

7 December 2018

Thomas Coughlan
Political Reporter
Newsroom
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REF: OIA-4386

Dear Thomas

Request made under the Official Information Act 1982

Thank you for your email of Monday 12 November 2018 requesting the following information under the Official Information Act 1982 (the Act):

- 1. number of staff that have resigned since March 2016*
- 2. number of staff that joined NZTA since March 2016 that have now resigned*
- 3. number of full-time, permanent staff today*
- 4. sick days taken by full time permanent staff, by month since March 2015 to present*
- 5. number of personal grievances lodged by staff since March 2016*
- 6. number of staff who have used the Employee Assistance Programme since March 2016*
- 7. number and amount of compensation awards made to staff for employment disputes and grievances since March 2016*
- 8. verbatim staff comments from "AskYourTeam" Surveys (with personal identifying information redacted)*
- 9. Notes from exit interviews since March 2016 where the staff member has agreed to have the information shared with their manager*

I address each of your points below:

- 1. number of staff that have resigned since March 2016*

Since March 2016, 522 permanent full-time and permanent part-time staff members have resigned from the New Zealand Transport Agency.

For additional context, the table below lists resignations by year since 2014.

Year	Resignations
2014	154
2015	119
2016	165
2017	211
2018 (to 9 November 2018)	170

2. *number of staff that joined NZTA since March 2016 that have now resigned*

Since March 2016, 113.4 full-time equivalent, permanent staff members have joined and subsequently resigned from the New Zealand Transport Agency.

3. *number of full-time, permanent staff today*

As at 12 November 2018, the New Zealand Transport Agency had 1343 permanent, full-time staff members.

For additional context, the table below lists the number of full-time, permanent staff per year from 2014 till the present.

Financial year	Permanent full-time FTE
2013/14	1239.5
2014/15	1204.9
2015/16	1269.6
2016/17	1217.7
2017/18	1276.8
As at 12/11/2018	1343

4. *sick days taken by full time permanent staff, by month since March 2015 to present*

Please note, sick leave usage has increased over time corresponding with our increase in permanent full time staff. There is also a pattern of higher usage in winter months, as staff are more susceptible to colds and flu during this period.

Year	Month	Total days of sick leave taken by permanent, full-time staff	
2015	March	777	
	April	728	
	May	927	
	June	891	
	July	1170	
	August	1091	
	September	1008	
	October	766	
	November	813	
	December	569	
	2016	January	485
		February	688
March		899	
April		941	
May		968	
June		1025	
July		1071	
August		1238	
September		1184	
October		918	
November		946	
December		750	
2017	January	615	
	February	833	
	March	1140	
	April	717	
	May	1117	

	June	1002
	July	1232
	August	1235
	September	1090
	October	880
	November	939
	December	619
2018	January	611
	February	784
	March	1044
	April	941
	May	1083
	June	1056
	July	1038
	August	1240
	September	960
	October	877
	to 12 November	382

For additional context, the table below lists total days of sick leave taken by permanent FTE's by year, number of permanent FTE's each year, and average number of sick days per FTE each year, since 2014.

Year	Total days of sick leave taken by permanent, full-time staff	FTE's	Sick days per FTE
2014	10604	1204.9	8.8
2015	9995	1269.6	7.9
2016	11113	1217.7	9.1
2017	11419	1276.8	8.9
2018 (to date)	10154	1343	7.6

5. *number of personal grievances lodged by staff since March 2016*

There have been 15 personal grievances lodged by NZ Transport Agency staff since March 2016.

6. *number of staff who have used the Employee Assistance Programme since March 2016*

Since March 2016 319 New Zealand Transport Agency staff used the Employee Assistance Programme (EAP). Reporting is broken down by financial year in the table below.

Year	Transport Agency Employees (Unique Clients) who have used EAP	Number of sessions	Workplace issues**	Personal issues**
March – June 2016 (partial financial year)	38	118.25	36.36%	86.25%
July 2016 – June 2017	109	290	41.37%	94.94%
July 2017 – June 2018	121	332.25	43.03%	86.68%
July 2018 – October 2018 (last available data)	51	130	45.38%	93.84%

**A number of sessions touched on both workplace and personal issues.

7. *number and amount of compensation awards made to staff for employment disputes and grievances since March 2016*

Since 2014, the New Zealand Transport Agency have made the following payments to staff under section 123 of the Employment Relations Act 2000, dated back to 2014 for additional context:

Year	Number	Quantum
2014	2	15,000
2015	2	12,000
2016	2	12,350
2017	0	0
2018	0	0

8. *verbatim staff comments from "AskYourTeam" Surveys (with personal identifying information redacted)*

Exact copies of staff comments have been withheld under section 9(2)(a) of the Act. This section allows for the withholding of information to protect the privacy of natural persons, including that of deceased natural persons. However, the Transport Agency is happy to provide a summary of survey results, which is attached as **Attachment 1: 'Summary of Engagement Survey Results'**.

9. *Notes from exit interviews since March 2016 where the staff member has agreed to have the information shared with their manager*

Exact copies of staff exit interview notes have been withheld under section 9(2)(a) of the Act. This section allows for the withholding of information to protect the privacy of natural persons, including that of deceased natural persons. However, the Transport Agency is happy to provide a summary of exit interview results, which is attached at **Attachment 2: 'Summary of Exit Interview Results since March 2016'**.

With respect to the information that has been withheld, I do not consider there are any other factors which would render it desirable, in the public interest, to make the information available.

Under section 28 of the Act, you have the right to ask the Ombudsman to review my decision to withhold this information. The contact details for the Ombudsman can be located at www.ombudsman.parliament.nz.

Please note that we will also be publishing the response to this request on our website: www.nzta.govt.nz/about-us/news-and-media/official-information-act/official-informationact-oia-responses. If you would like to discuss this reply with the Transport Agency, please contact me by email to andrew.knackstedt@nzta.govt.nz or by phone on 04 894 6285.

Yours sincerely



Andrew Knackstedt
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