



16 September 2020

Ref: DOIA 2021-0143

John Luke

Email: fyi-request-13335-9ee013ca@requests.fyi.org.nz

Dear John Luke

Thank you for your email of 17 July 2020 to the Ministry of Business, Innovation and Employment requesting, under the Official Information Act 1982 (the Act), the following information:

I am requesting under the official information act information about all the positions in the Immigration New Zealand where the position holder is paid more than \$150,000 per annum.

My request covers both permanent employees and any contractors or consultants.

Please provide a list of all the positions that meet the criteria (\$150,000 or more), listed by business group in the Immigration New Zealand, and for each please provide the full position title, and the associated remuneration and an indication of whether the position is filled by a permanent employee or a contractor/consultant or other. I am comfortable if you wish to provide the remuneration information in salary bands or ranges or similar, provided they are not too large. I note that SSC uses ranges of \$10,000 when identifying chief executive remuneration which would be an acceptable range for my request.

For context can you please also provide me with the total number of staff in each business group.

If it would make complying with this request easier, I am happy to accept slightly older information, E.g. it does not need to be accurate as at the date of this request, provided it is dated within the last 12 months, and you identify the applicable date.

MBIE has interpreted your request for business group information as for information relating to the branches within Immigration New Zealand (INZ).

Please find enclosed in Annex One the INZ positions where the position holder can earn more \$150,000 per annum as a base salary. This information is accurate as at 19 August 2020. The table shows the relevant INZ branch for each position and the minimum step and maximum steps within the associated salary band.

MBIE is refusing to supply you with the specific remuneration figures paid to individual employees under section 9(2)(a) of the Act, to protect the privacy of natural persons. Specific remuneration figures can be negotiated by staff on an individual basis on appointment. Individual staff are also identifiable in the positions listed. MBIE are therefore releasing the information to you as the remuneration associated with the salary band. I do not consider that the withholding of this information under section 9(2) is outweighed by public interest considerations in making the information available.

Please note that position bands 20F and above are based on fixed remuneration and include the employer superannuation contribution. Under the current pay restraint guidance, there are no rate increases this financial year for staff in positions within these bands and while the maximum ranges are 120% of the midpoint, MBIE is currently not appointing above 105 per cent of the maximum rate.

The table below shows the total number of INZ employees who currently earn more than \$150,000 per annum as a base salary, with the total number of fixed term/permanent MBIE staff members and those engaged as contractors. Where only the hourly rates are held for contractors, the figure has been converted to an annualised figure. This means that the annualised remuneration rate would not necessarily reflect the actual total 12-month earnings for the role. This data is accurate as at 22 July 2020 and does not include any remuneration increases for those in W or X step ranges where applicable as part of the FY 19/20 remuneration review.

Please note that MBIE's response does not include data on contractors who are employed to assist with short term projects only or roles where the salary costs are shared with other agencies. Contractors who are employed offshore are also not included.

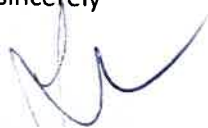
	Individuals with base salary over \$150,000
Employees (fixed or permanent)	62
Contractors	14
Total	76

In response to the second part of your request, the total number of staff employed within each branch of INZ can be found in the table below. The numbers provided below include contractors and permanent and fixed term staff including those on leave without pay or parental leave but exclude locally engaged staff based offshore and casual staff. This data is accurate as at 22 July 2020.

Branch	Headcount
Border and Visa Operations	1,144
Verification and Compliance	181
Intelligence, Data and Insights	144
Enablement	141
Refugee and Migrant Services	110
Strategy, Engagement and Education	81
Assurance	27
Operations, Tasking and Improvement	23
Other	3
Grand Total	1,854

I trust you find the information helpful. 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.

Yours sincerely



Jennifer Nathan
General Manager People & Culture

Annex One: List of INZ positions where the position holder may earn over \$150,000K base salary per annum, according to the min and max step of the FY 2020/2021 salary band

Current Job Title	INZ Branch	Position Band	Min Step	Max Step
PRINCIPAL BUSINESS ANALYST	Enablement	W	\$127,071	\$154,575
PRINCIPAL BUSINESS ANALYST	Enablement	W	\$127,071	\$154,575
BUSINESS ANALYST CAPABILITY LEAD	Enablement	W	\$127,071	\$154,575
WORKSTREAM LEAD	Enablement	W	\$127,071	\$154,575
MANAGER PORTFOLIO MANAGEMENT OFFICE (PMO)	Enablement	W	\$127,071	\$154,575
PROJECT MANAGEMENT CAPABILITY LEAD	Enablement	W	\$127,071	\$154,575
MANAGER QUALITY & ASSURANCE	Assurance	X	\$129,821	\$157,326
MANAGER RISK & ASSURANCE	Assurance	X	\$129,821	\$157,326
DIR COLLABORATIVE PASSENGER TARGETING OPERATIONS MANAGER BORDER	Border & Visa Operations	X	\$129,821	\$157,326
OPERATIONS MANAGER BORDER	Border & Visa Operations	X	\$129,821	\$157,326
HEAD OF OPERATIONS NADO	Border & Visa Operations	X	\$129,821	\$157,326
MANAGER OPERATIONS SUPPORT	Border & Visa Operations	X	\$129,821	\$157,326
HEAD OF OPERATIONS CHRISTCHURCH	Border & Visa Operations	X	\$129,821	\$157,326
HEAD OF OPERATIONS PORIRUA	Border & Visa Operations	X	\$129,821	\$157,326
HEAD OF OPERATIONS HAMILTON	Border & Visa Operations	X	\$129,821	\$157,326
HEAD OF OPERATIONS HENDERSON	Border & Visa Operations	X	\$129,821	\$157,326
HEAD OF OPERATIONS MANILA	Border & Visa Operations	X	\$129,821	\$157,326
HEAD OF OPERATIONS PACIFIC	Border & Visa Operations	X	\$129,821	\$157,326
HEAD OF OPERATIONS MUMBAI	Border & Visa Operations	X	\$129,821	\$157,326
HEAD OF OPERATIONS PALMERSTON NORTH	Border & Visa Operations	X	\$129,821	\$157,326
BUSINESS SUPPORT MANAGER	Enablement	X	\$129,821	\$157,326
MANAGER ICT SYSTEMS	Enablement	X	\$129,821	\$157,326
CHANGE AND CAPABILITY DIRECTOR	Enablement	X	\$129,821	\$157,326
MANAGER OPERATIONAL POLICY	Enablement	X	\$129,821	\$157,326
MANAGER IMMIGRATION RESOLUTIONS	Enablement	X	\$129,821	\$157,326
PRIVATE SECRETARY	Enablement	X	\$129,821	\$157,326
DIRECTOR POLICY INTEGRATION IMMIGRATION	Enablement	X	\$129,821	\$157,326
BUSINESS SUPPORT MANAGER	Intelligence, Data & Insights	X	\$129,821	\$157,326
NATIONAL MANAGER IDENTITY	Intelligence, Data & Insights	X	\$129,821	\$157,326
NATIONAL MANAGER INTELLIGENCE	Intelligence, Data & Insights	X	\$129,821	\$157,326
IRREGULAR MIGRATION PROGRAMME MANAGER	Intelligence, Data & Insights	X	\$129,821	\$157,326
PROGRAMME MGR DOM & INTL DATA SHARING	Intelligence, Data & Insights	X	\$129,821	\$157,326
TRAFFICKING IN PERSONS PROGRAMME MANAGER	Intelligence, Data & Insights	X	\$129,821	\$157,326
MANAGER BUSINESS PRIORITISATION	Ops, Tasking & Improvement	X	\$129,821	\$157,326
BUSINESS SUPPORT MANAGER	Ops, Tasking & Improvement	X	\$129,821	\$157,326
PRINCIPAL BUSINESS ARCHITECT	Ops, Tasking & Improvement	X	\$129,821	\$157,326
BUSINESS SUPPORT MANAGER	Refugee and Migrant Services	X	\$129,821	\$157,326

PRINCIPAL REFUGEE ADVISOR	Refugee and Migrant Services	X	\$129,821	\$157,326
NATIONAL MGR. REFUGEE & MIGRANT SUPPORT	Refugee and Migrant Services	X	\$129,821	\$157,326
BUSINESS SUPPORT MANAGER	Strategy, Engage. & Education	X	\$129,821	\$157,326
MANAGER INVESTOR PROGRAMMES	Strategy, Engage. & Education	X	\$129,821	\$157,326
MANAGER SECTOR & SKILLS	Strategy, Engage. & Education	X	\$129,821	\$157,326
MANAGER DIGITAL CHANNELS	Strategy, Engage. & Education	X	\$129,821	\$157,326
MANAGER INFORMATION PRODUCTS	Strategy, Engage. & Education	X	\$129,821	\$157,326
MANAGER INTERNATIONAL STRATEGY	Strategy, Engage. & Education	X	\$129,821	\$157,326
PACIFIC SECURITY PROGRAMME MANAGER	Strategy, Engage. & Education	X	\$129,821	\$157,326
PROGRAMME MANAGER PACIFIC IMMIGRATION	Strategy, Engage. & Education	X	\$129,821	\$157,326
PRINCIPAL STRATEGY ADVISOR	Strategy, Engage. & Education	X	\$129,821	\$157,326
PRINCIPAL PLANNING ADVISOR	Strategy, Engage. & Education	X	\$129,821	\$157,326
BUSINESS SUPPORT MANAGER	Verification and Compliance	X	\$129,821	\$157,326
MANAGER OFFSHORE RISK	Verification and Compliance	X	\$129,821	\$157,326
HEAD OF OPERATIONS MANUKAU	Border & Visa Operations	20F	\$146,874	\$220,310
HEAD OF OPERATIONS BEIJING	Border & Visa Operations	20F	\$146,874	\$220,310
NATIONAL MANAGER IMMIGRATION ENABLING	Enablement	20F	\$146,874	\$220,310
BUSINESS PRODUCT OWNER	Enablement	20F	\$146,874	\$220,310
NAT MGR RESOLUTIONS & BUSINESS MGMT	Enablement	20F	\$146,874	\$220,310
CHIEF MEDICAL OFFICER	Enablement	20F	\$146,874	\$220,310
MANAGER IMMIGRATION IMPROVEMENT	Ops, Tasking & Improvement	20F	\$146,874	\$220,310
MANAGER INCIDENT RESPONSE	Ops, Tasking & Improvement	20F	\$146,874	\$220,310
MANAGER SYSTEM ACTION & TASKING	Ops, Tasking & Improvement	20F	\$146,874	\$220,310
MANAGER STRATEGIC CHANGE	Ops, Tasking & Improvement	20F	\$146,874	\$220,310
MANAGER PACIFIC MIGRATION	Refugee and Migrant Services	20F	\$146,874	\$220,310
MANAGER INZ STRATEGY AND PLANNING	Strategy, Engage. & Education	20F	\$146,874	\$220,310
NATIONAL MANAGER ALLOCATION & SUPPORT	Verification and Compliance	20F	\$146,874	\$220,310
NATIONAL MANAGER COMPLIANCE	Verification and Compliance	20F	\$146,874	\$220,310
NATIONAL MANAGER INVESTIGATIONS	Verification and Compliance	20F	\$146,874	\$220,310
CHIEF INVESTIGATOR	Verification and Compliance	20F	\$146,874	\$220,310
NATIONAL MANAGER BORDER	Border & Visa Operations	21F	\$171,646	\$257,468
NATIONAL MANAGER BORDER & VISA OPERATION	Border & Visa Operations	21F	\$171,646	\$257,468
NATIONAL MANAGER BUSINESS & SPECIALIST	Border & Visa Operations	21F	\$171,646	\$257,468
NATIONAL MANAGER COMMUNITY	Border & Visa Operations	21F	\$171,646	\$257,468
NATIONAL MANAGER EDUCATION & TOURISM	Border & Visa Operations	21F	\$171,646	\$257,468
NAT MGR TARGETING, ANALYTICS & INSIGHTS	Intelligence, Data & Insights	21F	\$171,646	\$257,468
NATIONAL MANAGER IMMIGRATION ENGAGEMENT	Strategy, Engage. & Education	21F	\$171,646	\$257,468
NATIONAL MANAGER INFORMATION & EDUCATION	Strategy, Engage. & Education	21F	\$171,646	\$257,468
NATIONAL MANAGER SECTOR STRATEGY	Strategy, Engage. & Education	21F	\$171,646	\$257,468
PROJECT DIRECTOR	Enablement	21F	\$171,646	\$257,468

GM ASSURANCE	Assurance	22F	\$195,670	\$293,506
GM REFUGEE & MIGRANT SERVICES	Refugee and Migrant Services	22F	\$195,670	\$293,506
DIRECTOR, IMMIGRATION KEY INITIATIVES	Border & Visa Operations	22F	\$195,670	\$293,506
GM BORDER & VISA OPERATIONS	Border & Visa Operations	23F	\$218,197	\$327,296
GM ENABLEMENT	Enablement	23F	\$218,197	\$327,296
GM INTELLIGENCE, DATA & INSIGHTS	Intelligence, Data & Insights	23F	\$218,197	\$327,296
GM OPERATIONS ASSOCIATE DCE	Ops, Tasking & Improvement	23F	\$218,197	\$327,296
GM STRATEGY, ENGAGEMENT & EDUCATION	Strategy, Engage. & Education	23F	\$218,197	\$327,296
GM VERIFICATION & COMPLIANCE	Verification and Compliance	23F	\$218,197	\$327,296
DCE IMMIGRATION		25F	\$301,755	\$452,633

Please note that bands 20F and above are fixed remuneration bands and are inclusive of any employer superannuation contribution.