



8 July 2024

Julie H

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Tēnā koe Julie

Thank you for your email to Oranga Tamariki—Ministry for Children (Oranga Tamariki), received on 12 June 2024, requesting information on salary bands for kaimahi working in the Ministerial Services team at Oranga Tamariki. Your request has been considered under the Official Information Act 1982 (the Act).

You have requested:

Please provide the salary bands and the number of staff in each band for Ministerial Support. Can the bands be provided in \$10,000 lots e.g \$40-50,000, 50-60,000

As of 31 May 2024, there were a total of eleven kaimahi working in the Oranga Tamariki Ministerial Support team.

We are unable to provide information broken down to your requested level of detail as, due to the small number of kaimahi (particularly when broken down by specific role), individuals and their specific salaries would be identifiable. As such, your request is refused under section 9(2)(a) to protect the privacy of natural persons.

However, we are able to provide information on the salary band for each role, including the minimum and maximum salary for the role. This is provided in the table below.

IN-CONFIDENCE

Role title	Number of kaimahi	Salary band	Minimum salary	Maximum salary
Coordinator	1	S13	\$62,500	\$76,864
Advisor	5	S15	\$77,886	\$96,327
Senior Advisor	3	S17	\$106,416	\$131,990
Principal Advisor	1	S18	\$125,926	\$156,377
Manager	1	S20	\$174,846	\$216,591

The Oranga Tamariki remuneration framework, Taumata Utu, determines appropriate rates of pay, how an individual's pay may change over time, and how pay will increase for kaimahi who work in different roles that require different levels of responsibilities and skills. Taumata is a step-based progression system based on time in role.

A core foundation of the step-based progression system is that it is designed to reduce bias and inequity in decisions about remuneration through a standardised, objective and transparent approach.

Our pay bands are informed by public sector market rates and enables progression through the pay bands based on time and experience in role. Automatic step progression in a pay band will occur annually on 1 July and is based on an employee's time in their substantive role and other eligibility criteria.

It is important for us to have the ability to maintain flexibility when hiring, while equally being able to recognise the importance of experience in a role at Oranga Tamariki. Appointment into a new position is based on experience at the substantive role level with time-based criteria that applies.

Oranga Tamariki may make the information contained in this letter available to the public by publishing this on our website with your personal details removed.

I trust you find this information useful. Should you have any concerns with this response, I would encourage you to raise them with Oranga Tamariki. Alternatively, you are advised of your right to also raise any concerns with the Office of the Ombudsman. Information about this is available at www.ombudsman.parliament.nz or by contacting them on 0800 802 602.

Nāku noa, nā



Nicolette Dickson
Deputy Chief Executive
Quality Practice and Experiences