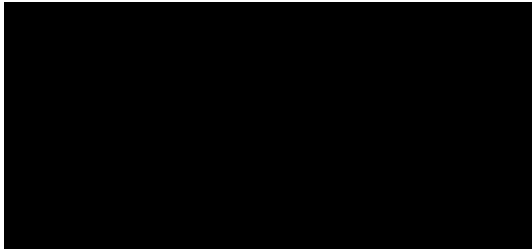


6 October 2022



Official Information Act #22.039 Second Response

1. We refer to your request received on 25 August 2022 under the Official Information Act 1982 (**OIA**) for documentation held by the Commerce Commission (**the Commission**) that sets out:
 - 1.1 Our organisation's current salary bands;
 - 1.2 Which jobs fall into which of those salary bands;
 - 1.3 If our organisation has negotiated a collective agreement that provides for new salary bands that are not yet in effect, those salary bands; and
 - 1.4 If so, which jobs will fall into which of those not yet in effect salary bands;
 - 1.5 Any policy our organisation has re the position within a band at which a new appointee to a role will typically be placed.
2. On 20 September 2022, we communicated our decision to grant your request and advised that the information you requested was being finalised and would be released to you without undue delay.

Our response

3. The Commission's answers to your questions at paragraphs [1.1] – [1.5] are below.

1.1 - Our organisation's current salary bands

4. The Commission's current salary bands, aligned to positions, as per paragraph [1.2] are in **Appendix A**.
5. Please note that this data is subject to change on an ongoing basis. For example:

- 5.1 The salary ranges are subject to review and may change.
- 5.2 Market premiums may be applied to salary bands.
- 5.3 The data is based on full-time roles but there are variations in hours of work for individual position holders.

1.2 - Which jobs fall into which of those salary bands

- 6. The positions that apply to the current salary bands are included in Appendix A.
- 7. It should be noted that this information is subject to change on an ongoing basis. For example:
 - 7.1 Roles may be disestablished, and new roles established.
 - 7.2 Position titles may change.

1.3 - If our organisation has negotiated a collective agreement that provides for new salary bands that are not yet in effect, those salary bands

- 8. The Commission has not currently negotiated a collective agreement.

1.4 - If so, which jobs will fall into which of those not yet in effect salary bands

- 9. In line with the answer provided in [8] above this is not applicable to the Commission.

1.5 - Any policy our organisation has re the position within a band at which a new appointee to a role will typically be placed?

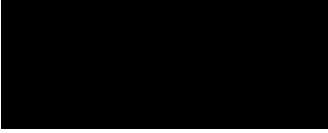
- 10. The Commission does not currently have a policy that covers the position where a new appointee to a role will typically be placed.

Further information

- 11. If you are not satisfied with the Commission's response to your OIA request, section 28(3) of the OIA provides you with the right to ask an Ombudsman to investigate and review this response. However, we would welcome the opportunity to discuss any concerns with you first.
- 12. Please note the Commission will be publishing this response to your request on its website. Your personal details will be redacted from the published response.

13. Please do not hesitate to contact us at oiacomcom.govt.nz if you have any questions about this response.

Yours sincerely



OIA and Information Coordinator

Released Under Official Information Act 1982

Appendix A	
Bands	Positions within band
\$	Note that the pay ranges represent the full salary range for all the positions in the band and do not reflect the actual salaries of the position holders.
208,400 - 342,125	General Managers
176,900 - 265,300	Chief Economist
163,600 – 247,300	Head of Performance and Understanding, Head of Price Quality Regulation, Head of Telecommunications, Market Studies Manager, Chief Data Officer
139,700 - 233,300	Communications & Engagement Manager, Governance Manager, Chief Financial Officer, Chief Information Officer, Chief People Officer, Chief Legal Counsel
125,300 - 217,900	Principal Economist, Manager Strategy and Information, Certifications Services Manager, Cartels Manager, Competition Investigations Manager, Investigations & Compliance Manager, Mergers Manager, Product Safety & Consumer Information Standards Manager, Strategy Policy & Performance Manager, Screening and Analysis Manager, Principal Adviser, Legal Practice Operations Manager, Engagement & Operations Manager, Data and ID Manager, Electricity Distribution Manager, Fibre Manager, Financial Modelling Manager, Input Methodologies Manager, Regulatory Performance Manager, Transpower and Gas Manager, Fuel and Dairy Manager, Retail Payment System Manager, Market Performance Manager, Regulatory Rules and Compliance Manager, Retail Service Quality Manager
122,200 - 199,000	Principal Policy Analyst, Chief Adviser, Principal Adviser, Principal Adviser, PR, Media and International, Principal Security Adviser, Strategy Planning and Performance Manager, Principal Information Security Adviser
108,800 - 182,400	Principal Adviser, P&C Systems Transformation Lead, Business Solutions Manager, Principal Adviser Comms, Principal Adviser Engagement, Principal Adviser Engagement and Operations, Senior Legal Counsel OIA, Senior Legal Counsel
104,000 - 168,200	Business Partner, Organisational Development Manager, Operations Manager, Senior Project Manager, Senior Adviser Comms, Financial Accounting Manager, System & Management Manager, Senior Financial Modeller, Senior Economist, Principal Investigator

Appendix A	
Bands	Positions within band
\$	Note that the pay ranges represent the full salary range for all the positions in the band and do not reflect the actual salaries of the position holders.
95,200 - 151,800	Knowledge & Info Manager, Senior Analyst, Senior Adviser Performance, Senior Procurement Adviser, Senior Systems Engineer, Talent Acquisition Partner
81,300 - 141,400	Senior Stakeholder Engagement, Senior Certifications Officer, Legal Counsel, Senior Adviser - Community/Business, Senior Adviser Credit Engagement, Senior Adviser Engagement/Senior Adviser Comms (Internal), Senior Research and Intelligence Analyst, Senior Governance Adviser, Senior Analyst, Evidence Systems Team Leader, Screening and Enquiries Team Leader, Senior Business Analyst, Senior Financial & Business Analyst, Senior Adviser - Engagement and Operations, Senior Security Adviser, Senior Investigator
75,700 - 133,800	Senior Information Adviser, Adviser, Applications Analyst, Financial Modeller, Senior PC Adviser, Legal Counsel OIA & Info, Economist, System & Management Accountant, Project Manager, Service Desk Team Leader
71,520 - 118,460	Senior Screening and Trends Analyst, Facilities Team Leader, Analyst, Research and Intelligence Analyst, Bus Support Manager & EA GM OP, Adviser Engagement & Operations, Investigator, Financial Accountant, Governance Adviser, Payroll Analytics and HRIS Adviser
60,000 - 100,000	Assistant Accountant, Senior Screening and Enquiry Analyst, Compliance Adviser, Screening and Trends Analyst, Learning & Development Adviser, Business Analyst, Information Adviser - Records, Information Adviser - Research, People & Capability Adviser, Talent Acquisition Adviser
55,100 - 97,010	OIA & Information Coordinator, Assistant Adviser Credit Engagement, Assistant Analyst, Assistant Investigator, Legal Adviser, Screening and Enquiry Analyst, Assistant Economist, Test Analyst, Technical Analyst, Technical Analyst, Senior Support Analyst,
53,720 - 89,200	Support Analyst, People & Capability Coordinator, Adviser Comms, Adviser Stakeholder Engagement, Certifications Officer, Project Coordinator Business Support
52,940 - 83,920	Programme Coordinator, Evidence Systems Co-ordinator, Executive Assistant
43,992 - 74,680	Business Support Assistant, Operations Support Officer