

23 January 2025



**lottonz.co.nz**

PO Box 8929, Symonds St  
Auckland 1150  
Level 1, 73 Remuera Rd  
Newmarket, Auckland 1050  
New Zealand

☎ +64 9 356 3800  
☎ +64 9 366 1605

Andy

[fyi-request-29502-f9335b9a@requests.fyi.org.nz](mailto:fyi-request-29502-f9335b9a@requests.fyi.org.nz)

Dear Andy,

### **OFFICIAL INFORMATION ACT REQUEST**

I am writing in response to your Official Information Act request, which we received on 10 December 2024.

Your request was as follows:

*Dear New Zealand Lotteries Commission/OIA Officer,*

*Under the Official Information Act 1982, I request the following information regarding the IT and Digital Department at the New Zealand Lotteries Commission:*

*Salaries (Permanent Staff):*

*The names, job titles, and tenure of all permanent staff in the IT and Digital Department. A breakdown of individual salaries.*

*Contractors:*

- *The names, job titles, and tenure (if applicable) of all contractors engaged in the IT and Digital Department.*
- *A breakdown of contractor hourly/daily rates and total payments made to contractors over the past [specific time period, e.g., 12 months].*

*Policies and Guidelines:*

- *Any internal policies or guidelines that govern the hiring and remuneration of contractors versus permanent staff in the IT and Digital Department.*

*Please provide the requested information in a tabular format for clarity. If any part of my request is too broad or unclear, I would appreciate your advice on how to refine it under section 18B of the Act to ensure a timely and efficient response.*

*I look forward to your reply within the statutory timeframe. Thanks Andy*

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Please find the following information in response to your request:

Lotto NZ operates a salary band system. The bands are developed using job sizing methodology and benchmarked against market data. As we are a small organisation, we have provided the information in such a way as to ensure we uphold our obligations under the Privacy Act 2020 and protect employee and contractors' personal information. Please find summary data below:

We have 53 permanent employees across our IT/digital teams which includes IT operations and IT Service Delivery, software development and QA. The average length of service is 6 years.

***Permanent staff - IT/digital jobs and the salary bands:***

<b>Salary bands</b>	<b>Description</b>	<b>Salary range</b>
Band 13 - 14	<b><i>IT Support; IT technicians; associate professionals</i></b> e.g. computer operations, IT service delivery	\$70,000 - \$90,000
Band 15 - 16	<b><i>Senior IT technicians; experienced professionals; team managers</i></b> e.g. systems administrators, QA Analysts, Technical Team Leads and Managers	\$85,000 - \$110,000
Band 17 – 18	<b><i>Senior professionals; senior managers; senior technical specialists</i></b> e.g. Technology specialist leads, Developers	\$100,000 - \$170,000
Band 19 +	<b><i>Leaders</i></b> - department and functional leadership e.g. IT architects, Senior divisional leaders, Functional heads	\$160,000 +

***Contractors - IT/digital jobs and the salary bands:***

Lotto NZ's consistent approach is to use contractors only where there is specialist work with a clear endpoint, and where it is more cost efficient to complete this work using an external specialist than to hire a permanent employee.

We have established recruitment procedures, and we comply with All of Government contract requirements regarding recruitment of employees and contractors. Additionally, our Delegation of Authority (DOA) policy ensures that costs meet budget constraints and go through the appropriate sign-offs.

36 contractors were employed in IT/digital during our most recent reporting period: 1 July 2023 to 30 June 2024. The total cost of all contractors was \$4,174,542 during this period including remuneration and recruitment agency fees.

Of the 36 contractors the majority (30) commenced in the last two years, mainly supporting our large IT infrastructure projects.

Hourly rates ranged from \$73.00 to \$250.00 (for those on hourly rates) and daily rates ranged from \$594.00 to \$1700.00 (for those on daily rates), depending on experience and role seniority.

Examples of the roles included Business Analyst, Change Management, System Engineer, Developer, Data Migration, Project Manager, Tester, Technical delivery, and UI/UX roles.

I trust this provides you with the information that you need, please get in touch if you have any further questions.

Yours sincerely,

Desre Hilson

**Senior Communications Advisor – Corporate Communication**  
Lotto New Zealand