

21 September 2022

Tyrone Barugh

Tēnā koe Tyrone

Request for Information – Local Government Official Information and Meetings Act (LGOIMA) 1987

We refer to your official information request dated 25 August 2022 for:

“...documentation held by your organisation that sets out:

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

The information you have requested is addressed below.

Hutt City Council's current salary bands

Refer to Appendix 1 attached.

Hutt City Council jobs that fall into each salary band

Refer to Appendix 2 attached.

Salary Bands of a negotiated collective agreement that is not yet in effect, and the jobs that fall into these

This does not apply to Hutt City Council. Our current Collective Agreement expires March 2023.

Any policy Hutt City Council has re the position within a salary band at which a new appointee to a role will typically be placed

Hutt City Council's current guidance is that new staff are appointed within the silver and gold reward zones of the following table, according to the relevant skills and experience they bring to a role.

REWARD ZONES	
Platinum (105-120%)	People in this zone are paid above the normal market rate for their role. This could be for things such as exceptional performance, criticality of the role to the organisation and market pressures.
Gold (95-105%)	People in these zones are paid within the normal remuneration range.
Silver (85-95%)	
Bronze (80-85%)	People may be appointed into a new role in this zone under special circumstances.

We advise that the information given in the appendices is subject to change.

You have the right to seek an investigation and review by the Ombudsman of this response. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that this letter may be published on the Council's website.

Nāku noa, nā



Susan Sales
Senior Advisor, Official Information and Privacy

Encl:

Appendix 1 – Hutt City Council current salary bands

Appendix 2 – Hutt City Council jobs in each salary band

APPENDIX 1 – Hutt City Council current salary bands (as at July 2022)**General Market (GM):**

Pay Grade	Range Minimum	Midpoint (100%)	Range Maximum
7	49,323	49,900	59,880
8	49,323	53,500	64,200
9	49,323	57,300	68,760
10	49,323	61,300	73,560
11	52,480	65,600	78,720
12	56,720	70,900	85,080
13	60,960	76,200	91,440
14	66,080	82,600	99,120
15	71,200	89,000	106,800
16	78,000	97,500	117,000
17	85,200	106,500	127,800
18	92,240	115,300	138,360
19	99,520	124,400	149,280
20	107,440	134,300	161,160
21	116,880	146,100	175,320
22	128,240	160,300	192,360
23	140,640	175,800	210,960
24	153,920	192,400	230,880
25	167,440	209,300	251,160

Local Government (LG) Market:

Pay Grade	Range Minimum (80%)	Midpoint (100%)	Range Maximum (120%)
7	49,323	49,323	56,040
8	49,323	50,400	60,480
9	49,323	54,200	65,040
10	49,323	58,400	70,080
11	50,240	62,800	75,360
12	54,240	67,800	81,360
13	58,320	72,900	87,480
14	63,280	79,100	94,920
15	68,080	85,100	102,120
16	74,000	92,500	111,000
17	80,240	100,300	120,360
18	86,480	108,100	129,720
19	93,440	116,800	140,160
20	101,040	126,300	151,560
21	109,760	137,200	164,640
22	119,760	149,700	179,640
23	131,040	163,800	196,560

APPENDIX 2 – Hutt City Council jobs in each salary band

General Market (GM):

Policy Description	Grade	Job Pathway
General Market	8	Customer & Business Support
	10	Customer & Business Support
	11	Customer & Business Support
		Technical / Specialist
	12	Technical / Specialist
	13	Customer & Business Support
		Technical / Specialist
	14	Technical / Specialist
	15	Technical / Specialist
	16	Technical / Specialist
	17	Technical / Specialist
	18	Management / Leadership
		Technical / Specialist
	19	Management / Leadership
		Technical / Specialist
	20	Management / Leadership
		Technical / Specialist
	21	Management / Leadership
	22	Management / Leadership
	23	Management / Leadership
	24	Management / Leadership
	25	Management / Leadership

Local Government (LG) Market:

Policy Description	Grade	Job Pathway
Local Government	7	Customer & Business Support
		Recreation
	8	Customer & Business Support
		Recreation
	9	Customer & Business Support
		Libraries
		Recreation
	10	Customer & Business Support

	11	Customer & Business Support
		Libraries
		Management / Leadership
		Recreation
		Technical / Specialist
	12	Customer & Business Support
		Libraries
		Management / Leadership
		Recreation
		Technical / Specialist
	13	Customer & Business Support
		Libraries
		Management / Leadership
		Recreation
		Technical / Specialist
	14	Management / Leadership
		Technical / Specialist
	15	Management / Leadership
		Technical / Specialist
	16	Libraries
		Management / Leadership
		Technical / Specialist
	17	Management / Leadership
		Technical / Specialist
	18	Libraries
		Management / Leadership
		Technical / Specialist
	19	Management / Leadership
		Technical / Specialist
	20	Management / Leadership
		Technical / Specialist
	21	Management / Leadership
	22	Management / Leadership
	23	Management / Leadership