

29 November 2023

[REDACTED]

REF: OIA-14069

Dear [REDACTED]

Request made under the Official Information Act 1982

Thank you for your email of 14 November 2023 requesting the following information under the Official Information Act 1982 (the Act):

1. *Waka Kotahi's current salary bands.*
2. *Which jobs/roles/position titles fall into which of those salary bands*
3. *How a new appointee would be placed specifically within a band*

Each part of your request is addressed in turn below.

The pay range applicable for each salary band in the 2023/24 financial year is provided in the following attachment:

- OIA-14069 Attachment 1.pdf

A list of all permanent job profiles within Waka Kotahi NZ Transport Agency and the relative salary bands are provided in the following attachment:

- OIA-14069 Attachment 2.xlsx

Please note that this is a list in our system at a specific point in time and does change based on our business needs.

Waka Kotahi uses the Korn Ferry job evaluation methodology to evaluate our positions based on the job duties and requirements of the role. The Korn Ferry methodology is widely used in New Zealand and overseas to understand internal relativities and compare similar sized jobs to external market rates.

Starting in the 2022/23 financial year, Waka Kotahi issued guidance to its People Leaders to pay within a range of 90 percent to 130 percent of the band midpoint, and in line with requirements as set out in our collective agreements.

Individual placement within the job band will depend on the employee's skills, knowledge, experience, and past performance. We may pay above 100 percent of the band midpoint of a candidate of highly experienced, or below this for someone who required further development or experience to be fully

effective in the role. Any appointment above 130 percent of the band requires approval from the relevant Group General Manager.

In line with Waka Kotahi policy, this response will soon be published on our website, with personal information removed.

If you would like to discuss this reply with Waka Kotahi, please contact us by email to official.correspondence@nzta.govt.nz.

Yours sincerely

A handwritten signature in black ink, appearing to read 'K. Jones', with a stylized flourish at the end.

Karen Jones

Acting Group General Manager People and Safety