



Remuneration of Public Service and State sector senior staff as at 30 June 2012

State Services Commission

September 2012

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Remuneration of Public Service and State sector senior staff as at 30 June 2012

This is the State Services Commissioner's report on the remuneration of chief executives and other senior personnel in the Public Service and State sector for the year to 30 June 2012. This remuneration report has previously been provided as part of the State Services Commission (SSC) annual report, but this year it will be published online only, through the SSC website.

The Commissioner's remuneration policy for Public Service and Crown entity and subsidiary chief executives can be found on the 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 State Services Commissioner sets remuneration.

The table presents the **total remuneration actually received** by each chief executive for the financial year 1 July 2011 to 30 June 2012, 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.

In some cases, chief executives' reported remuneration varies significantly between 2010/11 and 2011/12. 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
- 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 State Services Commissioner sets chief executive remuneration, is shown in purple
- District health boards (DHBs), who are required to seek the State Services Commissioner's consent on remuneration, are shown in red
- Tertiary education institutions, who are also required to seek the State Services Commissioner's concurrence for remuneration, are shown in blue
- Other statutory entities that are required to consult the State Services Commissioner on remuneration are shown in green

Organisation	Remuneration band 2011 - 2012	Effective date 2011 - 2012	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Notes
Accident Compensation Corporation	\$570,000 to \$579,999 ¹ \$390,000 to \$399,999	1 July 2011 to 16 September 2011 19 September 2011 to 30 June 2012	\$580,000 to \$589,999		1. Figure includes payment of entitlements at last day of duty of \$307,756
Alcohol Advisory Council of New Zealand	\$370,000 to \$379,999		\$210,000 to \$219,999		2011/12 figure includes payment of entitlements at last day of duty (30 June 2012) of \$147,988 Became part of Health Promotion Agency (HPA) on 1 July 2012
Aoraki Polytechnic	\$220,000 to \$229,999		\$210,000 to \$219,999		

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 2011 - 2012	Effective date 2011 - 2012	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Notes
Arts Council of New Zealand Toi Aotearoa (Creative New Zealand)	\$240,000 to \$249,999		\$230,000 to \$239,999		
Auckland DHB	\$460,000 to \$469,999	1 July 2011 to 30 March 2012	\$540,000 to \$549,999		2011/12 figure includes payment of entitlements at last day of duty of \$54,968
Auckland University of Technology	\$450,000 to \$459,999		\$440,000 to \$449,999		
Bay of Plenty DHB	\$470,000 to \$479,999		\$440,000 to \$449,999		
Bay of Plenty Polytechnic	\$240,000 to \$249,999		\$210,000 to \$219,999		
Broadcasting Commission (New Zealand On Air)	\$290,000 to \$299,999		\$290,000 to \$299,999		
Broadcasting Standards Authority	Under \$100,000 ¹ \$100,000 to \$109,999	1 July 2011 to 30 September 2011 1 October 2011 to 30 June 2012	\$140,000 to \$149,999		1. Figure includes payment of entitlements at last day of duty of \$10,423
Canterbury DHB	\$520,000 to \$529,999		\$490,000 to \$499,999		The Chief Executive of the Canterbury DHB also has responsibility for the West Coast DHB
Canterbury Earthquake Recovery Authority	\$510,000 to \$519,999		Under \$100,000 Under \$100,000	29 March 2011 to 12 June 2011 13 June 2011 to 30 June 2011	New Public Service department that commenced operation on 18 April 2011
Capital and Coast DHB	\$430,000 to \$439,999		\$240,000 to \$249,999 ¹ \$100,000 to \$109,999	1 July 2010 to 3 November 2010 28 March 2011 to 30 June 2011	1. Figure includes payment of entitlements at last day of duty of \$63,929
Career Services	\$290,000 to \$299,999		\$200,000 to \$209,999 ¹ \$160,000 to \$169,999	1 July 2010 to 19 November 2010 22 November 2010 to 30 June 2011	1. Figure includes payment of entitlements at last day of duty of \$69,320
Catalyst Risk Management Ltd	Under \$100,000	1 July 2011 to 30 September 2011	\$170,000 to \$179,999		Ceased to be a subsidiary of the Accident Compensation Corporation on 30 September 2011
Charities Commission	\$520,000 to \$529,999		\$240,000 to \$249,999		2011/12 figure includes payment of entitlements at last day of duty (30 June 2012) of \$222,883 Absorbed into the Department of Internal Affairs on 1 July 2012
Christchurch Polytechnic Institute of Technology	\$330,000 to \$339,999		\$250,000 to \$259,999	9 August 2010 to 30 June 2011	
Civil Aviation Authority of New Zealand	\$520,000 to \$529,999 ¹ Under \$100,000	1 July 2011 to 5 April 2012 11 May 2012 to 30 June 2012	\$300,000 to \$309,999		1. Figure includes payment of entitlements at last day of duty of \$273,952
Commerce Commission	\$330,000 to \$339,999		\$280,000 to \$289,999 ¹ \$140,000 to \$149,999	1 July 2010 to 31 December 2010 1 January 2011 to 30 June 2011	1. Figure includes payment of entitlements at last day of duty of \$44,121
Counties Manukau DHB	\$510,000 to \$519,999		\$480,000 to \$489,999		
Crown Health Financing Agency	\$420,000 to \$429,999		\$250,000 to \$259,999		2011/12 figure includes payment of entitlements at last day of duty (30 June 2012) of \$164,681 Agency was disestablished on 30 June 2012
Department of Building and Housing	\$410,000 to \$419,999		\$330,000 to \$339,999		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	\$360,000 to \$369,999		\$350,000 to \$359,999		
Department of Corrections	\$420,000 to \$429,999		\$260,000 to \$269,999 ¹ \$180,000 to \$189,999	1 July 2010 to 24 December 2010 25 December 2010 to 30 June 2011	1. Figure includes payment of entitlements at last day of duty of \$41,529
Department of Internal Affairs	\$150,000 to \$159,999 ² 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	\$430,000 to \$439,999		1. Archives New Zealand and National Library of New Zealand were amalgamated into the Department of Internal Affairs on 1 February 2011. 2. Figure includes payment of entitlements at last day of duty of \$16,248

Organisation	Remuneration band 2011 - 2012	Effective date 2011 - 2012	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Notes
Department of Labour	\$250,000 to \$259,999 ¹ \$180,000 to \$189,999	1 July 2011 to 3 January 2012 4 January 2012 to 30 June 2012	\$430,000 to \$439,999		1. Figure includes payment of entitlements at last day of duty of \$26,510 2. The Department of Labour was disestablished on 30 June 2012 and its functions transferred to the Ministry of Business, Innovation and Employment on 1 July 2012
Department of the Prime Minister and Cabinet	\$580,000 to \$589,999 ¹ 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	\$510,000 to \$519,999		1. Figure includes payment of entitlements at last day of duty of \$9,466
Drug Free Sport New Zealand	\$130,000 to \$139,999		\$120,000 to \$129,999		
Earthquake Commission	\$400,000 to \$409,999		\$330,000 to \$339,999		
Eastern Institute of Technology	\$290,000 to \$299,999		\$310,000 to \$319,999		
Education New Zealand	\$150,000 to \$159,999 \$110,000 to \$119,999	1 September 2011 to 29 January 2012 30 January 2012 to 30 June 2012	-	Not applicable	New entity established on 30 August 2011
Education Review Office	\$320,000 to \$329,999		\$330,000 to \$339,999		
Electricity Authority	\$270,000 to \$279,999		\$150,000 to \$159,999	1 November 2010 to 30 June 2011	New entity established on 1 November 2010
Energy Efficiency and Conservation Authority	\$270,000 to \$279,999		\$270,000 to \$279,999		
Environmental Protection Authority	\$280,000 to \$289,999		-	Not applicable	New entity established on 1 July 2011
Environmental Risk Management Authority	Under \$100,000	Relates to previous financial year	\$300,000 to \$309,999		2011/12 figure includes payment of entitlements at last day of duty (30 June 2011) of \$28,236 Replaced by the Environmental Protection Authority on 1 July 2011
External Reporting Board	\$210,000 to \$219,999		-	Not applicable	New entity replacing the Accounting Standards Review Board, established on 1 July 2011
Families Commission	\$190,000 to \$199,999		\$180,000 to \$189,999		
Financial Markets Authority	\$450,000 to \$459,999		Under \$100,000	1 May 2011 to 30 June 2011	New entity established on 1 May 2011
Guardians of New Zealand Superannuation	\$730,000 to \$739,999		\$530,000 to \$539,999		
Hawke's Bay DHB	\$450,000 to \$459,999		\$410,000 to \$419,999		
Health Quality and Safety Commission	\$350,000 to \$359,999		\$110,000 to \$119,999	17 February 2011 to 30 June 2011	New entity established on 1 December 2010
Health Research Council of New Zealand	\$290,000 to \$299,999		\$280,000 to \$289,999		
Health Sponsorship Council	\$290,000 to \$299,999		\$180,000 to \$189,999		2011/12 figure includes payment of entitlements at last day of duty (30 June 2012) of \$129,590 Became part of Health Promotion Agency (HPA) on 1 July 2012
High Performance Sport New Zealand Ltd	\$160,000 to \$169,999	30 January 2012 to 30 June 2012	-	Not applicable	Subsidiary of Sport New Zealand incorporated on 22 July 2011
Hobsonville Land Company	Under \$100,000 \$230,000 to \$239,999	1 July 2011 to 31 July 2011 29 August 2011 to 30 June 2012	\$340,000 to \$349,999		
Housing New Zealand Corporation	\$480,000 to \$489,999		\$460,000 to \$469,999		
Human Rights Commission	\$210,000 to \$219,999		\$210,000 to \$219,999		
Hutt DHB (Hutt Valley DHB)	\$360,000 to \$369,999		\$300,000 to \$309,999	19 July 2010 to 30 June 2011	
Inland Revenue Department	\$430,000 to \$439,999		\$420,000 to \$429,999		
Lakes DHB	\$430,000 to \$439,999	1 July 2011 to 29 June 2012	\$370,000 to \$379,999		2011/12 figure includes payment of entitlements at last day of duty of \$50,731
Land Information New Zealand	\$350,000 to \$359,999 ¹ Under \$100,000	1 July 2011 to 15 April 2012 16 April 2012 to 30 June 2012	\$360,000 to \$369,999		1. Figure includes payment of entitlements at last day of duty of \$41,854
Lincoln University	\$400,000 to \$409,999 ¹ Under \$100,000	1 July 2011 to 1 April 2012 16 April 2012 to 30 June 2012	\$390,000 to \$399,999		1. Figure includes payment of entitlements at last day of duty of \$52,236

Organisation	Remuneration band 2011 - 2012	Effective date 2011 - 2012	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Notes
Manukau Institute of Technology	\$320,000 to \$329,999		\$310,000 to \$319,999		
Maritime New Zealand (Maritime Safety Authority of New Zealand)	\$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	\$300,000 to \$309,999		1. Figure includes payment of entitlements at last day of duty of \$18,913
Massey University	\$520,000 to \$529,999		\$530,000 to \$539,999		
MidCentral DHB	\$500,000 to \$509,999		\$520,000 to \$529,999		
Ministry for Culture and Heritage	\$350,000 to \$359,999		\$330,000 to \$339,999		
Ministry for Primary Industries ¹	\$460,000 to \$469,999		\$240,000 to \$249,999 ³ \$220,000 to \$229,999	1 July 2010 to 19 November 2010 20 November 2010 to 30 June 2011	1. Previously known as the Ministry of Agriculture and Forestry 2. From 11 March 2011 to 30 June 2011 the Chief Executive of the Ministry of Agriculture and Forestry also held the role of Chief Executive of the Ministry of Fisheries 3. Figure includes payment of entitlements at last day of duty of \$27,120
Ministry for the Environment	\$370,000 to \$379,999		\$340,000 to \$349,999		
Ministry of Defence	\$390,000 to \$399,999		\$350,000 to \$359,999		
Ministry of Economic Development	\$580,000 to \$589,999		\$460,000 to \$469,999		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	\$180,000 to \$189,999 ¹ \$320,000 to \$329,999	1 July 2011 to 9 November 2011 10 November 2011 to 30 June 2012	\$660,000 to \$669,999 ²		1. Figure includes payment of entitlements at last day of duty of \$13,670 2. Figure includes payment of entitlements at last day of duty of \$111,052
Ministry of Foreign Affairs and Trade	\$620,000 to \$629,999		\$580,000 to \$589,999		
Ministry of Health	\$530,000 to \$539,999		\$200,000 to \$209,999 ¹ \$150,000 to \$159,999 \$220,000 to \$229,999	1 July 2010 to 30 July 2010 31 July 2010 to 9 January 2011 10 January 2011 to 30 June 2011	1. Figure includes payment of entitlements at last day of duty of \$99,119
Ministry of Justice	Under \$100,000 \$390,000 to \$399,999	1 July 2011 to 15 August 2011 16 August 2011 to 30 June 2012	\$600,000 to \$609,999 ¹ Under \$100,000	1 July 2010 to 3 June 2011 4 June 2011 to 30 June 2011	1. Figure includes payment of entitlements at last day of duty of \$44,551
Ministry of Māori Development (Te Puni Kōkiri)	\$470,000 to \$479,999 ¹ Under \$100,000	1 July 2011 to 29 June 2012 30 June 2012 to 30 June 2012	\$390,000 to \$399,999		1. Figure includes payment of entitlements at last day of duty of \$49,320
Ministry of Pacific Island Affairs	\$320,000 to \$329,999 ¹ Under \$100,000	1 July 2011 to 16 June 2012 17 June 2012 to 30 June 2012	\$240,000 to \$249,999		1. Figure includes payment of entitlements at last day of duty of \$84,959
Ministry of Science and Innovation	\$540,000 to \$549,999		\$250,000 to \$259,999	1 November 2010 to 30 June 2011	The Ministry of Science and Innovation was formed from the merger of the Ministry of Research, Science and Technology and the Foundation for Research, Science and Technology on 1 February 2011 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	\$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	\$590,000 to \$599,999		1. Figure includes payment of entitlements at last day of duty of \$5,082
Ministry of Transport	\$390,000 to \$399,999		\$370,000 to \$379,999		
Ministry of Women's Affairs	\$250,000 to \$259,999 ¹ Under \$100,000	1 July 2011 to 4 June 2012 5 June 2012 to 30 June 2012	Under \$100,000 \$200,000 to \$209,999	1 July 2010 to 12 July 2010 13 July 2010 to 30 June 2011	1. Figure includes payment of entitlements at last day of duty of -\$1,206
Museum of New Zealand Te Papa Tongarewa Board	\$350,000 to \$359,999		\$290,000 to \$299,999	9 August 2010 to 30 June 2011	

Organisation	Remuneration band 2011 - 2012	Effective date 2011 - 2012	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Notes
Nelson Marlborough DHB	\$410,000 to \$419,999		\$410,000 to \$419,999		
Nelson Marlborough Institute of Technology	\$230,000 to \$239,999		\$260,000 to \$269,999		
New Zealand Antarctic Institute (Antarctica New Zealand)	\$230,000 to \$239,999		\$230,000 to \$239,999		
New Zealand Artificial Limb Board	\$180,000 to \$189,999		\$160,000 to \$169,999		
New Zealand Blood Service	\$330,000 to \$339,999		\$320,000 to \$329,999		
New Zealand Customs Service	Under \$100,000 \$270,000 to \$279,999	1 July 2011 to 18 September 2011 19 September 2011 to 30 June 2012	\$390,000 to \$399,999 ¹ Under \$100,000	1 July 2010 to 29 April 2011 30 April 2011 to 30 June 2011	1. Figure includes payment of entitlements at last day of duty of \$49,379
New Zealand Film Commission	\$250,000 to \$259,999		\$250,000 to \$259,999		
New Zealand Fire Service Commission	\$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	\$390,000 to \$399,999		1. Figure includes payment of entitlements at last day of duty of \$92,000
New Zealand Historic Places Trust (Pouhere Taonga)	\$230,000 to \$239,999		\$230,000 to \$239,999		
New Zealand Lotteries Commission	\$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	\$460,000 to \$469,999		1. Figure includes payment of entitlements at last day of duty of \$29,069
New Zealand Productivity Commission	\$230,000 to \$239,999		Under \$100,000	1 April 2011 to 30 June 2011	New entity established on 1 April 2011
New Zealand Qualifications Authority	\$400,000 to \$409,999		\$390,000 to \$399,999		
New Zealand Symphony Orchestra	\$240,000 to \$249,999 ¹ Under \$100,000	1 July 2011 to 31 December 2011 7 February 2012 to 30 June 2012	\$230,000 to \$239,999		1. Figure includes payment of entitlements at last day of duty of \$94,567
New Zealand Teachers Council	\$190,000 to \$199,999		\$180,000 to \$189,999		
New Zealand Tourism Board (Tourism New Zealand)	\$480,000 to \$489,999		\$440,000 to \$449,999		
New Zealand Trade and Enterprise	\$490,000 to \$499,999		Under \$100,000 \$370,000 to \$379,999	1 July 2010 to 20 August 2010 23 August 2010 to 30 June 2011	
New Zealand Transport Agency	\$600,000 to \$609,999		\$580,000 to \$589,999		
New Zealand Walking Access Commission	\$160,000 to \$169,999		\$160,000 to \$169,999		
Northland DHB	\$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	\$340,000 to \$349,999		1. Figure includes payment of entitlements at last day of duty of \$2,474
Northland Polytechnic	\$250,000 to \$259,999		\$240,000 to \$249,999		
Open Polytechnic of New Zealand	\$280,000 to \$289,999		\$280,000 to \$289,999		
Otago Polytechnic	\$320,000 to \$329,999		\$290,000 to \$299,999		
Pharmaceutical Management Agency	Under \$100,000	1 July 2011 to 31 August 2011	\$310,000 to \$319,999		2011/12 figure includes payment of entitlements at last day of duty of \$2,921
Public Trust	\$470,000 to \$479,999		\$440,000 to \$449,999		
Real Estate Agents Authority	\$110,000 to \$119,999 ¹ Under \$100,000	1 July 2011 to 2 December 2011 12 March 2012 to 30 June 2012	Under \$100,000	20 January 2011 to 30 June 2011	1. Figure includes payment of entitlements at last day of duty of \$12,000
Serious Fraud Office	\$340,000 to \$349,999		\$340,000 to \$349,999		
Social Workers Registration Board	\$140,000 to \$149,999		\$120,000 to \$129,999		
South Canterbury DHB	\$310,000 to \$319,999		\$300,000 to \$309,999		
Southern DHB	\$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	\$490,000 to \$499,999		1. Figure includes payment of entitlements at last day of duty of \$32,825
Southern Institute of Technology	\$250,000 to \$259,999		\$240,000 to \$249,999		
Sport and Recreation New Zealand	\$340,000 to \$349,999		\$330,000 to \$339,999		

Organisation	Remuneration band 2011 - 2012	Effective date 2011 - 2012	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Notes
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	\$330,000 to \$339,999		\$290,000 to \$299,999		
Tai Poutini Polytechnic	\$130,000 to \$139,999 ¹ Under \$100,000	1 July 2011 to 7 October 2011 15 June 2012 to 30 June 2012	\$220,000 to \$229,999		1. Figure includes payment of entitlements at last day of duty of \$86,393
Tairāwhiti DHB	\$290,000 to \$299,999		\$270,000 to \$279,999		
Takeovers Panel	\$230,000 to \$239,999		\$250,000 to \$259,999		2010/11 figure includes payment of entitlements at last day of duty (30 June 2011) of \$13,664
Taranaki DHB	\$380,000 to \$389,999		\$360,000 to \$369,999		
Te Reo Whakapuaki Iirangi (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	\$270,000 to \$279,999		\$280,000 to \$289,999		
Te Wananga o Raukawa	\$180,000 to \$189,999		\$180,000 to \$189,999		
Te Whare Wananga o Awanuiarangi	\$190,000 to \$199,999		\$230,000 to \$239,999		
Telarc SAI Ltd	\$180,000 to \$189,999		\$180,000 to \$189,999		
Tertiary Education Commission	\$490,000 to \$499,999	4 July 2011 to 30 June 2012	\$450,000 to \$459,999	1 July 2010 to 1 April 2011	2010/11 figure includes payment of entitlements at last day of duty of \$60,439
Testing Laboratory Registration Council (International Accreditation New Zealand)	\$240,000 to \$249,999		\$250,000 to \$259,999		
The Treasury	\$540,000 to \$549,999		\$960,000 to \$969,999 ¹ Under \$100,000 Under \$100,000	1 July 2010 to 30 May 2011 1 June 2011 to 27 June 2011 28 June 2011 to 30 June 2011	1. Figure includes payment of entitlements at last day of duty of \$348,287
Transport Accident Investigation Commission	\$210,000 to \$219,999		\$220,000 to \$229,999		
Unitec Institute of Technology	\$350,000 to \$359,999		\$340,000 to \$349,999		
Universal College of Learning	\$330,000 to \$339,999		\$330,000 to \$339,999		
University of Auckland	\$630,000 to \$639,999		\$640,000 to \$649,999		
University of Canterbury	\$460,000 to \$469,999		\$500,000 to \$509,999		
University of Otago	\$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	\$540,000 to \$549,999		1. Figure includes payment of entitlements at last day of duty of \$126,742
University of Waikato	\$420,000 to \$429,999		\$400,000 to \$409,999		
Victoria University of Wellington	\$520,000 to \$529,999		\$510,000 to \$519,999		
Waiariki Institute of Technology	\$110,000 to \$119,999	1 July 2011 to 31 October 2011	\$260,000 to \$269,999		2011/12 figure includes payment of entitlements at last day of duty of \$12,545
Waikato DHB	\$460,000 to \$469,999		\$450,000 to \$459,999		
Waikato Institute of Technology	\$360,000 to \$369,999		\$350,000 to \$359,999		
Wairarapa DHB	\$260,000 to \$269,999		\$270,000 to \$279,999		2011/12 remuneration reduced to reflect fees received as a member of a Crown body
Waitemata DHB	Under \$100,000 ¹ \$450,000 to \$459,999	1 July 2011 to 3 July 2011 4 July 2011 to 30 June 2012	\$480,000 to \$489,999		1. Figure includes payment of entitlements at last day of duty of \$44,023
Wellington Institute of Technology	\$330,000 to \$339,999		\$330,000 to \$339,999		
West Coast DHB	Not applicable	Not applicable	-	Not applicable	The Chief Executive of the Canterbury DHB also has responsibility for the West Coast DHB

Organisation	Remuneration band 2011 - 2012	Effective date 2011 - 2012	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Notes
Western Institute of Technology	\$240,000 to \$249,999		\$250,000 to \$259,999		
Whanganui DHB	\$360,000 to \$369,999		\$310,000 to \$319,999		
Whitireia Community Polytechnic	\$310,000 to \$319,999		\$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 2011 - 2012	Effective date 2011 - 2012	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Notes
Chief of the New Zealand Defence Force	\$520,000 to \$529,999		\$450,000 to \$459,999 ¹ \$210,000 to \$219,999	1 July 2010 to 23 January 2011 24 January 2011 to 30 June 2011	1. Figure includes payment of entitlements at last day of duty of \$189,730
Chief Ombudsman	\$330,000 to \$339,999		\$330,000 to \$339,999		
Chief Parliamentary Counsel	Under \$100,000	1 July 2011 to 28 September 2011	\$340,000 to \$349,999		The Chief Parliamentary Counsel has been on leave without pay since 28 September 2011 and the role has been filled on an acting basis from within the organisation
Clerk of the House of Representatives	\$320,000 to \$329,999		\$320,000 to \$329,999		
Commissioner of Police	\$570,000 to \$579,999		\$770,000 to \$779,999 ¹ \$140,000 to \$149,999	1 July 2010 to 31 March 2011 4 April 2011 to 30 June 2011	1. Figure includes payment of entitlements at last day of duty of \$333,398
Controller and Auditor-General	\$490,000 to \$499,999		\$460,000 to \$469,999		2010/11 figure published in 2011 was incorrect and has been revised
Deputy State Services Commissioner	\$380,000 to \$389,999		\$290,000 to \$299,999		2010/11 figure does not include the period 29 March 2011 to 12 June 2011, when the Deputy State Services Commissioner was the Acting Chief Executive of the Canterbury Earthquake Recovery Authority
Director of the Government Communications Security Bureau	\$150,000 to \$159,999 \$130,000 to \$139,999	1 July 2011 to 19 December 2011 1 February 2012 to 30 June 2012	\$120,000 to \$129,999 Under \$100,000 ¹ \$130,000 to \$139,999	1 July 2010 to 31 October 2010 1 November 2010 to 4 February 2011 7 February 2011 to 30 June 2011	1. Figure includes payment of entitlements at last day of duty of \$10,714
Director of the New Zealand Security Intelligence Service	\$350,000 to \$359,999		\$340,000 to \$349,999		
General Manager of the Parliamentary Service	\$320,000 to \$329,999		\$320,000 to \$329,999		
Parliamentary Commissioner for the Environment	\$280,000 to \$289,999		\$260,000 to \$269,999		
Solicitor-General	\$430,000 to \$439,999	1 July 2011 to 15 March 2012	\$540,000 to \$549,999		
State Services Commissioner	\$520,000 to \$529,999		\$480,000 to \$489,999		

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 5,652 employees reported here represent 12 percent of the combined workforce of the organisations concerned. The number of employees receiving \$100,000 or more has increased 4 percent this year, compared with 10 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 2011 to 30 June 2012, excluding chief executives

Remuneration Band	Number of staff 2011 / 2012	Number of staff 2010 / 2011	Difference
\$100,000 to \$109,999	1,475	1,367	8%
\$110,000 to \$119,999	964	993	-3%
\$120,000 to \$129,999	766	770	-1%
\$130,000 to \$139,999	584	554	5%
\$140,000 to \$149,999	437	389	12%
\$150,000 to \$159,999	296	289	2%
\$160,000 to \$169,999	192	227	-15%
\$170,000 to \$179,999	213	165	29%
\$180,000 to \$189,999	171	143	20%
\$190,000 to \$199,999	100	125	-20%
\$200,000 to \$209,999	97	94	3%
\$210,000 to \$219,999	71	66	8%
\$220,000 to \$229,999	66	43	53%
\$230,000 to \$239,999	35	29	21%
\$240,000 to \$249,999	37	38	-3%
\$250,000 to \$259,999	30	30	0%
\$260,000 to \$269,999	25	33	-24%

Remuneration Band	Number of staff 2011 / 2012	Number of staff 2010 / 2011	Difference
\$270,000 to \$279,999	18	16	13%
\$280,000 to \$289,999	11	13	-15%
\$290,000 to \$299,999	8	14	-43%
\$300,000 to \$309,999	11	16	-31%
\$310,000 to \$319,999	10	9	11%
\$320,000 to \$329,999	9	5	80%
\$330,000 to \$339,999	7	2	250%
\$340,000 to \$349,999	5	4	25%
\$350,000 to \$359,999	6	4	50%
\$360,000 to \$369,999	2	4	-50%
\$370,000 to \$379,999	-	3	-100%
\$380,000 to \$389,999	1	3	-67%
\$390,000 to \$399,999	2	1	100%
\$400,000 to \$409,999	-	-	-
\$410,000 to \$419,999	1	2	-50%
\$420,000 to \$429,999	-	-	-
\$430,000 to \$439,999	2	-	-
Total	5,652	5,451	4%

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. Some of the organisations did not have any staff who received total remuneration of \$100,000 or more. The 4,913 employees reported here represent 14 percent of the tertiary education sector workforce. The number of employees receiving \$100,000 or more has increased 2 percent this year, compared with 13 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 2011 to 31 December 2011, excluding chief executives

Remuneration band	Number of staff 2011	Number of staff 2010	Difference
\$100,000 to \$109,999	1,227	1,324	-7%
\$110,000 to \$119,999	1,022	981	4%
\$120,000 to \$129,999	671	630	7%
\$130,000 to \$139,999	506	470	8%
\$140,000 to \$149,999	370	321	15%
\$150,000 to \$159,999	243	244	0%
\$160,000 to \$169,999	191	198	-4%
\$170,000 to \$179,999	140	156	-10%
\$180,000 to \$189,999	119	104	14%
\$190,000 to \$199,999	88	87	1%
\$200,000 to \$209,999	69	52	33%
\$210,000 to \$219,999	62	42	48%
\$220,000 to \$229,999	30	44	-32%
\$230,000 to \$239,999	42	33	27%
\$240,000 to \$249,999	38	24	58%
\$250,000 to \$259,999	12	11	9%
\$260,000 to \$269,999	18	25	-28%
\$270,000 to \$279,999	22	11	100%
\$280,000 to \$289,999	5	6	-17%
\$290,000 to \$299,999	9	8	13%
\$300,000 to \$309,999	7	3	133%
\$310,000 to \$319,999	1	6	-83%

Remuneration band	Number of staff 2011	Number of staff 2010	Difference
\$320,000 to \$329,999	6	2	200%
\$330,000 to \$339,999	2	4	-50%
\$340,000 to \$349,999	3	2	50%
\$350,000 to \$359,999	-	3	-100%
\$360,000 to \$369,999	2	1	100%
\$370,000 to \$379,999	3	1	200%
\$380,000 to \$389,999	1	2	-50%
\$390,000 to \$399,999	-	-	-
\$400,000 to \$409,999	-	2	-100%
\$410,000 to \$419,999	-	-	-
\$420,000 to \$429,999	-	-	-
\$430,000 to \$439,999	-	1	-100%
\$440,000 to \$449,999	-	2	-100%
\$450,000 to \$459,999	1	-	-
\$640,000 to \$469,999	-	-	-
\$470,000 to \$479,999	1	-	-
\$480,000 to \$489,999	-	-	-
\$490,000 to \$499,999	-	-	-
\$500,000 to \$509,999	1	-	-
\$510,000 to \$519,999	-	-	-
\$520,000 to \$529,999	1	-	-
Total	4,913	4,800	2%