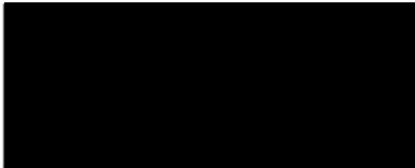


14 FEB 2020



Tēnā koe 

Thank you for your email of 16 January 2020 to Oranga Tamariki—Ministry for Children (Oranga Tamariki), requesting the following information under the Official Information Act 1982 (the Act):

- *Please provide the following, under the OIA:*
- *An electronic spreadsheet containing the mean salary, the median salary, the number of employees and the jobs included for each of the following occupations within OT:*
 - *Administration support*
 - *Site Manager*
 - *Supervising social worker*
 - *Manager caregiver support*
 - *Social worker*
 - *Senior adviser regional operations*
 - *Domestic worker*
 - *General manager*
 - *Social worker, contact centre*
 - *Finance*
 - *Youth worker*
 - *Solicitor*
 - *Customer service representative*
 - *Youth coach*
 - *Psychologist*
 - *Chief executive*
 - *Human resources*
 - *Caregiver support co-ordinator*

- *I want to compare the numbers with the 2018 response you sent (attached) so please ensure the info is in the same format. But please also include the median salary in the new response.*

The Chief Executive of Oranga Tamariki is employed by the State Services Commissioner who sets her salary. Information about her salary, and that of other department chief executives is publicly available on the State Services Commission website, therefore this part of your request is declined under section 18(d) of the Act.

We note you requested both the mean and median salary. We are only providing the mean salary for each job title. The median lines up each salary from lowest to highest and relies on the value in the middle of the line. Providing the median figure for each category could result in the identification of an individual salary. The mean average, is the average in the traditional sense, adding all values and dividing by the number of observations which we believe is a more useful average. We have included the number of employees in each position as at 31 December 2019 to provide you context for the mean salary.

Please note that in our previous response to you we responded to the specific questions posed, meaning some designations of Social Workers were not included. For completeness, they have been included in this response now as the count of employees is consistent with reporting of what is known as the Field Social Work Line. Due to changes in structure, trying to report as we did in 2018 would make the results difficult to interpret. In addition, other areas of this response may slightly differ to our earlier response, caused by rearrangement of structures and positions in the intervening period.

Table One: Average salary for specific jobs within Oranga Tamariki, as at 31 December 2019.

Job Title	Average Salary	Count of Employees	Generic Job(s) Included
Administration Support	\$52,611	150	Administration Officer, Administration Services, Administration Support
Caregiver Support Coordinator	\$67,271	6	-
Customer Service Representative	\$49,944	13	-
Deputy Chief Executive (DCE)	\$302,229	10	-
Domestic Worker	\$46,036	9	-
Finance	\$94,072	15	Accountant, Financial Analyst, Financial Controller, Senior Financial Accountant

Job Title	Average Salary	Count of Employees	Generic Job(s) Included
General Manager	\$208,208	19	-
Psychologist	\$79,998	13	-
Senior HR Advisor	\$106,920	9	-
Site Manager	\$114,333	69	Site Manager, Assistant Site Manager
Solicitor	\$88,338	61	Solicitor, Graduate Solicitor, Solicitor Legislation, Senior Solicitor
Youth Worker	\$55,581	396	Youth Worker, Residential Youth Worker
Social Workers	\$89,113	1,611	Social Worker, Senior Practitioner, Hospital Liaison, Evidential Specialist Social Worker, Differential Response Coordinator, Family Violence Specialist, Social Worker Supervisor

Please note the following:

- social worker includes: Social Worker, Senior Practitioner, Hospital Liaison, Evidential Specialist Social Worker, Differential Response Coordinator, Family Violence Specialist, Social Worker Supervisor
- salaries in the average calculation are based on the full time equivalent salary even if the employee works part time
- the above information is for permanent and fixed term employees only (excludes contractors)
- the above information excludes employees in these positions on leave without pay or parental leave
- information provided is for employees in their nominal positions only (excludes secondees)
- information provided above is accurate as at 31 December 2019.

The Oranga Tamariki leadership team reflects the wide range of complex work that we undertake and the ambitious programme of change that we need to deliver. The mandate of the DCEs includes overseeing wide-ranging and complicated areas including assessment of children's needs, care services, youth justice services, our new transitions service and strategic partnerships with a focus on iwi and Māori

organisations. We are focused on transforming the way we work, and it is important that we have a strong leadership team with the skill sets required to do this. The salaries of Oranga Tamariki employees, including the DCEs, are comparable to other large government agencies. The State Services Commission holds remuneration information on other public service agencies. Further details can be found at:

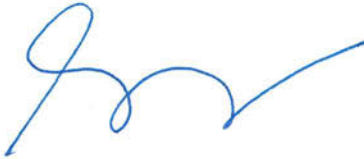
<https://ssc.govt.nz/resources/public-service-workforce-datahrc-remuneration/>

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.

If you are not satisfied with this response, you have the right to ask an Ombudsman to review this decision. Information about this is available at www.ombudsman.parliament.nz or by contacting them on 0800 802 602.

Nāku noa, nā



Steve Groom
General Manager Public, Ministerial and Executive Services