

10 March 2023

9(2)(a)

Tēnā koe **9(2)(a)**

Thank you for your email of 12 February 2023 to Oranga Tamariki—Ministry for Children (Oranga Tamariki), requesting information on the pay scale for Oranga Tamariki Social Workers. Your request has been considered under the Official Information Act 1982 (the Act).

You have requested:

Could you send me a copy of the current Oranga Tamariki Pay Scale for Social Workers please?

Taumata Utu is our remuneration framework and is designed to provide a fair, equitable, and transparent way for Oranga Tamariki to reward its people.

A remuneration framework determines appropriate rates of pay, how an individual's pay may change over time, and how pay will increase for kaimahi who work in different roles that require different levels of responsibilities and skills.

Taumata is a step-based progression system based on time in a role. A core foundation of the step-based progression system is that it is designed to reduce bias and inequity in decisions about remuneration through a standardised, objective, and transparent approach.

Our pay bands are informed by public sector market rates and enables progression through the pay bands based on time and experience in role. Oranga Tamariki Social Workers employed by Oranga Tamariki are on pay band C15. This band has seven steps.

Please refer to the table below for the 2022 payscale for Social Workers:

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$76,284	\$78,595	\$83,218	\$87,842	\$92,465	\$97,088	\$102,000

Oranga Tamariki review the pay bands annually and may, if appropriate, increase the value of steps within some pay bands. This is dependent on several factors, including but not limited to, affordability, government expectations, salary survey data, and negotiations with unions.

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.

I trust the information provided is of assistance. Should you have any concerns with this response, I would encourage you to raise these concerns with us directly at OIA_Requests@ot.govt.nz. Alternatively, you are advised of your right to also raise any concerns with the Office of the Ombudsman at www.ombudsman.parliament.nz or by contacting them on 0800 802 602.

Nāku noa, nā

A handwritten signature in black ink, consisting of several overlapping loops and a trailing line, representing the name Julie Miller.

Julie Miller
General Manager, Monitoring and External Relationships