



8 October 2019

Hamish Campbell

Via email to: fyi-request-11188-b9dfd669@requests.fyi.org.nz

Dear Hamish

Re: Official Information request – Remuneration of West Auckland Trust Services Employees above \$100,000

Thank you for your email dated 10 September 2019.

As advised in our acknowledgement dated 11 September, your information request is being treated as a request under the Local Government Official Information and Meetings Act 1987 (**LGOIMA**). This means that if you are not happy with the responses you can proceed to the Ombudsman.

Your enquiry relates to the remuneration of West Auckland Trust Services Limited (WATS) employees. Under the Local Government Official Information and Meetings Act 1987 (**LGOIMA**), Schedule 1, Part 1, Licensing Trusts are subject to LGOIMA. WATS is not a licensing trust, it is a private company which is subject to the Companies Act 1993.

However, you may be interested to know the following about how remuneration is set for Portage & Waitakere Licensing Trusts (“The Trusts”) and WATS employees:

How wages and salaries are set

Our Remuneration Policy requires that all wages and salaries are job-sized and then benchmarked against industry market data from an independent remuneration advisory firm, to ensure we pay people fairly for the scope of work and responsibilities they have, alongside considering their recent performance in the role.

Job sizing helps us understand internal relativities and compares similar sized jobs to external market rates. It is an important tool in organisations where there is a greater need for rigour and transparency in setting remuneration.

A copy of our Remuneration Policy, which details more about how we set remuneration in a fair and transparent way, is available from The Trusts website About Us section under our 'Info Hub'.

Wage rates

All our team are paid at least 50 cents above the minimum wage and that commitment will continue as the minimum wage increases.

Most of our team members earn far more than this and the average wage across our retail and hospitality businesses as at September 2019 was \$21.98.

The Trusts are exploring how the Living Wage can be introduced across the retail and hospitality businesses in 2020.

Executive salary disclosure

Employees in Executive roles with the Trusts are employed by West Auckland Trust Services Ltd, a shared services business established by the two trusts to reduce operating costs, drive greater efficiency and improve buying power.

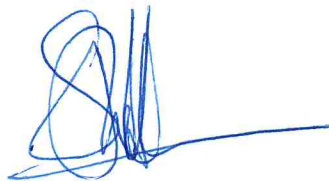
West Auckland Trust Services Ltd operates under the Companies Act 1993. That legislation gives businesses the choice to disclose, or not, the salaries of employees.

In accordance with the Companies Act, the Shareholders of West Auckland Trust Services Ltd have opted not to disclose executive salaries to protect the privacy of individuals, however we are able to share that only a small number of people at the Trusts earn over \$100,000 per year and they have their roles job sized and salaries set relative to fair market rates in accordance with our the Remuneration Policy in the same manner as the rest of the team at The Trusts.

We feel we have now responded in full to your request.

However, if you require any further information, please get in touch and, as always, public are welcome to attend our monthly meetings at which a public forum is available. Dates and times are published on our website www.thetrusts.co.nz/about/ and appear on either the Portage or Waitakere Licensing Trust pages. You can also find a wide variety of information about The Trusts on the Info Hub section of our website under the 'About Us' tab.

Kind regards



Simon Wickham
Chief Executive