



14 January 2025

Chris Milne

[fyi-request-29332-766759e6@requests.fyi.org.nz](mailto:fyi-request-29332-766759e6@requests.fyi.org.nz)

Dear Chris Milne

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

We refer to your request dated 26 November 2024 for:

- 1) any letters, emails, texts or any other correspondence between Waste Management and Hutt City Council relating to the Living Wage and the remuneration of WM staff.*
- 2) any internal emails, memos, meeting minutes, council minutes or meeting agendas relating to the Living Wage and Waste Management.*
- 3) any internal information held relating to the payment of the Living Wage to HCC staff or to the staff of contractors to HCC.*

Please find attached documents within the scope of your request. Some Information has been withheld under section 7(2)(a) of the Act, to protect the Privacy of natural persons.

Hutt City Council became a living wage accredited employer in 2021.

As a living wage accredited employer all directly employed staff receive the living wage. This is adjusted in line with the annual increases advised by Living Wage Aotearoa New Zealand. The current Living Wage rate is \$27.80.

Part of the Living Wage Aotearoa New Zealand criteria for being an accredited employer is that all indirectly paid workers employed by contractors, delivering a service to the business/organisation (HCC) on a regular basis need to be on the current Living Wage or “on milestones agreed as part of the license.”

As part of our procurement process, we ask those organisations tendering for business to indicate that they are committed to providing the Living Wage as a minimum for staff. Waste Management committed to this as part of the RFP for



kerbside rubbish and recycling in 2020 (ahead of Hutt City Council's living wage accreditation approval) and this was accepted as part of the tender process. This requirement forms part of our contract with Waste Management.

Waste Management, a large national employer, has several Council collection contracts with different contract commencement dates. Waste Management confirms that as per the commitment provided in their RFP, that they started the new contract with HCC as at 1 July 2021, with remuneration for all staff involved in servicing the HCC contract at or above the Living Wage.

In addition they have an annual wage and salary review process that is in place and is run March/April each year. They have steps in place as part of this process to ensure that remuneration rates for staff servicing the HCC contract are adjusted each year to reflect any change/increase in the Living Wage.

If you are unhappy with this response, or with the way Council has arrived at the fees it charges, you can seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Please note that this response to your information request may be published on Hutt City Council's website. Please refer to the following link: [www.huttcity.govt.nz/council/contactus/make-an-official-information-act-request/proactive-releases](http://www.huttcity.govt.nz/council/contactus/make-an-official-information-act-request/proactive-releases)

Yours sincerely

Philip Rossiter

Senior Advisor, Official Information and Privacy

## Philip Rossiter

---

**From:** Geoffrey Roberts  
**Sent:** Tuesday, 1 October 2024 4:57 pm  
**To:** Samjhana Khatri  
**Subject:** RE: [EXTERNAL] Waste Management - Living wage 2024

I would specifically mention the living wage and whether this is being paid to WMNZ employees working on the HCC contract.

**From:** Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz>  
**Sent:** Tuesday, October 1, 2024 4:12 PM  
**To:** Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>  
**Subject:** RE: [EXTERNAL] Waste Management - Living wage 2024

Am I allowed to say this? "I am reaching out regarding a concern that has come to my attention regarding the wages being paid to your employees." ?

**Samjhana Khatri**  
Kerbside Contract Lead

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010  
P: M: W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)



**From:** Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>  
**Sent:** Tuesday, October 1, 2024 3:28 PM  
**To:** Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz>  
**Subject:** RE: [EXTERNAL] Waste Management - Living wage 2024

Yes please Samjhana – we will need to have evidence from them that all employees involved in delivering our contract are paid the current living wage. Please make sure to maintain the anonymity of the person who contacted us.

Thanks

Geoff

**Geoffrey Roberts**  
Waste and Resource Recovery Manager

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010  
P: M: [REDACTED] W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)



**From:** Waste <Waste@huttcity.govt.nz>  
**Sent:** Tuesday, October 1, 2024 3:15 PM  
**To:** Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>  
**Cc:** Jörn Scherzer <Joern.Scherzer@huttcity.govt.nz>  
**Subject:** FW: [EXTERNAL] Waste Management - Living wage 2024

Hi Geoff,

This is quite unexpected. In our contract meeting on December 14, 2023, they confirmed that all employees involved in the HCC service delivery are paid living wages.

I will reach out to WMNZ to address the concern we received and confirm whether they have paid the new rate of \$27.80 effective September 1, 2024. I will also inform the anonymous sender that we are committed to paying the living wage. Are you comfortable with this approach?

Thanks.

**From:** ContactHCC <contact@huttcity.govt.nz>  
**Sent:** Tuesday, October 1, 2024 1:10 PM  
**To:** Waste <Waste@huttcity.govt.nz>; Payroll <payroll@huttcity.govt.nz>  
**Subject:** FW: [EXTERNAL] Waste Management - Living wage 2024

Good afternoon all,

Would either of your teams please be able to help answer this enquiry?

Kind wishes,  
Billie

#### CUSTOMER SERVICES

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt, Lower Hutt 5010  
P: 04 570 6666 M: W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)



**From:** [REDACTED]  
**Sent:** Tuesday, October 1, 2024 12:08 PM  
**To:** ContactHCC <contact@huttcity.govt.nz>  
**Subject:** [EXTERNAL] Waste Management - Living wage 2024

Hello,



I hope this email finds you well, sorry I would like to remain anonymous. But I am currently employed by Waste Management, and have been for the past 3 years collecting residential waste in Lower Hutt. The purpose of this email is to enquire about the living wage and whether I am entitled to this as stated in your website. I am currently being paid \$26.00 (which was a mission obtaining this last year) and would like to be paid the new rate of \$27.80. Please find attached a screenshot of the above mentioned statement. Appreciate your assistance in this matter

Kindest regards.

██████



## Philip Rossiter

---

**From:** Geoffrey Roberts  
**Sent:** Wednesday, 2 October 2024 3:22 pm  
**To:** Samjhana Khatri  
**Subject:** RE: [EXTERNAL] Waste Management - Living wage 2024

Good – OK to ask, we're obliged to follow up on this and request they demonstrate compliance with this requirement.

**From:** Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz>  
**Sent:** Wednesday, October 2, 2024 8:10 AM  
**To:** Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>  
**Subject:** RE: [EXTERNAL] Waste Management - Living wage 2024

I've requested supporting documentation, but [REDACTED] might question why it's necessary, as she often mentions trust issue.

**Samjhana Khatri**  
Kerbside Contract Lead

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010  
P: M: W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)



**From:** Samjhana Khatri  
**Sent:** Tuesday, October 1, 2024 4:12 PM  
**To:** Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>  
**Subject:** RE: [EXTERNAL] Waste Management - Living wage 2024

Am I allowed to say this? "I am reaching out regarding a concern that has come to my attention regarding the wages being paid to your employees." ?

**From:** Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>  
**Sent:** Tuesday, October 1, 2024 3:28 PM  
**To:** Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz>  
**Subject:** RE: [EXTERNAL] Waste Management - Living wage 2024

Yes please Samjhana – we will need to have evidence from them that all employees involved in delivering our contract are paid the current living wage. Please make sure to maintain the anonymity of the person who contacted us.

Thanks

Geoff

**Geoffrey Roberts**

Waste and Resource Recovery Manager

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010

P: M: [REDACTED] W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)



**From:** Waste <[Waste@huttcity.govt.nz](mailto:Waste@huttcity.govt.nz)>  
**Sent:** Tuesday, October 1, 2024 3:15 PM  
**To:** Geoffrey Roberts <[Geoffrey.Roberts@huttcity.govt.nz](mailto:Geoffrey.Roberts@huttcity.govt.nz)>  
**Cc:** Jörn Scherzer <[Joern.Scherzer@huttcity.govt.nz](mailto:Joern.Scherzer@huttcity.govt.nz)>  
**Subject:** FW: [EXTERNAL] Waste Management - Living wage 2024

Hi Geoff,

This is quite unexpected. In our contract meeting on December 14, 2023, they confirmed that all employees involved in the HCC service delivery are paid living wages.

I will reach out to WMNZ to address the concern we received and confirm whether they have paid the new rate of \$27.80 effective September 1, 2024. I will also inform the anonymous sender that we are committed to paying the living wage. Are you comfortable with this approach?

Thanks.

**From:** ContactHCC <[contact@huttcity.govt.nz](mailto:contact@huttcity.govt.nz)>  
**Sent:** Tuesday, October 1, 2024 1:10 PM  
**To:** Waste <[Waste@huttcity.govt.nz](mailto:Waste@huttcity.govt.nz)>; Payroll <[payroll@huttcity.govt.nz](mailto:payroll@huttcity.govt.nz)>  
**Subject:** FW: [EXTERNAL] Waste Management - Living wage 2024

Good afternoon all,

Would either of your teams please be able to help answer this enquiry?

Kind wishes,  
Billie

**CUSTOMER SERVICES**

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt, Lower Hutt 5010

P: 04 570 6666 M: W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)



**From:** [REDACTED]  
**Sent:** Tuesday, October 1, 2024 12:08 PM  
**To:** ContactHCC <[contact@huttcity.govt.nz](mailto:contact@huttcity.govt.nz)>  
**Subject:** [EXTERNAL] Waste Management - Living wage 2024

Hello,

I hope this email finds you well, sorry I would like to remain anonymous. But I am currently employed by Waste Management, and have been for the past 3 years collecting residential waste in Lower Hutt. The purpose of this email is to enquire about the living wage and whether I am entitled to this as stated in your website. I am currently being paid \$26.00 (which was a mission obtaining this last year) and would like to be paid the new rate of \$27.80. Please find attached a screenshot of the above mentioned statement.

Appreciate your assistance in this matter

Kindest regards.

[REDACTED]



## Philip Rossiter

---

**From:** Geoffrey Roberts  
**Sent:** Wednesday, 2 October 2024 3:28 pm  
**To:** Samjhana Khatri  
**Subject:** RE: [EXTERNAL] Re: [EXTERNAL EMAIL] Living wage 2024

Yes, we can say that we have had an email from someone claiming to work for WMNZ on residential collections in Lower Hutt and not being paid the current Living Wage.

I'm happy to call [REDACTED] about this though if you want me to?

**From:** Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz>  
**Sent:** Wednesday, October 2, 2024 2:33 PM  
**To:** Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>  
**Subject:** FW: [EXTERNAL] Re: [EXTERNAL EMAIL] Living wage 2024

Can we tell them that we have had concern raised from their employee now? I'm unsure of the best way to request the documents otherwise.

### Samjhana Khatri

Kerbside Contract Lead

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010  
P: M: W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)



**From:** [REDACTED]  
**Sent:** Wednesday, October 2, 2024 8:55 AM  
**To:** Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz>  
**Cc:** Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>; Jörn Scherzer <Joern.Scherzer@huttcity.govt.nz>; [REDACTED]; Sarah Whiteman <swhiteman@wm.nz>  
**Subject:** [EXTERNAL] Re: [EXTERNAL EMAIL] Living wage 2024

Hi Samjhana,

Jorn and Sarah have discussed this.  
WM pays living wage in line with our own annual review process.

Regards,  
[REDACTED]

Get Outlook for Android

---

**From:** Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz>

**Sent:** Wednesday, October 2, 2024 8:00:59 am

**To:** [REDACTED]

**Cc:** Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>; Jörn Scherzer <Joern.Scherzer@huttcity.govt.nz>

**Subject:** [EXTERNAL EMAIL] Living wage 2024

Hi Tracy,

Could you please confirm that all employees involved in the HCC service delivery are being paid the new living wage of \$27.80, effective from September 1, 2024, as discussed in our contract meeting on December 14, 2023? I would also appreciate any supporting documentation.

Thank you for your attention to this matter. I look forward to your response.

Regards  
Samjhana

**Samjhana Khatri**

Kerbside Contract Lead

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010

P: M: W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)



**IMPORTANT:** The information contained in this e-mail message may be legally privileged or confidential. The information is intended only for the recipient named in the e-mail message. If the reader of this e-mail message is not the intended recipient, you are notified that any use, copying or distribution of this e-mail message is prohibited. If you have received this e-mail message in error, please notify the sender immediately. Thank you

This electronic message together with any attachments is confidential. If you are not the intended recipient: (i) do not copy, disclose or use the contents in any way; (ii) please let us know by return e-mail immediately and then permanently delete the message and destroy all printed copies. Waste Management NZ Ltd is not responsible for any changes made to this message and/or any attachments after sending by Waste Management.



## Philip Rossiter

---

**From:** Human Resources  
**Sent:** Wednesday, 2 October 2024 3:18 pm  
**To:** Geoffrey Roberts  
**Cc:** Jörn Scherzer  
**Subject:** FW: [EXTERNAL] Waste Management - Living wage 2024  
**Attachments:** Screenshot\_20241001-115514\_Chrome.jpg

Good afternoon Geoff,

I am forwarding the below email to you in Jörn's absence.

Please see below an email from a Waste Management employee not currently receiving living wage. Living wage is currently \$27.80 and was to be applied to all those on living wage by 1 September. I understand we potentially have a clause in our contract with waste management that their employees are to be on at least the living wage also?

I will leave this in yours, and Jörn's capable hands.

Many thanks,  
Danielle

**From:** Payroll <payroll@huttcity.govt.nz>  
**Sent:** Wednesday, October 2, 2024 2:38 PM  
**To:** Human Resources <Human.Resources@huttcity.govt.nz>  
**Subject:** FW: [EXTERNAL] Waste Management - Living wage 2024

**From:** ContactHCC <contact@huttcity.govt.nz>  
**Sent:** Tuesday, October 1, 2024 1:10 PM  
**To:** Waste <Waste@huttcity.govt.nz>; Payroll <payroll@huttcity.govt.nz>  
**Subject:** FW: [EXTERNAL] Waste Management - Living wage 2024

Good afternoon all,

Would either of your teams please be able to help answer this enquiry?

Kind wishes,  
Billie

### CUSTOMER SERVICES

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt, Lower Hutt 5010  
P: 04 570 6666 M: W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)



**From:** [REDACTED]  
**Sent:** Tuesday, October 1, 2024 12:08 PM  
**To:** ContactHCC <[contact@huttcity.govt.nz](mailto:contact@huttcity.govt.nz)>  
**Subject:** [EXTERNAL] Waste Management - Living wage 2024

Hello,

I hope this email finds you well, sorry I would like to remain anonymous. But I am currently employed by Waste Management, and have been for the past 3 years collecting residential waste in Lower Hutt. The purpose of this email is to enquire about the living wage and whether I am entitled to this as stated in your website. I am currently being paid \$26.00 (which was a mission obtaining this last year) and would like to be paid the new rate of \$27.80. Please find attached a screenshot of the above mentioned statement.  
Appreciate your assistance in this matter

Kindest regards.

[REDACTED]

## Philip Rossiter

---

**From:** Jörn Scherzer  
**Sent:** Tuesday, 8 October 2024 8:58 am  
**To:** Samjhana Khatri  
**Cc:** Geoffrey Roberts  
**Subject:** RE: [EXTERNAL] RE: [EXTERNAL EMAIL] RE: Living wage 2024

Hi Samjhana

Based on this, I suggest you could have a chat with HR and make them aware that WMNZ is working through this, they could update that employee?

We could say that if they still have concerns by say early November, they could get back in touch with us with their concerns.

### Jörn Scherzer

(pronounce as "Yearn Shar-tza")  
Head of Climate, Waste and Resource Recovery

Hutt City Council, 30 Laings Road, Private Bag 31912, Lower Hutt 5040, New Zealand  
M [REDACTED] W [www.huttcity.govt.nz](http://www.huttcity.govt.nz)

**From:** Sarah Whiteman <[swhiteman@wm.nz](mailto:swhiteman@wm.nz)>  
**Sent:** Tuesday, October 8, 2024 8:45 AM  
**To:** Jörn Scherzer <[Joern.Scherzer@huttcity.govt.nz](mailto:Joern.Scherzer@huttcity.govt.nz)>  
**Cc:** Geoffrey Roberts <[Geoffrey.Roberts@huttcity.govt.nz](mailto:Geoffrey.Roberts@huttcity.govt.nz)>; [REDACTED] Samjhana Khatri <[Samjhana.Khatri@huttcity.govt.nz](mailto:Samjhana.Khatri@huttcity.govt.nz)>  
**Subject:** [EXTERNAL] RE: [EXTERNAL EMAIL] RE: Living wage 2024

Morning Jörn,

Hope you had a good break.

As per our previous discussions WM run their own annual salary review process. We have traditionally been ahead of this process which is maybe why you have had the enquiry.

Happy to discuss or provide any further information as required.

Ngā Mihi | Kind regards,

### Sarah Whiteman

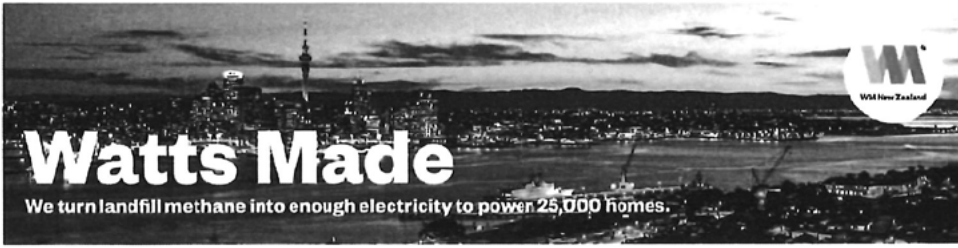
Regional Manager – Wellington

WM New Zealand

97-99 Port Road, Seaview, Lower Hutt 5010

[REDACTED] E: [swhiteman@wm.nz](mailto:swhiteman@wm.nz)

[www.wm.nz](http://www.wm.nz)



**From:** Jörn Scherzer <[Joern.Scherzer@huttcity.govt.nz](mailto:Joern.Scherzer@huttcity.govt.nz)>  
**Sent:** Monday, 7 October 2024 7:33 AM  
**To:** Sarah Whiteman <[swhiteman@wm.nz](mailto:swhiteman@wm.nz)>  
**Cc:** Geoffrey Roberts <[Geoffrey.Roberts@huttcity.govt.nz](mailto:Geoffrey.Roberts@huttcity.govt.nz)>; [REDACTED]; Samjhana Khatri <[Samjhana.Khatri@huttcity.govt.nz](mailto:Samjhana.Khatri@huttcity.govt.nz)>  
**Subject:** [EXTERNAL EMAIL] RE: Living wage 2024

Thanks Sarah

I recall there was a time lag last year, so I suggest we could check in again later this month?

To comply with our living wage employer certification, we may only need some more information/certainty around the process that WMNZ has in place, and then I can provide this to our HR and procurement team.

I assume that, like HCC, it takes a while to get through the rem review each year, so any changes to minimum wages/living wages may not be reflected straight away but are then backdated? Let me know.

Cheers

**Jörn Scherzer**

(pronounce as "Yearn Shar-tza")  
Head of Climate, Waste and Resource Recovery

Hutt City Council, 30 Laings Road, Private Bag 31912, Lower Hutt 5040, New Zealand  
M [REDACTED] W [www.huttcity.govt.nz](http://www.huttcity.govt.nz)

**Jörn Scherzer**

Head Of Climate, Waste and Resource Recovery

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010  
P: M: [REDACTED] W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)



IMPORTANT: The information contained in this e-mail message may be legally privileged or confidential. The information is intended only for the recipient named in the e-mail message. If the reader of this e-mail message is not the intended recipient, you are notified that any use, copying or distribution of this e-mail message is prohibited. If you have received this e-mail message in error, please notify the sender immediately. Thank you

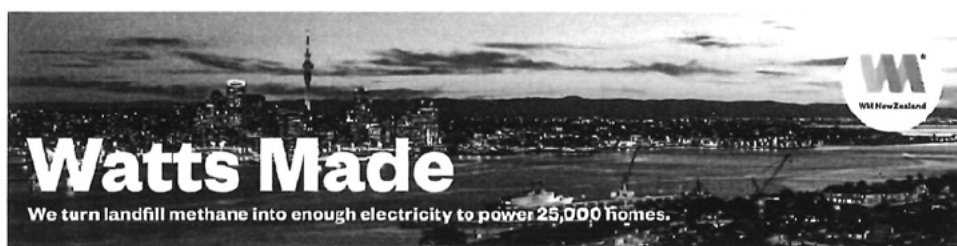
**From:** Sarah Whiteman <[swhiteman@wm.nz](mailto:swhiteman@wm.nz)>  
**Sent:** Thursday, October 3, 2024 10:29 AM  
**To:** Samjhana Khatri <[Samjhana.Khatri@huttcity.govt.nz](mailto:Samjhana.Khatri@huttcity.govt.nz)>; [REDACTED]  
**Cc:** Geoffrey Roberts <[Geoffrey.Roberts@huttcity.govt.nz](mailto:Geoffrey.Roberts@huttcity.govt.nz)>; Jörn Scherzer <[Joern.Scherzer@huttcity.govt.nz](mailto:Joern.Scherzer@huttcity.govt.nz)>; Paul Elliott <[PElliott@wm.nz](mailto:PElliott@wm.nz)>  
**Subject:** RE: [EXTERNAL] Re: [EXTERNAL EMAIL] Living wage 2024

Hi Samjhana,

I will discuss this with Jörn when he returns, we have had this previously in 2023. Please direct the employee back to WMNZ.

Ngā Mihi | Kind regards,

**Sarah Whiteman**  
Regional Manager – Wellington  
WM New Zealand  
97-99 Port Road, Seaview, Lower Hutt 5010  
M: [REDACTED] E: [swhiteman@wm.nz](mailto:swhiteman@wm.nz)  
[www.wm.nz](http://www.wm.nz)



**From:** Samjhana Khatri <[Samjhana.Khatri@huttcity.govt.nz](mailto:Samjhana.Khatri@huttcity.govt.nz)>  
**Sent:** Thursday, 3 October 2024 10:25 AM  
**To:** Tracy Reuben <[treuben@wm.nz](mailto:treuben@wm.nz)>  
**Cc:** Geoffrey Roberts <[Geoffrey.Roberts@huttcity.govt.nz](mailto:Geoffrey.Roberts@huttcity.govt.nz)>; Jörn Scherzer <[Joern.Scherzer@huttcity.govt.nz](mailto:Joern.Scherzer@huttcity.govt.nz)>; [REDACTED]  
[REDACTED] Sarah Whiteman <[swhiteman@wm.nz](mailto:swhiteman@wm.nz)>  
**Subject:** RE: [EXTERNAL] Re: [EXTERNAL EMAIL] Living wage 2024

Hi Tracy,

Thank you for confirming. However, we have had an email from someone claiming to work for WMNZ on residential collections in Lower Hutt and not being paid the current Living Wage. As we are required to follow

up on this, we kindly request that you provide documentation demonstrating compliance with this requirement.

Regards  
Samjhana

**Samjhana Khatri**  
Kerbside Contract Lead

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010  
P: M: W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)



IMPORTANT: The information contained in this e-mail message may be legally privileged or confidential. The information is intended only for the recipient named in the e-mail message. If the reader of this e-mail message is not the intended recipient, you are notified that any use, copying or distribution of this e-mail message is prohibited. If you have received this e-mail message in error, please notify the sender immediately. Thank you

**From:** [REDACTED]  
**Sent:** Wednesday, October 2, 2024 8:55 AM  
**To:** Samjhana Khatri <[Samjhana.Khatri@huttcity.govt.nz](mailto:Samjhana.Khatri@huttcity.govt.nz)>  
**Cc:** Geoffrey Roberts <[Geoffrey.Roberts@huttcity.govt.nz](mailto:Geoffrey.Roberts@huttcity.govt.nz)>; Jörn Scherzer <[Joern.Scherzer@huttcity.govt.nz](mailto:Joern.Scherzer@huttcity.govt.nz)>; [REDACTED]  
[REDACTED] Sarah Whiteman <[swhiteman@wm.nz](mailto:swhiteman@wm.nz)>  
**Subject:** [EXTERNAL] Re: [EXTERNAL EMAIL] Living wage 2024

Hi Samjhana,

Jorn and Sarah have discussed this.  
WM pays living wage in line with our own annual review process.

Regards,  
[REDACTED]

[Get Outlook for Android](#)

---

**From:** Samjhana Khatri <[Samjhana.Khatri@huttcity.govt.nz](mailto:Samjhana.Khatri@huttcity.govt.nz)>  
**Sent:** Wednesday, October 2, 2024 8:00:59 am

**To:** [REDACTED]  
**Cc:** Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>; Jörn Scherzer <Joern.Scherzer@huttcity.govt.nz>  
**Subject:** [EXTERNAL EMAIL] Living wage 2024

Hi [REDACTED]

Could you please confirm that all employees involved in the HCC service delivery are being paid the new living wage of \$27.80, effective from September 1, 2024, as discussed in our contract meeting on December 14, 2023? I would also appreciate any supporting documentation.

Thank you for your attention to this matter. I look forward to your response.

Regards  
Samjhana

**Samjhana Khatri**  
Kerbside Contract Lead

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010  
P: M: W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)



**IMPORTANT:** The information contained in this e-mail message may be legally privileged or confidential. The information is intended only for the recipient named in the e-mail message. If the reader of this e-mail message is not the intended recipient, you are notified that any use, copying or distribution of this e-mail message is prohibited. If you have received this e-mail message in error, please notify the sender immediately. Thank you

This electronic message together with any attachments is confidential. If you are not the intended recipient: (i) do not copy, disclose or use the contents in any way; (ii) please let us know by return e-mail immediately and then permanently delete the message and destroy all printed copies. Waste Management NZ Ltd is not responsible for any changes made to this message and/or any attachments after sending by Waste Management.

This electronic message together with any attachments is confidential. If you are not the intended recipient: (i) do not copy, disclose or use the contents in any way; (ii) please let us know by return e-mail immediately and then permanently delete the message and destroy all printed copies. Waste Management NZ Ltd is not responsible for any changes made to this message and/or any attachments after sending by Waste Management.

This electronic message together with any attachments is confidential. If you are not the intended recipient: (i) do not copy, disclose or use the contents in any way; (ii) please let us know by return e-

mail immediately and then permanently delete the message and destroy all printed copies. Waste Management NZ Ltd is not responsible for any changes made to this message and/or any attachments after sending by Waste Management.



**Philip Rossiter**

---

**From:** Geoffrey Roberts  
**Sent:** Wednesday, 6 November 2024 2:03 pm  
**To:** [REDACTED]  
**Subject:** Living Wage

Kia ora [REDACTED]

For our records, just confirming WMNZ is still an Accredited Living Wage Employer?

Thanks

Geoff



**Philip Rossiter**

---

**From:** Geoffrey Roberts  
**Sent:** Friday, 8 November 2024 8:26 am  
**To:** [REDACTED]  
**Subject:** RE: [EXTERNAL] RE: [EXTERNAL EMAIL] Living Wage

Thank [REDACTED] – sorry, you don't need to be accredited. We just need to ask this question of all our contractors every year as per HCC policy.

Cheers

Geoff

**From:** [REDACTED]  
**Sent:** Friday, November 8, 2024 7:38 AM  
**To:** Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>  
**Subject:** [EXTERNAL] RE: [EXTERNAL EMAIL] Living Wage

Hi Geoff,

I think Jörn may have also been seeking this info from Sarah.

No, we are not accredited and never have been. We agree to pay Living Wage in line with our own annual salary review process.

Hope that helps.

[REDACTED]

**From:** Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>  
**Sent:** Wednesday, 6 November 2024 2:03 pm  
**To:** [REDACTED]  
**Subject:** [EXTERNAL EMAIL] Living Wage

Kia ora [REDACTED]

For our records, just confirming WMNZ is still an Accredited Living Wage Employer?

Thanks

Geoff

**Geoffrey Roberts**

Waste and Resource Recovery Manager

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010

P: M: [REDACTED] W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)



IMPORTANT: The information contained in this e-mail message may be legally privileged or confidential. The information is intended only for the recipient named in the e-mail message. If the reader of this e-mail message is not the intended recipient, you are notified that any use, copying or distribution of this e-mail message is prohibited. If you have received this e-mail message in error, please notify the sender immediately. Thank you

This electronic message together with any attachments is confidential. If you are not the intended recipient: (i) do not copy, disclose or use the contents in any way; (ii) please let us know by return e-mail immediately and then permanently delete the message and destroy all printed copies. Waste Management NZ Ltd is not responsible for any changes made to this message and/or any attachments after sending by Waste Management.

## Philip Rossiter

---

**From:** Jörn Scherzer  
**Sent:** Friday, 22 November 2024 10:54 am  
**To:** Sarah Whiteman  
**Cc:** Fortune Tlapi; Samjhana Khatri; Geoffrey Roberts  
**Subject:** Re: Living wage 2024

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hi Sarah (cc Fortune)

Just checking in on the below, as a quick follow up to the email in early October

**Jörn Scherzer**  
**Head of Climate and Waste**  
[REDACTED]

On 7 Oct 2024, at 07:32, "Jörn Scherzer" wrote:

Thanks Sarah

I recall there was a time lag last year, so I suggest we could check in again later this month?

Tu comply with our living wage employer certification, we may only need some more information/certainty around the process that WMNZ has in place, and then I can provide this to our HR and procurement team.

I assume that, like HCC, it takes a while to get through the rem review each year, so any changes to minimum wages/living wages may not be reflected straight away but are then backdated? Let me know.

Cheers

**Jörn Scherzer**  
(pronounce as "Yearn Shar-tza")  
Head of Climate, Waste and Resource Recovery

Hutt City Council, 30 Laings Road, Private Bag 31912, Lower Hutt 5040, New Zealand  
M [REDACTED] W [www.huttcity.govt.nz](http://www.huttcity.govt.nz)

**From:** Sarah Whiteman <swhiteman@wm.nz>  
**Sent:** Thursday, October 3, 2024 10:29 AM  
**To:** Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz>; [REDACTED]  
**Cc:** Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>; Jörn Scherzer <Joern.Scherzer@huttcity.govt.nz>; [REDACTED]  
**Subject:** RE: [EXTERNAL] Re: [EXTERNAL EMAIL] Living wage 2024

Hi Samjhana,

I will discuss this with Jörn when he returns, we have had this previously in 2023.

Please direct the employee back to WMNZ.

Ngā Mihi | Kind regards,

**Sarah Whiteman**  
Regional Manager – Wellington

WM New Zealand  
97-99 Port Road, Seaview, Lower Hutt 5010

M: + [REDACTED] E: [swhiteman@wm.nz](mailto:swhiteman@wm.nz)

[www.wm.nz](http://www.wm.nz)

<image001.png>

**From:** Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz>  
**Sent:** Thursday, 3 October 2024 10:25 AM  
**To:** [REDACTED]  
**Cc:** Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>; Jörn Scherzer <Joern.Scherzer@huttcity.govt.nz>; [REDACTED] Sarah Whiteman <swhiteman@wm.nz>  
**Subject:** RE: [EXTERNAL] Re: [EXTERNAL EMAIL] Living wage 2024

Hi [REDACTED]

Thank you for confirming. However, we have had an email from someone claiming to work for WMNZ on residential collections in Lower Hutt and not being paid the current Living Wage. As we are required to follow up on this, we kindly request that you provide documentation demonstrating compliance with this requirement.

Regards

Samjhana

**Samjhana Khatri**

Kerbside Contract Lead

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010

P: M: W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)

<image002.png>

IMPORTANT: The information contained in this e-mail message may be legally privileged or confidential. The information is intended only for the recipient named in the e-mail message. If the reader of this e-mail message is not the intended recipient, you are notified that any use, copying or distribution of this e-mail message is prohibited. If you have received this e-mail message in error, please notify the sender immediately. Thank you

**From:** [REDACTED]

**Sent:** Wednesday, October 2, 2024 8:55 AM

**To:** Samjhana Khatri <[Samjhana.Khatri@huttcity.govt.nz](mailto:Samjhana.Khatri@huttcity.govt.nz)>

**Cc:** Geoffrey Roberts <[Geoffrey.Roberts@huttcity.govt.nz](mailto:Geoffrey.Roberts@huttcity.govt.nz)>; Jörn Scherzer <[Joern.Scherzer@huttcity.govt.nz](mailto:Joern.Scherzer@huttcity.govt.nz)>; [REDACTED] Sarah Whiteman <[swhiteman@wm.nz](mailto:swhiteman@wm.nz)>

**Subject:** [EXTERNAL] Re: [EXTERNAL EMAIL] Living wage 2024

Hi Samjhana,

Jorn and Sarah have discussed this.

WM pays living wage in line with our own annual review process.

Regards,



Get [Outlook for Android](#)

---

**From:** Samjhana Khatri <[Samjhana.Khatri@huttcity.govt.nz](mailto:Samjhana.Khatri@huttcity.govt.nz)>  
**Sent:** Wednesday, October 2, 2024 8:00:59 am  
**To:** [REDACTED]  
**Cc:** Geoffrey Roberts <[Geoffrey.Roberts@huttcity.govt.nz](mailto:Geoffrey.Roberts@huttcity.govt.nz)>; Jörn Scherzer <[Joern.Scherzer@huttcity.govt.nz](mailto:Joern.Scherzer@huttcity.govt.nz)>  
**Subject:** [EXTERNAL EMAIL] Living wage 2024

Hi [REDACTED]

Could you please confirm that all employees involved in the HCC service delivery are being paid the new living wage of \$27.80, effective from September 1, 2024, as discussed in our contract meeting on December 14, 2023? I would also appreciate any supporting documentation.

Thank you for your attention to this matter. I look forward to your response.

Regards

Samjhana

**Samjhana Khatri**  
Kerbside Contract Lead



Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010  
P: M: W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)

<image002.png>

IMPORTANT: The information contained in this e-mail message may be legally privileged or confidential. The information is intended only for the recipient named in the e-mail message. If the reader of this e-mail message is not the intended recipient, you are notified that any use, copying or distribution of this e-mail message is prohibited. If you have received this e-mail message in error, please notify the sender immediately. Thank you

This electronic message together with any attachments is confidential. If you are not the intended recipient: (i) do not copy, disclose or use the contents in any way; (ii) please let us know by return e-mail immediately and then permanently delete the message and destroy all printed copies. Waste Management NZ Ltd is not responsible for any changes made to this message and/or any attachments after sending by Waste Management.

This electronic message together with any attachments is confidential. If you are not the intended recipient: (i) do not copy, disclose or use the contents in any way; (ii) please let us know by return e-mail immediately and then permanently delete the message and destroy all printed copies. Waste Management NZ Ltd is not responsible for any changes made to this message and/or any attachments after sending by Waste Management.



## Philip Rossiter

---

**From:** Jörn Scherzer  
**Sent:** Monday, 25 November 2024 11:32 am  
**To:** Geoffrey Roberts; Samjhana Khatri  
**Subject:** RE: [EXTERNAL] Waste Management - Living wage 2024

I have emailed here, and copied you in

### Jörn Scherzer

(pronounce as "Yearn Shar-tza")  
Head of Climate, Waste and Resource Recovery

Hutt City Council, 30 Laings Road, Private Bag 31912, Lower Hutt 5040, New Zealand  
M [REDACTED] W [www.huttcity.govt.nz](http://www.huttcity.govt.nz)

**From:** Waste <Waste@huttcity.govt.nz>  
**Sent:** Friday, November 22, 2024 9:46 AM  
**To:** Jörn Scherzer <Joern.Scherzer@huttcity.govt.nz>; Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>  
**Subject:** FW: [EXTERNAL] Waste Management - Living wage 2024

Hi Jörn,

This is very sad to hear that the living wage issue with [REDACTED] still hasn't been resolved. [REDACTED] has reached us, letting us know that he still hasn't received the living wage payment.

Could you please reach out to Sarah or Tracy about this, as they prefer not to communicate directly with me about this issue?

Thank you.  
Samjhana Khatri

**From:** [REDACTED]  
**Sent:** Friday, November 22, 2024 9:32 AM  
**To:** Waste <Waste@huttcity.govt.nz>  
**Subject:** Re: [EXTERNAL] Waste Management - Living wage 2024

Hi,

Hope you are well, not long to go till the festive season, yay.

In regards to my situation, sadly no changes or updates. I had hope come mid November that I (and others in my predicament) would at least hear something from the WM management. Now we are heading towards December.....

Sorry for venting out my frustration on you and your team, I just like to thank you guys for your help in the matter, you have this amongst numerous other problems Hutt City faces, keep up the good work.

Thank you

Warm regards  
[REDACTED]

On Wed, 9 Oct 2024, 15:19 [REDACTED] wrote:

Hi,

That's awesome. Thank you for your time and help in this matter really appreciate it.

All the best  
[REDACTED]

On Wed, 9 Oct 2024, 14:05 Waste, <[Waste@huttcity.govt.nz](mailto:Waste@huttcity.govt.nz)> wrote:

Hi [REDACTED]

Hope you are doing well.

We've reached out to WMNZ, and they are currently addressing the issue. Please let us know if you still have any concerns by mid- November.

Regards

Kerbside Contract Lead

**From:** [REDACTED]  
**Sent:** Wednesday, October 2, 2024 2:38 PM  
**To:** Waste <[Waste@huttcity.govt.nz](mailto:Waste@huttcity.govt.nz)>  
**Subject:** Re: [EXTERNAL] Waste Management - Living wage 2024

Noted with thanks, and appreciate your prompt response.

Kind regards  
[REDACTED]

On Wed, 2 Oct 2024, 08:32 Waste, <[Waste@huttcity.govt.nz](mailto:Waste@huttcity.govt.nz)> wrote:

Good morning, [REDACTED]

Hope you are doing well.

Thank you for bringing the wage concerns within our contractor's workforce to our attention. I can confirm that every employee of WMNZ involved in the HCC service delivery contract must be paid the living wage.

I am currently looking into the issue and have reached out to the contractor for clarification. While I cannot disclose details of our discussions due to the nature of the process, please know that your concern is being addressed.

If you have any questions, please feel free to reach out.

Best regards,

Kerbside Contract Lead

**From:** ContactHCC <[contact@huttcity.govt.nz](mailto:contact@huttcity.govt.nz)>

**Sent:** Tuesday, October 1, 2024 1:10 PM

**To:** Waste <[Waste@huttcity.govt.nz](mailto:Waste@huttcity.govt.nz)>; Payroll <[payroll@huttcity.govt.nz](mailto:payroll@huttcity.govt.nz)>

**Subject:** FW: [EXTERNAL] Waste Management - Living wage 2024

Good afternoon all,

Would either of your teams please be able to help answer this enquiry?

Kind wishes,

Billie

**CUSTOMER SERVICES**

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt, Lower Hutt 5010  
P: 04 570 6666 M: W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)

**From:** [REDACTED]  
**Sent:** Tuesday, October 1, 2024 12:08 PM  
**To:** ContactHCC <[contact@huttcity.govt.nz](mailto:contact@huttcity.govt.nz)>  
**Subject:** [EXTERNAL] Waste Management - Living wage 2024

Hello,

I hope this email finds you well, sorry I would like to remain anonymous. But I am currently employed by Waste Management, and have been for the past 3 years collecting residential waste in Lower Hutt. The purpose of this email is to enquire about the living wage and whether I am entitled to this as stated in your website. I am currently being paid \$26.00 (which was a mission obtaining this last year) and would like to be paid the new rate of \$27.80. Please find attached a screenshot of the above mentioned statement.

Appreciate your assistance in this matter

Kindest regards.

[REDACTED]

## Philip Rossiter

---

**From:** Jörn Scherzer  
**Sent:** Tuesday, 26 November 2024 4:35 pm  
**To:** Fortune Tlapi; Kelly Alkema  
**Cc:** Samjhana Khatri; Geoffrey Roberts  
**Subject:** RE: Living wage 2024 in WMNZ contracts

Hi all

Some additional info that has popped up online:

<https://www.facebook.com/share/p/946padeGJcn6y5ru/>

Chris Milne

(Brady Dyer looped in)

### RATES WATCH

In 2018-19 there was considerable debate around the council table about whether Hutt City Council should pay the Living Wage. The E Tu Union, a major sponsor of the Living Wage, made a donation to Campbell Barry's election campaign just a few days before a key council vote on the issue. At that point Council decided not to roll the measure out across all its staff and contractors.

In December 2019, shortly after the council elections where Campbell Barry secured the mayoralty, the CEO Jo Miller made a unilateral decision, without a council resolution, to require contractors to the council to pay the Living Wage. She deemed the matter to be 'operational', even though there had previously been a lot of debate around the council table. The measure was at considerable cost to ratepayers.

Roll forward to November 2024 where the Living Wage is now \$27.80 per hour.

Whether or not you agree with council paying a wage rate well above market rates, they should at least pay the wage now they have promised to do so.

I am advised by a Waste Management contact that Waste Management has not paid the new rate since 1 September 2024, despite being contracted by council to do so.

I guess the headline and the adulation of the mayor by the E Tu Union and associates is the real reward. The workers, having been promised this ratepayer largesse, must be very annoyed.

This merry go round is yet another impost on ratepayers, costing in excess of \$1m annually.

Rates are expected to rise by 270% over the next decade and no councillor seems too bothered about it.

### Jörn Scherzer

(pronounce as "Yearn Shar-tza)

Head of Climate, Waste and Resource Recovery

Hutt City Council, 30 Laings Road, Private Bag 31912, Lower Hutt 5040, New Zealand

M [REDACTED] W [www.huttcity.govt.nz](http://www.huttcity.govt.nz)

**From:** Jörn Scherzer  
**Sent:** Tuesday, November 26, 2024 8:29 AM  
**To:** Fortune Tlapi <Fortune.Tlapi@huttcity.govt.nz>; Kelly Alkema <Kelly.Alkema@huttcity.govt.nz>  
**Cc:** Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz>; Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>  
**Subject:** Re: Living wage 2024 in WMNZ contracts

Hi Fortune, Kelly

Is the below response from WMNZ on the living wage ok from your perspective (vis a vis our living wage employer certification)? It kind of seems reasonable, but I don't know how this is handled at HCC.

If no, then it would probably need something a bit more formal from your end. If it is ok, then all good.

The background is that a staff member at WMNZ raised the issue of the latest living wage increase not being passed on to them, but it seems the living wage increases/reviews are misaligned with WMNZ's REM review timing.

Cheers

Jörn Scherzer  
(pronounce as "Yearn Shar-tza")  
Head of Climate, Waste and Resource Recovery

Hutt City Council, 30 Laings Road, Private Bag 31912, Lower Hutt 5040, New Zealand  
M: [REDACTED] W [www.huttcity.govt.nz](http://www.huttcity.govt.nz)

-----Original Message-----

**From:** Sarah Whiteman <[swhiteman@wm.nz](mailto:swhiteman@wm.nz)>  
**Sent:** Tuesday, November 26, 2024 8:20 AM  
**To:** Jörn Scherzer <[Joern.Scherzer@huttcity.govt.nz](mailto:Joern.Scherzer@huttcity.govt.nz)>  
**Cc:** Fortune Tlapi <[Fortune.Tlapi@huttcity.govt.nz](mailto:Fortune.Tlapi@huttcity.govt.nz)>; Samjhana Khatri <[Samjhana.Khatri@huttcity.govt.nz](mailto:Samjhana.Khatri@huttcity.govt.nz)>; Geoffrey Roberts <[Geoffrey.Roberts@huttcity.govt.nz](mailto:Geoffrey.Roberts@huttcity.govt.nz)>; Robert Budd <[rbudd@wm.nz](mailto:rbudd@wm.nz)>; Tracy Reuben <[treuben@wm.nz](mailto:treuben@wm.nz)>  
**Subject:** [EXTERNAL] RE: [EXTERNAL EMAIL] Re: Living wage 2024

Hi Jorn,

WM NZ operates an annual wage and salary review process that is run March-April each year. At the start of the contract when we agreed to use the assessed living wage rate as a base for staff employed within this contract, we articulated clearly the timing of our annual review and the fact that any adjustments to address base rates and have them reflect the assessed living wage would happen at this time.

As you know WM NZ operates a number of Council collection contracts throughout NZ that all have different contract commencement dates, all of these contracts that use living wage as the base are adjusted annually as part of our annual wage and salary review process. A process to stagger these throughout the year would create significant disparity across our various teams and is therefore not seen as an appropriate approach to dealing with this matter.

Ngā Mihi | Kind regards,

Sarah Whiteman  
Regional Manager – Wellington  
WM New Zealand  
97-99 Port Road, Seaview, Lower Hutt 5010  
M: [REDACTED] E: [swhiteman@wm.nz](mailto:swhiteman@wm.nz)  
[www.wm.nz](http://www.wm.nz)



## Philip Rossiter

---

**From:** Fortune Tlapi  
**Sent:** Tuesday, 26 November 2024 7:00 pm  
**To:** Kelly Alkema; Jörn Scherzer  
**Cc:** Samjhana Khatri; Geoffrey Roberts; Jenny Livschitz; Bradley Cato  
**Subject:** RE: Living wage 2024 in WMNZ contracts

Hi,

Whilst I do not have background on the Living Wage accreditation process that was undertaken and the mechanism for enforcement, on the face of it, it appears that an executed contract would include a LW provision . If so, then the relevant contract manager would have to ensure the supplier complies with this agreed requirement, amongst other contractual obligations.

I am including Brad to provide the legal position and any other relevant information.

**Fortune Tlapi**  
Procurement Manager

Hutt City Council, ,  
P: M: W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)



**From:** Kelly Alkema <Kelly.Alkema@huttcity.govt.nz>  
**Sent:** Tuesday, November 26, 2024 4:57 PM  
**To:** Jörn Scherzer <Joern.Scherzer@huttcity.govt.nz>; Fortune Tlapi <Fortune.Tlapi@huttcity.govt.nz>  
**Cc:** Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz>; Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>  
**Subject:** RE: Living wage 2024 in WMNZ contracts

Hi Jorn

I haven't been involved in the application of the LW for contractors, just our staff, so I'm unable to advise on what the accreditation requires in relation to our contractors. I do know there was some flexibility around the timing of contractors moving to paying LW when we were first accredited. Procurement oversaw this at the time.

Fortune – we'll leave with you to advise on this please.

Thanks  
Kelly

**Kelly Alkema**  
Chief People Officer

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010

P: M: [REDACTED] W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)



**From:** Jörn Scherzer <[Joern.Scherzer@huttcity.govt.nz](mailto:Joern.Scherzer@huttcity.govt.nz)>

**Sent:** Tuesday, November 26, 2024 4:35 PM

**To:** Fortune Tlapi <[Fortune.Tlapi@huttcity.govt.nz](mailto:Fortune.Tlapi@huttcity.govt.nz)>; Kelly Alkema <[Kelly.Alkema@huttcity.govt.nz](mailto:Kelly.Alkema@huttcity.govt.nz)>

**Cc:** Samjhana Khatri <[Samjhana.Khatri@huttcity.govt.nz](mailto:Samjhana.Khatri@huttcity.govt.nz)>; Geoffrey Roberts <[Geoffrey.Roberts@huttcity.govt.nz](mailto:Geoffrey.Roberts@huttcity.govt.nz)>

**Subject:** RE: Living wage 2024 in WMNZ contracts

Hi all

Some additional info that has popped up online:

<https://www.facebook.com/share/p/946padeGJcn6y5ru/>

Chris Milne

(Brady Dyer looped in)

#### RATES WATCH

In 2018-19 there was considerable debate around the council table about whether Hutt City Council should pay the Living Wage. The E Tu Union, a major sponsor of the Living Wage, made a donation to Campbell Barry's election campaign just a few days before a key council vote on the issue. At that point Council decided not to roll the measure out across all its staff and contractors.

In December 2019, shortly after the council elections where Campbell Barry secured the mayoralty, the CEO Jo Miller made a unilateral decision, without a council resolution, to require contractors to the council to pay the Living Wage. She deemed the matter to be 'operational', even though there had previously been a lot of debate around the council table. The measure was at considerable cost to ratepayers.

Roll forward to November 2024 where the Living Wage is now \$27.80 per hour.

Whether or not you agree with council paying a wage rate well above market rates, they should at least pay the wage now they have promised to do so.

I am advised by a Waste Management contact that Waste Management has not paid the new rate since 1 September 2024, despite being contracted by council to do so.

I guess the headline and the adulation of the mayor by the E Tu Union and associates is the real reward. The workers, having been promised this ratepayer largesse, must be very annoyed.

This merry go round is yet another impost on ratepayers, costing in excess of \$1m annually.

Rates are expected to rise by 270% over the next decade and no councillor seems too bothered about it.

**Jörn Scherzer**

(pronounce as "Yearn Shar-tza")

Head of Climate, Waste and Resource Recovery

Hutt City Council, 30 Laings Road, Private Bag 31912, Lower Hutt 5040, New Zealand  
M [REDACTED] W [www.huttcity.govt.nz](http://www.huttcity.govt.nz)

**Jörn Scherzer**

Head Of Climate, Waste and Resource Recovery

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010

P: M: [REDACTED] W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)



**From:** Jörn Scherzer

**Sent:** Tuesday, November 26, 2024 8:29 AM

**To:** Fortune Tlapi <[Fortune.Tlapi@huttcity.govt.nz](mailto:Fortune.Tlapi@huttcity.govt.nz)>; Kelly Alkema <[Kelly.Alkema@huttcity.govt.nz](mailto:Kelly.Alkema@huttcity.govt.nz)>

**Cc:** Samjhana Khatri <[Samjhana.Khatri@huttcity.govt.nz](mailto:Samjhana.Khatri@huttcity.govt.nz)>; Geoffrey Roberts <[Geoffrey.Roberts@huttcity.govt.nz](mailto:Geoffrey.Roberts@huttcity.govt.nz)>

**Subject:** Re: Living wage 2024 in WMNZ contracts

Hi Fortune, Kelly

Is the below response from WMNZ on the living wage ok from your perspective (vis a vis our living wage employer certification)? It kind of seems reasonable, but I don't know how this is handled at HCC.

If no, then it would probably need something a bit more formal from your end. If it is ok, then all good.

The background is that a staff member at WMNZ raised the issue of the latest living wage increase not being passed on to them, but it seems the living wage increases/reviews are misaligned with WMNZ's REM review timing.

Cheers

Jörn Scherzer

(pronounce as "Yearn Shar-tza)

Head of Climate, Waste and Resource Recovery

Hutt City Council, 30 Laings Road, Private Bag 31912, Lower Hutt 5040, New Zealand

M [REDACTED] W [www.huttcity.govt.nz](http://www.huttcity.govt.nz)

-----Original Message-----

**From:** Sarah Whiteman <[swhiteman@wm.nz](mailto:swhiteman@wm.nz)>

**Sent:** Tuesday, November 26, 2024 8:20 AM

**To:** Jörn Scherzer <[Joern.Scherzer@huttcity.govt.nz](mailto:Joern.Scherzer@huttcity.govt.nz)>

**Cc:** Fortune Tlapi <[Fortune.Tlapi@huttcity.govt.nz](mailto:Fortune.Tlapi@huttcity.govt.nz)>; Samjhana Khatri <[Samjhana.Khatri@huttcity.govt.nz](mailto:Samjhana.Khatri@huttcity.govt.nz)>; Geoffrey Roberts <[Geoffrey.Roberts@huttcity.govt.nz](mailto:Geoffrey.Roberts@huttcity.govt.nz)>; [REDACTED]

**Subject:** [EXTERNAL] RE: [EXTERNAL EMAIL] Re: Living wage 2024

Hi Jorn,

WM NZ operates an annual wage and salary review process that is run March-April each year. At the start of the contract when we agreed to use the assessed living wage rate as a base for staff employed within this contract, we

articulated clearly the timing of our annual review and the fact that any adjustments to address base rates and have them reflect the assessed living wage would happen at this time.

As you know WM NZ operates a number of Council collection contracts throughout NZ that all have different contract commencement dates, all of these contracts that use living wage as the base are adjusted annually as part of our annual wage and salary review process. A process to stagger these throughout the year would create significant disparity across our various teams and is therefore not seen as an appropriate approach to dealing with this matter.

Ngā Mihi | Kind regards,

Sarah Whiteman  
Regional Manager – Wellington  
WM New Zealand  
97-99 Port Road, Seaview, Lower Hutt 5010  
M: [REDACTED] E: swhiteman@wm.nz  
www.wm.nz

-----Original Message-----

From: Jörn Scherzer <Joern.Scherzer@huttcity.govt.nz>  
Sent: Friday, 22 November 2024 10:54 AM  
To: Sarah Whiteman <swhiteman@wm.nz>  
Cc: Fortune Tlapi <Fortune.Tlapi@huttcity.govt.nz>; Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz>; Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>  
Subject: [EXTERNAL EMAIL] Re: Living wage 2024

Hi Sarah (cc Fortune)

Just checking in on the below, as a quick follow up to the email in early October

Jörn Scherzer  
Head of Climate and Waste  
[REDACTED]

Jörn Scherzer

Head Of Climate, Waste and Resource Recovery

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010

P: M: [REDACTED] W: www.huttcity.govt.nz IMPORTANT: The information contained in this e-mail message may be legally privileged or confidential. The information is intended only for the recipient named in the e-mail message. If the reader of this e-mail message is not the intended recipient, you are notified that any use, copying or distribution of this e-mail message is prohibited. If you have received this e-mail message in error, please notify the sender immediately. Thank you On 7 Oct 2024, at 07:32, "Jörn Scherzer" wrote:

Thanks Sarah

I recall there was a time lag last year, so I suggest we could check in again later this month?

Tu comply with our living wage employer certification, we may only need some more information/certainty around the process that WMNZ has in place, and then I can provide this to our HR and procurement team.

I assume that, like HCC, it takes a while to get through the rem review each year, so any changes to minimum wages/living wages may not be reflected straight away but are then backdated? Let me know.

Cheers

Jörn Scherzer  
(pronounce as "Yearn Shar-tza")  
Head of Climate, Waste and Resource Recovery

Hutt City Council, 30 Laings Road, Private Bag 31912, Lower Hutt 5040, New Zealand M [REDACTED] W  
www.huttcity.govt.nz<http://www.huttcity.govt.nz/>

From: Sarah Whiteman <swhiteman@wm.nz>  
Sent: Thursday, October 3, 2024 10:29 AM  
To: Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz>; [REDACTED]  
Cc: Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>; Jörn Scherzer <Joern.Scherzer@huttcity.govt.nz>; [REDACTED]  
Subject: RE: [EXTERNAL] Re: [EXTERNAL EMAIL] Living wage 2024

Hi Samjhana,

I will discuss this with Jörn when he returns, we have had this previously in 2023.  
Please direct the employee back to WMNZ.

Ngā Mihi | Kind regards,

Sarah Whiteman  
Regional Manager – Wellington  
WM New Zealand  
97-99 Port Road, Seaview, Lower Hutt 5010  
M: [REDACTED] E: swhiteman@wm.nz<mailto:swhiteman@wm.nz>  
www.wm.nz<http://www.wm.nz/>

<image001.png>

From: Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz<mailto:Samjhana.Khatri@huttcity.govt.nz>>  
Sent: Thursday, 3 October 2024 10:25 AM  
To: [REDACTED]  
Cc: Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz<mailto:Geoffrey.Roberts@huttcity.govt.nz>>; Jörn Scherzer <Joern.Scherzer@huttcity.govt.nz<mailto:Joern.Scherzer@huttcity.govt.nz>>; [REDACTED]  
[REDACTED] Sarah Whiteman <swhiteman@wm.nz<mailto:swhiteman@wm.nz>>  
Subject: RE: [EXTERNAL] Re: [EXTERNAL EMAIL] Living wage 2024

Hi [REDACTED]

Thank you for confirming. However, we have had an email from someone claiming to work for WMNZ on residential collections in Lower Hutt and not being paid the current Living Wage. As we are required to follow up on this, we kindly request that you provide documentation demonstrating compliance with this requirement.

Regards

Samjhana

Samjhana Khatri  
Kerbside Contract Lead

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010  
P: M: W: www.huttcity.govt.nz

<image002.png>

IMPORTANT: The information contained in this e-mail message may be legally privileged or confidential. The information is intended only for the recipient named in the e-mail message. If the reader of this e-mail message is not the intended recipient, you are notified that any use, copying or distribution of this e-mail message is prohibited. If you have received this e-mail message in error, please notify the sender immediately. Thank you

From: [REDACTED]  
Sent: Wednesday, October 2, 2024 8:55 AM  
To: Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz<mailto:Samjhana.Khatri@huttcity.govt.nz>>  
Cc: Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz<mailto:Geoffrey.Roberts@huttcity.govt.nz>>; Jörn Scherzer <Joern.Scherzer@huttcity.govt.nz<mailto:Joern.Scherzer@huttcity.govt.nz>>; [REDACTED]  
[REDACTED] Sarah Whiteman <swhiteman@wm.nz<mailto:swhiteman@wm.nz>>  
Subject: [EXTERNAL] Re: [EXTERNAL EMAIL] Living wage 2024

Hi Samjhana,

Jorn and Sarah have discussed this.  
WM pays living wage in line with our own annual review process.

Regards,  
[REDACTED]

Get Outlook for Android<<https://aka.ms/AAb9ysg>>

---

From: Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz<mailto:Samjhana.Khatri@huttcity.govt.nz>>  
Sent: Wednesday, October 2, 2024 8:00:59 am  
To: [REDACTED]  
Cc: Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz<mailto:Geoffrey.Roberts@huttcity.govt.nz>>; Jörn Scherzer <Joern.Scherzer@huttcity.govt.nz<mailto:Joern.Scherzer@huttcity.govt.nz>>  
Subject: [EXTERNAL EMAIL] Living wage 2024

Hi [REDACTED]

Could you please confirm that all employees involved in the HCC service delivery are being paid the new living wage of \$27.80, effective from September 1, 2024, as discussed in our contract meeting on December 14, 2023? I would also appreciate any supporting documentation.

Thank you for your attention to this matter. I look forward to your response.

Regards  
Samjhana

Samjhana Khatri  
Kerbside Contract Lead

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010  
P: M: W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)

<image002.png>

**IMPORTANT:** The information contained in this e-mail message may be legally privileged or confidential. The information is intended only for the recipient named in the e-mail message. If the reader of this e-mail message is not the intended recipient, you are notified that any use, copying or distribution of this e-mail message is prohibited. If you have received this e-mail message in error, please notify the sender immediately. Thank you

This electronic message together with any attachments is confidential. If you are not the intended recipient: (i) do not copy, disclose or use the contents in any way; (ii) please let us know by return e-mail immediately and then permanently delete the message and destroy all printed copies. Waste Management NZ Ltd is not responsible for any changes made to this message and/or any attachments after sending by Waste Management.

This electronic message together with any attachments is confidential. If you are not the intended recipient: (i) do not copy, disclose or use the contents in any way; (ii) please let us know by return e-mail immediately and then permanently delete the message and destroy all printed copies. Waste Management NZ Ltd is not responsible for any changes made to this message and/or any attachments after sending by Waste Management.

This electronic message together with any attachments is confidential. If you are not the intended recipient: (i) do not copy, disclose or use the contents in any way; (ii) please let us know by return e-mail immediately and then permanently delete the message and destroy all printed copies. Waste Management NZ Ltd is not responsible for any changes made to this message and/or any attachments after sending by Waste Management.





## Philip Rossiter

---

**From:** Jörn Scherzer  
**Sent:** Tuesday, 26 November 2024 8:29 am  
**To:** Fortune Tlapi; Kelly Alkema  
**Cc:** Samjhana Khatri; Geoffrey Roberts  
**Subject:** Re: Living wage 2024 in WMNZ contracts

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hi Fortune, Kelly

Is the below response from WMNZ on the living wage ok from your perspective (vis a vis our living wage employer certification)? It kind of seems reasonable, but I don't know how this is handled at HCC.

If no, then it would probably need something a bit more formal from your end. If it is ok, then all good.

The background is that a staff member at WMNZ raised the issue of the latest living wage increase not being passed on to them, but it seems the living wage increases/reviews are misaligned with WMNZ's REM review timing.

Cheers

Jörn Scherzer  
(pronounce as "Yearn Shar-tza")  
Head of Climate, Waste and Resource Recovery

Hutt City Council, 30 Laings Road, Private Bag 31912, Lower Hutt 5040, New Zealand  
M [REDACTED] W [www.huttcity.govt.nz](http://www.huttcity.govt.nz)

-----Original Message-----

**From:** Sarah Whiteman <[swhiteman@wm.nz](mailto:swhiteman@wm.nz)>  
**Sent:** Tuesday, November 26, 2024 8:20 AM  
**To:** Jörn Scherzer <[Joern.Scherzer@huttcity.govt.nz](mailto:Joern.Scherzer@huttcity.govt.nz)>  
**Cc:** Fortune Tlapi <[Fortune.Tlapi@huttcity.govt.nz](mailto:Fortune.Tlapi@huttcity.govt.nz)>; Samjhana Khatri <[Samjhana.Khatri@huttcity.govt.nz](mailto:Samjhana.Khatri@huttcity.govt.nz)>; Geoffrey Roberts <[Geoffrey.Roberts@huttcity.govt.nz](mailto:Geoffrey.Roberts@huttcity.govt.nz)>; [REDACTED]  
**Subject:** [EXTERNAL] RE: [EXTERNAL EMAIL] Re: Living wage 2024

Hi Jorn,

WM NZ operates an annual wage and salary review process that is run March-April each year. At the start of the contract when we agreed to use the assessed living wage rate as a base for staff employed within this contract, we articulated clearly the timing of our annual review and the fact that any adjustments to address base rates and have them reflect the assessed living wage would happen at this time.

As you know WM NZ operates a number of Council collection contracts throughout NZ that all have different contract commencement dates, all of these contracts that use living wage as the base are adjusted annually as part of our annual wage and salary review process. A process to stagger these throughout the year would create significant disparity across our various teams and is therefore not seen as an appropriate approach to dealing with this matter.

Ngā Mihi | Kind regards,

Sarah Whiteman

Regional Manager – Wellington  
WM New Zealand  
97-99 Port Road, Seaview, Lower Hutt 5010  
M: [REDACTED] E: swhiteman@wm.nz  
www.wm.nz

-----Original Message-----

From: Jörn Scherzer <Joern.Scherzer@huttcity.govt.nz>  
Sent: Friday, 22 November 2024 10:54 AM  
To: Sarah Whiteman <swhiteman@wm.nz>  
Cc: Fortune Tlapi <Fortune.Tlapi@huttcity.govt.nz>; Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz>; Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>  
Subject: [EXTERNAL EMAIL] Re: Living wage 2024

Hi Sarah (cc Fortune)

Just checking in on the below, as a quick follow up to the email in early October

Jörn Scherzer  
Head of Climate and Waste  
[REDACTED]

Jörn Scherzer

Head Of Climate, Waste and Resource Recovery

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010

P: M: [REDACTED] W: www.huttcity.govt.nz  
IMPORTANT: The information contained in this e-mail message may be legally privileged or confidential. The information is intended only for the recipient named in the e-mail message. If the reader of this e-mail message is not the intended recipient, you are notified that any use, copying or distribution of this e-mail message is prohibited. If you have received this e-mail message in error, please notify the sender immediately. Thank you  
On 7 Oct 2024, at 07:32, "Jörn Scherzer" wrote:

Thanks Sarah

I recall there was a time lag last year, so I suggest we could check in again later this month?

To comply with our living wage employer certification, we may only need some more information/certainty around the process that WMNZ has in place, and then I can provide this to our HR and procurement team.

I assume that, like HCC, it takes a while to get through the rem review each year, so any changes to minimum wages/living wages may not be reflected straight away but are then backdated? Let me know.

Cheers

Jörn Scherzer  
(pronounce as "Yearn Shar-tza")  
Head of Climate, Waste and Resource Recovery

Hutt City Council, 30 Laings Road, Private Bag 31912, Lower Hutt 5040, New Zealand M [REDACTED] W  
www.huttcity.govt.nz<http://www.huttcity.govt.nz/>

From: Sarah Whiteman <switeman@wm.nz>  
Sent: Thursday, October 3, 2024 10:29 AM  
To: Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz>; [REDACTED]  
Cc: Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz>; Jörn Scherzer <Joern.Scherzer@huttcity.govt.nz>; [REDACTED]  
Subject: RE: [EXTERNAL] Re: [EXTERNAL EMAIL] Living wage 2024

Hi Samjhana,

I will discuss this with Jörn when he returns, we have had this previously in 2023.  
Please direct the employee back to WMNZ.

Ngā Mihi | Kind regards,

Sarah Whiteman  
Regional Manager – Wellington  
WM New Zealand  
97-99 Port Road, Seaview, Lower Hutt 5010  
M: [REDACTED] E: switeman@wm.nz<mailto:switeman@wm.nz>  
www.wm.nz<http://www.wm.nz/>

<image001.png>

From: Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz<mailto:Samjhana.Khatri@huttcity.govt.nz>>  
Sent: Thursday, 3 October 2024 10:25 AM  
To: [REDACTED]  
Cc: Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz<mailto:Geoffrey.Roberts@huttcity.govt.nz>>; Jörn Scherzer <Joern.Scherzer@huttcity.govt.nz<mailto:Joern.Scherzer@huttcity.govt.nz>>; [REDACTED]  
[REDACTED] Sarah Whiteman <switeman@wm.nz<mailto:switeman@wm.nz>>  
Subject: RE: [EXTERNAL] Re: [EXTERNAL EMAIL] Living wage 2024

Hi [REDACTED]

Thank you for confirming. However, we have had an email from someone claiming to work for WMNZ on residential collections in Lower Hutt and not being paid the current Living Wage. As we are required to follow up on this, we kindly request that you provide documentation demonstrating compliance with this requirement.

Regards  
Samjhana

Samjhana Khatri  
Kerbside Contract Lead

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010  
P: M: W: www.huttcity.govt.nz

<image002.png>

IMPORTANT: The information contained in this e-mail message may be legally privileged or confidential. The information is intended only for the recipient named in the e-mail message. If the reader of this e-mail message is not the intended recipient, you are notified that any use, copying or distribution of this e-mail message is prohibited. If you have received this e-mail message in error, please notify the sender immediately. Thank you

From: [REDACTED]  
Sent: Wednesday, October 2, 2024 8:55 AM  
To: Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz<mailto:Samjhana.Khatri@huttcity.govt.nz>>  
Cc: Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz<mailto:Geoffrey.Roberts@huttcity.govt.nz>>; Jörn Scherzer <Joern.Scherzer@huttcity.govt.nz<mailto:Joern.Scherzer@huttcity.govt.nz>>; [REDACTED]  
[REDACTED] Sarah Whiteman <swhiteman@wm.nz<mailto:swhiteman@wm.nz>>  
Subject: [EXTERNAL] Re: [EXTERNAL EMAIL] Living wage 2024

Hi Samjhana,

Jorn and Sarah have discussed this.  
WM pays living wage in line with our own annual review process.

Regards,  
[REDACTED]

Get Outlook for Android<<https://aka.ms/AAb9ysg>>

---

From: Samjhana Khatri <Samjhana.Khatri@huttcity.govt.nz<mailto:Samjhana.Khatri@huttcity.govt.nz>>  
Sent: Wednesday, October 2, 2024 8:00:59 am  
To: [REDACTED]  
Cc: Geoffrey Roberts <Geoffrey.Roberts@huttcity.govt.nz<mailto:Geoffrey.Roberts@huttcity.govt.nz>>; Jörn Scherzer <Joern.Scherzer@huttcity.govt.nz<mailto:Joern.Scherzer@huttcity.govt.nz>>  
Subject: [EXTERNAL EMAIL] Living wage 2024

Hi [REDACTED]

Could you please confirm that all employees involved in the HCC service delivery are being paid the new living wage of \$27.80, effective from September 1, 2024, as discussed in our contract meeting on December 14, 2023? I would also appreciate any supporting documentation.

Thank you for your attention to this matter. I look forward to your response.

Regards  
Samjhana

Samjhana Khatri  
Kerbside Contract Lead

Hutt City Council, 30 Laings Road, Hutt Central, Lower Hutt 5010  
P: M: W: [www.huttcity.govt.nz](http://www.huttcity.govt.nz)

<image002.png>

**IMPORTANT:** The information contained in this e-mail message may be legally privileged or confidential. The information is intended only for the recipient named in the e-mail message. If the reader of this e-mail message is not the intended recipient, you are notified that any use, copying or distribution of this e-mail message is prohibited. If you have received this e-mail message in error, please notify the sender immediately. Thank you

This electronic message together with any attachments is confidential. If you are not the intended recipient: (i) do not copy, disclose or use the contents in any way; (ii) please let us know by return e-mail immediately and then permanently delete the message and destroy all printed copies. Waste Management NZ Ltd is not responsible for any changes made to this message and/or any attachments after sending by Waste Management.

This electronic message together with any attachments is confidential. If you are not the intended recipient: (i) do not copy, disclose or use the contents in any way; (ii) please let us know by return e-mail immediately and then permanently delete the message and destroy all printed copies. Waste Management NZ Ltd is not responsible for any changes made to this message and/or any attachments after sending by Waste Management.

This electronic message together with any attachments is confidential. If you are not the intended recipient: (i) do not copy, disclose or use the contents in any way; (ii) please let us know by return e-mail immediately and then permanently delete the message and destroy all printed copies. Waste Management NZ Ltd is not responsible for any changes made to this message and/or any attachments after sending by Waste Management.

