



Remuneration of Public Service and State sector senior staff as at 30 June 2014

State Services Commission

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Remuneration of Public Service and State sector senior staff as at 30 June 2014

This is the State Services Commissioner's (the Commissioner) report on the remuneration of chief executives and other senior personnel in the Public Service and State sector for the year to 30 June 2014.

Further information can be found at <http://www.ssc.govt.nz/rem-senior-state-sector-staff-to-30june14>.

Chief executive remuneration – Public Service and State sector, including tertiary education institutions

Tables 1 and 2 below present remuneration information for chief executives of organisations across the State sector where the Commissioner has an influence over their remuneration: the Public Service and the wider State sector, including tertiary education institutions (TEIs).¹ Remuneration paid to acting chief executives from within the relevant organisations is not included, except for Public Service departments where the Commissioner sets remuneration.

The tables present the **total remuneration actually received** by each chief executive for the financial year 1 July 2013 to 30 June 2014, in \$10,000 bands. Total remuneration includes any benefit received by the chief executive that is specified in their employment agreement, such as performance pay, employer contributions to superannuation, the value of the use of a vehicle, any annual leave in excess of 20 days per annum, and any end of term entitlements paid.

This year State sector (including tertiary education institutions) and Public Service information has been separated into two tables.

In some cases, chief executives' reported total remuneration varies significantly between 2012/13 and 2013/14. This may reflect:

- the timing of pay periods during the year, which may result in a chief executive receiving, for example, 27 fortnightly pays during the year
- the timing of performance reviews and performance payments resulting in a chief executive receiving two or no performance pays during the year
- measured job size increases leading to an increase in remuneration (chief executive job sizing is undertaken by independent consultants)
- Government Superannuation Fund employer contribution increases
- KiwiSaver employer contribution increases in 2013
- entitlements on the last day of duty, which may include retiring leave, annual leave not taken, employer superannuation payments owing on end of term entitlements and payment of salary in lieu of a notice period.

The sums reported in the tables are largely consistent with the requirements of section 211 of the Companies Act 1993. They reflect the total remuneration received by the employee in the financial year indicated. Where the reported remuneration is for a period of less than 12 months, the effective period is indicated. The non-Public Service organisations listed supplied their own information. While the SSC has checked the accuracy of the information to the best of its ability, the final responsibility for accuracy lies with the body that sets the remuneration.

¹ Table 1 does not include organisations that are not Crown entities but are required by their enabling legislation to consult the Commissioner on their chief executive's remuneration, such as the Māori Television Service.

Table 1: Total remuneration received by chief executives of Crown entities and tertiary education institutions

Key:

- District health boards (DHBs), that are required to seek the Commissioner's consent on remuneration, are shown in **red**
- Tertiary education institutions, that are also required to seek the Commissioner's concurrence for remuneration, are shown in **blue**
- Other statutory Crown entities that are required to consult the Commissioner on remuneration are shown in **green**

Organisation	Total Remuneration band 2013 - 2014	Effective date 2013 - 2014	Total Remuneration band 2012 - 2013	Effective date 2012 - 2013	Notes
Accident Compensation Corporation	\$600,000 to \$609,999		\$550,000 to \$559,999 ¹ \$250,000 to \$259,999 ² Under \$100,000	1 July 2012 to 14 December 2012 17 December 2012 to 30 April 2013 1 May 2013 to 30 June 2013	1. Figure includes payment of entitlements at last day of duty of \$171,567 2. Figure includes payment of entitlements at last day of duty of \$20,082
Aoraki Polytechnic	Under \$100,000	14 March 2014 to 30 June 2014	\$170,000 to \$179,999 ¹	1 July 2012 to 21 December 2012	1. Figure includes payment of entitlements at last day of duty of \$77,321
Arts Council of New Zealand Toi Aotearoa (Creative New Zealand)	\$270,000 to \$279,999		\$260,000 to \$269,999		
Auckland DHB	\$570,000 to \$579,999		\$390,000 to \$399,999	1 October 2012 to 30 June 2013	
Auckland University of Technology	\$470,000 to \$479,999		\$460,000 to \$469,999		
Bay of Plenty DHB	\$490,000 to \$499,999		\$480,000 to \$489,999		
Bay of Plenty Polytechnic	\$250,000 to \$259,999		\$270,000 to \$279,999		
Broadcasting Commission (New Zealand On Air)	\$310,000 to \$319,999		\$290,000 to \$299,999		
Broadcasting Standards Authority	\$160,000 to \$169,999		\$150,000 to \$159,999		
Callaghan Innovation	\$520,000 to \$529,999		Under \$100,000	3 May 2013 to 30 June 2013	New entity established on 1 February 2013
Canterbury DHB	\$560,000 to \$569,999		\$530,000 to \$539,999		The Chief Executive of the Canterbury DHB also has responsibility for the West Coast DHB
Capital and Coast DHB	\$130,000 to \$139,999 ¹ \$360,000 to \$369,999	1 July 2013 to 8 September 2013 9 September 2013 to 30 June 2014	\$440,000 to \$449,999		1. Figure includes payment of entitlements at last day of duty of \$11,939
Careers New Zealand	\$220,000 to \$229,999 ¹ Under \$100,000	1 July 2013 to 18 February 2014 26 May 2014 to 30 June 2014	\$300,000 to \$309,999		1. Figure includes payment of entitlements at last day of duty of \$22,159
Christchurch Polytechnic Institute of Technology	\$340,000 to \$349,999		\$330,000 to \$339,999		
Civil Aviation Authority of New Zealand	\$340,000 to \$349,999		\$330,000 to \$339,999		
Commerce Commission	\$370,000 to \$379,999		\$360,000 to \$369,999		
Counties Manukau DHB	\$550,000 to \$559,999		\$530,000 to \$539,999		
Drug Free Sport New Zealand	\$140,000 to \$149,999		\$130,000 to \$139,999		
Earthquake Commission	\$430,000 to \$439,999		\$410,000 to \$419,999		
Eastern Institute of Technology	\$290,000 to \$299,999		\$350,000 to \$359,999		
Education New Zealand	\$300,000 to \$309,999		\$290,000 to \$299,999		
Electricity Authority	\$310,000 to \$319,999		\$300,000 to \$309,999		
Energy Efficiency and Conservation Authority	\$280,000 to \$289,999		\$270,000 to \$279,999		
Environmental Protection Authority	\$320,000 to \$329,999		\$310,000 to \$319,999		
External Reporting Board	\$230,000 to \$239,999		\$220,000 to \$229,999		

Organisation	Total Remuneration band 2013 - 2014	Effective date 2013 - 2014	Total Remuneration band 2012 - 2013	Effective date 2012 - 2013	Notes
Families Commission	\$260,000 to \$269,999		\$260,000 to \$269,999 ¹ Under \$100,000 Under \$100,000	1 July 2012 to 1 February 2013 2 February 2013 to 18 June 2013 19 June 2013 to 30 June 2013	1. Figure includes payment of entitlements at last day of duty of \$123,536
Financial Markets Authority	\$300,000 to \$309,999 ¹ \$180,000 to \$189,999	1 July 2013 to 31 December 2013 3 February 2014 to 30 June 2014	\$500,000 to \$509,999		1. Figure includes payment of entitlements at last day of duty of \$25,492
Guardians of New Zealand Superannuation	\$800,000 to \$809,999		\$660,000 to \$669,999		
Hawke's Bay DHB	\$500,000 to \$509,999		\$430,000 to \$439,999		
Health Promotion Agency	\$260,000 to \$269,999		\$230,000 to \$239,999		
Health Quality and Safety Commission	\$370,000 to \$379,999		\$370,000 to \$379,999		
Health Research Council of New Zealand	\$350,000 to \$359,999 ¹	1 July 2013 to 28 June 2014	\$290,000 to \$299,999		1. Figure includes payment of entitlements at last day of duty of \$71,076
Heritage New Zealand Pouhere Taonga	\$250,000 to \$259,999		\$250,000 to \$259,999		Previously known as New Zealand Historic Places Trust (Pouhere Taonga)
High Performance Sport New Zealand Ltd	\$410,000 to \$419,999		\$400,000 to \$409,999		
Hobsonville Land Company	\$390,000 to \$399,999		\$380,000 to \$389,999		
Housing New Zealand Corporation	\$460,000 to \$469,999		\$320,000 to \$329,999 ¹ \$180,000 to \$189,999	1 July 2012 to 31 October 2012 21 January 2013 to 30 June 2013	1. Figure includes payment of entitlements at last day of duty of \$200,390
Human Rights Commission	\$230,000 to \$239,999		\$220,000 to \$229,999		
Hutt DHB (Hutt Valley DHB)	\$420,000 to \$429,999		\$400,000 to \$409,999		With effect from 22 December 2012, the Chief Executive of the Hutt DHB also has responsibility for the Wairarapa DHB
Lakes DHB	\$370,000 to \$379,999		Under \$100,000 ¹ \$260,000 to \$269,999	Relates to previous financial year 5 September 2012 to 30 June 2013	1. Figure includes payment of entitlements after last day of duty of \$43,765
Lincoln University	\$400,000 to \$409,999		\$400,000 to \$409,999		
Manukau Institute of Technology	\$310,000 to \$319,999		\$340,000 to \$349,999		
Maritime New Zealand (Maritime Safety Authority of New Zealand)	\$300,000 to \$309,999		\$270,000 to \$279,999		
Massey University	\$540,000 to \$549,999		\$530,000 to \$539,999		
MidCentral DHB	\$540,000 to \$549,999		\$520,000 to \$529,999		
Museum of New Zealand Te Papa Tongarewa	\$270,000 to \$279,999 ¹	1 July 2013 to 9 May 2014	\$350,000 to \$359,999		1. Chief Executive on long-term secondment
Nelson Marlborough DHB	\$400,000 to \$409,999		\$280,000 to \$289,999 ¹ \$120,000 to \$129,999	1 July 2012 to 31 December 2012 11 February 2013 to 30 June 2013	1. Figure includes payment of entitlements at last day of duty of \$37,817
Nelson Marlborough Institute of Technology	\$280,000 to \$289,999		\$270,000 to \$279,999		
New Zealand Antarctic Institute (Antarctica New Zealand)	Under \$100,000 \$130,000 to \$139,999	1 July 2013 to 13 September 2013 6 January 2014 to 30 June 2014	\$240,000 to \$249,999		
New Zealand Artificial Limb Board	\$200,000 to \$209,999		\$190,000 to \$199,999		
New Zealand Blood Service	\$340,000 to \$349,999		\$340,000 to \$349,999		
New Zealand Film Commission	\$140,000 to \$149,999 ¹ \$120,000 to \$129,999	1 July 2013 to 1 November 2013 1 January 2014 to 30 June 2014	\$260,000 to \$269,999		1. Figure includes payment of entitlements at last day of duty of \$28,712
New Zealand Fire Service Commission	\$360,000 to \$369,999		\$350,000 to \$359,999		
New Zealand Food Innovation Ltd (Foodbowl)	\$250,000 to \$259,999 ¹				Foodbowl became a Crown Entity subsidiary during the 2013/2014 financial year. 1. Figure reflects the remuneration received for the full financial year
New Zealand Lotteries Commission	\$430,000 to \$439,999		\$390,000 to \$399,999		

Organisation	Total Remuneration band 2013 - 2014	Effective date 2013 - 2014	Total Remuneration band 2012 - 2013	Effective date 2012 - 2013	Notes
New Zealand Productivity Commission	\$140,000 to \$149,999 ¹ Under \$100,000	1 July 2013 to 13 December 2013 16 December 2013 to 30 June 2014	\$260,000 to \$269,999		1. Figure includes payment of entitlements at last day of duty of \$22,972
New Zealand Qualifications Authority	\$420,000 to \$429,999		\$410,000 to \$419,999		
New Zealand Symphony Orchestra	\$250,000 to \$259,999		\$250,000 to \$259,999		
New Zealand Teachers Council	\$210,000 to \$219,999		\$200,000 to \$209,999		
New Zealand Tourism Board (Tourism New Zealand)	\$510,000 to \$519,999		\$490,000 to \$499,999		
New Zealand Trade and Enterprise	\$560,000 to \$569,999		\$520,000 to \$529,999		
New Zealand Transport Agency	\$620,000 to \$629,999		\$610,000 to \$619,999		
New Zealand Walking Access Commission	\$160,000 to \$169,999		\$160,000 to \$169,999		
Northland DHB	\$380,000 to \$389,999		\$370,000 to \$379,999		
Northland Polytechnic	\$260,000 to \$269,999		\$260,000 to \$269,999		
Open Polytechnic of New Zealand	\$320,000 to \$329,999		\$260,000 to \$269,999		
Otago Polytechnic	\$340,000 to \$349,999		\$330,000 to \$339,999		
Pharmaceutical Management Agency	\$340,000 to \$349,999		\$320,000 to \$329,999		2012/13 disclosure incorrectly reported the band as \$340,000 to \$349,999
Public Trust	\$350,000 to \$359,999 ¹ \$230,000 to \$239,999	1 July 2013 to 20 December 2013 23 December 2013 to 30 June 2014	\$210,000 to \$219,999 ² \$370,000 to \$379,999	1 July 2012 to 31 August 2012 1 September 2012 to 30 June 2013	1. Figures includes payment of entitlements at last day of duty of \$114,587 2. Figure includes payment of entitlements at last day of duty of \$115,481
Real Estate Agents Authority	\$230,000 to \$239,999		\$210,000 to \$219,999		
Social Workers Registration Board	\$150,000 to \$159,999		\$140,000 to \$149,999		
South Canterbury DHB	\$290,000 to \$299,999		\$280,000 to \$289,999¹ Under \$100,000	1 July 2012 to 25 January 2013 8 April 2013 to 30 June 2013	1. Figure includes payment of entitlements at last day of duty of \$46,129
Southern DHB	\$500,000 to \$509,999		\$390,000 to \$399,999		
Southern Institute of Technology	\$270,000 to \$279,999		\$270,000 to \$279,999		
Sport New Zealand (formerly Sport and Recreation New Zealand)	\$360,000 to \$369,999		\$370,000 to \$379,999		
Standards Council (Standards New Zealand)	Under \$100,000	1 July 2013 to 6 September 2013	\$240,000 to \$249,999		Chief Executive on long-term secondment to CCDHB from 9 September 2013
Tai Poutini Polytechnic	\$250,000 to \$259,999		\$230,000 to \$239,999		
Tairāwhiti DHB	\$310,000 to \$319,999		\$300,000 to \$309,999		
Takeovers Panel	\$270,000 to \$279,999		\$250,000 to \$259,999		
Taranaki DHB	\$380,000 to \$389,999		\$360,000 to \$369,999		
Te Reo Whakapuaki Irirangi (Te Māngai Pāho, Māori Broadcasting Funding Agency)	\$200,000 to \$209,999		\$190,000 to \$199,999		
Te Taura Whiri i Te Reo Māori (Māori Language Commission)	\$100,000 to \$109,999	1 July 2013 to 19 January 2014	\$170,000 to \$179,999		
Te Wananga o Aotearoa	Under \$100,000 ¹ \$270,000 to \$279,999	21 October 2013 to 30 June 2014	\$390,000 to \$399,999 ²	1 July 2012 to 28 June 2013	1. Figure includes payment of entitlements after last day of duty of \$11,475 2. Figure includes payment of entitlements at last day of duty of \$71,074
Te Wananga o Raukawa	\$230,000 to \$239,999		\$190,000 to \$199,999		
Te Whare Wananga o Awanuiarangi	\$310,000 to \$319,999		\$320,000 to \$329,999		
Telarc SAI Ltd	Under \$100,000 ¹ \$150,000 to \$159,999	19 August 2013 to 30 June 2014	\$270,000 to \$279,999		1. Figure includes payment of entitlements after last day of duty of \$16,304

Organisation	Total Remuneration band 2013 - 2014	Effective date 2013 - 2014	Total Remuneration band 2012 - 2013	Effective date 2012 - 2013	Notes
Tertiary Education Commission	\$410,000 to \$419,999		\$400,000 to \$409,999 ¹ \$110,000 to \$119,999	1 July 2012 to 7 February 2013 1 April 2013 to 30 June 2013	1. Figure includes payment of entitlements at last day of duty of \$52,000
Testing Laboratory Registration Council (International Accreditation New Zealand)	\$250,000 to \$259,999		\$250,000 to \$259,999		
Transport Accident Investigation Commission	\$220,000 to \$229,999		\$220,000 to \$229,999		
Unitec Institute of Technology	\$390,000 to \$399,999		\$370,000 to \$379,999		
Universal College of Learning	\$160,000 to \$169,999 ¹		\$260,000 to \$269,999 ²		1. Level of remuneration paid 12 months to 30 June 2014 reflects current part time hours 2. Figure includes 6 months at part time hours
University of Auckland	\$660,000 to \$669,999		\$650,000 to \$659,999		
University of Canterbury	\$530,000 to \$539,999		\$510,000 to \$519,999		
University of Otago	\$540,000 to \$549,999		\$520,000 to \$529,999		
University of Waikato	\$450,000 to \$459,999		\$450,000 to \$459,999		
Victoria University of Wellington	\$400,000 to \$409,999 ¹ \$140,000 to \$149,999	1 July 2013 to 28 February 2014 3 March 2014 to 30 June 2014	\$520,000 to \$529,999		1. Figure includes payment of entitlements at last day of duty of \$17,066
Waiariki Institute of Technology	\$280,000 to \$289,999		\$210,000 to \$219,999	1 September 2012 to 30 June 2013	
Waikato DHB	\$490,000 to \$499,999		\$490,000 to \$499,999		
Waikato Institute of Technology	\$380,000 to \$389,999		\$370,000 to \$379,999		
Wairarapa DHB			\$250,000 to \$259,999	1 July 2012 to 21 December 2012	2012/13 figure includes payment of entitlements at last day of duty of \$92,241. With effect from 22 December 2012, the Chief Executive of the Hutt DHB also has responsibility for the Wairarapa DHB
Waitemata DHB	\$520,000 to \$529,999		\$530,000 to \$539,999		
Wellington Institute of Technology	\$350,000 to \$359,999		\$340,000 to \$349,999		
West Coast DHB					The Chief Executive of the Canterbury DHB also has responsibility for the West Coast DHB
Western Institute of Technology	\$130,000 to \$139,999	29 October 2013 to 30 June 2014	\$280,000 to \$289,999 ¹ Under \$100,000	1 July 2012 to 12 April 2013 15 April 2013 to 30 June 2013	1. Figure includes payment of entitlements at last day of duty of \$88,231
Whanganui DHB	\$360,000 to \$369,999		\$350,000 to \$359,999		
Whitireia Community Polytechnic	\$330,000 to \$339,999		\$330,000 to \$339,999		
Worksafe New Zealand	Under \$100,000	17 March 2014 to 30 June 2014			Established on 16 December 2013

Table 2: Total remuneration received by Public Service chief executives²

Public Service chief executives are now on a common assessment year (1 July to 30 June) rather than on a year that starts at their appointment date. This change to a common assessment year has been made to support common expectations of performance, to make it easier to assess contribution to collective impact and to make it easier to assess the overall performance of the chief executive group.

Transition payments

The move to a common assessment date, effective 1 January 2014, meant that most chief executives could not access performance related payments to which they would otherwise have been entitled. A transition payment was therefore made, on a pro-rata basis. This payment was 8% of salary - pro-rated for the period between the effective date of their last performance review (their anniversary date) and 31 December 2013. This resulted in most chief executives (18), in the 2013/2014 financial year, receiving a performance payment for the most recent 12 month review and a pro-rated one-off transition payment which recognises their work for a further period following the end of their most recent assessment period. This means the total remuneration paid in 2013/14 for some chief executives is shown as substantially higher than 2012/13.

Next year's disclosure figures are expected to be lower because these chief executives will only have potential for performance payments pro-rated for the 6 months from 1 January to 30 June 2014 (the new assessment date). The following year's figures will be higher because chief executives will have the potential for performance payments based on a full financial year. These fluctuations are not an accurate reflection of underlying movements to base remuneration.

The 8% pro-rated, one-off transition payment reflected in this year's disclosure figures is less than the average performance payment made to Public Service chief executives in the previous 2012/2013 financial year, and was out of a potential 15%.

The percentage chosen was conservative. It was intended to strike a balance between being fair and reasonable to chief executives who had missed out on potential earnings, and being prudent with public money. If performance assessments were completed during the transition period the average performance payment is likely to have been greater than 8%.

The transition payments ranged from \$870 to \$25,600. The average transition payment was \$10,907, and only five payments were above \$15,000.

Organisation	Total Remuneration band 2013 - 2014	Effective date 2013 - 2014	Total Remuneration band 2012 - 2013	Effective date 2012 - 2013	Notes
Canterbury Earthquake Recovery Authority	\$590,000 to \$599,999		\$560,000 to \$569,999		
Department of Conservation	\$140,000 to \$149,999 ¹ \$280,000 to \$289,999	1 July 2013 to 13 September 2013 14 September 2013 to 30 June 2014	\$370,000 to \$379,999		1. Figure includes payment of entitlements at last day of duty of \$29,079
Department of Corrections	\$460,000 to \$469,999		\$430,000 to \$439,999		
Department of Internal Affairs	\$510,000 to \$519,999		\$470,000 to \$479,999		
Department of the Prime Minister and Cabinet	\$550,000 to \$559,999		\$200,000 to \$209,999 ¹ \$480,000 to \$489,999	Relates to previous financial year	1. Figure includes payment of entitlements after last day of duty of \$203,625
Education Review Office	\$150,000 to \$159,999 ¹ Under \$100,000 \$110,000 to \$119,999 ²	1 July 2013 to 1 November 2013 2 November 2013 to 2 December 2013 3 December 2013 to 30 June 2014	\$330,000 to \$339,999		1. Figure includes payment of entitlements at last day of duty of \$21,482 2. Figure includes payment of entitlements at last day of duty of -\$1,551
Inland Revenue Department	\$520,000 to \$529,999		\$100,000 to \$109,999 ¹ \$390,000 to \$399,999	1 July 2012 to 20 July 2012 21 July 2012 to 30 June 2013	1. Figure includes payment of entitlements at last day of duty of \$13,029
Land Information New Zealand	\$360,000 to \$369,999		Under \$100,000 \$250,000 to \$259,999	1 July 2012 to 16 September 2012 17 September 2012 to 30 June 2013	
Ministry for Culture and Heritage	\$380,000 to \$389,999		\$350,000 to \$359,999		
Ministry for Primary Industries	Under \$100,000 ¹ \$100,000 to \$109,999 \$280,000 to \$289,999	1 July 2013 to 28 July 2013 29 July 2013 to 17 November 2013 18 November 2013 to 30 June 2014	\$510,000 to \$519,999		1. Figure includes payment of entitlements at last day of duty of \$16,124
Ministry for the Environment	\$440,000 to \$449,999		\$400,000 to \$409,999		

² The Remuneration Authority sets remuneration for the chief executives of three Public Service departments: the Crown Law Office, the Government Communications Security Bureau and the State Services Commission.

Organisation	Total Remuneration band 2013 - 2014	Effective date 2013 - 2014	Total Remuneration band 2012 - 2013	Effective date 2012 - 2013	Notes
Ministry of Business, Innovation and Employment	\$620,000 to \$629,999		\$100,000 to \$109,999 \$420,000 to \$429,999	1 July 2012 to 3 September 2012 4 September 2012 to 30 June 2013	
Ministry of Defence	\$390,000 to \$399,999		\$410,000 to \$419,999 ¹ \$180,000 to \$189,999	1 July 2012 to 30 November 2012 1 December 2012 to 30 June 2013	1. Figure includes payment of entitlements at last day of duty of \$203,455
Ministry of Education	\$550,000 to \$559,999		\$490,000 to \$499,999 ¹ \$170,000 to \$179,999 Under \$100,000	1 July 2012 to 8 February 2013 9 February 2013 to 24 June 2013 25 June 2013 to 30 June 2013	1. Figure includes payment of entitlements at last day of duty of \$157,523
Ministry of Foreign Affairs and Trade	\$640,000 to \$649,999		\$600,000 to \$609,999		
Ministry of Health	\$230,000 to \$239,999 ¹ \$250,000 to \$259,999	1 July 2013 to 8 November 2013 9 November 2013 to 30 June 2014	\$540,000 to \$549,999		1. Figure includes payment of entitlements at last day of duty of \$219
Ministry of Justice	\$540,000 to \$549,999		\$510,000 to \$519,999		
Ministry of Māori Development (Te Puni Kōkiri)	\$400,000 to \$409,999		\$150,000 to \$159,999 ¹ \$200,000 to \$209,999	1 July 2012 to 2 December 2012 3 December 2012 to 30 June 2013	1. Figure includes payment of entitlements at last day of duty of -\$1,202
Ministry of Pacific Island Affairs	\$270,000 to \$279,999		Under \$100,000 ¹ Under \$100,000 \$160,000 to \$169,999	1 July 2012 to 21 September 2012 22 September 2012 to 22 October 2012 23 October 2012 to 30 June 2013	1. Figure includes payment of entitlements at last day of duty of \$935
Ministry of Social Development	\$590,000 to \$599,999		\$550,000 to \$559,999		
Ministry of Transport	\$400,000 to \$409,999		\$400,000 to \$409,999		
Ministry of Women's Affairs	\$240,000 to \$249,999		\$110,000 to \$119,999 \$130,000 to \$139,999	1 July 2012 to 18 November 2012 19 November 2012 to 30 June 2013	
New Zealand Customs Service	\$410,000 to \$419,999		\$400,000 to \$409,999		
Serious Fraud Office	\$100,000 to \$109,999 \$200,000 to \$209,999	1 July 2013 to 18 October 2013 21 October 2013 to 30 June 2014	\$130,000 to \$139,999 ¹ \$180,000 to \$189,999	1 July 2012 to 5 October 2012 6 October 2012 to 30 June 2013	1. Figure includes payment of entitlements at last day of duty of \$12,895
Statistics New Zealand	Under \$100,000 \$270,000 to \$279,999	1 July 2013 to 25 August 2013 26 August 2013 to 30 June 2014	\$380,000 to \$389,999 ¹ Under \$100,000	1 July 2012 to 24 May 2013 25 May 2013 to 30 June 2013	1. Figure includes payment of entitlements at last day of duty of \$16,272.
The Treasury	\$650,000 to \$659,999		\$600,000 to \$609,999		

Chief Executive Remuneration – Remuneration Authority Jurisdiction

The chief executives included in the table below have their remuneration set by the Remuneration Authority. The Cabinet has requested that the remuneration for chief executives of organisations, under the jurisdiction of the Remuneration Authority, that are not listed here, be included in the annual reports of those organisations. Remuneration is reported for the financial years 1 July to 30 June, in \$10,000 bands.

The sums reported in the table are largely consistent with the requirements of section 211 of the Companies Act 1993. They reflect the total remuneration received by the employee in the financial year indicated. Where the reported remuneration is for a period of less than 12 months, the effective period is indicated. Section 14 of the Remuneration Authority Act 1977 provides that once the Authority has made a determination, the recipients of that determination cannot decline or amend it in any way.

Table 3: Total remuneration received by chief executives and other senior staff under the jurisdiction of the Remuneration Authority

Organisation	Total Remuneration band 2013 - 2014	Effective date 2013 - 2014	Total Remuneration band 2012 - 2013	Effective date 2012 - 2013	Notes
Chief of the New Zealand Defence Force	\$580,000 to \$589,999 ¹ \$250,000 to \$259,999	1 July 2013 to 31 January 2014 1 February 2014 to 30 June 2014	\$620,000 to \$629,999 ²		1. Figure includes payment of entitlements on last day of duty of \$220,084 2. Figure includes a payment of \$44,017 to "buy-out" a previous long service leave entitlement
Chief Ombudsman	\$360,000 to \$369,999		\$340,000 to \$349,999		1. Figure includes a payment of \$13,483 to cash in some annual leave
Chief Parliamentary Counsel	\$370,000 to \$379,999		Under \$100,000	24 June 2013 to 30 June 2013	The Chief Parliamentary Counsel was on leave without pay from 28 September 2011 until 23 June 2013. During that time the role was filled on an acting basis from within the organisation
Clerk of the House of Representatives	\$350,000 to \$359,999		\$330,000 to \$339,999		
Commissioner of Police	\$520,000 to \$529,999 ¹ \$110,000 to \$119,999	1 July 2013 to 2 April 2014 3 April 2014 to 30 June 2014	\$640,000 to \$649,999		1. Figure includes payment of entitlements at last day of duty of \$506,060
Controller and Auditor-General	\$550,000 to \$559,999		\$510,000 to \$519,999		
Deputy State Services Commissioner	\$410,000 to \$419,999		\$460,000 to \$469,999 ¹ Under \$100,000	1 July 2012 to 28 March 2013 1 April 2013 to 30 June 2013	1. Figure includes payment of entitlements at last day of duty of \$169,107
Director of the Government Communications Security Bureau	\$360,000 to \$369,999		\$350,000 to \$359,999		
Director of the New Zealand Security Intelligence Service	\$320,000 to \$329,999 Under \$100,000	1 July 2013 to 30 April 2014 1 May 2014 to 30 June 2014	\$360,000 to \$369,999		
General Manager of the Parliamentary Service	\$160,000 to \$169,999 ¹ \$140,000 to \$149,999	1 July 2013 to 2 August 2013 27 January 2014 to 30 June 2014	\$330,000 to \$339,999		1. Figure includes payment of entitlements at last day of duty of \$133,994
Parliamentary Commissioner for the Environment	\$280,000 to \$289,999		\$280,000 to \$289,999		
Solicitor-General	\$580,000 to \$589,999		\$450,000 to \$459,999	3 September 2012 to 30 June 2013	
State Services Commissioner	\$610,000 to \$619,999		\$560,000 to \$569,999		

Staff Remuneration – Public Service and Remuneration Authority Jurisdiction

The following two tables present the number of staff other than chief executives (or their equivalent) that received remuneration of \$100,000 or more in the last financial year. The remuneration listed takes into account payment of any entitlements on the last day of duty, which could include performance pay, superannuation or redundancy payments.

The information in Table 4 relates to all the **Public Service** organisations appearing in Tables 1 and 2, and all the organisations in Table 3 except the New Zealand Police and the New Zealand Defence Force. The relevant information for these two organisations appears in their respective annual reports. The 7,111 employees reported here represent 15 percent of the combined workforce of the organisations concerned. The number of employees receiving \$100,000 or more has increased 11 percent this year, compared with 13 percent last year.

The sums reported in the table are largely consistent with the requirements of section 211 of the Companies Act 1993. They reflect the total remuneration received by the employee in the financial year indicated.

Table 4: Number of staff in the Public Service and organisations whose chief executives are under Remuneration Authority jurisdiction who received total remuneration of \$100,000 or more in the year from 1 July 2013 to 30 June 2014, excluding chief executives

Remuneration Band	Number of staff 2013 / 2014	Number of staff 2012 / 2013	Difference
\$100,000 to \$109,999	1,756	1,631	8%
\$110,000 to \$119,999	1,300	1,111	17%
\$120,000 to \$129,999	917	823	11%
\$130,000 to \$139,999	731	673	9%
\$140,000 to \$149,999	525	487	8%
\$150,000 to \$159,999	378	365	4%
\$160,000 to \$169,999	281	239	18%
\$170,000 to \$179,999	249	207	20%
\$180,000 to \$189,999	160	163	-2%
\$190,000 to \$199,999	160	136	18%
\$200,000 to \$209,999	144	101	43%
\$210,000 to \$219,999	97	123	-21%
\$220,000 to \$229,999	84	66	27%
\$230,000 to \$239,999	50	37	35%
\$240,000 to \$249,999	44	26	69%
\$250,000 to \$259,999	32	33	-3%
\$260,000 to \$269,999	44	37	19%
\$270,000 to \$279,999	28	23	22%
\$280,000 to \$289,999	24	24	-
\$290,000 to \$299,999	14	14	-
\$300,000 to \$309,999	20	14	43%
\$310,000 to \$319,999	15	14	7%
\$320,000 to \$329,999	15	12	25%
\$330,000 to \$339,999	2	9	-78%
\$340,000 to \$349,999	9	3	200%
\$350,000 to \$359,999	3	2	50%

Remuneration Band	Number of staff 2013 / 2014	Number of staff 2012 / 2013	Difference
\$360,000 to \$369,999	8	8	-
\$370,000 to \$379,999	6	4	50%
\$380,000 to \$389,999	-	-	-
\$390,000 to \$399,999	1	3	-67%
\$400,000 to \$409,999	5	3	67%
\$410,000 to \$419,999	-	3	-100%
\$420,000 to \$429,999	2	-	-
\$430,000 to \$439,999	3	-	-
\$440,000 to \$449,999	-	-	-
\$450,000 to \$459,999	1	-	-
\$460,000 to \$469,999	-	1	-100%
\$470,000 to \$479,999	3	-	-
\$480,000 to \$489,999	-	-	-
\$490,000 to \$499,999	-	-	-
\$500,000 to \$509,999	-	-	-
\$510,000 to \$519,999	-	-	-
\$520,000 to \$529,999	-	-	-
\$530,000 to \$539,999	-	-	-
\$540,000 to \$549,999	-	-	-
\$550,000 to \$559,999	-	-	-
\$560,000 to \$569,999	-	-	-
\$570,000 to \$579,999	-	-	-
\$580,000 to \$589,999	-	-	-
\$590,000 to \$599,999	-	-	-
\$600,000 to \$609,999	-	1	-100%
Total	7,111	6,396	11%

Staff Remuneration – Tertiary Education Sector

The information in the following table covers all the **tertiary education institutions** whose chief executives are shown in Table 1. The employees reported here represent 16 percent of the tertiary education sector workforce. The number of employees receiving \$100,000 or more has increased 3 percent this year, compared with 12 percent last year. The growth in the number appearing in the table is influenced by various factors, including increases in collective agreement rates for senior university staff and progression between salary steps. The remuneration listed takes into account payment of any entitlements on the last day of duty, which could include performance pay, superannuation or redundancy payments.

The sums reported in the table are largely consistent with the requirements of section 211 of the Companies Act 1993. They reflect the total remuneration received by the employee in the financial year indicated.

Table 5: Number of staff in the tertiary education sector who received total remuneration of \$100,000 or more in the financial year from 1 January 2013 to 31 December 2013, excluding chief executives

Remuneration band	Number of staff 2013	Number of staff 2012	Difference
\$100,000 to \$109,999	1,346	1,365	-1%
\$110,000 to \$119,999	1,095	1,090	-
\$120,000 to \$129,999	787	754	4%
\$130,000 to \$139,999	599	559	7%
\$140,000 to \$149,999	433	400	8%
\$150,000 to \$159,999	333	296	13%
\$160,000 to \$169,999	222	198	12%
\$170,000 to \$179,999	177	187	-5%
\$180,000 to \$189,999	141	155	-9%
\$190,000 to \$199,999	128	109	17%
\$200,000 to \$209,999	65	70	-7%
\$210,000 to \$219,999	74	67	10%
\$220,000 to \$229,999	51	52	-2%
\$230,000 to \$239,999	34	33	3%
\$240,000 to \$249,999	27	30	-10%
\$250,000 to \$259,999	39	36	8%
\$260,000 to \$269,999	18	18	-
\$270,000 to \$279,999	15	13	15%
\$280,000 to \$289,999	24	20	20%
\$290,000 to \$299,999	11	8	38%
\$300,000 to \$309,999	9	7	29%
\$310,000 to \$319,999	8	5	60%

Remuneration band	Number of staff 2013	Number of staff 2012	Difference
\$320,000 to \$329,999	5	5	-
\$330,000 to \$339,999	5	4	25%
\$340,000 to \$349,999	5	6	-17%
\$350,000 to \$359,999	3	1	200%
\$360,000 to \$369,999	4	1	300%
\$370,000 to \$379,999	1	3	-67%
\$380,000 to \$389,999	-	2	-100%
\$390,000 to \$399,999	2	-	-
\$400,000 to \$409,999	1	-	-
\$410,000 to \$419,999	-	-	-
\$420,000 to \$429,999	-	-	-
\$430,000 to \$439,999	-	-	-
\$440,000 to \$449,999	1	-	-
\$450,000 to \$459,999	-	-	-
\$460,000 to \$469,999	-	-	-
\$470,000 to \$479,999	-	1	-100%
\$480,000 to \$489,999	-	1	-100%
\$490,000 to \$499,999	1	-	-
\$500,000 to \$509,999	-	-	-
\$510,000 to \$519,999	-	-	-
\$520,000 to \$529,999	-	-	-
\$530,000 to \$539,999	1	1	-
Total	5,665	5,497	3%