

29 May 2023

██████████  
Sent via email to ██████████

Dear ██████████

### **REQUEST FOR OFFICIAL INFORMATION – PARTIAL RELEASE OF INFORMATION**

Thank you for your request for information held by the Queenstown Lakes District Council (**QLDC**). On 1 May 2023 you requested the following information under the Local Government Official Information and Meetings Act 1987 (**LGOIMA**):

1. Please provide a breakdown of all the bonuses/pay awards your organisation has given out to its employees in the 2022/2023 financial year.
  - Please ensure this breakdown includes job title, position description, salary band and an indication of the value of the salary band.
  - By breakdown I mean the number of bonuses/pay awards given out and the value of each bonus.
2. For the Executive/Senior Leadership team, I would like the same information in a separate summary.

### **QLDC response**

1. *Please provide a breakdown of all the bonuses/pay awards your organisation has given out to its employees in the 2022/2023 financial year.*
  - *Please ensure this breakdown includes job title, position description, salary band and an indication of the value of the salary band.*
  - *By breakdown I mean the number of bonuses/pay awards given out and the value of each bonus.*
2. *For the Executive/Senior Leadership team, I would like the same information in a separate summary.*

All QLDC bonuses / pay awards for the 22/23 financial year are included here:

[QLDC bonuses / pay awards - 22/23 FY](#)

We have included salary bands and an indication of the value of the salary band but we have not included job titles and position descriptions, to protect individual privacy. We provide more details on this below.

We trust the above information satisfactorily answers the relevant components of your request.

**Decision to withhold remaining information requested**

We have good grounds under the LGOIMA for withholding the job title and position descriptions of individuals who receive bonuses. We consider it is necessary to withhold this information on the basis of the following ground:

- s 7(2)(a) – to protect the privacy of natural persons.

Revealing the job title and position description of staff who receive bonuses would breach the privacy of the individuals receiving bonuses. A bonus is a reflection of an individual's performance at work and we therefore consider it personal information.

### **Public interest considerations**

We consider the interests of the public when making decisions to withhold requested information, including considerations in favour of release, whether the disclosure of the information would promote those considerations, and whether those considerations outweighed the need to withhold the information.

Promoting the accountability and transparency of local authority members and officials is in the public interest, as is the general public interest in "good government". Where possible, we have favoured the release of information.

However, we do not believe that these public interest considerations mean we should release the information withheld. Bonus systems exist to provide incentives for staff to stretch themselves at work. How a staff member performs is personal to the staff member being assessed. For this reason, we do not see the public interest in QLDC being transparent with information outweighing the need to protect staff privacy and enable effective bonus systems.

We conclude that the important section 7 withholding interest identified (e.g. privacy) which relates to a subset of the information within the scope of your request, are not outweighed by a countervailing public interest requiring release.

### **Right to review the above decision**

Note that you have the right to seek an investigation and review by the Ombudsman of this decision. Information about this process is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

If you wish to discuss this decision with us, please contact [Naell.Crosby-Roe@qldc.govt.nz](mailto:Naell.Crosby-Roe@qldc.govt.nz) (Governance & Stakeholder Services Manager).

We trust this response satisfactorily answers your request.

Kind regards,

A handwritten signature in black ink, appearing to read 'MA', with a long horizontal line extending to the right from the end of the signature.

Madeline Patterson  
Senior Official Information Advisor