



03 FEB 2021

On 18 January 2021, you emailed the Ministry of Social Development (the Ministry) requesting, under the Official Information Act 1982 (the Act), the following information:

- *The median salary amounts for Graduate Advisors and Analysts from 2017 to 2020, broken down by position*

The Ministry employs graduates as individual employees or as part of a graduate programme. The Ministry's graduate programmes attract, develop and retain new talent while providing an opportunity for university students or recent graduates to contribute to the public service. The Ministry can grow the skills of graduates internally in a relatively short time. Our graduates gain relevant skills enabling them to progress in their career path.

Please find the information requested in the Appendix in **Table One**: The Ministry's Graduate Remuneration Ranges, and **Table Two**: Median salary for the Ministry's Graduate Employees in the years 2017-2020, as at 30 June and 31 December each year.

This response includes the following Graduate positions:

- Graduate Analyst (paid in the Policy remuneration range)
- Graduate Policy Analyst
- Graduate IT Analyst
- Graduate Lawyer and Graduate Solicitor (lawyers transitioned to solicitors in 2018)

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.

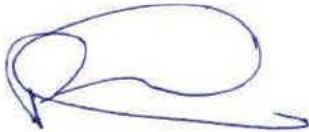
This Ministry fully supports those principles and purposes. The Ministry therefore intends to make the information contained in this letter and any attached documents available to the wider public. The Ministry will do this by publishing this letter and attachments on the Ministry of Social Development's 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 median salary amounts for Graduates at the Ministry, 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

A handwritten signature in blue ink, appearing to read 'Penny Rounthwaite', with a long horizontal flourish extending to the right.

Penny Rounthwaite
**Group General Manager
People**

Appendix

Table One: The Ministry's Graduate Remuneration Ranges

Group / cluster	Position	Total remuneration range	Midpoint in range
Policy	Graduate Analyst, Graduate Policy Analyst, Graduate Ministerial & Executive Services Advisor*	\$47,589 to \$71,384	\$59,486
Information Technology	Graduate IT Analyst	\$43,596 to \$65,393	\$54,495
Economist	Graduate Analyst*	\$50,825 to \$76,238	\$63,532
Corporate	Assurance Graduate*	\$43,300 to \$64,950	\$54,125
Corporate	Graduate Property Manager*	\$49,240 to \$73,860	\$61,550
Corporate	Graduate Lawyer/Solicitor	\$57,144 to \$85,716	\$71,430

Notes:

- The Ministry's National Office and Service Delivery positions and the Ministry of Youth Development 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.
- A star indicates that these roles did not have graduates on the dates the data is drawn from.
- As an employee gains experience and responsibility, they can progress within a pay range (on performance review) or to the next level role on a higher pay range (by applying for vacancies).

Table Two: Median salary for the Ministry's Graduate Employees in the years 2017-2020, as at 30 June and 31 December each year

Date	Graduate Analyst (Policy cluster)	Graduate Policy Analyst	Graduate IT Analyst	Graduate Lawyer/Solicitor
30/06/2017	\$50,000	\$45,065	\$48,844	\$50,000
31/12/2017	\$50,750	\$48,485	\$48,500	\$49,311
30/06/2018	\$51,000	\$49,940	\$50,597	n/a
31/12/2018	\$54,000	n/a	\$54,189	\$60,422
30/06/2019	\$54,000	\$52,488	n/a	\$62,620
31/12/2019	\$56,100	\$59,486	n/a	\$64,287
30/06/2020	\$56,100	\$53,538	n/a	\$64,287
31/12/2020	\$54,300	\$59,486	n/a	\$64,287

Notes:

- Only position titles that include 'Graduate' are used in this response. It is possible that graduates joined the Ministry in a range of different roles but the positions were not specifically referred to as 'Graduate'. However, these have not been included as part of the response.
- The ranges and value of ranges changes over time as a result of negotiated processes.
- The salary of graduates may change over time as a result of performance reviews.
- The salary negotiated at the time a graduate is appointed will reflect the qualifications, skills etc that they bring at the time and will also be subject to the discretion of the hiring manager.
- 'Graduate Advisor' is not a role commonly advertised and used by the Ministry. Records show that the Ministry employed one Graduate Advisor in 2019. Therefore, the Ministry is unable to provide you with the median salary of Graduate Advisors. Your request for this information is refused under section 18(e) of the Act as this information does not exist.