

06 September 2022

Official information request 8140010747
(Please quote this in any correspondence)

Bruce Adams
By email: fyi-request-20266-63419fea@requests.fyi.org.nz

Tēnā koe Bruce

Local Government Official Information and Meetings Act 1987
Re: Salary ranges within Auckland Council

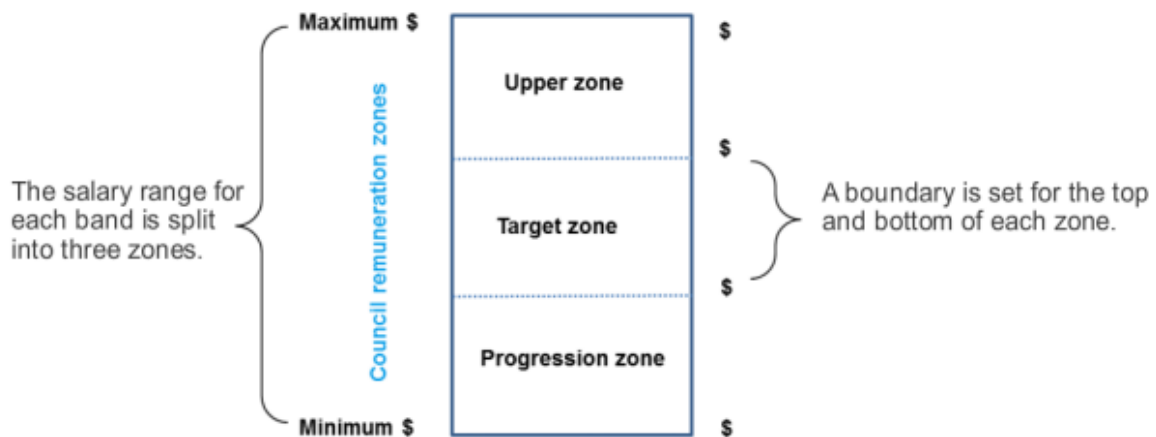
Thank you for your email dated 18 August 2022, in which you requested information relating to Auckland Council’s salary ranges. The specific details of your request and our response are below.

a) I'm interested in the salary ranges within Auckland Council. I would like to request, under the Local Government Official Information and Meetings Act 1987, the latest salary range by band."

Please see attached the salary bands for permanent full-time staff with effect from 1 September 2022.

Every band has a defined salary range. Every year Auckland Council receives independent market remuneration advice to ensure our salary ranges for each band are fair.

Salary ranges are split into zones, as per below:



Upper zone (bands A to O): This might be the market range for a position where skills and capability are scarce, and it is a challenge to recruit the right person. Individuals are adding considerable value to the organisation within their position.

Target zone (bands A to O): This is the market range for a large proportion of the positions in this band. Individuals are competent and are able to deliver on all areas of accountability.

Progression zone (bands A to I): Individuals might be new to the position or still developing in order to achieve their accountabilities.

Market premium ranges of pay may apply for certain types of positions and for limited periods of time, where there is evidence that there is market pressure on those roles and skill sets. We can investigate and approve market premium ranges based on information from salary surveys and other sources.

b) Also, I'd like to request if Auckland Council has got a proposal of salary review in 2022 and what would it be (e.g., average of percentages of salary increase).

Each year Auckland Council undertakes annual remuneration negotiations with the Public Sector Association. This work is carried out under the terms of the Collective Employment Agreement (CEA).

Auckland Council is contractually obliged to use the previous December's Consumer Price Index (CPI) as the starting position for negotiations. The December 2021 CPI was 5.9 per cent, which is significantly higher than previous years.

An annual remuneration increase of 5.9 per cent has been agreed with the Public Service Association (PSA) and will be applied to all union members employed on collective terms and conditions, as well as all employees on band H and below on individual agreements. Employees on band I and above on individual agreements will receive a 4.5 per cent increase. Increases will take effect from 1 September 2022.

Please note that employees on other agreements (such as some Regional Parks staff and sextons) undertake separate remuneration negotiations.

Decisions relating to the information that is being released to you were made by **Anita Furniss, General Manager People and Culture**.

You have the right to complain to the Ombudsman if you believe we have not responded appropriately to your request. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

If you have any further queries, please contact me on 09 301 0101 quoting official information request number 8140010747.

Yours sincerely

Amanda Pillay
Privacy and Official Information Business Partner
Governance Services