

31 August 2021

9(2)(a)

Tēnā koe 9(2)(a)

Thank you for your email of 5 August 2021 to Oranga Tamariki—Ministry for Children (Oranga Tamariki), requesting the following information under the Official Information Act 1982 (the Act):

- *Average (mean and median) starting hourly wage accepted by newly graduated full time social workers in the last three years, and the organization's salary band for full time new-graduate roles.*
- *Salary bands of the different social worker positions at Oranga Tamariki, broken down by position title.*
- *If any specific regions have a deviation greater than +/- 5% regarding the above questions, could you please note these and their respective pays.*

For clarity, we have interpreted the term 'social worker' to align with our Field Social Worker Line (FSWL) definition, which is made up of the following primary position titles:

- Social Workers (Caregiver, Care & Protection, Youth Justice, Adoptions, S132 Report Writers, Contact Centre)
- Senior Practitioners
- Supervisors

As part of the Pay Equity Terms of Settlement in 2018, Oranga Tamariki and the Public Service Association made a commitment to develop and roll out the Supported Practice Step (SPS) framework to support the quality practice and ensure Oranga Tamariki was set up to provide a rewarding, supportive career for social workers.

In regard to your request, I will respond to your questions in turn.

- *Average (mean and median) starting hourly wage accepted by newly graduated full time social workers in the last three years, and the organization's salary band for full time new-graduate roles.*

Please find table one below showing the starting hourly wage accepted by newly graduated full time social workers for the last three calendar years, as at 31 December.

**Table One:**

Average starting hourly wage	Dec-18	Dec-19	Dec-20
Average	24.04	26.44	26.97

Please note this hourly wage is based on a 40-hour week.

There is no salary band for full time newly graduated social workers. Instead, the SPS is provided as a starting point for newly graduated social workers. The SPS is outlined in Social Worker Salary Band table which is provided below in response to your next question.

When recruiting, if the preferred applicant is a new social work graduate and they meet the criteria for the SPS, they must be placed on this starting step (Step 0).

- *Salary bands of the different social worker positions at Oranga Tamariki, broken down by position title.*

The salaries for primary positions of Social Workers and Senior Practitioners, which fall within our FSWL definition, come under the Social Worker Salary Band which is provided as Table Two below showing the salary band for the last three calendar years, as at 31 December:

**Table Two: Oranga Tamariki Social Worker Salary Band**

STEP	Dec-18	Dec-19	Dec-20
Step 0 - Supported Practice Step	\$50,000	\$55,000	\$56,100
Step 1	\$54,746	\$60,000	\$61,200
Step 2	\$59,454	\$65,750	\$67,065
Step 3	\$64,276	\$71,500	\$72,930
Step 4	\$69,554	\$77,250	\$78,795
Step 5	\$74,834	\$83,000	\$84,660
Step 6	\$78,092	\$86,400	\$88,128
Step 7	\$81,428	\$89,800	\$91,596
Step 8	\$84,840	\$93,200	\$95,064
Step 9	\$88,252	\$96,600	\$98,532
Step 10	\$91,606	\$100,000	\$102,000

The following job titles fall within the Social Worker Salary Band:

- Social Worker Adoptions
- Social Worker Care & Protection
- Social Worker Caregiver
- Social Worker Contact Centre
- Social Worker Evidential
- Social Worker Generic
- Social Worker Residences
- Social Worker Youth Services
- Family Violence Response Specialist
- Differential Response Coordinator
- Evidential Specialist Interviewer
- Senior Practitioner
- Senior Practitioner Adoptions
- Senior Practitioner Caregiver

Please note, Step Eight is the maximum step for non-registered social workers, and Senior Practitioners start from Step Five of the band.

In regard to Supervisors, please find Table Three below which outline the Supervisor Salary Band.

**Table Three: Supervisor Salary Band**

<b>STEP</b>	<b>Dec-18</b>	<b>Dec-19</b>	<b>Dec-20</b>
Step 1	\$78,642.70	\$80,215.55	\$81,819.87
Step 2	\$82,944.85	\$84,603.75	\$86,295.82
Step 3	\$88,474.65	\$90,244.14	\$92,049.03
Step 4	\$92,972.45	\$94,831.90	\$96,728.54
Step 5	\$97,272.45	\$99,217.90	\$101,202.26
Step 6	\$101,572.45	\$103,603.90	\$105,675.98

The following job titles fall within the Supervisor Salary Band:

- Supervisor
- Supervisor Adoptions
- Supervisor Caregiver
- Supervisor Social Worker
- Supervisor Social Worker Youth Services
- Supervisor Youth Court
- Team Supervisor Contact Centre

Please note, there is no deviation greater than below five percent for social workers within specific regions.

Oranga Tamariki intends to make the information contained in this letter available to the wider public shortly. We will do this by publishing this letter on our website. Your personal details will be deleted and we will not publish any information that would identify you as the person who requested the information.

If you wish to discuss this response with us, please feel free to contact [OIA\\_Requests@ot.govt.nz](mailto:OIA_Requests@ot.govt.nz).

If you are not satisfied with this response to your request for information regarding social worker salaries, you have the right to ask an Ombudsman to review this decision. Information about this is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or by contacting them on 0800 802 602.

Nāku noa, nā

A handwritten signature in black ink, appearing to be 'Steve Groom', written in a cursive style.

Steve Groom  
**General Manager Public, Ministerial and Executive Services**