



2 May 2023

Ref 2223-2016

John Luke

fyi-request-21754-a7884ef7@requests.fyi.org.nz

Tēnā koe John

Thank you for writing to the Ministry of Business, Innovation and Employment (MBIE) on 8 February 2023 to request the following, under the Official Information Act 1982 (the OIA):

- *A list of all the positions that meet the criteria (\$150,000 or more), listed by
 - business group in the INZ, and for each please provide
 - the full position title
 - the associated remuneration and
 - an indication of whether the position is filled by a permanent employee or a contractor/consultant or other*
- *For context can you please also provide me with the total number of staff in each business group.*

Please accept MBIE's sincere apologies for the delay in providing you with a response. We were unable to find your original request in our system, which we think is likely due to a technical error.

Our response

Please find the information you requested in the tables overleaf:

- A list of INZ positions broken down by group and salary band is contained in **Table 1**, and
- A list of roles broken down by employment type, and by INZ branch is in **Table 2**.

When reading this information, it is important to note the following:

- The data provided in this response was drawn from our payroll system as at 27 February 2023, and is subject to change over time.
- The numbers in both tables are permanent and fixed onshore positions with an incumbent who is not on parental leave, seconded out of MBIE or on extended leave.
- Salaries for contractors and employees seconded into MBIE are based on the application of their daily or hourly rate across a standard five-day working week.
- The numbers in brackets following the list of roles in table 1 refers to the number of people filling that role, as at the time the data was drawn.
- The roles listed in table 1 are those in salary bands that pay up to or over \$150,000 per year, and, with particular regard to pay steps W, X, and 20F, is not a list of salaries of individual staff members, as we consider salary information to be personal to the staff members concerned.

- The data in these tables reflects the minimum and maximum amounts that MBIE has determined should be paid for the role, irrespective of the incumbent and does not reflect any staff member's performance or contribution to MBIE.

Table 1

Breakdown of Immigration New Zealand jobs by branch and salary band

Step Range W \$129,612 - \$157,667	
Enablement	Principal Business Analyst (1) Programme Manager (1) Senior Programme Manager (1)
Step Range X \$132,417 - \$160,472	
Assurance	Head of Governance (1) Manager, Complaints (1) Manager, Risk and Assurance (1)
Border and Visa Operations	Business Support Manager (1) Director, Collaborative Passenger Targeting (1) Manager, Operations Support (1) Operations Manager, Border (3)
Customer, Engagement and Education	Business Support Manager (1) Manager, Digital Channels (2) Manager, Immigration Marketing (1) Manager, Information Products (1) Manager, International Education (1) Manager, Pacific Strategy (1) Manager, Sector and Skills (1) Manager, Sectors (1) Pacific Programme Director (1) Programme Manager (1)
Enablement	Business Product Owner (1) Business Support Manager (1) Director, Border and Visa Products (1) Director Policy Integration, Immigration (1) Manager, Immigration Resolutions (1) Manager, Immigration Health Team (1) Medical Officer (1) Private Secretary (1)
Office of the Associate Deputy Secretary	Change and Capability Director (1) Manager, International Strategy (1) Principal Advisor, Māori Capability (2) Principal Advisor (1) Programme Manager, Future Funding (1)
Operations, Tasking and Improvement	Business Support Manager (1) Manager, Insights (1) Manager, Performance and Reporting (1) Principal Advisor, Planning (Business) (1) Principal Business Architect (1)

Refugee and Migrant Services	Business Support Manager (1) Pacific Security Programme Manager (1) Principal Advisor, Refugee Migrant Support – Policy (1) Principal Settlement Advisor (1) Programme Manager, Pacific Immigration (1)
Verification and Compliance	Business Support Manager (1) Manager, Offshore Risk and verification (1) Manager, Onshore Risk and Verification (1) Senior Irregular Migration Liaison Officer (1)
Step Range X/20F \$132,417 - \$220,310	
Border and Visa Operations	Head of Operations (9)
Refugee and Migrant Services	Head of Operations (1)
Step Range 20F \$146,874 - \$220,310	
Enablement	Business Product Owner (1) Chief Medical Officer (1) Manager, Operational Policy (1) National Manager, Immigration Enabling (1) National Manager, Resolutions and Business Management (1)
Office of the Associate Deputy Secretary	Director Enhanced Visa Operations (1) Director Māori Partnerships and Capability (1) Director, Strategy (1) Programme Manager (1)
Operations, Tasking and Improvement	Manager, Immigration Improvement (1) Manager, Incident Response (1) Manager, Planning (1) Manager, System Action and Tasking (2)
Verification and Compliance	Chief Investigator (1) National Manager, Allocation and Support (1) National Manager, Beijing Operations (1) National Manager, Compliance (1) National Manager, Identity (1)
Step Range 21F \$171,646 - \$257,468	
Border and Visa Operations	National Manager, Border (1) National Manager, Visa Operations (3)
Customer, Engagement and Education	National Manager, Immigration Engagement (1) National Manager, Information and Education (1) National Manager, Sector Strategy (1) General Manager, Customer (1)
Operations, Tasking and Improvement	Deputy Chief Operating Officer (1) Director, Online Services (1) Head of Resident Processing (1) National Manager, Business Operations (1)
Verification and Compliance	National Manager, Investigations (1) National Manager, Risk and Verification (1)
Step Range 22F \$195,670 - \$293,506	

Assurance	General Manager, Assurance (1)
Office of the Associate Deputy Secretary	Director, Enablement (1)
Refugee and Migrant Services	General Manager, Refugee and Migrant Services (1)
Step Range 23F	
\$218,197 - \$327,296	
Border and Visa Operations	General Manager, Border and Visa Operations (1)
Customer, Engagement and Education	General Manager, Customer (1)
Enablement	Change Manager (1)
Office of the Associate Deputy Secretary	Associate Deputy Secretary (1) Principal Advisor (1)
Operations, Tasking and Improvement	Chief Operating Officer (1)
Verification and Compliance	General Manager, Verification and Compliance (1)
Step Range 25F	
No range	
Office of the Deputy Secretary	Deputy Secretary, Immigration (1)

Table 2

Breakdown of Immigration New Zealand roles by employment type

Team	Permanent	Contractor	Fixed term or secondment	Total staff in group
Assurance	5	0	0	32
Border and Visa Operations	20	0	1	1445
Customer, Engagement and Education	14	1	1	63
Enablement	15	1	2	115
Office of the Associate Deputy Secretary	8	1	3	24
Operations, Tasking and Improvement	15	0	0	74
Refugee and Migrant Services	10	0	0	145
Verification and Compliance	11	0	1	309
Office of the Deputy Secretary, Immigration New Zealand	4	0	1	5

Thank you again for writing to MBIE. Under section 28(3) of the OIA, you have the right to refer our response to the Ombudsman for review. You can find more information about this by emailing info@ombudsman.parliament.nz or by calling 0800 802 602.

Nāku noa, nā



Jennifer Nathan

General Manager, People and Culture
Ngā Pou o te Taumarū