



11 September 2017

Thomas Holmes  
[Fyi-request-6303-316f54cb@requests.fyi.org.nz](mailto:Fyi-request-6303-316f54cb@requests.fyi.org.nz)

Dear Mr Holmes

I refer to your Official Information Act request of 29 July 2017 for:

*For each of the positions below, please provide the lowest, highest and median base salary being paid within the last 12 months.*

*For each of the positions below, please also provide the lowest, highest and median total remuneration package being paid within the last 12 months.*

*Constable, Senior Constable, Sergeant, Senior Sergeant, Inspector, Superintendent - Non Executive, Superintendent - Executive, Assistant Commissioner, Deputy Commissioner, and Commissioner.*

Your request has been considered pursuant to the Official Information Act 1982. As requested, included as an appendix to this letter is a table with current base salary and total remuneration information for the positions Constable through to Assistant Commissioner.

In responding to your request, we have provided the minimum, midpoint and maximum of each Band (Constable, Sergeant and Senior Sergeants). Inspectors, Superintendents and Assistant Commissioners are placed on a pay Grade that only specifies a midpoint. For these we have provided the midpoint as well as 85% and 115% of the midpoint to determine the lowest and highest points of each Grade.

Information regarding the remuneration package for the Commissioner of Police is held by the Remuneration Authority (the authority). The authority advises that information regarding the remuneration package of the Commissioner of Police is publicly available via the Senior Pay Report. Therefore this part of your request is declined pursuant to section 18(d) of the OIA as the information requested is publicly available. The attached link will take you to the latest report: <http://www.ssc.govt.nz/senior-pay-report>.

Consideration has been given to the number of Deputy Commissioners and the fact that the information sought could disclose the individual salaries. As a result, the information requested has been withheld under section 9(2)(a) of the Official Information Act 1982. This section of the Act applies in order to protect the privacy of natural persons, including that of deceased natural persons.

I do not believe there are any considerations under section 9(1) of the Official Information Act 1982 rendering it desirable in the public interest to make the information available which would

outweigh the reason for withholding. In reaching this conclusion, I have also considered that information on remuneration is contained in the NZ Police Annual report, available at [www.police.govt.nz](http://www.police.govt.nz).

You have the right, under section 28(3) of the Official Information Act 1982, to ask the Ombudsman to review my decision if you are not satisfied with the way I have responded to your request.

Yours sincerely

A handwritten signature in black ink, appearing to be 'Jenny Williams', with a long, wavy horizontal stroke extending to the right.

Jenny Williams  
National Employee Relations Manager

**APPENDIX: CONSTABULARY BASE SALARY AND TOTAL REMUNERATION**

RANK	BASE SALARY			TOTAL REMUNERATION		
	Lowest	Median	Highest	Lowest	Median	Highest
Constable – Band G	\$56,106	\$68,908	\$81,708	\$62,791	\$76,897	\$91,000
Senior Constable – Band H	\$66,354	\$78,218	\$90,083	\$74,082	\$87,155	\$100,228
Sergeant – Band I	\$72,543	\$85,502	\$98,459	\$80,902	\$95,180	\$109,457
Senior Sergeant – Band J	\$78,683	\$92,660	\$106,455	\$87,605	\$103,067	\$118,526
Inspector – Grade 20	\$95,765	\$112,665	\$129,565	\$110,075	\$129,500	\$148,925
Inspector – Grade 21	\$104,565	\$123,018	\$141,471	\$120,190	\$141,400	\$162,610
Inspector – Grade 22	\$114,623	\$134,850	\$155,078	\$131,750	\$155,000	\$178,250
Inspector – Grade 23	\$125,715	\$147,900	\$170,085	\$144,500	\$170,000	\$195,500
Inspector – Grade 24	\$137,547	\$161,820	\$186,093	\$158,100	\$186,000	\$213,900
Superintendent (Non-Executive) – Grade 1	\$112,230	\$132,036	\$151,841	\$129,000	\$151,765	\$174,530
Superintendent (Non-Executive) – Grade 2	\$122,712	\$144,367	\$166,022	\$141,048	\$165,939	\$190,830
Superintendent (Non-Executive) – Grade 3	\$136,556	\$160,654	\$184,752	\$156,961	\$184,660	\$212,359
Superintendent (Non-Executive) – Grade 4	\$152,836	\$179,806	\$206,777	\$175,673	\$206,674	\$237,675
Superintendent (Executive) – Grade 1	\$163,687	\$192,573	\$221,459	\$188,146	\$221,348	\$254,550
Superintendent (Executive) – Grade 2	\$174,539	\$205,340	\$236,141	\$200,620	\$236,023	\$271,426
Superintendent (Executive) – Grade 3	\$185,392	\$218,108	\$250,824	\$213,094	\$250,699	\$288,304
Superintendent (Executive) – Grade 4	\$205,799	\$242,116	\$278,433	\$236,550	\$278,294	\$320,038
Assistant Commissioner (Executive) - Grade 4	\$205,799	\$242,116	\$278,433	\$236,550	\$278,294	\$320,038