

19 September 2022

File Ref: OIAP-7-25734

By email: [REDACTED]

Tēnā koe [REDACTED]

### **Request for information 2022-135**

I refer to your request for information dated 25 August 2022, which was received by Greater Wellington Regional Council (Greater Wellington) on 25 August 2022. You have requested the following:

#### **Official information request**

I request - under the Official Information Act 1982 or Local Government Official Information and Meetings Act 1987, whichever is relevant - documentation held by your organisation that sets out:

- Your organisation's current salary bands;
- Which jobs fall into which of those salary bands;
- If your organisation has negotiated a collective agreement that provides for new salary bands that are not yet in effect, those salary bands; and
- If so, which jobs will fall into which of those not yet in effect salary bands;
- Any policy your organisation has re the position within a band at which a new appointee to a role will typically be placed.

#### **Purpose**

To put my request in context, my intention is to compile a publicly searchable database of all public sector organisation's salary bands. I submit that it is in the public interest for people to know what officials at all level of government are paid. In particular, I suggest that either:

- it is in the public interest, as a matter of allocative efficiency, that talented public servants should know where their skills (and, of course, their Spirit of Service) are valued the most; or
- insofar as pay differences within the public service might be explained by arbitrary factors, it is in the public interest that workers know where their labour will be rewarded the most.

**Greater Wellington's response follows:**

***Your organisation's current salary bands***

The salary bands of each position are outlined in **Attachment 1**.

All Greater Wellington bands are fixed remuneration which means they include base salary, employer superannuation contribution (KiwiSaver) and the value of the health insurance and trauma recovery insurance we provide our staff. It can also include other fixed value benefits like vehicles with limited private use.

The fixed remuneration band a role has is determined by either its grade or points, as well as the job family it falls into. A job family is the market data which is used to determine the midpoint of the band.

The 'ELT Exec Leadership Team', 'Management Roles' and 'Professional & Admin' job families are just the general market i.e. Private, public and not for profit market data.

The other job families are 50% weighted general market and 50% weighted the specific market e.g. Engineering.

The Wellington Regional Emergency Management Office (WREMO) is semi-autonomous from Greater Wellington, but all its employees are Greater Wellington employees. Some WREMO roles have a 2% higher fixed remuneration range. This is denoted by the job family ending in 'WREMO'.

Greater Wellington's fixed remuneration bands are 80% to 120% of the midpoint. While some of our bands may go below the Living Wage in reality, we are committed to paying all our employees at least the Living Wage.

***Which jobs fall into which of those salary bands***

We have provided a list of all unique roles and their bands in **Attachment 1**.

***If your organisation has negotiated a collective agreement that provides for new salary bands that are not yet in effect, those salary bands; and***

***If so, which jobs will fall into which of those not yet in effect salary bands;***

We have not negotiated a collective agreement that provides for new salary bands that are not yet in effect. We are therefore refusing this part of your request under section 17(e) of the Local Government Official Information and Meetings Act 1987 (the Act) on the ground that the document alleged to contain the information does not exist.

When refusing a request under section 17(e) of the Act, we are required to consider consulting you. In this instance, we do not consider consulting you would change the outcome of our decision.

***Any policy your organisation has re the position within a band at which a new appointee to a role will typically be placed.***

Section 5 of Greater Wellington's remuneration policy (**Attachment 2**) provide hiring managers with guidance.

If you have any concerns with the decision(s) referred to in this letter, you have the right to request an investigation and review by the Ombudsman under section 27(3) of the Act.

Please note that it is our policy to proactively release our responses to official information requests where possible. Our response to your request will be published shortly on Greater Wellington's website with your personal information removed.

Nāku iti noa, nā



Donna Hickey  
Kaiwhakahaere Matua Whakamāhorahora | General Manager People and Customer

Position Title	Grade	Points	Job Family	Fixed Remuneration Range		
				80%	100%	120%
Chief Executive	36		Local Government	\$ 376,800.00	\$ 471,000.00	\$ 565,200.00
GM Environment		1049	ELT Exec Leadership Team	\$ 252,900.18	\$ 316,125.23	\$ 379,350.27
GM Corporate Services		1015	ELT Exec Leadership Team	\$ 241,780.14	\$ 302,225.18	\$ 362,670.21
GM Metlink		1006	ELT Exec Leadership Team	\$ 238,836.60	\$ 298,545.75	\$ 358,254.90
GM Catchment Management		941	ELT Exec Leadership Team	\$ 218,693.84	\$ 273,367.31	\$ 328,040.77
GM People & Customer		934	ELT Exec Leadership Team	\$ 216,536.90	\$ 270,671.13	\$ 324,805.36
GM Environment Management		931	ELT Exec Leadership Team	\$ 215,612.86	\$ 269,516.07	\$ 323,419.28
GM Strategy		922	ELT Exec Leadership Team	\$ 212,839.06	\$ 266,048.82	\$ 319,258.58
Te Pou Whakarae		903	ELT Exec Leadership Team	\$ 206,984.27	\$ 258,730.34	\$ 310,476.40
Chief Financial Officer		875	Management roles	\$ 198,356.51	\$ 247,945.64	\$ 297,534.76
Regional Manager Wellington CDEM		835	ELT Exec Leadership Team	\$ 186,030.90	\$ 232,538.63	\$ 279,046.35
Chief Technology Officer		779	Management roles	\$ 169,345.04	\$ 211,681.31	\$ 254,017.57
Manager Commercial, Strategy & Investments		770	Management roles	\$ 166,815.50	\$ 208,519.38	\$ 250,223.26
Manager Flood Protection		744	Management roles	\$ 159,509.23	\$ 199,386.54	\$ 239,263.85
Manager Network & Customer		744	Management roles	\$ 159,509.23	\$ 199,386.54	\$ 239,263.85
Manager Operations & Partnerships		741	Management roles	\$ 158,665.50	\$ 198,331.88	\$ 237,998.25
Manager Assets & Infrastructure		737	Management roles	\$ 157,541.90	\$ 196,927.38	\$ 236,312.86
Manager Op Readiness & Group Controller		731	Management roles	\$ 155,855.27	\$ 194,819.09	\$ 233,782.90
Programme Director		731	Management roles	\$ 155,855.27	\$ 194,819.09	\$ 233,782.90
Manager Environmental Science		718	Management roles	\$ 152,202.13	\$ 190,252.67	\$ 228,303.20
Manager Regional Transport		702	Management roles	\$ 147,706.09	\$ 184,632.62	\$ 221,559.14
Manager Strategic & Corporate Planning		698	Management roles	\$ 146,581.67	\$ 183,227.09	\$ 219,872.50
Manager Biodiversity		688	Management roles	\$ 143,771.44	\$ 179,714.30	\$ 215,657.15
Manager Business & Development		688	Management roles	\$ 143,771.44	\$ 179,714.30	\$ 215,657.15
Manager Community Resilience/Group Recovery		688	Management roles	\$ 143,771.44	\$ 179,714.30	\$ 215,657.15
Manager Environmental Policy		688	Management roles	\$ 143,771.44	\$ 179,714.30	\$ 215,657.15
Manager Customer Engagement		680	Management roles	\$ 141,523.42	\$ 176,904.27	\$ 212,285.12
Manager Environmental Regulation		680	Management roles	\$ 141,523.42	\$ 176,904.27	\$ 212,285.12
Manager Biosecurity		678	Management roles	\$ 140,961.20	\$ 176,201.51	\$ 211,441.81
Manager Parks		678	Management roles	\$ 140,961.20	\$ 176,201.51	\$ 211,441.81
Manager Human Resources		675	Management roles	\$ 140,118.30	\$ 175,147.88	\$ 210,177.45
Manager Harbours (Harbourmaster)		669	Management roles	\$ 138,432.49	\$ 173,040.62	\$ 207,648.74
Manager Legal & Procurement		668	Management roles	\$ 138,150.97	\$ 172,688.72	\$ 207,226.46
Manager Maori Outcomes		664	Management roles	\$ 137,027.38	\$ 171,284.22	\$ 205,541.06
Manager Customer & Business Support		662	Management roles	\$ 136,465.16	\$ 170,581.46	\$ 204,697.75
Manager Health & Safety		661	Management roles	\$ 136,183.64	\$ 170,229.56	\$ 204,275.47

Manager Land Management		659 Management roles	\$ 135,622.26	\$ 169,527.83	\$ 203,433.39
Manager Democratic Services		657 Management roles	\$ 135,060.05	\$ 168,825.06	\$ 202,590.07
Commercial Development Lead	22	Professional & Admin	\$ 134,217.14	\$ 167,771.43	\$ 201,325.72
Financial Controller	22	Professional & Admin	\$ 134,217.14	\$ 167,771.43	\$ 201,325.72
Manager Accounting Services	22	Professional & Admin	\$ 134,217.14	\$ 167,771.43	\$ 201,325.72
Manager Commercial & Investments	22	Professional & Admin	\$ 134,217.14	\$ 167,771.43	\$ 201,325.72
Principal Advisor Company Portfolio	22	Professional & Admin	\$ 134,217.14	\$ 167,771.43	\$ 201,325.72
Programme Manager PMO		643 Management roles	\$ 131,125.39	\$ 163,906.74	\$ 196,688.09
Corporate Risk and Assurance Manager		641 Management roles	\$ 130,563.18	\$ 163,203.98	\$ 195,844.77
Data & Information Manager	22	IT	\$ 130,121.44	\$ 162,651.80	\$ 195,182.16
Design & Delivery Manager	22	IT	\$ 130,121.44	\$ 162,651.80	\$ 195,182.16
End User Services Manager	22	IT	\$ 130,121.44	\$ 162,651.80	\$ 195,182.16
ICT Applications Manager	22	IT	\$ 130,121.44	\$ 162,651.80	\$ 195,182.16
ICT Technology Operations Manager	22	IT	\$ 130,121.44	\$ 162,651.80	\$ 195,182.16
Manager Wellington Transport Analytics Unit	21	Engineering & Technical	\$ 129,801.01	\$ 162,251.26	\$ 194,701.51
Riverlink Owners Engineer	21	Engineering & Technical	\$ 129,801.01	\$ 162,251.26	\$ 194,701.51
Strategic Finance Business Partner		628 Management roles	\$ 126,910.04	\$ 158,637.56	\$ 190,365.07
Finance Planning Manager	21	Professional & Admin	\$ 122,414.00	\$ 153,017.51	\$ 183,621.01
Manager Customer Insights & Assets	21	Professional & Admin	\$ 122,414.00	\$ 153,017.51	\$ 183,621.01
Manager Policy	21	Professional & Admin	\$ 122,414.00	\$ 153,017.51	\$ 183,621.01
Strategy Development Manager	21	Professional & Admin	\$ 122,414.00	\$ 153,017.51	\$ 183,621.01
Enterprise Architect	21	IT	\$ 120,837.91	\$ 151,047.38	\$ 181,256.86
Principal Advisor Strategy	21	Planning & Policy	\$ 120,064.97	\$ 150,081.21	\$ 180,097.45
Manager Rail Assets	20	Engineering & Technical	\$ 118,869.75	\$ 148,587.19	\$ 178,304.63
Team Leader FMP Implementation	20	Engineering & Technical	\$ 118,869.75	\$ 148,587.19	\$ 178,304.63
Team Leader Investigations, Strategy & Planning - Flood Protection	20	Engineering & Technical	\$ 118,869.75	\$ 148,587.19	\$ 178,304.63
Team Leader Ops, Delivery & Planning	20	Engineering & Technical	\$ 118,869.75	\$ 148,587.19	\$ 178,304.63
Business Continuity & Emergency Manager		586 Management roles	\$ 115,754.40	\$ 144,693.00	\$ 173,631.60
Principal Advisor Environmental Policy	20	Planning & Policy	\$ 112,467.24	\$ 140,584.05	\$ 168,700.86
Team Leader Climate Change	20	Planning & Policy	\$ 112,467.24	\$ 140,584.05	\$ 168,700.86
ERP Programme Manager	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Manager Brand Insights and Design	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Manager Bus & Ferry Assets	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Manager Business Programme Delivery	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Manager Customer Experience	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Manager HR Advisory Services	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Manager Marketing and Communications	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Manager Network Operations	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62

Manager Organisational Development	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Manager Procurement	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Manager Rail Network Delivery	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Manager Remuneration & Analysis	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Manager Revenue Protection	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Principal Advisor Bus Fleet	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Principal Advisor Maori	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Principal Advisor Network Design	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Principal Advisor to the Chair	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Principal Strategic Advisor	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Principal Strategic Advisor	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Riverlink Owner Interface Lead	20	Professional & Admin	\$ 112,466.41	\$ 140,583.02	\$ 168,699.62
Senior Portfolio Advisor	20	IT	\$ 111,744.40	\$ 139,680.50	\$ 167,616.59
Senior Solutions Architect	20	IT	\$ 111,744.40	\$ 139,680.50	\$ 167,616.59
Principal Advisor Ticketing & Systems	19	Engineering & Technical	\$ 107,566.72	\$ 134,458.40	\$ 161,350.08
Project Manager Riverlink	19	Engineering & Technical	\$ 107,566.72	\$ 134,458.40	\$ 161,350.08
Project Leader - Shovel Ready	19	Engineering & Technical	\$ 107,566.72	\$ 134,458.40	\$ 161,350.08
Section Leader Operations Delivery	19	Engineering & Technical	\$ 107,566.72	\$ 134,458.40	\$ 161,350.08
Section Leader Operations Planning	19	Engineering & Technical	\$ 107,566.72	\$ 134,458.40	\$ 161,350.08
Change Manager	19	Professional & Admin	\$ 104,013.36	\$ 130,016.70	\$ 156,020.04
Digital Leader	19	Professional & Admin	\$ 104,013.36	\$ 130,016.70	\$ 156,020.04
Finance Business Partner	19	Professional & Admin	\$ 104,013.36	\$ 130,016.70	\$ 156,020.04
Principal Advisor Asset Management	19	Professional & Admin	\$ 104,013.36	\$ 130,016.70	\$ 156,020.04
Principal Advisor Treasury	19	Professional & Admin	\$ 104,013.36	\$ 130,016.70	\$ 156,020.04
Programme Lead Urban Water	19	Professional & Admin	\$ 104,013.36	\$ 130,016.70	\$ 156,020.04
Programme Manager WRLC	19	Professional & Admin	\$ 104,013.36	\$ 130,016.70	\$ 156,020.04
Programme Manager Whaitua	19	Professional & Admin	\$ 104,013.36	\$ 130,016.70	\$ 156,020.04
Project Lead FDS and HBA	19	Professional & Admin	\$ 104,013.36	\$ 130,016.70	\$ 156,020.04
Project Manager WWUP	19	Professional & Admin	\$ 104,013.36	\$ 130,016.70	\$ 156,020.04
Senior Legal Advisor	19	Professional & Admin	\$ 104,013.36	\$ 130,016.70	\$ 156,020.04
Team Leader Maori Advisory Support	19	Professional & Admin	\$ 104,013.36	\$ 130,016.70	\$ 156,020.04
Team Leader Hydrology	19	Science	\$ 103,130.71	\$ 128,913.39	\$ 154,696.07
Team Leader Land, Ecology and Climate	19	Science	\$ 103,130.71	\$ 128,913.39	\$ 154,696.07
Team Leader Marine & Freshwater	19	Science	\$ 103,130.71	\$ 128,913.39	\$ 154,696.07
Team Leader Science Integration	19	Science	\$ 103,130.71	\$ 128,913.39	\$ 154,696.07
Team Leader Business and Development	19	Local Government WREMO	\$ 102,804.91	\$ 128,506.14	\$ 154,207.37
Team Leader Community Resilience	19	Local Government WREMO	\$ 102,804.91	\$ 128,506.14	\$ 154,207.37
Team Leader Operational Readiness & Response	19	Local Government WREMO	\$ 102,804.91	\$ 128,506.14	\$ 154,207.37

Product Manager	19	IT	\$ 101,686.68	\$ 127,108.35	\$ 152,530.02
Solution Architect	19	IT	\$ 101,686.68	\$ 127,108.35	\$ 152,530.02
Project Leader Environment	19	Local Government	\$ 100,789.13	\$ 125,986.41	\$ 151,183.69
Project Leader PFW	19	Local Government	\$ 100,789.13	\$ 125,986.41	\$ 151,183.69
Team Leader Consents & Compliance	19	Local Government	\$ 100,789.13	\$ 125,986.41	\$ 151,183.69
Team Leader Environmental Protection	19	Local Government	\$ 100,789.13	\$ 125,986.41	\$ 151,183.69
Team Leader Operations Wairarapa	19	Local Government	\$ 100,789.13	\$ 125,986.41	\$ 151,183.69
Team Leader Planning Services	19	Local Government	\$ 100,789.13	\$ 125,986.41	\$ 151,183.69
Principal Transport Data Analyst	18	Engineering & Technical	\$ 98,304.71	\$ 122,880.89	\$ 147,457.07
Principal Transport Modeller	18	Engineering & Technical	\$ 98,304.71	\$ 122,880.89	\$ 147,457.07
Project Manager Floodplain Managemt Plans	18	Engineering & Technical	\$ 98,304.71	\$ 122,880.89	\$ 147,457.07
Senior Asset Engineer Rail	18	Engineering & Technical	\$ 98,304.71	\$ 122,880.89	\$ 147,457.07
Senior Engineer	18	Engineering & Technical	\$ 98,304.71	\$ 122,880.89	\$ 147,457.07
Principal Advisor Democratic Services	19	Planning & Policy	\$ 98,279.87	\$ 122,849.84	\$ 147,419.81
Senior Strategic Advisor	19	Planning & Policy	\$ 98,279.87	\$ 122,849.84	\$ 147,419.81
Senior Strategic Advisor Economic Recovery	19	Planning & Policy	\$ 98,279.87	\$ 122,849.84	\$ 147,419.81
Team Leader Corporate Planning & Reporting	19	Planning & Policy	\$ 98,279.87	\$ 122,849.84	\$ 147,419.81
Team Leader Policy Development	19	Planning & Policy	\$ 98,279.87	\$ 122,849.84	\$ 147,419.81
Team Leader Policy Implementation	19	Planning & Policy	\$ 98,279.87	\$ 122,849.84	\$ 147,419.81
Key Account Manager	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Manager Bus, Ferry & Total Mobility Operations	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Manager Service Design	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Payroll Manager	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Principal Account Manager Bus	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Principal Account Manager Rail & Ferry	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Principal Accounts Manager Bus & Total Mobility	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Project Lead Regional Emissions Reduction Strategy	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Project Manager Mahi Waiora	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Senior Advisor Maori Organisational Capability	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Senior HR Advisor	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Senior Maori Economic Development Advisor	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Senior Matauranga Maori Programmes Advisor	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Senior OD Advisor	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Senior Procurement Advisor	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Senior Project Delivery Advisor (Rail)	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Financial Systems Analyst	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Team Leader Enviroschools	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Team Leader Financial Accounting	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16

Team Leader Transactions	18	Professional & Admin	\$ 96,264.11	\$ 120,330.14	\$ 144,396.16
Data Platform Specialist	18	IT	\$ 94,661.51	\$ 118,326.89	\$ 141,992.27
Data Scientist	18	IT	\$ 94,661.51	\$ 118,326.89	\$ 141,992.27
Product Owner	18	IT	\$ 94,661.51	\$ 118,326.89	\$ 141,992.27
Senior Applications Engineer	18	IT	\$ 94,661.51	\$ 118,326.89	\$ 141,992.27
Principal Advisor Biosecurity	18	Local Government	\$ 93,258.47	\$ 116,573.09	\$ 139,887.70
Principal Ranger Assets & Maintenance	18	Local Government	\$ 93,258.47	\$ 116,573.09	\$ 139,887.70
Principal Ranger Eastern Sector	18	Local Government	\$ 93,258.47	\$ 116,573.09	\$ 139,887.70
Principal Ranger Western	18	Local Government	\$ 93,258.47	\$ 116,573.09	\$ 139,887.70
Project Leader Statutory Projects	18	Local Government	\$ 93,258.47	\$ 116,573.09	\$ 139,887.70
Team Leader Bioworks	18	Local Government	\$ 93,258.47	\$ 116,573.09	\$ 139,887.70
Team Leader Pest Animals	18	Local Government	\$ 93,258.47	\$ 116,573.09	\$ 139,887.70
Team Leader Pest Plants	18	Local Government	\$ 93,258.47	\$ 116,573.09	\$ 139,887.70
Team Leader Travel Choice	18	Local Government	\$ 93,258.47	\$ 116,573.09	\$ 139,887.70
Principal Planning Advisor	18	Planning & Policy	\$ 92,728.96	\$ 115,911.20	\$ 139,093.44
Senior Advisor Climate Change	18	Planning & Policy	\$ 92,728.96	\$ 115,911.20	\$ 139,093.44
Senior Democratic Services Advisor	18	Planning & Policy	\$ 92,728.96	\$ 115,911.20	\$ 139,093.44
Team Leader Biodiversity Management	18	Planning & Policy	\$ 92,728.96	\$ 115,911.20	\$ 139,093.44
Team Leader Biodiversity Projects	18	Planning & Policy	\$ 92,728.96	\$ 115,911.20	\$ 139,093.44
Team Leader Strategy & Advice	18	Planning & Policy	\$ 92,728.96	\$ 115,911.20	\$ 139,093.44
Area Engineer	17	Engineering & Technical	\$ 91,420.72	\$ 114,275.90	\$ 137,131.08
Senior Advisor Environment	18	Science	\$ 90,859.34	\$ 113,574.17	\$ 136,289.01
Senior Environmental Scientist	18	Science	\$ 90,859.34	\$ 113,574.17	\$ 136,289.01
Senior Systems Analyst	17	IT WREMO	\$ 89,744.21	\$ 112,180.27	\$ 134,616.32
Financial Systems Budgeting & Reporting Analyst	17	Professional & Admin	\$ 89,029.04	\$ 111,286.31	\$ 133,543.57
Manager Rail Operations	17	Professional & Admin	\$ 89,029.04	\$ 111,286.31	\$ 133,543.57
Planning & Reporting Accountant	17	Professional & Admin	\$ 89,029.04	\$ 111,286.31	\$ 133,543.57
PMO Senior Advisor	17	Professional & Admin	\$ 89,029.04	\$ 111,286.31	\$ 133,543.57
Senior Advisor Maori Engagement	17	Professional & Admin	\$ 89,029.04	\$ 111,286.31	\$ 133,543.57
Senior Business Accountant	17	Professional & Admin	\$ 89,029.04	\$ 111,286.31	\$ 133,543.57
Senior Commercial Analyst	17	Professional & Admin	\$ 89,029.04	\$ 111,286.31	\$ 133,543.57
Senior Contracts Advisor	17	Professional & Admin	\$ 89,029.04	\$ 111,286.31	\$ 133,543.57
Senior Financial Accountant	17	Professional & Admin	\$ 89,029.04	\$ 111,286.31	\$ 133,543.57
Senior Health & Safety Advisor	17	Professional & Admin	\$ 89,029.04	\$ 111,286.31	\$ 133,543.57
Senior Investment Analyst	17	Professional & Admin	\$ 89,029.04	\$ 111,286.31	\$ 133,543.57
Senior Maori Advisor	17	Professional & Admin	\$ 89,029.04	\$ 111,286.31	\$ 133,543.57
Senior Project Delivery Advisor (Bus & Ferry)	17	Professional & Admin	\$ 89,029.04	\$ 111,286.31	\$ 133,543.57
SME Finance Budget Forecast & Reporting	17	Professional & Admin	\$ 89,029.04	\$ 111,286.31	\$ 133,543.57



Senior Information Management Advisor	17	IT	\$ 87,984.52	\$ 109,980.65	\$ 131,976.78
Senior Network Engineer	17	IT	\$ 87,984.52	\$ 109,980.65	\$ 131,976.78
Service Delivery Manager	17	IT	\$ 87,984.52	\$ 109,980.65	\$ 131,976.78
Test Lead	17	IT	\$ 87,984.52	\$ 109,980.65	\$ 131,976.78
Business Advisor Public Transport	17	Planning & Policy	\$ 87,230.21	\$ 109,037.77	\$ 130,845.32
Senior Maori Advisor/ Kaitohutohu Matua	17	Planning & Policy	\$ 87,230.21	\$ 109,037.77	\$ 130,845.32
Senior Policy Advisor	17	Planning & Policy	\$ 87,230.21	\$ 109,037.77	\$ 130,845.32
Senior Policy Advisor Whaitua	17	Planning & Policy	\$ 87,230.21	\$ 109,037.77	\$ 130,845.32
Strategic Advisor	17	Planning & Policy	\$ 87,230.21	\$ 109,037.77	\$ 130,845.32
Senior Analyst	17	Science	\$ 86,501.16	\$ 108,126.45	\$ 129,751.74
Senior Analyst Hydrology	17	Science	\$ 86,501.16	\$ 108,126.45	\$ 129,751.74
Senior Policy Advisor Hazards	17	Science	\$ 86,501.16	\$ 108,126.45	\$ 129,751.74
ECC Readiness & Deployment Lead	17	Local Government	\$ 86,444.86	\$ 108,056.07	\$ 129,667.28
Project Lead Parks Restoration	17	Local Government	\$ 86,444.86	\$ 108,056.07	\$ 129,667.28
Senior Environmental Protection Officer	17	Local Government	\$ 86,444.86	\$ 108,056.07	\$ 129,667.28
Senior Land Management Advisor	17	Local Government	\$ 86,444.86	\$ 108,056.07	\$ 129,667.28
Senior Resource Advisor	17	Local Government	\$ 86,444.86	\$ 108,056.07	\$ 129,667.28
Senior Marketing & Communications Advisor	16	Professional & Admin WREMO	\$ 83,228.85	\$ 104,036.07	\$ 124,843.28
Senior Supervisor	16	Trades & Labour	\$ 81,922.32	\$ 102,402.90	\$ 122,883.48
ERP Asset Systems Analyst	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
Brand & Insights Lead	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
Contracts Advisor	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
Creative Solutions Lead	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
Customer Channels Product Owner	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
Events & Sponsorship Lead	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
Financial Accountant	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
HR Advisor	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
HRIS Analyst	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
Internal Engagement & Comms	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
Manager Building & Facilities	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
Manager Fleet	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
Project Accountant	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
Senior Account Executive	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
Senior Communications Advisor Regional Covid-19 Response	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
Senior Communications and Marketing Advisor - SoR	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
Senior Community Engagement Advisor	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
Senior Media Advisor	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
Senior Travel Choice Advisor	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37

Transport Monitoring & Asset Specialist	16	Professional & Admin	\$ 81,596.92	\$ 101,996.15	\$ 122,395.37
Environmental Scientist Freshwater	16	Science	\$ 81,308.36	\$ 101,635.45	\$ 121,962.54
Environmental Scientist Wetland Ecologist	16	Science	\$ 81,308.36	\$ 101,635.45	\$ 121,962.54
Senior Environmental Monitoring Officer	16	Science	\$ 81,308.36	\$ 101,635.45	\$ 121,962.54
Asset Engineer Bus	16	Engineering & Technical	\$ 81,202.37	\$ 101,502.97	\$ 121,803.56
Asset Engineer Rail	16	Engineering & Technical	\$ 81,202.37	\$ 101,502.97	\$ 121,803.56
Asset Performance and Insights Specialist	16	Engineering & Technical	\$ 81,202.37	\$ 101,502.97	\$ 121,803.56
Asset Planning Engineer	16	Engineering & Technical	\$ 81,202.37	\$ 101,502.97	\$ 121,803.56
Engineer Investigations	16	Engineering & Technical	\$ 81,202.37	\$ 101,502.97	\$ 121,803.56
Senior Transport Analyst/Modeller	16	Engineering & Technical	\$ 81,202.37	\$ 101,502.97	\$ 121,803.56
Group Welfare Manager	16	Local Government WREMO	\$ 81,059.18	\$ 101,323.97	\$ 121,588.77
Senior Capability Development Advisor	16	Local Government WREMO	\$ 81,059.18	\$ 101,323.97	\$ 121,588.77
Senior EMA Recovery	16	Local Government WREMO	\$ 81,059.18	\$ 101,323.97	\$ 121,588.77
Senior Emergency Management Advisor	16	Local Government WREMO	\$ 81,059.18	\$ 101,323.97	\$ 121,588.77
Senior Maori Integration Advisor	16	Local Government WREMO	\$ 81,059.18	\$ 101,323.97	\$ 121,588.77
Change & Release Analyst	16	IT	\$ 79,739.71	\$ 99,674.64	\$ 119,609.57
Dev Ops Specialist	16	IT	\$ 79,739.71	\$ 99,674.64	\$ 119,609.57
Incident & Problem Analyst	16	IT	\$ 79,739.71	\$ 99,674.64	\$ 119,609.57
Microsoft 365 Engineer	16	IT	\$ 79,739.71	\$ 99,674.64	\$ 119,609.57
Security Operations Analyst	16	IT	\$ 79,739.71	\$ 99,674.64	\$ 119,609.57
Senior Desktop Engineer Packager	16	IT	\$ 79,739.71	\$ 99,674.64	\$ 119,609.57
Senior GIS Analyst	16	IT	\$ 79,739.71	\$ 99,674.64	\$ 119,609.57
Senior System Administrator	16	IT	\$ 79,739.71	\$ 99,674.64	\$ 119,609.57
Deputy Harbourmaster	16	Local Government	\$ 79,469.78	\$ 99,337.23	\$ 119,204.68
Kaitohutohu Matua - Education and Training Programme Lead	16	Local Government	\$ 79,469.78	\$ 99,337.23	\$ 119,204.68
Land Management Advisor Forestry Good Management Practice	16	Local Government	\$ 79,469.78	\$ 99,337.23	\$ 119,204.68
Land Management Advisor Western Programme Lead	16	Local Government	\$ 79,469.78	\$ 99,337.23	\$ 119,204.68
Land Management Advisor WRECI Programme Lead	16	Local Government	\$ 79,469.78	\$ 99,337.23	\$ 119,204.68
Operational Lead PFW	16	Local Government	\$ 79,469.78	\$ 99,337.23	\$ 119,204.68
Advisor Planning & Reporting	16	Planning & Policy	\$ 78,797.45	\$ 98,496.81	\$ 118,196.17
Planning & Reporting Advisor	16	Planning & Policy	\$ 78,797.45	\$ 98,496.81	\$ 118,196.17
Senior Biodiversity Advisor	16	Planning & Policy	\$ 78,797.45	\$ 98,496.81	\$ 118,196.17
Advisor Maori Engagement	15	Professional & Admin	\$ 74,616.05	\$ 93,270.06	\$ 111,924.07
Asset Analyst	15	Professional & Admin	\$ 74,616.05	\$ 93,270.06	\$ 111,924.07
Asset Planner	15	Professional & Admin	\$ 74,616.05	\$ 93,270.06	\$ 111,924.07
Business Development Specialist	15	Professional & Admin	\$ 74,616.05	\$ 93,270.06	\$ 111,924.07
Communications & Stakeholder Advisor	15	Professional & Admin	\$ 74,616.05	\$ 93,270.06	\$ 111,924.07
ERP Systems Analyst	15	Professional & Admin	\$ 74,616.05	\$ 93,270.06	\$ 111,924.07

Executive Assistant	15	Professional & Admin	\$ 74,616.05	\$ 93,270.06	\$ 111,924.07
Iwi Liaison Senior Advisor	15	Professional & Admin	\$ 74,616.05	\$ 93,270.06	\$ 111,924.07
Manager Business Support	15	Professional & Admin	\$ 74,616.05	\$ 93,270.06	\$ 111,924.07
Manager Contact Centre	15	Professional & Admin	\$ 74,616.05	\$ 93,270.06	\$ 111,924.07
Rail Network Advisor	15	Professional & Admin	\$ 74,616.05	\$ 93,270.06	\$ 111,924.07
Recruitment Advisor	15	Professional & Admin	\$ 74,616.05	\$ 93,270.06	\$ 111,924.07
Senior Graphic Designer	15	Professional & Admin	\$ 74,616.05	\$ 93,270.06	\$ 111,924.07
Senior Service Delivery Advisor	15	Professional & Admin	\$ 74,616.05	\$ 93,270.06	\$ 111,924.07
Engineer Modelling	15	Engineering & Technical	\$ 74,053.84	\$ 92,567.30	\$ 111,080.75
Project Engineer	15	Engineering & Technical	\$ 74,053.84	\$ 92,567.30	\$ 111,080.75
Project Engineer Operations Planning	15	Engineering & Technical	\$ 74,053.84	\$ 92,567.30	\$ 111,080.75
Project Manager FMP Implementation	15	Engineering & Technical	\$ 74,053.84	\$ 92,567.30	\$ 111,080.75
Asset Systems Analyst	15	IT	\$ 73,907.28	\$ 92,384.10	\$ 110,860.92
Data Engineer	15	IT	\$ 73,907.28	\$ 92,384.10	\$ 110,860.92
GIS Specialist	15	IT	\$ 73,907.28	\$ 92,384.10	\$ 110,860.92
Information Management Advisor	15	IT	\$ 73,907.28	\$ 92,384.10	\$ 110,860.92
Operational Technology Specialist	15	IT	\$ 73,907.28	\$ 92,384.10	\$ 110,860.92
Biosecurity Advisor Policy	15	Local Government	\$ 72,918.23	\$ 91,147.79	\$ 109,377.35
Community Engagement Field Officer PFW	15	Local Government	\$ 72,918.23	\$ 91,147.79	\$ 109,377.35
Land Management Advisor	15	Local Government	\$ 72,918.23	\$ 91,147.79	\$ 109,377.35
Land Management Advisor FEB Contestable Programme Lead	15	Local Government	\$ 72,918.23	\$ 91,147.79	\$ 109,377.35
Land Management Advisor Riparian Programme Lead	15	Local Government	\$ 72,918.23	\$ 91,147.79	\$ 109,377.35
Parks Resource Management Advisor	15	Local Government	\$ 72,918.23	\$ 91,147.79	\$ 109,377.35
Restoration Coordinator	15	Local Government	\$ 72,918.23	\$ 91,147.79	\$ 109,377.35
Riparian Management Advisor	15	Local Government	\$ 72,918.23	\$ 91,147.79	\$ 109,377.35
Senior Biosecurity Officer	15	Local Government	\$ 72,918.23	\$ 91,147.79	\$ 109,377.35
Biodiversity Advisor	15	Planning & Policy	\$ 71,246.09	\$ 89,057.61	\$ 106,869.13
Environmental Planner	15	Planning & Policy	\$ 71,246.09	\$ 89,057.61	\$ 106,869.13
Parks Planner	15	Planning & Policy	\$ 71,246.09	\$ 89,057.61	\$ 106,869.13
Policy Advisor	15	Planning & Policy	\$ 71,246.09	\$ 89,057.61	\$ 106,869.13
Senior Advisor Strategy & Funding	15	Planning & Policy	\$ 71,246.09	\$ 89,057.61	\$ 106,869.13
Senior Biodiversity Ranger Fish Passage	15	Planning & Policy	\$ 71,246.09	\$ 89,057.61	\$ 106,869.13
Senior Public Transport Planner	15	Planning & Policy	\$ 71,246.09	\$ 89,057.61	\$ 106,869.13
Systems Analyst COP	14	IT WREMO	\$ 70,981.89	\$ 88,727.36	\$ 106,472.83
Database Administrator	14	IT	\$ 69,590.09	\$ 86,987.61	\$ 104,385.13
Dev Ops Engineer	14	IT	\$ 69,590.09	\$ 86,987.61	\$ 104,385.13
GIS Analyst	14	IT	\$ 69,590.09	\$ 86,987.61	\$ 104,385.13
Security/System Analyst	14	IT	\$ 69,590.09	\$ 86,987.61	\$ 104,385.13

Senior Service Desk Analyst	14	IT	\$ 69,590.09	\$ 86,987.61	\$ 104,385.13
System Administrator	14	IT	\$ 69,590.09	\$ 86,987.61	\$ 104,385.13
Transport Reporting & Insights Analyst	14	IT	\$ 69,590.09	\$ 86,987.61	\$ 104,385.13
Account Executive	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Asset & Finance Coordinator	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Assets Advisor Bus & Ferry	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Assistant Reporting Accountant	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Community Engagement Advisor	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Corporate Services Senior Coordinator	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Designer Metlink/GW	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Events & Sponsorship Coordinator	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Events Coordinator	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Health & Safety Advisor	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Internal Communications Advisor	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Multimedia Producer	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Organisational Development Advisor	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Procurement Advisor	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Reporting Analyst	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Senior Payroll Specialist	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Senior Programme Coordinator	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Stakeholder Media Advisor	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Transport Business Analyst	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Transport Reporting & Insights Specialist	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Travel Choice Advisor	14	Professional & Admin	\$ 69,204.24	\$ 86,505.30	\$ 103,806.36
Capability Development Advisor	14	Local Government WREMO	\$ 69,038.98	\$ 86,298.72	\$ 103,558.47
Emergency Management Advisor	14	Local Government WREMO	\$ 69,038.98	\$ 86,298.72	\$ 103,558.47
Marketing & Communications Advisor	14	Local Government WREMO	\$ 69,038.98	\$ 86,298.72	\$ 103,558.47
Engineering Officer	14	Engineering & Technical	\$ 68,715.72	\$ 85,894.65	\$ 103,073.58
Engineering Technical Officer	14	Engineering & Technical	\$ 68,715.72	\$ 85,894.65	\$ 103,073.58
Graduate Engineer	14	Engineering & Technical	\$ 68,715.72	\$ 85,894.65	\$ 103,073.58
Transport Analyst/Modeller	14	Engineering & Technical	\$ 68,715.72	\$ 85,894.65	\$ 103,073.58
Democratic Services Advisor	14	Planning & Policy	\$ 67,775.94	\$ 84,719.93	\$ 101,663.91
Biosecurity Officer - Pest Animals, Contract Coordinator	14	Local Government	\$ 67,685.27	\$ 84,606.59	\$ 101,527.91
Biosecurity Officer Pest Plants	14	Local Government	\$ 67,685.27	\$ 84,606.59	\$ 101,527.91
Environmental Protection Officer	14	Local Government	\$ 67,685.27	\$ 84,606.59	\$ 101,527.91
Forest Ranger	14	Local Government	\$ 67,685.27	\$ 84,606.59	\$ 101,527.91
Hearings Advisor	14	Local Government	\$ 67,685.27	\$ 84,606.59	\$ 101,527.91
Mobile Ranger	14	Local Government	\$ 67,685.27	\$ 84,606.59	\$ 101,527.91

Park Ranger	14	Local Government	\$ 67,685.27	\$ 84,606.59	\$ 101,527.91
Resource Advisor	14	Local Government	\$ 67,685.27	\$ 84,606.59	\$ 101,527.91
Wellington Area Engineering Officer	14	Local Government	\$ 67,685.27	\$ 84,606.59	\$ 101,527.91
Analyst Contaminated Land	14	Science	\$ 67,481.59	\$ 84,351.98	\$ 101,222.38
Supervisor Ranger Construction	13	Trades & Labour	\$ 66,536.42	\$ 83,170.53	\$ 99,804.64
Supervisor Ranger Maintenance	13	Trades & Labour	\$ 66,536.42	\$ 83,170.53	\$ 99,804.64
ICT Specialist	13	IT WREMO	\$ 65,124.02	\$ 81,405.03	\$ 97,686.03
Public Transport Planner	13	Planning & Policy	\$ 64,060.29	\$ 80,075.36	\$ 96,090.44
Customer Experience Coordinator	13	Professional & Admin	\$ 63,726.19	\$ 79,657.74	\$ 95,589.29
ICT Operations Coordinator	13	Professional & Admin	\$ 63,726.19	\$ 79,657.74	\$ 95,589.29
Project & Engagement Coordinator Riverlink	13	Professional & Admin	\$ 63,726.19	\$ 79,657.74	\$ 95,589.29
Project Advisor	13	Professional & Admin	\$ 63,726.19	\$ 79,657.74	\$ 95,589.29
Service Delivery Advisor	13	Professional & Admin	\$ 63,726.19	\$ 79,657.74	\$ 95,589.29
Service Delivery Analyst	13	Professional & Admin	\$ 63,726.19	\$ 79,657.74	\$ 95,589.29
Social Media Advisor	13	Professional & Admin	\$ 63,726.19	\$ 79,657.74	\$ 95,589.29
Akura Nursery Officer	12	Trades & Labour	\$ 62,485.43	\$ 78,106.79	\$ 93,728.15
Field Supervisor	12	Trades & Labour	\$ 62,485.43	\$ 78,106.79	\$ 93,728.15
Customer Journey Advisor	13	Local Government	\$ 62,323.97	\$ 77,904.97	\$ 93,485.96
Harbour Communications Officer	13	Local Government	\$ 62,323.97	\$ 77,904.97	\$ 93,485.96
Harbour Ranger	13	Local Government	\$ 62,323.97	\$ 77,904.97	\$ 93,485.96
Hutt River Ranger	13	Local Government	\$ 62,323.97	\$ 77,904.97	\$ 93,485.96
Assistant Accountant	12	Professional & Admin	\$ 59,160.60	\$ 73,950.75	\$ 88,740.90
Assistant Business Accountant	12	Professional & Admin	\$ 59,160.60	\$ 73,950.75	\$ 88,740.90
Content Writer	12	Professional & Admin	\$ 59,160.60	\$ 73,950.75	\$ 88,740.90
Credit Controller	12	Professional & Admin	\$ 59,160.60	\$ 73,950.75	\$ 88,740.90
Customer Care Advisor	12	Professional & Admin	\$ 59,160.60	\$ 73,950.75	\$ 88,740.90
Digital Producer	12	Professional & Admin	\$ 59,160.60	\$ 73,950.75	\$ 88,740.90
Enviroschools Advisor	12	Professional & Admin	\$ 59,160.60	\$ 73,950.75	\$ 88,740.90
HR Coordinator	12	Professional & Admin	\$ 59,160.60	\$ 73,950.75	\$ 88,740.90
Media Advisor	12	Professional & Admin	\$ 59,160.60	\$ 73,950.75	\$ 88,740.90
Network Operations Coordinator	12	Professional & Admin	\$ 59,160.60	\$ 73,950.75	\$ 88,740.90
Programme Coordinator Climate Change	12	Professional & Admin	\$ 59,160.60	\$ 73,950.75	\$ 88,740.90
Public Transport Data Officer	12	Professional & Admin	\$ 59,160.60	\$ 73,950.75	\$ 88,740.90
Environmental Monitoring Officer	12	Science	\$ 58,783.45	\$ 73,479.31	\$ 88,175.17
Service Desk Analyst	12	IT	\$ 58,566.92	\$ 73,208.66	\$ 87,850.39
Senior Field Operator	11	Trades & Labour	\$ 58,152.92	\$ 72,691.16	\$ 87,229.39
Senior River Field Operator	11	Trades & Labour	\$ 58,152.92	\$ 72,691.16	\$ 87,229.39
Works Supervisor	11	Trades & Labour	\$ 58,152.92	\$ 72,691.16	\$ 87,229.39

Biosecurity Officer Pest Animals	12	Local Government	\$ 57,856.09	\$ 72,320.11	\$ 86,784.13
Senior Maintenance Ranger	12	Local Government	\$ 57,856.09	\$ 72,320.11	\$ 86,784.13
Biodiversity Ranger Fish Passage	12	Planning & Policy	\$ 57,456.99	\$ 71,821.24	\$ 86,185.49
Bus & Ferry Infrastructure Coordinator	11	Professional & Admin	\$ 54,644.69	\$ 68,305.86	\$ 81,967.03
Environmental Technical Support	11	Professional & Admin	\$ 54,644.69	\$ 68,305.86	\$ 81,967.03
Fleet Coordinator	11	Professional & Admin	\$ 54,644.69	\$ 68,305.86	\$ 81,967.03
Health Safety & Wellbeing Coordinator	11	Professional & Admin	\$ 54,644.69	\$ 68,305.86	\$ 81,967.03
Legal and Procurement Coordinator	11	Professional & Admin	\$ 54,644.69	\$ 68,305.86	\$ 81,967.03
Marketing & Communications Coordinator	11	Professional & Admin	\$ 54,644.69	\$ 68,305.86	\$ 81,967.03
Programme Coordinator	11	Professional & Admin	\$ 54,644.69	\$ 68,305.86	\$ 81,967.03
Project Coordinator Kairuruku	11	Professional & Admin	\$ 54,644.69	\$ 68,305.86	\$ 81,967.03
Senior Service Advisor	11	Professional & Admin	\$ 54,644.69	\$ 68,305.86	\$ 81,967.03
Senior Transactions Officer	11	Professional & Admin	\$ 54,644.69	\$ 68,305.86	\$ 81,967.03
Service Delivery Coordinator	11	Professional & Admin	\$ 54,644.69	\$ 68,305.86	\$ 81,967.03
Warm Wellington Coordinator	11	Professional & Admin	\$ 54,644.69	\$ 68,305.86	\$ 81,967.03
Field Operator	10	Trades & Labour	\$ 53,982.70	\$ 67,478.38	\$ 80,974.05
River Field Operator	10	Trades & Labour	\$ 53,982.70	\$ 67,478.38	\$ 80,974.05
River Field Tractor Operator	10	Trades & Labour	\$ 53,982.70	\$ 67,478.38	\$ 80,974.05
Workshop Mechanic	10	Trades & Labour	\$ 53,982.70	\$ 67,478.38	\$ 80,974.05
Community Outreach Officer PFW	11	Local Government	\$ 53,430.84	\$ 66,788.55	\$ 80,146.26
Business Support Coordinator	10	Professional & Admin	\$ 51,178.68	\$ 63,973.35	\$ 76,768.02
HR Administrator	10	Professional & Admin	\$ 51,178.68	\$ 63,973.35	\$ 76,768.02
Payroll Specialist	10	Professional & Admin	\$ 51,178.68	\$ 63,973.35	\$ 76,768.02
Rail Services Coordinator	10	Professional & Admin	\$ 51,178.68	\$ 63,973.35	\$ 76,768.02
Strategy & Investment Coordinator	10	Professional & Admin	\$ 51,178.68	\$ 63,973.35	\$ 76,768.02
Team Administrator	10	Professional & Admin	\$ 51,178.68	\$ 63,973.35	\$ 76,768.02
Ranger Maintenance	10	Local Government	\$ 49,894.87	\$ 62,368.58	\$ 74,842.30
Akura Nursery Support	9	Trades & Labour	\$ 49,320.23	\$ 61,650.29	\$ 73,980.35
Administrator	9	Professional & Admin WREMO	\$ 48,802.06	\$ 61,002.57	\$ 73,203.08
Accounts Payable Officer	9	Professional & Admin	\$ 47,845.15	\$ 59,806.44	\$ 71,767.73
Accounts Receivable Officer	9	Professional & Admin	\$ 47,845.15	\$ 59,806.44	\$ 71,767.73
Contact Centre Operator	9	Professional & Admin	\$ 47,845.15	\$ 59,806.44	\$ 71,767.73
Customer Care Coordinator	9	Professional & Admin	\$ 47,845.15	\$ 59,806.44	\$ 71,767.73
Facilities Coordinator	7	Professional & Admin	\$ 41,846.29	\$ 52,307.87	\$ 62,769.44



## Remuneration Policy

Greater Wellington Regional Council's policy on our remuneration structure and processes

<b>Policy owner</b>	General Manager, People & Customer
<b>Position administering this policy</b>	Manager, Human Resources
<b>Date policy comes into effect</b>	The first working day following the date of approval by the Chief Executive.
<b>Related policies and legislation</b>	Employment Agreements KiwiSaver Act Partnership for Performance Policy and guide for managers and team leaders Sensitive Expenditure Policy Delegations Southern Cross Guidelines Secondment Policy Recruitment & Selection Policy Local Government Act 2002 Equal Pay Act 1972
<b>Policy review date</b>	31 December 2018
<b>Policy history</b>	This is a new policy

Approved:   
Greg Campbell  
Chief Executive

Dated: 21/6/16

## **1. GWRC's commitment**

Greater Wellington Regional Council ("GWRC") recognises that in order to attract, retain and motivate its employees, it requires a clear, transparent, and competitive remuneration policy. The GWRC Remuneration Policy and framework is based on independent systems and advice, and takes into account the state of the economy, the organisation's ability to pay and where our framework puts us in relation to market position.

Our remuneration policy and framework also provides employees with a consistent approach for setting and reviewing remuneration, and has clear linkages to the performance planning and review system (P4P). The remuneration policy and the P4P system together support a culture that identifies, encourages and rewards employees for high performance.

## **2. GWRC's Remuneration policy principles**

- To attract and retain employees
- To provide a link between performance, remuneration, and GWRC's objectives
- To position GWRC in the middle of the fixed remuneration market for similar graded positions
- To recognise that any remuneration decisions are reliant on GWRC's ability to pay (affordability), and is budgeted in annual budgets
- To recognise that while an employee's remuneration package is personal and confidential, GWRC's approach to remuneration should be understood by all employees.

This policy is applicable to all permanent staff employed by GWRC.

## **3. Job sizing and market data**

- a) All positions are job evaluated using the Strategic Pay Job Evaluation System. General employee positions use the SP5 system. All manager and some specialist positions are job evaluated using the Strategic Pay SP10 System. The job evaluation system identifies a grade for each position, and in the case of SP10 positions, yields a total points score.
- b) The job evaluation system is used to ensure there is internal relativity between positions within the organisation, and allows GWRC to match accurately against other organisations with similar graded positions. Job families are used to ensure that there is external relativity with the applicable job markets.
- c) Market positions - All positions, staff and managers, are compared against the fixed remuneration market relevant to the position and/or job family.



- d) Fixed Remuneration Pay Range – GWRC has fixed remuneration pay ranges for positions that are +/- 20% of GWRC's midpoint. When GWRC refers to an individual's position in range (PIR), this means the point in the overall 80% to 120% remuneration range which matches the fixed remuneration package. In some cases, the PIR may be outside this range, but this should be the exception rather than the rule.
- e) Market midpoint – for staff and managers, our internal midpoint (100%) for the applicable job family is 103.5% of relevant market data. This internal midpoint recognises the buy-out of the GWRC bonus scheme which happened in 2010. GWRC regularly participates in external remuneration surveys and will compare the midpoint of its fixed remuneration ranges against the median remuneration levels of relevant New Zealand Fixed Remuneration labour or job markets.
- f) All job grades and fixed remuneration ranges are provided to all staff annually and a copy is available in each office/depot.
- g) Human Resources periodically reviews and compares remuneration data against GWRC's diversity profile to monitor any trends.

#### **4. Fixed Remuneration Package**

GWRC's remuneration package includes the components which have a financial and non-financial benefit. This includes:

- Base Salary
- Medical Insurance
- Trauma Insurance
- Superannuation allowance, payable as an employer contribution to Kiwisaver, or an approved superannuation scheme, or in cash (for employees who commenced after 1 July 2013)
- Vehicle Component (where applicable)
- Contractual payments

The components are defined as an employee's fixed remuneration, and are listed in an employee's letter of offer. These components will also be listed as part of the annual remuneration letters to employees.

A fixed remuneration package means that all components have a financial value assigned to them. This allows GWRC to match the overall value of the remuneration package against a comparable package in the market.

## **5. New Employees**

The recruiting manager should discuss an appropriate fixed remuneration package offer with their Human Resources Advisor and take into consideration the skills and experience of the employee, as well as internal relativities. The target range for a new employee who has the specified desired skills and experience is around the 100% or midpoint. New staff who are still developing their skills and who are new to the job will usually be offered a remuneration package at or above the 80% point.

There are exceptions to some of these general principles which derive from needing specialist skills in a restricted labour market. In these situations, GWRC may pay towards the 120% point or above for highly desirable skills that are in short supply.

As outlined in the Recruitment & Selection Policy an Approval to Appoint form should include the components of the fixed remuneration package to be approved by the General Manager. Any appointments over 120% of the remuneration range are required to be approved by the Chief Executive.

## **6. Remuneration Review**

A remuneration review is undertaken annually and is effective from 1 September in that year. The remuneration paid to an individual employee will not be reduced as a result of the market comparison being less than the previous year. The remuneration review for a new employee starting after 31 March will in the following year.

Where GWRC is unable to pay the market increases in any year, due to affordability factors, GWRC will consult with applicable unions and staff about any options prior to making a final decision.

The timetable for the remuneration review (known as the “salary review”) is published by Human Resources each year.

## **7. Link between P4P and remuneration review**

The outcome of a P4P review will be an assessment of the individual employee’s performance as “not achieved”, “partially met”, “meets objectives” or “beyond meets”.

Where the result is “meets objectives”, the employee should expect to receive the market movement. Where the result is “beyond meets” the employee should expect to receive market movement, plus a variable amount to recognise increased performance.

Where an employee receives a “not achieved”, there is no market movement. Where an employee receives a “partially met”, a portion of the market movement is usually applied at the manager’s discretion.

Employees whose remuneration package places them at or above 120% may receive a remuneration increase. It is not automatic and, as with all remuneration increases, at whatever level, it is subject to affordability.

Staff who are on a Performance Improvement Plan at the time of the remuneration review or who have been on a Performance Improvement Plan during the year and have not sustained improved performance should be assessed as “not achieved” or “partially met”.

## **8. Changes to Fixed Remuneration**

Any changes to an employee’s fixed remuneration generally occur in any of the following situations:

- a) As part of annual remuneration review (as outlined above).
- b) Where an employee permanently changes their position, either through promotion, progression or change management (as outlined below).
- c) Where an employee is ‘acting’ in a position of a higher graded position for a period of time (as outlined below).
- d) As a result of the annual review of the Medical Insurance scheme where an increase in the amount of medical insurance premium increases the employee’s fixed remuneration. This normally happens around March each year.
- e) The Trauma Insurance cover ceases at age 65, meaning staff over 65 years will receive a cash allowance equivalent to the amount of the trauma insurance benefit instead of insurance cover. This change from cover to allowance will be reflected in remuneration review letters effective 1 September each year. As with the medical insurance above, the Trauma Insurance premiums are reviewed annually, and employees will be informed of any changes.

## **9. Change in position, and out of cycle reviews**

When an employee is appointed to a new position either as a promotion, during a change management process or as part of progression, a change in remuneration may occur. This will be dependent on the employee’s position in range in the new position, and whether or not they meet the required competency level. A change in position does not automatically mean a change in remuneration.

In these specified situations, an out of cycle review may be granted by the Chief Executive or by the General Manager with delegated authority.

## **10. Change in job size**

Periodically Human Resources will review the job sizing of individual positions or tiers within job families to ensure that the job size is appropriate and/or there is relativity with similar positions across the organisation. Where this review results in a change in job size, the change in job size will be considered as a factor in the salary review process which takes place in August. Where applicable the manager may recommend a “position in range” movement in the salary review to align the employee with the appropriate position in range for the position.

## **11. Higher Duties Allowance**

Employees who temporarily undertake the duties of a higher graded position for a continuous period of three months or more (or for a lesser period if considered appropriate by the General Manager and Human Resources Advisor) will receive a higher duties allowance not less than the minimum range of that higher graded position.

## **12. Secondments**

Employees who undertake a formal secondment will have any remuneration changes made in accordance with the Secondment Policy.

Where it is deemed appropriate to increase the employee's remuneration for the duration of the secondment, this will occur in the form of a higher duties allowance.

In circumstances where the position is smaller than the employee's permanent position, the receiving team may decide to retain the employee's existing remuneration.

The secondee will return to the salary associated with their substantive position at the end of the secondment.

PROACTIVE RELEASE