

Reference Number: 2023/951

3 May 2023

[REDACTED]

Email: [REDACTED]

Tēnā koe [REDACTED]

### Response - Official Information Request

I refer to your request for information received on 4 April 2023. Your request has been considered under the Local Government Official Information and Meetings Act 1987 (LGOIMA) and I provide the following information.

**All current Council held positions or those vacant and advertised, their salary range, and how the salary ranges were determined, including information on when the salaries were last reviewed and increased.**

Your request has been broken down into the following:

**1. All current Council held positions or those vacant and advertised, their salary range.**

We cannot release the information identifying which jobs fall into salary bands as this would prejudice the interests protected by s7(2)(a) of the LGOIMA to protect the privacy of natural persons. We have therefore decided to release the information to you as two separate documents (see attached).

**2. How the salary ranges were determined.**

All positions are sized using Strategic Pay, SP10 job evaluation framework to determine the Grade of the position. The Grade ranges are updated using Market Data provided yearly between March and May.

**3. When the salaries were last reviewed and increased.**

Our current Pay and Performance Policy provides for a yearly remuneration review. Pay increases were last reviewed with increases effective 1 July 2022.

If you would like to put in some addition feedback as part of your submission, we will make sure it is included in the feedback elected members receive next week.

You are entitled to seek an investigation and review by the Office of the Ombudsman. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or free phone 0800 802 602.

Horowhenua District Council publishes responses to Local Government Official Information and Meetings Act 1987 (LGOIMA) requests that we consider to be of wider public interest, or which relate to a subject that has been widely requested. To protect your privacy, we will not generally publish personal information about you, or information that identifies you. We will publish the LGOIMA response along with a summary of the request on our website. Requests and responses may be paraphrased.

If you have any queries regarding this information, please contact the LGOIMA Officer on [LGOIMAOfficer@horowhenua.govt.nz](mailto:LGOIMAOfficer@horowhenua.govt.nz)

Ngā mihi



Monique Davidson  
**Chief Executive**

General Positions
Branch Provisioning Driver
Parking Officer
Youth Programme Assistant
AA Coordinator
Administration Assistant
Customer Experience Ambassador
Customer Services Officer
Customer Support Coordinator
Customer Support Officer
Library and Youth Assistant
Library Assistant
Support Officer
Aquatic Education Instructor
Lifeguard
AA Services Coordinator
Animal Control Officers
Archives Specialist
Asset Management, Rental & Leasing Coordinator
Business Development Lead Functions & Bookings
Cadets
Children and Youth Librarian
Community Development Administration
Customer Support Officer
Mahi Space Coordinator
Facilities Maintenance Co-ordinator
Finance Officers
Frontline Services Coordinator
Holiday Programme Worker
Information Specialists
Infrastructure Admin Support
Kete Horowhenua Coordinator
Privacy Officer
Senior i-SITE & Visitor Information Officer
Freedom Camper & Open Space Ambassador
Lifeguard Team Leader
Web & Digital Coordinator
Aquatics Programme & Event Supervisor
Building Advisory Officer
Children and Youth Services Librarian
Children's Learning Librarian
Community & Civic Events Coordinator
Community Development Advisor
Community Engagement Librarian
Consents Coordinator
Democracy Support Officer
Development Contributions Officer
Environmental Food Safety Auditor
Executive Assistants
Information Specialist (Records)

Older Persons Librarian
Payroll-Accounts Payable Lead
People and Capability Coordinator
Planning Technician
Resource Management Planner
Resource Management Planner Cadet
Senior Finance Officer
Strategic Planner
Social Media & Content Lead
Website Officer
Alcohol Licencing Inspector
Animal Control Team Leader
Aquatics Operations Supervisor
Building Advisory Officer
Business Analyst
Collections and Content Librarian
Communication Officer - Coms & Eng Specialist
Community Development Advisor
Community Engagement Librarian
Cultural Outcomes Advisor
Data/Information Architect
Digital and Information Technical Specialist
Environmental Health Officer
Executive Assistant
Water Services Technician
Fitness Instructor - Aquatics
Finance Business Analyst
GIS Analyst
Graphic Designer
Health and Safety Lead
Information, Research & Local History Librarian
Literacy & Learning Librarian
EA - Office of Mayor and Chief Executive
Parks and Property Officer
Procurement Advisor
Resource Management Planner
Risk Advisor
RMA Monitoring and Compliance Officer
Social Media Advisor
Solutions Architect
Systems Engineer - Senior
Building Advisory Officer
Building Team Leader
Business Intelligence Analyst
Business Solutions Lead
Consents Support Team Leader
Destination Management Lead
Cultural Outcomes Lead - MTA
Strategic Projects Coordinator
Customer Experience Manager

Information Management Lead
Marketing Specialist TANS
Parks and Property Project Lead
Principal Policy Advisor
Website Content Lead
3 Waters Asset Planning Engineer
Aquatics Manager
Community & Social Development Manager
Compliance Manager
Corporate Planner
Cultural & Community Centre Manager
Democracy Advisor
District Plan Lead
Strategic Projects Lead
Library Services Manager
Te Tumatakahuki Navigator
Parks and Property Lead
Planning Team Leader
Project Delivery Lead
Risk Manager
Roading Asset Management Analyst
Senior Human Resources Business Partner
Business Performance Manager
Consents Manager
Financial Accountant
Manager Finance Special Projects
Manager Financial Services
Risk Manager
Projects Delivery Manager
Property & Parks Manager
Information Services Manager
People and Capability Manager
Strategic Communications Manager
Strategic Planning Manager
Financial Controller
Facilities and Services Manager
Procurement & Organisation Transformation Manager
Chief Financial Officer
Group Manager Housing & Development
Group Manager Organisation Performance
Group Manager Community Experience & Services
Group Manager Community Infrastructure
Group Manager Vision & Delivery

Engineering Positions
Project Coordinator - Infrastructure
Asset Planning Engineer
Environmental Engineer
Environmental Infrastructure Officer
Environmental Infrastructure Planner
Junior Assets Engineer
Junior Land Transport Engineer
Land Transport Works Supervisor
Land Transport Project Coordinator
Land Transport Coordinator
Land Transport Engineer
Land Transport Engineer - Senior
Waste Minimisation Officer
Water Services Engineer
3 Waters Asset Management Engineer
Asset Planning Team Leader
Development Engineer
Environmental Engineer
Field Engineer
Infrastructure Planning Lead
Project Manager
Project Manager (Civil Infrastructure)
Road Asset Management Analyst
Land Transport Projects Team Leader
3 Waters Asset Management Team Leader
Solid Waste Manager
Three Waters Manager
Development Engineering Team Leader
Environmental Infrastructure Planner
Programme Manager
Project Engineer (Civil)
Land Transport Operations Team Leader
Senior Project Manager
Road Services Manager
Special Projects Engineer - Infrastructure Services
Principal Project Manager
Water Services Manager

LG Bands			Engineering Bands		
Band	Grade	Range	Band	Grade	Range
C	7	47,216 - 48,590			
	8	47,415 - 49,910			
D	9	48,338 - 53,709			
	10	49,162 - 57,838			
E	11	52,812 - 62,132			
	12	57,087 - 67,161			
F	13	61,393 - 72,227	F	13-14	\$64,149 to \$75,469
	14	66,560 - 78,306			
G	15	71,585 - 84,214	G	15-16	\$75,203 to \$88,475
	16	77,817 - 91,549			
H	17	84,450 - 99,354	H	17-18	\$89,408 to \$105,186
	18	90,946 - 106,996			
I	19	98,272 - 115,614	I	19	\$105,655 to \$124,300
	20	106,264 - 125,017			
J	21	115,487 - 135,868	J	21-22	\$123,711 to \$145,543
	22	126,012 - 148,249			
K	23	137,539 - 161,810	K	23-24	143,803 - 169,180
	24	149,817 - 176,255			
L	25-26	162,346 - 208,442			
M	27-28	191,168 - 241,365			