

20 September 2022

s9(2)(a)

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Dear s9(2)(a),

Thank you for your request, received on 25 August 2022, for the following information under the Official Information Act 1982 (the Act):

1. the Electricity Authority's (Authority) current salary bands,
2. which jobs fall into which of those salary bands,
3. if the Authority has negotiated a collective agreement that provides for new salary bands that are not yet in effect, those salary bands, and
4. if so, which jobs will fall into which of those not yet in effect salary bands, and
5. any policy the authority has re the position within a band at which a new appointee to a role will typically be placed.

### **Requests one and two**

Your request for the information in 1 and 2 above is granted in part.

The Authority has identified one document within scope of your request. This is attached to this letter. Identifying information, where there is, for example, only one person in a role, is being withheld from that document under section 18(a) as there is good reason for withholding the information by virtue of section 9(2)(a) of the Act - to protect the privacy of natural persons.

The information supplied is current, however the Authority is in the process of updating its salary bands.

I am satisfied, in terms of section 9(1) of the Act, that the need to withhold the information referred to above is not outweighed by other considerations that render it desirable, in the public interest, to make the information available.

### **Requests three, four, and five**

The Authority refuses this part of your request under section 18(e) of the Act, as the information requested does not exist.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

If you wish to discuss this decision with us, please feel free to contact us by emailing [oiia@ea.govt.nz](mailto:oiia@ea.govt.nz).

Yours sincerely

A handwritten signature in black ink, appearing to read 'SGM', with a horizontal line extending to the right.

Sarah Gillies  
**GM Legal, Monitoring and Compliance**

Band	Electricity Authority Banding Based on Hays (rounded to nearest \$500, General Market (all roles))			
	85%	100%	120%	Salary Band
Band 12	\$ 48,025	\$ 56,500	\$ 67,800	\$48,025 to \$67,800
Band 13	\$ 53,975	\$ 63,500	\$ 76,200	\$53,975 to \$76,200
Band 14	\$ 61,200	\$ 72,000	\$ 86,400	\$61,200 to \$86,400
Band 15	\$ 70,975	\$ 83,500	\$ 100,200	\$70,975 to \$100,200
Band 16	\$ 83,725	\$ 98,500	\$ 118,200	\$83,725 to \$118,200
Band 17	\$ 98,600	\$ 116,000	\$ 139,200	\$98,600 to \$139,200
Band 18	\$ 118,150	\$ 139,000	\$ 166,800	\$118,150 to \$166,800
Band 19	\$ 139,825	\$ 164,500	\$ 197,400	\$139,825 to \$197,400
Band 20	\$ 166,600	\$ 196,000	\$ 235,200	\$166,600 to \$235,200
Band 21	\$ 197,625	\$ 232,500	\$ 279,000	\$197,625 to \$279,000
Band 22	\$ 224,825	\$ 264,500	\$ 317,400	\$224,825 to \$317,400
Band 23	\$ 266,050	\$ 313,000	\$ 375,600	\$266,050 to \$375,600

Band	Electricity Authority Banding Based on Hays (rounded to nearest \$500, General Market (all roles))	
	Salary Band	Position
14	\$61,200 to \$86,400	Graduate Quantitative Analyst
		Project Coordinator
		Executive Assistant Level 1
15	\$70,975 to \$100,200	Programme Coordinator
		Advisor /Analyst Level 1
		Project Coordinator
		Executive Assistant Level 2
16	\$83,725 to \$118,200	Analyst / Advisor Level 2
		Accountant
17	\$98,600 to \$139,200	Senior Advisor / Analyst / Business Analyst
17/18	\$98,600 to \$166,800	Principal Advisor/Analyst
18	\$118,150 to \$166,800	Contract/ Programme Manager
18/19	\$118,150 to \$197,400	Manager - Tier 3 (Level 1)
		Senior Legal Counsel
		Principal Advisor / Analyst
20	\$166,600 to \$235,200	Director
		Manager - Tier 3 (Level 2)
21/22	\$197,625 to \$317,400	General Manager - departments

The Electricity Authority's (Authority) pay bands are based on Korn Ferry's Hay Methodology for job sizing, using information updated annually by participating organisations. The Authority uses information derived from all organisations, both in the public and private sectors, as we recruit new employees for a wide range of roles across both.