

Senior Pay Report

2019

STATE SERVICES COMMISSION
TE KAWA MATAAHO



New Zealand Government

Chief executive remuneration disclosure

At the request of Cabinet, the State Services Commission has reported to the public on State Sector chief executive pay since 2010.

The annual disclosure provides transparency for the public around the levels of remuneration received by chief executives in the State Sector. These include the chief executives and acting chief executives for Public Service departments, Departmental agencies, District Health Boards, Tertiary Education Institutions, other statutory Crown entities and Crown entity subsidiaries, and statutory officers.

Accountability for setting chief executive remuneration

The approach to setting State Sector chief executive remuneration balances the need to maintain public trust and confidence in the State Sector and the need to attract and retain chief executives who are motivated by a spirit of service. There are a range of reasons why State Sector remuneration, particularly at the senior executive level is, and needs to be, lower than private sector remuneration.

The State Services Commissioner (the Commissioner) is the employer of the Public Service chief executives and determines their remuneration, excluding those whose remuneration is set by the Remuneration Authority.

The Remuneration Authority is responsible for determining the remuneration of some chief executives and Officers of Parliament (including the State Services Commissioner and Deputy State Services Commissioner).

The Commissioner provides advice to the Boards of statutory Crown entities, District Health Boards (DHBs) and Tertiary Education Institutions (TEIs) on chief executive (CE) remuneration however the Boards are the employer of CEs and are therefore responsible for agreeing the terms and conditions with their CEs.

TEIs, DHBs and four other Crown agents in the health sector have been required to seek the Commissioner's agreement to their decisions for some time. From 31 October 2018, the other statutory Crown entities have also been required to seek the consent of the Commissioner—previously, they were required to *consult* the Commissioner and their Minister but retained the final decision on chief executive remuneration.

Prior to this change, three decisions were taken by Boards in the 2018/19 year that were different from SSC advice. These included the remuneration for one new appointment and two reviews. These decisions are noted in the remuneration tables.

State Sector CE remuneration

The State Sector chief executive remuneration tables attached include the remuneration of the chief executives and acting chief executives for agencies across the State Sector—e.g. Public Service departments, District Health Boards, Universities, Wānanga, Crown agents, and statutory officers.

To be consistent with a determination by the Ombudsman, the information is no longer provided in \$10,000 bands. Instead it is presented to the nearest thousand dollars in accordance with standard accounting practice. The 2017/18 data has been re-stated to be consistent with this approach.

The data for the year to 30 June 2019 is earned remuneration for the year to the annual review date of the chief executive (or the part year if a chief executive has started/left within the year.) Where there is a remuneration change, the data in the online table will be updated at regular intervals.

The Detailed Disclosure Notes provide more information on how the data is compiled.

Annual changes in remuneration

Remuneration for Public Service CEs

Up to 30 June 2018, Public Service CEs were eligible for a performance payment. The Commissioner re-negotiated employment agreements with all Public Service CEs with effect from 1 July 2018, removing the performance component. Their total remuneration now comprises base salary, an employer contribution to superannuation and the value of any benefits such as a week's leave above the statutory 20 days.

There has been a reduction in the average total remuneration package. The average remuneration package paid to Public Service chief executives in this year's report is approximately \$478,000, compared with \$500,000 in 2018 and \$504,000 in 2017.

There are now fewer Public Service chief executives being paid at the top end, i.e. above \$650,000.

Average increase by agency type

Many CEs are eligible for a review of remuneration.

The following table sets out the average increase that was implemented.

Type of organisation	Average percentage increase 2018/19 from 2017/18	Average percentage increase 2017/18 from 2016/17
Public Service CEs	1.2	0.9
All Crown entities	2.3	2.7
DHB CEs	2.1	2.0
TEI CEs	1.9	1.6
Other Crown entity CEs	2.6	3.3
Market data – across all sectors ¹	2.9	4.6

The figure for Public Service CEs is made up of mid-term remuneration reviews, three reappointments and one job resize.

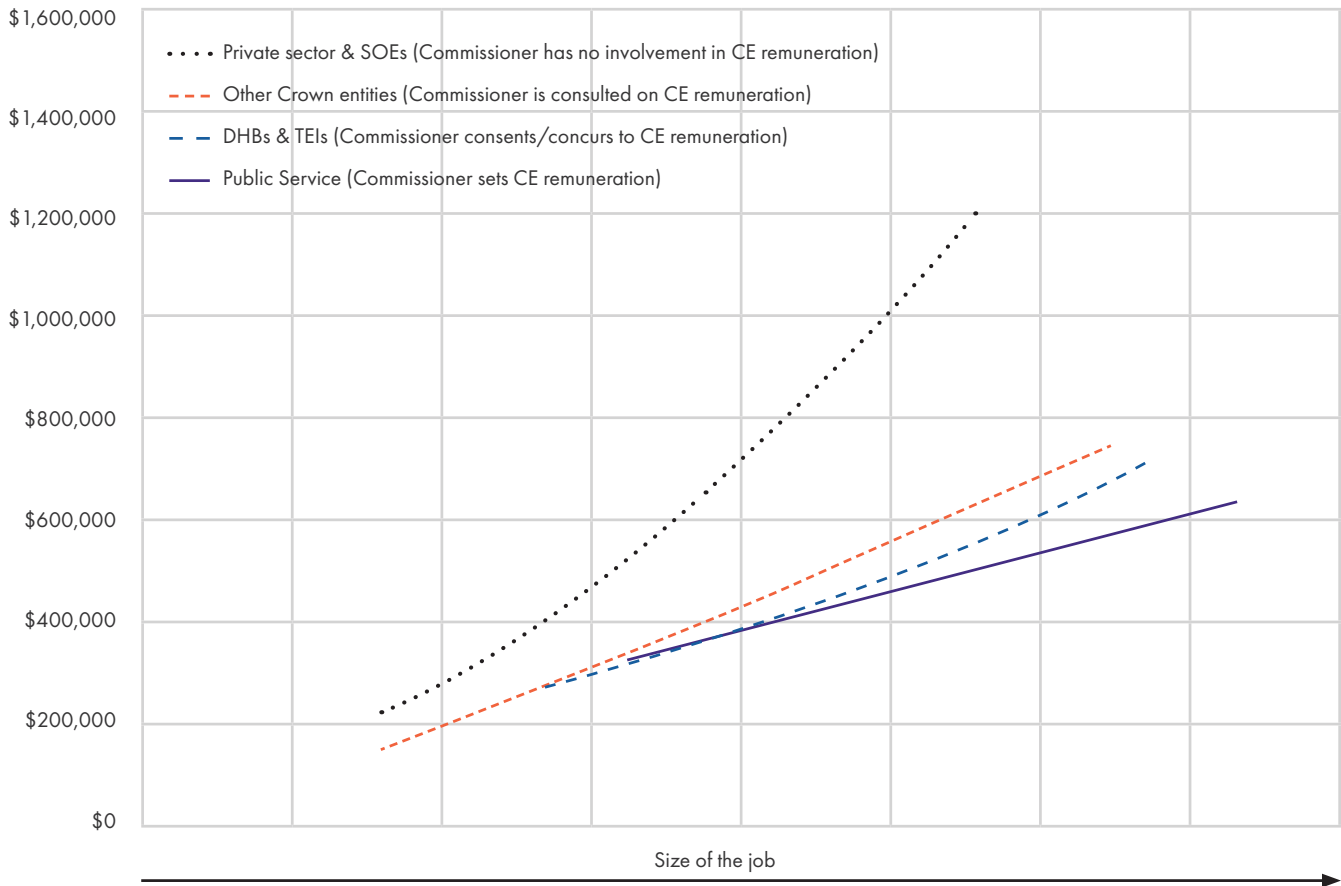
Most increases in Crown entity CEs' remuneration over the 2018/19 year were generally within SSC guidance. However, two agencies' remuneration increases reflected decisions by the Boards that were different to SSC advice. These are noted in the State Sector chief executive remuneration table.

If the two increases not supported by the Commissioner are excluded, the average increase for all Crown entities changes from 2.3% to 1.9%.

¹ Korn Ferry Hay NZ Market Context Report - Chief Executives / Group Heads - June 2019 and June 2018

Comparison of levels of remuneration across sector

The graph below plots remuneration against job size for CEs in different sectors.



These trend lines are based on data for the year to 30 June 2019. Remuneration lines are based on data from SSC (for Public Service, DHBs and TEIs, and other Crown entities) and Korn Ferry New Zealand Market Remuneration Report June 2019 (for private sector and state-owned enterprises (SOEs)).

The graph shows a clear relationship between remuneration and job size – the ‘larger’ the job, the higher the pay.

The graph shows the varying degrees of influence the Commissioner has over senior pay. The Commissioner has no influence over private sector and state-owned enterprises. The greater his influence, the lower the levels of pay (for the same size of job). Accordingly, the lowest line is for Public Service CEs whose pay is set by the Commissioner.

Chief Executive Remuneration — Detailed Disclosure Notes

The tables disclose the remuneration of each chief executive (CE) based on the annual remuneration package specified in their employment agreement and/or letter of appointment.

Information about acting CEs is also included. Names have not been provided where a CE has acted for less than three months. Information about remuneration for acting CEs has not always been available.

Figures are presented to the nearest thousand dollars in accordance with standard accounting practice; previous disclosure was provided in \$10,000 bands.

Disclosure – what is included

Disclosure figures are based on each CE's annual remuneration package. This includes base salary and other benefits, such as performance-related payments, employer contributions to superannuation, cost of insurance to the employer, the value of the use of a vehicle, and any annual leave more than 20 days per annum. Not all CEs are eligible for all these benefits.

If applicable, annual remuneration packages are adjusted to reflect the latest decisions on performance pay and time in role.

This figure should be the same as or close to remuneration accrued. It may be more or less than remuneration received over the period, but provides the best indication of the package in place for the CE during the disclosure period. Under this approach, the only factors that should influence changes in remuneration over time are:

- changes to the CE's package (because of annual remuneration reviews and/or change in job-size)
- the amount of performance pay awarded (or accepted) for the year
- time in role (i.e. where a CE has not been in role for a complete year).

Outstanding remuneration decisions and estimation

For some CEs, remuneration decisions, such as an annual increase or award of performance pay, may not yet have been finalised. In such cases, disclosure figures are based upon latest available package data and a consistent approach to estimation for performance pay.

Where an actual decision is not available for the latest award of performance pay, estimation is based upon:

- an up-to-date estimate provided by the Board, or if not available
- the previous year's decision for the same CE, or if not available
- the full potential value of performance pay.

Some figures released in the 2018 Senior Pay report have been updated. These reflect estimates being replaced by actual decisions and updated values of included benefits.

Timing of disclosure

Changes made to disclosure last year (to shift the basis of figures from *remuneration received* to *underlying package*) improved the transparency and comparability of CE remuneration figures. Through the current and future releases, timeliness of disclosure will also be improved.

Instead of disclosing remuneration once a year, a rolling online release of remuneration decisions is planned, initially on a quarterly basis.

This release will provide information on each CE's latest complete pay year, including any accompanying decisions on performance pay. This will align disclosure with each agency's own financial/ remuneration cycle and further simplify the disclosure figure.

In role throughout 2018/19

In all cases where a CE has been in role throughout the 2018/19 year, the reported remuneration figures reflect their latest complete pay year. For many, pay years end on 30 June and so the disclosed information reflects the standard 1 July 2018 to 30 June 2019 year.

For others, pay years may have ended partway through this period. In this case the disclosure still reflects a full pay year and indicates when this pay year ended (and therefore when subsequent disclosures should be updated to reflect subsequent pay years).

For example, if a CE has a remuneration/review cycle effective from 1 February to 31 January, remuneration in this disclosure will be described as "\$xxx,xxx" for "Full year ending 31 January 2019".

In role for a part year

In any case where a CE has not been in the role throughout the year, the disclosure provides a breakdown for each individual, including acting-CE positions. This breakdown is also based on an individual's annual package but is adjusted for time in role during the 2018/19 year.

For example, if a new CE has started in role on 1 April 2019, remuneration in this disclosure will be described as "\$xxx,xxx" for "Part year from 1 April 2019 to 30 June 2019".

Data validation

All organisations have checked their information. While the State Services Commission has compiled the information, the final responsibility for accuracy lies with the body that sets the remuneration.

Table 1: Remuneration of Public Service chief executives

The State Services Commissioner is the employer of the following Public Service chief executives (CE) and sets their remuneration.

Notes

- * The format and content of these tables have changed since 2018 to enable easier and more meaningful comparisons between chief executives and over time - see 'Detailed Disclosure Notes' for a full description. The change here reflects a new, more timely reporting practice - from now on SSC will regularly update the online remuneration figures, reporting these for each CE after their latest pay year/period has been completed.
- * Figures reflect the CE's remuneration package for their latest complete pay year/period. If a CE has started or departed during the year, figures are also adjusted for time in role. This figure should be the same as or close to remuneration accrued. It may be more or less than remuneration received, but provides the best indication of the annual package in place for the CE.
- * Remuneration includes base salary, performance pay, employer contributions to superannuation, and any other benefits specified in each CE's employment agreement. Some figures released in the 2018 Senior Pay report may have been updated. These reflect estimates being replaced by actual decisions and updated values of included benefits. Since 1 July 2018, Public Service CEs are no longer eligible for performance pay.
- * Remuneration excludes end-of-term payments, and performance pay or back pay relating to previous years, as these reflect remuneration already accrued.
- * Changes in remuneration between years may be due to time spent in role, changes in remuneration package and the proportion of any performance payment awarded.
- * The Remuneration Authority sets the remuneration of chief executives and other senior officers of the State Services Commission and the Crown Law Office: see Table 5.

Organisation	Name	Remuneration package for latest pay year see Notes above for adjustments \$(thousand)	Pay year ending: during 1 July 2018 to 30 June 2019	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments \$(thousand)	Period covered: 1 July 2017 to 30 June 2018
Department of Conservation	Mr Lou Sanson	464	Full year to 30 June 2019	461	Full year as at 30 June 2018
	Mr Ray Smith	181	Part-year from 1 July 2018 to 31 October 2018	563	Full year as at 30 June 2018
Department of Corrections	ACTING (less than 3 months)	49	Part-year from 29 September 2018 to 9 November 2018	-	
	ACTING (less than 3 months)	93	Part-year from 10 November 2018 to 3 February 2019	-	
	ACTING (Ms Christine Stevenson)	211	Part-year from 4 February 2019 to 30 June 2019	-	
Department of Internal Affairs	Mr Colin MacDonald	62	Part-year from 1 July 2018 to 3 August 2018	666	Full year as at 30 June 2018
	ACTING (less than 3 months)	64	Part-year from 4 August 2018 to 30 September 2018	-	
	Mr Paul James	395	Part-year from 1 October 2018 to 30 June 2019	-	
Department of the Prime Minister and Cabinet	Mr Andrew Kibblewhite	355	Part-year from 1 July 2018 to 31 January 2019	611	Full year as at 30 June 2018
	Mr Brook Barrington	247	Part-year from 1 February 2019 to 30 June 2019	-	
Education Review Office	Mr Nicholas Pole	402	Full year to 30 June 2019	405	Full year as at 30 June 2018
Government Communications Security Bureau	Mr Andrew Hampton	443	Full year to 30 June 2019	336 ¹	Part-year from 28 September 2017 to 30 June 2018
Inland Revenue Department	Ms Naomi Ferguson	657	Full year to 30 June 2019	674	Full year as at 30 June 2018

Organisation	Name	Remuneration package for latest pay year see Notes above for adjustments \$(thousand)	Pay year ending: during 1 July 2018 to 30 June 2019	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments \$(thousand)	Period covered: 1 July 2017 to 30 June 2018
Land Information New Zealand	Mr Andrew Crisp	75	Part-year from 1 July 2018 to 26 August 2018	491	Full year as at 30 June 2018
	ACTING (Ms Lisa Barrett)	308	Part-year from 27 August 2018 to 30 June 2019	-	
Ministry for Culture and Heritage	Mr Paul James	94	Part-year from 1 July 2018 to 30 September 2018	391	Full year as at 30 June 2018
	ACTING (Ms Renee Graham)	105	Part-year from 1 October 2018 to 31 January 2019	-	
	Ms Bernadette Cavanagh	151	Part-year from 1 February 2019 to 30 June 2019	-	
Ministry for Pacific Peoples	Laulu Mac Leauanae	302	Full year to 30 June 2019	299	Part-year from 3 July 2017 to 30 June 2018
Ministry for Primary Industries	Mr Martyn Dunne	198	Part-year from 1 July 2018 to 31 October 2018	592	Full year as at 30 June 2018
	Mr Ray Smith	379	Part-year from 1 November 2018 to 30 June 2019	-	
Ministry for the Environment	Ms Vicky Robertson	513 ²	Full year to 30 June 2019	496 ²	Full year as at 30 June 2018
Ministry for Women	Ms Renee Graham	188	Part-year from 1 July 2018 to 30 September 2018 and from 1 February 2019 to 30 June 2019	285	Full year as at 30 June 2018
	ACTING (Ms Helen Potiki)	87	Part-year from 1 October 2018 to 31 January 2019	-	
Ministry of Business, Innovation and Employment	ACTING (Ms Carolyn Tremain)	74	Part-year from 1 July 2018 to 19 August 2018	560	Full year as at 30 June 2018
	Ms Carolyn Tremain	481	Part-year from 20 August 2018 to 30 June 2019	-	
Ministry of Defence	Ms Helene Quilter	484	Full year to 30 June 2019	483	Full year as at 30 June 2018
Ministry of Education	Ms Iona Holsted	568	Full year to 30 June 2019	597	Full year as at 30 June 2018
Ministry of Foreign Affairs and Trade	Mr Brook Barrington	353	Part-year from 1 July 2018 to 31 January 2019	630	Full year as at 30 June 2018
	Mr Chris Seed	224	Part-year from 1 February 2019 to 30 June 2019	-	
Ministry of Health	Mr Chai Chuah	-		490	Part-year from 1 July 2017 to last day in office 2 February 2018
	ACTING (Mr Stephen McKernan)	-		214	Part-year from 5 February 2018 to last day in office 10 June 2018
Ministry of Housing and Urban Development ³	Dr Ashley Bloomfield	528	Full year to 30 June 2019	14	Part-year from 11 June 2018 to 30 June 2018
	ACTING (Mr Andrew Crisp)	158	Part-year from 27 August 2018 to 16 December 2018	-	
Ministry of Justice	Mr Andrew Crisp	281	Part-year from 17 December 2018 to 30 June 2019	-	
	Mr Andrew Bridgman	348	Part-year from 1 July 2018 to 31 January 2019	606	Full year as at 30 June 2018
	Mr Andrew Kibblewhite	248	Part-year from 1 February 2019 to 30 June 2019	-	

Organisation	Name	Remuneration package for latest pay year see Notes above for adjustments \$(thousand)	Pay year ending: during 1 July 2018 to 30 June 2019	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments \$(thousand)	Period covered: 1 July 2017 to 30 June 2018
Ministry of Social Development	Mr Brendan Boyle	343	Part-year from 1 July 2018 to 31 December 2018	677	Full year as at 30 June 2018
	ACTING (less than 3 months)	50	Part-year from 1 January 2019 to 3 February 2019	-	
Ministry of Transport	Ms Debbie Power	228	Part-year from 4 February 2019 to 30 June 2019	-	
	Mr Peter Mersi	434	Full year to 30 June 2019	437	Full year as at 30 June 2018
New Zealand Customs Service	ACTING (Ms Christine Stevenson)	213	Part-year from 1 July 2018 to 31 December 2018	411	Full year as at 30 June 2018
	Ms Christine Stevenson	40	Part-year from 1 January 2019 to 3 February 2019	-	
	ACTING (Mr Bill Perry)	143	Part-year from 4 February 2019 to 30 June 2019	-	
	Ms Rebecca Kitteridge	452	Full year to 30 June 2019	350 ¹	Part-year from 28 September 2017 to 30 June 2018
Te Arawhiti — Office for Māori Crown Relations ⁴	ACTING (Ms Lil Anderson)	176	Part-year from 1 January 2019 to 30 June 2019	-	
Oranga Tamariki — Ministry for Children	Mrs Gráinne Moss	628	Full year to 30 June 2019	647	Full year as at 30 June 2018
	Ms Julie Read	371	Full year to 30 June 2019	356	Full year as at 30 June 2018
Serious Fraud Office	ACTING (Ms Dorothy Adams)	347	Full year to 30 June 2019	338	Full year as at 30 June 2018
Social Investment Agency	Ms Liz MacPherson	428	Full year to 30 June 2019	404	Full year as at 30 June 2018
Statistics New Zealand	Mr David Gawn	418	Full year to 30 June 2019	173	Part-year from 31 January 2018 to 30 June 2018
Te Kāhui Whakamana Rua Tekau mā Iwa — Pike River Recovery Agency ⁵	Ms Michelle Hippolite	442	Full year to 30 June 2019	444	Full year as at 30 June 2018
Te Puni Kōkiri — Ministry of Māori Development	Mr Gabriel Makhlof	681	Part-year from 1 July 2018 to 27 June 2019	645	Full year as at 30 June 2018
The Treasury	ACTING (less than 3 months)	4	Part-year from 28 June 2019 to 30 June 2019	-	

Footnotes

1. Prior to 28 September 2017, remuneration was determined by the Remuneration Authority; see Table 5.
2. Figure includes a component relating to a job resizing decision.
3. The Agency was formally established on 1 August 2018.
4. The Agency was formally established on 1 January 2019.
5. The Agency was formally established on 31 January 2018.

Table 2: Remuneration of chief executives of District Health Boards

The District Health Board is the employer of the chief executives and sets their remuneration. Enquiries regarding the information in this table should be referred to the Board Chair.

Notes

- * The format and content of these tables have changed since 2018 to enable easier and more meaningful comparisons between chief executives and over time - see 'Detailed Disclosure Notes' for a full description. The change here reflects a new, more timely reporting practice - from now on SSC will regularly update the online remuneration figures, reporting these for each CE after their latest pay year/period has been completed.
- * Figures reflect the CE's remuneration package for their latest complete pay year/period, adjusted for the latest decision on performance pay (if any). If a CE has started or departed during the year, figures are also adjusted for time in role. This figure should be the same as or close to remuneration accrued. It may be more or less than remuneration received, but provides the best indication of the annual package in place for the CE.
- * Remuneration includes base salary, performance pay, employer contributions to superannuation, and any other benefits specified in each CE's employment agreement. Some figures released in the 2018 Senior Pay report may have been updated. These reflect estimates being replaced by actual decisions and updated values of included benefits.
- * Remuneration excludes end-of-term payments, and performance pay or back pay relating to previous years, as these reflect remuneration already accrued.
- * Changes in remuneration between years may be due to time spent in role, changes in remuneration package and the proportion of any performance payment awarded.

Organisation	Name	Remuneration package for latest pay year see Notes above for adjustments \$(thousand)	Pay year ending: during 1 July 2018 to 30 June 2019	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments \$(thousand)	Period covered: 1 July 2017 to 30 June 2018
Auckland DHB	Ms Ailsa Claire	667 ²	Full year ending 30 June 2019	635	Full year as at 30 June 2018
Bay of Plenty DHB	Ms Helen Mason	486	Full year ending 30 June 2019	477	Full year as at 30 June 2018
Canterbury DHB ¹	Mr David Meates	613	Full year ending 30 June 2019	607	Full year as at 30 June 2018
Capital and Coast DHB	Ms Debbie Chin	-		276	Part year from 1 July 2017 to 31 December 2017
	ACTING (Dr Ashley Bloomfield)	-		225	Part year from 1 January 2018 to 8 June 2018
	ACTING (Ms Julie Patterson)	535	Full year ending 30 June 2019	20	Part year from 11 June 2018 to 30 June 2018
Counties-Manukau DHB	ACTING (Dr Gloria Johnson)	87	Part year from 1 July 2018 to 2 September 2018	499	Full year as at 30 June 2018
	Fepulea'i Margie Apa	466	Part year from 3 September 2018 to 30 June 2019	-	
	Dr Kevin Snee	504	Full year ending 30 June 2019	504	Full year as at 30 June 2018
Hawke's Bay DHB	Dr Ashley Bloomfield	-		235	Part year from 1 July 2017 to 31 December 2017
	ACTING (Ms Dale Olliff)	297	Full year ending 30 June 2019	147	Part year from 1 January 2018 to 30 June 2018
Hutt Valley DHB	Mr Ron Dunham	209	Part year from 1 July 2018 to 31 December 2018	416	Full year as at 30 June 2018
	ACTING (Dr Nick Saville-Wood)	130	Part year from 1 January 2019 to 5 May 2019	-	
	Dr Nick Saville-Wood	59	Part year from 6 May 2019 to 30 June 2019	-	
MidCentral DHB	Mrs Kathryn Cook	523	Full year ending 30 June 2019	516	Full year as at 30 June 2018

Organisation	Name	Remuneration package for latest pay year see Notes above for adjustments \$(thousand)	Pay year ending: during 1 July 2018 to 30 June 2019	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments \$(thousand)	Period covered: 1 July 2017 to 30 June 2018
Nelson Marlborough DHB	Dr Peter Bramley	433	Full year ending 2 April 2019	433	Full year as at 30 June 2018
Northland DHB	Dr Nick Chamberlain	523	Full year ending 21 October 2018	523	Full year as at 30 June 2018
South Canterbury DHB	Mr Nigel Trainor	338 ²	Full year ending 30 June 2019	330	Full year as at 30 June 2018
Southern DHB	Mr Chris Fleming	531 ²	Full year ending 30 June 2019	520	Full year as at 30 June 2018
Tairāwhiti DHB	Mr Jim Green	338	Full year ending 30 June 2019	338	Full year as at 30 June 2018
Taranaki DHB	Ms Rosemary Clements	399	Full year ending 31 December 2018	399	Full year as at 30 June 2018
Waikato DHB	Dr Nigel Murray	-		136	Part year from 1 July 2017 to 5 October 2017
	INTERIM (Mr Derek Wright)	389	Part year from 1 July 2018 to 26 April 2019	334	Part year from 16 October 2017 to 30 June 2018
	ACTING (Mr Neville Hablous)	85	Part year from 27 April 2019 to 30 June 2019	-	
Wairarapa DHB	Ms Adri Isbister	223	Part year from 1 July 2018 to 22 March 2019	331	Full year as at 30 June 2018
	ACTING (Mr Craig Climo)	102	Part year from 19 March 2019 to 30 June 2019	-	
Waitemata DHB	Dr Dale Bramley	666 ²	Full year ending 30 June 2019	653	Full year as at 30 June 2018
West Coast DHB (shared CE with CDHB) ¹	Mr David Meates	-		-	
	Ms Julie Patterson	-		120	Part year from 1 July 2017 to 20 October 2017
Whanganui DHB	ACTING (Mr Brian Walden)	-		75	Part year from 21 October 2017 to 25 January 2018
	Mr Russell Simpson	389	Full year ending 25 January 2019	166	Part year from 26 January 2018 to 30 June 2018

Footnotes

1. The Chief Executive of the Canterbury DHB also has responsibility for the West Coast DHB.
2. A decision on performance pay covering this period has not been finalised – an estimate has been used.

Table 3: Remuneration of chief executives of Tertiary Education Institutions (Polytechnics, Universities and Wānanga)

The Tertiary Education Institution Council is the employer of the chief executives and sets their remuneration. Enquiries regarding the information in this table should be referred to the Council Chair / Chancellor.

Notes

- * The format and content of these tables have changed since 2018 to enable easier and more meaningful comparisons between chief executives and over time - see 'Detailed Disclosure Notes' for a full description. The change here reflects a new, more timely reporting practice - from now on SSC will regularly update the online remuneration figures, reporting these for each CE after their latest pay year/period has been completed.
- * Figures reflect the CE's remuneration package for their latest complete pay year/period, adjusted for the latest decision on performance pay (if any). If a CE has started or departed during the year, figures are also adjusted for time in role. This figure should be the same as or close to remuneration accrued. It may be more or less than remuneration received, but provides the best indication of the annual package in place for the CE.
- * Remuneration includes base salary, performance pay, employer contributions to superannuation, and any other benefits specified in each CE's employment agreement. Some figures released in the 2018 Senior Pay report may have been updated. These reflect estimates being replaced by actual decisions and updated values of included benefits.
- * Remuneration excludes end-of-term payments, and performance pay or back pay relating to previous years, as these reflect remuneration already accrued.
- * Changes in remuneration between years may be due to time spent in role, changes in remuneration package and the proportion of any performance payment awarded.

Organisation	Name	Remuneration package for latest pay year see Notes above for adjustments \$(thousand)	Pay year ending: during 1 July 2018 to 30 June 2019	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments \$(thousand)	Period covered: 1 July 2017 to 30 June 2018
Ara Institute of Canterbury	ACTING (less than 3 months)			62	Part year from 3 July 2017 to 3 September 2017
	Mr Tony Gray	400	Full year ending 3 September 2018	329	Part year from 4 September 2017 to 30 June 2018
Auckland University of Technology	Mr Derek McCormack	545	Full year ending 31 December 2018	545	Full year as at 30 June 2018
Eastern Institute of Technology	Mr Christopher Collins	399 ¹	Full year ending 31 December 2018	399	Full year as at 30 June 2018
	Prof. Robin Pollard	-		351	Part year from 1 July 2017 to 26 March 2018
Lincoln University	ACTING (Prof. James McWha)	218	Part year from 1 July 2018 to 31 December 2018	114	Part year from 27 March 2018 to 30 June 2018
	ACTING (Prof. Bruce McKenzie)	199	Part year from 1 January 2019 to 30 June 2019	-	
Manukau Institute of Technology	Mr Gerard Gilmore	406	Full year ending 31 December 2018	406	Full year as at 30 June 2018
	Prof. Jan Thomas	506	Full year ending 22 January 2019	506	Full year as at 30 June 2018
Nelson-Marlborough Institute of Technology	Mr Tony Gray	-		52	Part year from 1 July 2017 to 1 September 2017
	ACTING (Mr Liam Sloan)	-		193	Part year from 14 August 2017 to 6 May 2018
	Mr Liam Sloan	339	Full year ending 30 April 2019	51	Part year from 7 May 2018 to 30 June 2018
Northland Polytechnic	Dr Mark Ewen	165	Part year from 1 July 2018 to 1 March 2019 (last day in role was 31 December 2018)	245	Full year as at 30 June 2018
	ACTING (Mr Wayne Jackson)	137	Part year from 1 January 2019 to 30 June 2019	-	
Open Polytechnic of New Zealand	Dr Caroline Seelig	194	Part year from 1 July 2018 to 25 January 2019	339	Full year as at 30 June 2018
	ACTING (Dr Caroline Seelig)	145 ¹	Part year from 26 January 2019 to 30 June 2019	-	
Otago Polytechnic	Mr Phil Ker	371	Full year ending 31 March 2019	369	Full year as at 30 June 2018

Organisation	Name	Remuneration package for latest pay year see Notes above for adjustments \$(thousand)	Pay year ending: during 1 July 2018 to 30 June 2019	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments \$(thousand)	Period covered: 1 July 2017 to 30 June 2018
Southern Institute of Technology	Ms Penelope Simmonds	348	Full year ending 18 May 2019	344	Full year as at 30 June 2018
Tai Poutini Polytechnic	Mr Alex Cabrera	270 ¹	Full year ending 30 June 2019	257	Full year as at 30 June 2018
Te Wānanga o Aotearoa	Dr Jim Mather	21	Part year from 1 July 2018 to 20 July 2018	412	Full year as at 30 June 2018
	Hon Te Ururoa Flavell	350 ¹	Part year from 20 August 2018 to 30 June 2019	-	
Te Wānanga o Raukawa	Ms Mereana Selby	312	Full year ending 30 June 2019	299 ²	Full year as at 30 June 2018
Te Whare Wānanga o Awanuiārangī	Prof. Wiremu Doherty	350	Full year ending 25 February 2019	350	Full year as at 30 June 2018
Toi Ohomai Institute of Technology	Dr Leon de Wet Fourie	362	Full year ending 31 December 2018	362	Full year as at 30 June 2018
Unitec Institute of Technology	Dr Richard Ede	-		228	Part year from 1 July 2017 to 31 December 2017
	ACTING (Mr Alistair Carruthers)	-		195	Part year from 18 January 2018 to 14 June 2018
	ACTING (Ms Merran Davis)	371	Full year ending 30 June 2019	17	Part year from 14 June 2018 to 30 June 2018
	Ms Leeza Boyce	80	Part year from 1 July 2018 to 16 September 2018	373	Full year as at 30 June 2018
Universal College of Learning	Dr Amanda Lynn	271	Part year from 17 September 2018 to 30 June 2019	-	
University of Auckland	Prof. Stuart McCutcheon	760	Full year ending 31 December 2018	760	Full year as at 30 June 2018
University of Canterbury	Dr Rod Carr	391	Part year from 1 July 2018 to 31 January 2019	662	Full year as at 30 June 2018
	Prof. Cheryl de la Rey	244 ¹	Part year from 1 February 2019 to 30 June 2019	-	
University of Otago	Prof. Harlene Hayne	644	Full year ending 14 August 2018	644	Full year as at 30 June 2018
University of Waikato	Prof. Neil Quigley	517	Full year ending 8 February 2019	515	Full year as at 30 June 2018
Victoria University of Wellington	Prof. Grant Guilford	587	Full year ending 28 February 2019	587	Full year as at 30 June 2018
Waikato Institute of Technology	Mr Mark Flowers	260	Part year from 1 July 2018 to 28 February 2019	429	Full year as at 30 June 2018
	ACTING (Mr David Christiansen)	296	Part year from 13 August 2018 to 30 June 2019	-	
Western Institute of Technology	Ms Barbara George	83	Part year from 1 July 2018 to 26 October 2018	254	Full year as at 30 June 2018
	ACTING (less than 3 months)	55	Part year from 15 October 2018 to 31 December 2018	-	
	Mr John Snook	128	Part year from 1 January 2019 to 30 June 2019	-	
Wellington Institute of Technology / Whitireia Community Polytechnic ¹	Mr Chris Gosling	388	Full year ending 31 December 2018	388	Full year as at 30 June 2018

Footnotes

1. A decision on performance pay covering this period has not been finalised – an estimate has been used.
2. Figure includes a component relating to a job resizing decision.

Table 4: Remuneration of chief executives of other Crown entities

The Crown entity Board is the employer of the chief executives and sets their remuneration. Enquiries regarding the information in this table should be referred to the Board Chair.

Notes

- * The format and content of these tables have changed since 2018 to enable easier and more meaningful comparisons between chief executives and over time - see 'Detailed Disclosure Notes' for a full description. The change here reflects a new, more timely reporting practice - from now on SSC will regularly update the online remuneration figures, reporting these for each CE after their latest pay year/period has been completed.
- * Figures reflect the CE's remuneration package for their latest complete pay year/period, adjusted for the latest decision on performance pay (if any). If a CE has started or departed during the year, figures are also adjusted for time in role. This figure should be the same as or close to remuneration accrued. It may be more or less than remuneration received, but provides the best indication of the annual package in place for the CE.
- * Remuneration includes base salary, performance pay, employer contributions to superannuation, and any other benefits specified in each CE's employment agreement. Some figures released in the 2018 Senior Pay report may have been updated. These reflect estimates being replaced by actual decisions and updated values of included benefits.
- * Remuneration excludes end-of-term payments, and performance pay or back pay relating to previous years, as these reflect remuneration already accrued.
- * Changes in remuneration between years may be due to time spent in role, changes in remuneration package and the proportion of any performance payment awarded.

Organisation	Name	Remuneration package for latest pay year see Notes above for adjustments \$(thousand)	Pay year ending: during 1 July 2018 to 30 June 2019	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments \$(thousand)	Period covered: 1 July 2017 to 30 June 2018
Accident Compensation Corporation	Mr Scott Pickering	841 ²	Full year ending 30 June 2019	833	Full year as at 30 June 2018
Accreditation Council (International Accreditation New Zealand)	Dr Llewellyn Richards	296	Full year ending 30 June 2019	289	Full year as at 30 June 2018
Arts Council of New Zealand Toi Aotearoa (Creative New Zealand)	Mr Stephen Wainright	323	Full year ending 20 August 2018	323	Full year as at 30 June 2018
Broadcasting Commission (New Zealand On Air)	Ms Jane Wrightson	358	Full year ending 6 February 2019	358	Full year as at 30 June 2018
Broadcasting Standards Authority	Ms Belinda Moffat	198	Full year ending 30 June 2019	190 ¹	Full year as at 30 June 2018
Callaghan Innovation	Ms Victoria Crone	533 ²	Full year ending 30 June 2019	529	Full year as at 30 June 2018
Civil Aviation Authority of New Zealand	Mr Graeme Harris	416	Full year ending 31 August 2018	414 ¹	Full year as at 30 June 2018
Commerce Commission	Mr Brent Alderton	-		226	Part year from 1 July 2017 to 12 January 2018
	ACTING (Mr Geoff Williamson)	-		not available	Part year from 15 January 2018 to 6 May 2018
Drug Free Sport New Zealand	Ms Adrienne Meikle	404 ²	Full year ending 30 June 2019	61 ²	Part year from 7 May 2018 to 30 June 2018
	Mr Graeme Steel	-		14	Part year from 1 July 2017 to 28 July 2017
	Mr Nick Paterson	209	Full year ending 30 July 2018	192	Part year from 31 July 2017 to 30 June 2018
Earthquake Commission	Mr Sid Miller	452	Full year ending 30 June 2019	443	Full year as at 30 June 2018

Organisation	Name	Remuneration package for latest pay year see Notes above for adjustments \$(thousand)	Pay year ending: during 1 July 2018 to 30 June 2019	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments \$(thousand)	Period covered: 1 July 2017 to 30 June 2018
Education New Zealand	Mr Grant McPherson	415	Full year ending 30 June 2019	403	Full year as at 30 June 2018
Electricity Authority	Mr Carl Hansen	-		390	Full year as at 30 June 2018
	ACTING (less than 3 months) ³	not available	Part year from 1 July 2018 to 16 September 2018	-	
	Mr James Stevenson-Wallace	288	Part year from 17 September 2018 to 30 June 2019	-	
Energy Efficiency and Conservation Authority	Mr Andrew Caseley	336	Full year ending 30 June 2019	328	Full year as at 30 June 2018
Environmental Protection Authority	Dr Allan Freeth	413	Full year ending 30 June 2019	409	Full year as at 30 June 2018
External Reporting Board	Mr Warren Allen	256 ²	Full year ending 30 June 2019	251	Full year as at 30 June 2018
Families Commission (Superu) (DISESTABLISHED) ⁴	Ms Clare Ward	-		70	Part year from 1 July 2017 to 30 September 2017
	ACTING (Mr Malcolm Menzies)	-		113	Part year from 1 October 2017 to 30 June 2018
Financial Markets Authority	Mr Rob Everett	628	Full year ending 30 June 2019	615	Full year as at 30 June 2018
Fire and Emergency New Zealand (previously NZ Fire Service Commission) ⁵	Mr Rhys Jones	519	Full year ending 30 June 2019	503	Full year as at 30 June 2018
Guardians of New Zealand Superannuation	Mr Adrian Orr	-		543 ⁶	Part year from 1 July 2017 to 16 March 2018
	Mr Matt Whineray	1,065 ^{6,7}	Full year ending 30 June 2019	not available	Part year from 17 March 2018 to 30 June 2018
Health Promotion Agency	Mr Clive Nelson	299 ²	Full year ending 30 June 2019	293	Full year as at 30 June 2018
Health Quality and Safety Commission	Dr Janice Wilson	423	Full year ending 30 June 2019	415	Full year as at 30 June 2018
Health Research Council of New Zealand	Prof. Kathryn McPherson	350	Full year ending 30 June 2019	350	Full year as at 30 June 2018
Heritage New Zealand Pouhere Taonga Board	Mr Andrew Coleman	300	Full year ending 16 October 2018	300	Full year as at 30 June 2018
High Performance Sport New Zealand Ltd	Mr Alex Baumann	-		75	Part year from 1 July 2017 to 1 September 2017
	Mr Michael Scott	391	Full year ending 30 June 2019	172	Part year from 22 January 2018 to 30 June 2018
HLC Ltd (previously named Hobsonville Land Company)	Mr Chris Aiken	612 ⁷	Full year ending 30 June 2019	471 ¹	Full year as at 30 June 2018
	Mr Andrew McKenzie	791 ⁷	Full year ending 30 June 2019	703	Full year as at 30 June 2018
Housing New Zealand Corporation	Ms Cynthia Brophy	122	Part year from 1 July 2018 to 21 December 2018	257	Full year as at 30 June 2018
Human Rights Commission	ACTING (Muausa Pele Walker)	112	Part year from 1 January 2019 to 30 June 2019	-	

Organisation	Name	Remuneration package for latest pay year see Notes above for adjustments \$(thousand)	Pay year ending: during 1 July 2018 to 30 June 2019	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments \$(thousand)	Period covered: 1 July 2017 to 30 June 2018
Maritime New Zealand	Mr Keith Manch	340 ²	Full year ending 30 June 2019	334	Full year as at 30 June 2018
Museum of New Zealand Te Papa Tongarewa Board	Mr Geraint Martin	500	Full year ending 21 May 2019	500	Full year as at 30 June 2018
New Zealand Antarctic Institute (Antarctica New Zealand)	Mr Peter Beggs	84	Part year from 1 July 2018 to 30 September 2018	335	Full year as at 30 June 2018
	ACTING (Mr Peter Smith)	198 ²	Part year from 20 August 2018 to 16 June 2019	-	
	Ms Sarah Williamson	13	Part year from 17 June 2019 to 30 June 2019	-	
New Zealand Artificial Limb Service	Mr Sean Gray	245	Full year ending 31 March 2019	245	Full year as at 30 June 2018
New Zealand Blood Service	Ms Samantha Cliffe	378 ²	Full year ending 30 June 2019	360 ¹	Full year as at 30 June 2018
New Zealand Film Commission	Mr Dave Gibson	-		180 ¹	Part year from 1 July 2017 to 5 January 2018
	Ms Annabelle Sheehan	327	Full year ending 7 January 2019	156	Part year from 8 January 2018 to 30 June 2018
New Zealand Food Innovation Auckland Ltd	Ms Alexandra Allan	183	Full year ending 31 December 2018	175	Full year as at 30 June 2018
New Zealand Lotteries Commission	Mr Wayne Pickup	-		303	Part year from 1 July 2017 to 31 January 2018
	Mr Chris Lyman	459	Full year ending 30 June 2019	223	Part year from 1 January 2018 to 30 June 2018
New Zealand Qualifications Authority	Dr Karen Poutasi	466 ²	Full year ending 30 June 2019	461	Full year as at 30 June 2018
New Zealand Symphony Orchestra	Mr Christopher Blake	277	Full year ending 31 December 2018	277	Full year as at 30 June 2018
New Zealand Tourism Board (Tourism New Zealand)	Mr Stephen England-Hall	550	Full year ending 30 June 2019	536	Full year as at 30 June 2018
New Zealand Trade and Enterprise	Mr Peter Chrisp	651 ²	Full year ending 30 June 2019	638	Full year as at 30 June 2018
	Mr Fergus Gammie	283	Part year from 1 July 2018 to 31 December 2018	619	Full year as at 30 June 2018
New Zealand Transport Agency	ACTING (Mr Mark Ratcliffe)	314	Part year from 14 January 2019 to 30 June 2019	-	
	Mr Eric Pyle	12	Part year from 1 July 2018 to 27 July 2018	157	Full year as at 30 June 2018
New Zealand Walking Access Commission	Mr Ric Cullinane	149	Part year from 4 September 2018 to 30 June 2019	-	
	Mr Steffan Crausaz	-		217	Part year from 1 July 2017 to 5 January 2018
Pharmaceutical Management Agency	Ms Sarah Fitt	427	Full year ending 30 June 2019	206	Part year from 6 January 2018 to 30 June 2018
	Mr Robert Smith	256	Part year from 1 July 2018 to 20 December 2018	537	Full year as at 30 June 2018
Public Trust	ACTING (less than 3 months)	104	Part year from 21 December 2018 to 17 March 2019	-	
	Ms Glenys Taiivai	158	Part year from 18 March 2019 to 30 June 2019	-	
Real Estate Agents Authority	Mr Kevin Lampen-Smith	248	Full year ending 31 January 2019	246	Full year as at 30 June 2018

Organisation	Name	Remuneration package for latest pay year see Notes above for adjustments \$(thousand)	Pay year ending: during 1 July 2018 to 30 June 2019	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments \$(thousand)	Period covered: 1 July 2017 to 30 June 2018
Social Workers Registration Board	Ms Sarah Clark	209	Full year ending 30 June 2019	207	Full year as at 30 June 2018
Sport New Zealand	Mr Peter Miskimmin	400 ²	Full year ending 30 June 2019	396	Full year as at 30 June 2018
Takeovers Panel	Ms Margaret Bearsley	-		92	Part year from 1 July 2017 to 26 October 2017
	Mr Andrew Hudson	263	Full year ending 31 October 2018	178	Part year from 27 October 2017 to 30 June 2018
Te Reo Whakapuaki Iirangi (Te Māngai Pāho, Māori Broadcasting Funding Agency)	Mr Larry Parr	230 ²	Part year from 1 July 2018 to 30 June 2019	221	Full year as at 30 June 2018
Te Taura Whiri i Te Reo Māori (Māori Language Commission)	Mr Ngāhiwi Apanui	203	Full year ending 29 July 2018	203	Full year as at 30 June 2018
Telarc Ltd	Mr Philip Cryer	264	Full year ending 30 June 2019	264 ¹	Full year as at 30 June 2018
Tertiary Education Commission	Mr Tim Fowler	561	Full year ending 30 June 2019	557	Full year as at 30 June 2018
Transport Accident Investigation Commission	Ms Lois Hutchinson	255	Full year ending 24 July 2018	255 ¹	Full year as at 30 June 2018
Worksafe New Zealand	Ms Nicole Rosie	416 ²	Full year ending 30 June 2019	407	Full year as at 30 June 2018

Footnotes

- Figure includes a component relating to a job resizing decision.
- A decision on performance pay covering this period has not been finalised – an estimate has been used.
- Two individuals acted as CE during this time.
- The Families Commission (Superu) was disestablished from 30 June 2018.
- Fire and Emergency New Zealand was established from 1 July 2017.
- Figure provided by Board. For further information see Guardians' 2018 and 2019 annual reports.
- Figure reflects a decision by the Board, effective prior to 31 October 2018, that was different to SSC advice.**

** Crown entity Boards are responsible to Ministers for the performance of their organisation and are responsible for the employment of their chief executives, including managing, assessing, and rewarding their performance in the role. SSC provides advice on Crown entity chief executive terms and conditions, including remuneration, as a consistent and comparable base for boards to consider.

Until 31 October 2018, Section 117 of the Crown Entities Act 2004, stated:

- (1) A statutory entity must not agree to the terms and conditions of employment for a chief executive, or to an amendment of those terms and conditions, without (a) consulting the State Services Commissioner, and (b) if the proposed terms and conditions or amendment do not comply with any guidance issued by the State Services Commissioner to 1 or more Crown entities, consulting the responsible Minister.
 - (2) A statutory entity must have regard to any recommendations that the Commissioner and (if applicable) the responsible Minister makes to it within a reasonable time of being consulted.
- Crown entity subsidiaries also need to comply with Section 117, but references to the responsible Minister must be read as references to the parent.

Since 31 October 2018, Crown entity Boards must obtain the written consent of the State Services Commissioner before finalising or amending any terms and conditions of the chief executive

Table 5: Remuneration of chief executives and other senior staff under the jurisdiction of the Remuneration Authority

The positions included in this table have their remuneration set by the Remuneration Authority, but applied by the relevant organisation/agency. Enquiries regarding remuneration setting should be referred to the Remuneration Authority, while detailed queries should be referred to the organisation itself.

Notes

- * The format and content of these tables have changed since 2018 to enable easier and more meaningful comparisons between chief executives and over time - see 'Detailed Disclosure Notes' for a full description. The change here reflects a new, more timely reporting practice - from now on SSC will regularly update the online remuneration figures, reporting these for each CE after their latest pay year/period has been completed.
- * Figures reflect the CE's remuneration package for their latest complete pay year/period, adjusted for the latest decision on performance pay (if any). If a CE has started or departed during the year, figures are also adjusted for time in role. This figure should be the same as or close to remuneration accrued. It may be more or less than remuneration received, but provides the best indication of the annual package in place for the CE.
- * The Remuneration Authority reviews the remuneration that should apply for each position in its jurisdiction every year. Section 14 of the Remuneration Authority Act 1977 provides that once the Remuneration Authority has made a determination, the recipients of that determination cannot decline or amend it in any way.
- * Remuneration reported includes base salary, employer contributions to superannuation and any other benefits specified as part of each individual's employment, including conditions agreed by the relevant Minister or monitoring department. Some figures released in the 2018 Senior Pay report may have been updated. These reflect estimates being replaced by actual decisions and updated values of included benefits.
- * Remuneration excludes end-of-term payments and back pay relating to previous years, as these reflect remuneration already accrued.

Organisation	Name	Remuneration package for latest pay year see Notes above for adjustments \$(thousand)	Pay year ending: during 1 July 2018 to 30 June 2019	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments \$(thousand)	Period covered: 1 July 2017 to 30 June 2018
Chief of the New Zealand Defence Force	Lt Gen. Tim Keating	-		675	Full year as at 30 June 2018
	Air Marshal Kevin Short	670	Full year ending 30 June 2019	-	
Chief Ombudsman	Mr Peter Boshier	400	Full year ending 30 September 2018	400 ¹	Full year as at 30 June 2018
Chief Parliamentary Counsel	Ms Fiona Leonard	397	Full year ending 30 June 2019	393	Full year as at 30 June 2018
Clerk of the House of Representatives	Mr David Wilson	423	Full year ending 30 June 2019	410 ¹	Full year as at 30 June 2018
Commissioner of Police	Mr Mike Bush	709	Full year ending 30 June 2019	708	Full year as at 30 June 2018
	Mr Martin Matthews	-		59	Part year from 1 July 2017 to 2 August 2017
Controller and Auditor-General	ACTING (Mr Gregory Schollum)	-		657	Full year as at 30 June 2018
	Mr John Ryan	668	Part year from 2 July 2018 to 30 June 2019	-	
Deputy State Services Commissioner and Chief Executive	Ms Debbie Power	331	Part year from 1 July 2018 to 3 February 2019	533 ¹	Full year as at 30 June 2018
Deputy State Services Commissioner	ACTING (Mr John Ombler)	220	Part year from 4 February 2019 to 30 June 2019	-	
Director of the Government Communications Security Bureau ²	Mr Andrew Hampton	-		96	Part year from 1 July 2017 to 27 September 2017
Director of the New Zealand Security Intelligence Service ³	Ms Rebecca Kitteridge	-		96	Part year from 1 July 2017 to 27 September 2017

Organisation	Name	Remuneration package for latest pay year see Notes above for adjustments \$(thousand)	Pay year ending: during 1 July 2018 to 30 June 2019	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments \$(thousand)	Period covered: 1 July 2017 to 30 June 2018
General Manager of the Parliamentary Service	Mr David Stevenson	217	Part year from 1 July 2018 to 27 January 2019	371	Full year as at 30 June 2018
	Mr Rafael Gonzalez-Montero	151	Part year from 28 January 2019 to 30 June 2019	-	
Parliamentary Commissioner for the Environment	Dr Jan Wright	-		98	Part year from 1 July 2017 to 15 October 2017
	Rt Hon Simon Upton	337	Full year ending 30 June 2019	237	Part year from 16 October 2017 to 30 June 2018
Solicitor-General	Ms Una Jagose	666	Full year ending 30 September 2018	665	Full year as at 30 June 2018
State Services Commissioner and Head of State Services	Mr Peter Hughes	630	Full year ending 30 June 2019	630	Full year as at 30 June 2018

Footnotes

1. Figure includes a component relating to a job resizing decision.
2. Since 28 September 2017, remuneration set by the State Services Commissioner.