

Employee Turnover



GRI DESCRIPTION

Total number of employees and rate of employee turnover.

CHOW:HILL METRIC

Commentary and figures from personnel files.

TARGET

Were just 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 65 employees: 61 full-time employees, with four part-time employees.

In 2020-2021 we began with a total team complement of 69 and ended with a total of 65; we have 39 in Auckland and 26 in Hamilton. A total of four new staff joined us in Auckland and six departed; a total of two new staff joined us in Hamilton and three departed.

(In 2019-2020 we began with a total team complement of 70 and ended with a total of 70; we had 42 in Auckland and 28 in Hamilton).

Employee turnover for the company in 2020-2021 was 13%, 15% in Auckland and 11% in Hamilton. This compares to overall turnover in 2019-2020 of 15%.

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 2021-2022

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