

29 May 2023



REF: OIA-12565

Dear 

Request made under the Official Information Act 1982

Thank you for your email of 1 May 2023 requesting the following information under the Official Information Act 1982 (the Act):

1. *Please provide a breakdown of all the bonuses/pay awards your organisation has given out to its employees in the 2022/2023 financial year.*
 - *Please ensure this breakdown includes job title, position description, salary band and an indication of the value of the salary band.*
 - *By breakdown I mean the number of bonuses/pay awards given out and the value of each bonus.*
2. *For any senior officials within the department, I would like the same information in a separate summary.*

I have numbered each part of your request and will address each part in turn.

1. ***Please provide a breakdown of all the bonuses/pay awards your organisation has given out to its employees in the 2022/2023 financial year.***
 - ***Please ensure this breakdown includes job title, position description, salary band and an indication of the value of the salary band.***
 - ***By breakdown I mean the number of bonuses/pay awards given out and the value of each bonus.***

Waka Kotahi NZ Transport Agency does not pay staff bonuses. However, a portion of the annual remuneration review budget is set aside for one-off recognition payments for employees who have gone above and beyond in their role. These are known as Chief Executive (CE) recognition fund payments. There are three set amounts for CE recognition fund payments based on different criteria - \$1,500, \$3,000 and \$5,000.

The number of CE recognition fund payments awarded in the 2022/23 financial year (up to 2 May 2023), broken down by award amount and pay band of the recipient can be found in the following table:

Band	Band Range 2022/23	\$1,500	\$3,000	\$5,000	Grand Total
Band 11	\$50,680 to \$70,460	1			1
Band 12	\$53,550 to \$77,350	4			4
Band 13	\$60,030 to \$86,710	6			6
Band 14	\$66,240 to \$95,680	6	1		7
Band 15	\$76,500 to \$110,500	7	1		8
Band 16	\$88,650 to \$128,050	14	2		16
Band 17	\$106,200 to \$153,400	30	1		31
Band 18	\$127,800 to \$184,600	27	8	1	36
Band 19	\$148,950 to \$215,150	12	5	1	18
Band 20	\$179,100 to \$258,700	2	2		4
Band 21	\$211,800 to \$305,900	1	1	1	3
Band 22	\$241,600 to \$348,900		1		1
Grand Total		110	22	3	135

I am withholding the job titles and position descriptions of individuals under section 9(2)(a) of the Act as this detail can be used to identify individual staff members. This section allows for the withholding of information to protect the privacy of natural persons, including that of deceased natural persons.

With respect to the information that has been withheld, I do not consider there are any other factors which would render it desirable, in the public interest, to make the information available.

2. For any senior officials within the department, I would like the same information in a separate summary.

No Executive Leadership Team members (senior officials) received a CE recognition fund payment in the 2022/23 financial year.

I am therefore refusing this part of your request under section 18(g)(i) of the Act because the information requested is not held by Waka Kotahi and there are no grounds for believing that the information is held by another department (for itself and for a departmental agency hosted by it or an interdepartmental executive board serviced by it) or interdepartmental venture or Minister of the Crown or organisation, or by a local authority.

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

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 Ministerial Services by email to official.correspondence@nzta.govt.nz

Yours sincerely

A handwritten signature in black ink, appearing to read 'CL', with a long horizontal flourish extending to the right.

Chris Lokum
Group General Manager, People and Safety