



Remuneration of Public Service and State sector senior staff as at 30 June 2013

State Services Commission

September 2013

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Remuneration of Public Service and State sector senior staff as at 30 June 2013

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 2013.

The Commissioner's remuneration policy for Public Service and Crown entity and subsidiary chief executives can be found on the State Services Commission (SSC) website [here](#). Further information on the components of chief executive remuneration packages can be found on the SSC website [here](#).

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

Table 1 below presents remuneration information for the 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 Acting chief executives from within the organisation are not included, except for Public Service departments where the Commissioner sets remuneration.

The table presents the **total remuneration actually received** by each chief executive for the financial year 1 July 2012 to 30 June 2013, in \$10,000 bands. Total remuneration includes any benefit received by the chief executive, 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. Any payments made that are not contractual entitlements are not included in these figures.

In some cases, chief executives' reported remuneration varies significantly between 2011/12 and 2012/13. 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
- 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 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. The non-Public Service organisations listed supplied their own information. While the SSC has checked the information's accuracy to the best of its ability, the final responsibility for accuracy lies with the individual organisations.

Table 1: Total remuneration received by chief executives in the Public Service and State sector, including tertiary education

Key:

- The Public Service², where the Commissioner sets chief executive remuneration, is shown in **purple**
- District health boards (DHBs), who are required to seek the Commissioner's consent on remuneration, are shown in **red**
- Tertiary education institutions, who are also required to seek the Commissioner's concurrence for remuneration, are shown in **blue**
- Other statutory entities that are required to consult the Commissioner on remuneration are shown in **green**

Organisation	Remuneration band 2012 - 2013	Effective date 2012 - 2013	Remuneration band 2011 - 2012	Effective date 2011 - 2012	Notes
Accident Compensation Corporation	\$550,000 to \$559,999 ¹	1 July 2012 to 14 December 2012	\$570,000 to \$579,999 ³	1 July 2011 to 16 September 2011	1. Figure includes payment of entitlements at last day of duty of \$171,567
	\$250,000 to \$259,999 ²	17 December 2012 to 30 April 2013	\$390,000 to \$399,999	19 September 2011 to 30 June 2012	2. Figure includes payment of entitlements at last day of duty of \$20,082
	Under \$100,000	1 May 2013 to 30 June 2013			3. Figure includes payment of entitlements at last day of duty of \$307,756
Aoraki Polytechnic	\$170,000 to \$179,999	1 July 2012 to 21 December 2012	\$220,000 to \$229,999		2012/13 figure includes payment of entitlements at last day of duty of \$77,321
Arts Council of New Zealand Toi Aotearoa (Creative New Zealand)	\$260,000 to \$269,999		\$240,000 to \$249,999		

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.

² The Commissioner does not set remuneration for the chief executives of three departments: the Crown Law Office, the Government Communications Security Bureau and the State Services Commission.

Organisation	Remuneration band 2012 - 2013	Effective date 2012 - 2013	Remuneration band 2011 - 2012	Effective date 2011 - 2012	Notes
Auckland DHB	\$390,000 to \$399,999	1 October 2012 to 30 June 2013	\$460,000 to \$469,999	1 July 2011 to 30 March 2012	2011/12 figure includes payment of entitlements at last day of duty of \$54,968
Auckland University of Technology	\$460,000 to \$469,999		\$450,000 to \$459,999		
Bay of Plenty DHB	\$480,000 to \$489,999		\$470,000 to \$479,999		
Bay of Plenty Polytechnic	\$270,000 to \$279,999		\$240,000 to \$249,999		
Broadcasting Commission (New Zealand On Air)	\$290,000 to \$299,999		\$290,000 to \$299,999		
Broadcasting Standards Authority	\$150,000 to \$159,999		Under \$100,000 ¹ \$100,000 to \$109,999	1 July 2011 to 30 September 2011 1 October 2011 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of \$10,423
Callaghan Innovation	Under \$100,000	3 May 2013 to 30 June 2013	-		New entity established on 1 February 2013
Canterbury DHB	\$530,000 to \$539,999		\$520,000 to \$529,999		The Chief Executive of the Canterbury DHB also has responsibility for the West Coast DHB
Canterbury Earthquake Recovery Authority	\$560,000 to \$569,999		\$510,000 to \$519,999		
Capital and Coast DHB	\$440,000 to \$449,999		\$430,000 to \$439,999		
Career Services	\$300,000 to \$309,999		\$290,000 to \$299,999		
Christchurch Polytechnic Institute of Technology	\$330,000 to \$339,999		\$330,000 to \$339,999		
Civil Aviation Authority of New Zealand	\$330,000 to \$339,999		\$520,000 to \$529,999 ¹ Under \$100,000	1 July 2011 to 5 April 2012 11 May 2012 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of \$273,952
Commerce Commission	\$360,000 to \$369,999		\$330,000 to \$339,999		
Counties Manukau DHB	\$530,000 to \$539,999		\$510,000 to \$519,999		
Department of Building and Housing	\$150,000 to \$159,999	Relates to previous financial year	\$410,000 to \$419,999		2012/13 figure includes payment of entitlements after last day of duty of \$102,131. 2011/12 figure includes payment of entitlements at last day of duty (30 June 2012) of \$81,105 The Department of Building and Housing was disestablished on 30 June 2012 and its functions transferred to the Ministry of Business, Innovation and Employment on 1 July 2012
Department of Conservation	\$370,000 to \$379,999		\$360,000 to \$369,999		
Department of Corrections	\$430,000 to \$439,999		\$420,000 to \$429,999		
Department of Internal Affairs	\$470,000 to \$479,999		\$150,000 to \$159,999 ¹ Under \$100,000 \$180,000 to \$189,999 \$100,000 to \$109,999	1 July 2011 to 30 September 2011 1 October 2011 to 16 October 2011 17 October 2011 to 15 April 2012 16 April 2012 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of \$16,248
Department of the Prime Minister and Cabinet	\$200,000 to \$209,999 ¹ \$480,000 to \$489,999	Relates to previous financial year	\$580,000 to \$589,999 ² Under \$100,000 Under \$100,000	1 July 2011 to 13 June 2012 14 June 2012 to 24 June 2012 25 June 2012 to 30 June 2012	1. Figure includes payment of entitlements after last day of duty of \$203,625. 2. Figure includes payment of entitlements at last day of duty of \$9,466
Drug Free Sport New Zealand	\$130,000 to \$139,999		\$130,000 to \$139,999		
Earthquake Commission	\$410,000 to \$419,999		\$400,000 to \$409,999		
Eastern Institute of Technology	\$350,000 to \$359,999		\$290,000 to \$299,999		
Education New Zealand	\$290,000 to \$299,999		\$150,000 to \$159,999 \$110,000 to \$119,999	1 September 2011 to 29 January 2012 30 January 2012 to 30 June 2012	
Education Review Office	\$330,000 to \$339,999		\$320,000 to \$329,999		
Electricity Authority	\$300,000 to \$309,999		\$270,000 to \$279,999		
Energy Efficiency and Conservation Authority	\$270,000 to \$279,999		\$270,000 to \$279,999		

Organisation	Remuneration band 2012 - 2013	Effective date 2012 - 2013	Remuneration band 2011 - 2012	Effective date 2011 - 2012	Notes
Environmental Protection Authority	\$310,000 to \$319,999		\$280,000 to \$289,999		
External Reporting Board	\$220,000 to \$229,999		\$210,000 to \$219,999		
Families Commission	\$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	\$190,000 to \$199,999		1. Figure includes payment of entitlements at last day of duty of \$123,536
Financial Markets Authority	\$500,000 to \$509,999		\$450,000 to \$459,999		
Guardians of New Zealand Superannuation	\$660,000 to \$669,999		\$730,000 to \$739,999		
Hawke's Bay DHB	\$430,000 to \$439,999		\$450,000 to \$459,999		
Health Promotion Agency	\$230,000 to \$239,999		-		New entity established on 1 July 2012
Health Quality and Safety Commission	\$370,000 to \$379,999		\$350,000 to \$359,999		
Health Research Council of New Zealand	\$290,000 to \$299,999		\$290,000 to \$299,999		
High Performance Sport New Zealand Ltd	\$400,000 to \$409,999		\$160,000 to \$169,999	30 January 2012 to 30 June 2012	
Hobsonville Land Company	\$380,000 to \$389,999		Under \$100,000 \$230,000 to \$239,999	1 July 2011 to 31 July 2011 29 August 2011 to 30 June 2012	
Housing New Zealand Corporation	\$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	\$480,000 to \$489,999		1. Figure includes payment of entitlements at last day of duty of \$200,390
Human Rights Commission	\$220,000 to \$229,999		\$210,000 to \$219,999		
Hutt DHB (Hutt Valley DHB)	\$400,000 to \$409,999		\$360,000 to \$369,999		With effect from 22 December 2012, the Chief Executive of the Hutt DHB also has responsibility for the Wairarapa DHB
Inland Revenue Department	\$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	\$430,000 to \$439,999		1. Figure includes payment of entitlements at last day of duty of \$13,029.
Lakes DHB	Under \$100,000 ¹ \$260,000 to \$269,999	Relates to previous financial year 5 September 2012 to 30 June 2013	\$430,000 to \$439,999	1 July 2011 to 29 June 2012	1. Figure includes payment of entitlements after last day of duty of \$43,765 2011/12 figure includes payment of entitlements at last day of duty of \$50,731
Land Information New Zealand	Under \$100,000 \$250,000 to \$259,999	1 July 2012 to 16 September 2012 17 September 2012 to 30 June 2013	\$350,000 to \$359,999 ¹ Under \$100,000	1 July 2011 to 15 April 2012 16 April 2012 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of \$41,854
Lincoln University	\$400,000 to \$409,999		\$400,000 to \$409,999 ¹ Under \$100,000	1 July 2011 to 1 April 2012 16 April 2012 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of \$52,236
Manukau Institute of Technology	\$340,000 to \$349,999		\$320,000 to \$329,999		
Maritime New Zealand (Maritime Safety Authority of New Zealand)	\$270,000 to \$279,999		\$190,000 to \$199,999 ¹ \$140,000 to \$149,999	1 July 2011 to 4 December 2011 5 December 2011 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of \$18,913
Massey University	\$530,000 to \$539,999		\$520,000 to \$529,999		
MidCentral DHB	\$520,000 to \$529,999		\$500,000 to \$509,999		
Ministry for Culture and Heritage	\$350,000 to \$359,999		\$350,000 to \$359,999		
Ministry for Primary Industries	\$510,000 to \$519,999		\$460,000 to \$469,999		
Ministry for the Environment	\$400,000 to \$409,999		\$370,000 to \$379,999		
Ministry of Business, Innovation and Employment	\$100,000 to \$109,999 \$420,000 to \$429,999	1 July 2012 to 3 September 2012 4 September 2012 to 30 June 2013	-		New entity formed from the merger of: Department of Building and Housing, Department of Labour, Ministry of Economic Development, and Ministry of Science and Innovation on 1 July 2012
Ministry of Defence	\$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	\$390,000 to \$399,999		1. Figure includes payment of entitlements at last day of duty of \$203,455.

Organisation	Remuneration band 2012 - 2013	Effective date 2012 - 2013	Remuneration band 2011 - 2012	Effective date 2011 - 2012	Notes
Ministry of Economic Development	Under \$100,000	Relates to previous financial year	\$580,000 to \$589,999		2012/13 performance payments made for the previous year 2011/12 figure includes payment of entitlements at last day of duty (30 June 2012) of \$68,052 The Ministry of Economic Development was disestablished on 30 June 2012 and its functions transferred to the Ministry of Business, Innovation and Employment on 1 July 2012
Ministry of Education	\$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	\$180,000 to \$189,999 ² \$320,000 to \$329,999	1 July 2011 to 9 November 2012 10 November 2011 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of \$157,523. 2. Figure includes payment of entitlements at last day of duty of \$13,670
Ministry of Foreign Affairs and Trade	\$600,000 to \$609,999		\$620,000 to \$629,999		
Ministry of Health	\$540,000 to \$549,999		\$530,000 to \$539,999		
Ministry of Justice	\$510,000 to \$519,999		Under \$100,000 \$390,000 to \$399,999	1 July 2011 to 15 August 2011 16 August 2011 to 30 June 2012	
Ministry of Māori Development (Te Puni Kōkiri)	\$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	\$470,000 to \$479,999 ² Under \$100,000	1 July 2011 to 29 June 2012 30 June 2012 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of -\$1,202 2. Figure includes payment of entitlements at last day of duty of \$49,320
Ministry of Pacific Island Affairs	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	\$320,000 to \$329,999 ² Under \$100,000	1 July 2011 to 16 June 2012 17 June 2012 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of \$935. 2. Figure includes payment of entitlements at last day of duty of \$84,959
Ministry of Science and Innovation	\$180,000 to \$189,999	Relates to previous financial year	\$540,000 to \$549,999		2012/13 figure includes payment of entitlements after last day of duty of \$182,705. 2011/12 figure includes payment of entitlements at last day of duty (30 June 2012) of \$66,596 The Ministry of Science and Innovation was disestablished on 30 June 2012 and its functions transferred to the Ministry of Business, Innovation and Employment on 1 July 2012
Ministry of Social Development	\$550,000 to \$559,999		\$220,000 to \$229,999 ¹ \$360,000 to \$369,999	1 July 2011 to 30 September 2011 1 October 2011 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of \$5,082
Ministry of Transport	\$400,000 to \$409,999		\$390,000 to \$399,999		
Ministry of Women's Affairs	\$110,000 to \$119,999 \$130,000 to \$139,999	1 July 2012 to 18 November 2012 19 November 2012 to 30 June 2013	\$250,000 to \$259,999 ¹ Under \$100,000	1 July 2011 to 4 June 2012 5 June 2012 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of -\$1,206
Museum of New Zealand Te Papa Tongarewa	\$350,000 to \$359,999		\$350,000 to \$359,999		
Nelson Marlborough DHB	\$120,000 to \$129,999 \$280,000 to \$289,999 ¹	11 February 2013 to 30 June 2013 1 July 2012 to 31 December 2012	\$410,000 to \$419,999		1. Figure includes payment of entitlements at last day of duty of \$37,817
Nelson Marlborough Institute of Technology	\$270,000 to \$279,999		\$230,000 to \$239,999		
New Zealand Antarctic Institute (Antarctica New Zealand)	\$240,000 to \$249,999		\$230,000 to \$239,999		
New Zealand Artificial Limb Board	\$190,000 to \$199,999		\$180,000 to \$189,999		
New Zealand Blood Service	\$340,000 to \$349,999		\$330,000 to \$339,999		
New Zealand Customs Service	\$400,000 to \$409,999		Under \$100,000 \$270,000 to \$279,999	1 July 2011 to 18 September 2011 19 September 2011 to 30 June 2012	
New Zealand Film Commission	\$260,000 to \$269,999		\$250,000 to \$259,999		
New Zealand Fire Service Commission	\$350,000 to \$359,999		\$360,000 to \$369,999 ¹ \$150,000 to \$159,999	1 July 2011 to 31 December 2011 1 January 2012 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of \$92,000
New Zealand Historic Places Trust (Pouhere Taonga)	\$250,000 to \$259,999		\$230,000 to \$239,999		

Organisation	Remuneration band 2012 - 2013	Effective date 2012 - 2013	Remuneration band 2011 - 2012	Effective date 2011 - 2012	Notes
New Zealand Lotteries Commission	\$390,000 to \$399,999		\$320,000 to \$329,999 ¹ \$100,000 to \$109,999	1 July 2011 to 27 January 2012 19 March 2012 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of \$29,069
New Zealand Productivity Commission	\$260,000 to \$269,999		\$230,000 to \$239,999		
New Zealand Qualifications Authority	\$410,000 to \$419,999		\$400,000 to \$409,999		
New Zealand Symphony Orchestra	\$250,000 to \$259,999		\$240,000 to \$249,999 ¹ Under \$100,000	1 July 2011 to 31 December 2011 7 February 2012 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of \$94,567
New Zealand Teachers Council	\$200,000 to \$209,999		\$190,000 to \$199,999		
New Zealand Tourism Board (Tourism New Zealand)	\$490,000 to \$499,999		\$480,000 to \$489,999		
New Zealand Trade and Enterprise	\$520,000 to \$529,999		\$490,000 to \$499,999		
New Zealand Transport Agency	\$610,000 to \$619,999		\$600,000 to \$609,999		
New Zealand Walking Access Commission	\$160,000 to \$169,999		\$160,000 to \$169,999		
Northland DHB	\$370,000 to \$379,999		\$110,000 to \$119,999 ¹ \$230,000 to \$239,999	1 July 2011 to 21 October 2011 22 October 2011 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of \$2,474
Northland Polytechnic	\$260,000 to \$269,999		\$250,000 to \$259,999		
Open Polytechnic of New Zealand	\$260,000 to \$269,999		\$280,000 to \$289,999		
Otago Polytechnic	\$330,000 to \$339,999		\$320,000 to \$329,999		
Pharmaceutical Management Agency	\$340,000 to \$349,999		Under \$100,000	1 July 2011 to 31 August 2011	2011/12 figure includes payment of entitlements at last day of duty of \$2,921
Public Trust	\$210,000 to \$219,999 ¹ \$370,000 to \$379,999	1 July 2012 to 31 August 2012 1 September 2012 to 30 June 2013	\$470,000 to \$479,999		1. Figure includes payment of entitlements at last day of duty of \$115,481
Real Estate Agents Authority	\$210,000 to \$219,999		\$110,000 to \$119,999 ¹ Under \$100,000	1 July 2011 to 2 December 2011 12 March 2012 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of \$12,000
Serious Fraud Office	\$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	\$340,000 to \$349,999		1. Figure includes payment of entitlements at last day of duty of \$12,895.
Social Workers Registration Board	\$140,000 to \$149,999		\$140,000 to \$149,999		
South Canterbury DHB	\$280,000 to \$289,999 ¹ Under \$100,000	1 July 2012 to 25 January 2013 8 April 2013 to 30 June 2013	\$310,000 to \$319,999		1. Figure includes payment of entitlements at last day of duty of \$46,129
Southern DHB	\$390,000 to \$399,999		\$200,000 to \$209,999 ¹ \$120,000 to \$129,999	1 July 2011 to 16 September 2011 5 March 2012 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of \$32,825
Southern Institute of Technology	\$270,000 to \$279,999		\$250,000 to \$259,999		
Sport New Zealand (formerly Sport and Recreation New Zealand)	\$370,000 to \$379,999		\$340,000 to \$349,999		
Standards Council (Standards New Zealand)	\$240,000 to \$249,999		\$240,000 to \$249,999		Remuneration reduced to reflect fees received as a member of two DHBs
Statistics New Zealand	\$380,000 to \$389,999 ¹ Under \$100,000	1 July 2012 to 24 May 2013 25 May 2013 to 30 June 2013	\$330,000 to \$339,999		1. Figure includes payment of entitlements at last day of duty of \$16,272.
Tai Poutini Polytechnic	\$230,000 to \$239,999		\$130,000 to \$139,999 ¹ Under \$100,000	1 July 2011 to 7 October 2011 15 June 2012 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of \$86,393
Tairāwhiti DHB	\$300,000 to \$309,999		\$290,000 to \$299,999		
Takeovers Panel	\$250,000 to \$259,999		\$230,000 to \$239,999		
Taranaki DHB	\$360,000 to \$369,999		\$380,000 to \$389,999		

Organisation	Remuneration band 2012 - 2013	Effective date 2012 - 2013	Remuneration band 2011 - 2012	Effective date 2011 - 2012	Notes
Te Reo Whakapuaki Irirangi (Te Māngai Pāho, Māori Broadcasting Funding Agency)	\$190,000 to \$199,999		\$190,000 to \$199,999		
Te Taura Whiri I Te Reo Māori (Māori Language Commission)	\$170,000 to \$179,999		\$170,000 to \$179,999		
Te Wananga o Aotearoa	\$390,000 to \$399,999		\$270,000 to \$279,999		2012/2013 figure includes payment of entitlements at last day of duty of \$71,074
Te Wananga o Raukawa	\$190,000 to \$199,999		\$180,000 to \$189,999		
Te Whare Wananga o Awanuiarangi	\$320,000 to \$329,999		\$190,000 to \$199,999		
Telarc SAI Ltd	\$270,000 to \$279,999		\$180,000 to \$189,999		
Tertiary Education Commission	\$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	\$490,000 to \$499,999	4 July 2011 to 30 June 2012	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		\$240,000 to \$249,999		
The Treasury	\$600,000 to \$609,999		\$540,000 to \$549,999		
Transport Accident Investigation Commission	\$220,000 to \$229,999		\$210,000 to \$219,999		
Unitec Institute of Technology	\$370,000 to \$379,999		\$350,000 to \$359,999		
Universal College of Learning	\$260,000 to \$269,999		\$330,000 to \$339,999		
University of Auckland	\$650,000 to \$659,999		\$630,000 to \$639,999		
University of Canterbury	\$510,000 to \$519,999		\$460,000 to \$469,999		
University of Otago	\$520,000 to \$529,999		\$170,000 to \$179,999 ¹ \$410,000 to \$419,999	1 July 2011 to 31 July 2011 15 August 2011 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of \$126,742
University of Waikato	\$450,000 to \$459,999		\$420,000 to \$429,999		
Victoria University of Wellington	\$520,000 to \$529,999		\$520,000 to \$529,999		
Waiariki Institute of Technology	\$210,000 to \$219,999	1 September 2012 to 30 June 2013	\$110,000 to \$119,999	1 July 2011 to 31 October 2011	2011/12 figure includes payment of entitlements at last day of duty of \$12,545
Waikato DHB	\$490,000 to \$499,999		\$460,000 to \$469,999		
Waikato Institute of Technology	\$370,000 to \$379,999		\$360,000 to \$369,999		
Wairarapa DHB	\$250,000 to \$259,999	1 July 2012 to 21 December 2012	\$260,000 to \$269,999		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	\$530,000 to \$539,999		Under \$100,000 ¹ \$450,000 to \$459,999	1 July 2011 to 3 July 2011 4 July 2011 to 30 June 2012	1. Figure includes payment of entitlements at last day of duty of \$44,023
Wellington Institute of Technology	\$340,000 to \$349,999		\$330,000 to \$339,999		
Western Institute of Technology	\$280,000 to \$289,999 ¹ Under \$100,000	1 July 2012 to 12 April 2013 15 April 2013 to 30 June 2013	\$240,000 to \$249,999		1. Figure includes payment of entitlements at last day of duty of \$88,231
Whanganui DHB	\$350,000 to \$359,999		\$360,000 to \$369,999		
Whitireia Community Polytechnic	\$330,000 to \$339,999		\$310,000 to \$319,999		

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

Organisation	Remuneration band 2012 - 2013	Effective date 2012 - 2013	Remuneration band 2011 - 2012	Effective date 2011 - 2012	Notes
Chief of the New Zealand Defence Force	\$620,000 to \$629,999		\$520,000 to \$529,999		2012/13 figure includes a payment of \$44,017 to "buy-out" a previous long service leave entitlement
Chief Ombudsman	\$340,000 to \$349,999		\$330,000 to \$339,999		
Chief Parliamentary Counsel	Under \$100,000	24 June 2013 to 30 June 2013	Under \$100,000	1 July 2011 to 28 September 2011	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	\$330,000 to \$339,999		\$320,000 to \$329,999		
Commissioner of Police	\$640,000 to \$649,999		\$570,000 to \$579,999		The 2011/12 band published in 2012 was incorrect and has been revised
Controller and Auditor-General	\$510,000 to \$519,999		\$490,000 to \$499,999		
Deputy State Services Commissioner	\$460,000 to \$469,999 ¹ Under \$100,000	1 July 2012 to 28 March 2013 1 April 2013 to 30 June 2013	\$380,000 to \$389,999		1. Figure includes payment of entitlements at last day of duty of \$169,107
Director of the Government Communications Security Bureau	\$350,000 to \$359,999		\$150,000 to \$159,999 \$130,000 to \$139,999	1 July 2011 to 19 December 2011 1 February 2012 to 30 June 2012	
Director of the New Zealand Security Intelligence Service	\$360,000 to \$369,999		\$350,000 to \$359,999		
General Manager of the Parliamentary Service	\$330,000 to \$339,999		\$320,000 to \$329,999		
Parliamentary Commissioner for the Environment	\$280,000 to \$289,999		\$280,000 to \$289,999		
Solicitor-General	\$450,000 to \$459,999	3 September 2012 to 30 June 2013	\$430,000 to \$439,999	1 July 2011 to 15 March 2012	
State Services Commissioner	\$560,000 to \$569,999		\$520,000 to \$529,999		

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 3 relates to all the **Public Service** organisations appearing in Table 1, and all the organisations in Table 2 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 6,396 employees reported here represent 13 percent of the combined workforce of the organisations concerned. The number of employees receiving \$100,000 or more has increased 13 percent this year, compared with 4 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 3: 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 2012 to 30 June 2013, excluding chief executives

Remuneration Band	Number of staff 2012 / 2013	Number of staff 2011 / 2012	Difference
\$100,000 to \$109,999	1,631	1,475	11%
\$110,000 to \$119,999	1,111	964	15%
\$120,000 to \$129,999	823	766	7%
\$130,000 to \$139,999	673	584	15%
\$140,000 to \$149,999	487	437	11%
\$150,000 to \$159,999	365	296	23%
\$160,000 to \$169,999	239	192	24%
\$170,000 to \$179,999	207	213	-3%
\$180,000 to \$189,999	163	171	-5%
\$190,000 to \$199,999	136	100	36%
\$200,000 to \$209,999	101	97	4%
\$210,000 to \$219,999	123	71	73%
\$220,000 to \$229,999	66	66	-
\$230,000 to \$239,999	37	35	6%
\$240,000 to \$249,999	26	37	-30%
\$250,000 to \$259,999	33	30	10%
\$260,000 to \$269,999	37	25	48%
\$270,000 to \$279,999	23	18	28%
\$280,000 to \$289,999	24	11	118%
\$290,000 to \$299,999	14	8	75%
\$300,000 to \$309,999	14	11	27%
\$310,000 to \$319,999	14	10	40%
\$320,000 to \$329,999	12	9	33%
\$330,000 to \$339,999	9	7	29%
\$340,000 to \$349,999	3	5	-40%
\$350,000 to \$359,999	2	6	-67%

Remuneration Band	Number of staff 2012 / 2013	Number of staff 2011 / 2012	Difference
\$360,000 to \$369,999	8	2	300%
\$370,000 to \$379,999	4	-	-
\$380,000 to \$389,999	-	1	-100%
\$390,000 to \$399,999	3	2	50%
\$400,000 to \$409,999	3	-	-
\$410,000 to \$419,999	3	1	200%
\$420,000 to \$429,999	-	-	-
\$430,000 to \$439,999	-	2	-100%
\$440,000 to \$449,999	-	-	-
\$450,000 to \$459,999	-	-	-
\$460,000 to \$469,999	1	-	-
\$470,000 to \$479,999	-	-	-
\$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	-	-
Total	6,396	5,652	13%

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 12 percent this year, compared with 2 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 4: Number of staff in the tertiary education sector who received total remuneration of \$100,000 or more in the financial year from 1 January 2012 to 31 December 2012, excluding chief executives

Remuneration band	Number of staff 2012	Number of staff 2011	Difference
\$100,000 to \$109,999	1,365	1,227	11%
\$110,000 to \$119,999	1,090	1,022	7%
\$120,000 to \$129,999	754	671	12%
\$130,000 to \$139,999	559	506	10%
\$140,000 to \$149,999	400	370	8%
\$150,000 to \$159,999	296	243	22%
\$160,000 to \$169,999	198	191	4%
\$170,000 to \$179,999	187	140	34%
\$180,000 to \$189,999	155	119	30%
\$190,000 to \$199,999	109	88	24%
\$200,000 to \$209,999	70	69	1%
\$210,000 to \$219,999	67	62	8%
\$220,000 to \$229,999	52	30	73%
\$230,000 to \$239,999	33	42	-21%
\$240,000 to \$249,999	30	38	-21%
\$250,000 to \$259,999	36	12	200%
\$260,000 to \$269,999	18	18	-
\$270,000 to \$279,999	13	22	-41%
\$280,000 to \$289,999	20	5	300%
\$290,000 to \$299,999	8	9	-11%
\$300,000 to \$309,999	7	7	-
\$310,000 to \$319,999	5	1	400%

Remuneration band	Number of staff 2012	Number of staff 2011	Difference
\$320,000 to \$329,999	5	6	-17%
\$330,000 to \$339,999	4	2	100%
\$340,000 to \$349,999	6	3	100%
\$350,000 to \$359,999	1	-	-
\$360,000 to \$369,999	1	2	-50%
\$370,000 to \$379,999	3	3	-
\$380,000 to \$389,999	2	1	100%
\$390,000 to \$399,999	-	-	-
\$400,000 to \$409,999	-	-	-
\$410,000 to \$419,999	-	-	-
\$420,000 to \$429,999	-	-	-
\$430,000 to \$439,999	-	-	-
\$440,000 to \$449,999	-	-	-
\$450,000 to \$459,999	-	1	-100%
\$460,000 to \$469,999	-	-	-
\$470,000 to \$479,999	1	1	-
\$480,000 to \$489,999	1	-	-
\$490,000 to \$499,999	-	-	-
\$500,000 to \$509,999	-	1	-100%
\$510,000 to \$519,999	-	-	-
\$520,000 to \$529,999	-	1	-100%
\$530,000 to \$539,999	1	-	-50%
Total	5,497	4,913	12%