

Appendix One – WPQ 32875 (2022) – NZSIS job titles and pay scale**September 2022 - NZSIS salary ranges by pay band**

Band	Band Minimum (90%)	Band Midpoint (100%)	Band Maximum (115%)
D*	N/A	\$58,711	\$67,518
E	\$60,473	\$67,192	\$77,271
F	\$70,850	\$78,722	\$90,530
G	\$83,700	\$93,000	\$106,950
H	\$99,047	\$110,052	\$126,560
I	\$115,729	\$128, 588	\$147,876
J	\$136,628	\$151,809	\$174,580
K	\$164,032	\$182,258	\$209,597
L	\$195,037	\$216,708	\$249,214
M	\$228,281	\$253,645	\$291,692
N	\$262,015	\$291,128	\$334,797
O	\$305,802	\$339,780	\$390,747

* Note: \$60,000 is NZSIS's minimum salary

September 2022 = NZSIS job titles

Role	Salary band
Manager (Tier 3)	K – L
Director (Tier 3)	L - M
Chief of Staff (Tier 2)	L
General Counsel (Tier 2)	M
Deputy Director-General (Tier 2)	N - O

September 2017 – NZSIS salary ranges by pay band

Band	Band Minimum (80%)	Band Midpoint (100%)	Band Maximum (120%)
C	\$35,646	\$44,558	\$53,470
D	\$41,741	\$52,176	\$62,611
E	\$48,221	\$60,276	\$72,331
F	\$56,628	\$70,785	\$84,941
G	\$66,387	\$82,983	\$99,580
H	\$77,497	\$96,872	\$116,246
I	\$89,936	\$112,421	\$134,905
J	\$105,663	\$132,079	\$158,495
K	\$126,048	\$157,560	\$189,072
L	\$149,285	\$186,607	\$223,928
M	\$174,504	\$218,130	\$261,756
N	\$200,499	\$250,624	\$300,749
O	\$235,453	\$294,316	\$353,179