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**From:** official information  
**Sent:** Friday, 4 June 2021 15:35  
**To:** [REDACTED]  
**Cc:** official information  
**Subject:** RESPONSE - LGOIMA 21159 - [REDACTED] / Newshub- Personal Grievances from HCC Staff.

Kia Ora,

I refer to your **information request below**, Hamilton City Council is able to provide the following response.

Please find below a summary table that provides a breakdown on the number of personal grievances (PG) raised at HCC since 2017. Please note the total number of PGs **made is in blue**, these PGs may ultimately not have been not upheld or substantiated. The PGs have been lodged either to us directly or to the Employment Relations Authority in accordance with the Employment Relations Act.

The rest of the table shows the high level nature of the grievance(s) – an individual PG can be raised for multiple reasons. For context Council currently has approximately 1,200 employees.

		Nature of Personal Grievance (sometimes more than one reason)					
Year	Total number of Personal Grievances made each year	Unjustified Dismissal	Unjustified Disadvantage	Constructive Dismissal	Bullying	Unlawful discrimination	Redundancy
2017	4	✓	✓				
2018	3	✓	✓	✓		✓	
2019	6	✓	✓	✓			
2020	4	✓	✓				
2021 to date	4	✓	✓	✓	✓	✓	

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.

Kind Regards,

**Tatiyana** | Official Information & Legal Support Advisor  
Legal Services & Risk | People and Organisational Performance  
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**From:** Hamilton City Council <[do.not.reply@hcc.govt.nz](mailto:do.not.reply@hcc.govt.nz)>  
**Sent:** Tuesday, 11 May 2021 4:03 PM  
**To:** official information <[officialinformation@hcc.govt.nz](mailto:officialinformation@hcc.govt.nz)>  
**Subject:** HCC Website - Official Information Request ref: HCC-QF-210511-9JLQY-B3I

## **HCC Website - Official Information Request**

**Reference:** HCC-QF-210511-9JLQY-B3I

**Attachment:** not attached

**Name:** [REDACTED]

**Email address:** [REDACTED]

**Phone number:** [REDACTED]

### **Detailed Description of Request**

Can I please have a detailed breakdown of the number of personal grievances made by current or former staff since 2017.

Please detail the nature of the personal grievances.

And I ask that anything within the spirit of this request that is not mentioned be included in the response.

**Organisation:** Newshub