

To: Rainey, Sean
Subject: RE: LGOIMA Response - [REDACTED] - Staff Salaries

From: Official Information
Sent: Thursday, 4 June 2020 5:11 PM
To: [REDACTED]
Subject: LGOIMA Response [REDACTED] Staff Salaries

Dear [REDACTED]

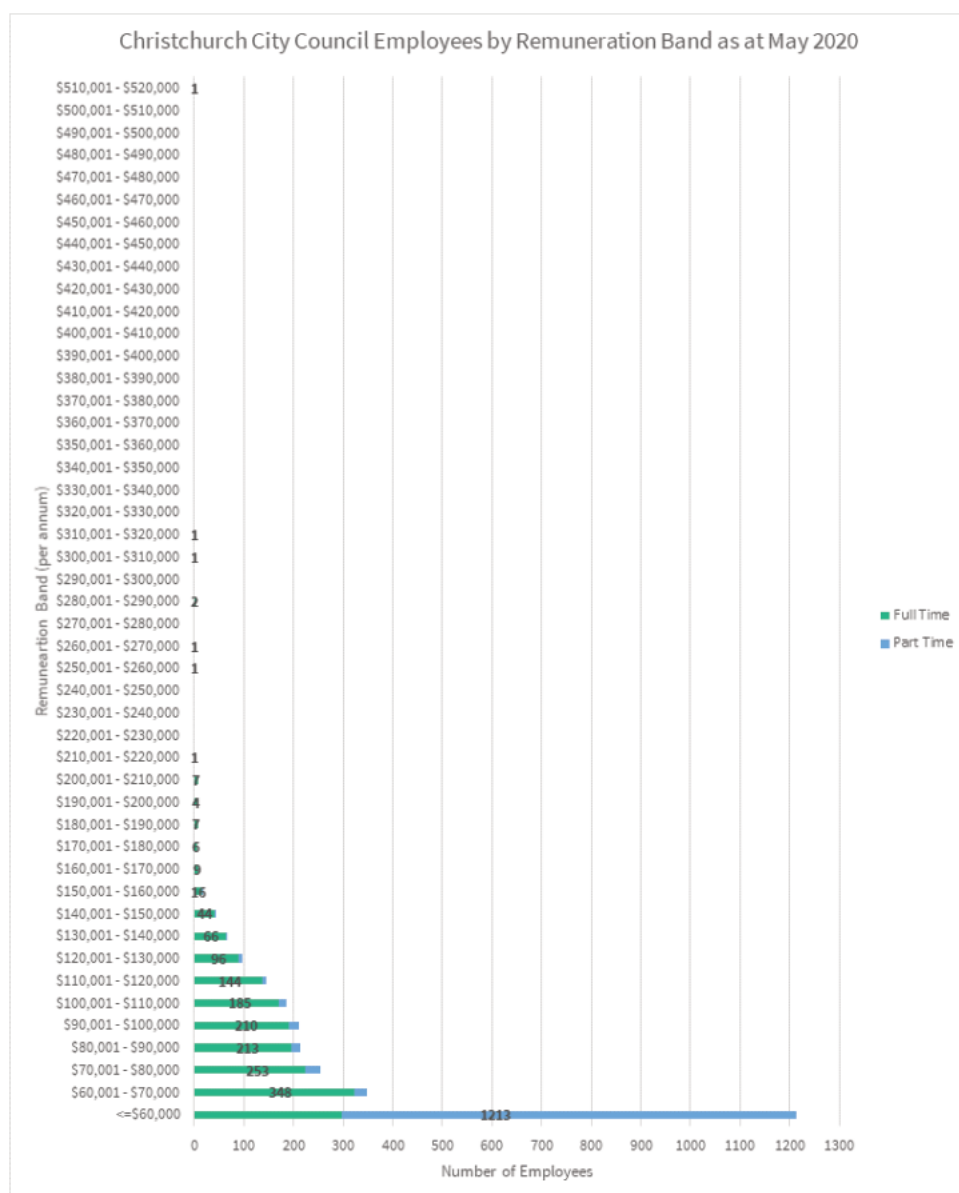
I refer to your official information request we received on 6 May 2020 requesting the following:

- How many staff are there in each \$10k band, from the lowest to the highest salaries?
- Can we have a breakdown of the jobs that fall into the over \$100,00 bracket please - ie types of jobs, the numbers in each role and what pay bands they fall into.

Council Response
How many staff are there in each \$10k band, from the lowest to the highest salaries?

As at 6 May 2020, the Council employed 2829 employees or 2206 FTE. The workforce had 1785 Full time, 839 Part Time, and 205 Casual employees.

Please note, for the purposes of this graph, casual employees are treated as 'part time' to be consistent with reporting in the Annual Report.



Can we have a breakdown of the jobs that fall into the over \$100,00 bracket please - ie types of jobs, the numbers in each role and what pay bands they fall into.

Please see attached table.

As at 6 May 2020, 20.9% of employees earned over \$100,000 and were employed in a variety of jobs, categorised in the attached table. Of those earning over \$100,000, 557 employees were full time & 35 part time.

The Council operates a remuneration band framework for employees on individual employment agreements. Following consideration of survey data about market rates of similar positions in similar organisations, remuneration bands are developed and approved by the Executive Leadership Team. The Council's policy is to pay in the median remuneration range for similar jobs. A job evaluation process is used to determine which band a position is aligned to; senior roles are independently assessed by an external specialist organisation. Remuneration for an employee is determined within the appropriate band for the position and is based on the individual's experience, skill and knowledge relevant to the position; and their performance and potential contribution to the Council.

For employees who are covered by Collective Agreements, pay scales or grades are the result of agreement between the negotiating parties, i.e. the Council and the relevant Union.

You have the right to request the Ombudsman to review this decision. Complaints can be sent by email to info@ombudsman.parliament.nz, by fax to (04) 471 2254, or by post to The Ombudsman, PO Box 10152, Wellington 6143.

Kind regards,

Sean

Sean Rainey

Manager Official Information and Privacy Officer

Office of the Mayor and Chief Executive

 [Redacted]

 [Redacted]

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