



STATE SERVICES COMMISSION
TE KAWA MATAAHO



Senior Pay Report

Including Chief Executive Remuneration Disclosure
2017/18

State Services Commissioner's Introduction

This is my third Senior Pay Report and I am pleased that a number of changes that I have made over the past two years are showing results.

For some time now, I have expressed concern about the upward trajectory of remuneration, particularly in some Crown entities. I am very pleased that the average increases in remuneration for both Public Service and Crown entity chief executives for the 2017/18 year are less than last year.

I have implemented a new remuneration policy for Public Service chief executives that reflects the spirit of service public servants bring to their roles, and rewards motivations other than remuneration. This new approach, which came into effect from 1 July 2018, removed performance pay. The full impact of this will not be seen until next year's disclosure, however other steps have resulted in the lower increases shown in this report.

I also changed the figures that are reported to an accrual form of reporting, which reflects remuneration earned rather than received. This change will make it easier for the public to usefully compare between years and between agencies, by avoiding fluctuations in the disclosed remuneration. In the past, fluctuations were often caused by one off payments being included in the totals.

The State Sector and Crown Entities Reform Act came into effect from 31 October 2018. Statutory entity Boards will now need the State Services Commissioner's consent when setting or amending the pay of their chief executives. The impact of this will take some time to show in the remuneration disclosure, however I do not expect it to be marked.

The chief executives in the State sector have important roles to deliver services to the public and achieve significant outcomes for New Zealand. We need to ensure we are being fair to them, whilst recognising that it is essential that the public have trust and confidence that remuneration for State sector chief executives is being set in a manner that is accountable, transparent, fair and reasonable.

Peter Hughes

State Services Commissioner and Head of State Services

Accountability for setting chief executive remuneration

The State Services Commissioner (the Commissioner) is the employer of the Public Service chief executives and determines their remuneration, excluding those whose remuneration is set by the Remuneration Authority.

The Remuneration Authority is responsible for determining the remuneration of 13 chief executives and Officers of Parliament (including the State Services Commissioner and Deputy State Services Commissioner).

The Commissioner provides advice to the Boards of statutory Crown entities, District Health Boards (DHBs) and Tertiary Education Institutions (TEIs) on chief executive (CE) remuneration however the Boards are the employer of CEs and are therefore responsible for agreeing the terms and conditions with their CEs.

For the 2017/18 year, TEIs, DHBs and four other Crown agents in the health sector were required to seek the Commissioner's agreement to their decisions. For all other Crown entities, Boards consulted the Commissioner but retained decision-making authority. From 31 October 2018 changes introduced by the State Sector and Crown Entities Reform Act mean that other Crown entities now need the consent of the Commissioner to decisions about terms and conditions for their chief executives.

What is included in this report?

This report discloses information about the remuneration of CEs in the State sector. This includes the Public Service, TEIs, DHBs and other Crown entities, and statutory officers whose remuneration is determined by the Remuneration Authority. It includes the remuneration of these CEs, and Acting CEs, for the years to 30 June 2017 and 30 June 2018. It also includes an overview of remuneration movements for the year to 30 June 2018.

We have changed the way we report CE remuneration to make comparisons easier. We moved to reporting an accrual form of reporting that better reflects remuneration earned. This means the only changes in remuneration will have been caused by a change in salary, a change in the amount of performance pay awarded, or less than a full year in the role. This allows more meaningful comparisons in how remuneration varies over time and between roles.

Previously, we reported cash received in the year, which included the value of all benefits, regardless of when they were earned. This resulted in fluctuations from things like the timing of performance payments, back pay for a previous year (including lump sum payments for annual leave), and different numbers of pay periods in a year.

We are also reporting the names of the CEs and information about acting CEs to improve transparency.

Because we have made changes, we are re-reporting last year's information on the same basis as this year to enable valid comparison.

For more information on the disclosure method (including adjustments and estimates), see the 'Detailed Disclosure Notes' at the end of this document.

Key Points

Average increase in remuneration for Public Service CEs: 0.9%

There were 32 Public Service CEs and one Departmental Agency CE (the Social Investment Agency) at 30 June 2018. This is two more than last year - the New Zealand Security Intelligence Service (NZSIS) became a core Public Service department on 28 September 2017, and Te Kāhui Whakamana Rua Tekau mā Iwa—Pike River Recovery Agency was established on 31 January 2018.

The Remuneration Authority sets remuneration for the CE of the Crown Law Office, the State Services Commissioner / Head of State Services and the Deputy State Services Commissioner / CE for State Services Commission. It previously set the remuneration for the CEs of the Government Communications Security Bureau and the New Zealand Security Intelligence Service until 27 September 2017. The State Services Commissioner sets the remuneration for all other Public Service CEs.

In 2017/18, the average increase in remuneration for Public Service CEs, whose remuneration was set by the Commissioner, was 0.9%. This compares to an average increase of 2.0% in the 2016/17 year. Less than a quarter of Public Service CEs received a remuneration increase in the 2017/18 year. These numbers exclude the three Public Service CEs whose pay is set by the Remuneration Authority.

The State Services Commission provides a snapshot of the base salaries of staff in the Public Service as at 30 June each year in Public Service Workforce Data. For the 2017/18 year, the average base salary increased by 3.4% for managers and 2.9% for other employees. The average base salary of Public Service CEs was 5.3 times the average pay of their employees. This ratio decreased over the last five years from 5.8 times in 2013.

Average increase in remuneration for Crown entity CEs: 2.6%

In 2017/18 there were 103 CE positions in Crown entities (and subsidiaries). Their pay was set by the Board or Council of each Crown entity. The Commissioner was consulted in the process, and his consent or concurrence was required for DHBs, four other Crown agents in the health sector and TEIs (universities, wānanga and polytechnics).

Increases in Crown entity CEs' remuneration over the 2017/18 year were generally within the guidelines set by the Commissioner and therefore in line with movements in the broader State sector.

The average increase in remuneration for those CEs whose remuneration was reviewed (about 70%) was 2.6%, which was less than the average of 3.5% in 2016/17.

As in previous years, some Crown entity CEs received additional increases to recognise job size increases. When these increases were excluded, the average increase was reduced to 1.9%.

This table summarises the increases to remuneration for CEs across different types of Crown entity in 2017/18:

Type of organisation	2017/18 from 2016/17	
	Average percentage change – including job size increase	Average percentage change – excluding job size increase
District Health Boards	2.0	2.0 (no job size changes)
Tertiary Education Institutions	1.7	1.5
Other statutory Crown entities	3.1	2.1

Comparison of average increases with other public and private sector CEs: 3.0%

CEs in the broader public and private sectors (where the Commissioner has no direct influence) had an average increase of 3.0% (June 2018) in fixed remuneration packages for 2017/18, which is slightly lower than the 3.1% seen in 2016/17 (Source: Korn Ferry New Zealand Market Context Report June 2018).

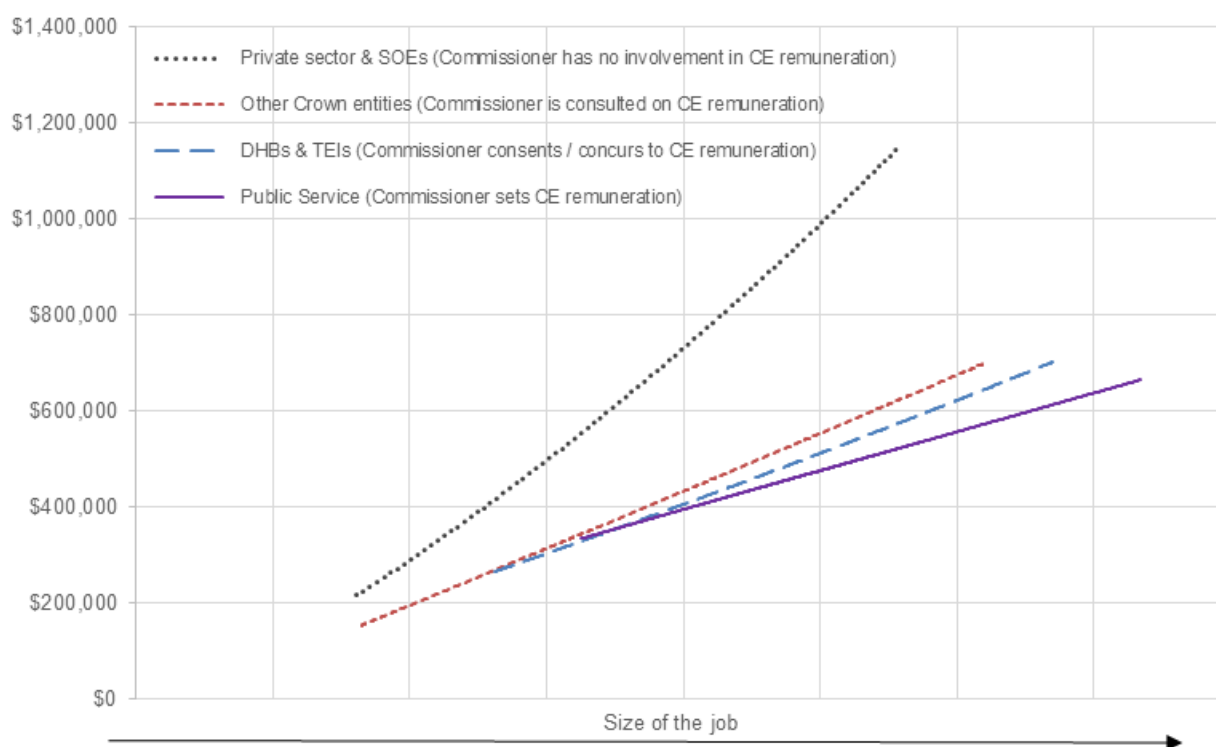
The following table shows the average increases in remuneration for different types of public and private sector CEs (last year's changes are shown for comparison). Remuneration is structured in different ways across these groups.

Type of organisation	Average percentage change 2017/18 from 2016/17	Average percentage change 2016/17 from 2015/16
Public Service CEs	0.9	2.0
TEIs & DHBs CEs	1.8	2.7
Other Crown entities CEs	3.1	4.1
Other public & private sector CEs	3.0	3.1

Levels of remuneration in 2017/18

The graph below plots remuneration against job size for CEs in different sectors.

Figure 1: Total remuneration by job size and sector for CEs in 2017/18.



These trend lines are based on data for the year to 30 June 2018. Remuneration lines are based on data from SSC (for Public Service, DHBs and TEIs, and other Crown entities) and Korn Ferry New Zealand Market Remuneration Report June 2018 (for private sector and state owned enterprises (SOEs)).

The graph shows a clear relationship between remuneration and job size – the ‘larger’ the job, the higher the pay.

The graph shows the varying degrees of influence the Commissioner has over senior pay. The Commissioner has no influence over private sector and state-owned enterprises. The greater his influence, the lower the levels of pay (for the same size of job). Accordingly, the lowest line is for Public Service CEs whose pay is set by the Commissioner.

Chief Executive Remuneration – Detailed Disclosure Notes

While the previous part of this report primarily discusses the latest decisions from pay reviews, the following tables disclose the remuneration of each chief executive (CE) based on their annual remuneration package as at 30 June 2018, and 30 June 2017.

Remuneration disclosed includes any benefits earned by the CE that are specified in their employment agreement and/or letter of appointment, such as performance pay, employer contributions to superannuation, the value of the use of a vehicle, and any annual leave more than 20 days per annum. This remuneration is disclosed in \$10,000 bands, which is consistent with the Companies Act 1993 requirement.

Information about Acting CEs is now included in Tables 2, 3 and 4. Names have not been provided where a CE has acted for less than three months. Information about remuneration for Acting CEs has not always been available.

Change from 2017 disclosure report

From this year, the reported remuneration figures are based on remuneration packages as at 30 June each year (or last day in role). This includes base salary and any benefits specified in each CE's employment agreement, which may include payment for performance.

Adjustments are made for the latest decisions on performance pay, and time in role. While the resulting figure may be more or less than remuneration received or accrued over the period, it provides the best indication of the package in place for the CE as at 30 June each year (or last day in role).

Previously, reported remuneration figures typically included performance payments that related to the previous year, or years. End of term entitlements such as payment of outstanding annual leave balances, were also included, even though these benefits were also typically accrued in an earlier period. The inclusion of these payments meant that the remuneration received and reported for the year was often very different to the CE's annual entitlement, or what most employees would understand as their 'salary'.

The changes this year remove the fluctuation caused by the timing of such payments and enable the public to make meaningful comparisons of remuneration over time and between roles.

For most CEs, the disclosed information will reflect accrued remuneration over the year. However, to give the most up to date indication of the package, remuneration reported is based on the package as at 30 June. This means small differences may exist where a CE has an annual remuneration review date that is not 1 July, as:

- the package as at 30 June may be higher than the package that applied at the start of the year
- the period covered for decisions on any performance pay (which are often made at annual reviews) will not exactly match the year to 30 June.

Under this approach, the only factors that can influence changes in remuneration over time are:

- changes to the CE's package (because of annual remuneration reviews and/or change in job-size)
- the amount of performance pay awarded (or accepted) for the year
- time in role (i.e. where a CE has not been in role for the whole 1 July – 30 June year).

Outstanding remuneration decisions and estimation

For some CEs, remuneration decisions, such as an annual increase or award of performance pay, may not yet have been finalised. In such cases, disclosure figures are based upon latest available package data and a consistent approach to estimation for performance pay.

Where an actual decision is not available for the latest award of performance pay, estimation is based upon:

- an up-to-date estimate provided by the Board, or if not available
- the previous year's decision for the same CE, or if not available
- the full potential value of performance pay.

Data validation

All organisations have checked their information. While the State Services Commission has compiled the information, the final responsibility for accuracy lies with the body that sets the remuneration.

Table 1: Remuneration of Public Service chief executives

The State Services Commissioner is the employer of the following Public Service chief executives and sets their remuneration.

Notes

* The format and content of these tables have changed since 2017 to enable easier and more valid comparisons between chief executives and over time - see 'Disclosure Notes' for a full description.

* Figures are based on remuneration package as at 30 June (or last day in role), adjusted for the latest decision on performance pay (if any), and time in role. The resulting figure may be more or less than remuneration received or actually accrued over the period, but provides the best indication of the package in place for the Chief Executive at 30 June (or last day in role) each year.

* Remuneration includes base salary, performance pay, employer contributions to superannuation, and any other benefits specified in each CE's employment agreement.

* Remuneration excludes end-of-term payments, and performance pay or back pay relating to previous years, as these reflect remuneration already accrued.

* Changes in remuneration between years may be due to time spent in role, changes in remuneration package and the proportion of any performance payment awarded.

* The Remuneration Authority sets the remuneration of chief executives and other senior officers of the State Services Commission and the Crown Law Office: see Table 5.

Organisation	Name	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments	Remuneration package as at 30 June 2017 (or last day in role) see Notes above for adjustments	Notes
Department of Conservation	Mr Lou Sanson	\$460,000 to \$469,999	\$440,000 to \$449,999	
Department of Corrections	Mr Ray Smith	\$560,000 to \$569,999	\$530,000 to \$539,999	
Department of Internal Affairs	Mr Colin MacDonald	\$660,000 to \$669,999	\$650,000 to \$659,999	
Department of the Prime Minister and Cabinet	Mr Andrew Kibblewhite	\$610,000 to \$619,999	\$600,000 to \$609,999	
Education Review Office	Ms Iona Holsted		\$170,000 to \$179,999 ¹	1. Part year from 1 July 2016 to last day in office 4 December 2016
	ACTING (less than 3 months)		\$20,000 - \$29,999 ²	2. Part year from 5 December 2016 to 23 January 2017
	ACTING (Mr Nicholas Pole)		\$110,000 to \$119,999 ³	3. Part year from 24 January 2017 to 20 June 2017
	Mr Nicholas Pole	\$390,000 to \$399,999	\$0 to \$9,999 ⁴	4. Part year from 21 June 2017 to 30 June 2017
Government Communications Security Bureau	Mr Andrew Hampton	\$330,000 to \$339,999 ¹		1. Part year from 28 September 2017 to 30 June 2018 - see also Table 5
Inland Revenue Department	Ms Naomi Ferguson	\$670,000 to \$679,999	\$650,000 to \$659,999	
Land Information New Zealand	Mr Peter Mersi		\$10,000 to \$19,999 ¹	1. Part year from 1 July 2016 to last day in office 17 July 2016
	ACTING (Mr Andrew Crisp)		\$130,000 to \$139,999 ²	2. Part year from 4 July 2016 to 30 October 2016
	Mr Andrew Crisp	\$480,000 to \$489,999	\$440,000 to \$449,999 ³	3. Part year from 31 October 2016 - 30 June 2017
Ministry for Culture and Heritage	Mr Paul James	\$390,000 to \$399,999	\$370,000 to \$379,999	
Ministry for Pacific Peoples	Ms Pauline Winter		\$300,000 to \$309,999 ¹	1. Part year from 1 July 2016 to last day in office 22 June 2017
	ACTING (less than 3 months)		\$0 to \$9,999 ²	2. Part year from 23 June 2017 to 30 June 2017
	Lalau Mac Leauanae	\$290,000 to \$299,999 ³		3. Part year from 3 July 2017 to 30 June 2018
Ministry for Primary Industries	Mr Martyn Dunne	\$590,000 to \$599,999	\$580,000 to \$589,999	
Ministry for the Environment	Ms Vicky Robertson	\$490,000 to \$499,999 ¹	\$470,000 to \$479,999	1. Figure includes a component relating to a job resizing decision

Organisation	Name	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments	Remuneration package as at 30 June 2017 (or last day in role) see Notes above for adjustments	Notes
Ministry for Women	Dr Jo Cribb		\$60,000 to \$69,999 ¹	1. Part year from 1 July 2016 to last day in office 23 September 2016 2. Part year from 24 September 2016 to 2 October 2016 and 1 March 2017 to 18 June 2017 3. Part year from 3 October 2016 to 28 February 2017 4. Part year from 19 June 2017 to 30 June 2017
	ACTING (Ms Margaret Retter)		\$70,000 to \$79,999 ²	
	ACTING (various - less than 3 months)		\$140,000 to \$149,999 ³	
	Ms Renee Graham	\$280,000 to \$289,999	\$0 to \$9,999 ⁴	
Ministry of Business, Innovation and Employment	Mr David Smol		\$690,000-\$699,999	
	ACTING (Ms Carolyn Tremain)	\$550,000 to \$559,999		
Ministry of Defence	Ms Helene Quilter	\$480,000 to \$489,999	\$450,000-\$459,999	
	Mr Peter Hughes		\$0 to \$9,999 ¹	1. Part year from 1 July 2016 to last day in office 3 July 2016 2. Part year from 4 July 2016 to 4 December 2016 3. Part year from 5 December 2016 to 30 June 2017
ACTING (Ms Katrina Casey)		\$180,000 to \$189,999 ²		
Ms Iona Holsted	\$590,000 to \$599,999	\$340,000 to \$349,999 ³		
Ministry of Foreign Affairs and Trade	Mr Brook Barrington	\$620,000 to \$629,999	\$600,000 to \$609,999	
	Mr Chai Chuah	\$490,000 to \$499,999 ¹	\$510,000 to \$519,999	1. Part year from 1 July 2017 to last day in office 2 February 2018 2. Part year from 5 February 2018 to 10 June 2018 3. Part year from 11 June 2018 to 30 June 2018
ACTING (Mr Stephen McKernan)	\$210,000 to \$219,999 ²			
Dr Ashley Bloomfield	\$10,000 to \$19,999 ³			
Ministry of Justice	Mr Andrew Bridgman	\$600,000 to \$609,999	\$590,000 to \$599,999	
	Mr Brendan Boyle	\$650,000 to \$659,999	\$640,000 to \$649,999	
Ministry of Transport	ACTING (less than 3 months)		\$10,000 to \$19,999 ¹	1. Part year from 1 July 2016 to 17 July 2016 2. Part year from 18 July 2016 to 30 June 2017
	Mr Peter Mersi	\$430,000 to \$439,999	\$390,000 to \$399,999 ²	
New Zealand Customs Service	Ms Carolyn Tremain		\$470,000 to \$479,999	
	ACTING (Ms Christine Stevenson)	\$410,000 to \$419,999		
New Zealand Security Intelligence Service	Ms Rebecca Kitteridge	\$340,000 to \$349,999 ¹		1. Part year from 28 September 2017 to 30 June 2018 - see also Table 5
	Ms Gráinne Moss	\$640,000 to \$649,999	\$500,000 to \$509,999 ¹	
Serious Fraud Office	Ms Julie Read	\$350,000 to \$359,999	\$360,000 to \$369,999	1. Part year. Although the Ministry was established April 2017, the CE had been acting since 5 September 2016
	ACTING (Ms Dorothy Adams)	\$330,000 to \$339,999	\$40,000 to \$49,999 ¹	
Statistics New Zealand	Ms Liz MacPherson	\$400,000 to \$409,999	\$430,000 to \$439,999	1. Although the Social Investment Agency was formally established from 1 July 2017 as a standalone departmental agency, it had an acting CE from 8 May 2017 to 30 June 2018
Te Kāhui Whakamana Rua Tekau mā Iwa—Pike River Recovery Agency	Mr David Gawn	\$170,000 to \$179,999 ¹		
Te Puni Kōkiri - Ministry of Māori Development	Ms Michelle Hippolite	\$440,000 to \$449,999	\$410,000 to \$419,999	1. Part year from 31 January 2018 to 30 June 2018. The Agency was formally established on 31 January 2018.
The Treasury	Mr Gabriel Makhlouf	\$640,000 to \$649,999	\$690,000 to \$699,999	

Table 2: Remuneration of chief executives of District Health Boards

The District Health Board is the employer of the chief executives and sets their remuneration. Enquiries regarding the information in this table should be referred to the Board Chair.

Notes

* The format and content of these tables have changed since 2017 to enable easier and more valid comparisons between chief executives and over time - see 'Disclosure Notes' for a full description.

* Figures are based on remuneration package as at 30 June (or last day in role), adjusted for the latest decision on performance pay (if any), and time in role. The resulting figure may be more or less than remuneration received or actually accrued over the period, but provides the best indication of the package in place for the Chief Executive at 30 June (or last day in role) each year.

* Remuneration includes base salary, performance pay, employer contributions to superannuation, and any other benefits specified in each CE's employment agreement.

* Remuneration excludes end-of-term payments, and performance pay or back pay relating to previous years, as these reflect remuneration already accrued.

* Changes in remuneration between years may be due to time spent in role, changes in remuneration package and the proportion of any performance payment awarded.

Organisation	Name	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments	Remuneration package as at 30 June 2017 (or last day in role) see Notes above for adjustments	Notes
Auckland DHB	Ms Alisha Claire	\$630,000 to \$639,999	\$620,000 to \$629,999	
Bay of Plenty DHB	Ms Helen Mason	\$470,000 to \$479,999	\$470,000 to \$479,999	
Canterbury DHB ¹	Mr David Meates	\$600,000 to \$609,999 ²	\$600,000 to \$609,999	1. The Chief Executive of the Canterbury DHB also has responsibility for the West Coast DHB 2. A decision on performance pay covering this period has not been finalised – an estimate has been used
Capital and Coast DHB	Ms Debbie Chin	\$270,000 to \$279,999 ¹	\$540,000 to \$549,999	1. Part year from 1 July 2017 to 31 December 2017
	ACTING (Dr Ashley Bloomfield)	\$220,000 to \$229,999 ²		2. Part year from 1 January 2018 to 8 June 2018
	ACTING (Ms Julie Patterson)	\$20,000 to \$29,999 ³		3. Part year from 11 June 2018 to 30 June 2018
Counties-Manukau DHB	Mr Geraint Martin		\$460,000 to \$469,999 ¹	1. Part year from 1 July 2016 to 5 May 2017
	ACTING (Dr Gloria Johnson)	\$490,000 to \$499,999	\$70,000 to \$79,999 ²	2. Part year from 24 April 2017 to 30 June 2017
Hawke's Bay DHB	Dr Kevin Snee	\$500,000 to \$509,999	\$490,000 to \$499,999	
Hutt DHB	Dr Ashley Bloomfield	\$230,000 to \$239,999 ¹	\$460,000 to \$469,999	1. Part year from 1 July 2017 to 31 December 2017
	ACTING (Ms Dale Oliff)	\$140,000 to \$149,999 ²		2. Part year from 1 January 2018 to 30 June 2018
Lakes DHB	Mr Ron Dunham	\$410,000 to \$419,999	\$400,000 to \$409,999	
MidCentral DHB	Mrs Kathryn Cook	\$510,000 to \$519,999	\$500,000 to \$509,999	
Nelson Marlborough DHB	Mr Chris Fleming		\$90,000 to \$99,999 ¹	1. Part year from 1 July 2016 to 16 September 2016
	ACTING (Dr Peter Brambley)		\$200,000 to \$209,999 ²	2. Part year 15 August 2016 to 2 April 2017
	Dr Peter Brambley	\$430,000 to \$439,999	\$100,000 to \$109,999 ³	3. Part year from 3 April 2017 to 30 June 2017
Northland DHB	Dr Nick Chamberlain	\$520,000 to \$529,999	\$500,000 to \$509,999 ¹	1. Figure includes a component relating to a job resizing decision made before 2016/17
South Canterbury DHB	Mr Nigel Trainor	\$330,000 to \$339,999	\$320,000 to \$329,999	

Organisation	Name	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments	Remuneration package as at 30 June 2017 (or last day in role) see Notes above for adjustments	Notes
Southern DHB	Ms Carole Heatly		\$70,000 to \$79,999 ¹	1. Part year from 1 July 2016 to 31 August 2016 2. Part year from 1 September 2016 to 18 September 2016 - remuneration figures not available 3. Part year from 19 September 2016 to 28 February 2017 4. Part year from 1 March 2017 to 30 June 2017
	ACTING (less than 3 months)		²	
	ACTING (Mr Chris Fleming)		\$220,000 to \$229,999 ³	
	Mr Chris Fleming	\$520,000 to \$529,999	\$170,000 to \$179,999 ⁴	
Tairāwhiti DHB	Mr Jim Green	\$330,000 to \$339,999	\$320,000 to \$329,999	
Taranaki DHB	Ms Rosemary Clements	\$400,000 to \$409,999	\$390,000 to \$399,999	
Waikato DHB	Dr Nigel Murray	\$130,000 to \$139,999 ¹	\$510,000 to \$519,999	1. Part year from 1 July 2017 to 5 October 2017 2. Part year from 16 October 2017 to 30 June 2018
	INTERIM (Mr Derek Wright)	\$330,000 to \$339,999 ²		
Wairarapa DHB	Ms Adri Isbister	\$330,000 to \$339,999	\$320,000 to \$329,999	
Waitemata DHB	Dr Dale Bramley	\$650,000 to \$659,999	\$630,000 to \$639,999 ¹	1. Figure includes a component relating to a job resizing decision made before 2016/17
West Coast DHB (shared CE with CDHB) ¹	Mr David Meates			1. The Chief Executive of the Canterbury DHB also has responsibility for the West Coast DHB
Whanganui DHB	Ms Julie Patterson	\$110,000 to \$119,999 ¹	\$390,000 to \$399,999	1. Part year from 1 July 2017 to 20 October 2017 2. Part year from 21 October 2017 to 25 January 2018 3. Part year from 26 January 2018 to 30 June 2018 4. A decision on performance pay covering this period has not been finalised – an estimate has been used
	ACTING (Mr Brian Walden)	\$70,000 to \$79,999 ²		
	Mr Russell Simpson	\$160,000 to \$169,999 ^{3,4}		

Table 3: Remuneration of chief executives of Tertiary Education Institutions (Polytechnics, Universities and Wananga)

The Tertiary Education Institution Council is the employer of the chief executives and sets their remuneration. Enquiries regarding the information in this table should be referred to the Council Chair / Chancellor.

Notes

* The format and content of these tables have changed since 2017 to enable easier and more valid comparisons between chief executives and over time - see 'Disclosure Notes' for a full description.

* Figures are based on remuneration package as at 30 June (or last day in role), adjusted for the latest decision on performance pay (if any), and time in role. The resulting figure may be more or less than remuneration received or actually accrued over the period, but provides the best indication of the package in place for the Chief Executive at 30 June (or last day in role) each year.

* Remuneration includes base salary, performance pay, employer contributions to superannuation, and any other benefits specified in each CE's employment agreement.

* Remuneration excludes end-of-term payments, and performance pay or back pay relating to previous years, as these reflect remuneration already accrued.

* Changes in remuneration between years may be due to time spent in role, changes in remuneration package and the proportion of any performance payment awarded.

Organisation	Name	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments	Remuneration package as at 30 June 2017 (or last day in role) see Notes above for adjustments	Notes
Ara Institute of Canterbury	Ms Kay Giles		\$410,000 to \$419,999	
	ACTING (less than 3 months)	\$60,000 to \$69,999 ¹		1. Part year from 3 July 2017 to 3 September 2017
	Mr Tony Gray	\$320,000 to \$329,999 ²		2. Part year from 4 September 2017 to 30 June 2018
Auckland University of Technology	Mr Derek McCormack	\$540,000 to \$549,999	\$530,000 to \$539,999 ¹	1. Figure includes a component relating to a job resizing decision
Eastern Institute of Technology	Mr Christopher Collins	\$370,000 to \$379,999	\$370,000 to \$379,999 ¹	1. Figure includes a component relating to a job resizing decision made before 2016/17
	Prof. Robin Pollard	\$350,000 to \$359,999 ¹	\$470,000 to \$479,999	
Lincoln University	ACTING (Prof. James McWha)	\$110,000 to \$119,999 ²		1. Part year from 1 July 2017 to 26 March 2018
	Dr Peter Brothers		\$0 to \$9,999 ¹	2. Part year from 27 March 2018 to 30 June 2018
Manukau Institute of Technology	ACTING (less than 3 months)		\$60,000 to \$69,999 ²	1. Part year from 1 July 2016 to 8 July 2016
	Mr Gus Gilmore	\$400,000 to \$409,999	\$320,000 to \$329,999 ³	2. Part year from 1 July 2016 to 12 September 2016
				3. Part year from 12 September 2016 to 30 June 2017
Massey University	Hon Steve Maharey		\$290,000 to \$299,999 ¹	1. Part year from 1 July 2016 to 31 December 2016
	ACTING (less than 3 months)		\$10,000 to \$19,999 ²	2. Part year from 1 January to 22 January 2017
	Prof. Jan Thomas	\$500,000 to \$509,999	\$220,000 to \$229,999 ³	3. Part year from 23 January 2017 to 30 June 2017
Nelson-Marlborough Institute of Technology	Mr Tony Gray	\$50,000 to \$59,999 ¹	\$300,000 to \$309,999 ²	1. Part year from 1 July 2017 to 1 September 2017
	ACTING (Mr Liam Sloan)	\$190,000 to \$199,999 ³		2. Figure includes a component relating to a job resizing decision made before 2016/17
	Mr Liam Sloan	\$50,000 to \$59,999 ^{4,5}		3. Part year from 14 August 2017 to 6 May 2018
Northland Polytechnic	ACTING (Dr Mark Ewen)		\$120,000 to \$129,999 ¹	4. Part year from 7 May 2018 to 30 June 2018
	Dr Mark Ewen	\$240,000 to \$249,999	\$40,000 to \$49,999 ²	5. A decision on performance pay covering this period has not been finalised – an estimate has been used
	Dr Caroline Seelig	\$330,000 to \$339,999	\$330,000 to \$339,999	
Open Polytechnic of New Zealand	Mr Phil Ker	\$360,000 to \$369,999	\$350,000 to \$359,999	
Southern Institute of Technology	Ms Penelope Simmonds	\$340,000 to \$349,999	\$340,000 to \$349,999	
Tai Poutini Polytechnic	Mr Alex Cabrera	\$250,000 to \$259,999 ¹	\$250,000 to \$259,999	1. A decision on performance pay covering this period has not been finalised – an estimate has been used

Organisation	Name	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments	Remuneration package as at 30 June 2017 (or last day in role) see Notes above for adjustments	Notes
Te Wānanga o Aotearoa	Dr Jim Mather	\$410,000 to \$419,999 ¹	\$400,000 to \$409,999	1. A decision on performance pay covering this period has not been finalised – an estimate has been used
Te Wānanga o Raukawa	Ms Mereana Selby	\$290,000 to \$299,999 ¹	\$270,000 to \$279,999	1. Figure includes a component relating to a job resizing decision
Te Whare Wānanga o Awanuiārangī	Prof. Wiremu Doherty	\$350,000 to \$359,999	\$340,000 to \$349,999	
Toi Ohomai Institute of Technology	INTERIM (Dr Neil Barnes)		\$160,000 to \$169,999 ¹	1. Part year from 1 July 2016 to 9 December 2016
	Dr Leon de Wet Fourie	\$360,000 to \$369,999	\$190,000 to \$199,999 ²	2. Part year from 12 December 2016 to 30 June 2017
Unitec Institute of Technology	Dr Richard Ede	\$220,000 to \$229,999 ¹	\$430,000 to \$439,999	1. Part year from 1 July 2017 to 31 December 2017
	ACTING (Mr Alistair Carnuthers)	\$190,000 to \$199,999 ²		2. Part year from 18 January 2018 to 14 June 2018
	ACTING (Ms Merran Davis)	\$10,000 to \$19,999 ³		3. Part year from 14 June 2018 to 30 June 2018
Universal College of Learning	Ms Leeza Boyce	\$370,000 to \$379,999	\$360,000 to \$369,999	
University of Auckland	Prof. Stuart McCutcheon	\$760,000 to \$769,999	\$750,000 to \$759,999	
University of Canterbury	Dr Rod Carr	\$660,000 to \$669,999	\$640,000 to \$649,999	
University of Otago	Prof. Harlene Hayne	\$640,000 to \$649,999 ¹	\$630,000 to \$639,999 ²	1. A decision on performance pay covering this period has not been finalised – an estimate has been used 2. Figure includes a component relating to a job resizing decision
University of Waikato	Prof. Neil Quigley	\$510,000 to \$519,999	\$500,000 to \$509,999	
Victoria University of Wellington	Prof. Grant Guilford	\$580,000 to \$589,999	\$570,000 to \$579,999 ¹	1. Figure includes a component relating to a job sizing decision made before 2016/17
Waikato Institute of Technology	Mr Mark Flowers	\$420,000 to \$429,999	\$420,000 to \$429,999	
Western Institute of Technology	Ms Barbara George	\$250,000 to \$259,999	\$240,000 to \$249,999	
Wellington Institute of Technology / Whitireia Community Polytechnic ¹	Mr Chris Gosling	\$390,000 to \$399,999	\$390,000 to \$399,999	

Table 4: Remuneration of chief executives of other Crown entities

The Crown entity Board is the employer of the chief executives and sets their remuneration. Enquiries regarding the information in this table should be referred to the Board Chair.

Notes				
<p>* The format and content of these tables have changed since 2017 to enable easier and more valid comparisons between chief executives and over time - see 'Disclosure Notes' for a full description.</p> <p>* Figures are based on remuneration package as at 30 June (or last day in role), adjusted for the latest decision on performance pay (if any), and time in role. The resulting figure may be more or less than remuneration received or actually accrued over the period, but provides the best indication of the package in place for the Chief Executive at 30 June (or last day in role) each year.</p> <p>* Remuneration includes base salary, performance pay, employer contributions to superannuation, and any other benefits specified in each CE's employment agreement.</p> <p>* Remuneration excludes end-of-term payments, and performance pay or back pay relating to previous years, as these reflect remuneration already accrued.</p> <p>* Changes in remuneration between years may be due to time spent in role, changes in remuneration package and the proportion of any performance payment awarded.</p>				
Organisation	Name	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments	Remuneration package as at 30 June 2017 (or last day in role) see Notes above for adjustments	Notes
Accident Compensation Corporation	Mr Scott Pickering	\$830,000 to \$839,999	\$820,000 to \$829,999 ¹	1. Figure reflects a decision by the Board that was different to SSC advice**
Accreditation Council (International Accreditation New Zealand)	Dr Llewellyn Richards	\$280,000 to \$289,999	\$280,000 to \$289,999 ¹	1. Figure includes a component relating to a job resizing decision
Arts Council of New Zealand Toi Aotearoa (Creative New Zealand)	Mr Stephen Wainright	\$320,000 to \$329,999	\$320,000 to \$329,999	
Broadcasting Commission (New Zealand On Air)	Ms Jane Wrightson	\$350,000 to \$359,999	\$350,000 to \$359,999	
Broadcasting Standards Authority	Ms Belinda Moffat	\$190,000 to \$199,999 ¹	\$160,000 to \$169,999	1. Figure includes a component relating to a job resizing decision
Callaghan Innovation	Dr Mary Quin		\$40,000 to \$49,999 ¹	1. Part year from 1 July 2016 to 31 July 2016
	ACTING (Mr Hemi Rolleston)		\$220,000 to \$229,999 ²	2. Part year from 1 August 2016 to 27 February 2017
	Ms Victoria Crone	\$520,000 to \$529,999	\$170,000 to \$179,999 ³	3. Part year from 28 February 2017 to 30 June 2017
Careers New Zealand (DISESTABLISHED) ¹	Mr Keith Marshall		\$120,000 to \$129,999 ²	1. On 1 July 2017, the staff and functions of Careers New Zealand transferred to the Tertiary Education Commission
	ACTING (Mr Hugh Kettlewell)		\$180,000 to \$189,999 ³	2. Part year from 1 July 2016 to 6 December 2016 3. Part year from 25 November 2016 to 30 June 2017
Civil Aviation Authority of New Zealand	Mr Graeme Harris	\$410,000 to \$419,999 ^{1,2}	\$390,000 to \$399,999 ²	1. A decision on performance pay covering this period has not been finalised – an estimate has been used 2. Figure includes a component relating to a job resizing decision
Commerce Commission	Mr Brent Alderton	\$220,000 to \$229,999 ¹	\$410,000 to \$419,999	1. Part year from 1 July 2017 to 12 January 2018
	ACTING (Mr Geoff Williamson)	²		2. Part year from 15 January 2018 to 6 May 2018 - remuneration figures not available
	Ms Adrienne Meikle	\$60,000 to \$69,999 ^{3,4}		3. Part year from 7 May 2018 to 30 June 2018 4. A decision on performance pay covering this period has not been finalised – an estimate has been used

Organisation	Name	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments	Remuneration package as at 30 June 2017 (or last day in role) see Notes above for adjustments	Notes
Drug Free Sport New Zealand	Mr Graeme Steel	\$10,000 to \$19,999 ¹	\$200,000 to \$209,999	1. Part year from 1 July 2017 to 28 July 2017
	Mr Nick Paterson	\$190,000 to \$199,999 ²		2. Part year from 31 July 2017 to 30 June 2018
Earthquake Commission	Mr Ian Simpson		\$200,000 to \$209,999 ¹	1. Part year from 1 July 2016 to 16 December 2016
	ACTING (less than 3 months)		\$50,000 to \$59,999 ²	2. Part year from 19 December to 30 December 2016 and 4 January to 10 February 2017
	Mr Sid Miller	\$440,000 to \$449,999	\$160,000 to \$169,999 ³	3. Part year from 13 February 2017 to 30 June 2017
Education New Zealand	Mr Grant McPherson	\$400,000 to \$409,999	\$380,000 to \$389,999 ¹	1. Figure includes a component relating to a job resizing decision made before 2016/17
Electricity Authority	Mr Carl Hansen	\$380,000 to \$389,999	\$370,000 to \$379,999 ¹	1. Figure includes a component relating to a job resizing decision made before 2016/17
Energy Efficiency and Conservation Authority	Mr Mike Underhill		\$130,000 to \$139,999 ¹	1. Part year from 1 July 2016 to 18 November 2016
	Mr Andrew Casely	\$320,000 to \$329,999	\$140,000 to \$149,999 ²	2. Part year from 24 January 2017 to 30 June 2017
Environmental Protection Authority	Dr Allan Freeith	\$400,000 to \$409,999	\$400,000 to \$409,999	
External Reporting Board	Mr Warren Allen	\$250,000 to \$259,999	\$230,000 to \$239,999	
Families Commission (Superu) (DISESTABLISHED) ¹	Ms Clare Ward	\$60,000 to \$69,999 ²	\$270,000 to \$279,999	1. The Families Commission (Superu) was disestablished from 30 June 2018
	ACTING (Mr Malcolm Merzies)	\$110,000 to \$119,999 ³		2. Part year from 1 July 2017 to 30 September 2017
Financial Markets Authority	Mr Rob Everett	\$610,000 to \$619,999	\$590,000 to \$599,999	3. Part year from 1 October 2017 to 30 June 2018
Fire and Emergency New Zealand (previously NZ Fire Service Commission) ¹	Mr Paul Baxter		\$280,000 to \$289,999 ²	1. Fire and Emergency New Zealand was established from 1 July 2017
	ACTING (Mr Paul McGill)		\$140,000 to \$149,999 ³	2. Part year from 1 July 2016 to 5 March 2017
	Mr Rhys Jones	\$500,000 to \$509,999		3. Part year from 6 March 2017 to 30 June 2017
Guardians of New Zealand Superannuation	Mr Adrian Orr	\$540,000 to \$549,999 ^{1,2}	\$1,210,000 to \$1,219,999 ^{1,3}	1. Figure provided by Board. For further information see Guardians' 2018 annual report
	ACTING (Mr Matt Whineray)	4		2. Part year from 1 July 2017 to 16 March 2018
Health Promotion Agency	Mr Clive Nelson	\$290,000 to \$299,999	\$280,000 to \$289,999	3. Figure reflects a decision by the Board that was different to SSC advice**
Health Quality and Safety Commission	Dr Janice Wilson	\$410,000 to \$419,999 ¹	\$400,000 to \$409,999	4. Part year from 17 March 2018 to 30 June 2018 - remuneration figures not available
Health Research Council of New Zealand	Prof. Kathryn McPherson	\$350,000 to \$359,999	\$330,000 to \$339,999 ¹	1. A decision on performance pay covering this period has not been finalised – an estimate has been used
Heritage New Zealand Pouhere Taonga Board	Mr Andrew Coleman	\$300,000 to \$309,999	\$210,000 to \$219,999 ¹	1. Figure includes a component relating to a job resizing decision made before 2016/17
High Performance Sport New Zealand Ltd	Mr Alex Baumann	\$70,000 to \$79,999 ¹	\$430,000 to \$439,999	1. Part year from 17 October 2016 to 30 June 2017
	Mr Michael Scott	\$170,000 to \$179,999 ²		1. Part year from 1 July 2017 to 1 September 2017
HLC Ltd (previously named Hobsonville Land Company)	Mr Chris Aiken	\$470,000 to \$479,999 ¹	\$450,000 to \$459,999 ¹	2. Part year from 22 January 2018 to 30 June 2018
				1. Figure includes a component relating to a job resizing decision

Organisation	Name	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments	Remuneration package as at 30 June 2017 (or last day in role) see Notes above for adjustments	Notes
Housing New Zealand Corporation	ACTING (Mr Greg Groufsky)		\$70,000 to \$79,999 ¹	1. Part year from 1 July 2016 to 19 September 2016 2. Part year from 20 September 2016 to 30 June 2017
	Mr Andrew McKenzie	\$640,000 to \$649,999	\$500,000 to \$509,999 ²	
Human Rights Commission	Ms Cynthia Brophy	\$250,000 to \$259,999	\$250,000 to \$259,999	
Maritime New Zealand	Mr Keith Manch	\$330,000 to \$339,999	\$320,000 to \$329,999	
Museum of New Zealand Te Papa Tongarewa Board	Mr Rick Ellis		\$450,000 to \$459,999 ¹	1. Part year from 1 July 2016 to 26 May 2017 2. Part year from 22 May 2017 to 30 June 2017
	Mr Geraint Martin	\$500,000 to \$509,999	\$50,000 to \$59,999 ²	
New Zealand Antarctic Institute (Antarctica New Zealand)	Mr Peter Beggs	\$330,000 to \$339,999	\$320,000 to \$329,999	
New Zealand Artificial Limb Service	Mr Sean Gray	\$240,000 to \$249,999	\$220,000 to \$229,999 ¹	1. Figure includes a component relating to a job resizing decision
New Zealand Blood Service	Ms Samantha Cliffe	\$360,000 to \$369,999 ¹	\$300,000 to \$309,999	1. Figure includes a component relating to a job resizing decision
New Zealand Film Commission	Mr Dave Gibson	\$170,000 to \$179,999 ^{1,2}	\$320,000 to \$329,999 ²	1. Part year from 1 July 2017 to 5 January 2018 2. Figure includes a component relating to a job resizing decision 3. Part year from 8 January 2018 to 30 June 2018 4. A decision on performance pay covering this period has not been finalised – an estimate has been used
	Ms Annabelle Sheehan	\$160,000 to \$169,999 ^{3,4}		
New Zealand Food Innovation Auckland Ltd	Ms Alexandra Allan	\$170,000 to \$179,999	\$180,000 to \$189,999	
New Zealand Lotteries Commission	Mr Wayne Pickup	\$300,000 to \$309,999 ¹	\$470,000 to \$479,999	1. Part year from 1 July 2017 to 31 January 2018 2. Part year from 1 January 2018 to 30 June 2018
	Mr Chris Lyman	\$220,000 to \$229,999 ²		
New Zealand Productivity Commission	Mr Dairman Smith	\$180,000 to \$189,999	\$180,000 to \$189,999	
New Zealand Qualifications Authority	Dr Karen Poutasi	\$460,000 to \$469,999	\$450,000 to \$459,999	
New Zealand Symphony Orchestra	Mr Christopher Blake	\$270,000 to \$279,999	\$270,000 to \$279,999	
New Zealand Tourism Board (Tourism New Zealand)	Mr Kevin Bowler		\$160,000 to \$169,999 ¹	1. Part year from 1 July 2016 to 28 October 2016 2. Part year from 31 October 2016 to 2 April 2017 3. Part year from 3 April 2017 to 30 June 2017
	ACTING (Ms Brigid Kelly)		\$110,000 to \$119,999 ²	
	Mr Stephen England-Hall	\$530,000 to \$539,999	\$130,000 to \$139,999 ³	
New Zealand Trade and Enterprise	Mr Peter Chrisp	\$630,000 to \$639,999	\$630,000 to \$639,999	
New Zealand Transport Agency	Mr Fergus Gammie	\$640,000 to \$649,999 ¹	\$630,000 to \$639,999	1. A decision on performance pay covering this period has not been finalised – an estimate has been used
New Zealand Walking Access Commission	Mr Eric Pyle	\$150,000 to \$159,999	\$150,000 to \$159,999	
Pharmaceutical Management Agency	Mr Steffan Crausaz	\$210,000 to \$219,999 ¹	\$410,000 to \$419,999	1. Part year from 1 July 2017 to 5 January 2018 2. Part year from 6 January 2018 to 30 June 2018
	Ms Sarah Fitt	\$200,000 to \$209,999 ²		
Public Trust	Mr Robert Smith	\$530,000 to \$539,999	\$530,000 to \$539,999	

Organisation	Name	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments	Remuneration package as at 30 June 2017 (or last day in role) see Notes above for adjustments	Notes
Real Estate Agents Authority	Mr Kevin Lampen-Smith	\$240,000 to \$249,999	\$240,000 to \$249,999	
Social Workers Registration Board	Mr Sean McKinley		\$90,000 to \$99,999 ¹	1. Part year from 1 July 2016 to 3 February 2017 2. Part year from 29 May 2017 to 30 June 2017
	Ms Sarah Clark	\$200,000 to \$209,999	\$10,000 to \$19,999 ²	
Sport New Zealand	Mr Peter Miskimmin	\$390,000 to \$399,999	\$390,000 to \$399,999	
Takeovers Panel	Ms Margaret Bearsley	\$90,000 to \$99,999 ¹	\$280,000 to \$289,999	1. Part year from 1 July 2017 to 26 October 2017 2. Part year from 27 October 2017 to 30 June 2018
	Mr Andrew Hudson	\$170,000 to \$179,999 ²		
Te Reo Whakapuka Iirangi (Te Māngai Pāho, Māori Broadcasting Funding Agency)	Mr John Bishara		\$30,000 to \$39,999 ¹	1. Part year from 1 July 2016 to 31 August 2016 2. Part year from 1 September 2016 to 9 October 2016 3. A decision on performance pay covering this period has not been finalised – an estimate has been used 4. Part year from 10 October 2016 to 30 June 2017
	ACTING (less than 3 months)		\$10,000 to \$19,999 ²	
	Mr Larry Parr	\$220,000 to \$229,999 ³	\$150,000 to \$159,999 ⁴	
Te Taura Whiri i Te Reo Māori (Māori Language Commission)	Mr Ngāhiwi Apanui	\$200,000 to \$209,999	\$190,000 to \$199,999	
Telarc Ltd	Mr Philip Cryer	\$260,000 to \$269,999 ¹	\$250,000 to \$259,999 ^{2,3}	1. Figure includes a component relating to a job resizing decision 2. Figure reflects a decision by the Board that was different to SSC advice** 3. Figure includes a component relating to a job resizing decision made before 2016/17
Tertiary Education Commission	Mr Tim Fowler	\$550,000 to \$559,999	\$540,000 to \$549,999	
Transport Accident Investigation Commission	Ms Lois Hutchinson	\$250,000 to \$259,999 ¹	\$230,000 to \$239,999	1. Figure includes a component relating to a job resizing decision
Worksafe New Zealand	Mr Gordon MacDonald		\$140,000 to \$149,999 ¹	1. Part year from 1 July 2016 to 24 November 2016 2. Part year from 25 November 2016 to 11 December 2016 3. Part year from 12 December 2016 to 30 June 2017
	ACTING (less than 3 months)		\$10,000 to \$19,999 ²	
	Ms Nicole Rosie	\$400,000 to \$409,999	\$210,000 to \$219,999 ³	

** Crown entity Boards are responsible to Ministers for the performance of their organisation and are responsible for the employment of their chief executives, including managing, assessing, and rewarding their performance in the role.

SSC provides advice on Crown entity chief executive terms and conditions, including remuneration, as a consistent and comparable base for boards to consider.

Section 117 of the Crown Entities Act 2004, states:

- (1) A statutory entity must not agree to the terms and conditions of employment for a chief executive, or to an amendment of those terms and conditions, without (a) consulting the State Services Commissioner; and (b) if the proposed terms and conditions or amendment do not comply with any guidance issued by the State Services Commissioner to 1 or more Crown entities, consulting the responsible Minister.

(2) A statutory entity must have regard to any recommendations that the Commissioner and (if applicable) the responsible Minister makes to it within a reasonable time of being consulted.

Crown entity subsidiaries also need to comply with Section 117, but references to the responsible Minister must be read as references to the parent.

Table 5: Remuneration of chief executives and other senior staff under the jurisdiction of the Remuneration Authority

The positions included in this table have their remuneration set by the Remuneration Authority, but applied by the relevant organisation/agency. Enquiries regarding remuneration setting should be referred to the Remuneration Authority, while detailed queries should be referred to the organisation itself.

Organisation	Name	Remuneration package as at 30 June 2018 (or last day in role) see Notes above for adjustments	Remuneration package as at 30 June 2017 (or last day in role) see Notes above for adjustments	Notes
Chief of the New Zealand Defence Force	Lt Gen. Tim Keating	\$670,000 to \$679,999	\$660,000 to \$669,999	
Chief Ombudsman	Mr Peter Boshier	\$400,000 to \$409,999 ¹	\$360,000 to \$369,999	1. Figure includes a component relating to a job resizing decision
Chief Parliamentary Counsel	Ms Fiona Leonard	\$390,000 to \$399,999	\$380,000 to \$389,999	
Clerk of the House of Representatives	Mr David Wilson	\$410,000 to \$419,999 ¹	\$360,000 to \$369,999	1. Figure includes a component relating to a job resizing decision
Commissioner of Police	Mr Mike Bush	\$700,000 to \$709,999	\$700,000 to \$709,999	
Controller and Auditor-General	Ms Lyn Provost		\$370,000 to \$379,999 ¹	1. Part year from 1 July 2016 to 31 January 2017
	Mr Martin Matthews	\$50,000 to \$59,999 ²	\$260,000 to \$269,999 ³	2. Part year from 1 July 2017 to 2 August 2017
	ACTING (Mr Gregory Schollum)	\$650,000 to \$659,999	\$50,000 to \$59,999 ⁴	3. Part year from 1 February 2017 to 30 June 2017 4. Part year from 24 May 2017 to 30 June 2017
Deputy State Services Commissioner and Chief Executive	Ms Debbie Power	\$520,000 to \$529,999 ¹	\$450,000 to \$459,999	1. Figure includes a component relating to a job resizing decision
Director of the Government Communications Security Bureau	Mr Andrew Hampton	\$90,000 to \$99,999 ¹	\$380,000 to \$389,999	1. Part year from 1 July 2017 to 27 September 2017 - see also Table 1
Director of the New Zealand Security Intelligence Service	Ms Rebecca Kitteridge	\$90,000 to \$99,999 ¹	\$380,000 to \$389,999	1. Part year from 1 July 2017 to 27 September 2017 - see also Table 1
General Manager of the Parliamentary Service	Mr David Stevenson	\$370,000 to \$379,999	\$360,000 to \$369,999	
Parliamentary Commissioner for the Environment	Dr Jan Wright	\$90,000 to \$99,999 ¹	\$320,000 to \$329,999	1. Part year from 1 July 2017 to 15 October 2017
	Rt Hon Simon Upton	\$230,000 to \$239,999 ²		2. Part year from 16 October 2017 to 30 June 2018
Solicitor-General	Ms Una Jagose	\$660,000 to \$669,999	\$640,000 to \$649,999	
State Services Commissioner and Head of State Services	Mr Peter Hughes	\$620,000 to \$629,999	\$620,000 to \$629,999 ¹	1. Part year from 4 July 2016 to 30 June 2017

Notes

- * The format and content of these tables have changed since 2017 to enable easier and more valid comparisons between chief executives and over time - see 'Disclosure Notes' for a full description.
- * Figures are based on remuneration package as at 30 June (or last day in role), adjusted for time in role. The resulting figure may be more or less than remuneration received or actually accrued over the period, but provides the best indication of the package in place for the individual at 30 June (or last day in role) each year.
- * The Remuneration Authority reviews the remuneration that should apply for each position in its jurisdiction every year. Section 14 of the Remuneration Authority Act 1977 provides that once the Remuneration Authority has made a determination, the recipients of that determination cannot decline or amend it in any way.
- * Remuneration reported includes base salary, employer contributions to superannuation and any other benefits specified as part of each individual's employment, including conditions agreed by the relevant Minister or monitoring department.
- * Remuneration excludes end-of-term payments and back pay relating to previous years, as these reflect remuneration already accrued.