DEPARTMENT OF THE PRIME MINISTER AND CABINET
TE TARI O TE PIRIMIA ME TE KOMITI MATUA

3 June 2026

Ref: OIA-2025/26-0726

[redacted]

Tēnā koe [redacted],

Official Information Act request relating to salary bands

Thank you for your Official Information Act 1982 (the Act) request, which was received by the Department of the Prime Minister and Cabinet (DPMC) on 14 May 2026. You requested:

> *"[1] The full list of salary bands in your organisation (I am just looking for the bands, this doesn't have to specify actual positions in each band) and the salary range (i.e. minimum, mid-point, and maximum).*
> *[a] Number of staff within each band.*
> *[b] The mean salary within each band.*
> *[2] For each band:*
> *[a] The percentage of staff sitting between 85 and 90% of the band*
> *[b] The percentage of staff sitting between 90 and 95% of the band*
> *[c] The percentage of staff sitting between 95 and 100% of the band*
> *[d] The percentage of staff sitting at 100% of the band and over*
> *[3] Confirmation of whether staff placement in the above bands is inclusive of employer contributions to Kiwisaver/superannuation or whether this would be added on top of these figures."*

The information sought in Parts 1 and 2 of your request is provided in the tables in Appendix 1. Information for bands 23, 24 and 25 has been combined to protect the privacy of individuals. Had this information not been combined, it would have been withheld under section 9(2)(a) of the Act to protect the privacy of natural persons.

In answer to Part 3 of your request, placement within these salary bands includes employer contributions to KiwiSaver or superannuation. DPMC operates a total remuneration model, meaning salary band ranges are inclusive of employer superannuation contributions.

You have the right to ask the Ombudsman to investigate and review my decision under section 28(3) of the Act.

This response will be published on the DPMC website during our regular publication cycle. Typically, information is released monthly, or as otherwise determined. Your personal information including name and contact details will be removed for publication.

Nāku noa, nā

Alan Cassidy

Deputy Chief Executive, Corporate and Chief People Officer

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Appendix 1 – Data related to salary bands

Table 1: Information requested in Part 1 regarding salary bands and counts of employees

Band	11.12	13.14	15	16	17	18
Count of employees	6	20	39	7	48	7
Bottom of band	$59,346.00	$ 69,636.00	$ 82,751.00	$90,353.00	$108,701.00	$128,515.00
Midpoint of band	$65,940.00	$ 77,373.00	$ 91,945.00	$106,298.00	$127,883.00	$151,194.00
Top of band	$75,831.00	$ 88,979.00	$ 105,737.00	$122,243.00	$147,065.00	$173,873.00
Average of Total Rem (FTE)	$67,076.40	$ 77,477.91	$ 90,231.98	$107,636.72	$126,394.06	$150,001.32

Band	19	20	21	22	23–25
Count of employees	27	14	7	18	5
Bottom of band	$ 147,177.00	$ 169,353.00	$ 197,645.00	$ 223,096.00	$ 252,402.00
Midpoint of band	$ 173,149.00	$ 199,239.00	$ 232,523.00	$ 262,465.00	$ 348,295.50
Top of band	$ 199,121.00	$ 229,124.00	$ 267,402.00	$ 301,835.00	$ 444,189.00
Average of Total Rem (FTE)	$ 172,871.77	$ 196,610.25	$ 232,318.86	$ 255,416.06	$ 348,029.20

Table 2: Information requested in Part 2 regarding staff placement as a percentage of the band

Band	11.12	13.14	15	16	17	18	19	20	21	22	23–25
% <85	0%	0%	5%	0%	0%	0%	0%	0%	0%	0%	0%
% 85-90	0%	0%	26%	14%	8%	0%	11%	0%	14%	28%	0%
% 90-95	0%	25%	26%	14%	4%	43%	7%	7%	14%	11%	40%
% 95-100	33%	25%	23%	14%	50%	14%	48%	50%	14%	28%	20%
% >100	67%	50%	21%	57%	38%	43%	33%	43%	57%	33%	40%