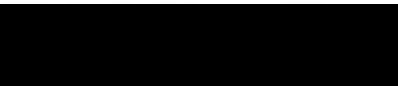



24 March 2025

LGOIMA 25-033



Tēnā koe 

### Request for information performance bonuses awarded to Wellington Water staff

Thank you for your request of 3 March 2025, made under the Local Government Official Information and Meetings Act 1987 (LGOIMA – the Act) for the following:

*We request the following information:*

- *A detailed breakdown of all performance bonuses awarded to Wellington Water staff for each of the past six financial years (2018–2023), including:*
  - *The total amount awarded each year.*
  - *The number of recipients each year.*
  - *The criteria used to determine eligibility and the awarding of these*

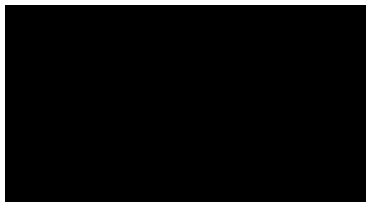
Your request is responded to in accordance with the Act. Please refer to the appendix on the following page that responds to your individual questions.

Please note that it is our policy to publicly release our responses to official information requests where possible. Our response to your request will be published shortly at <https://www.wellingtonwater.co.nz/about-us/official-requests/official-information-act-responses/> with your personal information removed.

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](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

If you wish to discuss this decision with us, please feel free to email us at [official.information@wellingtonwater.co.nz](mailto:official.information@wellingtonwater.co.nz)

Nāku noa, nā



Chief Corporate Services Officer  
Corporate Services

## APPENDIX

Financial year	Number of employees that received performance payment	Total Amount
2018-19	5	\$61,000
2019-20	4	\$51,000
2020-21	7	\$93,000
2021-22	4	\$40,000
2022-23	1	\$5,000
2023-24	1	\$10,286
2024-2025 (to date)	17	\$42,687
<b>Total</b>	<b>39</b>	<b>\$302,973</b>

The amounts are gross and subject to income tax.

The criteria for a performance payment is situation specific. Most of the payments were made through the annual remuneration review process. This is not born out of a clause in an employee contract that entitles them to a performance payment if the objectives are met. Instead, a performance payment is sometimes made where an employee does not receive a permanent increase in their remuneration, but the organisation wants to reward the employee's performance on a one-off basis in line with the remuneration policy. No senior managers have received a performance bonus since 2021. The average performance payment for 2024/2025 to date is \$2,511.

In this specific context, the criteria is derived from our remuneration policy. Performance payments are subject to decisions about the individual's performance, placement within remuneration range and the specific contribution made by individuals.