

7 September 2023

David

[fyi-request-23747-a3744561@requests.fyi.org.nz](mailto:fyi-request-23747-a3744561@requests.fyi.org.nz)

Dear David

**Request for Information – Local Government Official Information and Meetings Act 1987 (LGOIMA)**

We refer to your official information request of 9 August 2023, in which you have asked for:

*“...documents outlining confirmed restructure including disestablished positions and new positions for 2021 and 2023 for whole organisation or those groups undergoing restructure.*

*Please provide full Waiora staff engagement survey results for 2021, 2022 and 2023 broken down for each of the groups below:*

- *neighbourhoods and communities*
- *environment and sustainability*
- *economy and development*
- *strategy and engagement*
- *any other group not listed above”*

You have asked for documents “outlining confirmed restructure” in 2021 and 2023. We are withholding these documents under section 7(2)(a) of the LGOIMA, to protect the privacy of the individuals whose roles were impacted by the restructures. Information in these documents (such as disestablished positions) has the potential to enable individuals in roles to be personally identified.

You have also asked for full Waiora staff engagement survey results for 2021, 2022 and 2023 broken down by groups. You can view the aggregate results of the 2021, 2022 and 2023 surveys on the following two Hutt City Council website links:

<https://www.huttcity.govt.nz/council/meet-your-council/waiora-staff-engagement-survey>  
<https://hccpublicdocs.azurewebsites.net/api/download/587890ba7b2542ef8532867346c3a343/extcomms/6cea2a962415d5c74f36b3cc2c60c436ae6f>

Staff were advised when completing the Waiora survey that, other than aggregate results, information gathered would remain confidential. There is a strong potential for this obligation of confidence to be breached if we were to provide the results by working group. We believe staff would also be unwilling to complete surveys in the future if the information they provide was to be released publicly. Accordingly, group results are withheld under section 7(2)(c)(i) of the LGOIMA.

We advise that this response to your information request, including your name, may be published on Hutt City Council's website.

You have the right to seek an investigation and review by the Ombudsman of this response. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Kind regards

A handwritten signature in black ink, appearing to read 'Susan Sales', written in a cursive style.

Susan Sales

**Senior Advisor Official Information and Privacy**