

9 August 2024



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Our ref: OIA 2425-0083

Tēnā koe

Response to your Official Information Act request

Thank you for your email of 22 July 2024 to the Ministry for Ethnic Communities (the Ministry) requesting information in relation to MEC funding/collaboration with Unions, including but not limited to, the Public Service Association (PSA) under the Official Information Act 1982 (the Act). Your requests, and our responses are below:

A table/list of your organisations pay bands with the Step Range (Band), Minimum and Maximum salaries (See attached for an example).

In response to this part of your request, please see the attached *Appendix A* which details the current (from 1 July 2024) Ministry job pay bands with step progression; and *Appendix B* which details the upcoming Ministry job pay bands with step progression, which will come into effect on 1 January 2025.

A table/list of each staff member (by job title) who is permitted to spend salaried time for the purpose of union organisation, advocacy or other union activity, whether on a full time or part-time basis. Please include the number of paid hours per month permitted for such activity, the job title and the salary band (or step range band, e.g., B, D, E, F etc) for each role. Please do not include information where the only involvement is regular staff who are union members being entitled to attend occasional union meetings.

The Ministry currently has two union delegates permitted to spend salaried time for union activities. The Ministry's relationship agreement with the PSA provides for up to 10 hours per month for these activities. The positions of the delegates are: Graduate Programme Lead – Corporate Band I, and Policy and Research Analyst – Corporate Band E.

Please indicate how much money was paid to any unions by your organisation in 2022, 2023, 2024 so far, and any planned payments for the remainder of 2024. (Do not include payroll deductions of Union membership dues). For each payment, please outline the recipient, value and purpose of the payment.

The Ministry have not made any payments, and there are no planned payments, to any unions.

Please indicate whether any Union or their staff, or any MEC staff member employed for the purpose of union organisation or administration is permitted to use any office space owned/leased by your organisation, if so, how often are they permitted to use it (i.e. is it on an ad hoc basis, part time (how many hours per week/month), or full time.
What is the area of the office space that Unions are permitted to use.
What rent (if any) is charged for use of the office space?

The Ministry provides reasonable access to the Ministry's meeting spaces required for delegates to carry out their roles. It is not possible to specify the area provided. There is no charge made for this.

Please note, due to the public interest in our work, the Ministry may publish responses to requests for official information on our website, shortly after the response has been sent. If you have any queries about this, please feel free to contact our Ministerial Services team:
Ministerial@ethniccommunities.govt.nz.

Ngā mihi



Edward Firth
Director of Ministerial Services

Proactively Released by the Ministry for Ethnic Communities

Appendix A: Ministry for Ethnic Communities job family band ranges from 1 July 2024

Job Family Band Ranges with step values - from 1 July 2024																		
Corporate	Midpoint	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Maximum
D										\$ 57,947	\$ 58,975	\$ 60,004	\$ 60,758	\$ 61,313	\$ 61,867	\$ 62,421	\$ 62,976	\$ 65,747
E	\$ 64,020	\$ 55,317	\$ 56,478	\$ 57,638	\$ 58,799	\$ 59,959	\$ 61,119	\$ 62,280	\$ 63,440	\$ 64,601	\$ 65,761	\$ 66,921	\$ 67,742	\$ 68,362	\$ 68,992	\$ 69,631	\$ 70,269	\$ 73,463
F	\$ 73,453	\$ 63,217	\$ 64,563	\$ 65,909	\$ 67,255	\$ 68,602	\$ 69,987	\$ 71,373	\$ 72,760	\$ 74,147	\$ 75,533	\$ 76,920	\$ 77,860	\$ 78,595	\$ 79,330	\$ 80,064	\$ 80,799	\$ 84,471
G	\$ 85,504	\$ 73,297	\$ 74,925	\$ 76,552	\$ 78,180	\$ 79,808	\$ 81,435	\$ 83,063	\$ 84,690	\$ 86,319	\$ 87,946	\$ 89,573	\$ 90,634	\$ 91,489	\$ 92,345	\$ 93,200	\$ 94,055	\$ 98,329
H	\$ 98,665	\$ 84,484	\$ 86,375	\$ 88,265	\$ 90,156	\$ 92,047	\$ 93,939	\$ 95,830	\$ 97,721	\$ 99,652	\$ 101,625	\$ 103,599	\$ 104,586	\$ 105,572	\$ 106,559	\$ 107,546	\$ 108,533	\$ 113,465
I	\$ 117,015	\$ 100,081	\$ 102,339	\$ 104,597	\$ 106,855	\$ 109,113	\$ 111,370	\$ 113,628	\$ 115,886	\$ 118,186	\$ 120,526	\$ 122,866	\$ 124,036	\$ 125,206	\$ 126,376	\$ 127,546	\$ 128,717	\$ 134,567
Delivery	Midpoint	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Maximum
D										\$ 57,850	\$ 58,070	\$ 58,801	\$ 59,332	\$ 59,864	\$ 60,395	\$ 60,926	\$ 63,582	
E	\$ 62,492					\$ 58,573	\$ 59,693	\$ 60,813	\$ 61,933	\$ 63,052	\$ 64,172	\$ 65,292	\$ 66,092	\$ 66,692	\$ 67,292	\$ 67,892	\$ 68,492	\$ 71,576
F	\$ 73,870	\$ 63,561	\$ 64,915	\$ 66,270	\$ 67,624	\$ 68,988	\$ 70,383	\$ 71,778	\$ 73,173	\$ 74,568	\$ 75,963	\$ 77,358	\$ 78,303	\$ 79,042	\$ 79,780	\$ 80,519	\$ 81,257	\$ 84,951
G	\$ 86,593	\$ 74,222	\$ 75,871	\$ 77,521	\$ 79,170	\$ 80,820	\$ 82,470	\$ 84,119	\$ 85,769	\$ 87,418	\$ 89,068	\$ 90,717	\$ 91,789	\$ 92,654	\$ 93,520	\$ 94,387	\$ 95,252	\$ 99,582
H	\$ 95,056	\$ 81,416	\$ 83,235	\$ 85,054	\$ 86,873	\$ 88,691	\$ 90,510	\$ 92,329	\$ 94,148	\$ 96,007	\$ 97,908	\$ 99,810	\$ 100,760	\$ 101,711	\$ 102,661	\$ 103,611	\$ 104,562	\$ 109,315
I	\$ 111,421	\$ 95,326	\$ 97,472	\$ 99,618	\$ 101,764	\$ 103,910	\$ 106,057	\$ 108,202	\$ 110,349	\$ 112,535	\$ 114,764	\$ 116,992	\$ 118,106	\$ 119,221	\$ 120,334	\$ 121,449	\$ 122,563	\$ 128,135
Information Technology	Midpoint	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Maximum
E	\$ 64,633			\$ 58,184	\$ 59,357	\$ 60,529	\$ 61,702	\$ 62,875	\$ 64,047	\$ 65,220	\$ 66,392	\$ 67,565	\$ 68,391	\$ 69,029	\$ 69,674	\$ 70,319	\$ 70,964	\$ 74,189
F	\$ 75,839	\$ 65,186	\$ 66,579	\$ 67,971	\$ 69,385	\$ 70,819	\$ 72,254	\$ 73,689	\$ 75,123	\$ 76,557	\$ 77,991	\$ 79,426	\$ 80,390	\$ 81,149	\$ 81,907	\$ 82,665	\$ 83,423	\$ 87,216
G	\$ 85,652	\$ 73,423	\$ 75,054	\$ 76,684	\$ 78,314	\$ 79,946	\$ 81,576	\$ 83,207	\$ 84,837	\$ 86,468	\$ 88,098	\$ 89,729	\$ 90,792	\$ 91,648	\$ 92,505	\$ 93,362	\$ 94,218	\$ 98,500
H	\$ 101,019	\$ 86,484	\$ 88,423	\$ 90,360	\$ 92,299	\$ 94,236	\$ 96,175	\$ 98,112	\$ 100,051	\$ 102,029	\$ 104,050	\$ 106,070	\$ 107,080	\$ 108,091	\$ 109,101	\$ 110,111	\$ 111,121	\$ 116,172
I	\$ 123,193	\$ 105,332	\$ 107,714	\$ 110,095	\$ 112,476	\$ 114,858	\$ 117,239	\$ 119,621	\$ 122,002	\$ 124,426	\$ 126,889	\$ 129,353	\$ 130,585	\$ 131,817	\$ 133,049	\$ 134,281	\$ 135,512	\$ 141,672
Policy	Midpoint	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Maximum
E	\$ 62,924					\$ 58,940	\$ 60,078	\$ 61,217	\$ 62,355	\$ 63,494	\$ 64,632	\$ 65,771	\$ 66,580	\$ 67,189	\$ 67,798	\$ 68,408	\$ 69,028	\$ 72,165
F	\$ 73,685	\$ 63,408	\$ 64,759	\$ 66,109	\$ 67,460	\$ 68,816	\$ 70,207	\$ 71,598	\$ 72,989	\$ 74,381	\$ 75,772	\$ 77,163	\$ 78,106	\$ 78,843	\$ 79,580	\$ 80,317	\$ 81,053	\$ 84,738
G	\$ 83,291	\$ 71,417	\$ 73,000	\$ 74,583	\$ 76,167	\$ 77,750	\$ 79,333	\$ 80,917	\$ 82,500	\$ 84,084	\$ 85,667	\$ 87,251	\$ 88,289	\$ 89,122	\$ 89,956	\$ 90,788	\$ 91,621	\$ 95,785
H	\$ 97,620	\$ 83,595	\$ 85,466	\$ 87,335	\$ 89,206	\$ 91,075	\$ 92,946	\$ 94,815	\$ 96,686	\$ 98,596	\$ 100,549	\$ 102,501	\$ 103,477	\$ 104,454	\$ 105,430	\$ 106,406	107382	\$ 112,263
I	\$ 115,765	\$ 99,020	\$ 101,252	\$ 103,485	\$ 105,718	\$ 107,951	\$ 110,184	\$ 112,417	\$ 114,650	\$ 116,923	\$ 119,238	\$ 121,554	\$ 122,712	\$ 123,869	\$ 125,027	\$ 126,185	127342	\$ 133,130
Regulatory	Midpoint	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Maximum
E	\$ 62,501					\$ 58,546	\$ 59,676	\$ 60,806	\$ 61,936	\$ 63,067	\$ 64,197	\$ 65,327	\$ 66,132	\$ 66,737	\$ 67,342	\$ 67,947	\$ 68,552	\$ 71,665
F	\$ 73,877	\$ 63,567	\$ 64,921	\$ 66,276	\$ 67,630	\$ 68,995	\$ 70,390	\$ 71,785	\$ 73,180	\$ 74,576	\$ 75,970	\$ 77,366	\$ 78,310	\$ 79,049	\$ 79,787	\$ 80,527	\$ 81,265	\$ 84,959
G	\$ 83,279	\$ 71,406	\$ 72,989	\$ 74,572	\$ 76,156	\$ 77,739	\$ 79,322	\$ 80,905	\$ 82,488	\$ 84,071	\$ 85,654	\$ 87,237	\$ 88,277	\$ 89,109	\$ 89,942	\$ 90,774	\$ 91,608	\$ 95,771
H	\$ 99,486	\$ 85,181	\$ 87,089	\$ 88,997	\$ 90,904	\$ 92,811	\$ 94,718	\$ 96,626	\$ 98,533	\$ 100,481	\$ 102,471	\$ 104,461	\$ 105,456	\$ 106,451	\$ 107,446	\$ 108,440	\$ 109,435	\$ 114,410
I	\$ 116,025	\$ 99,240	\$ 101,478	\$ 103,716	\$ 105,954	\$ 108,192	\$ 110,430	\$ 112,668	\$ 114,906	\$ 117,186	\$ 119,506	\$ 121,827	\$ 122,987	\$ 124,147	\$ 125,307	\$ 126,468	\$ 127,628	\$ 133,429

Released under the Official Information Act 1982

Appendix B: Ministry for Ethnic Communities job family band ranges from 1 January 2025

Job Family Band Ranges with step values - from 1 January 2025															
Corporate	Step 1 90%	Step 2 92%	Step 3 94%	Step 4 96%	Step 5 98%	Step 6 100%	Step 7 102%	Step 8 104%	Step 9 106%	Step 10 107%	Step 11 108%	Step 12 109%	Step 13 110%	Step 14 111%	Step 15 112%
Corporate D			\$58,172	\$59,410	\$60,648	\$61,885	\$63,123	\$64,361	\$65,599	\$66,217	\$66,836	\$67,455	\$68,074	\$68,693	\$69,312
Corporate E	\$61,072	\$62,429	\$63,786	\$65,143	\$66,500	\$67,857	\$69,215	\$70,572	\$71,929	\$72,607	\$73,286	\$73,965	\$74,643	\$75,322	\$76,000
Corporate F	\$71,000	\$72,577	\$74,155	\$75,733	\$77,311	\$78,888	\$80,466	\$82,044	\$83,622	\$84,411	\$85,200	\$85,988	\$86,777	\$87,566	\$88,355
Corporate G	\$81,665	\$83,479	\$85,294	\$87,109	\$88,924	\$90,738	\$92,553	\$94,368	\$96,183	\$97,090	\$97,998	\$98,905	\$99,812	\$100,720	\$101,627
Corporate H	\$94,499	\$96,599	\$98,699	\$100,799	\$102,899	\$104,998	\$107,098	\$109,198	\$111,298	\$112,348	\$113,398	\$114,448	\$115,498	\$116,548	\$117,598
Corporate I	\$111,458	\$113,935	\$116,412	\$118,889	\$121,366	\$123,842	\$126,319	\$128,796	\$131,273	\$132,511	\$133,750	\$134,988	\$136,227	\$137,465	\$138,704
Delivery	Step 1 90%	Step 2 92%	Step 3 94%	Step 4 96%	Step 5 98%	Step 6 100%	Step 7 102%	Step 8 104%	Step 9 106%	Step 10 107%	Step 11 108%	Step 12 109%	Step 13 110%	Step 14 111%	Step 15 112%
Delivery D						\$57,850	\$59,007	\$60,164	\$61,321	\$61,900	\$62,478	\$63,057	\$63,635	\$64,214	\$64,792
Delivery E	\$62,947	\$64,346	\$65,745	\$67,144	\$68,543	\$69,941	\$71,340	\$72,739	\$74,138	\$74,837	\$75,537	\$76,236	\$76,936	\$77,635	\$78,334
Delivery F	\$71,767	\$73,362	\$74,957	\$76,552	\$78,147	\$79,741	\$81,336	\$82,931	\$84,526	\$85,323	\$86,121	\$86,918	\$87,716	\$88,513	\$89,310
Delivery G	\$81,441	\$83,251	\$85,061	\$86,871	\$88,681	\$90,490	\$92,300	\$94,110	\$95,920	\$96,825	\$97,730	\$98,635	\$99,539	\$100,444	\$101,349
Delivery H	\$92,425	\$94,479	\$96,533	\$98,587	\$100,641	\$102,694	\$104,748	\$106,802	\$108,856	\$109,883	\$110,910	\$111,937	\$112,964	\$113,991	\$115,018
Delivery I	\$109,697	\$112,135	\$114,572	\$117,010	\$119,448	\$121,885	\$124,323	\$126,761	\$129,199	\$130,417	\$131,636	\$132,855	\$134,074	\$135,293	\$136,512
IT	Step 1 90%	Step 2 92%	Step 3 94%	Step 4 96%	Step 5 98%	Step 6 100%	Step 7 102%	Step 8 104%	Step 9 106%	Step 10 107%	Step 11 108%	Step 12 109%	Step 13 110%	Step 14 111%	Step 15 112%
IT E	\$60,743	\$62,093	\$63,443	\$64,793	\$66,143	\$67,492	\$68,842	\$70,192	\$71,542	\$72,217	\$72,892	\$73,567	\$74,242	\$74,917	\$75,592
IT F	\$73,335	\$74,965	\$76,595	\$78,224	\$79,854	\$81,483	\$83,113	\$84,743	\$86,372	\$87,187	\$88,002	\$88,817	\$89,632	\$90,447	\$91,261
IT G	\$84,041	\$85,908	\$87,776	\$89,643	\$91,511	\$93,378	\$95,246	\$97,114	\$98,981	\$99,915	\$100,849	\$101,783	\$102,716	\$103,650	\$104,584
IT H	\$102,864	\$105,150	\$107,436	\$109,722	\$112,008	\$114,293	\$116,579	\$118,865	\$121,151	\$122,294	\$123,437	\$124,580	\$125,723	\$126,866	\$128,009
IT I	\$117,734	\$120,350	\$122,967	\$125,583	\$128,199	\$130,815	\$133,432	\$136,048	\$138,664	\$139,973	\$141,281	\$142,589	\$143,897	\$145,205	\$146,513
Policy	Step 1 90%	Step 2 92%	Step 3 94%	Step 4 96%	Step 5 98%	Step 6 100%	Step 7 102%	Step 8 104%	Step 9 106%	Step 10 107%	Step 11 108%	Step 12 109%	Step 13 110%	Step 14 111%	Step 15 112%
Policy G	\$77,380	\$79,099	\$80,819	\$82,538	\$84,258	\$85,977	\$87,697	\$89,417	\$91,136	\$91,996	\$92,856	\$93,715	\$94,575	\$95,435	\$96,295
Policy H	\$99,025	\$101,225	\$103,426	\$105,626	\$107,827	\$110,027	\$112,228	\$114,429	\$116,629	\$117,729	\$118,830	\$119,930	\$121,030	\$122,130	\$123,231
Policy I	\$114,039	\$116,573	\$119,107	\$121,641	\$124,175	\$126,709	\$129,244	\$131,778	\$134,312	\$135,579	\$136,846	\$138,113	\$139,380	\$140,647	\$141,915
Regulatory	Step 1 90%	Step 2 92%	Step 3 94%	Step 4 96%	Step 5 98%	Step 6 100%	Step 7 102%	Step 8 104%	Step 9 106%	Step 10 107%	Step 11 108%	Step 12 109%	Step 13 110%	Step 14 111%	Step 15 112%
Regulatory E	\$62,987	\$64,387	\$65,786	\$67,186	\$68,586	\$69,985	\$71,385	\$72,785	\$74,185	\$74,884	\$75,584	\$76,284	\$76,984	\$77,684	\$78,384
Regulatory F	\$71,208	\$72,790	\$74,372	\$75,955	\$77,537	\$79,119	\$80,702	\$82,284	\$83,867	\$84,658	\$85,449	\$86,240	\$87,031	\$87,823	\$88,614
Regulatory G	\$81,312	\$83,119	\$84,926	\$86,733	\$88,540	\$90,346	\$92,153	\$93,960	\$95,767	\$96,671	\$97,574	\$98,478	\$99,381	\$100,285	\$101,188
Regulatory H	\$100,359	\$102,589	\$104,819	\$107,049	\$109,279	\$111,509	\$113,740	\$115,970	\$118,200	\$119,315	\$120,430	\$121,545	\$122,660	\$123,775	\$124,891
Regulatory I	\$115,425	\$117,990	\$120,555	\$123,120	\$125,685	\$128,250	\$130,815	\$133,380	\$135,945	\$137,228	\$138,510	\$139,793	\$141,075	\$142,358	\$143,640