

Our Ref DOIA 23-040

Your Ref OIA request - pay bands in your organisation.

22 September 2022

██████████

Email ██████████@gmail.com

Dear ██████████

Response to your official information request

Thank you for your official information request received on 25 August 2022 for:

LINZ's current salary bands, which jobs fall into which of those salary bands, if LINZ 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, and any policy LINZ has re the position within a band at which a new appointee to a role will typically be placed.

Please find enclosed the information requested:

- Response to Policy Questions
- Toitū Te Whenua Salary Bands
- Roles and their Salary Bands

Toitū Te Whenua uses a salary banded remuneration framework. The framework uses Strategic Pay's SP10 job sizing methodology to grade roles, allowing a band to be allocated to the role. Pay band ranges are set by Toitū Te Whenua in accordance with our Collective Agreement. Staff who qualify, receive a percentage increase to their pay at the remuneration round. Additionally, pay bands up to, and including band 17 have had their mid-point adjusted by \$1000-\$2000 as of 1 July 2022, with the larger movements being allocated to the lowest pay bands.

Please note, Toitū Te Whenua has several broad banded roles. These roles may span multiple bands depending on the level of experience of our staff. We also have numerous unique job titles that could allow some staff to be identifiable. We have categorised the jobs in our organisational structure into functional roles to provide consistency and to protect the privacy of our staff who hold unique job titles.

If you wish to discuss this decision with us, please feel free to contact **Ministerial Support** ministerialsupport@linz.govt.nz

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You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note, this response letter outlining our decision on your request, with your personal details withheld, and any attached documentation will be published on Toitū Te Whenua Land Information New Zealand's website. This is likely to be published in late October.

Ngā mihi

Claire Richardson

Claire Richardson
Kaihautū Organisational Effectiveness

Proactive Release

Response to Policy Questions

1. *Has LINZ negotiated new salary bands in the Collective Agreement, not yet in effect?*

Toitū Te Whenua (LINZ) negotiated new salary bands as part of the 2021-2023 Collective Agreement. Bands 8, 10, 12, 14, 16, 18, 20, 22, and 24 were added into our remuneration framework. These bands are not yet in use. All other pay rates included in the Collective are already in effect.

2. *Which jobs will fall into these new bands?*

We are unable to provide an indication of which jobs may fall into the new salary bands listed above. Toitū Te Whenua is currently undergoing a change process. We cannot make a judgement call on which jobs may fall into which bands until the design phase has been concluded, consultation with staff is completed and decisions made.

3. *Does LINZ have any policies re the position within a band at which a new appointee to a role will typically be placed.*

Toitū Te Whenua does not have a policy that provides direction as to the position in the pay band range a new starter would typically be appointed to, however appointment low in range is expected otherwise more senior approval is required. When offering employment to a preferred candidate we consider their skills and experience, our ability to pay, internal relativities with other employees, market factors and the salary expectations of the individual.

Toitū Te Whenua Salary Bands

The table below sets out the salary bands and their range effective as of 1 July 2022. Please note the numeric gap between bands 24 and 30 is due to a naming convention, there are no bands in between 24 and 30 except for L1 and L2 bands as listed.

Band	Effective 1 July 2022		
	Min	Midpoint	Max
	85%	100%	115%
Exec	\$286,150	\$339,000	\$389,850
30	\$176,000	\$220,000	\$264,000
L1*	\$161,487	\$189,985	\$218,483
L2*	\$155,622	\$183,085	\$210,548
24	\$145,589	\$171,281	\$196,973
23.1*	\$134,989	\$158,811	\$182,633
23.2*	\$130,786	\$153,866	\$176,946
22	\$120,150	\$141,353	\$162,556
21	\$112,849	\$132,763	\$152,677
20	\$101,611	\$119,542	\$137,473
19	\$95,846	\$112,760	\$129,674
18	\$87,812	\$103,309	\$118,805
17	\$83,307	\$98,008	\$112,709
16	\$76,126	\$89,560	\$102,994
15	\$71,339	\$83,928	\$96,517
14	\$66,369	\$78,081	\$89,793
F0**	\$63,693	\$74,933	\$86,173
13	\$61,324	\$72,146	\$82,968
12	\$56,707	\$66,714	\$76,721
11	\$52,261	\$61,484	\$70,707
10***	\$49,327	\$56,599	\$65,089
9***	\$49,327	\$53,342	\$61,343
8***	\$49,327	\$49,327	\$56,114
7***	\$49,327	\$49,327	\$52,627

* There are residual bands from the previous remuneration framework that have not yet been able to transition to our new framework.

** F0 is a specialised band for the Property Rights Analyst role and the related support analyst roles.

*** These bands have been adjusted in accordance with the changes to the Living Wage as of 1st September 2022. The hourly rate from the Living Wage is currently set at \$23.65.

Note bands 8, 10, 12, 14, 16, 18, 20, 22 and 24 are not currently in use.

Roles and their Salary Bands

Role	Bands
Accountants and Finance Professionals	17,19
Administrators and Clerical Assistants	9, 11, 13, 15
Advisors / Analysts	13, 15, 17
Business Analysts	15, 17, 19
Communications Professionals	15, 17, 19, 21
Customer Support Agents	13
Directors	21, 23.2, L2, L1
Engagement / Commercial Relationship Managers	19
Heads of Function	30
Human Resource Professionals	15, 17, 19
IT Systems Test Engineers	17, 19
IT Architects	21, 23.1
IT Developers	15, 17, 19
IT Risk and Security Professionals	19
IT Systems Engineers	19, 21
Kaihautū (Deputy Secretaries)	Exec
Managers	21, 23.2, 23.1, L2
Policy Advisors	15, 17
Portfolio Managers	17, 19
Practice Managers/ Leads	19, 21, 23.2, 23.1, L2, L1
Principal Advisors	19, 21, 23.2, 23.1
Project Managers	17, 19
Property Rights Analysts	F0
Senior Advisors / Analysts	17, 19, 21
Senior Policy Advisors	19
Senior Project Managers	19, 21, 23.1
Senior Solicitors	19, 21
Solicitors	15, 17
Statutory Regulators	21, 23.1, L2, L1
Surveying or Spatial Analysts	15, 17, 19,
Surveyors, Hydrographers, Cartographers and Other Spatial Professionals	13, 15, 17, 19
Systems Technical Support / Specialists	15, 17, 19
Team Managers	19, 21