



OIA Ref: 2022-010

[REDACTED]
[REDACTED]

19 July 2022

Tēnā koe [REDACTED]

Thank you for your email of 5 July 2022 requesting under the Official Information Act 1982 (the Act):

Please provide the following information relating to salary for legal staff. I define legal staff as a role where a current practising certificate is required.

Salary steps or bands

Please provide all salary figures excluding the employer's Kiwisaver contribution.

1. *Salary or salary bands/ranges for legal staff with 0 – 8 years of relevant legal experience. Please provide as much detail as possible.*
 - a. *If there is a salary step or band for each year of experience, please provide the relevant salary amount to the respective level of experience. Please provide this in as much detail as possible.*
 - b. *If there is a salary band for a range of experience levels, please provide the full range of the band and the experience range it applies to, broken down into as much detail as possible.*
 - c. *If there are salary steps or bands for graduate, junior, and senior legal staff (or equivalent or similar titles), please provide the definition and applicable years of a experience for each level, and the salary steps or bands for each level. Please include any steps or bands within each role if applicable.*
 - d. *Please indicate whether there is a set increase in salary each year, if so what this increase is, or, if progression is not automatic, what is considered when deciding salary progression.*

Other financial benefits

2. *Do advertised salaries at your organisation include the employer's kiwisaver contribution?*
3. *Please provide details on any other financial remuneration applicable to legal staff. For example, if your organisation provides a wellness subsidy, please provide a description of the payment, how frequently it is paid, and the amount.*
4. *Does your organisation pay legal staff monetary bonuses? If so, please provide the relevant policies around how any when bonuses are paid.*
5. *Does your organisation have an overtime policy for legal staff? If so, please provide this policy.*
6. *Does your organisation have a time off in lieu policy for legal staff? If so, please provide this policy.*

Demographic details

7. *How many legal staff does your organisation employ?*
8. *What are the titles of your legal staff and how many employees hold each title?*

The Commission does not currently employ legal staff; therefore, I am refusing your request under section 18(e) of the Act as the information requested does not exist. We are also interpreting point two of your request to relate to legal staff as well, and this aspect is also refused under section 18(e) of the Act.

You have the right to seek an investigation and review by the Office of the Ombudsman of this decision, in accordance with section 28(3) of the Official Information Act 1982. The relevant details can be found on their website at: www.ombudsman.parliament.nz

Please note that the Commission has a policy of proactive release of OIA responses to help others have access to more information, so this letter will shortly be published on the website with your name and contact details redacted to protect your privacy.

Ngā mihi,



Astrid Nunns
General Manager,
Strategy, Engagement and Corporate Services