46280 (2024)
How many staff, if any, were employed in the Minister's departments, if any on 1 July 2023

As at 1 July 2023, Oranga Tamariki employed 4764 active kaimahi in permanent and fixed-
The tables below set out the number of active permanent and fixed-term kaimahi employed
This information has been separated as presenting a single table would have singled out th

Job Classification	Headcount
Accounts Assistant	1
Administration Officer	4
Administrator	4
Advisor	18
Advisor Complaints	1
Advisor Contracting Services & Support	1
Advisor Health and Safety	2
Advisor Intake and Assurance	3
Advisor Ministerial Services	5
Advisor Partnering for Outcomes	55
Advisor Planning and Reporting	1
Advisor Security	1
Analyst	15
Architect	1
Assessor	55
Asset Specialist	1
Assistant Site Manager	1
Associate Director	1
Business Manager	1
Business Owner FMIS Project	1
Capability Coach	5
Caregiver Recruitment and Support Manager	10
Caregiver Recruitment and Support Operations Manager	2
Case Leader	29
Change Resourcing Manager	1
Channels Advisor	1
Channels and Marketing Manager	1
Chief Adviser Maori	1
Chief Advisor	4
Chief Advisor Disability	1
Chief Advisor HR	1
Chief Advisor Pacific	1
Chief Advisor Risk Assurance	1
Chief Architect	1
Chief Executive Advisor	2
Chief Financial Officer	1
Chief Information Security Officer	1
Chief Legal Officer	1
Chief Media Advisor	2
Chief Social Worker	1
Chief Technology Officer	1
Client Support Specialist	22
Client Support Team Leader	3
Clinical Supervisor	2

Commissioning Manager	5
Communications Advisor	3
Community Residential Home Lead	1
Community Residential Services Manager	1
Contact Access Supervisor	1
Content Designer	1
Contract Developer	2
Contractor	1
Coordinator	194
Credit Card Controller	1
Data Administrator	1
Data and Reporting Analyst	1
Data Product Developer	4
Delivery Lead Wellbeing and Strategic Programmes	1
Deputy Chief Executive	5
Deputy Director	2
Design Manager	1
Differential Response Coordinator	1
Digital Designer	1
Director	3
Director Office of the Chief Executive	1
Director Practice Programme Maori	1
Director Social Work Strategy	1
Director Special Projects	1
Director Treaty Response	1
Director Youth Justice Transformation	1
Disability Advisor	7
Disability Lead Advisor	1
Disability Services Liaison Tamaki Makaurau	1
Domestic Worker	12
E-Learning Designer	1
Employment and Industrial Relations Specialist	1
Employment Coordinator	2
Engagement and Implementation Strategy Manager	3
Engagement Lead	3
Enterprise Architect	1
Escort	17
Executive Assistant	31
Executive Assistant to the Chief Executive	2
Executive Manager	14
Facilities and Cultural Support Coordinator	2
Facilities Coordinator	2
Facilities Management Officer	5
Facilities Team Manager	1
Family Engagement Worker	4
Family Homes Manager	1
Family Violence Response Specialist	15
Finance Business Partner	4
Financial Accountant	1
Financial Services Administrator	14
Forensic Data Investigator	1
General Manager	21
General Manager National Contact Centre	1

Graduate Policy Analyst	4
Handyperson	2
HCN Specialist	16
Head	2
Head of Assurance	1
Head of Data and Information	1
Head of Health Safety and Security	1
Head of Infrastructure	1
Head of Risk	1
Hospital Liaison	17
HR Advisor	4
HR Analyst	3
HR Coordinator	9
HR Services Manager	2
Information Security Advisor	1
Information Specialist	6
Infrastructure Manager	2
Instructional Designer	3
Intensive Therapy Caseworker	8
Internal Communications Manager	1
IT Security Manager	1
Kaiarahi	5
Kairaranga A Whanau	46
Kairaranga Team Leader	1
Kaitakawaenga	1
Kaiwhakaako	3
Kaiwhakahaere	1
Kaiwhakatere	1
Kaiwhakaue	4
Lead Advisor	1
Lead Advisor Business Information	2
Lead Advisor Commissioning and Market Building	1
Lead Advisor Information Management - Operations	1
Lead Advisor Privacy	1
Lead Advisor Research and Survey Design	1
Lead Content Designer	1
Lead Data Engineer	1
Lead Designer	2
Lead Health Safety and Security	1
Lead Specialist	3
Lead Technical Delivery Manager	1
Learning Advisor	1
Learning Facilitator	6
Lease Specialist	3
Legal Manager	2
Listening Service Lead	1
Litigation Support Officer	22
LMS Lead Specialist	1
LMS Specialist	2
Management Accountant	11
Manager	26
Manager Administration Services	4
Manager Business Information	1

Manager Business Support	1
Manager Change Engagement	1
Manager Clinical Services	3
Manager Digital Assurance	1
Manager Digital Commercial Partnering Manager	1
Manager Digital Strategy & Performance	1
Manager Employment and Industrial Relations	1
Manager Finance	1
Manager Financial Services	1
Manager Governance	1
Manager High Needs Services	1
Manager HR Reporting & Analytics	1
Manager HRIS and Applications Support	1
Manager Information Management	1
Manager Leadership Development and Engagement	1
Manager Learning	2
Manager Maori	1
Manager Ministerial Support	1
Manager Operational	1
Manager People and High Performance	4
Manager Portfolio Governance	1
Manager Practice	4
Manager Procurement	2
Manager Quality	3
Manager Residence Operations	8
Manager Safety of Children in Care	1
Manager Security	1
Manager Service Delivery	4
Manager Specialised Teams	1
Manager Specialist Services	1
Manager Strategic Finance	1
Manager Strategic Partnering	1
Manager Youth Justice Services Support	1
Maori Runanga Convenor	1
Marketing Advisor	1
Media Advisor	1
Mental Health Liaison	1
Ministerial Support Coordinator	1
National Advisor	11
National Convenor	1
National Director	1
National Litigation Support Officer	1
National Manager HR Operations	1
NCCC Liaison	1
Night Assistant Supervised Group Home	3
Night Care Worker	5
Operational Specialist	1
Partnership Manager	1
Payroll Coordinator	3
Payroll Manager	2
People Leader Change	3
Personal Assistant	7
PfO Business Manager	1

Planning and Funding Manager	1
Policy Analyst	10
Policy Manager	3
Portfolio Architect	4
Position Management Administrator	1
Poutaki Māori Learning	1
Practice Advisor	3
Practice Leader	75
Practice Manager	1
Principal Advisor	58
Principal Advisor Communications	1
Principal Advisor Health & Disability	1
Principal Advisor Organisation Development	2
Principal Analyst	9
Principal Analyst Performance Hub	2
Private Secretary	2
Procurement Manager	1
Procurement Specialist	1
Programme Coordinator	10
Programme Coordinator Fleet	1
Programme Director Property	1
Programme Leader FMIS	1
Programme Manager	16
Project Coordinator	15
Project Delivery Manager	2
Project Lead Culture Competence Framework	1
Project Manager	5
Property and Facilities Manager	9
Property and Facilities Manager - National	1
Psychologist	28
Quality Lead	16
Rangatahi Mentor	5
Recruitment Administrator	3
Recruitment Advisor	7
Recruitment Manager	1
Regional Administrator	21
Regional Adoption Service Manager	3
Regional Change Lead	1
Regional HR Operations Manager	2
Regional Learning Advisor	5
Regional Legal Manager	7
Regional Manager	5
Regional Manager area	15
Regional Maori Practice Coach	7
Regional Operations Specialist	13
Regional Placement & Resources Coordinator	13
Remuneration Manager	1
Remuneration Specialist	1
Report Writer	1
Residence Manager	7
Residential Administrator	30
Residential Chef	10
Residential Cook	13

Residential Night Attendant	96
Residential Training Facilitator	1
Residential Tutor	2
Residential Worker	1
Residential Worker PVH	3
Residential Youth Worker	379
Resource Assistant Youth Court	8
Risk and Assurance Coordinator	1
Security Operations Centre Lead	1
Senior Administration HCN	1
Senior Advisor	121
Senior Advisor Contracting Services	2
Senior Advisor Health and Safety	1
Senior Advisor Learning	2
Senior Advisor Māori Professional Development	2
Senior Advisor Ministerial Services	2
Senior Advisor Pa Harakeke	3
Senior Advisor Planning	1
Senior Advisor Practice Policy	5
Senior Advisor Privacy	1
Senior Advisor Professional Development	4
Senior Advisor Strategic Finance	2
Senior Advisor Voices of Children	1
Senior Advisor Voices of Whanau and Community	1
Senior Advisor YJ Community Placements	3
Senior Analyst	35
Senior Analyst Quality Systems	1
Senior Business Analyst	7
Senior Business Analyst Health and Safety	2
Senior Change Manager	2
Senior Communications Advisor	6
Senior Contracts Advisor	1
Senior Data Product Developer	5
Senior Designer	4
Senior Employment Relations Advisor	2
Senior Engagement Advisor	1
Senior Events and Engagement Advisor	1
Senior Executive Assistant	5
Senior Financial Accountant	2
Senior Financial Services Administrator	5
Senior HR Advisor	11
Senior HR Analyst	2
Senior Human Resources Coordinator	2
Senior Industrial Relations Advisor	1
Senior Information Security Advisor	2
Senior Internal Communications Advisor	1
Senior Media Specialist	2
Senior Organisational Development Advisor	2
Senior Payroll Advisor	4
Senior People and Performance Partner	5
Senior Policy Analyst	13
Senior Practitioner	448
Senior Procurement Advisor	1

Senior Procurement Specialist	2
Senior Project Manager	7
Senior Psychologist	2
Senior Quality Advisor	8
Senior Residential Night Attendant	35
Senior Service Management Advisor	1
Senior Solicitor	10
Senior Solicitor Litigation	21
Senior System Analyst Payroll	2
Senior Systems Analyst HRIS	1
Senior Talent Partner	3
Senior Technical Business Analyst	2
Senior Technical Commercial Advisor	2
Senior Technical Project Manager	3
Service Designer	1
Service Manager	2
Service Manager MPC	12
Service Portfolio Manager	4
Site Manager	59
Social Worker	914
Solicitor	43
Specialist	4
Specialist Child Interviewer	19
Specialist Manager	2
Strengthening Family Coordinator	1
Supervisor	322
Supervisor Night Attendant	16
Systems Analyst HRIS	2
Systems Lead	17
Systems Support Administrator	1
Talent Lead	1
Team Administrator	12
Team Leader	4
Team Leader Business Reporting	1
Team Leader Channels	1
Team Leader Clinical Practice	7
Team Leader Clinical Programmes	1
Team Leader Complaint Management	1
Team Leader Contact Centre Administration	1
Team Leader Customer Information Requests	6
Team Leader Family Group Conferences	19
Team Leader Financial Services	2
Team Leader Group Home	3
Team Leader Intake and Enabling	1
Team Leader Intercountry Adoption	1
Team Leader Logistics	4
Team Leader Maketing	1
Team Leader Operations	48
Team Leader Practice	1
Team Leader Production	1
Team Leader Professional Practice HCN	2
Team Leader Psychologist	8
Team Leader Regional Disability	1

Team Leader Remand Home	1
Team Leader Site Support	1
Team Leader Support Services	9
Team Leader Transition	1
Technical Business Analyst	6
Test Manager	1
Therapist	5
Training Lead	1
Transition Advisor	5
Transitional Associate DCE	2
Tumu Tikanga	1
Visual Designer	2
Whanau Care Manager	1
Workplace Administrator	310
Workstream Lead	1
Youth Crime Task Force Lead	1
Youth Justice Manager	21
Youth Justice Systems Lead	1
Youth Worker	62
Grand Total	**4764**

broken down by job title and salary band range?

-term positions. This excludes kaimahi who are on extended leave, but includes kaimahi seconc
d by Oranga Tamariki as of 1 July 2023 by Job Classification (a slightly aggregated version of jol
ne pay grades for more than 250 kaimahi.

Pay Grade Name	Pay Grade Minimum	Pay Grade Maximum	Headcount
Band 10 Standard	51281	59991	138
Band 11 Standard	52009	62389	14
Band 12 Standard	55096	67870	450
Band 13 Standard	60500	74625	121
Band 14 Standard	66371	81964	96
Band 15 Constructed	78840	106000	1451
Band 15 Standard	75617	93521	173
Band 16 Other	92450	114046	6
Band 16 Standard	87795	108744	205
Band 17 Constructed	107786	142381	397
Band 17 Standard	103316	128145	458
Band 18 Standard	122258	151822	223
Band 19 Constructed	140069	185426	91
Band 19 Standard	142728	177410	99
Band 20 Constructed	177211	234948	12
Band 20 Standard	169753	211191	87
Band 21 Standard	196799	244999	14
Band 22 Standard	230260	286825	30
Band A Leadership	295994	443992	3
Band B Leadership	230862	346292	4
Band G4 Other	89749	132623	20
Band GC Other	82030	99000	192
Band YW Other	51972	78433	459
No Pay Grade	51313.6	N/A	21
Grand Total			**4764**

ded to other agencies.
b titles) and by Pay Band.