



DOIA 1617-1172

12 May 2017

Mark Kelly
fyi-request-5620-c43c8999@requests.fyi.org.nz

Dear Mr Kelly

Thank you for your email of 26 March 2017 to the Ministry of Business, Innovation and Employment (the Ministry) requesting, under the Official Information Act 1982 (the Act), the following information:

*Payscale for those working in Immigration New Zealand in New Zealand:
I'm currently looking into pay within Govt and would like the following information. Could you please detail the pay range for the following roles within the Ministry of Business, Innovation and Employment:*

*Support Officer
Privacy Officer
Border Officer
Border Manager
Immigration Officer
Compliance Officer
Fraud Officer
Technical Advisor
Immigration Manager
Area/Operations Manager*

*To clarify this is the lowest salary to the highest salary available for that role within New Zealand
(Eg Role X: 32,321 per year to 45657 per year)*

On 24 April 2017, the Ministry extended the timeframe for responding to your request until 12 May 2017.

In response to your request, please find the table below which sets out the Ministry's salary bands for these positions within Immigration New Zealand (INZ).

The Ministry uses salary bands because it groups similar roles together. Please note that these roles are distinct to the Ministry and may not be comparable to other similarly titled roles in other organisations. The Ministry's salary bands are based on a range of factors including market rates within New Zealand's public sector, which are reviewed annually.



Bands range from 80% to 120% of a mid-point, which has been determined by establishing the average remuneration paid for jobs of a similar size within the Public Sector, as determined by independently sourced market data. Fixed Package bands are inclusive of the Ministry's employer superannuation contributions while Base Salary bands are not.

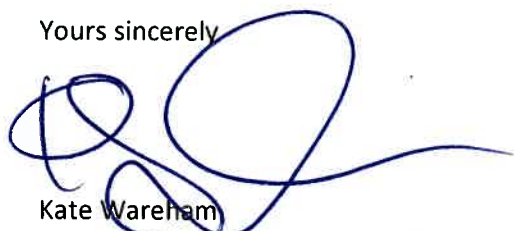
Please note that some position titles are represented across multiple bands. This can be due to factors which include the retaining of some contracts from the Ministry's legacy agencies and the varying duties undertaken within the different branches of the Ministry.

Job Title	Branch	Grade	Base Salary			Fixed Package		
			Min	Mid	Max	Min	Mid	Max
Support Officer	Visa Services	9	\$31,720	\$37,886	\$45,463			
Support Officer	Service Design and Performance	9	\$31,720	\$37,886	\$45,463			
Support Officer	Settlement, Protection & Attraction	11	\$35,383	\$44,229	\$53,075			
Support Officer	Compliance Risk & Intelligence	12	\$38,215	\$47,769	\$57,323			
Support Officer (Immigration Processing & Travel)	Settlement, Protection & Attraction	12	\$38,215	\$47,769	\$57,323			
Immigration Officer	Visa Services	12	\$38,215	\$47,769	\$57,323			
Immigration Officer	Visa Services	14	\$47,010	\$58,762	\$70,514			
Privacy Officer	Visa Services	11	\$35,383	\$44,229	\$53,075			
Border Officer	Compliance Risk & Intelligence	15	\$54,181	\$67,726	\$81,271			
Compliance Officer	Compliance Risk & Intelligence	15	\$54,181	\$67,726	\$81,271			
Technical Advisor	All	15	\$54,181	\$67,726	\$81,271			
Immigration Manager	All	16	\$61,930	\$77,413	\$92,896			
Border Manager	All	17	\$74,026	\$92,532	\$111,038			
Operations Manager		18				\$90,515	\$113,144	\$135,773

There is no Fraud Officer position within Immigration New Zealand; therefore, I am refusing this part of the request under section 18(e) of the Act, as the information does not exist.

You have the right to seek an investigation and review by the Ombudsman of our decision to refuse part of your request. Information about how to make a complaint is available at: www.ombudsman.parliament.nz or freephone: 0800 802 602.

Yours sincerely



Kate Wareham
General Manager Human Resources