

23/09/22

By email to: [REDACTED]

Dear [REDACTED]

OFFICIAL INFORMATION ACT REQUEST 2022/30

On 25/08/22 you made a request under the Official Information Act 1982 (the OIA) for the following:

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.*

Job Grouping	Hay Grade	85%	100%	115%
Executive Leadership Team Member	23-24	\$228,790	\$269,165	\$309,540
Executive Leader Team and Senior Management Group Members and Programme Directors	22	\$206,733	\$243,215	\$279,697
Senior Management Group Members and Senior Programme Managers	20 - 21	\$154,952	\$215,143	\$247,414
Principal Advisor and Senior Programme Managers	19	\$133,760	\$157,365	\$180,790
Senior Advisory and Senior Project Manager	17 - 18	\$95,345	\$133,830	\$153,905
Advisors and Senior Project Coordinators	16	\$78,356	\$92,183	\$106,010
Coordinators, Senior Systems Administrators and EA's	14 - 15	\$59,097	\$80,145	\$92,167
Support Officers	13	\$52,725	\$62,029	\$71,333

Our organisation did not negotiate any collective agreements.

The Electoral Commission does not have a policy on what level employees are to be appointed to in their bands. It is based on the levels of qualifications and experience. DCE or CEO approval is required for offers above 100% of the band with the one-up manager approval principal being applied.

In the interests of transparency, we release responses to Official Information Act requests every 3 months. We will publish this response with your personal details redacted.

You have the right under section 28(3) of the Act to make a complaint to the Ombudsman if you are not satisfied with the response to your request. Information about how to do this is available at www.ombudsman.parliament.nz or by phoning 0800 802 602.

Yours sincerely



Lucy Hickman

Deputy Chief Executive Enterprise Services