

22 September 2022

By email: [REDACTED]

Dear [REDACTED]

### Official Information Act request

Thank you for your request under the Official Information Act 1982 (OIA), received on 25 August 2022. You requested:

- a) Your organisation's current salary bands;
- b) Which jobs fall into which of those salary bands;
- c) If your organisation has negotiated a collective agreement that provides for new salary bands that are not yet in effect, those salary bands; and
- d) If so, which jobs will fall into which of those not yet in effect salary bands;
- e) Any policy your organisation has re the position within a band at which a new appointee to a role will typically be placed.

### Response to your request

#### Requests (a) and (b)

The Broadcasting Standards Authority applies salary bands to the following positions (as at May 2022):

Position	Remuneration Band
Chief Executive	\$209,880 - \$256,520
Legal Manager	\$100,000 - \$148,000
Principal Legal Adviser	\$95,400 - \$121,900
Senior Legal Adviser	\$84,800 - \$116,600
Legal Adviser	\$63,600 - \$90,100
Graduate Legal Adviser	\$50,880 - \$72,000
Executive Office Manager	\$58,300 - \$84,800

These bands are reviewed from time to time and updated to reflect market data.

Requests (c) and (d)

The BSA has not negotiated such a collective agreement.

Request (e)

The Authority's policy on starting salaries is as follows:

**Starting Salary**

- 8.1.1 Employees will typically be positioned relative to the midpoint based on assessed competence and experience relative to the requirements of the job description.
- 8.1.2 New staff will typically start at a rate lower than the midpoint until they can demonstrate performance at 100% competence in the role. It is anticipated that junior staff may move progressively to 100% of midpoint in early years.

**Proactive release**

Please note this response may be published on the BSA website in accordance with the BSA's policy regarding the proactive release of information. In this case, your personal details would be redacted.

**Right of review**

We trust this responds to your request.

You have the right to seek an investigation and review of this response by the Ombudsman. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

If you would like to discuss this response with us, please feel free to contact me or Samantha Carter, Senior Legal Adviser.

Yours sincerely



**Stacey Wood**  
Chief Executive  
Broadcasting Standards Authority