

## **1. People and Capability Group**

### **1.1 Executive Summary for the People and Capability Group**

The main activities and functions carried out by the People & Capability Group over the last quarter were:

- Providing advice and assistance to the Council on matters such as the electoral system for the 2013 triennial elections and Māori constituencies
- Working on behalf of Council to progress the Ngāti Toa treaty settlement
- Managing change management processes within the organisation and undertaking recruitment for new positions
- Managing the completion of the first yearly cycle of the performance management system and salary review process
- Undertaking an internal ACC WSMP self assessment in preparation of the ACC external audit in the next quarter

#### **1.1.1 Group overview**

##### **(a) Report on Democratic Services**

During the quarter Democratic Services provided advice to assist Council decision-making on:

- The electoral system for the 2013 triennial elections – on 27 July the Council resolved that its 2013 elections should be conducted under the Single Transferable Vote electoral system
- The 2012 schedule of Council and committee meetings
- Proposed delegations under the Resource Management (Measurement and Reporting of Water Takes) Regulations 2010
- Matters relating to the Ngāti Toa Rangatira treaty settlement
- Adopting a new Code of Conduct for Elected Members

##### **(b) Reports for Hutt City Council community boards and committees**

Democratic Services prepared reports for the Hutt City Council community board and community committee meetings held in August and September 2011.

##### **(c) Greater Wellington hoardings policy for the 2011 general election**

The hoardings policy was endorsed by ELT at its meeting on 8 August 2011.

(d) Servicing of meetings

During this quarter Democratic Services provided advisory and administrative services to 25 Council, committee, company and advisory group meetings.

(e) New report templates

Democratic Services rolled out new report templates to support the new decision-making approach endorsed by Council. Their introduction went smoothly.

(f) LTP policies

Democratic Services reviewed the LTP policies on:

- Significance
- Rates remissions and postponements, and
- Development and financial contributions

(g) Applications for remission of rates on Māori freehold land

Democratic Services processed two applications for remission of rates on Māori freehold land. The applications were approved by the Chief Financial Officer in accordance with his delegated authority.

(h) Ngāti Toa Treaty Settlement

The Manager Democratic Services reported to Council on progress with the Ngāti Toa treaty settlement.

(i) Electoral system and Māori constituencies

Democratic Services held a workshop with Councillors in July 2011 on the electoral system and Māori constituencies. On 27 July 2011 the Council resolved that its 2013 elections should be conducted under the Single Transferable Vote electoral system.

Democratic Services provided a report to the Ara Tahi meeting on 28 July 2011 regarding the matter of Māori constituencies. Ara Tahi was invited to report back to Council with its view so that Council could consider the matter at its November meeting.

(j) Biosecurity delegations and warrants

Democratic Services completed work on implementing new delegations for staff in the Biosecurity department and developed a new style of warrants for the delegation holders.

(k) Policy reviews

Two external reviews commenced during this quarter:

- In August the Minister of Local Government announced a review of the Local Authorities (Members' Interests) Act 1968. Submissions on the review are due by 18 November 2011
- In September 2011 the Remuneration Authority commenced a review of the Remuneration Authority's approach to setting elected members' remuneration. Submissions on the review are due by 10 November 2011

Democratic Services provided initial information to Councillors relating to these reviews and is working through matters that may form the basis for a Greater Wellington submission on each of these reviews.

(l) Report on Human Resources

(i) Recruitment:

There were a total of 29 vacancies (permanent, fixed term and casual) advertised during the quarter ending 30 September 2011.

	Environment Management	Catchment Management	Utilities & Services	Finance & Support	Public Transport	S&CE	P&C
Total Vacancies advertised in this quarter (ending 30 Sept 2011)	4	3	15	3	2	2	0
Total Vacancies advertised in the previous quarter (ending 30 June 2011)	7	5	20	1	2	1	1

**Table 1: Vacancies per group**

\*when a vacancy is posted twice (re-advertised) this will count as 2 vacancies.

The table attached as *Attachment 1* provides a detailed analysis of the vacancies which have been advertised internally as compared with vacancies advertised internally/externally. This table also provides an overview of the recruitment process including the time taken to recruit, the number of applications, the location of the vacancies, and identifies whether the successful candidate was an internal or external applicant.

- We had a number of hard to recruit for roles this quarter and several “specialised roles” being advertised. These include Engineers in Utilities and Services, Senior Payroll Officer, Land Management Officer, Environmental Scientist – Land
  - Engineering continues to be a challenging space to recruit in with 3 positions being placed through a Preferred Supplier Agreement recruitment agency
  - Two Principal Ranger roles were re-advertised (three were advertised the previous quarter, with only one being filled at that time). A second person was appointed through the second round of advertising, leaving the third position on hold until the transfer of the Parks Department from Utilities and Services to the Environment Management Group is completed
  - The Senior Payroll Officer was sourced through a recruitment agency
- The Utilities and Services Group has had a busy quarter. As a result of the Water Supply restructure a revised approach to positions within the Operations and Controls team led to the disestablishment of roles and the creation of new roles so that existing staff filled five out of the eight appointments made
- Two Human Resources Advisers attended the Victoria University Science careers fair along with the Manager Environment Monitoring & Investigations and members of the Environment Management Department. This proved to be a great success with many hopeful graduates signing up for recruitment contact.
- Four new staff were placed through agencies this quarter. This is the highest placement through agencies that we have had in one quarter since we began our Preferred Supplier Agreement. Three of those positions were placed through Hays for Water Supply, and the Senior Payroll Officer came through Ranstad

The number of responses to advertised positions per group is as follows:

Environment	Catchment	Utilities & Services	F&S	Public Transport	Strat & Community Engagement	People & Capability
121	46	90	116	18	15	N/A

(ii) Commencements:

There were 17 new commencements in the quarter ending 30 September 2011.

- Permanent Appointments - there were 12 permanent appointments:
  - One of the permanent commencements was an ex GW employee rejoining the organisation
  - Two internal staff members changed roles/being promoted internally
  - Five water supply staff who were disestablished commenced into new Water Supply roles

- Fixed term appointments - there were three fixed term appointments, one as a result of maternity leave and two as a result of project work
- Casual appointments - there were two casual appointments to make up for seasonal fluctuations (Parks and Land Management)

(iii) Preferred supplier agreement to 30 September 2011:

Our review of the preferred supplier agreements shows the following activity:

	Perm	Fixed Term	Temps	Commentary
GBL	0	1	74 hours 32 hours 32 hours 150 hours	Project Assistant SCEG Environment Help Desk Admin Public Transports Promotions Assistant Correspondence Assistant
Ranstad	1	0	1 X 58	1 perm Accounts & Payroll Role 1 temp for Finance & Support in Utilities & Services
Hays	3	0	0	Operations Technician Asset Manager Coordinator Asset Engineer
<b>Total</b>	<b>4</b>	<b>1</b>	<b>314 hours</b>	

(iv) Turnover

Forty-five staff members ended their employment with Greater Wellington during the year ending 30 Sept 2011. This represents an annual turnover of 10.9%.

The forty-five employees that left in the last twelve months had collectively served 414 years. This represents 12% of the total collective time served by current employees at Greater Wellington being 3438 years.

The average length of service of employees leaving was 9.2 years. The average for women was 8.5 years and the average for men was 9.9 years.

These turnover figures have historically reported all cessations of employment including redundancies and terminations, but excluded the expiry of fixed term or casual employment agreements.

The breakdown of reasons for staff leaving Greater Wellington is as follows:

Redundancy	15.6%	Personal	13.3%
Retired	8.9%	Family	8.9%
Advancement	26.7%	Medical	2.2%
Career Change	13.3%	Mutual	2.2%
Travel Overseas	8.9%		

(v) Training and development

Training Course	Attendance	Training Course	Attendance
Project Management	3	Outlook	9
Writing	2	PC Skills	2
Presentation	7		
<b>Health &amp; Safety</b>			
First Aid	26	Site Safety	17
4 WD	28	H&S Representative training	1
Growsafe	4		
<b>Total</b>	<b>99</b>		

- Training Hub: ICT have produced an online (via Gwennie) training registration system that will greatly enhance training bookings. It will be a self service approach that will eliminate (once the initial learning period is over) much of the manual work being done currently
- Positive Durable Relationships at Work. This training for managers and team leaders will take place before Christmas. All staff training will take place in the New Year
- Workforce Planning: Final interviews with managers are being held over the next two weeks. It has not been practical to capture some managers who are significantly affected

by the change management process. A draft report will be produced by mid November 2011

(vi) Employee Assistance Programme

There has been steady usage of our Employee Assistance Programme (EAP) between June and August 2011.

The following table outlines the number of cases over the last quarter from 1 June to 31 August 2011:

Activity Summary	Number of cases
Total number of cases	8
Number of new cases	4
Number of re-opened cases	1
Number of pre-existing cases with activity	2
Contact hours for cases	17
Average hours per client	2.13

The most common presenting issues were “Redundancy/Restructuring issues”. “Personal relationships / marital issues” and Work stresses” are also commonly reported issues. The following table categorises the problems which have been assessed as the primary reason for staff seeking EAP assistance:

Primary Assessed Problem	Number of Staff
Divorce / Separation / Custody	2
Work Stress	2
Physical Health	1
Redundancy / Restructuring	3

(vii) “Greater Managers” management development programme

In the last quarter we have run the following modules:

- Problem Solving – Learning Group 8
- Negotiation – Learning Group 7

- Creative Thinking - Learning Group 7
- Coaching for High Performance – Learning Group 8

In the next quarter the following modules will be run:|

- Career Planning and Goal Setting – Learning Groups 6 and 7
- Facilitation – Learning Group 8
- Building Personal Effectiveness – Learning Groups 9 and 10
- Wrap up Sessions – Learning Groups 6 and 7

Two new groups of managers and team leaders will be going through the new Greater Managers programme commencing early December. In March next year we anticipate starting another group that we will open to nominations from staff who are not managers (we already have several nominations from managers for this).

(viii) Policies

The Leave Policy was reviewed and changes were made to the processing of ACC leave. The Parental Leave guidelines were also reviewed.

(ix) Change management

An announcement was made on 15 August 2011 about a number of proposed changes to the organisational structure. The areas affected by these proposals were the Utilities and Services Group, the Parks Department, the Water Supply Department, the Biodiversity Department, the BioWorks Department and the Biosecurity Department.

These proposals were consulted on by staff. After the initial round of consultation, the structures for the new Development Group, the Parks Department, the BioWorks Department and Biosecurity Department were confirmed. The implementation dates for the changes are 20 October 2011 for the Development Group and Parks Department and 1 December 2011 for the BioWorks and Biosecurity Departments.

Due to feedback received on the proposed structures of the Biodiversity Department and Water Supply Group, new proposals were developed which were significantly different from the initial proposals. A second round of consultation was conducted on these new proposals. This consultation period closed on 6 October and an announcement is being made on 20 October about the finalised structures.

Civil Defence and Emergency Management (CDEM)

Following the review of CDEM across the Wellington region, the CEG under delegated authority from the CDEM Group, has created a regional group and led a recruitment process to appoint a new Regional CDEM Wellington Manager/Group Controller to lead



the region's CDEM response. The new appointee is to be an employee of Greater Wellington and will initially lead a project to determine the structure and function of the CDEM group moving forward. It is anticipated that this project will take up to 6 months. Greater Wellington CDEM staff and CDEM staff across the region will play an active role in the process. The aim is to build a unified CDEM group and retain the working knowledge and expertise of current employees where possible.

(m) Report on health and safety

(i) Greater Wellington health and safety activity

In addition to business as usual, key health and safety activity that occurred during the last quarter included:

- The completion and approval of the Greater Wellington Health and Safety Action Plan for 2011-2012
- The completion of a self assessment of the Environmental Management Group's health and safety management systems, as well as a health and safety culture snapshot survey. Initial findings are positive. The final report is currently being drafted
- A review of Greater Wellington's health and safety policy and "Keeping Employees Safe at Work (KESAW)" health and safety documents are currently underway
- Greater Wellington has put an entry into 2011 3M Awards in Health and Safety for the metal motorcycle exhaust cage (The Muzzle) created by Biowork's staff to prevent future burns to employees legs. We have been notified that Greater Wellington has successfully made the final 3 entries. The final results will be announced at the upcoming national OHSIG health and safety conference in Wellington at the end of October 2011

(ii) Workplace injury and occurrence reporting trends

There was only one *Lost Time Injury (LTI)* to a Greater Wellington employee recorded during the last quarter. This was:

- **12 September 2011** – A Biodiversity employee suffered a back strain while manually removing pest plants from dunes in Queen Elizabeth Park. The employee sought medical attention after the pain got worse and had several days off work to recover

Other significant incidents reported during this quarter included:

- **2 July 2011** – A Biodiversity employee working with the Friends of Owhiro Stream volunteer group reported a significant near miss when a passing truck lost a wheel that bounced and landed in the area where they were working. No one was injured but a volunteer's car was damaged. Police were call and dealt directly with the truck driver involved

- **15 July 2011** - A Land Management employee was a passenger in a helicopter completing pole deliveries that nearly came into contact with a previously unidentified wire running across a valley. The incident occurred as the helicopter was lifting off and they were at low altitude and low speed. The wire has now been added to the farm plan information
- **31 July 2011** – An incident was reported by a member of the public where a father and young child were up on the valve chamber at the Birchville dam. The child fell backwards through the bars and into the water. The father jumped in and rescued the child who was not harmed. Additional netting has been fitted to the existing barrier and several other barriers in the vicinity were also upgraded
- **26 August 2011** – A Land Management employee was driving a trailer load of poles out to a Wairarapa farm when the trailer broke just behind the tow ball coupling. The safety chain held the trailer and the employee managed to stop safely, but there had been damage to the rear of the ute. The trailer has been taken out of service
- **28 September 2011** – A Land Management employee was travelling along the Wairarapa coast when the axle on the tandem axle trailer he was towing broke, resulting in a wheel coming off. The trailer had been recently maintained. The trailer was repaired with all axles been upgraded to heavier duty items.

(iii) ACC Experience Rating

Greater Wellington has received formal notification from ACC that an Experience Rating discount of 20.55% will be applied to the current 2011-2012 ACC premiums. This discount should equate to an estimated \$35,000 saving on GW's ACC premium.

The 15% discount associated with our secondary level WSMP status will continue to be applied to the premium as well.

(iv) ACC WSMP Audit

An application has been made to ACC to be externally audited to maintain Greater Wellington's secondary status in the ACC Workplace Safety Management Practice (WSMP) programme. The initial audit date has been booked for Thursday 24 November 2011 with an independent ACC Approved Auditor.

(v) Business Group Health and Safety Performance Summary

The following graphs summarise Greater Wellington’s health and safety performance over the last 12 months.

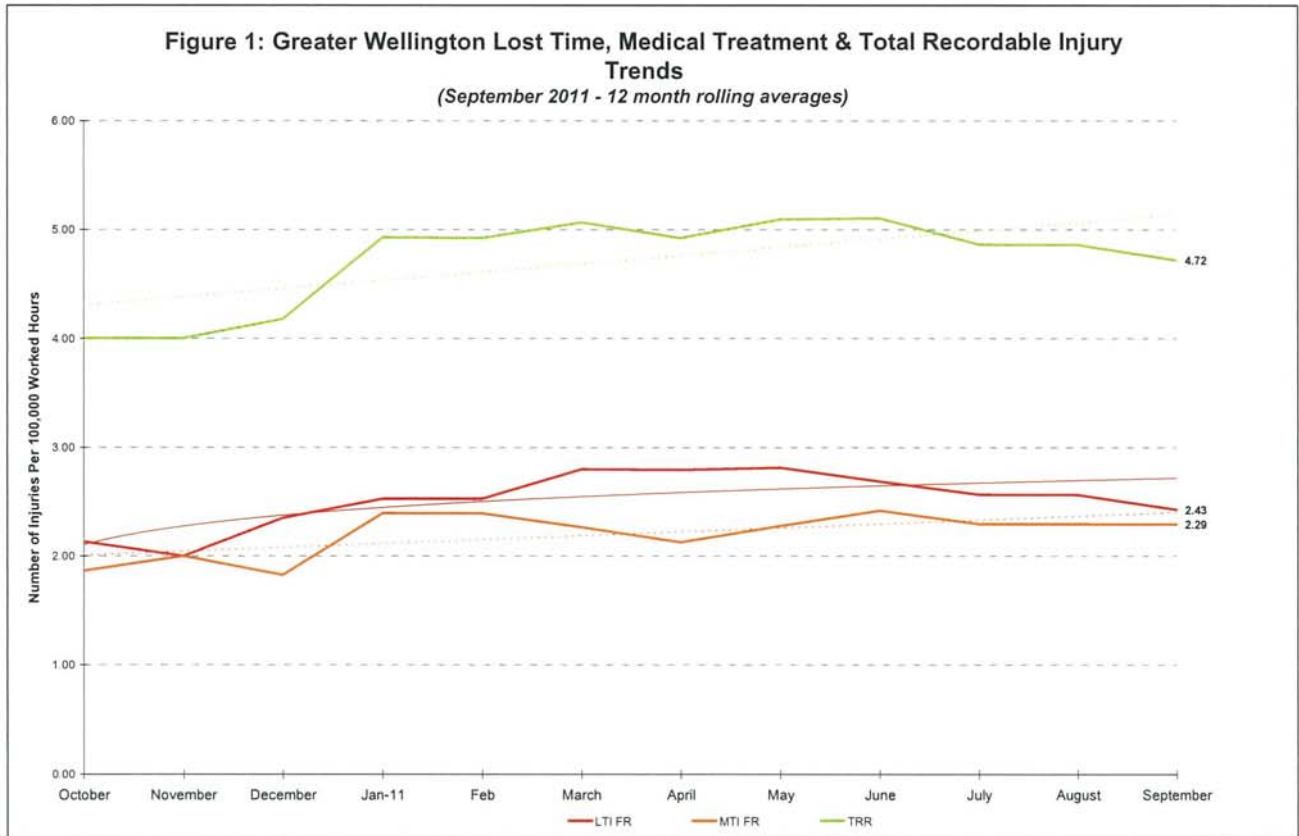
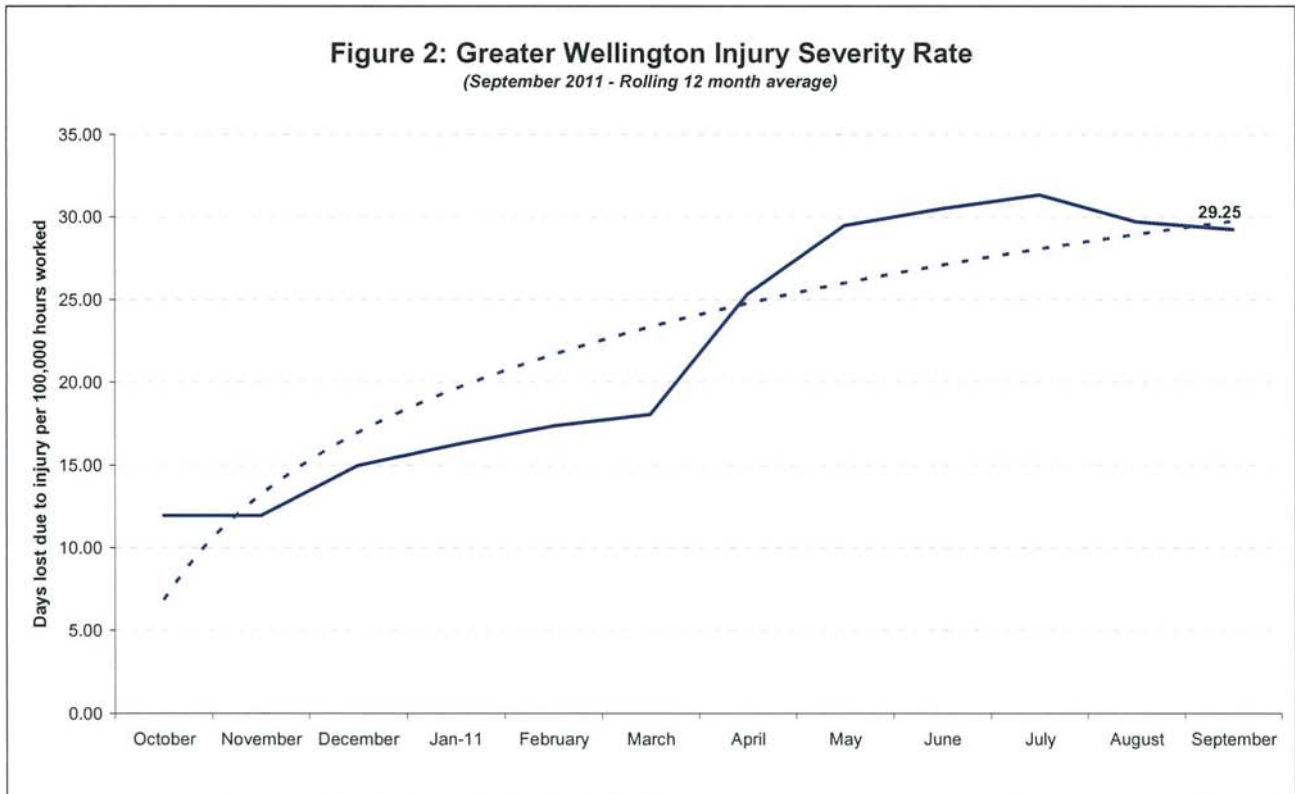


Figure 1 shows the relationship between *Lost Time Injuries* which result in time off work (*LTIFR*) and *Medical Treatment Injuries* which require treatment by a registered medical practitioner (*MTIFR*). The *Total Recordable Rate (TRR)* is the combination of the *LTIFR* and *MTIFR*.

The trend shows that our *TRR* appears to have reached a plateau in the previous quarter and is beginning to show a sustained downward trend. During the last quarter the *Lost Time Injury Frequency Rate* decreased to 2.43 LTI’s/100,000 hours worked which is down from 2.69 LTI’s/100,000 hours worked at the end of June 2011.

The *Medical Treatment Injury Frequency Rate* has relatively constant over this quarter at 2.29 MTI’s/100,000 hours worked but is down from the end of the previous quarter when it was at 2.42 MTI’s/100,000 hours worked.

Figure 2 shows the days lost per 100,000 hours worked due to work related injuries. This graph shows that our *Severity Rate* has begun to decrease after peaking towards the end of the previous quarter to 29.25 days lost due to injury/100,000 hours worked. During the last quarter there were only 6 days lost across the business due to Lost Time Injuries (LTIs).



The following table shows the breakdown of injuries sustained across the various Groups.

Business Group	Lost Time Injury Frequency Rate (Lost time injuries/100,000 hours worked)	
	Current	12 months ago
Catchment Management	7.08	3.95
CEO	0	0
Environment Management	0	0.64
Finance & Support	0	0
People & Capability	0	0
Public Transport	0	0
Strategy & Community Engagement	0	0
Utilities & Services	2.22	2.01
<b>Greater Wellington</b>	<b>2.43</b>	<b>1.60</b>

The following table shows the total number of occurrences within the organisation in the last quarter. This includes proactive reporting such as audits, reviews and hazards as well as reactive reporting involving injury or property damage.

Occurrence report summary:

		September 2011	August 2011	July 2011
<b>Total number of occurrences</b>	<b>88</b>	<b>31</b>	<b>35</b>	<b>22</b>
<b>LTI</b> s	1	1	0	0
<b>MTI</b> s	2	1	1	0
<b>Proactive Occurrences</b>	60	20	25	15
<b>Reactive Occurrences</b>	28	11	10	7
<b>High risk occurrence<sup>#</sup></b>	14	1	6	7
<b>Corrective Actions</b>	20	5	11	4

**Note:** # High risk occurrences can be reported either proactively or reactively but have risk score greater than 8 and the potential for serious consequences.

## 1.1.2 Key results for the year to date

### (a) Human Resources

- Performance Management: Completed the first yearly cycle of Performance Management “P4P” system
- Change management: Completed the first round of consultation on proposed changes to various parts of our organisational structure. Decisions on the second round of consultation will be made in October 2011
- Electronic organisational charts: Completed the first stage of implementation of a new online organisational chart system called Nakisa
- Training Hub: ICT have produced an online (via Gwennie) training registration system that will greatly enhance training bookings. It will be a self service approach that will eliminate (once the initial learning period is over) much of the manual work being done currently

### 1.1.3 Looking ahead (rest of the year)

#### (a) Democratic Services

- Review of Standing Orders
- Commencing the review of the Council's representation arrangements for the 2013 triennial elections

#### (b) Human Resources

- Nakisa: Councillors organisational charts are near completion. Demographic data analysis is being worked on now and is expected to be tested in the next quarter
- Performance Management: We have completed the first year of the new Performance Management system "P4P". Human Resources are currently undergoing a review of the first year and will look at ways to customise the system and ascertain what training and support needs are required on an ongoing basis
- Gallup: The fifth Gallup survey will be conducted during November / December 2011. This completes our current five year contract with Gallup. We will be looking at options going forward to measure employee engagement at Greater Wellington

#### (c) Health and Safety

- Undertaking the external ACC WSMP audit to retain secondary status

## 1.2 Group Financial Summary for People and Capability

Direct expenditure of \$1.4 million is \$147,000 less than budget. Personnel costs are traditionally at this level early in the year. This is mainly in the area of training.

Many of the projects which require external consultants are underway.

1.2.1 Group consolidated financial statements

Last Year YTD Actual \$000	YTD Actual \$000	YTD Budget \$000	YTD Variance \$000	People & Capability Group Financial Performance Statement 3 Months ended 30 September 2011	Last Year FY Actual \$000	Full Year Forecast \$000	Full Year Budget \$000	Full Year Variance \$000
5	5	5	-	External Revenue	19	18	18	-
1	1	1	-	Investment Revenue	8	6	6	-
646	748	748	-	Internal Revenue	2,584	2,991	2,991	-
<b>1,383</b>	<b>1,531</b>	<b>1,531</b>	<b>-</b>	<b>TOTAL INCOME</b>	<b>5,535</b>	<b>6,125</b>	<b>6,125</b>	<b>-</b>
				less:				
399	380	437	57	Personnel Costs	1,534	1,747	1,747	-
371	340	378	38	Materials,Supplies & Services	1,449	1,516	1,516	-
24	18	31	13	Travel & Transport Costs	93	122	122	-
94	14	40	26	Contractor & Consultants	472	180	180	-
-	-	-	-	Grants and Subsidies Expenditure	-	-	-	-
527	626	639	13	Internal Charges	2,103	2,558	2,558	-
<b>1,415</b>	<b>1,378</b>	<b>1,525</b>	<b>147</b>	<b>Total Direct Expenditure</b>	<b>5,651</b>	<b>6,123</b>	<b>6,123</b>	<b>-</b>
-	-	-	-	Financial Costs	-	-	-	-
-	-	-	-	Bad Debts	-	-	-	-
(17)	(22)	(22)	-	Corporate & Department Overheads	(68)	(89)	(89)	-
13	10	11	1	Depreciation	49	43	43	-
-	-	-	-	Loss / (Gain) on Sale of Assets / Investments	(6)	(4)	(4)	-
(4)	(12)	(11)	1	Total Indirect Expenditure	(25)	(50)	(50)	-
<b>1,411</b>	<b>1,366</b>	<b>1,514</b>	<b>148</b>	<b>TOTAL EXPENDITURE</b>	<b>5,626</b>	<b>6,073</b>	<b>6,073</b>	<b>-</b>
<b>(28)</b>	<b>165</b>	<b>17</b>	<b>148</b>	<b>OPERATING SURPLUS / (DEFICIT)</b>	<b>(91)</b>	<b>52</b>	<b>52</b>	<b>-</b>
13	10	11	(1)	Add Back Depreciation	49	43	43	-
-	-	-	-	Other Non Cash	(6)	(4)	(4)	-
-	(38)	(80)	(42)	Net Asset Acquisitions	(93)	(157)	(107)	50
-	-	-	-	Net External Investment Movements	-	-	-	-
<b>(15)</b>	<b>137</b>	<b>(52)</b>	<b>105</b>	<b>NET FUNDING BEFORE DEBT &amp; RESERVE</b>	<b>(141)</b>	<b>(66)</b>	<b>(16)</b>	<b>50</b>
-	17	-	17	Debt Additions / (decrease)	-	-	-	-
-	-	-	-	Debt Repaid	-	-	-	-
88	101	81	20	Net Reserves (Increase) / decrease	162	16	16	-
<b>73</b>	<b>255</b>	<b>29</b>	<b>142</b>	<b>NET FUNDING SURPLUS (DEFICIT)</b>	<b>21</b>	<b>(50)</b>	<b>-</b>	<b>50</b>

Last Year YTD Actual \$000	YTD Actual \$000	YTD Budget \$000	YTD Variance \$000	3 Months ended 30 September 2011 Capital Expenditure Statement People & Capability Group	Last Year FY Actual \$000	Full Year Forecast \$000	Full Year Budget \$000	Full Year Variance \$000
-	21	80	59	Total Asset Acquisitions	111	61	117	56
-	17	-	(17)	Capital Project Expenditure	4	106	-	(106)
-	-	-	-	Asset Disposal Cash Proceeds	(20)	(10)	(10)	-
-	<b>38</b>	<b>80</b>	<b>42</b>	<b>Net Capital Expenditure</b>	<b>95</b>	<b>157</b>	<b>107</b>	<b>(50)</b>
-	-	-	-	Investments Additions	-	-	-	-
-	<b>38</b>	<b>80</b>	<b>42</b>	<b>NET CAPITAL AND INVESTMENT EXPEND</b>	<b>95</b>	<b>157</b>	<b>107</b>	<b>(50)</b>



Recruitment Stats for 1 July 2011 to 30 September 2011

Group	Role	Location	Reason for Recruitment	Commentary	Advertised on	Letter of offer created	Days to recruit	stage	Applicants	Internal or External placed?	FTE
Catchment	Biosecurity Officer - Pest Plants	Upper Hutt	Replace resignation	Interviewing	05 Sep 2011			Longlist	6		Permanent - Full Time
Catchment	Environmental Planner	Wellington	Replace resignation	From private consultancy	13 Jul 2011	13-Sep-11	62	Placed	17	External	Permanent - Full Time
Catchment	Land Management Officer	Wairarapa	Replace promotion	Replace internal candidate	24 Jun 2011	29-Sep-11	66	Placed	23	Internal	Permanent - Full Time
Finance	Helpdesk/Network Analyst	Wellington	New role	Successful candidate internal	29 Jul 2011	26 Aug 2011	28	Placed	51	Internal	Permanent - Full Time
Finance	Information management Coordinator	Wellington	Replace promotion	Ex GW Employee,	22 Jul 2011	13 Sep 2011	53	Placed	2	Ex employee	Permanent - Full Time
Finance	Senior Accounts and Payroll Officer	Wellington	Replace resignation	Successful candidate from Randstad	26 Jul 2011	30 Aug 2011	35	Placed	15	External	Permanent - Full Time
Environment	Environmental Scientist	Wellington	Replace Resignation	Interviewing	03 Aug 2011			Longlist	35		Permanent - Full Time
Environment	Resource Advisor	Wairarapa	Replace resignation	Successful candidate from Otago District Council	18 Jul 2011	13 Sep 2011	73	Placed	39	External	Permanent - Full Time
Environment	Take Charge Coordinator	Wellington	Replace Internal Promotion	Internal	11 May 2011	12 Aug 2011	93	Placed	14	Internal	Permanent - Part Time
Environment	Technical Project Coordinator	Masterton	New Role Change Management	Hard to recruit for , second round of interviewing	24 May 2011	12 Aug 2011	80	Placed	33	External	Fixed Term - Full Time
Public Transport	Senior Engineer	Wellington	New role	Successful candidate ex KiwiRail	21 Jul 2011	14 Sep 2011	55	Placed	6	External	Permanent - Full Time
Public Transport	Senior Transport Modeller	Wellington	Replace resignation	hard to fill	11 May 2011	08 Aug 2011	89	Placed	12	External	Permanent - Full Time
Strategy & Community	Project Coordinator, FIXED TERM	Wellington	Temporary Resource	From GBL, new role for project	01 Aug 2011	09 Aug 2011	8	Placed	2	External	Fixed Term - Part Time
Strategy & Community	Senior Data Analyst	Wellington	Temporary Resource - Maternity L4	Accepted	03 Aug 2011	21-Sep-11	22	Placed	13	External	Fixed Term - Full Time
Utilities & Services	Asset Engineer	Waterloo	New Role Change Management	Hard to recruit for , placed with Hays	17 Jun 2011	2-Sep-11	76	Longlist	2	External	Permanent - Full Time
Utilities & Services	Asset Management Coordinator	Waterloo	New Role Change Management	Hard to recruit for placed with Hays	18 May 2011	2-Sep-11	107	Longlist	6	External	Permanent - Full Time
Utilities & Services	Control Systems Technician	Waterloo	New Role Change Management	internal - affected CM	07 Jul 2011	3-Aug-11	27	Placed	2	Internal	Permanent - Full Time
Utilities & Services	Events Assistant	Wellington	Temporary Resource	on offer	14 Sep 2011	14-Oct-11	30	Longlist	5	Internal	Fixed Term - Full Time
Utilities & Services	Maintenance Filter	Waterloo	New Role Change Management		07 Jul 2011			Offered	1	External	
Utilities & Services	Maintenance Operator	Waterloo	New Role Change Management		07 Jul 2011	3-Aug-11	27	Placed	1	Internal	Permanent - Full Time
Utilities & Services	Operations Technician	Waterloo	New Role Change Management	Hard to recruit for , placed with Hays	07 Jul 2011	6-Sep-11	61	Placed	8	External	Permanent - Full Time
Utilities & Services	Operations Technician	Waterloo	New Role Change Management		07 Jul 2011	3-Aug-11	27	Placed	1	Internal	Permanent - Full Time
Utilities & Services	Operations Technician	Waterloo	New Role Change Management		07 Jul 2011	3-Aug-11	27	Placed	1	Internal	Permanent - Full Time
Utilities & Services	Operations Technician	Waterloo	New Role Change Management		07 Jul 2011	3-Aug-11	27	Placed	1	Internal	Permanent - Full Time
Utilities & Services	Pipelines Foreperson	Waterloo	New Role Change Management	internal	07 Jul 2011	3-Aug-11	27	Placed	1	Internal	Permanent - Full Time
Utilities & Services	Principal Park Rangers - Eastern	Eastern	Replace resignation	Hold for change mgmt	05 Jul 2011	Not appointed		Longlist	0		
Utilities & Services	Principal Park Rangers - Western	Western	Replace resignation	Second round, successful candidate ex DoC	05 Jul 2011	30-Aug-11	56	Interview	17	External	Permanent - Full Time
Utilities & Services	Ranger Maintenance	Eastern	Replace Resignation	Interviewing	12 Aug 2011	5-Oct-11	54	see below	see below	External	Permanent - Full Time
Utilities & Services	Ranger Maintenance	Western	Replace resignation	Interviewing	12 Aug 2011	5-Oct-11	54	Longlist	45	External	Permanent - Full Time