

4 November 2024

[REDACTED]  
[REDACTED]  
Sent via email to [REDACTED]

**RE: LG24-0248 - KPI's for CE Theelen**

Dear [REDACTED],

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

Thank you for your request for information held by the Queenstown Lakes District Council (QLDC). On 15 October 2024 you requested the following information under the Local Government Official Information and Meetings Act 1987 (LGOIMA):

- **Please can you supply all of the most recent Key Performance Indicators (KPI's) for QLDC CE Mike Theelen - specifically the ones used in connection with his 15.5 percent salary increase.**

**QLDC RESPONSE**

**Partial release of information**

To address your request, we consulted the QLDC People and Capability Team who assisted in providing the following response:

KPI's are established annually through a comprehensive process involving discussions during Council Workshops, evaluations by the Chief Executive Performance Review Committee, and are ultimately approved by the Council. While we acknowledge the public interest in this matter, we are unable to disclose the complete details of the KPI's. Mr. Theelen's position, while senior, does not diminish his right to privacy regarding performance metrics.

Generally, the KPI's for the Chief Executive encompass a variety of important areas, including:

- Capital expenditure programs
- Climate change and biodiversity initiatives
- Community engagement efforts
- Financial management
- Health and Safety standards
- Organisational culture and employee engagement
- Long-term planning objectives

We have detailed the rationale for withholding information below.

## **Decision to withhold information**

We have good reason under section 7(2)(a) of the Local Government Official Information and Meetings Act 1987 (LGOIMA) for withholding the information requested. We consider it is necessary to withhold the requested information on the basis of the following grounds:

- Section 7(2)(a) - the withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons.

Section 7(2)(a) of the LGOIMA is designed to protect the privacy of individuals by allowing for the withholding of information that could infringe on personal privacy, or in a way that could cause harm or distress. The purpose of this provision is to balance the need for transparency with the importance of safeguarding individual privacy, respecting the privacy of individuals and preventing potential misuse of personal information.

In this case, the information requested is the personal information of natural persons. The Privacy Act 2020 protects an individual's right to privacy of personal information and ensures that natural persons know when their personal information is being collected and how their personal information is being used and shared. If the information requested were released, it may intrude to an unreasonable extent upon the personal affairs of the individual concerned.

Protecting the privacy of natural persons is a consideration that outweighs the public interest in the information being made available. Therefore, withholding the requested information is not outweighed by the public interest in favour of its release.

## **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 public interest in "good government". However, in this case we consider that withholding the personal information of natural persons is a consideration not outweighed by the public interest in favour of its release.

We conclude that the important section 7 withholding interests identified - to protect the privacy of natural persons - which relate to the information within the scope of your request, is a consideration 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) (Stakeholder and Democracy Services Manager).

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

Kind regards,

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Democracy Services team

**Queenstown Lakes District Council**

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