

employee relations

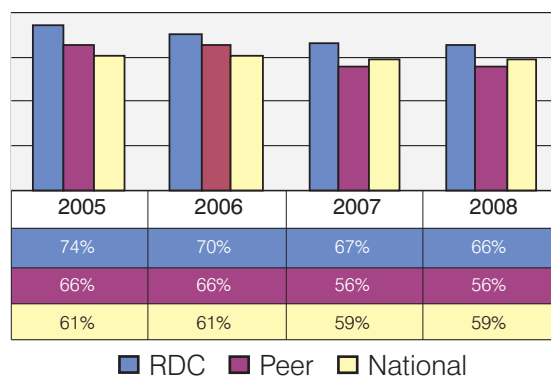
Introduction

This report provides some insight into the practices and processes that we follow to ensure Council is a good employer, and one of the highest performing local authorities in New Zealand.

NRB Survey

Council staff have consistently maintained a high performance rating by residents. Since 2005, staff have continued to be rated by residents as well above their peer group and nationally.

Performance rating of Council Staff - NRB Survey



Staff Development

Due to the wide range of operational activities carried out by local authorities, this council has a broad and varied range of career paths for staff to take from labourer/driver, swim instructor, library assistant, events & venues operations, marketing, planning, to engineer and through to chief executive. This highlights just a few of the career path options for staff.

The council encourages both professional and personal development by identifying individual training requirements through the Performance Plus+ development and annual review process.

Health and Safety

Council is committed to ensuring all staff have a safe working environment and continually strive to improve the overall health and safety record of operations, including contractors and other organisations that work with Council.

A new integrated health and safety management system, 'Vault', has been put in place over the past six months to assist in meeting ACC accreditation criteria, as well as managing staff's health and safety requirements.

Staff Numbers

The total number of staff employed by Council for the period ending 30 June 2008 was 524 full time equivalents. Staffing levels are anticipated to be 521 at the end of 2009/10 and remain similar over the next nine years.

Staff Support Systems

Council has a number of initiatives to support staff health and well-being. One of the initiatives most used is the Employee Assistance Programme (EAP) which provides staff with an independent counselling service for both work and personal issues that are impacting on their work performance or have the potential to.

Free flu injections are also provided for staff as are Hepatitis injections for those staff working in Waste Water Reticulation activities. Ongoing hearing tests are also provided for staff working in noisy work sites.

Managing Diversity

Te Waka Awhina O Aotearoa was established in 1991 and is an annual national conference that exists to provide training for Maori within local and regional government to discuss, debate and learn about the various social, economic and political issues that impact on Maori. It is also a vehicle for establishing a national Maori network for Maori involved in local and regional government.

Annual participation in Te Waka Awhina is one example of how Council manages diversity in the workplace.

Other initiatives that have been implemented for managing diversity are:

- Cultural Awareness Programmes
- Te Reo and Tikanga Maori – Maori language and customs workshops

Equal Employment Opportunities Policy and Programme

Rotorua District Council is committed to the principle of equal opportunity in the recruitment, employment, training and promotion of its employees and has a stated policy to this effect. This commitment is not only because of legal (Local Government Act) and moral obligations, but also because Equal Employment Opportunities (EEO) makes good business sense. EEO is about good management practices; it is about valuing and encouraging diversity; about developing our human resource and about attracting the best people to our jobs. As such, Rotorua District Council has programme of action to ensure its activities and services are carried out with an awareness of, and with intent to eliminate, discrimination in the areas of race, colour, ethnic origin, gender, religion, marital status, family responsibilities, age, disability, political opinion and sexual orientation.