

03 October 2022

Kia ora,

Pay bands

Thank you for your request made under the Local Government Official Information and Meetings Act 1987 (the Act), received on 25 August 2022. You requested the following information:

I request documentation held by your organisation that sets out:

- 1. Your organisation's current salary bands;*
- 2. Which jobs fall into which of those salary bands;*
- 3. If your organisation has negotiated a collective agreement that provides for new salary bands that are not yet in effect, those salary bands; and*
- 4. If so, which jobs will fall into which of those not yet in effect salary bands;*
- 5. Any policy your organisation has re the position within a band at which a new appointee to a role will typically be placed.*

Wellington City Council has granted your request for information. Please see the below responses to your questions.

1. Your organisation's current salary bands;

Our living wage rate for 2022 is \$49,327 for salaried staff and \$23.65 per hour for waged staff. Below are the remaining salaried ranges. Please note that our Chief Executive's salary is already publicly available so is not included in the below.

Salaried remuneration ranges

Grade	2022 Start of Range	2022 100% of range	2022 Top of range
9	\$49,327	\$53,709	\$61,766
10	\$49,327	\$57,838	\$66,514
11	\$52,813	\$62,132	\$71,452
12	\$57,087	\$67,161	\$77,236
13	\$61,393	\$72,227	\$83,062
14	\$66,561	\$78,306	\$90,052
15	\$71,586	\$84,218	\$96,851
16	\$77,817	\$91,549	\$105,282
17	\$84,451	\$99,354	\$114,258
18	\$90,947	\$106,996	\$123,046
19	\$98,272	\$115,614	\$132,957
20	\$106,265	\$125,017	\$143,770
21	\$115,488	\$135,868	\$156,249
22	\$126,012	\$148,249	\$170,487
23	\$137,539	\$161,810	\$186,082
24	\$149,817	\$176,255	\$202,693
25	\$162,346	\$190,995	\$219,644
26	\$177,176	\$208,442	\$239,708
27	\$191,168	\$224,903	\$258,638
28	\$205,160	\$241,365	\$277,570

Grade	2022 Start of Range	2022 100% of range	2022 Top of range
29	\$219,735	\$258,512	\$297,289
30	\$234,889	\$276,340	\$317,791
31	\$252,083	\$296,568	\$341,053
32	\$274,230	\$322,624	\$371,017
33	\$301,037	\$354,161	\$407,286
34	\$323,936	\$381,101	\$438,266

2. Which jobs fall into which of those salary bands;

WCC has a variety of roles across our function. We have grouped these together as below to provide a reflection of the services we provide to the community.

Grade	Functions
Q (Living wage)	Casual roles, internships, horticulture, customer service
9	Administration, Coordinator, Customer Service
10	Administration, Duty Managers, Horticulture
11	Customer Service, Officer roles
12	Coordinator roles, Graduates, Junior Analysts, Horticulture
13	Rec centre, Admin, Project coordinators, Parking and street services
14	Rec centre, Executive Assistants
15	Executive Assistants, Advisors, IT
16	Advisors, Analysts, Officers, Site Managers, Team Leaders
17	Senior Advisors, Team Managers, Team Leaders
18	Team leaders, Senior Advisors, Managers
19	Team Leaders, Senior Advisors, Project leads, Principal Advisors, Managers, Lead officers
20	Team Leaders, Senior Advisors, Project leads, Principal Advisors, Managers
21	Team Leaders, Senior Advisors, Project/Programme leads, Principal Advisors, Managers
22	Chief Advisors, Managers, Principal Advisors
23	Managers and Project/Programme Directors
24	Managers and Project/Programme Directors
25	Senior Management and Specialist Advice
26	Senior Management
27 - 34	Executive Leadership Team, Senior Management

3. **If your organisation has negotiated a collective agreement that provides for new salary bands that are not yet in effect, those salary bands; and**
4. **If so, which jobs will fall into which of those not yet in effect salary bands;**

We have not completed our current union negotiations and as such are unable to provide any new salary bands in Collective Agreements.

5. **Any policy your organisation has re the position within a band at which a new appointee to a role will typically be placed.**

On appointment, pay rates are generally less than the midpoint. The level of remuneration takes in to account the following factors:

- relevant previous work experience
- relevant education or professional qualifications
- relevant skills and/or knowledge
- relativity to others in similar or related roles within Council
- level of expected performance
- level of criticality the role holds within Council
- budget for FTE.

Remuneration above 100% of the pay range is only offered in the case of roles that are critical and where there is a skills shortage in the market, or when a person being offered the role can sufficiently demonstrate they are able to perform at that level. Based on the demand for the role it may command a higher-than-average remuneration in the market.

If the manager deems it is appropriate to appoint above the midpoint of the grade, a business case must be written, and evidence provided to endorse the recommendation. This then goes through to the relevant Executive Leadership Team member for approval.

Right of review

If you are not satisfied with the Council's response, you may request the Office of the Ombudsman to investigate the Council's decision. Further information is available on the Ombudsman website, www.ombudsman.parliament.nz.

Please note, we may proactively release our response to your request with your personal information removed.

Thank you again for your request, if you have any questions, please feel free to contact me.

Kind regards

Claudia Holgate
Senior Advisor, Official Information