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21 October 2021



REF: OIA-8901

Dear 

Request made under the Official Information Act 1982

Thank you for your email of 10 October 2021 requesting the following information under the Official Information Act 1982 (the Act):

I am trying to better understand state-sector technology salaries, and would like information specifically about your full-time, permanent, digital and technology roles under the official information act [...]

1. *Technology Roles and the salary bands applicable to them. Where this is confidential or unavailable, you may group them together – e.g. “Engineering”, “Management”, “Analysts”, “Property Management”, etc.*
2. *The salary range for each salary band.*
3. *Number of people in technology within each salary band*
4. *Broken down by gender if available*
5. *Broken down by ethnicity if available*
6. *List of non-salary benefits offered to staff such as health insurance, car parking, mobile phone expenses, etc*
7. *Average pay-rise provided to staff over the course of the last 12 months*

I will respond to each of your questions in turn.

1. **Technology Roles and the salary bands applicable to them. Where this is confidential or unavailable, you may group them together – e.g. “Engineering”, “Management”, “Analysts”, “Property Management”, etc.**

The permanent positions, both filled and unfilled, in the Te Aukaha Digital Transformation Business Group and their salary bands as at 30 September 2021 are provided to you in Appendix 1.

2. The Salary range for each band

The main salary band ranges as at 1 July 2021 are detailed in Appendix 2.

3-5. Number of people in technology within each salary band broken down by gender and ethnicity

The number of permanent full-time employees per band broken down by gender and ethnicity as at 30 September 2021 is provided in Appendix 3.

Please note that total numbers by ethnicity may be more than the numbers by gender as employees may identify as more than one ethnicity. An employee may also choose not to record an ethnicity.

6. List of non-salary benefits offered to staff such as health insurance, car parking, mobile phone expenses, etc

I am refusing this part of your request under section 18(d) of the Act as the information you have requested is publicly available and can be found on the Waka Kotahi NZ Transport Agency website at www.nzta.govt.nz/careers/our-benefits.

Under section 28 of the Act, you have the right to ask the Ombudsman to review my decision to refuse this request. The contact details for the Ombudsman can be located at www.ombudsman.parliament.nz.

7. Average pay rise provided to staff over the course of the last 12 months

The average increase as part of the Waka Kotahi annual remuneration review effective 1 July 2021 for permanent full-time staff was 3.5%.

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

Yours sincerely



Brett Wood
Manager, People Experience

Appendix 1: Te Aukaha permanent positions

Position	Salary Band
Applications Engineer / Senior Applications Engineer	16 - 17
Business Analyst / Senior Business Analyst	15 - 17
Business/Enterprise Architect	19
CAS Access and Quality Advisor	15
Change Release and Environments Manager	17
Chief Technology Officer	22
Cloud Engineer	17
Commercial Associate	15
Commercial Specialist	19
Corporate Information and Records Advisor	15
Crash Analysis System Team Co-ordinator	13
Crash Data Processor	13
Cyber Security Architect	18
Data Analyst	17
Data Architect	17
Data Engineer	17
Data Warehouse Analyst	16
Data Warehouse Architect	17
Data Warehouse Technical Lead	17
Developer	17
Digital Portfolio Coordinator	15
Digital Portfolio Manager	19

Document Manager	16
Environments Manager	17
Executive Advisor	19
Executive Assistant	14
Head of Security	22
Head of Technology Commercial Services	21
Head of Technology Delivery	21
Head of Technology Engineering	21
Head of Technology Operations	21
Head of Technology Product	21
Information Management Policy Advisor	16
Information Management System Administrator	14
Manager Applications Engineers	18
Manager CAS Processors	18
Manager Change Release and Environments	18
Manager Cloud Technologies	19
Manager Performance and Compliance	18
Manager Product Analysts	18
Manager Project Managers	20
Manager Technical Operations - Corporate	19

Manager Technical Operations - Transport	19
Manager Technology Strategy and Reporting	20
Manager Technology Support	18
Manager, Corporate Information and Records	19
Manager, Data Management	19
Manager, Enterprise Data Warehouse	18
Manager, Operational Policy and Advice	18
Practice Manager Architecture	20
Practice Manager Business Analysis	18
Practice Manager Development	19
Practice Manager Project Management	20
Practice Manager QA	19
Practice Manager UX/UI	17
Principal Advisor	18 - 19
Principal Data and Web Developer	18
Product Manager	18 - 19
Programme Coordinator	15
Programme Manager	20
Project Manager	17 - 19
QA Engineer	16

Road Asset Information Specialist	16
Security Analyst	16
Security Architect	18
Security Assurance Manager	19
Security Operations Manager	19
Security Services Manager	20
Security Specialist	17
Senior Business and Project Analyst	18
Senior Data & Reporting Analyst	16
Senior Data Access Specialist	17
Senior Data and Web Developer NLTP	17
Senior Data Quality Specialist	16
Senior Database Administrator	17
Senior Developer	18
Senior Information and Knowledge Advisor	17
Senior Information and Records Management Analyst	16
Senior Information Management Advisor	17
Senior Manager, Te Hau Ora	21
Senior QA Engineer	17
Senior SAP Basis Specialist	18
Senior Security Assurance Specialist	17
Senior Solution Architect	18
Senior Technology Support Specialist	16
Senior Test Analyst	17

Senior Vendor Performance Specialist	16
Site Reliability Engineer / Senior Site Reliability Engineer	17 - 18
Software Licensing and Compliance Specialist	16
Solution Architect / Senior Solution Architect	17 - 18
Strategic Advisor – Data and Information	19
Strategic Technology Portfolio Lead	20
System Engineer / Senior System Engineer	16 - 17
Systems Information Advisor	16
Technology Asset Specialist	15
Technology Portfolio Financial Analyst	16
Technology Support Specialist	15
UX/UI Designer	16
Vendor Performance Specialist	15 - 16

Appendix 2: Salary range per band

Band	Minimum 80%	Midpoint 100%	Maximum 120%
11	48,740	51,600	61,920
12	48,740	56,700	68,040
13	50,840	63,550	76,260
14	56,040	70,050	84,060
15	65,360	81,700	98,040
16	75,040	93,800	112,560
17	89,040	111,300	133,560
18	106,080	132,600	159,120
19	122,560	153,200	183,840
20	147,360	184,200	221,040
21	171,120	213,900	256,680
22	195,520	244,400	293,280

Appendix 3: Breakdown of fulltime employees by gender and ethnicity

Band	Female	Male	European	Asian	Middle East, Latin America, Africa	NZ Māori	Pacific Peoples	Notes
13	3	2	1	3	0	0	2	
14	-	-	-	-	-	-	-	Removed as fewer than five employees in this band
15	14	11	13	4	0	1	0	
16	15	13	18	7	1	2	1	
17	27	38	34	16	2	2	2	
18	10	32	27	7	1	1	1	
19	8	17	16	2	0	2	0	
20	0	8	5	1	0	0	0	
21	3	3	5	0	0	1	0	
22	-	-	-	-	-	-	-	Removed as fewer than five employees in this band
Total	80	124	119	40	4	9	6	