

7 December 2018

Phil Pennington  
Political Reporter  
Radio New Zealand  
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REF: OIA-4378

Dear Phil

**Request made under the Official Information Act 1982**

Thank you for your email of Friday 9 November 2018 requesting the following information under the Official Information Act 1982 (the Act):

1. *Separate numbers for TA staff redundancies, retirements and resignations, per year from 2014 till the present; and in total since March 2016*
2. *number of TA staff in any compliance role who have resigned since March 2016*
3. *number of TA staff in any compliance role who have been recruited each year from 2014 to the present; and in total since March 2016*
4. *Have any contractors as would be defined under the SSC's new guidelines (attached) been contracted by TA to provide service in the road safety compliance field including vehicle inspections and certifications since 2014; and if so how many for each year from 2014 to the present; and in total since March 2016*
5. *number of staff who joined TA since March 2016 who have now resigned*
6. *number of full-time, permanent staff per year from 2014 till the present, and currently*
7. *number of fixed-term FTEs per year from 2014 till the present, and currently*
8. *total number of TA vacancies per year from 2014 till the present, and currently*
9. *sick days taken by full time permanent staff, by month since March 2015 to present; and in total since March 2016*
10. *number of personal grievances lodged by any staff per year from 2014 till present; and in total since March 2016*
11. *number and amount of compensation awards made to staff for these grievances per year from 2014 till present*
12. *Any and all new compliance roles created, their number and whether they were filled or not filled per year from 2014 till the present*
13. *All verbatim anonymous staff comments from TA's early 2018 "AskYourTeam" survey. RNZ understands privacy issues will require the redacting of personal identifying information*
14. *Exit interviews since March 2016 where the staff member has agreed to have the information shared with their manager, with any personal identifying information redacted.*

I address each of your points below:

*1. Separate numbers for TA staff redundancies, retirements, and resignations per year from 2014 till the present; and in total since March 2016*

Permanent full or part time staff redundancies, retirements and resignations since 2009 are detailed in the table below, to provide additional context.

Year	Redundancies	Retirements	Resignations
2009	19	2	82
2010	33	6	168
2011	27	3	138
2012	3	1	140
2013	14	4	158
2014	12	7	154
2015	34	7	119
2016	5 total (2 from March 2016)	9 total (8 since March 2016)	165 total (141 since March 2016)
2017	1	4	211
2018 (to 9 November 2018)	0	2	170

Since March 2016, there have been a total of

- 3 Redundancies
- 14 Retirements (note this does not include medical retirement)
- 522 Resignations (permanent part time and permanent full-time staff).

*2. number of TA staff in any compliance role who have resigned since March 2016*

Since March 2016, 17 New Zealand Transport Agency staff in a compliance role have resigned.

Compliance roles have been defined as roles in the Transport Access Delivery group which have a direct compliance focus.

*3. number of TA staff in any compliance role who have been recruited each year from 2014 to the present; and in total since March 2016*

The number of New Zealand Transport Agency staff in compliance roles who have been recruited (roles in which a candidate has been placed) each year from 2014 to 2018 is detailed in the table below. 23 compliance positions have been recruited since March 2016.

Compliance roles have been defined as roles in the Transport Access Delivery group which have a direct compliance focus. 'Recruited' has been defined as roles which have been filled.

Year	Compliance roles recruited
2014	3
2015	13
2016	10
2017	7
2018	8

4. *Have any contractors as would be defined under the SSC's new guidelines (attached) been contracted by TA to provide service in the road safety compliance field including vehicle inspections and certifications since 2014; and if so how many for each year from 2014 to the present; and in total since March 2016*

Since 2014, the New Zealand Transport Agency has engaged contractors to provide service in the road safety compliance field. Contractor use has been broken down by year in the table below. Please note, Contractor use is recorded at the Agency by financial year.

Since March 2016, a total of 5 contractors have been engaged to provide service in the road safety compliance field.

Financial Year	Number of Road Safety Compliance Contractors Engaged
2013-14	1
2014-15	0
2015-16	2
2016-17	1
2017-18	3
2018-19	1

5. *number of staff who joined TA since March 2016 who have now resigned*

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

6. *number of full-time, permanent staff per year from 2014 till the present, and currently*

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

Please see a breakdown of staff full-time equivalent (FTE) count by year in the table below:

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

7. *number of fixed-term FTEs per year from 2014 till the present, and currently*

The New Zealand Transport Agency had 53.3 fixed-term FTE employees as at 12 November 2018. Please see a breakdown of fixed-term FTE by year in the table below:

Financial year	Fixed-term FTE
2013/14	57.5
2014/15	64.2
2015/16	68.4
2016/17	77.9
2017/18	31.3
As at 12/11/2018	53.3

8. *total number of TA vacancies per year from 2014 till the present, and currently*

As at 12 November 2018, the New Zealand Transport Agency had 220 full-time equivalent vacancies.

Vacancy data is only available on a point-in-time basis, as vacancy numbers are fluid and change daily. It is therefore not possible to provide a total number of vacancies per year retrospectively.

'Vacancy' has been defined as a permanent or fixed-term position which will be open for a period in excess of six months.

9. *sick days taken by full time permanent staff, by month since March 2015 to present; and in total since March 2016*

Since March 2015 to 12 November 2018, New Zealand Transport Agency permanent, full-time staff have taken 31,375 sick leave days in total since March 2016. These have been broken down by month in the table below.

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

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

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

*10. number of personal grievances lodged by any staff per year from 2014 till present; and in total since March 2016*

There has been a total of 15 personal grievances lodged since March 2016. Personal grievances have been broken down by year (from 2014 to present) in the table below.

Year	Number
2014	6
2015	6
2016	7
2017	6
2018 (to November 2018)	2

*11. number and amount of compensation awards made to staff for these grievances per year from 2014 till present*

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

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

*12. Any and all new compliance roles created, their number and whether they were filled or not filled per year from 2014 till the present*

Since 2014, the Transport Agency have created 51 new compliance roles (as at 1 November 2018). Three of the 51 newly created roles have been filled and 48 are currently under recruitment.

Compliance roles have been defined as roles in the Transport Access Delivery group which have a direct compliance focus.

Year	Newly created compliance roles	Newly created compliance roles filled
2014	0	0
2015	0	0
2016	0	0
2017	1	1
2018 (to November 2018)	47	2

Of the 47 newly created compliance roles in 2018, 2 were created in March 2018, 3 in June 2018, 21 in October 2018, and the remaining 21 positions in November 2018.

*13. All verbatim anonymous staff comments from TA's early 2018 "AskYourTeam" survey. RNZ understands privacy issues will require the redacting of personal identifying information*

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'.

*14. Exit interviews since March 2016 where the staff member has agreed to have the information shared with their manager, with any personal identifying information redacted.*

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](http://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](http://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 [andrew.knackstedt@nzta.govt.nz](mailto:andrew.knackstedt@nzta.govt.nz) or by phone on 04 894 6285.

Yours sincerely



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