

Appendix A

List of pay bands

The pay bands used by LINZ are listed in the table below. These figures are current as of April 2024.

Band	Minimum	Maximum
24	\$153,000	\$207,000
23.1	\$142,541	\$192,850
23.2	\$138,212	\$186,992
22	\$127,257	\$172,171
21	\$119,736	\$161,996
20	\$108,161	\$146,335
19	\$102,223	\$138,302
18	\$93,949	\$127,108
17	\$89,308	\$120,828
16	\$81,912	\$110,822
15	\$76,981	\$104,151
14	\$71,862	\$97,225
13	\$66,666	\$90,195
12	\$61,910	\$83,761
11	\$57,361	\$77,607

List of positions permitted to spend salaried time for the purpose of union organisation, advocacy or other union activity

When reviewing this list please note:

- We use Broad-based roles that have multiple levels and a number of associated pay bands.
- As we have low numbers of Union Delegates we have provided the range of pay bands that apply to that Broad-based role and in order of pay band level to preserve the privacy of individuals.
- Union activity fluctuates, where some months more support is required, and in others less support, therefore we have provided an average amount.

Broad-based role	Level	Pay Bands	Hours
Customer Regulatory Specialist x4	1	11 – 15	Less than 5 hrs/month
Customer Regulatory Specialist x2	2	16 – 18	Less than 5 hrs/month
Customer Regulatory Specialist x2	3	19 – 21	Less than 5 hrs/month
Digital Specialist	3	19 - 21	Less than 5 hrs/month
Geospatial Specialist	3	19 – 21	Less than 5 hrs/month
Leader x2	1	19 – 23.1	Less than 5 hrs/month
Relationship Partner x2	1	17 - 19	Less than 5 hrs/month
Solution Delivery Specialist	3	19 - 21	Less than 5 hrs/month