



12 December 2025

Tēnā koe

Re: Official Information Act (OIA) Request – salaries of tier 2 and 3 positions

Thank you for your OIA request dated 14 November 2025. For the following information:

salaries for all tier 1, 2 and 3 positions that have remained unaffected or are created and/or reconfirmed.

Tier 1 positions include the Chief Executive and the Kaihautū. The salary of the Chief Executive for the year ended 31 October 2024 was \$470,000. This information is publicly available: [Chief Executive remuneration - Te Kawa Mataaho Public Service Commission](#). The base salary of the Kaihautū for the same period was \$373,978.

We are withholding the salaries of individual tier 2 and 3 positions under section 9(2)(a) of the OIA, as releasing this information would involve an unreasonable disclosure of personal information and could infringe on the privacy of the individuals in these positions.

However, we can provide you with the salary ranges for these tier 2 and tier 3 positions more generally.

Tier 2 positions (Directors | Deputy Chief Executive level):

- Band V: \$207,711 – \$285,602
- Band W: \$240,856 – \$331,177

Tier 3 positions (Heads) depending on nature of position:

- Band T: \$154,344 – \$212,222
- Band U: \$183,865 – \$252,815.

If you are not satisfied with this response, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

If you wish to discuss any aspect of your request, please contact OIA@tepapa.govt.nz.

Yours sincerely

Anna Berwick

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