

OIR: 2223/356

18 October 2022

[REDACTED]

[REDACTED]

Request for Information under the Local Government and Official Information and Meetings Act 1987 (the Act)

Thank you for your email of 25 August 2022 requesting the following information:

1. *Your organisation's current salary bands;*

This information can be found in the Council's 2021/22 Annual Report which you can find on the following page of our website: [Annual reports - Kāpiti Coast District Council \(kapiticoast.govt.nz\)](https://www.kapiticoast.govt.nz/annual-reports)

2. *Which jobs fall into which of those salary bands;*

The Council has a wide range of roles. Some are single roles with many job holders, and several are specific roles with only one job holder. We have decided to withhold information relating to which roles are in which salary bands in order to protect the privacy of natural persons, including that of deceased natural persons, section 7(2)(a) of the LGOIMA refers.

In the Council's view the reasons for withholding these details are not outweighed by public interest considerations in section 7(1) favouring their release.

A general overview can be found within the 2021/22 Annual Report via the link provided above. We will also provide this information via the 2022/23 Annual Report on our website when it becomes available.

3. *If your organisation has negotiated a collective agreement that provides for new salary bands that are not yet in effect, those salary bands; and*

Not applicable as the CEA 2022/23 does not include salary banding.

4. *If so, which jobs will fall into which of those not yet in effect salary bands;*

Not applicable – please refer to Q3 above.

5. Any policy your organisation has re the position within a band at which a new appointee to a role will typically be placed.

Our Remuneration Policy is currently under review as we work towards addressing the recruitment challenges we face in competition with the Central Government sector for specialist roles. The Council uses the Strategic Pay 5-Factor System and individual roles are allocated to a Grade and a starting salary is set at no less than 85% of the median for that Grade.

The medians for each Grade are advised annually by Strategic Pay and are commercially sensitive and provided to Council in confidence. Effective from 1 July 2022 the Council will pay a minimum of \$24 per hour for any role.

You have the right to request the Ombudsman to review this decision. Complaints can be sent by email to info@ombudsman.parliament.nz, by fax to (04) 471 2254, or by post to The Ombudsman, PO Box 10152, Wellington 6143.

Ngā mihi



Dianne Andrew
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Te Kaihautū mo te Hunga Mahi