



15 February 2011

Joshua Grainger
requests@fyi.org.nz

Dear Mr Grainger

Thank you for your letter concerning Police remuneration. You asked for any remuneration policy or guidelines. You also asked for statistics on the amount of pay police employees receive in bands of \$10,000 by number of years of employment and by job or rank. You asked for information about any variation to pay based on location.

The New Zealand Police Remuneration policy is attached.

The base salary bands of full-time constabulary employees, along with the number of employees on each band, as at 31 January 2011 by rank and service are as follows:

Constable

salary band	Years of service							Grand Total
	0 – 5	5 – 10	10 - 15	15 - 20	20 - 25	25 – 30	Over 30	
\$50,000 - \$60,000	2253	449	2		2			2706
\$60,000 - \$70,000	216	1124	281	1			1	1623
\$70,000 - \$80,000	122	63	672	256	159	103	138	1513
\$80,000 - \$90,000	21	8	98	220	122	85	79	633
\$90,000 - \$100,000			1	3	3	1	1	9
Grand Total	2612	1644	1054	480	286	189	219	6484

Sergeant

salary band	Years of Service							Grand Total
	0 – 5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	Over 30	
\$60,000 - \$70,000	15	43	3					61
\$70,000 - \$80,000	23	47	195	14				279
\$80,000 - \$90,000	32	13	156	199	65	19	13	497
\$90,000 -	3	1	4	99	156	138	161	562

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POLICE NATIONAL HEADQUARTERS

180 Molesworth Street, PO Box 3017, DX SX11149, Wellington 6140, New Zealand
Telephone: (04) 474 9499 Facsimile: (04) 498 7400 www.police.govt.nz

\$100,000								
\$100,000 - \$110,000				1	1	1	2	5
Grand Total	73	104	358	313	222	158	176	1404

Senior Sergeant

salary band	Years of Service							Grand Total
	0 - 5	5 - 10	10 - 15	15 - 20	20 - 25	25 - 30	Over 30	
\$70,000 - \$80,000	3	3	2					8
\$80,000 - \$90,000	6	5	40	20	2		1	74
\$90,000 - \$100,000	5	3	6	71	80	51	83	299
\$100,000 - \$110,000				6	14	9	12	41
\$110,000 - \$120,000				1		1		2
Grand Total	14	11	48	98	96	61	96	424

Please note that the above figures are base salary only and therefore do not include any superannuation or allowances that the employee may receive. Therefore these figures will differ from those produced in the New Zealand Police Annual Report and elsewhere.

New Zealand Police does not differentiate pay rates based on geographical locations that employees work. This part of your request is therefore refused under section 18 (e) of the Official Information Act 1982.

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



Brendan Keys

General Manager: Human Resources