

The foundation from which
we stand strong, together

Toka: (noun) rock, large stone, boulder

Tū: (verb) to stand, take place, set in place, establish

Ake: (particle) to raise upwards



Toka Tū Ake EQC has adopted a new name to better represent the role our scheme plays in supporting New Zealanders.

Our new name reflects the whakapapa of our nation.

Our land is constantly changing from earthquakes, volcanic eruptions, landslips and floods. Communities have lived alongside those perils for hundreds of years, and Māori have always believed the relationship and connection of people to land and nature is inseparable.

Our dashboard explained

Our dashboard provides a monthly snapshot of Toka Tū Ake EQC progress across its operational spectrum as well as how we are tracking in relation to the performance measures in our *Statement of Performance Expectations 2023-24*. Below is a summary of each section.

Section 1 - Statement of Performance Expectations (SoPE) measures - monthly monitoring

This section shows progress across those SoPE measures that can be measured on a monthly or quarterly basis. The results are cumulative year-to-date results with a traffic light system used to indicate proximity of actual performance to expected performance. The *Statement of Performance Expectations 2023-2024* is one of our public accountability documents which can be found on our website:

<https://www.eqc.govt.nz/our-publications/statement-of-performance-expectations-2023-2024/>

Section 2 - Canterbury* (Output 1.1)

This section tracks the progress of outstanding claims arising from the Canterbury sequence of earthquakes 2010-11 ('Canterbury') including claims Toka Tū Ake is managing on behalf of Southern Response. It shows how many claims have been reopened (inflow), how many claims have been resolved during the month (resolved), and how many remain open (on hand). We also profile our remaining on hand claims by age, complexity, and reopen reason. This section also provides visibility on our progress to resolve claims in dispute (claims subject to legal proceedings or other dispute resolution pathways).

*The published report made publicly available excludes a section on Kaikōura. This is excluded due to commercially sensitive insurer data.

Government on-sold support package

This sub-section outlines our progress in the delivery of the Government on-sold support package, on behalf of the Government, to support owners of on-sold over cap properties in Canterbury to access financial help to have their homes repaired.

Section 3 - Claims relating to natural hazard events (excluding Canterbury & Kaikōura) (Outputs 1.2 and 1.3)

This section covers all claims to the scheme that are not related to the 2010-11 Canterbury earthquake sequence and the 2016 Kaikōura earthquake. Here, we track our claims management progress by how many we have received during the month (inflow), how many we have settled in the month (resolved), and how many remain open (on hand). The measures in this section address the timeliness, quality and cost of claims resolution for all other events.

There are two output classes in this section for this financial year. Output class 1.2 excludes claims relating to the Upper North Island weather events of January and February 2023, which are reported separately under Output class 1.3.

The data in this section is organised by the type of natural disaster damage for which a claim may be lodged (namely earthquake, landslip, flood or storm damage). In this section we also profile our remaining on hand claims by damage type and age.

Claims subject to management under the Natural Disaster Response Model (NDRM)

Section 3 includes reporting, at an aggregate level, of claims managed by our private insurer partners under the NDRM from 30 June 2021 onwards. Under the NDRM, homeowners now lodge their disaster claim directly with our insurer partners who manage the settlement process on behalf of Toka Tū Ake ('Insurer Managed').

Note: Toka Tū Ake continues to directly manage a small number of historical claims ('Toka Tū Ake EQC Managed') that pre-date the NDRM.

Section 4 - Resilience (Outputs 2.1 and 2.2)

This section monitors progression of the Toka Tū Ake contribution to reducing risk and building resilience to natural hazards in New Zealand through collaboration and sharing information with New Zealanders and other agencies.

Output 2.1 focuses on how well our resilience programme is facilitating improved analysis and public understanding of natural hazard risk. Output 2.2 is focused on innovating through technology to enhance loss modelling and public understanding of natural hazard risk.

To measure the quality of information we provide, we seek feedback to understand its value to our stakeholders. We also measure the impact activities have on the number of New Zealanders who are taking action to prepare for natural hazard events. The section also monitors the perceptions of key stakeholders around the quality and relevance of the outputs of our investment in research (usefulness, useability and use), our contribution to building resilience to natural hazards and the quality of our partnering in these areas. Monitoring also includes the public's perception of how we are doing with enhancing public understanding of natural hazard risk and our influence on the public to take action to reduce this risk. Reporting on progress occurs on a quarterly basis.

Section 5 - Homeowner Focus (subsets of Outputs 1.1-3)

This section monitors the quality of our homeowner focus through homeowners' satisfaction with their interactions with Toka Tū Ake. There are three key strands to our homeowner focus metrics:

- 'Service Quality' of their overall claims experience and, for Canterbury homeowners, reflection on their most recent experience;
- 'Timeliness and quality of Complaints Resolution'; and
- 'Enduring settlements'.

The large majority** of homeowner satisfaction surveys are conducted on our behalf by InMoment, who survey homeowners on our behalf every fortnight.

Our dashboard explained (cont.)

Section 5 - Homeowner Focus (subsets of Outputs 1.1-3) cont.

Homeowner satisfaction results are now reported by month the homeowner was surveyed, previously reporting was based on month claim closed ie. there is now no lag in our reporting on homeowner satisfaction results as was the case in previous financial years.

This section also summarises the volume of customer contacts through our primary channels of phone, email or post and customer satisfaction with the service provided by our Contact Centre.

**We also survey homeowners involved in our Government on-sold support package. Our survey agent for this is Kantar Public.

Section 6 - Media

This section monitors the volume and sentiment of Toka Tū Ake media coverage and what's driving that coverage. We also report on the sentiment of coverage across four themes: Natural Hazards; Insurance; Readiness; and Risk Reduction and Resilience. Social media reporting will eventually be reintroduced in this financial year.

Section 7 - Official Information Act (OIA) Requests

This section monitors the number of OIAs we have received, completed and have remaining on hand at the end of the month. Our OIAs are divided into two types: those in which our customers request information and/or supportive information from us on their claim (Customer OIA); and OIA requests that relate directly to Toka Tū Ake and/or operational activities (Organisational OIAs). Our compliance rate for both request types is monitored and reported here.

This section also provides a visibility each month of any notices of investigation into a complaint received by the Ombudsman as well as visibility of the volume of requests received to draft a response for the Minister's Office.

Section 8 - Data Protection

This section provides a monthly update on Toka Tū Ake compliance matters, in particular, the severity and nature of reported privacy breaches as well as any emerging themes.

Section 9 - Our People

This section tracks the Toka Tū Ake average annual leave balance, sick leave usage and annualised turnover, compares them to the corresponding Public Service average and provides visibility on what's influencing our averages and annualised turnover rate. This section also provides a view on headcount movement overlayed by claim population movement and a broad profile of our workforce, which is updated on a quarterly basis.

Sequence of footnotes (why do some footnotes appear to be missing?)

The footnotes included in our dashboard, and the numbering of these, are taken directly from our *Statement of Performance Expectations 2023-2024* (SOPE 2023-2024) to ensure our dashboard is aligned to SOPE 2023-2024. There are some footnotes contained within our SOPE 2023-2024 that are not relevant to our dashboard and are therefore not included. For example, this applies to footnotes 1-4, which is why the footnote numbering begins from 5 onwards.

Is there any information we exclude from the dashboard before we make it publicly available?

Yes there is. Before the dashboard is made publicly available we exclude a section on Kaikōura. This section is excluded due to commercially sensitive insurer data.

Section 1 - Statement of Performance Expectation (SoPE) measures - monthly monitoring

Output One - Recovery after an event

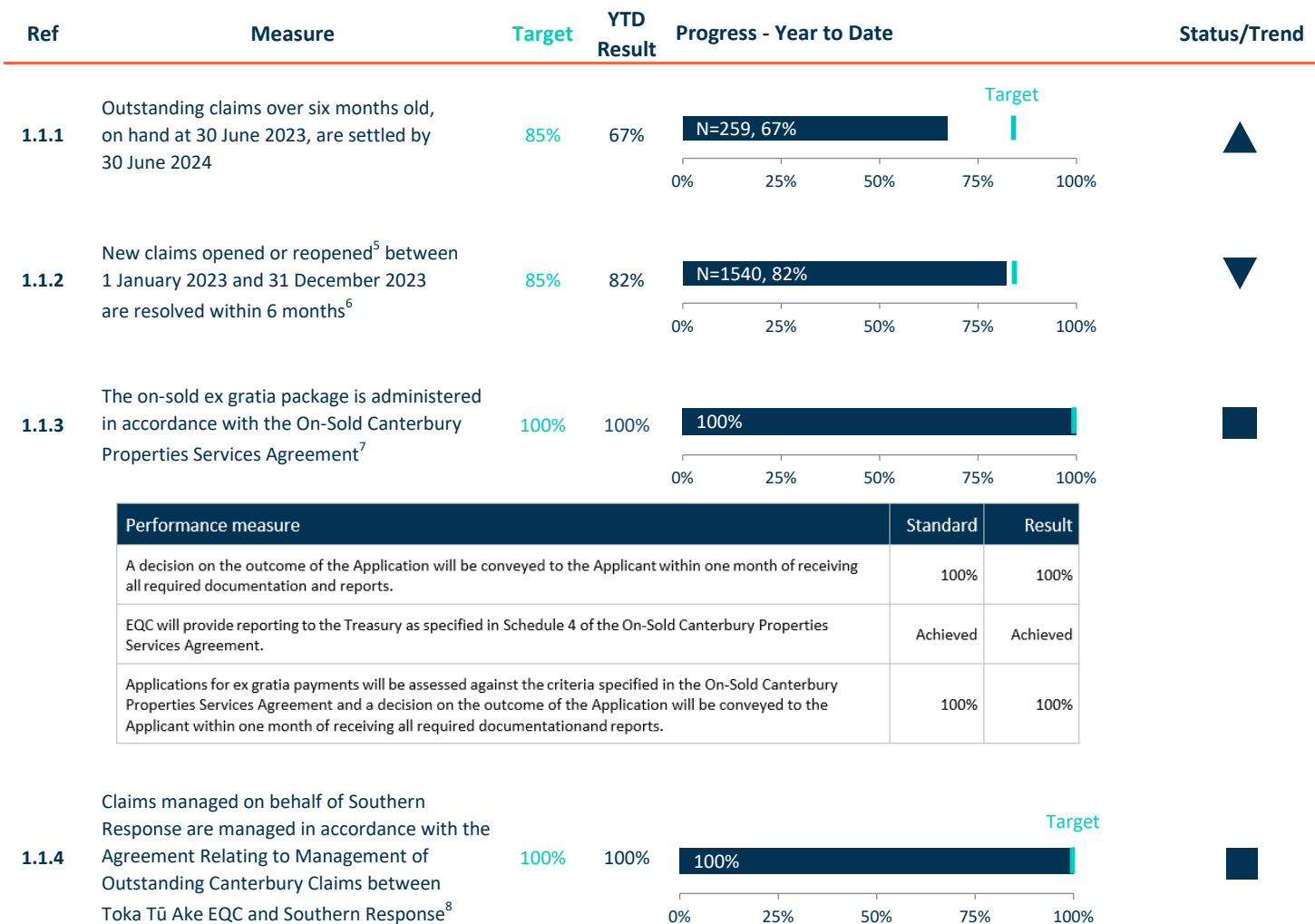
Output 1.1: Settlement of the 2010-11 Canterbury earthquake sequence claims

Output 1.1 is specifically focussed on serving homeowners with claims from the **2010-2011 Canterbury earthquake sequence**, including claims Toka Tū Ake EQC is managing on behalf of Southern Response. The measures address both the timeliness and the homeowner focus of the claims management services.

The measures in this output class are a continuation from the 2022-2023 financial year. The number of claims from the Canterbury events is gradually reducing as less new damage is discovered. From 2023-2024, measures are likely to be re-evaluated to reflect the fewer claim numbers and the different treatments required for them.

The threshold for homeowner satisfaction is different for Canterbury claims than it is for other claims. This is because damaged homes in Canterbury often have long and complex histories, in part reflective of past processes that have now changed. Also, for this reason, most of our homeowner focus measures look at a homeowner's recent experience to test the effectiveness of our continuous improvement initiatives.

Performance measures | Timeliness



⁵The open claim has been settled (closed) from the perspective of the home owner and/or Toka Tū Ake EQC. An open claim may be classified as settled where the homeowner has been asked to provide further information related to their claim (over a period) that has not occurred. This approach is consistent with that taken by the private insurers. To count as reopened, Toka Tū Ake EQC needs to have triaged the request and accepted the possibility of further activity being required.

⁶Does not include claims in litigation or where a homeowner appoints a third party to represent them.

⁷This agreement between the Crown and Toka Tū Ake EQC records the terms and conditions on which Toka Tū Ake EQC administers the government policy that allows homeowners of on-sold over-cap properties in Canterbury to receive an ex gratia payment from the Crown towards the cost of having their homes repaired.

⁸This outlines the agency mandate, terms and principles for Toka Tū Ake EQC settling claims as an agent for Southern Response.

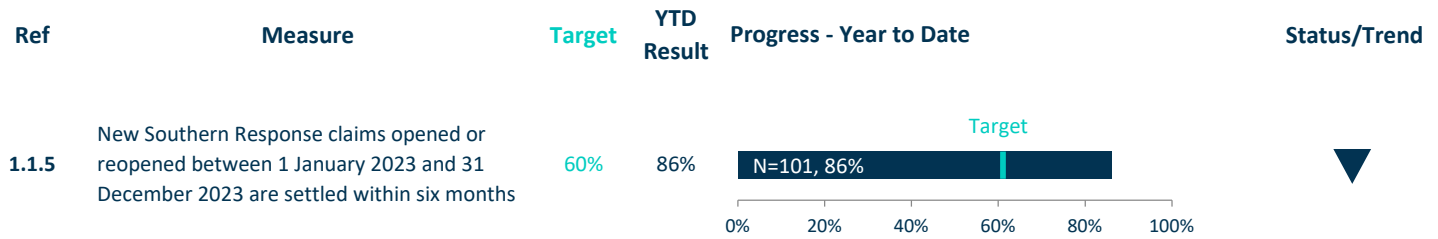
Key:

●	Result not available for the month	▲	Performance trend increase when compared to last month	■	No change in performance trend
		▼	Performance trend decrease when compared to last month		

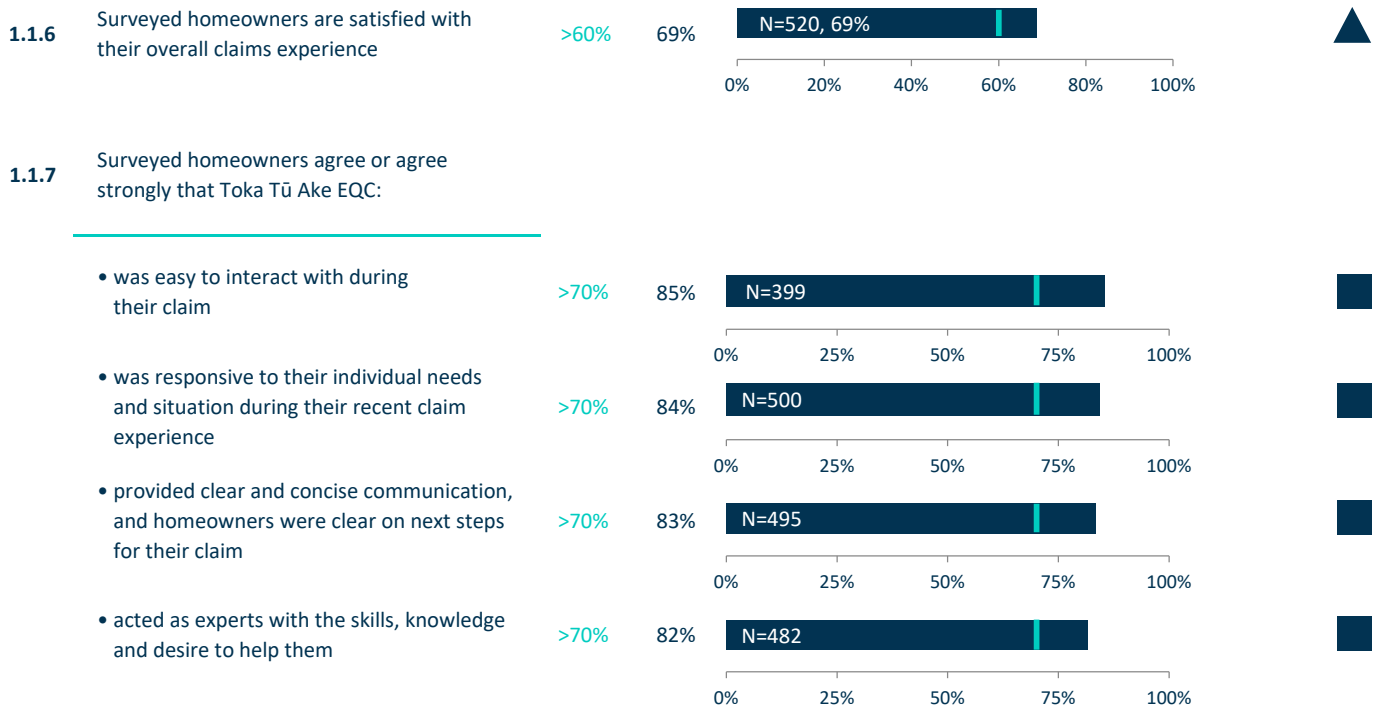
Section 1 - Statement of Performance Expectation measures - monthly monitoring (cont.)

Output One - Recovery after an event (cont.)

Performance measures | Timeliness

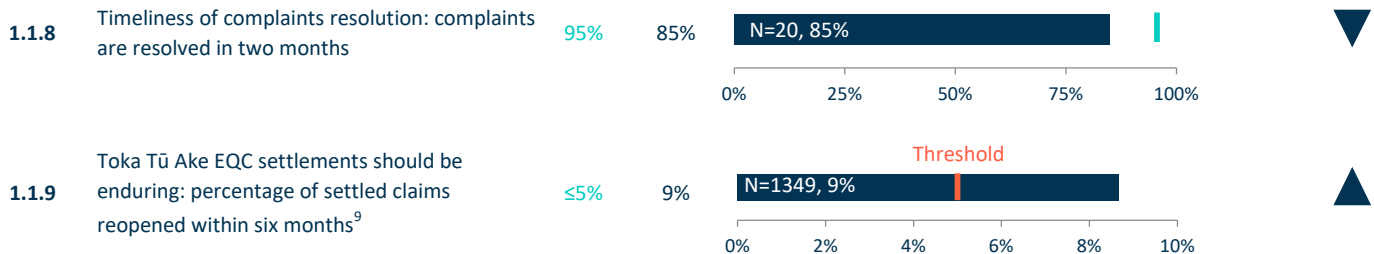


Performance measures | Homeowner focus



Commentary relating to SoPE measures 1.1.6 and 1.1.7

Note: Results are based on the month the homeowner was surveyed (previously results were based on month claim closed).



⁹This will not include claims re-opened for administrative purposes (such as for making a payment or insurer facilitation).

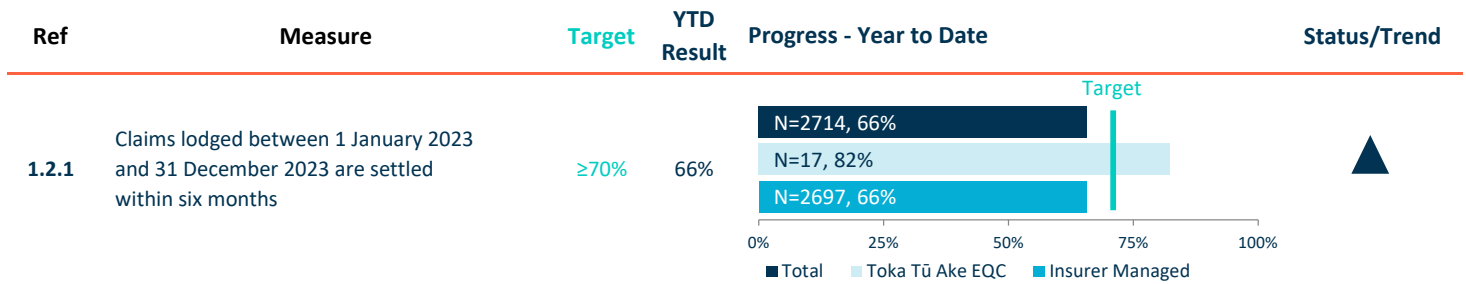
Section 1 - Statement of Performance Expectation measures - monthly monitoring (cont.)

Output 1.2: Claims relating to natural hazard events (excluding 2010-11 CES & Upper North Island weather events: Jan-Feb-23)

Output 1.2 is focused on claims to the scheme that occurred after the 2010-2011 Canterbury earthquake sequence. These measures address the timeliness, quality and cost of claims resolution for all other events, including claims management services provided by private insurers under the NDRM from 30 June 2021 onwards.

They exclude claims relating to the Upper North Island weather events of January and February 2023, which are included in output 1.3.

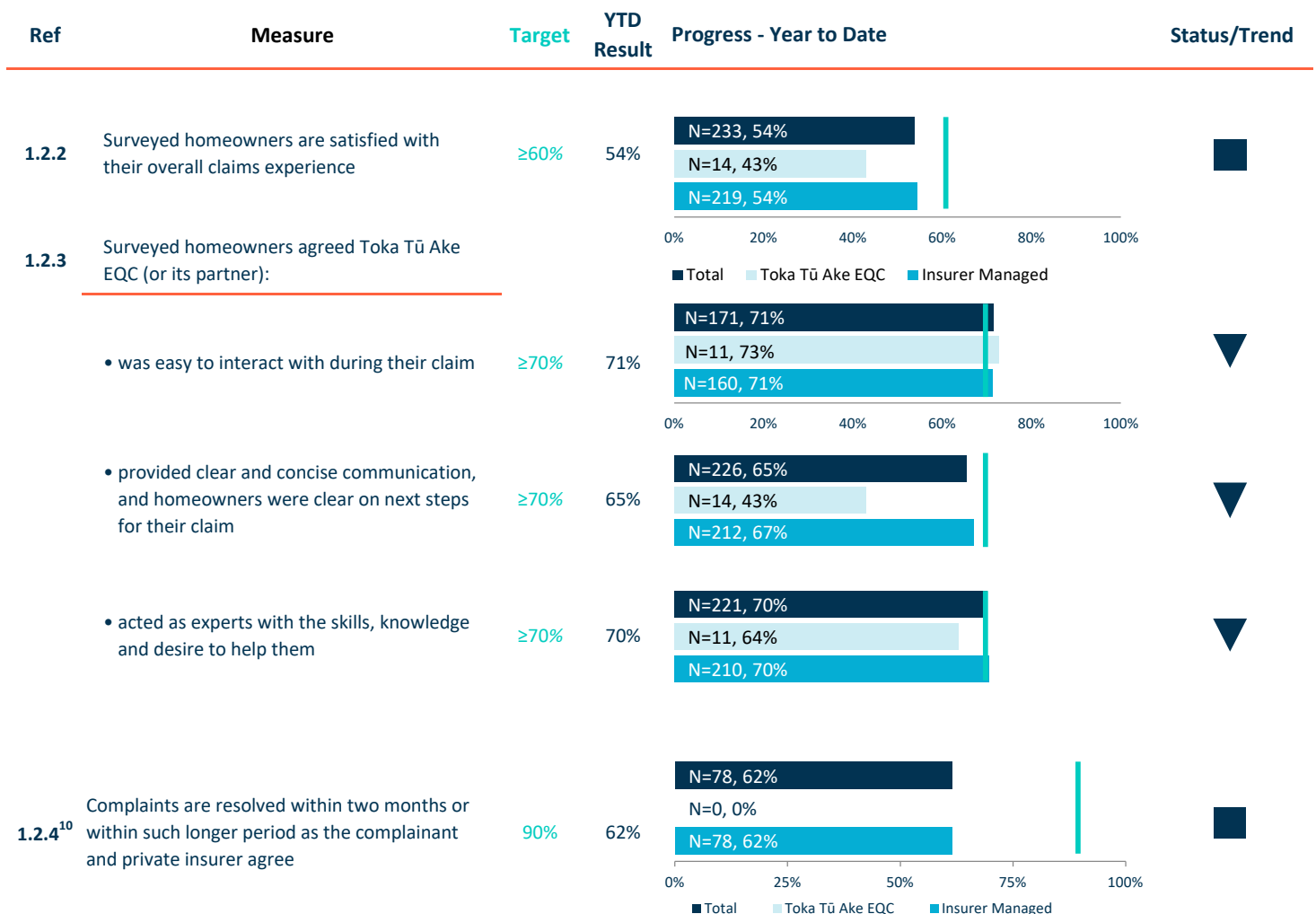
Output 1.2: Performance measures | Timeliness



Commentary relating to SoPE measure 1.2.1

Explanatory note: Performance for this measure is based on the final result as at 30 June 2024. Monthly results provide an indication of whether or not Toka Tū Ake EQC and our insurer partners are tracking in line with the trajectory expected to achieve the target for this measure by 30 June 2024.

Output 1.2 | Performance measures | Homeowner focus



Commentary relating to SoPE measure 1.2.4

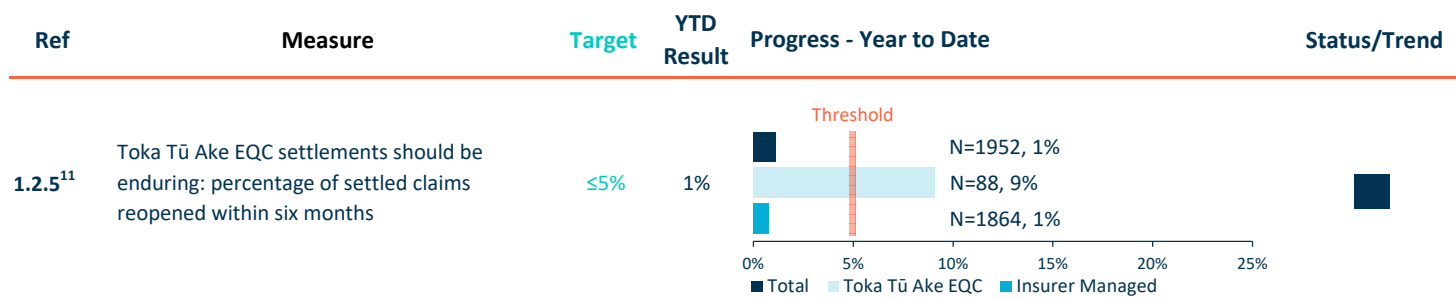
Note: There is a degree of volatility in the results for this measure due to low volumes of complaints.

¹⁰Excludes complaints that fall into the external dispute resolution process to align with Fair Insurance Code terminology.

Section 1 - Statement of Performance Expectation measures - monthly monitoring (cont.)

Output One - Recovery after an event (cont.)

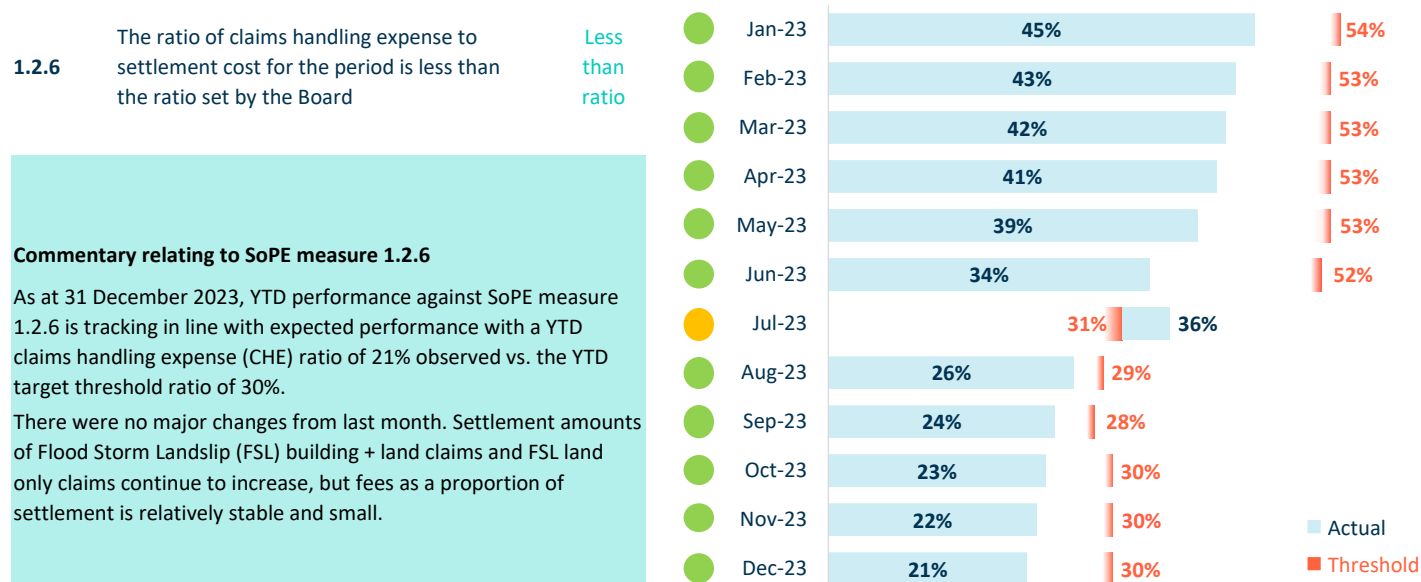
Output 1.2 | Performance measures | Homeowner focus (cont.)



Commentary relating to SoPE measure 1.2.5

Note: This result is adjusted to exclude the claims reopened for administrative purposes as confirmed by our insurer partners.

Output 1.2 | Performance measures | Quantity



Notes

- This measure is specific to claims managed by our insurer partners under the Natural Disaster Response Model (NDRM), which commenced on 1 July 2021.
- The threshold is recalibrated each month.
- The methodology used to calculate this measure was approved by the Board on 12 May 2021.

¹¹Measure excludes administrative reopens.

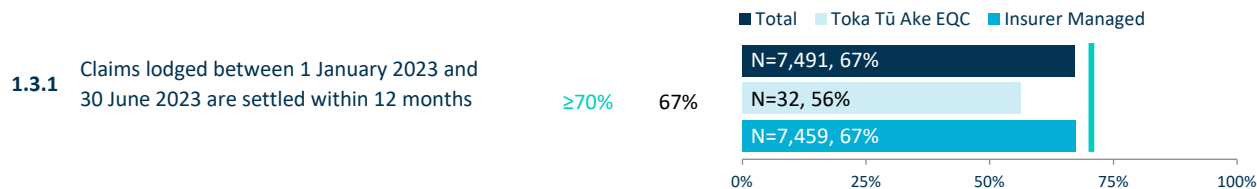
Section 1 - Statement of Performance Expectation measures - monthly monitoring (cont.)

Output One - Recovery after an event (cont.)

Output 1.3 - Claims relating to Upper North Island weather events: January - February 2023

We have introduced a new measure for the response to the impacts of severe weather events in the Upper North Island (including the Auckland Anniversary Weekend floods in January 2023 and Cyclone Gabrielle in February 2023). This measure reflects the increased complexity and timeframe to resolve many of the claims where there is significant land damage.

Output 1.3 | Performance measures | Timeliness

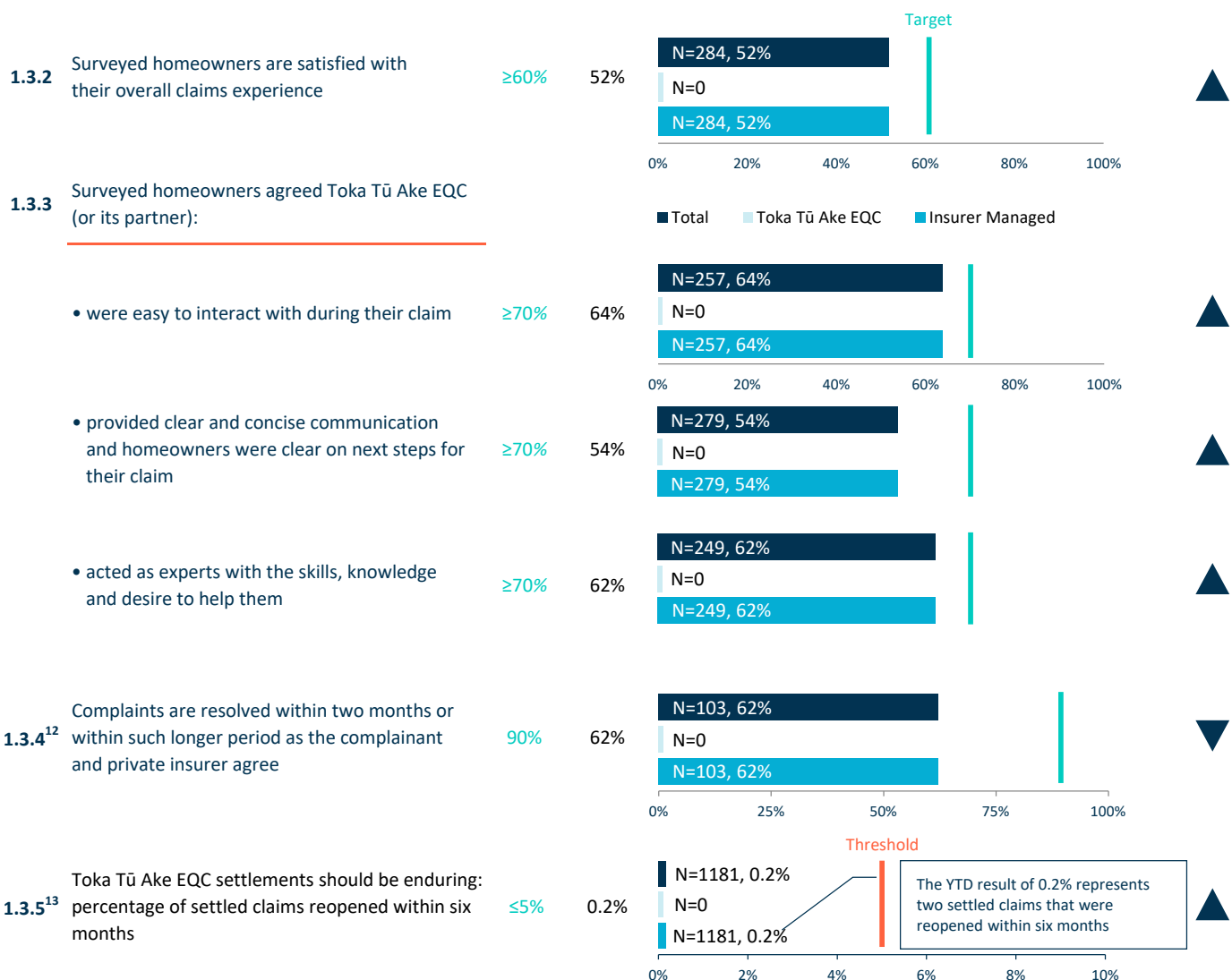


Commentary relating to SoPE measure 1.3.1

As an indication of settlement progress as at December EOM, almost 70% of over 7,400 claims in progress are currently settled.

Explanatory note: Performance for this measure is based on the final result as at 30 June 2024. Claims come into scope once 12 months have elapsed since their dates of lodgement. The YTD results provide a cumulative record of the trajectory for this measure, but should not be seen as predictive of the end of year result.

Output 1.3 | Performance measures | Homeowner focus



¹²Excludes complaints that fall into the external dispute resolution process to align with Fair Insurance Code terminology.

¹³Measure excludes administrative reopenings.

Section 1 - Statement of Performance Expectation measures - monthly monitoring (cont.)

Output Two - Resilience

Output 2.1 - A resilience programme that facilitates improved analysis and public understanding of natural hazard risk

Our **Resilience** output class, focusses on investing in science, data, loss modelling and public education to inform and enable choices and decisions that reduce the vulnerability and exposure of New Zealanders to natural hazards. We will also prepare for the changes to our resilience functions under the NHI Act.

Output 2.1 | Performance measures | Quality

Ref	Measure	Target	YTD Result	Progress - Year to Date					Status/Trend
2.1.1	Percentage of stakeholders ¹⁵ surveyed ¹⁶ agree or strongly agree that the outputs of the investment by Toka Tū Ake EQC in research are: <ul style="list-style-type: none">• of good or excellent quality• relevant and focussed on the outcomes of the Resilience Strategy¹⁴	>75%	<div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div><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¹⁴<https://www.eqc.govt.nz/assets/Publications-Resources/Resilience-and-Research-Publications-/EQC-Resilience-Strategy-2019-2029.pdf>

¹⁵Stakeholders include central government, local government, science and research, insurance industry and design, planning, and construction professionals.

¹⁶Quantitative surveys are undertaken by Research First Ltd, an independent organisation.

¹⁷Quantitative surveys are undertaken by A C Neilsen, an independent organisation.

¹⁸The key preparedness actions are: secure tall furniture, secure hot water cylinder, remove or replace hazardous chimneys, secure foundations, know how to turn off mains gas, and know how to turn off mains water.

¹⁹This action measure is calculated by summing the count of people who said 'yes' to each of the six actions, divided by the sum of the count of eligible people who answered for each action (excludes those who said not applicable).

Key:





Result not available
for the month

Section 1 - Statement of Performance Expectation measures - monthly monitoring (cont.)

Output Two - Resilience

Output 2.2: Innovating through technology to enhance loss modelling and public understanding of natural hazard risk

Performance measures

Ref	Measure	Target	YTD Result	Progress - Year to Date	Status/Trend
2.2.1	Deliver the following milestones for loss modelling: <ul style="list-style-type: none"> Implement new earthquake fragility models in PRUE²⁰ Deliver exposure assessment capability for tsunami (building only) and rainfall induced landslip 	Achieved		In the FYTD, work is ongoing with our external partners to resolve challenges with one of the earthquake fragility models. This poses a risk to completing SoPE 2.2.1 on time, as all the component models are required to be fit-for-purpose before the new suite of models can be introduced.	Binary measure
2.2.2	A Business Case for Stage 2 of the Natural Hazards Portal is costed and presented to the Toka Tū Ake EQC Board.	Achieved		On track. Development of the Stage 2 business case continues to progress. Part of this development includes the scoping of a pilot to inform the business case development.	Binary measure

²⁰PRUE is our loss model based on the RiskScape® risk modelling software developed by GNS and NIWA.



Section 1 - Statement of Performance Expectation measures - monthly monitoring (cont.)

Output Three - Risk Financing

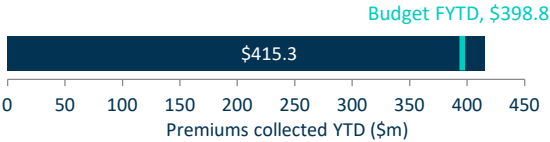
Output 3.1: Maintain a reinsurance programme that supports the delivery of affordable residential natural disaster insurance protection

Our **Risk financing** output supports our core legislative functions to collect premiums payable for insurance under the Earthquake Commission Act 1993, administer the NDF and obtain reinsurance. In combination with the Crown guarantee²¹, this ensures financial resources are available to meet people's claims when they fall due. The NDF is also used to invest in research and education and operate the scheme.

Performance measures


Ref	Measure	Target	YTD Result	Progress - Year to Date	Status/Trend
3.1.1	Reinsurance protection for 2024-2025 is obtained on terms that assure continuity of coverage for all perils, at rates that are lower than the Crown's cost of capital	01 June 2024		Not yet reportable	Annual measure
3.1.2	Annual consultation with the Crown on risk appetite occurs prior to purchasing reinsurance for 2024-2025	Achieved		We are working closely with Treasury on developing the first Ministerial Funding and Risk Management Statement. As part of this, we have had a number of discussions on the potential direction for the 2024/25 reinsurance renewal. We will continue to progress over the coming months.	Annual measure
3.1.3	An annual review of the risk financing strategy is conducted	30 June 2024		Not yet reportable	Annual measure

Output 3.2 - Managing the NDF

3.2.1	The level of premiums collected compared to annual financial budget	100%	100%	 <p>Budget FYTD, \$398.8</p> <p>\$415.3</p> <p>Premiums collected YTD (\$m)</p>	Annual measure
3.2.2	The NDF is managed in accordance with directions from the Minister	100%	100%	FYTD - fully compliant	Annual measure

²¹Section 16 of the EQC Act provides that, if the assets of Toka Tū Ake EQC are not sufficient to meet its liabilities, the Crown will provide Toka Tū Ake EQC with a grant or advance to meet the shortfall.

Key:

 Result not available for the month

Section 1 - Statement of Performance Expectation measures - monthly monitoring (cont.)

Output Four: Readiness for an event

Readiness is about ensuring Toka Tū Ake EQC and its partners have the right capability and capacity in place to support New Zealanders, should we be required to respond to an event today. We do this by maximising the effectiveness of our NDRM, running scenario exercises, planning for business continuity and identifying areas for improvement. The National Reference Group provides us with invaluable perspectives and input into this work.

Ensuring capacity and readiness for an event

Ref	Measure	Target	YTD Result	Progress - Year to Date	Status/Trend
4.1	Document and present to the Board the lessons learned from the 2023 Upper North Island weather events	Achieved		On track. MartinJenkins & Associates completed Stage 1 in November and the initial findings have been presented to the NDRM subcommittee, CE, Board, ESC, and RLGG. Work for the final stage, Stage 2, commenced from mid-November and will validate early insights, clarify understanding of processes and expectations, and explore potential improvements and adaptations. Stage 2 will involve further discussions with Insurers, Toka Tū Ake EQC, and selected external stakeholder and will be completed by 30 April 2024.	Annual measure
4.2	NDRM insurers attest they have surge plans to support the NDRM to respond to a natural hazard event with up to 100,000 homeowner claims	as per measure		On track. Attestations went out in December 2023 and responses will be processed through January 2024	Annual measure
4.3	Toka Tū Ake EQC and NDRM insurers further develop the NDRM's efficiency and effectiveness as a claims model by completing projects in the approved implementation plan ²²	as per measure		At a headline level, the Insurer Engagement Workplan (IEW) remains ON TRACK. In total there are eight projects included in the IEW for FY23-24. The only delayed item is the Indemnity Framework, originally scheduled to go to Board in November, this has been rescheduled to May 2024.	Annual measure
4.4	New Zealanders have increasing trust and confidence in Toka Tū Ake EQC	as per measure		The result for this measure is based on the annual Public Sector Reputation Index Report. We expect to report on the headline result in our Jun-24 report.	Annual measure

²²The approved implementation plan will outline projects and initiatives that will develop the NDRM. The plan will also include any issues identified for action through the NDRM assurance framework.

Key:



Result not available for the month

Section 2 - Settlement of the 2010-11 Canterbury earthquake sequence claims

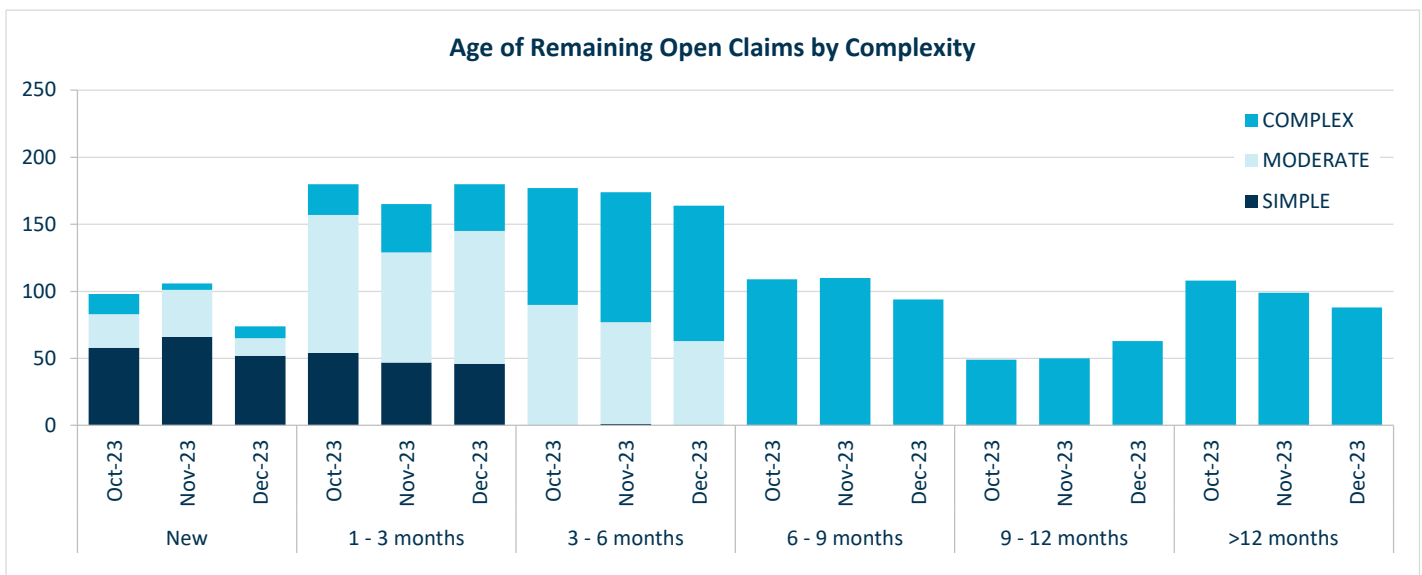
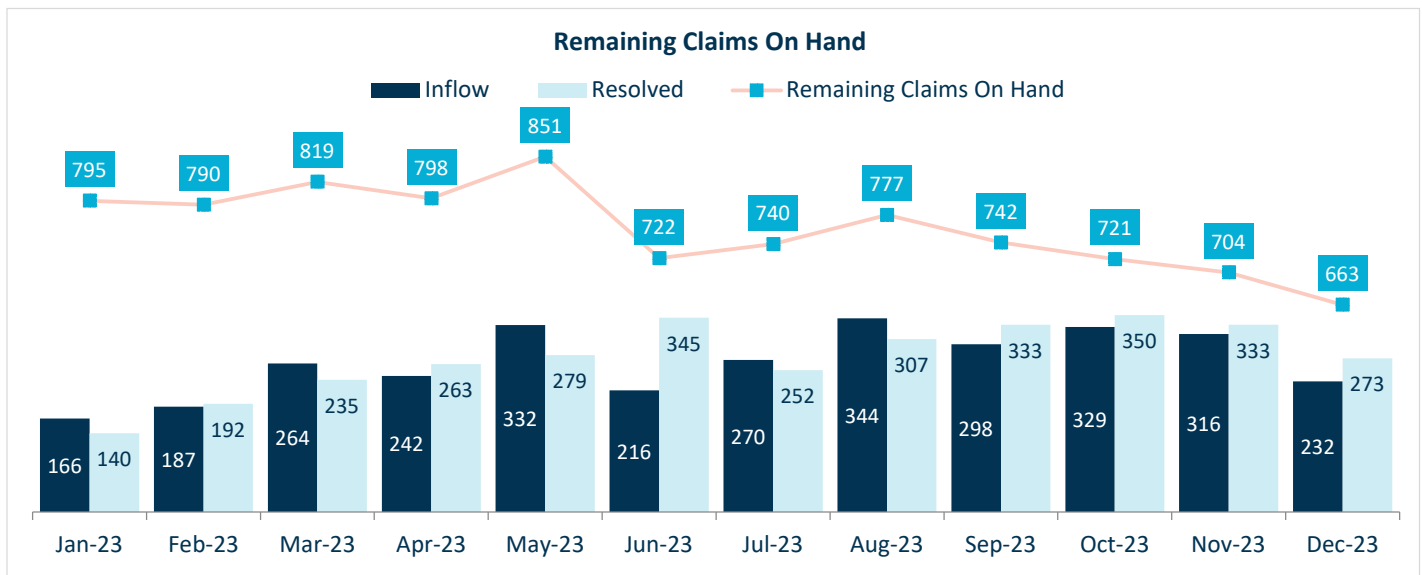
During December, 273 claims were settled, offset by inflow of 232 claims. At month end we have 663 open Canterbury claims on hand (cf. 704 at EOM Nov-23), a reduction of 41 from last month. The decrease in inflow at this time of year is consistent with previous years where we receive lower volumes in the lead up to the holiday season.

This month, 83% of claims were settled within 3 months of reopening. During the same period, 4% of settlements this month were 'aged claims' (claims older than 12 months).

Sampling across the month also shows that 83% are categorised as 'simple' claims ie. closed or forecast to close within 3 months). A further 13% are classified as 'standard' complexity (3-6 month forecast duration) and the remaining 4% are classified as 'complex' (>6 month forecast duration).

Missed damage remains the top reopen homeowner-initiated category, accounting for 82% of this month's inflow, with drainage/plumbing related reasons the biggest driver for this category.

The age profile of remaining claims reveals that just over 38% are <3 months old while aged claims account for just over 15%. Settling aged claims remains an ongoing focus. Currently we have 88 aged claims (cf. 99 last month) and 157 aging claims (63 claims aged 9-12 months and 94 claims aged 6-9 months).



Resolution of aged claims continues to be a key priority for our settlement teams. Movement of our Canterbury claim population by age bracket across the month is summarised below:

- Claims aged >12 months ▼11% to 88 (cf. 99 last month)
- Claims aged 6-12 months ▼2% to 157 (cf. 160 last month)
- Claims aged 3-6 months ▼6% to 164 (cf. 174 last month)
- Claims aged <3 months ▼6% to 254 (cf. 271 last month)

Section 2 - Settlement of the 2010-11 Canterbury earthquake sequence claims (cont.)

Open Canterbury Claims by Reopen Reason

Missed Damage, 71.0%

Claim has been reopened as the homeowner has concerns regarding additional damage on previously scoped or unscoped elements and requires review and assessment.

Homeowner Complaint, 1.8%

Claim is reopened due to formal expression by the homeowner of dissatisfaction with the management of the claim.

Additional Payment, 3.0%

Claim has been reopened to make additional payment/s to settle Natural Disaster Damage in accordance with EQC Act, and any other payments required to support resolution of the claim.

Requested information received from homeowner, 3.6%

Claim is reopened as the homeowner has returned with information previously requested by Toka Tū Ake EQC to progress the claim.

**Repair Methodology, 8.1%**

Claim has been reopened as the homeowner has concerns regarding elements of the repair methodology* or strategy that was recommended or followed, to settle natural disaster damage in accordance with EQC Act.

* Methodology: determining a repair strategy for damage relating to Natural Disaster using appropriate qualified specialist assessments.

Repair Quality, 12.4%

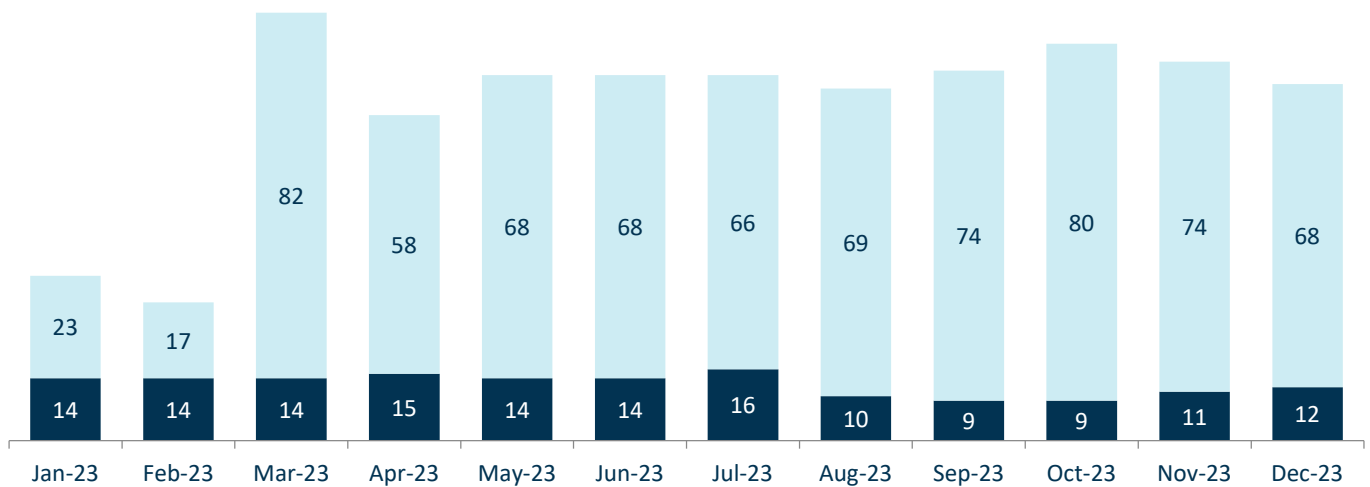
The homeowner has identified defects or quality issues with repairs previously completed and managed by Toka Tū Ake EQC* that need to be assessed to settle Natural Disaster Damage in accordance with the EQC Act.

*Note: Issues with repairs managed by the homeowner following cash settlement need to be resolved directly by the homeowner with the contractor.

Claims in Dispute

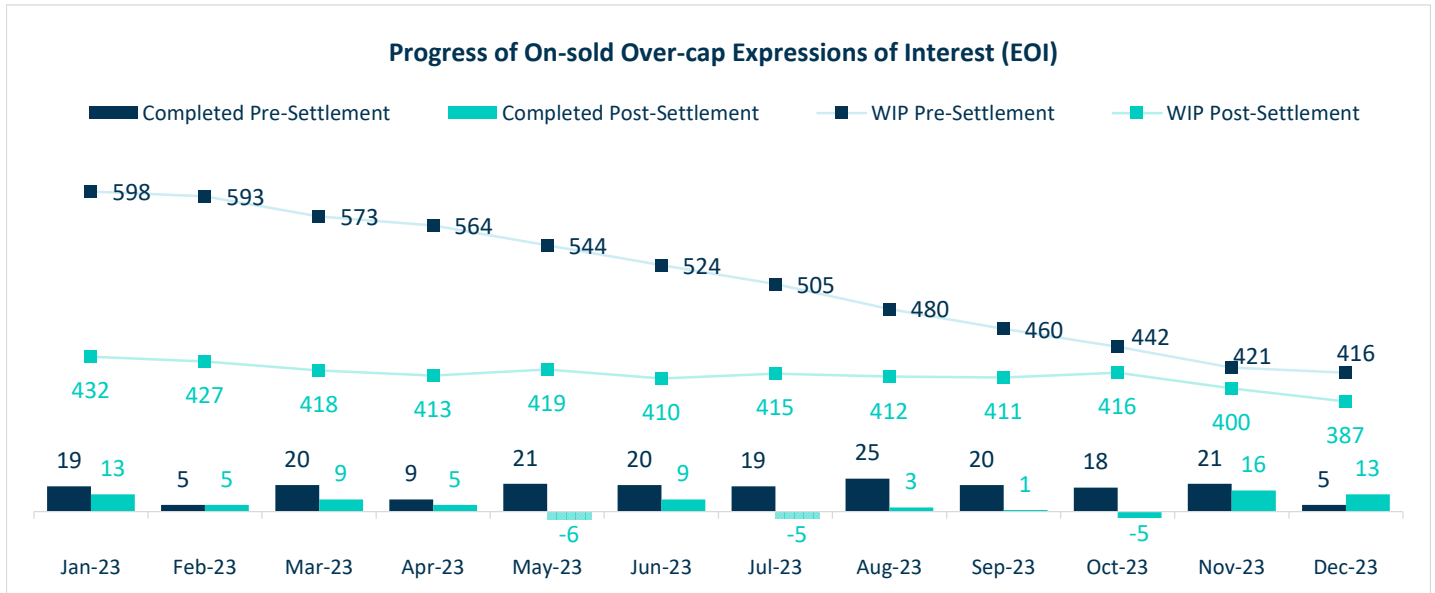
■ Legal Proceedings

■ Other Dispute Resolution claims



As at month end, we have 12 Canterbury claims that are subject to legal proceedings (cf. 11 at EOM Nov-23). Our population of other claims requiring dispute resolution currently stands at 68 (cf. 74 at EOM Nov-23).

Section 2 - Settlement of the 2010-11 Canterbury earthquake sequence claims (cont.)



Note: Applications (expressions of interest - EOIs) for government support to repair On-Sold Over-Cap properties closed in October resulting in nil inflow from Nov-20.

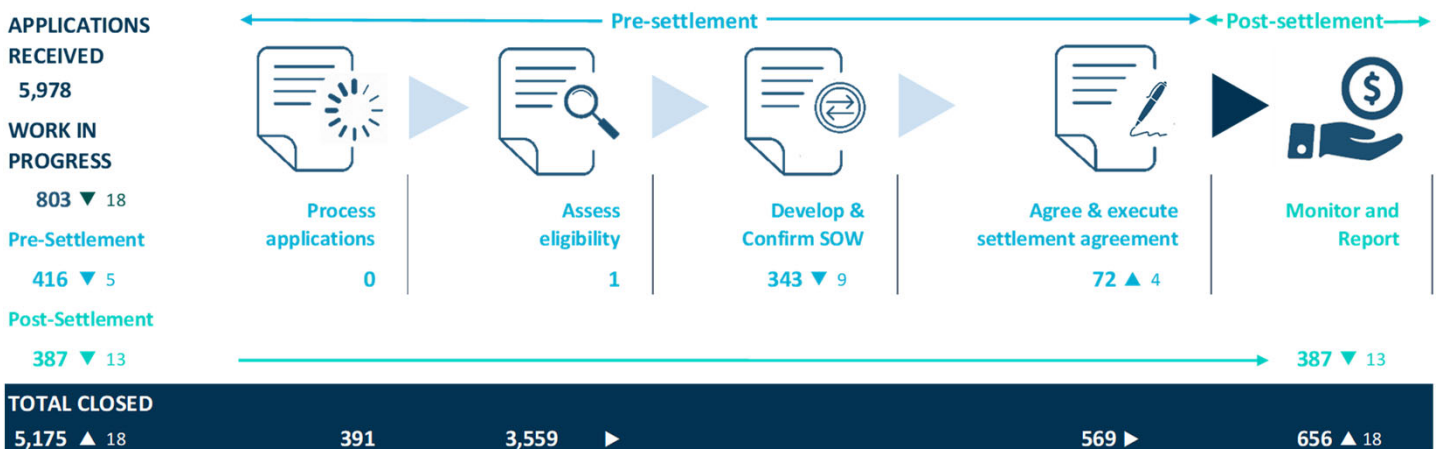
The chart above plots the flow of On-Sold EOIs through the value chain. To date, we have completed the assessment of 5,562* applications ('total closed' (5,175) + 'WIP post-settlement' (387)) of which:

- 1,612 have received an On-Sold settlement agreement or have been resolved without the need to pay Crown funds ('Completed - EQC Payment' (569) + 'Monitor and Report' (1043));
- 763 have been transferred to Toka Tū Ake EQC operations to be managed as they're unlikely to exceed the EQC cap, or do not fit the On-Sold eligibility criteria; and
- 1,035 have been closed due to insufficient information.

At month end, and now including post-settlement, our WIP includes:

- **Pre-settlement** - 416 EOIs on hand that are being reviewed for eligibility or are being managed through our On-Sold assessment/settlement process ('Pre-settlement'), including 72 Awaiting Agreements with Customers.
- **Post-settlement** - 387 (refer to reporting change notation above for definition).

* These numbers exclude applications with status of 'Awaiting Agreement - Customer', as these applications are now being treated as WIP (Agree and execute settlement agreement).



SOW - Scope of Works

Section 3 - Claims relating to natural hazard events

In this section we report on the progress of settling claims related to natural hazard events that occurred after the 2010-11 Canterbury earthquake sequence (2010-11 CES). There are two parts to this section:

- a.) Historic claims that we manage directly that pre-date the Natural Disaster Response Agreement (NDRA)
- b.) Claims that our insurer partners manage directly under the NDRA

As a proportion of the overall population, the historic claims that we manage directly that pre-date the NDRA is relatively small, whereas claims managed directly by our insurer partners under the NDRA represents the vast majority of claims relating to natural hazard events after the 2010-11 CES.

The first part of this section reports on the small population of historical claims that we manage directly.

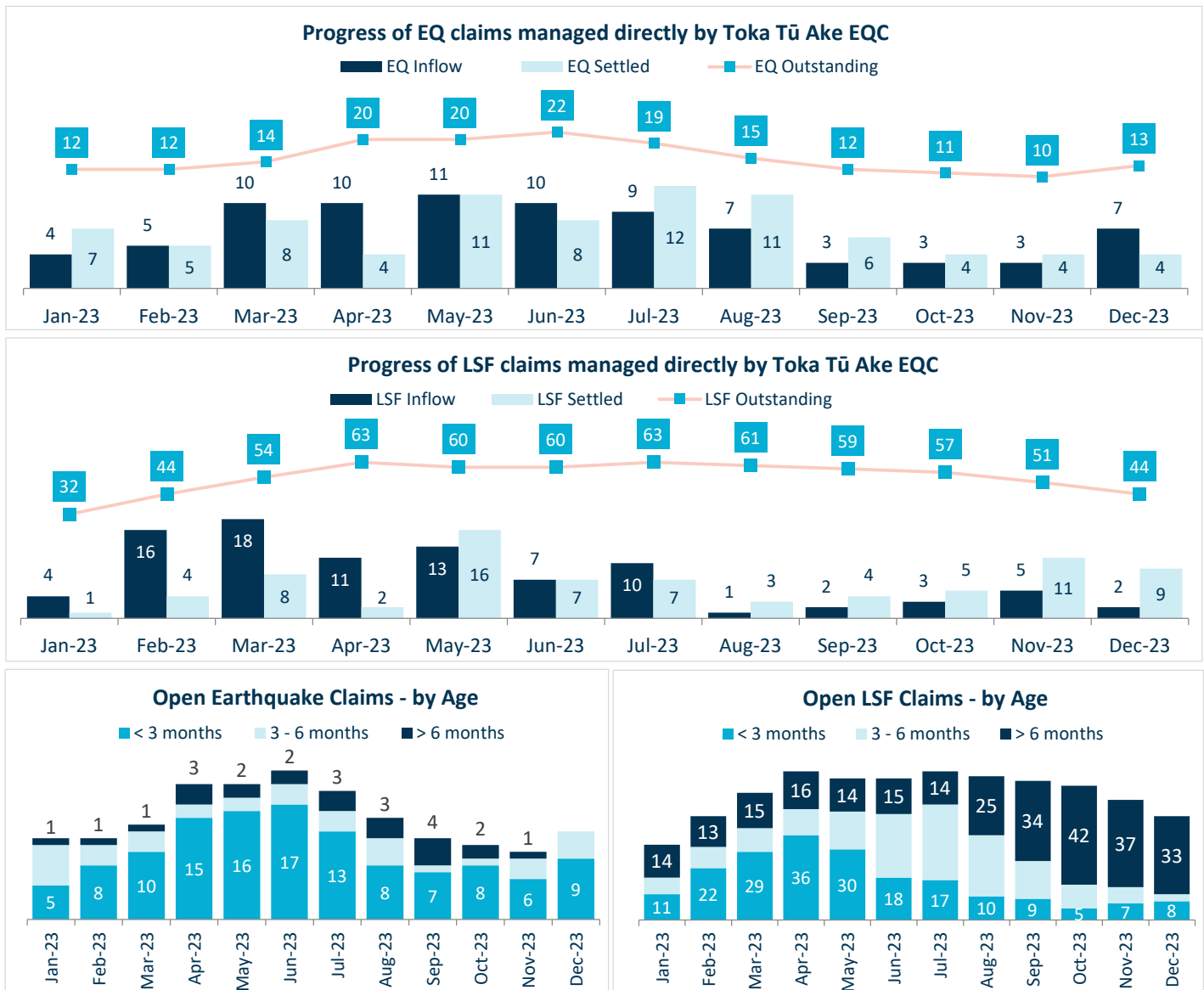
Historic claims managed directly by Toka Tū Ake EQC

This population of claims pre-date the Natural Disaster Response Agreement (NDRA) and are not linked to either the 2010-11 CES or the remaining tail of the 2016 Kaikōura earthquake event claims.

Population movement across the month

Across December, inflow included 9 new and reopened claims (cf. 8 for Nov-23). The loss cause profile of this month's inflow was 78% Earthquake (EQ) related and 22% Landslip, Storms and Flood (LSF) related.

This month we settled 13 claims. Coupled with an on-hand population of 61 at the end of last month, we have 57 claims on hand at month end that we're directly managing.



Note: Inflow refers to claims lodged as well as reopened

Section 3 - Claims relating to natural hazard events (cont.)

Claims managed directly by our insurer partners under the Natural Disaster Response Agreement (NDRA)

The second part of this section reports on how our insurer partners are progressing the settlement of claims that they directly manage under the Natural Disaster Response Agreement (NDRA). Our insurer partners, under the NDRA, manage the vast majority of claims relating to natural hazard events that are not linked to either the 2010-2011 Canterbury earthquake sequence or the remaining tail of 2016 Kaikōura earthquake event claims.

How many claims have we received since the start of the NDRA?

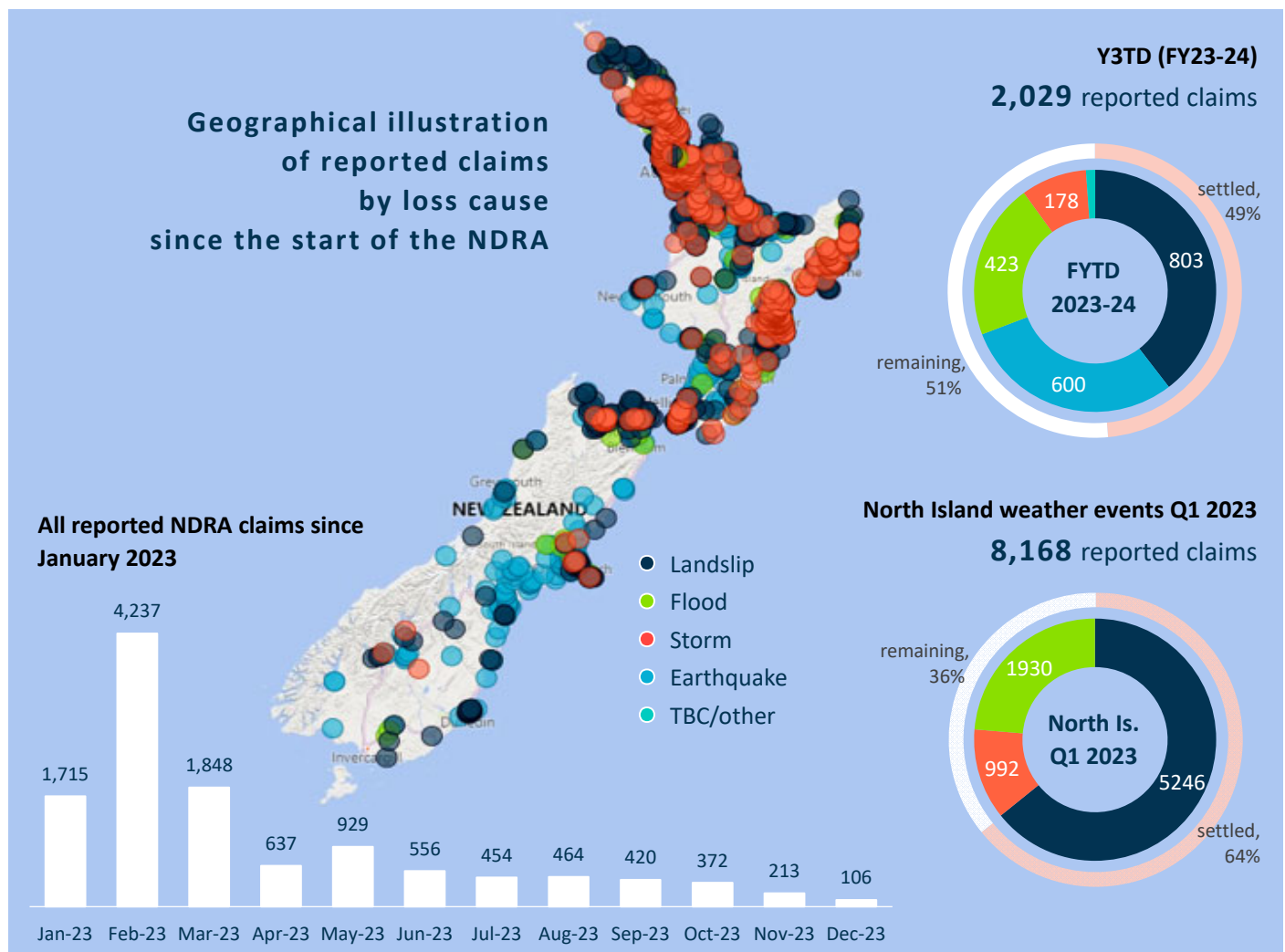
Since the commencement of the NDRA, we've received 17,394 claims (cf. 17,275 reported last month). Over 82% of reported claims are related to a weather event.

Progression of claims relating to natural hazard events (excluding the 2010-11 CES)

In this financial year, we're focused on reporting the progress that our insurer partners, as a whole, are making on claims:

- lodged in this financial year.
- relating to the upper North Island weather events of Q1-2023.

The following visual provides a summary of progress against these two claim populations along with a geographical illustration of all reported claims since the start of the NDRA.



Note: Due to updated information received from insurers, the reported claims total for Nov-23 has been revised in December 2023.

Section 4 - Resilience

Progress summary

On our Resilience Three Year Priorities



Coordinated & targeted Research investment

Across the quarter to 31 December 2023:

- 17 new research contracts commenced and 12 were completed.
- The contestable round for the **Biennial Grants 2024** began in July 2023. We received 80 applications, 25 of which were invited to submit a full proposal. We are funding 14 new Biennial contracts, of which 11 have been contracted as of today.
- Our new research project: **“Ka mate kāinga tahi, ka ora kāinga rua: legal barriers and obligations in improving Māori access to dwelling insurance”**: We have extended the final report to April 2024 in order to convene a meeting with Legal, Policy, Treasury, and Toka Tū Ake EQC research advisors to discuss and address potential innovative insurance solutions to support Māori access.
- The base architecture of the **national liquefaction model** was completed this quarter. Activities to source groundwater and geomorphology input datasets have continued. A planned December workshop was deferred to March to include the End User Group (EUG). Existing regional liquefaction studies, compliant with the MBIE/ MfE mapping guidelines, were identified with 43 of 67 territorial authorities having some liquefaction mapping completed.



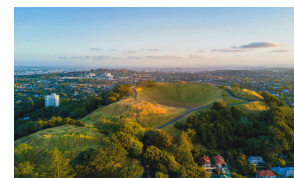
Click on the image above
to find out more about
funded projects on the go



A renewed focus on the strategic value of Data and information

Across the quarter to 31 December 2023:

- Feedback from the Public and our stakeholders on the **Natural Hazards Portal** ('Portal') continues to be overwhelmingly positive. Over 9,500 new users visited the Portal this quarter. Users between July and 31 December 2023 totalled 29,123. Site engagement remains very strong at an average of 4m 40secs per user and 16% of users downloading an EQCover claims PDF. The functionality of the Portal is intended to be enhanced in subsequent stages, with a second business case to be delivered to the Board in the first half of 2024.
- A workshop to scope the requirements of a **national building dataset** was held on 10 November. Workshop participants included Toka Tū Ake EQC, LINZ, Stats NZ, MBIE, MfE, NEMA, FENZ, NZ Police, CRIs, and Universities, among others. The findings of this workshop have been analysed and shared with LINZ and Stats NZ. These will inform the consolidation of existing datasets and attributes to improve LINZ's existing building outlines dataset. The identification of high importance attributes, such as building floor levels, was also captured at the workshop to inform options for future data collection.



Click on the image above
to find out more about
how we work to reduce risk
and build resilience

Section 4 - Resilience (cont.)

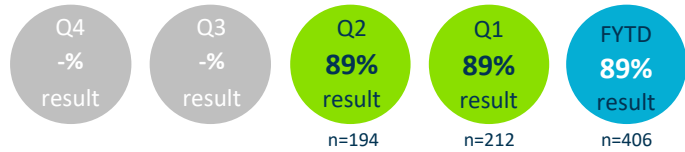


Public Education measures to raise public awareness

Survey results for the quarter to 31 December 2023 and FY23-24 year to date results:

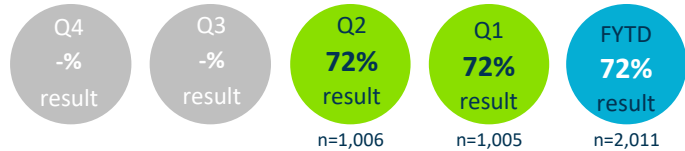
Percentage who,
say that they thought about potential risks of natural hazards when buying or looking to buy a property.

Target >75%, Q2 result 89%, **FYTD23-24 result 89%**



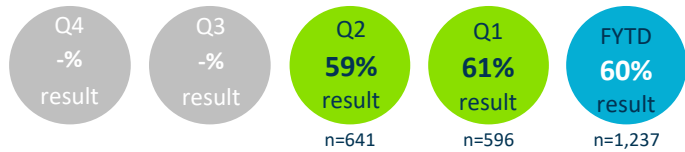
Percentage who,
are aware they can take action to make their homes safer and stronger for disaster events.

Target >60%, Q2 result 72%, **FYTD23-24 result 72%**



Percentage who,
where possible, have taken action as home owners on any of the six key preparedness actions promoted by Toka Tū Ake EQC.

Target >55%, Q2 result 59%, **FYTD23-24 result 60%**



We also:

- Continue to support the Ministry for the Environment with the proposed **National Policy Statement for Natural Hazard Decision-making**. We held a workshop with MfE on risk tolerance. Public consultation on the draft closed on 20 November 2023, and Toka Tū Ake EQC is supporting the Ministry for the Environment to review these submissions.
- Work with MBIE on the **Low Damage Seismic Design project**. We are currently reviewing the proposal for the completion of Stage 2 and progression of Stage 3.
- Coordinated and led a workshop with Otago Regional Council on incorporating **Toka Tū Ake EQC's Risk Tolerance Methodology** into their natural hazard's adaptation work programme.
- Presented at several conferences, including the State of Australasian Cities Conference, Geoscience Society of New Zealand and the National Lifelines Forum.
- Actively participated in the **New Zealand Earthquake Science Advisory Panel, Volcanic Science Advisory Panel, and Tsunami working group**. We also participated in a Wellington Earthquake Resilience Collaboratory, and in All of Government planning for a Tier-4 national AF8 earthquake exercise (exercise Rū Whenua).
- Collaborated with Event Readiness, where we established **regular connections with the National Emergency Management Agency**, including with the Intelligence, GIS and Recovery.



Click the image
above to view our
Quake Safe Guide



Accelerating the synthesis & Translation of research outputs

Across the quarter to 31 December 2023:

- We developed and presented an internal workshop on a **distant-source tsunami scenario**. This was to support our work developing Toka Tū Ake EQC policy on tsunami impacts.
- We've formed a steering group to develop a **standalone website to house building design specifications** that are above the requirements in the Building Code. We presented a concept of this website to MBIE, BRANZ, NZSEE/SESOC/NZGS management committees.
- We continued to fund work on existing **building assessment and retrofit guidelines**.

Section 4 - Resilience (cont.)



Developing reciprocal Partnerships

Our goal: Central and local government; private insurers; key research platforms

Across the quarter to 31 December 2023

- We continue to support the Ministry for the Environment with the development of a **National Policy Statement for natural hazards management**. This has involved drafting and delivering an initial 'strawperson' to MfE.
- We supported the NZ Planning Institute in **developing position statements** on the various RMA reforms.
- We actively participated in the **annual QuakeCore conference**, providing a presentation on our 'Risk Tolerance Framework' and the 'Natural Hazards Portal'.
- We reviewed the **slope stability guidance** for the NZ Geotechnical Society.
- We continue to **support university planning courses**, having undertaken a 2-day lecture series at University of Canterbury. Another session will be undertaken at Otago University in the next quarter.



Perceptions of Toka Tū Ake EQC

Surveying of key stakeholders (annual) and the general public (quarterly)

We survey key stakeholders on an **annual** basis to ascertain perceptions around:

- the quality and relevance of the outputs of Toka Tū Ake EQC's investment in research (SOPE measure 2.1.1)
- the contribution to driving progress in resilience to natural hazards; and the quality of our partnering (SOPE measure 2.1.2)

Note: Survey results for SOPE measures 2.1.1-2 will be available in our June 2024 performance dashboard

We also survey the public on a **quarterly** basis to see how we're doing with enhancing the public's understanding of natural hazard risk and risk reduction activity undertaken (SOPE 2.1.3). Please refer to Public Education section above for a summary of results which now include Q1 results.

Section 5 - Homeowner Focus

Homeowner engagement under the Natural Disaster Response Agreement (NDRA)

Under the NDRA, which came into effect on 30 June 2021, homeowners now lodge their disaster claim directly with our insurer partners who manage the settlement process on behalf of Toka Tū Ake EQC ('Insurer Managed' claims). Toka Tū Ake EQC continues to directly manage historical claims ('Toka Tū Ake EQC Managed' claims) relating to damage prior to 30 June 2021.

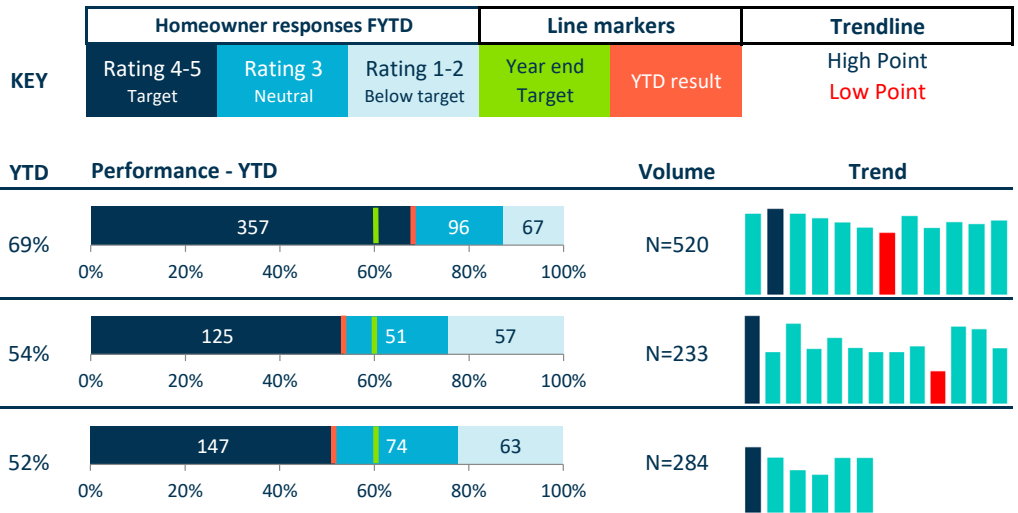
Are there any significant changes to our FY23-24 homeowner experience reporting from last year?

With the introduction of Output Class 1.3, we'll be measuring homeowner satisfaction for homeowners impacted by the severe weather events in the Upper North Island (including the Auckland Anniversary Weekend floods) in January 2023 and Cyclone Gabrielle in February 2023.

We are also now reporting results across FY23-24 by the month the homeowner was surveyed which means that there is now no lag in the reporting of homeowner satisfaction results. Previously we'd reported on results on a month claim closed basis which meant there was a lag in our reporting.

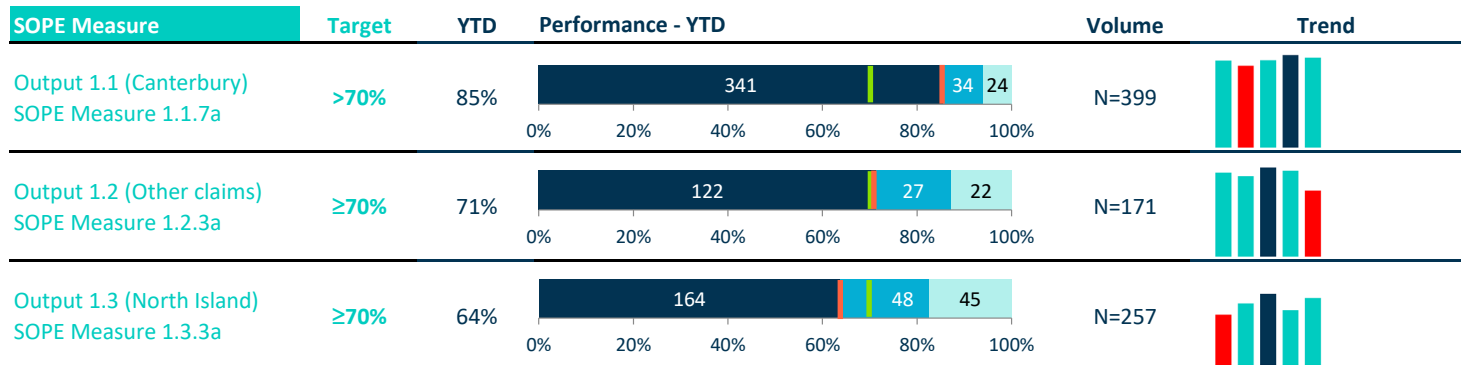
Overall experience:

Surveyed homeowners are satisfied with their overall claims experience



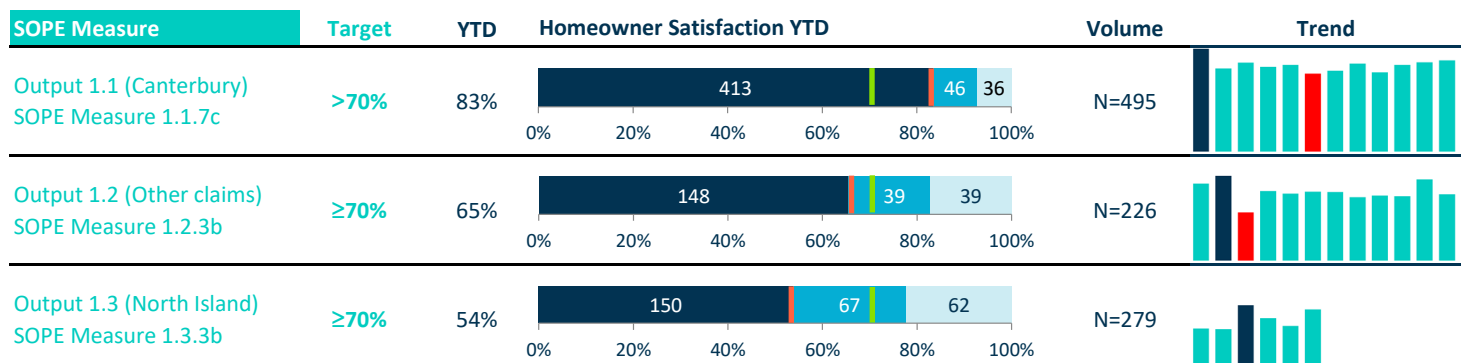
Ease of interaction:

Surveyed homeowners agree Toka Tū Ake EQC (or its partner, Outputs 1.2-3) were easy to interact with during their claim experience.



Quality of communication:

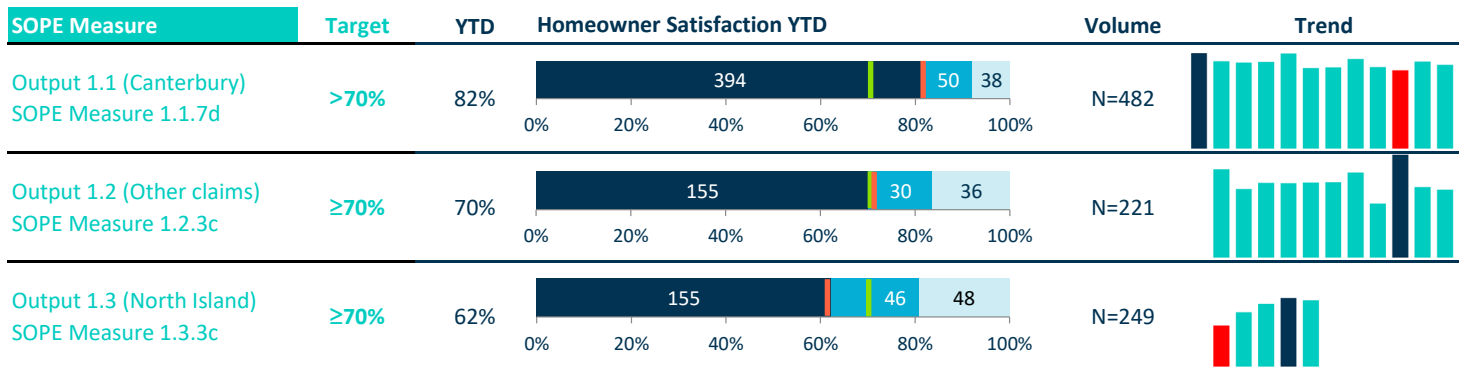
Surveyed homeowners agree Toka Tū Ake EQC (or its partner (Outputs 1.2-3)) provided clear and concise communication and homeowners were clear on next steps for their claim



Section 5 - Homeowner Focus (cont.)

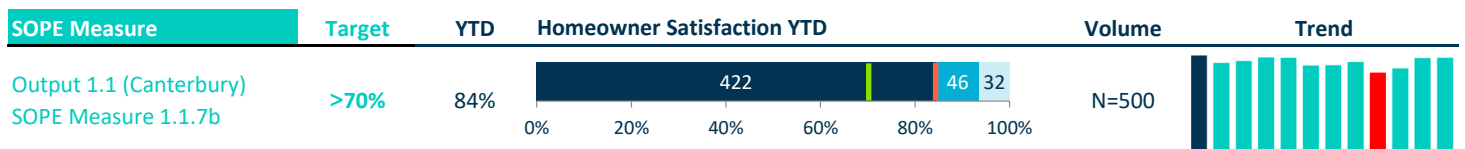
Acted as experts:

Surveyed homeowners agree Toka Tū Ake EQC (or its partner (Outputs 1.2-3)) acted as experts with the skills, knowledge and desire to help them



Responsiveness to individual needs and situations: (Canterbury only)

Surveyed homeowners agree Toka Tū Ake EQC was responsive to their individual needs and situation during their recent claim experience

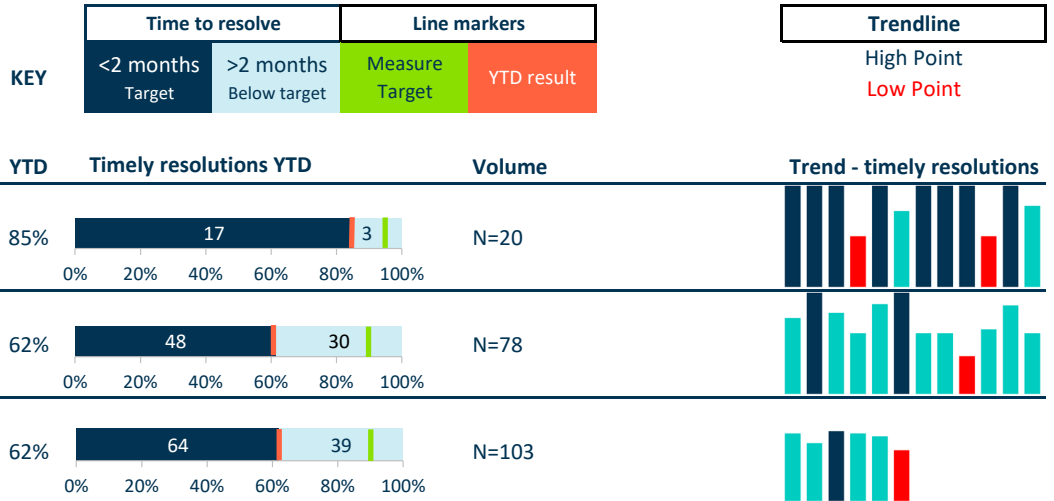


Why are there differences in the trendlines for the above SOPE measures?

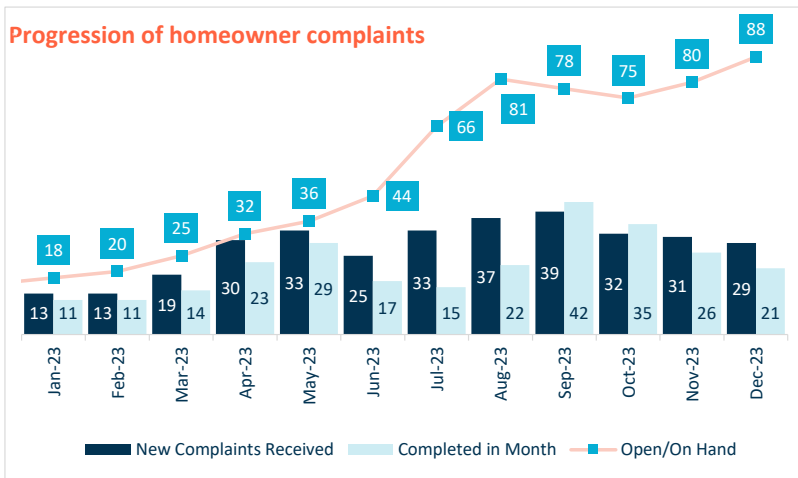
- Some trendlines are longer because they're a continuation of a SOPE measure from the previous financial year and so we're able to provide a view of performance for the month across a 12 month period.
- Other trendlines are shorter because they're new SOPE measures for this financial year.
- You'll also notice that some trendlines have gaps. One reason that there is a gap is because there were no respondents to the survey question associated with that SOPE measure. The other reason, as is the case with SM 1.3.3, is that we had not introduced the survey question for that associated SOPE measure into our survey script in time for reporting at the start of this financial year.

Section 5 - Homeowner Focus (cont.)

Timeliness of complaint resolution



Progression of homeowner complaints



Overall this month

We received 29 new complaints offset by 21 resolved, leaving 88 open on hand at month end.

Canterbury

There were no new complaints received this month, 2 were resolved, and 1 open on hand at month end.

Other claims, including NDRA*

We received 29 new complaints offset by 19 resolved, leaving 87 open on hand at month end.

*Nov-23 figures revised to include changes in status' of complaints as well as any additional complaints, as advised by insurers in Dec-23.

What's the nature of the complaints that we have on hand for insurer managed claims?

Currently we're unable to provide any thematic insights on the types of complaints against claims managed by our insurer partners. We anticipate insights being available later this financial year with more detailed information expected to be provided by insurers.

For claims that we are directly managing

- The complexity profile of our on hand complaints includes: simple (0); standard (1); and complex (0).
- The categorisation of these on hand complaints includes: service related (0); process related (0); and technical (1).

Total call, email and post volume

	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24
Outbound - Inbound Ratio	10:90	12:88	12:88	9:91	10:90	
Grade of Service	96%	92%	92%	91%	94%	
Abandonment Rate	0.2%	0.5%	0.5%	0.6%	0.5%	
Roll Over No Answer	3	8	9	10	5	
Total Calls	1,939	1,897	1,988	1,897	1,136	
Total Email and Post	2,985	2,844	2,997	3,017	2,066	

Customer calls service

Across December, our grade of service was 94% (cf. 91% last month).

Actual inbound calls for the month (N=1,027) was lower than forecast (N=896).

Customer experience

The customer experience this month rose 2% to 97% (cf. 95% for Nov-23) across 233 customers surveyed this month (cf. 366 surveyed last month).

Explained: Grade of service

Grade of service is defined as calls being answered within 20 seconds.

Explained: Customer experience rating

Customers are invited to complete a survey after every call to rate their experience on a scale of 1-7. The descriptors used for the scale are as follows:

1 and 2 = negative; 3 and 4 = neutral; and 5,6,7 = positive.

Overall rating is the total positive ratings divided by total responses.

Section 6 - Media Coverage

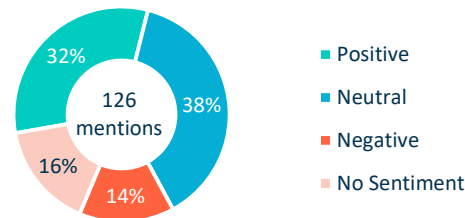
Traditional media coverage across the month

Across the two months to 31 December 2023, Toka Tū Ake EQC attracted 126 mentions (cf. 116 for the previous two months). Coverage this month was predominantly neutral at 38% while 32% was positive (cf. 68% neutral and 28% positive across Oct-23). Across the two months, 14% of mentions attracted negative sentiment, while the remaining 20% of mentions were too short to ascertain sentiment.

Coverage by channel across the two months



Sentiment of coverage across the two months



Note: To calculate the coverage volume, we count the number of theme tags that each story attracts. Some stories will have multiple theme tags assigned.

32% of mentions in the media attracted positive coverage (cf. 28% across Oct-23)

Most positive coverage across the two months was related to our proactive media releases (see below), including:

[Experts study earthquake, tsunami risk from NZ's most active fault](#)

[This tsunami awareness day, how to stay safe](#)

38% of mentions in the media attracted neutral coverage (cf. 68% across Oct-23)

Neutral coverage across the two months included insurance related news, including:

[Vero tackles EQCover claims volume through staff upskilling program](#)

[FMG reaches claims milestone for Cyclone Gabrielle and North Island floods](#)

14% of mentions in the media attracted negative coverage (cf. 4% across Oct-23)

14% of mentions had *negative* sentiment, mostly attributed to the Christchurch High Court Class Action Against Toka Tū Ake EQC, including:

[\\$1.5 billion class action taken against EQC | The Press](#)

[Christchurch earthquake: Property owners win right to sue Earthquake Commission over damage payouts | Newshub](#)

There was also negative commentary around the draft Code of Insured Persons' Rights:

[Much-maligned quake agency](#)

Media releases this month

Toka Tū Ake EQC put out five media releases across the two months to 31 December 2023:

- [World Tsunami Awareness Day reminds us to get prepared](#)
- [All insured Kiwi homes have doubled their EQCover](#)
- [Researchers in search of earthquakes off Wairarapa Coast](#)
- [Toka Tū Ake EQC awards \\$1.2 million for research to boost New Zealand's resilience to natural hazards](#)
- [Seismic testing of ancient bridge provides stunning results](#)

Section 6 - Media Coverage (cont.)

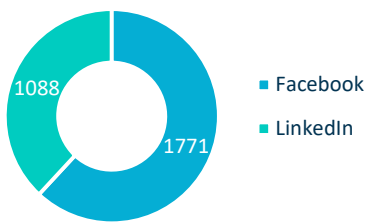
Our social media profile

LinkedIn is our fastest growing social media channel with 7,100 followers (+104 new followers in the last 2 months). Facebook is also actively growing with 4,300 followers (+80 new followers in the 2 months). Over the last 2 months, we posted 16 times on LinkedIn and made 11 posts on Facebook.

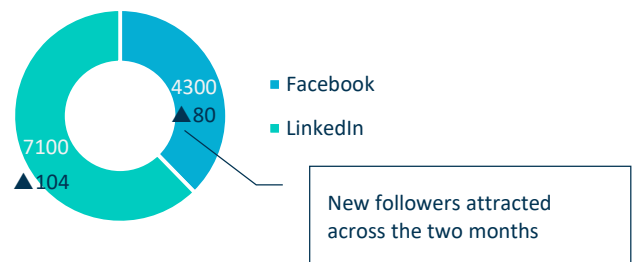
Our public education content performed well on Facebook. Fuelled by a share from Geonet, a video made in collaboration with Consumer NZ received over 11,743 impressions and 1,346 minutes viewed. It generated lots of great commentary about earthquake safety measures, and we saw a large increase in followers as a result.

Insurance related content has performed well on LinkedIn. We saw high levels of engagement on a post about the doubling of EQCover home insurance (over 50 engagements), and a re-share of an article by Vero insurance (over 60 clicks to the article).

Social media profile views across the two months



Social media profile followership



Educating media and the public on EQCover and our role in claims

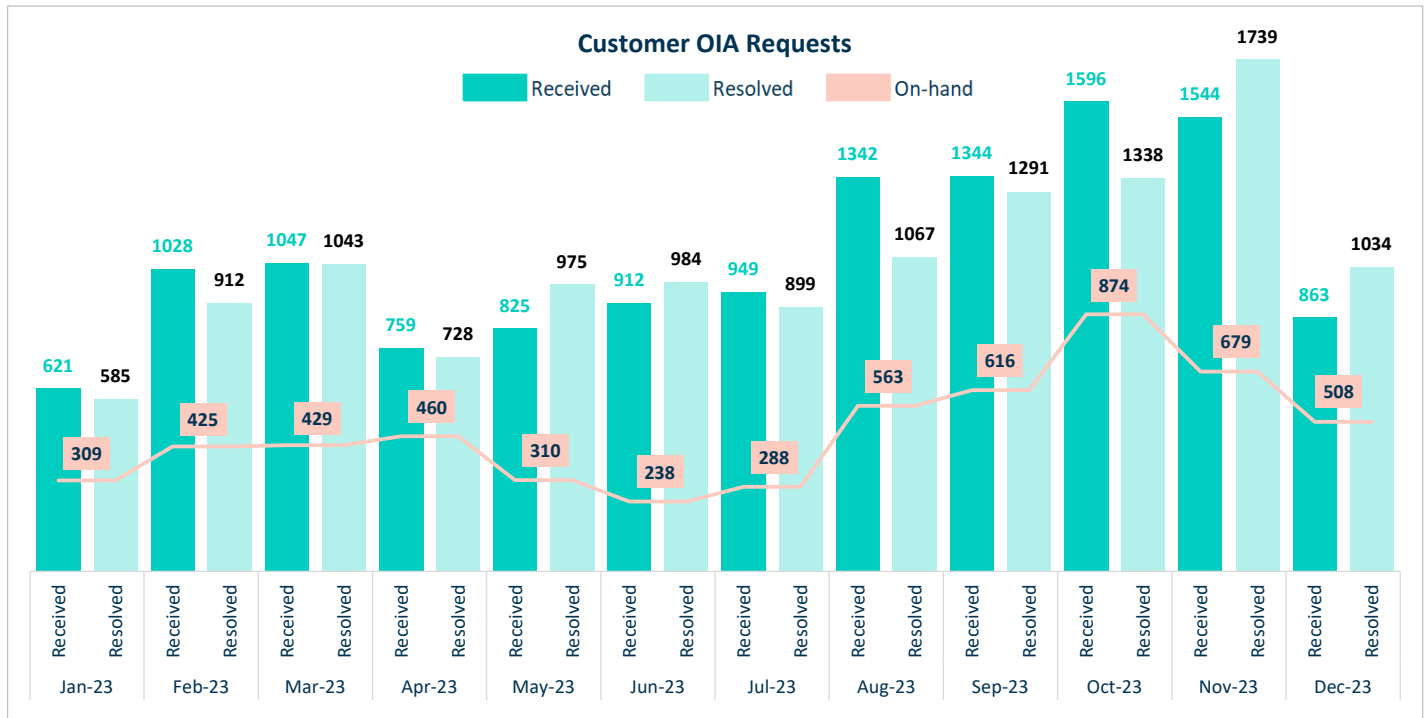
Our team continues to seek opportunities to educate the media and the public. We regularly use our responses to journalists as a chance to provide broad details of EQCover, the Natural Disaster Fund, and our insurance partnership to aid understanding.

Section 7 - Official Information Act (OIA) Requests

From the start of the current financial year, reporting on customer requests for information has been widened to include all information requests we receive from customers.

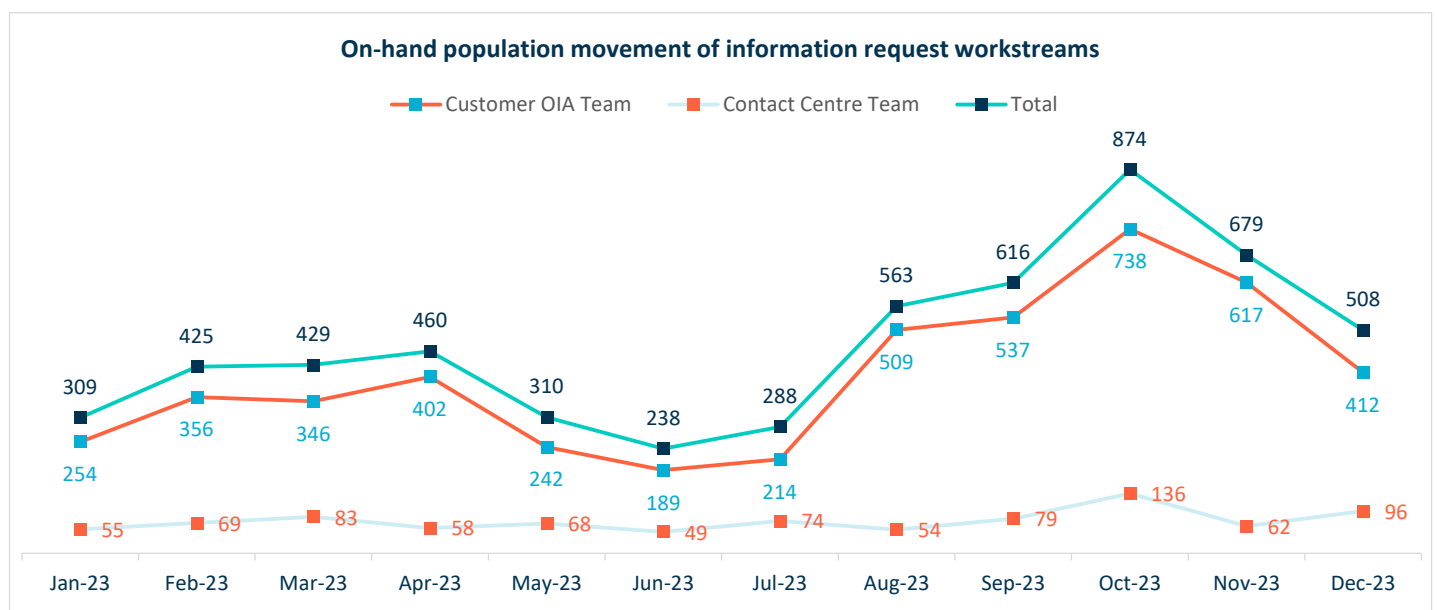
Our widened reporting encompasses two other information request workstreams:

- One of our workstreams is for information requests for property related files, which is processed under either section 31A of the Earthquake Commission Act 1993 or the Official Information Act 1982; and
- Our other workstream covers information requests that our Contact Centre are able to resolve directly.

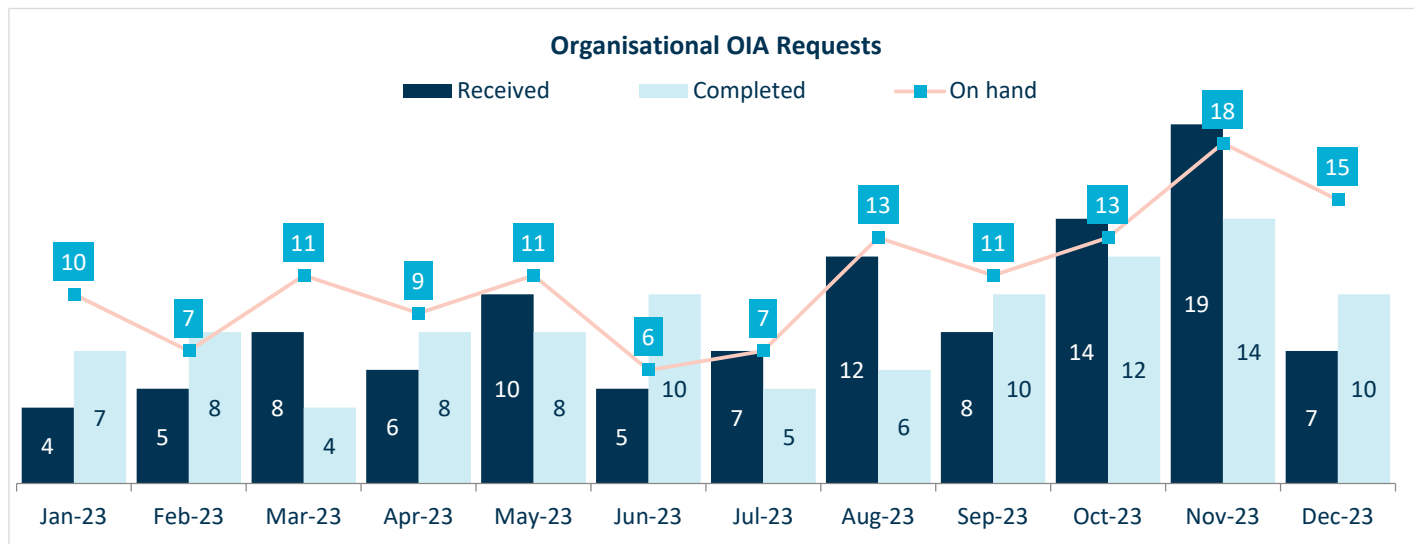


Across December, our Customer OIA and Contact Centre Teams received 863 new OIA requests (cf. 1,544 for Nov-23). Coupled with the 679 requests on hand from last month and resolution of 1,034 requests this month, we have 508 requests on hand at month end.

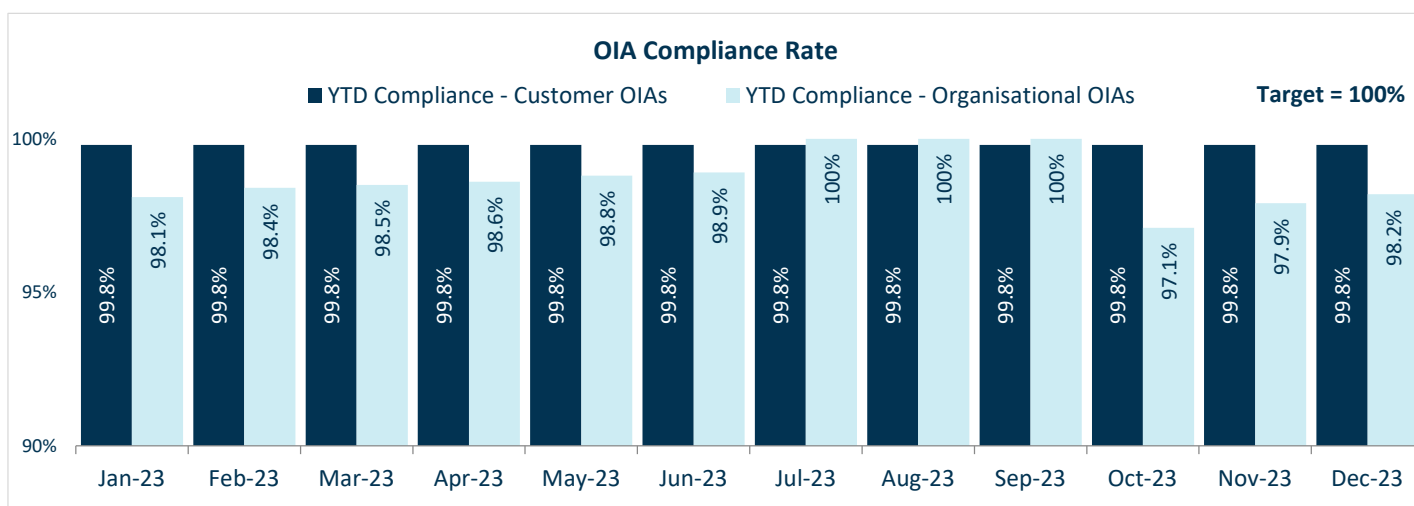
The chart below shows the monthly on hand population movement of our two customer information request workstreams.



Section 7 - Official Information Act (OIA) Requests (cont.)



Across December, our Government Relations Team received 7 new high level OIA requests (cf. 19 in Nov-23). Coupled with the 18 requests on hand from last month and 10 completed requests this month, the team have 15 requests on hand at month end.



Across December, our Customer OIA and Contact Centre teams achieved a compliance rate of 100% across 1,034 completed responses. Given the large volume of information requests managed by the team, the compliance rate for the FYTD remains unchanged on 99.8%.

During the month, our Government Relations Team achieved a compliance rate of 100%. Across the FYTD, the compliance rate now sits at 98.2%.

Ombudsman review of complaints received

Across December, we received two notices of formal investigation from the Ombudsman. In total, across the FYTD, we have received five formal notices of investigation.

During the same period, the Ombudsman also delivered a finding following an earlier formal complaint investigation under section 13 of The Ombudsmen Act that Toka Tū Ake EQC had not acted unreasonably in the matter complained about.

Ministerial correspondence

Across December, we received no requests to draft a response for the Minister's Office. Across the FYTD, we have received a total of 9 requests. Outside of the requests from the Minister's Office, we also assisted Te Tai Ōhanga - the Treasury in drafting a response for the Minister's Office.

Section 8 - Data Protection

No report this month

Reporting will resume

from next month.

Breach severity categories

Following the new Privacy Act 2020, which came in to effect on 1 December 2020, all breaches are now assessed against the Government Chief Privacy Officer Tool (GCPO). The GCPO categorisation system allows for transparent internal and external reporting on privacy incidents, and allows for benchmarking and direct comparisons of reported incidents across government agencies. The new rating categories are: 'Minimal', 'Minor', 'Moderate', 'Significant', and 'Severe'.

Below is an explanation of each rating:

Severe	Significant	Moderate	Minor	Minimal
Breach of sensitive or highly sensitive information with serious potential or actual harm. Indication of systemic failure that could undermine government systems. The incident will significantly affect the reputation of and undermine trust and confidence in the public sector. The incident will get ongoing media coverage.	Information is sensitive or highly sensitive with serious potential or actual harm. There will be measurable and ongoing negative impact on individuals and/or agencies with potential long-term loss of trust and confidence in the agency. Possible indication of systemic failure that could undermine government systems. The incident will get ongoing media coverage.	Information is not sensitive or highly sensitive. Potential or actual harm is more than minor. Customers and clients may stop using, or be reluctant to use, a service or delivery channel. The incident may get media attention or cause reputational risk due to the number of people rather than the information involved.	Small number of people are affected with minor potential or actual harm. Little or no indication of systemic problems. The incident may get short-term minor or isolated media interest.	Small number of people are affected with little or no potential or actual harm. Little or no indication of systemic problems. The incident most likely won't get media interest.

Section 9 - Our People

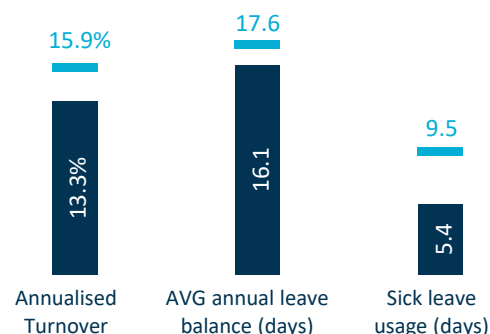
Across December, our permanent workforce headcount decreased by 1, while our temporary headcount remained static.

Across the month, our average annual leave balance dropped by 1.1 days to 16.1 days, remaining below the 2023 public sector average ('sector average') of 17.6 days. Meanwhile, average sick leave usage remains unchanged at 5.4 days and also remains below the sector average of 9.5 days. Annualised turnover ('voluntary turnover') dipped by 3% across the month to 13.3%, which has dipped back under the sector average of 15.9%.

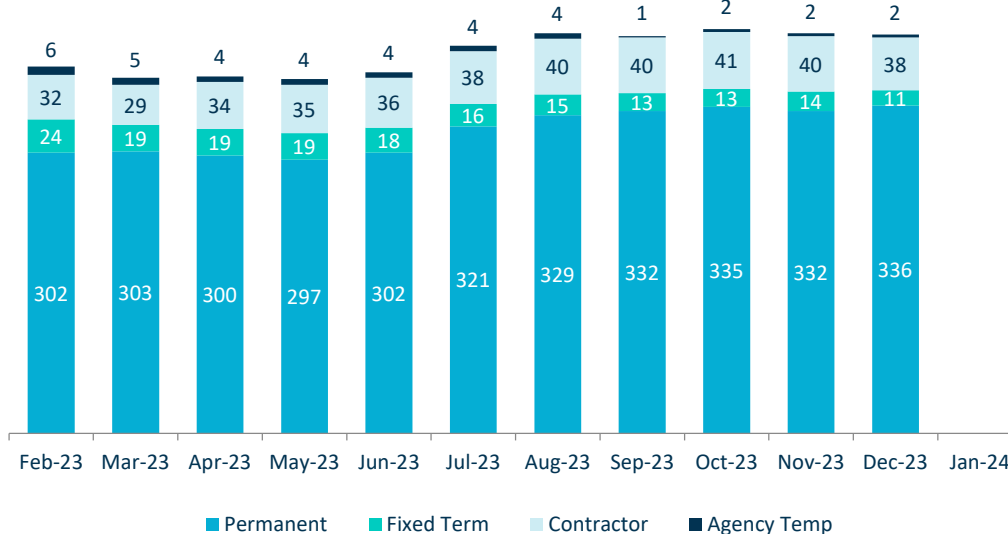
Our People, Culture, and Capability team continues to actively work with our people leaders to understand employee departure causes, future requirements, and the importance of productive conversations to address retention issues. Regular feedback from people leaders is also part of staff development plans to foster positive employee engagement.

Our People at a glance - Comparison of Toka Tū Ake EQC's averages against Public Service Sector averages

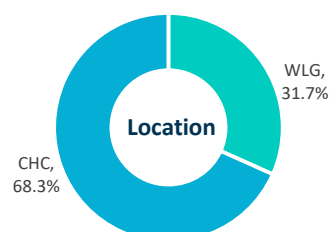
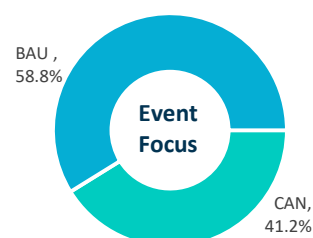
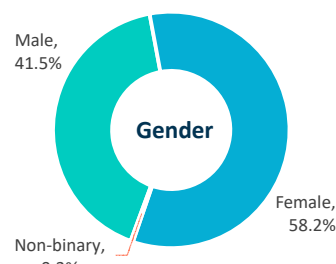
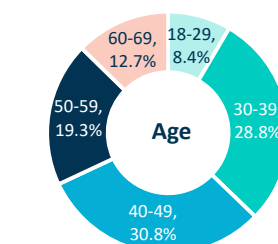
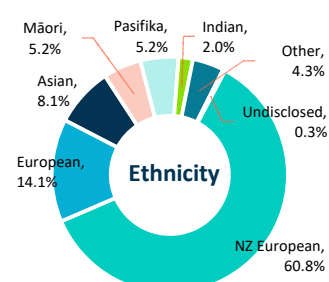
2023 Public Service Sector AVG



Headcount Movement

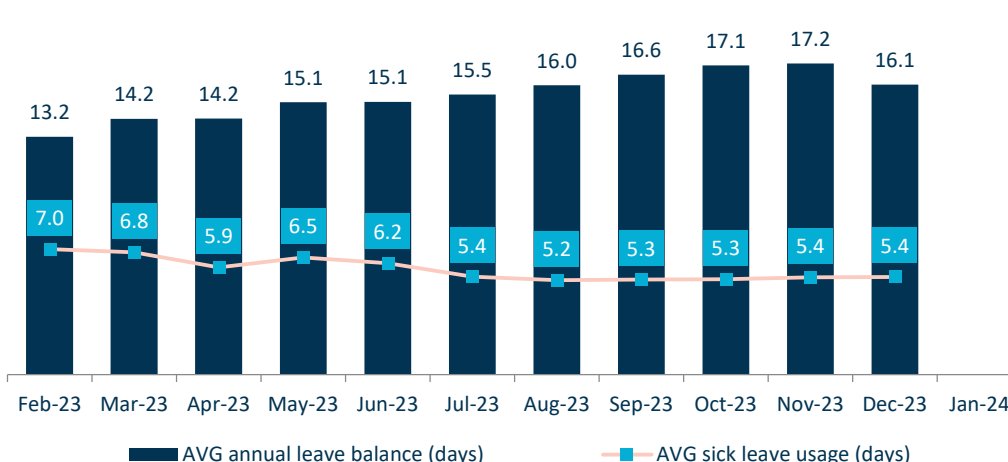


Our Workforce Profile



The decrease in our permanent headcount this month is not attributable to a specific programme of work, with the decrease spread across our organisation.

Annual and Sick Leave



This month, as expected, our average annual leave balance decreased by 1.1 days to 17.2 days as our staff took the opportunity to use their leave balance over the Christmas-New Year period.

Our teams that are directly involved in the response to the severe Upper North Island weather events across January and February 2023 account for 41% (cf. 41% last month) of our people who have an annual leave balance >20 days.