



11 AUG 2020

Dear

On 22 July 2020, you emailed the Ministry of Social Development (the Ministry) requesting, under the Official Information Act 1982 (the Act), the following information:

A copy of the Ministry of Social Development's salary banding.

The Ministry's National Office and Service Delivery positions and the Ministry of Youth Development (MYD) positions are placed into ranges with pay range clusters, each range containing a group of positions that have a similar job sizing. Grouping positions in this way is called banding. These are part of collective agreements.

Please find enclosed the following tables:

- Table One: Manager and Senior Specialists remuneration ranges (effective from 1 July 2019 to 30 June 2020)
- Table Two: Service Delivery remuneration ranges (effective from 1 November 2019)
- Table Three: National Office and Ministry of Youth Development remuneration ranges: Corporate Cluster (effective from 1 July 2019)
- Table Four: National Office and Ministry of Youth Development remuneration ranges: Information Technology Cluster (effective from 1 July 2019)
- Table Five: National Office and Ministry of Youth Development remuneration ranges: Policy Cluster (effective from 1 July 2019)
- Table Six: National Office and Ministry of Youth Development remuneration ranges: Economist Cluster (effective from 1 July 2019)

With regards to Table One, please note that ranges have not been negotiated for the period commencing on 1 July 2020. Bargaining has been initiated and will commence shortly.

In addition, please note that although there are salary bands, some salaries are negotiated individually with managers and senior specialists and are included in individual agreements. This information is out of scope of your request. If required, this information would need to be withheld under section 9(2)(a) of the Act as it is personal information.

Furthermore, for your information, I am advised that the tables enclosed to this letter can also be found at the following website: www.psa.org.nz/enterprises/enterprises-at-psa/msd/.

The principles and purposes of the Official Information Act 1982 under which you made your request are:

- to create greater openness and transparency about the plans, work and activities of the Government
- to increase the ability of the public to participate in the making and administration of our laws and policies
- to lead to greater accountability in the conduct of public affairs.

This Ministry fully supports those principles and purposes. The Ministry therefore intends to make the information contained in this letter available to the wider public. The Ministry will do this by publishing this letter and attachments on the Ministry of Social Development's website. Your personal details will be deleted and the Ministry will not publish any information that would identify you as the person who requested the information.

If you wish to discuss this response with us, please feel free to contact OIA_Requests@msd.govt.nz.

If you are not satisfied with this response regarding the Ministry's salary banding, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or 0800 802 602.

Yours sincerely



Penny Rounthwaite
Group General Manager
People

Table One: Manager and Senior Specialists remuneration ranges (effective from 1 July 2019 to 30 June 2020)

Range	Minimum (80%)	Midpoint (100%)	Maximum (120%)
MSS01	\$56,612	\$70,765	\$84,918
MSS02	\$65,329	\$81,661	\$97,993
MSS03	\$78,027	\$97,534	\$117,041
MSS04	\$85,749	\$107,186	\$128,623

Notes:

- A table containing this data can be found on page 19 of the current Managers and Senior Specialists Collective Agreement between the Ministry and the Public Service Association.

Table Two: Service Delivery remuneration ranges (effective from 1 November 2019)

Range	Minimum (80%)	85%	90%	95%	Midpoint (100%)	105%	107.5%	Maximum (110%)
A					\$42,912	\$45,058	\$46,130	\$47,204
B		\$42,577	\$45,082	\$47,586	\$50,091	\$52,596	\$53,848	\$55,100
C	\$44,165	\$46,925	\$49,685	\$52,446	\$55,206	\$57,966	\$59,346	\$60,727
D	\$47,622	\$50,598	\$53,574	\$56,551	\$59,527	\$62,503	\$63,992	\$65,480
E	\$55,821	\$59,310	\$62,798	\$66,287	\$69,776	\$73,265	\$75,009	\$76,754
F	\$64,219	\$68,233	\$72,247	\$76,260	\$80,274	\$84,288	\$86,295	\$88,301
G	\$71,183	\$75,632	\$80,081	\$84,530	\$88,979	\$93,428	\$95,652	\$97,877
H	\$79,575	\$84,549	\$89,522	\$94,496	\$99,469	\$104,442	\$106,929	\$109,416
I	\$89,302	\$94,884	\$100,465	\$106,047	\$111,628	\$117,209	\$120,000	\$122,791

Notes:

- A table containing this data can be found on page 58 of the current Service Delivery Collective Agreement between the Ministry and the Public Service Association.

Table Three: National Office and Ministry of Youth Development remuneration ranges: Corporate Cluster (effective from 1 July 2019)

Range	Minimum (80% unless otherwise stated)	Midpoint (100%)	Maximum (120%)
C01	\$35,609 (\$90%)	\$39,566	\$47,479
C02	\$37,599 (85%)	\$44,234	\$53,081
C03	\$39,344	\$49,180	\$59,016
C04	\$43,300	\$54,125	\$64,950
C05	\$49,240	\$61,550	\$73,860
C06	\$57,144	\$71,430	\$85,716
C07	\$65,056	\$81,321	\$97,585
C08	\$72,969	\$91,211	\$109,454
C09	\$80,884	\$101,104	\$121,325
C10	\$88,786	\$110,982	\$133,179

Notes:

- A table containing this data can be found on page 75 of the current National Office and Ministry of Youth Development Collective Agreement between the Ministry and the Public Service Association.

Table Four: National Office and Ministry of Youth Development remuneration ranges: Information Technology Cluster (effective from 1 July 2019)

Range	Minimum (80%)	Midpoint (100%)	Maximum (120%)
I01	\$43,596	\$54,495	\$65,393
I02	\$50,439	\$63,048	\$75,658
I03	\$58,417	\$73,021	\$87,625
I04	\$67,546	\$84,433	\$101,319
I05	\$76,963	\$96,203	\$115,444
I06	\$86,555	\$108,193	\$129,832
I07	\$96,146	\$120,183	\$144,219
I08	\$105,747	\$132,184	\$158,621

Notes:

- A table containing this data can be found on page 75 of the current National Office and Ministry of Youth Development Collective Agreement between the Ministry and the Public Service Association.

Table Five: National Office and Ministry of Youth Development remuneration ranges: Policy Cluster (effective from 1 July 2019)

Range	Minimum (80%)	Midpoint (100%)	Maximum (120%)
P01	\$39,040	\$48,800	\$58,560
P02	\$47,589	\$59,486	\$71,384
P03	\$56,138	\$70,173	\$84,208
P04	\$65,398	\$81,747	\$98,096
P05	\$77,102	\$96,378	\$115,653
P06	\$85,181	\$106,476	\$127,771
P07	\$95,067	\$118,834	\$142,601
P08	\$104,964	\$131,205	\$157,446
P09	\$114,850	\$143,562	\$172,274

Notes:

- A table containing this data can be found on page 75 of the current National Office and Ministry of Youth Development Collective Agreement between the Ministry and the Public Service Association.

Table Six: National Office and Ministry of Youth Development remuneration ranges: Economist Cluster (effective from 1 July 2019)

Range	Minimum (80%)	Midpoint (100%)	Maximum (120%)
E01	\$50,825	\$63,532	\$76,238
E02	\$71,246	\$89,057	\$106,869
E03	\$87,080	\$108,850	\$130,620
E04	\$106,725	\$133,407	\$160,088

Notes:

- A table containing this data can be found on page 75 of the current National Office and Ministry of Youth Development Collective Agreement between the Ministry and the Public Service Association.