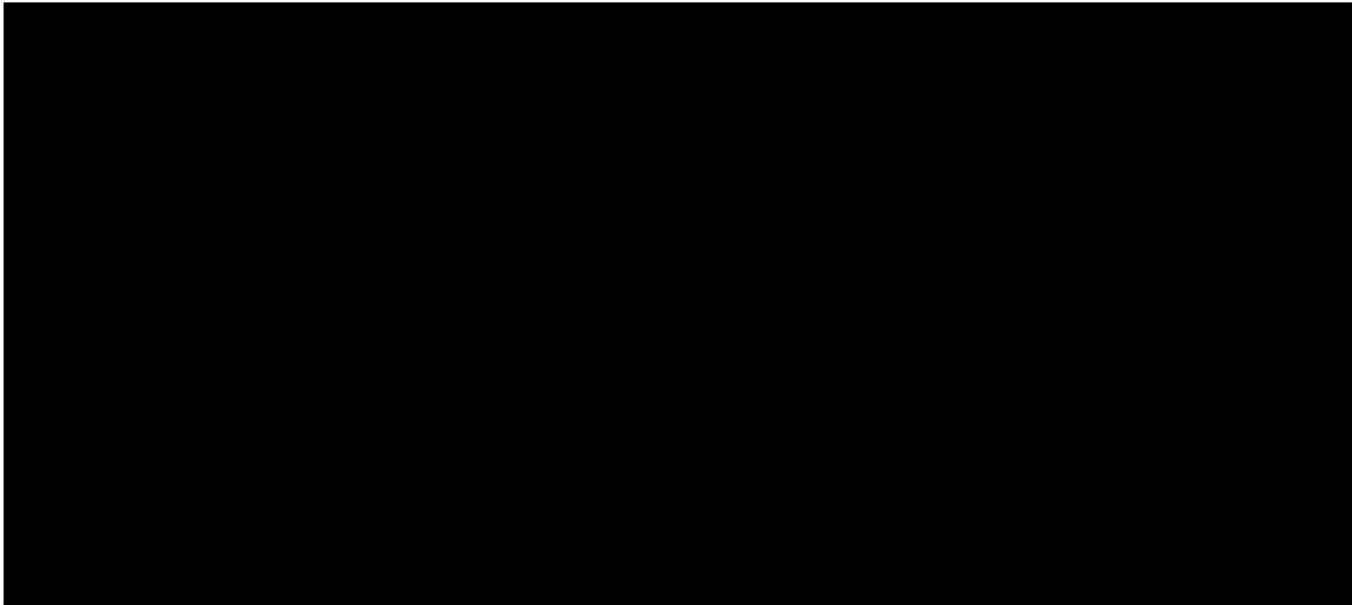
EFFECTIVE STAKEHOLDER RELATIONSHIPS WITH

Overall Average
Councilors
Other councils and bodies
Hokonui iwi
Mataura Valley Milk
Farming community
Mataura Community Board
Local public
GDC's external communications



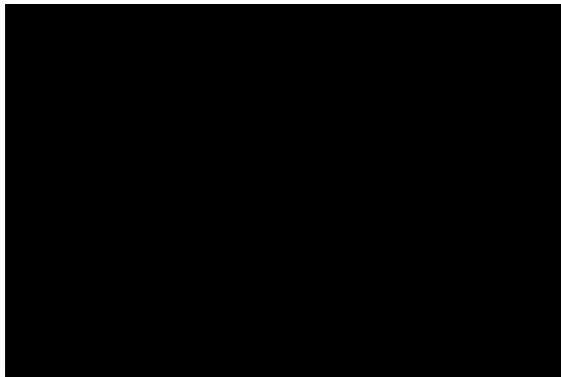
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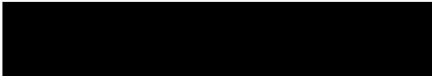
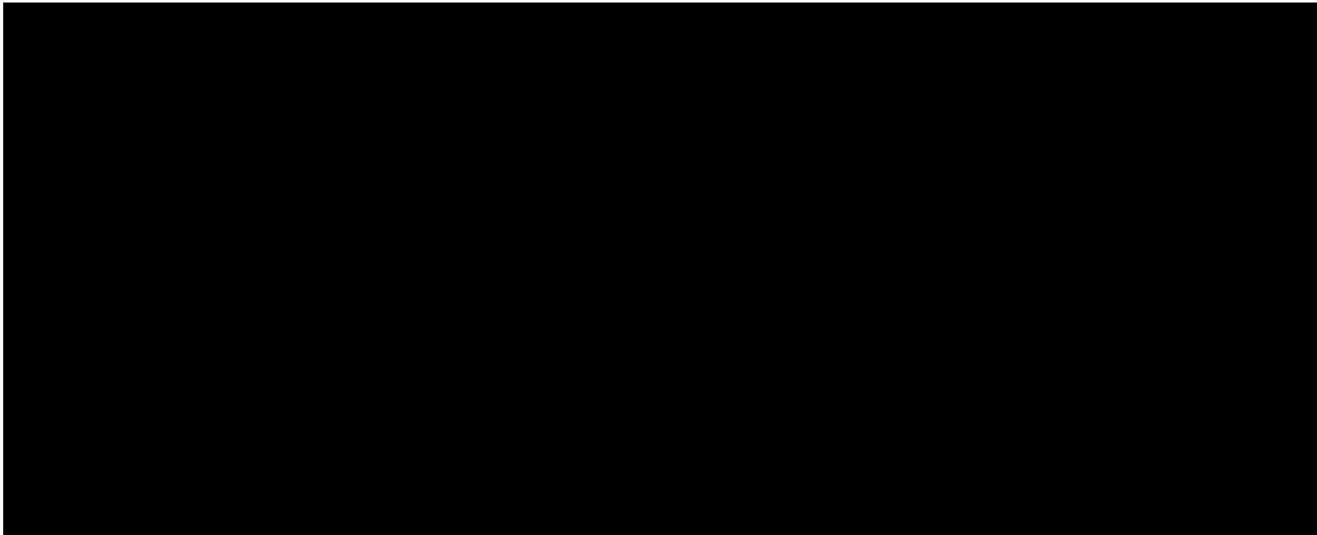


BUILDING PEOPLE CAPABILITY AND CAPACITY

Overall average
GDC is a good place to work
Builds a good leadership team
Delegates effectively
Invests in employees time, \$ and effort
Supports diversity
Ensures effective people processes
Ensures effective H&S



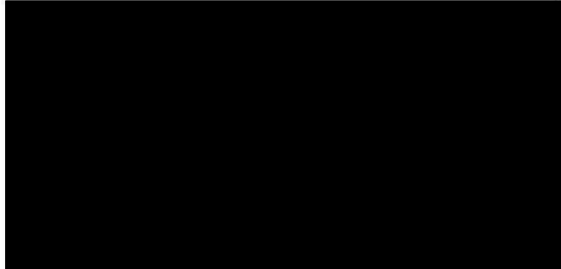
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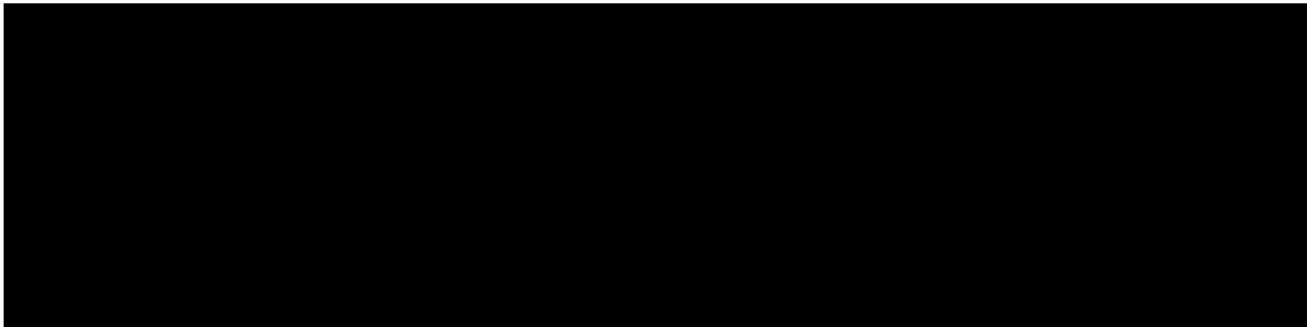


ENTERPRISE MANAGEMENT QUALITY OF

Overall average
Fiscal management
Reporting
Investment in systems and processes
Policies and procedures

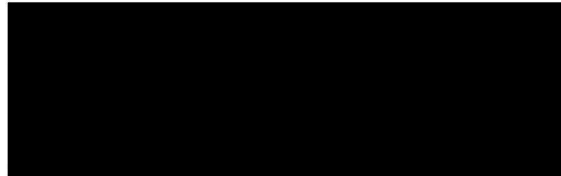


■ 1 Unsatisfactory, 2 Needs improvement, 3 Satisfactory, 4 Very good, 5 Excellent



DEALING WITH WICKED PROBLEMS

Overall average
Three waters
Covid 19



■ 1 Unsatisfactory, 2 Needs improvement, 3 Satisfactory, 4 Very good, 5 Excellent

