

1 July 2022 Salary Bands (applicable as at 30 June 2023)

Stepped Remuneration Framework:

Band	12	13	14	15	16	17	18	19
Minimum	\$ 50,058	\$ 54,882	\$ 61,370	\$ 70,051	\$ 82,558	\$ 97,771	\$ 117,135	\$ 136,146
Max	\$ 61,182	\$ 67,077	\$ 75,007	\$ 85,617	\$ 100,904	\$ 119,498	\$ 143,164	\$ 166,401

Manager Salary Bands

Band	MGR19	MGR20	MGR21	MGR22	MGR23	MGR24	MGR25
Minimum	\$ 127,309	\$ 150,821	\$ 175,796	\$ 206,936	\$ 227,482	\$ 268,796	\$ 297,822
Max	\$ 179,730	\$ 212,924	\$ 248,183	\$ 292,145	\$ 321,151	\$ 379,477	\$ 420,455

30-Jun-23

Salary Bands and Roles	Count
Band 12	3
Data Administrator	3
Band 13	3
Accounts Administrator	1
Procurement Administrator	1
Workplace Coordinator	1
Band 14	20
Assistant Accountant	1
Business Assistant	13
Coordinator Ministerial Services	1
Coordinator People and Culture	1
Digital Workplace Support	2
Kaitumu Kaupapa, Project Co-ordinator	1
Support Consultant - SharePoint and Digital	1
Band 15	66

Advisor	10
Advisor Contract Management	10
Advisor Contract Management (EH)	1
Advisor Government Accountability	1
Advisor Ministerial Services	2
Executive Assistant	6
Junior Solicitor	2
Kaihautū, Advisor	1
People Advisor	1
Policy Advisor	24
Procurement Advisor	1
Regulatory Advisor	1
Regulatory Advisor Operations	1
Senior Administrator	1
Senior Project Coordinator	3
Senior Project Coordinator (EH)	1
Band 16	15
Executive Assistant	5
Financial Advisor	1
Intermediate Solicitor	1
Management Accountant	3
Senior Advisor Government Accountability	1
Senior Advisor Ministerial Services	2
Senior Programme Coordinator	1
Technical Delivery Lead	1
Band 17	105
Business Development Advisor	3
Executive Assistant	1
Kaitātari Matua, Senior Advisor	1
Media Lead	1
Payroll Lead	1

Senior Advisor	27
Senior Advisor (WAI2750)	1
Senior Advisor Contract Management	15
Senior Advisor ECOMS	2
Senior Advisor Issues Management	1
Senior Advisor People and Culture	2
Senior Advisor Talent Acquisition	1
Senior Advisor, Office of the Chief Executive	1
Senior Commercial Advisor	10
Senior Commercial Advisor (EH)	2
Senior Content Specialist	1
Senior Digital Channels Advisor	2
Senior Financial Reporting Accountant	1
Senior Operational Policy Advisor	2
Senior Policy Advisor	27
Senior Regulatory Advisor	1
Senior Reporting Analyst	1
Workplace Lead	1
Band 18	22
Business Analyst	1
Business Solutions Architect	1
Developer	2
Development Manager	2
Enterprise Solutions Architect	1
Finance Business Partner	4
Information Management Lead	1
Kaipākihi Mātua , Business Analyst	1
Manager, Finance Reporting and Control	1
Procurement Business Partner	2
Scrum master	1
Senior Solicitor	1

Team Leader, Contract Management team 1	1
Team Leader, Contract Management team 2	1
Team Leader, Contract Management team 3	1
Test automation engineer	1
Band 19	82
Business Development Manager	5
Commercial Manager, Team 1	1
Commercial Manager, Team 2	1
Kaiārahi Pākihi, Lead Commercial Advisor	1
Kaihere Pākihi, Business Development Manager	2
Kaitātari Ārahi, Principal Advisor	1
Lead Commercial Advisor	1
Pathway Lead, Iwi and Māori	1
Pathway Lead, Provider and Government Direct	1
Principal Advisor	31
Principal Advisor (WAI2750)	1
Principal Advisor Crown-Māori relationships	1
Principal Advisor ECOMS	1
Principal Advisor Governance	1
Principal Advisor P&C	1
Principal Advisor to the Chief Executive	1
Principal Advisor, Health, Safety and Wellbeing	1
Principal Cloud Advisor	1
Principal Commercial Advisor	3
Principal Oracle Advisor	1
Principal Policy Advisor	20
Principal Security Advisor	1
Principal Solicitor	3
Principi Advisor OD	1
Mgr_Band_20	36
Manager, Contract Management	1

Manager, Corporate Communications and Channels	1
Manager, Crown Entity Monitoring and Appointments	1
Manager, Data and Products	1
Manager, Digital	1
Manager, External Communications and Media	1
Manager, Fast Track Delivery	1
Manager, Financial Performance and Planning	1
Manager, Government Accountability	1
Manager, Homelessness	1
Manager, Housing Access and Support	1
Manager, Housing Supply	1
Manager, Housing Supply and Affordability	1
Manager, Impacts and Evaluation	1
Manager, Investment Monitoring	1
Manager, Land Acquisition and Development	1
Manager, MAIHI Partnerships and Programmes	1
Manager, Ministerial Services	1
Manager, Operational Policy	1
Manager, People Services	1
Manager, Places and Partnerships team 1	1
Manager, Places and Partnerships team 2	1
Manager, Planning and Infrastructure team 1	1
Manager, Progressive Home Ownership	1
Manager, Service Design and Operational Policy	1
Manager, System Intelligence	1
Manager, System Strategy	1
Manager, Te Tautiaki	1
Manager, Tenancy and Tenures	1
Manager, Urban Development Enablement	1
Manager, Urban Development Projects	1
Manager, WAI2750	1

Operational Programme Manager	1
Programme Manager	2
Whai Kāinga Whai Oranga Kaihere Kaupapa, Manager	1
Mgr_Band_21	23
Chief Advisor	2
Chief Advisor, Auckland	1
Chief Science Advisor	1
Head of Communications	1
Head of Community Housing Regulatory Authority (CHRA)	1
Head of Crown Entity Monitoring	1
Head of Finance (Chief Financial Advisor)	1
Head of Government Services	1
Head of Land Acquisition and Development	1
Head of Legal (Chief Legal Advisor)	1
Head of Māori Housing Policy	1
Head of Procurement	1
Head of Programme Implementation	1
Partnership Director	6
Partnership Director MAIHI	3
Mgr_Band_22	10
General Manager, Housing and Service Delivery	1
General Manager, Māori Housing Supply and Delivery	1
General Manager, Partnerships and Performance	1
General Manager, People and Community	1
General Manager, Place-based Strategy	1
General Manager, Policy and Legislation Design	1
General Manager, Service Design and Operational Policy	1
General Manager, System Insights and Strategy	1
General Manager, System Policy	1
General Manager, Te hononga	1
Mgr_Band_25	6

Deputy Chief Executive, Solution Design and Implementation	1
Deputy Chief Executive Tumuaki, Te Kāhui - Māori Housing	1
Deputy Chief Executive, Intelligence and System Direction	1
Deputy Chief Executive, Organisational Performance	1
Deputy Chief Executive, Place	1
Deputy Chief Executive, System Delivery and Performance	1
Grand Total	391

Staff employed by Kāinga Ora on 1 July 2023, broken down by job title and salary band range.

The below data details head count, broken by position and salary range as at 30 June 2023, (data is based on month end dates). Includes permanent and fixed term employees, excludes those on long-term leave.

The attached lists include the Chief Executive but does not include salary information. This information is already publicly available on the Public Service Commission website and the Chief Executive does not have a 'salary band'.

Some individuals appear on this list in non-banded positions, where, due to individual circumstances, the person is employed at a rate that falls outside of our formal remuneration bands.

All employees by simplified position title, including salary range

as at 30 June 2023. Includes permanent and fixed term employees, excludes those on long-term leave

Simplified Position title	Headcount	Salary in range
Accountant	16	\$60,000 to \$119,999
Acquisition Manager	25	\$120,000 to \$159,999
Administrator	99	\$40,000 to \$79,999
Advisor	394	\$60,000 to \$159,999
Analyst	97	\$60,000 to \$119,999
Application Monitoring Specialist	1	\$120,000 to \$139,999
Architect	12	\$100,000 to \$159,999
Assessor	36	\$80,000 to \$119,999
Asset Manager	31	\$100,000 to \$159,999
Assistant	5	\$40,000 to \$59,999
Assistant Accountant	3	\$60,000 to \$79,999
Assistant Manager	33	\$80,000 to \$99,999
Assistant Urban Designer	1	\$60,000 to \$79,999
Associate General Counsel	5	\$180,000 to \$219,999
Associate Project Director	1	\$200,000 to \$219,999
Associate Project Manager	1	\$100,000 to \$119,999
Auditor	3	\$100,000 to \$139,999
Building Engineer	1	\$140,000 to \$159,999
Building Inspector	8	\$100,000 to \$119,999
Building Lead	4	\$140,000 to \$159,999
Business Change Manager	1	\$140,000 to \$159,999
Business Development Director	1	\$160,000 to \$179,999
Business Improvement Manager	7	\$140,000 to \$159,999
Business Intelligence Specialist	9	\$140,000 to \$159,999
Business Partner	30	\$80,000 to \$219,999
Capacity Manager	1	\$140,000 to \$159,999
Centre Development Manager	1	\$200,000 to \$219,999
Change Manager	12	\$120,000 to \$139,999
Change Trainer	3	\$80,000 to \$99,999
Chief Advisor	18	\$160,000 to \$199,999
Chief Architect	1	\$180,000 to \$199,999
Chief Executive	1	n/a
Chief Quantity Surveyor	2	\$160,000 to \$179,999
Code Compliance Certificate Processor	2	\$80,000 to \$99,999
Commercial Manager	6	\$160,000 to \$179,999
Commercial Property Manager	1	\$140,000 to \$159,999
Communication Manager	1	\$160,000 to \$179,999
Community Development Manager	11	\$120,000 to \$139,999
Community Guardian	13	\$60,000 to \$119,999
Consent Processor	17	\$80,000 to \$119,999
Construction and Innovation Lead	1	\$220,000 to \$239,999
Construction and Maintenance Manager	1	\$80,000 to \$99,999
Construction Plus Manager	1	\$140,000 to \$159,999

Construction Security Partner	1	\$120,000 to \$139,999
Contract Manager	1	\$120,000 to \$139,999
Contracts and National Supply Manager	1	\$140,000 to \$159,999
Contracts Assurance Manager	6	\$140,000 to \$159,999
Coordinator	73	\$60,000 to \$99,999
Counsel	1	non-banded position
Design Lead	1	\$140,000 to \$159,999
Delivery Lead	1	\$120,000 to \$139,999
Delivery Programmer	1	non-banded position
Deputy Chief Executive	5	\$300,000 to \$419,999
Deputy Chief Executive	1	non-banded position
Designer	1	\$80,000 to \$99,999
Developer	10	\$100,000 to \$119,999
Development Manager	85	\$140,000 to \$219,999
Development Planner	5	\$60,000 to \$119,999
Digital Engineer	3	\$100,000 to \$119,999
Digital Manager	1	\$140,000 to \$159,999
Digital Specialist	1	\$120,000 to \$139,999
Director	43	\$200,000 to \$279,999
Divestment Manager	1	\$140,000 to \$159,999
Document Controller	1	\$60,000 to \$79,999
Engagement Lead	1	\$180,000 to \$199,999
Engineer	8	\$100,000 to \$159,999
Enterprise Architect	3	\$160,000 to \$179,999
Environment Manager	1	\$120,000 to \$139,999
Environment Monitoring Lead	1	\$140,000 to \$159,999
Facilitator	5	\$60,000 to \$139,999
Facilities Manager	1	\$80,000 to \$99,999
Finance Controller	2	\$220,000 to \$239,999
Finance Manager	1	\$140,000 to \$159,999
General Counsel	1	\$260,000 to \$279,999
General Manager	8	\$300,000 to \$419,999
Graduate Trainee	19	\$60,000 to \$79,999
Group Lead	2	\$220,000 to \$239,999
Group Manager	1	\$180,000 to \$199,999
Health Advisor	1	\$120,000 to \$139,999
Housing Support Manager	155	\$60,000 to \$79,999
Implementation Manager	6	\$120,000 to \$159,999
Infrastructure Engineer	4	\$100,000 to \$119,999
Infrastructure Specialist	8	\$140,000 to \$159,999
Innovation Lead	1	\$100,000 to \$119,999
Investigator	2	\$100,000 to \$139,999
Investment Manager	1	\$180,000 to \$199,999
Investment Strategist	8	\$140,000 to \$159,999
Junior Legal Counsel	1	\$80,000 to \$99,999
Kaiwhakaako	1	\$80,000 to \$99,999
Kaiwhakahaere Kaupapa	1	\$140,000 to \$159,999
Kaiwhakahaere Manaakitanga	1	non-banded position

Knowledge Specialist	1	\$100,000 to \$119,999
Land Supply Manager	6	\$140,000 to \$159,999
Lead Advisor	9	\$100,000 to \$159,999
Lead Analyst	17	\$140,000 to \$159,999
Lead Technician	2	\$80,000 to \$99,999
Lease Manager	8	\$80,000 to \$99,999
Legal Counsel	11	\$120,000 to \$139,999
Legal Executive	8	\$80,000 to \$119,999
Maintenance Lead	1	\$200,000 to \$219,999
Maintenance Supervisor	37	\$60,000 to \$99,999
Manager	212	\$140,000 to \$239,999
Maintenance Manager	6	\$80,000 to \$99,999
Marketing Manager	1	\$140,000 to \$159,999
Partnerships Manager	2	\$140,000 to \$159,999
Payables Specialist	5	\$60,000 to \$99,999
Planner	5	\$80,000 to \$139,999
Portfolio Manager	11	\$120,000 to \$159,999
Portfolio Specialist	1	\$100,000 to \$119,999
Practice Lead	1	\$160,000 to \$179,999
Principal Advisor	82	\$140,000 to \$219,999
Principal Analyst	6	\$140,000 to \$159,999
Principal Planner	6	\$140,000 to \$179,999
Principal Specialist	19	\$140,000 to \$179,999
Private Secretary	1	\$100,000 to \$119,999
Procurement Lead	1	\$200,000 to \$219,999
Procurement Partner	1	\$200,000 to \$219,999
Procurement Specialist	9	\$80,000 to \$139,999
Product Advisor	2	\$60,000 to \$79,999
Product Manager	6	\$100,000 to \$139,999
Product Owner	2	\$120,000 to \$139,999
Programme Coordinator	19	\$60,000 to \$99,999
Programme Director	7	\$180,000 to \$239,999
Programme Manager	36	\$120,000 to \$199,999
Project Coordinator	98	\$60,000 to \$79,999
Project Director	7	\$220,000 to \$239,999
Project Lead	1	\$140,000 to \$159,999
Project Manager	92	\$100,000 to \$199,999
Project SME	1	\$100,000 to \$119,999
Project SME	1	non-banded position
Property Manager	21	\$80,000 to \$99,999
Purchase to Pay Specialist	4	\$60,000 to \$79,999
Quality Assurance and Policy Officer	3	\$100,000 to \$119,999
Quantity Surveyor	9	\$140,000 to \$159,999
Receivables Specialist	4	\$60,000 to \$79,999
Recruitment Specialist	6	\$120,000 to \$139,999
Regional Director	13	\$260,000 to \$279,999
Regional Lead	12	\$120,000 to \$139,999
Regional Manager	14	\$160,000 to \$219,999

Relationship Lead	1	\$140,000 to \$159,999
Relationship Manager	4	\$120,000 to \$139,999
Release Manager	1	\$100,000 to \$119,999
Relocation Lead	1	\$140,000 to \$159,999
Renewable Energy Lead	1	\$160,000 to \$179,999
Research Facilitator	1	\$80,000 to \$99,999
Scheduler	3	\$120,000 to \$139,999
Scrum Master	3	\$120,000 to \$139,999
Security Specialist	3	\$120,000 to \$159,999
Senior Accountant	22	\$120,000 to \$159,999
Senior Advisor	203	\$60,000 to \$179,999
Senior Analyst	57	\$100,000 to \$139,999
Senior Architect	2	\$140,000 to \$159,999
Senior Building Inspector	17	\$120,000 to \$139,999
Senior Business Intelligence Specialist	17	\$120,000 to \$159,999
Senior Change Manager	11	\$140,000 to \$159,999
Senior Change Trainer	2	\$100,000 to \$119,999
Senior Commercial Lead	4	\$200,000 to \$219,999
Senior Consent Processor	5	\$120,000 to \$139,999
Senior Developer	15	\$120,000 to \$139,999
Senior Development Planner	8	\$120,000 to \$139,999
Senior Executive Assistant	37	\$80,000 to \$119,999
Senior Housing Manager	300	\$80,000 to \$99,999
Senior Information Specialist	1	\$120,000 to \$139,999
Senior Infrastructure Specialist	3	\$140,000 to \$159,999
Senior Legal	18	\$160,000 to \$179,999
Senior Programme Manager	21	\$140,000 to \$219,999
Senior Project Manager	14	\$140,000 to \$159,999
Senior Receivables Specialist	1	\$80,000 to \$99,999
Senior Spatial Planner	4	\$120,000 to \$139,999
Senior Stakeholder Relationship Manager	17	\$120,000 to \$139,999
Senior Technical Writer	2	\$100,000 to \$119,999
Senior Urban Designer	8	\$120,000 to \$139,999
Service Designer	4	\$100,000 to \$139,999
Service Desk Technician	9	\$60,000 to \$79,999
Stakeholder Relationship Manager	18	\$100,000 to \$119,999
Strategic Advisor	1	\$140,000 to \$159,999
Strategic Lead	1	\$220,000 to \$239,999
Strategic Relationships Manager	1	\$140,000 to \$159,999
Surveyor	1	\$100,000 to \$119,999
Sustainability Advisor	1	\$80,000 to \$99,999
System Creator	6	\$120,000 to \$159,999
System Lead	2	\$200,000 to \$219,999
Team Coordinator	6	\$60,000 to \$79,999
Team Leader	196	\$80,000 to \$179,999
Team Manager	14	\$60,000 to \$139,999
Technical Advisor	4	\$120,000 to \$139,999
Technical Lead	6	\$120,000 to \$139,999

Technical Manager	1	\$140,000 to \$159,999
Technical Writer	9	\$80,000 to \$99,999
Technology Engineer	7	\$80,000 to \$99,999
Technology Lead	2	\$80,000 to \$99,999
Technology Manager	1	\$120,000 to \$139,999
Trainer	7	\$80,000 to \$99,999
Treasurer	1	\$260,000 to \$279,999
Urban Designer	1	\$100,000 to \$119,999
Videographer	1	\$80,000 to \$99,999
Workstream Lead	8	\$140,000 to \$219,999