



16 June 2014

Official Information Request No. 9000129495  
(Please quote this in any correspondence)

Councillor Cameron Brewer

By email: [Cameron.brewer@aucklandcouncil.govt.nz](mailto:Cameron.brewer@aucklandcouncil.govt.nz)

Dear Cr. Brewer

**Local Government Official Information and Meetings Act 1987**

**Re: Staff numbers**

On 22 April 2014 you were contacted by Mr Bill Townson, Chair of the Northern Action Group. Mr Townson sought information about the council's staffing levels and subsequently sought additional information from your Councillor Support Advisor. We have prepared the following information which you may use in your reply to Mr Townson. Alternatively, we can reply separately through the LGOIMA.

	AC Group (includes CCOs and CCTOs)			
	FTEs	Headcount <sup>1</sup>	Staff Costs	As a % of overall cost
<b>Legacy Councils</b>	9,430	-	-	-
<i>ATA organisational design for 1/11/2010</i>	8,207	-	-	-
<i>ATA 'business as usual' as at 1/7/2012</i>	7,907	-	-	-
<b>2011</b>	c.7,200	c. 9,300	\$615m	23%
<b>2012</b>	7,593	10,157	\$655m	22%
<b>2013</b>	8,074	10,616	\$693m	23%

Auckland Council's staffing levels are largely consistent with the Auckland Transition Agency's (ATA) expected staffing levels. The ATA estimated 8,207 FTEs would be required at the start of the council on 1 November 2010, reducing to 7,907 FTEs by 1 July 2012. As at the last audited annual report, the council employed 8,074 FTEs, which is just marginally higher than the ATA estimate. We consider the council has achieved an outcome that is marginally better than the ATA's forecast. This is due to the following factors:

<sup>1</sup> Headcount will always be higher than FTEs. A headcount is a person who has to work only a few hours a week. That is, a person who works a few hours per week is counted as 1, the same as a person who works a full 40 hours per week. An FTE is a person who works a full 40 hours per week

- The council absorbed FTE numbers not included in ATA calculation. For example, the council absorbed 230 FTEs as a consequence of how Regional Facilities Auckland (RFA) recorded casual staff employed in stadiums, theatres and galleries.
- The council has commenced new projects, not anticipated by the ATA, that require additional staffing. For example, these include staffing for the project offices of the Strategic Housing Areas and the City Rail Link.
- The council has employed new FTEs where work volumes have increased and there is a clear user demand with clear economic benefits. These positions also attract either partial or full cost recovery. For example additional staffing in resource consents, building control and licensing and compliance where cost recovery exists.
- Where possible, the council has moved from contractors to less expensive employment contracts (in-sourcing) if it makes financial sense. This has saved approximately \$39 million in professional service fees between 2012 and 2013 for Auckland Council alone. In addition Watercare has in-sourced the equivalent of 98 FTEs roles.
- The council has had to make minor adjustments that have increased headcount above ATA organisational design where new services are required. For example, the council has had to increase the size of the Local Board staffing levels by 35 FTEs to better serve local board needs.
- The council has to amalgamate a number of legacy systems, particularly old IT platforms and systems. Maintaining the old systems perpetuates differing standards amongst the former council areas, is expensive to maintain and does not deliver the financial benefits expected of amalgamation. The council has to run old legacy council systems at the same time as developing the new systems. This means a temporary increase in staff working on both the old and the new systems.

The Auckland Council Group employed 8,074 FTEs as at the 31 July 2013 (audited 2013 Annual Report) compared to 9,430 FTEs of the former eight legacy councils. This is 1,356 fewer FTEs than the former councils.

If you have any further queries, please get in touch.

Yours sincerely



**Warwick McNaughton**  
Public Information Manager

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