

From: [Official Information](#)
To: [REDACTED]
Cc: [Official Information](#)
Subject: Final response - LGOIMA 434065 - [REDACTED] - Waikato Times
Date: Thursday, 14 November 2024 5:06:35 pm
Attachments: [image001.png](#)
[image002.jpg](#)
[image003.jpg](#)
[image004.jpg](#)

Kia ora,

We refer to your information request below. Hamilton City Council provides the following response.

Your request:

- *Please provide figures on staff discipline cases for the past two financial years, with a breakdown on numbers, alleged offences and outcomes of cases.*
- *Can I also get figures on councillor attendances at their relevant meetings since the 2022 election. Have any councillors, present or past, been spoken to re issues with attendance and, if so, what was the result of that discussion.*

Our response:

Please provide figures on staff discipline cases for the past two financial years, with a breakdown on numbers, alleged offences and outcomes of cases.

As requested, please find below a breakdown of staff discipline cases for the past two financial years (1 July 2022 to 30 June 2024), with a breakdown on numbers, alleged offences, and outcomes of those cases.

Examples of misconduct may include unauthorised absence, or failing to follow standard practices, processes and/or policies. Examples of serious misconduct may include breaches of confidentiality, failure to act responsibly causing significant health and safety risk and/or incident, reporting to work under the influence of drugs or alcohol, driving offences etc.

1 July 2022 and 30 June 2024	Number	Outcome
Poor performance	3	Letter of Expectation
	6	Performance Improvement Plan (PIP)
	2	First Warning
Misconduct	8	No action required
	23	Letter of Expectation
	10	First warning
	7	Resignation
Serious misconduct	18	Final warning
	11	Dismissal
	13	Resignation
Total	101	

Can I also get figures on councillor attendances at their relevant meetings since the 2022 election.

Please the attendance expectations from a Governance perspective.

[Governance Reporting Process - Late Reports and Agendas and Elected Members Attendance](#)

[2022-25 Triennium](#) – here is the attendance for Elective Members since the beginning of this triennium.

Governance Structure - [Governance Structure Terms of Reference and Delegations 2022-2025](#)

Have any councillors, present or past, been spoken to re issues with attendance and, if so, what was the result of that discussion.

This question will be responded to by the Mayoral office as soon as possible.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Ngaa mihi

Keeley Faulkner

Official Information Advisor & Legal Support Officer

Legal services

Governance & Assurance Team | Partnerships, communication & Maaori

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I support flexibility at work. While it suits me to send this email now, I don't expect a response outside of your own working hours.

From: [REDACTED]

Sent: Wednesday, October 16, 2024 9:27 AM

To: Nicole Nooyen <Nicole.Nooyen@hcc.govt.nz>; Dan Silverton <Dan.Silverton@hcc.govt.nz>

Subject: LGOIMA requests from Waikato Times

Kia ora kōrua Nicole and Dan.

Can I request the following under LGOIMA:

- Please provide figures on staff discipline cases for the past two financial years, with a breakdown on numbers, alleged offences and outcomes of cases.
- Can I also get figures on councillor attendances at their relevant meetings since the 2022 election. Have any councillors, present or past, been spoken to re issues with attendance and, if so, what was the result of that discussion.

Ngā mihi

[REDACTED]
senior reporter
[REDACTED]

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