



15 February 2015

Official Information Request No. 9000138938  
(Please quote this in any correspondence)

Taxpayers' Union Information Requests  
PO Box 10518  
The Terrace, Wellington  
Wellington

Via email: [requests@taxpayers.org.nz](mailto:requests@taxpayers.org.nz)

Dear Sir or Madam

**Local Government Official Information and Meetings Act 1987**

**Re: Auckland Council Group Remuneration**

I refer to your request for information received on 22 November 2015, in which you have sought the following:

*“A list of all job titles for which the remuneration is \$200,000 or more and the annual remuneration for each position (remuneration includes salary, wages, bonuses, performance payments, overtime, paid leave and the market value of fringe benefits.”*

The release of public sector salary information involves a fine balance between an individual(s) right to privacy and any public interest considerations favouring release. Both aspects are recognised under sections 7(1) and 7(2)(a) respectively of the Act.

Whilst requests for information under the LGOIMA must be determined on their merits, in providing our response we have had regard to various decisions of the Ombudsman in reviewing responses to requests for public sector salary information over a period of time, and the guidance provided by the Office of the Ombudsman in this respect. In providing our response, we have followed what we consider to be the now commonly accepted approach, that is:

- The salaries of chief executives or other heads of public sector organisations (ie tier one roles) should be released.
- Salaries of second tier management should be disclosed in financial bands (subject to the consideration of individual factors involved).
- All other salaries (ie. third-tier or lower roles) should generally remain private with privacy interests afforded higher weighting than accountability interests.

A recent decision of the Ombudsman in August 2015, which was reviewed by the Privacy Commissioner, confirms this approach. In his review of the decision, the Privacy Commissioner made a clear distinction between senior and lower level staff. The Commissioner also noted that current salary information is significantly more sensitive than more historic salary

information (the decision involved a request for salary information from five years ago) and this may affect his approach to privacy where the salary information at issue is current.

On the basis of the Ombudsman's general practice and the recent comments of the Privacy Commissioner, we provide the following:

- Chief Executive total remuneration (current)
- Tier two remuneration (current) in bands of \$20,000
- Job titles Executive Leadership Team

On this basis, the majority of information relating to your request is already publicly available:

- The details of Chief Executive remuneration is published annually in the council's or its respective CCOs Annual Reports (where applicable). We refer you to the relevant annual reports which are available on the council and/or its CCO websites.
- The number of staff who earn over \$200,000 is publicly available in the Auckland Council Group Annual Report. The Group Annual Report discloses the information in \$20,000 bands. The information for the 2014/15 financial year can be located via the following link: [http://www.aucklandcouncil.govt.nz/EN/planspoliciesprojects/reports/annual\\_report/Documents/annualreport20142015volume3financialstatements.pdf](http://www.aucklandcouncil.govt.nz/EN/planspoliciesprojects/reports/annual_report/Documents/annualreport20142015volume3financialstatements.pdf). Please note that these figures also include Ports of Auckland staff.
- Total remuneration costs for respective Executive Leadership Teams, including salary and other short term benefits and post employment benefits is publicly available in the council or its respective CCO annual report. You should note that in some instances the total ELT costs may include ELT positions on remuneration of less than \$200,000.

The council acknowledges that there is a potential public interest in remuneration for Executive Leadership Team (ELT) members. We have therefore listed the job titles for Executive Leadership Team positions in Attachment 1.

Should you believe Auckland Council has not responded appropriately to your request, you have the right by way of complaint, under section 27(3) of the Act, to apply to the Ombudsmen to seek an investigation and review of the decision.

If you have any further queries please email me at 09 301 0101, quoting reference number 9000138938.

Yours sincerely



Isis van Geenen  
**Privacy & LGOIMA Business Partner**  
**Auckland Council**

9000138938

**Attachment 1: Job titles Executive Leadership Team**

<b>ACIL</b>	
<b>ATEED</b>	
Chief Executive	
Chief Operating Officer	
General Manager Destination and Marketing	
General Manager External Relations	
General Manager Business Attraction and Investment (currently vacant)	
General Manager Business Innovation and Skills	
<b>Auckland Council</b>	
Chief Executive	
Chief of Strategy	
Governance Director	
People and Capability Director	
Chief Finance Officer	
Chief Operating Officer	
Communication and Engagement Director	
Legal and Risk Director	
Transformation Director	
Director, Regulatory Services	
Director, Community Services	
Director, Infrastructure & Environmental Services	
<b>Panuku Development Auckland</b>	
Chief Executive	
Director Capital Partnering	
Director Corporate Services	
Director Development	
Director Place Shaping	
Director Portfolio Management	
Director Strategy and Engagement	
<b>RFA</b>	
Chief Executive	
Chief Financial Officer	
Director Auckland Art Gallery	
Director Auckland Conventions	
Director Auckland Live	
Director Corporate	
Director Cultural Partnerships	
Director External Relations	-
Director Marketing and Communications	
Director People and Culture	
Director Auckland Stadiums	
Director Strategic Partnerships	
Director Auckland Zoo	

<b>Auckland Transport</b>	
Chief Executive	
Chief People Officer	
Chief Infrastructure Officer	
Chief Technology Officer	
Chief Financial Officer	
Chief Strategy Officer	
General Manager Communications and Corporate Relations	
General Manager Transport Services	
Special Projects Manager	
General Manager AT Metro	