

28 April 2021

Mr Thomas Holmes  
[fyi-request-15072-3ab683d6@requests.fyi.org.nz](mailto:fyi-request-15072-3ab683d6@requests.fyi.org.nz)

Dear Thomas

***Request for Information***

Thank you for your email dated 4 April 2021 requesting information on New Zealand Police remuneration policy and ranges. You requested:

1. A copy of the most current remuneration policy
2. A list of all salary bands for non-sworn employees detailing the low-point, mid-point, and high-point of each band
3. A list of all salary bands for sworn employees detailing the low-point, mid-point, and high-point of each band.

Noting that you further clarify, you are only after salary band data, not average salaries of staff employed in those bands, or any specific salaries.

Your request has been considered in accordance with the Official Information Act 1982 and I enclose the following information:

- Executive Remuneration Policy – please note the pay scales are out of date, we have provided the updated pay scales refer below.
- 2020 updated Executive Pay Scales.
- Remuneration Policy.
- Remuneration Scales – NZ Police A-J Constabulary CEA 2018-2021 – irrelevant scales redacted below Band G.
- Remuneration Scales – NZ Police A-J Employee CEA 2018-2021.
- Remuneration Scales – NZ Police Managers' CEA 2019-2022 (Grades 20-24) – irrelevant 2019 scales redacted.

As detailed above we have redacted small amounts of information due to that information either being outside of your request parameters, or out of date. Where the information is out of date we have provided further documents with more accurate information.

- There are other career pathways within A-J however they all fall within the stated salary grades.

**Police National Headquarters**

180 Molesworth Street  
[www.police.govt.nz](http://www.police.govt.nz)

You have the right to ask the Ombudsman to review my decision if you are not satisfied with Police's response to your request.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Kaye', with a stylized flourish at the end.

Kaye Ryan  
Executive Director: HR Operations

# **Executive Remuneration Policy**

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## Policy Statement

This policy outlines principles and administrative processes that underpin the remuneration management of Executive-level employees working for New Zealand Police (for convenience, referred to as “Executives”). To ensure it remains current and continues to be fit-for-purpose, the policy may be updated as issues or needs arise, following appropriate notification to Executives.

The policy applies to all employees; that is, those who hold the office of constable as well as other Police staff appointed to positions, at any level, designated to be remunerated in Bands K to O. It does not apply to Executives holding statutory office by appointment of the Governor-General and to second tier, Deputy Commissioner and Deputy Chief Executive, roles. These latter roles, while excluded from the pay structure, will be aligned to the underlying remuneration arrangements.

Executives are employed on Individual Employment Agreements (IEAs) and do not come within the coverage of a Collective Employment Agreement (CEA). Accordingly, Police will consult with Executives, and where appropriate their representative, and operate the remuneration policy with a level of transparency that safeguards privacy, while at the same time providing sufficient information for Executives to make well-informed decisions.

## Associated Documents

- [Policing Act 2008](#) and the [Policing Regulations 2008](#)
- Police Code of Conduct ([Our Code](#)), [Police Instructions](#) and associated policies
- The [relevant IEA](#) applying to the individual Executive.

## Principles

Police will provide remuneration, and manage remuneration-related policy, in a manner that:

- Is fair (to the employee, to Police, and to the taxpayer)
- Enables Police to recruit and retain high calibre Executives
- Facilitates the development of a high performance culture within Police and rewards individual contributions to achieve the right outcomes in the right way
- Recognises the seniority of the level of position held by individual Executives
- Facilitates consistency to the greatest extent possible
- Is simple to administer, and readily understandable by those affected by the policy.

Police will remunerate Executives relative to the level of their position within the organisation and their individual contribution to Police, as discussed with the employee during regular performance conversations and remuneration-related reviews. Relevant reviews might, for example, relate to the way outcomes have been achieved; particular competencies of an employee; and recruitment or retention issues.

## Definitions

### “True Total Remuneration” (TTR)

Means all the remuneration the individual receives. This includes, but is not limited to, salary, non-reimbursing payments and allowances, superannuation contributions including any superannuation tax paid by Police on behalf of the employee, professional memberships that are not office holding pre-requisites, and the assessed value of personal vehicle use and car parking.

### “Vehicles, Superannuation and Impact on TTR”

Means the remuneration cost to Police of an individual’s superannuation arrangements, or assessed value of a supplied vehicle, and consequences for TTR.

### “Job Sizing and Evaluation”

Means the process used to determine “job size”. All Executive positions are evaluated in the Strategic Pay Job Evaluation methodology to determine their “job size”. Police uses job evaluation methodology to inform decisions on remuneration

bands applicable to a position.

### “Remuneration Band”

Means the remuneration band and associated range applicable to the Executive role. All positions will be placed within a remuneration band relative to their “job size” and individuals will be remunerated within the minimum and maximum of the relevant band (apart from in rare cases where exceptional circumstances exist).

### Remuneration Band Mid-Point and Range

Means the mid-point of the remuneration range of the band, with the band range being 15% below the mid-point and 15% above the mid-point.

### “Market Data”

Means data Police uses to inform decisions about the remuneration bands. Police will consider data from the Strategic Pay surveys (or other relevant surveys) and use the Public Sector median fixed remuneration levels to determine the position for the mid-points of Police bands.

### “Remuneration Band Adjustment Reviews”

Means the periodic process by which Police reassess the remuneration range of each of the bands. Such reviews **will** not impact on individual remuneration but will impact only upon the remuneration range of the bands. Market movement **will** not necessarily translate into band movements in any given year.

### “Individual Remuneration Adjustment”

Means the adjustment that may be made to the remuneration of an Executive following a performance review. Such a review will be held on an annual basis.

### “Remuneration and Reward Matrix”

Means the matrix that will impact upon remuneration decisions for individuals, and will be informed by individual performance outcomes, the Executive’s placement within the range available for the band, market data, available resources and constraints.

### “Market Premium”

Means the special rate of remuneration outside of normal policy settings that may apply to an Executive where exceptional circumstances exist, such as particular recruitment and retention issues. Such premiums will only be granted for a fixed period, and must be personally approved by the Commissioner of Police or the Commissioner’s nominee.

## Remuneration Bands

The remuneration bands are set out in Table 1 immediately below.

Band	K*	L	M	N	O
Maximum	\$188,600	\$223,100	\$259,900	\$297,850	\$347,300
Mid-Point	\$164,000	\$194,000	\$226,000	\$259,000	\$302,000
Minimum	\$139,400	\$164,900	\$192,100	\$220,150	\$256,700

\*Note: Positions (generally) evaluated at SM1 and SM2 in the previous structure generally fall within Band K. Any further appointments to positions at Band K will be made only on a case by case basis by DCE: People.

## Transitional Provision

Executives in Bands K and L will not necessarily be constrained by the Band maximums above. Executives appointed to roles in those Bands in March 2018 will be able to exceed the Band maximum on a case by case basis.

## Job Sizing and Job Evaluation and Rank

All Executive positions have been assessed as to their “job size” either through evaluation (for benchmark roles) or through “slotting” of non-benchmark roles.

Both exercises are undertaken with expert external advice from Strategic Pay - an independent remuneration consultancy, which is the acknowledged leader in the field operating in New Zealand.

As an outcome of “job sizing” positions are aligned to a relevant remuneration band. A full list of Executive positions and the allocated band are attached as Schedule One.

The remuneration band designated for a position does not indicate a specific Police rank (or level of position). Ranks are not linked to the remuneration bands and any rank to be allocated to a specific position will be determined by the Commissioner or the Commissioner’s nominee.

## Performance and Individual Remuneration Reviews

Executives will have their performance reviewed in accordance with Police policy and individual employment agreements at least once annually. The outcome of performance reviews, along with market data, current placement in the remuneration band, available resources and any constraints will determine the Executive’s movement within the band.

Police will be flexible in making decisions on remuneration adjustments within general principles that will apply. These include:

- An Executive who is high performing and paid low in the band can expect to receive a larger percentage increase than a high performing peer paid higher in the band.
- Executives who are high performing or make a significant contribution will have done more than meet minimum agreed outcomes. If outcomes are achieved in a way inconsistent with Police priorities or behavioural standards this will impact, at the very least, upon remuneration decisions.
- There will be other factors that may need to be taken into account in arriving at an individual remuneration adjustment. For example, an individual may have a skill set that is highly sought after externally, or there may be career options or other issues that need to be taken into consideration.
- Individual remuneration adjustments will be confidential and advised only to those that need to know. An Executive has the opportunity to engage, either in person or through a representative on a confidential and personal basis, the Commissioner, or the Commissioner’s nominee concerning the remuneration decision.

As a conceptual framework an example pay matrix has been included as [Schedule Two](#).

## Remuneration Band Adjustments

Police will periodically review the remuneration ranges applying to each of the remuneration bands. Police will assess the relevant information from Strategic Pay (or other relevant surveys) on the movements to the median of the fixed remuneration in the public sector for roles at an equivalent level. Police may, on the basis of that information and other relevant considerations, adjust some, all, or none of the bands. Such reviews will not impact on individual remuneration, but will impact only upon the remuneration range of the bands.

## Appointment Considerations

Upon appointment to an Executive role, a decision is required as to the TTR remuneration to be paid to the individual within the remuneration band allocated for the position. This decision will take into account such matters as current remuneration, experience of the appointee, recruitment or other relevant considerations. At no stage can the remuneration offered be less than the minimum of the relevant band or, if an internal appointment, be less than a 6% increase above their current TTR.

## Vehicles, Superannuation and True Total Remuneration

For the purposes of assessing the value, and associated deduction against TTR, of a supplied vehicle:

- the remunerative value of a vehicle agreed as part of the IEA will be assessed as purchase price + on road costs + approved accessories (including GST) x 40% = remunerative value; or,
- for District Commanders, the calculation is based on \$12,000 + approved accessories (including GST) = remunerative value. (This will be subject to review with any replacement vehicle).

For the purposes of assessing the value, and associated deduction against TTR, of an Executive who is a superannuation scheme contributor with a subsidy, or other cost, payable by Police:

- the full cost of that subsidy, or other cost item, including withholding tax, will be included in TTR except where some alternative arrangement has been agreed as part of an IEA; and
- although superannuation subsidies and costs will usually be a fixed percentage of salary, where the subsidy/cost of a scheme is reassessed (as in the Government Superannuation Fund) external to Police and is a cost to Police, this will impact, either up or down, on the salary of the Executive while retaining their agreed level of TTR. (A fixed value may be agreed for administrative ease).

## Reviews

An Executive may seek a review of decisions concerning individual remuneration adjustments, appointment remuneration or job sizing. Any such review will be directed to the Commissioner of Police (or the Commissioner's nominee) who will seek such internal and external advice and information as is necessary to properly consider the matters raised for review. An Executive, or their representative, will have the opportunity to make personal submissions to the DCE: People or nominee.

- Where the review concerns job size, the Executive will detail where they consider the potential deficiency is in relation to the evaluation of their position and/or clarify revised position requirements not previously taken into consideration.
- Where the matters concerns remuneration, the Executive will outline why, and where, they consider the offer (at appointment or individual annual adjustment) is deficient, including sufficient detail to enable the review request to be properly considered.

## Schedule One: Job Sizing Outcomes by Role and Remuneration Band



New Band Structure	Police Executive Position
O	<ul style="list-style-type: none"> <li>Assistant Commissioner(s): (*International and National Security), (Response and Operations), (Road Policing and Prevention) (*Serious and Organised Crime), (Performance), (Capability) and (Service).</li> <li>*Chief of Staff.</li> </ul>
N	<ul style="list-style-type: none"> <li>*Executive Director-Strategy and Transformation.</li> <li>District Commander(s), (*Auckland City) (Bay of Plenty) (Canterbury) (*Central) (Counties Manukau) (Southern) (Waikato) (Waitemata) (Wellington).</li> </ul>
M	<ul style="list-style-type: none"> <li>District Commander(s) (Eastern), (*Northland), (*Tasman).</li> <li>*Director Assurance.</li> <li>*General Manager: RNZPC.</li> <li>National Manager(s): (*Legal Services,) (*Finance Strategic Programmes (FIN), (*Communication Centres and SITE).</li> <li>Director: Evidenced Based Policing</li> </ul>
L	<ul style="list-style-type: none"> <li>National Manager(s): (*Criminal Investigations), (ISG), (Organised Crime Group), (*Prosecutions), (*Response and Operations), (*Road Policing), (Financial Crime Group), (Employment Relations), (*National Prevention Centre), (Infrastructure), (Intelligence) (*National Security CT Group), (High Performance), (Safer People).</li> <li>Northern Communications Centre Manager.</li> <li>*Senior Police Liaison Officer.</li> <li>Detective Superintendent(s): (*Auckland) (South).</li> <li>National Business Manager: Operations.</li> <li>Deputy Chief Information Officer.</li> <li>Director: Policy and Partnerships.</li> </ul>
K	<ul style="list-style-type: none"> <li>Manager: Procurement and Contract.</li> <li>National Manager(s): (Finance Support Services), (Wellness and Safety), (*Ministerial Services), (Police Professional Conduct).</li> <li>Pacific Islands Chiefs of Police-Executive Director.</li> <li>*Police Liaison Officer.</li> <li>*Director of Training.</li> <li>*Manager: Property.</li> <li>Director(s) (*Service Operations), (Enterprise Portfolio), (*Mobility and Innovation), (*Technology Development).</li> <li>Manager: Fleet Management</li> </ul>

**NOTES:**

- Evaluations reflect Strategic Pay evaluation outcomes.
- Placement within each distinct Band above does not reflect relative job size in the Band.
- Roles with \*asterisk are benchmark positions.
- Some bespoke positions are not included.

**Schedule Two: Performance and Remuneration Reward Matrix**

Individuals' movement within the remuneration range is typically subject to a series of policy decisions concerning performance, career progression, skill development, market movements, affordability and sustainability considerations, and so forth. Once a remuneration budget is established, decisions need to be made about how much of an increase is appropriate for each individual. This would include consideration of where in the range the incumbent is currently being paid and whether their performance in the past year warrants this placement.

The matrix below provides general guidance for when pay increases are being contemplated. The matrix divides people broadly into groups depending on their performance over the preceding year and recognises each deserves case-specific treatment in the remuneration review, depending on their current position in the available remuneration range for the role.

Rating for Overall Performance	Position in remuneration range		
	Low in range	Mid-range	High in range
Exceeds Expectations	Currently paid way less than their performance warrants – <b>Largest increase</b>	Currently paid less than their performance warrants– <b>Sizeable increase</b>	Paid about right – <b>Modest Increase</b>
Meets Expectations	Currently paid less than their performance warrants – <b>Sizeable increase</b>	Paid about right – <b>Modest Increase</b>	Currently paid more than their performance warrants– <b>May get something</b>
Developing	On a learning curve- Appropriate Increase to move them up the range	Currently paid more than their performance warrants– <b>May get something</b>	<b>Nil Increase</b>
Not Achieved	<b>Nil increase</b>	<b>Nil increase</b>	<b>Nil Increase</b>

The key principles of matrices like the one above are:

**Market and performance** – the matrix is a tool for determining eligibility for and the quantum of the annual salary review decision

**Fairness – high performers** (Exceeds Expectations and low in range) receive the largest increases. Poor performers (Not Achieved) receive no movement.

**Consistency** – Executives at the similar position in range receive the similar % pay increases

**Affordability** – the % increases should be reviewed annually by the Commissioner of Police or the Commissioner’s nominee to ensure that total increases remain within the salary review budget.

**Performance-driven** – the variable increases are designed to ensure that Executives end up within a reasonable number of years in that part of the pay range that best reflects their performance, with only high performers reaching the upper part of the pay range

**Moderation** – the overall performance ratings should be moderated for consistency before the matrix is applied and inaccurate ratings amended. A maximum of 25% of Executives should be awarded the Exceeds Expectations rating. The ratings should reflect performance in the role not rank or seniority.

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## NZ Police Executives - Operative Pay Ranges 2020-2021

Police Band	Police Midpoint	Developing Range	Successful Performance Range	Exceeding Range	High Performance Range
K	168,000	142,800 - 163,000	163,000 - 173,000	173,000 - 184,800	184,800 - 193,200
L	198,000	168,300 - 192,100	192,100 - 203,900	203,900 - 217,800	217,800 - 227,700
M	230,000	195,500 - 223,100	223,100 - 236,900	236,900 - 253,000	253,000 - 264,500
N	263,000	223,600 - 255,100	255,100 - 270,900	270,900 - 289,300	289,300 - 302,500
O	307,000	261,000 - 297,800	297,800 - 316,200	316,200 - 337,700	337,700 - 353,100
P	346,000	294,100 - 335,600	335,600 - 356,400	356,400 - 380,600	380,600 - 397,900
Q	394,000	334,900 - 382,200	382,200 - 406,800	406,800 - 433,400	433,400 - 453,100
R	480,500	408,400 - 466,100	466,100 - 494,900	494,900 - 528,600	528,600 - 552,600

## **Remuneration policy**

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## Summary

This section contains these topics:

- Introduction
- Scope
- Associated documents/ links
- Reason for policy
- Principles

## Introduction

This policy outlines the principles underlying Police employment policy relating to remuneration and details Police commitments in this regard.

## Scope

This policy applies to:

- constables below the position of Inspector
- employees who hold positions in remuneration bands A-J.

## Associated documents/ links

The table below identifies associated documents.

Type	Title/ Description
Legislation	<a href="#">Policing Act 2008</a>
Police Corporate	<ul style="list-style-type: none"> <li>• Police procedural guidelines</li> <li>• <a href="#">Housing for employees</a></li> </ul>
Police agreements	<ul style="list-style-type: none"> <li>• <a href="#">Collective employment agreements</a></li> <li>• <a href="#">Individual employment agreements</a></li> </ul>

## Reason for policy

This policy has been designed to:

- guide managers, HR personnel and Police employees in interpreting and applying the provisions of the collective employment agreements, and individual employment agreements
- provide an information summary for prospective employees and/ or current employees required to answer media or parliamentary questions.

## Principles

These human resources principles are relevant in the application of this remuneration policy:

- NZ Police operates a remuneration environment that reflects openness and transparency as a public funded organisation.
- Remuneration is fair and equitable.
- Remunerative benefits are available and clearly explained to all employees.

## Application

### Total remuneration

Police operates a total remuneration (TR) environment. This reflects:

- the need for openness and transparency in a public funded organisation
- the remunerative benefits available to Police employees in addition to base salary.

### Definition of total remuneration

Total remuneration is defined as the total remunerative benefits available to an employee arising from their employment (excluding some portfolio allowances relating to individual responsibilities rather than position based responsibilities). In addition to salary, total remuneration includes for example, insurance, PCT incentive payments, superannuation subsidy etc. A guide to calculating total remuneration or salary rate from a total remuneration rate is available in the relevant employment agreement.

### Overtime/ penal rates

#### Constables

Police do not make payments for penal rates or overtime for constables. Constables are paid on a comprehensive remuneration basis. No additional payments are made for overtime or shift work which are deemed to be included within current remuneration.

Police will ensure that any overtime by constables must be necessary to the ability of Police to meet critical service obligations. Overtime is to be used sparingly.

Overtime in excess of 5 hours per week is compensated by time off in lieu (TOIL) on an hour for hour basis (this applies to employees assigned the rank of constable, probationary constable, sergeant, or senior sergeant).

Refer to relevant sections of the [Collective Agreement for Constabulary Employees](#).

#### Employees (who are not constables)

Employees in Bands A-D who are required to work rostered shifts are placed within a higher remuneration scale.

Overtime will be payable for employees in bands A to F, subject to authorisation and prescribed earnings limits or exclusions. Employees in bands G to J are not eligible for overtime payments but are eligible for TOIL on an hour for hour basis.

Refer to relevant sections of the employment agreements.

### Additional allowances and reimbursement of expenses

Many non-reimbursing allowances were incorporated into total remuneration with the introduction of the revised job evaluation system and remuneration arrangements in 1998. Police do pay allowances relating to specialist groups and/or conditions that are not appropriately recognised by job evaluation. These allowances are currently prescribed in relevant sections of the employment agreements.

Reimbursement of expenses is currently by way of specified allowances contained within the employment agreements.

### Remuneration on appointment to a position

#### New internal appointees

New internal appointees shall be appointed to the remuneration band applicable to the position and normally at the minimum of the band subject to the policies on promotion, moving to a lower band and restructuring.

There is no discretion to depart from this policy and any discretion that existed in previous policy statements is rescinded.



Occasionally situations may arise where in consideration of relevant experience, or qualifications, or a market shortage of and competition for employees with particular skills, it may mean that the 'going rate' for certain positions requires higher rates to be applied. This may only be applied after consultation with the DCE People and be on the basis of demonstrated need.

### **New external appointees**

New external appointees shall be appointed to the remuneration band applicable to the position and at a level consistent with their experience, qualifications, having regard to relativities with other staff and any market factors such as skill shortages.

This does not mean that people should automatically be appointed above the band minimum. The band minimum is expected to be the normal appointment level. Where an appointment is above the band minimum it needs to be approved by the District Commander and if above the band middle step by the DCE People.

There is no discretion to depart from these policies and any discretion that existed in previous policy statements is rescinded.

### **Remuneration and restructuring**

Where an employee whose position has been affected by restructuring elects reassignment to a lower banded position, equalisation entitlements under the restructuring provisions will apply.

Refer to the appropriate section of relevant employment agreements.

### **Higher duties allowance (HDA)**

A higher duties allowance will be paid to recognise situations where an employee is required, on an acting basis, to perform the duties and carry the substantive responsibilities of a higher banded position. A reduced allowance may be paid to an employee required to undertake only some of the duties.

Refer to relevant sections of the employment agreements.

### **Minimum increase on promotion to or from bands without a specialist remuneration scale**

On promotion from one band to a higher band an employee will:

- where their current remuneration is less than the new band minimum, be paid the new band minimum or, if this is an increase of less than 4%, at the first step that achieves at least a 4% minimum increase
- where their current remuneration is greater than, or equal to the band minimum, be appointed to the next highest step plus two steps. (That is between a 4% and 6% increase. In rare cases a further step may be required to deliver a minimum of 4%).

**Note:** The steps referred to here, unless otherwise stated, are major remuneration steps and do not include the interim steps created for translation purposes that will be phased out by 2006.

Where an employee has moved down from a higher band to a lower band they are subject to the lower band provisions detailed later in this policy.

### **Minimum increase on promotion to or from or between bands with a specialist remuneration scale**

#### **Shift worker bands**

Movement concerning shift workers bands should be managed as follows:

- employees who move from a shift position to a non shift position (or vice versa) in the same band, are moved to the equivalent step or interim step on their new band
- all movements between bands must be calculated between those bands non shift scales. For example:

- If an employee is promoted from a band A shift position to a band B non shift position then they should be moved to the band A non shift scale then promoted to the band B non shift scale using the normal promotion rule.
- If an employee is promoted from a band C shift position to a band D shift position then they should be moved to the band C non shift scale then promoted to the band D non shift scale using **the normal promotion rule, then moved to the equivalent step on the band D shift scale.**

**Note:** This rule is subject to the requirement that a shift worker appointed to a non-shift position in a higher band will be moved to at least the closest lower step in the new band to their previous total remuneration. When an employee moves to a lower band and does not change their shift status, they will be moved to no higher than the step below their previous total remuneration.

### One, two and three person stations bands

When an employee is appointed to a one, two or three person station from any other position their total remuneration is determined by moving them to band H using the normal promotion (or movement down in band) rules, then moving them to the equivalent step on the relevant scale.

When an employee moves between one, two or three person stations they move to the equivalent step on the new scale.

When an employee in a one, two or three person station moves to another position their new total remuneration will be calculated as follows:

- If the employee was appointed to a position in a one, two or three person station before 1 July 2003:
  - employees shall be moved back one full step below their current remuneration on their current scale. The employee will then be moved to the closest step to this remuneration on the main Band H scale.
- If the employee is moving to a position other than a Band H position then their total remuneration will be determined by applying the normal promotion (or moving down in bands) rules to this value.
- If the employee was appointed to a position in a one, two or three person station after 1 July 2003:
  - total remuneration will be moved to the equivalent step or interim step on main band H scale.
- If the employee is moving to a position other than a Band H position then their total remuneration will be determined by applying the normal promotion (or moving down in bands) rules to this value.

**Note:** This rule is subject to the requirement that a one, two or three person station employee appointed to another position in a higher band will be moved to at least the closest lower step in the new band to their previous total remuneration.

### Appointment to a lower banded position

Employees whose current total remuneration is above the maximum of the band of the new position will move to the band maximum for the new position. Employees whose current total remuneration is within the range of the band of the new position will move down to the nearest (lower) step in the band of the new position.

Employees who move to a lower band on this basis will, on appointment to a higher band in future, move only to the next highest band step in the new band.

#### Before 1 July 2003

For employees who moved to a lower band prior to 1 July 2003:

- Those employees who had their total remuneration preserved at the time of movement to the lower band will be subject to the provision above when moving back to a higher band.
- Those employees who had a reduction (of at least 4%) to total remuneration at the time of moving down to the lower band will be eligible to receive the minimum increase on promotion.

### Progression in remuneration bands

Progression within remuneration bands is on the basis of competency and service. Employees who are not at or above the maximum of their band will receive a competency/service increment (CSI) on the anniversary of appointment to Police (except for the 2003/04 increase which will be applied for all employees eligible at 1 December 2003). This is deemed to be

start date as a recruit or in the case of former TSS staff the date of appointment to the TSS or in the case of employees who have been employed on a temporary basis prior to permanent appointment, their date of appointment as temporary employees.

A CSI will not be authorised (after December 2003) where an individual has an unresolved competency based performance issue or where an individual is unlikely to meet all certification and qualification requirements expected of them within a reasonable time. Performance notings, appraisal documentation and information from the HR information system should be used to inform this decision.

To be eligible for a CSI an employee must have been on active duty for at least 4 months of the 12 month period preceding their anniversary.

### **Other considerations in applying policy**

Once agreed and signed off in accordance with statutory requirements the provisions of collective, and where relevant, individual employment agreements are legally binding on the parties:

- Police
- the service organisations, and /or
- the individual concerned.

The relevant agreement document should always be the first point of reference in applying this policy.

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### Remuneration Scales: 2020 – 2021

Step		G	H	I	J
0		\$68,613	\$80,951	\$88,404	\$95,728
1		\$70,156	\$82,738	\$90,355	\$97,838
2		\$71,697	\$84,522	\$92,304	\$99,952
3		\$73,238	\$86,306	\$94,256	\$102,063
4		\$74,781	\$88,093	\$96,205	\$104,176
5		\$76,323	\$89,879	\$98,156	\$106,287
6		\$77,862	\$91,667	\$100,107	\$108,400
7		\$79,402	\$93,452	\$102,054	\$110,512
8		\$80,944	\$95,237	\$104,006	\$112,624
9		\$82,487	\$97,024	\$105,957	\$114,735
10		\$84,027	\$98,809	\$107,908	\$116,847
11		\$85,567	\$100,593	\$109,858	\$118,960
12		\$87,108	\$102,381	\$111,807	\$121,069
13		\$88,652	\$104,166	\$113,758	\$123,181
14		\$90,193	\$105,950	\$115,709	\$125,293
15		\$91,733	\$107,737	\$117,656	\$127,404
16		\$93,274	\$109,522	\$119,607	\$129,517
17		\$94,815			
18		\$96,356			
19		\$97,897			
20		\$99,438			

## Remuneration Scales: 2020 – 2021

Step	A	A - Shift	B	B - Shift	C	C - Shift	D	D - Shift	E	F	G	H	I	J
0					\$50,633	\$52,656	\$56,220	\$57,907	\$61,423	\$66,757	\$73,498	\$80,951	\$88,404	\$95,728
1			\$46,255	\$49,031	\$51,524	\$53,586	\$57,211	\$58,925	\$62,507	\$67,937	\$74,795	\$82,738	\$90,355	\$97,838
2			\$47,056	\$49,879	\$52,420	\$54,515	\$58,202	\$59,949	\$63,592	\$69,115	\$76,093	\$84,522	\$92,304	\$99,952
3			\$47,857	\$50,728	\$53,312	\$55,443	\$59,194	\$60,971	\$64,674	\$70,293	\$77,389	\$86,306	\$94,256	\$102,063
4			\$48,660	\$51,580	\$54,207	\$56,376	\$60,188	\$61,990	\$65,759	\$71,471	\$78,687	\$88,093	\$96,205	\$104,176
5			\$49,461	\$52,429	\$55,100	\$57,304	\$61,180	\$63,016	\$66,843	\$72,650	\$79,984	\$89,879	\$98,156	\$106,287
6			\$50,263	\$53,280	\$55,992	\$58,231	\$62,171	\$64,036	\$67,928	\$73,830	\$81,281	\$91,667	\$100,107	\$108,400
7			\$51,065	\$54,130	\$56,887	\$59,162	\$63,163	\$65,059	\$69,012	\$75,008	\$82,577	\$93,452	\$102,054	\$110,512
8			\$51,871	\$54,981	\$57,782	\$60,090	\$64,154	\$66,082	\$70,096	\$76,187	\$83,876	\$95,237	\$104,006	\$112,624
9			\$52,672	\$55,834	\$58,674	\$61,019	\$65,148	\$67,100	\$71,179	\$77,362	\$85,170	\$97,024	\$105,957	\$114,735
10			\$53,474	\$56,681	\$59,568	\$61,951	\$66,142	\$68,125	\$72,263	\$78,543	\$86,469	\$98,809	\$107,908	\$116,847
11			\$54,276	\$57,531	\$60,459	\$62,878	\$67,132	\$69,146	\$73,348	\$79,721	\$87,767	\$100,593	\$109,858	\$118,960
12			\$55,078	\$58,382	\$61,356	\$63,810	\$68,123	\$70,166	\$74,432	\$80,899	\$89,062	\$102,381	\$111,807	\$121,069
13			\$55,879	\$59,233	\$62,249	\$64,739	\$69,117	\$71,189	\$75,515	\$82,076	\$90,359	\$104,166	\$113,758	\$123,181
14			\$56,681	\$60,083	\$63,141	\$65,667	\$70,107	\$72,211	\$76,601	\$83,254	\$91,657	\$105,950	\$115,709	\$125,293
15	\$46,195	\$49,888	\$57,485	\$60,934	\$64,036	\$66,597	\$71,098	\$73,231	\$77,685	\$84,433	\$92,952	\$107,737	\$117,656	\$127,404
16	\$47,292	\$51,076	\$58,284	\$61,785	\$64,927	\$67,527	\$72,094	\$74,255	\$78,769	\$85,611	\$94,249	\$109,522	\$119,607	\$129,517
17	\$48,390	\$52,261	\$59,087	\$62,632	\$65,822	\$68,455	\$73,085	\$75,278	\$79,853	\$86,789	\$95,549			
18	\$49,490	\$53,447	\$59,891	\$63,485	\$66,716	\$69,385	\$74,077	\$76,297	\$80,934	\$87,966	\$96,846			
19	\$50,586	\$54,632	\$60,692	\$64,333	\$67,607	\$70,315	\$75,068	\$77,320	\$82,020	\$89,146	\$98,143			
20	\$51,684	\$55,819	\$61,495	\$65,184	\$68,502	\$71,243	\$76,059	\$78,342	\$83,103	\$90,324	\$99,438			

## Appendix One: Remuneration Scales

Grade	Minimum	Midpoint	Maximum
20			
21			
22			
23			
24			

Grade	Minimum	Midpoint	Maximum
20			
21			
22			
23			
24			

### Constabulary Manager Roles - Total Remuneration Scale from 1 July 2020

Grade	Minimum	Midpoint	Maximum
20	116,875	137,500	158,125
21	127,670	150,200	172,730
22	139,910	164,600	189,290
23	153,425	180,500	207,575
24	167,875	197,500	227,125

Note 1: allows for 5% Police 'premium to recognise special nature of Policing roles'

### Employee Manager Roles - Total Remuneration Scale from 1 July 2020

Grade	Minimum	Midpoint	Maximum
20	111,435	131,100	150,765
21	121,550	143,000	164,450
22	133,365	156,900	180,435
23	146,285	172,100	197,915
24	159,970	188,200	216,430

Note 1: Does not include Police 'premium'