

WPQ 46351 (2024) Francisco, Hernandez to Environment (Hon Simmonds)

| Count | Position Title                 | Rem Band Range |
|-------|--------------------------------|----------------|
| 2     | Accounts Officer               | 13             |
| 1     | Accounts Payable               | 13             |
| 16    | Advisor                        | 14-15          |
| 80    | Analyst                        | 15             |
| 1     | Assistant Accountant           | 14             |
| 2     | Assistant Advisor              | 14             |
| 2     | Business Analyst               | 16             |
|       | Business Intelligence          |                |
| 1     | Developer                      | 17             |
| 9     | Business Partner               | 17-18          |
|       | Business Performance           |                |
| 1     | Manager                        | 18             |
| 10    | Business Support Coordinator   | 13             |
| 2     | Change Advisor                 | 15-17          |
| 1     | Change Manager                 | 18             |
| 8     | Chief Advisor                  | 22             |
| 1     | Chief Advisor Public Affairs   | 22             |
| 1     | Chief Advisor Te Tiriti Policy | 21             |
| 1     | Chief of Staff                 | 22             |
| 1     | Chief Science Advisor          | 22             |
| 1     | Chief Science Maori Advisor    | 22             |
| 2     | Communications Advisor         | 15             |
| 2     | Compliance Officer             | 15             |
| 1     | Continuous Improvement Lead    | 18             |
| 1     | Contract Manager               | 16             |
| 3     | Coordinator                    | 14             |
| 5     | Data Analyst                   | 15             |
| 1     | Data and Reporting Analyst     | 16             |
| 2     | Data Engineer                  | 17             |
| 1     | Data Scientist                 | 19             |
| 6     | Deputy Secretary               | 24             |
| 2     | Digital Advisor                | 15             |
| 1     | Engagement Advisor             | 15             |
| 2     | Engagement Coordinator         | 14             |
| 1     | Establishment Lead             | 22             |
| 6     | Executive Assistant            | 15             |
|       | Executive Assistant to Chief   |                |
| 1     | Executive                      | 16             |
| 1     | Executive Coordinator          | 15             |
| 1     | Executive Director             | 23             |
| 1     | Financial Accountant           | 16             |

|    |                                |       |
|----|--------------------------------|-------|
| 1  | FMIS Systems Administrator     | 14    |
|    | Freshwater Farm Plan Support   |       |
| 1  | Lead                           | 17    |
| 1  | Fund Administrator             | 13    |
| 1  | Fund Analyst                   | 15    |
|    | Fund Establishment Design      |       |
| 1  | Manager                        | 17    |
| 22 | General Manager                | 20-22 |
| 1  | GIS Analyst                    | 16    |
|    | Information and Solutions      |       |
| 1  | Architect                      | 20    |
|    | Information Technology         |       |
| 1  | Analyst                        | 15    |
| 1  | Insights Analyst               | 15    |
| 5  | Investment Manager             | 15    |
|    | Knowledge Management           |       |
| 4  | Advisor                        | 15    |
| 1  | Lead                           | 18    |
| 1  | Lead - Behavioural Insights    | 20    |
| 1  | Lead - Service Design          | 20    |
|    | Learning and Development       |       |
| 1  | Advisor                        | 16    |
|    | Learning and Development Te    |       |
| 1  | Ao Maori Advisor               | 16    |
| 1  | Legal Operations Practice Lead | 19    |
| 3  | Management Accountant          | 16    |
| 92 | Manager                        | 15-20 |
| 1  | Matauranga Analyst             | 15    |
| 1  | MfE Security Manager           | 19    |
|    | Ministerial Services           |       |
| 1  | Coordinator                    | 14    |
| 1  | O365 Technical Specialist      | 16    |
| 1  | Operations Analyst             | 16    |
| 1  | Operations Coordinator         | 13    |
|    | Organisational Performance     |       |
| 1  | Coordinator                    | 13    |
| 1  | Payroll Advisor                | 16    |
| 2  | People and Capability Advisor  | 16    |
| 1  | People Change Lead             | 18    |
| 16 | Personal Assistant             | 14    |
| 2  | Platform Manager               | 19    |
| 32 | Policy Analyst                 | 15    |
| 1  | Policy Integration Lead        | 20    |
| 1  | Portfolio Coordinator          | 13    |

|     |                                |       |
|-----|--------------------------------|-------|
| 1   | Pou Tikanga                    | 22    |
| 43  | Principal Advisor              | 17-20 |
|     | Principal Advisor Industry     |       |
| 1   | Relationships                  | 20    |
|     | Principal Advisor Maori        |       |
| 1   | Relationships and Engagement   | 17    |
| 33  | Principal Analyst              | 17-20 |
|     | Principal Communications       |       |
| 1   | Advisor                        | 20    |
| 2   | Principal Data Analyst         | 20    |
| 3   | Principal Economist            | 20    |
|     |                                |       |
| 3   | Principal Engagement Advisor   | 17-20 |
|     | Principal Implementation       |       |
| 1   | Advisor                        | 20    |
| 1   | Principal Legal Advisor        | 20    |
| 1   | Principal Maori Scientist      | 20    |
| 1   | Principal Planner              | 20    |
| 8   | Principal Policy Analyst       | 17-20 |
| 5   | Principal Scientist            | 20    |
| 10  | Private Secretary              | 15-20 |
| 4   | Procurement Advisor            | 15    |
| 1   | Procurement Analyst            | 15    |
| 1   | Procurement Coordinator        | 14    |
| 1   | Product Manager                | 20    |
| 1   | Programme Advisor              | 15    |
| 10  | Programme Coordinator          | 14    |
| 7   | Programme Director             | 20-22 |
| 14  | Programme Manager              | 17-20 |
| 9   | Project Coordinator            | 13-14 |
| 1   | Project Delivery Manager       | 20    |
| 13  | Project Manager                | 14-17 |
| 1   | Property Advisor               | 15    |
| 1   | Regional Lead                  | 22    |
| 1   | Security and Risk Analyst      | 15    |
|     |                                |       |
| 1   | Security Operational Analyst   | 16    |
| 40  | Senior Advisor                 | 15-18 |
|     | Senior Advisor - Health Safety |       |
| 1   | and Wellbeing                  | 18    |
| 130 | Senior Analyst                 | 15-17 |
| 1   | Senior Analyst - Modelling     | 17    |
| 6   | Senior Business Analyst        | 17    |
|     | Senior Business Support        |       |
| 1   | Coordinator                    | 14    |
|     | Senior Communications          |       |
| 12  | Advisor                        | 15-17 |

|     |                                 |       |
|-----|---------------------------------|-------|
| 6   | Senior Compliance Officer       | 15-17 |
| 1   | Senior Coordinator              | 15    |
| 4   | Senior Data Analyst             | 17    |
|     | Senior Data and Reporting       |       |
| 1   | Analyst                         | 17    |
| 1   | Senior Data Architect           | 19    |
| 1   | Senior Digital Advisor          | 17    |
| 8   | Senior Engagement Advisor       | 17    |
| 1   | Senior Financial Accountant     | 17    |
|     | Senior FMIS Systems             |       |
| 1   | Accountant                      | 17    |
|     | Senior Geospatial Systems       |       |
| 1   | Analyst                         | 17    |
|     | Senior Information Centre       |       |
| 1   | Advisor                         | 16    |
| 1   | Senior Insights Analyst         | 17    |
| 3   | Senior Investigator             | 17    |
| 6   | Senior Investment Manager       | 17    |
| 1   | Senior IT/IM Operations Lead    | 17    |
| 1   | Senior Maori Advisor            | 18    |
|     | Senior Maturanga Maori          |       |
| 1   | Analyst                         | 17    |
| 100 | Senior Policy Analyst           | 15-17 |
| 1   | Senior Procurement Advisor      | 17    |
| 1   | Senior Programme Coordinator    | 15    |
| 2   | Senior Project Accountant       | 17    |
| 6   | Senior Project Coordinator      | 15    |
| 9   | Senior Project Manager          | 17-19 |
| 8   | Senior Scientist                | 15-17 |
|     | Senior Service Delivery         |       |
| 2   | Manager                         | 18    |
| 11  | Senior Solicitor                | 18    |
| 1   | SharePoint/O365 Specialist      | 16    |
| 4   | Solicitor                       | 16    |
| 1   | Strategic Finance Advisor       | 18    |
|     | Strategic Planning and          |       |
| 1   | Portfolio Analyst               | 18    |
| 1   | Sustainability Advisor          | 15    |
|     | Sustainability and Climate Risk |       |
| 1   | Specialist                      | 19    |
| 2   | Talent Advisor                  | 15    |

|    |                         |       |
|----|-------------------------|-------|
| 1  | Talent Business Partner | 17    |
| 1  | Talent Coordinator      | 13    |
| 17 | Team Leader             | 14-18 |
| 1  | UX/UI Design Lead       | 18    |
| 1  | Workforce Modeller      | 18    |

**Pay bands effective 1 December 2023 – CURRENT BANDINGS**

| 1-Dec-23 |               |               |        |               |        |               |                |                |                |                |                |                |
|----------|---------------|---------------|--------|---------------|--------|---------------|----------------|----------------|----------------|----------------|----------------|----------------|
|          | B13           | B14           | GB15   | B15           | GB16   | B16           | B17            | B18            | B19            | B20            | B21            | B22            |
| <b>A</b> | 61,984        | 69,248        | 71,212 | 79,598        | 80,600 | 90,160        | 108,976        | 118,318        | 140,222        | 164,276        | 198,483        | 221,713        |
| <b>B</b> | 63,538        | 71,057        | 73,309 | 81,695        | 82,989 | 92,550        | 111,889        | 121,491        | 144,003        | 168,724        | 203,735        | 227,610        |
| <b>C</b> | 65,093        | 72,865        | 75,406 | 83,793        | 85,380 | 94,939        | 114,801        | 124,663        | 147,783        | 173,173        | 208,987        | 233,508        |
| <b>D</b> | 66,648        | 74,675        | 77,502 | 85,890        | 87,769 | 97,330        | 117,714        | 127,834        | 151,565        | 177,621        | 214,240        | 239,406        |
| <b>E</b> | <b>68,203</b> | <b>76,484</b> | -      | <b>87,986</b> | -      | <b>99,719</b> | <b>120,626</b> | <b>131,007</b> | <b>155,345</b> | <b>182,070</b> | <b>219,492</b> | <b>245,303</b> |
| <b>F</b> | 69,150        | 77,569        | -      | 89,243        | -      | 101,154       | 122,374        | 132,910        | 157,613        | 184,740        | 222,643        | 248,842        |
| <b>G</b> | 70,112        | 78,655        | -      | 90,502        | -      | 102,588       | 124,122        | 134,814        | 159,882        | 187,350        | 225,795        | 252,380        |
| <b>H</b> | 71,073        | 79,741        | -      | 91,760        | -      | 104,022       | 125,870        | 136,717        | 162,151        | 189,942        | 228,946        | 255,919        |
| <b>I</b> | 72,034        | 80,826        | -      | 93,018        | -      | 105,456       | 127,617        | 138,620        | 164,418        | 192,533        | 232,098        | 259,457        |
| <b>J</b> | 72,676        | 81,549        | -      | 93,857        | -      | 106,411       | 128,783        | 139,888        | 165,930        | 194,260        | 234,199        | 261,816        |
| <b>K</b> | 73,315        | 82,273        | -      | 94,695        | -      | 107,367       | 129,948        | 141,157        | 167,444        | 195,988        | 236,299        | 264,176        |
| <b>L</b> | 73,636        | 82,635        | -      | 95,115        | -      | 107,845       | 130,531        | 141,792        | 168,200        | 196,852        | 237,350        | 265,355        |
| <b>M</b> | 73,956        | 82,997        | -      | 95,535        | -      | 108,323       | 131,113        | 142,426        | 168,955        | 197,716        | 238,400        | 266,534        |
| <b>N</b> | 74,276        | 83,358        | -      | 95,953        | -      | 108,802       | 131,695        | 143,061        | 169,711        | 198,580        | 239,451        | 267,714        |
| <b>O</b> | 74,597        | 83,720        | -      | 96,372        | -      | 109,279       | 132,277        | 143,695        | 170,467        | 199,444        | 240,501        | 268,895        |