

Te Waihanga,  
New Zealand Infrastructure Commission  
Level 7, The Todd Building  
95 Customhouse Quay  
Wellington 6011



Thank you for your Official Information Act request, received on 23 September 2022. You requested:

*Has the commission provided any across-the-board pay rises over the past 2 years?*

- *If so, please provide the value of the pay rise (i.e. 5%), when it occurred, as well as a reason for the pay rise.*

*Please also provide the full list of all pay rises across the last 2 years where the following should be specified:*

- *The name of each individual who received a pay rise (where possible)*
- *The job title/s of each individual who received a pay rise*
- *The value of the pay rise each individual received (i.e. 5%)*
- *The salary of the individual before and after each pay rise.*
- *For each pay rise an individual receives, please provide a reason for the increase (where possible)*
- *Please note when the individual received the pay rise.*
- *For individuals that received multiple pay rises please ensure to separate them.*

### **Information being released**

The New Zealand Infrastructure Commission, Te Waihanga, provided a one-off, targeted retention of critical skills remuneration adjustment in April 2022, consistent with guidance from the Public Service Commission (PSC) advice for Crown agents and pay considerations in exceptional circumstances. Please refer to the PSC's guidance here:

<https://www.publicservice.govt.nz/assets/DirectoryFile/Fact-Sheet-Pay-Restraint-April-2022.pdf>.

This adjustment ranged from 5-22% recognising inflationary pressure on salaries and included an at-risk tenure and performance-based adjustment. We also took steps to address pay equity at this time.

This was an initiative undertaken on an exceptional basis, and out of the normal remuneration cycle, as Te Waihanga was experiencing increased pressure on our ability to attract and retain staff in the current labour market.

As we are a small Autonomous Crown Agency (ACE), provision of detailed remuneration information based on employee name or job title (as most job titles are unique) would result in the identification of individual employees, which would result in a breach of our obligations under Principle 11 of the Privacy Act 2020.

As such, a full list of pay rises across the last two years including employee name, job title, value, pre and post remuneration is withheld as provided for under Section 9(2)(a) of the Official Information Act 1982.

A summary of the increases is provided below.

% Increase	# of Employees
5.4%	11
5.4 - 15%	10
15-22%	4
<b>Total</b>	<b>25</b>

Information regarding our Chief Executive remuneration is available via our Annual Report in accordance with reporting requirements and through the [Public Service Commission](#) (details for the 2021/22 year will be updated at a later date). In the interim, it is confirmed that our Chief Executive received an increase, approved by the Public Service Commissioner from \$440,000 total annual remuneration to \$485,500 as at 1 April 2022.

Further information regarding employee remuneration by level within Te Waihangā is provided in our Annual Report 2020-21 which is available on the Te Waihangā website.

In making my decision, I have considered the public interest considerations in section 9(1) of the Official Information Act.

Please note that this letter (with your personal details removed) may be published on Te Waihangā's website.

This reply addresses the information you requested. You have the right to ask the Ombudsman to investigate and review my decision.

Yours sincerely



Tracey Kai  
General Manager Operations