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NOT MET

# Employee Turnover

## GRI DESCRIPTION

Total number of employees and rate of employee turnover.

chowhill

## CHOW:HILL METRIC

Commentary and figures from personnel files.

## TARGET

Was not met.

## COMMENTARY

To effectively manage our business we require a stable workforce with the requisite skills and experience, complemented by a group of fixed-term contract staff to work across fluctuations in project and market demands.

## PERFORMANCE

Our overall team is made up of 67 employees — 62 full-time employees, with five part-time employees.

In 2018-2019 we began with a total team complement of 65 and ended with a total of 67. We have 42 in Auckland and 25 in Hamilton. A total of 11 new staff joined us in Auckland and eight departed. A total of five new staff joined us in Hamilton and six departed.

*(In 2017-2018 we began with a total team complement of 59 and ended with a total of 65. We had 39 in Auckland and 26 in Hamilton).*

Employee turnover for the company in 2018-2019 was 21 — 19% in Auckland and 24% in Hamilton. This compares to overall turnover in 2017-2018 of 16%.

Only one senior team member departed in 2018-2019.

## IMPACT

One positive impact of turnover is the introduction of new energy, ideas and experience. At the same time it comes with the cost of recruitment, training and loss of intellectual capital.

## TARGET 2019-2020

We would like to limit staff turnover to between 10% – 15% per annum and anticipate additional staff to be in the order of three to four persons.

