



Remuneration of Public Service and State sector senior staff as at 30 June 2011

State Services Commission

September 2011

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Remuneration of Public Service and State sector senior staff as at 30 June 2011

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 2011. This remuneration report has previously been provided as part of the State Services Commission (SSC) annual report. In order to publish the information more quickly, the Commissioner has decided that it be published online through the SSC website as well as in the annual report.

Chief executive remuneration policy

The Commissioner's role includes setting and reviewing the remuneration of Public Service¹ chief executives, and advising on or approving the proposed terms and conditions of employment of 109 Crown entity and subsidiary chief executives. The Commissioner therefore has a direct influence on the remuneration received by about 140 chief executive positions in the State sector.

The current Public Service chief executive remuneration policy is well established, and is designed to provide an environment in which high quality leaders are attracted to and encouraged to perform in key roles. The main features of the policy are to:

- link Public Service chief executive remuneration to chief executive remuneration practice in the public sector²
- provide flexibility and discretion for the Commissioner to set remuneration within broad boundaries determined by the Government
- link chief executives' remuneration to their performance, by including a performance related component in their remuneration packages.

The key principles of the remuneration policy continue to be that it:

- provides the ability to attract, retain and motivate suitable highly competent chief executives
- is fair and equitable, flexible and transparent
- has integrity (is statistically sound)
- is efficient and manageable
- is legal
- is affordable
- meets the Government's expectations for pay and employment conditions in the State sector
- supports the business of Government
- inspires public confidence.

¹ The Commissioner does not set remuneration for the chief executives of three departments: the State Services Commission, the Crown Law Office and the Government Communications Security Bureau.

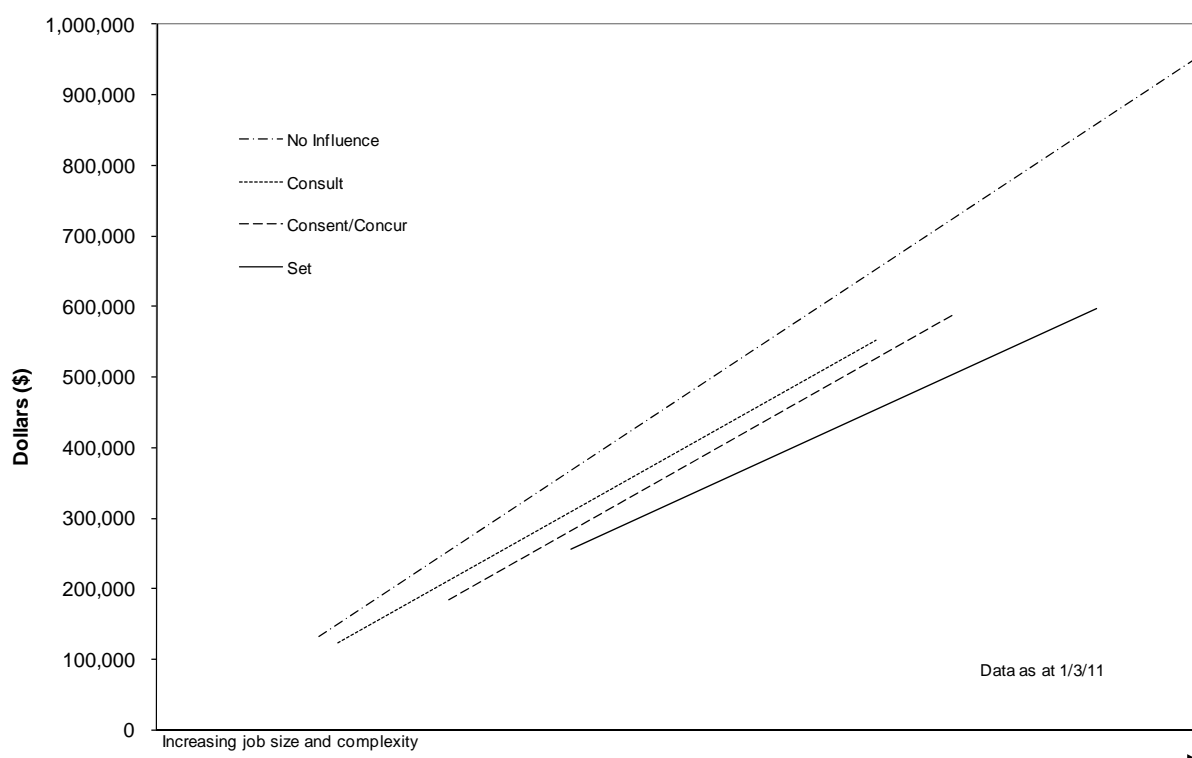
² The State sector plus the organisations of local government in New Zealand collectively make up the "public sector".

The benchmark for both Public Service and State sector chief executives' remuneration is the public sector, for which remuneration data is collected by SSC through its annual chief executive remuneration survey. The Commissioner also regularly monitors other markets to see how the public sector fits into the wider picture.

State Services Commissioner's influence

Figure 1 below illustrates chief executive remuneration as at 1 March 2011, across the public sector in terms of the Commissioner's degrees of influence:

Figure 1 – State Service Commissioner's Influence on Chief Executives' Remuneration Total Remuneration Lines



The solid line in Figure 1 shows Public Service chief executives' remuneration as the line that the Commissioner *sets*. The two lines immediately above it show the remuneration of chief executives in the State sector whose remuneration the Commissioner *consents* or *concurs* to (mainly tertiary institutions and district health boards), and those that *consult* with the Commissioner (the majority of other Crown entities). The upper line shows the remuneration of chief executives of organisations over which the Commissioner has *no influence*, organisations that are in the public sector but are local government bodies or trading enterprises operating in a commercial environment.

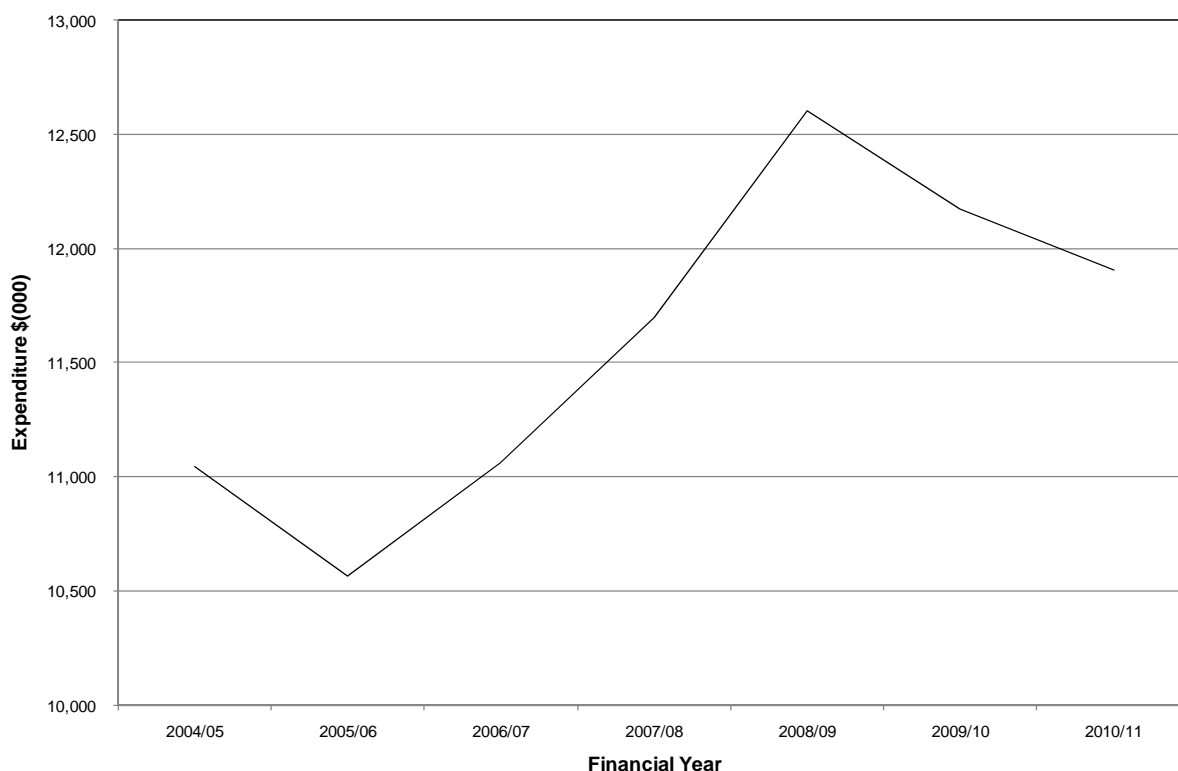
The Public Service

The overall wage bill for Public Service chief executives is effectively capped by the appropriation for Public Service chief executive remuneration. The appropriation also makes provision for smaller items linked to the employment of chief executives – such as relocation expenses and professional development.

Figure 2 below shows expenditure for Public Service chief executive remuneration. Expenditure in this area increased in the period 2006/07 to 2008/09, reflecting more buoyant labour market conditions and to permit some catch-up of Public Service chief executive remuneration with other parts of the State sector. Decreases in expenditure of 3% and 2% occurred in 2009/10 and 2010/11 respectively. This lower expenditure reflects:

- an environment of fiscal restraint
- setting modest remuneration expectations
- a reduced number of Public Service chief executives, as a result of agency amalgamations.

Figure 2 – Expenditure on Public Service Chief Executive Remuneration



The State sector

The remuneration policy that the Commissioner applies in the Public Service continues to form the basis of his advice on chief executive remuneration in the wider State sector. Chief executive remuneration for the wider State sector is not managed through a single appropriation. The Commissioner provides advice to board chairs about his policy for annual remuneration movements, and this provides the benchmark for actual movements. In 2010/11, his decision was for only a modest increase to the benchmark.

While the economy is recovering from the effects of the global recession, the Government expects that remuneration changes across the State sector will be met within existing funding levels, reflect high performance, be responsible, and demonstrate value for money. The Commissioner continues to expect councils and boards to exercise restraint when considering increases to chief executive remuneration, and to propose increases only where the chief executive has performed strongly or in exceptional circumstances.

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

Table 1 below presents remuneration information for the chief executives of agencies 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).³ A table listing this information sorted by remuneration band is provided in the Appendix.

The non-Public Service agencies listed supplied their own information. While the SSC has checked the information's accuracy to the best of its ability, the final responsibility for it lies with the individual agencies.

In a change from previous years, the chief executive remuneration for the Public Service, TEIs and the wider State sector is included in one table, reported on a July to June basis. This will allow for consistency and transparency across the State sector for this aspect of public expenditure.

The table presents the total remuneration received by each chief executive for the financial year 1 July 2010 to 30 June 2011, 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, and any annual leave in excess of 20 days per annum.

As part of standardising the reporting period, the period for TEI chief executive remuneration has changed from calendar year to a July to June year. To ensure that TEI chief executive remuneration is fully reported during this transition, the table also lists data for the financial year 1 July 2009 to 30 June 2010.

In some cases, chief executives' reported remuneration varies significantly between 2009/10 and 2010/11. 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 sizes are undertaken by independent consultants)
- Government Superannuation Fund employer contribution increases
- entitlements on the last day of duty, such as retiring leave, or annual leave not taken.

³ Table 1 does not include agencies 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 Maori Television Service.

Entitlements on the last day of duty that were paid in 2010/11 are reported in footnotes. Entitlements on the last day of duty that were paid to TEI chief executives in 2009/10 are also reported.

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.

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

Key:

- The Public Service⁴, 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 2010 - 2011	Effective date 2010 - 2011	Remuneration band 2009 - 2010	Effective date 2009 - 2010
Accident Compensation Corporation	\$580,000 to \$589,999		\$550,000 to \$559,999	
Accounting Standards Review Board	Under \$100,000	1 April 2011 to 30 June 2011	No chief executive prior to 1 April 2011	
Alcohol Advisory Council of New Zealand	\$210,000 to \$219,999		\$200,000 to \$209,999	
Aoraki Polytechnic	\$210,000 to \$219,999		\$190,000 to \$199,999	
Archives New Zealand ⁵	\$100,000 to \$109,999	1 July 2010 to 31 January 2011	Under \$100,000 ⁶ \$180,000 to \$189,999	

⁴ The Commissioner does not set remuneration for the chief executives of three departments: the State Services Commission, the Crown Law Office and the Government Communications Security Bureau.

⁵ Archives New Zealand was amalgamated into the Department of Internal Affairs on 1 February 2011.

⁶ This figure reflects entitlements paid in the 2009/10 financial year to the previous Chief Executive, whose last day of duty was 10 June 2009.

Organisation	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Remuneration band 2009 - 2010	Effective date 2009 - 2010
Arts Council of New Zealand Toi Aotearoa (Creative New Zealand)	\$230,000 to \$239,999		\$240,000 to \$249,999	
Auckland DHB	\$540,000 to \$549,999		\$540,000 to \$549,999	
Auckland University of Technology	\$440,000 to \$449,999		\$440,000 to \$449,999	
Bay of Plenty DHB	\$440,000 to \$449,999		\$420,000 to \$429,999	
Bay of Plenty Polytechnic	\$210,000 to \$219,999		\$240,000 to \$249,999	
Broadcasting Commission (New Zealand On Air)	\$290,000 to \$299,999		\$290,000 to \$299,999	
Broadcasting Standards Authority	\$140,000 to \$149,999		\$140,000 to \$149,999	
Canterbury DHB ⁷	\$490,000 to \$499,999		\$440,000 to \$449,999	
Canterbury Earthquake Recovery Authority ⁸	Under \$100,000 Under \$100,000	29 March 2011 to 12 June 2011 13 June 2011 to 30 June 2011	New entity	
Capital and Coast DHB	\$240,000 to \$249,999 ⁹ \$100,000 to \$109,999	1 July 2010 to 3 November 2010 28 March 2011 to 30 June 2011	\$420,000 to \$429,999	
Career Services	\$200,000 to \$209,999 ¹⁰ \$160,000 to \$169,999	1 July 2010 to 19 November 2010 22 November 2010 to 30 June 2011	\$320,000 to \$329,999	
Catalyst Risk Management Ltd	\$170,000 to \$179,999		\$170,000 to \$179,999	
Charities Commission	\$240,000 to \$249,999		\$230,000 to \$239,999	
Christchurch Polytechnic Institute of Technology	\$250,000 to \$259,999	9 August 2010 to 30 June 2011	\$220,000 to \$229,999 ¹¹	1 July 2009 to 4 February 2010
Civil Aviation Authority of New Zealand	\$300,000 to \$309,999		\$290,000 to \$299,999	
Commerce Commission	\$280,000 to \$289,999 ¹² \$140,000 to \$149,999	1 July 2010 to 31 December 2010 1 January 2011 to 30 June 2011	\$370,000 to \$379,999	

⁷ The Chief Executive of the Canterbury DHB also has responsibility for the West Coast DHB.

⁸ New Public Service department that commenced operation on 18 April 2011.

⁹ Figure includes payment of entitlements at last day of duty of \$63,929.

¹⁰ Figure includes payment of entitlements at last day of duty of \$69,320.

¹¹ Figure includes payment of entitlements at last day of duty of \$9,546.

¹² Figure includes payment of entitlements at last day of duty of \$44,121.

Organisation	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Remuneration band 2009 - 2010	Effective date 2009 - 2010
Counties Manukau DHB	\$480,000 to \$489,999		\$480,000 to \$489,999	
Crown Health Financing Agency	\$250,000 to \$259,999		\$260,000 to \$269,999	
Department of Building and Housing	\$330,000 to \$339,999		\$340,000 to \$349,999	
Department of Conservation	\$350,000 to \$359,999		\$360,000 to \$369,999	
Department of Corrections	\$260,000 to \$269,999 ¹³ \$180,000 to \$189,999	1 July 2010 to 24 December 2010 25 December 2010 to 30 June 2011	\$410,000 to \$419,999	
Department of Internal Affairs ¹⁴	\$430,000 to \$439,999		\$430,000 to \$439,999	
Department of Labour	\$430,000 to \$439,999		\$440,000 to \$449,999	
Department of the Prime Minister and Cabinet	\$510,000 to \$519,999		\$490,000 to \$499,999	
Dispute Resolution Services Ltd	\$270,000 to \$279,999		\$220,000 to \$229,999	
Drug Free Sport New Zealand	\$120,000 to \$129,999		\$110,000 to \$119,999	
Earthquake Commission	\$330,000 to \$339,999		\$240,000 to \$249,999 ¹⁵ Under \$100,000	1 July 2009 to 26 February 2010 1 March 2010 to 30 June 2010
Eastern Institute of Technology	\$310,000 to \$319,999		\$260,000 to \$269,999	
Education Review Office	\$330,000 to \$339,999		\$330,000 to \$339,999	
Electricity Authority ¹⁶	\$150,000 to \$159,999	1 November 2010 to 30 June 2011	New entity	
Electricity Commission ¹⁷	\$260,000 to \$269,999 ¹⁸	1 July 2010 to 31 October 2010	\$270,000 to \$279,999	
Energy Efficiency and Conservation Authority	\$270,000 to \$279,999		\$270,000 to \$279,999	
Environmental Risk Management Authority	\$300,000 to \$309,999		\$280,000 to \$289,999	
Families Commission	\$180,000 to \$189,999		\$180,000 to \$189,999	

¹³ Figure includes payment of entitlements at last day of duty of \$41,529.

¹⁴ Archives New Zealand and National Library of New Zealand were amalgamated into the Department of Internal Affairs on 1 February 2011.

¹⁵ Figure includes payment of entitlements at last day of duty.

¹⁶ New entity established on 1 November 2010.

¹⁷ Entity disestablished on 31 October 2010.

¹⁸ Figure includes payment of entitlements at last day of duty of \$160,993.

Organisation	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Remuneration band 2009 - 2010	Effective date 2009 - 2010
Financial Markets Authority	Under \$100,000	1 May 2011 to 30 June 2011	New entity	
Foundation for Research, Science and Technology ¹⁹	\$170,000 to \$179,999 ²⁰	1 July 2010 to 31 October 2010	\$400,000 to \$409,999	
Guardians of New Zealand Superannuation	\$530,000 to \$539,999		\$440,000 to \$449,999	
Hawke's Bay DHB	\$410,000 to \$419,999		\$280,000 to \$289,999	28 October 2009 to 30 June 2010
Health Quality and Safety Commission	\$110,000 to \$119,999	17 February 2011 to 30 June 2011	New entity	
Health Research Council of New Zealand	\$280,000 to \$289,999		\$270,000 to \$279,999	
Health Sponsorship Council	\$180,000 to \$189,999		\$180,000 to \$189,999	
Hobsonville Land Company	\$340,000 to \$349,999		\$340,000 to \$349,999	
Housing New Zealand Corporation	\$460,000 to \$469,999		\$430,000 to \$439,999	
Human Rights Commission	\$210,000 to \$219,999		\$200,000 to \$209,999	
Hutt DHB (Hutt Valley DHB)	\$300,000 to \$309,999	19 July 2010 to 30 June 2011	\$320,000 to \$329,999 ²¹	1 July 2009 to 1 February 2010
Inland Revenue Department	\$420,000 to \$429,999		\$460,000 to \$469,999	
Lakes DHB	\$370,000 to \$379,999		\$360,000 to \$369,999	
Land Information New Zealand	\$360,000 to \$369,999		\$360,000 to \$369,999	
Lincoln University	\$390,000 to \$399,999		\$370,000 to \$379,999	
Manukau Institute of Technology	\$310,000 to \$319,999		\$320,000 to \$329,999	
Maritime New Zealand (Maritime Safety Authority of New Zealand)	\$300,000 to \$309,999		\$290,000 to \$299,999	
Massey University	\$530,000 to \$539,999		\$500,000 to \$509,999	
MidCentral DHB	\$520,000 to \$529,999		\$480,000 to \$489,999	
Ministry for Culture and Heritage	\$330,000 to \$339,999		\$320,000 to \$329,999	

¹⁹ The Foundation for Research, Science and Technology and the Ministry of Research, Science and Technology were merged to form the Ministry of Science and Innovation on 1 February 2011.

²⁰ Figure includes payment of entitlements at last day of duty of \$45,759.

²¹ Figure includes payment of entitlements at last day of duty.

Organisation	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Remuneration band 2009 - 2010	Effective date 2009 - 2010
Ministry for the Environment	\$340,000 to \$349,999		\$320,000 to \$329,999	
Ministry of Agriculture and Forestry ²²	\$240,000 to \$249,999 ²³ \$220,000 to \$229,999	1 July 2010 to 19 November 2010 20 November 2010 to 30 June 2011	\$460,000 to \$469,999	
Ministry of Defence	\$350,000 to \$359,999		\$390,000 to \$399,999	
Ministry of Economic Development	\$460,000 to \$469,999		\$450,000 to \$459,999	
Ministry of Education	\$660,000 to \$669,999 ²⁴		\$520,000 to \$529,999	
Ministry of Fisheries ²⁵	\$170,000 to \$179,999 ²⁶ Under \$100,000	1 July 2010 to 19 November 2010 20 November 2010 to 10 March 2011	\$360,000 to \$369,999	
Ministry of Foreign Affairs and Trade	\$580,000 to \$589,999		\$210,000 to \$219,999 ²⁷ Under \$100,000 \$500,000 to \$509,999	1 July 2009 to 26 July 2009 27 July 2009 to 30 June 2010
Ministry of Health	\$200,000 to \$209,999 ²⁸ \$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	\$550,000 to \$559,999	
Ministry of Justice	\$600,000 to \$609,999 ²⁹ Under \$100,000	1 July 2010 to 3 June 2011 4 June 2011 to 30 June 2011	\$540,000 to \$549,999	
Ministry of Maori Development (Te Puni Kōkiri)	\$390,000 to \$399,999		\$400,000 to \$409,999	
Ministry of Pacific Island Affairs	\$240,000 to \$249,999		\$260,000 to \$269,999	

²² From 11 March 2011 the Chief Executive of the Ministry of Agriculture and Forestry also held the role of Chief Executive of the Ministry of Fisheries.

²³ Figure includes payment of entitlements at last day of duty of \$27,120.

²⁴ Figure includes payment of entitlements at last day of duty of \$111,052.

²⁵ From 11 March 2011 the Chief Executive of the Ministry of Agriculture and Forestry also held the role of Chief Executive of the Ministry of Fisheries.

²⁶ Figure includes payment of entitlements at last day of duty of \$16,521.

²⁷ Figure indicates entitlements paid in the 2009/10 financial year to the previous chief executive, whose last day of duty was 12 June 2009.

²⁸ Figure includes payment of entitlements at last day of duty of \$99,119.

²⁹ Figure includes payment of entitlements at last day of duty of \$44,551.

Organisation	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Remuneration band 2009 - 2010	Effective date 2009 - 2010
Ministry of Research, Science and Technology ³⁰	\$140,000 to \$149,999	1 July 2010 to 31 January 2011	\$310,000 to \$319,999 ³¹ Under \$100,000	1 July 2009 to 9 April 2010 10 April 2010 to 30 June 2010
Ministry of Science and Innovation ³²	\$250,000 to \$259,999	1 November 2010 to 30 June 2011	New entity	
Ministry of Social Development	\$590,000 to \$599,999		\$590,000 to \$599,999	
Ministry of Transport	\$370,000 to \$379,999		\$360,000 to \$369,999	
Ministry of Women's Affairs	Under \$100,000 \$200,000 to \$209,999	1 July 2010 to 12 July 2010 13 July 2010 to 30 June 2011	\$310,000 to \$319,999 ³³ Under \$100,000	1 July 2009 to 18 June 2010 19 June 2010 to 30 June 2010
Museum of New Zealand Te Papa Tongarewa Board	\$290,000 to \$299,999	9 August 2010 to 30 June 2011	\$170,000 to \$179,999 ³⁴	1 July 2009 to 17 July 2009
National Library of New Zealand Te Puna Mātauranga o Aotearoa ³⁵	\$180,000 to \$189,999 ³⁶ Under \$100,000	1 July 2010 to 17 December 2010 18 December 2010 to 31 January 2011	\$290,000 to \$299,999	
Nelson Marlborough DHB	\$410,000 to \$419,999		\$370,000 to \$379,999	
Nelson Marlborough Institute of Technology	\$260,000 to \$269,999		\$230,000 to \$239,999	
New Zealand Antarctic Institute (Antarctica New Zealand)	\$230,000 to \$239,999		\$210,000 to \$219,999	
New Zealand Artificial Limb Board	\$160,000 to \$169,999		\$170,000 to \$179,999	
New Zealand Blood Service	\$320,000 to \$329,999		\$310,000 to \$319,999	
New Zealand Customs Service	\$390,000 to \$399,999 ³⁷ Under \$100,000	1 July 2010 to 29 April 2011 30 April 2011 to 30 June 2011	\$420,000 to \$429,999	
New Zealand Film Commission	\$250,000 to \$259,999		\$230,000 to \$239,999	

³⁰ The Ministry of Research, Science and Technology and the Foundation for Research, Science and Technology were merged to form the Ministry of Science and Innovation on 1 February 2011.

³¹ Figure includes payment of entitlements at last day of duty.

³² 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.

³³ Figure includes payment of entitlements at last day of duty.

³⁴ Figure includes payment of entitlements at last day of duty.

³⁵ The National Library of New Zealand was amalgamated into the Department of Internal Affairs on 1 February 2011.

³⁶ Figure includes payment of entitlements at last day of duty of \$35,279.

³⁷ Figure includes payment of entitlements at last day of duty of \$49,379.

Organisation	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Remuneration band 2009 - 2010	Effective date 2009 - 2010
New Zealand Fire Service Commission	\$390,000 to \$399,999		\$370,000 to \$379,999	
New Zealand Historic Places Trust (Pouhere Taonga)	\$230,000 to \$239,999		\$230,000 to \$239,999	
New Zealand Lotteries Commission	\$460,000 to \$469,999		\$440,000 to \$449,999	
New Zealand Productivity Commission ³⁸	Under \$100,000	1 April 2011 to 30 June 2011	New entity	
New Zealand Qualifications Authority	\$390,000 to \$399,999		\$380,000 to \$389,999	
New Zealand Symphony Orchestra	\$230,000 to \$239,999		\$220,000 to \$229,999	
New Zealand Teachers Council	\$180,000 to \$189,999		\$180,000 to \$189,999	
New Zealand Tourism Board (Tourism New Zealand)	\$440,000 to \$449,999		\$210,000 to \$219,999 ³⁹ \$200,000 to \$209,999	1 July 2009 to 1 December 2009 18 January 2010 to 30 June 2010
New Zealand Trade and Enterprise	Under \$100,000 \$370,000 to \$379,999	1 July 2010 to 20 August 2010 23 August 2010 to 30 June 2011	\$250,000 to \$259,999 ⁴⁰	1 July 2009 to 24 December 2009
New Zealand Transport Agency	\$580,000 to \$589,999		\$560,000 to \$569,999	
New Zealand Walking Access Commission	\$160,000 to \$169,999		\$130,000 to \$139,999	13 July 2009 to 30 June 2010
Northland DHB	\$340,000 to \$349,999		\$320,000 to \$329,999	
Northland Polytechnic	\$240,000 to \$249,999		\$170,000 to \$179,999 ⁴¹ Under \$100,000	1 July 2009 to 2 March 2010 6 March 2010 to 30 June 2010
Open Polytechnic of New Zealand	\$280,000 to \$289,999		\$270,000 to \$279,999	
Otago Polytechnic	\$290,000 to \$299,999		\$330,000 to \$339,999	
Pharmaceutical Management Agency	\$310,000 to \$319,999		\$280,000 to \$289,999	
Public Trust	\$440,000 to \$449,999		\$410,000 to \$419,999	
Real Estate Agents Authority	Under \$100,000	20 January 2011 to 30 June 2011	\$200,000 to \$209,999	17 November 2009 to 30 June 2010

³⁸ New entity established on 1 April 2011.

³⁹ Figure includes payment of entitlements at last day of duty.

⁴⁰ Figure includes payment of entitlements at last day of duty.

⁴¹ Figure includes payment of entitlements at last day of duty of \$3,783.

Organisation	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Remuneration band 2009 - 2010	Effective date 2009 - 2010
Serious Fraud Office	\$340,000 to \$349,999		\$110,000 to \$119,999 ⁴² Under \$100,000 \$170,000 to \$179,999	1 July 2009 to 4 November 2009 5 November 2009 to 29 November 2009 30 November 2009 to 30 June 2010
Social Workers Registration Board	\$120,000 to \$129,999		\$120,000 to \$129,999	
South Canterbury DHB	\$300,000 to \$309,999		\$300,000 to \$309,999	
Southern DHB	\$490,000 to \$499,999		\$500,000 to \$509,999	
Southern Institute of Technology	\$240,000 to \$249,999		\$240,000 to \$249,999	
Sport and Recreation New Zealand	\$330,000 to \$339,999		\$330,000 to \$339,999	
Standards Council (Standards New Zealand)	\$240,000 to \$249,999 ⁴³		\$260,000 to \$269,999	
Statistics New Zealand	\$290,000 to \$299,999		\$330,000 to \$339,999	
Tai Poutini Polytechnic	\$220,000 to \$229,999		\$220,000 to \$229,999	
Tairāwhiti DHB	\$270,000 to \$279,999		\$270,000 to \$279,999	
Tairāwhiti Polytechnic ⁴⁴	\$280,000 to \$289,999 ⁴⁵	1 July 2010 to 31 December 2010	\$190,000 to \$199,999	
Takeovers Panel	\$250,000 to \$259,999 ⁴⁶	1 July 2010 to 30 June 2011	\$230,000 to \$239,999	
Taranaki DHB	\$360,000 to \$369,999		\$360,000 to \$369,999	
Te Reo Whakapuaki Irirangi (Te Māngai Pāho, Māori Broadcasting Funding Agency)	\$190,000 to \$199,999		\$170,000 to \$179,999	
Te Taura Whiri i Te Reo Māori (Māori Language Commission)	\$170,000 to \$179,999		\$140,000 to \$149,999 ⁴⁷ Under \$100,000 ⁴⁸	1 July 2009 to 12 February 2010 16 April 2010 to 25 June 2010

⁴² Figure includes payment of entitlements at last day of duty.

⁴³ Remuneration takes account of fees received as a member of two DHBs.

⁴⁴ Tairāwhiti Polytechnic was absorbed into the Eastern Institute of Technology on 1 January 2011.

⁴⁵ Figure includes payment of entitlements at last day of duty of \$187,852.

⁴⁶ Figure includes payment of entitlements at last day of duty of \$13,664.

⁴⁷ Figure includes payment of entitlements at last day of duty.

⁴⁸ Figure includes payment of entitlements at last day of duty.

Organisation	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Remuneration band 2009 - 2010	Effective date 2009 - 2010
Te Wananga o Aotearoa	\$280,000 to \$289,999		\$280,000 to \$289,999	
Te Wananga o Raukawa	\$180,000 to \$189,999		\$190,000 to \$199,999	
Te Whare Wananga o Awanuiarangi	\$230,000 to \$239,999		\$190,000 to \$199,999	
Telarc SAI Ltd	\$180,000 to \$189,999		\$190,000 to \$199,999	
Telford Rural Polytechnic ⁴⁹	\$250,000 to \$259,999 ⁵⁰	1 July 2010 to 31 December 2010	\$200,000 to \$209,999	
Tertiary Education Commission	\$450,000 to \$459,999 ⁵¹	1 July 2010 to 1 April 2011	\$490,000 to \$499,999	
Testing Laboratory Registration Council (International Accreditation New Zealand)	\$250,000 to \$259,999		\$240,000 to \$249,999	
The Treasury	\$960,000 to \$969,999 ⁵² 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	\$590,000 to \$599,999	
Transport Accident Investigation Commission	\$220,000 to \$229,999		\$200,000 to \$209,999	
Unitec Institute of Technology	\$340,000 to \$349,999		\$330,000 to \$339,999	
Universal College of Learning	\$330,000 to \$339,999		\$330,000 to \$339,999	
University of Auckland	\$640,000 to \$649,999		\$590,000 to \$599,999	
University of Canterbury	\$500,000 to \$509,999		\$490,000 to \$499,999	
University of Otago	\$540,000 to \$549,999		\$550,000 to \$559,999	
University of Waikato	\$400,000 to \$409,999		\$400,000 to \$409,999	
Victoria University of Wellington	\$510,000 to \$519,999		\$470,000 to \$479,999	
Waiariki Institute of Technology	\$260,000 to \$269,999		\$260,000 to \$269,999	
Waikato DHB	\$450,000 to \$459,999		\$430,000 to \$439,999	

⁴⁹ Telford Rural Polytechnic was absorbed into Lincoln University on 1 January 2011.

⁵⁰ Figure includes payment of entitlements at last day of duty of \$155,279.

⁵¹ Figure includes payment of entitlements at last day of duty of \$60,439.

⁵² Figure includes payment of entitlements at last day of duty of \$348,287.

Organisation	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Remuneration band 2009 - 2010	Effective date 2009 - 2010
Waikato Institute of Technology	\$350,000 to \$359,999		\$350,000 to \$359,999	
Wairarapa DHB	\$270,000 to \$279,999		\$260,000 to \$269,999	
Waitemata DHB	\$480,000 to \$489,999		\$470,000 to \$479,999 ⁵³	
Wellington Institute of Technology	\$330,000 to \$339,999		\$330,000 to \$339,999	
West Coast DHB ⁵⁴	-	Not applicable	\$250,000 to \$259,999	
Western Institute of Technology	\$250,000 to \$259,999		\$200,000 to \$209,999	
Whanganui DHB	\$310,000 to \$319,999		\$310,000 to \$319,999	
Whitireia Community Polytechnic	\$310,000 to \$319,999		\$300,000 to \$309,999	

⁵³ The 2009/2010 band published in 2010 was incorrect and has been revised.

⁵⁴ The Chief Executive of the Canterbury DHB also has responsibility for the West Coast DHB.

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.

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

Organisation	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Remuneration band 2009 - 2010	Effective date 2009 - 2010
Chief of the New Zealand Defence Force	\$450,000 to \$459,999 ⁵⁵	1 July 2010 to 23 January 2011	\$420,000 to \$429,999	
	\$210,000 to \$219,999	24 January 2011 to 30 June 2011		
Chief Ombudsman	\$330,000 to \$339,999		\$320,000 to \$329,999	
Chief Parliamentary Counsel	\$340,000 to \$349,999		\$330,000 to \$339,999	
Clerk of the House of Representatives	\$320,000 to \$329,999		\$300,000 to \$309,999	
Commissioner of Police	\$770,000 to \$779,999 ⁵⁶	1 July 2010 to 31 March 2011	\$500,000 to \$509,999	
	\$140,000 to \$149,999	4 April 2011 to 30 June 2011		
Controller and Auditor General	\$420,000 to \$429,999		Under \$100,000 ⁵⁷	1 July 2009 to 22 July 2009
			\$290,000 to \$299,999	5 October 2009 to 30 June 2010
Deputy State Services Commissioner	\$290,000 to \$299,999 ⁵⁸		\$330,000 to \$339,999	

⁵⁵ Figure includes payment of entitlements at last day of duty of \$189,730.

⁵⁶ Figure includes payment of entitlements at last day of duty of \$333,398.

⁵⁷ Figure includes payment of entitlements at last day of duty.

⁵⁸ 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.

Organisation	Remuneration band 2010 - 2011	Effective date 2010 - 2011	Remuneration band 2009 - 2010	Effective date 2009 - 2010
Director of the Government Communications Security Bureau	\$120,000 to \$129,999	1 July 2010 to 31 October 2010	\$290,000 to \$299,999	
	Under \$100,000 ⁵⁹	1 November 2010 to 4 February 2011		
	\$130,000 to \$139,999	7 February 2011 to 30 June 2011		
Director of the New Zealand Security Intelligence Service	\$340,000 to \$349,999		\$330,000 to \$339,999	
General Manager of the Parliamentary Service	\$320,000 to \$329,999		\$320,000 to \$329,999	
Parliamentary Commissioner for the Environment	\$260,000 to \$269,999		\$250,000 to \$259,999	
Solicitor-General	\$540,000 to \$549,999		\$530,000 to \$539,999	
State Services Commissioner	\$480,000 to \$489,999		\$450,000 to \$459,999	

⁵⁹ Figure includes payment of entitlements at last day of duty of \$10,714.

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** agencies appearing in Table 1, and all the agencies in Table 2 except the Police and the New Zealand Defence Force. The relevant information for these two organisations appears in their respective annual reports. The 5,451 employees reported here represent 11 percent of the combined workforce of the organisations concerned. The number of employees receiving \$100,000 or more has increased 10 percent this year, compared with 4 percent last year, driven in part by the number of agencies undergoing restructuring and a consequential increase in payments on termination.

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 2010 to 30 June 2011, excluding chief executives

Remuneration Band	Number of staff 2010 / 2011	Number of staff 2009 / 2010	Difference
\$100,000 to \$109,999	1,367	1,298	5%
\$110,000 to \$119,999	993	916	8%
\$120,000 to \$129,999	770	710	8%
\$130,000 to \$139,999	554	507	9%
\$140,000 to \$149,999	389	314	24%
\$150,000 to \$159,999	289	232	25%
\$160,000 to \$169,999	227	206	10%
\$170,000 to \$179,999	165	173	-5%

Remuneration Band	Number of staff 2010 / 2011	Number of staff 2009 / 2010	Difference
\$180,000 to \$189,999	143	136	5%
\$190,000 to \$199,999	125	96	30%
\$200,000 to \$209,999	94	92	2%
\$210,000 to \$219,999	66	52	27%
\$220,000 to \$229,999	43	44	-2%
\$230,000 to \$239,999	29	27	7%
\$240,000 to \$249,999	38	26	46%
\$250,000 to \$259,999	30	25	20%
\$260,000 to \$269,999	33	23	43%
\$270,000 to \$279,999	16	13	23%
\$280,000 to \$289,999	13	11	18%
\$290,000 to \$299,999	14	8	75%
\$300,000 to \$309,999	16	9	78%
\$310,000 to \$319,999	9	3	200%
\$320,000 to \$329,999	5	3	67%
\$330,000 to \$339,999	2	2	0%
\$340,000 to \$349,999	4	4	0%
\$350,000 to \$359,999	4	6	-33%
\$360,000 to \$369,999	4	2	100%
\$370,000 to \$379,999	3	3	0%
\$380,000 to \$389,999	3	-	-
\$390,000 to \$399,999	1	1	0%
\$400,000 to \$409,999	-	1	-

Remuneration Band	Number of staff 2010 / 2011	Number of staff 2009 / 2010	Difference
\$410,000 to \$419,999	2	-	-
\$420,000 to \$429,999	-	-	-
\$430,000 to \$439,999	-	1	-
Total	5,451	4,944	10%

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 4,800 employees reported here represent 13 percent of the tertiary education sector workforce. The number of employees receiving \$100,000 or more has increased 13 percent this year, compared with 21 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 2010 to 31 December 2010, excluding chief executives

Remuneration band	Number of staff 2010	Number of staff 2009	Difference
\$100,000 to \$109,999	1,324	1,165	14%
\$110,000 to \$119,999	981	834	18%
\$120,000 to \$129,999	630	635	-1%
\$130,000 to \$139,999	470	411	14%
\$140,000 to \$149,999	321	317	1%
\$150,000 to \$159,999	244	187	30%
\$160,000 to \$169,999	198	163	21%
\$170,000 to \$179,999	156	134	16%
\$180,000 to \$189,999	104	93	12%
\$190,000 to \$199,999	87	56	55%

Remuneration band	Number of staff 2010	Number of staff 2009	Difference
\$200,000 to \$209,999	52	53	-2%
\$210,000 to \$219,999	42	44	-5%
\$220,000 to \$229,999	44	36	22%
\$230,000 to \$239,999	33	24	38%
\$240,000 to \$249,999	24	22	9%
\$250,000 to \$259,999	11	12	-8%
\$260,000 to \$269,999	25	15	67%
\$270,000 to \$279,999	11	10	10%
\$280,000 to \$289,999	6	8	-25%
\$290,000 to \$299,999	8	1	700%
\$300,000 to \$309,999	3	4	-25%
\$310,000 to \$319,999	6	3	100%
\$320,000 to \$329,999	2	5	-60%
\$330,000 to \$339,999	4	2	100%
\$340,000 to \$349,999	2	2	0%
\$350,000 to \$359,999	3	-	-
\$360,000 to \$369,999	1	1	0%
\$370,000 to \$379,999	1	-	-
\$380,000 to \$389,999	2	1	100%
\$390,000 to \$399,999	-	-	-
\$400,000 to \$409,999	2	-	-
\$410,000 to \$419,999	-	-	-
\$420,000 to \$429,999	-	1	-100%

Remuneration band	Number of staff 2010	Number of staff 2009	Difference
\$430,000 to \$439,999	1	1	0%
\$440,000 to \$449,999	2	-	-
Total	4,800	4,240	13%

Appendix: Total remuneration received by chief executives in the Public Service and State sector, including tertiary education – by remuneration band

Table 5 sets out the same 2010/11 chief executive remuneration provided in Table 1, sorted by remuneration band. As with Table 1, the remuneration band takes into account payment of any entitlements on the last day of duty that were paid in 2010/11, the amount of which is reported in footnotes.

Positions may have several listings where several people held the position during the reported period. Most of the remuneration bands reflect payments for the period 1 July 2010 to 30 June 2011, and where a person has held the role for a shorter period, this is noted.

Table 5: Total remuneration received by chief executives in the Public Service and State sector, including tertiary education – by remuneration band

Key:

- The Public Service⁶⁰, 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 2010 - 2011	Effective date
West Coast DHB ⁶¹	-	Not applicable
Accounting Standards Review Board	Under \$100,000	1 April 2011 to 30 June 2011
Canterbury Earthquake Recovery Authority ⁶²	Under \$100,000	29 March 2011 to 12 June 2011
Canterbury Earthquake Recovery Authority	Under \$100,000	13 June 2011 to 30 June 2011

⁶⁰ The Commissioner does not set remuneration for the chief executives of three departments: the State Services Commission, the Crown Law Office and the Government Communications Security Bureau.

⁶¹ The Chief Executive of the Canterbury DHB also has responsibility for the West Coast DHB.

⁶² New Public Service department that commenced operation on 18 April 2011.

Organisation	Remuneration band 2010 - 2011	Effective date
Financial Markets Authority	Under \$100,000	1 May 2011 to 30 June 2011
Ministry of Fisheries ⁶³	Under \$100,000	20 November 2010 to 10 March 2011
Ministry of Justice	Under \$100,000	4 June 2011 to 30 June 2011
Ministry of Women's Affairs	Under \$100,000	1 July 2010 to 12 July 2010
National Library of New Zealand Te Puna Mātauranga o Aotearoa ⁶⁴	Under \$100,000	18 December 2010 to 31 January 2011
New Zealand Customs Service	Under \$100,000	30 April 2011 to 30 June 2011
New Zealand Productivity Commission ⁶⁵	Under \$100,000	1 April 2011 to 30 June 2011
New Zealand Trade and Enterprise	Under \$100,000	1 July 2010 to 20 August 2010
Real Estate Agents Authority	Under \$100,000	20 January 2011 to 30 June 2011
The Treasury	Under \$100,000	1 June 2011 to 27 June 2011
The Treasury	Under \$100,000	28 June 2011 to 30 June 2011
Archives New Zealand ⁶⁶	\$100,000 to \$109,999	1 July 2010 to 31 January 2011
Capital and Coast DHB	\$100,000 to \$109,999	28 March 2011 to 30 June 2011
Health Quality and Safety Commission	\$110,000 to \$119,999	17 February 2011 to 30 June 2011
Drug Free Sport New Zealand	\$120,000 to \$129,999	
Social Workers Registration Board	\$120,000 to \$129,999	
Broadcasting Standards Authority	\$140,000 to \$149,999	
Commerce Commission	\$140,000 to \$149,999	1 January 2011 to 30 June 2011
Ministry of Research, Science and Technology ⁶⁷	\$140,000 to \$149,999	1 July 2010 to 31 January 2011

⁶³ From 11 March 2011 the Chief Executive of the Ministry of Agriculture and Forestry also held the role of Chief Executive of the Ministry of Fisheries.

⁶⁴ The National Library of New Zealand was amalgamated into the Department of Internal Affairs on 1 February 2011.

⁶⁵ New entity established on 1 April 2011.

⁶⁶ Archives New Zealand was amalgamated into the Department of Internal Affairs on 1 February 2011.

⁶⁷ The Ministry of Research, Science and Technology and the Foundation for Research, Science and Technology were merged to form the Ministry of Science and Innovation on 1 February 2011.

Organisation	Remuneration band 2010 - 2011	Effective date
Electricity Authority ⁶⁸	\$150,000 to \$159,999	1 November 2010 to 30 June 2011
Ministry of Health	\$150,000 to \$159,999	31 July 2010 to 9 January 2011
Career Services	\$160,000 to \$169,999	22 November 2010 to 30 June 2011
New Zealand Artificial Limb Board	\$160,000 to \$169,999	
New Zealand Walking Access Commission	\$160,000 to \$169,999	
Catalyst Risk Management Ltd	\$170,000 to \$179,999	
Foundation for Research, Science and Technology ⁶⁹	\$170,000 to \$179,999 ⁷⁰	1 July 2010 to 31 October 2010
Ministry of Fisheries	\$170,000 to \$179,999 ⁷¹	1 July 2010 to 19 November 2010
Te Taura Whiri I Te Reo Māori (Māori Language Commission)	\$170,000 to \$179,999	
Department of Corrections	\$180,000 to \$189,999	25 December 2010 to 30 June 2011
Families Commission	\$180,000 to \$189,999	
Health Sponsorship Council	\$180,000 to \$189,999	
National Library of New Zealand Te Puna Mātauranga o Aotearoa	\$180,000 to \$189,999 ⁷²	1 July 2010 to 17 December 2010
New Zealand Teachers Council	\$180,000 to \$189,999	
Te Wananga o Raukawa	\$180,000 to \$189,999	
Telarc SAI Ltd	\$180,000 to \$189,999	
Te Reo Whakapuaki Irirangi (Te Māngai Pāho, Māori Broadcasting Funding Agency)	\$190,000 to \$199,999	
Career Services	\$200,000 to \$209,999 ⁷³	1 July 2010 to 19 November 2010

⁶⁸ New entity established on 1 November 2010.

⁶⁹ The Foundation for Research, Science and Technology and the Ministry of Research, Science and Technology were merged to form the Ministry of Science and Innovation on 1 February 2011.

⁷⁰ Figure includes payment of entitlements at last day of duty of \$45,759.

⁷¹ Figure includes payment of entitlements at last day of duty of \$16,521.

⁷² Figure includes payment of entitlements at last day of duty of \$35,279.

⁷³ Figure includes payment of entitlements at last day of duty of \$69,320.

Organisation	Remuneration band 2010 - 2011	Effective date
Ministry of Health	\$200,000 to \$209,999 ⁷⁴	1 July 2010 to 30 July 2010
Ministry of Women's Affairs	\$200,000 to \$209,999	13 July 2010 to 30 June 2011
Alcohol Advisory Council of New Zealand	\$210,000 to \$219,999	
Aoraki Polytechnic	\$210,000 to \$219,999	
Bay of Plenty Polytechnic	\$210,000 to \$219,999	
Human Rights Commission	\$210,000 to \$219,999	
Ministry of Agriculture and Forestry ⁷⁵	\$220,000 to \$229,999	20 November 2010 to 30 June 2011
Ministry of Health	\$220,000 to \$229,999	10 January 2011 to 30 June 2011
Tai Poutini Polytechnic	\$220,000 to \$229,999	
Transport Accident Investigation Commission	\$220,000 to \$229,999	
Arts Council of New Zealand Toi Aotearoa (Creative New Zealand)	\$230,000 to \$239,999	
New Zealand Antarctic Institute (Antarctica New Zealand)	\$230,000 to \$239,999	
New Zealand Historic Places Trust (Pouhere Taonga)	\$230,000 to \$239,999	
New Zealand Symphony Orchestra	\$230,000 to \$239,999	
Te Whare Wananga o Awanuiarangi	\$230,000 to \$239,999	
Capital and Coast DHB	\$240,000 to \$249,999 ⁷⁶	1 July 2010 to 3 November 2010
Charities Commission	\$240,000 to \$249,999	
Ministry of Agriculture and Forestry	\$240,000 to \$249,999 ⁷⁷	1 July 2010 to 19 November 2010
Ministry of Pacific Island Affairs	\$240,000 to \$249,999	
Northland Polytechnic	\$240,000 to \$249,999	

⁷⁴ Figure includes payment of entitlements at last day of duty of \$99,119.

⁷⁵ From 11 March 2011 the Chief Executive of the Ministry of Agriculture and Forestry also held the role of Chief Executive of the Ministry of Fisheries.

⁷⁶ Figure includes payment of entitlements at last day of duty of \$63,929.

⁷⁷ Figure includes payment of entitlements at last day of duty of \$27,120.

Organisation	Remuneration band 2010 - 2011	Effective date
Southern Institute of Technology	\$240,000 to \$249,999	
Standards Council (Standards New Zealand)	\$240,000 to \$249,999 ⁷⁸	
Christchurch Polytechnic Institute of Technology	\$250,000 to \$259,999	9 August 2010 to 30 June 2011
Crown Health Financing Agency	\$250,000 to \$259,999	
Ministry of Science and Innovation ⁷⁹	\$250,000 to \$259,999	1 November 2010 to 30 June 2011
New Zealand Film Commission	\$250,000 to \$259,999	
Takeovers Panel	\$250,000 to \$259,999 ⁸⁰	1 July 2010 to 30 June 2011
Telford Rural Polytechnic ⁸¹	\$250,000 to \$259,999 ⁸²	1 July 2010 to 31 December 2010
Testing Laboratory Registration Council (International Accreditation New Zealand)	\$250,000 to \$259,999	
Western Institute of Technology	\$250,000 to \$259,999	
Department of Corrections	\$260,000 to \$269,999 ⁸³	1 July 2010 to 24 December 2010
Electricity Commission ⁸⁴	\$260,000 to \$269,999 ⁸⁵	1 July 2010 to 31 October 2010
Nelson Marlborough Institute of Technology	\$260,000 to \$269,999	
Waiariki Institute of Technology	\$260,000 to \$269,999	
Dispute Resolution Services Ltd	\$270,000 to \$279,999	
Energy Efficiency and Conservation Authority	\$270,000 to \$279,999	
Tairāwhiti DHB	\$270,000 to \$279,999	

⁷⁸ Remuneration takes account of fees received as a member of two DHBs.

⁷⁹ 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.

⁸⁰ Figure includes payment of entitlements at last day of duty of \$13,664.

⁸¹ Telford Rural Polytechnic was absorbed into Lincoln University on 1 January 2011.

⁸² Figure includes payment of entitlements at last day of duty of \$155,279.

⁸³ Figure includes payment of entitlements at last day of duty of \$41,529.

⁸⁴ Entity disestablished on 31 October 2010.

⁸⁵ Figure includes payment of entitlements at last day of duty of \$160,993.

Organisation	Remuneration band 2010 - 2011	Effective date
Wairarapa DHB	\$270,000 to \$279,999	
Commerce Commission	\$280,000 to \$289,999 ⁸⁶	1 July 2010 to 31 December 2010
Health Research Council of New Zealand	\$280,000 to \$289,999	
Open Polytechnic of New Zealand	\$280,000 to \$289,999	
Tairāwhiti Polytechnic ⁸⁷	\$280,000 to \$289,999 ⁸⁸	1 July 2010 to 31 December 2010
Te Wananga o Aotearoa	\$280,000 to \$289,999	
Broadcasting Commission (New Zealand On Air)	\$290,000 to \$299,999	
Museum of New Zealand Te Papa Tongarewa Board	\$290,000 to \$299,999	9 August 2010 to 30 June 2011
Otago Polytechnic	\$290,000 to \$299,999	
Statistics New Zealand	\$290,000 to \$299,999	
Civil Aviation Authority of New Zealand	\$300,000 to \$309,999	
Environmental Risk Management Authority	\$300,000 to \$309,999	
Hutt DHB (Hutt Valley DHB)	\$300,000 to \$309,999	19 July 2010 to 30 June 2011
Maritime New Zealand (Maritime Safety Authority of New Zealand)	\$300,000 to \$309,999	
South Canterbury DHB	\$300,000 to \$309,999	
Eastern Institute of Technology	\$310,000 to \$319,999	
Manukau Institute of Technology	\$310,000 to \$319,999	
Pharmaceutical Management Agency	\$310,000 to \$319,999	
Whanganui DHB	\$310,000 to \$319,999	
Whitireia Community Polytechnic (Whitireia New Zealand)	\$310,000 to \$319,999	

⁸⁶ Figure includes payment of entitlements at last day of duty of \$44,121.

⁸⁷ Tairāwhiti Polytechnic was absorbed into the Eastern Institute of Technology on 1 January 2011.

⁸⁸ Figure includes payment of entitlements at last day of duty of \$187,852.

Organisation	Remuneration band 2010 - 2011	Effective date
New Zealand Blood Service	\$320,000 to \$329,999	
Department of Building and Housing	\$330,000 to \$339,999	
Earthquake Commission	\$330,000 to \$339,999	
Education Review Office	\$330,000 to \$339,999	
Ministry for Culture and Heritage	\$330,000 to \$339,999	
Sport and Recreation New Zealand	\$330,000 to \$339,999	
Universal College of Learning	\$330,000 to \$339,999	
Wellington Institute of Technology	\$330,000 to \$339,999	
Hobsonville Land Company	\$340,000 to \$349,999	
Ministry for the Environment	\$340,000 to \$349,999	
Northland DHB	\$340,000 to \$349,999	
Serious Fraud Office	\$340,000 to \$349,999	
Unitec Institute of Technology	\$340,000 to \$349,999	
Department of Conservation	\$350,000 to \$359,999	
Ministry of Defence	\$350,000 to \$359,999	
Waikato Institute of Technology	\$350,000 to \$359,999	
Land Information New Zealand	\$360,000 to \$369,999	
Taranaki DHB	\$360,000 to \$369,999	
Lakes DHB	\$370,000 to \$379,999	
Ministry of Transport	\$370,000 to \$379,999	
New Zealand Trade and Enterprise	\$370,000 to \$379,999	23 August 2010 to 30 June 2011
Lincoln University	\$390,000 to \$399,999	
Ministry of Maori Development (Te Puni Kōkiri)	\$390,000 to \$399,999	

Organisation	Remuneration band 2010 - 2011	Effective date
New Zealand Customs Service	\$390,000 to \$399,999 ⁸⁹	1 July 2010 to 29 April 2011
New Zealand Fire Service Commission	\$390,000 to \$399,999	
New Zealand Qualifications Authority	\$390,000 to \$399,999	
University of Waikato	\$400,000 to \$409,999	
Hawke's Bay DHB	\$410,000 to \$419,999	
Nelson Marlborough DHB	\$410,000 to \$419,999	
Inland Revenue Department	\$420,000 to \$429,999	
Department of Internal Affairs ⁹⁰	\$430,000 to \$439,999	
Department of Labour	\$430,000 to \$439,999	
Auckland University of Technology	\$440,000 to \$449,999	
Bay of Plenty DHB	\$440,000 to \$449,999	
New Zealand Tourism Board (Tourism New Zealand)	\$440,000 to \$449,999	
Public Trust	\$440,000 to \$449,999	
Tertiary Education Commission	\$450,000 to \$459,999 ⁹¹	1 July 2010 to 1 April 2011
Waikato DHB	\$450,000 to \$459,999	
Housing New Zealand Corporation	\$460,000 to \$469,999	
Ministry of Economic Development	\$460,000 to \$469,999	
New Zealand Lotteries Commission	\$460,000 to \$469,999	
Counties Manukau DHB	\$480,000 to \$489,999	
Waitemata DHB	\$480,000 to \$489,999	

⁸⁹ Figure includes payment of entitlements at last day of duty of \$49,379.

⁹⁰ Archives New Zealand and National Library of New Zealand were amalgamated into the Department of Internal Affairs on 1 February 2011.

⁹¹ Figure includes payment of entitlements at last day of duty of \$60,439.

Organisation	Remuneration band 2010 - 2011	Effective date
Canterbury DHB ⁹²	\$490,000 to \$499,999	
Southern DHB	\$490,000 to \$499,999	
University of Canterbury	\$500,000 to \$509,999	
Department of the Prime Minister and Cabinet	\$510,000 to \$519,999	
Victoria University of Wellington	\$510,000 to \$519,999	
MidCentral DHB	\$520,000 to \$529,999	
Guardians of New Zealand Superannuation	\$530,000 to \$539,999	
Massey University	\$530,000 to \$539,999	
Auckland DHB	\$540,000 to \$549,999	
University of Otago	\$540,000 to \$549,999	
Accident Compensation Corporation	\$580,000 to \$589,999	
Ministry of Foreign Affairs and Trade	\$580,000 to \$589,999	
New Zealand Transport Agency	\$580,000 to \$589,999	
Ministry of Social Development	\$590,000 to \$599,999	
Ministry of Justice	\$600,000 to \$609,999 ⁹³	1 July 2010 to 3 June 2011
University of Auckland	\$640,000 to \$649,999	
Ministry of Education	\$660,000 to \$669,999 ⁹⁴	
The Treasury	\$960,000 to \$969,999 ⁹⁵	1 July 2010 to 30 May 2011

⁹² The Chief Executive of the Canterbury DHB also has responsibility for the West Coast DHB.

⁹³ Figure includes payment of entitlements at last day of duty of \$44,551.

⁹⁴ Figure includes payment of entitlements at last day of duty of \$111,052.

⁹⁵ Figure includes payment of entitlements at last day of duty of \$348,287.