



20 FEB 2019

Mr Aruth Smith
fyi-request-9462-f43cda21@requests.fyi.org.nz

Dear Mr Smith

Thank you for your email of 28 January 2019 to Oranga Tamariki—Ministry for Children (Oranga Tamariki), requesting the following information under the Official Information Act 1982 (the Act):

- *Could you please send me the average salary by PQE of lawyers at OT.*
- *Could you also please send me the salary bands of lawyers at OT*

For the purpose of this response, we have limited our response to staff within the Legal Services Team. There may be other staff across Oranga Tamariki who hold or have held practicing certificates and provided secondary advice as a part of their role, but who are not within the Legal Services Team.

Oranga Tamariki was established on 1 April 2017. We were formed from Child, Youth and Family, the Children's Action Plan, Community Investment and other parts of the Ministry of Social Development (MSD), bringing all these services for children together in one Ministry with a single focus.

When Oranga Tamariki was established legal services were provided through the shared services agreement with MSD. In January 2018 it was agreed that each agency was best served by establishing separate legal teams. In June 2018, the regional legal teams within MSD that focused on care and protection and youth justice work transitioned to Oranga Tamariki. The establishment of the dedicated legal service within Oranga Tamariki is helping us achieve our vision that New Zealand values the wellbeing of tamariki above all else. Our values and how we work together are an important part of achieving our vision and success for our tamariki.

Oranga Tamariki does centrally collate the Post-Qualification Experience (PQE) of staff within the legal services team however this is not held in a way that enables the PQE to be 'matched to salary'. In order to undertake that exercise we would need to review all CVs of current staff and confirm with staff that they had held a practicing certificate for each year since the date of their admission to confirm the PQE. Oranga Tamariki does not use or require this information and we have determined this would amount to substantial collation under the Act. This part of your request is therefore declined under section 18(f) of the Act. Below we have provided you with a breakdown of PQE for our lawyers.

Table One: PQE for Oranga Tamariki lawyers.

Years PQE	Count of lawyers
0 to 3 years	13
3 to 5 years	8
5 to 8 years	7
8 to 12 years	12
12 to 16 years	11
16 to 20 years	4
20 + years	18

In the interests of providing you with useful information we have provided, in table two below, all 'lawyer' roles within the Legal Services team of Oranga Tamariki. We have excluded the salaries of the managers within the Legal Team, because their primary role is one of manager. If you require this information please contact us at the email provided below.

Table Two: Salary bands and average salary for Oranga Tamariki lawyers by job title.

Title	Salary Range	Average salary
Senior Solicitor	\$104761 - \$130951 - \$157141	\$124515
Senior Solicitor Litigation	\$77742 - \$97178 - \$116613	\$96731
Solicitor	\$62530 - \$78163 - \$93796	\$71928
Graduate Solicitor Litigation	\$47328 - \$59160 - \$70992	\$50844

When considering this data please note:

- This is correct as at 31 Dec 18
- This relates to current employees only (Permanent and Fixed Term)
- Average salary is the Full time Equivalent Salary, i.e. what the employee would earn if they worked full time even if they don't currently
- Salary Range \$ shows the minimum, mid-point and maximum salary for each position.

Oranga Tamariki intends to make the information contained in this letter available to the wider public shortly. We will do this by publishing this letter on our website. Your personal details will be deleted and we will not publish any information that would identify you as the person who requested the information.

If you wish to discuss this response with us, please feel free to contact OIA_Requests@ot.govt.nz.

If you are not satisfied with this response, you have the right to ask an Ombudsman to review this decision. Information about this is available on the Ombudsman website at www.ombudsman.parliament.nz or by contacting them on 0800 802 602.

Yours sincerely

A handwritten signature in blue ink, appearing to be 'S. Groom', with a stylized, flowing script.

Steve Groom
General Manager Public, Ministerial and Executive Services